

# WHEN IT COUNTS

CEOTRONICS COMPANY MAGAZINE

CT-NEWS #64

## CEOTRONICS IS CLEARED FOR TAKEOFF

CEOTRONICS CT-DECT systems in use at  
Germany's largest airport

**PAGE 18**

**40**  **JAHRE**  
**CEOTRONICS**

SPECIAL ANNIVERSARY FEATURE:  
"It all started with a vision ..."

**PAGE 6**

PRODUCT RANGE:  
Discover the new CT-MultiCom USB

**PAGE 26**

INVESTORS:  
Highest revenue in the company's  
history  
**PAGE 28**



**4** Discover the latest news in brief in "CT-KOMPAKT"

**6** 40 years of CEOTRONICS: Join us - and many long-time companions - as we look back on a remarkable journey.



**16** CEOTRONICS is never satisfied with the status quo - and that includes our **corporate design**. Just in time for the 40th anniversary, we've given it a complete overhaul.



**18** Germany's largest airport has made its decision - following thorough testing, it has opted for the best solution: CEOTRONICS AG's CT-DECT systems.

**24** Over the past financial year, CEOTRONICS AG once again succeeded in winning over many new people. And with good reason - the company is enjoying strong growth.

**26** It has long been one of CEOTRONICS' most sought-after products and has proven itself time and again in the field. A new addition is the USB function, which ensures straightforward connectivity between the CT-MultiCom USB and a wide range of devices.

**28** CEOTRONICS AG recorded exceptionally positive business performance in the 2024/2025 financial year.



To celebrate CEOTRONICS' birthday, we're giving away high-quality porcelain mugs from Mahlerwerk  
**Page 14**



## CEOTRONICS

### Impressum

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Cover photo: Alex Habermehl

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### EDITORIAL

Dear readers,

Opening this new issue with a focus on the future may seem unusual at first. After all, we live in a time of significant geopolitical uncertainty, and in this issue of CT-NEWS we're also looking back. In 2025, we will be celebrating the 40th anniversary of CEOTRONICS AG. But both perspectives explain why we are also looking ahead: since its founding, CEOTRONICS has been dedicated to developing reliable, future-ready communication solutions for people in critical roles and for situations when every second matters. When it counts.

And now, more than ever, it truly counts: we are witnessing the emergence of an entirely new world order. More than ever, police forces, fire brigades, rescue services and defence forces are reliant on interference-free communication - something CEOTRONICS products have always ensured. In critical situations, secure communication saves lives. With that knowledge in mind, Hans-Dieter Gnther and Berthold Hemer founded our company in 1985.


A strong spirit of innovation has been part of CEOTRONICS AG's DNA from the very start. One example? Our cross-product CT-ComLink® technology. It enables what matters most to our customers: built-in adaptability to the evolving challenges of tomorrow.



Thanks to software that evolves with the times, the future is always a part of the package.

That's why tomorrow has always been part of our 40-year story - a story you can revisit through the milestones featured in this issue. Our growth - past, present and future - is driven by forward-looking innovation. One thing that never changes is our promise never to rest on our laurels, and to keep delivering the best solutions to our customers through our principle of Innovation in Progress.

We have also future-proofed our brand identity: our logo and website have been redesigned, and this newly updated issue of CT-NEWS carries a new name - "When it counts." We hope you enjoy reading this 64th issue and take away a lot of fresh insights.

  
**Thomas H. Gnther**  
Chairman of the  
Executive Board, CEO

  
**Dr. Bjrn Schlling**  
Chief Technology  
Officer, CTO



# CT-KOMPAKT

Latest news at a glance

Even the youngest fans are already excited about CEOTRONICS products.



**CT family.** One of the newest members of the CEOTRONICS team is Frederik Nieweg. As an Area Sales Manager, he spends a lot of time out in the field. "Within just a few weeks of joining, he had an experience that left a last impression, and not only on him"

What happened? Something many colleagues today would recognise as part of daily life: the young father suddenly found himself facing a dilemma all parents of small children know too well. On an ordinary workday, he had an important customer meeting scheduled – and at the same time, his daughter's nursery unexpectedly closed. What to do?

In this case, it turned out not to be a problem at all: his contact encouraged him to simply bring his daughter along. What began as an unexpected outing turned into a successful customer meeting – with the little one clearly fascinated by the large machines on site.

Taking greater responsibility for their children is something many fathers now see as completely natural. Similarly, CEOTRONICS AG, as an employer, now responds flexibly to situations like these as a matter of course.



**Innovative.** Always mission-focused – a must in complex scenarios. The no-look operability of the multifunctional CT-MultiPTTs ensures that emergency personnel can stay focused on the task at hand while maintaining full control of their communications. This is made possible by a host of innovative features – including a large, tactile primary PTT button, rotary switches with click and push functionality, dedicated side function keys with no dual assignments and many more.

No-look operability makes missions safer – especially for those who need it most, when it matters most.

For more information about CT-MultiPTTs, visit [ceotronics.com/ct-multiptt](https://ceotronics.com/ct-multiptt)



Learn more



Thomas H. Günther and Dieter Füller give Patricia Lips an inside look at the innovative CEOTRONICS product range.

**SME power.** She's well known for championing innovation-driven businesses: Patricia Lips has been a member of the German Bundestag since 2002 and has made a name for herself as a financial expert, among other things. She is also deputy chairwoman of the CDU/CSU parliamentary group in the Bundestag and a member of the board of the CDU in Hesse. In these roles, she advocates in Berlin for Germany's small and medium-sized enterprises – the backbone of the economy. Earlier this year, she visited CEOTRONICS AG.

