

❏ Mensch und Maschine at a glance

All amounts in million EUR (unless stated otherwise)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Revenue	140.0	160.4 +14.5%	167.1 +4.2%	160.9 -3.7%	185.4 +15%	245.9 +33%	244.0 -0.8%	266.2 +9.1%	320.48 +20%	322.31 +0.6%
Germany	66.9 47.8%	74.7 46.6%	74.9 44.8%	75.9 47.2%	83.3 44.9%	113.0 45.9%	113.1 46.3%	113.9 42.8%	134.15 41.9%	133.49 41.4%
International	73.1 52.2%	85.7 53.4%	92.2 55.2%	85.0 52.8%	102.1 55.1%	132.9 54.1%	130.9 53.7%	152.3 57.2%	186.33 58.1%	188.82 58.6%
Gross profit	74.7	84.5 +13%	91.4 +8.2%	94.8 +3.7%	103.9 +9.6%	127.9 +23%	128.0 +0.1%	138.4 +8.2%	161.14 +16%	168.53 +4.6%
M+M Software	36.6 49.0%	39.6 46.8%	44.7 48.9%	48.9 51.6%	54.4 52.3%	69.7 54.5%	68.9 53.8%	76.1 55.0%	87.48 54.3%	94.95 56.3%
VAR Business	38.1 51.0%	44.9 53.2%	46.7 51.1%	45.9 48.4%	49.5 47.7%	58.2 45.5%	59.1 46.2%	62.3 45.0%	73.66 45.7%	73.59 43.7%
Operating profit EBITDA EBITDA return from revenue	10.9 7.8%	12.8 +18% 8.0%	15.8 +23% 9.4%	18.0 +14.5% 11.2%	22.7 +26% 12.3%	36.5 +61%* 14.9%	40.3 +10% 16.5%	44.4 +10% 16.7%	52.67 +19% 16.4%	56.64 +7.5% 17.6%
Operating profit EBIT EBIT return from revenue	6.8 4.9%	8.5 +25% 5.3%	12.5 +47% 7.5%	15.2 +22% 9.5%	19.7 +29% 10.6%	27.2 +38% 11.1%	31.0 +14% 12.7%	34.7 +12% 13.0%	42.63 +23% 13.3%	46.83 +10% 14.5%
Net profit after minority shares Net return from revenue per share in EUR	3.7 2.7%	3.9 +4.0% 2.4%	6.6 +70% 3.9%	8.5 +30% 5.3%	11.7 +37% 6.3%	16.7 +43% 6.8%	18.7 +12% 7.7%	21.3 +14% 8.0%	26.01 +22% 8.1%	28.87 +11% 9.0%
	0.24	0.24	0.40	0.525	0.715	0.99	1.115	1.26	1.55	1.72
Operating cash flows per share in EUR	6.3 0.40	14.7 +134% 0.91	14.6 -0.1% 0.90	15.2 +4.0% 0.935	15.2 +0.2% 0.93	26.3 +73%* 1.57	33.7 +28% 2.01	36.9 +9.4% 2.18	39.05 +5.8% 2.33	50.59 +30% 3.02
Dividend in EUR	0.20	0.25 +25%	0.35 +40%	0.50 +43%	0.65 +30%	0.85 +31%	1.00 +18%	1.20 +20%	1.40 +17%	1.65 +18%
Total assets	104.2	102.5 -2%	100.5 -2%	101.8 +1%	106.1 +4%	159.5 +50%*	154.7 -3%	160.8 +4%	187.45 +17%	187.20 -0%
Shareholders' equity Equity ratio	39.2 37.7%	39.6 +1% 38.6%	40.6 +2% 40.4%	43.9 +8% 43.1%	51.3 +17% 48.3%	73.5 +43% 46.1%	80.2 +9% 51.8%	92.8 +16% 57.7%	85.75 -7.6% 45.7%	99.76 +16% 53,3%
Number of shares in million	15.439	16.127 +4.5%	16.306 +1.1%	16.281 -0.2%	16.351 +0.4%	16.820 +2.9%	16.783 -0.2%	16.897 +0.7%	16.769 -0.8%	16.773 +0.0%
Headcount (full time equivalent)	718	731 +1.8%	759 +3.8%	784 +3.3%	821 +4.7%	946 +15%	948 +0.2%	979 +3.3%	1,031 +5.3%	1,056 +2.4%

* Comparison 2019/18 distorted by first time application of IFRS16