

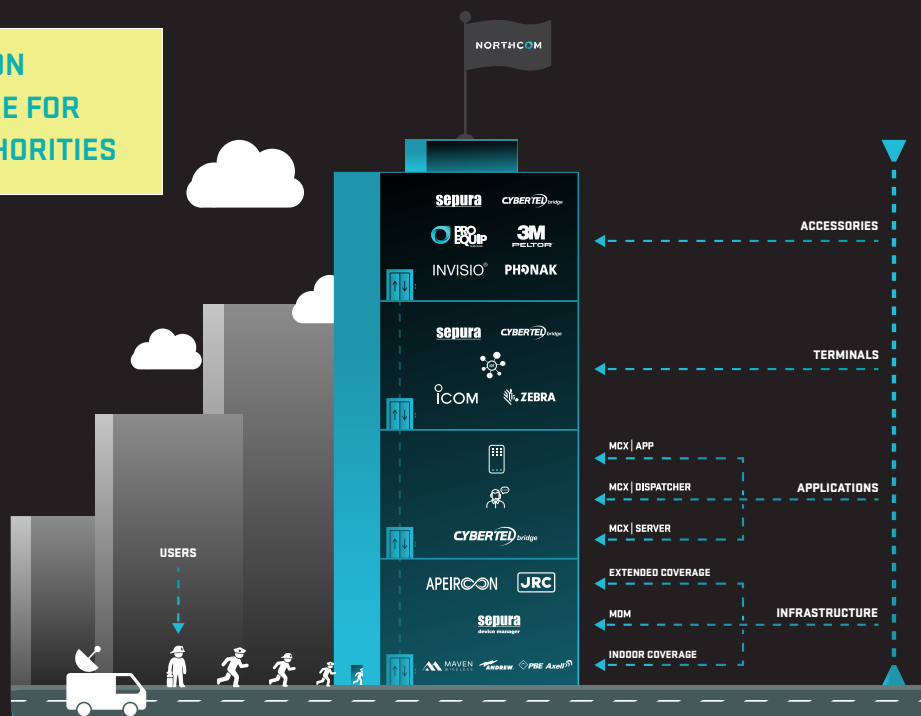
NORTHCOM NEWS

WHEN COMMUNICATION MATTERS

INNOVATIVE NEWS FROM NORTHCOM #7 DECEMBER 2025



NEXT GENERATION INFRASTRUCTURE FOR BLUE LIGHT AUTHORITIES



NEXT GENERATION PRODUCTS FOR MISSION-CRITICAL COMMUNICATION

Northcom provides a complete ecosystem of mission-critical solutions, from rugged terminals and accessories to advanced applications and infrastructure. Our products empower organizations worldwide to stay connected, secure, and operational in any situation – today and in the future.

FAIRS AND EVENTS

ATC
DFSK
DALO

HAPPY CUSTOMERS

NOBINA
R&D TEST SYSTEMS
SKELLEFTEÅ BUSS
ROGLAND RØDE KORS

NORTHCOM
WHEN COMMUNICATION MATTERS

Dear readers,

As we approach the end of 2025, we can look back on one of the most dynamic and transformative years in Northcom's history.

It has been a year where mission-critical communication has taken centre stage - not only as technology, but as an essential foundation for safety, preparedness, and societal resilience across the Nordic region.

Throughout the year, we have met customers, partners, and industry colleagues at numerous events - from ATC and DFSK in Stockholm to CCW in Brussels, DALO in Denmark, and Industriuka in Norway. Each gathering has offered new perspectives and deeper insight into how quickly our environment is evolving and how important it is that we continue driving development forward together.

A major focus this year has been the transition toward next-generation critical communication based on MCx. In this issue, you can read about how we - together with leading suppliers such as Sepura, Cybertel, Apeiron, INVISO, DAMM and many others - are building a complete ecosystem for future-proof communication. Together with our customers, we have taken significant steps toward a more robust, flexible, and secure infrastructure, where TETRA, 5G and MCx all have crucial roles to play.

We have also continued to strengthen our product offering - from new terminals and accessories to advanced applications, private 5G solutions, and upgrades within the Mimer SoftRadio platform. The customer stories throughout this issue, including Skellefteå Buss, Nobina, Ro-

galand Røde Kors and R&D Test Systems, show how our solutions operate in real-world environments: in heavy industry, public transport, rescue operations, and mission-critical scenarios across the world.

Training and knowledge sharing have remained key priorities. This year's Mimer Training Days brought together partners from several continents, reinforcing our global network of experts who collectively shape the future of communication solutions.

As we now look ahead to 2026, the core of our mission remains unchanged: ensuring that communication works when it truly matters. It is a responsibility we share with all of you - our customers, partners and users.

Thank you for your trust and collaboration throughout the year. We look forward to continuing this journey together as we build the critical communication solutions of the future.

We wish you a Merry Christmas and a Happy New Year.

Kenneth Hübner

Group Chief Product Officer
Northcom



Northcom 5 years

September 29th marks exactly 5 years since we officially changed our name to Northcom. Changing to a common name for all companies in the group has been the right decision. It has been five very exciting years, and a lot has happened during the period.

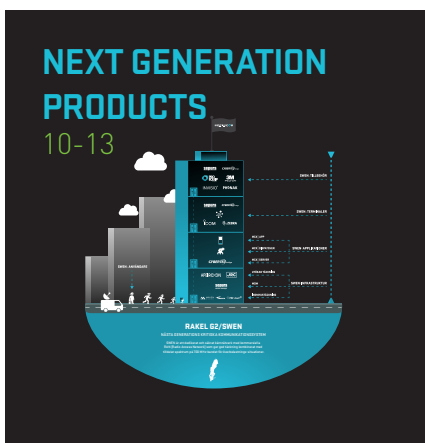
- We have become part of Aars
- We have acquired new companies
- We have gained many new colleagues
- We have entered into new strategic partnerships
- We have gained new brands in our portfolio

And much, much more...

We look ahead and we look forward to continuing the development!

NORTHCOM NEWS

THIS IS OUR SEVENTH ISSUE OF **NORTHCOM NEWS**.
ENJOY READING!



SKELLEFTEÅ BUSS 20-21




MIMER TRAINING 22-23



**NORWEGIAN
FIRE
DEPARTMENT**
32-33



I år står vi på barnas side
og gir vår julegave til UNICEF.
unicef  for hvert barn

MERRY
CHRISTMAS!

ATC 2025

- A DAY FOR CRITICAL COMMUNICATION SOLUTIONS OF THE FUTURE



All Things Connected 2025 was another fantastic chapter in Northcom's effort to bring together the industry's leading players, experts and users. This time we gathered at the historic and atmospheric Münchenbryggeriet in Stockholm, where the view over Riddarfjärden matched the inspiration and innovative power that filled the day.

It was a day of sharp insights, engaging conversations, technical news and meetings between people who together drive the development of critical communication forward.



Stage format 2025 – Energy, humor and sharpness

This year's stage set-up was led by the hired moderators and entertainers Björn A Ling and Johan Östling, whose energy and humor gave the day a unique dynamic. Our CEO Lars-Magnus Gustafsson and Kenneth Hübner gave the audience a good start with an introduction and presentation about what happened at Northcom 2025.

The dialogues and interviews created a lively and accessible way to delve into technology, industry development and future needs. Just like in previous years, the goal was to provide perspectives – not only from the technology, but also from the people who use it in critical environments.

All Things
CONNECTED
Kritisk kommunikation i i framtiden

Focus area 2025: SWEN / RAKEL G2

Last year's main theme was "Plan-B solutions".

This year, the focus was on the future of Swedish blue light communication: SWEN / RAKEL G2. Northcom presented how our solutions, services and partners support the transition to the next generation of national critical networks. Through both a stage program and a mini-fair, participants were able to gain a deeper understanding of how 5G, MCX, interoperability and robust communication will play a central role in Sweden's Emergency Network (SWEN).

Presentations from our leading suppliers

The day's agenda was full of high-quality lectures from suppliers who represent the cutting

edge of critical communication. During the morning and afternoon, the following companies presented their technologies, products and future visions:

- Sepura – TETRA terminals & hybrid solutions for SWEN
- DAMM – TetraFlex® and scalable critical communication systems
- Mimer – SoftRadio and advanced IP dispatch solutions
- Cybertel Bridge – MCX
- Apeiron – modular tactical 4G/5G systems for vehicles, drones & field
- HPE + Northcom Private 5G – Private 5G environments
- DTC – mesh-based SDR solutions for tactical use cases
- INVISIO – hearing protection and communication platforms with a focus on situational awareness

The presentations were all about how critical communication is evolving towards more modular, secure and high-performance solutions – adapted for both SWEN/ RAKEL G2 and future hybrid environments.



Our participating suppliers at ATC 2025

SEPURA

sepura

Sepura is a UK-based manufacturer of robust communications solutions for critical applications in public safety, energy, transport and industry. The company is renowned for its TETRA terminals and hybrid solutions that combine TETRA with LTE/5G to support the transition to Mission Critical Services (MCX). Sepura has over 20 years of experience delivering reliable communications solutions to users who demand high levels of reliability and security.