CEO Thomas H. Günther gave the recently re-elected CDU top candidate for Hesse a full tour of CEOTRONICS AG's world of innovative communication systems.

With her visit, Lips underscored the vital role that high-tech SMEs play in the security sector: "Reliable communication is essential for our emergency and security services. I'm proud to see key technologies like these being developed and manufactured here," she said during her visit. "The dialogue between politics and business is essential to strengthen Germany as an innovation leader." CEOTRONICS CEO Günther agreed: "It's right and important that policymakers continue to improve the framework conditions for research- and development-driven companies."

## CEOTRONICS in Norway ...

When dealing with CBRN substances, maximum safety is just as crucial as interference-free communication between emergency teams operating under challenging conditions.

Visitors to the CBRNe Summit Europe 2025 in Oslo had the chance to see firsthand what CEOTRONICS products can deliver. The information provided by the experienced CEOTRONICS crew was met with great interest.



In good hands with Kevin Gálvez Rodríguez (left) and Alexander Casier in Oslo ...

## ... and in France

In spring, CEOTRONICS AG showcased its innovative mission-critical products at SOFINS. Held every two years, the "Special Operations Forces Innovation Network Seminar" is, by its own description, a platform that connects the high-tech industry with elite special forces units. Accordingly, there was strong interest in the wide range of innovative products from Rödermark on display at the CEOTRONICS stand.

... and with Vincent Vachette in Paris.



# ISO 9001

**Certified once again.** Nearly 25 years ago, CEOTRONICS AG became the first company in its industry to receive the "DIN EN ISO 9001" certification. In 2025, this certification was renewed. For our customers, it means one thing above all: the assured confidence of having a reliable partner at their side. You can read more about the certification criteria on page 10.



# 40 years of CEOTRONICS



**Berthold Hemer and Hans-Dieter Günther**  
- two founders, one vision: To develop the most advanced electronic systems for professional communication and market them internationally.

One of their breakthrough innovations was the CT-Headset - the ideal speech communication system for driver/co-driver communication in motorsport, featuring a noise-cancelling microphone even back then.

## 40 years of CEOTRONICS - a look back with pride and gratitude A personal message from the company founders

Dear colleagues, dear readers,

It is a very special pleasure - and indeed an honour - for us, as the founders of CEOTRONICS AG, to share a few personal words on the occasion of our company's 40th anniversary. What began in 1985 with an idea, a vision and a great deal of entrepreneurial spirit has developed over the decades into an innovation leader in the field of communication systems.

In the early 1980s, I (Berthold Hemer) was a young development engineer convinced that integrating communication directly into hearing protection could be the key

to greater safety, mobility and efficiency in many demanding working environments. The vision of integrating communication electronics into passive ear defenders quickly took hold of us. Together with Hans-Dieter Günther - a businessman with strategic vision and expertise in marketing and sales - we founded ComTronics GmbH, which soon became CeoTronics GmbH.

Our first products were wired headsets, followed by customised solutions for two-way radios. It wasn't long before we launched our own developments - some of them patented - which enabled substan-

tial international expansion with subsidiaries in countries including France, the UK, Poland, the USA and Switzerland.

What touches us most is this: none of this would have been possible without the people behind CEOTRONICS. Every innovation, every product, every milestone bears the signature of our employees. Their creativity, expertise and loyalty to the business have shaped CEOTRONICS into what it is today - a company with a strong culture that also takes its social responsibilities seriously.

Today, we look to the next generation with great confidence. We see new leaders and teams continuing our legacy and driving it forward with ideas of their own. And we see that the entrepreneurial spirit that once drove us still lives on: courage, creativity, a sense of responsibility - and the determination to stay one step ahead.

We would like to thank everyone who has accompanied us on this journey - our employees, our business partners and companions - without whom this success story would never have been possible.

Congratulations, CEOTRONICS - here's to the next 40 years!

Yours sincerely,  
Hans-Dieter Günther & Berthold Hemer, Founders of CEOTRONICS



# 40 JAHRE CEOTRONICS

It all began with a vision: In the early 1980s, Berthold Hemer – then a young development engineer – had the idea that integrating communication directly into hearing protection could be the key to greater safety, mobility and efficiency in demanding work environments. What now seems self-evident was, at the time, a bold and unconventional idea. Yet the vision of embedding communication electronics into passive ear defenders never let him go. Together with Hans-Dieter Günther – a businessman with strategic foresight and expertise in marketing and sales – Hemer founded ComTronics



**Patricia Lips**  
Member of the Bundestag, Deputy  
Chair of the CDU/CSU Parliamentary  
Group

## A family business with major achievements under its belt

A company anniversary is always a significant milestone in a firm's history. It's a time to celebrate not only the company's journey, but also its products – together with employees and, of course, customers. And when it counts – especially in challenging times like these – it's precisely CEOTRONICS' products that matter. That's why, as a member of parliament, I'm all the more pleased to have a family-run business in my hometown that shows such strong loyalty to its region, delivers major entrepreneurial successes and offers precisely tailored products. My heartfelt congratulations to the entire team on the company's 40th anniversary – a true tradition of success!

GmbH, which soon became CeoTronics GmbH.

## Early products and expansion

The first products were wired headsets, followed by customised solutions for two-way radios. Before long, the company was developing its own – in some cases patented – technologies, paving the way for significant international expansion with subsidiaries in France, the UK, Poland, the USA and Switzerland.



## 1989 Patent granted for the first

**contact microphone.** CeoTronics GmbH developed the CT-ContactCom contact microphone, which captures body-borne sound and converts it into speech. With this innovation, the company sets the pace for technological progress and becomes a pioneer in the industry. The patented technology was later further developed for use in the CT-NoiseProtection Helmet.



