VSME REPORT

TTTECH Group 2024

This report is based on the VSME Standard

TTTECH

AGENDA

VSME DISCLOSURE INDEX

Standard (VSME Section)	Location in this Report	Omitted	Reason for Omission
GENERAL			
B1 - Basis for Preparation (24.a-e, 25)	Slides 4-7	No	N/A
B2 - Practices, policies, future initiatives (26, 27, 28)	Slides 8-11	No	N/A
ENVIRONMENT			
B3 - Energy and GHG Emissions (29-31)	Slides 12-15	No	N/A
B4 - Pollution of air, water and soil (32)	Slide 16	No	Not required by law to report emissions.
B5 - Biodiversity (33, 34)	Slide 17	Yes (34.)	Land-use not material for TTTECH
B6 - Water withdrawal (35-36)	Slide 18	Yes (36.)	Non-materiality; asset-light company, water consumption is close to zero.
B7 - Resource use, waste management (38.a-c)	Slide 19	Yes (38.c.)	TTTECH does not operate in a sector using significant material flows
SOCIAL			
B8 - Workforce - General characteristics (39-40)	Slide 20	No	N/A
B9 - Workforce - Health and safety (41.a-b)	Slide 21	No	N/A
B10 - Remuneration, collective bargaining and training (42.a-d)	Slide 22	No	N/A
GOVERNANCE			
B11 - Convictions & fines - corruption and bribery (43)	Slide 23	No	No convictions or fines incurred in the reporting period.
C1 - Strategy: Business model & sustainability initiatives (47.a-d)	Slides 24-32	No	N/A
C2 - Description of practices... (48-53)	Slide 33	No	N/A
C3 - GHG reduction targets (54-56)	Slide 33	Yes	No GHG emission reduction targets currently established; TTTECH does not operate in a high-climate impact sector.
C4 - Climate Risks (57.a-d, 58)	Slide 34	No	N/A
C5 - Additional workforce characteristics (59-60)	Slide 35	Partially (60)	Datapoint 60 not disclosed
C6 - Human rights policies... (61.a-c)	Slide 36	No	N/A
C7 - Severe negative human rights incidents (62.a-c)	Slide 37	Yes (62.b)	Omitted, because no incident occured.
C8 - Revenues from certain sectors (63-64)	Slide 37	Yes	TTTECH does not operate in any of the listed controversial sectors.
C9 - Gender diversity ratio in governance body (65.)	Slide 38	No	N/A

B1 BASIS FOR PREPARATION

The reporting entity of this VSME report is **TTTECH Computertechnik AG** (“TTTECH”).

- The identifier of the reporting entity is DUNS 30-348-3465.
- All monetary values published in this report are presented in € (EUR).
- The reporting period start date is January 1, 2024.
- The reporting is performed for one complete financial year, thus the end date of the reporting period is December 31, 2024.

24.A.
Basic Module / Comprehensive Module

TTTECH will publish its VSME standard according to option B and will therefore report according to the Basic and Comprehensive Module.

24.B.
Omission of classified or sensitive information

No disclosure has been omitted because it is deemed classified or sensitive information.

24.C.-D.
Individual / Consolidated Report

TTTECH's sustainability report has been established on a consolidated basis and includes information about the following subsidiaries:

SUBSIDIARY	REGISTERED ADRESS
TTTECH DEUTSCHLAND GMBH	Ludwig Bölkow Campus, Willy-Messerschmitt-Str. 1, 82024 Taufkirchen, Germany
TTTECH CHIP IP DESIGN GMBH	Schoenbrunner Strasse 7 1040 Vienna, Austria
TTTECH DIGITAL SOLUTIONS GMBH	Schoenbrunner Strasse 7 1040 Vienna, Austria
TTTECH ZYNE GMBH	Schoenbrunner Strasse 7 1040 Vienna, Austria
TTTECH NEXUS CEE DOO NOVI SAD	Narodnog fronta 23 A, 21000 Novi Sad, Serbia
TTTECH FLEXIBILIS OY	Åkerlundinkatu 11 C5-2, 33100 Tampere, Finnland
TTTECH NORTH AMERICA, INC.	Schoenbrunner Strasse 7 1040 Vienna, Austria
TTTECH JAPAN CORP.	Schoenbrunner Strasse 7 1040 Vienna, Austria
TTTECH DEVELOPMENT ROMANIA SRL	Schoenbrunner Strasse 7 1040 Vienna, Austria
RT-RK DOO NOVI SAD	Narodnog fronta 23 A, 21000 Novi Sad, Serbia
INSTITUT "RT-RK" DOO BANJA LUKA	Patre 5, 78000 Banja Luka, Bosnia and Herzegovina
RT-RK DOO ZA INFORMACIJSKE TEHNOLOGIJE OSIJEK	Županijska 21, 31000 Osijek, Croatia
FTN-IRAM-RT DOO NOVI SAD	Narodnog fronta 23a, 21000 Novi Sad, Serbia
TETRA T ASSETS S.L.	Travessera de Les Corts n° 302 Bajos, de Barcelona-08029, Spain
TTTECH INNOVATION CAMPUS BRIXEN S.R.L	Julius Durst Straße 66, 39042 Brixen, Italy
TTCONTROL GMBH	Schoenbrunner Strasse 7 A-1040 Vienna
TTCONTROL S.R.L.	Julius-Durst-Strasse 66, 39042 Brixen, Italy
TTTECH INDUSTRIAL NORTH AMERICA INC.	2740 Gay Avenue, San Jose, CA 95127, USA

24.E.
Company data

TTTECH Computertechnik AG is a private stock corporation operating in the sectors computer programming and computer consultancy and computer facilities management activities (NACE codes K 62.01 and K 62.02).

As of 31.12.2024, the balance sheet size of TTTECH was € 251,48 Mio. with a turnover of € 131,04 Mio.

The number of employees was 1.139 (headcount) as of 31.12.2024.

The country of primary operations as well as the country of location of significant assets is Austria.

25.
Sustainability related information

TTTECH currently has not obtained any sustainability-related certification.

