



**Success in facts and figures!**

**Annual Press Briefing**

**Munich, March 12, 2010**

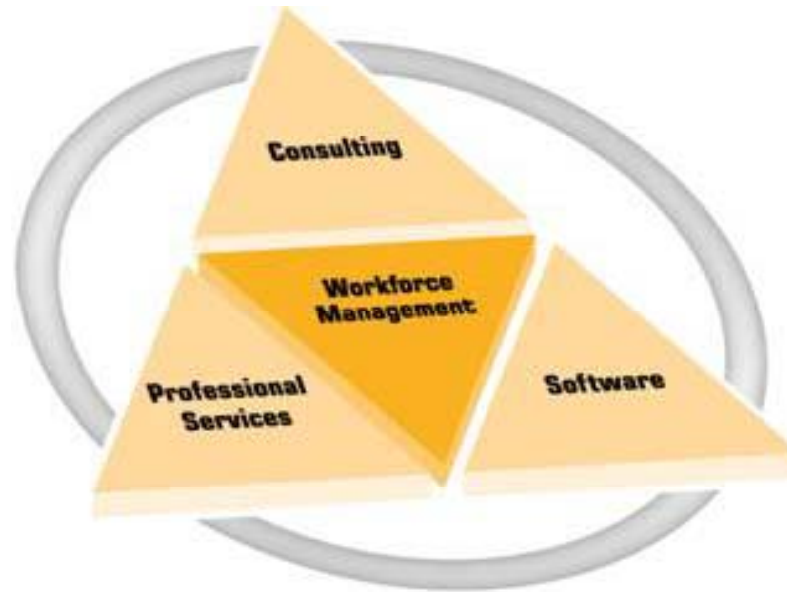


▶ **ATOSS – Specialist provider of Workforce Management solutions**

▶ **Growth market – Workforce Management**

▶ **Business Developments - Forecast**

▶ **The ATOSS Share**



**Four steps to success:** ATOSS optimizes processes revolving around efficient workforce management, thereby improving service levels, staff efficiency as well as employee and customer satisfaction.



**ATOSS: A leading provider in the  
“Workforce Management“ growth market**

Foundation of ATOSS Software GmbH



First class technologies on all relevant platforms



Transition to stock market listed company

Web Client in Java



Creative Award 2002



15th anniversary of ATOSS



Development location Timisoara, Romania



ATOSS 20th anniversary



4th in succession Record sales and earnings

1987

1992

1995

1996

1998

1999

2000

2001

2002

2003

2004

2005

2006

2007

2008

2009

2010

Bayer



Acquisition of key large-scale customers



Stock market launch



Bayerns Best 50

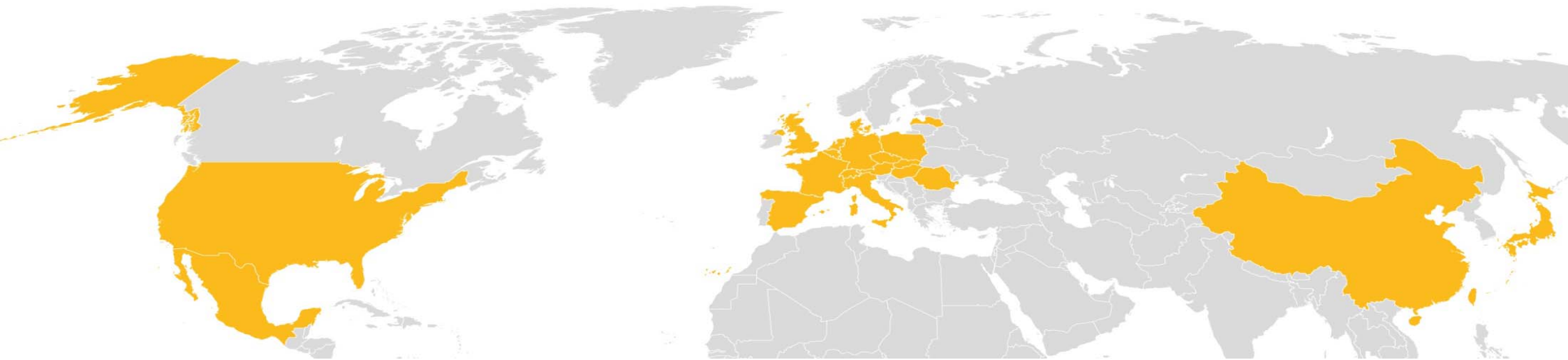
Prime Standard



100% Java, the new ASES 3

ATOSS

## Milestones of ATOSS Software AG



- Some **4,000 companies** in **23 countries** around the world rely on ATOSS solutions
- More than **400 wholesalers and retailers** trust in ATOSS solutions
- ATOSS solutions route about **2,5 Mio. employees**
- ATOSS is among the **Top 15** listed German software companies  
(DAX Subsector Software Performance index)