**1994 Launch of the world's first ear-defender communication system with integrated radio.** With the world's first headset to feature an analogue radio built directly into the hearing protection shell, CeoTronics revolutionised mission communication. The TransCom system – later known as the TC 917 – offered flexible control options: either manually via push-to-talk (PTT) or voice-activated using VOX technology. It was particularly well-suited for use in potentially explosive environments, where the highest safety standards are essential.

**1998 IPO:** A major milestone in the company's history: on 9 November, CeoTronics was listed for the first time on the "Neuer Markt" – the segment of the German stock exchange then dedicated to technology and growth companies. The year before, in 1997, the company had already been converted from a GmbH (limited liability company) into an AG (public limited company).



**2000 Founding of CT-Video:** specialist in video and data communication. CT-Video GmbH, based in Lutherstadt Eisleben (Saxony-Anhalt), was launched on 7 February under the leadership of Günther Thoma (now a member of the Supervisory Board). The company specialises in the development, production and distribution of innovative camera technologies, as well as the transmission, storage and processing of video and application-specific data.





**2001 Certification: DIN EN ISO 9001.** On 4 January, CeoTronics AG became the first company in its sector to receive the internationally recognised “DIN EN ISO 9001” certification from TÜV Rheinland. This certification confirms that all business processes are executed systematically, transparently and in a goal-oriented manner in line with the highest quality standards - reinforcing trust in the performance and reliability of the company's products and services, and reflecting its internationally recognised excellence and customer satisfaction.



**2007 CT-NoiseProtection Helmet: first major order in the tens of millions.** The German Bundeswehr has placed a large-scale order for the innovative CT-NoiseProtection Helmet, developed specifically for ground handling of military jets. Equipped with a skullcap contact microphone, the helmet enables crystal-clear voice communication while providing effective hearing protection in extremely high-noise environments.



**Wolfgang Steiger** Secretary General of the Economic Council of the CDU e.V.

#### Technology for security and progress

For four decades, CEOTRONICS AG has stood for innovative communication technology that sets new standards - in Hesse, across Germany and around the world. On behalf of the Economic Council of the CDU, I would like to congratulate you on your anniversary. CEOTRONICS is a shining example of how technical excellence, economic foresight and a commitment to security can go hand in hand. Especially in times like these, with growing challenges to both internal and external security, the company remains a trusted partner to government agencies and industry alike. The Economic Council of Germany is very grateful to have a successful and respected entrepreneur like Thomas Günther leading its important Offenbach section.

**2001 Digitalisation of the first CT products.** The innovative CT-DECT digital radio system is launched. This system enables reliable wireless duplex communication and allows more than two users to communicate simultaneously.



**2017 Sales launch of innovative products featuring CT-ComLink® technology.** With the market launch of CT-ComLink® technology, CeoTronics set a new benchmark. The system offers an unprecedented level of flexibility and modularity when it comes to selecting connected devices. Regardless of which radios, headsets, control units, DECT or intercom systems are used - whether digital or analogue, wired or Bluetooth - CT-ComLink® delivers seamless compatibility, now and in the future. You can find out more in our brochure.



**Matthias Löw** Chairman of the Supervisory Board

#### 40 years of CEOTRONICS - a moment to pause, reflect and most importantly: to say thank you.

I first got to know CEOTRONICS in the late 1980s - an exciting time when the company was still in its early stages. But even then, there was a clear vision: not just to become another provider in the demanding niche market of electronic audio systems, but to set standards through quality, innovation and user focus. For the past 15 years, I've had the privilege of serving as an elected member of the Supervisory Board and as its Chairman - closely following the development of this remarkable company. It's a role I fulfil with great enthusiasm and conviction.

What has always set CEOTRONICS apart is its willingness to do things differently - and better. Research and development have always been at the heart of the company's strategy, even when that meant pushing the boundaries of what was technically and financially feasible. But this approach has paid off.

One defining chapter began around a decade ago: the complete digitalisation and strategic realignment of the

product portfolio, combined with new manufacturing processes, optimised logistics and a shift toward agile, software-driven development. Looking back, this was the foundation stone for a new era at CEOTRONICS.

Today - in its 40th year - that vision has become a reality. With the flagship project “SmG - Communication Unit with Hearing Protection,” CEOTRONICS has established itself as a key component in the Bundeswehr's communications equipment. For that, my sincere thanks and deep respect go to all employees, suppliers and partners.

On behalf of the entire Supervisory Board, I would like to say: we are proud. Proud of the company, of the people behind it, and of the innovative strength that has produced so many milestones over the past 40 years.

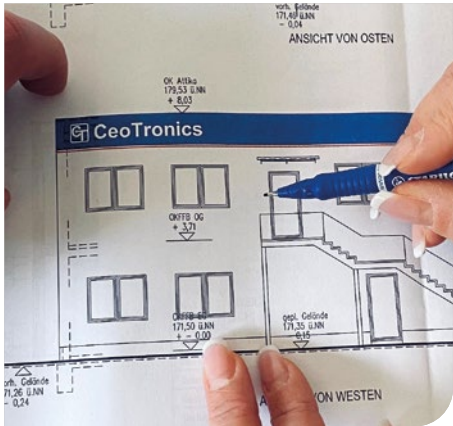
I'm convinced that the best chapters of the CEOTRONICS story are not only behind us - but also still to come. And I very much look forward to continuing this journey with you all.

My warmest congratulations on this special anniversary - and here's to a successful future together!





