



Together we create Europe's technological future

Together we create Europe's technological future

The TTC Group is a Czech technology and real estate group with over 30 years of experience. Since its foundation in 1993, when it focused primarily on the telecommunications sphere, it has gradually profiled itself into a significant European player in modern technologies and safe infrastructure. It is also a major operator of data centres and in the real estate field it manages almost 100,000 m² today.

The TTC Group is active in more than 40 countries worldwide, where, through its companies, it supplies technology solutions for smart energy, modern railways, and converged security - always with the emphasis on reliability, technological excellence and sustainability. It has its own branches in the Czech Republic, Slovakia, Germany, and Ukraine.

The TTC Group grows out of the Czech environment, but aims much further. We build on our own development, expertise, and long-term partnerships, thanks to which we participate in shaping key infrastructure in the Czech Republic and elsewhere. Our solutions for energy, rail transport, converged security, and data communication prove that Czech companies can be leaders in innovation and technological progress in the European context as well.

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Foreword

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The 2024 financial results confirm the correctness of our long-term strategy focused on stable growth, increasing efficiency, and developing innovations across the main segments of our business. Thanks in particular to successful projects in the area of decentralized energy and the development of solutions for critical communication infrastructure, we have not only met but in many respects exceeded our business and financial targets.

Esteemed ladies, esteemed gentlemen,

Last year's main activities and financial results of TTC Group confirmed the correctness of our long-term strategy focused on stable growth, increasing efficiency, and developing innovations across the main segments of our business. Thanks in particular to successful projects in the areas of data centres, decentralized energy and the development of solutions for critical communication infrastructure, and the stability of our real estate business, we have not only met but in many respects exceeded our business and financial targets.

Personally, I greatly appreciate the fact that in 2024 we launched several key initiatives that I believe will lead not only to our further development, but also strengthen the position of the TTC Group abroad. Mycroft Mind continues to successfully implement the prestigious European IPCEI (Important Projects of Common European Interest) program, focused on digitization and data analytics in the energy sector. Thanks to this, we are expanding our services for major energy companies and joining the ranks of leading European innovators. The project is proof that Czech companies can also be an active part of strategic European programs.

A significant milestone for us was the acquisition of the German company RADIODATA, which we completed at the beginning of 2025. This company is one of the leading manufacturers and suppliers of radio systems for private mobile networks. The acquisition has significantly strengthened our activities on the German market and expanded them to Switzerland and Austria as well. We have also strengthened the TTC Group's business position in other Western European markets, while continuing to establish new partnerships with European technology companies.

In the real estate sector, we have begun the conversion of the Malešice complex in Prague into the OXYMA Technology Centre, which is currently our largest real estate investment. The centre will provide facilities for innovative companies and research teams focused on the development of technologies in energy, transportation, healthcare, and others. We believe that OXYMA will become an important pillar of development not only for our group, but also for the wider community of technology companies.

An important step in supporting innovation was the launch of the BRAIN CONNECT PRAGUE innovation ecosystem. The project is designed to support the development of Prague as one of Europe's main innovation centers, particularly for modern energy, 5G mobile networks, and critical communications applications. We believe that connecting companies, universities, research institutions, and public administration within this ecosystem will bring new opportunities for collaboration and innovation development, not only within the Prague region but also throughout the Czech Republic and other European countries.

In addition to strategic investments, we have also focused on internal development, particularly on the efficiency of internal processes, the professional growth of our employees, and strengthening social responsibility. We actively support charitable activities and participate in the life of the communities we operate in.

Allow me to thank all TTC Group employees for their daily work, loyalty, and energy, with which they contribute to our shared success. The same thanks go to our business partners for their trust and cooperation, which we greatly appreciate.

I am glad that, just like a year ago, I can be proud that we remain a strong and stable technology and real estate group in the main areas of our business.



Ing. Josef Šelepá, CSc.

Chairman of the Board of Directors
and Managing Director of TTC HOLDING, a.s.

TTC Group management



Ing. Josef Šelepa, CSc.

Chairman of the Board of Directors



Ing. Jan Kuchař

Vice-Chairman of the Board of Directors



Ing. Martin Kubín

Member of the Board of Directors and Managing Director



Ing. Luboš Müller, MBA

Member of the Board of Directors and Director for Business Development for Advanced Technologies



Ing. Ivan Strouhal

Director of Real Estate Business Development



Ing. Martin Sobota

Director for Financial Investments



Ing. Ivana Cvejnová

Human Resources Director



Petr Stoklasa

Director of Marketing and Communications



Mgr. Ondřej Anděl

Lawyer

2024 in brief

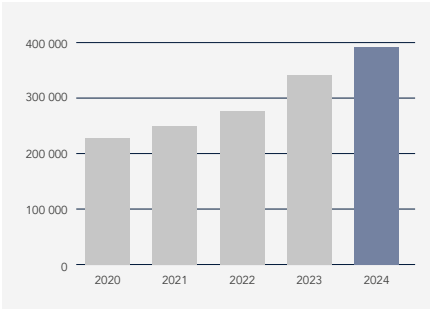
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Financial results from 2020 to 2024

