


WHEN IT COUNTS

CEOTRONICS COMPANY MAGAZINE

CT-NEWS #65



TRAIN AS YOU FIGHT

During a rescue, every move has to be precise - even during training, the right communications technology is crucial to success. A look behind the scenes at two training centres

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EDITORIAL

Dear readers,

2025 was a special year in many respects. And the current financial year 2025/2026 is also our anniversary year - 40 years of CEOTRONICS!

We exceeded all forecasts for the 2024/2025 financial year and also outperformed all expectations in the first half of the 2025/2026 financial year, achieving by far the best first half-year in the company's history. The company's and the market's development over the past seven years, the record first half of 2025/2026, the current order backlog of around EUR 75.8 million (as at 16 January 2026), and our readiness measures all show that CEOTRONICS is well on its way to achieving our medium-term "Vision65". With Group sales of approximately EUR 65 million, we are targeting healthy growth while at the same time safeguarding profitability and employee satisfaction.

We are particularly proud of our team, whose commitment, innovative strength and efficiency have taken the company to a new level - revenue per employee had risen by 51.1% (FTE) as at 30 November 2025. Our heartfelt thanks therefore go to all our employees and, of course, to our loyal customers, partners and suppliers.

"When it counts" - more than just a slogan

It is the guiding principle by which we also develop our systems - systems that continue to perform reliably when it really matters. For those who protect our security, democracy and freedom every day. We support the protectors and are grateful that so many frontline personnel place their trust in our products, systems and services.

What the future holds

We have every reason to be very satisfied and pleased to report yet another record in revenue and earnings for the first half of the 2025/2026 financial year. As at 30 November 2025, Group revenue had increased by 61.6% to EUR 34.2 million. More on this on page 19.

CEOTRONICS has set itself the goal of achieving Group revenue of approximately EUR 56 million and Group profit after tax of approximately EUR 5.3 million (+11.8%) in the 2025/2026 financial year. From today's perspective, we remain on track to meet these targets.

The order for the third SmG lot (headset systems with hearing protection function for the Bundeswehr), covering more than 50,000 systems and worth around EUR 47 million, was not received until mid-December and therefore after the half-year reporting date (more on this on page 20). This means that the order will allow us to carry a very high order backlog into the 2026/2027 financial year, with revenue contribution extending across two financial years.


Thomas H. Günther
Chairman of the
Executive Board, CEO


Dr Björn Schölling
Chief Technology
Officer, CTO

CT-COMPACT

Latest news at a glance



CEO Thomas H. Günther with the CT-MultiPTT 3C and Prof. Dr. Roman Poseck with the CT-NoiseProtection Helmet

Visit by the Hessian Minister of the Interior to CEOTRONICS AG

The security and defence industry in Germany and Europe is of great importance - especially at key levels of government. The visit by Prof. Dr Roman Poseck to the headquarters of CEOTRONICS AG once again underlines this importance. As a minister in the Hessian state government, Prof. Dr Poseck is responsible for internal affairs, security and homeland security.

In view of a security environment that is changing dramatically, Germany's **technological sovereignty** and a high degree of resilience are indispensable in his view. During his visit to CEOTRONICS, the minister was briefed on current developments and product innovations, including the multifunctional CT-MultiPTT 1C and CT-MultiPTT 3C control units, which enable flawless communication in complex operational scenarios.

"Internal and external security must not be considered separately. At present, they are more closely intertwined than probably ever

before, particularly because of hybrid threats. The challenges of our time can only be met through joint action and strong domestic technological expertise. As part of a round-table initiative, we are in close dialogue with the domestic security and defence industry, with the aim of further strengthening the foundations of our defence capabilities from within Hesse," emphasised Interior and Homeland Security Minister Prof. Dr Roman Poseck.