**Workforce Management  
is our passion**



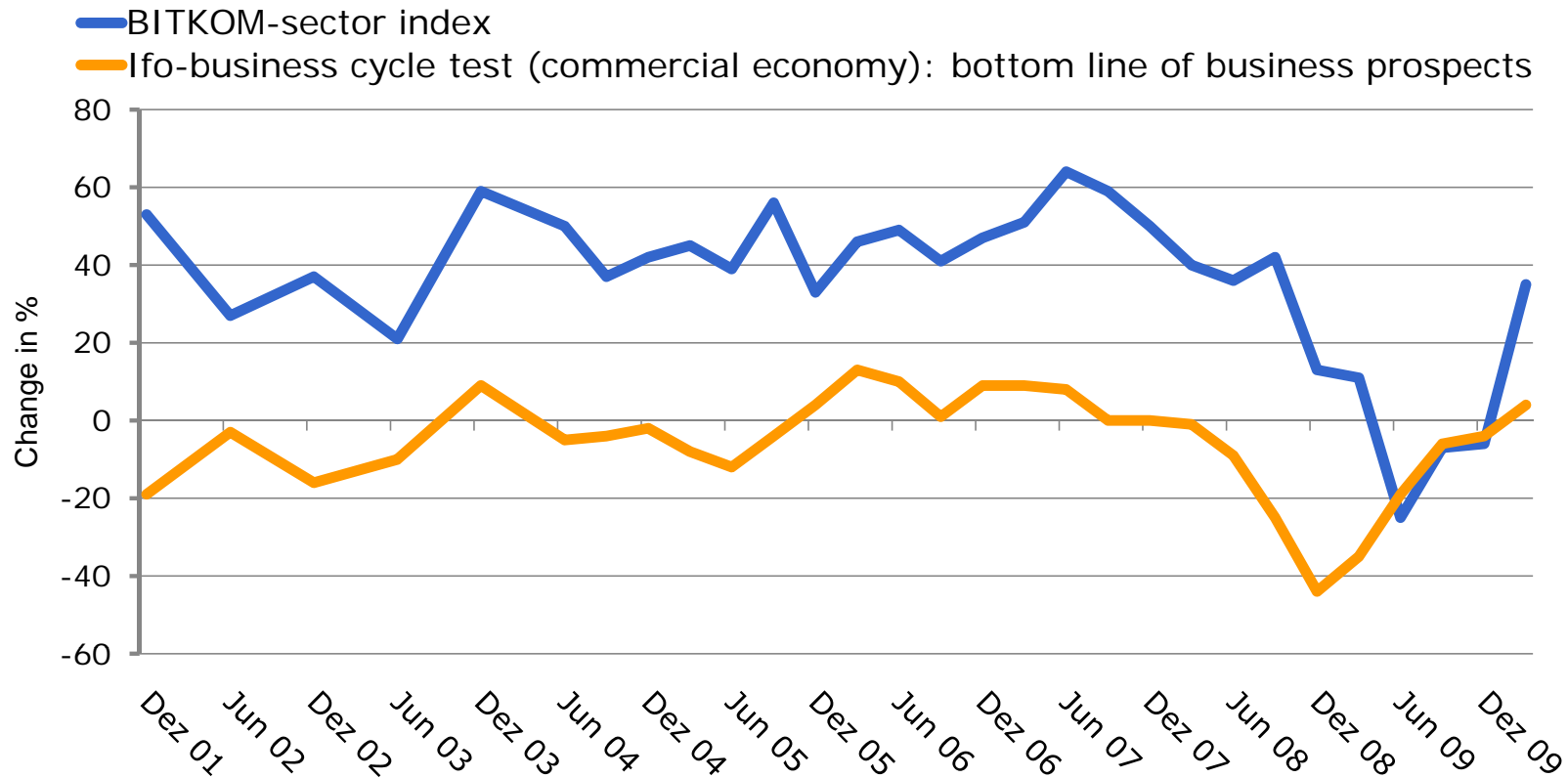
▶ **ATOSS – Specialist provider of Workforce Management solutions**

