

Review and strategic outlook



Innovation through creativity

“Ingenuity, value-based approaches, sustainability and strategic foresight are the strengths on which we want to build our future.” Thomas Wüst, CEO

In 2019, we laid a solid foundation for sustainable growth over the next five years. In our core markets, we have positioned ourselves as an innovative partner while ensuring the long-term success of our products.

Vision and strategy

We are leaders in digitalization, security and innovation projects and products in Switzerland, and strive to uphold the same standard in additional finance and technology hubs. To achieve this, we vertically integrate the entire IT value chain for our discerning customers. We currently employ 355 excellent engineers, designers and consultants at our offices in Zurich, Bern, Frankfurt am Main and Singapore. Further offices will follow. Our growth is based on our strengths and values: Courage, creativity, agility and entrepreneurial flair, paired with sustainability and a quintessentially Swiss character.

Highlights of 2019 and outlook

In the past business year, 2019, we further reinforced our position as a driver for innovation in Switzerland, which we are proudly able to confirm with numerous awards. We have considerably increased our market share in our core markets of banking, insurance, public and transportation. We firmly believe that we can continue this growth in 2020. The topics of cloud, AI and cyber security, as well as our digitalization products, will be key in our success. In 2020, we will once again invest heavily in our innovation products, new offerings and long-term growth. With the launch of the new e-banking module of the ti&m channel suite, we are setting a new benchmark in terms of transparency, innovation and modularity in Swiss e-banking. With our 2025 strategy and our clearly and publicly communicated owner strategy, we have created the reliable, long-term framework for our success model.

Growth and new locations

ti&m is growing – and in 2020, we want to expand our workforce to a total more than 430 creative minds. We are also planning to open another office in the EU.

ti&m garage

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

Liquid Working

Our Liquid Working program provides our employees with a healthy work – life balance. Along with flexible working-time models, this includes attractive opportunities for bringing family, leisure and career all under one roof or for taking more time off work.

Developing young talent and social engagement

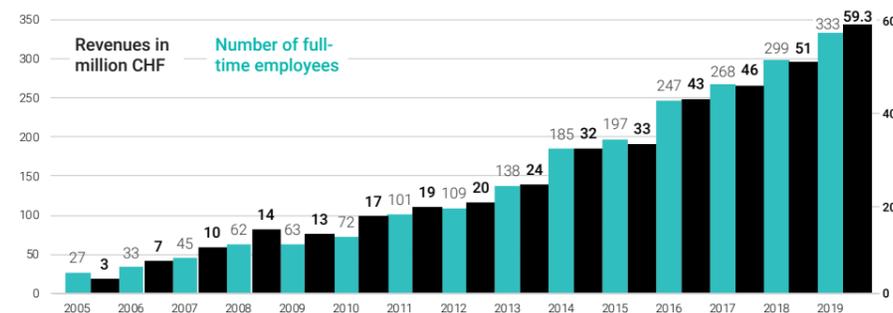
Here at ti&m, art and youth education are integral parts of our company culture and hand our self-image as creative engineers and developers.

hack an app: Our successful coding camp for school students provides fascinating insights into the world of IT. More than 2,100 children have benefited from the project since 2012. hack an app is part of the STEM education program of the Swiss Academies of Arts and Sciences.

art@work: Contemporary art as part of our daily routine at ti&m, as a source of inspiration and a symbol of the ingenuity that is essential for ti&m's innovations.

Below you will find our detailed growth figures, as well as our balance sheet and income statement for 2019.

