



75 Years of Innovation and Continuity For a Safer World



Ladies and gentlemen,

In 2022, Frequentis AG is celebrating its 75th anniversary. From its origins in 1947 as a small company – what would be called a start-up today – founded by two engineers in bombed-out post-war Vienna, it grew into a medium-sized company and eventually into a successful global group of companies.

The rapid rise to market leadership began in the early 1980s. Back then, the company had 36 employees and generated revenue of EUR 4 million. Now, the Frequentis Group has more than 2,100 employees and generates revenue of EUR 300 million. Civilian and military air traffic air navigation providers, emergency services (the police, fire brigades, and other rescue services), railways, and shipping business around the world use Frequentis' systems. More than 500 customers place their trust in Frequentis solutions to support air traffic controllers, dispatchers, and emergency response coordinators in their safety-critical work.

A strong focus on technology and innovation has always been the driving force behind the systematic internationalisation and is the keystone of the Group's leading position on the world market. The successful IPO in May 2019 was an important step to secure Frequentis' long-term future of the Group as a publicly listed family-run company.

A distinctive culture with a safety-critical focus plays a key role in the success of the Frequentis team. 75 years of experience with projects in safety-critical environment have resulted in extensive expertise and a deep understanding of customers' needs. Frequentis intends to continue to use this knowledge on the world's markets in the future – wherever the mission is to protect people and property.

On behalf of the Frequentis Executive Board and Supervisory Board, we would like to say thank you – to our customers, our shareholders, and all our business partners, who have supported us in our successful development. We would also like to thank all staff of the Frequentis Group for their part in shaping this success.



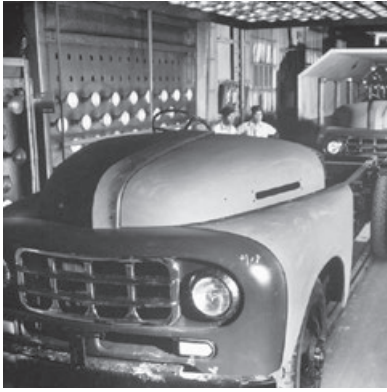
Norbert Haslacher
Chairman of the Executive Board



Hannes Bardach
Chairman of the Supervisory Board

Frequentis AG

1947



Building everything the Republic of Austria needed: production of high-frequency hardening plant to overhaul crankshafts for automotive engines

1955



First air traffic control contract: Installation of equipment for an Austrian air traffic control at Vienna airport, after withdrawal of the four occupying powers

1993



First fully digitized Voice Communication System for Air Traffic Control: delivery for Eurocontrol and German Armed Forces

2001



Began the strategic development for the business segment Public Safety & Transport: Customers in the areas of police forces, ambulances, maritime, and railways

2003



Breakthrough in the US market: Delivery for Command Centre of Federal Aviation Administration (FAA) in Herndon, Virginia

2005



Metropolitan Police, London: integrated communications platform with more than 500 workstations, including video surveillance (integration of more than 80,000 CCTV cameras)

2006



Headquarters moved to the new company building Innovationsstrasse 1, Vienna

2008



Frequentis joined EU modernisation programme SESAR (Single European Sky ATM Research Programme)

2010



Largest maritime project in company history: Country-wide delivery of a maritime communications system for the Canadian Coast Guard

A brief history of Frequentis

The early years of Frequentis were shaped by the reconstruction of Austria after World War II. Resources were scarce but the company's focus on high-frequency technology served a wide range of needs: radio equipment for customs officials, the police, and fire service, devices to measure moisture in tobacco, PVC welding generators, and even equipment for a broadcasting station. A team of ambitious Frequentis technicians built everything the new republic needed.

Frequentis' rapid rise to market leadership only began years later, in the early 1980s. When Hannes Bardach took over the company, first as managing director and later as owner, it switched focus to specialise in air traffic control. Back then, Frequentis had 36 employees and generated revenue of EUR 4 million.