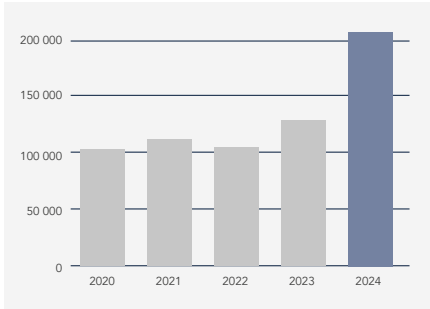
thou. CZK	2020	2021	2022	2023	2024
EBITDA	227 766	248 090	271 300	339 224	394 064
Profit after tax	106 647	116 965	108 151	132 319	207 084
Turnover	1 019 661	1 222 694	1 599 579	2 528 253	2 393 302
Total assets	2 185 741	2 314 058	2 378 659	2 575 682	2 573 855
Equity	1 368 264	1 343 744	1 306 505	1 388 267	1 460 360
Total indebtedness	37 %	41 %	44 %	46 %	43 %

The results for 2024 confirm that the TTC Group's strategy is based on solid foundations.

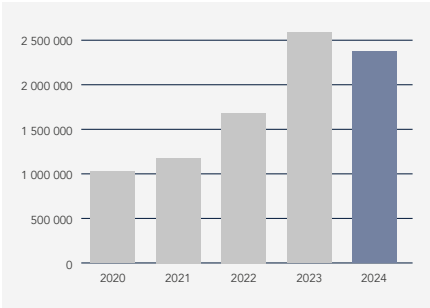
EBITDA in thou. CZK



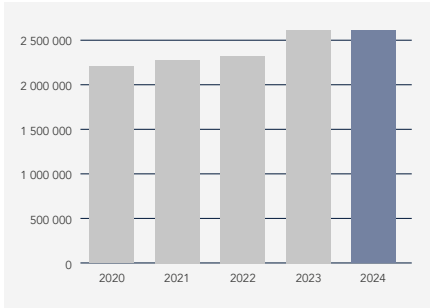
Profit after tax in thou. CZK



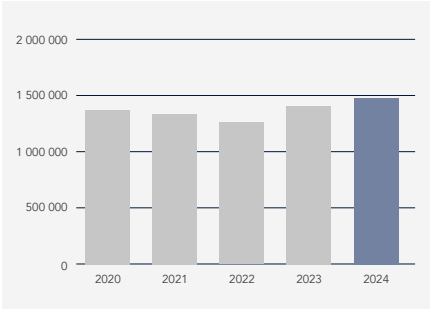
Turnover in thou. CZK



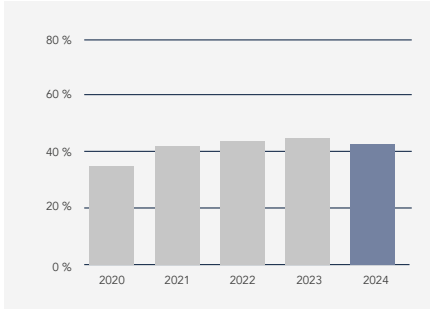
Total assets in thou. CZK



Equity in thou. CZK



Total indebtedness in %



Note: Here, profit after tax is shown before amortisation of consolidation differences The turnover includes all revenues.

Sustainable development and social responsibility of the TTC Group



ESG report

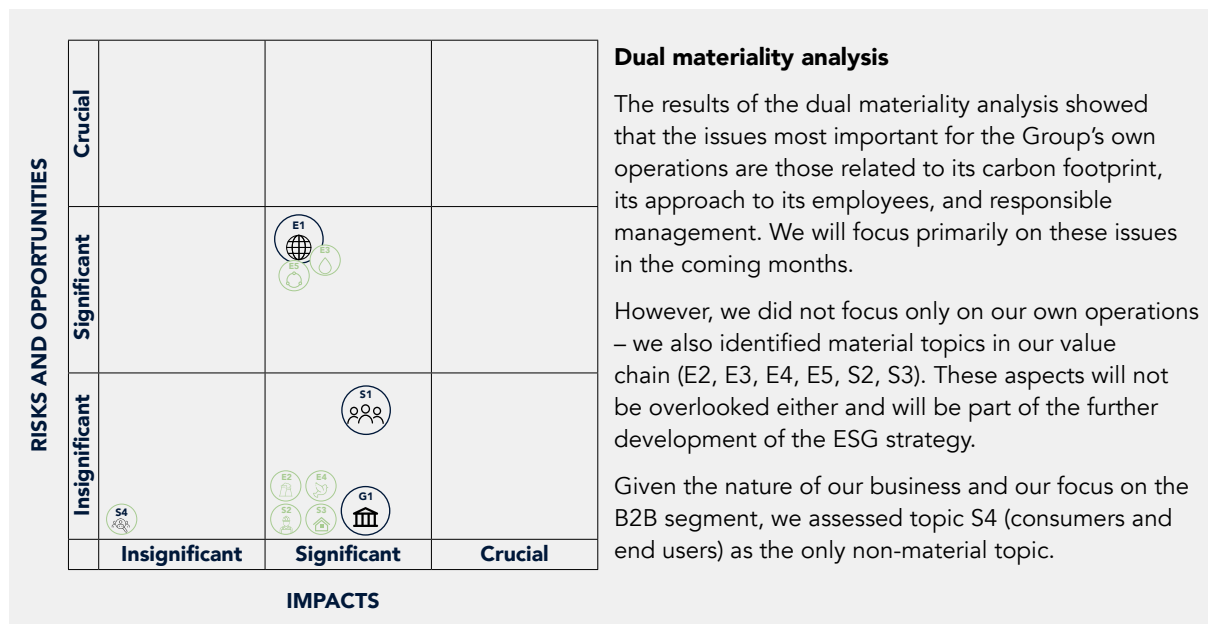
Sustainability as part of our strategy

Technology and responsibility go hand in hand at our company. We believe that long-term business success must be based not only on innovation and performance, but also on respect for the environment we live and work in.

