



**Buy** (old: Hold)

**Price target: EUR 187.00** (old: EUR 187.00)

**Price:** EUR 152.00 **Next result:** H1'21 26.07.21  
**Bloomberg:** AOF GR **Market cap:** EUR 1,216.8 m  
**Reuters:** AOFG.DE **Enterprise Value:** EUR 1,206.6 m

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## Share price slide unjustified - Up to BUY

In the absence of news flow, ATOSS shares took a dive recently, losing some 17% over the last two weeks. In our view, this move is unjustified and gives investors the rare opportunity to **buy into this high quality name** (>50% ROCE, >90% FCF conversion).

As WFM software provider, ATOSS has the finger on the pulse. **Thanks to several structural drivers, demand is seen to remain high for years to come. Mounting labour shortages** due to tight markets and, longer-term, aging demographics force companies to deploy existing employees as efficiently as possible, hence fueling demand for WFM software. Additionally, **Labour laws in Europe are becoming increasingly complex** making efficient and particularly compliant scheduling of workers a cumbersome task that can be more efficiently addressed with WFM software.

Being one of only few WFM software providers that offers automated scheduling and forecasting modules, ATOSS should be able to benefit from the above trends. In fact, **ATOSS is even seen to outperform the market as it is pursuing several organic growth opportunities:**

- **International expansion:** Having achieved a 12% market share in the DACH region, ATOSS is now looking to expand into BeNeLux and the Nordics, which offer an addressable market opportunity of some € 137m and € 138m, respectively (eH&A).
- **Domestic market share gains:** Apart from the international expansion, ATOSS looks set to continue growing its market share in the DACH region. Gains should mainly come from smaller peers that lack the automated scheduling and forecasting capabilities, which should become increasingly important in light of the looming labour shortages.
- **Successful upselling:** ATOSS' customers typically start with some 40% of the available software modules but increase this share to more than 80% over the customer lifetime. At the same time, ATOSS is actively transforming customers from on-premise maintenance contracts to higher margin, cloud based SaaS contracts.

**Overall, revenue is seen to rise at 16% CAGR into 2023E to € 135m with EBIT growing only slightly slower at 12% CAGR, held back by growth investments into international sales hubs and R&D. At the same time, valuation looks attractive following the recent sell off, i.e. offering more than 20% upside to our unchanged, DCF based PT of € 187. Upgrade from Hold to BUY.**

Y/E 31.12 (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
Sales	54.6	62.6	71.4	86.1	99.0	115.0	135.0
Sales growth	10 %	15 %	14 %	21 %	15 %	16 %	17 %
EBITDA	14.9	18.0	22.5	29.8	30.8	34.0	41.6
EBIT	14.1	16.9	19.3	26.2	26.7	29.6	36.7
Net income	9.4	11.2	13.5	17.7	18.2	20.1	24.9
Net debt	-15.4	-21.7	-6.1	-13.2	-17.0	-21.9	-29.8
Net gearing	-70.6 %	-76.1 %	-24.7 %	-40.7 %	-45.6 %	-50.1 %	-55.6 %
Net Debt/EBITDA	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EPS pro forma	1.18	1.41	1.70	2.23	2.29	2.53	3.13
CPS	1.02	1.45	1.52	2.47	2.15	2.34	2.88
DPS	0.59	2.00	1.28	1.67	1.72	1.90	2.35
Dividend yield	0.4 %	1.3 %	0.8 %	1.1 %	1.1 %	1.2 %	1.5 %
Gross profit margin	70.3 %	70.5 %	70.3 %	72.4 %	72.2 %	72.0 %	73.0 %
EBITDA margin	27.3 %	28.7 %	31.5 %	34.6 %	31.1 %	29.5 %	30.8 %
EBIT margin	25.9 %	27.0 %	27.0 %	30.4 %	27.0 %	25.7 %	27.2 %
ROCE	57.5 %	54.5 %	49.1 %	55.3 %	49.8 %	49.8 %	54.4 %
EV/sales	22.1	19.2	17.1	14.1	12.2	10.4	8.8
EV/EBITDA	81.0	66.7	54.1	40.7	39.2	35.4	28.7
EV/EBIT	85.3	70.9	63.1	46.3	45.1	40.7	32.5
PER	130.0	108.6	89.9	68.7	66.7	60.5	48.9
Adjusted FCF yield	0.8 %	0.9 %	1.1 %	1.5 %	1.5 %	1.6 %	2.1 %

