〈 Communication on progress 〉

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Scope: TTP GmbH and all subsidiaries ("TTP Group")
Approved and released by the Group Management

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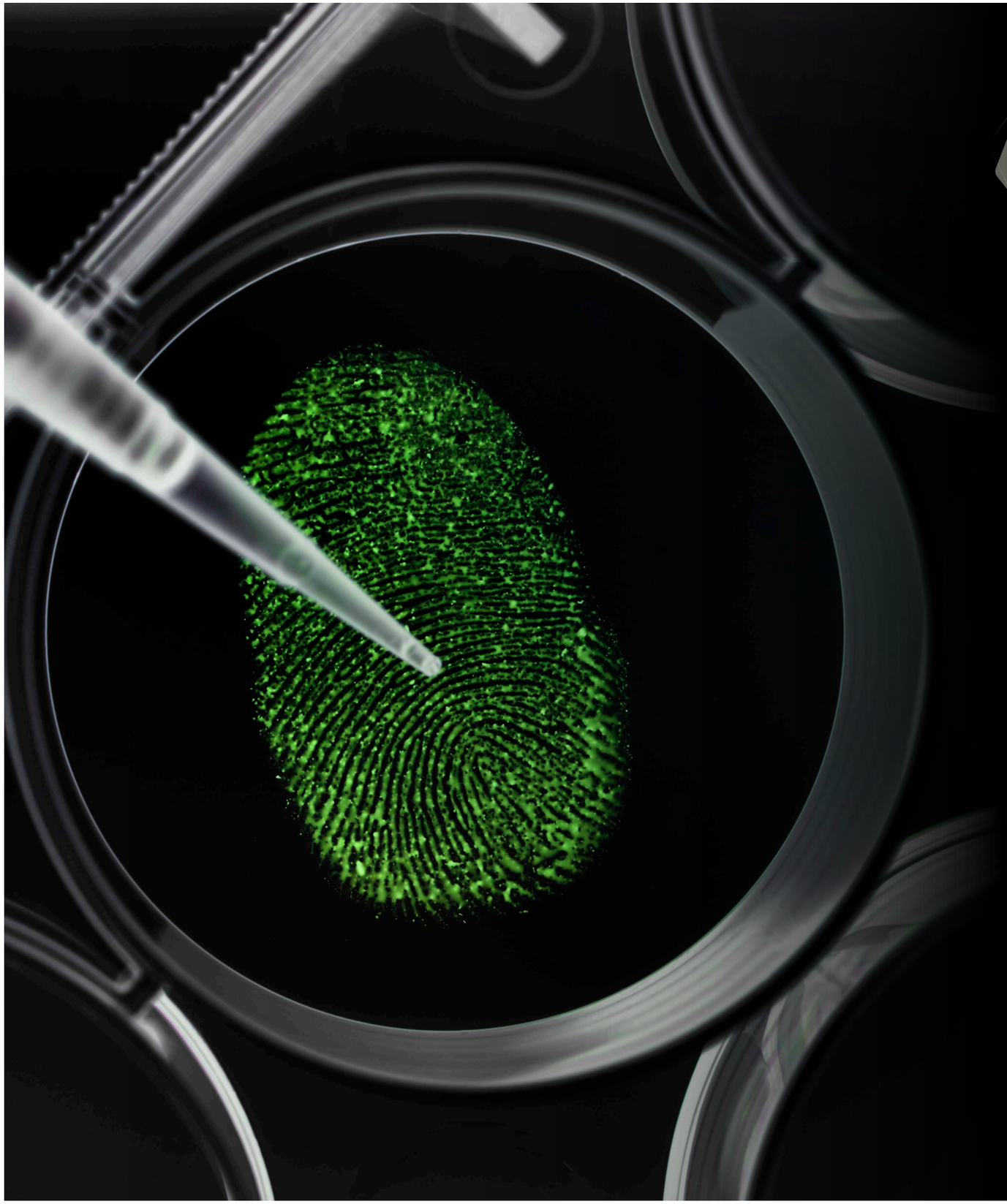


CEO STATEMENT

〈 Our responsibility is today 〉

Companies today face a variety of challenges: climate change, rapid technological progress, inter-, and intra-generational justice.

