

# Tellumat



## Leaders in Future Technology

### Company Profile



## Introduction

... dynamic, competitive technology solutions, services and products ...

As leaders in technology innovation, Tellumat offers customers dynamic and competitive technology solutions, services and products aimed at the communications, defence and electronic contract manufacturing markets. We focus on understanding our customers' needs and forming long term strategic alliances with like-minded enterprises worldwide.

## Tellumat History

... consistent track record ...

Plessey plc UK Group established a South African based, African subsidiary company in the early 1960s. In 1989 Plessey plc UK was dissolved and the South African operation became an autonomous company. The company was listed on the JSE as Plessey Corporation in 1995. Fragmented through acquisition in 1998, Tellumat, as it is known today, became a privately owned company.

Exploiting a number of core competencies in commercial and tactical communications, microwave and RF technologies, and electronic manufacturing, Tellumat continues to innovate new products and solutions. Approximately 10% of our turnover is invested in research and development and we utilise the intellectual capacity and expertise of the engineers and technologists in our development teams.

Our business is organised into autonomous divisions each of which focuses on distinct market segments. These diversified business units were established to sell our technology solutions, services and products to both local and selected international markets.

**The Communications Division** offers multiple telecommunications solutions, services and products in the wireless and enterprise communication arenas. We provide full turnkey implementation namely: network design, RF planning, and the implementation and support of key technologies. These include mobile/fixed WiMAX, LTE, high capacity microwave links, IP PABX unified communications, and wireless and fixed line devices for several technologies.

**The Defence Division** has a proven track record in developing, supplying and supporting advanced radar, navigational, avionics and naval systems for defence and civil system integrators, platform suppliers and end-users.

**The Electronic Contract Manufacturing Division** offers a full suite of design, engineering, manufacturing, logistics and post-manufacturing services to a wide range of customers in the electronics industry.

We are consistent in our ability to exceed client expectations. This is a result of our collective design capability, the highest level of product innovation, project management expertise and logistical infrastructure. A combination of choice technology partners, top development credentials and world-class manufacturing capabilities means that Tellumat competes successfully with leaders in the global hi-tech sector. In fact, some of our local innovations have received world acclaim.

# Corporate Governance

... sound corporate governance principles ...

## Corporate Governance and Enterprise Risk Management

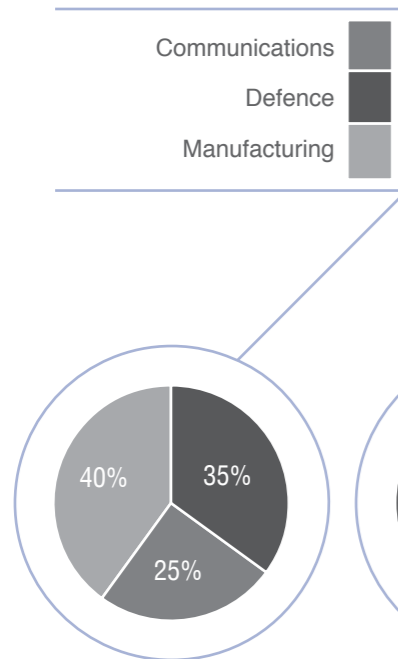
The Tellumat Group implements sound corporate governance principles. The Board consists of 7 directors, 5 of which are non-executive including the Chairman. The roles of Chairman and Chief Executive are split. Separate board audit and remuneration committees provide oversight on these matters. The Board approves strategic plans and the annual budget of the company and its divisions, and reviews ongoing operations. Subject to a hierarchy of delegated authorities, the Board is required to authorise decisions on material matters.