Source: Company data, Hauck & Aufhäuser Close price as of: 12.05.2021

Please refer to important disclosures at the end of the report



Source: Company data, Hauck & Aufhäuser

**High/low 52 weeks:** 197.00 / 84.25

**Price/Book Ratio:** 32.4

**Relative performance (-):**

3 months -  
6 months -  
12 months -

### Changes in estimates

		Sales	EBIT	EPS
2021	old:	99.0	26.7	2.29
	Δ	-	-	-
2022	old:	115.0	29.6	2.53
	Δ	-	-	-
2023	old:	135.0	36.7	3.13
	Δ	-	-	-

### Key share data:

Number of shares: (in m pcs) 8.0  
Authorised capital: (in € m) -  
Book value per share: (in €) 4.7  
Ø trading volume: (12 months) 5,300

### Major shareholders:

Andreas Obereder 50.0 %  
Free Float 50.0 %  
MainFirst AM 5.1 %  
Rentrop Investment Office 2.8 %

### Company description:

ATOSS is a provider of software for workforce management supporting companies with time and attendance solutions as well as forecasting and scheduling of their workforce.

## Financials

Profit and loss (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
<b>Sales</b>	<b>54.6</b>	<b>62.6</b>	<b>71.4</b>	<b>86.1</b>	<b>99.0</b>	<b>115.0</b>	<b>135.0</b>
Sales growth	10.2 %	14.7 %	14.0 %	20.5 %	15.0 %	16.2 %	17.4 %
Cost of sales	16.2	18.4	21.2	23.8	27.5	32.2	36.5
<b>Gross profit</b>	<b>38.4</b>	<b>44.2</b>	<b>50.2</b>	<b>62.3</b>	<b>71.5</b>	<b>82.8</b>	<b>98.6</b>
Sales and marketing	9.7	10.9	12.9	13.9	18.0	20.7	24.0
General and administration	4.3	5.2	5.8	7.6	7.9	10.7	13.1
Research and development	10.3	11.2	11.9	14.4	18.8	21.9	25.0
Other operating income	0.2	0.3	0.3	0.2	0.3	0.3	0.5
Other operating expenses	0.2	0.2	0.5	0.4	0.3	0.3	0.3
Unusual or infrequent items	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>EBITDA</b>	<b>14.9</b>	<b>18.0</b>	<b>22.5</b>	<b>29.8</b>	<b>30.8</b>	<b>34.0</b>	<b>41.6</b>
Depreciation	0.6	0.9	3.0	3.3	3.8	4.1	4.6
<b>EBITA</b>	<b>14.3</b>	<b>17.1</b>	<b>19.5</b>	<b>26.4</b>	<b>27.0</b>	<b>29.8</b>	<b>37.0</b>
Amortisation of goodwill	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Amortisation of intangible assets	0.1	0.2	0.2	0.3	0.3	0.3	0.3
Impairment charges	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>EBIT (inc revaluation net)</b>	<b>14.1</b>	<b>16.9</b>	<b>19.3</b>	<b>26.2</b>	<b>26.7</b>	<b>29.6</b>	<b>36.7</b>
Interest income	0.1	0.1	0.8	0.4	0.8	0.8	0.8
Interest expenses	0.1	0.2	0.2	0.4	0.1	0.1	0.1
Other financial result	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial result	-0.1	-0.1	0.6	0.0	0.7	0.7	0.7
<b>Recurring pretax income from continuing operations</b>	<b>14.1</b>	<b>16.8</b>	<b>19.9</b>	<b>26.2</b>	<b>27.4</b>	<b>30.3</b>	<b>37.4</b>
Extraordinary income/loss	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Earnings before taxes</b>	<b>14.1</b>	<b>16.8</b>	<b>19.9</b>	<b>26.2</b>	<b>27.4</b>	<b>30.3</b>	<b>37.4</b>
Taxes	4.7	5.6	6.4	8.5	9.2	10.1	12.5
<b>Net income from continuing operations</b>	<b>9.3</b>	<b>11.2</b>	<b>13.5</b>	<b>17.7</b>	<b>18.2</b>	<b>20.1</b>	<b>24.9</b>
Result from discontinued operations (net of tax)	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Net income</b>	<b>9.3</b>	<b>11.2</b>	<b>13.5</b>	<b>17.7</b>	<b>18.2</b>	<b>20.1</b>	<b>24.9</b>
Minority interest	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Net profit (reported)</b>	<b>9.4</b>	<b>11.2</b>	<b>13.5</b>	<b>17.7</b>	<b>18.2</b>	<b>20.1</b>	<b>24.9</b>
Average number of shares	8.0	8.0	8.0	8.0	8.0	8.0	8.0
<b>EPS reported</b>	<b>1.18</b>	<b>1.41</b>	<b>1.70</b>	<b>2.23</b>	<b>2.29</b>	<b>2.53</b>	<b>3.13</b>

