

VTU Facts & Figures 2021

Organisation

- Total of **985 employees** as of 31.12.2021 (35 % female and 65 % male)
- The number of employees at VTU increased by 204 in 2021 (from 781 to 985); there were a total of **295 actual new entrants** in 2021 (trainees excluded)
- **30 locations in 6 countries** (Germany 10, Austria 9, Italy 4, Switzerland 4, Romania 2, Poland 1); new in 2021: ifss Austria (Vienna), ifss Germany (Munich)
- **Operative in more than 35 countries** so far



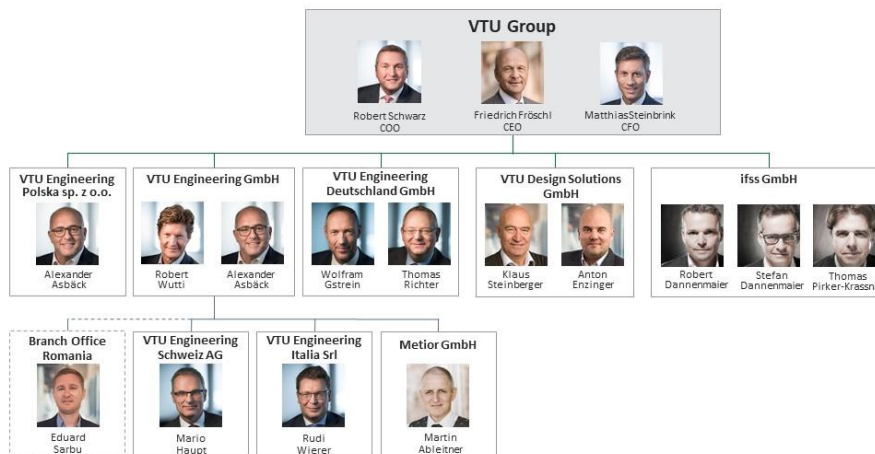
MISSION STATEMENT

Creating sustainable values as best-choice partner

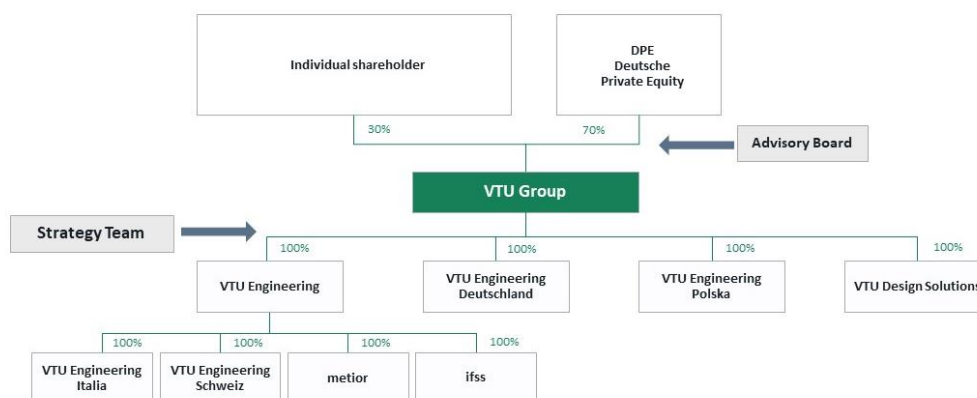
- We live integrity and are reliable partners.
- We are open-minded but coherent in decisions.
- Our team is our value!**
- We grow on challenges by sharing know-how and experience.
- We join forces to get the projects done.
- We deliver the whole value chain from idea to industrial production.
- We are a comprehensive and reliable engineering and project partner.
- We are a creative, respectful and safe environment for forward thinking people.
- We challenge our flexible solutions on the road to the target.
- We provide quality and focus on environment, health and safety.