## Financial and Business Strategies

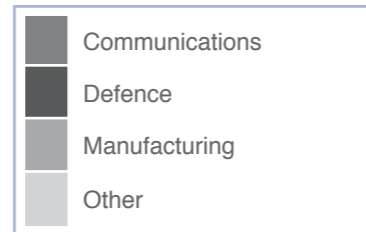
Sound management principles and processes are applied across the Group. Tellumat is controlled, managed and operated on a decentralised basis by divisional management teams with local management accountable for performance and operations. Strategic plans, which are regularly reviewed and updated form the basis of annual budgets and targets.

# Key Statistics

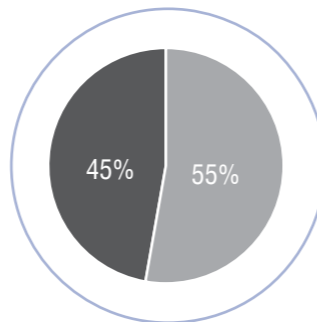
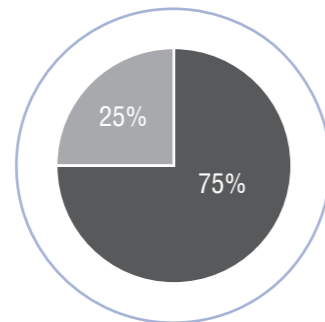
Total external sales : R 300+ million



Total employees: Approximately 430



Employees



# Empowerment

... advancing South African Technology by creating economic opportunities ...

## Broad-based Black Economic Empowerment (B-BBEE) Codes of Good Practice

Tellumat has achieved a Level 3 B-BBEE rating from an accredited rating agency. We also enjoy "Value-Adding Supplier" status. As a result, our normal procurement recognition of 110% is enhanced by a further procurement multiple of 25%. This means that in total our customers are able to attribute 137.5% of their Tellumat procurement spend towards their BEE procurement spend. Furthermore, Tellumat is recognised as an "Enterprise Development Beneficiary". This is beneficial to customer or supplier organisations looking to fulfill their enterprise development requirements.

## Shareholding

Partnerships are a business imperative. Consequently, our collaboration with The Sihayo Consortium underlines our dedication to B-BBEE. Sihayo Technology Holdings (Pty) Ltd owns 30% of the shares in Tellumat (Pty) Ltd. Sihayo is a broad based, black-owned entity consisting of four major shareholding groups based in Gauteng, the Western Cape and Kwazulu Natal. All four shareholding groups are broad based BEE companies themselves, with a large component of women, both African and rural. This partnership, combined with our Employee Share Trust ownership scheme and other key shareholders, means Tellumat's black ownership is in excess of 36% with black women ownership in excess of 12%.

## Employment Equity

We are committed to empowerment at all levels of our business. Our policy is to achieve employment equity by eliminating and prohibiting unfair discrimination in all employment policies or practices: to identify those practices requiring change in order that we become favourably positioned in terms of the Employment Equity Act, and to consult with employees and trade unions regarding the analysis of the employment equity plan via employment equity forums. Furthermore, we have an active training programme to improve the skills of our workers, giving preference to previously disadvantaged individuals. Many trainees have already benefited from in-service training through our employee training and development programmes and have subsequently become major contributors at supervisory and management level.

## Economic Empowerment

Since our inception, Tellumat has worked hard to advance South African technology by creating economic opportunities for previously disadvantaged individuals and groups in mainstream business. Consequently, we have an ongoing policy of investing in viable, wealth-creating joint ventures and associates that ultimately lead to community development. A critical element in this process is the development of small, medium and micro enterprises (SMMEs) and the implementation of community projects. Where possible we outsource activities and sub-contract work to B-BBEE companies. We have a procurement policy of placing orders with companies who achieve high B-BBEE Levels in terms of the Codes of Good Practice and who are competent and competitive in the market place.





## Communication Solutions

... wireless and voice solutions to meet customer demand ...

Tellumat's Communication Solutions Division offers operators, service providers and resellers:

- High-tech wireless network design capability;
- Best of breed and diverse range wireless and voice solutions;
- Integrated professional services with full turnkey implementation and managed services (from network design to network rollout, maintenance, repairs, support and managed operations services).