We are convinced that business only flourishes in societies where human rights are respected, upheld, and promoted. Topics such as climate protection and energy, health and environmental protection, products and circular value chains, employees and corporate culture, and transparent reporting on sustainability performance have come into focus since 2020.

We at TTP Group, with its operative brands Triplan and Pharmaplan, are very aware of our social responsibility, so sustainability is a guiding principle of our actions. But it is also increasingly becoming a competitive factor. TTP Group's stakeholders – our customers, employees, partners, the media, and the public - expect us to be a good corporate citizen. They expect us to be aware of how our actions as a company affect others.

Being convinced that we need to act urgently as a responsible company, we have committed to implementing and integrating environmental, social, and governance (ESG) measures within our operating business by signing the UN Global Compact.

With our comprehensive HSE management system, we already guarantee high standards in health, safety, environment, and energy use. Our decisions and actions always aim at ensuring a long-term balance between economic performance, social justice, and environmental responsibility.

This can only be achieved by implementing sustainable leadership principles within TTP Group. Our sustainable leaders know how to run a business that meets the needs of today's generation without compromising the needs of future generations. After all, our responsibility is today.

In our following COP Report 2020/2021, you can find our first concrete measures to achieve the 10 principles of the UN Global Compact.

Dr. Andreas Bonhoff
CEO TTP Group

〈 About TTP Group 〉

TTP Group is a group of companies specializing in engineering services for the process industry. With its operating branches Triplan and Pharmaplan, it is one of the leading medium-sized engineering companies for the process industry in Europe.

Being a service provider to the pharmaceutical, biotech, and chemical industries, we as TTP Group are cutting-edge in what we do. As an engineering partner, however, this also obliges us to support our customers with this know-how in their demands about sustainability.

Implementation of the **10 Principles**

〈 Human rights 〉

Business can only flourish in societies where human rights are respected, upheld, and advanced.

Therefore, aligning with UNGC Principle 1 and 2, we recognize that each operative TTP Group brand has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. TTP Group is committed to ensuring that all employees work in an environment that promotes diversity and where there is mutual trust, respect for human rights and equal opportunity, and no unlawful discrimination or victimization. We will always conduct business with integrity and respect to human rights. Employees must always comply with the applicable laws and regulations of the countries where the operative branch is located or operates. Ignorance of the law is no excuse. Timely legal consultation is essential to ensure that TTP Group`s legitimate business interests and opportunities are protected. The TTP Group policy sets out when employees seek legal advice from TTP Group`s legal team. Further, employees must seek advice if they see possible conflicts with laws, e.g., export control law.

Measurements

- We have implemented a Code of Conduct describing our values and behavior codex, which we are handing out to new employees on the first day.
- Violence in any form and assault at the workplace, including threats and intimidation, is not tolerated at TPP Group.
- We do not tolerate discrimination based on gender, race, religion, age, disability, sexual orientation, origin, or other unique characteristics.
- Our health and safety policy at all sites includes the prohibition of legal and illegal drugs at the workplace.

Outcomes

- TTP management and supervisors are actively monitoring the compliance of our Code of Conduct.
- There have been no recorded violations at TTP Group against our Code of Conduct in the context of our business and our relations with suppliers and contractual partners.
- We participated for the "Joy of Giving" week to support social well-being from 18th – 22nd October.
- TTP Group conducted a session on workplace harassment awareness.
- We supported COVAX Campaign for the health of our employees and customers.