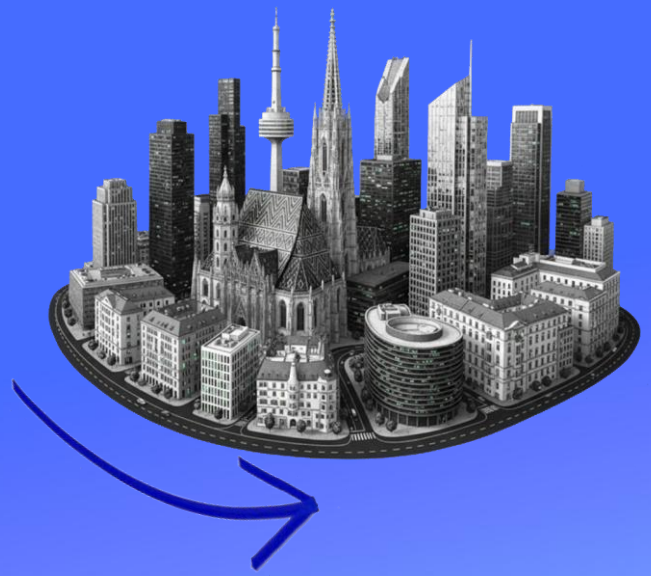
GEOLOCATION OF TTTECH SITES WORLDWIDE

SITES*	ADDRESS	POSTAL CODE	CITY	COUNTRY	COORDINATES
SITES *VIENNA* (PRIMARY LOCATION)	Schönbrunnerstraße 7 Operngasse 14 Kettenbrückengasse 16 Schönbrunnerstraße 2	1040 1040 1040 1040	Vienna Vienna Vienna Vienna	Austria Austria Austria Austria	48°11'42.3"N 16°21'41.0"E 48°12'06.9"N 16°22'01.8"E 48°11'44.3"N 16°21'37.5"E 48°11'43.8"N 16°21'42.2"E
SITE GERMANY	Ludwig Bölkow Campus, Willy-Messerschmitt-Str. 1	82024	Taufkirchen	Germany	48°02'45.8"N 11°39'30.3"E
SITE ITALY	Julius Durst Straße 66	39042	Brixen	Italy	46°41'31.0"N 11°38'34.6"E
SITE CZECH REPUBLIC	Šumavská 519/35, Veveří	602 00	Brno	Czech Republic	49°12'34.6"N 16°35'30.3"E
SITE FINLAND	Åkerlundinkatu 11 C5-2	33100	Tampere	Finland	61°29'44.0"N 23°46'32.8"E
SITE ROMANIA	7 Oitelor str., 2nd floor, apt. 7, intercom 8, district 4	040278	Bucharest	Romania	44°25'28.8"N 26°06'19.2"E
SITE JAPAN	Meieki Minami 2-14-19, 2F Nakamura-ku	450-0003	Aichi, Nagoya	Japan	35°09'54.6"N 136°53'11.0"E
SITES USA	5656 E. Grant Rd., Suite 200 300 Brickstone Square 1110 NASA Parkway Suite	85712 01819 77058	Tucson, Arizona Andover, MA Houston, Texas	USA USA USA	32°15'00.3"N 110°52'17.1"W 42°40'31.5"N 71°08'45.7"W 29°32'43.8"N 95°06'12.1"W
SITES SERBIA	Narodnog fronta 23 Vojvode Stepe 50 Puskinova 16 Dunavska 2V	21000 21000 21000 11000	Novi Sad Novi Sad Novi Sad Belgrade	Serbia Serbia Serbia Serbia	45°14'22.8"N 19°50'11.8"E 45°15'23.0"N 19°47'42.7"E 45°14'43.6"N 19°49'56.8"E 44°49'41.0"N 20°27'17.5"E
SITES BOSNIA & HERZEGOVINA	Patre 5 Jovana Ducica 23A	78000 78000	Banja Luka Banja Luka	Bosnia & Herzegovina	44°46'00.3"N 17°11'13.3"E 44°46'34.2"N 17°11'06.0"E
SITE CROATIA	Županijska 21	31000	Osijek	Croatia	45°33'27.1"N 18°40'33.4"E

*In the above chart all TTTECH sites worldwide where employees are physically working are presented.

B2: PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

26.
Information on Practices, policies and future initiatives for transitioning towards a more sustainable economy



	Are sustainability practices/policies/future initiatives that address any of the following issues in place?	*Are theypublicly available?*
CLIMATE CHANGE	●	●
POLLUTION	●	●
WATER AND MARINE RESOURCES	●	●
BIODIVERSITY AND ECOSYSTEMS	x	x
CIRCULAR ECONOMY	x	x
OWN WORKFORCE	●	●
WORKERS IN THE VALUE CHAIN	●	●
AFFECTED COMMUNITIES	x	x
CONSUMERS AND END-USERS	x	x
BUSINESS CONDUCT	●	●

Legende: ● Yes x No | None of the above policies or initiatives contain targets

CLIMATE CHANGE & POLLUTION

***27. & 28.** Description of practices, policies and future initiatives for transitioning towards a more sustainable economy*

	Quality & Sustainability Policy	***TTTECH Team Green***	***Energy & Mobility***	***Operations & Products***	***Pollution***
Description of Actions & Scope	The Quality and Sustainability Policy reflects the commitment of TTTECH Group's Top Management to highest standards in quality, product safety, information and product security, health & safety at the workplace and protection of the environment. The policy considers the purpose and context of the organization and supports its strategic direction.	TTTECH has established a sustainability initiative under the title "TTTECH Team Green", which analyzes potential sustainability-related impacts of TTTECH and proposes measures and initiatives for the company to engage in and works on implementing them accordingly.	• TTTECH has installed photovoltaic panels on the roof of its building to generate own energy and save other resources. • TTTECH offices in Vienna are situated very centrally in the heart of Vienna and the company reimburses the costs for the "Wiener Linien"- job ticket, thus helping to reduce emissions.	• Installation of new heating controllers/heating control systems. • Electricity supply from renewable energy carriers for all locations / sites in Austria (activity is certified by the relevant federal ministry in Austria). • Installation of a vertical green wall on company premises. • ESG aspects are considered in many aspects of our products and product design.	Collection and recycling of electronic waste (Dkfm. August Tree e.U.)
Executive Owner	*Executive Management*	*Facility Management x COO*	*Executive Management*	*Facility Management x COO*	*COO*

OWN WORKFORCE & WORKERS IN THE VALUE CHAIN

Employee Development & Onboarding

Benefits for employees

Sexual Harassment Guideline

Trainings

Supplier Code of Conduct

Description of Actions & Scope				
• **Onboarding Procedure:** ensures a smooth and effective onboarding of new employees, providing orientation in the company and new role and enabling new employees to quickly become productive. • **Personnel Development Procedure**: ensures continuous training and development of all employees at TTTECH (training of personal, professional and methodological skills in the context of their activities).	Benefits for employees of TTTECH to improve general working conditions: • additional holidays • regular offers for free consultations with the occupational doctor • access to preventive health screenings and vision tests • offer for psychological support in coping with exceptional situations • possibility to perform “workcation” within the European Union • Lunch ticket	• TTTECH is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment. • Working at TTTECH shall be characterized by respect, appreciation, reliability and trust. Thus, TTTECH operates a zero tolerance for any form of sexual harassment in the workplace.	• Mandatory regular (1-2 times a year) trainings for all employees in the following areas: data privacy and information security, compliance, quality management • Training employees in sustainability matters (e.g. waste separation and recycling) • Dedicated training programs to develop skills of employees for different functions (talentwise program, leadership onboarding, technical trainings etc.)	Fair and safe working conditions for employees of suppliers and subcontractors of suppliers are regulated in our Supplier Code of Conduct. Suppliers are asked to look after this in their own supply chain and perform the relevant due diligence.
Executive Owner				
CEO	*CEO* *Executive Management*	*Human Resources & Executive Management*	*Human Resources & Executive Management*	*Executive Management*

