

ATOSS Software SE: Successful third quarter posting continued revenue growth and strong profitability

In the third quarter, ATOSS Software SE succeeded in continuing the dynamic development of the first half-year, setting new records in revenues and earnings. Group revenues were up by 11 percent to EUR 139.3 million (previous year: EUR 125.9 million) in connection with an EBIT margin of 35 percent (previous year: 36 percent). Against the backdrop of the continued sound business performance, the Management Board expects to close the 2025 financial year above the earnings forecast issued at the beginning of the year.

Munich, October 23, 2025

Despite the continuing weak economic environment, ATOSS Software SE succeeded in lifting revenues and earnings in the third quarter, thereby continuing the successful development of the previous quarters. Group revenues were up by 11 percent to EUR 139.3 million in the first nine months of the year (previous year: EUR 125.9 million). Of this amount, the Software division contributed a 13 percent increase in revenues totaling EUR 103.2 million (previous year: EUR 91.5 million). Once again, the main drivers of software revenues were revenues from cloud & subscriptions which were up 28 percent to EUR 67.6 million (previous year: EUR 52.7 million) and now account for 48 percent of total revenues (previous year: 42 percent). Together with the 2 percent rise in software maintenance revenues amounting to EUR 29.6 million (previous year: EUR 29.1 million), recurring revenues advanced year-on-year by 19 percent, reaching EUR 97.1 million (previous year: EUR 81.8 million). The proportion of recurring revenues from cloud & subscriptions as well as maintenance in total revenues in the first three quarters of the year stands at 70 percent (previous year: 65 percent). This was offset by one-off revenues from software licenses, which dropped by 38 percent to EUR 6.0 million (previous year: EUR 9.7 million). Revenues from consulting services expanded in the same period to EUR 29.6 million (previous year: EUR 26.9 million). Hardware revenues amounted to EUR 2.8 million (previous year: EUR 4.7 million) due to investment reticence.

Demand for software solutions from new and existing customers improved significantly in the third quarter compared to the two previous quarters, thereby returning overall to the previous year's level. Particularly noteworthy here is the marked rise in the order intake for cloud & subscriptions compared to the previous year. The key cloud & subscriptions KPIs relating to the order situation also developed positively. The cloud & subscriptions order backlog, which indicates the revenues from contractually committed cloud usage fees within the next 12 months, was up to EUR 101.7 million in the first three quarters (December 31, 2024: EUR 85.8 million). This cloud & subscriptions key figure also includes the cloud & subscriptions Annual Recurring Revenue (ARR) from current cloud & subscriptions fees, which was up by 20 percent to a total of EUR 95.4 million compared to the year-end figure on December 31, 2024 (EUR 79.3 million). As of September 30, 2025, total ARR (consisting of cloud & subscriptions fees and maintenance revenues) trended upwards by 13 percent to EUR 134.1 million compared to the year-end figure on December 31, 2024.

At 35 percent (previous year: 36 percent), the return on revenue relative to the operating earnings (EBIT) at the end of Q3 stands above the Management Board's forecast for the full year 2025 of at least 31 percent. This development is primarily due to sustainable cost management as well as the ongoing transformation of the sales organization. As a result of the positive economic development over the last nine months, Group liquidity was up by 9 percent to EUR 125.7 million (previous year: EUR 115.3 million).

ATOSS remains a reliable partner for sustainable growth and stability. The company is excellently positioned to continue serving all customer segments as a full-range provider in the market for workforce management and digitalization – now and in the future. This success is based on a clearly defined strategy, innovative technologies and solutions delivering sustainable added value for customers.

The continuous increase in recurring revenues, particularly in the cloud & subscriptions business, demonstrates the high level of customer confidence in ATOSS solutions. Despite the current economically challenging market environment, the company is convinced that, thanks to this solid foundation, it is well positioned to achieve sustainable and profitable growth - also under difficult conditions.

Against the background of the business development of the last nine months, ATOSS is now heading unerringly towards its 20th record annual performance in a row. With total revenues targeted at around EUR 190 million, the Management Board now expects to exceed the EBIT margin forecast it issued at the beginning of the year (at a minimum of 31 percent). The forecast for the EBIT margin has therefore been lifted to 34 percent.