SDG

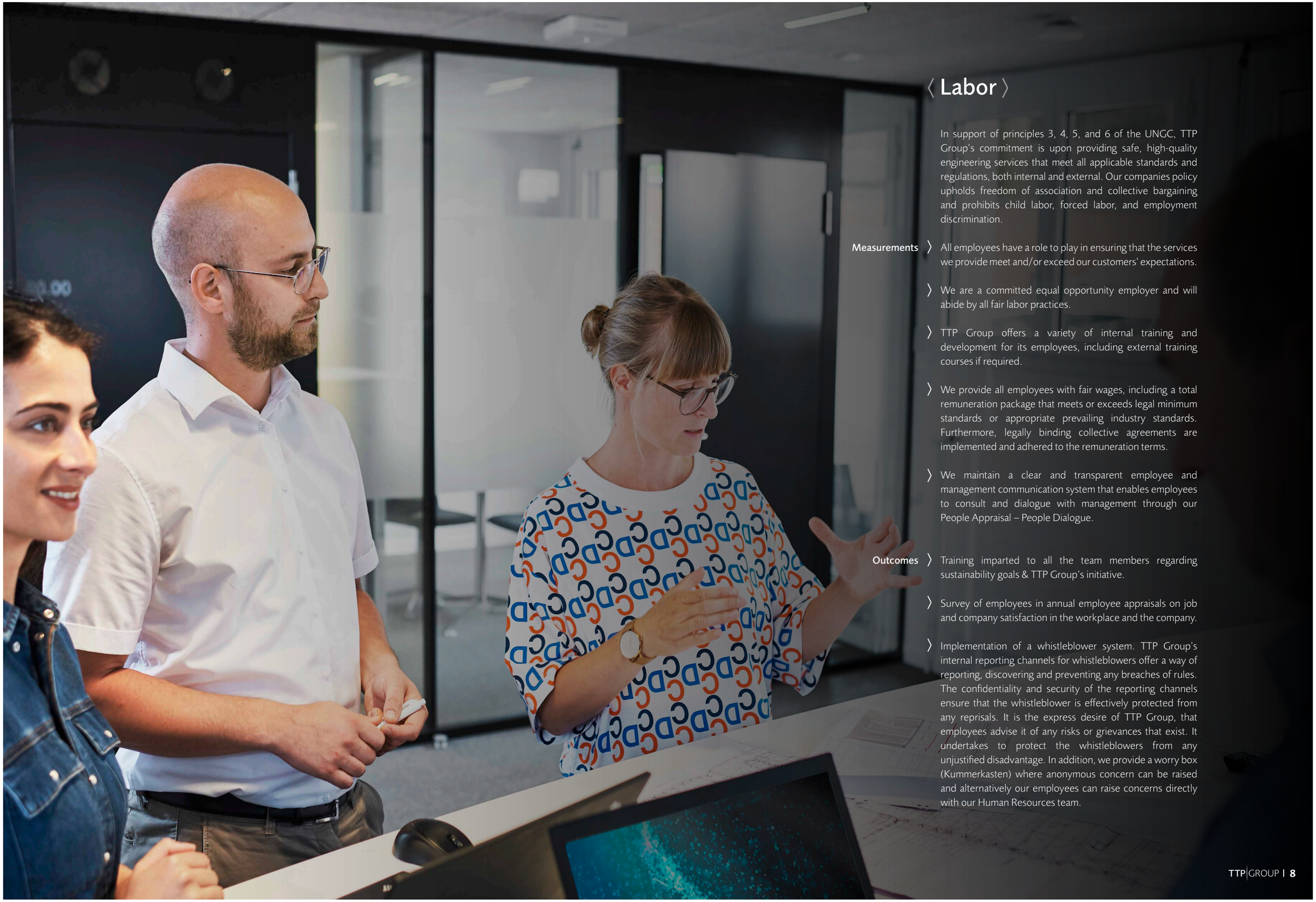
〈 Supporting of sustainable development goals 〉

TTP Group commits to improving the working environment and supporting the development of its own and subsidiary staff.

TTP Group commits to be compliant with all regulatory standards and beyond to support the well-being of today's and future generations.

TTP Group commits to providing and developing future-proof technology and infrastructure to impact the industry of tomorrow positively.

TTP Group commits to increasing awareness of sustainable consumption and production of goods and services.



