

A photograph of two modern office buildings at night. The building on the left is dark, while the one on the right has many lit windows, creating a strong visual contrast.

Excellence in Workforce Management

ATOSS Software AG

Agenda

01 Key Investment Highlights

02 Market for Workforce Management

03 Business Model

04 Financials & KPI's

05 Growth Strategy

A professional window cleaner wearing a green helmet, grey shirt, and yellow safety harness is working on a large glass facade. He is wearing blue gloves and holding a squeegee. A yellow bucket hangs from his belt. The background shows a blurred view of the building's interior and other workers.

Key Investment Highlights

WISAG | Services

ATOSS – Leading in the field of Workforce Management

Highlights at a glance

>30 years

market experience

Top line visibility as stock corporation

630+

employees

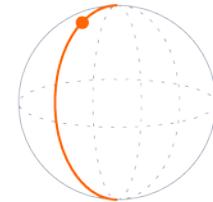
SDAX

07/2021



ATOSS is first mover and innovator in the field of workforce management

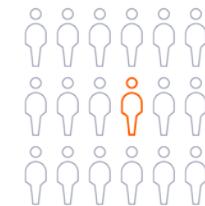
Market leader for workforce management in DACH



11
currently available software languages

50+
countries worldwide, including 31 in Europe

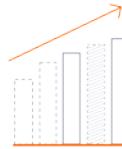
~ 12,000
customers worldwide from SMB to blue chips



Technology and development leader



Double-digit revenue growth (16% CAGR 2017-2021)



+60%
CF to EBIT ratio

25% to 30%
EBIT margin

4 million
employees managed with ATOSS solutions

Profound understanding of customer needs

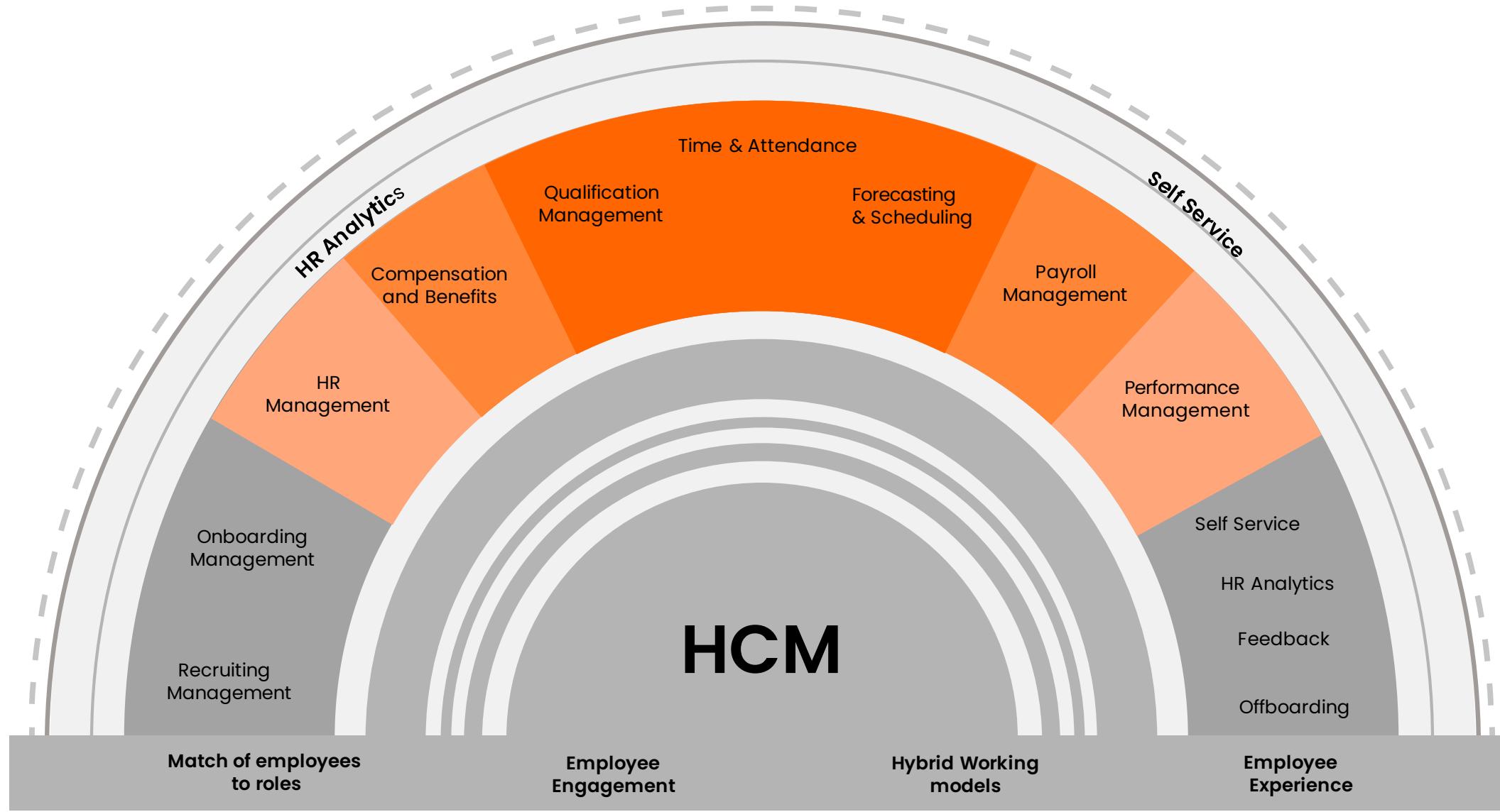
As of 12/31/2021



Market for Workforce Management

HeidelbergCement | Manufacturing

HCM Trends





Digitalization of labor world

The application of **artificial intelligence (AI)** in WFM solutions for employees and managers adds **significant business value** to WFM

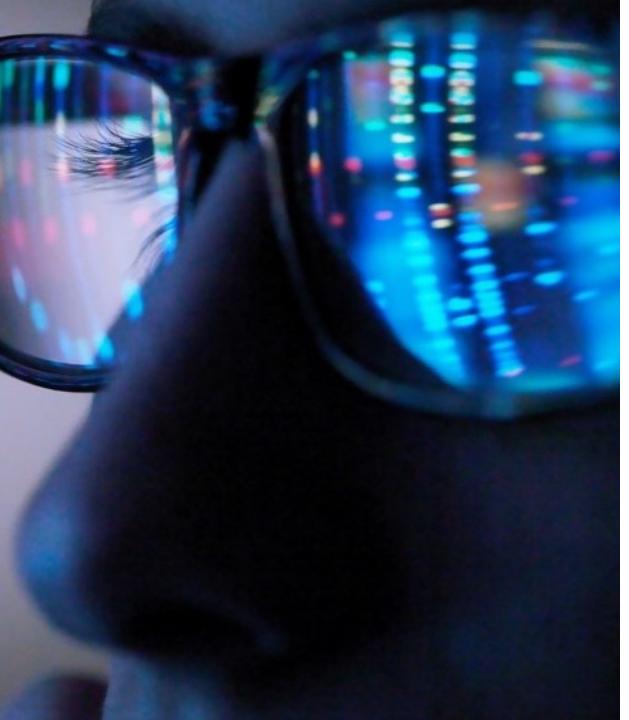
Increasingly complex
regulatory
environment



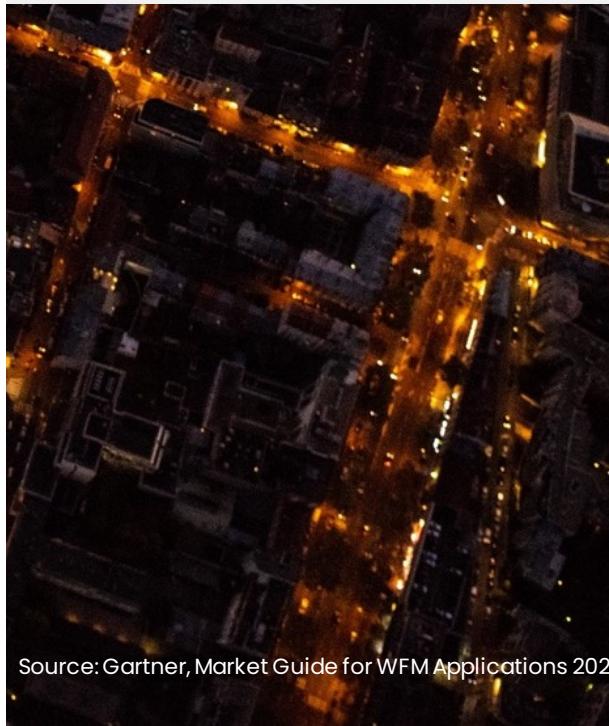
Scarcity of resources
and **skilled staff**

A **shortage of workers have prompted** investment in advanced scheduling and planning functions so **existing workers are deployed as effectively as possible.**

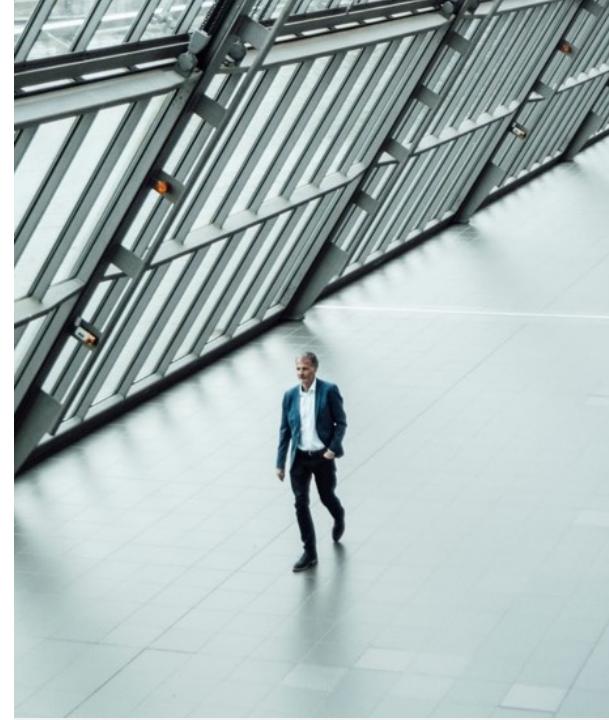
Furthermore driven by the **"talent crunch"** many employers have prioritized investments in improving the **employee experience** to both **reduce worker attrition and improve worker effectiveness.**



By 2025, 50% of large enterprises with hourly workers and variable demand for labor will use automation to drive workforce scheduling decisions.



By 2023, at least 99% of new WFM application sales will leverage cloud-based deployment models.



By 2025, 80% of large enterprises with hourly workers will have invested in WFM to support the employee experience and/or digital workplace initiatives.



By 2025, 60% of global midmarket and large enterprises will have invested in a cloud-deployed HCM suite for administrative HR & talent management.

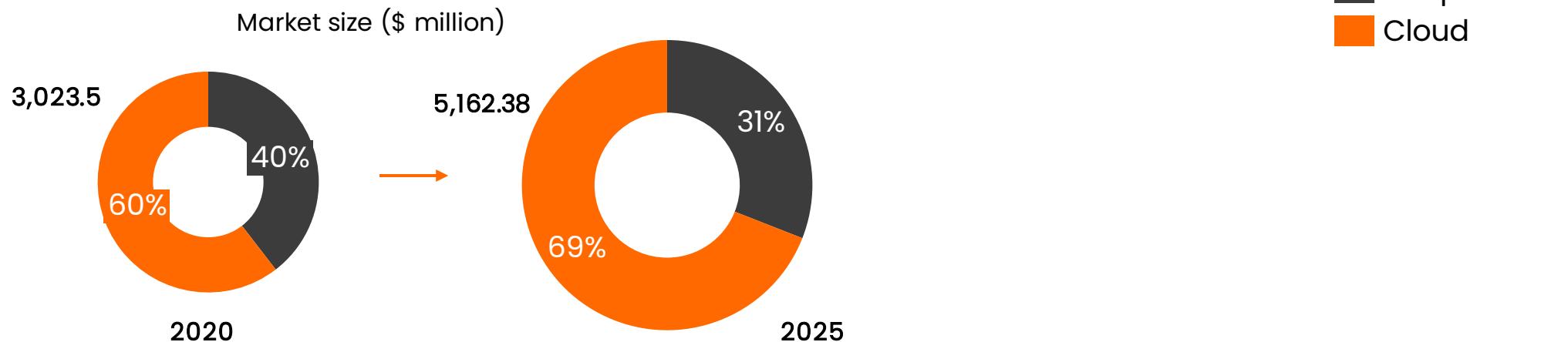
Workforce Management Market

Market Studies*

Growth Workforce Management Market

- Ø annual growth rate **cloud-based WFM-solutions:** 14.29% CAGR (2020 – 2025)
- Ø annual growth rate of **on premises WFM-solutions:** 5.98% CAGR (2020 – 2025)

Market segmentation by deployment



- 81.17% of incremental growth between 2020 and 2025 **contributed by Cloud**

* Technavio, Global Workforce Management Software Market by Deployment and Geography – Forecast and Analysis 2021-2025

A professional photograph of a male doctor with a beard and short hair, wearing a white medical coat and a yellow stethoscope. He is smiling and pointing his right index finger directly at the viewer. The background is a blurred hospital or clinic interior.