Icom

ICOM

Icom is a Japanese manufacturer of professional communications solutions with a focus on reliability, versatility and global coverage. The company offers a complete portfolio of IP, LTE and satellite radio systems used in public safety, industrial, transportation and marine environments. Icom's solutions are designed to operate both in urban environments and in remote areas without traditional infrastructure, with a focus on high-quality voice and data communications, interoperability and robustness in harsh environments.



DAMM

OODAMM

DAMM Cellular Systems is a Danish provider of scalable and flexible communication solutions for critical applications in industry, public safety and transportation.

The company is known for its TetraFlex® platform, which offers IP-based communication with support for multiple technologies in a single system. DAMM's products are used globally in areas such as mining, energy, airports and emergency services, where reliability and long-term sustainability are crucial.



INVISIO

INVISIO®

INVISIO is a Danish supplier of advanced communication and hearing protection systems for military, police and other professional users in demanding environments. The company is known for combining hearing protection with maintained situational awareness and clear communication, even in extreme noise environments. The products are used globally and offer a modular architecture that can be adapted to both field personnel and platforms such as vehicles, ships and aircraft. INVISIO also works with Racal Acoustics, who specialize in headsets for very noisy vehicles and environments.



Apeiron

APEIRON

Apeiron delivers next-generation modular 4G/5G solutions for private mobile networks, with a particular focus on civil defence and blue light operations tools. Their products are designed to integrate both hardware and software in vehicles, drones, tactical equipment and marine platforms, and withstand the most demanding environments with high demands on mobility, security and reliability. Apeiron combines radio technologies,

core networks and applications in a complete solution, adapted for both tactical operations and more demanding commercial / civilian contexts.



Hewlett Packard Enterprise (HPE)

HPE

Hewlett Packard Enterprise (HPE) is a global IT infrastructure company that has taken a strong position in the 5G market by developing open, cloud-based solutions for private and public mobile networks. By combining its experience in networking, storage, computing and hybrid cloud with advanced telecom solutions, HPE can offer enterprises and operators flexible and secure 5G environments that support both business-critical and society-critical applications. The focus is on enabling organizations to build their own private 5G networks with high capacity, low latency and reliable security – characteristics that are crucial for, for example, industrial automation, the transportation sector, healthcare and smart cities..

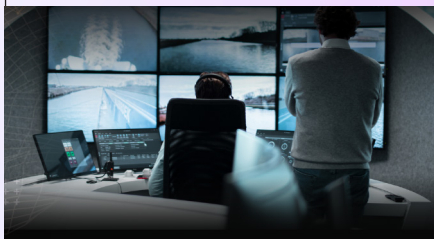


Mimer

Mimer

Mimer, developed and manufactured by LS Electronics in Stockholm, is a Swedish provider of advanced communication solutions for critical applications. The company's flagship product, Mimer SoftRadio, is a leading IP-based dispatch system that enables remote control of two-way radios over LAN, WAN or the internet. The system is used in over 70 countries and is trusted in areas such as autonomous ships, drones, offshore platforms, airports, mining, emergency services and

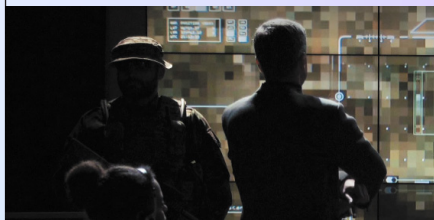
security. Mimer also offers solutions for radio bridges, recording, interoperability and integration of analog and digital radio systems. LS Electronics is now part of Northcom.



DTC (Domo Tactical Communications)

DTC
A CODAN COMPANY

DTC is a global leader in tactical wireless communications, specializing in robust, software-defined radio (SDR) systems and IP-based mesh networks for demanding environments. The company delivers solutions for military, special forces, unmanned systems (UAV, UGV, USV) and emergency services, where high bandwidth, low latency and interference resistance are essential requirements. DTC's products are used in the field by users who need reliable communications in complex and closed environments.



Cybertel

CYBERTEL bridge

Cybertel Bridge is a South Korean provider of next-generation mission-critical communications solutions, specializing in MCX (Mission Critical Communications) and Push-to-Talk (PTT) over IP networks. The company develops and manufactures both hardware and software in-house and has extensive experience delivering solutions to the public sector, defence, public transportation and energy sectors. Cybertel Bridge is known for its innovative technology and has pioneered Push-to-Video services for the South Korean Air Force.



Peplink

peplink

Peplink is a global leader in the development and manufacturing of SD-WAN solutions, mobile routers and network access points. Founded in Hong Kong, the company has since established itself as a trusted provider of robust and flexible communications solutions for enterprises, the public sector and specialist markets. Peplink's products are renowned for their ability to combine multiple internet connections, including 4G/5G, satellite and fibre, to create a "seamless" connection that ensures high availability and performance.



IWCS

IWCS
COMMUNICATIONS SOLUTIONS

IWCS (International Wireless Communications Solutions) develops robust intercom and communication solutions with a focus on waterproof, durable systems for use in extreme conditions. Their products are aimed at emergency services, marine operations, motorsport and similar applications where communication must function even in harsh environments with water, dust and high noise levels.



Phonak

PHONAK
communications

Phonak Communications develops wireless communication and hearing protection systems for use in blue-light operations, intelligence, media and other environments where clear and discreet communication is essential. The company combines expertise in acoustics, signal

processing and compact designs to offer solutions that operate at high sound levels, while protecting hearing without sacrificing audibility.



ProEquip

PROEQUIP
BY NORTHCOM

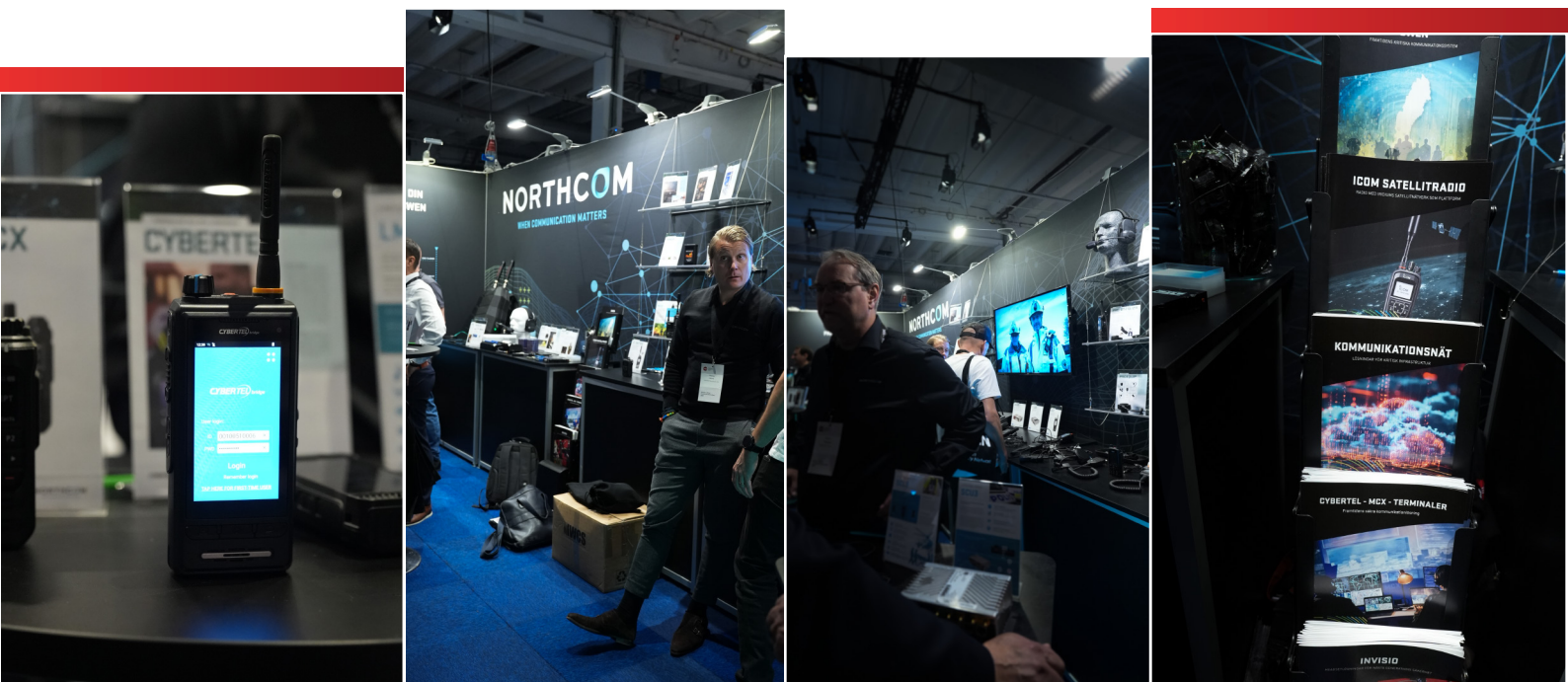
ProEquip is Northcom's own accessory brand, specializing in high-quality communication accessories that complement radio systems and personal equipment. ProEquip is focused on delivering robust, practical and well-adapted products for use in demanding environments – for example, for public safety, security and industrial environments and applications. The products are designed to work seamlessly with radios, terminals and headsets and contribute to increasing the usability, comfort and reliability of communication.