The minister's visit was a special honour **in our anniversary year**. "For four decades, our products have stood for reliability, innovation and the highest quality - 'Made in Germany'. The fact that the police, the Bundeswehr, fire services and industrial partners place their trust in CEOTRONICS is both a mark of recognition and a source of motivation for us," said Thomas H. Günther, Chairman of the Executive Board and CEO.



CEO Thomas H. Günther and Holger Erhardt

Thank you, Holger Erhardt!

For more than 26 years, Holger Erhardt helped shape our company - with his expertise, his experience and his open manner. He is now beginning a new chapter: retirement. Over the course of his career, he has supported numerous projects, assisted colleagues and enriched the team with his specialist knowledge and strong commitment. He is now looking forward to having more time for the things that previously had to take a back seat.

At his farewell, CEO Thomas H. Günther thanked Holger Erhardt for the many years they worked together and, on behalf of the entire company, wished him all the best for the future - above all good health, happiness, and many memorable moments and experiences.

In recent months, Holger Erhardt has gradually handed over his responsibilities to his successor within the company. He will be succeeded by **Frederik Nieweg**, whom you may already have met in the previous issue of this magazine. As Area Sales Manager for Lower Saxony, North Rhine-Westphalia and Bremen, he is already actively engaging with customers and looks forward to your enquiries.



Frederik Nieweg, Area Sales Manager, Lower Saxony, NRW, Bremen



Part of the CEOTRONICS family for 30 years: Juan Prieto, Area Sales Manager, Switzerland

Juan Prieto recently celebrated a very special anniversary: the Area Sales Manager for Switzerland has been an important part of the CEOTRONICS family for 30 years. With his dedication, expertise, team spirit and reliability, he has played a key role in shaping the success of CEOTRONICS AG. The Executive Board warmly thanked him for this. The entire team looks forward to sharing many more milestones with Juan Prieto on this successful journey.

TRAIN AS YOU FIGHT

When every move has to be right, there is no room for error. That's why emergency responders practise key procedures again and again. And to ensure flawless communications during every mission, CEOTRONICS communication solutions are the right choice.

Coram iudice et in alto mari sumus in manu Dei. - in court and on the high seas, we are in God's hands. This very old saying dates back to lawyers in ancient Rome. Fortunately, a great deal has changed since then. When it comes to rescue operations at sea and during flooding, CEOTRONICS AG's communication solutions can make a real contribution. In times of climate change, that is of inestimable value. In Germany, too, this has been clear ever since the flood disaster in the Ahr valley.

Experts from the Max Planck Society predict that climate change in Europe will lead to longer dry periods and more frequent heavy rainfall events. During prolonged heatwaves, soils dry out and are then barely able to absorb water when sudden rain occurs. Instead, the water runs off across the surface, which can result in flooding. Germany, too, is increasingly affected by heavy rainfall. In this country, flood response operations benefit from the many years of

experience gained by sea rescue services in the North Sea and Baltic Sea. In particular, the use of specialised helicopters equipped with winches - deployed for direct recovery from the water or from life rafts - has already saved many lives. Looking ahead, significantly more aerial rescue capacity will be required for civil protection and disaster response.

Innovation in action

Specialist units within inland fire services have long been trained to carry out rescue operations by helicopter. In realistic scenarios - known as "train as you fight" - they practise every step time and again to ensure they are fully prepared. Communications between the helicopter and rescuers must be perfect and interference-free at all times. We saw exactly how this works during an exercise at **OffTEC** in Schleswig-Holstein, one of Germany's leading training centres. During the exercise, Axel Manz - a renowned specialist in

CT-MultiPTT 3C:
Interference-free operational
communications under the
toughest conditions



Whether in training or under real operational conditions: The winch operator maintains visual contact below whenever possible in order to spot obstacles and guide the pilot accordingly. He coordinates communication with the pilot, co-pilot and the rescuer deployed on the winch line.



