



Environmental Statement 2025 Frequentis Company Headquarters

Translated Version

CONTENTS

Introduction from the Frequentis Executive Board	5
Company Profile and Description of Headquarters	6
Company Profile	6
Company Headquarters	7
Members of the Executive Board	8
Photovoltaic System	9
Use of Bicycles and Cars	9
Trees	10
Policies	11
Environmental and Energy Policy	11
Integrated Management System	13
Environmental Management System	15
Analysis of Interested Parties	17
Sustainable Development Goals (SDGs)	18
Environmental Aspects	21
Assessment of Environmental Aspects	21
Overview of Absolute Consumption Data	27
Energy	28
Material use	29
Water/Wastewater	29
Waste	29
Emissions	30

electronically released
2026-10-08

Core indicators 31

Compliance with legal regulations 32

Environmental objectives and environmental programme..... 34

Legal information 36

ILLUSTRATIONS

Fig. 1:Control Room.....	6
Fig. 2:Frequentis Companies and Subsidiaries around the World	7
Fig. 3:Company Headquarters	7
Fig. 4:Photovoltaic System	9
Fig. 5:Bicycle Racks.....	9
Fig. 6:History of the IMS Landscape for the Frequentis Company Headquarters	14
Fig. 7:Environmental Organisation.....	15
Fig. 8:Interested Parties.....	17
Fig. 9:Direct and Indirect Environmental Aspects	21

TABLES

Tab. 1:Members of the Executive Board	8
Tab. 2:Absolute Consumption/Use Data	28
Tab. 3:Wastewater Measurement Limit Values.....	29
Tab. 4:Boiler Limit Values	30
Tab. 5:Core Indicators	31
Tab. 6:Primary Environmental Legislation	33
Tab. 7:Environmental Programme	35

Introduction from the Frequentis Executive Board

As a company working in a safety-critical sector, we are aware that we have a particular responsibility – not just to our customers, but to our environment as well. Climate change is now a reality that poses new challenges for us all, rather than the abstract idea it may once have seemed. So we believe it is our duty to play an active part in environmental protection and to ensure we operate sustainably.

For many years, we have operated an established integrated management system covering the areas of environment, quality, occupational health and safety, and security. As part of our efforts to secure EMAS validation, we are now taking a major step forward by seeking to develop our environmental management in more specific ways, improve it in measurable terms and make it more transparent.

Our commitment is reflected in work practices that conserve resources and in the development of systems that help our customers operate more sustainably. Together, we are playing our part in overcoming the ecological challenges of our time.



Frequentis executive board (left to right: Peter Skerlan, Monika Haselbacher, Karl Wannenmacher, Norbert Haslacher)

We believe a process of continual improvement is very important. For us, that means systematically collecting and analysing environmental data and the impacts of what we do, identifying potential weaknesses and taking specific steps to address them. This helps us improve our environmental performance step by step, aware of our responsibility and with a long-term perspective.

The aim of this Environmental Statement is not simply to explain the action we are taking and the goals we want to achieve – it also serves to strengthen environmental awareness within our community. It is addressed to our employees, customers, partners, suppliers and all other groups interested in joining us as we seek to forge a sustainable future.

Company Profile and Description of Headquarters

Frequentis solutions for safety-critical control centres are based on over 75 years of experience in the field of information and communication systems, and demonstrate our technological leadership. As a high-tech company based in Vienna, we develop and optimise systems for customers in safety-critical areas of the global mega-markets for transport and safety infrastructure – wherever efficient and flexible high-performance solutions are required. Increasing mobility, digitalisation and increasing safety and security requirements are driving long-term growth.



Fig. 1: Control Room

A company culture with safety-critical DNA at its heart lies behind the success of Frequentis, and this DNA shapes the work we do every day. Only by understanding our customers' safety-critical environments can we as a company help them achieve their business goals as effectively as possible. Gaining a deep understanding of the work they do and the responsibilities they have means we at Frequentis can support our customers with their safety-critical processes and workflows in everyday operations.

Our awareness of our social responsibility as a company is reflected in the standards we meet, our compliance policies and our integrated management system. Frequentis has multiple certifications, and we seek to embed the principles of social responsibility, sustainability and environmental protection into our various business activities.

Company Profile

Founded in 1947, Frequentis is a global market leader in high-tech solutions for air traffic control. Our wide range of solutions and services are used in civil and military air traffic control, in air defence (Air Traffic Management segment) and by police forces, emergency medical services, fire brigades, rail operators and maritime organisations (Public Safety & Transport segment).

With our know-how and the experience of around 2,400 employees worldwide (full-time equivalents, with around 1,000 based at our headquarters in Vienna), plus the Frequentis network of companies and representatives in over 50 countries, we serve over 550 customers in around 150 countries. The parent company of the Frequentis Group is Frequentis AG, based in Vienna, Austria.

The following graphic shows the locations of our companies and subsidiaries around the world.



Fig. 2: Frequentis Companies and Subsidiaries around the World

Company Headquarters



Fig. 3: Company Headquarters

The company's currently EMAS-certified location is the headquarters in Vienna.

Company name:	Frequentis AG
Headquarters:	Innovationsstrasse 1, A-1100 Vienna Commercial Register Number: FN 72115 b Vienna Commercial Court VAT number: ATU 147 156 00
Sector:	ÖNACE C 26.30-0 – Manufacture of equipment and facilities for telecommunications technology (main area of activity)
Business licence:	1) Radio mechanics industry 2) Automatic data processing and information technology services 3) Weapons industry (gunmakers) restricted to the production, processing and maintenance of electronic or optronic message transmission equipment specially developed and manufactured for military use
Purpose of facilities:	Development and production of communications systems
Number of employees:	As of 31/12/2025: 1,181
Site size / built-up surface area:	Site size: 15,191 m ² Built-up surface area: 7,908 m ² Unsealed surface area: 2,014 m ² Traffic surface area: 5,269 m ² Natural area: none

Members of the Executive Board

Name (year of birth)	Role	Date appointed	End of current period in role
Norbert Haslacher (1970)	Chairman of the executive board (CEO)	01/04/2015 (board member) 16/04/2018 (Chairman of the executive board)	15/04/2028
Monika Haselbacher (1969)	Board member (COO)	01/01/2023	31/12/2027
Peter Skerlan (1968)	Board member (CFO)	16/04/2021	15/04/2031
Karl Wannenmacher (1979)	Board member (CTO)	01/07/2024	30/06/2029

Tab. 1: Members of the Executive Board

Photovoltaic System



Fig. 4: Photovoltaic System

Installed in 2014 and expanded in 2016, the photovoltaic system on the roof of the company headquarters has a rated output of 115.3 kWp. The system produced approximately 1.9% of the building's power consumption in 2025.

