〈 Communication on progress 〉

REPORTING FROM 24.11.2021 - 24.11.2022

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APPROVED AND RELEASED BY THE GROUP MANAGEMENT

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

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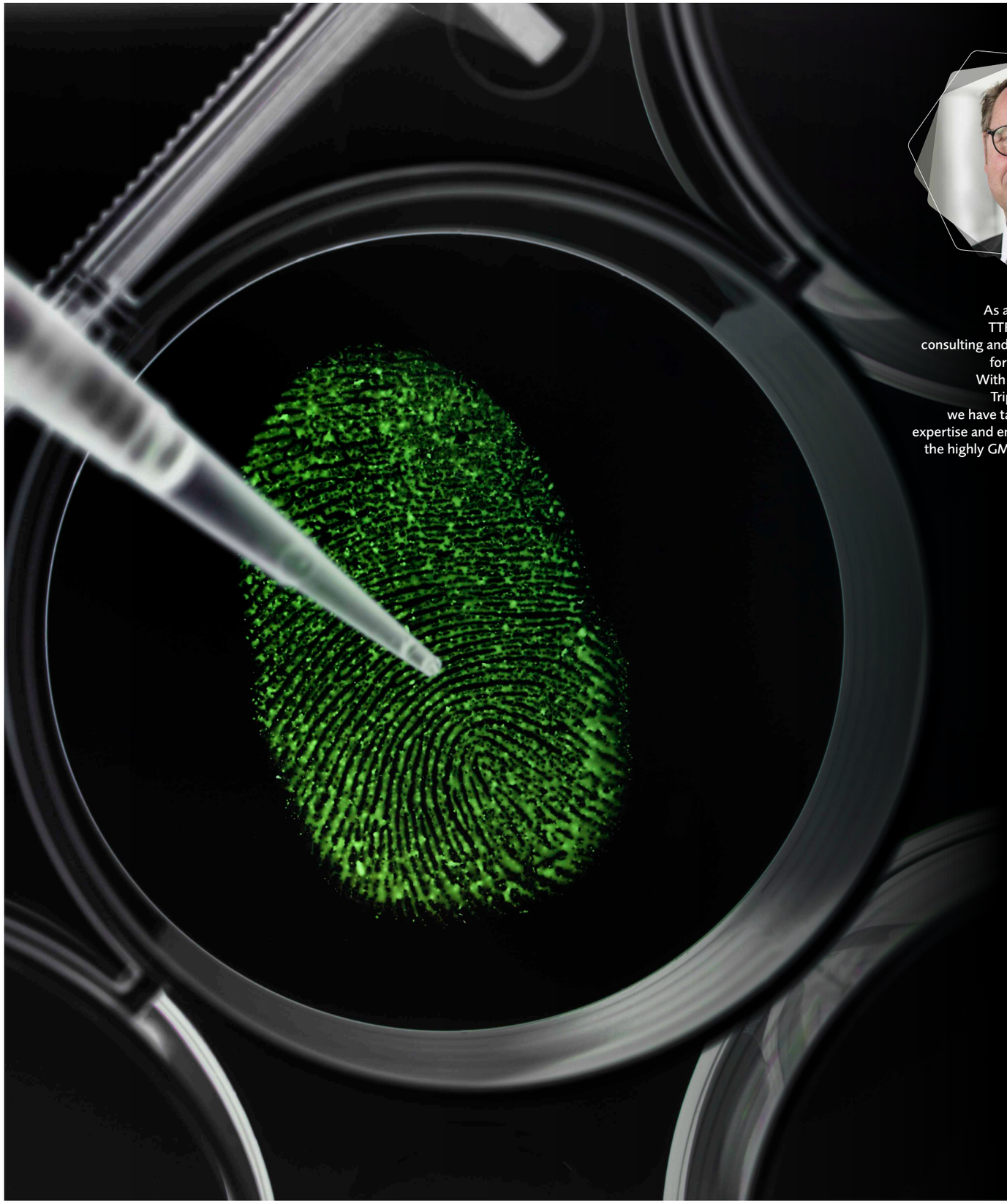


STATEMENT OF COMMITMENT

〈 Forcing the focus on green transformation 〉

As a group of companies, TTP Group specializes in consulting and engineering services for the process industry. With our operating brands Triplan and Pharmaplan, we have tailored our consulting expertise and engineering services to the highly GMP-regulated industry.