The rescue specialist is lowered to the casualty using the cable winch. He administers first aid, prepares the casualty for extraction and accompanies them during the hoist. Throughout, he remains in constant communication with the helicopter crew.



rope rescue and recovery from height and depth (SRHT) - used CEOTRONICS' CT-MultiPTT 3C for communication.

With its rugged design, flexibility and intuitive handling, this innovative control unit is particularly well suited to flood and sea rescue operations, where communication has to be reliable, fast and secure. Whether by helicopter, in the water or on the coast - the CT-MultiPTT 3C has proven itself many times over as a key element of mission-critical communications.

Advantages of the CT-MultiPTT 3C

- Secure communication - clear separation between helicopter radio and ground crew channels.
- Simultaneous control of up to four separate channels - analogue and digital (three wired, one via Bluetooth).
- CT-ComLink® technology for optimised audio configuration of connected devices.
- Complies with MIL-STD-810 H and IP66/IP67; resistant to impact, vibration, UV, chemicals, salt spray.
- No-look operability: large buttons (PTT), non-slip rotary controls, haptic feedback, voice menu.
- Wired ODU connectors with a "break-away" safety feature.



Reliable DECT solution

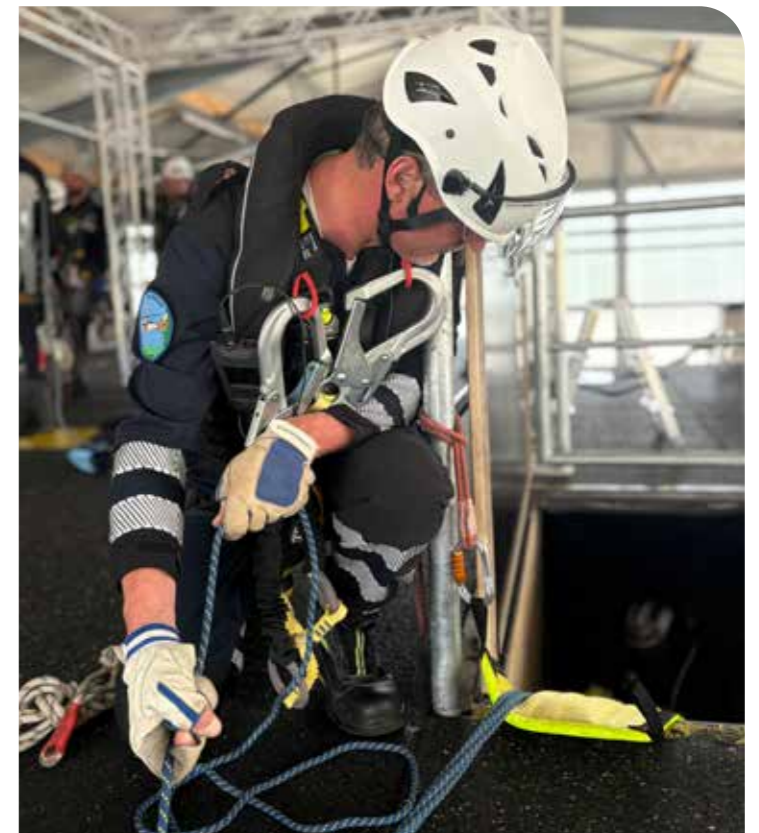
Johanniter Unfall-Hilfe e.V. Offshore Rescue also relies on CEOTRONICS at its training centre. In realistic scenarios, the highly specialised HEMS (Helicopter Emergency Medical Services) crews are trained for operations in offshore wind farms, on platforms and ships. The Johanniter operators rely on the wireless CT-DECT Multi.

It ensures virtually latency-free full duplex communications for up to five users in a self-sufficient radio circuit. The CT-ComLink® technology ensures maximum flexibility in the selection of headsets, among other things. The Johanniter teams use the ultra-light CT-Neckband headset, which can be worn comfortably under any protective helmet.



The CT-DECT Multi enables clear communications with no perceptible delay.