At the TTC Group, we see sustainability as part of our everyday operations. We consciously strive to reduce our environmental impact, promote a fair working environment, and emphasize responsible management across the entire group. We are aware that we face new challenges, whether in terms of raw material availability, energy market developments, or growing customer expectations. At the same time, however, we see sustainability as an opportunity to create value differently, more intelligently, and with an eye to the future.

Which direction we went

In 2023–2024, we conducted our first systematic analysis of the impacts and risks in the area of environmental, social, and governance (ESG) issues. We used the dual materiality approach, which assesses both our impact on the environment and the impact of external issues on our activities. The analysis was conducted in collaboration with an external counterpart and involved representatives from across the group. We supplemented the materiality analysis with a structured dialogue with our employees. Their input helped us to identify the issues they consider most important and how they perceive our current approaches.



LEGEND

E1 Climate change
E2 Pollution
E3 Water and marine resources

E4 Biodiversity and ecosystems
E5 Circular economy
S1 Own workforce

S2 Workers in the value chain
S3 Affected communities
S4 Consumers and end customers
G1 Business conduct

We are preparing a separate ESG report

In 2023, we focused on analysing dual materiality as the first step in the area of sustainability, and we are now following up on this by preparing the first separate ESG report for the TTC Group. Its aim is to clearly show how we approach the management of environmental, social, and governance issues.

Practical and comprehensible approach

Our approach is based on the structure of the current version of the European Sustainability Reporting Standards (ESRS), which are gradually becoming the reference framework for non-financial reporting in the EU. Although this obligation does not yet apply to us, we decided to use its principles – primarily

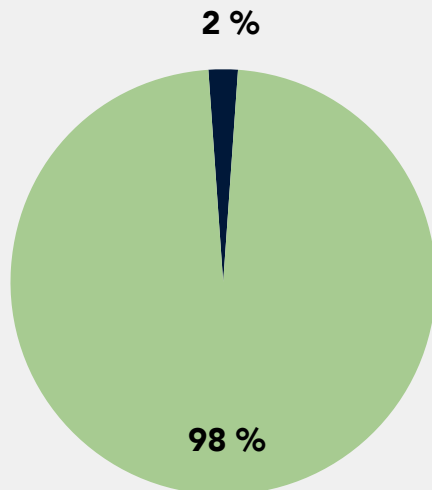
systematics, emphasis on transparency, and linking issues to the company's strategy. We focus on areas that are truly important to us and where we can achieve real change. We elaborate the topics in a clear manner, emphasising specific impacts and benefits.

We started measuring what matters

Our responsible approach is based on facts. In this annual report, we are therefore publishing for the first time an overview of selected indicators that illustrate our impact and approach in the areas of the environment, employee care, and corporate governance. This is not an exhaustive overview, but a first step towards open and clear communication. You can look forward to more detailed information in the upcoming ESG report.

Environment (E)

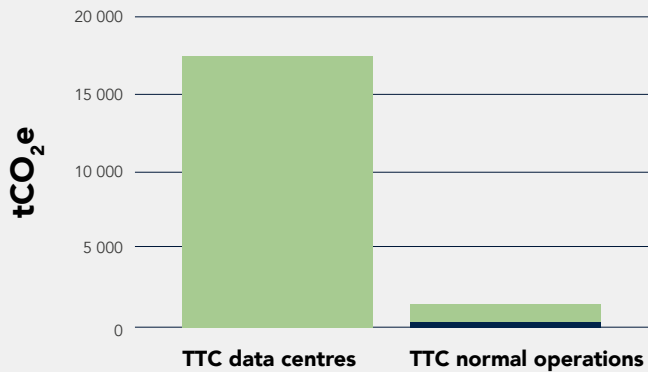
We are aware that the TTC Group engages in energy-intensive activities. Therefore, we are focusing our attention primarily on climate change and carbon footprint monitoring. In this first year of reporting, we are focusing on emissions from electricity and fuel consumption (Scope 1 and 2), which are directly under our control. Collecting data for Scope 3 is significantly more challenging, so we plan to develop this in the coming years.



Greenhouse gas emissions

The TTC Group's emissions for 2024 amounted to approximately 20,375 tonnes of CO₂e. The vast majority of emissions come from electricity consumption (Scope 2, market-based method), reflecting the energy intensity of our operations, particularly data centres. Direct emissions from our own combustion processes and fuels (Scope 1) account for only a small proportion of our total carbon footprint.