▶ **Growth Market – Workforce Management**

▶ **Business Developments - Forecast**

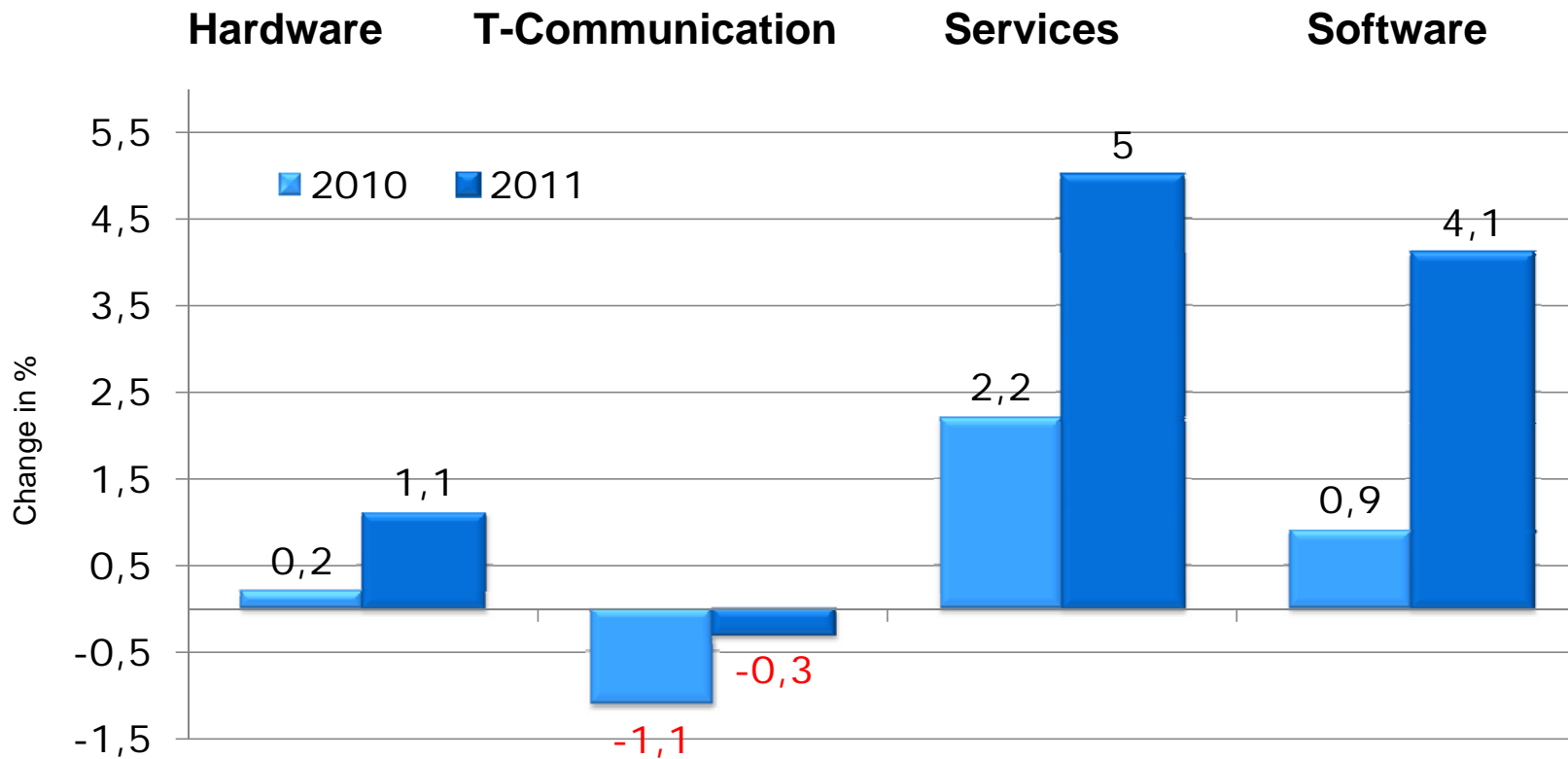
▶ **The ATOSS Share**

## BITKOM - sector indicator



Data source : BITKOM, Press release, March 2010





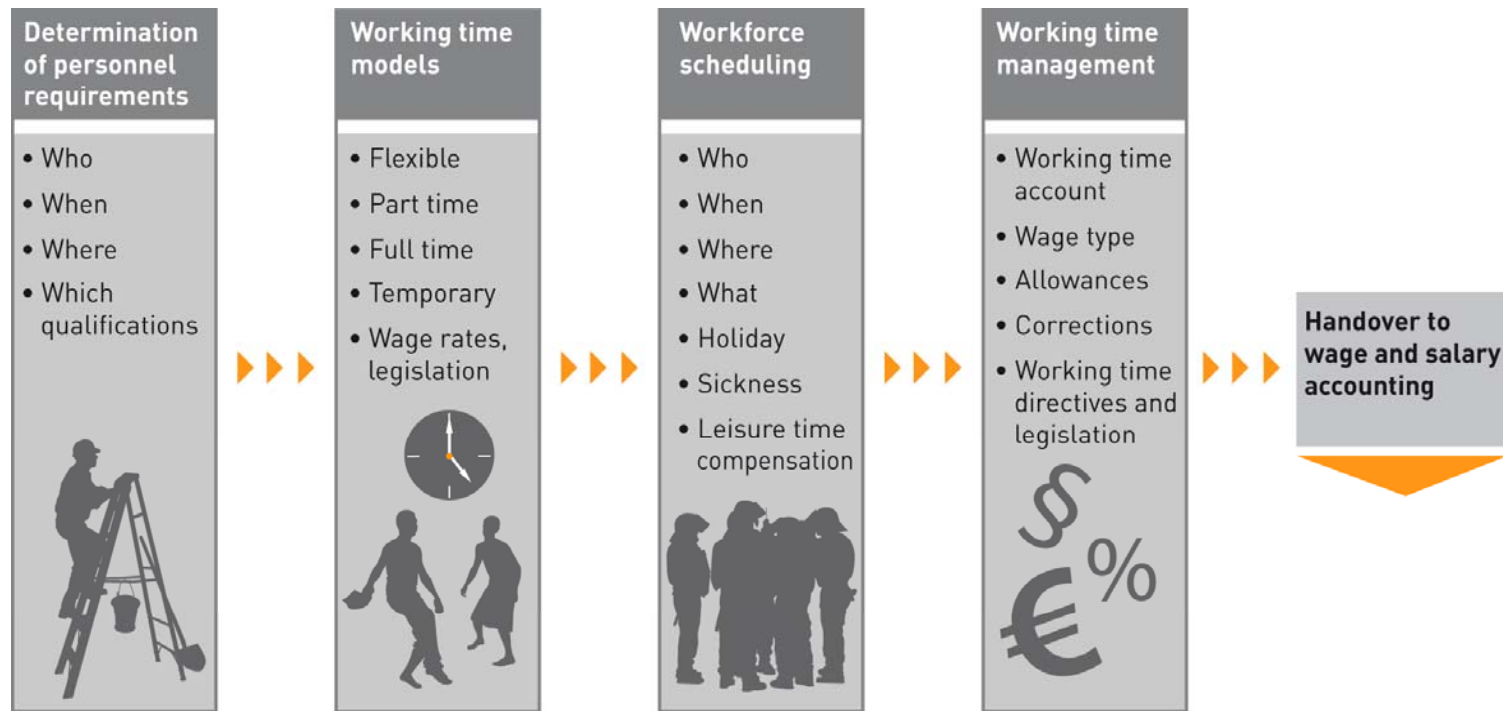
Data source: Press release BITKOM , March 1, 2010