VTU

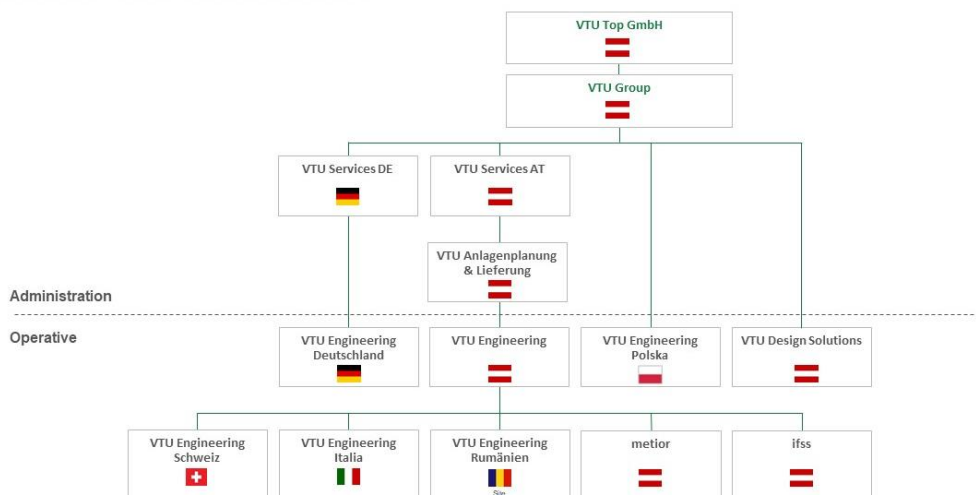
Company Structure - Management Board



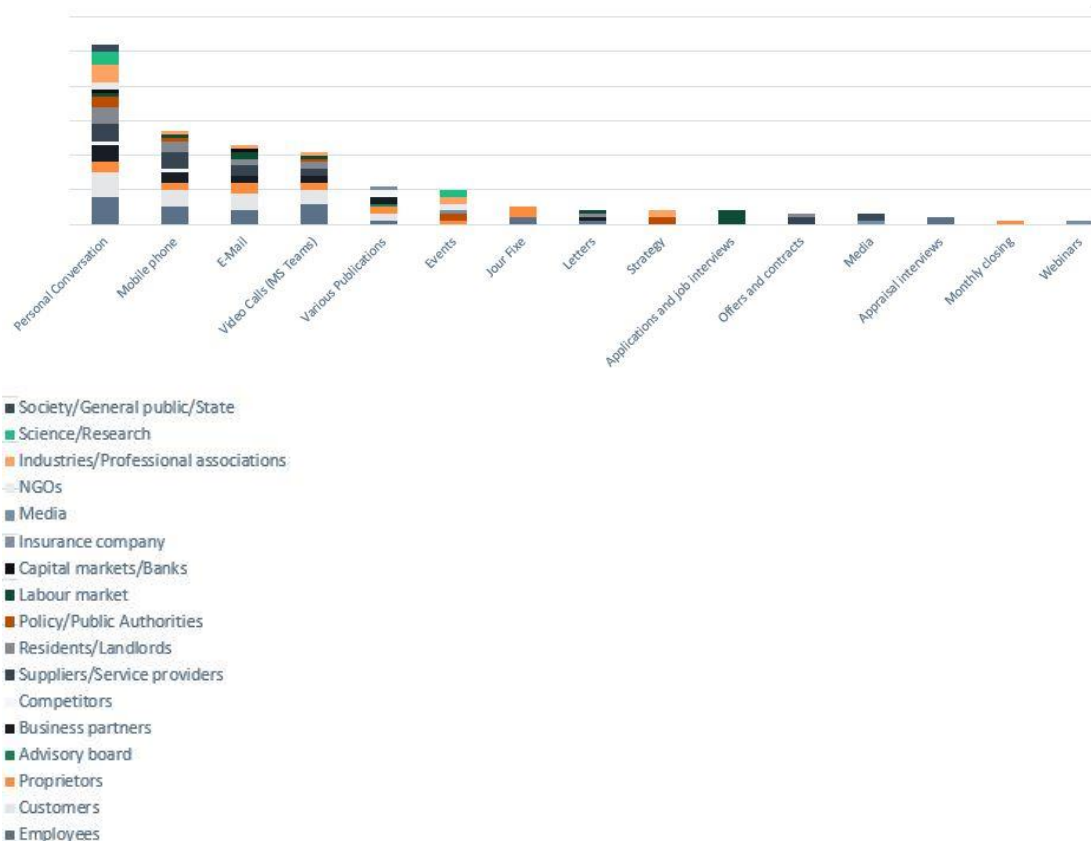
Company Structure - Shareholder



Company Structure - Administration/Operative



Most important means of communication



Safety

Occupational accidents

13 accidents - 0 of which involved stoppage

Year	Number of employees 31.12.	Working hours	Occupational accidents (excl. Way-to-work accidents)	Accident rate (LTIR)
2017	469	903.112	0	0,00
2018	539	992.973	0	0,00
2019	646	1.019.943	1	0,98
2020	781	1.188.247	4	3,37
2021	985	1.532.550	0	0,00
Total	3.420	5.636.825	5	0,89

