

# FOR A SAFER WORLD

Remuneration  
Report

2020





# Introduction

## Preparation of the remuneration report

This remuneration report covering the remuneration of the members of the Executive Board and Supervisory Board of Frequentis AG (subsequently referred to as "Frequentis" or "the company") was prepared by the company's Executive Board and Supervisory Board in compliance with Sections 78c and 98a of the Austrian Companies Act (AktG) to provide a full overview of the remuneration granted or owed to the members of the Executive Board and Supervisory Board in the 2020 financial year. In addition to the statutory requirements, the structure and content of the remuneration report 2020 are based, in particular, on the opinion issued by the Austrian Financial Reporting and Auditing Committee (AFRAC) on the preparation of remuneration reports in accordance with Section 78c AktG (AFRAC opinion no. 37, December 2020).

The remuneration report was examined by the Committee for Executive Board Issues in its function as remuneration committee and adopted by the Supervisory Board at its meeting on 31 March 2021. The remuneration report will be submitted to the next Annual General Meeting for approval in accordance with Section 78d (1) AktG. Such approval is by nature a recommendation. The remuneration report 2021 will include the outcome of the vote by the Annual General Meeting on the remuneration report for 2020.

## Business performance of the Frequentis Group in the reporting period

In 2020, the operating business was mainly influenced by the COVID-19 pandemic. Thanks to its stable business model as a supplier of communication and information systems for control centres in the safety-critical sector, the measures introduced, and successful project acceptances, Frequentis was able to minimise the impact. With a few exceptions, it was possible to continue business unchanged despite the restrictions.

Order intake in the Frequentis Group was EUR 314.6 million in 2020, a decline of 5.7% compared with 2019, when order intake was EUR 333.7 million. Order intake was split between the two segments as follows in 2020: Air Traffic Management 64% (2019: 67%), Public Safety & Transport 36% (2019: 33%).

Revenues decreased by 1.4% to EUR 299.4 million (2019: EUR 303.6 million). In the Air Traffic Management segment, revenues dropped by 3.8% to EUR 203.1 million, whereas revenues in the Public Safety & Transport segment increased by 4.1% to EUR 96.3 million.

The cost of materials and purchased services decreased by 8.1% to EUR 75.0 million (2019: EUR 81.6 million) due to the lower material intensity of the projects undertaken. Personnel expenses increased by 2.0% to EUR 157.9 million (2019: EUR 154.8 million), principally due to the increase in the number of employees as a result of the new companies in the consolidated group. The reduction in travel expenses is related to the travel restrictions due to the COVID-19 pandemic, the resulting widespread switch to project acceptance via video conferencing, and digitalisation of marketing and sales activities. The travel restrictions also led to a reduction in advertising expenses due to the cancellation of trade shows.

EBITDA (earnings before interest, taxes, depreciation, amortisation, and impairment losses) improved by EUR 11.7 million to EUR 41.98 million in 2020 (2019: EUR 30.2 million). Despite the COVID-19 pandemic, as a result of the changes outlined above, EBIT increased by EUR 9.6 million to EUR 26.8 million in 2020 (2019: EUR 17.2 million).

The Austrian Financial Market Authority prohibited Commerzialbank Mattersburg im Burgenland AG (Commerzialbank Mattersburg) from continuing its operations in July 2020 and insolvency proceedings were subsequently opened against the assets of this bank. As a consequence, Frequentis recognised an impairment loss for bank deposits due on demand and time deposits totalling EUR 30.9 million held at Commerzialbank Mattersburg. This is presented in the line item impairment loss on financial assets.

The Frequentis Group made a loss of EUR 3.4 million in 2020 (2019: profit of EUR 12.5 million). This was influenced, on the one hand, by the positive development of EBIT and, on the other, by the impairment loss due to the insolvency of Commerzialbank Mattersburg. Without the impairment loss for Commerzialbank Mattersburg, the Group would have reported a profit of EUR 19.8 million in 2020.

