

PTV GROUP

the mind of movement



GREAT COMPANY. GREAT CLIMATE. GREAT JOBS.

COMPANY BENEFITS AT PTV

www.ptvgroup.com

PTV GROUP

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GREETING FROM THE BOARD



Dear current and future colleagues,

Together, we are shaping the future of mobility with software, research and projects. Together, we are "the mind of movement", planning and optimising everything involved in moving people and goods on a global scale. That is our aspiration and our drive. That is what makes the PTV Group successful – and that is something we can be proud of!

A handwritten signature in black ink, appearing to read 'Vincent Kobesen'.

Vincent Kobesen CEO
of the PTV Group

Working for PTV is more than just a job. Fun, exciting projects, opportunities for individual development and responsibility are as much a part of this as company benefits. A terrific company climate, the Fitness Center, the company canteen – these are just a few of the many things that make PTV a great employer. Find out more in this brochure!

A handwritten signature in black ink, appearing to read 'Michel Zwers'.

Michel Zwers
CFO of the PTV Group

COMPANY CLIMATE

When the company climate is right, the motivation is also right. A good company climate includes modern technical equipment and ergonomic furnishings, but above all people you enjoy working with. And perhaps even people you enjoy spending time with after work...

GOOD START

The first thing that newcomers to PTV notice is that everyone uses the familiar "du" form of address with one another, from trainees to the CEO. Everyone speaks to each other as equals, in a friendly and respectful manner. What's more, new employees receive a welcome pack from the PTV Group and find out everything they need to know at the induction event. A good place to start!

SPECIAL OCCASIONS

Even birthdays and anniversaries do not go unmarked: on your birthday you receive a small gift, and the PTV Group rewards your loyalty to the company with a bonus and a bouquet of flowers on your 10th, 15th, 20th and subsequent anniversaries.



JOINT CELEBRATIONS, SHARING JOINT EXPERIENCES

Festive tradition: every year we celebrate together at the PTV Christmas party. It is the event of the year to which all colleagues are invited. And they come from all over the world to be there! The PTV choir also comes together every year to accompany the Christmas party with a beautiful recital.

Public screening: for major sporting events, like the World Cup or European Championship, PTV provides a public screening for employees in its offices using a projector and screen. This is a wonderful opportunity to spend time together outside of work.

FOOD AND DRINK

Food and drink hold body and soul together – and strengthen us for the daily challenges we face.



CANTEEN

PTV subsidises the canteen at its headquarters in Karlsruhe. From 8 am to 10 am there is an extensive breakfast on offer, and at lunch from 11.30 am to 1.30 pm you can choose from three delicious dishes (including vegetarian) every day, with some extra vitamins to add in at the salad bar.



WILL THERE BE ANYTHING ELSE?

After lunch, between 12 pm and 1.30 pm, the community meets at the coffee bar in the PTV Campus for speciality coffees, such as an espresso or latte macchiato.

Drinks are provided free of charge between meals in the kitchens on each floor: mineral water, Coca-Cola and juices, as well as coffee and a kettle with an assortment of teas.

AN APPLE A DAY...

At PTV in Karlsruhe, fresh fruit is on offer daily. You can take a vitamin-packed snack back to your desk free of charge.

DO GOOD AND INDULGE YOUR SWEET TOOTH

Clever spenden e. V. ("smart giving") was established in 2005 by employees of the PTV Group. The association runs the "collection box" ("Napf") in the PTV kitchens – different boxes of sweets whose contents can be taken for a small donation. The surplus is then donated to various organisations. In summer, there is also the "ice-cream collection" ("Eis-Napf") and twice a year a party is held: the "summer party" and "mulled wine night". And the proceeds? Are donated of course! To find out more, please go to www.clever-spenden.de.



Your health matters to us. Company health management has been in place at the PTV Group since 2011. A team of employees is devoted to health in the workplace and systematically promotes this subject. PTV Group supports company health management and the PTV team with a range of benefits that are being continuously expanded. We also offer regular check-ups with the company doctor.

FROM OFFICE TO FITNESS CENTER DIRECT

Optimum trip planning for everyone: the team at the PTV Group headquarters can get to their workout by the shortest and fastest route. The Fitness Center offers cross trainers, treadmills, ergometers and strength training machines. Changing rooms, showers and even towels are also available. Preventive courses like yoga, pilates and back exercises take place in the adjacent course room.

Even more fitness: the PTV Group also offers additional fitness bonuses, such as concessions for fitness studios all across Germany, or use of the annual pass for the Fächerbad Karlsruhe swimming pool. The Fächerbad is very close to our head office, and you can use the pass free of charge.

PTV sponsors joint participation in regional company races, such as the Badische Meile, or other sporting events by providing sports shirts and paying the entry fees.