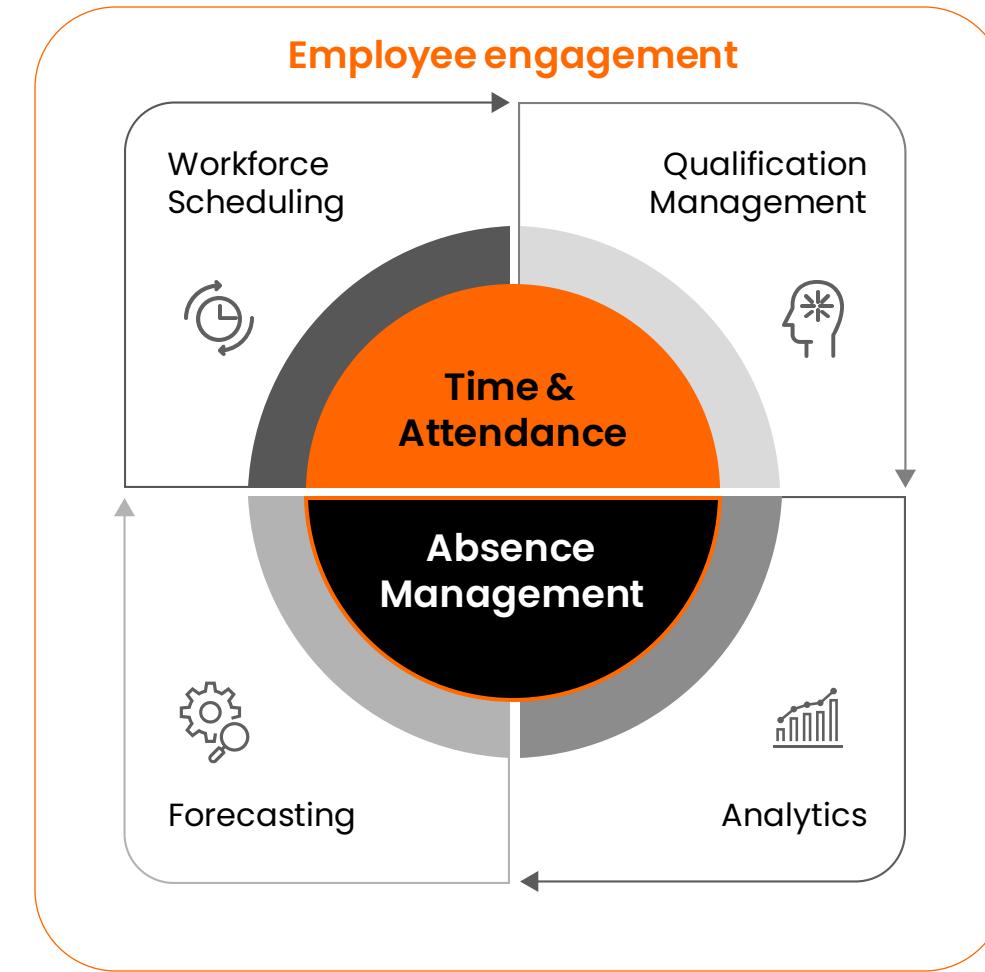
Business Model

Paracelsus-Kliniken | Healthcare & Services

Workforce Management in a Nutshell

Efficiency via Highly Flexible Staff Deployment

ATOSS helps companies to have ...
...the right employee
...with the right qualification
...at the right place
...at the right time
...at the right cost
...at full compliance



Highly flexible, demand-optimized workforce scheduling

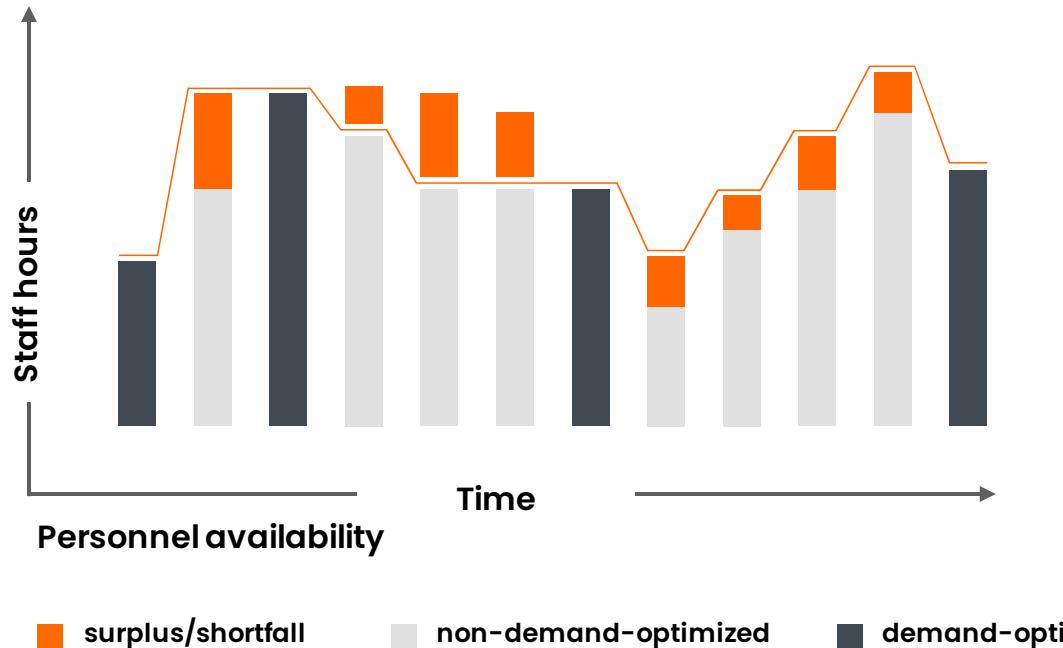
Digital Workforce Management

Current situation

Fluctuation in demand

Little flexibility and long response times

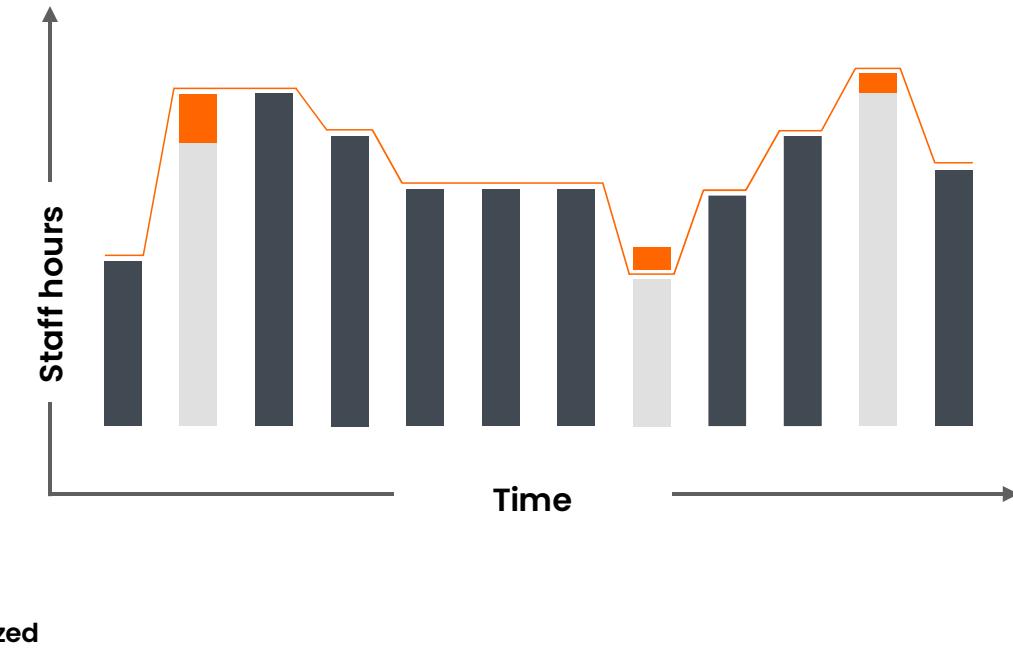
OPTIMIZATION POTENTIAL



Goal

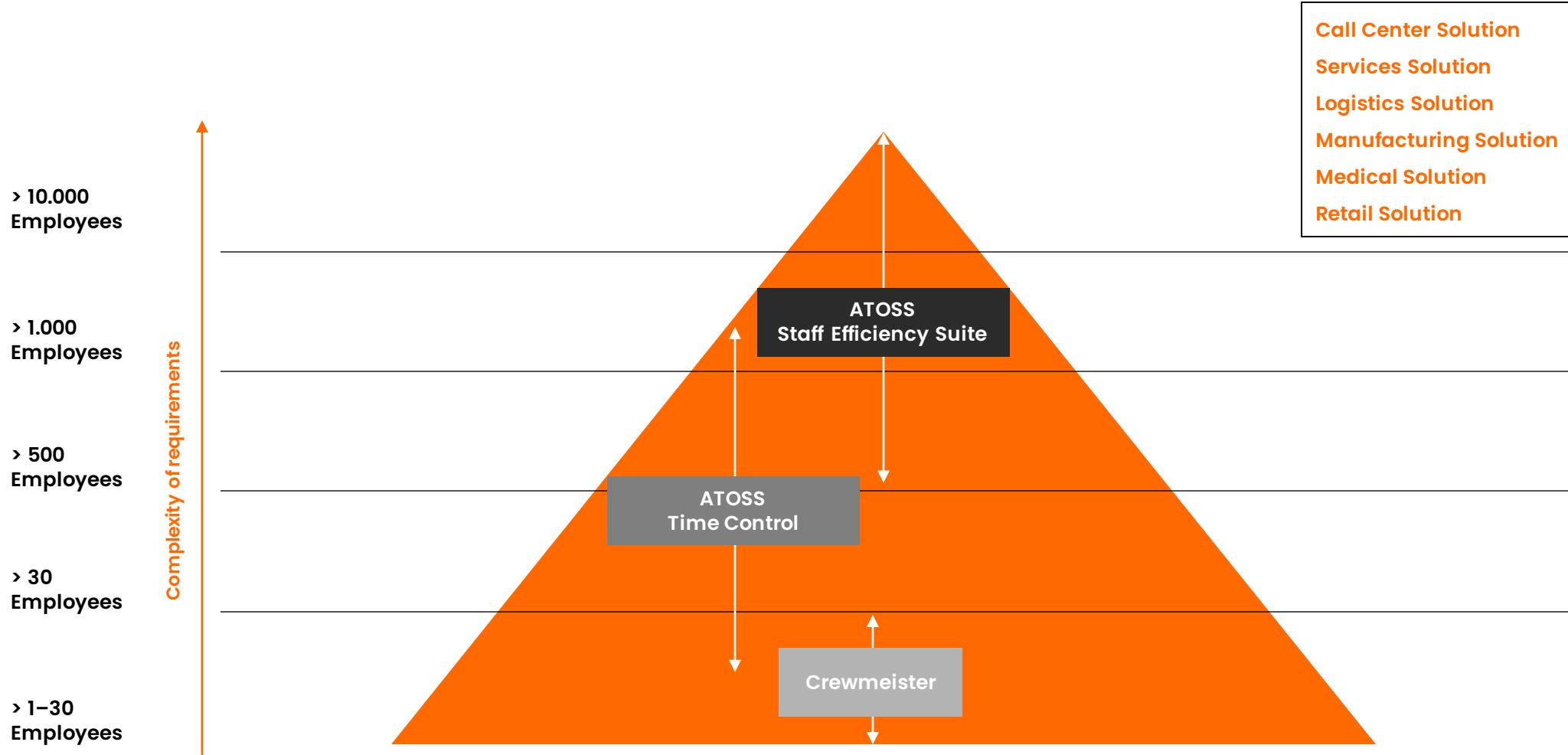
Demand and cost-optimized synchronization of working time and order volume

