

2022

Annual Report

We digitalize
your company.

ti&m

For ti&m, 2022 was a year of high investment in our growth and in our products.



Thomas Wüst, CEO

With the opening of our Dusseldorf office, ti&m is now represented at six locations by talented and motivated engineers, designers, and consultants. In the product area, in addition to the continuous improvement of our successful online ID solution (10 new clients), we were able to expand our range of financial solutions to include trading, investment 3a, and wealth advisory modules. And, after a "general overhaul", we relaunched the 2FA solution of our security suite in the fall. With ti&m places, we have successfully taken our first steps in the field of workplace management, and ti&m talents is in the starting blocks for a market roll-out in 2023. At the same time, we have further expanded our technological pioneering role with a good dozen garages, including the first steps into the metaverse. In terms of figures, we were able to achieve revenue growth of 18.9 % and employee growth of 35.8 % with an investment volume of CHF 9.9 million.

Vision and strategy

We are leaders in digitalization, security and innovation projects and products in Switzerland, and we strive to achieve the same in other international business hubs. To do so, we offer our discerning clients vertical on-site integration throughout the IT value chain. This means that we don't offshore. Our growth continues to be based on our strengths and values: the courage to innovate, a passion for what we do, talent, sustainable growth, respect and tolerance, and Swissness. In pursuing our ambitious goals with regard to reducing our ecological footprint, we were able to achieve an important first milestone in 2022 with ISO 14001 certification.

Highlights of 2022 and outlook

The product and new product business is already benefiting from the investments made in our product offering. While we were able to attract 10+ more clients with our digital onboarding solution and, in particular, our online ID process, we have also been able to start numerous preliminary projects for our digital banking suite; we aim to impress our clients with these at the end of 2023. More than 300,000 end clients are currently securely on the move with our rejuvenated two-factor authentication solution from our ti&m security suite.

With the opening of a branch in Dusseldorf, we are now standing with two feet firmly in the German market and are thus continuing our German success story. A cultural and at the same time technical highlight was certainly the creation of a digital gallery of works of art in the "Metaverse" as part of our art@work project this year. The artworks were sold as Non Fungible Tokens (NFT).

With 20 new clients for ti&m places and initial inquiries for our new skill management solution ti&m talents and ti&m talent planner, our expansion into the areas of workplace and skills management is also proving successful. In the project area, we were able to further expand our position in the public sector in particular. The new container management platform based on Google Anthos, which we have implemented together with Google for the city of Zurich, is a prominent example here.

We have invested a total of CHF 9.9 million in research, development, and training, and are therefore continuing to build on our strengths, namely our innovative power and qualified employees. Be it billability management, skills management, security management (SIEM), agile QA and delivery processes, or our website,

we also worked intensively on our internal systems and processes in 2022 to keep pace with our growth.

Growth and new offices

In 2023, we will be expanding our six locations by yet another location and by December 2023, we aim to employ 700 excellent engineers, designers, and consultants. Talented local people from a wide range of cultural backgrounds have long-term prospects working on our digitalization projects. In 2023, we will have established a comprehensive sustainability concept for the first time, within the framework of which we will continue to pursue our ambitious goals for reducing our ecological footprint in addition to social and governance goals.

Products

Having successfully launched two products in 2022 and with further product modules in the pipeline, we will be launching another talent management tool and AI components in 2023.

ti&m garage

Our innovation incubator creates an environment where ideas grow into successful products – completely free of constraints caused by efficiency and compliance requirements. This is how we get our clients up to critical speed.