Profit and loss (common size)	2017	2018	2019	2020	2021E	2022E	2023E
<b>Sales</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>
Cost of sales	29.7 %	29.5 %	29.7 %	27.6 %	27.8 %	28.0 %	27.0 %
<b>Gross profit</b>	<b>70.3 %</b>	<b>70.5 %</b>	<b>70.3 %</b>	<b>72.4 %</b>	<b>72.2 %</b>	<b>72.0 %</b>	<b>73.0 %</b>
Sales and marketing	17.8 %	17.5 %	18.1 %	16.1 %	18.2 %	18.0 %	17.8 %
General and administration	7.8 %	8.3 %	8.2 %	8.8 %	8.0 %	9.3 %	9.7 %
Research and development	18.8 %	17.9 %	16.7 %	16.8 %	19.0 %	19.0 %	18.5 %
Other operating income	0.3 %	0.5 %	0.4 %	0.3 %	0.3 %	0.3 %	0.4 %
Other operating expenses	0.3 %	0.3 %	0.6 %	0.5 %	0.3 %	0.3 %	0.2 %
Unusual or infrequent items	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
<b>EBITDA</b>	<b>27.3 %</b>	<b>28.7 %</b>	<b>31.5 %</b>	<b>34.6 %</b>	<b>31.1 %</b>	<b>29.5 %</b>	<b>30.8 %</b>
Depreciation	1.2 %	1.4 %	4.2 %	3.9 %	3.8 %	3.6 %	3.4 %
<b>EBITA</b>	<b>26.1 %</b>	<b>27.3 %</b>	<b>27.4 %</b>	<b>30.7 %</b>	<b>27.3 %</b>	<b>25.9 %</b>	<b>27.4 %</b>
Amortisation of goodwill	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
Amortisation of intangible assets	0.2 %	0.3 %	0.3 %	0.3 %	0.3 %	0.2 %	0.2 %
Impairment charges	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
<b>EBIT (inc revaluation net)</b>	<b>25.9 %</b>	<b>27.0 %</b>	<b>27.0 %</b>	<b>30.4 %</b>	<b>27.0 %</b>	<b>25.7 %</b>	<b>27.2 %</b>
Interest income	0.1 %	0.2 %	1.2 %	0.5 %	0.8 %	0.7 %	0.6 %
Interest expenses	0.2 %	0.4 %	0.3 %	0.5 %	0.1 %	0.1 %	0.1 %
Other financial result	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
Financial result	neg.	neg.	0.9 %	0.0 %	0.7 %	0.6 %	0.5 %
<b>Recurring pretax income from continuing operations</b>	<b>25.8 %</b>	<b>26.8 %</b>	<b>27.9 %</b>	<b>30.4 %</b>	<b>27.7 %</b>	<b>26.3 %</b>	<b>27.7 %</b>
Extraordinary income/loss	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
<b>Earnings before taxes</b>	<b>25.8 %</b>	<b>26.8 %</b>	<b>27.9 %</b>	<b>30.4 %</b>	<b>27.7 %</b>	<b>26.3 %</b>	<b>27.7 %</b>
Tax rate	33.6 %	33.3 %	32.1 %	32.4 %	33.5 %	33.5 %	33.5 %
<b>Net income from continuing operations</b>	<b>17.1 %</b>	<b>17.9 %</b>	<b>18.9 %</b>	<b>20.6 %</b>	<b>18.4 %</b>	<b>17.5 %</b>	<b>18.4 %</b>
Result from discontinued operations (net of tax)	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
<b>Net income</b>	<b>17.1 %</b>	<b>17.9 %</b>	<b>18.9 %</b>	<b>20.6 %</b>	<b>18.4 %</b>	<b>17.5 %</b>	<b>18.4 %</b>
Minority interest	neg.	neg.	neg.	0.0 %	0.0 %	0.0 %	0.0 %
<b>Net profit (reported)</b>	<b>17.1 %</b>	<b>17.9 %</b>	<b>19.0 %</b>	<b>20.6 %</b>	<b>18.4 %</b>	<b>17.5 %</b>	<b>18.4 %</b>