AFTER OPTIMIZATION



ATOSS Product Portfolio

As full-range provider, we offer solutions for every requirement





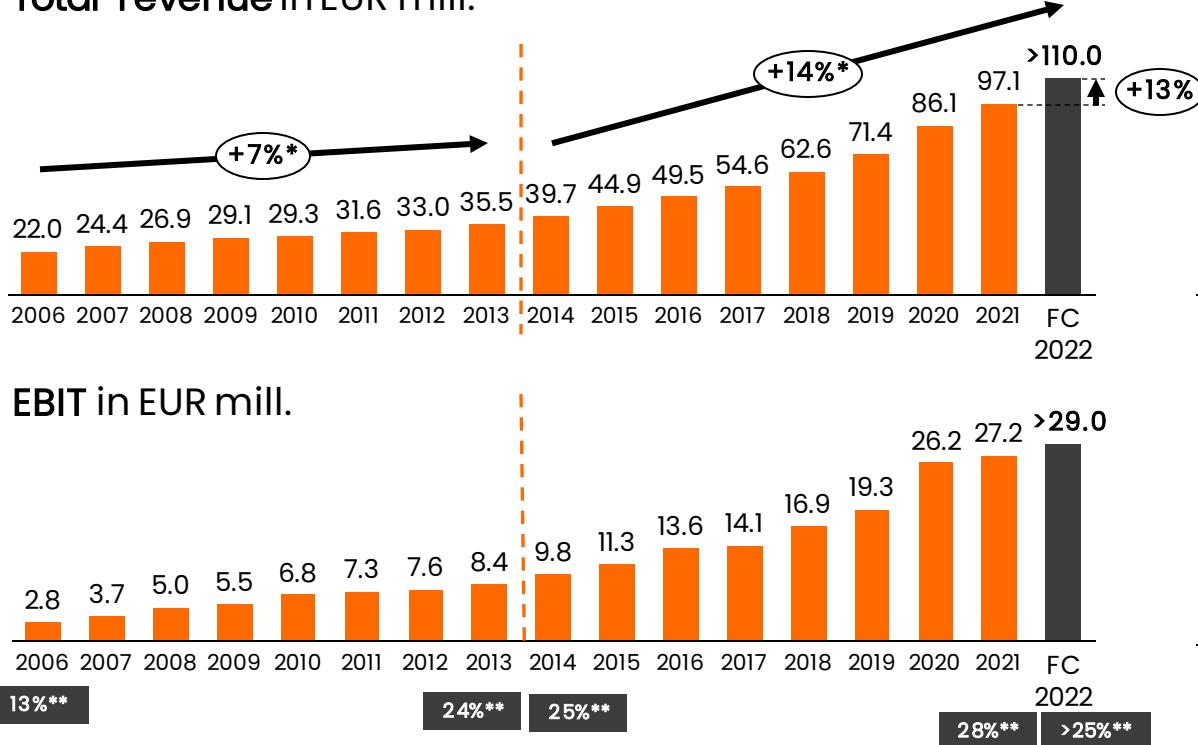
Financials & KPI's

HEINZ-GLAS | Manufacturing

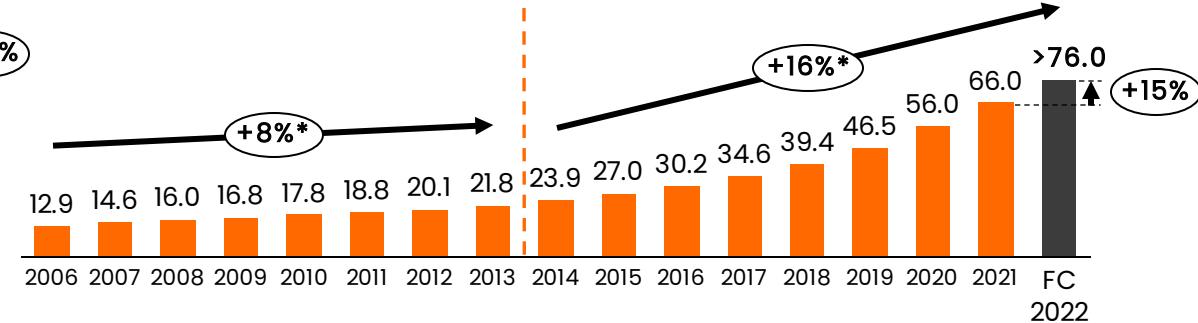
ATOSS – 17th Record Year Anticipated

Running like Clockwork

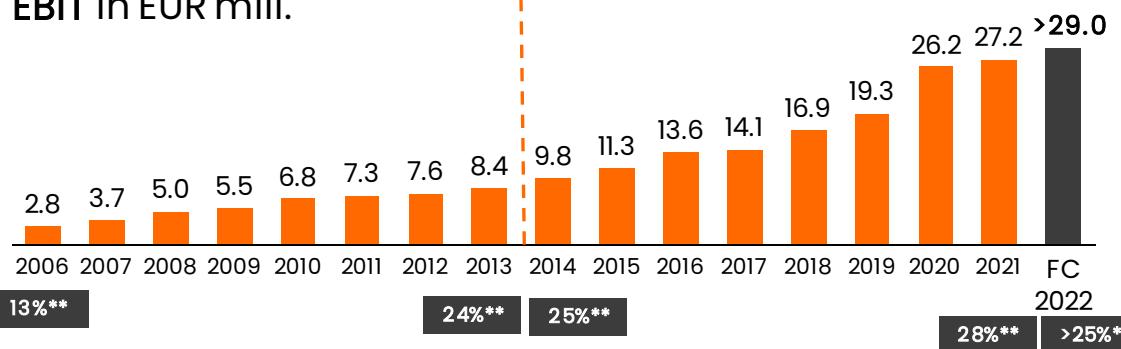
Total revenue in EUR mill.



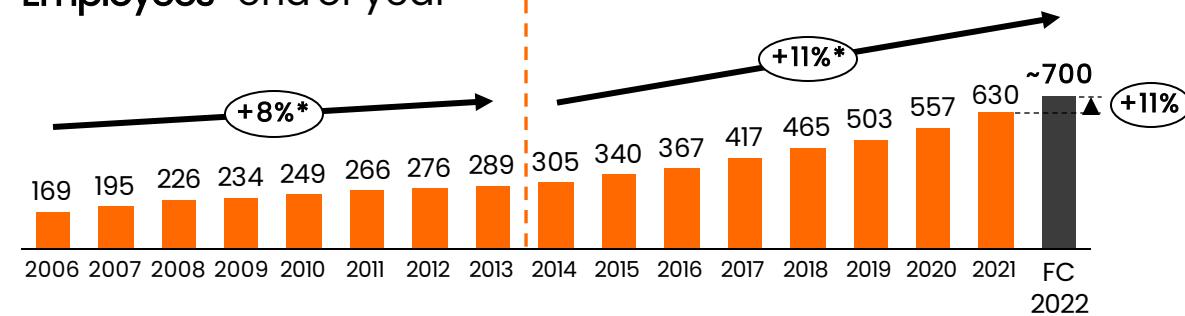
Software in EUR mill.



EBIT in EUR mill.



Employees end of year



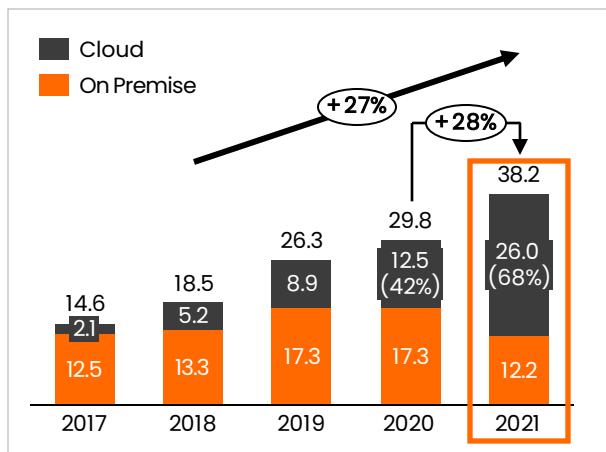
- Strong sales and continued positive earnings development
- Consistent ongoing investments in portfolio and technology
- Long-term security for our customers

* Average growth rate ** EBIT in % of total revenues

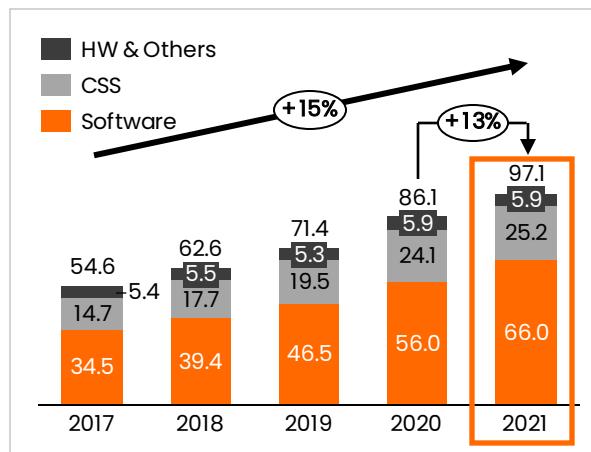
Financial KPIs

16th record year in a row for ATOSS

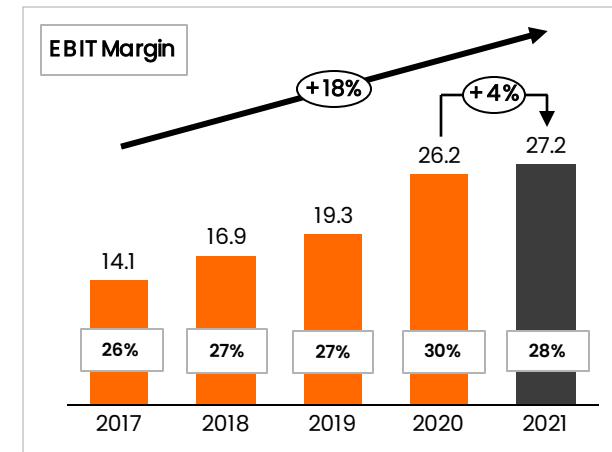
Order intake



Sales total



EBIT

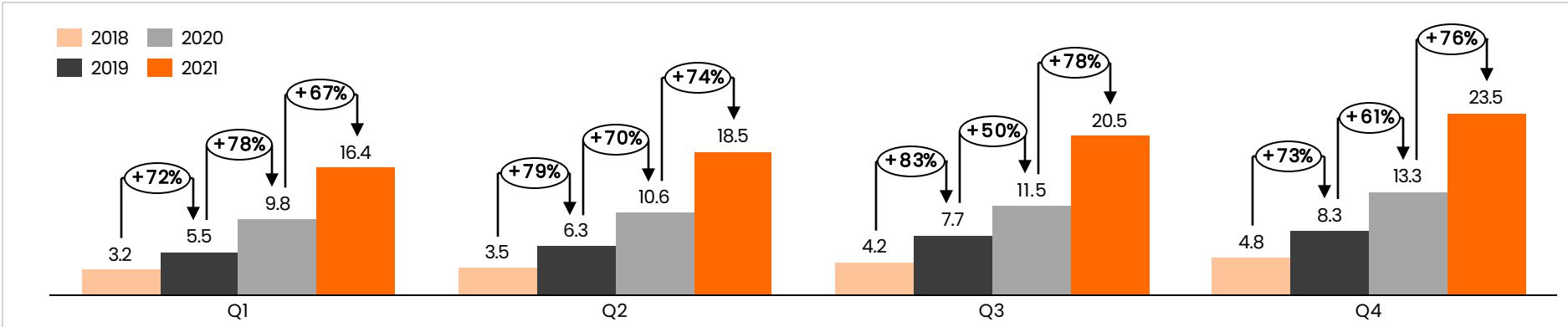


EUR mill.

Highlights

- 16th record year in a row for Sales & EBIT with accelerated demand for our WFM solutions
- Total sales rocketed to 97 Mio EUR
- Cloud transformation successfully ongoing
- Excellent EBIT Margin 28%
- Average initial cloud contract duration: 42 months
- Average Churnrate**: ~1.3 percent

Cloud ARR*: Quarterly development

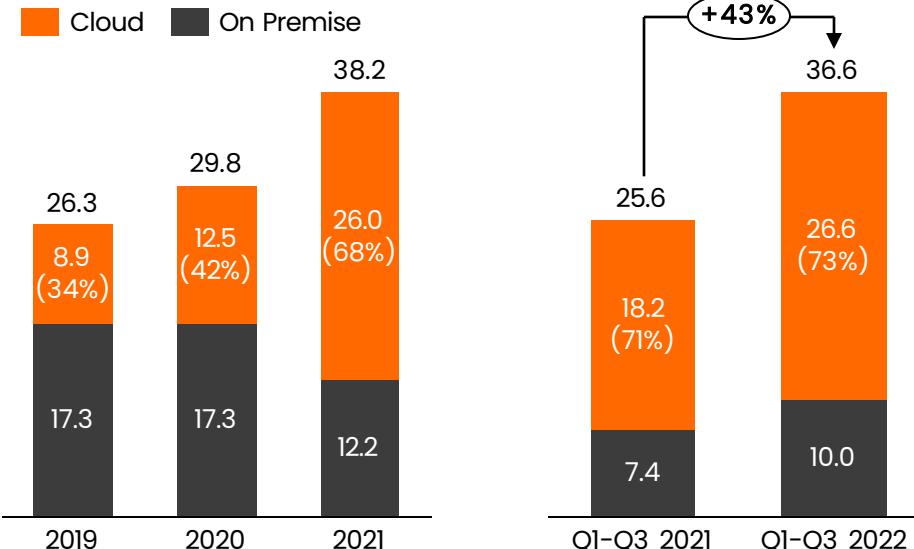


*ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister; **Churnrate: calculated as contract terminations divided by total ARR

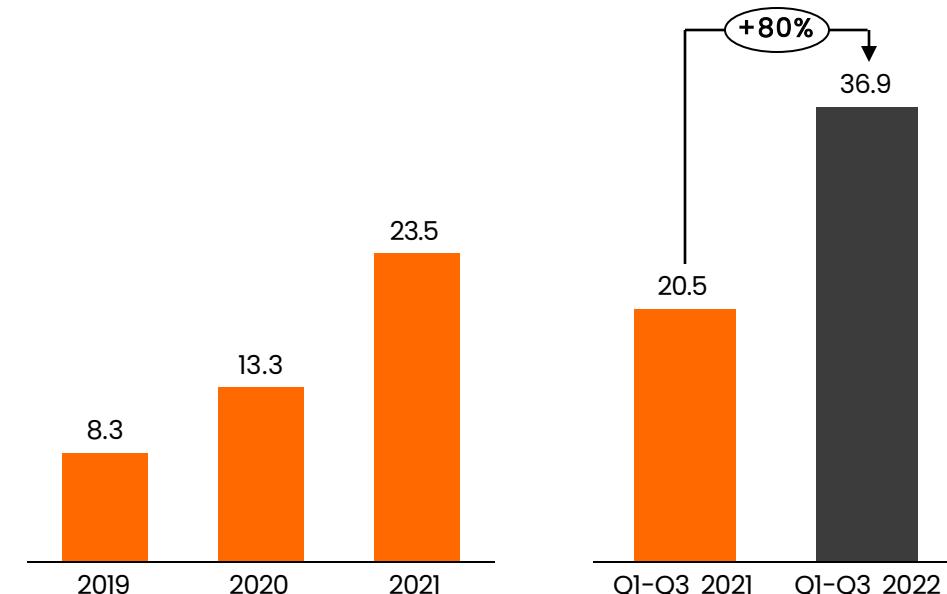
ATOSS Order Situation

Q1-Q3 2022

Share of Cloud¹⁾ in software order intake: in %



Cloud ARR²⁾: in EUR mill.



- Selected Cloud KPI's as of Q3 2022:**

- Average Churnrate³⁾: ~1.8%
- Net Retention Rate⁴⁾: 126%
- Share of New Customer ARR⁵⁾: 27%
- Standard initial cloud contract duration: 48 months

¹⁾ Cloud share of software order intake expressed as normalized value of licenses in cloud and on prem orders

²⁾ ARR (Annual Recurring Revenue) comprises the turnover generated by the company over the next 12 months on the basis of current monthly cloud usage fees applicable as of the qualifying date incl. Crewmeister I ARR Crewmeister: Q3 YTD 2022: 2.8 EUR mill. (Q3 YTD 2021: 1.8 EUR mill.)

³⁾ Churnrate: calculated as contract terminations and contractions divided by ARR (w/o Crewmeister)

⁴⁾ Net Retention Rate: revenues generated from existing customers as of PY (Q3)- taking into account expansion and churn (w/o Crewmeister)

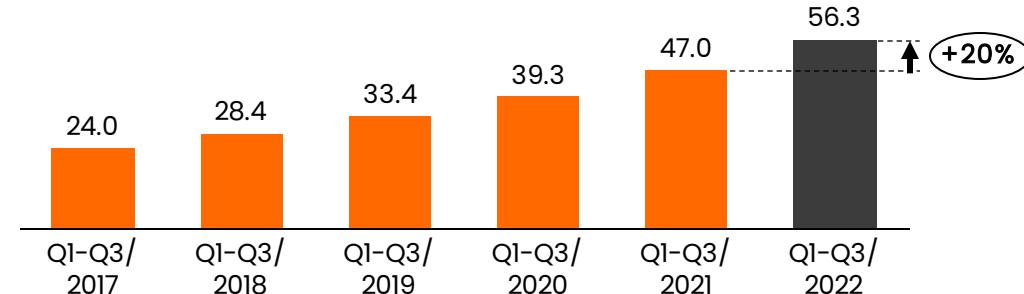
⁵⁾ Share of New Customer ARR: revenues generated from new customers since Q4 PY – taking into account base, expansion and indexation (w/o Crewmeister)

Top Key Figures Q1–Q3 2022

Total Revenue in EUR mill.