Using the CT-DECT Multi ensures maximum freedom of movement - leaving your hands free for the essentials. The CT neckband headset with noise-cancelling microphone also ensures excellent voice quality.



A truly strong team.

In the second half of 2025, CEOTRONICS AG once again welcomed new employees. With their expertise, they strengthen the team - alongside those who have now taken the next step in their careers.



Interested in joining us?
Visit ceotronics.com/careers for all the details.



[Visit our careers page](#)

New positions



New to the company



Oksana Chumak
Cleaning/Service



Andrés Rodriguez
Trainee industrial clerk



Joachim Rotter
Quality Manager



Lucas Ruffer
Quality Engineer



Laura Garzón Torres
Employee in Indirect Purchasing
(taken on after completing training)



Sebastian Wirth
Software development



Linus Wöhrle
Dual Student Industrial Engineering -
Digital Management and Engineering

Premiere

CT-VoiceControl®

The world's first voice control system for mission-critical communications attracted considerable interest when it was unveiled at Milipol 2025 in Paris and PMRExpo in Cologne. Here's what this innovative voice control solution - and functional enhancement for CT-ComLink® products - delivers.

Most importantly, CT-VoiceControl® enables 100% hands-free operation of selected functions, thereby ensuring reliable communications in demanding operational environments. This innovative voice control system was developed specifically for police, fire and defence forces, as well as for industrial safety applications - as a functional complement to conventional button-operated control.

Developed with AI. For robust language models

When the user does not have a hand free to activate important features or configure application-relevant modes, CT-VoiceControl® still ensures uninterrupted team communication. Based on AI-trained voice models, it recognises predefined commands - and even copes with slight regional accents, varying pronunciation, background noise or high levels of user stress.



"Reliable and secure communications, even in critical applications, is one of the key promises made by CEOTRONICS AG to its customers. When it matters, our products deliver the innovative solution. CT-VoiceControl® is yet another impressive achievement by our development department."

Dr Björn Schölling,
Chief Technology Officer, CTO

Maximum reliability and self-sufficiency
The software works completely offline on the end device. It can be equipped with customised, application-specific voice commands via updates. No cloud, no internet connection: CT-VoiceControl® guarantees maximum data sovereignty and maximum reliability in critical mission scenarios.

Would you like to find out how CT-VoiceControl® can be used for your specific requirements?

If so, please get in touch. The team of experts at CEOTRONICS AG will work with you to develop a customised solution for your application:

ceotronics.com/contact



CT-DECT Multi - the first CEOTRONICS product with CT-VoiceControl®

Extended application possibilities
CT-VoiceControl® is universally adaptable beyond the CBRN and BSL4 applications. Customised voice commands can be generated as required and loaded on to CT-DECT systems and other CEOTRONICS products for use in a wide range of application scenarios.

CT-VoiceControl® in use: CBRN/BSL4 laboratories

The innovative voice control system is launching on the latest generation of the CT-DECT Multi, which ensures wireless, interference-free full-duplex team communication over short distances.

When used in full protective suits, the preconfigured voice commands enable microphone control (on/off) and switching between communication circuits via CT-BaseSelect.

CT-VoiceControl® therefore makes the work of CBRN specialists significantly easier, while ensuring smooth processes and secure communication in high-risk areas.

Advantages of CT-VoiceControl®

- 100% hands-free for selective functions.
- Completely self-sufficient offline system.
- Meets the highest data protection and security requirements.
- Multilingual and robust: independent of infrastructure.
- Fully integrated into the latest generation of CT-ComLink® products.
- Individually configurable for customised solutions.



