



TTE CREATING
RESULTS
TOGETHER



SUSTAINABILITY REPORT

2022

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ABOUT OUR REPORT

Welcome to TTE Strategy's first ever Sustainability Report for 2022.



Here we outline policies and programs designed to realize our values and purpose while addressing urgent global challenges. We describe TTE's material nonfinancial impact during the 2022 calendar year for TTE Strategy GmbH, as a single entity.

In preparing this report, we have referenced the Ten Principles of the UN Global Compact and the UN Sustainability Development Goals, which have guided us in our efforts towards becoming a more sustainable corporate citizen.

A MESSAGE FROM OUR LEADERSHIP

Sustainability is without a doubt one of the biggest challenges of the 21st century for our customers. TTE Strategy's unique selling point is our belief in working together with our client on their biggest challenges.

We recognize that the planet and our society are key stakeholder in our operations. Therefore, we as TTE Strategy, are aligning our business strategy and actions with the needs of the planet and society.

We aim to help existing and prospective clients to make this strategic leap too.

Strategy

TTE Strategy is committed to creating value for our stakeholders. Therefore, we have a three-pronged strategy to address the sustainability topic:

- a. Develop TTE Strategy's unique take on business strategy through the sustainability lens
- b. Create awareness internally and adopt holistic sustainable business practices
- c. Support our staff, our community and the planet to be more sustainable

TTE Strategy is working on business strategy projects that keep sustainability at the center of business activity. We are actively pushing our existing clients to think about how every aspect of their business value chain affects sustainability.

In May 2022, we launched the **Sustainability@TTE** project. The project aims to define TTE's take on sustainability-oriented business strategy and define measures to make TTE's operations more sustainable.

Commitments

One of the first actions taken by TTE Strategy was to become a signatory to the United Nations Global Compact. The ten principles of the compact were already followed in spirit at TTE, and hence it was logical to join in on the compact.

We aligned our sustainability actions and ambitions to the United Nations Sustainable Development Goals (UN SDG).

Our existing and new social welfare initiatives, will going forward be aligned to the respective categories of the UN SDG goals.

Responsibilities

TTE Strategy owes its employees excellent working conditions that enable them to bring the best version of themselves at work. We officialized a series of policies that ensure excellent working conditions for our employees.

As a corporate citizen, the company enables employees to do volunteering work. TTE Strategy also donated to NGOs focused on health and social welfare. We are working with a leading global carbon management platform, to responsibly and verifiably offset our carbon emissions.

This is just the start, and we look forward to making more impact!



Lars
Linnekogel



Johannes
Ihringer



Niklaus
Wildberger



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

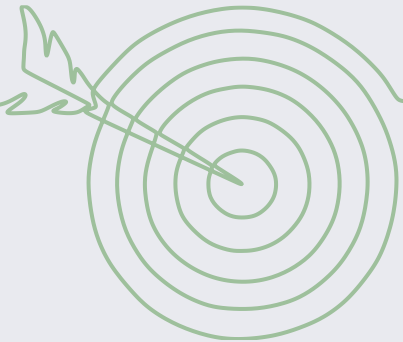
We welcome feedback on its contents.

WHAT MOVES TTE STRATEGY FORWARD

Our leadership's vision & our purpose, values, employees and clients drive TTE Strategy forward

Purpose

We support leaders who want to bring out the very best in their organizations by creating outstanding and lasting results, together with their people in a joint team.



Values



Care



Vision



Initiative



Courage



Empathy

Key Figures

32 ^(+100%)
Employees*

3
Offices*

*(As of 01.11.22)



THE UNITED NATIONS GLOBAL COMPACT

Our values and purpose align very closely to the UN Global Compact and TTE Strategy is proud to be a signatory

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery

PRINCIPLE 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

PRINCIPLE 8

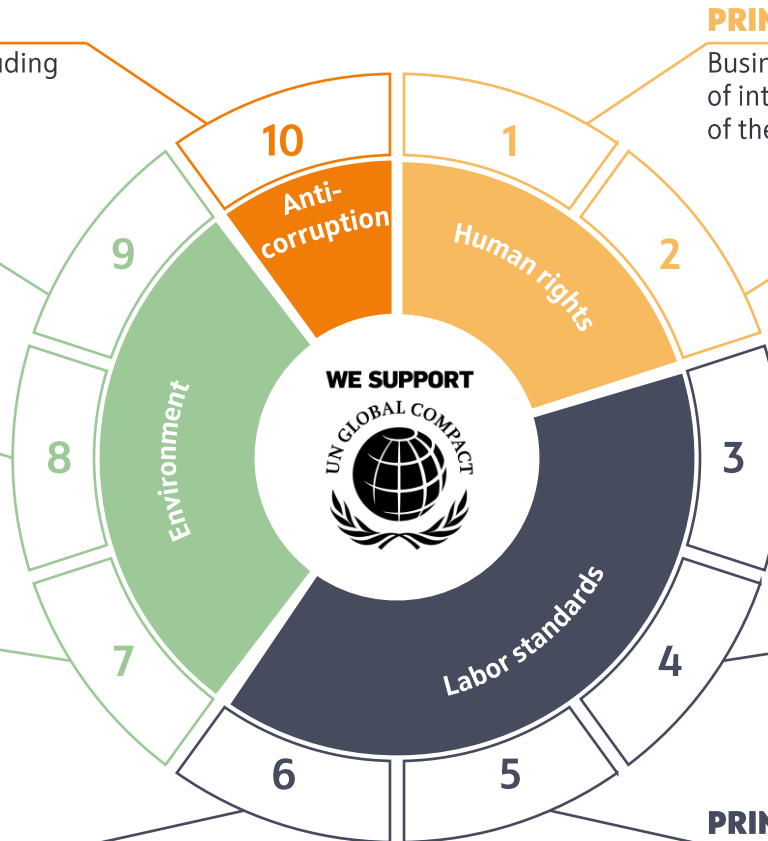
Businesses should undertake initiatives to promote greater environmental responsibility