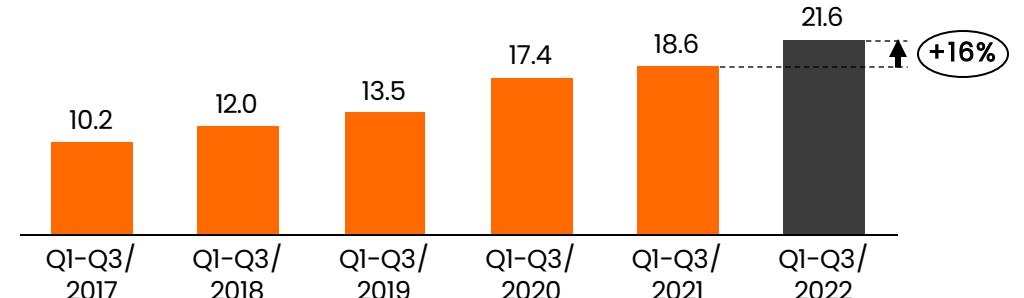
Software Revenue in EUR mill.



Recurring Revenue in EUR mill.



EBIT in EUR mill.

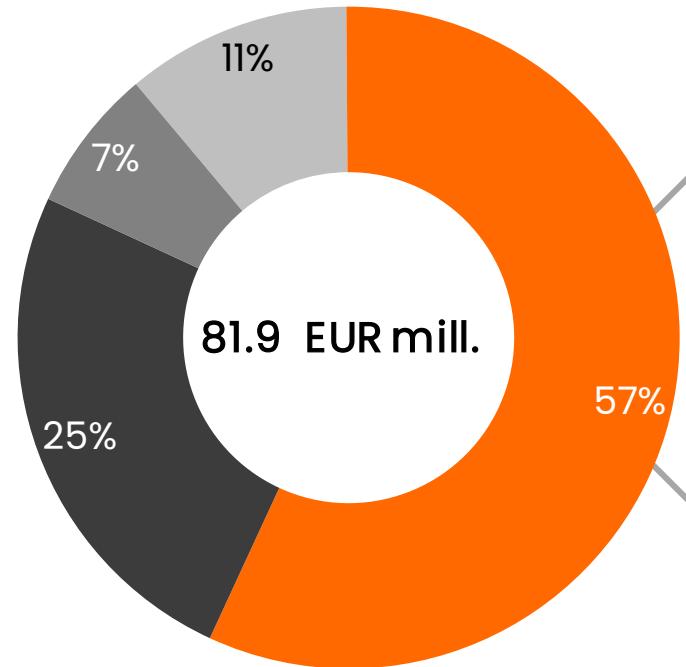


- Growing sales and continued positive earnings development in the first half of 2022
- Strong expansion of the share of recurring revenues
- Strong EBIT margin of 26 percent

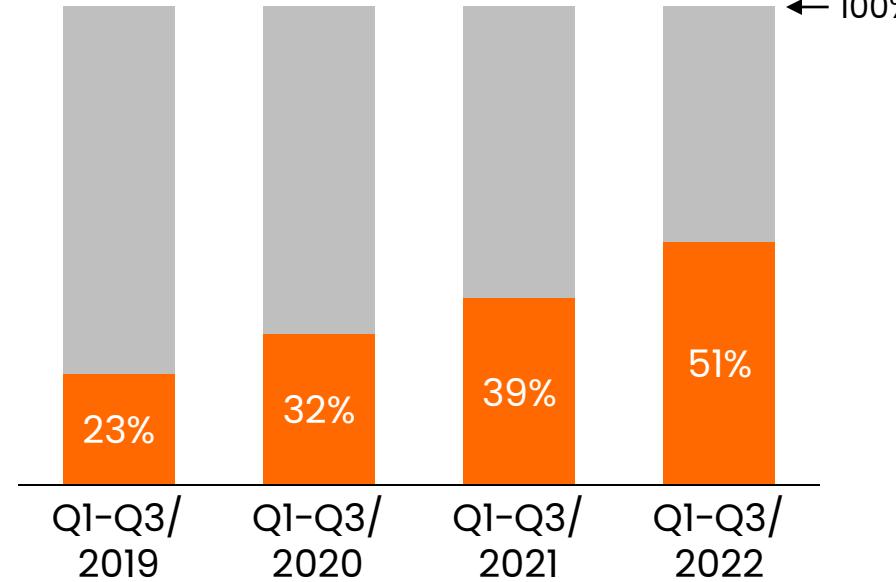
Recurring revenue

Revenue share Q1-Q3 2022

Revenue share by type in %



Share of Cloud & Subscription in recurring revenue in %



- Licenses
- Recurring revenue (Cloud & Subscription (29%); Maintenance (28%))
- CSS
- HW & Others

A medium shot of a man with short brown hair, a beard, and glasses, wearing a dark blue t-shirt. He is standing in a warehouse or factory setting, gesturing with his hands while speaking. In the background, there are shelves filled with boxes and a large screen displaying data, including a prominent green box with the number '0'.

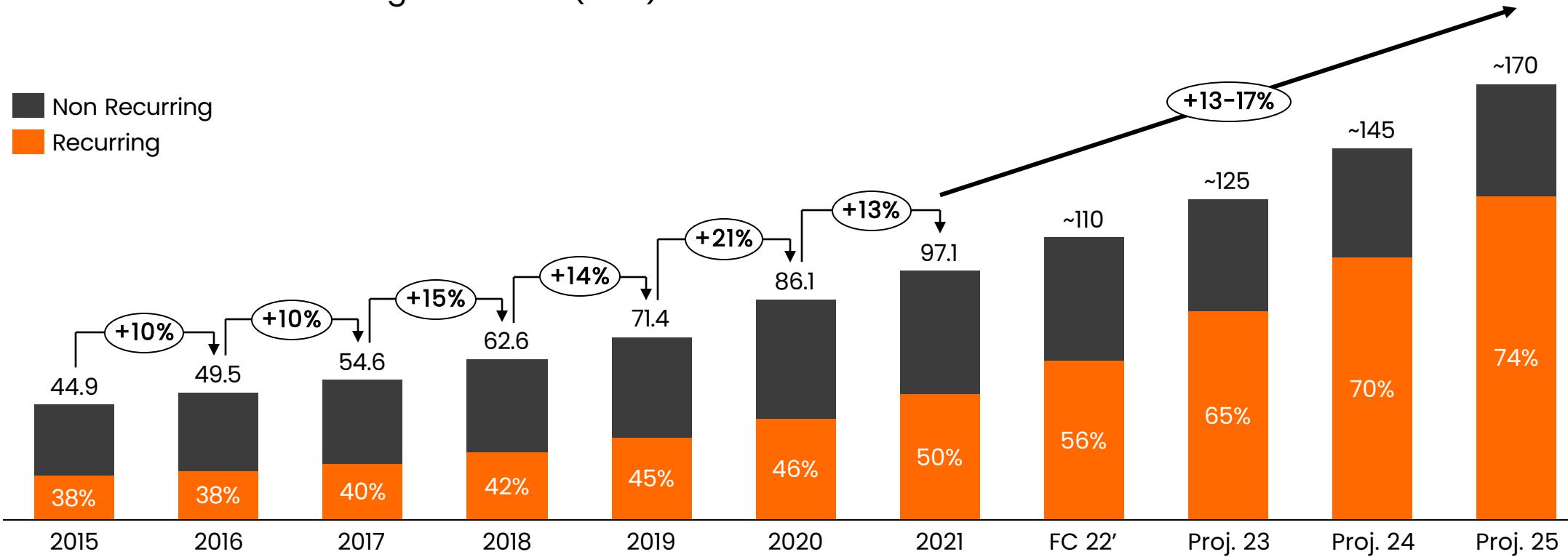
Growth Strategy

Digitec Galaxus | Retail

ATOSS Cloud Transformation

Growth leading the way for increased Recurring Revenue (Model Projectory)

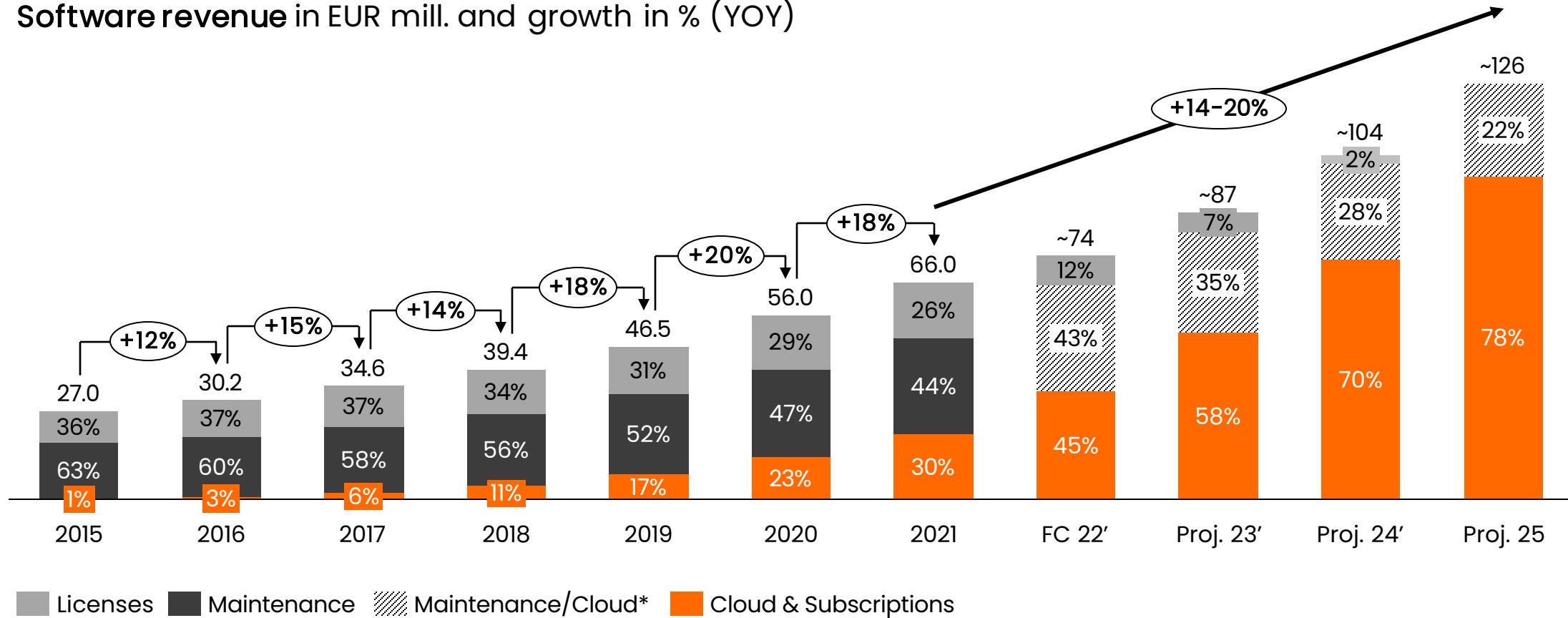
Revenue in EUR mill. and growth in % (YOY)



ATOSS Cloud Transformation

Growth Leading the way for increased Recurring Revenue (Model Projectory)

Software revenue in EUR mill. and growth in % (YOY)



Internationalization strategy

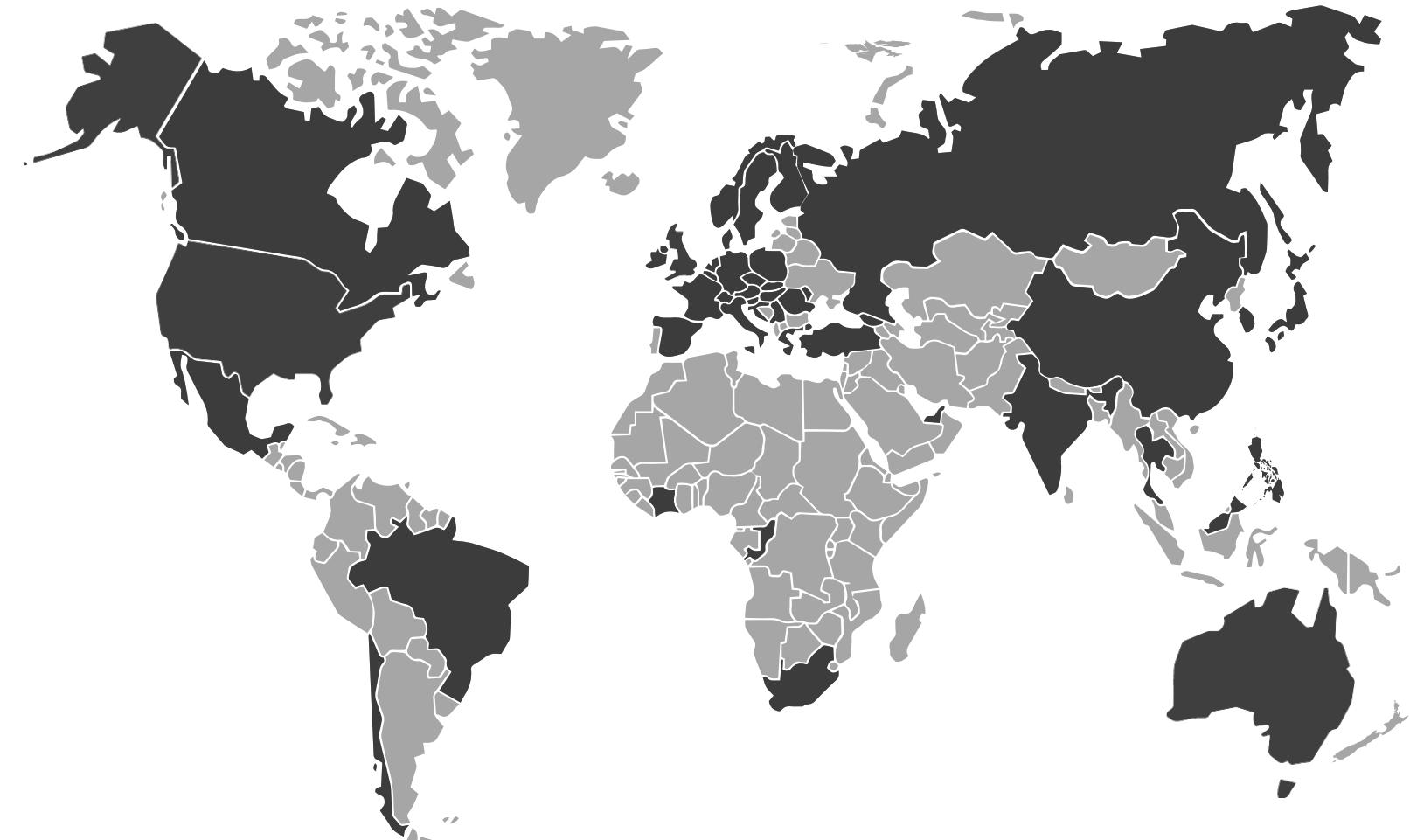
ATOSS solutions operating worldwide

International Revenue Share increases from 16% to 25% by 2025

ATOSS Solutions currently in 50+ countries: multilingual solutions, 11 software languages

