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FREQUENTIS: Envisaged disposal of own share within the scope of the Long Term Incentive Plan 2023

The Executive Board of Frequentis AG has resolved today, subject to the approval of the Supervisory Board, to make use of its authorization granted by resolution of the Ordinary General Meeting of Frequentis AG from 6 June 2024 to dispose of, or utilize, own shares, *inter alia*, to grant own shares to members of the Executive Board of the Company, in order to be able to allocate own shares in the Company to the Chairman of the Executive Board of the Company in accordance with the Long Term Incentive Plan 2023 ("**LTIP2023**") approved by resolution of the Ordinary General Meeting of Frequentis AG from 1 June 2023 and to exclude the general purchasing possibility of the shareholders of the Company in connection therewith.

Accordingly, subject to the approval of the Supervisory Board, a maximum number of 18,000 of own shares in the Company (gross number before deduction of taxes and duties) shall be transferred to the Chairman of the Executive Board of the Company within the scope of the LTIP2023. In this respect, the general purchasing possibility of the shareholders shall be excluded with respect to the own shares required for the LTIP2023 in accordance with statutory requirements and subject to the approval of the Supervisory Board.

The actual number of own shares which shall be transferred to the Chairman of the Executive Board of the Company within the scope of the LTIP2023 depends on the actual target achievement by the Chairman of the Executive Board of the Company under the LTIP2023 and is expected to be determined by the Executive Board at the beginning of May 2026 after the determination of the target achievement by the Supervisory Board and its approval of the execution of the disposal of own shares as well as of the report of the Executive Board and the Supervisory Board regarding the exclusion of the general purchasing possibility of the shareholders published today on the website of the Company registered in the commercial register.

About FREQUENTIS

Frequentis stands for a safer world. Our solutions are used in our customers' command and control centres to help them make the world safer.

Frequentis is a world leader in high-tech solutions for Air Traffic Management, supporting both civil and military air traffic control organisations, as well as Public Safety and Transport, where police, emergency rescue services, fire brigades, railways, coastguards, and port authorities rely on our extensive portfolio.

The listed family business based in Vienna, Austria, drives innovative and sustainable solutions for safety and security in everyday life and in the safety-critical sector. Its air traffic optimisation solutions for air traffic control centres are contributing to reducing emissions.

As a global player with more than 2,600 employees (full-time equivalents/FTE), Frequentis has a worldwide network of companies in over 50 countries. Its products, services, and solutions are used in around 150 countries. Shares in Frequentis are traded on the Vienna and Frankfurt stock exchanges; ISIN: ATFREQUENT09, WKN: A2PHG5. In 2025, revenues were EUR 580 million and EBIT was EUR 47 million.

For more information, please visit www.frequentis.com

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