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

PRINCIPLE 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation



PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence

PRINCIPLE 2

Businesses should make sure that they are not complicit in human rights abuses.

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

PRINCIPLE 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.

PRINCIPLE 5

Businesses should uphold the abolition of child labour.

OUR STAKEHOLDERS

Aligning to UN Global Compact, we started our sustainability efforts by identifying & listening to our stakeholders

Stakeholder	Why we listen to them	How we listen to them
 Management	To set the strategic direction and priorities for the firm and to understand which corporate sustainability issues are most important to our leadership	<ul style="list-style-type: none">• Steering committee meetings with the managing directors
 TTE Employees	To inform our people management strategy and employee value proposition and to understand which corporate sustainability issues are most important to our people	<ul style="list-style-type: none">• Regular pulse check surveys• Biannual career management and development meetings• Employee survey on environmental, social, and governance (ESG) topics
 Clients	To better understand the challenges our clients and their industries face and to identify opportunities to improve our services and client delivery	<ul style="list-style-type: none">• Client relationship management and dialogue• Client-led reporting disclosures (such as EcoVadis)
 Community	To understand the most complex global challenges and to contribute to thought leadership and coalitions on these topics; to align our programs with emerging best practices and stakeholder expectations	<ul style="list-style-type: none">• Independent observation from all employees• Monitoring requirements of non-governmental organizations
 Environment	To better understand the actions required by our business, to nullify our environmental impact and contribute positively to the ecology	<ul style="list-style-type: none">• Independent observation from all employees• Reflection of TTE's business impact on the environment

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDG)

We matched the needs of our stakeholders with the UN SDG goals & our actions align with 11 of the 17 official categories



THE PEOPLE – PLANET – PROFIT (3P) FRAMEWORK

To deliver actions in sync with the UN SDGs, we use the 3P framework and its definitions



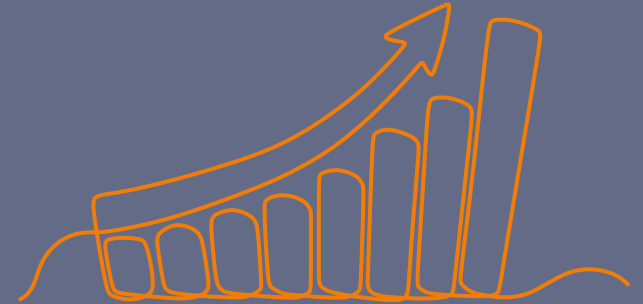
“People” refers to **all possible stakeholders**

This includes the company’s employees, shareholders, customers, affected communities, people at every stage of the value chain and the future generations that may feel the impact of the company’s doings.



“Planet” refers to **social and ecological impact**

The various activities of a corporation—from building new facilities to utilizing its supply chain—have monumental effects on the environment & the communities it operates in.



“Profit” refers to **economic & intellectual profit**

Profits are one of the main drivers of business. It is important to earn profits to be viable as a business & intellectual profit is what makes business sustainable.

TTE Strategy's Ambition:

People are our core. **Diversity, equity, and inclusion** drives the mindset of our extraordinary team and lays the foundation for creating pioneering results for all our stakeholders – within and beyond TTE.



People

PEOPLE-FOCUSED ACTION AREAS

In line with our people ambition, TTE strategy has four key areas of actions

1

Health & safety

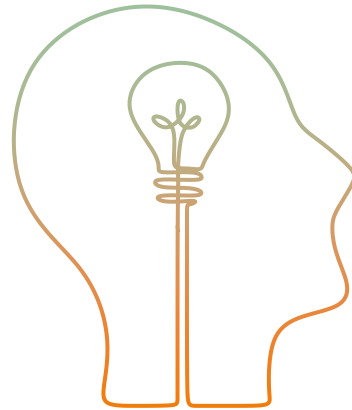
Our aim is to ensure a safe and healthy work environment for our employees



2

People & Career development

Skill and economic development of our employees is a crucial lever for TTE's long term success



3

Working Conditions

New

TTE Strategy believes in the importance of structured policies that guarantee fair working conditions



4

Community Outreach

New

Giving back to the communities it operates in is important for TTE Strategy



1 HEALTH & SAFETY

TTE strategy has several actions in place to ensure health and safety of its employees