**2019 Award-winning technology.** CeoTronics was honoured with the DECT Award Innovation at the openD Launch Conference. The winning product - CT-DECT Multi - is a mobile, digital full-duplex communication system designed for use across a wide range of user groups. Dr Björn Schölling and Thorsten Neuhaus were proud to accept the award together.



**2021 - Completion and occupation of new energy-efficient building.** Constructed with a focus on resource conservation and energy efficiency, the new building complex provides additional office space, a spacious seminar and break room with integrated industrial kitchen, and dedicated storage facilities. The rooftop solar installation now supplies around half of the building's energy needs.



**Jörg Rotter**  
Mayor of Rödermark

Dear employees of CEOTRONICS AG, valued customers and friends of the company,

There is certainly reason to celebrate! 40 years of CEOTRONICS means: four decades of cutting-edge technology "made in Rödermark". It marks a remarkable entrepreneurial success story written by everyone involved.

As mayor, I'm especially proud that such an economic heavyweight has grown right here in our town. There's no question: our local infrastructure would be significantly poorer without CEOTRONICS AG as a "big player". With around 140 employees - about 115 of them at the Rödermark headquarters - developing, manufacturing and marketing high-quality products since 1985, this company is a powerful economic asset to which we, as a local authority, feel closely connected.

And that connection goes well beyond business and economics. CEOTRONICS and its employees are actively involved in our community - whether in local clubs, charitable initiatives or in the many social ties and community connections between Bulau and Breidert. One particularly noteworthy aspect is the company's policy of releasing employees during working hours for volunteer fire brigade duties - a strong statement of social commitment and a clear demonstration of its sense of responsibility to the community. The company's strong affiliation with Rödermark is visible on many levels. CEO Thomas H. Günther also sets a strong example - whether by standing up for democratic values in our town or, more recently in 2025, by celebrating Urberach's 750th anniversary.

As an economic engine and active member of civil society, CEOTRONICS AG represents a close and harmonious symbiosis. As mayor, that's exactly how I view the exemplary role CEOTRONICS plays in our community - and I hope it will continue for many years to come! With that in mind, my warmest congratulations to you all on this milestone anniversary. May you remain a key force for prosperity combined with social responsibility.

**2024 Largest order in the company's history: Bundeswehr choose CEOTRONICS.**

As part of the landmark "SmG" (communication unit with hearing protection) project, the Bundeswehr (German Armed Forces) will equip up to 191,000 soldiers with CEOTRONICS' innovative, cross-functional tactical control units by 2030.

These multifunctional and intelligent communication devices ensure secure communication in all conditions. When it counts.

CT-MultiPTT 3C



CT-MultiPTT 1C



Photo: German Armed Forces / Maximilian Schulz



**Till Andrießen**  
Head of Economic Development Unit

Any regional economic development agency would be fortunate to have such a flagship business in its territory! CEOTRONICS is a model example of how economic and social engagement can go hand in hand - in this case, demonstrated by a family-run business par excellence. The company combines intergenerational leadership, a strong bond with the city of Rödermark and active involvement in community life. Thomas Günther has played a key role in all of this - formerly as spokesperson for the local business forum, and now as a trusted partner and driving force behind many of our joint initiatives. In short, our city benefits greatly from this outstanding partnership. Long may it continue!





**2025 Record revenue to mark our anniversary year:** CEOTRONICS AG is set to achieve record revenue of around EUR 55.8 million (as of April 2025), representing an increase of approximately 88.4% compared to the previous year.

**Win a high-quality porcelain mug from Mahlwerck.**

To mark our anniversary, we have designed these high-quality porcelain mugs – and they’re already a big hit. Today, we’re giving three of them away to readers of “When it counts”. To enter, simply send an email with the subject line “CT mug” and your postal address\* to [marketing@ceotronics.com](mailto:marketing@ceotronics.com). With a bit of luck, you could soon be enjoying your coffee or tea from one of these premium Mahlwerck porcelain mugs.

\*Your data will be used exclusively for the purpose of shipping the mugs.



**Dear colleagues, valued business partners,**

Our company, CEOTRONICS AG, is celebrating its 40th anniversary – and we are also proud to report that we have just concluded the 2024/25 financial year with record-breaking results: consolidated revenue reached approximately €55,8 million and earnings are expected to exceed €4 million by a significant margin.

This represents a increase in revenue of around 86,4% with earnings growth of at least 220%.

These are figures that will please all our stakeholders – and of which you, our employees, can be especially proud. In particular, we want to recognise the outstanding work of those involved in acquiring and processing the “SmG” (communication unit with hearing protection) orders for the German Bundeswehr.

We would like to thank all our employees and business partners for their loyalty to CEOTRONICS, and for their hard work and expert support over the past 40 years. Without this reliable, trust-based collaboration – and without the open dialogue that spans all levels and departments – this CEOTRONICS success story could not have been achieved.

Our special thanks go to Mr Hans-Dieter Günther and Mr Berthold Hemer, who founded the company in 1985 with great entrepreneurial spirit, creative ideas and a willingness to take financial risks. By taking the company public in 1998 they laid the foundation for CEOTRONICS’ continued technological and financial development. The CEOTRONICS slogan “when it counts” was first used in the late 1990s – and it remains as relevant and timeless today as it was then.

Last but not least we would also like to thank the Supervisory Board for its continued trust. It is precisely the long-standing commitment of the members of the Supervisory Board – along with their experience from previous operational roles at CEOTRONICS – that has helped reinforce confidence in areas such as our strategy and the implementation of our group alignment, by challenging us with thoughtful scrutiny.