The photovoltaic system reduces the amount of power drawn from the grid and increases the proportion of renewable energy we generate, helping Frequentis achieve its goal of continual improvement in energy efficiency.

Use of Bicycles and Cars

For several years, every employee has been able to choose between a parking space and an annual ticket for the Vienna public transport network. In 2025, around 45% of employees chose the annual ticket. This has reduced our commuting emissions and increased the proportion of sustainable commutes.

We also provide bicycle racks on site, with space for 44 bicycles. During the summer months, an additional two car parking spaces are set aside for bicycles and other two-wheeled vehicles, which can be used free of charge.



Fig. 5: Bicycle Racks

Our car park has 30 charging points offering 11 kW AC charging to help our employees switch to electric vehicles.

Trees

The Frequentis AG site has a number of trees, and every year (in accordance with ÖNORM L1122) we commission a specialist company to inspect them. The thicknesses of their trunks, their height and their vitality are measured on a regular basis. There are 37 trees and 20 bushes, and the trees include grey poplars, lime trees, horse chestnut trees and ornamental cherry trees.

Policies

In the interest of a holistic company policy, we take responsibility for

- the safety of our employees
- the quality and system safety of our products and services
- protecting information and data
- protecting the environment

We live up to this responsibility by enabling professional and personal development for our employees, using equipment carefully, conserving resources and continuously improving our workflows.

This provides the basis for the orientation of the company and goes hand in hand with the established corporate culture.

Frequentis is committed to preventing pollution consistently, using resources efficiently and meeting all legal and voluntary requirements.

We continuously improve our environmental and energy performance, promote sustainable product development and get our employees actively involved in environmental and climate campaigns.

For us, sustainability is an integral part of what we do and a key element of our company strategy.

Environmental and Energy Policy

Frequentis AG promotes awareness of and engagement in prevention of adverse impacts on the local and global environment through careful handling of resources, efficient use of energy, prevention of pollution, and protection of the natural environment from harm and degradation arising from its activities, products, and services.

At Frequentis AG we are committed to achieve continual improvement of our environmental and energy performance in all aspects, fulfil our legal and other compliance obligations, and work towards a sustainable development as the company grows its business.

To reach these targets, Frequentis AG:

- ensures the availability of information and resources to implement the necessary measures in order to achieve environmental and energy objectives and targets;
- strictly adheres to internal guidelines and complies with the applicable national and international laws, rules, and regulations of each country in which it operates;
- applies more stringent criteria than those required by law when the company considers this to be appropriate, and acts with a strong moral and social responsibility;
- seeks to manage its environmental responsibilities in a systematic manner that contributes to the environmental pillar of sustainability;

- periodically identifies, reviews, and monitors its environmental aspects, assesses as well as reduces risks to a level that is as low as reasonably practicable (ALARP), and sets targets for continual improvement in all areas;
- incorporates criteria for the purchase of energy efficient products and services into its procurement processes;
- considers energy performance improvement in all its design activities, especially product design;
- integrates environmental and energy objectives into the company's business processes to ensure that environmental and energy management is a fundamental part of its operations and a pillar of its growth strategy;
- strives to improve resource and material usage, energy consumption, and recycling efficiency, and to reduce waste generation both in its operations and the entire value chain;
- as a business concerned about the well-being of its customers, communities, investors, and the planet, welcomes the landmark Paris Agreement and the long-term strategic vision for a climate neutral economy of the European Commission to address the causes and consequences of climate change;
- actively communicates in order to ensure that stakeholders are aware of the policy, key environmental and energy performance indicators, and progress in achieving environmental and energy objectives and targets;
- collaborates with stakeholders in promoting environmental stewardship, increasing knowledge, and disseminating best practices, and recognises their initiatives and achievements towards environmental improvement;
- maintains emergency- and business continuity plans to ensure operations and core business functions are not severely impacted by disasters, and that harmful effects are minimised.

We are convinced that it is everyone's responsibility to protect the natural environment from harm and degradation arising from their own activities, and that every single employee can contribute to environmental protection. Active participation by everyone, every day, in every position and function is necessary to achieve environmental excellence.



Monika Haselbacher
Chief Operating Officer

Integrated Management System

The integrated management system is an important part of all areas of the company. It fosters constant improvement and supports the executive board in ensuring lasting business success.

The executive board assesses and evaluates the effectiveness of the management system annually during the management review, which includes:

- Status of actions from the latest management review
- Changes that could affect the management system
- Results of internal and external audits
- Customer satisfaction and complaints
- IMS goals and key indicators
- Process key indicators
- Status of improvement actions
- Compliance with legal obligations
- Evaluation of suppliers / partners
- Resource review (adequacy of resources)
- Evaluation of risks and opportunities

The Frequentis company headquarters has been awarded multiple certifications from the accredited certification company Quality Austria. The current certifications include quality management, environmental management, health and safety at work, IT service management, security management and energy management.

The following graphic shows a history of the IMS landscape for the Frequentis company headquarters.