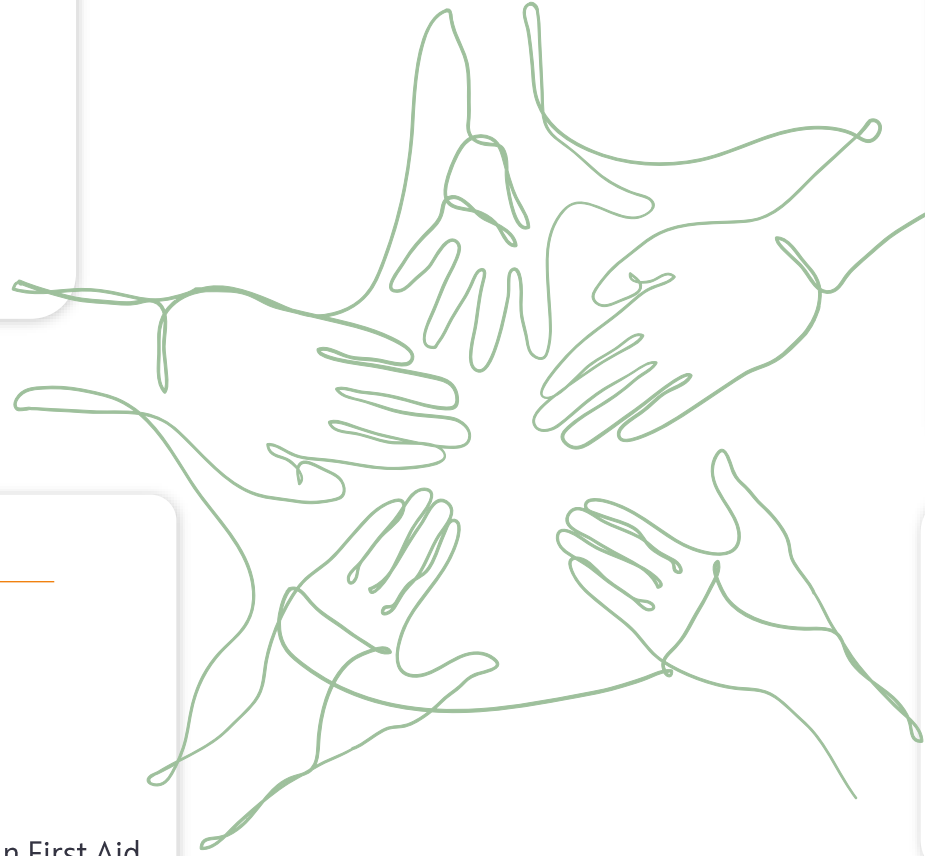
Headspace app

Since November 2021, TTE Strategy offers all employees access to the world-famous mental wellness app



First Aid Course for 2 staff

For emergencies, two members of our internal team are certified in First Aid



Health Measures

Our health policy allows for employees to submit sick-leave notice only after the 3rd day. Since the corona pandemic, TTE provides tests, masks and disinfection material at work. We have ergonomic furniture for every desk. As required by law, TTE also contributes to the social health insurance of employees



Parental leave & KiTa Subsidy

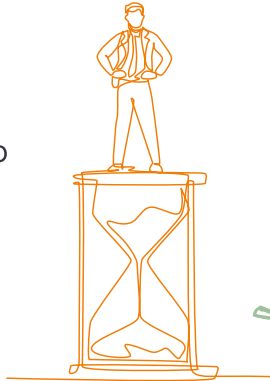
Parents get parental leave as per government regulations. Furthermore, they can return to work with lesser stress. All parents get €250 as a KiTa subsidy from TTE Strategy to ensure good childcare

1 HEALTH & SAFETY (CONTINUED)

TTE strategy has several actions in place to ensure health and safety of its employees

Flexible working hours

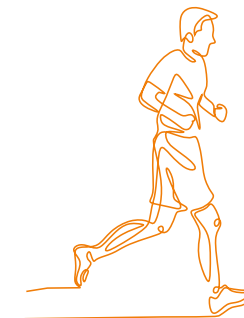
TTE Strategy wants to enable employees to bring their whole self to work. Hence, we have a flexible working hours policy