- Scope 1
- Scope 2



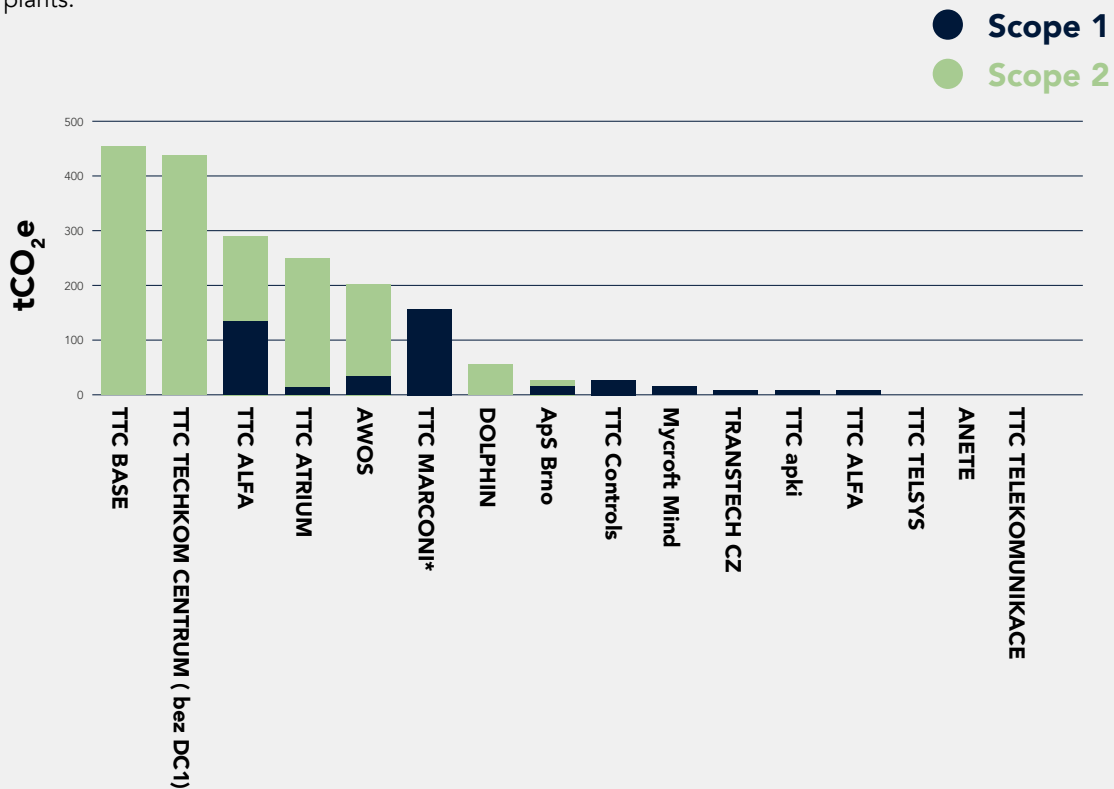
The breakdown of emissions by type of operation

shows that the vast majority of the TTC Group's greenhouse gas emissions come from the operation of data centres, which are among the most energy-intensive parts of our business. The Group's regular operations show a significantly lower carbon footprint.

- Scope 1
- Scope 2

Emissions from regular operations

TTC groups are distributed among individual companies with varying intensity. TTC BASE and TTC TECHKOM CENTRUM account for the largest share of emissions outside data centres, mainly due to electricity consumption. TTC BASE and TTC ATRIUM are already actively working to reduce their environmental footprint and cover part of their energy consumption from their own photovoltaic power plants.



* Only fuel consumption is included. Energy consumption is recorded by other companies in the group that lease buildings.

OUR PEOPLE (S)

Employees are a key pillar of the long-term development of the TTC Group. We strive to create a fair, safe and motivating work environment that supports professional growth and equal opportunities. We believe that an open corporate culture and an emphasis on employee care are the foundation for stable and responsible business.

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Employee characteristics*	Women	Men	Total
Permanent staff	127	294	421
Temporary staff	8	23	31
Staff with non-guaranteed working hours	21	37	58
CELKEM	156	354	510

* Includes persons in employment relationships, excludes members of statutory, management and supervisory bodies.

At the end of the year, the total number of employees of the TTC Group was 510, of whom approximately 83% were permanent employees. The presence of temporary employees ensures flexibility and operational capacity reinforcement according to current needs and workload.

Gender diversity*	Women	%	Men	%	Total
Group management, directors and statutory roles	9	22	32	78	41
Other employees	147	30	347	70	494
TOTAL	156	29	379	71	535

* Includes persons in employment relationships as well as members of statutory, management and supervisory bodies.

Data show that women make up approximately 29% of TTC Group employees, with their representation in management and statutory roles reaching 22%. This reflects the specifics of the technology sector, but also highlights the room for improvement towards greater balance. The company recognises the importance of equal representation of women in management and supports their professional growth, diversity in management and equal access across the employment cycle through targeted development programmes.

Health and safety	Total
Employees to whom Occupational Health and Safety management system applies.	535
Number of accidents at work	0
Number of work-related deaths	0
Number of days of incapacity to work due to accidents and injuries at work – calendar days	0
Number of days of incapacity to work due to accidents and injuries at work – working days	0
TOTAL	0

The health and safety of employees is one of the TTC Group’s priorities. All job positions are included in the OHS management system, which is regularly updated in accordance with legislation and operational requirements. A year without work-related accidents or related absences confirms that the safety measures at TTC are effective and that the working environment remains consistently safe.