〈 Labor 〉

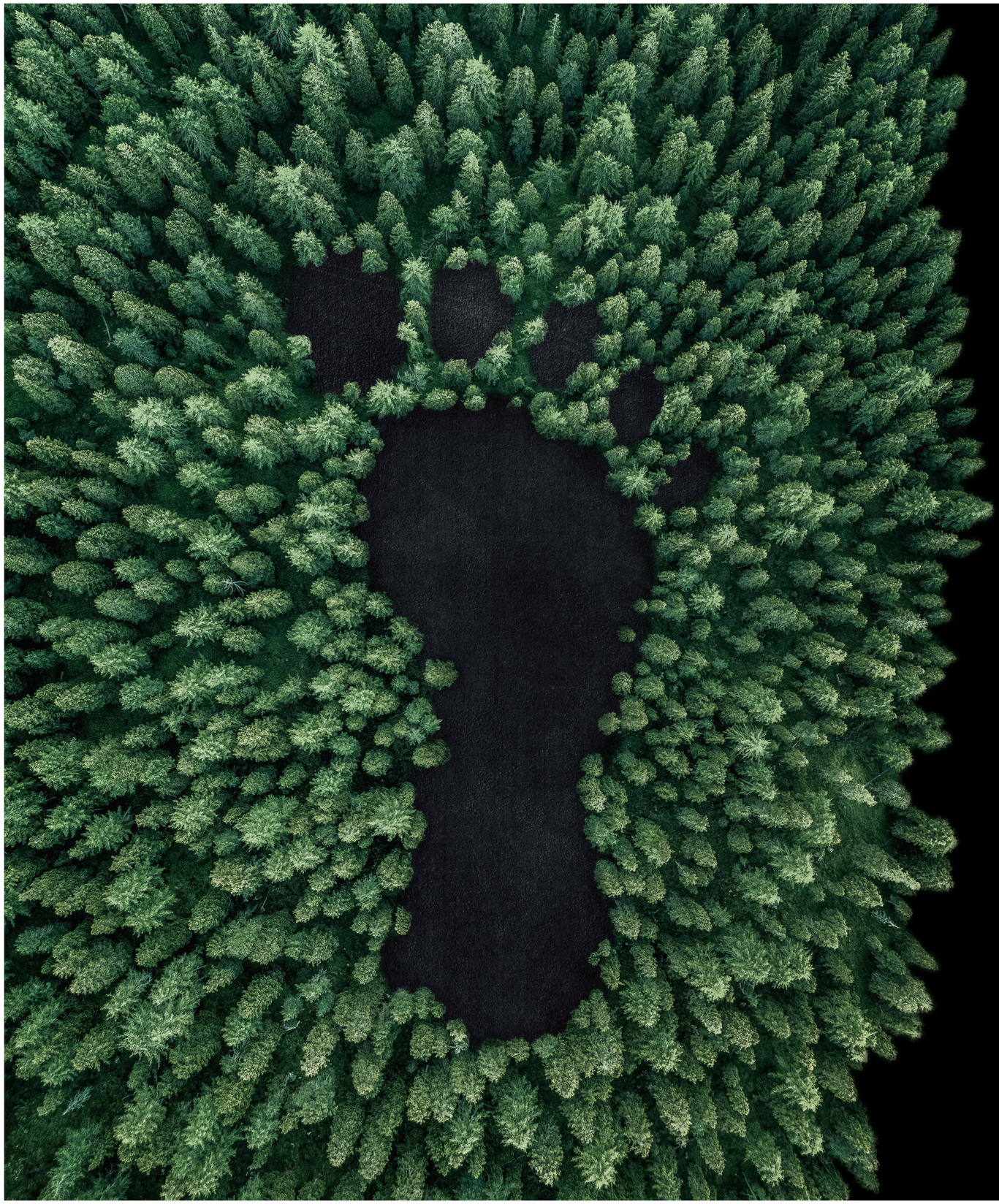
In support of principles 3, 4, 5, and 6 of the UNGC, TTP Group's commitment is upon providing safe, high-quality engineering services that meet all applicable standards and regulations, both internal and external. Our companies policy upholds freedom of association and collective bargaining and prohibits child labor, forced labor, and employment discrimination.