Source: Company data, Hauck &amp; Aufhäuser

Balance sheet (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
<b>Intangible assets</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>
Property, plant and equipment	3.7	4.3	15.0	13.5	13.5	13.5	13.5
Financial assets	0.5	0.5	1.3	1.3	1.3	1.3	1.3
<b>FIXED ASSETS</b>	<b>4.6</b>	<b>5.2</b>	<b>16.6</b>	<b>15.1</b>	<b>15.1</b>	<b>15.1</b>	<b>15.1</b>
Inventories	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Accounts receivable	5.1	6.3	7.7	8.9	10.2	11.8	13.9
Other current assets	11.7	11.6	12.2	16.4	16.4	16.4	16.4
Liquid assets	15.4	21.7	17.5	23.4	27.2	32.2	40.0
Deferred taxes	0.8	0.9	1.7	1.6	1.6	1.6	1.6
Deferred charges and prepaid expenses	0.9	1.5	2.3	2.6	2.6	2.6	2.6
<b>CURRENT ASSETS</b>	<b>34.0</b>	<b>42.0</b>	<b>41.5</b>	<b>52.9</b>	<b>58.0</b>	<b>64.6</b>	<b>74.5</b>
<b>TOTAL ASSETS</b>	<b>38.5</b>	<b>47.2</b>	<b>58.1</b>	<b>68.0</b>	<b>73.1</b>	<b>79.7</b>	<b>89.6</b>
<b>SHAREHOLDERS EQUITY</b>	<b>21.8</b>	<b>28.5</b>	<b>24.8</b>	<b>32.4</b>	<b>37.3</b>	<b>43.8</b>	<b>53.6</b>
MINORITY INTEREST	0.0	0.0	-0.1	-0.1	-0.1	-0.1	-0.1
Long-term debt	0.0	0.0	11.4	10.2	10.2	10.2	10.2
Provisions for pensions and similar obligations	4.8	4.8	6.6	6.8	6.8	6.8	6.8
Other provisions	0.3	2.0	0.6	1.8	1.8	1.8	1.8
<b>Non-current liabilities</b>	<b>5.1</b>	<b>6.8</b>	<b>18.7</b>	<b>18.9</b>	<b>18.9</b>	<b>18.9</b>	<b>18.9</b>
short-term liabilities to banks	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Accounts payable	0.4	0.5	0.9	0.5	0.8	0.9	1.0
Advance payments received on orders	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other liabilities (incl. from lease and rental contracts)	6.9	8.9	8.9	12.4	12.4	12.4	12.4
Deferred taxes	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Deferred income	4.2	2.4	4.7	3.7	3.7	3.7	3.7
<b>Current liabilities</b>	<b>11.6</b>	<b>11.9</b>	<b>14.6</b>	<b>16.8</b>	<b>17.0</b>	<b>17.1</b>	<b>17.2</b>
<b>TOTAL LIABILITIES AND SHAREHOLDERS EQUITY</b>	<b>38.5</b>	<b>47.2</b>	<b>58.1</b>	<b>68.0</b>	<b>73.1</b>	<b>79.7</b>	<b>89.6</b>