Responsible management and ethical standards (G)

The TTC Group sets high standards for transparent and responsible management. As a major technology supplier and service provider participating in public procurement, we have clear internal policies in place in the areas of ethics, corruption prevention, and compliance.

Our rules include, among other things:

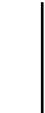
- Anti-corruption policy and internal rules for accepting and giving gifts,
- Code of Ethics binding for all employees and partners,
- Whistleblowing system that allows for the safe reporting of rule violations.

These principles help protect the good reputation of the TTC Group, strengthen stakeholder confidence and form the basis for long-term sustainable business.

Further steps

Our goal is to integrate sustainability principles into decision-making across the group in the long run. In 2025, we are continuing to build on the dual materiality analysis and will further develop our ESG management system We will focus on data collection, setting specific goals and creating internal rules and tools that will enable us to manage impacts and opportunities effectively and transparently. Part of this effort is the preparation of a separate sustainability report, in which we will clearly present our approach, priorities and progress in individual ESG areas.

We believe that we can also be a reliable partner in the area of sustainability.



TTC Group Charity

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Programme

We help together – in our hearts and actions



Photo: Milan Jaroš for the Daniel Anýž's Fund

We see helping others as a natural part of life and the corporate culture of the TTC Group. We want to contribute where our employees help and direct our assistance to where they themselves consider it important. This conviction is the basis for the charity programme Pomáháme společně (We Help Together), which for the fifth year running has been combining the willingness of employees to help with support from TTC.





other photos are provided by the Rafael Endowment Fund

Each employee can contribute to a charitable project or organisation of their choice. We then increase their contribution to threefold. The people from the individual teams themselves decide who the aid goes to. Thanks to this simple principle, aid goes where it is really needed.

We are proud that in 2024, our group's employees once again showed a great deal of empathy, humanity, and concern for others. Dozens of colleagues got involved, and the total amount of support exceeded CZK 2 million. The aid went to numerous organisations and projects, ranging from caring for sick children and the elderly, supporting people in difficult life situations, to activities in the areas of healthcare, education, and nature conservation. There was also a response to extraordinary events, such as in regions affected by floods.

We Help Together is proof that when we join forces, we can change the world for the better. Everyone does their bit.

www.pomahamespolecne.cz

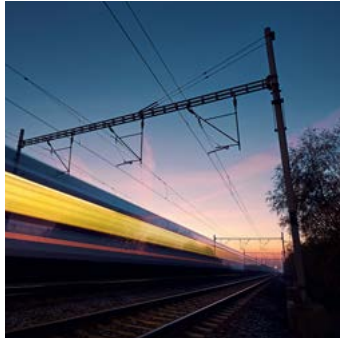
Selected companies of the TTC group

Smart energy



Mycroft Mind
TTC MARCONI
TTC NOVIQ

Safe railways



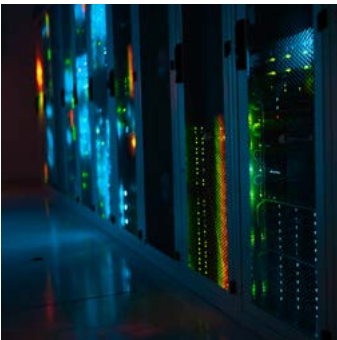
TTC MARCONI
TTC MOBILE
UniControls

Critical communications



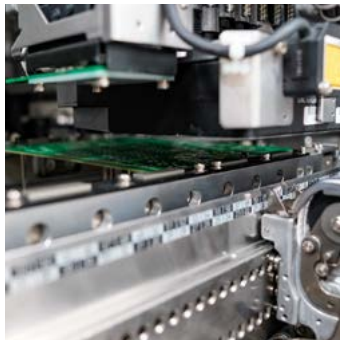
TTC MARCONI
TTC MOBILE

Data centres



TTC TELEPORT

Development and production



AWOS
TTC TELEKOMUNIKACE
TTC TELSIS

Applications and systems



ANETE
ApS Brno
TTC apki

Business in real estate



TTC REAL ESTATE



TTC ATRIUM

Mycroft Mind **Innovations for smarter energy**

Mycroft Mind is one of Europe's leading technology companies in the field of smart grid data processing and analysis. Its solutions can process millions of pieces of data a minute and detect even minor deviations in network behaviour before they cause problems. This helps electricity distribution system operators to manage their networks more efficiently and increase the stability of the entire energy infrastructure. The company's customers include major players in the Czech Republic and abroad (e.g., ČEZ and Spain's Iberdrola). Mycroft Mind is involved in the prestigious European IPCEI (Important Projects of Common European Interest) program, which focuses on supporting strategic technologies in the field of semiconductors. It has its own development team of data analysts and software engineers, is an official spin-off of Masaryk University, and is a member of the Brno.AI platform for supporting artificial intelligence.

www.mycroftmind.com



We play
a key role in
transforming
Europe's energy
sector.