All Things
CONNECTED
Kritisk kommunikation i i framtiden

DFSK 2025

SWEDEN'S LARGEST TRADE FAIR FOR SWEDEN'S PREPAREDNESS IN CRITICAL COMMUNICATIONS



The Day for Critical Communications Services (DFSK) 2025 once again brought together a wide range of stakeholders from across the country – authorities, blue light organizations, suppliers, researchers and community-supporting businesses. With its scope, content and broad participation, DFSK has established itself as one of the year's most central arenas for everyone working with robust communications, total defence and crisis preparedness.

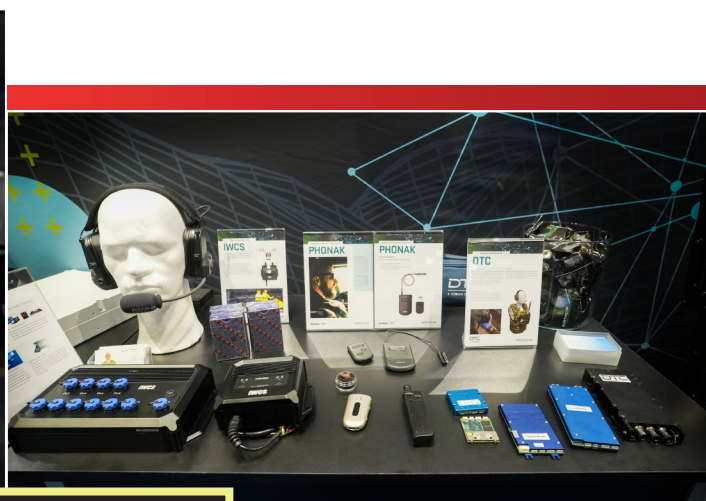
This year's edition was characterized by a clear focus on the future. As Sweden strengthens its capabilities in both civil and military preparedness, the demands for reliable, interoperable and resilient communications are increasing. DFSK therefore became a meeting place where technology, operational needs and strategic perspectives were linked – not only through presentations and seminars, but also through spontaneous conversations and knowledge exchanges between participants.

A day full of insights, perspectives and concrete solutions

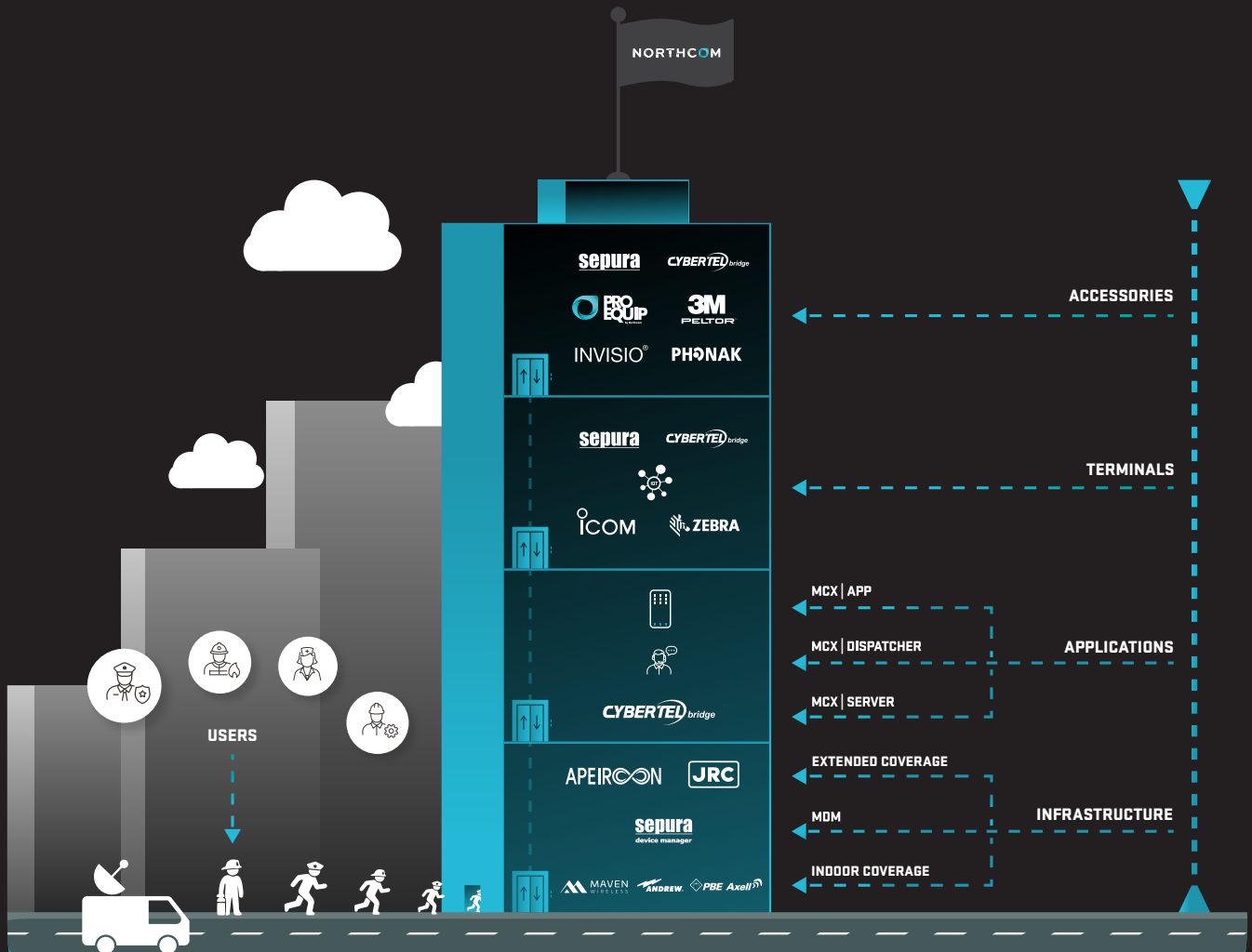
The program consisted of a wide range of speakers who highlighted developments from different angles:

- how robust communication systems are built for the total defence of the future
- what requirements are set in today's complex preparedness environment
- how operations can work smarter and more coordinated
- technical opportunities as new national services emerge

Throughout the day, it was clear how quickly the area is moving forward – and how crucial it is that different actors collaborate, share experiences and build common knowledge.



WE ARE YOUR PARTNER FOR THE NEXT STEP



NEXT GENERATION PRODUCTS FOR MISSION-CRITICAL COMMUNICATION

Northcom provides a complete ecosystem of mission-critical solutions, from rugged terminals and accessories to advanced applications and infrastructure. Our products empower organizations worldwide to stay connected, secure, and operational in any situation - today and in the future.



FUTURE-PROOF PRODUCTS FROM NORTHCOM

In a time when public safety and preparedness face new challenges, a communication system must be flexible, scalable, and future-ready. These products are supported by the next generation communication platforms for authorities, emergency services, and critical operations.

Northcom plays a central role in this initiative for the Scandinavian market. With decades of experience in mission-critical communication, we have carefully selected the suppliers and technologies that together create the most reliable complete solution on the market.

ACCESSORIES

Essential for enabling users to work efficiently in the field. We collaborate with leading suppliers such as 3M Peltor, Phonak, and Invisio®, as well as our own brand, ProEquip.

These rugged headsets, hearing protection, and communication solutions are designed to perform in the most demanding environments and integrate seamlessly with our terminals from Sepura, Icom, and Cybertel.



TERMINALS FOR MISSION-CRITICAL USE

Terminals are at the heart of communication.

- Sepura SCL3 & SCU3 – hybrid devices offering support for today's TETRA and tomorrow's MCX services, fully integrated into the SWEN network.
- Cybertel LM75 – a 5G MCX terminal
- Zebra FR55 – a rugged MCX terminal from a leading provider of mobile broadband devices.
- Icom MCX terminal – based on a traditional radio design for simple and intuitive operation.



APPLICATIONS

Built on mission-critical communication, this layer is essential for the network's success. Cybertel's MCX Server serves as the hub of this Northcom architecture, enabling functions such as MCPTT, MCVideo, and MCData.

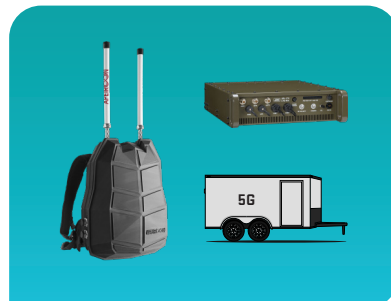
Combined with the MCX App and MCX Dispatcher, this creates a powerful ecosystem for real-time communication, positioning, and incident management – all within the highest security standards.