CONSOLIDATED OVERVIEW PURSUANT TO IFRS: 9 MONTH COMPARISON IN KEUR

	01/01/2025 - 09/30/2025	Proportion of total revenues	01/01/2024 - 09/30/2024	Proportion of total revenues	Change 2025 / 2024
Total revenues	139,327	100%	125,889	100%	11%
Software	103,178	74%	91,490	73%	13%
Licenses	6,046	4%	9,735	8%	-38%
Maintenance	29,580	21%	29,091	23%	2%
Cloud & Subscriptions	67,552	48%	52,664	42%	28%
Consulting	29,576	21%	26,869	21%	10%
Hardware	2,833	2%	4,668	4%	-39%
Others	3,741	3%	2,862	2%	31%
EBITDA	51,683	37%	49,001	39%	5%
EBIT	48,167	35%	45,743	36%	5%
EBT	50,498	36%	48,171	38%	5%
Net profit	34,056	24%	32,878	26%	4%
Cash flow (operating)	49,474	36%	61,717	49%	-20%
Liquidity ^{(1),(2)}	125,690		115,273		9%
EPS in euro ⁽³⁾	2.14		2.07		4%
Employees	853		819		4%

CONSOLIDATED OVERVIEW PURSUANT TO IFRS: QUARTERLY GROWTH IN KEUR

	Q3/25	Q2/25	Q1/25	Q4/24	Q3/24
Total revenues	47,240	45,836	46,251	44,736	42,089
Software	34,938	34,211	34,029	33,366	30,587
Licenses	1,773	1,559	2,714	3,805	2,120
Maintenance	9,730	9,891	9,959	9,872	9,740
Cloud & Subscriptions	23,435	22,761	21,356	19,689	18,727
Consulting	10,127	9,414	10,035	9,074	8,913
Hardware	855	834	1,144	1,133	1,583
Others	1,321	1,377	1,043	1,163	1,006
EBITDA	18,390	16,572	16,721	18,828	17,148
EBIT	17,182	15,404	15,581	17,684	16,067
EBIT margin in %	36%	34%	34%	40%	38%
EBT	18,254	15,555	16,689	18,811	17,057
Net profit	12,336	10,406	11,314	12,573	11,628
Cash flow (operating)	34,770	-5,535	20,239	-2,245	32,392
Liquidity ^{(1),(2)}	125,690	91,249	131,910	112,216	115,273
EPS in euro ⁽³⁾	0.77	0.66	0.71	0.79	0.73
Employees ⁽³⁾	853	825	805	820	819

(1) Cash and cash equivalents, other current and non-current financial assets (sight deposits, gold) as of the qualifying date, adjusted to exclude borrowings (loans)

(2) Dividend of EUR 2.13 per share on May 6, 2025 (KEUR 33,880). As a result of the capital increase from company funds and the issue of new shares in 2024, the dividend paid in 2024 was adjusted retrospectively for comparison purposes: dividend of EUR 1.69 per share on May 6, 2024 (KEUR 26,802).

(3) at the end of the quarter/year

Upcoming dates:

November 24, 2025

ATOSS at the German Equity Forum

ATOSS

ATOSS Software SE is a provider of technology and consulting solutions for professional workforce management and demand-optimized workforce deployment. Whether time & attendance management, mobile apps, workforce forecasting, sophisticated workforce scheduling or strategic capacity and requirement planning. ATOSS has just the right solution – both in the cloud and on-premises. The modular product families feature the highest level of functionality, technology and platform independence. With more than 19,000 customers ATOSS workforce management solutions make a measurable contribution to increased value creation and competitiveness. At the same time, they ensure greater planning fairness and satisfaction at the workplace. Customers include companies such as Barry Callebaut, C&A, City of Munich, Decathlon, Deutsche Bahn, Lufthansa, OBI, Primark, Sixt and W.L. Gore & Associates. Further information: www.atoss.com

ATOSS Software SE

Christof Leiber / CFO
Rosenheimer Straße 141 h,
D-81671 Munich
Tel.: +49 (0) 89 4 27 71 – 0
investor.relations@atoss.com