TTC MARCONI

We feel liability, we provide certainty

TTC MARCONI is a stable long-term partner in the field of communication technologies for critical infrastructure. It develops and delivers safety and communication solutions for energy, transport, armed forces, public administration and emergency services. It operates not only in the Czech Republic, but also in Slovakia and Ukraine. The company's flagship product is the KONOS dispatch platform, which allows the activities of entire organizations to be coordinated from a single location in real time. It is used not only by the Czech Integrated Rescue System, but also by companies in the transport and energy sectors. The system significantly increases safety, reduces response times, and supports effective decision-making.

Another strength of the company is the development of its own software applications. In recent years, the most significant contract has been the project to modernize the energy distribution network, which is being implemented by a consortium led by TTC MARCONI. As part of this project, 20,000 transformer stations of ČEZ Distribuce will be equipped with remote measurement technology. The project also includes the creation of a large-capacity storage facility for measured variables and mathematical analysis thereof.

www.ttc-marconi.com

 **TTC**MARCONI

Smart energy, critical communication, safe railways

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TTC NOVIQ

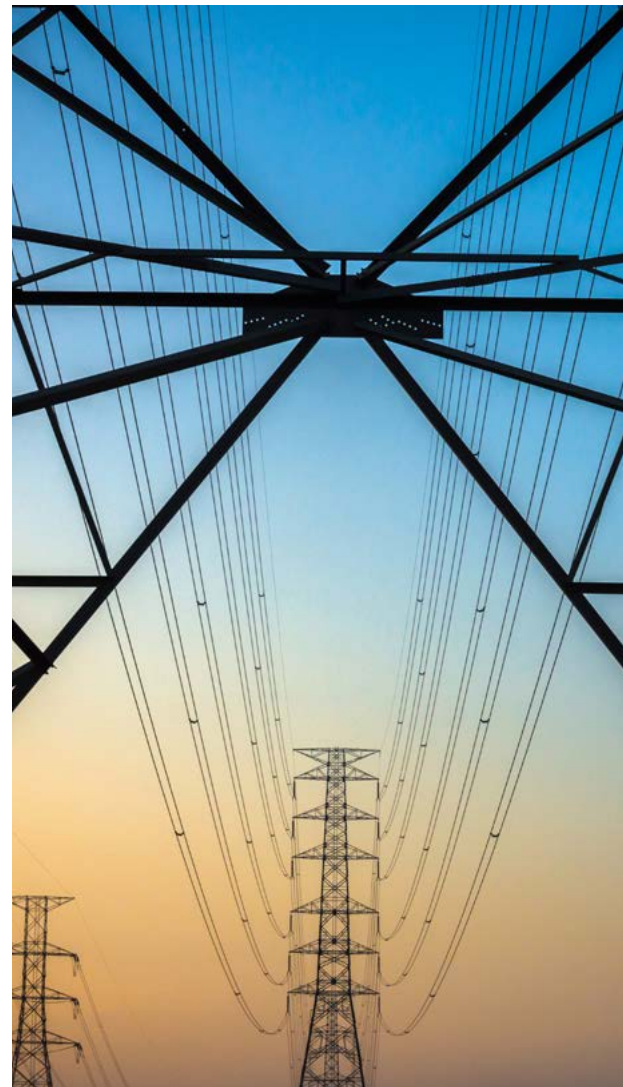
Smart energy in the digital age

TTC NOVIQ focuses on top design and consulting services for energy, transport and industry. It specializes in digital transformation, administration of massive transmission networks, data analytics, Industry IoT, and artificial intelligence.

Since 2023, it has been the official provider of power balancing services (SVR) for the Czech transmission system operator ČEPS, making it an important player in ensuring the balance between electricity production and consumption.

www.ttc-noviq.cz

 **TTCNOVIQ**



Our solutions increase safety and effectivity of critical infrastructure.



TTC MOBILE

Key applications for safe communication

TTC MOBILE specializes in developing applications for critical communications over mobile and radio networks – from voice and video to data transmission. Its main focus is on the use of 5G mobile networks in transportation, energy, and other areas where reliable communication is absolutely essential. The applications are designed to work over modern 5G mobile networks as well as TETRA and DMR radio networks.

TTC MOBILE has its own development and application centre with a team of experienced professionals who work on projects for operators, energy companies, the transport sector, government agencies and industrial customers in the Czech Republic and abroad.

www.ttc-mobile.cz

 TTCMOBILE

Smart energy, critical communication, safe railways

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TTC Controls / UniControls **Control systems for modern** **transport and industry**

TTC Controls specializes in the development, manufacture, and installation of electronic control and information systems for rail transport and industrial facilities. In 2020, the company acquired the UniControls brand, returning it to domestic and foreign markets as a symbol of reliability and quality.

In the field of rail transport, it supplies control, information, measurement, diagnostic, and vehicle monitoring systems. It helps transport companies reduce operating costs and increase operational efficiency and energy utilization. Individual products are used in areas with high demands on safety and operational reliability.

www.unicontrols.cz

 **UNICONTROLS**
člen Skupiny TTC

The safety of our
technologies
is based on reliable
manufacturing.

Data centres

In the digital world, secure and reliable data infrastructure is key.