INFRASTRUCTURE

For extended coverage, Northcom partners with Apeiron and JRC, two providers offering flexible **4G/5G solutions for both permanent and temporary deployments.**

For indoor coverage, we collaborate with Maven Wireless, Andrew, and PBE Axell – leaders in DAS systems and RF infrastructure. Together, these components form the backbone that keeps communication running, wherever the user is.



THE FUTURE STARTS NOW

Preparing for the future is not just about upgrading technology – it's about building a platform that can grow and adapt to new demands, emerging threats, and evolving user needs.

By investing in the right infrastructure, the right terminals, and the right expertise today, you lay the foundation for a strong and reliable communication system tomorrow.

Northcom is proud to be part of shaping the future of mission-critical communication.

SEPURA

SCL3 – EASY TRANSITION ON YOUR PATH TO 5G

Two flexible device options in the same terminal: Hybrid (TETRA) or 4G/5G.

Planning to migrate to mission-critical broadband? Start with a Hybrid device that combines TETRA voice with broadband data and move to MCX at your own pace. When the migration is complete, the SC28 TETRA module can be kept, easily removed, or transferred to another SCL3 device.



EASE OF USE

Designed for users who need a smooth transition to SWEN. The SCL3 meets industry standards for rugged devices. Just like TETRA terminals, it features physical buttons for PTT, emergency calls, and function keys. With a design shaped by user feedback, the device offers intuitive operation and top-level performance.



Migration-Ready

Continue using TETRA and move to MCX at your own pace.



Reuse Your Accessories

Accessory connector compatible with existing TETRA accessories.

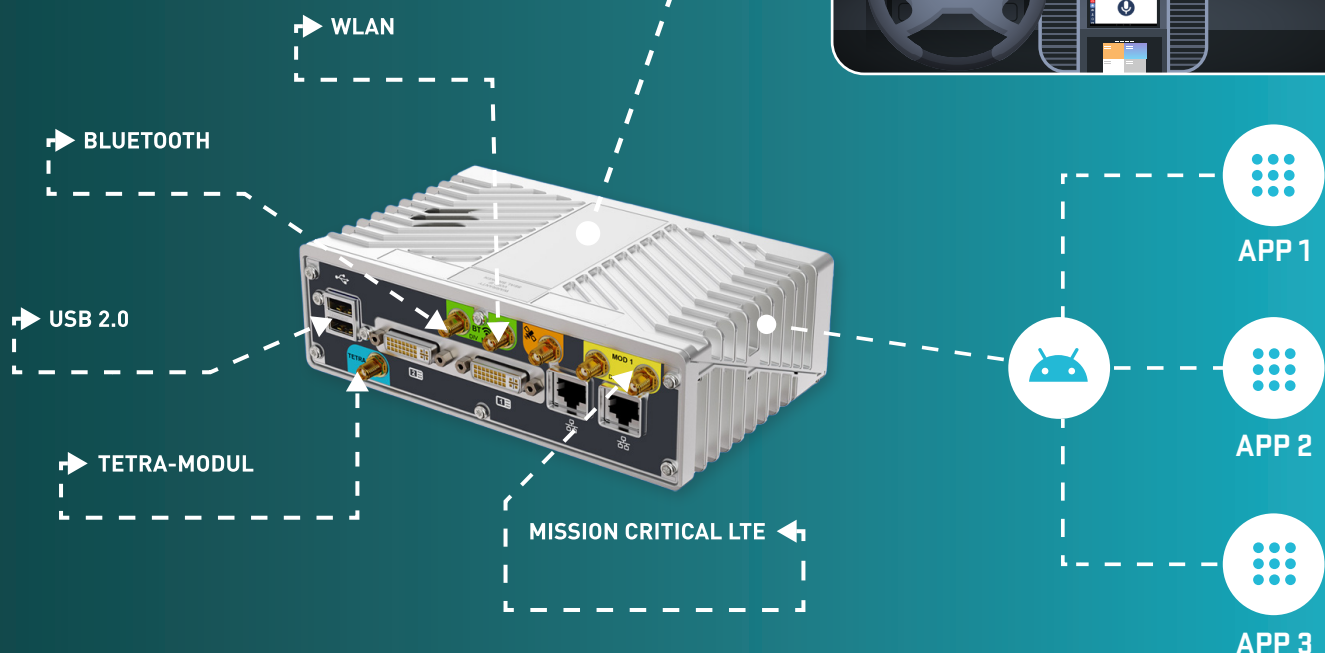


Unmatched Ruggedness

Built to withstand the toughest environments and the most demanding conditions.

SCU3 – A COMPLETE VEHICLE HUB FOR CRITICAL COMMUNICATIONS

The SCU3 is designed to function as a full communication hub inside the vehicle. It supports mission-critical Voice over IP (VoIP) with Mission Critical Push-To-Talk (MCPTT) and Push-to-Talk over Cellular (PoC), ensuring reliable voice communication in all situations.



CYBERTEL

MCX – THE FUTURE OF COMMUNICATION

As society moves toward more data-driven and connected operations, the demands on how emergency services, defense, and public organizations communicate are evolving. MCX (Mission Critical Services) is the new standard for secure voice, video, and data over 4G and 5G.

Unlike traditional radio systems, MCX provides a comprehensive platform where voice, video, location, and data are integrated within the same secure infrastructure. This ensures the right information reaches the right person, in real time, wherever they are.

SECURITY AND FLEXIBILITY

MCX in SWEN is built to meet the highest standards for security, redundancy, and availability. The platform can run locally, in the cloud, or in a hybrid environment – and works equally well over commercial networks or dedicated private networks. For authorities and public organizations, this means independence, control, and future-proofing – without compromising on performance.



MOBILE NETWORK

APEIRON

FLEXIBLE 5G COVERAGE WHERE IT'S NEEDED MOST

In demanding environments, communication solutions must work whether you're in a tunnel, in rural areas, or in the middle of an ongoing operation in a city center. Traditional mobile networks are not always sufficient. That's why technology and equipment are needed to provide secure, fast, and autonomous connectivity even where infrastructure is unreliable.



MCX – THE PLATFORM

At the heart of MCX is CyberTel, the central technology provider. Their server platform forms the foundation for mission-critical functions, port, airport and mining such as:

- MCPTT (Push-to-Talk) – fast and prioritized voice traffic over 4G/5G
- MCVideo – real-time video for enhanced situational awareness
- MCDData – secure transfer of critical data and location information
- Dispatcher – central management, monitoring, and logging

Together, these services create a complete system where users, devices, and command centers stay connected at all times – over both public and private networks.

CYBERTEL

bridge

LM75

MISSION CRITICAL 5G/450MHZ

The LM75 is a cutting-edge mission-critical device that combines 5G, 450 MHz, and MCX in a robust yet lightweight design. It is built for emergency services, industry, transportation, and energy companies – anyone who requires secure and reliable communication in all situations.



The 450 MHz band can be used for mission-critical communication (MCX, MCPTT, public safety) and maintains coverage where higher frequencies may fail. In Sweden, it is used by Teracom Mobil (formerly Net1) for emergency services, energy, transport, and industrial applications.

The LM75 is fully equipped to support Mission Critical Push-to-Talk (MCPTT), MCDData, and MCVideo. It features dedicated buttons for emergency alerts and PTT, an integrated "Man Down" function, and a wide ecosystem of accessories (vehicle mounts, RSMs, ear-mics, and more), making it a complete solution for critical operations.