Balance sheet (common size)	2017	2018	2019	2020	2021E	2022E	2023E
<b>Intangible assets</b>	<b>0.9 %</b>	<b>0.8 %</b>	<b>0.6 %</b>	<b>0.4 %</b>	<b>0.4 %</b>	<b>0.3 %</b>	<b>0.3 %</b>
Property, plant and equipment	9.6 %	9.1 %	25.8 %	19.8 %	18.4 %	16.9 %	15.0 %
Financial assets	1.3 %	1.1 %	2.2 %	2.0 %	1.8 %	1.7 %	1.5 %
<b>FIXED ASSETS</b>	<b>11.8 %</b>	<b>11.0 %</b>	<b>28.6 %</b>	<b>22.2 %</b>	<b>20.6 %</b>	<b>18.9 %</b>	<b>16.8 %</b>
Inventories	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
Accounts receivable	13.2 %	13.3 %	13.3 %	13.0 %	13.9 %	14.9 %	15.5 %
Other current assets	30.3 %	24.6 %	21.0 %	24.1 %	22.4 %	20.6 %	18.3 %
Liquid assets	40.0 %	46.0 %	30.2 %	34.4 %	37.3 %	40.4 %	44.7 %
Deferred taxes	2.2 %	2.0 %	3.0 %	2.3 %	2.2 %	2.0 %	1.8 %
Deferred charges and prepaid expenses	2.5 %	3.2 %	4.0 %	3.9 %	3.6 %	3.3 %	2.9 %
<b>CURRENT ASSETS</b>	<b>88.2 %</b>	<b>89.0 %</b>	<b>71.4 %</b>	<b>77.8 %</b>	<b>79.4 %</b>	<b>81.1 %</b>	<b>83.2 %</b>
<b>TOTAL ASSETS</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>
<b>SHAREHOLDERS EQUITY</b>	<b>56.7 %</b>	<b>60.4 %</b>	<b>42.8 %</b>	<b>47.7 %</b>	<b>51.1 %</b>	<b>54.9 %</b>	<b>59.8 %</b>
MINORITY INTEREST	neg.	neg.	neg.	neg.	neg.	neg.	neg.
Long-term debt	0.0 %	0.0 %	19.6 %	15.0 %	14.0 %	12.8 %	11.4 %
Provisions for pensions and similar obligations	12.5 %	10.1 %	11.4 %	10.1 %	9.4 %	8.6 %	7.6 %
Other provisions	0.7 %	4.2 %	1.1 %	2.7 %	2.5 %	2.3 %	2.0 %
<b>Non-current liabilities</b>	<b>13.2 %</b>	<b>14.4 %</b>	<b>32.1 %</b>	<b>27.8 %</b>	<b>25.8 %</b>	<b>23.7 %</b>	<b>21.1 %</b>
short-term liabilities to banks	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
Accounts payable	1.2 %	1.1 %	1.6 %	0.8 %	1.0 %	1.1 %	1.1 %
Advance payments received on orders	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
Other liabilities (incl. from lease and rental contracts)	18.0 %	18.9 %	15.4 %	18.3 %	17.0 %	15.6 %	13.8 %
Deferred taxes	0.1 %	0.1 %	0.1 %	0.1 %	0.1 %	0.1 %	0.1 %
Deferred income	10.9 %	5.2 %	8.1 %	5.5 %	5.1 %	4.7 %	4.2 %
<b>Current liabilities</b>	<b>30.2 %</b>	<b>25.3 %</b>	<b>25.2 %</b>	<b>24.7 %</b>	<b>23.2 %</b>	<b>21.5 %</b>	<b>19.2 %</b>
<b>TOTAL LIABILITIES AND SHAREHOLDERS EQUITY</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>