Our solution and service offering extends to telecommunications operators, service providers and enterprise customers in 3 business areas:

- Professional Services;
- Unified Communication Solutions and;
- Wireless Solutions.

## Professional Services

In-house turnkey capability includes network architecture design, radio frequency planning, solution engineering, implementation and support, and project management. This allows us to design, develop and implement complete wireless network solutions for our customers. Our professional services include:

- Turnkey Solution design;
- Network Planning;
- RF Planning;
- Capacity and Coverage Analysis;
- Installation & Commissioning;
- Maintenance & Support;
- Network Optimization and;
- Repairs.

## Unified Communications

For more than 40 years Tellumat has designed, manufactured and supplied PABX and business communication solutions. Our aim is to exceed our enterprise customer's expectations of localised, no-nonsense, field proven, reliable and best of breed communication enablers. In order to achieve this we forge strategic partner relationships with select global industry leaders. In collaboration with local businesses, marketing and technology specialists, and strategic partners, we will continue to build on the competitive advantage and industry differentiators that our customers have come to enjoy.

Tellumat is the sole distributor of the award-winning Shoretel Unified Communications solution in Southern Africa. This distributed architecture provides customers with unmatched scalability and reliability. Ranked number one by users of pure IP unified communication systems for ease of use, the system also has the lowest total cost of ownership in the industry.

## Wireless Solutions

We offer a complete, reliable, and flexible suite of solutions. To achieve leading broadband wireless access networks and back-haul solutions we combine in-house wireless technologies with selected partner technologies. This is to satisfy the growing demand for multi-technology wireless networks in the developing world.

Network solutions and services based on the following technologies:

- WiMAX (IEEE 802.16d [fixed/nomadic], 802.16e [nomadic/mobile] and migration to 802.16m [mobile]) as well as LTE broadband wireless access solutions;
- Specialized 802.11a/b/g/n OFDMA Broadband Wireless Access solutions (including point-to-point and point-to-multipoint) in the various frequency bands covering both licensed and unlicensed frequency spectrums (2.4 to 2.7 GHz, 3.4 to 3.6 GHz and 5.4 and 5.9 GHz);
- Medium, high capacity and ultra-high capacity back-haul solutions covering the microwave frequency bands from 450 MHz to 86 GHz. Data throughput rates range from 64 kbit/s to 2.5 Gbit/s depending on the frequency band and channel spacing;
- Next Generation network solutions based on MPLS, IP Soft Switch and web-based Billing technologies to deliver VoIP and broadband services for public and private network operators and;
- Customer premises equipment in the form of Wireless Devices utilizing GSM, CDMA, WCDMA and WiMAX technologies.





# Defence

... differentiated solutions to defence end users and system integrators ...

Tellumat Defence strives to be the first choice for existing customers and the obvious choice for future customers. We aim to do this by providing differentiated solutions to defence end users and system integrators within:

- Electronic identification products and systems;
- Tactical data / video radio products and systems;
- Unmanned sub-systems, logistic support solutions business domains and;
- Other select defence / aerospace opportunities.

The division addresses local and international aerospace, landward and maritime markets. Our facilities are located in Pretoria and Cape Town, South Africa.

## Combat Identification

Combat identification entails integrated secure identification friend or foe (IFF) systems for aerospace and naval use in domestic and export markets. IFF interrogator systems are produced for air defence radar and weapon systems such as the GBADS (Ground Based Air Defence System). Customers select from a versatile range of IFF transponders for various airborne, unmanned air vehicle and maritime applications. Our unique national secure mode IFF system consisting of interrogator systems, transponder equipment, cryptographic computers, test equipment and a crypto data management system has a proven track-record.

## Tactical Communication

Tellumat Defence specialises in long range, secure, low latency line-of-sight data links for tactical unmanned aerial systems (UAS), fixed and rotary wing aircraft, and terrestrial applications.