The IT-Market in Germany will increase in 2010 by around 1,4%. 2011, a growth of 3,8% is expected.



## How do you ensure that...

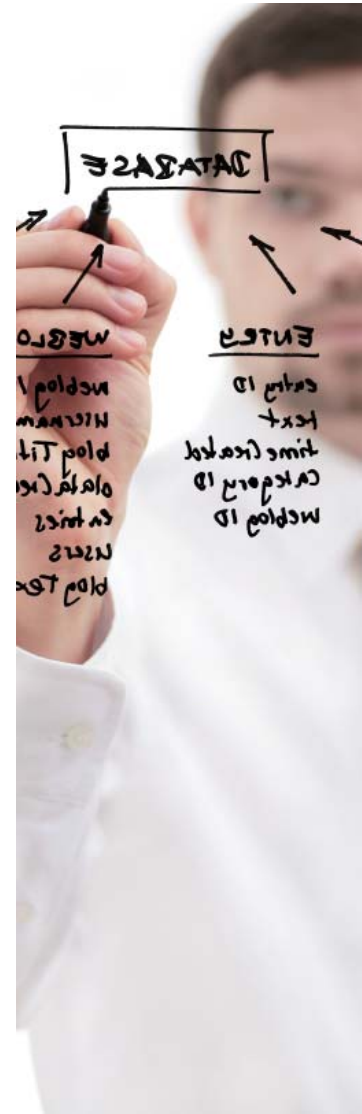
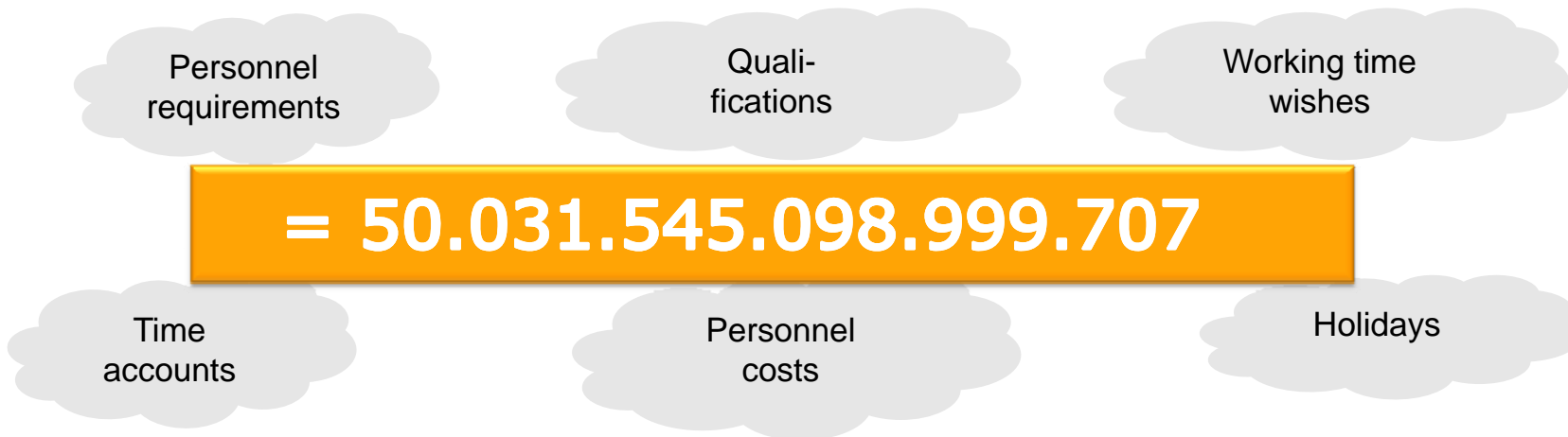
- the right **employee**
- with the right **qualifications**
- is always at hand at the right **time**
- at the lowest costs
- and the right **place**?

