

VTU Facts & Figures

- Total of 781 employees as of 31.12.2020 (32 % female and 68 % male); around 90 new employees in 2020
- 28 locations in 6 countries (Germany 9, Austria 8, Italy 4, Switzerland 4, Romania 2, Poland 1)
- Operative in 35 countries so far
- In 750 e-mails, SUSI users reported suspected cyber-attacks and data breaches in the previous year - SUSI responded to the reported incidents with 6 "Urgent Security Infos"
- 7 accidents - 4 of which involved sick leave
- 28 managers completed the obligatory management training in a total of 24 courses
- From April to September, up to 11% of the workforce was affected by short-time work due to COVID-19
- Total emissions through business travel 506.13 t CO₂eq, of which:
 - **71.6 % cars** - 362.38 t CO₂eq (company cars: 76.4 t CO₂eq / 352,540 km; rental cars, private cars: 286 t CO₂eq / 1,319,731 km)
 - **28.1 % air** - 142.37 t CO₂eq / 359,700 km
 - **0.3 % rail** - 1.38 t CO₂eq / 110,745 km

Key date for headcount of all following tables: 31.12.2020

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

| VTU TOTAL | | | | | | |
|--------------|-------------|------------|-------------|------------|-----------|------------|
| Year | Employees | | | Executives | | |
| | Total | w | m | Total | w | m |
| 2018 | 539 | 198 | 341 | - | - | - |
| 2019 | 646 | 223 | 423 | 78 | 13 | 65 |
| 2020 | 781 | 251 | 530 | 108 | 21 | 87 |
| Total | 1966 | 672 | 1294 | 186 | 34 | 152 |

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

| VTU GRP | | | | | | |
|--------------|-----------|----------|-----------|------------|----------|----------|
| Year | Employees | | | Executives | | |
| | Total | w | m | Total | w | m |
| 2018 | 6 | 2 | 4 | 2 | 0 | 2 |
| 2019 | 9 | 4 | 5 | 4 | 1 | 3 |
| 2020 | 8 | 3 | 5 | 5 | 1 | 4 |
| Total | 23 | 9 | 14 | 11 | 2 | 9 |

| VTU Austria (includes ENG AT ¹ , SAT ² , RED ³ & metior ⁴) | | | | | | |
|---|------------|------------|------------|------------|-----------|-----------|
| Year | Employees | | | Executives | | |
| | Total | w | m | Total | w | m |
| 2018 | 238 | 93 | 145 | - | - | - |
| 2019 | 333 | 124 | 209 | 38 | 8 | 30 |
| 2020 | 425 | 142 | 283 | 52 | 14 | 38 |
| Total | 996 | 359 | 637 | 90 | 22 | 68 |

| VTU Germany (includes ENG DE ⁵ & SDE ⁶) | | | | | | |
|--|------------|------------|------------|------------|----------|-----------|
| Year | Employees | | | Executives | | |
| | Total | w | m | Total | w | m |
| 2018 | 159 | 45 | 114 | - | - | - |
| 2019 | 198 | 60 | 138 | 28 | 4 | 24 |
| 2020 | 218 | 64 | 154 | 32 | 3 | 29 |
| Total | 575 | 169 | 406 | 60 | 7 | 53 |

¹ VTU Engineering GmbH

² VTU Services AT GmbH

³ RED Engineering GmbH

⁴ metior Industrieanlagen Planungs- und Beratungs-Gesellschaft m.b.H.

⁵ VTU Engineering Deutschland GmbH

⁶ VTU Services DE GmbH

| VTU Switzerland | | | | | | |
|-----------------|--------------|-----------|------------|--------------|----------|-----------|
| Year | Employees | | | Executives | | |
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 2018 | 41 | 12 | 29 | - | - | - |
| 2019 | 47 | 12 | 35 | 8 | 1 | 7 |
| 2020 | 56 | 17 | 39 | 9 | 1 | 8 |
| Total | 144 | 41 | 103 | 17 | 2 | 15 |

| VTU Italy | | | | | | |
|--------------|--------------|-----------|-----------|--------------|----------|----------|
| Year | Employees | | | Executives | | |
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 2018 | 35 | 13 | 22 | - | - | - |
| 2019 | 40 | 16 | 24 | 3 | 0 | 3 |
| 2020 | 48 | 18 | 30 | 6 | 1 | 5 |
| Total | 123 | 47 | 76 | 9 | 1 | 8 |

| VTU Romania | | | | | | |
|--------------|--------------|-----------|-----------|--------------|----------|----------|
| Year | Employees | | | Executives | | |
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 2018 | 14 | 7 | 7 | - | - | - |
| 2019 | 14 | 7 | 7 | 2 | 0 | 2 |
| 2020 | 19 | 7 | 12 | 2 | 0 | 2 |
| Total | 47 | 21 | 26 | 4 | 0 | 4 |

| VTU Poland | | | | | | |
|--------------|--------------|----------|----------|--------------|----------|----------|
| Year | Employees | | | Executives | | |
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 2018 | - | - | - | - | - | - |
| 2019 | - | - | - | - | - | - |
| 2020 | 7 | 0 | 7 | 2 | 0 | 2 |
| Total | - | - | - | - | - | - |

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-specific⁷

| Year | Employees (AVG headcount) | | | On maternity/paternity leave | | | In part-time | | |
|--------------|---------------------------|--------------|----------------|------------------------------|-----------|-----------|--------------|------------|------------|
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 2018 | 486,6 | 184,0 | 302,7 | 25 | 21 | 4 | 96 | 62 | 34 |
| 2019 | 591,4 | 213,7 | 377,6 | 45 | 37 | 8 | 138 | 94 | 44 |
| 2020 | 685,0 | 233,7 | 451,3 | 47 | 38 | 9 | 144 | 90 | 54 |
| Total | 1.763,0 | 631,4 | 1.131,6 | 117 | 96 | 21 | 378 | 246 | 132 |

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-specific⁷

| Year | Employees (AVG Headcount) | | | Resignations (Headcount) | | | Turnover rate (%) | | |
|--------------|---------------------------|--------------|----------------|--------------------------|-----------|------------|-------------------|--------------|--------------|
| | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> | <i>Total</i> | <i>w</i> | <i>m</i> |
| 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% |
| Total | 1.763,0 | 631,4 | 1.131,6 | 206 | 80 | 126 | 11,7% | 12,7% | 11,1% |

⁷ The figures in this table do not include metior in 2020, as metior did not belong to VTU for the entire year in 2020; RED and VTU Poland are not included in 2019, as RED 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 47
- of which 37 female and 10 male

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

- total 22
- of which 15 female and 7 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 19
- of which 15 female and 4 male

Return to work and retention rates of employees that took parental leave, by gender:

- Rate of return
 - w 41% m 70 %
 - total 47%
- Rate of remain
 - w 41 % m 40 %
 - total 40%