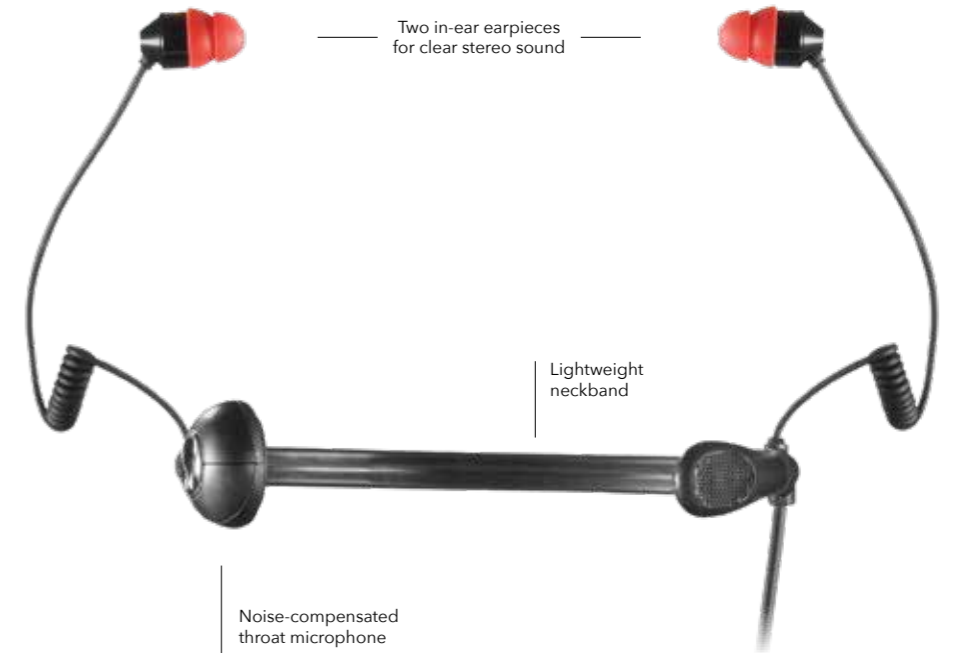
Product news

NeckMic M11 Pro

It has already proven itself in critical operations - particularly when working in CBRN protective suits. Therefore, CEOTRONICS has now integrated the NeckMic M11 Pro into its CT-ComLink® system architecture.



More info



Working in an NBC protective suit presents many challenges. This applies above all to team communications for emergency responders, industry, the military or the police. For operations of this kind to succeed, the highest technical standards are essential - along with smart solutions that ensure communication remains as clear and interference-free as possible.

Automatically detected

For this reason, CEOTRONICS has integrated the NeckMic M11 Pro from Tactical Headsets Sweden AB into its CT-ComLink® system architecture and now offers it exclusively with a direct CT-ComLink® connection. This means the NeckMic M11 Pro can be seamlessly combined with all control units and communication devices in the CT-ComLink® family and is recognised immediately by the connected device.

Interference-free communications

The contact microphone on the NeckMic M11 Pro picks up structure-borne sound in the neck area and delivers crystal-clear voice transmission. Interference from ambient noise is reduced by 25 dB SNR. Thanks to the innovative CT-ComLink® technology, audio configuration is automatic and ensures perfect voice transmission. The two in-ear earpieces provide flawless stereo sound.

Perfect in-suit communications

With its lightweight and ergonomically shaped neckband, the NeckMic M11 Pro is ideal for in-suit communications - in other words, for use under protective suits and helmets. It fits snugly without slipping, while remaining comfortable to wear, even for extended periods in extreme conditions.

The CEOTRONICS team will be happy to provide you with personalised information on the use of this and other products in line with your specific requirements for critical applications: ceotronics.com/contact

RECORD SALES AND EARNINGS

€ 55.8 MILLION
+88.3%

Group sales

€ 4.7 MILLION
+279.1%

Consolidated net income after tax

€ 7.8 MILLION
+210%

EBIT

The 2024/2025 financial year was the most successful in the 40-year history of CEOTRONICS AG.