We are therefore closely linked to the factors that have driven the industry over the past two years. Despite a strong fiscal year in 2021, the chemical and pharmaceutical industries struggled in 2022 due to astronomical energy prices, skyrocketing raw material costs, and persistent supply shortages. When energy costs for the chemical-pharmaceutical industries rise, it will impact nearly all other industries that rely on them.

Our customers play a decisive role in three of seven so-called megatrends identified in a major study by the consulting firm EY as early as 2020, the first year of the Corona pandemic: decarbonization, microbiomes, and synthetic biology. This also involves mitigating the consequences of climate change, which particularly affect agriculture, especially in developing countries.

In order to deal with the challenges of tomorrow, the chemical and pharmaceutical industries are crucial to the world's transformation.

This system requires stable value and supply chains.

TTP Group is now even more responsible to be a leading partner and advisor to our customers regarding sustainable solutions and lean project delivery through this period.

Based on this context, we have focused on and elaborated on our role in a green transformation.

We have defined our efforts in the attached COP report for 2021/2022.

Dedicated HSE teams operate in the individual countries to develop guidelines and report to the cross-Group sustainability team. By the end of 2022, we will be able to view ISO standards, Ecovadis, CSR, UN Global Compact, and other memberships and certifications on our websites.

I am confident that with our focused environmental strategy we are optimally supporting our customers on their way to sustainability with solutions and services. But we also want to make it visible to our employees, customers and other stakeholders that we are striving to reduce the environmental impact of our daily work and that we are fighting for green change and a more sustainable future.

As the window of opportunity for limiting global warming to 1.5 degrees is rapidly closing.

Dr. Andreas Bonhoff
CEO TTP Group

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.

TTP Group recognizes the need to protect the natural environment. Therefore, we are committed to continuously improving to manage our environmental impacts.

Implementation of the **10 Principles**

〈 Human rights 〉

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

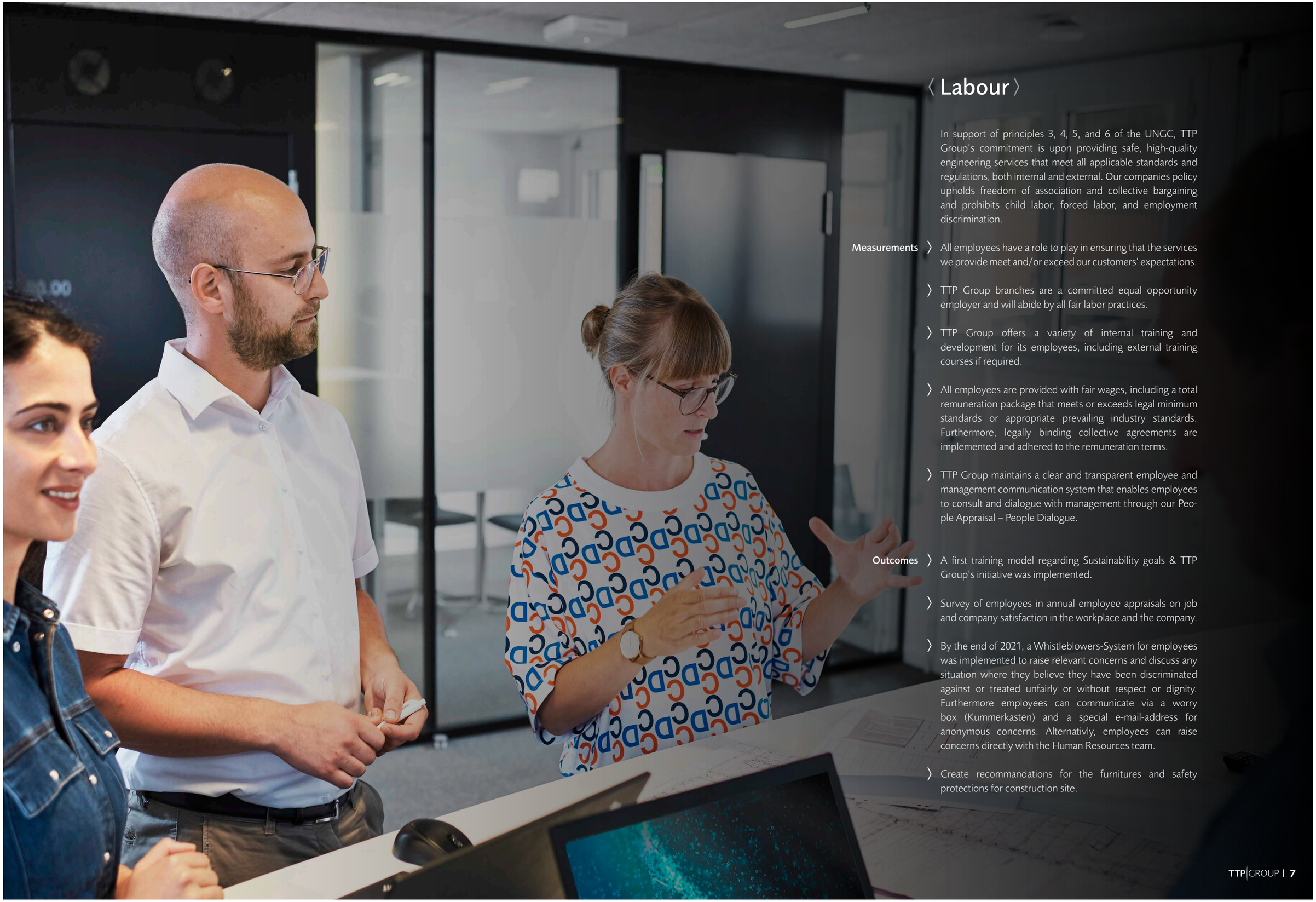
Therefore, aligning with UNGC Principle 1 and 2, we recognize that each operative TTP Group brand has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. TTP Group is committed to ensuring that all employees work in an environment that promotes diversity 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 for human rights. Employees must always comply with the applicable laws and regulations of the countries where the operating branch is located or operates. Ignorance of the law is no excuse. Timely legal consultation is essential to ensure that TTP Groups' legitimate business interests and opportunities are protected. The TTP Group Policy sets out when employees seek legal advice from TTP Groups' Legal Team. Further, employees must seek advice if they see conflicts with laws, e.g., export control law.