Sylvia Bardach joined Frequentis in 1989 as head of the Finance and Controlling department, which she systematically extended. In the 1990s,

Frequentis spearheaded a key development in air traffic management with the introduction of fully digital voice communication systems. The installation of the world's first major system of this generation for Eurocontrol cemented the company's position as a technological leader.

In 1997, the management decided to establish a second area of business alongside Air Traffic Management (ATM). The idea was to transfer the company's extensive experience, its internationally recognised products, and the expertise of its engineers to control centres for other safety-critical tasks. The seed for growth in the area of Public Safety and Transport (PST) had been planted and consistently expanded from 2001 onwards. Frequentis' expansion was supported by a group-wide controlling system, implemented by Sylvia Bardach, who became a member of the Executive Board in 2000 with responsibility for Accounting & Taxes, Controlling, Legal, and Human Resources.

Internationalisation as a success factor

Frequentis started to expand beyond Austria in 1985, initially to Germany. Christian Pegritz, who joined the Frequentis management in 1990, oversaw the establishment and stepwise expansion of international sales, leading to far-reaching internationalisation.

A short time later, Frequentis secured its first major contract from a non-German-speaking country, the former Yugoslavia, followed by orders from the UK and France. In 1994, Frequentis extended its reach to Mexico, giving it a foothold on a new continent. Large projects in Canada and the USA enabled it to gain a strong position on the North American market, while subsidiaries in Singapore and Shanghai gave it a presence in Asia.

Next, it established companies in Australia, Brazil, Norway, France, and UAE. A series of targeted acquisitions - the most recent of which, in addition to the takeover of the L3Harris units, include Germany's ATRiCS and Italy's Regola - extended the product portfolio, making Frequentis an all-round supplier of communication and information solutions for safety-critical organisations.

As a global group of companies, Frequentis now has an international network of branches, subsidiaries, and local representatives in more than 50 countries. More than 40,000 controller working positions in over 150 countries use Frequentis products and solutions.

Responsible management

At Frequentis, the focus is on people – both within the company and externally.

Our employees have always been the most important factor in our long-term development. It is the capability, commitment, and innovative capacity of our many multicultural teams that have made Frequentis what it is today, with a workforce of more than 2,100 people worldwide. Special inter-departmental and cross-border training programmes foster and develop talent and potential so we are well-prepared for further growth in the future.

Our customer relationships also focus on people. In safety-critical areas, users – air traffic controllers,

dispatchers, emergency response coordinators – need to make quick decisions, often in stressful situations. Frequentis has the solution to give them a positive working environment with efficient workflows.

Alongside the high innovative capability, commitment, and skills of the Frequentis teams, it is our special culture aligned to our work in the safety-critical sector that sets us apart from our customers. 75 years of experience in projects tailored to varied customer requirements, yet always focused on the needs of safety-critical operations, have enabled us to build up extensive know-how and a highly developed emotional knowledge and understanding of customers' needs.

75 years of continuity and innovation for a safer world

The products supplied by the Frequentis Group are part of the safety-critical infrastructure, in other words, the essential infrastructure in each country. This infrastructure always has to be available and ready for operation – irrespective of the number of flights or how many times the police, fire service, and emergency rescue services are deployed.

We provide our solutions to help our customers meet current and future challenges. The key factors driving future growth are peoples' need for mobility, safety, and security, and the increasing digitalization of safety-critical control centres.

Our aim is to gradually increase the proportion of revenue generated with software. We are observing increased demand for new operating models (cloud, software-as-a-service) and solutions to optimise traffic and reduce its environmental impact.

We are well-positioned for that: our dynamic New Business Development department is currently

concentrating on (remote) digital towers, drone management, and the introduction of 5G/LTE-based mission-critical communication (MCX) systems for safety-critical control centres.

We are also actively involved in international research projects to shape tomorrow's innovations. Based on our technical expertise, we strive to integrate emerging solutions into standards and regulatory requirements. That also gives our customers the assurance that they are investing in a system for the future.