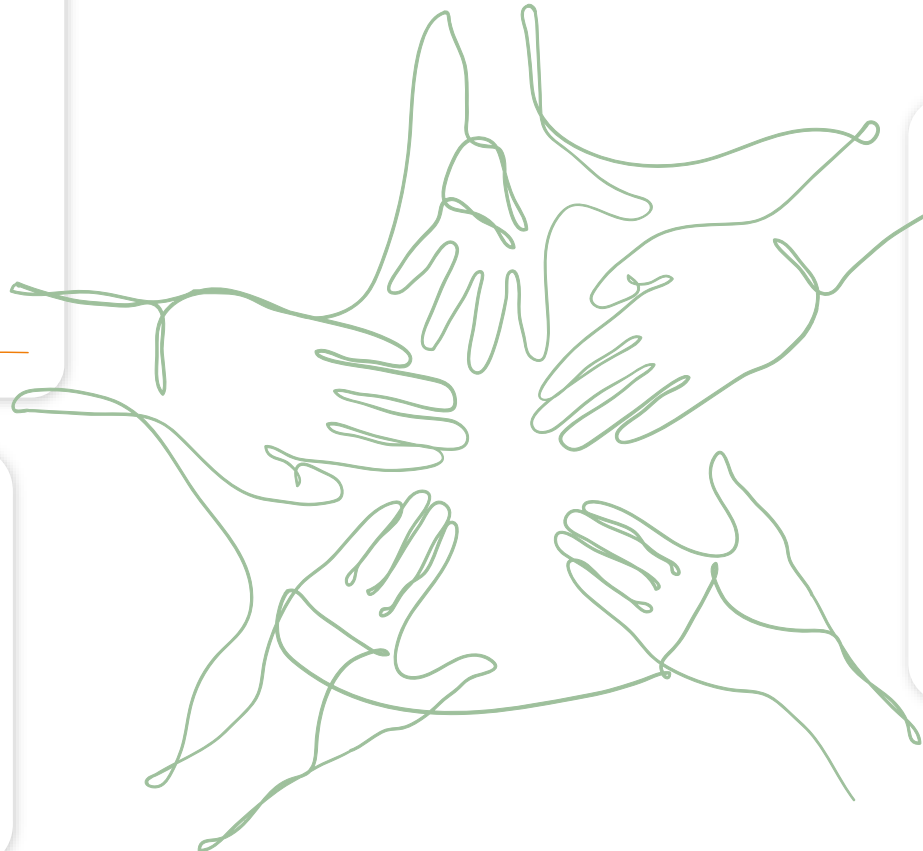
Protective gear for site visits

Often, our consultants must travel to production sites. TTE provides for safety gear to all consultants

Step Challenge - Donations to Doctors Without Borders



In July 2022, we organized the TTE Step Challenge. For every 1000 steps, TTE would donate €0,70. The Team achieved 3,2 Million steps in 2 weeks. Rounding the values, TTE donated a five-figure sum to Doctors without Borders



2 PEOPLE & CAREER DEVELOPMENT

TTE Strategy has consistently invested in developing its people and ensuring their career development

Biannual feedback

Twice a year, we ensure all members receive feedback on the work done so far. This ensures continuous improvement for everyone

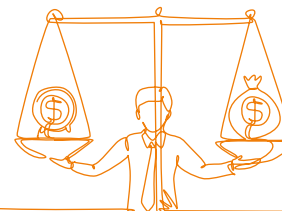


Upward feedback

Feedback flows both ways at TTE Strategy. In a new initiative, we ensure that feedback flows from the juniors to seniors too

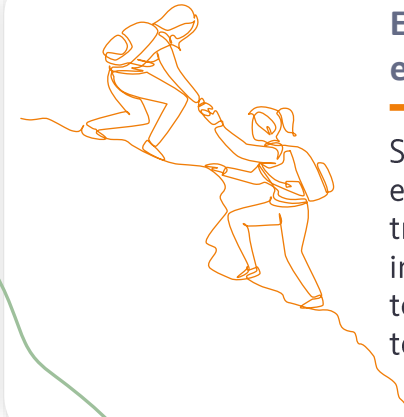
Donation match

TTE Strategy aligns with employee purpose. The company matches every employee's donations up to 500€ once during the year



Equal pay strategy & gender equality

Since June 2022, TTE has launched the equal pay strategy, ensuring transparency for all. TTE also believes in gender equality and is working towards having a gender balanced team



Internships for aspirants

TTE encourages students interested in management consulting with paid internships. The company aims to provide a minimum of two internships every year



2 PEOPLE & CAREER DEVELOPMENT (CONTINUED)

TTE Strategy has consistently invested in developing its people and ensuring their career development

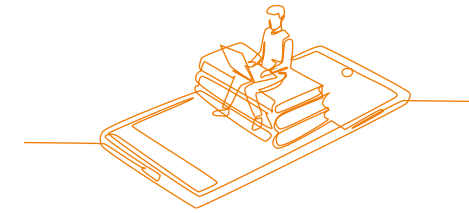
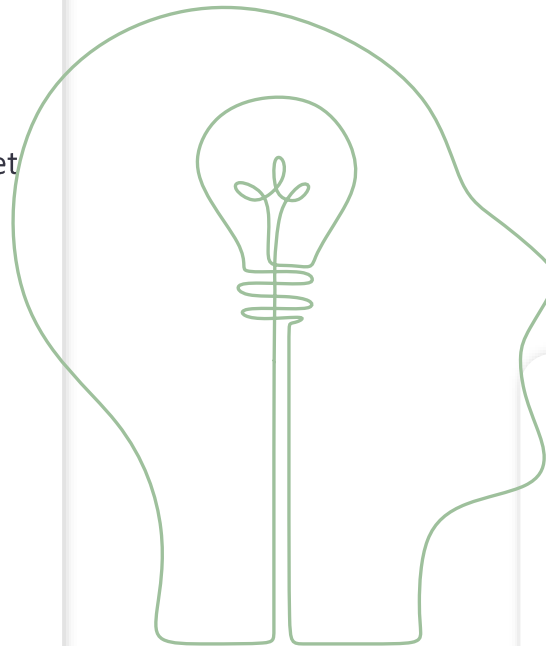
Educational budget - €500