Measurements

- TTP Group has implemented a Code of Conduct describing values and behavior codex, which are handed out to new employees on the first day.
- Violence in any form and assault in the workplace, including threats and intimidation, is not tolerated at TPP Group.
- Discrimination based on gender, race, religion, age, disability, sexual orientation, origin, or other unique characteristics, is not tolerated.
- The 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 the Code of Conduct of all subsidiary branches.
- There have been no recorded violations of TTP Group against the Code of Conduct in the context of business and relations with suppliers and contractual partners.
- TTP Group conducted a session on workplace harassment awareness.



〈 Labour 〉

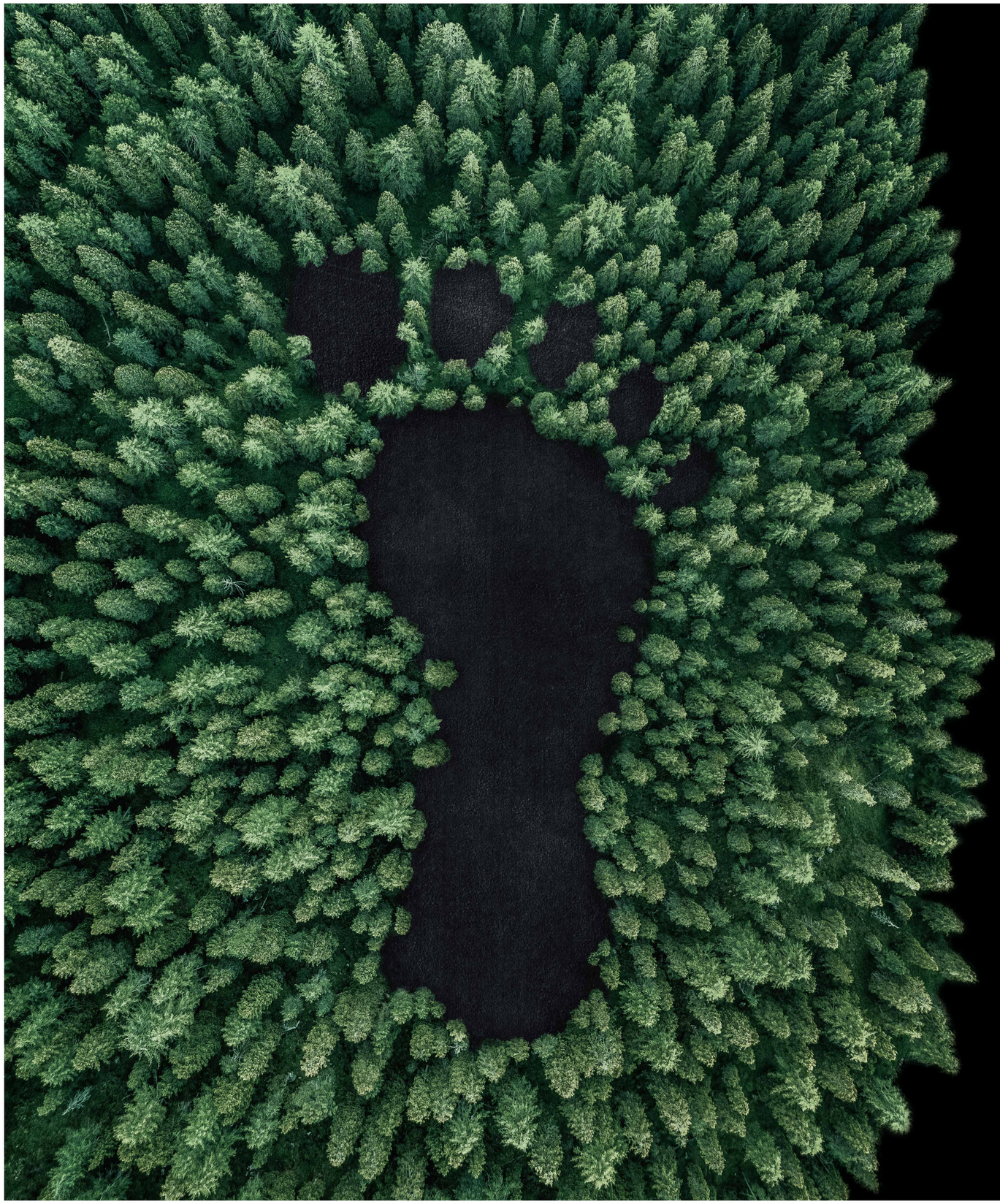
In support of principles 3, 4, 5, and 6 of the UNGC, TTP Group's commitment is upon providing safe, high-quality engineering services that meet all applicable standards and regulations, both internal and external. Our companies policy upholds freedom of association and collective bargaining and prohibits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

- A first training model regarding Sustainability goals & TTP Group's initiative was implemented.
- Survey of employees in annual employee appraisals on job and company satisfaction in the workplace and the company.
- By the end of 2021, a Whistleblowers-System for employees was implemented to raise relevant concerns and discuss any situation where they believe they have been discriminated against or treated unfairly or without respect or dignity. Furthermore employees can communicate via a worry box (Kummerkasten) and a special e-mail-address for anonymous concerns. Alternativly, employees can raise concerns directly with the Human Resources team.
- Create recommandations for the furnitures and safety protections for construction site.



〈 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, the first branches of TTP Group are EcoVadis Silver certified, others will follow. Through the continuous improvement of our QMS, TTP Group branches 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

〉 TTP Group works with HSE coordinators 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.

〉 TTP Group members comply with applicable environmental legislation and regulations. However, TTP Group always tries to do more. Therefore, TTP Groups' employees are constantly educated to be more aware of their energy consumption. Moreover, all operative companies work to reduce energy consumption and derive energy from alternative sources. The groupwide CSR policy thus outlines the individual and shared responsibilities to the environment and is implemented through the environmental pillars of the TTP Groups SDG-Team.

Outcomes

〉 Provide energy-efficient solutions to clients by implementing sustainable design into projects.

〉 Embed environmental risks into broader risk identification and mitigation processes.

〉 Refresh materiality assessment periodically, which includes considering current and future environmental issues.