ATOSS Strategy

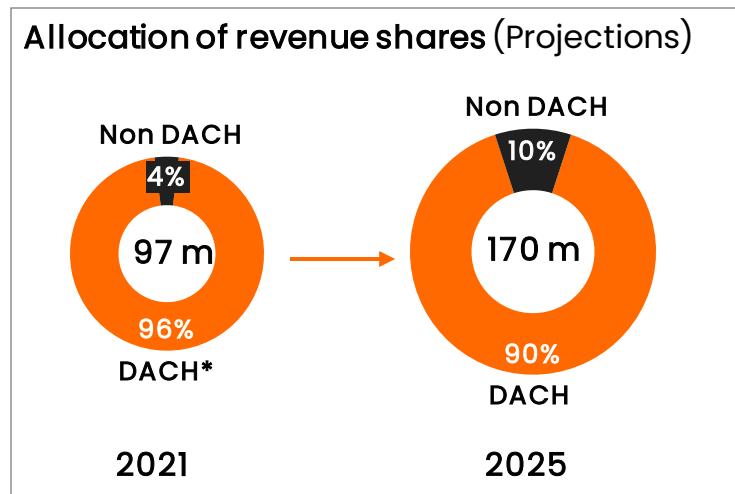
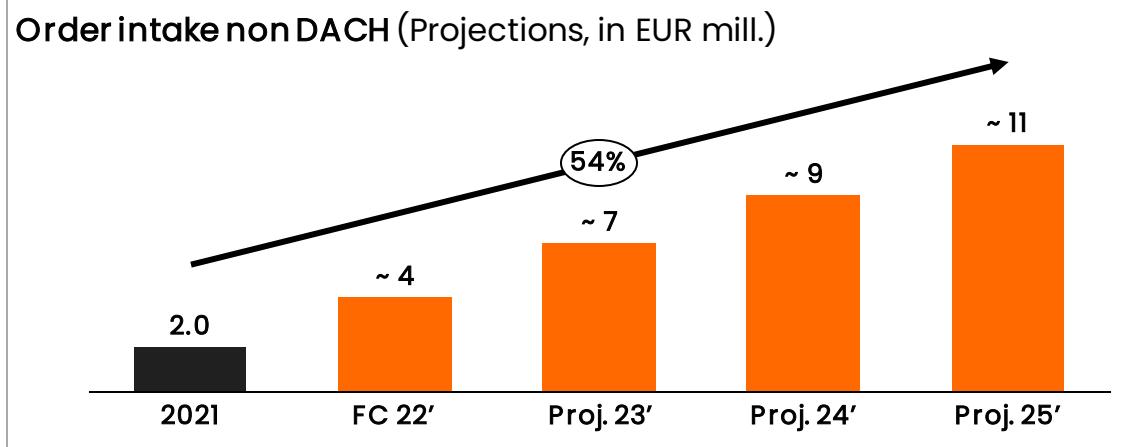
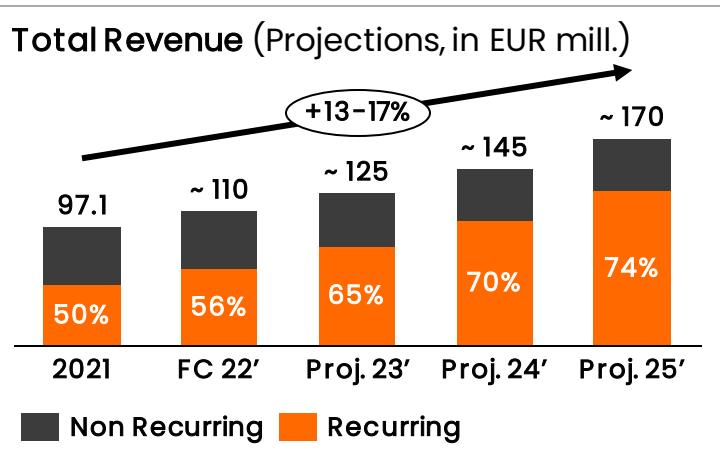
- **Expand regional sales & service hubs**
- **Expansion of international partner network**



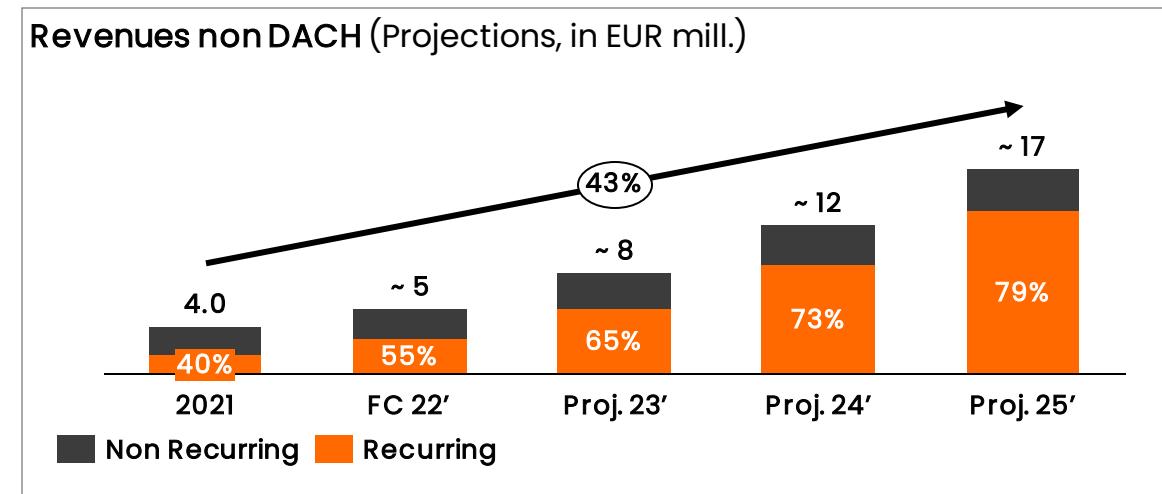
As of 01.06.2022

ATOSS Internationalization

Supporting overall growth strategy with expansion in non DACH countries



*thereof Austria (6%) and Switzerland (4%)



ATOSS – Growth Projections 2022 – 2025

Strong Growth and Margins while building Recurring Revenue

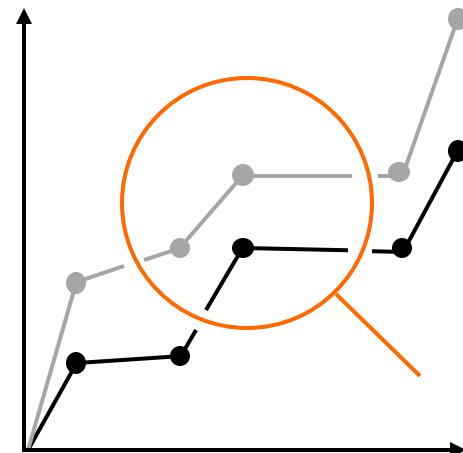
Guidance 2022

Total Revenue

>110 EUR Mill.

EBIT Margin

>25%



Projections 2022 – 2025

Total Revenue Growth

p.a. **13–17%**

Software Revenue
Growth

p.a. **14–20%**

Increasing Share of
Recurring Revenue
from

>50 to 75%

EBIT Margin from

25–30%

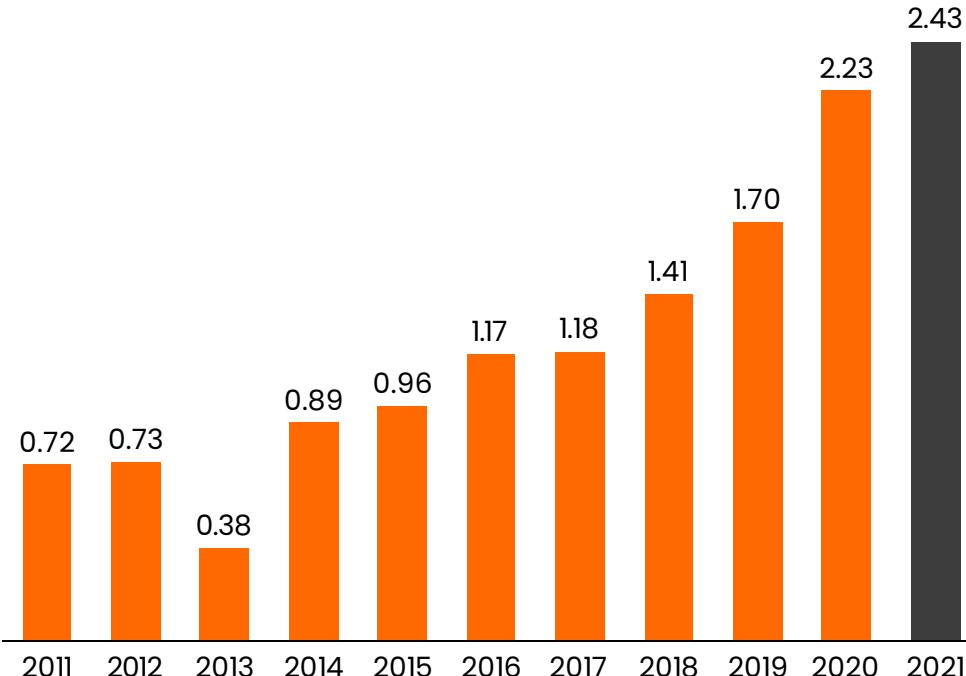
Thank You for Your Attention!

Attachments

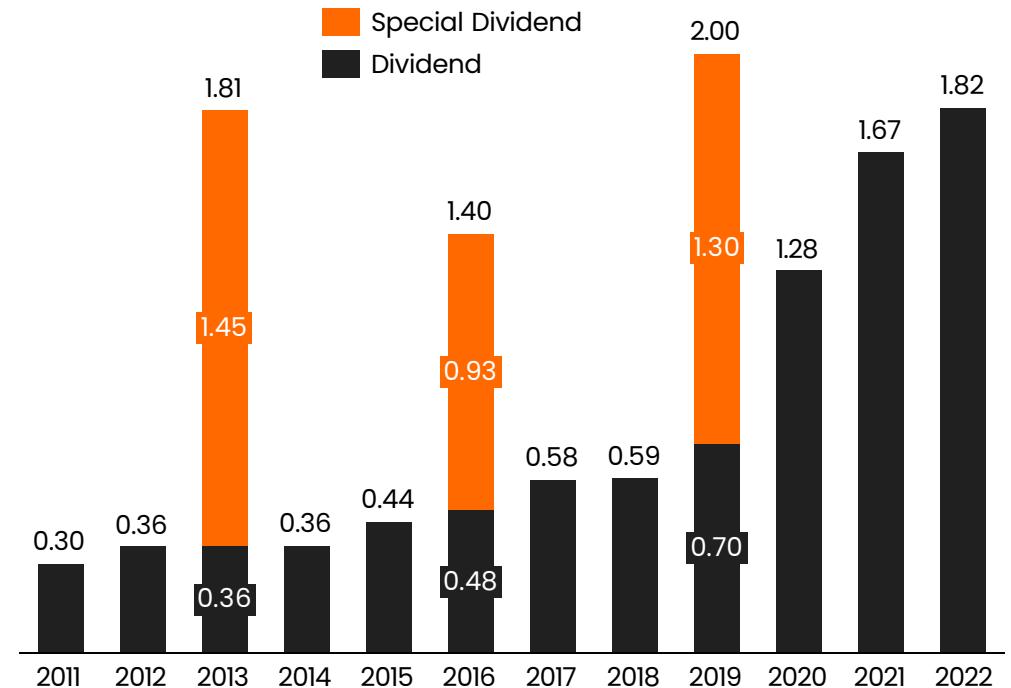


The ATOSS Share Dividend Policy

EPS* per 31. December in EUR



Dividend* in EUR



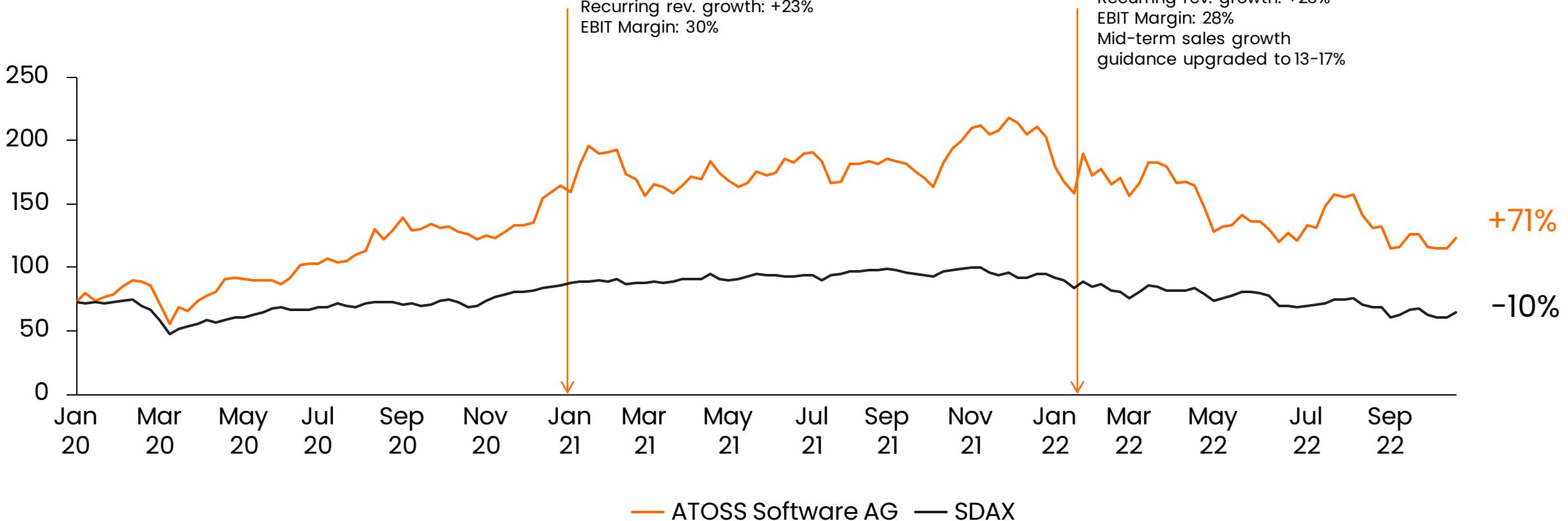
ATOSS stays true to its dividend policy with continuity to the previous year