# Remuneration of Executive Board members

## Principles of the remuneration policy and remuneration components

The present remuneration policy for the members of the Executive Board of Frequentis AG was adopted by the 13th Annual General Meeting of Frequentis AG on 14 May 2020 on the basis of the proposal submitted by the Supervisory Board and contains the following objectives and principles.

The objective of the remuneration policy is to ensure that the overall remuneration of the members of the Executive Board is commensurate with the company's economic situation, creates incentives for behaviour that encourages sustainable development of the company, and supports the company's business strategy and long-term development. The remuneration policy also takes into account the size of the company, its international focus, the business model of Frequentis AG, and the tasks and qualifications of the Executive Board members.

The remuneration policy is structured to ensure that it is possible to attract and retain suitably qualified persons for the tasks of a listed company with global operations. Therefore, the overall remuneration must be competitive and market oriented, as well as being commensurate with the usual remuneration at comparable companies.

The remuneration is therefore commensurate with the overall responsibility associated with the role of the Executive Board, as well as reflecting the individual responsibility of each Executive Board member as derived from the allocation of functions. Other key factors are length of service with the company and, where relevant, the assumption of the function of spokesperson or chairperson of the Executive Board.

The overall remuneration of the members of the Executive Board of Frequentis AG comprises the following components:

- (a) Fixed remuneration components that are not performance-related
- (b) Variable performance components that are dependent on the achievement of specific performance criteria.

### Fixed remuneration components

The **fixed remuneration** comprises a base salary, benefits in kind, other perquisites, and social security and pension contributions.

The base salary is principally intended as remuneration for taking on a position on the Executive Board and the associated overall responsibility of the individual Executive Board members. It also takes into consideration the individual responsibilities of each member, which are derived from the areas of responsibility allocated to them. This results in differentiated annual base salaries which reflect their strategic and operational functions. In addition, the level of the annual base salary reflects the customary market rates of remuneration of executive board members at comparable companies. In keeping with common practice in Austria, the base salary is paid retrospectively in fourteen monthly instalments. In addition to overtime and other services that go beyond the normal working hours of salaried employees, it covers the assumption of positions on governance bodies with the Group.

In the reporting period, the base salaries of all Executive Board members together totalled EUR 900 thousand (2019: EUR 883 thousand). This amount was split as follows among the individual Executive Board members:

<b>Base salary</b> <b>(gross, excluding payroll-related costs)</b> <b>in EUR thousand (rounded)</b>		
	<b>2020</b>	<b>2019</b>
Norbert Haslacher (Chairman of the Executive Board)	360	360
Sylvia Bardach	270	253
Hermann Mattanovich	270	270
<b>Total</b>	<b>900</b>	<b>882</b>

The **benefits in kind and other perquisites** granted to the Executive Board members in the reporting period comprised collective accident and death insurance and directors' and officers' liability insurance (D&O insurance). The premiums for these policies are paid by the company. Further, the provision of company cars (including for private use, together with fully comprehensive motor insurance, driver's/passenger insurance), and other incidental benefits such as mobile phone and communications media and subsidised use of the Frequentis staff restaurant.

The **pension benefits** are secured by a reinsurance policy and comprise a retirement pension and surviving dependants' pension for the present members of the Executive Board and one former member of the Executive Board. The claims under the reinsurance policy have been pledged to the beneficiaries.

In the reporting period, pension benefits of EUR 88,701.20 (gross, excluding payroll-related costs) were paid to Dr. Christian Pegritz, a former member of the Executive Board. The company received this amount from the reinsurance taken out in connection with this pension commitment.

### Variable remuneration components

The variable remuneration components are incentives to ensure the sustained development of the company and avoid a focus on merely short-term effects. When defining financial and non-financial performance criteria, attention is paid to avoiding enticements to take risks and an excessive focus on short-term profits. Ambitious targets should be set to provide an incentive for exceptional performance and to encourage implementation of the strategy of Frequentis AG. By including non-financial performance criteria, the aim is, in particular, to support the social and strategic alignment of the company. The overriding aim is the positive long-term development of the company. Accordingly, the variable remuneration is divided into short-term and long-term components.