Source: Company data, Hauck & Aufhäuser

Cash flow statement (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
Net profit/loss	9.3	11.2	13.5	17.7	18.2	20.1	24.9
Depreciation of fixed assets (incl. leases)	0.6	0.9	3.0	3.3	3.8	4.1	4.6
Amortisation of goodwill	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Amortisation of intangible assets	0.1	0.2	0.2	0.3	0.3	0.3	0.3
Others	-0.4	1.9	-3.0	1.4	0.0	0.0	0.0
Cash flow from operations before changes in w/c	9.7	14.1	13.7	22.7	22.3	24.5	29.7
Increase/decrease in inventory	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Increase/decrease in accounts receivable	-0.6	-1.2	-1.5	-1.1	-1.3	-1.6	-2.1
Increase/decrease in accounts payable	-0.2	0.1	0.4	-0.4	0.2	0.1	0.1
Increase/decrease in other working capital positions	0.0	-0.4	2.6	2.1	0.0	0.0	0.0
Increase/decrease in working capital	-0.8	-1.5	1.5	0.5	-1.1	-1.5	-1.9
<b>Cash flow from operating activities</b>	<b>8.9</b>	<b>12.6</b>	<b>15.3</b>	<b>23.2</b>	<b>21.1</b>	<b>23.0</b>	<b>27.8</b>
CAPEX	1.5	1.7	0.9	0.7	1.5	1.6	1.9
Payments for acquisitions	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Financial investments	2.1	0.0	0.0	3.9	0.0	0.0	0.0
Income from asset disposals	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Cash flow from investing activities</b>	<b>-3.6</b>	<b>-1.7</b>	<b>-0.9</b>	<b>-4.6</b>	<b>-1.5</b>	<b>-1.6</b>	<b>-1.9</b>
Cash flow before financing	5.3	10.9	14.4	18.6	19.7	21.4	25.9
Increase/decrease in debt position	0.0	0.0	0.0	-1.2	0.0	0.0	0.0
Purchase of own shares	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Capital measures	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dividends paid	4.6	4.7	15.9	10.1	13.3	13.7	15.1
Others	0.0	0.0	-2.2	-1.4	-2.6	-2.8	-3.0
Effects of exchange rate changes on cash	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Cash flow from financing activities</b>	<b>-4.6</b>	<b>-4.7</b>	<b>-18.1</b>	<b>-12.7</b>	<b>-15.9</b>	<b>-16.4</b>	<b>-18.1</b>
Increase/decrease in liquid assets	0.7	6.2	-3.8	5.9	3.8	4.9	7.9
<b>Liquid assets at end of period</b>	<b>15.4</b>	<b>21.7</b>	<b>17.5</b>	<b>23.4</b>	<b>27.2</b>	<b>32.2</b>	<b>40.0</b>

Source: Company data, Hauck & Aufhäuser

Regional split (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
Domestic	45.8	53.1	61.3	74.0	84.2	95.5	108.0
yoy change	11.6 %	15.9 %	15.5 %	20.8 %	13.7 %	13.4 %	13.1 %
Rest of Europe	8.8	9.6	10.1	12.1	14.9	19.6	27.0
yoy change	3.4 %	8.0 %	5.8 %	19.2 %	23.2 %	31.6 %	38.1 %
NAFTA	0.0	0.0	0.0	0.0	0.0	0.0	0.0
yoy change	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Asia Pacific	0.0	0.0	0.0	0.0	0.0	0.0	0.0
yoy change	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Rest of world	0.0	0.0	0.0	0.0	0.0	0.0	0.0
yoy change	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>TTL</b>	<b>54.6</b>	<b>62.6</b>	<b>71.4</b>	<b>86.1</b>	<b>99.0</b>	<b>115.0</b>	<b>135.0</b>
yoy change	10.2 %	14.7 %	14.0 %	20.5 %	15.0 %	16.2 %	17.4 %