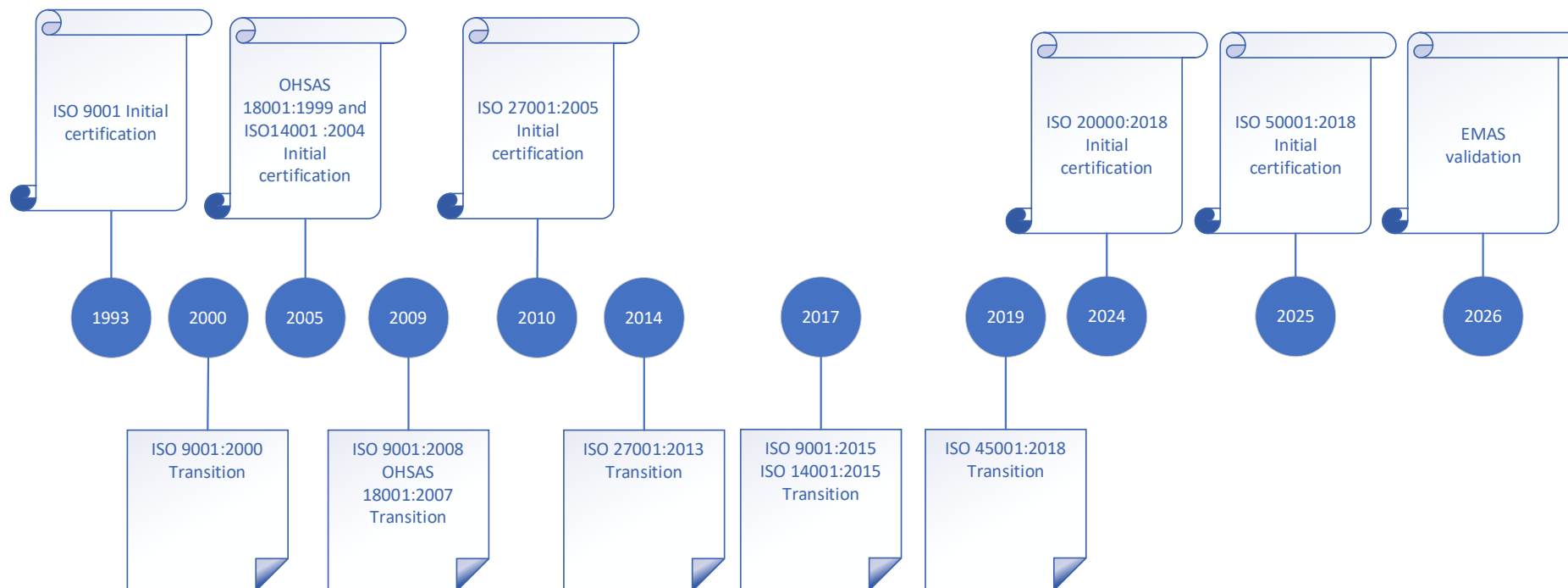


Fig. 6: History of the IMS Landscape for the Frequentis Company Headquarters

Environmental Management System

The following graphic shows the environmental organisation in the Frequentis company headquarters.

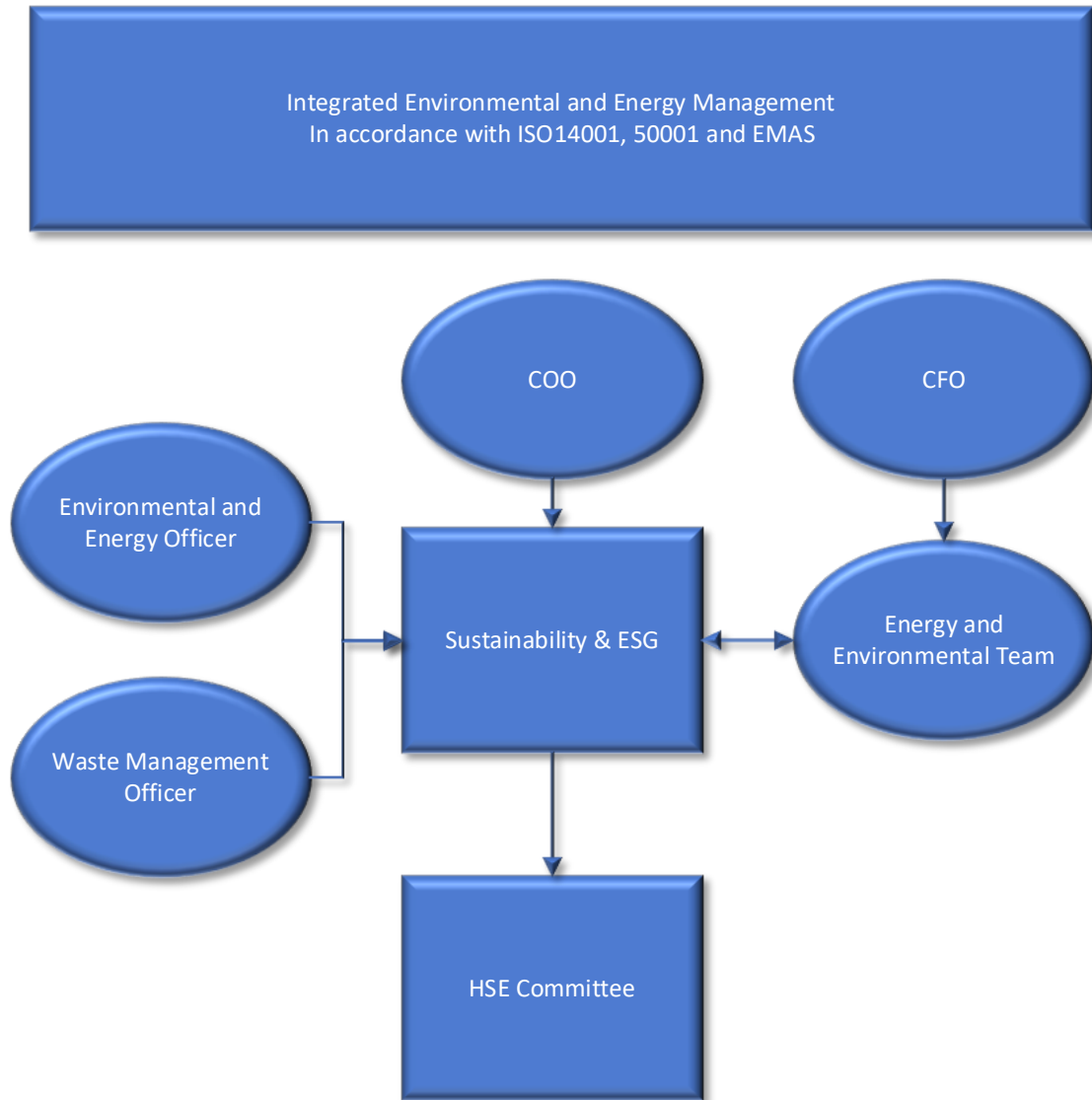


Fig. 7: Environmental Organisation

Sustainability & ESG department

The Sustainability & ESG department is a staff unit that reports directly to the COO. The environmental and energy management officers and the waste management officers are part of this department, which is responsible for implementing and developing environmental management at the site.