BUSINESS CONDUCT

Code of Conduct

Enterprise Risk Management Procedure & Whistleblowing Procedure

Supplier Risk Management Procedure

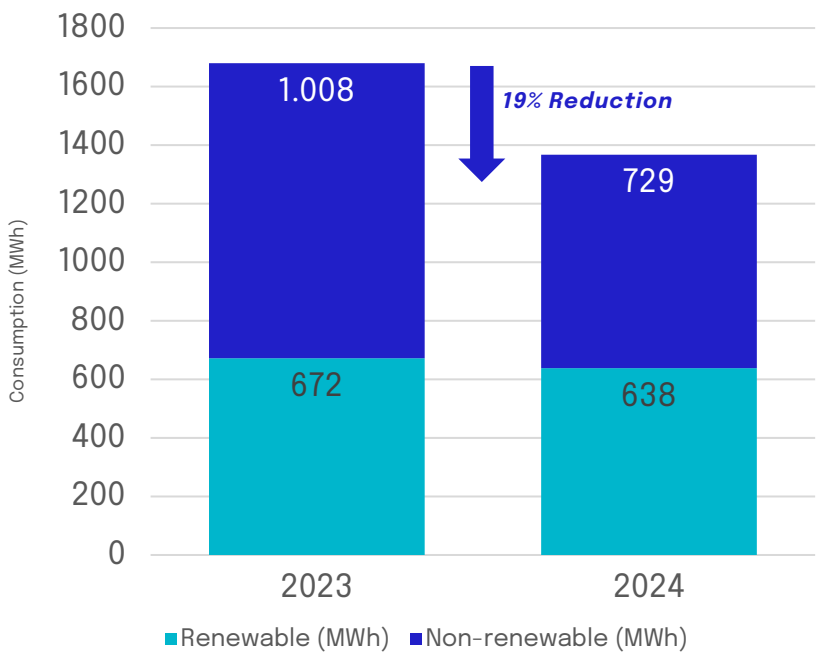
Supplier Evaluation & Supplier Qualification Procedure

Description of Actions & Scope			
TTTECH expressly commits to responsible corporate management, thus it can continue to grow sustainably. Corporate risks should be minimized, on the one hand, by complying with the applicable local and international legal framework conditions and, on the other hand, using ethically sound and transparently designed processes.	• Enterprise Risk Management Procedure: provides the structural means to identify, prioritize and manage the risks & opportunities involved in all of TTTECH's activities. • Whistleblowing Policy: outlines ways to report unlawful conduct / conduct that is not in line with TTTECH's code of conduct and clearly states the protection of whistleblowers for reporting incidents in good faith.	Goal of this procedure is the regulation of general supplier and series product risk management, based on the supplier questionnaire, audit results, incidents etc. It defines the risk criteria, calculation, responsibilities, tools and rules related to supplier risk management.	This procedure describes the entry of new suppliers into TTTECH's supplier base and the management and monitoring of suppliers in SAP-ERP and the LAS (List of Approved Suppliers). The procedure also defines the requirements, responsibilities, tools and rules related to supplier management and monitoring. The procedure shall ensure that TTTECH's supplier base provides top-level service and continuously improves to prevent quality and delivery disruptions. TTTECH chooses external providers who support and encourage sustainable business practices (e.g. Digital Realty, Gebrüder Weiss, UPS) Donation of old IT equipment for charitable purposes.
Executive Owner			
Executive Management	*COO* *CEO*	*COO*	*COO*

B3: ENERGY AND GREENHOUSE GAS EMISSIONS

29. *Total energy consumption*

Electricity Consumption Breakdown (MWh)

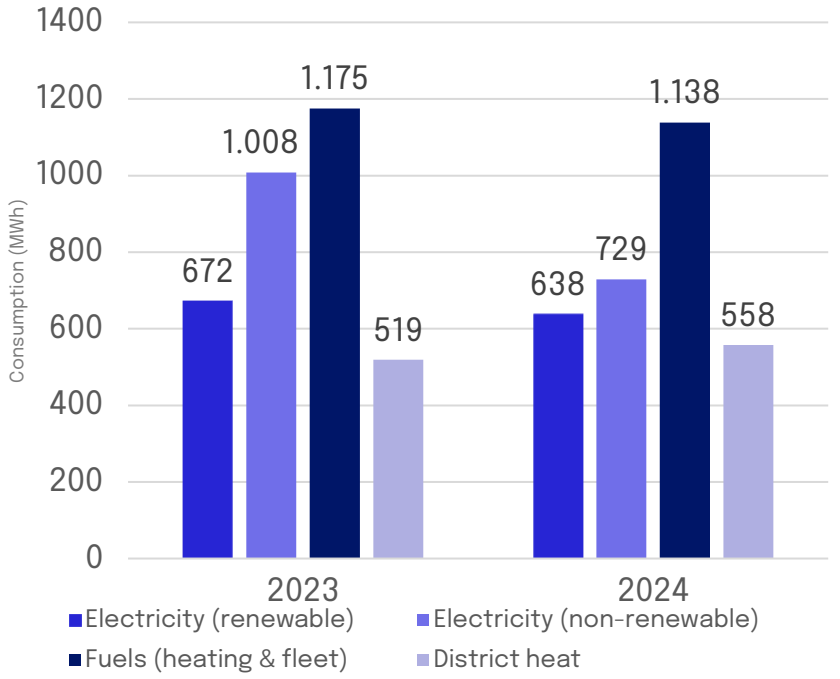


TARGETED GHG REDUCTION -19%

The overall consumption of electricity was reduced by 19 % from 2023 to 2024.

TTTECH FOCUSES ON THE PROCUREMENT OF ENERGY FROM RENEWABLE ENERGY RESOURCES.

Energy Consumption Breakdown 2023 vs. 2024

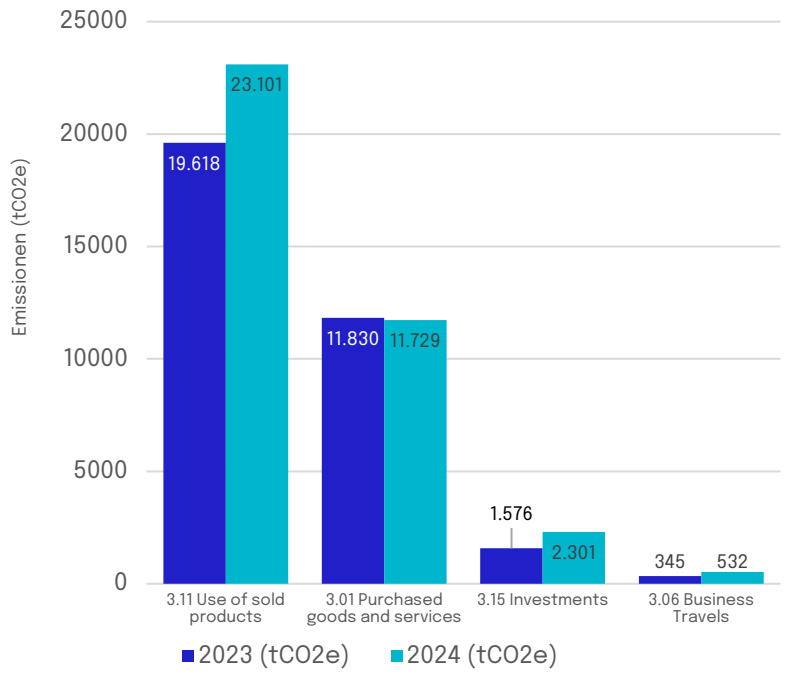


*Renewable is considered for the energy sources (electricity) in Austria, as we received a certificate proving that all purchased electricity for our office sites & locations in Austria is received from renewable energy sources.
** Fuels in the above table include gas for heating purposes as well as fuels (petrol or diesel) for motoring cars owned or leased by the company.