All employees receive an education budget that can be used for training, educational books and self development. Currently 42% of the staff have already used their annual budget



Corporate sponsorship of educational courses

Based on individual employee needs, TTE Strategy sponsors educational courses with top universities INSEAD & similar professional certifications



Employee training online software

In a new initiative, TTE Strategy is testing an online software for employee upskilling and training



4 days of training / year

Every year, all team members receive 32 working hours of training from top quality consulting trainers

3 WORK ENVIRONMENT

To guarantee a better work atmosphere, formalizing policies came as a natural step for TTE Strategy

New policies

In May 2022, TTE Strategy formalized key policies within the company



Career management

TTE enables a healthy and safe work environment for its staff members



Code of conduct

TTE has established behavioral principles for its staff and partners



Working conditions

Fair and good working conditions is important for TTE & its employees



IT & data security

Ensures that TTE clear rules and measures in place for IT & data security



Employee health & safety

TTE enables a healthy and safe work environment for its staff members



Whistleblower Safety

Crimes & unlawful activities are safely reported, and the issue is investigated at TTE



Diversity, equality & inclusion

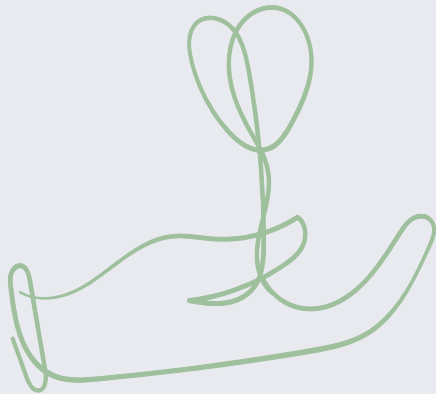
Diversity and inclusivity are values at the core of TTE's functioning

4 COMMUNITY OUTREACH

TTE Strategy has partnered with Haus des Stiftens to Give back to the communities through pro-bono work

Social welfare

TTE Strategy has partnered with Haus des Stiftens to give back to the communities through pro-bono work.



Partnership



Haus des Stiftens has close to 95.000 NGO partners. The **Consulting4Good** initiative connects NGOs in need of help with willing consulting companies.

Consulting4Good collects projects from NGOs across business relevant topics such as Project Management, Financial Analysis and Planning, Change management, Fundraising strategy and Digitalization

Pro-Bono boot camp

TTE Strategy participates in the Pro-Bono Bootcamp organized by Haus des Stiftens. In this format, consulting companies offer 1-1 consulting sessions to NGOs in need. The event covers topics like strategy development, project management, change management, fundraising strategy and design.

TTE Strategy has agreed to offer advice on 'Strategy Development'. Besides this engagement, TTE Strategy will be actively looking for Pro-Bono opportunities to support on the Consulting4 Good Forum.

TTE Strategy's Ambition:

We aim to have net-zero Greenhouse Gas emissions by **reducing our emission intensity** and **supporting carbon absorption**. We advise our clients to better **understand the shift** needed towards sustainability and define strategies to actively contribute to our biggest stakeholder – our planet.



Planet

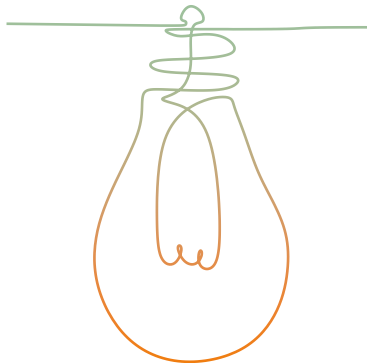
PLANET-FOCUSED ACTION AREAS

In line with our Planet ambition, TTE strategy has four key areas of actions

1

Energy Consumption

Mindful use and consumption of energy is important to TTE Strategy because of the communities it occupies



2

Office Management

TTE Strategy aims to have sustainable practices at office to set a good example



3

Policies

New

Environment conscious policies are crucial for TTE Strategy to deliver the promise of treating the planet as a stakeholder

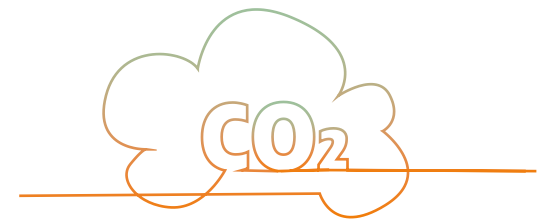


4

Carbon Management

New

TTE Strategy believes that nullifying the environmental impact of business operations is key to a sustainable future



1 ENERGY CONSUMPTION

TTE Strategy has always focused on being smart about energy utilization

Green Energy

Since moving into our new office, we have only consumed green electricity. The green electricity initiative comes from our conviction to do good for the environment and be a responsible corporate citizen.



Electronics and LED Bulbs

First time moving into our own office meant we spared no expenses. That includes spending smart on electrical appliances and LED bulbs that were energy efficient and come with occupation sensors.