Measurements

- All employees have a role to play in ensuring that the services we provide meet and/or exceed our customers' expectations.
- We are a committed equal opportunity employer and will abide by all fair labor practices.
- TTP Group offers a variety of internal training and development for its employees, including external training courses if required.
- We provide all employees with fair wages, including a total remuneration package that meets or exceeds legal minimum standards or appropriate prevailing industry standards. Furthermore, legally binding collective agreements are implemented and adhered to the remuneration terms.
- We maintain a clear and transparent employee and management communication system that enables employees to consult and dialogue with management through our People Appraisal – People Dialogue.

Outcomes

- Training imparted to all the team members regarding sustainability goals & TTP Group's initiative.
- Survey of employees in annual employee appraisals on job and company satisfaction in the workplace and the company.
- Implementation of a whistleblower system. TTP Group's internal reporting channels for whistleblowers offer a way of reporting, discovering and preventing any breaches of rules. The confidentiality and security of the reporting channels ensure that the whistleblower is effectively protected from any reprisals. It is the express desire of TTP Group, that employees advise it of any risks or grievances that exist. It undertakes to protect the whistleblowers from any unjustified disadvantage. In addition, we provide a worry box (Kummerkasten) where anonymous concern can be raised and alternatively our employees can raise concerns directly with our Human Resources team.



〈 Environment 〉

Following principles 7, 8, and 9, TTP Group recognizes the need to protect the natural environment.

Therefore, we are committed to continuously improving to manage our environmental impacts, a fixed component of our Health, Safety, and Environment (HSE) regulations embedded in our Quality Management System (ISO 9001 QMS certified). Furthermore, our affiliated company Triplan is EcoVadis Silver certified since 2016. Through the continuous improvement of our QMS, we detect unsafe conditions and avoid errors at an early stage. In addition, it is a corporate goal to plan investment projects safely, environmentally friendly, and reliable to the satisfaction of our customers.

Measurements

〉 Among other things, we work with external partners to promote environmental protection throughout our value chain, improve our stakeholders' understanding of environmental issues, and share best practices with other companies. In addition, we will readily act to promote our identity as a socially aware and responsible business.

〉 We comply with applicable environmental legislation and regulations. However, as TTP, we always try to do more. Therefore, we constantly educate our employees to be more aware of their energy consumption. Moreover, our operative Triplan and Pharmaplan companies work to reduce energy consumption and derive energy from alternative sources. Our CSR policy thus outlines our individual and shared responsibilities to the environment and is implemented through the environmental pillars of TTP Group's SDG-Team.

Outcomes

〉 We are providing energy-efficient solutions to clients by implementing sustainable design into our projects.

〉 Environmental risks are imbedded into our broader risk identification and mitigation processes.