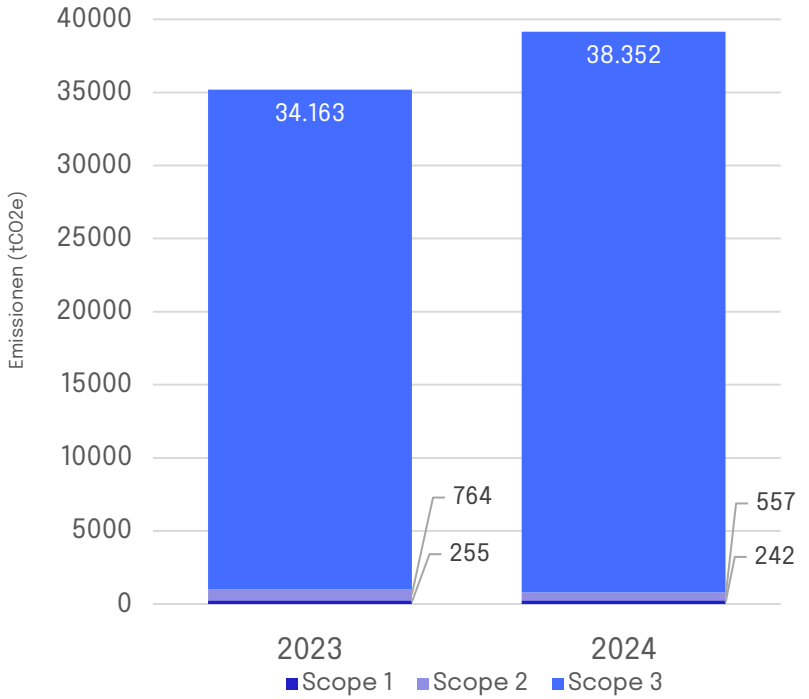
B3: ENERGY AND GREENHOUSE GAS EMISSIONS

30. *Gross greenhouse gas emissions*

Scope 3 Drivers: The Source of the Increase



Gross GHG Emissions: Share of Scope 1, 2 & 3 Emissions



SCOPE 3 EMISSIONS

Scope 3 emissions dominate TTTECH's overall GHG – emissions with a weight of 98% in 2024

TITECH

GREENHOUSE GAS BALANCE

CALCULATED IN ACCORDANCE WITH THE GHG PROTOCOL

GHG emissions (tCO2e)	2023	2024
SCOPE 1	255	242
SUM SCOPE 1	**255**	**242**
SCOPE 2 (LOCATION-BASED)	764	557
SUM SCOPE 2	**764**	**557**
SCOPE 3.01 PURCHASED GOODS AND SERVICES	11.830	11.729
3.02 CAPITAL GOODS	0	0
3.03 FUEL AND ENERGY RELATED ACTIVITES	348	260
3.04 TRANSPORT AND DISTRIBUTION FROM UPSTREAM ACTIVITES	12	15
3.05 WASTE FROM OPERATIONS	0,04	0,04
3.06 BUSINESS TRAVELS	345	532
3.07 EMPLOYEE COMMUTING	138	132
3.08 LEASED ASSETS	0	0
3.09 TRANSPORTATION AND DISTRIBUTION FROM DOWNSTREAM ACTIVITES	296	280
3.10 PROCESSING OF SOLD PRODUCTS	0	0
3.11 USE OF SOLD PRODUCTS	19.618	23.101
3.12 END-OF-LIFE TREATMENT OF SOLD PRODUCTS	1,09	1,44
3.13 LEASED ASSETS	0	0
3.14 FRANCHISES	0	0
3.15 INVESTMENTS	1.576	2.301
SUM SCOPE 3	**34.163**	**38.352**
TOTAL	***35.183***	***39.150***

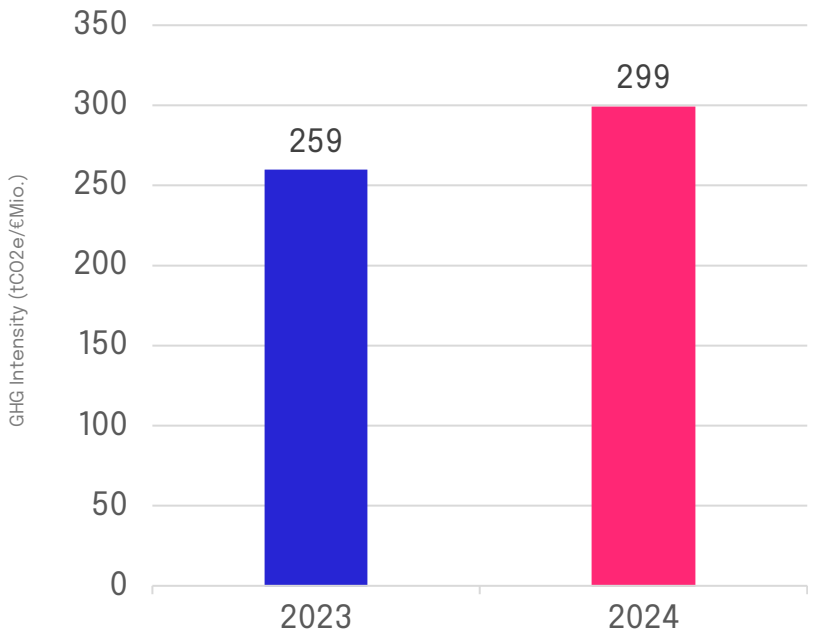
B3: ENERGY AND GREENHOUSE GAS EMISSIONS

31. GHG Intensity

This increase is primarily due to higher absolute emissions combined with a decrease in total company turnover.

Key Performance Indicator (KPI)	*2023*	*2024*
GHG Intensity (tCO2e / € Mio.)	259	299
Absolute GHG Emissions	35.183	39.150
Total Turnover (in € Mio.)	**136**	**131**

GHG Intensity per Turnover (tCO2e / € Mio.)



Increase in Intensity
+15%

The rise in GHG intensity is primarily due to a stable development in revenues from 2023 to 2024, while GHG emission drivers remained unchanged.