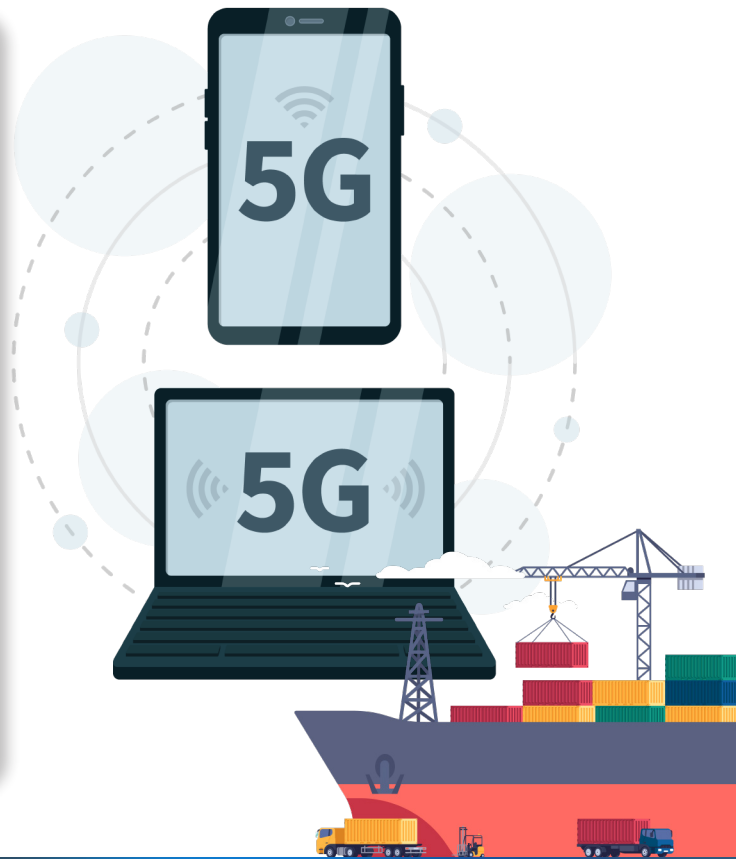


PRIVATE 5G

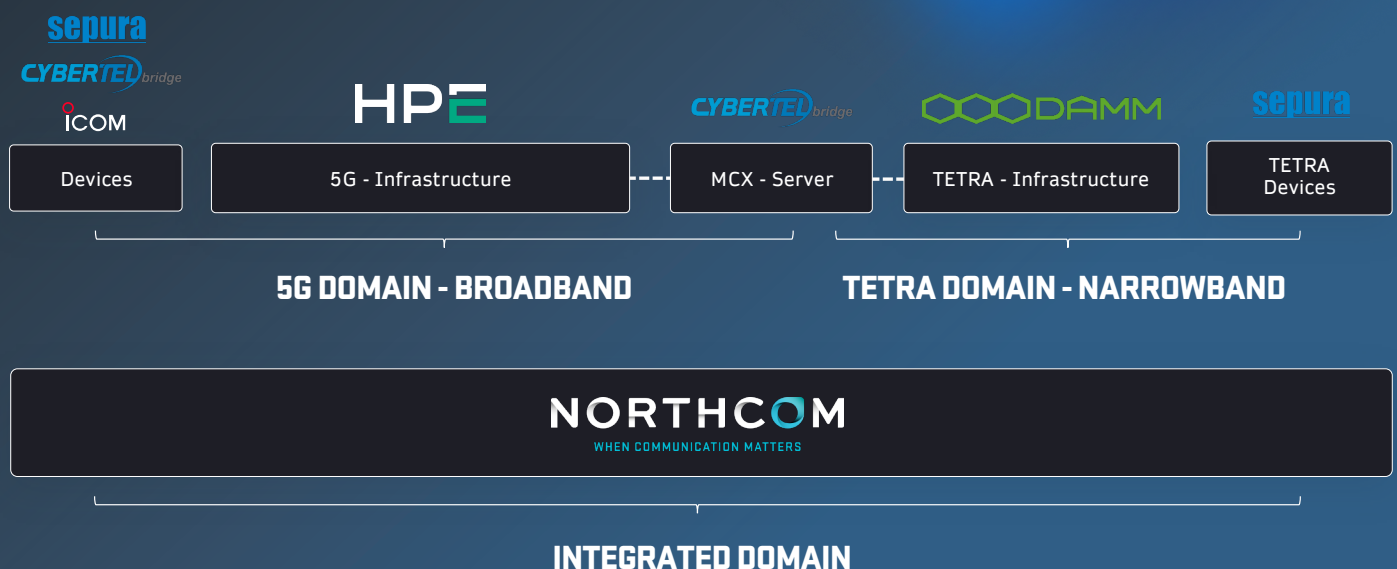
Private 5G offers a secure, high-performance network built for operations that demand reliability and control. It delivers stable capacity, low latency and strong coverage to support real-time data, automation and dependable communication.

Key application areas for Private 5G:

- Public Safety & Defence – dependable communication, situational awareness and support for critical operations.
- Transportation – real-time monitoring, traffic management and connected mobility.
- Industry & Commercial – automation, robotics, and efficient control of production environments.
- Wind, Oil & Gas – robust connectivity for remote sites, monitoring and safety-critical processes.
- Energy – secure data exchange for smart grids and large-scale energy production.
- Mining & Forestry – autonomous vehicles, remote operations and enhanced worker safety.
- Harbours – logistics optimisation, asset tracking and coordination of port operations.



Broadband and Narrowband integration



RADIO ACCESS NETWORK (RAN)

The RAN provides the wireless link that keeps devices connected in demanding environments. With a mix of macro cells, small cells and specialized antennas, it delivers stable coverage across both open areas and enclosed facilities where signals normally struggle to penetrate.

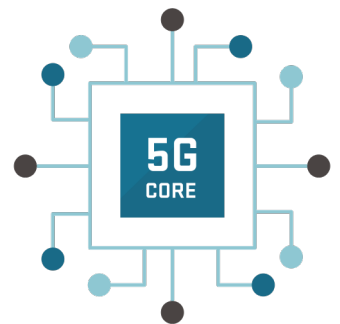
Its robust design ensures consistent performance, enabling reliable communication even where interference and physical obstacles are common.



CORE NETWORK (5G CORE)

The 5G Core acts as the intelligent control center of the entire system. It manages traffic, security and authentication while ensuring that each service receives the quality and priority it requires.

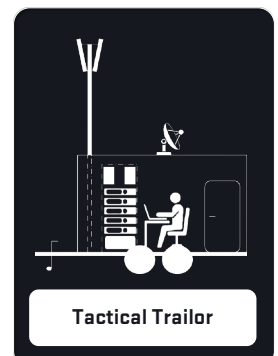
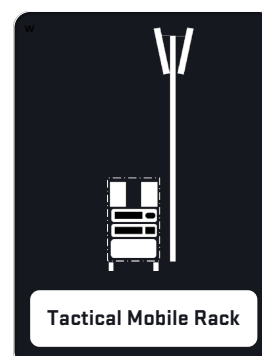
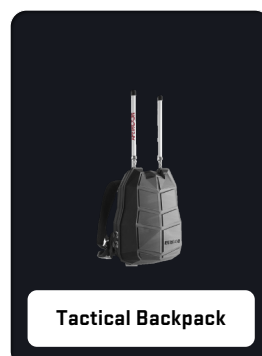
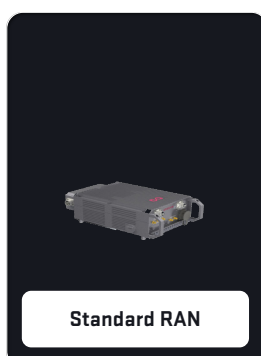
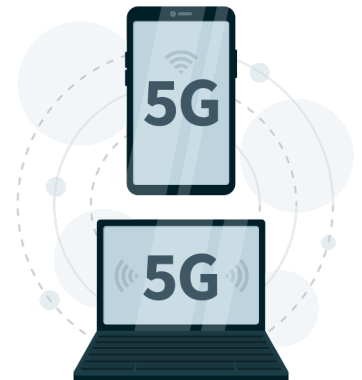
With options for on-prem, edge or cloud deployment, the core can be tailored for low latency, high security and complete operational control.



DEVICES (USER EQUIPMENT AND ACCESS POINTS)

Devices form the endpoints of the Private 5G ecosystem, enabling data exchange across vehicles, machines and personnel. Rugged terminals, IoT modules and industrial gateways ensure dependable connectivity in harsh conditions.

These units support automation, monitoring and digital workflows, helping organizations maintain efficiency and safety in critical operations.



MCx: YOUR PORTABLE CONTROL ROOM

MCx, or Mission Critical X, brings together Push-to-Talk, data and video in a unified platform that transforms how mission-critical communication is delivered. By combining voice, video and data into a single integrated solution, MCx allows you to take the full capability of a control room directly into the field. Northcom ensures a safe, seamless and future-focused transition from TETRA to modern, IP-based communication.



When everything works as it should, we rarely think about it. Messages are delivered, alarms are triggered, and systems communicate effortlessly. It is only when something fails, and communication breaks down that the consequences become clear. In industrial environments this can result in costly downtime. For emergency services it can have serious, even life-critical, implications.

Reliable communication is about more than the technology itself. It relies on coordination, readiness and reliability. It serves as the lifeline of any organisation, and this is where MCx truly elevates operational capability.

MCx Strengthens Integration

Today, many systems operate in isolation. Radio networks, video surveillance, alarm systems and IT platforms often run side by

side without genuine interoperability. MCx brings these systems together. It integrates video feeds, communication tools and data sources into a single ecosystem that functions as one cohesive platform.

The control room is no longer tied to a physical location. It becomes accessible anywhere through a rugged handheld device with one interface and one platform that gives you full operational control.

For many organisations, the transition from TETRA to MCx may seem like a major step. With Northcom as your partner, the process becomes structured, transparent and secure. The solution is built on standardized, IP-based components that are seamlessly integrated together using carrier grade equipment tailored for harsh environments. It is based on proven, well-established technologies that ensure stability, easy integration and reliable long-term operation.

The benefits of MCx become clear from day one. You avoid costly interruptions, reduce the risk of errors and maintain full control of your communication systems even outside the traditional control room. What once required multiple screens and fixed installations is now available on a single, rugged smart device.

Fully 3GPP Compliant and Plug Test Verified

The technology meets strict 3GPP standards and has been validated through international Plug Tests that confirm full interoperability with other systems. These standards ensure that the solution remains secure, reliable and continuously updated. Together with Cybertel Bridge, Northcom delivers technology with documented quality, robustness and operational safety.