Liquid working

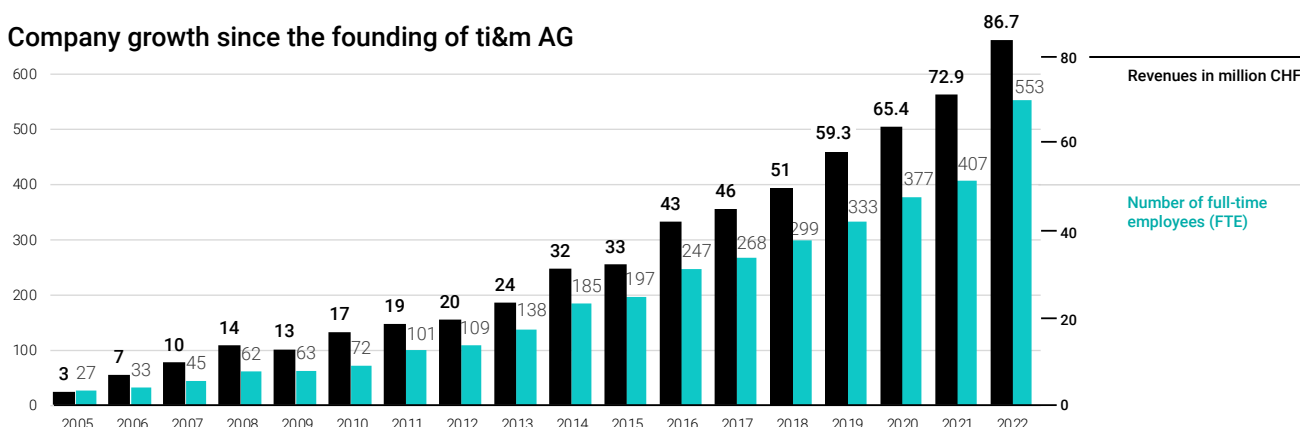
With "liquid working", we allow our employees to maintain a healthy work-life balance, so they can more easily reconcile family, free time and career, or even take a longer break from work. We have expanded liquid working with an advanced remote-working concept, thus creating more freedom for creative minds.

Inspiration and social commitment

Art and youth development are part of how we see ourselves as creative engineers and responsible citizens. Our popular "hack an app" youth development program will once again introduce over 100 children aged between 11 and 14 to the fascinating world of computer science in 2023. And again, a young artist will transform the creativity and imagination of our employees into exciting art.

Detailed growth figures and figures from our balance sheet and income statement for 2022.

Company growth since the founding of ti&m AG



Balance sheet

	2015	2016	2017	2018	2019	2020	2021	2022
Total assets	14'619	21'938	22'168	24'585	26'222	29'772	33'175	30'842
Current assets	14'219	21'196	21'162	23'843	22'752	26'356	29'889	27'538
Fixed assets	462	742	1'007	742	3'470	3'416	3'286	3'304
Loan capital	7'838	12'752	13'228	14'143	13'785	16'182	18'592	15'876
Equity	6'808	9'186	8'940	10'442	12'437	13'590	14'583	14'966
Equity ratio (in %)	46.6	42	40.3	42.5	47.4	45.6	44	48.5

In thousand CHF

Income statement

	2015	2016	2017	2018	2019	2020	2021	2022
Gross revenues	34'778	43'608	46'494	51'086	59'337	65'439	72'945	86'699
Net revenues	33'640	41'915	44'571	48'141	51'365	56'660	65'572	79'175
Contribution margin	7'065	10'222	7'222	9'812	8'276	8'255	7'674	9'363
EBITDA	2'895	4'072	652	2'757	3'257	2'416	2'163	2'384
Depreciation	- 105	- 231	- 452	- 452	- 356	- 186	- 143	-173
EBIT	2'790	3'840	200	2'305	2'901	2'231	2'020	2'211
Investments in products, innovations & training	3'572	4'465	7'930	6'525	5'955	7'125	8'061	9'951
Full-time employees	197	247	268	299	333	377	407	553*

In thousand CHF

* of 589

ø 7.5 million CHF per year
Product investment over the
last 5 years

Company

Sales 86.7 million Swiss francs	Employees 553 FTE in December 2022
Offices 6 Headquarters in Zurich, Bern, Basel, Frankfurt a. M., Dusseldorf, Singapore	Founded 2005 in Zurich as an independent, ownerman- aged corporation
Sectors Digital banking & finance, insurance, eGovernment & public, transport & logistics, life science & industry, retail, cyber defense	
License holders 100+ for the ti&m channel suite, ti&m digital banking suite and individual modules as well as ti&m places	

Environmental and social sustainability**

Energy consumption

89,878 kWh/year

This figure was first recorded for the Swiss sites in Zurich, Bern, and Basel. This amounts to **165 kWh/year per employee** in Switzerland.