IT Security

In 1878 e-mails, SUSI users reported suspected cyber-attacks and data breaches in the previous year - SUSI responded to the reported incidents with **19 "Urgent Security Infos"**

Employees

Key date for headcount of all following tables: 31.12. of the year

In 2021, **0 % of the workforce was affected by short-time work due to COVID-19.**

Total number of employees by employment contract (permanent and temporary), by gender:

VTU total						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	539	198	341	-	-	-
2019	646	223	423	78	13	65
2020	781	251	530	108	21	87
2021	985	341	644	149	31	118

Total number of employees by employment contract (permanent and temporary), by region:

VTU Group GmbH						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	6	2	4	2	0	2
2019	9	4	5	4	1	3
2020	8	3	5	5	1	4
2021	11	6	5	6	1	5

VTU Austria (includes ENG AT ¹ , SAT ² , DES ³ , metior ⁴ & ifss ⁵)						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	238	93	145	-	-	-
2019	333	124	209	38	8	30
2020	425	142	283	52	14	38
2021	519	184	335	79	18	61

¹ VTU Engineering GmbH

² VTU Services AT GmbH

³ VTU Design Solutions GmbH (previously RED Engineering GmbH)

⁴ metior Industrieanlagen Planungs- und Beratungs-GmbH

⁵ ifss GmbH

VTU Germany (includes ENG DE ⁶ & SDE ⁷)						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	159	45	114	-	-	-
2019	198	60	138	28	4	24
2020	218	64	154	32	3	29
2021	258	83	175	38	7	31

VTU Switzerland						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	41	12	29	-	-	-
2019	47	12	35	8	1	7
2020	56	17	39	9	1	8
2021	78	24	54	12	1	11

VTU Italy						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	35	13	22	-	-	-
2019	40	16	24	3	0	3
2020	48	18	30	6	1	5
2021	78	27	51	9	3	6

VTU Romania						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	14	7	7	-	-	-
2019	14	7	7	2	0	2
2020	19	7	12	2	0	2
2021	25	15	10	3	1	2

⁶ VTU Engineering Deutschland GmbH

⁷ VTU Services DE GmbH

VTU Poland						
Year	Employees			Executives		
	Total	f	m	Total	f	m
2018	-	-	-	-	-	-
2019	-	-	-	-	-	-
2020	7	0	7	2	0	2
2021	16	2	14	2	-	2

Total number of employees by employment type (full-time and part-time), by gender:

There are no significant fluctuations in the number of employees, as VTU orders are not a seasonal business. Overall, the number of employees is growing steadily despite COVID-19.

Alternative work arrangements total/gender-specific⁸

Year	Employees			On maternity/paternity leave			In part-time		
	Total	f	m	Total	f	m	Total	f	m
2018	539	198	341	25	21	4	96	62	34
2019	646	223	423	45	37	8	138	94	44
2020	781	251	530	47	38	9	144	90	54
2021	985	341	644	63	39	24	175	106	69

Activities of the organisation carried out by staff members who are not employees:

Depending on the scope and content of the project, external staff is employed as subcontractors for special topics such as the design of HVAC, monitoring of employee protection on construction sites etc.

Turnover rate total/gender-specific⁸

Year	Employees (AVG headcount)			Resignations (Headcount)			Turnover rate (% related to FTE)		
	Total	f	m	Total	f	m	Total	f	m
2018	486,6	184,0	302,7	66	24	42	13,6 %	13,0 %	13,9 %
2019	591,4	213,7	377,6	69	26	43	11,7 %	12,2 %	11,4 %
2020	685,0	233,7	451,3	71	30	41	10,4 %	12,8 %	9,1 %
2021	890,7	299,8	590,9	105	30	75	11,8 %	10,0 %	12,7 %
Total	2.653,7	931,2	1.722,5	311	110	201	11,8 %	12,0 %	11,8 %

⁸ The figures in this table do not include ifss in 2021, as ifss did not belong to VTU for the entire year in 2021. In addition, 2020 metior is not included, as metior did not belong to VTU for the entire year in 2020; VTU Design Solutions (previously RED Engineering) and VTU Poland are not included in 2019, as VTU Design Solutions did not belong to VTU for the entire year in 2019 and VTU Poland was only established in the course of 2019.