TTC TELEPORT

We are changing the world of data centres

TTC TELEPORT is one of the largest data centre service providers in Central and Eastern Europe. Since 2001, it has been operating two modern data centres in Prague – TTC DC1 and TTC DC2. TTC DC2 is currently the largest independent colocation centre in the Czech Republic, with over 4,000 m² of customer space. TTC TELEPORT data centres are completely neutral towards operators and service providers, making them the ideal partner for banks, corporations and smaller companies as well. It offers state-of-the-art facilities for colocation, rack rental and a wide range of security and monitoring services. The company's own optical infrastructure enables direct connection to major operators and the provision of flexible, tailor-made services.

www.ttc-teleport.cz

 **TTC TELEPORT**



Development and production

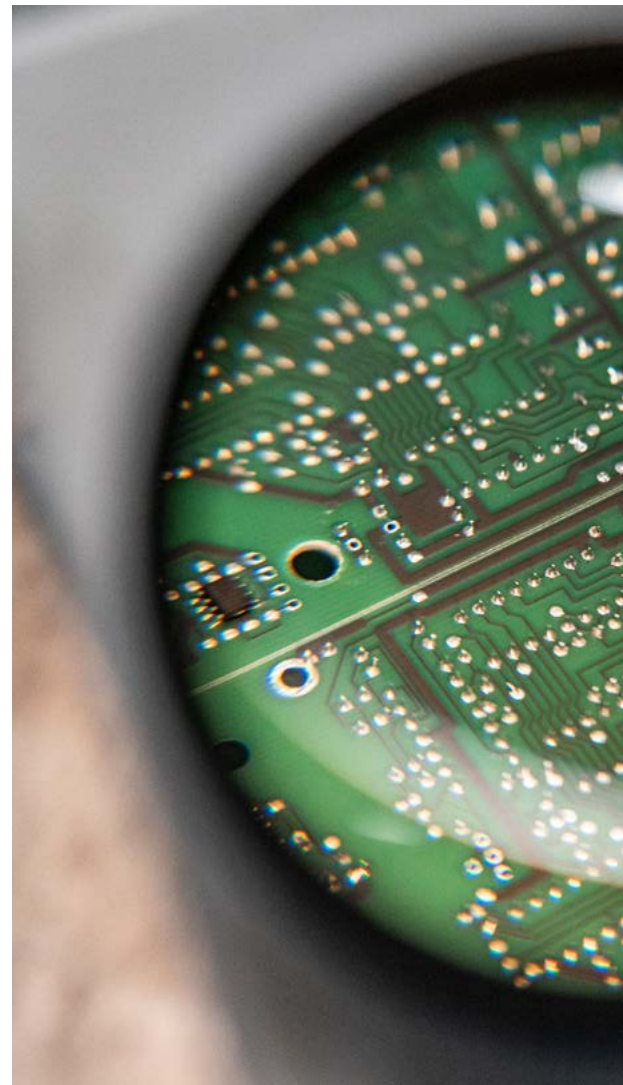
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AWOS

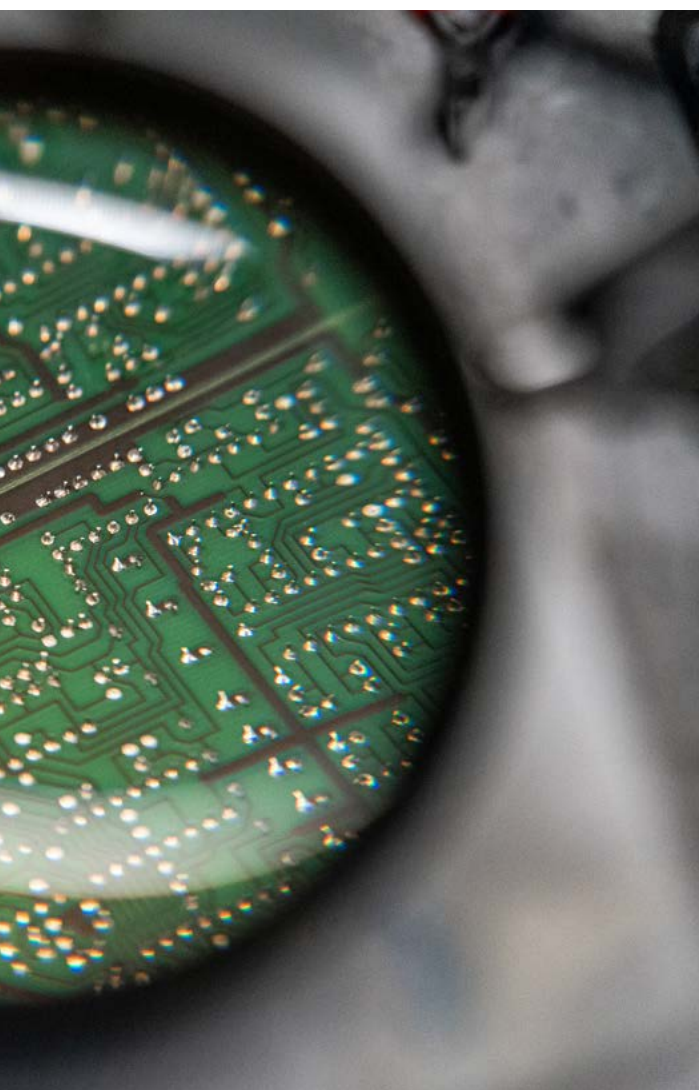
Reliable electronics for the future

AWOS is a stable Czech company with over 30 years of experience, focusing on the development and production of cutting-edge industrial electronics – from prototypes to mass production. Based in Pardubice, where it has a modern production facility and a team of highly qualified professionals, the company supplies solutions for such sectors as energy, healthcare, transport, telecommunications and defence. The company continuously invests in technology and the development of its employees, and participates in the design and implementation of highly demanding technical solutions where reliability and safety play a key role.

www.awos.cz



Currently,
domestic
production is our
key value.