Energy and Environment team

The Energy and Environment team is a cross-department team that holds a meeting every quarter, chaired by the environmental management officer and led by the CFO, to promote continual improvement of the site's energy and environmental management. Other members come from the Facility Management, Occupational Safety, Communication, Finance and Project Development teams.

HSE Committee

The HSE (Health, Safety, Environment) Committee holds a meeting every quarter, chaired by the leading expert of the Occupational Health, Safety & Hardware Compliance department. In addition to environmental issues, this meeting covers occupational safety as well as broader health and safety aspects. The aim is to inform staff about relevant issues in these areas and to encourage employee participation at the site.

The Committee is composed of pre-emptive personnel, the works council, safety confidential persons and disabled persons' representatives, the Environmental Manager, the Waste Management Officer and representatives of the Facility Management and Human Resources departments.

ESG Core team

The ESG Core team meets once a month, led by the COO. The team is responsible for promoting strategic implementation and communication of ESG issues across the Group. It is composed of representatives from the Sustainability & ESG, Group Finance, Group Management and Human Resources departments.



For us, sustainability isn't a trend – it's a long-term mindset. EMAS validation makes our commitment to environmental protection even more visible for our employees, our customers and wider society. We want to show that innovation and responsibility go hand in hand, and we invite all our stakeholders to join us on this journey.

Melanie Zwirn, Environmental Manager,
Head of Sustainability & ESG

Analysis of Interested Parties

Part of the Frequentis AG environmental management system involves identifying the internal and external interested parties that have a significant influence on the company’s environmental performance or are themselves affected by it. The following diagram shows the relevant stakeholder groups, arranged systematically into internal and external groups. This analysis facilitates targeted communication, identification of suitable environmental action and continual improvement of the environmental management system.

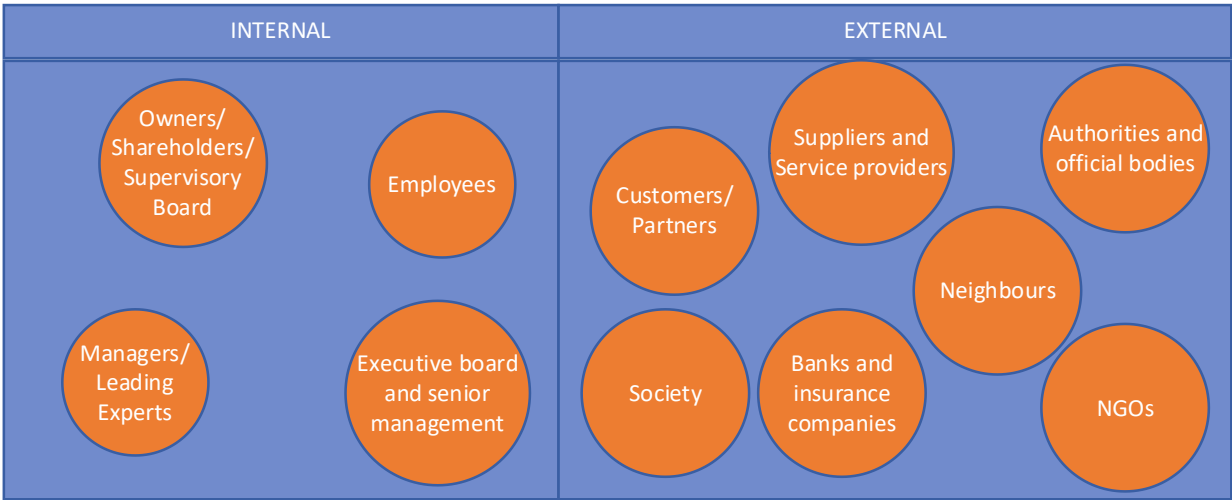


Fig. 8: Interested Parties

Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals also play a part in the sustainable ambitions of Frequentis. Internally, we have identified the SDGs which the company can play an active part in achieving. The full list of official SDGs can be found on the United Nations website (<https://sdgs.un.org/goals>).



Frequentis actively promotes the health and wellbeing of employees and has implemented a wide-ranging occupational safety and health programme, which includes ergonomic workplaces, occupational healthcare, voluntary vaccinations and mental health campaigns. Flexible working models improve our employees' work-life balance. Ergonomics and human factor analyses also play a part in how we design customer systems.

Frequentis develops and supplies systems for safety-critical areas, e.g. in transport and security infrastructure, and our solutions enable efficient transport management while ensuring that people and property arrive safely at their destination.



Frequentis supports lifelong learning for our employees by offering structured onboarding, leadership programmes and practical training in cooperation with educational institutions. A wide range of internal training is available, and access to digital learning courses encourages specific professional and personal development. Working closely alongside higher education institutions, we give students practical insights into the world of Frequentis by running internships and trainee programmes and offering professional support for bachelor's and master's theses.



Frequentis is committed to increasing the numbers of women in technical industries and in leadership roles. The "Women & Careers" initiative focuses on boosting women's careers by making job advertisements transparent, disclosing salary information and offering a mentoring network. The "Women's Community" provides a space for interactions and networking. Frequentis is also involved in numerous partnerships to inspire women to choose technical careers.



Frequentis takes constant action to increase our energy efficiency and to increase the proportion of renewable energy sources at our sites. This includes installing photovoltaic systems and optimising our heating, cooling and ventilation systems.



