

## The initial public offering: strategic milestone for succession planning



### Continuing a life's work

- Maintaining company value regardless of the willingness and ability of the heirs
- Restructuring of the ownership and clear management and organisational structure
- Separation of the ownership function from the management function
- State of the art governance – ensures "good order" in the company
- Ensures growth and competitiveness

### Remaining in control

- Owner decides on the ownership structure and therefore on the further influence of the family
- Restructuring of family assets and participation in future earnings
- Consulting and controlling function on the supervisory board
- Switch role to owner position with voting rights at the annual general meeting
- Foundations are well-matched for the stock exchange



### Ensuring the future

- Greater appeal for external management and qualified staff
- Increased freedom through additional sources of funding and a stronger equity base
- More chances for growth and innovation
- Higher visibility with the public and customers, suppliers and business partners
- Capital market feedback for further professionalization

„The top global companies are listed on the stock exchange. With the IPO and the transformation from a family owned to a publicly listed company, we play in this league. This enables us to ensure the sustainable development of Frequentis for the following generations.“

**Hannes Bardach**  
Major Shareholder & Chairman of the Supervisory Board  
FREQUENTIS AG