With the approval of the full Supervisory Board, in exceptional circumstances Executive Board members may also be granted special bonus payments (for example, a sign-on bonus in the event of relocation or a retention bonus). The amount of the special bonus must be commensurate with the specific circumstances and may not exceed 50% of the member's (gross) annual salary.

### Short-term variable remuneration components

The short-term variable remuneration components are based primarily on the achievement of short-term financial targets for the company.

Achievement of the targets is measured by an indicator of earnings before interest and taxes as stated in the consolidated financial statements in accordance with IFRS (IFRS EBIT), provided that the earnings before tax reported in the financial statements of Frequentis AG in accordance with the Austrian Commercial Code (UGB EBT) after provisions for short-term variable remuneration reach a defined minimum for the relevant financial year. If the UGB EBT after provisions for the short-term variable remuneration of all Executive Board members (including statutory payroll-related costs) drops below the defined minimum amount, the short-term variable remuneration of all Executive Board members will be reduced by the same percentage until the planned minimum UGB EBT is reached. A minimum level is set for the IFRS EBIT. If this is not achieved, the short-term variable remuneration (for this criterion) is not payable. A target achievement range of between 0% and 100% is set for exceeding the minimum target level.

In addition to these financial targets, the short-term variable remuneration for one or more Executive Board members may be based on individually agreed targets. The quantitative performance criterion "IFRS EBIT / UGB EBT" must have a weighting of at least 60%.

Overall, even in the event of over-achievement of all agreed performance targets, the short-term variable remuneration is capped at 100% of the (gross) annual base salary of the respective Executive Board member.

The short-term variable remuneration for a financial year is payable as soon as the basis and amount have been determined by the Committee for Executive Board Issues on the basis of the audited financial statements for the company and the audited consolidated financial statements.

In the reporting period, the UGB EBT was negative due to the impairment loss on financial assets in connection with the insolvency of Commerzialbank Mattersburg. Consequently, the Executive Board members have no entitlement to short-term variable remuneration for 2020. In the previous year, based on target achievement in 2019, the Executive Board members were entitled to short-term variable remuneration components totalling EUR 441 thousand. This amount was paid out in full to the Executive Board members in the reporting period as follows:

Short-term variable remuneration (gross, excluding payroll-related costs) in EUR thousand (rounded)	Entitlements for 2020	Amount paid out in 2020 for entitlements earned in 2019
Norbert Haslacher (Chairman of the Executive Board)	0	180
Sylvia Bardach	0	126
Hermann Mattanovich	0	135
<b>Total</b>	<b>0</b>	<b>441</b>

### Long-term variable remuneration components (share-based payment)

The company may grant a **long-term variable remuneration component**, structured as a share-based Long-Term Incentive Plan (LTIP), to one or more members of the Executive Board on a one-off or repeated basis.

The LTIP is based, in particular, on sustainable, long-term and multi-year performance criteria, including non-financial criteria. It is not possible to change the performance criteria retrospectively.

An LTIP may be granted at annual or multi-year intervals and must be adopted by a resolution of the General Meeting based on a proposal submitted by the Supervisory Board. The LTIP defines the maximum number of shares that may be allocated to an Executive Board member. In accordance with C rule no. 27 of the Austrian Code of Corporate Governance, the maximum limit for the amount of the LTIP that may be paid out in the form of shares in the company is set at 200% of the (gross) annual base salary of the respective Executive Board member.



## LTIP 2019 and 2020

Frequentis AG has agreed two long-term incentive programmes with the Chairman of the Executive Board, Norbert Haslachner (LTIP 2019 and LTIP 2020).

The participant in this programme is not required to make a personal investment in Frequentis shares. From the grant date, in each calendar year the CEO can sell a maximum of one third of the shares awarded under the LTIP 2019 and the LTIP 2020. However, the beneficiary may only sell the number of shares awarded under the LTIP 2019 and the LTIP 2020 or any subsequent long-term incentive plan if, at all times, he holds at least 7,000 of the shares awarded under a long-term incentive plan ("minimum shareholding").