Recycling

9,720 kg/year

Resulting in 1.04 MWh of energy generated
The resulting combustible waste, amounting to 4,330 kg/3,232 kg of cardboard/paper, 70 kg of glass, and **33 PET bags, as well as 19 aluminum bags**, pushes us to further separate and minimize waste in the new year in order to help conserve the environment.

Workspace utilization

60 %

Thanks to our ti&m places solution, we can efficiently manage and use our workspaces.

Certifications

4

As a Swiss company, we meet the sustainability requirements of ISO 14001, ISO 9001, and ISO 27001, and EcoVadis has awarded ti&m the silver medal.

Years of service

3.08

We invest in our employees over the long term and create a unique balance with ti&m liquid working and many more attractive benefits.

Diversity

18 % women

We promote and demand equality in all areas. In doing so, we have been able to increase the proportion of women in management to 10.3 %.

** These figures refer to Switzerland without data centers

We digitalize your company

ti&m integrates the entire IT value chain and positions itself as an agile change and innovation company. Founded in 2005, ti&m has grown to become a reliable partner for leading companies, thanks to its expertise, agility, and dedication to its clients. Our clients seek our opinion on the key issues that we are known for on the market.

What we offer

ti&m is an innovative Swiss IT service provider offering advice, design, agile project management, products, and hosting for innovative solutions in the fields of security and digitalization for discerning clients. ti&m's service offer vertically integrates the entire IT value chain.

We integrate the entire IT value chain and develop user-centric innovations with unbeatable time-to-market.

ti&m garage When ideas become MVPs – the ti&m garage as an innovation incubator.	[Design thinking x real code] = innovation / Interdisciplinary team / Vertical integration / Agile software development / Innovation pilot / Technologies (AI, cloud, blockchain, AR/VR, IoT)
Consulting For your digitalization strategy in digital banking & finance, insurance, eGov & public, transport & logistics, life science and industry, as well as retail.	Technology research / Technology-driven business transformation / Agile coaching / Organizational consulting & change management / Data & cloud strategy / Data governance & data transition / Enterprise architecture
Design and digital marketing We create digital concepts and user experiences that drive business forward: surprising, efficient, and innovative.	User experience (UX) / Interface design (UI) / Design ideation / Design thinking / Brand & visual design / Strategic design / Prototyping / Digital storytelling / Design for growth / Usability & user tests / SEO & analytics
Agile engineering and innovation Agile software development and vertical integration allow us to use the latest techniques to design your solution quickly and flexibly.	Custom development thanks to interdisciplinary, agile teams / Requirements engineering / Frontend und web / Enterprise solutions / Mobile, PWA, and IoT / Portals and e-commerce / Cloud projects / SSI and blockchain solutions/ AI applications, machine learning and RPA software technology / API management
Products Multiple award-winning modular solutions to accelerate your digital strategy.	Our products: Digital banking suite / Online identification / Client onboarding / Digital signature / Hybrid working / Integration & connectivity suite / Two-factor authentication
Cloud & innovation hosting We guide our clients through the cloud, providing advice and support.	Projects: Cloud and security consulting and engineering Operation: ti&m swiss banking cloud and ti&m swiss eGov cloud in Swiss data centers / Managed public cloud and security services / ISO/IEC 27001:2013 certified / Application management / Multiple ISG Provider Lens awards



Excellent solutions, excellent culture

In 2022, our attractiveness as an employer was recognized and awarded several times. With the top position in the list of the best employers in Switzerland, according to a comprehensive study by the Swiss newspaper Handelszeitung and Statista, as well as confirmation as a Top Company by Kununu in 2022, our efforts to create an inspiring, trusting, and diverse working environment are rewarded by juries and employees. Our solutions and expertise have also been recognized by an independent body on several occasions: for example, the recourse platform developed together with Swiss insurance association SVV won silver in the "Productivity" and "Innovation" categories at "Best of Swiss Web 2022", and market researchers from ISG have identified ti&m as the leading cloud provider in their "Public Cloud – Solutions and Services" survey.

ti&m