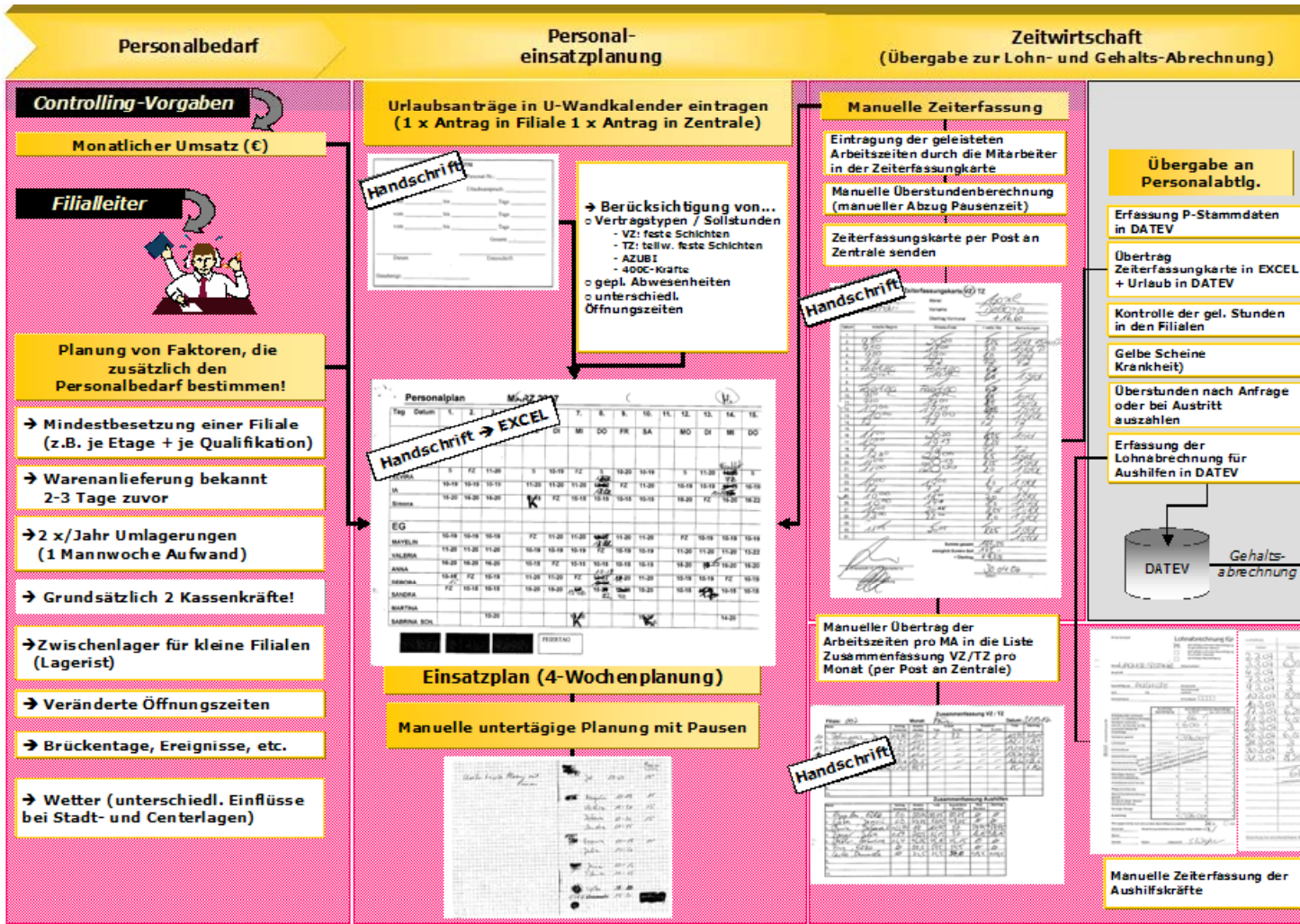


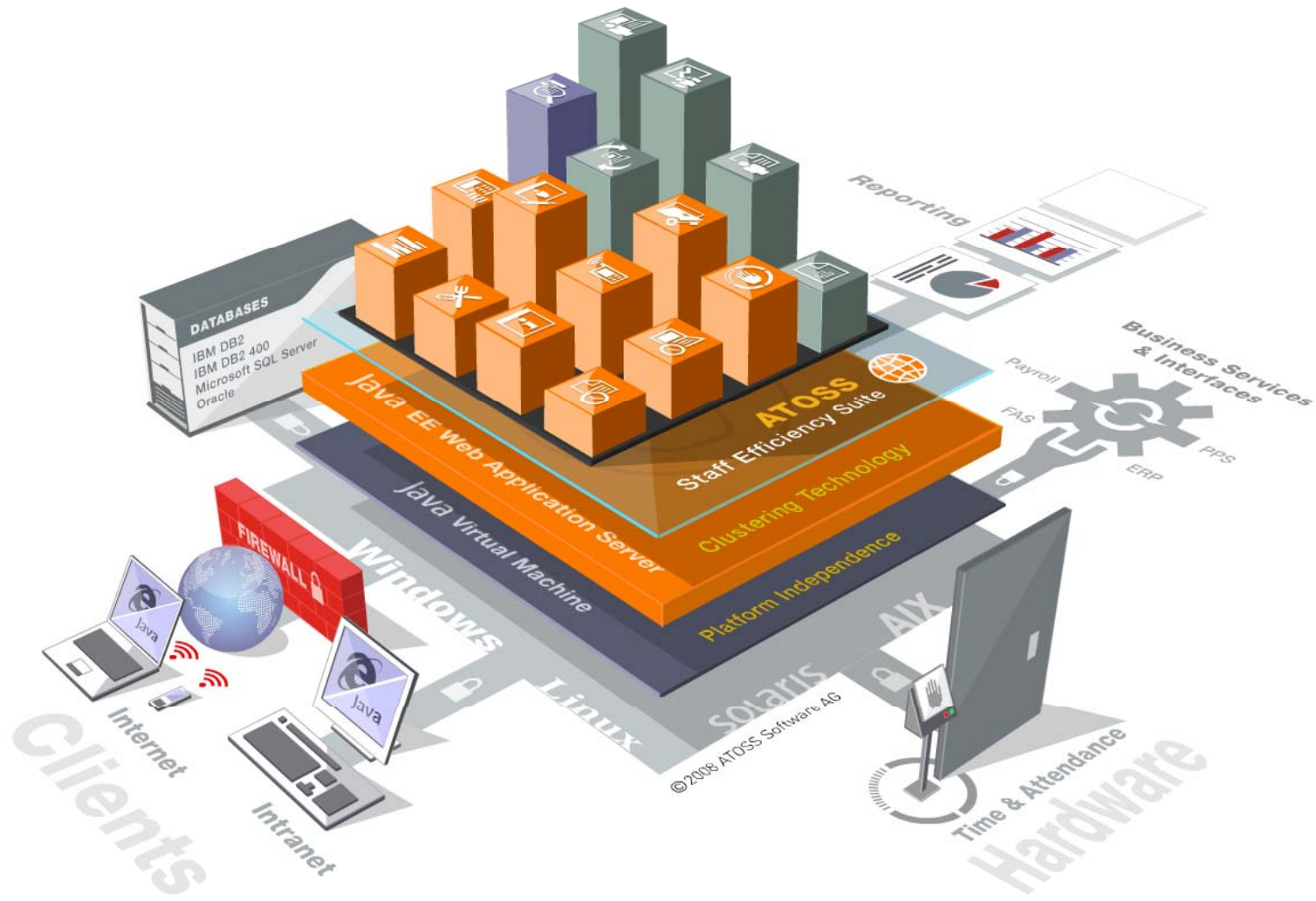
A tremendous number of parameters impact on and influence highly flexible and cost optimized workforce scheduling!



- 35 members of staff work at a branch
- Each of these employees can start daily work at 3 different times
- The branch manager would like to draw up the operational plan for the next Monday. There are **3 to the power of 35** possibilities to be assessed:







- **Reduction of overtime** by > 50% within 18 months
- **Optimization of the business model** by the introduction of highly flexible work force scheduling **approx. €4-5 million p.a.**
- **Savings of €1,000,000** per year, Return on Investment of 9.5 months
- **Savings of €500,000 per year** solely by reduction of error rates
- **Reduction** from 50.000 to 1.000 **additional working hours** in one year