The service period for the fulfilment of the targets has been set at three years in each case. The targets for the key indicators were set by the Supervisory Board. On the settlement date (at the earliest three years after the grant date), assuming 100% target achievement, a maximum of 14,000 shares (LTIP 2019) or 17,000 shares (LTIP 2020) – in both cases gross, i.e., before deduction of taxes and fees – and at most 200% of the beneficiary's annual gross base salary for the 2019 or 2020 financial year, as applicable, will be granted. Settlement is effected by transferring the number of shares corresponding to the net amount of the award to the respective securities account. Subject to the approval of the Supervisory Board, the settlement date is 30 April 2022 for the LTIP 2019 and 30 April 2023 for the LTIP 2020.

The entitlement to the maximum number of shares arises at 100% target achievement. A lower target achievement level will result in a proportionate reduction in the entitlement. No shares will be allocated if target achievement is less than 50%.

In order to qualify for the allocation of shares in the company, targets must be achieved. The achievement of each target is measured over a three-year performance period.

The targets agreed for the LTIP 2019 are based on the total shareholder return (TSR), organic growth of the operating performance, the EBIT margin, the profit margin, and the development of key accounts, employee satisfaction, and customer satisfaction.

The targets for the LTIP 2020 are based on the total shareholder return (TSR), orders on hand, regional growth, and growth through acquisitions.

Apart from the achievement of the targets, the Executive Board member does not have to provide any consideration for the shares awarded under these programmes.



The following table summarises the main conditions for the share-based payment:

	LTIP 2020	LTIP 2019
Start of programme	1 Jan. 2020	1 Jan. 2019
Grant date (resolution of the General Meeting)	14 May 2020	30 Sep. 2019
End of service period	31 Dec. 2022	31 Dec. 2021
Vesting date	30 Apr. 2023	30 Apr. 2022
Expected target achievement	103%	74%
Expected no. of shares	17,510	10,409
Maximum no. of shares	17,000	14,000
Bonus shares allocated	None	None

Of the expected total future expense relating to the LTIP, the portion already earned as at the reporting date is recognised in shareholders' equity. This is based on the fair value on the grant date. The total expected expense for the LTIP obligation is measured at the fair value of the share relative to the share price on the date of the agreement, multiplied by the number of shares granted and the expected target achievement.

### Special bonus payments

No special bonuses were granted in the reporting period.

## Presentation of total remuneration

	2020			2019		
Total remuneration of the Executive Board (gross, excluding payroll-related costs) in EUR thousand (rounded)	Norbert Haslacher	Hermann Mattanovich	Sylvia Bardach	Norbert Haslacher	Hermann Mattanovich	Sylvia Bardach
<b>Fixed remuneration</b>						
• Annual base salary	360	270	270	360	270	253
• Premiums for pension reinsurance	50	50	50	50	50	50
• Benefits in kind (company cars and reimbursement of travel expenses) <sup>1</sup>	8.7	11.6	0 <sup>2</sup>	9.1	11.6	7.3
<b>Subtotal fixed remuneration</b>	<b>418.7</b>	<b>331.6</b>	<b>320</b>	<b>419.1</b>	<b>331.6</b>	<b>310.3</b>
<b>Variable remuneration</b>						
• Short-term variable remuneration						
<i>Amount paid out in reporting period for target achievement in previous year<sup>3</sup></i>	<i>180</i>	<i>135</i>	<i>126</i>	<i>0</i>	<i>0</i>	<i>0</i>
thereof not covered by provisions in previous year <sup>4</sup>	14.4	10.8	6.3	0	0	0
Provisions for expected target achievement in the reporting period <sup>5</sup>	0	0	0	165.6	124.2	119.7
• Long-term variable remuneration (share-based payment)						
<i>Payments due to end of LTIP</i>	<i>0</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>
Provisions for LTIP 2019 and 2020 <sup>6</sup>	169	-	-	63	-	-
<b>Subtotal variable remuneration<sup>7</sup></b>	<b>183.4</b>	<b>10.8</b>	<b>6.3</b>	<b>228.6</b>	<b>124.2</b>	<b>119.7</b>
<b>Remuneration from affiliated companies</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other remuneration</b>						
• Special bonus	0	0	0	540 <sup>8</sup>	0	0
<b>Subtotal (other remuneration)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>540</b>	<b>0</b>	<b>0</b>
<b>Total remuneration</b>						
• Fixed remuneration	418.7	331.6	320	419.1	331.6	310.3
• Variable remuneration	183.4	10.8	6.3	228.6	124.2	119.7
• Remuneration from affiliated companies	-	-	-	-	-	-
• Other remuneration	0	0	0	540	0	0
<b>Total remuneration</b>	<b>602.1</b>	<b>342.4</b>	<b>326.3</b>	<b>1,187.7</b>	<b>455.8</b>	<b>430</b>
• Fixed remuneration in % of total	70%	97%	98%	65%	73%	72%
• Variable remuneration in % of total	30%	3%	2%	35%	27%	28%
<b>Total remuneration of all Executive Board members</b>	<b>1,270.80</b>			<b>2,073.50</b>		