* The previous year's figures have been adjusted due to stock split in 2020; Rounding up to 2 decimal places

The ATOSS Share

Share price performance* (01/2020 – 10/2022)

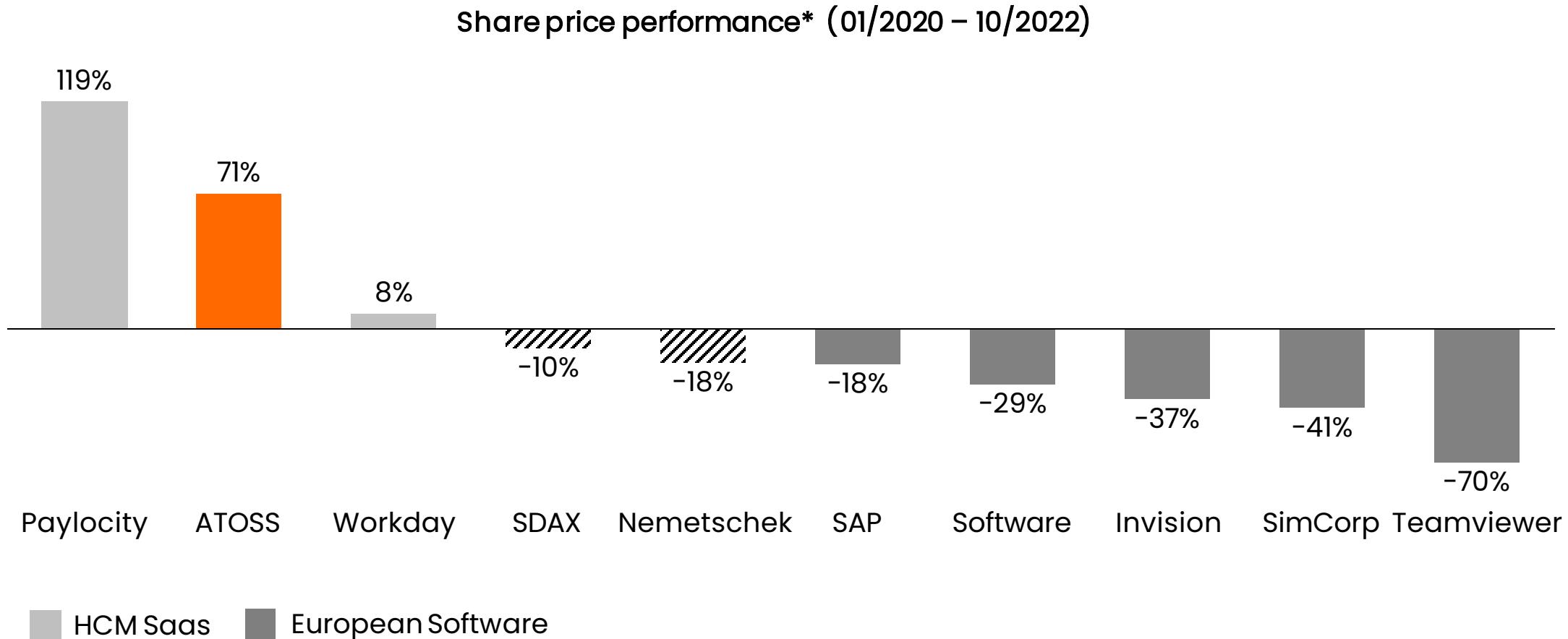
(Share price in EUR)



*SDAX Index rebased on ATOSS' share price of EUR 72,25 as of 01/02/2020

ATOSS Stock

High Performer in European Software and HCM Stocks since COVID



* ATOSS, Nemetschek, Software, Teamviewer, SAP, Invision, SDAX: XETRA-Opening price 01/02/2020 and -Closing price 10/31/2022; Paylocity: Frankfurt Stock Exchange-Opening price 01/02/2020 and -Closing price 10/31/2022; Workday, Simcorp: Tradegate-Opening price 01/02/2020 and -Closing price 10/31/2022

Corporate Social Responsibility @ ATOSS

Fields of sustainable activities

Responsibility as integral aspect of our corporate culture and business processes

Integrity and compliance

- Prevention of discrimination, corruption, bribery, respect for human rights
- Compliance Management System – acting in accordance with all laws, social guidelines and values

Customer and society

- Data protection and data security
- Customer satisfaction
- Social and cultural activities

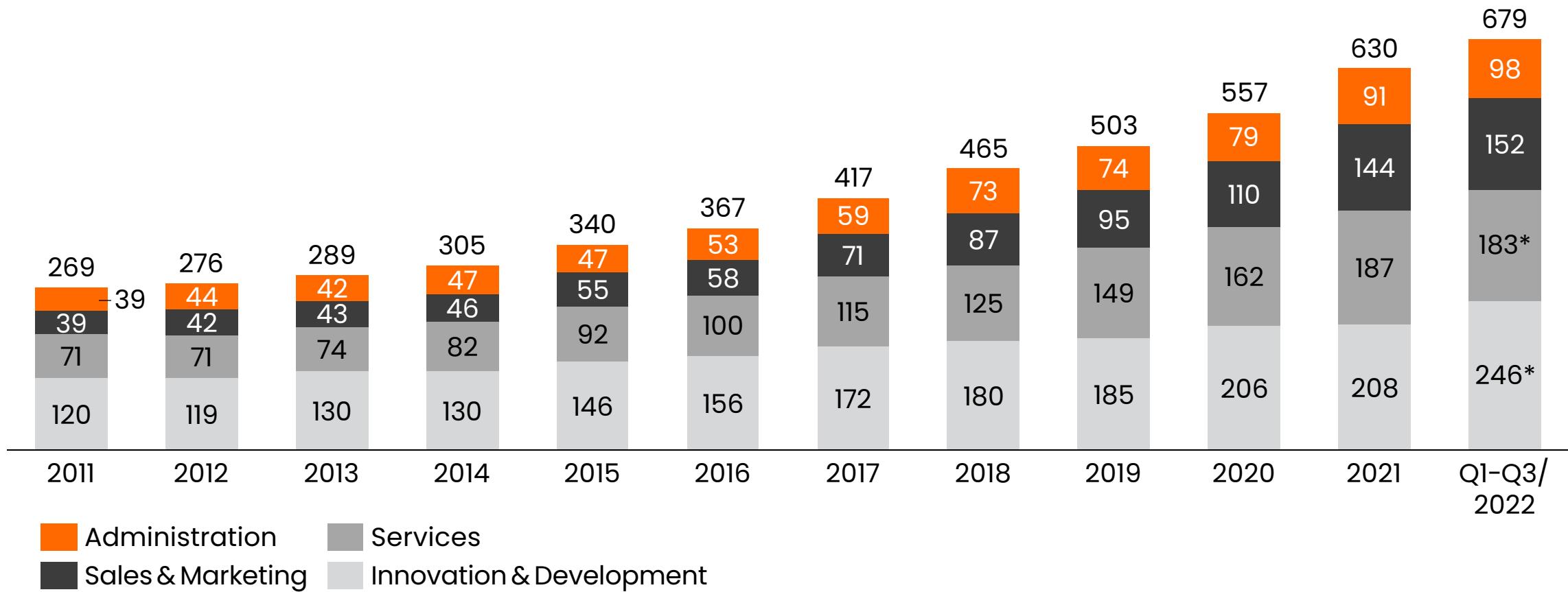
Environment

- Energy & CO2 reduction
- Conservation of resources

Employee

- Recruitment and retention
- Continuous training and learning
- Health promotion and recreation
- Diversity

Continuous Expansion of Personnel Capacities

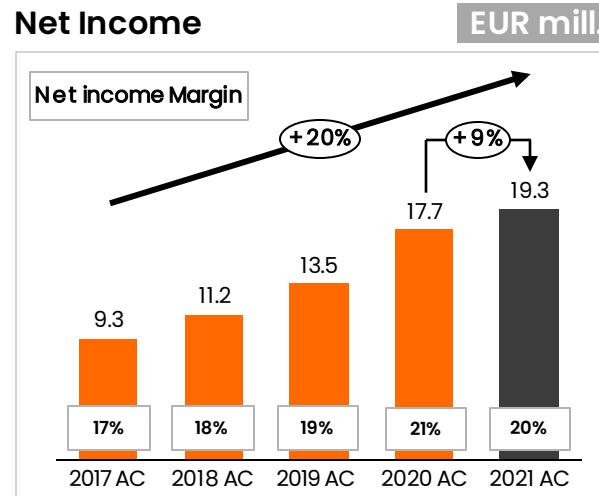


* In FY 2022 shift of Cloud Services Team from Services Department to Innovation & Development Department