With a track record on converged IP networks that embrace voice, video and data, Tellumat Defence, is an ideal partner when companies want to centrally connect tactical islands of information. We can help to provide a complete situational awareness picture from which superior tactical decisions can be made.

## Unmanned Aerial Systems (UAS) Electronics

We have developed competence and capability in the domain of unmanned electronic sub-systems, platform integration and UAV flight testing. Four key sub-systems are the Flight Mission Computer, Inertial Navigation System (INS), Ground Control Station (GCS) and the C-Band Data Link. Our Hardware-In-the-Loop (HIL) simulator was specially developed to support ground testing and qualification of the electronic sub-systems.

## Radar Systems

With more than 40 years in the radar and air traffic control (ATC) systems business we have the expertise to install, commission, support and upgrade ground-based radar systems used in civil aviation and military environments. Moreover, we have completed upgrades to a number of Plessey AR-3D long-range air defence radars including a modernisation programme that replaced outdated processing and display workstation equipment. In close partnership with a highly respected original equipment manufacturer (OEM), Tellumat Defence has installed a voice communications and control switch (VCCS), and voice and data recording equipment for the South African Air Force.

## Logistic Support

Logistic support covers our own and OEM products and systems. We provide on site support for the AR3D long range surveillance radars and AFRAS air traffic control and precision approach radars of the SA Air Force. Logistic support also extends to the SA Navy's system support centre (SSC) for microwave and navigation systems support both ashore and on the SA Navy's frigates and submarines.

## Principal Representation

Tellumat Defence was appointed SAAB's South African radar partner of choice and the Sub-Saharan Africa distributor for portable satellite communication systems from Swe-Dish Satellite Systems.

## Competencies

Competencies include project management, system engineering, solutions architecture, development, industrialisation, configuration management, manufacturing, installation, commissioning, logistic support, training and quality assurance.

## Differentiation

Our willingness to cooperate with foreign companies and end-users allow for the forging of beneficial partnerships to promote mutual self-reliance and strengthen important government ties between countries. Tellumat Defence has a full scope of engagement options ranging from simple agreements of sale to training on installation and maintenance, integrated logistic support, manufacturing, and development collaboration.

## Airport and Navigation Systems - Sia Solutions (Pty) Ltd

Sia Solutions is a market leader in the supply and maintenance of ground based navigation systems. Established in 2003, it is now a wholly owned subsidiary of Tellumat (Pty) Ltd. Technological advancements and company growth has led to the servicing of customers outside of the aviation sector namely the South African Weather Services (SAWS), Square Kilometre Array (SKA), and the Council of Scientific and Industrial Research (CSIR). Sia Solutions works in partnership with world class international equipment manufacturers in order to supply and support all the technologies offered to niche markets.





# Electronic Contract Manufacturing Solutions

.... dynamic and competitive ...

In an increasingly competitive market we understand that responding swiftly with innovative new products is crucial.

Tellumat Manufacturing has two electronic assembly and manufacturing facilities that are uniquely structured and equipped to provide from "labour only" to true full turnkey solutions to large and small customers alike. Our expertise centres on complete system solutions for all levels of complexity. This includes prototyping, quick turn-around, and both low and high volume production for a range of markets including telecommunications, military, aerospace, metering, security, industrial, audiovisual, television and medical.

