







# Sustainable Development Goals (SDGs): Frequentis' Contribution

To ensure the sustainable orientation of the company, Frequentis also considers the United Nations' Sustainable Development Goals.

Frequentis actively contributes to SDGs 3, 4, 5, 7, 8, 9, 10, 12, 13, and 16.

<p><b>3</b> GOOD HEALTH AND WELL-BEING</p> 	<p>Frequentis actively promotes the health and well-being of its employees and implements comprehensive measures for occupational safety and health promotion. These include ergonomically designed workplaces, occupational health care, vaccination programmes and mental health initiatives. Flexible working models support work-life balance. Ergonomics and human factor analyses are also considered in the design of customer systems.</p> <p>Frequentis develops and delivers systems for safety-critical areas, such as transport and security infrastructure. These solutions enable efficient traffic management and help ensure that people and goods reach their destinations safely.</p>
<p><b>4</b> QUALITY EDUCATION</p> 	<p>Frequentis supports lifelong learning for employees through structured onboarding, leadership programmes and practical educational partnerships. A wide range of internal training opportunities and access to digital learning content foster professional and personal development. Close cooperation with universities provides students with practical insights into the Frequentis world through internships, trainee programmes and supervision of bachelor's and master's theses.</p>
<p><b>5</b> GENDER EQUALITY</p> 	<p>Frequentis is committed to increasing the number of women in technical fields and leadership positions. The "Women &amp; Career" initiative specifically strengthens female careers through transparent job postings, salary information and a mentoring network. The "Women's Community" offers a platform for exchange and networking. Frequentis also participates in numerous partnerships to inspire women to pursue technical professions.</p>
<p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p> 	<p>Frequentis continuously implements measures to increase energy efficiency and the share of renewable energy sources at its sites. These include installing photovoltaic systems and optimising heating, cooling and ventilation systems.</p>

<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> 	<p>Frequentis stands for fair and safe working conditions and the respect of human rights – both within the company and along the supply chain. This is ensured through clear standards such as the Code of Conduct and the Supplier Code of Conduct. Training and awareness programmes strengthen understanding of social and ethical standards. An established whistleblowing system enables confidential reporting of violations.</p>
<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Innovation is a key component of Frequentis' corporate strategy, particularly in safety-critical environments to ensure reliable infrastructure. Frequentis also actively participates in international standardisation bodies and contributes significantly to the development of global norms in safety-relevant areas.</p>
<p><b>10</b> REDUCED INEQUALITIES</p> 	<p>The Frequentis Group does not tolerate any form of discrimination, particularly based on gender, age, sexual orientation, origin, ethnicity or religion. Compliance with legal frameworks is a given. Frequentis offers equal employment opportunities to all employees. All personnel decisions are based on suitability, performance, qualifications, integrity and comparable criteria.</p>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Frequentis strives to ensure the careful use of resources, starting from material selection through processing to recyclability. These principles are part of a comprehensive circular economy concept.</p> <p>Key circular elements already implemented include long product lifespans and comprehensive maintenance, minimal harmful substances, reparability, and waste prevention and reduction.</p>
<p><b>13</b> CLIMATE ACTION</p> 	<p>Climate protection, efficient energy management and the use of renewable energy are essential concerns for Frequentis and are anchored as a central element in its ESG strategy. In pursuit of a climate-neutral future, Frequentis has committed to the Science Based Targets initiative (SBTi) and will set science-based emission targets. Numerous measures are being implemented to reduce greenhouse gas emissions. Furthermore, Frequentis solutions – for example in integrated air traffic management, maritime lock management and drone-monitored rail systems – make a significant contribution to making public infrastructure more sustainable and reducing greenhouse gas emissions.</p>
<p><b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>Frequentis is clearly committed to ethical business conduct and implements comprehensive measures against corruption and bribery. The foundation for this is the Code of Conduct and the Corporate Social Responsibility (CSR) Code for suppliers, which define binding rules for lawful and ethical behaviour. An established compliance management system supports adherence to legal requirements and internal guidelines.</p>

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