Source: Company data, Hauck & Aufhäuser

Key ratios (EUR m)	2017	2018	2019	2020	2021E	2022E	2023E
<b>P&amp;L growth analysis</b>							
Sales growth	10.2 %	14.7 %	14.0 %	20.5 %	15.0 %	16.2 %	17.4 %
EBITDA growth	4.3 %	20.8 %	25.1 %	32.2 %	3.4 %	10.4 %	22.4 %
EBIT growth	4.2 %	19.6 %	14.1 %	35.6 %	2.2 %	10.6 %	24.2 %
EPS growth	0.7 %	19.8 %	20.8 %	31.0 %	3.0 %	10.3 %	23.7 %
<b>Efficiency</b>							
Total operating costs / sales	44.4 %	43.5 %	43.2 %	42.0 %	45.2 %	46.3 %	45.8 %
Sales per employee	137.5	141.0	144.8	160.2	167.6	173.1	179.1
EBITDA per employee	37.5	40.5	45.7	55.4	52.1	51.1	55.2
<b>Balance sheet analysis</b>							
Avg. working capital / sales	7.8 %	8.3 %	8.8 %	8.8 %	9.0 %	8.9 %	8.8 %
Inventory turnover (sales/inventory)	15,126.5	14,025.7	18,452.2	28,428.6	28,428.6	28,428.6	28,428.6
Trade debtors in days of sales	33.9	36.5	39.4	37.6	37.6	37.6	37.6
A/P turnover [(A/P*365)/sales]	10.1	10.1	15.8	8.3	10.0	10.0	10.0
Cash conversion cycle (days)	24.0	26.5	23.7	29.4	27.6	27.6	27.6
<b>Cash flow analysis</b>							
Free cash flow	7.4	10.9	12.3	20.0	17.1	18.6	22.9
Free cash flow/sales	13.5 %	17.4 %	17.2 %	23.2 %	17.3 %	16.2 %	17.0 %
FCF / net profit	78.8 %	97.2 %	90.6 %	112.9 %	93.9 %	92.4 %	92.2 %
Capex / depre	476.3 %	159.4 %	28.2 %	127.4 %	36.1 %	37.4 %	38.9 %
Capex / maintenance capex	172.1 %	143.2 %	21.1 %	15.4 %	93.4 %	94.0 %	94.5 %
Capex / sales	6.6 %	2.7 %	1.3 %	5.3 %	1.5 %	1.4 %	1.4 %
<b>Security</b>							
Net debt	-15.4	-21.7	-6.1	-13.2	-17.0	-21.9	-29.8
Net Debt/EBITDA	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Net debt / equity	neg.	neg.	neg.	neg.	neg.	neg.	neg.
Interest cover	115.9	67.8	85.9	66.6	267.3	295.6	367.2
Dividend payout ratio	49.7 %	141.9 %	74.9 %	75.0 %	75.0 %	75.0 %	75.0 %
<b>Asset utilisation</b>							
Capital employed turnover	2.0	1.8	1.6	1.7	1.8	1.8	1.9
Operating assets turnover	6.6	6.2	3.3	3.9	4.3	4.7	5.1
Plant turnover	14.8	14.6	4.8	6.4	7.3	8.5	10.0
Inventory turnover (sales/inventory)	15,126.5	14,025.7	18,452.2	28,428.6	28,428.6	28,428.6	28,428.6
<b>Returns</b>							
ROCE	57.5 %	54.5 %	49.1 %	55.3 %	49.8 %	49.8 %	54.4 %
ROE	42.9 %	39.3 %	54.5 %	54.7 %	48.8 %	46.0 %	46.4 %
<b>Other</b>							
Interest paid / avg. debt	n/a	n/a	2.0 %	3.6 %	1.0 %	1.0 %	1.0 %
No. employees (average)	397	444	493	537	591	664	754
Number of shares	8.0	8.0	8.0	8.0	8.0	8.0	8.0
DPS	0.6	2.0	1.3	1.7	1.7	1.9	2.3
EPS reported	1.18	1.41	1.70	2.23	2.29	2.53	3.13
<b>Valuation ratios</b>							
P/BV	55.7	42.7	49.0	37.6	32.6	27.8	22.7
EV/sales	22.1	19.2	17.1	14.1	12.2	10.4	8.8
EV/EBITDA	81.0	66.7	54.1	40.7	39.2	35.4	28.7
EV/EBITA	84.6	70.1	62.3	45.8	44.7	40.3	32.3
EV/EBIT	85.3	70.9	63.1	46.3	45.1	40.7	32.5
EV/FCF	163.6	110.2	99.2	60.5	70.5	64.6	52.0
Adjusted FCF yield	0.8 %	0.9 %	1.1 %	1.5 %	1.5 %	1.6 %	2.1 %
Dividend yield	0.4 %	1.3 %	0.8 %	1.1 %	1.1 %	1.2 %	1.5 %