Our manufacturing solutions can:

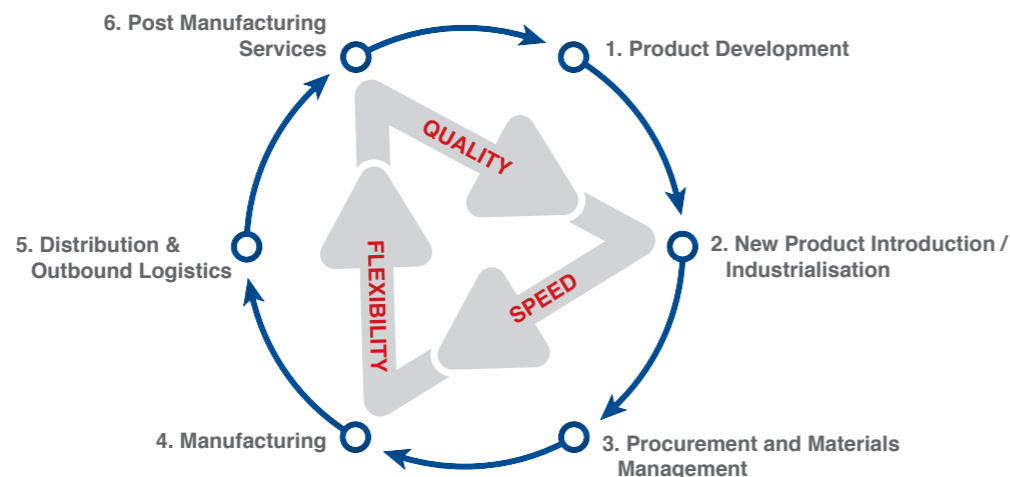
- Reduce time-to-market;
- Lower total costs;
- Improve asset utilisation and;
- Ultimately increase market share and partner margins.

As a division of Tellumat, we enjoy a heritage of innovation in the electronics industry. Our business is about understanding customer needs and responding to these with dynamic and competitive services and solutions.

## Electronic Assembly and Manufacturing Services

### True Full Turnkey Solution

**Tellumat Electronic Manufacturing:** a full suite of design, manufacturing, and post manufacturing services. Integrating quality, speed and flexibility across all functions, we can provide our customers with innovative, unique solutions to cover the entire product life cycle.



### 1. Product Development

- Innovative in-house design team
- Skilled technical staff
- Full contract development service
- Customer assistance in designing products for manufacturability

### 2. New Product Introduction / Industrialisation

We have vast experience in assisting customers through the product industrialisation and manufacturing introduction phase. Our engineering service includes production jig design, datapack development, test solutions and jigs, product and process refinement. A structured approach to New Product Introduction (NPI) ensures that high product yields and production repeatability are achievable from the onset, and that products get to market as quickly and economically as possible.

### 3. Procurement and Materials Management

- Configuration and materials management utilising SAP, our best-of-breed ERP system
- Product information assembled in a well-structured Bill of Material that feeds into the Material Requirements Planning (MRP) cycle
- Materials procurement department ensuring our customers benefit from preferential pricing through our mature supplier relationships (in both the local and international supply-chain) and our significant buying power and consolidation of purchases
- Expediting service and supply chain management ensuring best delivery

### 4. Manufacturing

Two purpose built factories enable us to quickly and efficiently adapt to customers' changing needs and products. This allows us to handle products of varying complexity and volumes, from prototypes to high volumes. Reliability and quality are built into customer's products. We achieve this by utilising automated Surface Mount Technology (SMT), Through-Hole-Technology (THT), wave solder equipment, and skilled operators. Stringent quality assurance measures are applied throughout each process.

#### Cape Town Facility



- 9 000m<sup>2</sup>
- Prototyping to volume production

#### Atlantis Facility



- 24 000m<sup>2</sup>
- Mostly high volume production

Capabilities also include:

- Testing that offers a variety of custom solutions from simple pass / fail testing of high-volume products to full system functionality testing (including complex Radio Frequency technologies);
- Integration (e.g. electromechanical, wiring, harnessing) from simple box integration to complex final system integration;
- Complete product build-state configuration information captured and maintained through an in-house developed system;
- Comprehensive Environmental Testing Facilities on site;
- SANAS approved calibration laboratory.

### 5. Distribution and Outbound Logistics

We are able to provide final packaging and logistics including shipping to end users.