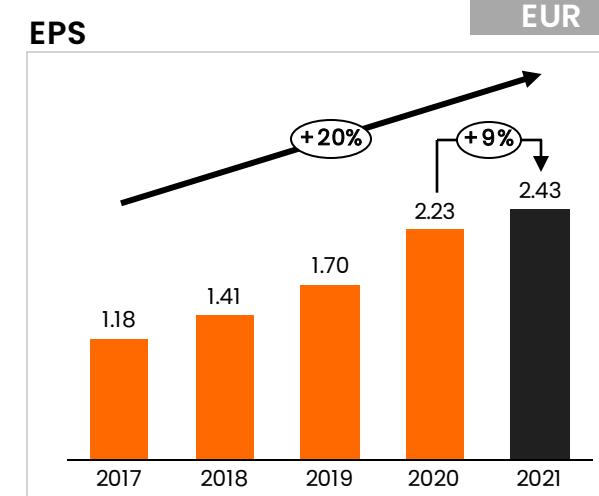
Financial KPIs

Financial strength excellent base for further growth

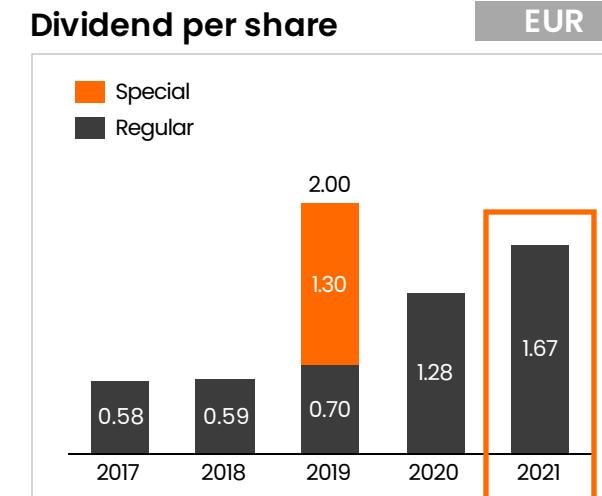
Net Income



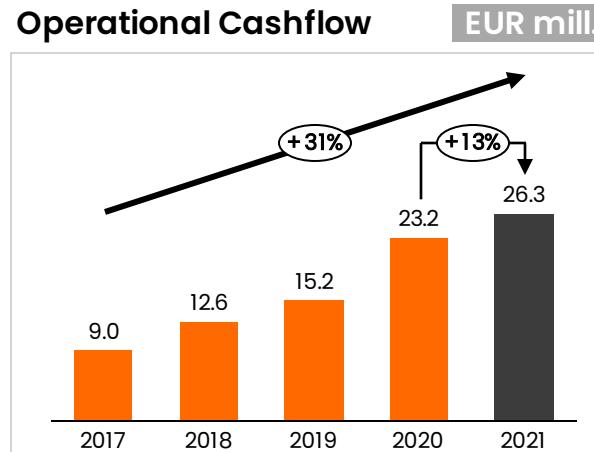
EPS



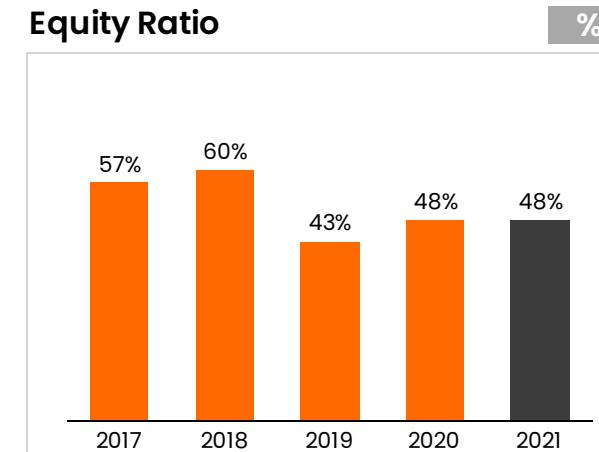
Dividend per share



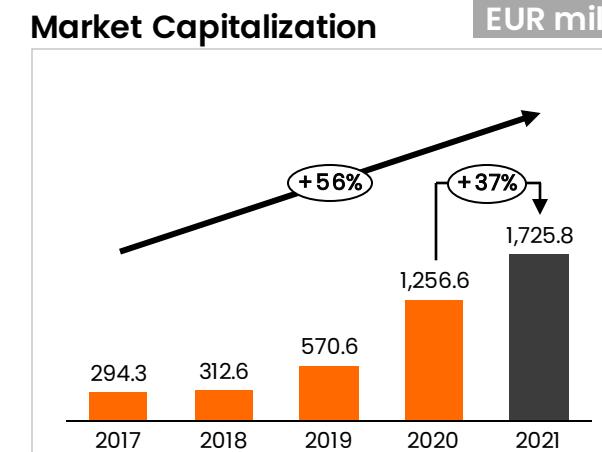
Operational Cashflow



Equity Ratio



Market Capitalization

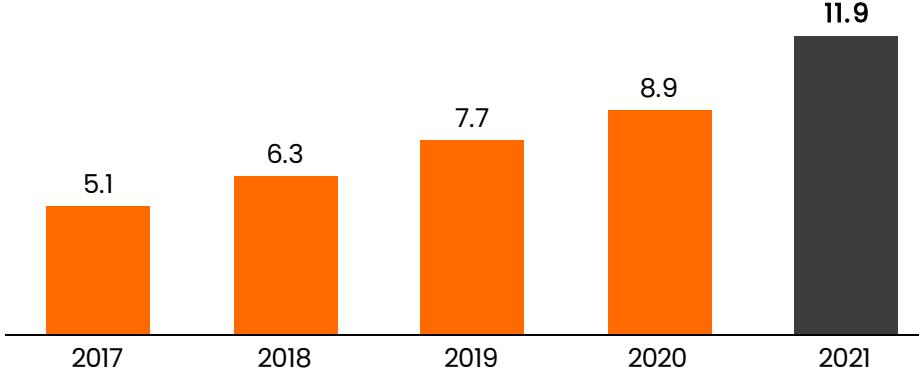


Highlights

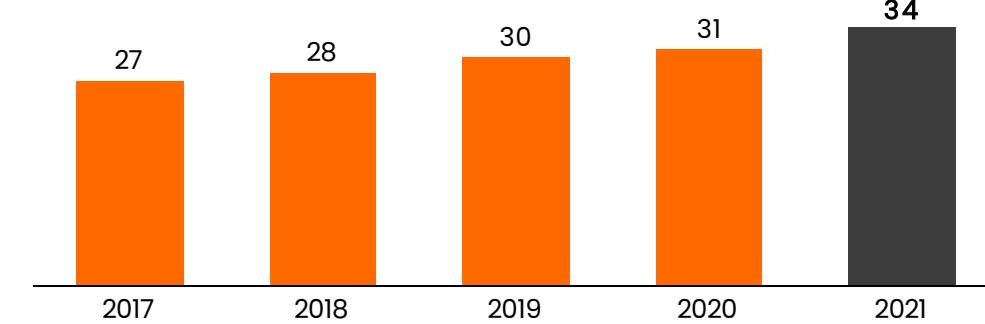
- Strong EPS Performance:** EPS continuously increased
- Record Cashflow** secures organic growth opportunities
- Dividend of 1.67 EUR/share** distributed in 2021 for 2020
- Dividend increase to 1.82 EUR/share** to be proposed to AGM 2022
- Market Cap:** ATOSS EV sustainably increased to 1bn +

Benchmark for Customer Satisfaction and Stability

Receivables in EUR mill.

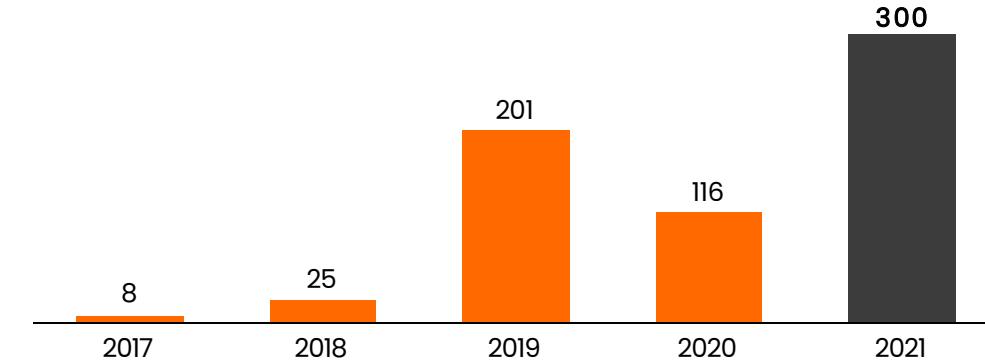


Collection period in days*



- Low volume of receivables and short collection periods reflect good customer relations and well structured business processes.
- The extremely low value adjustments are additional, impressive proof of the sound and reliable business model.

Value adjustments in kEUR

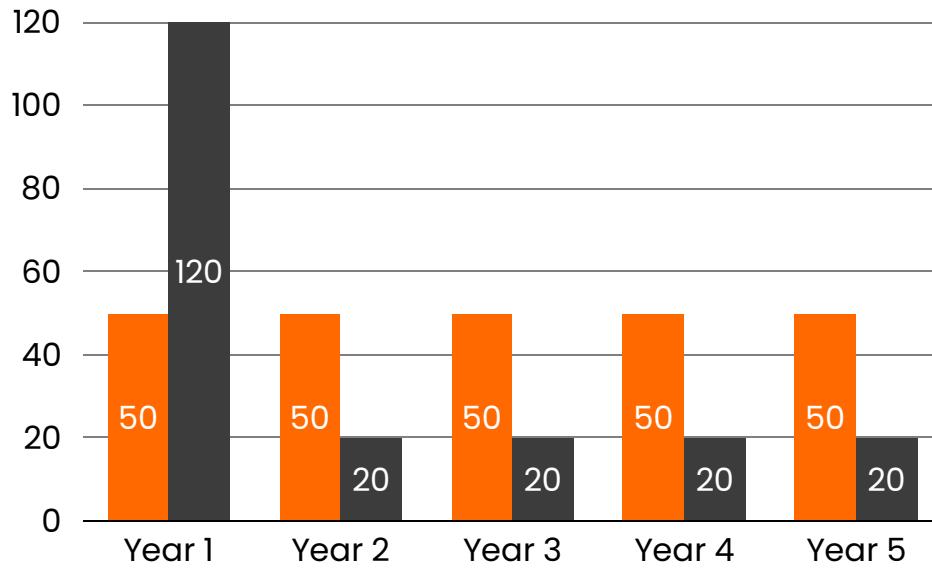


* Collection period = (average net receivables x 365)/revenues

On Premise vs. Cloud Model

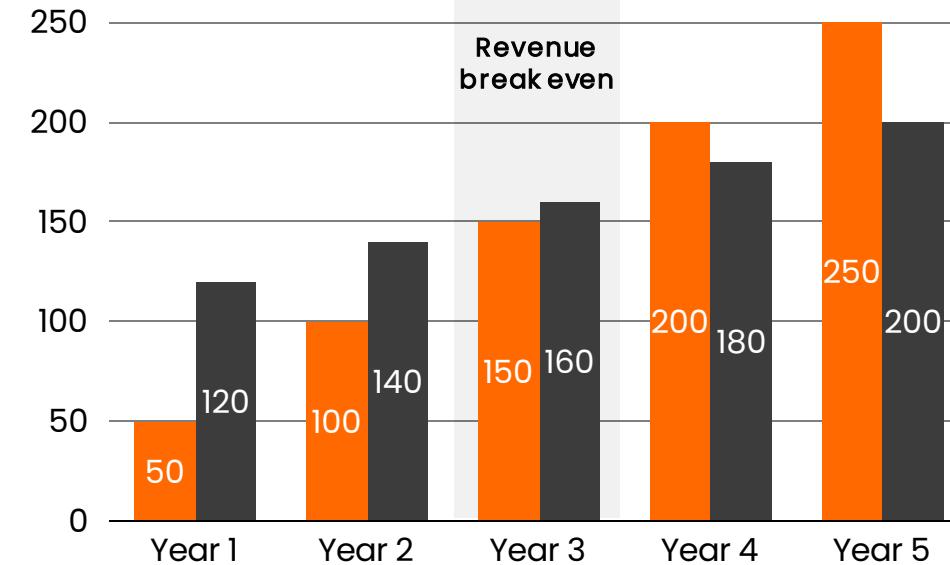
Revenue/Payment scheme

Cloud vs. On Premise



Cloud (SaaS) ■ On Premise

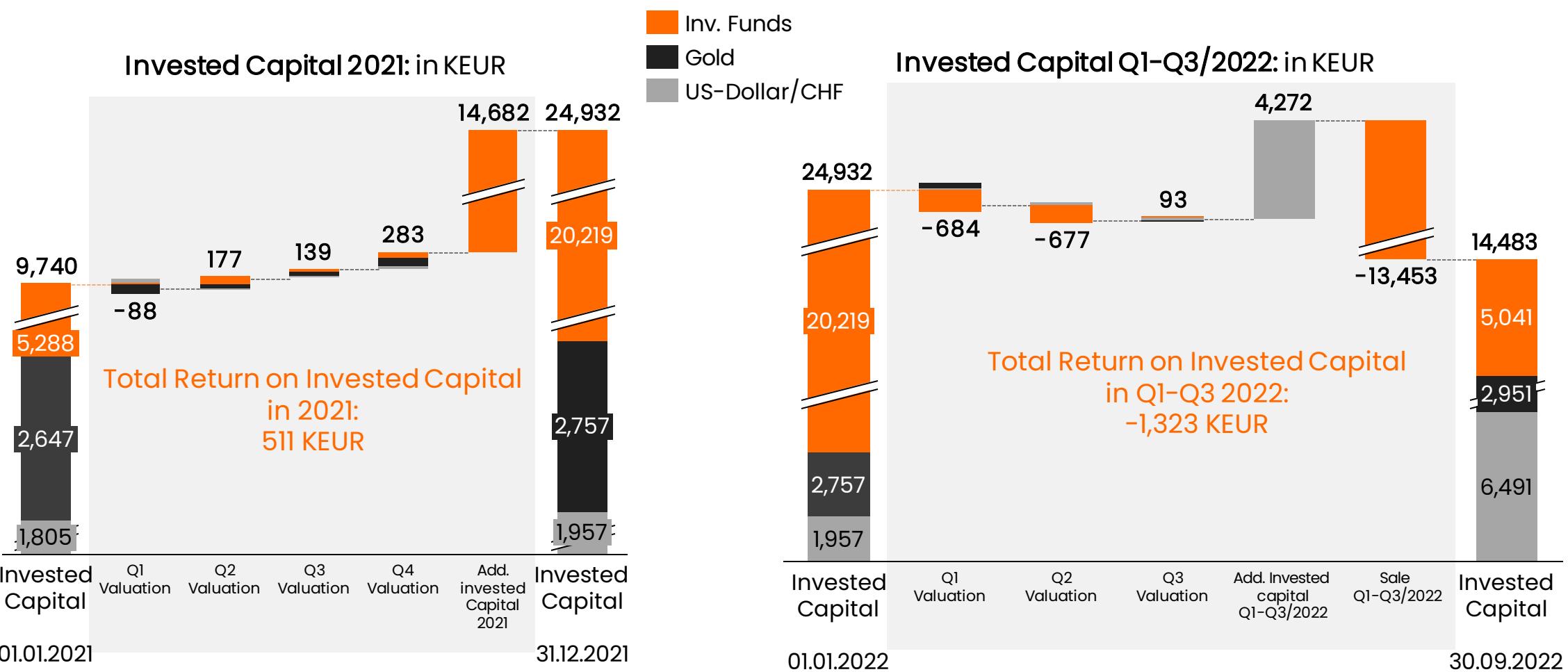
Cloud vs. On Premise (accumulated)



Cloud (SaaS) ■ On Premise

- Cloud Services lead to Service Optimization & Cost Savings for ATOSS Customers
- Service Optimization & Cost Savings allow for increased accumulated revenues after 3.5 years

Financial Investments Development



- Persistently impressive cash position through high **cash and cash equivalents** (fixed term deposits, cash at banks) (30.09.2022): KEUR 30,270 (30.09.2021: KEUR 29,184)
- Liquidity** in total (30.09.2022): KEUR 56,242 (30.09.2021: KEUR 49,069)