<sup>1</sup> Taxable benefits in kind.

<sup>2</sup> Electric car (not classified as a benefit in kind).

<sup>3</sup> Amount to be paid out after establishment of target achievement (this may differ from the provisions established for this in the previous year, see footnote 5).

<sup>4</sup> Differences between the provisions and the actual entitlements are added to the variable remuneration in the reporting period.

<sup>5</sup> Provision recognised in the reporting period for expected entitlement (this may differ from the actual amount paid out in the following year based on actual target achievement).

<sup>6</sup> Annual addition to provisions (change versus cumulative provisions from previous years); this amount may differ from the amount paid out in the year of settlement.

<sup>7</sup> The subtotal is calculated from differences between the amount allocated to provisions in the previous year (footnote 3) plus the amount allocated to provisions in the reporting period (footnote 5) and long-term remuneration components (footnote 6).

<sup>8</sup> In 2019, the Chairman of the Executive Board was granted and paid a one-off special bonus for the successful IPO of Frequentis AG on the Vienna Stock Exchange and the Frankfurt Stock Exchange. As agreed, he used this to purchase 15,000 shares in the pre-placement prior to the IPO.

## Annual changes pursuant to Section 78c (2) Line 2 AktG

The annual change in the total remuneration, profit/loss, and the average remuneration of the company's other employees is as follows:

in EUR thousand (rounded)	2020	2019	+/- in %
Profit/loss for the period	-3,389	12,522	-127%
Total remuneration of the Executive Board (gross, excluding payroll-related costs)	1,271	2,074	-38.7%
Average remuneration of other employees (gross, excl. payroll-related costs) <sup>1</sup>	69	66	+3.5%

<sup>1</sup> Annual average full time equivalents (FTE) at Frequentis AG, excluding variable salary components and benefits in kind

# Remuneration of Supervisory Board members

## Principles of the remuneration policy

The present remuneration policy for the Supervisory Board was adopted by the 13th Annual General Meeting on 14 May 2020 and defines the following objectives and basic principles.

The objective of the remuneration policy is to ensure that the members of the Supervisory Board are granted remuneration that is commensurate with their tasks and responsibilities, and with the company's economic position. The remuneration policy also takes into account the size of the company, its international focus, the business model of Frequentis AG, and the role and qualifications of the Supervisory Board members.

The remuneration policy is structured to ensure that qualified persons can be gained to perform the tasks of the Supervisory Board of a listed company with global operations. Therefore, the overall structure of the remuneration must be competitive and market-oriented as well as ensuring an appropriate relationship to the customary remuneration at comparable companies. In addition, it should allow a balanced professional and personal composition of the board. Special attention is paid to diversity with regard to the representation of both genders, a balanced age structure, and the professional background of the members.

In accordance with Section 5.7.1 of the company's articles of association, the remuneration of the members of the Supervisory Board is adopted by the General Meeting on the basis of a proposal submitted by the Executive Board and Supervisory Board, taking into account Section 98 AktG. The Executive Board and Supervisory Board draw up the remuneration proposal for each financial year at the start of the following financial year. Remuneration for a year is paid retrospectively following adoption of the resolution by the General Meeting.