Cybertel Bridge has developed one of the world's most proven and widely deployed MCx platforms, with more than 250,000 active users. The technology is already in operation within South Korea's nationwide mission-critical communication network, supporting defence, police, fire and medical services. Operational experience shows that the system withstands pressure, even when everything is at stake.

With Northcom's MCx solution, you gain a robust and future-proof communication system, backed by a partner you can rely on when it matters most.





R&D TEST SYSTEMS USES RUGGED COMPUTERS



PHOTO: R&D Test Systems

In this case study, you can read about R&D Test Systems and how they use rugged computers from Panasonic TOUGHBOOK to carry out their work in wind turbines.

About R&D Test Systems

R&D Test Systems is a Danish engineering company that was founded in 2015 in Hinnerup near Aarhus in Denmark. The basic idea for Bolt-Check arose when they were asked to analyse the causes of a wind turbine collapse. They found that wind turbine collapses were due to inaccurate bolt tension in the wind turbines. A wind turbine is fastened together with up to 6,000 bolts. They must be tightened precisely and correct-

ly, and neither too little nor too much, for the wind turbine to be optimally stable.

The company has therefore developed data-driven software that makes it possible to carry out precise ultrasonic measurements of the bolts. The method is an alternative to the current handheld model, where technicians manually tighten up to 6,000 bolts with a heavy tensioning tool weighing up to 50 kg. Throughout the entire lifetime of the wind turbine, there has been a lack of effective technology that makes bolt retightening precise and safe instead of relying on assumptions.

The need

To be able to measure the bolt tension in the wind turbines, Bolt-Check needed rugged computers. They were to use them for all data processing and measurement work. The computers had to be able to withstand vibrations, drops from height, and exposure to water and salty air.

Northcom's solution

The solution for R&D Test Systems was the Panasonic TOUGHBOOK FZ-G2. The FZ-G2 is a rugged Windows computer measuring 10.1". It meets all the company's requirements for carrying out measurement work in wind turbines and the following data processing.



The benefits for R&D Test Systems

The benefits for R&D Test Systems are that they can carry out their work without having to worry about the risk of equipment breaking down. The rugged Panasonic TOUGHBOOK computers can withstand a lot and can therefore cope with both vibrations, drops from height, water and salty air.

The future for R&D Test Systems

The future looks bright for R&D Test Systems. They have created a solution with rugged computers that will revolutionise the wind turbine industry and save wind turbine operators millions in service and maintenance costs. Jesper Stokbæk, mechanical engineer

and Bolt-Check Specialist at R&D Test Systems, points out that ultrasonic measurements make it possible to predict exactly when the bolts on the turbines need servicing and maintenance. The fact that the method is currently 100 percent manual creates too great a risk of inaccuracy and human error. The software has the potential to revolutionise the industry because it significantly optimises safety and will generate enormous savings.



SAFE COMMUNICATION IN SKELLEFTEÅ BUS - WITH ICOM LTE RADIO



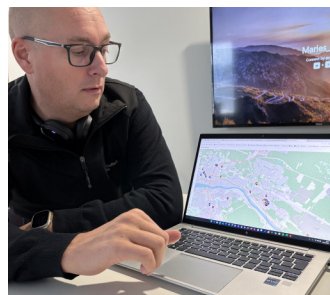
Sales manager: Bernt Anttila, Area Manager, Northcom
Installation managers: Fredrik Johansson and Jimmy Lundström, Tech & Project (not in picture)



Stable communication over large areas

Three years ago, a project was started together with Northcom. The need was clear: the previous communication equipment had problems with stability, especially in a geographically large area that extends over 6,800 square kilometers.

On a sunny September day, we visited Skellefteå bus and were met by Johan Östlund, group manager, together with Mattias Gellin, technical and depot manager, and Christoffer Wadén, production manager at Skellefteå Buss. They show us around the premises that the company has shared with Skellefteå Municipality – the company's owner – since 2019, and where the Rescue Service is also based around the corner.



Northcom proposed an LTE radio solution that runs via Telia's mobile network, and the result was a significant improvement.

– It works now, says Johan Östlund. It is of course absolutely crucial that communication works, not least in an emergency situation. But even everyday life can be affected, for example because some barriers are opened and closed via radio. Thanks to the LTE solution, such problems are not so common now, although they can occur.

A versatile business

Skellefteå Buss is responsible for public transport in the municipality, both city traffic and parts of the county's regular traffic. It also operates school transport, the hockey bus and the airport bus that connects to all regular departures and arrivals at Skellefteå Airport. In collaboration with Region Västerbotten, it also operates the Sambulansen, which is staffed by paramedics and nurses and is used for patients with lying transport and special care needs.

Skellefteå Buss' history begins in 1974. At that time, there were 16

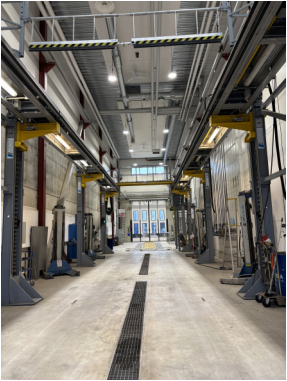
buses and around 30 employees. Today, the company has grown to 125 buses and 280 employees, of which 220 are drivers. Employee turnover is low – under 6% – which shows strong support and satisfaction among employees.

A major step was taken in 2016 when it renewed its brand and changed its name to Skellefteå Buss.

Sustainability as a driving force

Just like in many other industries, environmental issues are central. Skellefteå Buss has set the goal that the entire vehicle fleet will be fossil-free by 2030. Today, it already operates 12 electric buses, 12 hybrids and 40 biogas buses. The fleet drives a total of approximately 6.5 million kilometers per year, from early morning to late night.

Insight into traffic management
In the traffic management room, we are greeted by large screens where the movements of the buses are visible in real time. Northcom's dispatcher solution has made it easy to overview traffic, with color coding that clearly identifies regular buses, school



buses and other vehicles. History and statistics are also saved here for follow-up.

The system is monitored by the Northcom Operation Center (NOC) in Karlstad. Here we have monitoring of the function and in the event of a breakdown, a message is sent directly to the customers affected.

The equipment consists of, among other things, Icom IP-501M mobile radio units in the buses, supplemented with Icom HM-230 hand-held monophones and a hands-free solution for safe communication while driving. The traffic management uses Icom IP-503H hand-held terminals and microphone solutions to be able to communicate quickly and effectively. Workshop and on-call personnel also have hand-held terminals.



The garage

Mattias Gellin takes us out into the garage. Here in Skellefteå, 12 people work, and in the branch in Bur-



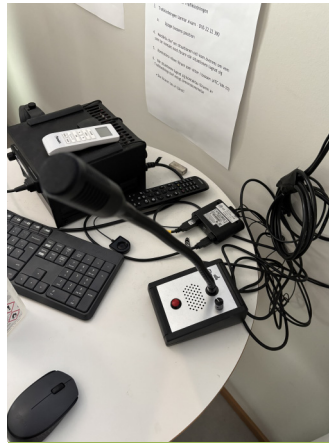
träsk another two. Everything from service and repairs to washing and painting takes place here.

The garage also has a special hall for roof work, something that has become increasingly important with electric buses where many components are on the roof. Mattias explains that the new technology in electric buses places special safety requirements on both the workplace and equipment, but also on the staff, who require special training in the repair and service of electric vehicles.

The garage also has a large spare parts warehouse, and there are buses of different brands (which is controlled by procurement), so the shelves are well stocked.

Northcom also has a pallet of gadgets here; we have installed equipment in all buses, so some cables and other assembly details have been needed along the way.

With modern communication, a clear sustainability strategy and committed employees, Skellefteå Buss continues to develop. The collaboration with Northcom and the LTE radio solution has become an important piece of the puzzle to ensure safety and efficiency in everyday life.



MIMER TRAINING DAYS

Bringing our global partner community together in Stockholm

This year's two Mimer Training Days are officially wrapped up. Over the course of two separate three-day programmes, we had the pleasure of welcoming partners from all over the world, including Sweden, Norway, Denmark, the Netherlands, the UK, the USA, Dubai and several other regions.

Three days of learning, collaboration and hands-on testing

Each training programme focused on giving our partners both a solid technical foundation and a practical, real-world understanding of our full Mimer ecosystem. Our partners had the opportunity

to work closely with our engineers, ask questions, challenge ideas and share field experiences from markets all over the world.