Parental leave

The total number of employees that were entitled to parental leave, by gender has not been recorded by VTU so far as the administration of this data has no effect on the entitlement to parental leave for the employees.

Total number of employees that took parental leave, by gender:

- total 65
- of which 40 female and 25 male

Total number of employees that returned to work in the reporting period after parental leave ended, by gender:

- total 27
- of which 11 female and 16 male

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender:

- total 20
- of which 8 female and 12 male

Rate of return and remain of employees that took parental leave, by gender:

Rate of return

- f 27,5% / m 64 %
- total 41,5%

Rate of remain

- f 20 % / m 48 %
- total 30,8 %

Training

2 cycles with 12 managers each completed the entire compulsory leadership training; 3 cycles with 12, 13 and 11 managers each started the compulsory leadership training; 24 managers completed 3 modules in 2021 and thus finished the compulsory leadership training; 36 managers started the compulsory leadership training in 2021 in 8 modules.

Training hours per capita

	hours (per AVG FTE)
VTU Group	13,10
VTU Services DE	48,87
VTU Services AT	14,73
Austria	46,04
Germany	52,07
Italy	31,12
Switzerland	41,71
Romania	275,33
Poland	71,36
VTU Design Solutions	13,77
metior	not recorded
ifss	not recorded
Total average	49,66

Emissions

Total emissions of VTU in 2021: 3,379.45 t CO₂-eq

SCOPE 1 **356,07 t CO₂-eq** (fleet: company cars, pool cars)

SCOPE 2 **476,18 t CO₂-eq** (purchased electricity, heat and cooling)

SCOPE 3 **2.547,20 t CO₂-eq**, thereof

- Purchased goods and services (printed paper, purchased electronic equipment, external data centres): **292,75 t CO₂-eq**
- Fuel and energy-related emissions (upstream chains heat, electricity, cooling): **127 t CO₂-eq**
- Business trips: **428,49 t CO₂-eq**, thereof
 - Rental and private cars **257,05 t CO₂-eq** / 328.907 km
 - Plane **146,26 t CO₂-eq** / 512.651 km
 - Train **25,18 t CO₂-eq** / 328.907 km
- Commuting to or from work: **1.698,95 t CO₂-eq**, thereof
 - Public transportation: **101,66 t CO₂-eq**
 - Motor scooter + Motorbike: **11,09 t CO₂-eq**
 - Electric car: **19,27 t CO₂-eq**
 - Car: **1.328,20 t CO₂-eq**
 - Bicycle: **1,66 t CO₂-eq**
 - Use of Homeoffice: **237,07 t CO₂-eq**

Waste

Input materials purchased*:

Copy paper A4 and A3, plotter paper, data protection paper (separate disposal), toner cartridges, electrical appliances, toilet paper, soap, paper towels (sanitary), hygienic paper (wipes), various envelopes, illuminants, lamps, acetone and ethanol (but no purchase in 2021), various chemicals in small quantities in use in the technical centre at the Grambach site

Waste categories*:

Paper/cardboard, residual waste (municipal waste), batteries/rechargeable batteries, toner, organic, light fraction, glass, data protection paper, metal, metal packaging, old electrical equipment, solvent mixture halogen-free, metal containers with hazardous residual contents, laboratory waste/chemical residues

Hazardous waste is generated in the technical centre (various chemicals; the technical centre is located at the Grambach site) and IT (old electrical equipment, batteries/rechargeable batteries). These are collected in appropriate containers (e.g. hazardous waste containers) and handed over by VTU to an authorised disposal company by means of a consignment note. The proper collection and disposal of electrical equipment (mobile phones, laptops, monitors, peripheral electrical equipment) and lithium batteries is carried out centrally for all VTU sites by the IT department in Grambach. Peripheral electrical devices (e.g. mice, keyboards, etc.) are placed in the "e-scrap" container in the central waste room (building management) and disposed of - not least for hygienic reasons. The average duration of mobile phone use is at least 4 years - if mobile phones are defective, become unusable in terms of performance or there is no longer an update, they are shredded, as at present no secure deletion process (no process for multiple overwriting of mobile phone chips) can be guaranteed.

*Consideration of the Austrian locations Grambach, Kundl, Linz, Linz (VTU Design Solutions), Villach, Vienna, Vienna (ifss)