We have also expressed this new dimension of CEOTRONICS – this “next level” of corporate development – through our refreshed brand identity. In addition to a subtle update of our logo and company name, we have refreshed the design of our printed materials and website to make them more visually appealing. The overall presentation now reflects our digital and highly innovative system solutions and software features – and it aligns with our young and young-at-heart employees and business partners.

Whilst we are proud of our 40-year tradition and delighted with the current state of the company, our focus remains firmly on the tasks that lie ahead:

CEOTRONICS will continue to evolve – in terms of personnel and structure, sales, technology and operations/logistics – to ensure it can continue to benefit from the long-term growth trend in internal and external security systems across Germany and Europe.

We are convinced that adequate internal security can be achieved only in conjunction with appropriate external security. Both aspects (in each of the fields of defence, police and intelligence services) must be considered together and strengthened accordingly, including applications for disaster and civil protection, fire services, emergency responders and the Federal Agency for Technical Relief (THW). Your company, CEOTRONICS – with its core expertise in professional communication systems – will remain a reliable equipment partner “for people who count” – those who protect lives. We are the protector’s enablers!

The German economy will find a way out of stagnation and recession, and we expect to see renewed demand in the industrial sector for communication products that enhance safety and efficiency at work and in the field.

We look ahead to the coming financial years with optimism – and look forward to continuing to satisfy our stakeholders.

Yours sincerely,  
The Executive Board

**Thomas H. Günther**  
Chairman of the Executive Board, CEO

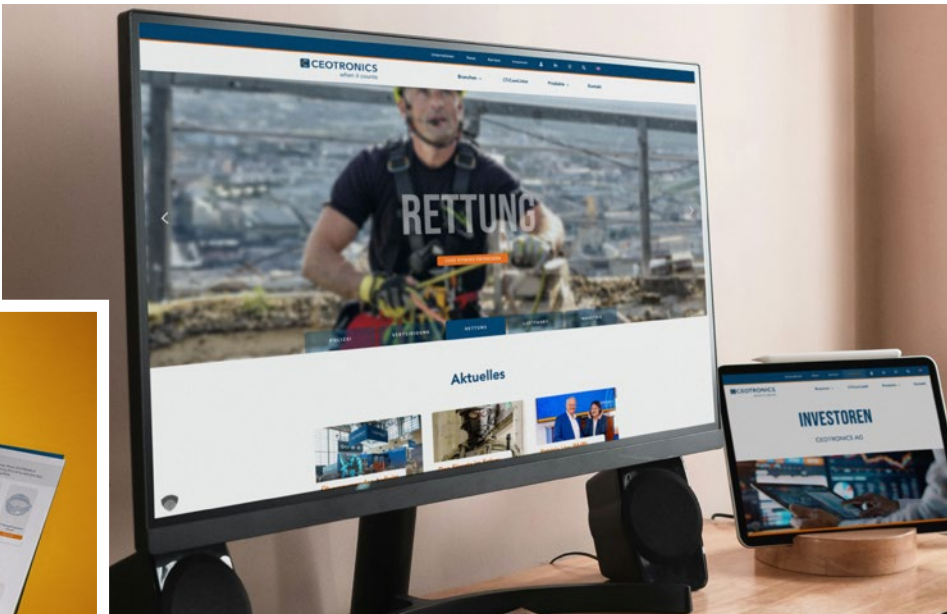
**Dr. Björn Schölling**  
Chief Technology Officer, CTO







In a fresh new look: the website now focuses on customer-specific requirements, and the “CT-ComLink® technology” brochure features a clean, streamlined design.



The most striking feature is the distinctive pictogram in the new logo. The sound waves symbolise the reliable “communication in all directions” that CEOTRONICS stands for. What remains is the brand promise: “when it counts.”

# A strong presence

CEOTRONICS AG is never satisfied with the status quo – and that includes its corporate design, which has been completely re-vamped in time for the company’s 40th anniversary.

**C**EOTRONICS’ innovative products stand out in a highly competitive market – and the same high standards apply to the company’s public image. In preparation for its 40th anniversary, CEOTRONICS has refreshed its entire brand identity to ensure it is fit for the future. At the heart of this new look is the redesigned website, now even more user-friendly and offering fast, intuitive access to all key information. Printed publications will also follow suit in the new design – as can already be seen in this issue of CT-NEWS. Naturally, the core of both the brand and the business will remain unchanged: CEOTRONICS will continue to develop communication solutions for – and with – people in critical roles. And for situations when every second matters. **When it counts.**

**“A continuous process”**  
Peter HÜgel, Head of Marketing, CEOTRONICS AG



“For which target groups do our products truly make a difference when it counts?” What expectations do our customers have, and what do they want to know about our products? These questions and more were the focus of in-depth internal discus-

sions. Gradually, we have developed a new corporate design for the company – one that reflects the way we work: clearly focused on our customers and their specific needs. With sustainability in mind, we are updating the existing elements continuously and as needed.”



Our new brand identity includes a full package of updates – such as the new trade fair stand, which made its debut at Enforce Tac and attracted plenty of attention. Business cards, flyers and brochures have also been given a fresh new look. The presentations used in customer meetings have also been completely redesigned.





# Fraport: CEOTRONICS is cleared for takeoff

Germany's largest airport has made its decision – following rigorous testing, it has opted for the best solution: CEOTRONICS AG's CT-DECT systems.



Friday, 11:19 a.m. Flight LH 455 from San Francisco touches down at Frankfurt Airport, reaches its parking position, and shortly afterwards goes on block. While passengers make their way to the baggage claim in Terminal 1, the turnaround process around the aircraft begins to prepare the Lufthansa plane for its next departure as quickly as possible. The aircraft is refuelled while simultaneously being unloaded and reloaded according to the load sheet – coordinated beforehand by the ramp agent and loadmaster. After the ramp agent completes their checks and new passengers have boarded, the aircraft is cleared for off-block. The pushback vehicle then moves in to reverse the plane away from the gate.