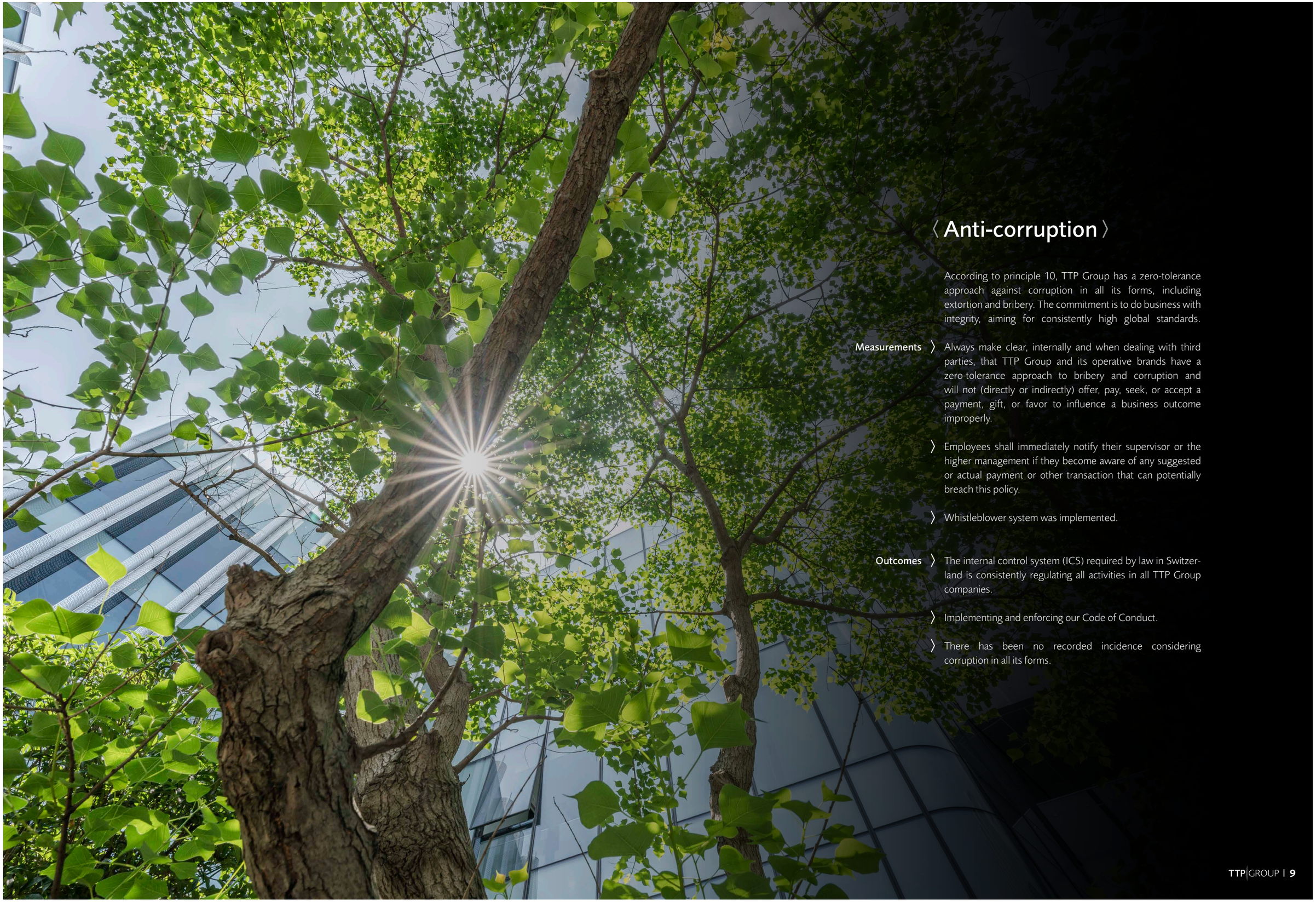
〉 Encourage recycling & re-using of refillable bottles and less wastage consumption.

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

〉 Work to identify opportunities to minimize the potential environmental impacts of TTP Group activities.

〉 Calculation of Carbon Footprint for all branches: Improve gas/electricity consumption of offices; Improve waste segregation in offices

〉 Focus on continually replacing fleet by e-mobility and reducing emissions. Offer of programs for 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

〉 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.

〉 Whistleblower system was implemented.

Outcomes

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

〉 Implementing and enforcing our Code of Conduct.

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