**GHG Reporting Basis (B3):* Emissions are calculated following the GHG Protocol and use local/national emission factors.
Scopes 1 and 2 (Location-Based Method for Scope 2) are included. The calculation boundary follows *the Financial Control Approach* covering all entities where TTTECH exercises financial control. Scope 3 emissions are not reported in this period.

B4 POLLUTION OF AIR, WATER AND SOIL

32. Emission of pollutants

TTTECH OPERATES WITHOUT MANUFACTURING FACILITIES

THUS, THE COMPANY DOES NOT EMIT RELEVANT AMOUNTS OF AIR, WATER, OR SOIL POLLUTANTS.

TTTECH is not required by law to report its emission of pollutants and does not do so voluntarily.

B5 BIODIVERSITY

33. *Sites near a biodiversity sensitive area*

Status

0

of TTTECH's sites lie in or near a Natura 2000 zone.

5

Sites located near (up to 10 km)

a *Key Biodiversity Area* or *UNESCO World Heritage Site*. Details in the table on the right.

Location	*Area (qm²)*	*Biodiversity sensitive Area*
SERBIA - RT-RK DOO, BELGRADE	1.856	Key Biodiversity Area: Usce Save u Dunav More Info
SERBIA - RT-RK DOO, NOVI SAD	5.728	Key Biodiversity Area: Koviljski rit More Info
AUSTRIA – VIENNA OFFICES	13.935	UNESCO World Heritage Site: Historic Centre of Vienna & Palace and Gardens of Schönbrunn
CZECH REPUBLIC, BRNO BRANCH OFFICE	274	UNESCO World Heritage Site: Tugendhat Villa in Brno
ITALY, SITE BRIXEN	871	UNESCO World Heritage Site: Dolomites

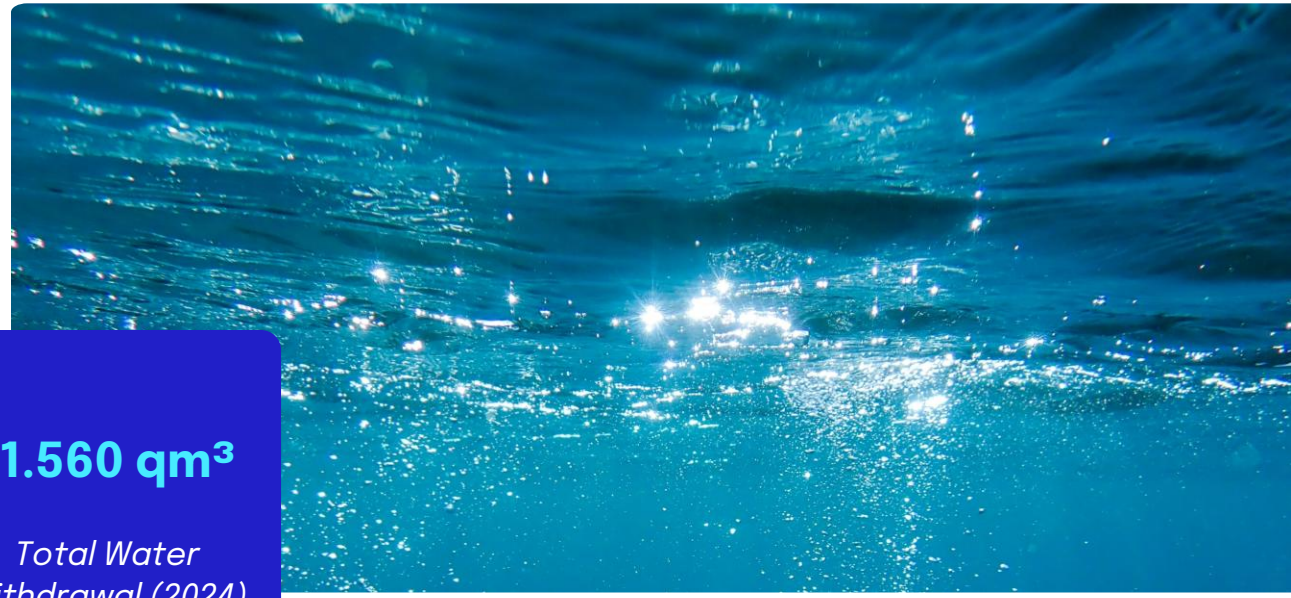
B6 WATER WITHDRAWAL

35. *Total water withdrawal*

The total water withdrawal of TTTECH for the business year 2024 was 11.560 qm³. This value has been estimated based on the known water withdrawal amount of our main office site and headquarter in Vienna and a projection for the other sites based on their FTE count.

At TTTECH, water is only used for general purposes (drinking water for employees, washroom amenities, watering plants, occasionally cooking and rinsing etc.) and the total amount of water withdrawn is relatively low.

Sites in areas of high water-stress: The office site of our subsidiary TTTECH Development Romania SRL in Bucharest is based in a high water-risk area. At the site in Bucharest the estimated amount of withdrawn water for the business year 2024 was 134 qm³.



11.560 qm³

Total Water Withdrawal (2024)

Note: Withdrawal is for general office purposes only.

36. *Significant water consumption resulting from production processes*

TTTECH is a factory less company, meaning we do not produce any of the materials used in / for the products we develop / supply to our customers by ourselves. Thus, as TTTECH solely withdraws water from the public water network and discharges it at a later stage, the overall water consumption is close to zero and will therefore be omitted from reporting.

B7 RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

38.a. & b.
Total annual generation of waste incl. information regarding recycling or reuse

To a large degree, TTTECH generates only household waste. Apart from household waste, electronic waste is generated by our IT- and supply chain management departments. This is the case if, for example, old IT equipment is broken or can no longer be used or if IT waste is generated in the process of assembling IT hardware.

38.c.
Significant material flows

As TTTECH does not operates in a sector using significant material flows (for example manufacturing, construction, packaging or others), this datapoint is omitted.

DONATION & REUSE

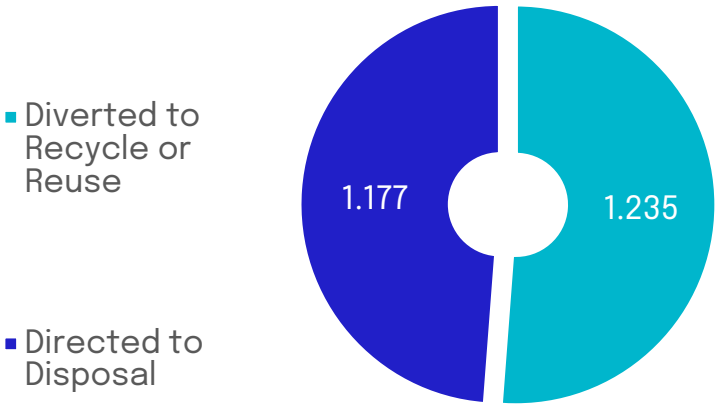
Beyond statutory recycling, we actively extend the service life of IT equipment.