### 6. Post-Manufacturing Services

Our comprehensive Customer Service and Repair Centre offers repair, modification, upgrade and refurbishment services.

## Enabling companies to concentrate on their core business

To achieve a competitive edge companies seek a reliable partner to oversee production. In order to adapt to the challenge of changing technologies while meeting customer expectations, Tellumat is driven to continually improve our service and equipment base. We make significant capital investments in new technology and additional capacity.

Manufacturing is our core offering. We cater specifically for clients who wish to concentrate on their core business. Our service is based on quality, quick response, flexibility and a comprehensive project management approach. Moreover, our track record, ability to build and sustain long-term customer relations, and our extensive capabilities ensure that we are well placed to provide a complete turnkey solution to manufacture and support your product lines.



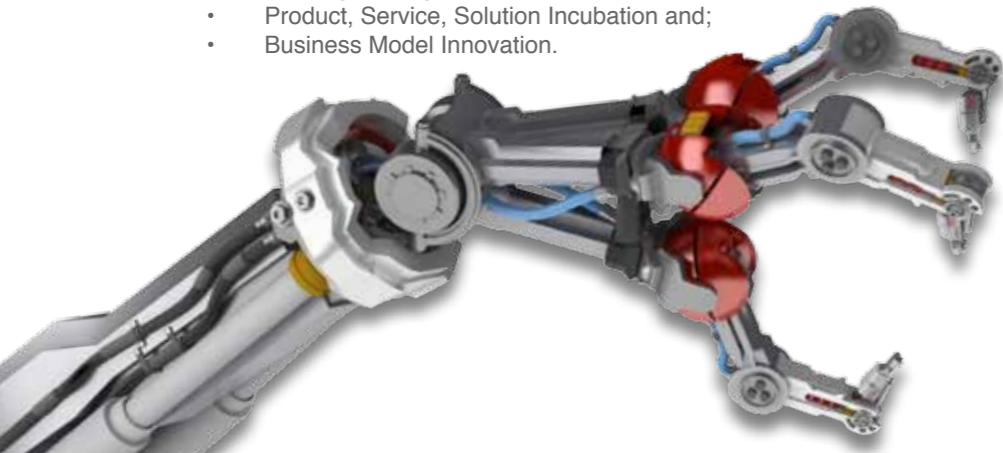
## Strategic Projects Group

... Technology driven, solution focused and product-agnostic ...

The Strategic Projects Group (SPG) engages the medium to long term objectives of the Tellumat Group of businesses. SPG's focus is to ensure the positive and successful engagement with market opportunities that are horizontally aligned with Tellumat's various technology domains. We are best described as technology driven, solution focused and product-agnostic.

SPG achieves its objectives by applying Tellumat's vast know-how and best-of-breed technology base to local and international customer needs and market opportunities. SPG's core activities include:

- General Business Development;
- Targeted Technology Innovation;
- Building Strategic Partnerships;
- Product, Service, Solution Incubation and;
- Business Model Innovation.



Our delivery mechanism is categorised as a dynamic and creative process of targeted market analysis coupled with contextual business model innovation, solution development and business incubation.

As technology and business innovators we bring practical, customer-centred, market-driven, results-orientated solutions to the market.



## Quality Assurance

... Quality is the responsibility of every employee ...

### Integral Quality Services

Customer focused quality is one of Tellumat's core values. As an ISO 9001:2008 accredited company we follow stringent procedures to guarantee high standards. After all, this is an integral element in our design, manufacturing, and support process.

Quality is the responsibility of every Tellumat employee. It is the synergistic, collaborative effort of our staff that adds enormous value, enhancing the performance of all the products and systems we design and manufacture. Our primary focus is the customer and their needs. In this regard the Quality Assurance division acts as the "voice" of the customer. Quality is a great deal more than an end-line process. Inputs, outputs, and the processes themselves are directed and assessed on an ongoing basis through the various phases of development, industrialisation, manufacturing and support. Our quality assurance principles are demonstrated in our commitment to the continuous improvement of all aspects of our business. With a specific focus on upstream processes to incorporate quality as early as possible, we ensure an exceptional quality product and superior service delivery.