Source: Company data, Hauck & Aufhäuser

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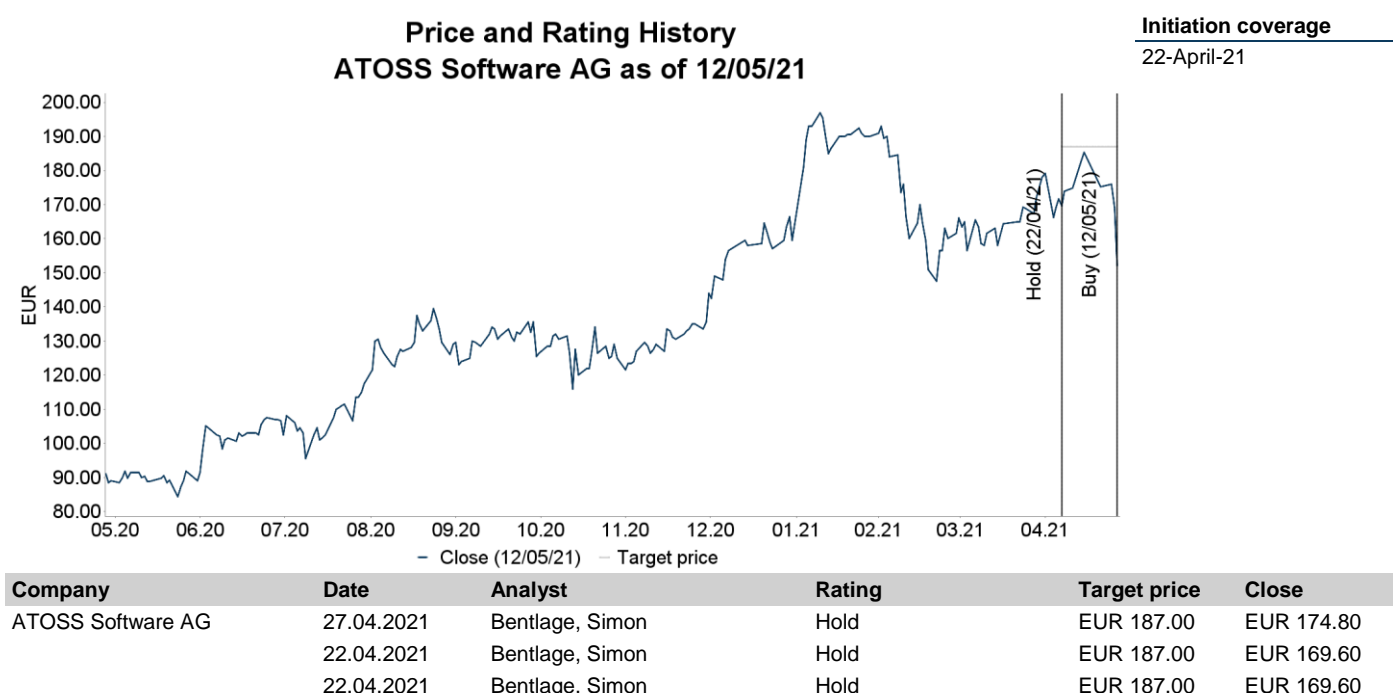
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Company	Disclosure
ATOSS Software AG	2, 6, 8

**Historical target price and rating changes for ATOSS Software AG in the last 12 months**



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