Functional, used hardware is donated to charitable organizations, such as www.digifoe.at

HAZARDOUS WASTE:
1.670 kg
100% DIRECTED TO DISPOSAL

Waste consists solely of electronic waste (IT equipment). No material was diverted to recycling/reuse.

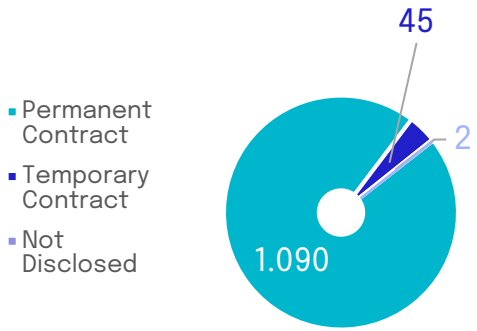
Non-hazardous waste diversion rate (2024) in volume m³



B8 WORKFORCE – GENERAL CHARACTERISTICS

39. *Workforce Characteristics*
40. *Turnover rate*

Contract Type Breakdown

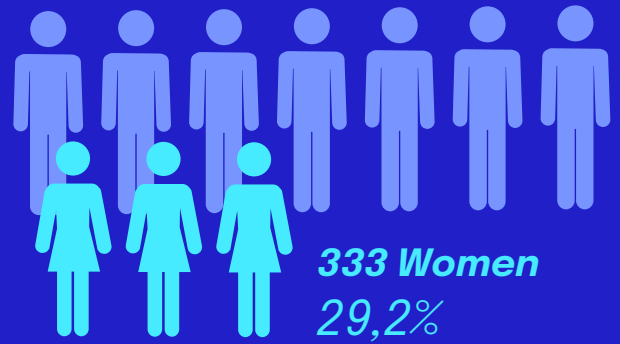


The turnover rate* for TTTECH employees is
17,86%

Headcount Total
1.139

The company's headcount is distributed across 11 countries, with major hubs in Austria and Serbia.

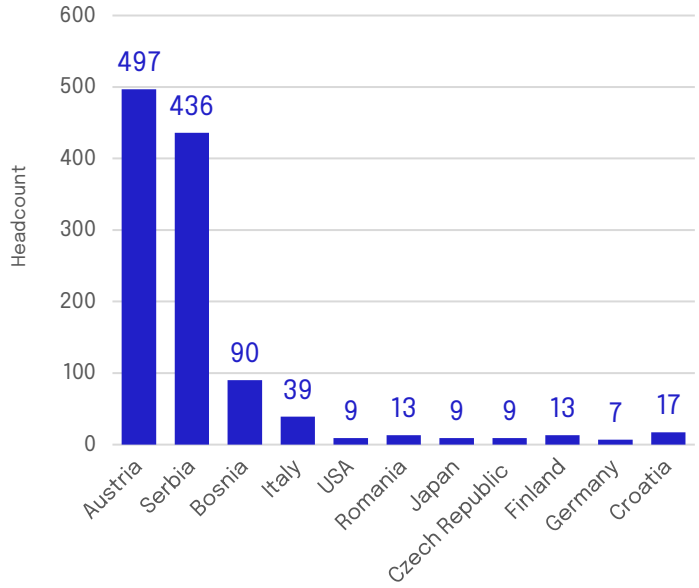
Gender Distribution



806 Man
70,8%

333 Women
29,2%

Geographical Distribution



*The turnover rate for TTTECH employees for the business year 2024 was 17,86%. 17,86% = 206 / 1.153,5 Turnover Rate: number of employees (in headcounts) who have left the undertaking in the year 2024 / total average number of employees in 2024

B9 HEALTH & SAFETY

41.a. *Recordable work-related accidents*
41.b. *Number of work-related fatalities*

Work-Related Fatalities
0

Total number of hours worked*
2.114.149

Low Accident Rate of
0.1892 %

TTTECH recorded 2 work-related accidents** in 2024 across 2,114,149 total hours worked (including RT-RK).

The rate of 0.1892 demonstrates a low safety risk.

*these hours represent the actually booked hours by TTTECH employees throughout the year 2024, including vacation days and sick leave
**Ratio of work-related accidents = number of work-related accidents in the reporting year / total number of hours worked in a year by all employees * 200.000 // 0,1892 = 2 / 2.114.149 * 200.000

B10 WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

42.a. + c. *Equal pay & Collective bargaining agreements coverage*
42.b. *Gender pay gap,* ***42. d.*** *Training and Development*

Overall Gender Pay Gap (2024)

*Definition: (Average gross hourly pay level of male employees - average gross hourly pay level of female employees) / average gross hourly pay level of male employees * 100*

TCAG Group	RT-RK Group	Overall Group
36,54%	29,89%	33,37%

Equal pay guaranteed across all countries of operation

Country	*CBA* Coverage*	*Equal pay*
Austria, Italy, Finland	Yes	Yes
Serbia, Bosnia, Usa, Romania, Japan, Czech Republic, Germany, Croatia	No	Yes

*CBA = Collective Bargaining Agreement

Total Employees Covered by Collective Bargaining Agreements (CBA)(31.12.2024)

48,2% *(549 employees out of 1,139 total)*

Average Annual Training Hours per Employee (2024)

Gender Pay Gap Special Definitions (42.b.): Salaries of executive board members and apprentices are excluded. Employee stock options are not included until exercised. Variable bonuses are included only upon actual payout. Included benefits in kind: job ticket, home-office flat rate, and company cars. Crucially, Training Hours Note (42.d.): Average training hours do not include certain specific trainings (e.g., information security trainings) as they run outside of our standard training platform. The reported Information Security training data excludes the RT-RK group due to non-shared services.

B11 CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

43. *Number of convictions / amount of fines*

0

CONVICTIONS OR FINES FOR THE VIOLATION OF ANTI-CORRUPTION AND ANTI-BRIBERY LAWS INCURRED IN ANY OF THE REPORTING PERIODS.

This status confirms the effectiveness of TTTECH's Integrated Management System incl. all relevant procedures and policies as well as the effectiveness of regular trainings in preventing fraud and bribery across all operations.

C1 STRATEGY: BUSINESS MODEL AND SUSTAINABILITY – RELATED INITIATIVES

47.a.-c. *Key elements of business model & strategy*

TTTECH Computertechnik AG is a group of technology companies focused on the development and commercialization of secure networked computing platforms for intelligent vehicles and machines, as well as safety-critical digital infrastructure.

- TTTECH advances technical solutions that ensure safety, reliability, and high availability in an increasingly cloud-to-edge connected, automated, and sustainable industrial world.
- TTTECH's systems are successfully employed in production today, and the company supplies global market leaders in the automotive sector, mobile machinery and off-highway market, smart manufacturing-, energy-, as well as the aerospace industry.