ERGONOMIC WORKSTATION

In some of the offices at PTV (retrofitting is in progress), we have height-adjustable desks which you can use alternately as a sit-down or standing desk.

Screen protective glasses: if the company doctor finds that you require a visual aid for screen work, PTV will bear part of the cost.



PTV ACADEMY

PTV supports your professional, methodological and personal development. We offer many opportunities to undertake further training and to share your expertise within the company. Because we appreciate the importance of supporting all of our employees. PTV bears the course costs for this. Separate regulations apply to further training under the "Bildungszeitgesetz" (law on training leave).

CAREER

Besides the classic management career, at PTV there are also models for specialist careers. In annual goal-setting meetings, it is not just your goals for the coming year that are discussed.

Together with your manager, you will give each other feedback, evaluate particularly good performance and address optimisation and development potential.

TRAINING AND DUAL STUDY PROGRAMMES

The PTV Group offers the opportunity to undertake training with the Chamber of Industry and Commerce or as part of a dual study programme. We also employ a number of students on internships, in temporary jobs or for their final dissertations.

What's more, we sponsor students as part of the "Deutschlandstipendium".

PTV also offers interested school pupils the opportunity to undertake a career guidance internship in the field of IT in collaboration with the Karlsruhe Institute of Technology.

WORK-LIFE BALANCE



Working and enjoying life need not be mutually exclusive. It is important to us that you have a good work-life balance so that you remain in good health.

FLEXIBLE WORKING HOURS

The regular hours of work are 40 hours per week. You can organise your weekly hours of work flexibly. The overtime you work is recorded in a working time account and can be offset as free time.

Upon consultation with the relevant manager, it may also be possible in individual cases to work from home.

PARENTAL LEAVE

PTV supports parental leave, which is taken regularly by mothers and fathers. We also encourage part-time working during parental leave. Part-time work is allowed at the PTV Group by arrangement. We have set up a parent-child workroom in the head office for when there are difficulties in arranging childcare.

VACATION

PTV grants 30 days' annual leave, plus the 24th and 31st of December. If the working hours are lower, holiday entitlement is calculated accordingly. You are entitled to special leave for various reasons.

PART-TIME WORKING FOR OLDER EMPLOYEES

The PTV Group encourages part-time working for all employees aged 55 and over who are employed on an open-ended contract and have worked for the PTV Group for at least 12 years.

REMUNERATION



Don't like to talk about money? Sometimes it's a good thing to do, especially since we want to tell you all about these benefits.

13TH SALARY

Make all your wishes come true, big and small, at the end of November – you will receive your 13th salary with your basic November salary. If at this point you have not been employed for a full calendar year, the payment will be calculated pro rata. The amount is calculated based on every full month worked.

BONUS MODEL FOR ALL

The remuneration model allows you to share in the company's economic success with a one-off payment as a bonus.

REMUNERATION MODEL IN SALES

Employees in sales can take part in a special sales bonus model. A bonus is agreed upon in addition to the fixed salary, and this bonus is dependent on achieving or exceeding the individually agreed sales targets.



In addition to your salary, we offer financial benefits which make life that bit easier.

Employee savings schemes

Employee savings schemes: the PTV Group supports you with a monthly contribution.

COMPANY PENSION SCHEME

The PTV Group supports your private pension plan with a contribution. Existing pension policies can to some extent be transferred into framework agreements; you can arrange this transfer individually with the HR department.

GROUP ACCIDENT INSURANCE

The PTV Group offers Group accident insurance for all employees. This insurance coverage applies during and outside working hours, 24 hours a day, 7 days a week – and all over the world.

CYCLE TO WORK

You choose the bike you want and pay for it through your monthly payslip - including tax benefits.



As you can see, there are already numerous reasons to work for PTV. But here are even more:

- ➔ At the company headquarters, hire bikes and pool vehicles are available for you to use for business meetings free of charge.
- ➔ At the Autohaus Graf Hardenberg car dealership in Karlsruhe, you can get 10% off new cars.
- ➔ Public transport in Karlsruhe: through PTV, you can save 10% on the annual price of the KVV annual ticket.

- ➔ Management keeps you regularly updated on the latest PTV news and figures.
- ➔ The Works Council represents you in all employee issues.
- ➔ Company involvement helps you get back into your day-to-day work after long periods of absence.
- ➔ During your breaks, PTV's Internet is available for personal use.
- ➔ You can have private mail sent to the PTV postal station and send mail from it upon payment of the postage costs.

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IN MOTION. WORLDWIDE.

From analysis and planning to simulation and traffic control: with our software, we are setting the world in motion!

Work with us on smart products for sustainable mobility – and help optimise traffic flows with forward-looking solutions.

PTV GROUP

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