### External Services

Our Quality Assurance Division provides calibration and environmental testing services to all Tellumat company divisions and to external customers.

The calibration laboratory is accredited by the South African National Accreditation System (SANAS) in three areas. These are DC Low Frequency, Time and Frequency, and Radio Frequency. Tellumat is renowned for its expert calibration service.

Our environmental test facility provides simulated environments for development, qualification, acceptance, research and reliability testing of products. The facility can simulate extreme temperature conditions, vibration, shock, humidity, altitude, salt atmosphere, UV, and combinations of these conditions. We offer a specialist value added consulting service combined with state-of-the-art equipment. In addition, our calibration and environmental test programmes can be customised to minimise turnaround time.



We consider it our corporate responsibility to contribute to the upliftment of our society through active community development initiatives and employment creation. Fairness is often the most underrated of all corporate skills, a skill we strive to promote within South African society. Our well balanced Social Responsibility portfolio covering Education, Social and Environment issues positions Tellumat as an all-rounder in social support.

## Education

### ... building capacity for future scientific research and development ...

Tellumat, the Medical Research Council, and the School of Science and Mathematics Education at the University of the Western Cape (UWC) pooled resources to sponsor the Khanyagula EXPO Programme. The Programme supports and encourages high school learners and teachers from disadvantaged schools on the Cape Flats to participate in the National Expo for Young Scientists and, in the process, helps them to develop scientific skills.

We have also sponsored the Africa Aerospace and Defence (AAD) Youth Development Programme (YDP). Part of the YDP programme's agenda is to expose disadvantaged youths from the area to career choices that leverage science, maths and technology education. Tellumat makes use of this opportunity to market the industry and company in a way that younger learners might be receptive to. This will allow learners to make informed subject choices to prepare them for career paths they may have been unaware of. The sponsorship programme includes visibility and a number of exciting show activities to attract youthful talent to the industry.

Tellumat acknowledges the role our company must play in building capacity for future scientific research and development. As a leader in the communications and defence industry, our success is reliant on ongoing research and development which draws on the intellectual capability of the engineers and technologists in our development teams. To this end, we administer a bursary scheme to provide financial support to dependents of employees and external students who may otherwise have been denied access to tertiary education. Over the years, numerous bursaries have been awarded for diplomas and degrees in the Commerce, Engineering, IT and Scientific fields. In addition, Tellumat provides funding for post graduate and PhD students at selected partner universities and centres of excellence in cooperation with key customer education initiatives.

## Social

### ... benefiting the local community ...

Tellumat made a substantial donation to the SA Medical Foundation for the establishment of an ARV/HIV/TB unit at the Retreat Hospital in Cape Town. This service benefits the local community in which Tellumat's main facility is located.