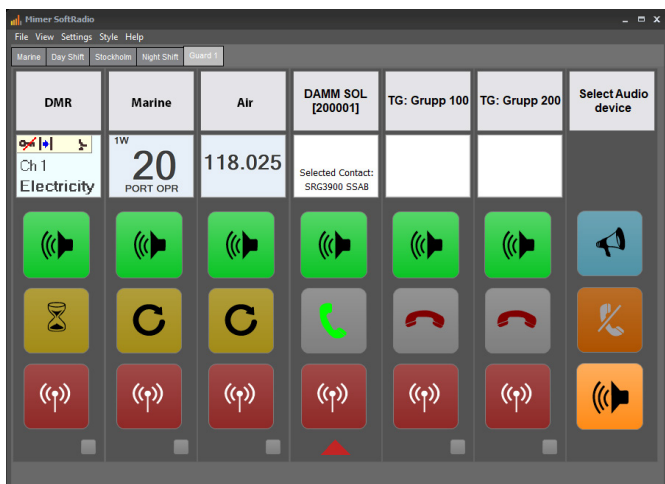
A highlight of this year's trainings was stepping outside the classroom for real-life demonstrations.

One of the groups joined us at the top of one of Stockholm's tallest buildings, where we visited an antenna installation. Giving participants a perspective on how Mimer solutions integrate into complex RF environments.

We are already planning the next Mimer training days, taking place in spring 2026. We will build on the feedback from the latest sessions, add new modules and include updated field demonstrations.



NEW PRODUCTS



Mimer DAMM service

In cooperation with DAMM we are currently modernising the Mimer SoftRadio DAMM integration by moving from today's hardware-based solution with individual dongles/licenses to a new, centralised DAMM service. The new architecture enables multiple operators to share the same license and connect to the DAMM system via virtual network interfaces, where each talk group is handled as its own digital channel.

This results in easier installation, improved operational reliability, and greater flexibility for both customers and operators. The project also lays the foundation for future features such as enhanced logging, a modernised talk group panel, and integration

with DAMM's Terminal Gateway. With a planned release in Q1-26 the Mimer SoftRadio DAMM integration provides a modern, easy-to-use and versatile dispatcher for all DAMM systems.



New microphone

We are pleased to introduce our new HID-enabled microphone with advanced automatic gain control (AGC), designed to make daily operation smoother and more dependable for users of Mimer SoftRadio.

Because the microphone is recognised as a Human Interface Device (HID), it works instantly when connected - no drivers, no manual audio settings and no risk of conflicts with the computer's sound configuration.

Push-to-talk and button events are sent directly to the application, ensuring consistent behaviour even in complex setups with multiple audio devices or conferencing tools.

The built-in advanced AGC automatically adjusts the microphone gain in real time, ensuring clear and consistent audio even when the user is standing some distance away from the microphone. This improves speech clarity and reduces the need to "lean in" to be heard.

The microphone is built for professional environments and is available in two versions:

- Standard model with one button
- Three-button version for additional functions which can be used together with the Mimer HotKey option.

By separating control signals from the audio stream, the new design enhances audio quality, reduces support needs, increases operational reliability, and offers a more predictable user experience.

EXHIBITIONS



CCW, BRUSSELS | JUNE 17-19

Critical Communications World (CCW) 2025 was held in June in Brussels. The event brought together organisations and professionals working with mission-critical and business-critical communication systems.

During the exhibition, we presented Mimer SoftRadio and discussed practical use cases with visitors from several countries. Many were interested in interoperability, remote control of radios, and how SoftRadio is used in areas such as maritime communication, airports, utilities and other operational environments.

CCW 2025 also provided a good opportunity to meet existing partners, exchange experiences and learn more about current developments in the critical-communications field. The discussions gave us useful input on customer needs and future expectations.

We appreciate everyone who visited us in Brussels and look forward to continuing the dialogue at upcoming industry events.



PMR EXPO, COLOGNE | NOV. 25-27

We participated in PMR Expo 2025, held in November in Cologne, Germany and showcased our Mimer SoftRadio portfolio.

PMR Expo is recognised as Europe's leading trade show for secure, mission- and business-critical mobile communications - covering professional mobile radio, control-room and infrastructure technologies, private networks, 5G campus solutions and other secure communication systems.

At the fair we had the opportunity to present Mimer SoftRadio to a broad audience of operators, integrators and decision-makers from sectors such as public

safety, critical infrastructure, utilities, transport and industry. Through demonstrations and conversations; we illustrated how SoftRadio enables flexible, interoperable communications - even when combining different radio technologies, networks and deployment environments.

Attending PMR Expo 2025 also allowed us to connect with existing partners and meet new contacts, exchange experiences and gather valuable input on trends, deployment challenges and user requirements.

We thank all visitors who stopped by our stand - and look forward to staying in touch.



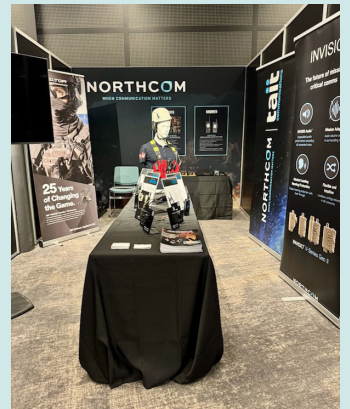
INDUSTRIVERNKONFERANSEN, LILLESTRØM | DECEMBER 2-3



Northcom participated at the Industrivernkonsferansen (Industrial Emergency Response Conference) 2025, held at NOVA Studios in Lillestrøm. This is one of the most important arenas of the year for industrial safety, emergency preparedness and communication, bringing together professionals from across Norway. At our stand we showcased innovative communication solutions

from 3M Peltor, Icom, Tait, Sepura, Invisio and Peplink. These technologies enhance collaboration, safety and reliable communication in demanding industrial environments.

The conference offered valuable discussions and insights, and we look forward to continuing our contribution to secure and reliable communication solutions for the industrial sector.



EUROEXPO, GÄLLIVARE | AUGUST 27-28 LULEÅ | SEPTEMBER 24-25



Northcom exhibited at the industry fair Euro Expo in Gällivare 27-28/8 and in Luleå 24-25/9. Our stand featured products and solutions for industrial communication from, among others, Icom, Sepura, DAMM, Peplink, 3M Pel-tor, Zebra and ProEquip. The fair will return to several locations in Sweden during the year and also in 2026. Welcome then!



INTERNATIONAL DRONE SHOW, ODENSE | JUNE 18-19



For the third year in a row we participated at International Drone Show in Odense. IDS is the leading meeting place for the global drone and unmanned systems community and is arranged by Odense Robotics. Our Strategic Account Director Defence, Glenn Møller, was there to represent Northcom. He was joined by Graham from our partner DTC - A Codan Company. At IDS they talked about the newest and most advanced radio systems to controlling drones and other autonomous vessels. The combination possibilities are many. Next IDS is June 3-4. If you are interested in drones, this is the place to be.

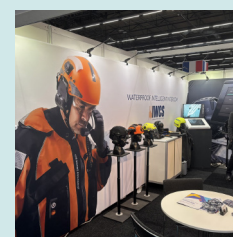


METS, AMSTERDAM | NOV. 18-20



Northcom was on site together with Icom at this year's METS - Metstrade in Amsterdam, which is the largest trade fair in Europe for marine equipment, products and systems. Here we showed Icom's marine radio news and other marine radio range.

With over 1,500 exhibitors on site, it is the only truly international B2B trade fair for the marine leisure industry and has served as a platform for innovation, market development and networking since 1988.



INDUSTRIUKA, PORSGRUNN | JUNE 1-12

Northcom participated at Industriuka 2025 in Porsgrunn, a key meeting arena for the industrial sector and emerging technologies. At our stand, we showcased a wide range of solutions tailored for demanding industrial environments, including communication and safety technologies from Tait, Sepura, Icom, Peplink and Group Talk.

We were also joined by Scott from Tait, who contributed valuable expertise and engaging discussions with both new and longstanding partners. Industriuka provided an excellent opportunity to demonstrate how Northcom supports the industry with robust, secure and reliable communication solutions.



DANSKE BEREDSKABERS ÅRSMØDE, ODENSE | JUNE 3-4



In June we once again participated at Danske Beredskabers Årsmøde in Odense. For the third time in a row we had a stand next to our partner INVISIO. It was also our first time exhibiting with our subsidiary company ComSystem and some of their solutions at the stand. Outside you were able to find Bentzen Autokaross who showed a car with our equipment from both Axis, Panorama Antennas, ProEquip and Sepura.

We presented everything from TETRA radios and body cams to the emergency phone and green wave. It was 2 good days at the exhibition with many interesting conversations. Don't miss out on next year's exhibition. It will take place on September 16-17 in Odense.



DALO INDUSTRY DAYS, COPENHAGEN | AUGUST 20-21



The first exhibition after the summer was DALO Industry Days in Ballerup. DALO is the largest exhibition in Scandinavia showcasing equipment primarily from and for the defence industry. There were more than 600 exhibitors and over 12,000 visitors. At DALO we had a big outdoor stand at 90 m2 with room to present a lot of our partners solutions for the defence. At our stand you could find our partners Bentzen Autokaross, DAMM, DTC - A Codan Company, MB Satellite, Mimer SoftRadio and Nordic Wing. As well as other of our solutions. DALO is growing year after year, and we are excited to join the exhibition next year.