Frequentis believes in fair and secure working conditions and is committed to upholding human rights, both at our company itself and across the supply chain. We do this by setting clear standards, such as the Code of Conduct and the Supplier Code of Conduct. Training increases awareness of social and ethical standards, while an established whistleblowing system enables employees to report breaches confidentially.



Innovation is a central element of the Frequentis company strategy, particularly in safety-critical environments in order to ensure infrastructure is reliable. Frequentis is actively involved in international standardisation bodies and plays a major role in the development of global standards in safety-critical areas.



The Frequentis Group does not tolerate any type of discrimination in any form, in particular based on gender, age, sexual orientation, background, ethnicity or religion. Compliance with legal frameworks is therefore a matter of course. Frequentis offers all employees the same work opportunities: all personnel decisions are based on suitability, performance, qualification, integrity and similar criteria.



Frequentis endeavours to conserve resources, whether in selection of materials, processing operations or ensuring recyclability. These principles form part of an overall policy to create a circular economy. We have already implemented key elements of a circular economy, such as systems that can be fully maintained and have a long service life, elimination of pollutants as far as possible, repairability and prevention and reduction of waste.



Climate protection, efficient energy management and use of renewable energy are vital for Frequentis and are firmly embedded in our ESG strategy. To help create a climate-neutral future, Frequentis has signed up to the Science Based Targets initiative (SBTi) and we will set ourselves scientifically backed emissions targets. We have taken a number of steps to reduce our own greenhouse gas emissions, and Frequentis solutions – in integrated air traffic management, maritime lock management, drone-monitored rail management systems and elsewhere – play a major part in making public infrastructure more sustainable and in reducing greenhouse gas emissions.



Frequentis is committed to operating ethically as a business, and has taken comprehensive action to prevent corruption and bribery. This is based on the Code of Conduct and the Corporate Social Responsibility (CSR) Code for suppliers, which impose binding regulations to ensure all parties act lawfully and with integrity. An established compliance management system, as part of our certification management system, supports compliance with legal requirements and internal policies.

Environmental Aspects

An environmental aspect comprises all activities, processes, products and services that can have an environmental impact. A distinction is made between direct and indirect impacts, i.e. impacts where we as a company can have a direct influence and impacts which are outside our direct control.

The following graphic shows an overview of all identified direct and indirect aspects (without assessing their significance).

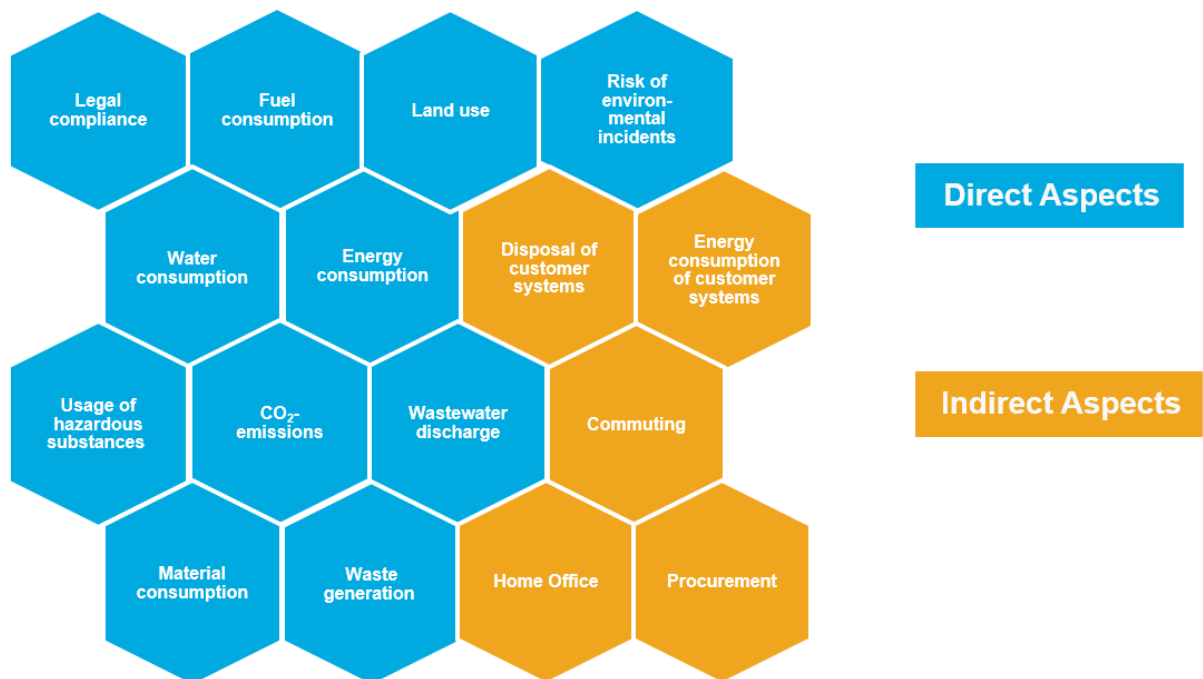


Fig. 9: Direct and Indirect Environmental Aspects

Assessment of Environmental Aspects

We use the following criteria to assess the significant environmental aspects:

- Assessment of and compliance with legal obligations
- Stakeholder requirements
- Potential and actual harm to the local, regional or global environment
- Potential and actual positive impact on the local, regional or global environment
- Company's ability to influence

This results in the following qualitative assessment framework:

Environmental relevance

- 1 High environmental relevance: high environmental impact, significant need for action
- 2 Medium environmental relevance: medium environmental impact, medium need for action
- 3 Low environmental relevance: low environmental impact, low need for action

Company's ability to influence

- I Relatively great ability to manage the situation in the short term.
- II The environmental aspect must be managed sustainably, but it is a medium-term to long-term situation.
- III This environmental aspect either cannot be managed, or can only be managed in the long term or through reliance on decisions made by third parties.