One of the challenges in this process is the sheer noise out on the apron – nowhere else at the airport is it quite so loud. Nevertheless, secure, uninterrupted communication is vital for smooth ground operations. Until recently, ramp agents at Frankfurt Airport had to rely on a ten-metre cable to stay connected to the aircraft while managing these operations.

Wireless communication offers a far safer and more convenient alternative. Accordingly, Fraport AG is now rolling out CT-DECT systems for ground handling. Specifically, the CT-DECT Multi, a wireless communication system equipped with unique CT-

The ground check: the ramp manager and loadmaster ensure everything is in order with the aircraft. They rely on fully wireless communication – connected via the CT-DECT Multi and protected by the CT-HN headset, which provides excellent hearing protection.



Arrival at Frankfurt Airport: the ramp agent connects the CT-DECT Multi to the aircraft intercom, bringing the cockpit into the radio network. During ground handling and pushback, the pilot can join the conversation if necessary.

DECT technology, allowing up to five users to communicate fully duplex within an independent radio network.

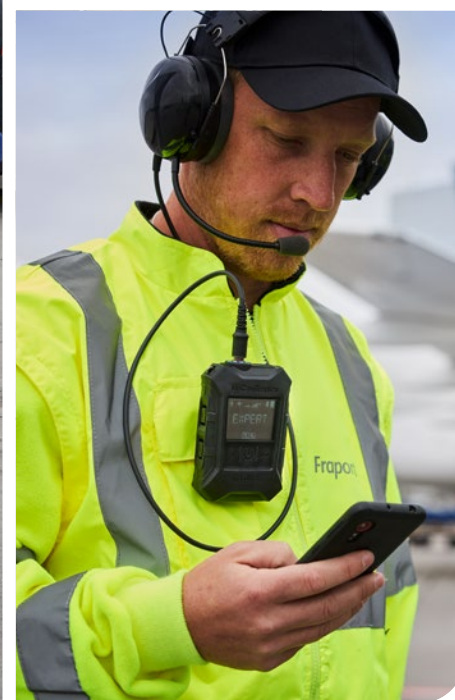
Once an aircraft reaches its parking position, a CT-DECT Multi device is connected to the aircraft's intercom to kick off ground handling. Both the ramp agent and the loadmaster are equipped with mobile CT-DECT Multi units linked to CT-HN headsets. Through these, they communicate directly with the cockpit as well as with the ground team's radio network. This network remains open for continuous full-duplex communication throughout the process, allow-







A smartphone can be paired and controlled with the CT-DECT Multi via Bluetooth.



The ramp agent connects the aircraft to the pushback tug, also known as the "pusher", which then pushes the plane out to the taxiway. Afterwards, the ramp agent notifies the pilot and disconnects the cockpit from the DECT radio network - and from the pusher.

ing participants to talk and listen simultaneously - with no noticeable delay and without needing to press a push-to-talk button.

The cockpit can be added to the conversation at the push of a button on the CT-DECT Multi, but it does not listen in continuously. Additionally, the ground crew pairs a mobile phone via Bluetooth, enabling calls through the CT-DECT Multi with functions such as "answer," "hang up" and "redial" available directly on the device.

The benefits of wireless ground handling using the CT-DECT Multi are numerous, including ...

- intuitive and secure operation



- unrestricted freedom of movement and a wider range of mobility
- no cable wear or breakage from heavy use
- easier access even to hard-to-reach areas
- simple integration of additional users
- built-in Bluetooth for mobile phones or Bluetooth headsets
- eliminated risk of lightning strikes during storms and electric shocks from static discharge
- rugged, water- and dust-resistant design: rated IP66 and IP67, and tested to MIL-STD-810G standards (including drops, oils, greases and alkalis)

At Fraport, the mobile CT-DECT Multi is connected by cable to the ground crew's CT-HN headsets - "HN" stands for "High Noise". These personal protective headsets provide excellent hearing protection. Thanks to the enhanced freedom of movement, the headset, equipped with a noise-cancelling electret microphone on the boom arm, can be worn comfortably for extended periods.

Incidentally, Frankfurt Airport also uses this communication system during walkout training. Trainees can easily join the radio network, listening in fully while benefiting from optimal hearing protection.

For the team at Fraport AG, choosing the CT-DECT system with its innovative CT-ComLink® technology was an easy decision. The reliable connection between cockpit and headset, excellent range, long battery life and simple battery replacement all stood out as key advantages - alongside user-friendly operation and outstanding noise isolation.

If you would like to learn more about the wide range of applications for CT-DECT systems, our team would be happy to provide you with tailored advice. Further information is also available at [ceotronics.com/aviation](https://www.ceotronics.com/aviation)









# A warm welcome

CEOTRONICS AG has continued to attract a lot of new talent over the past financial year – And with good reason – the company is enjoying strong growth.

Demand for CEOTRONICS' high-quality communication systems is growing steadily. The driving force behind this success is, of course, our dedicated team. Their motivation to support firefighters, police forces, defence units, airports and industrial clients through their work remains high – and that, in turn, makes us an attractive employer. As of 31 May 2025, the CEOTRONICS Group em-

ployes 142 committed staff members – many of whom are new additions to our production, product and sales management teams. You'll find a few of them introduced here.

Interested in joining us? Visit [ceotronics.com/careers](https://ceotronics.com/careers) for all the details.