In the reporting period from 1 June 2024 to 31 May 2025, CEOTRONICS AG achieved a new sales record of EUR 55.8 million. Sales growth amounted to +88.3%. The net profit margin improved from 4.2% in the previous year to 8.5%.

The company's employees made a significant contribution to this success: their number rose to 143 in the financial year (+6). Owing in part to the new elections and their

consequences, there were some delays in the award of contracts by the German Bundeswehr and the federal police. The orders that have since been received will contribute to the positive business performance of the 2026/2027 and 2027/2028 financial years.

"We are very pleased with the company's performance in the 2024/2025 financial year and are particularly delighted that it now appears

possible to improve results further in the current 2025/2026 financial year and to target a net profit margin of around 9.5%," says Thomas H. Günther, Chairman of the Executive Board and CEO.

CEOTRONICS achieved an exceptionally high level of sales and earnings – ahead of schedule and within the space of just one year. This now serves as the basis for the company's future business development.

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



On course for growth with greater security

In the reporting period from 1 June to 30 November 2025, CEOTRONICS AG achieved a new half-year sales record of EUR 34.2 million. This represents revenue growth of 61.6% compared with the same point in the previous year. The outlook is also encouraging.

All earnings figures improved significantly once again in the first half of the 2025/2026 financial year compared with the same period in the previous year – with impressive growth in Group sales, Group earnings and EBIT alike.

The order backlog and incoming orders as at 30 November 2025 were at a sufficiently high level for the current financial year, but could have been significantly higher had the long-expected order for the third SmG lot "2026" for 50,000 systems not been received until mid-December 2025 (see following page).

"From today's perspective, we remain on track to meet our sales and earnings targets for the current 2025/2026 financial year. Our 'Vision65' is to

achieve Group sales of EUR 65 million in the medium term," Thomas H. Günther, Chairman of the Executive Board and CEO, reiterated at the Annual General Meeting in November 2025.

Developments in the global political situation, together with the need for greater efforts to protect internal and external security, are expected to lead to significantly higher and sustained investment across all relevant areas in Germany and Europe. CEOTRONICS AG's innovative products are designed with precisely this in mind and have an important role to play. The order placed as part of the German Bundeswehr's "SmG" tender (headset systems with hearing protection function) alone shows that leading companies in the sector and defence forces alike rely on CEOTRONICS as a strong partner.

When it comes to security in the broader sense of comprehensive homeland security, all stakeholders now agree that this is a shared responsibility of the Bundeswehr, disaster and civil protection services, the police and the fire services. Given the current situation, there can no longer be any compromise on this point. German defence spending is therefore expected to rise to more than EUR 108 billion in 2026 (2025: EUR 86.51 billion). Of this total, EUR 25.51 billion is to be funded from the special defence fund. This will have a lasting impact on CEOTRONICS AG's business development, which analysts view positively. The course is therefore clearly set for growth.

As at 30 November 2025

€ 34.2 MILLION +61.6%	€ 5.8 MILLION +287.1%	€ 3.9 MILLION +387.7%	€ 39.7 MILLION -43.9%
Group sales	EBIT	Consolidated net income after tax	Order backlog

As at 16 January 2026

€ 75.8 MILLION +13.3%	€ 61.4 MILLION +163.8%
Order backlog	Orders received



Half-year financial report

Armed Forces

The German Bundeswehr relies on CEOTRONICS AG

CEOTRONICS AG has now received the third call-off order under the framework agreement for headset systems with hearing protection function (SmG): the order, worth around EUR 47 million, includes command and soldier PTT units together with matching system components for use across all branches of the Bundeswehr.

The CT-MultiPTT 3C and 1C intelligent control units have proved their worth in German Armed Forces operations since 2018. They are already in use as command and soldier PTTs in all areas of the armed forces. These highly specialised products are supplied under the SmG framework agreement. This agreement provides for a binding purchase volume of 60,000 PTT units, with an optional quantity of up to a further 131,000 units. With the current call-off order for 50,000 control units, a total of 110,000 have now been ordered to date – and the framework agreement still allows for further call-offs covering a total of 81,000 additional systems.