Direct environmental aspects			
Environmental aspect	Description	Rating	
		Environmental relevance	Ability to influence
Fuel consumption	Use of fuels such as diesel and petrol in service vehicles emits greenhouse gases and other pollutants. In the medium to long term, the company will switch its vehicle fleet to electric cars.	2	II
Water consumption	No water is required for production. Water is only used for sanitation purposes, humidification systems and watering the garden.	3	III
Energy consumption	The company only buys electricity from renewable energy sources. To heat the building, an optimised system to reuse waste heat from our integration rooms and laboratories is used, plus gas heating if required.	1	II

Direct environmental aspects			
Environmental aspect	Description	Rating	
		Environmental relevance	Ability to influence
Use of hazardous substances	Hazardous substances used in production include flux, glues and casting compounds. There is a very well-established process for using and introducing new substances, which involves carrying out a regular substitution test. The quantity of hazardous substances used is kept to a minimum.	2	III
Greenhouse gas emissions	At the Frequentis company headquarters, direct (Scope 1) greenhouse gas emissions are produced as a result of gas consumption, fuel consumption in service vehicles and refrigerant losses. Indirect (Scope 2 and Scope 3) emissions are primarily produced as a result of energy consumption at the company site, energy consumption in products used at the company site, purchased products, and services and travel.	1	II
Wastewater discharge	The composition of the wastewater at the Frequentis company headquarters is similar to domestic wastewater and is therefore discharged via the communal wastewater system.	3	III
Material use	The main purchased materials are electronic components for product manufacture and	2	II

Direct environmental aspects			
Environmental aspect	Description	Rating	
		Environmental relevance	Ability to influence
	commercial off-the-shelf electronic products, as well as packaging materials, customer system accessories such as cabinets and glass doors, and auxiliary materials such as solder or flux. We do not purchase unprocessed raw materials. Sustainable procurement is the aim, and material use is kept to the minimum required.		
Amount of non-hazardous waste	Mixed commercial waste (residual waste similar in composition to domestic waste) makes up a significant amount – almost 55% in 2025 – of the waste produced at the Vienna site. A carefully considered waste management plan and responsible waste separation at the site are already helping enable valuable resources from waste to be recycled or reused in other ways.	2	III
Amount of hazardous waste	A large amount of the hazardous waste at the site (e.g. adhesive residues, remains of casting compounds or remains of flux) is generated in production. Production times are planned as effectively as possible to prevent waste arising from system downtimes. Hazardous waste only makes up a small amount of	2	II

Direct environmental aspects			
Environmental aspect	Description	Rating	
		Environmental relevance	Ability to influence
	the total waste: in 2025 it was less than 2%.		
Land use	Frequentis' business operations do not involve any construction work and therefore do not cause any additional sealing of land surfaces.	3	III
Environmental incidents	To keep the risk of environmental incidents and accidents as low as possible, proper use of hazardous substances is a key element of our processes and is regularly reviewed.	2	II

Indirect environmental aspects			
Environmental aspect	Environmental impact	Assessment of environmental aspects	
		Environmental relevance	Ability to influence
Disposal of customer systems	We provide information to our customers to help enable appropriate disposal of our customer systems at the end of their service life. Frequentis components have a very long service life and very high levels of repairability.	2	II
Energy consumption of customer systems	Energy efficiency criteria are incorporated into the selection of components and during production to ensure that energy consumption in	1	II

	systems at customers' premises is as efficient as possible.		
Commuting	To reduce greenhouse gas emissions from commuting, Frequentis makes it easy for employees to switch to public transport by paying the full cost of an annual ticket for the Vienna public transport network.	2	III
Working from home	Increased levels of working from home allow us to reduce commuting and the resulting greenhouse gas emissions. However, to an extent this merely moves the energy and water consumption and the waste generation elsewhere.	3	III
Procurement	For Frequentis, sustainable procurement – and as a result the environmental behaviour of suppliers and service providers – is a top priority. When choosing suppliers and service providers, we pay close attention to environmental certifications and other ecological criteria. Each supplier and service provider is required to sign and comply with the Frequentis CSR Code for Suppliers.	1	II

Overview of Absolute Consumption Data

Energy	Unit	2023	2024	2025
Consumption of purchased electricity (building)	MWh	6,600	6,883	6,710
Power consumption of electric cars (charged externally)	MWh	-(¹)	140	164
Generation of renewable electricity	MWh	126	130	128
Gas consumption	MWh	187	29	95
Diesel consumption	MWh	505	348	172
Petrol consumption	MWh	68	51	20
Total direct energy consumption	MWh	7,486	7,581	7,289
Total consumption of renewable energy	MWh	6,726	7,132	6,983
Material use	Unit	2023	2024	2025
Electronic components for customer systems	Pcs.	-(¹)	-(¹)	15,165,124
Cabinets for customer systems	Pcs.	-(¹)	-(¹)	18,642
Packaging materials	kg	-(¹)	-(¹)	20,331
Water	Unit	2023	2024	2025
Water withdrawal	m³	8,478	9,683	8,183
Wastewater	m³	5,008	4,576	4,526
Total water consumption	m³	3,470	5,106	3,657
Waste	Unit	2023	2024	2025
Hazardous waste	t	1.7	3.2	1.8
Non-hazardous waste	t	75.5	71.7	88.0
of which municipal waste	t	26.2	27.4	49.4

(¹) No data available for this period.

Total waste	t	77.2	75.0	89.8
Greenhouse gas emissions	Unit	2023	2024	2025
Emissions from gas consumption	t CO _{2e}	42	7	21
Emissions from diesel consumption	t CO _{2e}	165	113	56
Emissions from petrol consumption	t CO _{2e}	22	16	6
Emissions from power consumption	t CO _{2e}	1,003	1,067	1,045
Emissions from refrigerant losses	t CO _{2e}	_(2)	_(2)	36
Biodiversity	Unit	2023	2024	2025
Total land use	m ²	15,191	15,191	15,191
Sealed surface area	m ²	13,177	13,177	13,177
Unsealed surface area	m ²	2,014	2,014	2,014

Tab. 2: Absolute Consumption/Use Data

Energy

The measurement and control technology at the site was modernised in 2022. This optimised the heating, cooling and ventilation system, and the resulting benefits include prioritised use of heat pumps and optimum use of waste heat. A detailed breakdown of the main electricity consumers has been available since 2024, which allows specific effective action to be planned to reduce consumption. We are evaluating the possibility of installing further sensors to enable an even more detailed breakdown.