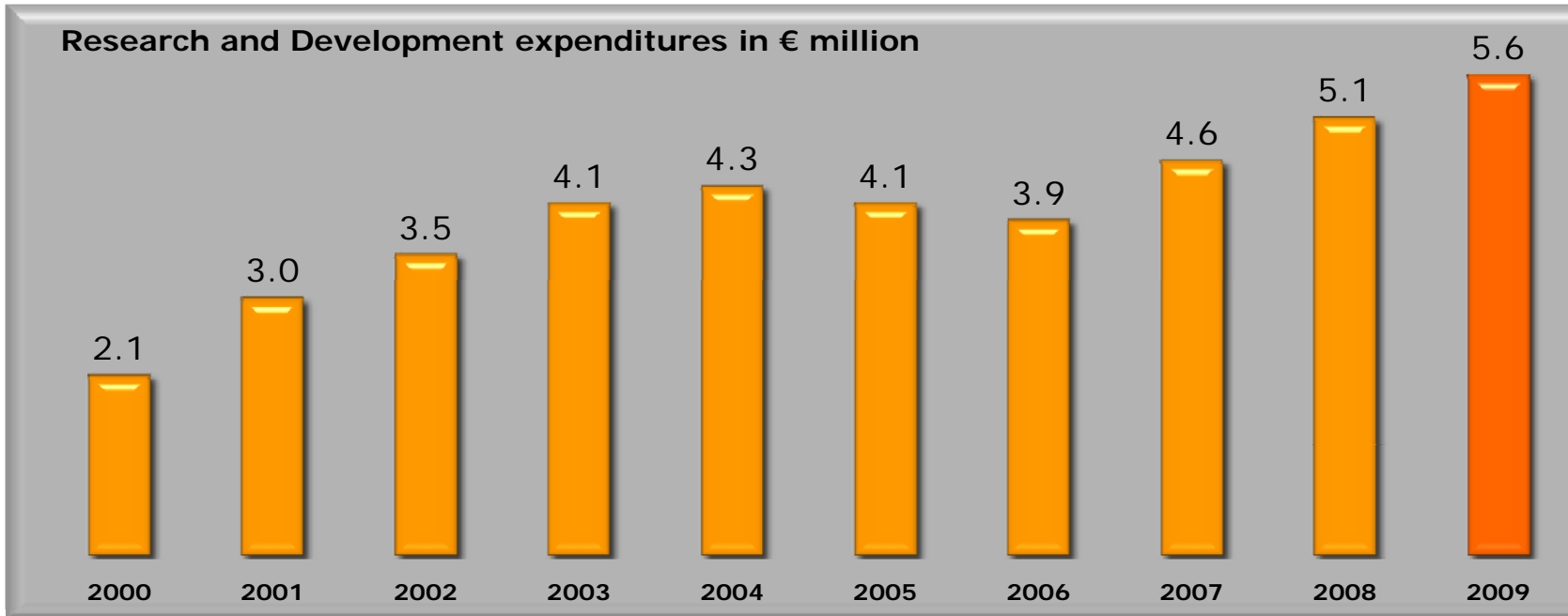


▶ **ATOSS – Specialist provider im Workforce Management solutions**

▶ **Growth market – Workforce Management**

▶ **Business Developments - Forecast**

▶ **The ATOSS Share**



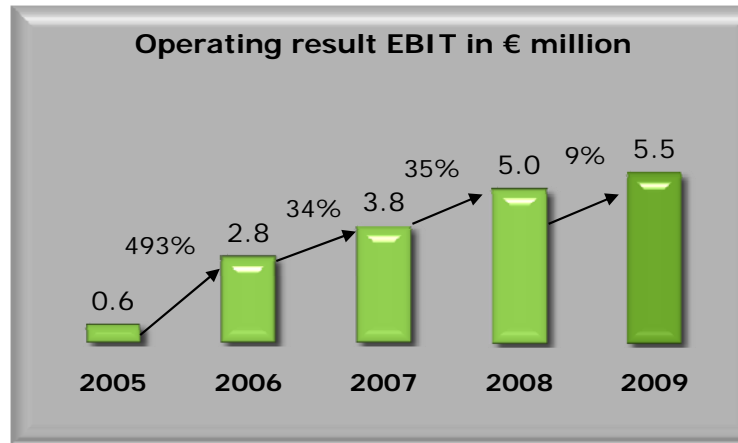
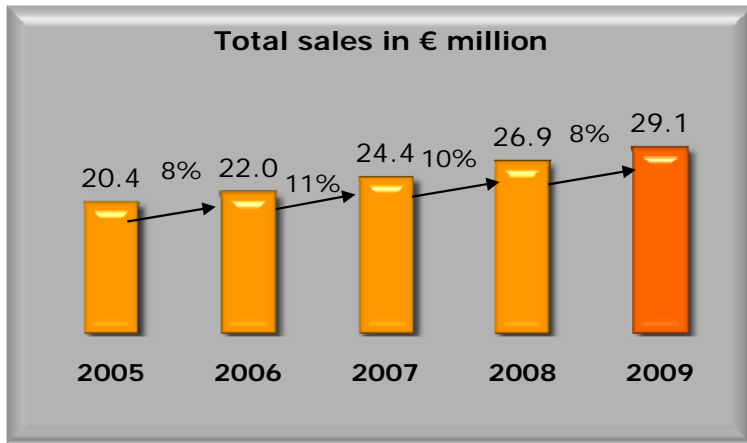
- Continuous rise in development expenditures ensures investment security and future capabilities of our products
- Recording of R&D costs in expense (as opposed to capitalization)
- Sustained investments pay off



Thousand EUR	31.12.07	31.12.08	31.12.09	Growth rate
<b>Sales</b>	<b>24,422</b>	<b>26,943</b>	<b>29,087</b>	<b>+8%</b>
Software licenses	5,409	6,064	<b>6,140</b>	+1%
Software maintenance	9,240	9,53	<b>10,631</b>	+7%
Consulting	6,207	7,363	<b>8,518</b>	+16%
Hardware	2,683	2,769	<b>2,301</b>	-17%
Miscellaneous	883	794	<b>1,497</b>	89%
<b>EBIT</b>	<b>3,730</b>	<b>5,046</b>	<b>5,519</b>	<b>+9%</b>
<b>EBIT-margin</b>	<b>15%</b>	<b>19%</b>	<b>19%</b>	<b>0%</b>
<b>Net Income</b>	<b>2,501</b>	<b>3,510</b>	<b>3,964</b>	<b>+13%</b>
EPS in €	0,63	0,88	<b>1.00</b>	+14%
<b>Employees</b>	<b>195</b>	<b>226</b>	<b>234</b>	<b>+4%</b>

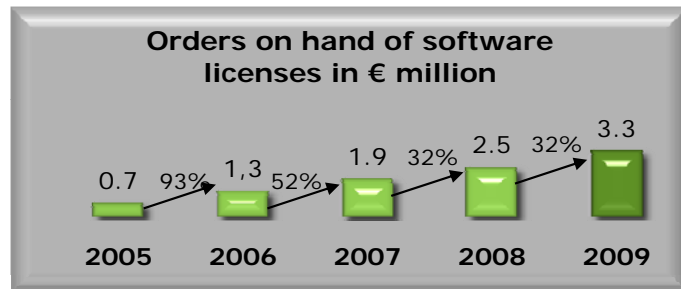
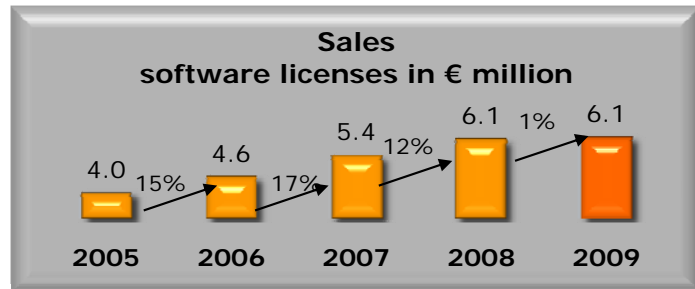
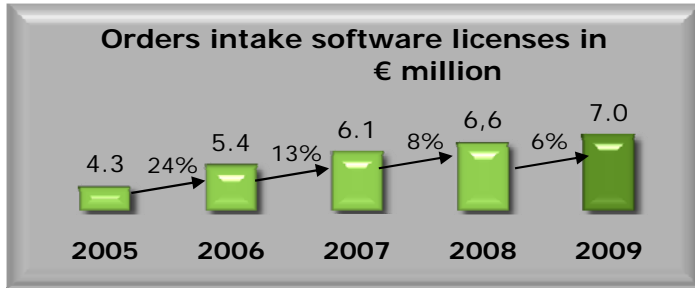
\* Change 31.12.09 to previous year