TTC TELEKOMUNIKACE

Reliable communication for critical infrastructure

TTC TELEKOMUNIKACE is a purely Czech manufacturer and supplier of highly reliable communication solutions for critical infrastructure. It acts as a system integrator for comprehensive ICT solutions – from design to implementation, with an emphasis on security and operational reliability. At its Prague facility, it operates modern development and production facilities where it manufactures equipment for external clients and other companies from the TTC Group. It specialises in the assembly and soldering of printed circuit boards (SMT and THT) from single-piece to medium-volume production.

www.ttc-telekomunikace.cz

 **TTC** TELEKOMUNIKACE

Development and production

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TTC TELSYS

Control electronics for lifts

TTC TELSYS develops and manufactures electronics for the control and operation of lifts. For new lifts and the modernisation of existing ones, it offers a comprehensive range of control electronics, including all the necessary electrical components. Its products are installed in thousands of lifts throughout the Czech Republic, and it also exports to Slovakia, Sweden and Italy. It cooperates with the largest lift manufacturers such as Schindler, Kone and Otis, and often solves very specific requirements such as controlling lifts with doors on three sides, large distances between stations or operation in difficult conditions, including environments affected by radiation.

www.ttc-telsys.cz

 **TTC**TELSYS

Thanks to our expertise in the field, we are able to tackle challenges that others cannot.

Applications and systems

By digitising processes, we increase the security of both people and data.

TTC apki

Applications and devices for safe field work

TTC apki was established as an independent company through the spin-off of the ICT division from TTC TELSIS. It specialises in the development of modern applications for field workers using mobile phones and tablets, primarily in demanding industrial conditions.

Its key products include the TOUCHGUARD system, which enables efficient real-time work management, digital records and greater operational safety. The company also offers applications for process optimisation, reduced administration and environmental savings through lower paper consumption.

www.apki.cz



ANETE

Combining all processes in one modern system

ANETE helps digitise and efficiently manage catering operations, from food ordering, diner records and payment systems to warehouse management. Every operation is different, which is why ANETE does not offer a one-size-fits-all solution, but creates customised systems that help customers improve their management and increase the quality of their services. The main product is the Dimenso KREDIT system – a comprehensive tool that covers all processes from menu planning and recipe standardisation to food distribution. Thanks to the FirstBuySale® purchasing portal, catering establishments can efficiently purchase food, drugstore items and other goods at more favourable prices without compromising on quality.

www.anete.cz



Well-thought-out and reliable innovations are changing the world of services.



ApS Brno

We make accommodation and catering easier for students

ApS Brno, which celebrated its 35th anniversary this year, is one of the most important players in the field of information systems for university dormitories and canteens. Its Dimenso ISKAM solution currently manages more than 62,000 beds at 22 universities in the Czech Republic and serves over 5 million meals annually. The systems are scalable and can also be used outside the academic environment, for example in the hotel industry or tourism. The company's second strong area is the supply of projection and multimedia technology. ApS Brno teams equip training rooms, auditoriums, cultural halls and concert halls with turnkey audiovisual systems.

www.aps-brno.cz



TTC REAL ESTATE

Space that adapts to your business

TTC REAL ESTATE provides a stable and strategic background for the TTC Group. Its main activity is long-term ownership, management and leasing of commercial properties. It manages a portfolio worth nearly 2 billion CZK, which includes offices, development laboratories, production and storage facilities, technological areas and two film studios in Praha-Jinonice. In recent years, the division has also been expanding into development activities, particularly in the area of technologically advanced and sustainable buildings.

www.ttc-realestate.cz

 TTCREAL ESTATE



Financial security
that enables the
development of the
entire group.



OXYMA

Transformation of industrial Malešice into a technology park

TTC is one of the main property owners in the extensive industrial zone in Praha's Malešice district, covering an area of over 2 million m². Its size, location and excellent transport links make it a truly unique area within Praha. The TTC Group has initiated the transformation of this industrial zone into the Malešice Technology Park – a place for modern and sustainable living. The OXYMA Technology Centre project, which is being developed by the TTC Group, will become the dominant feature and flagship of the Malešice Technology Park. This multifunctional centre will offer space for production, research, business and co-living, creating a unique ecosystem with modern technologies and a sustainable lifestyle.

TTC ATRIUM

Business complex in the heart of Trutnov

TTC ATRIUM operates separately within the real estate part of the TTC Group. It manages an extensive administrative and manufacturing complex in the centre of Trutnov, located in the foothills of the Giant Mountains (Krkonoše). The complex consists of interconnected and detached buildings suitable for manufacturing, services and commerce. It is home to dozens of companies, such as ZPA Smart Energy and TE Connectivity. Long-term occupancy reaches almost 99 %, which proves the stability and attractiveness of the location.



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