Innovative technology

The advantages of these control units from Rödermark speak for themselves: the CT-MultiPTT 3C and 1C enable the simultaneous connection and operation of analogue and digital radios, LTE devices (PTTolP) and intercoms. Depending on tactical requirements, the different radio channels can be used separately or linked together. The tactile buttons and large rotary/push controls enable intuitive and reliable operation (no-look operability) – even when wearing gloves and at night. The PTT units feature a rugged design and deliver dependable performance in critical operational situations.

Future-proof software

Regular software updates and upgrades ensure an extremely long service life – even if new radio systems are developed in the future with different electronic interfaces or if additional software features are required at a later date. This is made possible by CT-ComLink® technology, which ensures perfect interaction between all system components in communication.

High operational reliability

The current delivery scope under the SmG framework agreement also includes 50,000 wireless CT-WirelessPTT MIL units, 50,000 storage and transport bags for the complete

system, and 12,500 CT-ComLink® connection cables for secure connection to radios and onboard intercom systems. According to current planning, delivery will take place in 2026 and 2027. "The third SmG call-off order – like the contract as a whole – highlights the high relevance of our products. They have repeatedly demonstrated their performance, even in critical missions," says Thomas H. Günther, Chairman of the Executive Board and CEO.

Find out more about the intelligent control units from CEOTRONICS AG at ceotronics.com/control-units

The delivery scope includes

- **CT-MultiPTT 3C and 1C** – multifunctional, intelligent control units
- **CT-WirelessPTT MIL** – for remote, wireless actuation of the control units
- **CT-ComLink® cable** – for connection to radios and on-board communications systems
- **Storage and transport bags**





Mona Wenchel and Frederik Nieweg from the CEOTRONICS in discussion with interested trade visitors



Meeting point for innovative communications solutions: the CEOTRONICS AG trade fair stand at the PMREXPO Cologne

They rank among Europe's leading trade fairs: Milipol in Paris and PMREXPO in Cologne. At both industry events, CEOTRONICS AG's innovative solutions attracted strong interest.

At Milipol, held in Paris from 18 to 21 November, the new CT-VoiceControl® celebrated its world premiere and quickly became a major attraction. At PMREXPO from 25 to 27 November 2025, the PPToverIP solutions from CEOTRONICS AG in particular generated a great deal of interest and led to numerous in-depth technical discussions about the future of networked communications systems.

"The PMREXPO once again demonstrated the strong level of interest in our communication solutions - both among long-standing customers and new contacts," says Philipp Adelmann, Head of National Sales. "The quality and modular design of our products received particularly

positive feedback. The first concrete enquiries arising from these discussions were already being followed up shortly after the trade fair. It was a highly successful event overall - a great opportunity to identify market trends and deepen dialogue." In 2025, PMREXPO in Cologne once again saw growth in both exhibitor and visitor numbers. Milipol in Paris is also becoming increasingly important.

"At Milipol, we had numerous discussions with European end customers and partners. Interest in CT-VoiceControl® was particularly strong. Our solutions for controlling PTTtoIP apps also attracted a great deal of attention," says Andreas Hitzel, Head of Sales & Business Development, International Markets.

The trade fair team in action (from left to right): Alexander Casier, Andreas Hitzel, Christian Schulte, Carsten Petersen, Philipp Adelmann, Frederik Nieweg, Mona Wenchel



A highlight for visitors at Milipol in Paris: CEOTRONICS AG's innovative products



No-look operability: Focus on the mission.

The multifunctional control units from CEOTRONICS guarantee maximum control over communications with unique features - without distracting operators from what really matters. That means: Full focus on the mission—for the people who matter, exactly when it counts. When it counts.

More info: ceotronics.com/ct-multiptt

 **CEOTRONICS**
when it counts