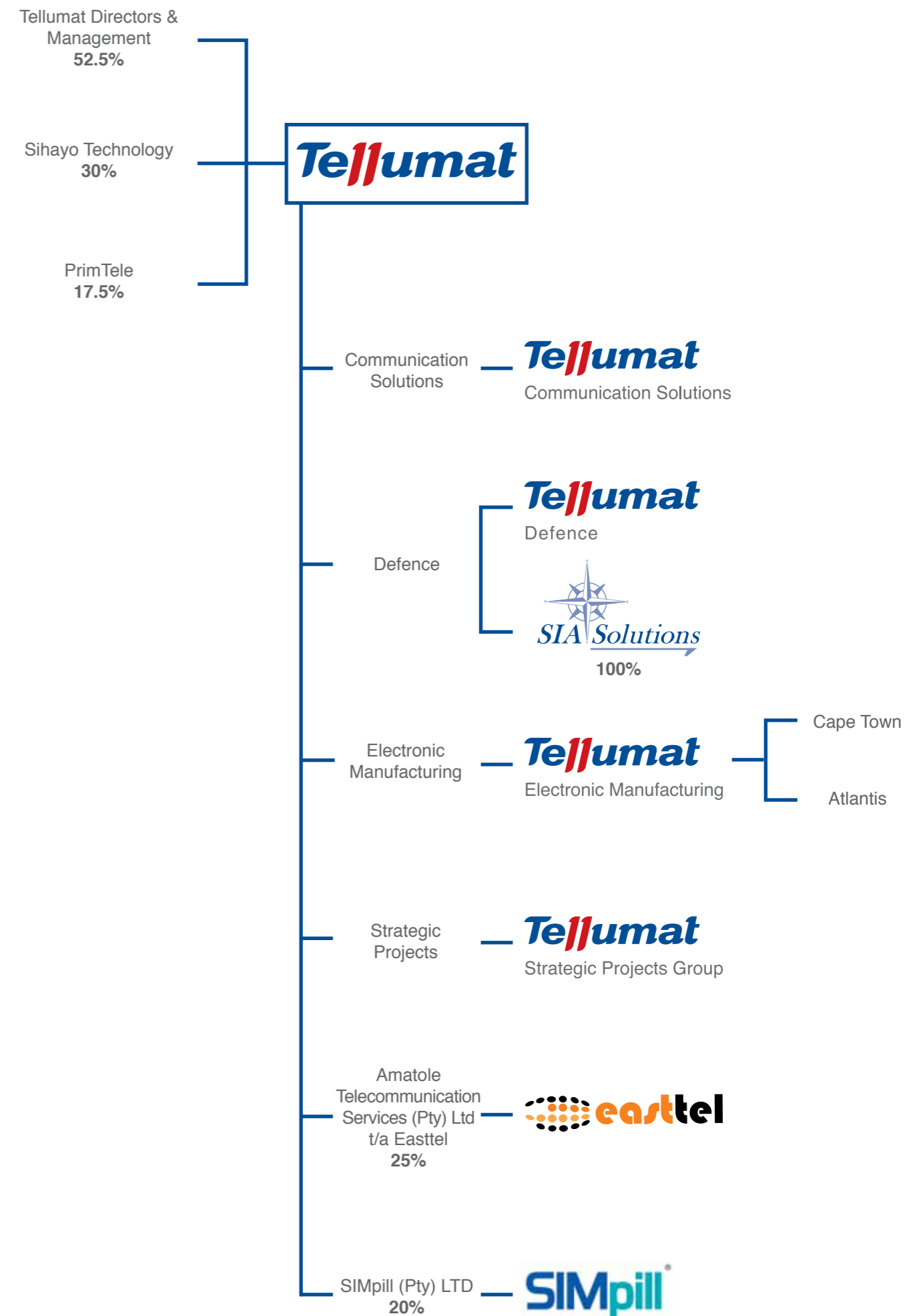
We have donated a PBX telephone system to the Athlone Child Welfare organization which provides a vital child protection and community service to approximately 500 000 people. We also donated a PBX telephone system to the Cape Town Rape Crisis Centre.

In addition, we have donated funds to: the Jika Foundation, an organisation established to acquire funding for the rehabilitation centre of the Burns Unit at the Red Cross Children's Hospital; and to various organisations including The Community Chest.

## Environment

### ... clean and protect ...

In conjunction with the South Peninsula Administration (SPA) and several other companies and community organisations, Tellumat participates in an ecological project to clean and protect the Keysers River riverine environment. The Keysers River passes within metres of Tellumat's Head Office in Cape Town and our poverty relief programme provides gainful employment in the ongoing cleansing project.



### **Tellumat (Pty) Ltd Head Office (Cape Town)**

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### **Communication Solutions - Telecoms (Cape Town)**

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