A company anniversary is a good opportunity to review: we have plenty of plans for the future, driven by our strong vision, our objective of being number 1 in the global market for control centre solutions, and our long-term growth strategy.

Innovation & continuity – for a safer world.

2014



New operations management concept for the British railway system – support for the development of the concept and responsibility for seamless integration of operational communications

2015



G7 summit in Bavaria: New Public Safety solution employed as the primary instrument for communication by the Bavarian Police for their security measures

2016



Founded Comsoft Solutions, a software company located in Karlsruhe, Germany, reinforces the Frequentis group

2017



Contract Ambulance Radio Programme: Cloud-based control centre solution for the UK Department of Health, for the integration into the future ESN (Emergency Service Network) network

2018



Award of the OneSky Australia project for the world's first fully integrated air traffic management system for joint civilian and military use for the entire continent of Australia

2019



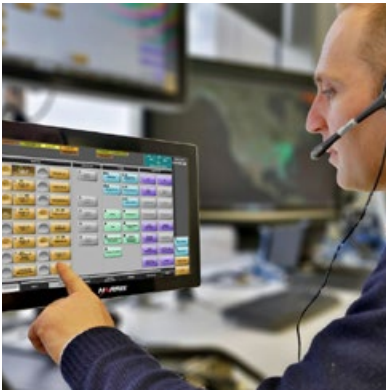
Successful IPO of Frequentis AG: shares in Frequentis AG have been traded on the Frankfurt and Vienna stock exchanges since 14 May 2019

2020



UTM contract with the Norwegian air navigation service provider Avinor: implementation of a nationwide unmanned drone management system at 18 airport control towers

2021



Acquisition of the ATM voice communication and arrival management product lines of US company L3Harris Technologies

Some of our awards

- 1982 Granted the right to use Austria's state coat of arms
- 1995 EU Export Award
- 1996 Nominated for the State Award of the Austrian Ministry of Economics and Employment (CHECK) in three categories (design, innovation, and employment); Mercur Award for Innovation
- 1997 Hannes Bardach receives the decoration of honour in gold for services to the Republic of Austria and is named entrepreneur of the year
- 1998 Kaplan medal for services to innovation and discovery; export award
- 1999 Winner of the Jobs through Innovation award; ATCA Chairman's Citation of Merit Award
- 2000 Nominated for the Mercur Award for Innovation
- 2001 Winner of the Hermes Award presented by Wirtschaftsblatt for entrepreneurial performance; winner of the Mercur Innovation Award (DSC Analyser)
- 2003 Nominated for the Adolf Loos State Design Award
- 2004 ATC Maastricht Award for AIT Watermarking; second place in the EEEfCOM German Innovation Award (Airbox)
- 2006 Viennovation–third place (security improvement in ATM)
- 2007 MCA Management & Technology Award for UCMP; Multimedia State Award (category: e-marketing and company presentation)
- 2008 Go-International Award (second place)
- 2009 Winner of the Vienna "Deeds. Not Words" award for measures to foster women and family-friendly policies)
- 2011 NASA Commemorative Medal; Career's Best Recruiters, silver
- 2012 Career's Best Recruiters gold award; Grand Decoration of Honour of the Republic of Austria for Hannes Bardach
- 2013 Hannes Bardach: Entrepreneur of the Year; Career's Best Recruiters gold
- 2014 Best Recruiters by career, gold
- 2015 Austrian Export Award, gold; winner of the SESAR SWIM Master Class for the National Air Policing Centre (NAPC) solution
- 2016 International Critical Communications Award for "Best use of TETRA for Public Safety" with the Bavarian police force
- 2017 IHS Jane's ATC Technology Award 2017
- 2019 MERCUR Innovation Award for Frequentis DFS Aerosense, Digital Tower Solution
- 2020 European "Star of Innovation" award for publicly listed SMEs
- 2020 Air Traffic Management journal award for ATM/UTM integration in Norway
- 2021 Sustainability Award at the World ATM Congress for the Frequentis Orthogon arrival management system (AMAN)