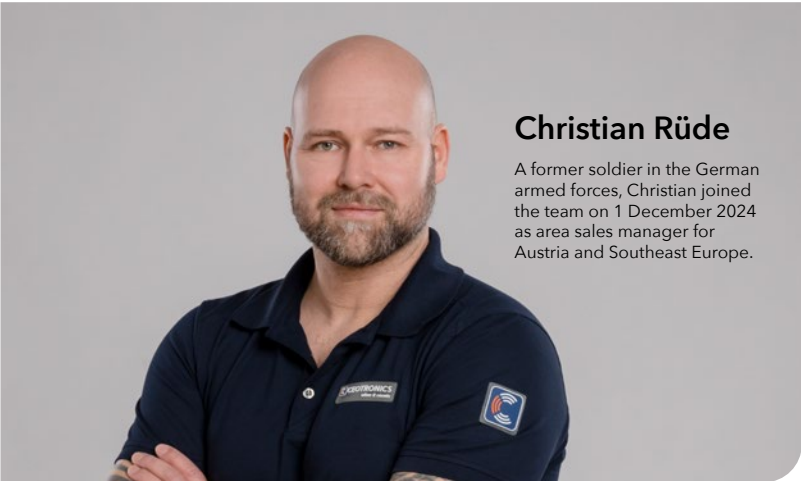
To the careers page



**Mona Wenchel**  
Our new Inside Sales Manager is a qualified specialist in office and project management who joined us on 1 March 2025.



**Frederik Nieweg**  
Our Area Sales Manager Germany West is a graduate industrial engineer (MBA) and has been on board since 1 January 2025.



**Christian Rude**  
A former soldier in the German armed forces, Christian joined the team on 1 December 2024 as area sales manager for Austria and Southeast Europe.



**Bakari Nikoladze**  
Having worked as a production assistant, the future bachelor of engineering in electrical engineering and information technology joined our technical support team as a working student on 1 May 2025.



**Michael Blank**  
A communications electronics technician, Michael has been part of the production team since 1 March 2025.



**Christian Schulte**  
... is a graduate engineer (FH) in mechanical engineering, specialising in mechatronics, and has been a product manager at CEOTRONICS since 1 April 2025.



**Karsten Gross**  
A certified electrical engineering technician, Karsten has been a valued member of the production team since 1 June 2025.



**Steffen Schwarz**  
Steffen joined us on 1 December 2024 as a network and systems administrator.



Product development news

# CT-MultiCom USB

It has long been one of CEOTRONICS AG's most in-demand products and has proven itself time and again in the field. A new feature is the USB function, which ensures uncomplicated connectivity with a host of devices.

The CT MultiCom has been in use by emergency services and police forces for decades. Now, it's joined by the new CT-MultiCom USB, which can be quickly, easily and securely connected to a wide range of USB-compatible devices via its integrated USB interface. Combined with one of the many PTTtoIP apps available on the market - such as TASSTA, GroupTalk, STREAMWIDE- the CT-MultiCom USB becomes a highly customisable control unit for smartphones and other devices capable of performing a variety of app-based functions.

**Tailored solutions**  
Custom applications can be developed easily depending on project requirements. These solutions are designed and supported by the CEOTRONICS development team in close collaboration with each customer. We would be happy to provide more details in person: [ceotronics.com/contact](https://ceotronics.com/contact)

**Tried-and-tested features**  
The CT-MultiCom is the dependable all-rounder for demanding situations. This handheld microphone features an exceptionally rugged and user-friendly design with two push-to-talk buttons that can be operated easily even when wearing gloves. Well-positioned function buttons on the side control speaker activation and volume adjustment. The emergency button at the top is colour-coded and can be quickly triggered with the thumb.

The CT-MultiCom's housing is both impact-resistant and flame-retardant. It operates reliably in temperatures ranging from -32°C to +69°C. The unit is made from UV-resistant, non-reflective materials and has been tested in line with MIL-STD-810G standards for climate, shock, vibration and drop resistance. It is also water- and dustproof to IP65 and IP67.

The large front push-to-talk button can also be operated safely with gloves.

The new CT-MultiCom USB, shown here with a USB-C connector. Other connection options are also available (including Nett Warrior).



More info



# GR OW TH. XXL

## Best financial year to date

CEOTRONICS AG is seeing exceptionally strong growth.

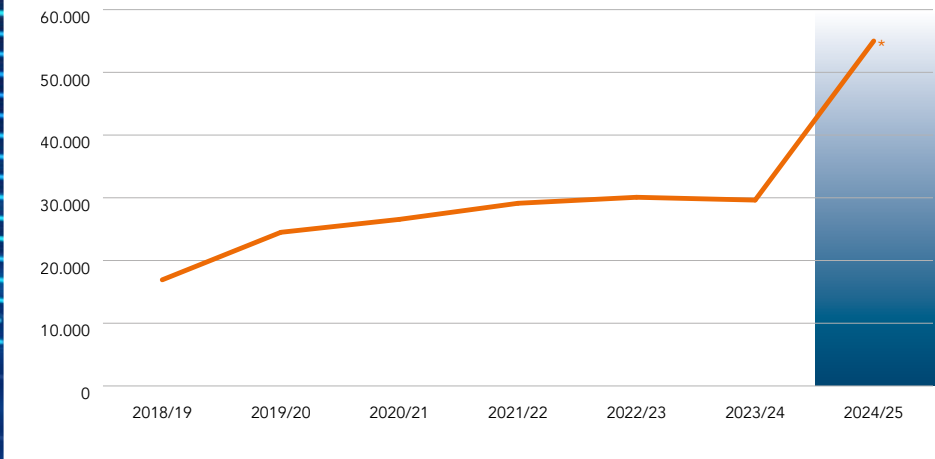
For the 2024/25 financial year, CEOTRONICS AG had set itself ambitious goals: initial forecasts projected Group revenue of around €46 million (+55%), with a projected Group profit of approximately €3.5 million. As of today, the outlook is even more positive.