TTTECH COMPUTERTECHNIK AG

- operates as central shared services organization providing typical corporate functions (human resources, finance, IT & operations, electronic development etc.) to the operative business units and subsidiaries of the company.
- These distinct business entities develop and sell independent products, designing specific product and software solutions for their own offerings.

C1 STRATEGY: BUSINESS MODEL AND SUSTAINABILITY – RELATED INITIATIVES

TTTECH AEROSPACE

is a business entity of TTTECH Computertechnik AG, supplying and developing highly dependable networking and embedded computing platform solutions for time-, mission- and safety-critical applications for aviation, space, defense, and critical infrastructure. TTTECH Aerospace works with the European Space Agency (ESA), NASA, and companies such as Collins Aerospace, Honeywell, or Thales.

TTCONTROL GMBH

operates as a limited liability company in the form of a joint venture with its partner HYDAC. It is a full-service supplier for mobile controls, displays and human machine interfaces (HMIs), computing platforms, and software development for mobile automation for customers in markets such as agriculture, construction, material handling, municipal vehicles (e.g., fire trucks, garbage trucks), and special vehicles like snow groomers. Selected customers and partners of the company include Prinoth, Rosenbauer, PALFINGER, and PÖTTINGER.

TTTECH INDUSTRIAL

is a business entity of TTTECH Computertechnik AG that serves the industrial and energy markets with its IIoT platform and customized safe and secure software and hardware engineering solutions.

TTTECH ZYNE GMBH

is a strategic joint venture of TTTECH and Austria's leading electricity company VERBUND launched in 2025. Its scalable real-time platform solution builds a bridge between commercial and industrial companies and energy suppliers/utilities.
TTTECH Zyne draws on TTTECH's decades of expertise in developing highly reliable and secure real-time and edge systems for its own solution, using TTTECH Industrial's IIoT platform as a secure basis.

RT-RK DOO NOVI SADI

is our engineering services partner in Serbia (Novi Sad and Belgrade) with subsidiaries in Bosnia and Herzegovina and Croatia. They specialize in embedded software development with a focus on consumer electronics and infotainment systems as well as services and solutions for consumers and mobility solutions.

TTTECH DIGITAL SOLUTIONS GMBH

Launched in 2024, TTTECH Digital Solutions is a subsidiary of TTTECH Computertechnik AG specializes in the development and marketing of innovative software solutions for machine automation. The focus is on all disciplines of automation, from engineering to real-time motion and safety applications, taking cyber security guidelines into account.

C1 STRATEGY: BUSINESS MODEL AND SUSTAINABILITY – RELATED INITIATIVES

TTTECH's supply chain

TTTECH Group operates as an "asset-light" company, meaning that software and hardware are developed and designed at the company headquarters by our highly qualified employees.

However, the manufacturing and production of the hardware are outsourced to our EMS (Electronic Manufacturing Services) partners. As a result, TTTECH does not have its own factory or production facilities.

Our EMS partners are all based in Europe and are selected according to strict quality criteria. These criteria align with both the high requirements and specifications of our customers and our own ambitions to build sustainable and trustworthy partners within our value chain. Due to this business model, our suppliers are of great importance to us and maintaining long-term and reliable relationships with them is essential for TTTECH.

The estimated number of suppliers is ~1000 including service providers, consultants, lawyers, IT infrastructure suppliers, manufacturing partners and hardware suppliers.

47.d.
Key elements of strategy that affect sustainability issues

For many years now, TTTECH operates based on a defined vision and mission statement, which steers the company and provides guidance for our business decisions.

Our revised business ***VISION*** runs as follows:
"Advancing safe and secure technologies to enable a connected, human-centric, and sustainable world".

The corresponding ***MISSION*** of the company is
"Together, we innovate and deliver safe and secure systems, navigating across industries to create dependable and more autonomous solutions for today and tomorrow."

Following this Vision / Mission statement, TTTECH has increasingly incorporated the topic of sustainability into its strategy and the development of its products.

The following standards and practices have already been implemented and are part of TTTECH's established routine:

- Selection of suppliers certified to ISO 14001
- 80% of suppliers located in Europe (nearshoring, shorter transport routes, etc.)
- Incentives for employees to use public transport, including the free provision of the Wiener Linien annual ticket for all employees based in Vienna
- Installation of solar panels on the roof of TTTECH's headquarters to produce a portion of the energy consumed

On the product side, TTTECH has already addressed sustainability in the following areas and developed specific solutions:

- TTTECH Zyne, TTTECH Industrial (Vestas) - energy business, contributing to the provision of renewable energy; optimized use of renewable energy; building of energy-communities
- TTControl: smart farming e.g. see & spray solution for watering farmland efficiently
- Core TTTECH idea/invention: time-triggered protocol: a way of making computer systems safer → impact for customers, end-users, and consumer technology
- Improving efficiency by optimizing workflows and mechanical functions of machines, thus saving resources for customers (TTControl)
- Contribution to energy efficiency by "smart-home" & "home-automation" solutions: automated & connected light / heating / cooling systems

OUR VISION INSPIRES US

Advancing safe and secure technologies to enable a connected, human-centric, and sustainable world.

OUR MISSION UNITES US

Together, we innovate and deliver safe and secure systems, navigating across industries to create dependable and more autonomous solutions for today and tomorrow.

C2 / C3 STRATEGY, IMPLEMENTATION & CLIMATE TARGETS

48. & 49. *Description & Accountability*

The Description of Practices and the Most Senior Level Accountable for implementation are detailed in ***Chapter B2*** of the report.

TTTECH has established comprehensive procedures such as the

- Code of Conduct & the Supplier Code of Conduct
- the Enterprise Risk Management Policy
- the Supplier Evaluation & Qualification Procedure as detailed on *slides 10 and 11*

50.-53. *Consideration on GHG Emissions*

The methodology for reporting on GHG Emissions is described in ***Chapter B3***, in accordance with the GHG Protocol.

54. *GHG emission reduction targets*

TTTECH has not yet established any GHG emission reduction targets.

55. & 56. *High Climate Impact Sector*

TTTECH does not operate in a high-climate impact sector as listed in NACE Sections A to H and section L as defined in Annex I to Regulation (EC) no 1893/2006.

C4 CLIMATE RISKS

57.a.-d. & 58. Climate-related hazards and transition events creating gross climate-related risks

The risks stated below have been identified in the course of a double materiality analysis performed in 2024.

- Relevant internal stakeholders have been included in the analysis to assess potential and actual risks in this context.
- All risks have been assessed based on their estimated impact and probability.

TTTECH has not yet established specific climate change adaptation actions for the identified risks.

Existing measures like efficient office cooling and IT backup procedures address these risks, but no specific climate change adaptation plan is currently implemented.

