

 Mensch und Maschine at a glance										
All amounts in million EUR (unless stated otherwise)	2014	2015	2016	2017	2018	2019	2020	2021	2022	
	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%	266.16 +9.1%	320.48 +20%
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%	113.87 42.8%	134.15 41.9%	
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%	152.29 57.2%	186.33 58.1%	
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%	138.42 +8.2%	161.14 +16%	
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%	76.13 55.0%	87.48 54.3%	
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%	62.29 45.0%	73.66 45.7%	
Operating profit EBITDA	10.9	12.8 +18%	15.8 +23%	18.0 +14.5%	22.7 +26%	36.5 +61%*	40.3 +10%	44.44 +10%	52.67 +19%	
EBITDA return from revenue	7.8%	8.0%	9.4%	11.2%	12.3%	14.9%	16.5%	16.7%	16.4%	
Operating profit EBIT	6.8	8.5 +25%	12.5 +47%	15.2 +22%	19.7 +29%	27.2 +38%	31.0 +14%	34.69 +12%	42.63 +23%	
EBIT return from revenue	4.9%	5.3%	7.5%	9.5%	10.6%	11.1%	12.7%	13.0%	13.3%	
Net profit after minority shares	3.7	3.9 +4.0%	6.6 +70%	8.5 +30%	11.7 +37%	16.7 +43%	18.7 +12%	21.31 +14%	26.01 +22%	
Net return from revenue	2.7%	2.4%	3.9%	5.3%	6.3%	6.8%	7.7%	8.0%	8.1%	
per share in EUR	0.24	0.24	0.40	0.525	0.715	0.99	1.115	1.26	1.55	
Operating cash flows	6.3	14.7 +134%	14.6 -0.1%	15.2 +4.0%	15.2 +0.2%	26.3 +73%*	33.7 +28%	36.91 +9.4%	39.05 +5.8%	
per share in EUR	0.40	0.91	0.90	0.935	0.93	1.57	2.01	2.18	2.33	
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%	
Total assets	104.2	102.5 -2%	100.5 -2%	101.8 +1%	106.1 +4%	159.5 +50%*	154.7 -3%	160.79 +4%	187.45 +17%	
Shareholders' equity	39.2	39.6 +1%	40.6 +2%	43.9 +8%	51.3 +17%	73.5 +43%	80.2 +9%	92.80 +16%	85.75 -7.6%	
Equity ratio	37.7%	38.6%	40.4%	43.1%	48.3%	46.1%	51.8%	57.7%	45.7%	
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%	
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%	

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