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FREQUENTIS: Envisaged disposal of own share within the scope of the Long Term Incentive Plan 2019

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 Extraordinary General Meeting of Frequentis AG from 20 September 2019 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, Mr Norbert Haslacher, in accordance with the Long Term Incentive Plan 2019 ("**LTIP2019**") also approved by resolution of the Extraordinary General Meeting of Frequentis AG from 20 September 2019 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 14,000 of own shares in the Company (gross number before deduction of taxes and duties) shall be transferred to Mr Haslacher within the scope of the LTIP2019. In this respect, the general purchasing possibility of the shareholders shall be excluded with respect to the own shares required for the LTIP2019 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 Mr Haslacher within the scope of the LTIP2019 depends on the actual target achievement by Mr Haslacher under the LTIP2019 and is expected to be determined by the Executive Board at the beginning of May 2022 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 is a global supplier of communication and information systems for control centres with safety-critical tasks. The listed family-run company develops and markets its "control centre solutions" in the Air Traffic Management segment (civil and military air traffic control, air defence) and the Public Safety & Transport segment (police, fire brigades, emergency rescue services, shipping, railways).

With a market share of 30%, Frequentis is the world market leader in voice communication systems for air traffic control. Frequentis is also the global leader in aeronautical information management and aeronautical message handling systems.

As a global player with about 2,150 employees, Frequentis has a global network of companies in more than 50 countries. Its head office is in Vienna, Austria. Frequentis' products, services, and solutions are used at more than 40,000 operator working positions in around 150 countries.

Shares in Frequentis are traded on the Vienna and Frankfurt stock exchanges; ISIN: ATFREQUENT09, WKN: A2PHG5. In 2021, revenues were EUR 333.5 million and EBIT was EUR 29.0 million.

Wherever Frequentis' systems are used, people bear responsibility for the safety of other people and goods. The company also works towards a more sustainable future through its air traffic optimisation solutions.

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