2 OFFICE MANAGEMENT

TTE acts as a responsible corporate consumer using eco-friendly products & managing waste responsibly

Office supplies

TTE Strategy also has partnerships to ensure all electronic devices would be recycled at the end of their utility.



Waste management

Inspired by our staff members suggestions, we have been using eco-friendly soaps and re-fillable containers for everyday use. We take waste separation seriously at TTE Strategy. Our office has strict rules in place that waste is segregated by type.

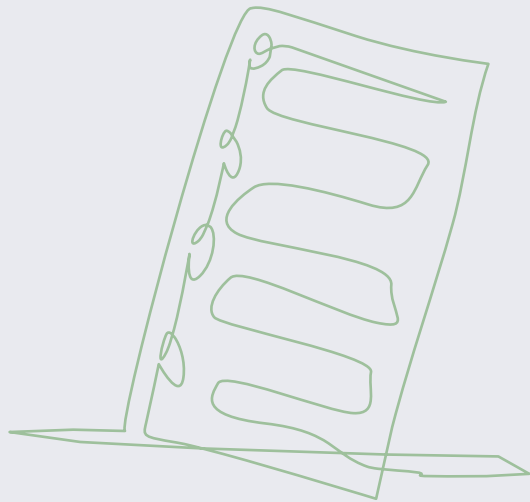


3 TREATING THE PLANET AS A STAKEHOLDER

TTE Strategy formalized several policies to align our actions & the environmental agenda

New policies

These policies form the basis of our thought process and thereby influence our actions.



Sustainable consumption

Ensures that TTE Strategy attempts to decouple its economic growth from its environmental resource consumption



Sustainable travel

Assures that we rationalize our need to travel, track our travel and document it accurately to calculate the carbon emissions we caused



Sustainable procurement

Ensures that all our partners are on the same page about our commitment towards the environment, labor & health, ethics and development



Energy consumption & greenhouse gases

Ensures that we measure & report our energy and greenhouse gas emissions

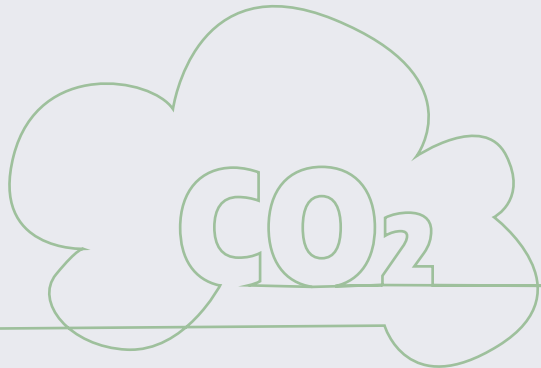
The cost of running a business is not only monetary impact but also environmental and social. As a company, we can make a choice on who we partner with and what standards we set for ourselves in this context. Acknowledging this, TTE has made the effort to establish clear policies on the environment, our own consumption, travel and procurement.

4 CARBON MANAGEMENT

Carbon management is a priority topic for TTE Strategy as our ambition is to be carbon neutral

Emissions

TTE is consciously tracking its Scope 1, 2, 3 emissions.



TTE Strategy's Emissions for 2022*



Scope 1
00,14 tCO2

Emissions from company facilities



Scope 2
05,00 tCO2

Indirect emissions from electricity purchased, including heating/cooling on premises, company vehicle fuel



Scope 3
30,38 tCO2

Indirect emissions from business travel, purchased goods

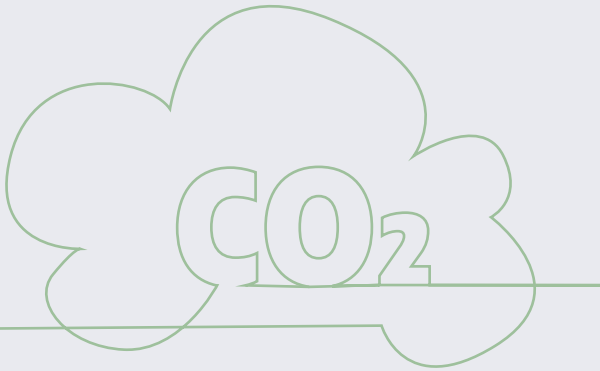
As a consulting services company, the major source of our CO2 impact is due to business travel. In the nature of our work, travel to client sites, manufacturing plants and meetings is an unavoidable, albeit reducible, activity.

Projected values*

4 CARBON MANAGEMENT CONTINUED

Collaboration

TTE Strategy is working with South Pole to mitigate and offset the carbon impact of our operations.



Musi River Hydropower – Indonesia



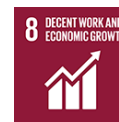
Total Offset: 40 tCO2

The project aims to provide 765.000 MWh of green electricity to Sumatra's grid, save forest wood, and reinvigorate the local economy.

Rural Sumatra historically has had poor access to electricity and lack of job opportunities. This project tackles both the key issues. The Musi river project has created jobs for the locals, helped them upskill and move away from the traditional farming related occupations.