Optimised use of waste heat from laboratories and integration rooms has enabled a significant reduction in gas consumption for building heating in recent years.

Gradual introduction of electric vehicles has also reduced consumption of petrol and diesel in service vehicles.

The site only purchases renewable electricity from Europe from the provider Verbund.

Since 2025 the site has additionally been ISO 50001 (energy management systems) certified.

(2) No data available for this period.

Material use

Material use was evaluated for the first time in 2025, with a particular focus on the most important materials purchased (key materials). The predominant issue is electronic components for production and commercial off-the-shelf (COTS) hardware for customer systems. Although there are currently no reliable data on the weight of the purchased products, the transport regulations have allowed the weights of the electrical and electronic equipment and packaging to be evaluated in the reporting year.

Water/Wastewater

No water is required for production. Water is solely consumed as a result of use of sanitary facilities, drinking and irrigation water, and canteen operations.

It was discovered in 2024 that parts of the moisture sensors in the garden irrigation system were defective, which led to excessive consumption of irrigation water. Construction work also resulted in a burst pipe, which likewise increased the irrigation water consumption in 2024.

The wastewater produced is similar to domestic wastewater and is not polluted. A grease separator is installed in the canteen. As it has minimal relevance, its water consumption is considered insignificant. However, the consumption is still monitored to ensure that action can be taken if required. The installed grease separator must comply with the following limit values of the Vienna sewage system:

	Limit value	Measured value 2025
On-site temperature (°C)	30	25
Low-volatile lipophilic compounds (mg/l)	100	28
pH value	6.5-10.5	10.0

Tab. 3: Wastewater Measurement Limit Values

Waste

Hazardous waste is primarily generated in production, in particular from chemical residues, damaged lithium-ion batteries and screen devices. In rare cases, it is also generated in other areas, e.g. from damaged cooling equipment. The greater the production quantities, the more hazardous waste is generated.

Non-hazardous waste is primarily generated in office operations. These include:

- Light waste such as employees' PET bottles
- Residual waste from offices

- Packaging materials (e.g. cardboard)
- Advertising brochures
- Paper waste from printing errors

A responsible waste management plan ensures careful waste separation at the site.

Reconstruction and renovation work in 2025 significantly increased the amount of waste produced. As a result, large amounts of unserviceable furniture, carpets, interior walls etc. had to be disposed of as commercial waste.

Emissions

The Scopes as defined in the Greenhouse Gas Protocol Corporate Accounting and Reporting standard were taken into account when calculating our greenhouse gas emissions. Scope 1 covers emissions from use of natural gas, diesel and petrol in company vehicles, as well as refrigerant losses resulting from maintenance to or leakages in air conditioning systems.

Scope 2 covers indirect emissions from purchased building electricity, as well as electricity for external charging of the company's electric vehicles.

Emission factors from the Environment Agency Austria were used to calculate the Scope 1 and Scope 2 greenhouse gas emissions.

Link to the CO₂ calculator:

<https://secure.umweltbundesamt.at/co2mon/co2mon.html>

Other pollutants at the site are produced as a result of combustion in the gas boiler (nitrogen oxides NO_x) and combustion of fuels when using service vehicles (NO_x, particulates). These quantities are considered insubstantial, as we are switching our vehicle fleet to electric vehicles and optimising use of the gas heating so that it is only used if required.

The installed gas boilers must comply with the following limit values as specified by the Vienna heating and air conditioning legislation:

	Limit value	Measured value 2025 for boiler 1	Measured value 2025 for boiler 2
Exhaust gas loss (%)	10	1.5	1.1
NO _x (mg/m ³)	120	77	27
CO (mg/m ³)	80	77	19

Tab. 4: Boiler Limit Values

Core indicators

Core indicators	Unit	2023	2024	2025
Reference values				
Number of employees (active annual average)	EMP	1,013	1,061	1,134
Turnover	Million €	271.7	291.5	359.3
Energy				
Total direct energy consumption / turnover	MWh/million €	27.6	26	20.3
Total power consumption / turnover	MWh/million €	24.8	24.5	19.5
Materials				
Use of packaging materials / turnover	kg/million €	_(3)	_(3)	56.6
Use of electrical and electronic equipment materials / turnover	kg/million €	_(3)	_(3)	140.1
Water				
Water consumption / employee	m³/EMP	3.4	4.8	3.2
Waste				
Hazardous waste / turnover	kg/million €	6.3	11	5
Non-hazardous waste / employee	kg/EMP	74.5	67.6	77.6
Total waste / employee	kg/EMP	76.2	70.7	79.2
Greenhouse gas emissions				
Total emissions / turnover	t CO _{2e} /million €	4.5	4.1	3.1

Tab. 5: Core Indicators

⁽³⁾ No data available for this period.

Compliance with legal regulations

We have a comprehensive legal register, which shows all occupational safety and environmental regulations at regional, national and EU level that are relevant for our company. The following table is a (non-exhaustive) list of entries with environmental relevance.

To ensure maximum legal certainty at all times, every month our legal register is compared with the Austrian legal information system (RIS) and with the European legal information system (EUR-LEX). When existing policies, laws or regulations are modified, or when new and relevant legal frameworks are published, we carry out a thorough internal review. If required, our processes are updated accordingly.

This structured and proactive process ensures that our company operates in compliance with the law at all times in all environmental matters and meets the highest environmental management standards.