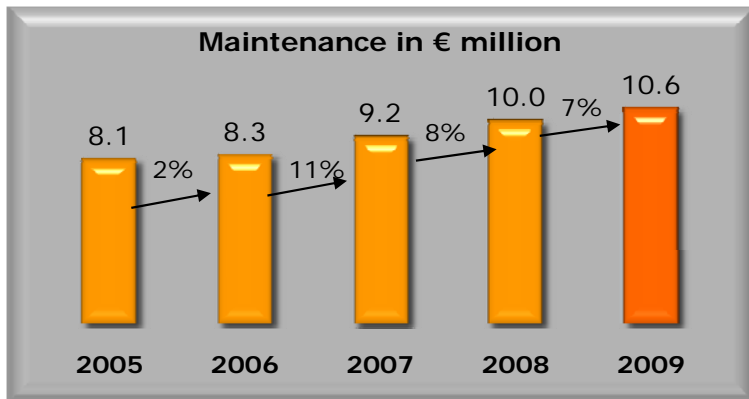
- Continuous, very positive sales and earnings developments
  - Realignment of the product range and sales activities in 2005
  - Marked, disproportionately high earnings growth
  - Active cost management – costs show disproportionately low rise
  - Renewed profit leap underscores the potential of the ATOSS business model



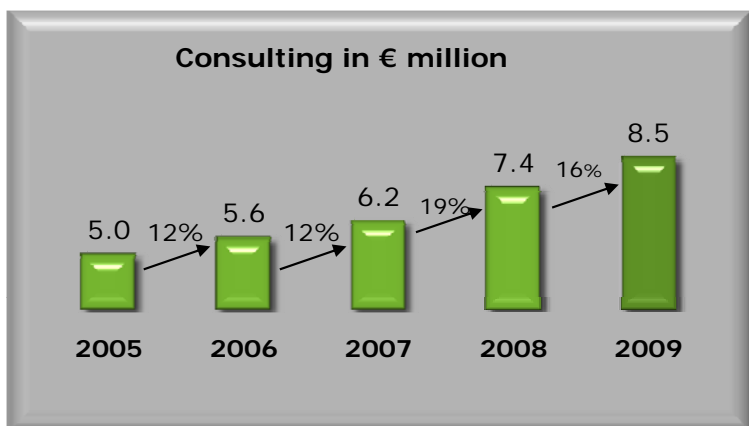


- Consistent positive development of software licenses is the foundation of the overall company success
- Increasing stability of the business model thanks to broader fundament
- Conservative sales realization reduces fluctuations
- Record order position results in reliable forecasts
- Forecast security enables long term investments





- Long term maintenance agreements ensure very consistent and calculable growth

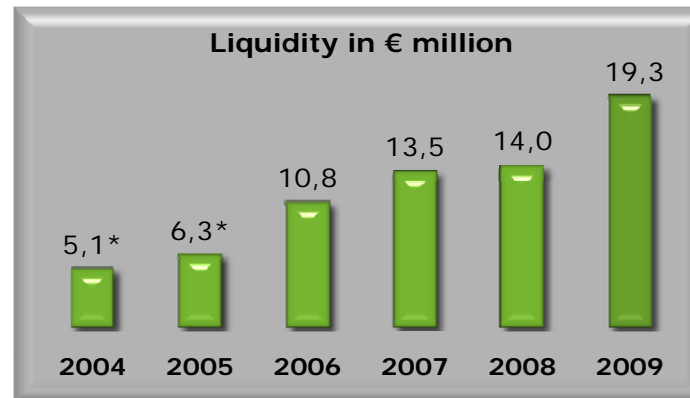


- Sustained expansion of consulting capacity secures successful handling of new customer and existing customer base business



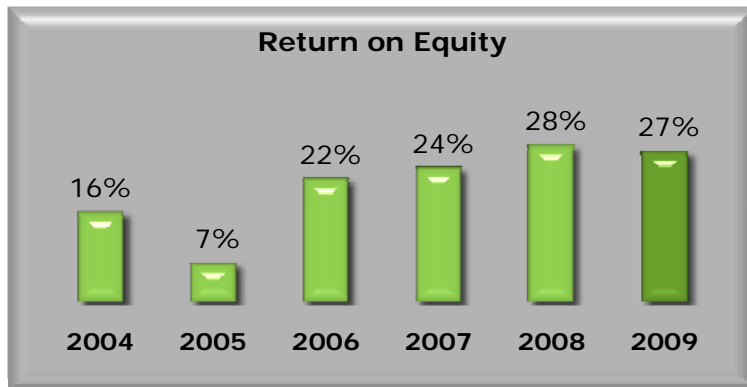
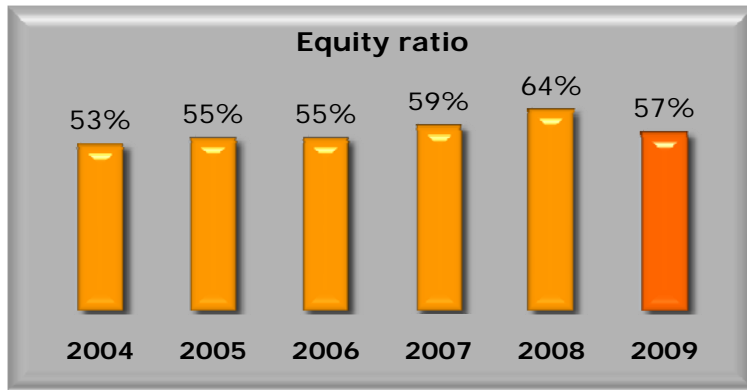


- Security takes precedence over yield:**  
 Current investments of around €19 million in interest bearing checking accounts, fixed term deposit or German federal treasuring notes with short residual terms.
- Securing value always held top priority in investment policies!**



\* Figures 2004/2005 adjusted by special outpayment 2006 for better comparability