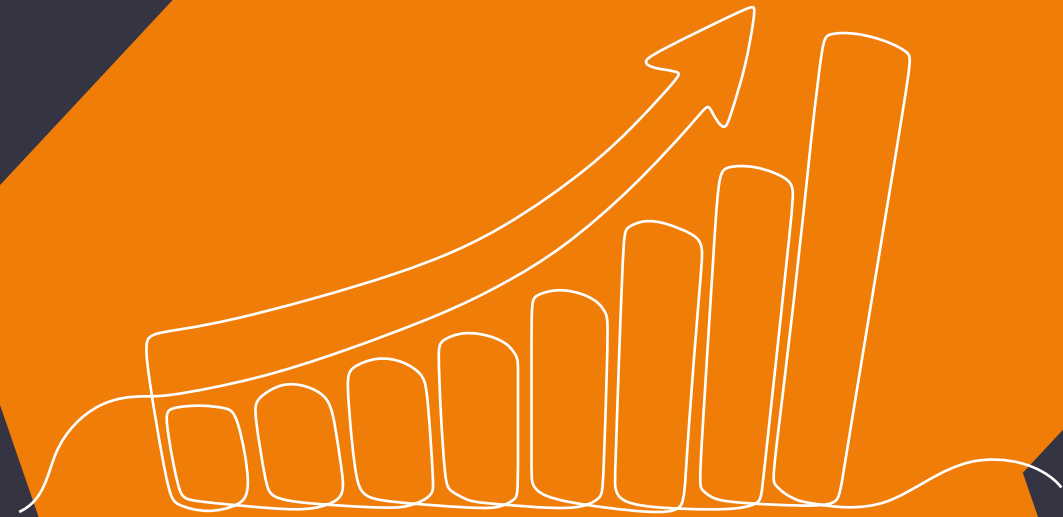
The project invests and delivers in:

- Building an orphanage
- Constructing new roads, bridges
- Creating a traditional marketplace – giving local farmers better access to their rice paddies and the opportunity to pursue additional income.
- Launching a reforestation program to safeguard the natural landscape.



TTE Strategy's Ambition:

Profit is prerequisite for our growth path. We understand profit **financially** and **intellectually** – positively contributing to the local, national and international economy. We are impact-driven, so that we achieve **long-term profitability**.



Profit

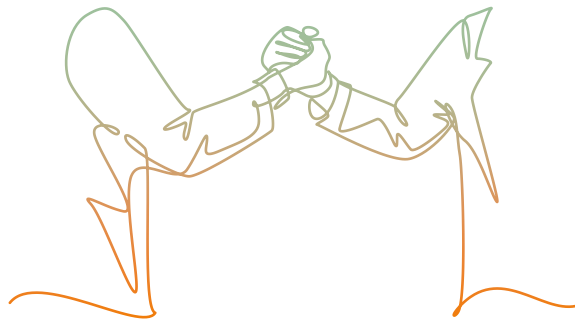
PROFIT-FOCUSED ACTION AREAS

Lastly, to be sustainable as a business, we are rethinking our services, partnerships and projects

1

Business development

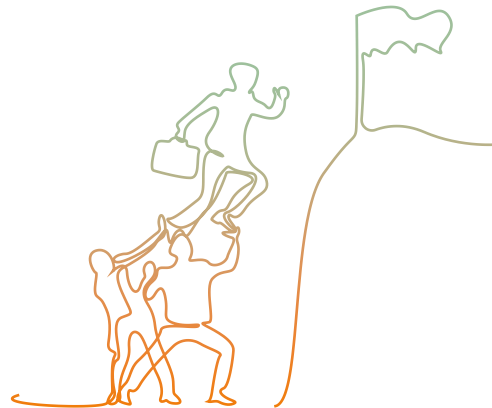
TTE Strategy wants to ensure that it grows the right way, with the right people & right partners



2

New service offering

With new service offerings, we are leveraging our new expertise and influencing the way more companies do their business



3

Certification & partnerships

New

TTE Strategy wants to walk the talk. The right certifications and partnerships are key for an authentic perception.



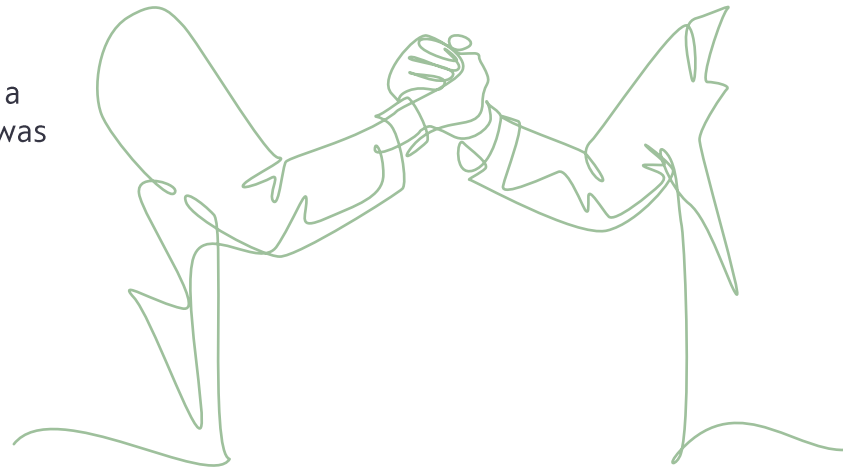
1 BUSINESS DEVELOPMENT

TTE Strategy wants to grow with clients who have the right attitude towards the environment

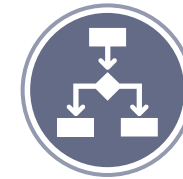
Running a growing business is a challenge by itself. At TTE Strategy, we want to grow the right way. This means being responsible advisors, working with ethical clients and never losing our moral compass. Managing growth with such principles means that we have to carefully select who we work with.