The remuneration of the elected/delegated Supervisory Board members (shareholder representatives) comprises basic annual remuneration and attendance-related components. The employee representatives on the Supervisory Board perform their function voluntarily in accordance with Section 110 (3) of the Austrian Labour Relations Act (ArbVG) and do not receive separate remuneration therefor.

The basic annual amount is defined as a fixed amount per Supervisory Board member, and the amount may be graduated and measured on a different basis depending on the member's function and the scope of his/her tasks and responsibilities (e.g. chairperson, deputy chairperson). The attendance-related component is paid as an appropriate fee for attending meetings and is calculated as a flat rate for each meeting of the full Supervisory Board and of its committees that a member attends. The attendance fee may be graduated and measured on a different basis, in particular depending on the member's function and the scope of his/her tasks and responsibilities (e.g. chairperson, deputy chairperson). Further, the chairperson and deputy chairperson of the Supervisory Board may be granted appropriate attendance fees for attendance at and functions in connection with the company's general meetings. The attendance-related component of the remuneration policy reflects the fact that the number of meetings and the related time requirements can vary, especially in connection with membership of committees.

There is no provision for performance-related remuneration components (e.g. based on the performance of the share price) or share-based remuneration components for Supervisory Board members.

If a Supervisory Board member takes on a specific function in the interests of the company, he/she may be granted special remuneration for this by a resolution of the General Meeting.

Every Supervisory Board member, including the employee representatives on the Supervisory Board, is entitled to reimbursement of out-of-pocket expenses.

The Supervisory Board members are included in the company's directors' and officers' liability insurance (D&O insurance).

## Presentation of total remuneration

Contingent upon the approval of the Annual General Meeting in 2021, the elected and delegated shareholder representatives on the Supervisory Board of Frequentis AG should be granted the following remuneration for their services in 2020:

Total remuneration of the Supervisory Board in EUR thousand (rounded) <sup>1</sup>		Basic remuneration 2020	Attendance fees 2020	Total remuneration entitlement for 2020 <sup>2</sup>	Total remuneration paid out in 2020 for 2019
Johannes Bardach	Chairman of the Supervisory Board	15	16.5	31.5	25
Karl Michael Millauer	Deputy Chairman	13	20.5	33.5	29
Boris Nemsic	Member of the Supervisory Board	12	14	26	18
Reinhold Daxecker	Member of the Supervisory Board	12	18	30	26
Petra Preining	Member of the Supervisory Board	12	12	24	5
Total		64	81	145	103

<sup>1</sup> The employee representatives on the Supervisory Board perform their function voluntarily in accordance with Section 110 (3) of the Austrian Labour Relations Act (ArbVG).

<sup>2</sup> Contingent upon the approval of the General Meeting

## Other information and explanations

The remuneration granted to the members of the Executive Board and Supervisory Board of Frequentis AG in the reporting period in conformity with the relevant remuneration policy of the company is designed to ensure that suitably qualified individuals can be recruited and retained for the respective functions. This ensures that the composition of the Executive Board and Supervisory Board is balanced and qualified and supports the company's positive long-term development.

In the reporting period, there were no deviations from the company's remuneration policies for the Executive Board and the Supervisory Board and the implementation procedures set out in these policies.

There were no demands for repayment of variable remuneration components in the reporting period.

## Notes / Disclaimer

The terms “Frequentis” and “Frequentis Group” in this publication refer to the Group; “Frequentis AG” is used to refer to the parent company.

Minimal arithmetical differences may arise from the application of commercial rounding to individual items and percentages.

The forecasts, plans, and forward-looking statements contained in this publication are based on the knowledge and information available and the assessments made at the time that this publication was prepared. As is true of all forward-looking statements, these statements are subject to risk and uncertainties. As a result, actual events may deviate significantly from these expectations. No liability whatsoever is assumed for the accuracy of projections or for the achievement of planned targets or for any other forward-looking statements.

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