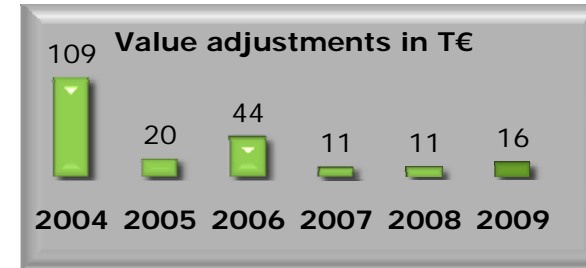
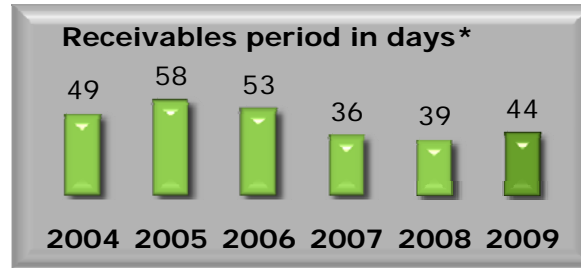
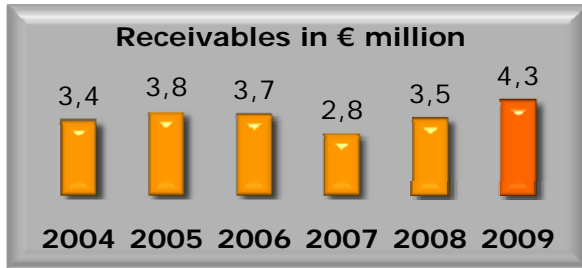




The 2004/2005 values were calculated on the basis of figures adjusted for the special dividend paid in 2006

- High equity position**  
 covering market and other risks also opens up opportunities of external growth and presents ATOSS to customers and partners as reliable and secure, now and in future





\* Gross receivables : Gross sales x 365

- Low volume of receivables and short periods reflect good customer relations and well structured business processes
- Extremely low value adjustments document efficient and smooth project management



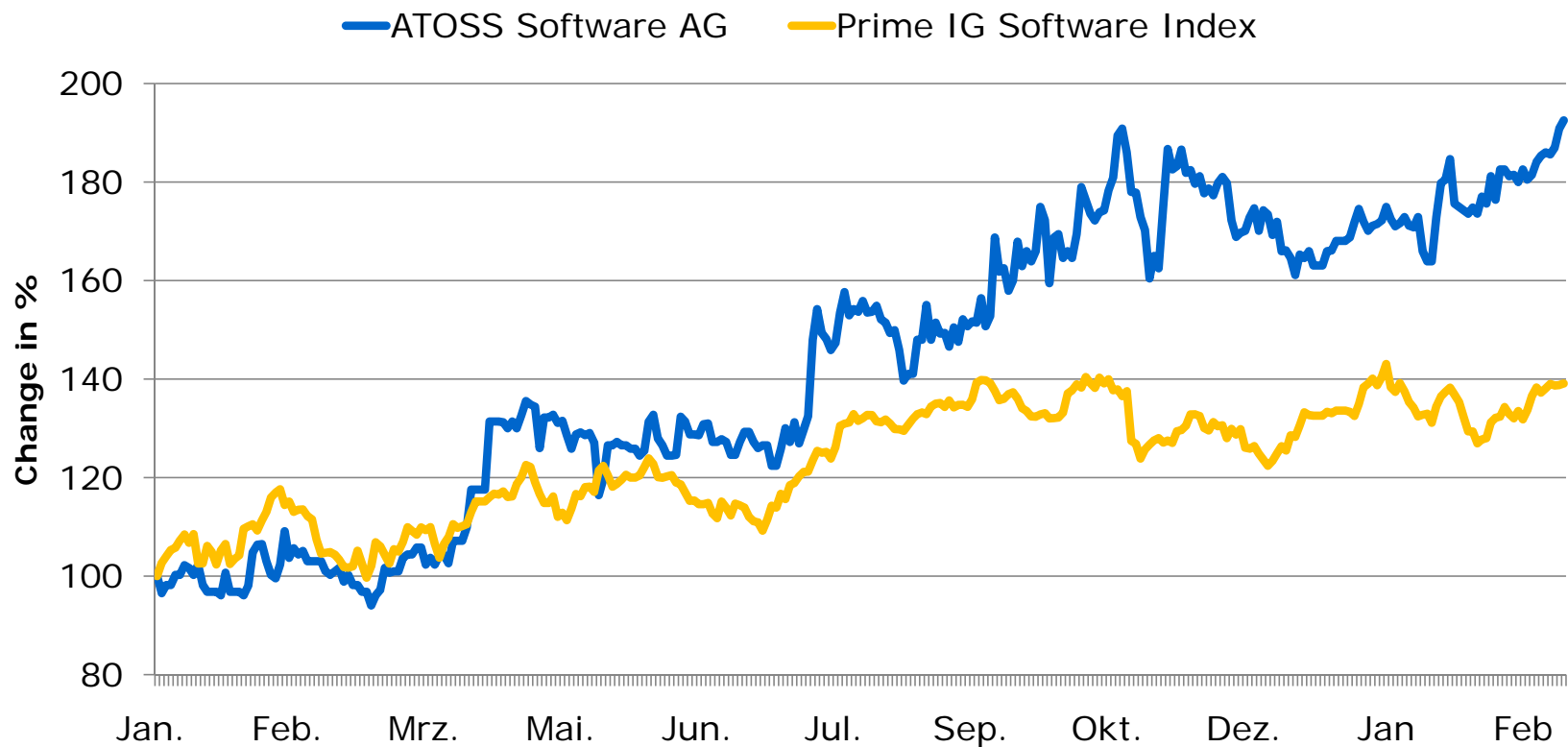


- ▶ **ATOSS – Specialist provider in Workforce Management solutions**

- ▶ **Growth market – Workforce Management**

- ▶ **Business Developments – Forecast**

- ▶ **The ATOSS Share**



Jan 1.- March 10.

ATOSS share plus 92%

Prime IG Software Performance plus 40%

Despite a higher share price, ATOSS still provides potential



## Performance of the ATOSS share in 2009/10

Business year	Dividend paid in the following year	Special outpayment
2003	-	1.50
2004	0.11	1.50
2005	-	-
2006	0.24	5.50
2007	0.31	-
2008	0.44	-
2009	0.50	-

- **Consistent dividend policy since 2003**
- Dividend for 2009: 0.50 € per share, representing an increase of 14% over 2008
- Dividend yield of 4,1% (based on the final quotation 2009) marked increase of shareholders' assets since 2003
- **Outpayment of a total of 10.10 €\* per share, largely tax-free**



## Good reasons for ATOSS

- Continuous record figures since 2006, even in the recession
- Strong Demand for Workforce Management-solutions despite recession, high volume of orders intake and orders on hand
- Established and sound business model
- Healthy financial structure with high Cash Flow, strong cash position and equity ratio
- Sustainable und shareholder-driven dividend policy
- In 2010, we expect a continuation of the pleasing business development





**Thank you!**