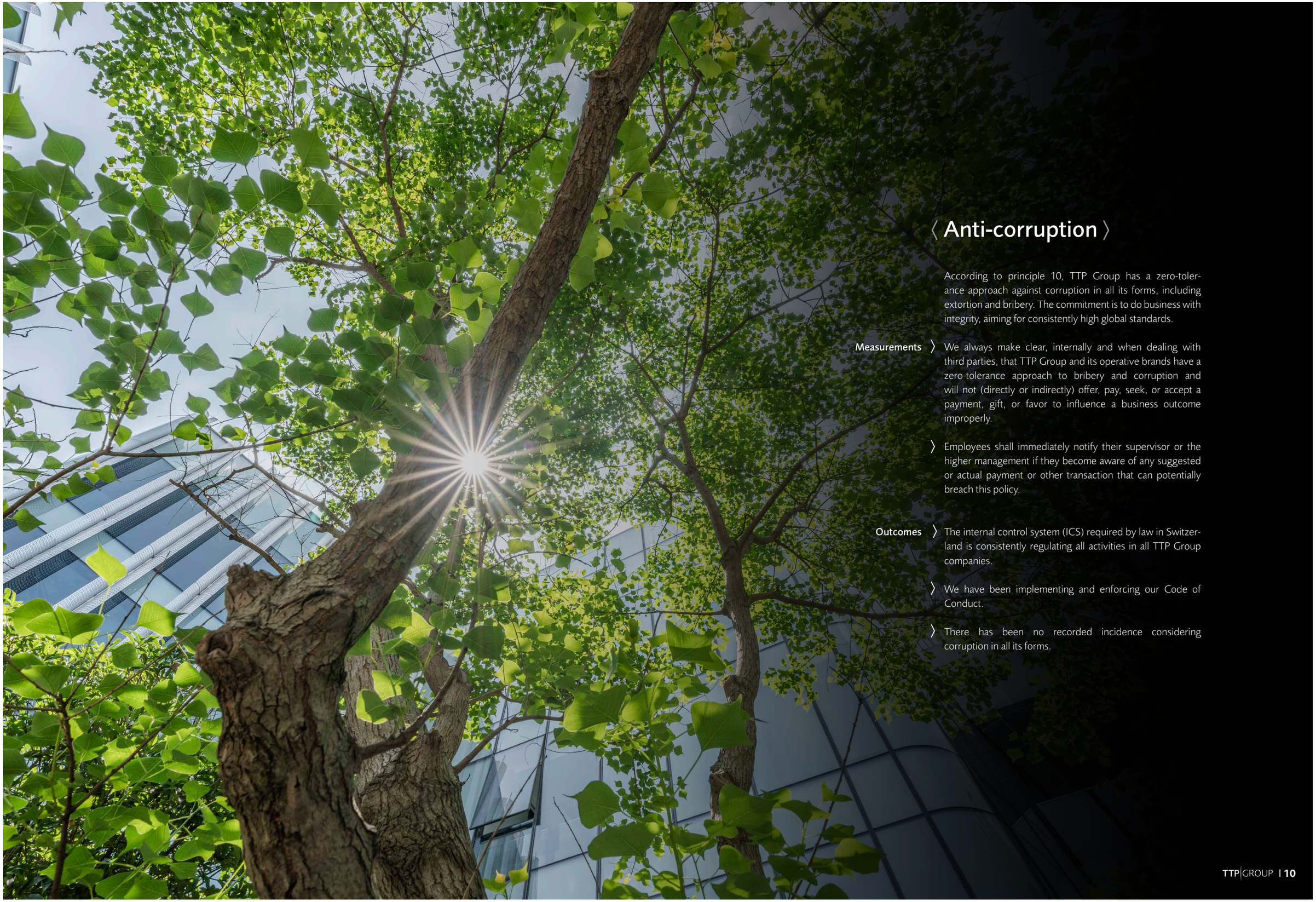
〉 Our materiality assessment is refreshed periodically, which includes considering current and future environmental issues.

〉 We encourage recycling & re-using of refillable bottles and less wastage consumption.

〉 We set targets for continuous improvement and put in place environmental safety and sustainability programs.

〉 In all TTP Group activities, it is critical that we find ways to minimize potential negative environmental impacts.

〉 We focus on continually increasing fleet efficiency and reducing emissions. We started by setting up programs for our employees to use e-bikes to commute and encourage carpooling.



〈 Anti-corruption 〉

According to principle 10, TTP Group has a zero-tolerance approach against corruption in all its forms, including extortion and bribery. The commitment is to do business with integrity, aiming for consistently high global standards.

Measurements

〉 We always make clear, internally and when dealing with third parties, that TTP Group and its operative brands have a zero-tolerance approach to bribery and corruption and will not (directly or indirectly) offer, pay, seek, or accept a payment, gift, or favor to influence a business outcome improperly.

〉 Employees shall immediately notify their supervisor or the higher management if they become aware of any suggested or actual payment or other transaction that can potentially breach this policy.

Outcomes

〉 The internal control system (ICS) required by law in Switzerland is consistently regulating all activities in all TTP Group companies.

〉 We have been implementing and enforcing our Code of Conduct.

〉 There has been no recorded incidence considering corruption in all its forms.