Cloud Transformation – Technical Approach

C1 **Sunset!**

Manage Risk

C2 **Zero Downtime!**

CI/CD

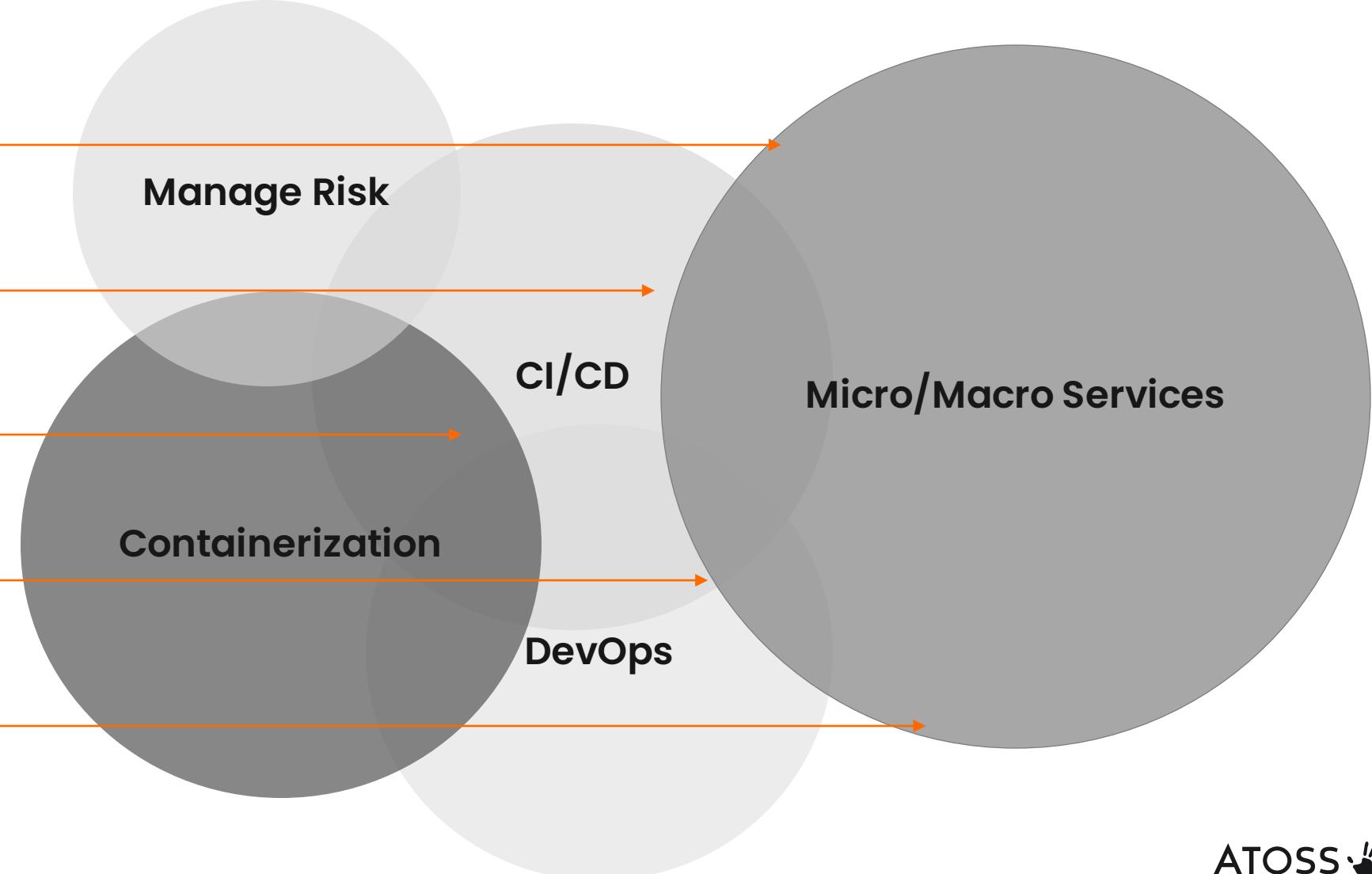
C3 **Feature Branches!**

Containerization

C4 **Service Architecture!**

DevOps

C5 **ATOSS World!**



Comprehensive Workforce Management

6 steps for success



Flexibilisation of working time

Effects generated from ATOSS Projects

Cross-industry

-15%

Personnel costs with the same number of staff

-22%

Balance-sheet provisions

-60%

Residual leave

-70%

Planning input

-82%

Overtime

+5%

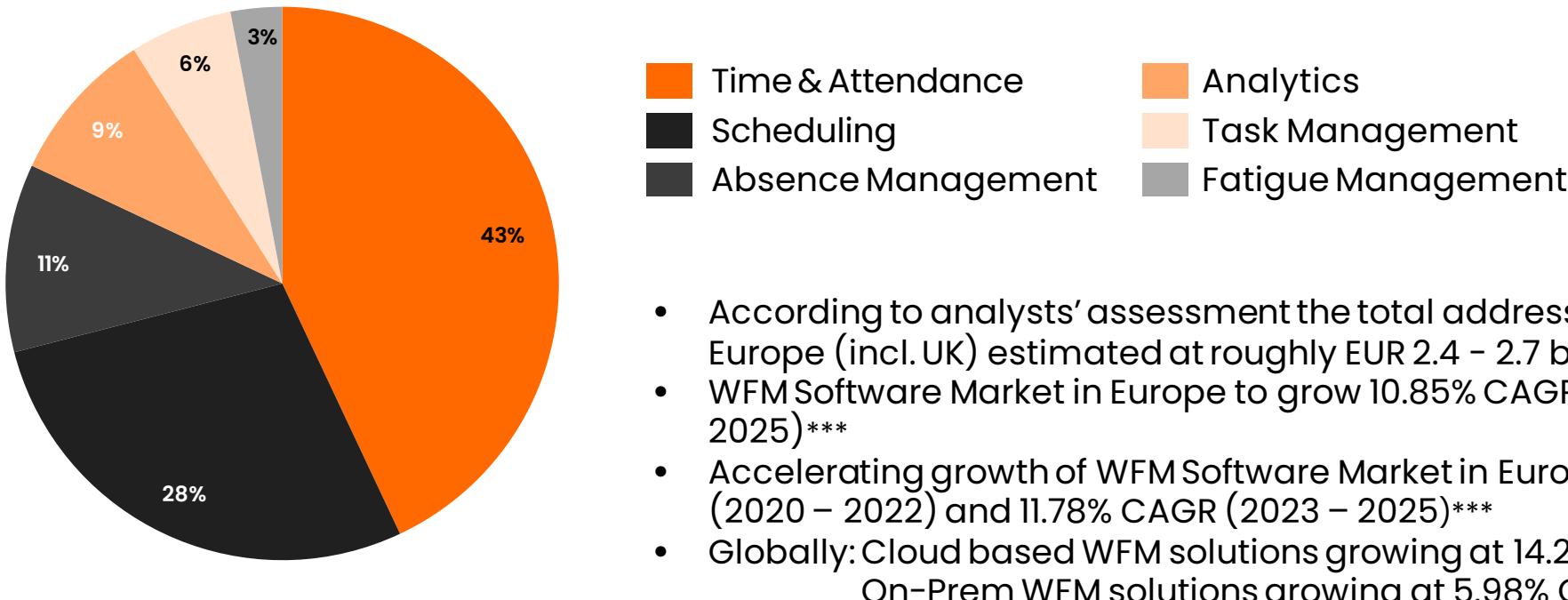
Conversion rate

+11% Revenue

Workforce Management Market

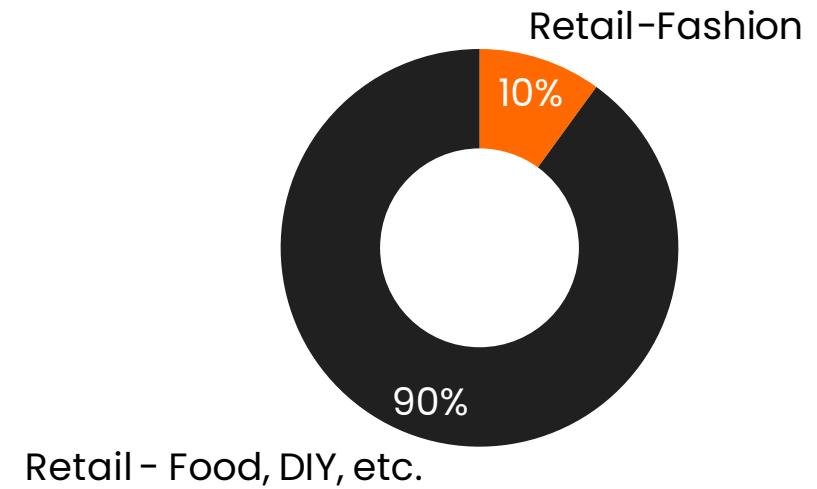
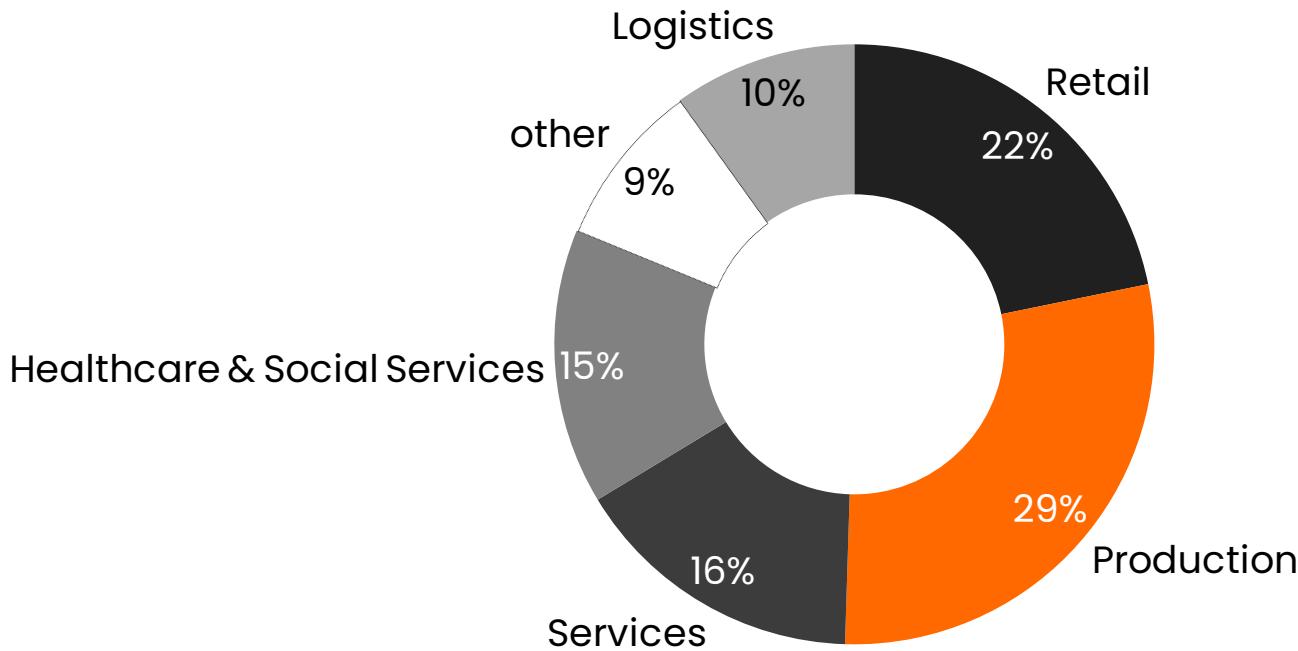
Main Drivers

WFM Software Categories*



* Source: Statista, ** Hauck Aufhäuser, Berenberg, *** Technavio

ATOSS Sales by Segment*



The five largest customers account for approx. 8 percent of company's sales.

* FY 2021/revenues

ATOSS Full Range Strategy

Crewmeister continues successful development

= Crewmeister

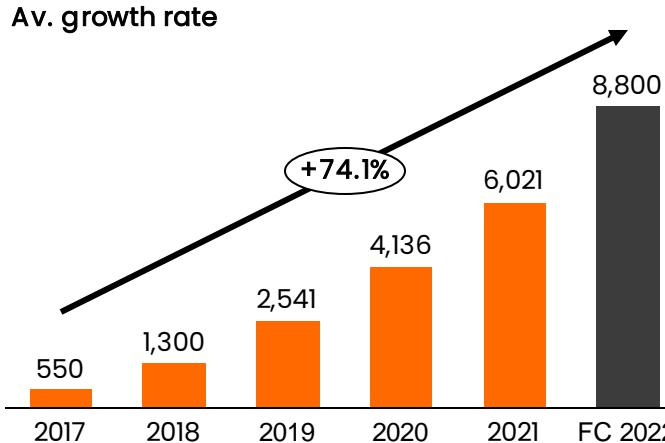
Highlights

- Increase in customers in 2021 by 46%
- New product features developed
- High customer satisfaction

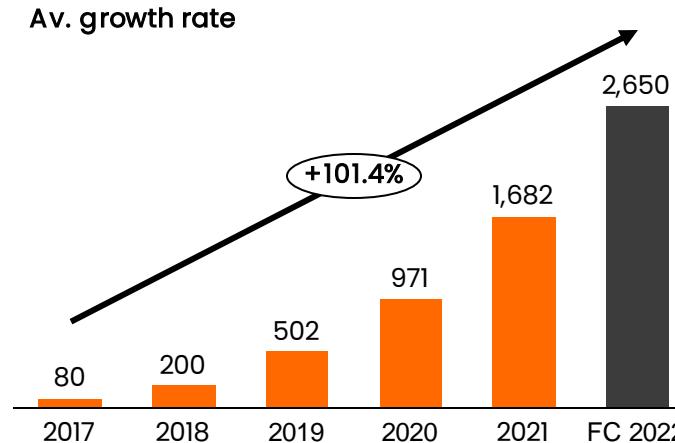
Key metrics

- Av. Customer Acquisition costs (CAC*): 285 EUR
- Av. Customer Lifetime Value (CLTV**): 1,223 EUR
- CLTV/CAC-Ratio: 4.3
- Av. Monthly Churnrate***: 1.84 %
- Cloud Gross Margin: +70%

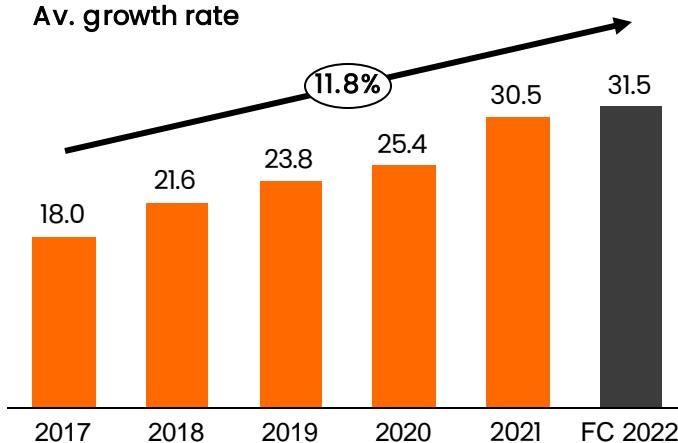
Customer Development



Sales Development (KEUR)



Sales/Customer Ratio (EUR)



* CAC (Customer acquisition cost) (ø 2021): cost of resources for the business in order to acquire a new customer. Customer acquisition cost involves sales and marketing costs.

** CLTV (Customer lifetime value) (ø 2021): estimate of all the future gross profits to be accumulated from a relationship with a given customer

*** Churnrate (12/2021): Ratio, in the current year (12 month avg.), of customer terminations (number) and the total number of customers (number) with an existing contract at the end of the year/month

Disclaimer



This presentation contains forward-looking statements based on the beliefs of ATOSS Software AG. Such statements reflect current views of ATOSS Software AG with respect to future events and results and are subject to risks and uncertainties. Actual results may vary materially from those projected here, due to factors including changes in general economic and business conditions, the introduction of competing products, lack of market acceptance of new products, services or technologies and changes in business strategy. ATOSS Software AG does not intend or assume any obligation to update these forward-looking statements.

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