By 31 May 2025, Group revenue had reached approximately €55.8 million. "That means sales grew by around 88.4% compared to the previous year, and profits are expected to rise by at least 220% to well over €4 million," the company reports. "We are also carrying a very high order backlog into the 2025/26

with approx. €60 million financial year, which strengthens our positive outlook for CEOTRONICS AG."

This strong performance once again confirms the success of the company's consistent market-oriented strategy. Ongoing investment in research and development – along with the resulting high-quality products – has led to consistent acceptance of the company's solutions among professional users. A key example: CEOTRONICS AG will supply up to 191,000 soldiers of the German Bundeswehr with standardised tactical CT-MultiPTTs by 2030.

Sales comparison  
(in thousand euros)



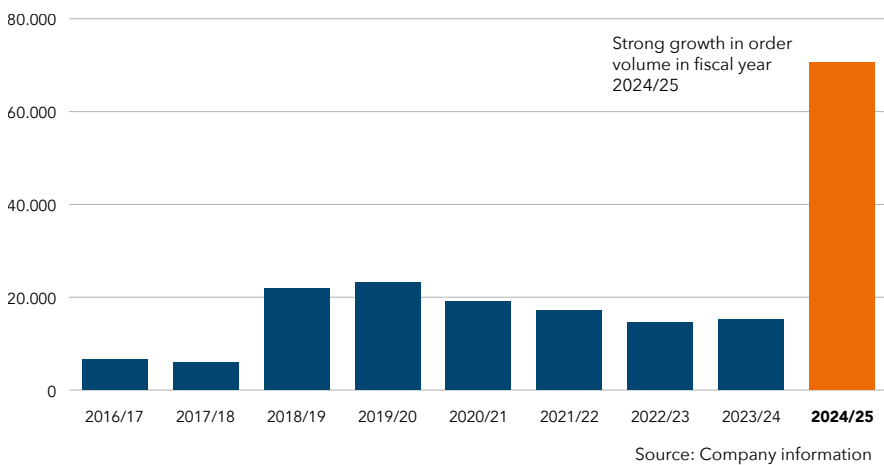
\* Approx. Sales, as at June 2025  
Source: Company information

### Healthy order book

In a recent order, a European client purchased multifunctional CT-MultiPTTs 3C – also known as "command PTTs" – along with tactical ear-defender headsets, with a total order value of one million euros.

The order also included CT-ComLink® cables and adapter cables for connection to radios and intercom systems, as well as rugged storage pouches. "For various reasons, we are unfortunately unable to provide further details – such as batch sizes, delivery dates or the name of the client," explains Thomas H. Günther.

Order backlog development, as at 31 May.  
(in thousand euros)



Information for investors



Good news for investors: CEOTRONICS is growing strongly.

## "Good sailors steer by the lighthouse"

Interview with the CEOTRONICS CEO

Reliable communication when it matters most – that's what the innovative, future-ready products of CEOTRONICS AG stand for. But how did it all begin some 40 years ago? Who are the company's target customers today, and which markets does it serve with its communication solutions? What current developments and future prospects are shaping the company's trajectory? And what

long-term impact is expected from the major German Armed Forces contract – a landmark project for CEOTRONICS? Thomas H. Günther discussed all of this in an interview with Börsenradio.de.



Listen to radio interview







At Enforce Tac 2025, the CEOTRONICS AG stand was one of the main draws for national and international visitors alike.

The current global, European and domestic security climate is driving high demand for CEOTRONICS' future-ready communication solutions. This was clearly reflected in the steady flow of visitors to the company's stand at Enforce Tac – a key trade fair for internal and external security. Industry professionals from more than 15 countries came to explore CEOTRONICS' high-end communication systems. Particular interest centred on the control units and the new "no-look operability" feature, which made its debut at the show (see page 4).

**Overwhelming demand**

"We've never had so many promising conversations with visitors from across Europe at Enforce Tac," says **Andreas Hitzel, Head of Sales & Business Development for International Markets.** It is a continuation of a trend he and his team have been observing for months: "More and more international users are showing interest in – and choosing – our products."

Visitors from police and defence sectors were also impressed by the CT-MultiPTTs and CT-DECT systems demonstrated at the Enforce Tac Village, where they ensured seamless communication during realistic operational simulations involving specialist units.

"There was strong interest in our mission-critical communication solutions throughout the event. We were able to impress many industry experts with our innovative technology and the flexibility of our systems," adds **Philipp Adelmann, Head of National Sales.** "The trade fair also offered an ideal setting for in-depth conversations with both new and existing customers. These discussions gave us valuable insights into their specific needs and requirements."



Crowd puller at Enforce Tac: The CEOTRONICS AG stand attracted an above-average number of visitors. The focus was on CT-MultiPTTs and no-look operability.



View our trade fair stand



Outstanding communication systems in use: At the Enforce Tac Village, CT-MultiPTTs and CT-DECT systems ensured flawless communication under realistic operational conditions.



A full-page background image of a police officer in tactical gear. The officer is wearing a helmet with night vision goggles, a balaclava, and a vest with a 'POLICE' patch. They are holding a radio in their left hand and a rifle in their right hand. The background is a blurred outdoor setting.

# When it counts.

For 40 years, CEOTRONICS has developed communication solutions for critical roles and for situations where every second matters and will continue into the future.



**JAHRE  
CEOTRONICS**