Physical Risks (Hazards)

Risk (57.a.)	*Exposure & Sensitivity (57.b.)*	*Time Horizon (57.c.)*	*Impact (58.)*	*Probability*
Extreme Heat (Office)	Increased costs for cooling our office buildings to guarantee an adequate working atmosphere for employees.	Medium to long term	🟢	Rather likely
Extreme Heat (Server)	Risk of server-downtime periods for internal and external server centers, potentially triggering non-productivity.	Medium to long term	🔴	possible
Water Scarcity	Potential negative effect on raw material availability/prices in the upstream value chain (e.g., semiconductor supply chain).	Medium to long term	🟡	possible

Transition Risks (Events)

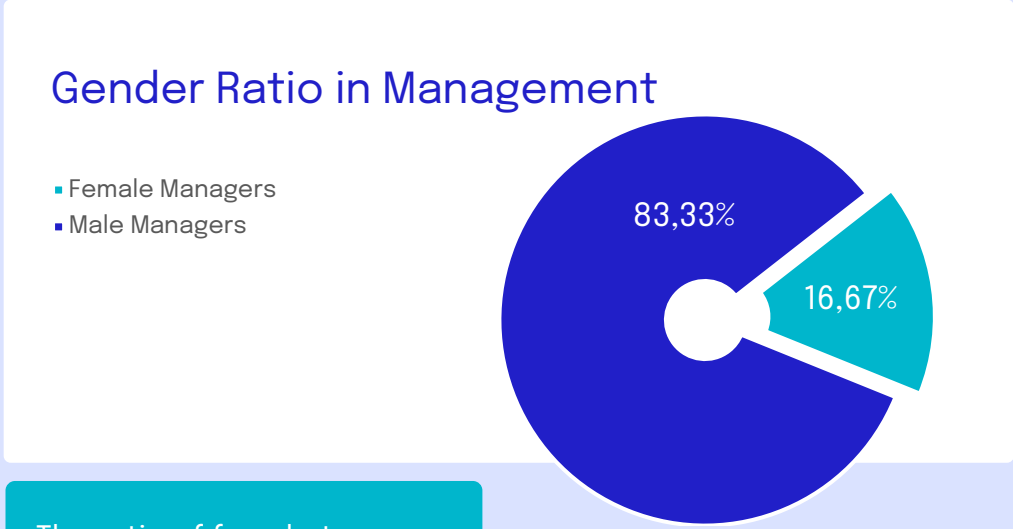
Policy- & Legal-based	Increased personnel requirements due to increased legal reporting obligations and/or compliance requirements (ESG matters).	Short to medium term	🟢	Rather likely
Technology-based	Changes in environmental laws affecting technical product requirements could complicate development efforts.	Short to medium term	🟠	possible
Market-based (Raw Materials)	Rising global demand for critical raw materials poses a risk for increased costs and potentially delayed supply chains.	Medium to long term	🟠	Rather likely
Market-based (Compliance)	Increasing substance compliance requirements / chemicals regulation could limit supplier choice and increase development efforts/costs.	Short to medium term	🟠	possible

🟢 Low Impact 🟡 Medium Impact 🟠 High Impact 🔴 Very High Impact

Probability Scale Definition:
Very Unlikely: 5%, Unlikely: 20%, Possible: 50%
Rather Likely: 70%, Very Likely: 90%

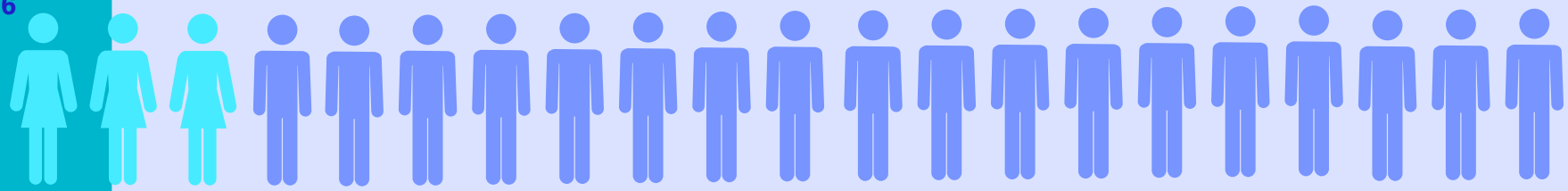
C5 ADDITIONAL (GENERAL) WORKFORCE CHARACTERISTICS

59. Female-to male ratio* at management level**



The ratio of female to male managers is **1 to 6** (3 women / 18 men).

16,67%



60. Self-employed without personnel

Category	Status
Total temporary workers provided by undertakings	2
Total self-employed without personnel	n.a. (Not Applicable/Not Tracked)

* Ratio = Number of female employees at management level* / number of male employees at management level

** Management level at TTTECH is considered the level below the Executive Board of the company. Double functions (e.g. one person is a manager in two separate companies) are not considered twice. Management functions in sub-subsidiaries are also not considered.

C6 ADDITIONAL OWN WORKFORCE INFORMATION – HUMAN RIGHTS POLICIES AND PROCESSES

61.a. Code of Conduct

TTTECH HAS A CODE OF CONDUCT FOR ITS OWN WORKFORCE.

Further information can be found here:
https://www.TTTECH.com/sites/default/files/documents/2020-03-11_CodeofConduct_ENG.pdf

WHISTLEBLOWING CHANNEL

CONFLUENCE | WHISTLEBLOWING CHANNEL

61.b. Coverage of aspects in TTTECH's Code of Conduct

- Child labour: Yes
- Forced labour: Yes
- Human trafficking: No
- Discrimination: Yes
- Accident Prevention: Partly. The topic is however covered by other specific documents like work- / workplace instructions
- Other: Compliance with laws and regulations, Fairness, Anti-Corruption, Conflicts of Interest, Confidentiality, External Communication, Data-Protection, Harassment, Environmental Protection, Safety, Health Protection and Quality, Promotion of peace and security

61.c. Complaints-handling mechanism

TTTECH has a complaints-handling mechanism in place for its own workforce. Complaints can be made via the ***Whistleblowing Channel*** (anonymous reports are also possible) or personally to managers or HR business partners.

C7 HUMAN RIGHTS INCIDENTS

62.a. & b. *Confirmed incidents in its own workforce regarding*

CONFIRMED INCIDENTS IN OWN WORKFORCE

0

- Child labour: No
- Forced labour: No
- Human trafficking: No
- Discrimination: No
- Other: No

62.c. *Value Chain*

The undertaking **is not aware of any confirmed incidents** involving workers in the value chain, affected communities, consumers and end-users.

C8 SECTOR EXCLUSIONS & EU BENCHMARKS

63. *TTTECH is* ***not active*** *in sectors covered by exclusion criteria (controversial weapons, tobacco, fossil fuels, chemical production).*

REVENUE FROM CONTROVERSIAL SECTORS

0

64. *NOT Excluded from EU Benchmarks*

TTTECH is not excluded from any EU reference benchmarks aligned with the Paris Agreement.

C9 GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

65. Gender diversity ratio of governance body

Gender diversity ratio*
of TTTECH's Executive Board

0:2

0 %

as of 31.12.2024

Gender diversity ratio*
of TTTECH's Supervisory Board

1:7

14,3 %

as of 31.12.2024

* ● = the number of female member / ● = the number of male members

GET IN TOUCH WITH US.

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