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Press Release

Vienna / Austria, 2 March 2020

FREQUENTIS AG: Executive Board adopts employee participation program for Austria and Germany

- **Capital increase of up to 80,000 shares with exclusion of subscription rights for employee participation program adopted by the Executive Board on 2 March 2020**
- **The participation of employees aims to strengthen the employees' identification with Frequentis and to promote their motivation as well as their interest in the company's success**
- **Attractive program entailing a rebate of 20% for shares acquired under the program**

On the basis of the basic resolution regarding the implementation of an employee participation program in the business year 2020 adopted by the Executive Board of Frequentis AG today, an employee participation program shall, subject to the approval of the Supervisory Board of the company, be implemented for Frequentis AG in Vienna as well as for the participating Austrian companies – CNS-Solutions & Support GmbH and PDTS GmbH – and the German group companies – Frequentis Comsoft GmbH, Frequentis Deutschland GmbH as well as ELARA Leitstellentechnik GmbH – in the weeks to come. Thereby, approximately 1,400 employees in Austria and Germany shall have the opportunity to become co-owners of Frequentis AG at a reduced price.

"We are very happy that we can now let our employees participate in the future development of Frequentis," says CEO Norbert Haslacher. "We have prepared an attractive package which grants participating employees the opportunity to acquire shares at a purchase price of 80% of the closing price of the Frequentis-share at the Vienna Stock Exchange on 4 May 2020 – therefore with a discount of 20%."

Based on the authorization by the general meeting from 8 April 2019, the company's share capital shall be increased from currently EUR 13,200,000 by up to EUR 80,000 to up to EUR 13,280,000 by issuing up to 80,000 new shares against cash contribution under the complete exclusion of subscription rights of the existing shareholders. Such capital increase shall be dependent on the number of shares ordered by participating employees in the course of the employee participation program. This corresponds to an increase in the share capital of up to approximately 0.6%. In the event of an oversubscription by

participating employees, a corresponding curtailment of the shares allotted to the employees concerned shall be made. The offer period is expected to commence on 3 April 2020.

The new shares shall have a dividend entitlement as from 1 January 2019 and apart from that, the same rights as the existing shares of the company with ISIN ATFREQUENT09. An application for admission to trading of the new shares on the regulated market at the Frankfurt Stock Exchange (General Standard) and at the Vienna Stock Exchange (prime market) shall be made.

In case of an approval by the Supervisory Board of the company, the definite extent of the capital increase shall – on the basis of the demand of the employees entitled to participate in the program – expectedly be determined by the Executive Board (with the approval of the Supervisory Board) on 4 May 2020.

About FREQUENTIS AG

The Austrian company Frequentis headquartered in Vienna is an international supplier of communication and information systems for control centres with safety-critical tasks. Such 'control centre solutions' are developed and marketed by Frequentis in the business sectors Air Traffic Management (civil and military air traffic control, air defence) and Public Safety & Transport (police, fire brigade, ambulance services, shipping, railways). Frequentis operates a worldwide network of branches, subsidiaries and local representatives in more than 50 countries.

Products and solutions from Frequentis can be found in over 30,000 working positions and in about 140 countries. Founded in 1947, Frequentis is, by its own estimation, the global market leader in voice communication systems for air traffic control with a market share of around 30%. Moreover, the Frequentis Group's systems are globally leading in AIM (aeronautical information management) and aeronautical message handling systems, as well as in GSM-R systems in the field of Public Transport. The Frequentis share is listed on the Vienna Stock Exchange and on the Frankfurt Stock Exchange under the ticker symbol FQT, ISIN ATFREQUENT09.

For further information please see www.frequentis.com.

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