Key environmental legislation	Relevant facilities/operations/processes
Austrian Indirect Discharger Ordinance (<i>Indirekteinleitungsverordnung</i>) (Federal Law Gazette II No. 222/1998 as amended) Municipal District Office Decision (<i>Bescheid MBA</i>) 100/3591/2004 on business premise authorisation	Grease separator for water discharge in the canteen
Vienna Heating and Air Conditioning Act 2015 (<i>Wiener Heizungs- und Klimaanlagegesetz</i>) (Provincial Law Gazette No. 14/2016 as amended) Municipal District Office Decision (<i>Bescheid MBA</i>) 100/3591/2004 on business premise authorisation	Regular maintenance and inspection of the gas boiler
Austrian Waste Management Act (<i>Abfallwirtschaftsgesetz</i>) (Federal Law Gazette I No. 102/2002 as amended)	Waste prevention, implementation of a waste management plan, appointment of a Waste Management Officer
Austrian Industrial Code (<i>Gewerbeordnung</i>) 1994 (Federal Law Gazette No. 194/1994 as amended)	Business premise authorisation
Regulation on the registration, evaluation, authorisation and restriction of chemicals (REACH) (EC) No. 1907/2006 as amended	Provision of information about substances of very high concern (SVHC) in accordance with Article 33, restrictions of applications in accordance with Annex XVII

Austrian Energy Efficiency Act (<i>Bundes-Energieeffizienzgesetz</i>) (Federal Law Gazette I No. 72/2014 as amended)	Action to increase energy efficiency, maintenance of environmental and energy management system, energy audits
Waste Electrical and Electronic Equipment Directive 2012/19/EU as amended	Take-back and disposal of waste electrical and electronic equipment, compliance with reporting obligations
Austrian Waste Electrical Equipment Regulation (<i>Elektroaltgeräteverordnung</i>) (Federal Law Gazette II No. 121/2005 as amended)	Prevention, reuse and recycling of waste electrical equipment, restriction of hazardous substances: implementation of EU Directives 2012/19/EU (WEEE) and 2011/65/EU (RoHS)
Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) 2011/65/EU as amended	Assessment during purchasing process, compliance with restrictions during in-house production
Regulation on packaging and packaging waste (EU) 2025/40 as amended	Use and marking of ecologically sustainable packaging, compliance with reporting obligations
Regulation on fluorinated greenhouse gases (EU) 2024/573 as amended	Inspection and maintenance of air conditioning systems

Tab. 6: Primary Environmental Legislation

Environmental objectives and environmental programme

Some of the main steps which have either already been implemented, are being implemented or are being planned are listed below.

Environmental programme – implemented		
Environmental objective	Action	Implemented since
Reduction of total energy consumption by 2% in relation to turnover growth	Installation of measurement sensors for detailed monitoring of power consumption of individual areas (e.g. air conditioning, IT server rooms, equipment rooms, production facilities, laboratories, integration rooms, electric charging points)	2024
	Successful ISO 50001 certification	2025
	Increased target temperature for room cooling by 1-2°C in summer to save energy	2025
	Creation of an Energy and Environment Team (led by CFO) with the aim of managing cross-department actions	2025
Strategic implementation of a circular economy	Creation of a Circular Economy Core Team (led by COO) to identify relevant circular economy issues across Frequentis departments and to subsequently determine the action to be taken	2024, continued 2025
Reduction in greenhouse gas emissions with the aim of becoming climate neutral by 2040	Covering the cost of the Vienna public transport annual ticket or the equivalent part of the "KlimaTicket" to help employees switch to public transport for their commute	2022
	Voluntary sign-up to the Science Based Targets initiative (SBTi) to establish scientifically backed quantitative targets for	2025

	reduction of greenhouse gas emissions	
Raising awareness	Introduction of new mandatory “Environmental Training” for all employees	2025

Environmental programme – planned			
Environmental objective	Action	Departments responsible	Year
Reduction of total energy consumption by 2% in relation to turnover growth	Replacing all light fittings in the building with energy-saving LED lighting	Facility Management	2026
	Systematic layout plans for integration rooms and laboratories to use air conditioning and product systems efficiently	Sustainability & ESG with Facility Management	2027
Energy-efficient product design and use	Analysis of product range and concept development, identification of fundamental requirements	Sustainability & ESG with Product Development	2027
Strategic implementation of a circular economy	Specification of detailed criteria for sustainable procurement and integration into the supplier selection and supplier rating process	Purchasing with Sustainability & ESG	2026
Reduction in greenhouse gas emissions with the aim of becoming climate neutral by 2040	Specification of quantitative, short-term and medium-term targets for greenhouse gas reduction and validation by SBTi	Sustainability & ESG with Finance	2026
	Creation of a Roadmap for implementation of the targets validated by SBTi	Sustainability & ESG with Finance	2027
	Switching of vehicle fleet to electric vehicles	Facility Management	2030

Tab. 7: Environmental Programme

Legal information

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The next updated Environmental Statement will be published in 2027.

**ENVIRONMENTAL VERIFIER'S DECLARATION
ON VERIFICATION AND VALIDATION ACTIVITIES**

The undersigned DI Andreas ACKERL, BSc

member of the EMAS environmental verifier organization with registration number AT-V-0004,
accredited or licensed for the scopes **26.3.0**

declares to have verified whether the site(s) or the whole organisation

as indicated in the environmental statement/~~updated environmental statement~~ (*) of the
organisation

FREQUENTIS AG

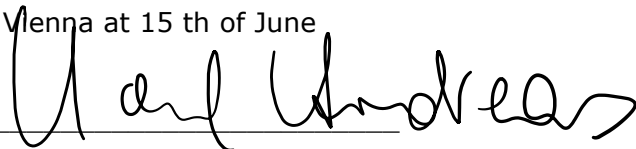
meet all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the
Council of 25 November 2009 on the voluntary participation by organisations in a Community
eco-management and audit scheme (EMAS).

By signing this declaration, I declare that:

- the verification and validation has been carried out in full compliance with the requirements
of Regulation (EC) No 1221/2009,
- the outcome of the verification and validation confirms that there is no evidence of non-
compliance with applicable legal requirements relating to the environment,
- the data and information of the environmental statement/the updated environmental
statement of the organisation/site reflect a reliable, credible and correct Image if all the
organisations/sites activities, within the scope mentioned in the environmental Statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by
a Competent Body under Regulation (EC) No 1221/2009. This document shall not be used as a
stand-alone piece of public communication.

Done in Vienna at 15 th of June



(*) cross when non-applicable.