Company growth since the founding of ti&m AG



Balance sheet*	2014	2015	2016	2017	2018	2019
Balance sheet total	14,089	14,619	21,938	22,168	24,585	26,222
Current assets	13,970	14,219	21,196	21,162	23,843	22,752
Fixed assets	119	462	742	1,007	742	3,470
Debt capital	9,965	7,838	12,752	13,228	14,143	13,785
Equity	4,124	6,808	9,186	8,940	10,442	12,437
Equity ratio (in %)	29	41	42	40.3	42.5	47.4

Amounts in thousand CHF

Income statement*	2014	2015	2016	2017	2018	2019
Gross revenue	31,942	34,778	43,608	46,494	51,086	59,337
Net revenue	29,568	33,640	41,915	44,571	48,141	51,365
Contribution margin	5,523	7,065	10,222	7,222	9,812	8,276
EBITDA	3,463	2,895	4,072	652	2,757	3,257
Depreciation	-106	-105	-231	-452	-452	-356
EBIT	2,507	2,790	3,840	200	2,305	2,901
Investment in products, innovation & training	-	3,572	4,465	7,930	6,525	5,955
Full-time employees	185	197	247	268	299	333**

Amounts in thousand CHF

** of 355

*revised figures, last updated May 2020

ti&m AG in figures

59.3 million
CHF revenue



355
employees (as of Dec. 2019)



4 locations
Headquarters in Zurich, and branch offices in Bern, Frankfurt am Main & Singapore



2005
ti&m was founded in Zurich as an independent, owner-managed public limited company (AG)



Sectors
Banking, insurance, energy, transportation, public and retail



Technology trends for 2020



We digitalize your company.

ti&m integrates the entire IT value chain and positions itself as an agile transformation and innovation company. Since it was founded in 2005, ti&m has developed into a reliable partner of leading companies with its expertise, agility and unswerving customer focus. Our customers seek our opinion on the key issues that we are known for on the market.

What we offer

ti&m is the innovative Swiss IT service provider that provides consulting, design, agile project management, products and hosting of innovation solutions in the field of security and digitalization for discerning customers. ti&m's service offer vertically integrates the entire IT value chain.

We integrate the entire IT value chain and develop user-centered innovations in an unbeatable time-to-market.

	ti&m garage	Where ideas become MVPs – the garage is our innovation lab.	Design thinking / interdisciplinary team / vertical integration / agile software development / innovation pilot (AI, cloud, blockchain, AR/VR, IoT)
	Consulting	For your digitalization strategy in the banking, insurance, public and transportation sectors.	Technology research / technology-driven business transformation / agile coaching / organization consulting & change management / cloud governance & cloud transition / enterprise architecture
	Digital design & growth Marketing	We design excellent fun and functional digital user experiences.	Design ideation / design thinking / strategic design / UX/UI design & usability / brand & visual design / design for growth / user tests / prototyping
	Agile projects	The fast, flexible and easy way to reach your goals with Agile development and vertical integration.	ti&m scrum and SAFe / interdisciplinary teams / individual software development / mobile solutions / Agile testing / cloud migration / cloud development / AI solutions
	Digitalization products	Digital customer relationships and security on all channels with the ti&m channel suite and the ti&m security suite.	Openness & flexibility / high usability / cloud readiness / out-of-the-box modules: e-banking and mobile banking / multi-banking / digital onboarding / online mortgage / core banking adapter / voice banking and more
	Innovation hosting	We guide our customers through the ti&m swiss banking cloud, and provide advice and support with public cloud applications.	Multi-cloud strategy / 24/7 / application management / ti&m swiss banking cloud in certified Swiss data centers



Award-winning year 2019

We celebrated an all-round victory at this year's Best of Swiss App Awards. Our Via app for the payment of the lump-sum heavy vehicle charge to the Swiss Customs Administration won us Gold and Silver, as well as the title Master of Swiss Apps. The migrolino app, which was designed for our 10th anniversary, claimed Bronze. The same app was also awarded Gold in the UX category of the Digital Economy Award. In addition, ti&m was recognized as one of the best employers in Switzerland. We finished in second place among companies with 250 – 999 employees in the Swiss Employer Awards.

ti&m
Zurich
Bern
Frankfurt/M.
Singapore

+41 44 497 75 00
Buckhauserstrasse 24
CH-8048 Zurich

info@ti8m.com
www.ti8m.com