Case study

In a very recent case, we worked on with a global pigment manufacturer who needed support with a new strategy integration plan. The new strategy was based on their new sustainability principles and required major operational changes.



We delivered



New target operating model

We delivered a new & sustainable operations process model



Embedding sustainability in strategy

TTE delivered a new strategy for the company with sustainability at its center

2 NEW SERVICE OFFERING

New service offerings are a means for us to create more value for ourselves, our community and our clients

In 2022, we have added a whole bunch of new faces to the team. Each of them come with unique skills and expertise. We leveraged this inflow of new talent, expertise and skills to develop new service offerings for our clients. These new service offerings come on the backs of years of experience that our two new Principles bring. Our other recruits bring in a new wave of fresh ideas, out of the box thinking and creativity.



A sneak peek at our new services



PMI support

Our unique method of helping companies with Post-Merger Integration



Private equity advisory

Offering private equity companies our take on key strategic topics



CFO advisory

Helping CFOs become more strategic in their positioning & role

3 CERTIFICATION & PARTNERSHIPS

Certification & partnerships steer TTE Strategy towards sustainability with high standards

ESG Certification

EcoVadis is a well establish rating standard in the DACH region. Several of our clients have EcoVadis ratings, as certification of their Environmental, Social and Governance compliance policy. Hence, partnering with EcoVadis was a natural choice for us to make.

The whole process of sourcing and preparing documents stirred up the awareness levels of the sustainability topic within the company.

The journey to our EcoVadis certification is still in process, however, we already notice that the team is becoming more conscious about their consumption.



Partnerships

Saving the planet, its people and saving ourselves is only going to work with close partnerships across several dimensions.

Partnerships in topics like pro-bono consulting (Haus des Stiftungs), core operating values (UN Global Compact), social welfare (Doctors Without Borders) and re-imagined services.

OUTLOOK 2023

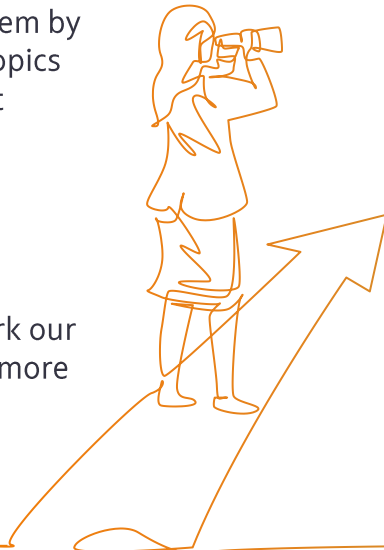
Pipeline for 2022

- a. Exploring pro-bono business cases with Haus des Stiftens

Work with NGOs and help them by sharing our knowledge on topics like strategy, change, project management and planning

- b. EcoVadis certification

Achieve an ESG rating to mark our commitment to becoming a more sustainable company



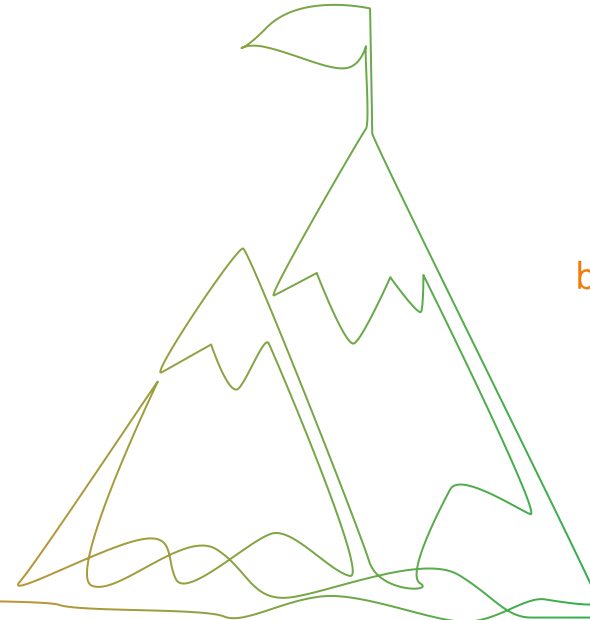
Goals for 2023

- a. NGO pro-bono work

TTE is committed to creating meaningful partnerships and share its knowledge. The company will continue engaging with NGOs and support them with ProBono work

- b. Updated report to come in 2023

TTE will be uploading an updated Sustainability Report in the next year with all the complete figures.





**THE GREATEST
THREAT TO
OUR PLANET
IS THE BELIEF THAT
SOMEONE ELSE
WILL SAVE IT.**

ROBERT SWAN