HI TECH & INDUSTRY SCANDINAVIA, HERNING | SEP.30 - OCT. 2

This year we participated at the HI Tech & Industry Scandinavia exhibition in Herning for the first time and it was a good experience. At HI you can find everything within automation, robotics, and machinery. There were 12 big areas with 650 exhibitors and more than 20,000 visitors during the 3 days. At our stand you could find both René from Northcom and Claus from our subsidiary company ComSystem. They had a lot of great talks regarding data loggers, sensors, industrial remote controls, modems for secured radio networks, radio communication, and everything in between. We look forward to the next HI exhibition in 2027.



FLISA, VÄSTERÅS | SEPT. 9-11

Northcom was on site and talked about critical communications. In our stand there were products from Sepura, Icom, ProEquip, Peplink, Invisio, Mimer SoftRadio etc. The theme of the congress this year was "Tactical medical care in case of major events and the importance of safe leadership".

The ambition with the FLISA conference is to highlight the exchange of experiences and spread knowledge as well as the network, where together we lead development forward with competence, both in management and among employees.

"Tactical medical care in case of major events and the importance of safe leadership"

After 20 years, it is finally time to be invited to a Tile Congress in Västerås again. Here we get the opportunity to be inspired, make valuable contacts and share the latest knowledge.

FLISA is more than just a meeting – it is a forum where we can together influence, create conditions and contribute to continued national development.



FIRE & RESQUE, GARDERMOEN | SEPT. 26-27

Northcom took part in Fire & Rescue 2025 at Thon Congress Gardermoen, where we showcased our latest solutions for secure and efficient communication within the emergency services sector. At our stand, we presented updated products from INVISIO, 3M Peltor, and Sepura. There was particularly strong interest in INVISIO's Norwegian Fire Kit and the newly launched INVISIO Link, which enables fully wireless,

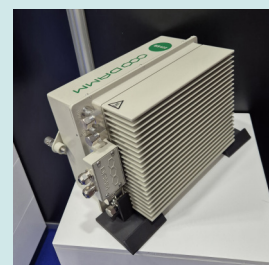
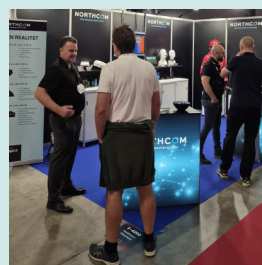
hands-free communication on existing INVISIO systems.

The exhibition days were a great success, filled with valuable conversations, live demonstrations, and genuine curiosity from visitors. The feedback was overwhelmingly positive, clearly showing that our solutions address the needs of professionals working in demanding environments with stringent safety requirements.



DANISH SECURITY FAIR, FREDERICIA | AUGUST 27-28

Finally, it was time again for Danish Security Fair after a 2-year break. DSF is for everyone with an interest in security and it is the only exhibition for the whole security industry. At our stand René and Kenneth were showing body cams, radio communication, and network solutions, among others. Especially body cams were a popular topic. We had a lot of great talks, also concerning the CER Directive and how we can help companies meet some of the needs within communication. We are looking forward to participating at DSF again in 2027.



CLEAR SOUND AND SAFE HEARING IN THE FIELD

ROGALAND RØDE KORS CHOOSES NORTHCOM'S INPUT LEAD KIT

Volunteers at Rogaland Røde Kors are often in the middle of demanding situations where everything has to work. Now they have new equipment that makes communication easier and hearing safer.

In demanding rescue missions, clear communication and hearing protection are essential. When every second counts, crews must be able to hear and understand each other, even in demanding sound conditions with a lot of noise. Without good communication

systems, the effort can be delayed, and the safety of both rescue personnel and those in need of help can be compromised.

As active members of Rogaland Røde Kors, Stian and Hanne Cecilie are often in noisy situations, ranging from large music festivals to rescue operations where the helicopter is whizzing close overhead. This requires clear communication and reliable hearing protection.

To ensure communication and safety in such environments, the Rogaland Røde Kors has purchased

Northcom's emergency response kit, consisting of Peltor ComTac VIII active hearing protection with ambient sound and boom microphone dual PTT unit and cables for easy control of two optional radios simultaneously

Northcom's emergency response kit is developed for professional users who need robust and flexible equipment. Peltor ComTac VIII allows the user to hear important ambient sounds, such as voices and warnings, while automatically reducing dangerous noise. Together with the dual PTT unit, it provides easy control of two optional radios.

– "The sound quality is fantastic, and I hear everything I need without being exhausted by noise. It makes the job much easier," says Stian happily.

For Northcom, it is important to support the volunteers who stand up for the community. That is why we offer very favorable prices to FORF organizations, so that both Rogaland Røde Kors, Norwegian People's Aid and other rescue groups can get equipment that ensures safety and communication in the field.







SAFE PUBLIC TRANSPORT WITH NOBINA AND NORTHCOM

BEHIND THE SCENES AT NOBINA AND STOCKHOLMS LOKALTRAFIK



Tamara Abdulrazak, Technical Project Manager, Nobina



Every day, hundreds of thousands of Stockholmers travel by bus without thinking about what is happening behind the scenes. But for public transport to function smoothly, meticulous planning, modern technology – and reliable communication are required.

At Nobina, the largest public transport operator in the Nordic region, Northcom plays a crucial role in creating safety and security – for both drivers and passengers.

The largest public transport operator in the Nordic region

With 15,000 employees in the Nordic region and its headquarters in Solna, Nobina is the largest player in public transport in the region. The company operates for SL, Västtrafik, Skånetrafiken and Värmlandstrafik, among others, and has a clear vision:

“Everyone wants to travel with us.”

The vision is about making public transport simple, sustainable and safe – for the sake of both the environment and people.

– “To achieve the vision, travel must be safe and smooth from start to finish. It’s not just about getting from A to B, but about safety along the entire way,” says Tamara Abdulrazak, Technical Project Manager at Nobina.

Communication that keeps all traffic running

To get there, stable and secure communication is required. We supply radio and software that allows Nobina’s drivers to always reach each other and the control center – regardless of whether it is a matter of disruption, technical problems or urgent situations.

Over 600 SL buses have already been equipped with Sepura SCG22 radio units. In the older ones, the old units have been replaced at the workshops in Botkyrka and Handen. In the new buses, the installation takes place directly at the factories in Poland and Turkey, where Northcom supplies the production with complete installation kits, as well as installation manuals and test equipment.

– “We have sent large quantities of equipment to the factories and everything has worked very well,” says Klara Collin, Warehouse Manager Logistics at Northcom.

All terminals are programmed remotely via the SDP service (Sepura Distance Programming) – which means that the equipment is ready to use as soon as the bus is put into service.

The bus depot in Botkyrka

In Botkyrka, south of Stockholm, is one of Nobina’s three depots in Söderort. Here, Salam Yeldabibo,

production manager, is responsible for ensuring that the depot’s approximately 90 buses roll out on time – every day.

Since graduating from KTH in 1989, Salam has devoted his entire professional life to bus traffic.

– “Everything has to work – safety, communication and logistics. The buses run almost 24 hours a day,” he says.

When the buses return after their shift, they are washed, charged and serviced for the next trip. The depot houses a workshop, wash hall, warehouse and charging stations for the electronics on board. Sepura SC20 handheld terminals are also used here for quick contact between drivers, workshop and production management.

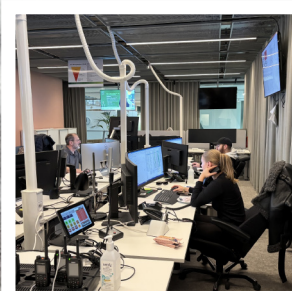
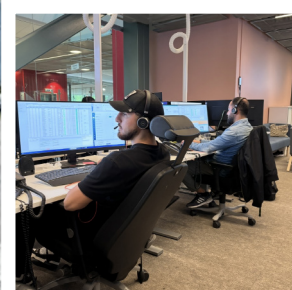
Direct contact with the control center in Solna

Each bus is equipped with two PTT buttons – one on the steering wheel and a foot PTT – so that the driver can easily talk without taking his eyes off the road.

The radio has two special alarm buttons that connect directly to Nobina’s control center in Solna, where operators can listen in, communicate and, if necessary, contact the police or security company.

– “The system is built to create safety for both the driver and the





passengers,” says Tamara Abdulrazak.

The radio is also used for everyday tasks – such as reporting delays, ending work shifts due to illness, or opening gates and barriers along the way.

The control center – where everything comes together

Nobina’s control center in Solna is staffed 24/7, working 3 shifts and nine operators are on site during the day. The entire operation is controlled from here – from traffic management to alarm handling.

– “It’s an intensive job where every minute counts. We can handle up to 1,200 calls a week, sometimes 200 in a single day,” says one of the operators.

During the winter months, when the weather allows it, the pace is at its highest. On their screens, operators follow the position of the buses in real time, see logs, history and driver lists.

Behind the technology lies the collaboration between Northcom and LS Electronic, with their Mimer solution as the hub. The system connects buses, depots and management in one and the same secure network. The entire solution is fully integrated with Nobina’s system, making it a completely unique customized solution.

Technology for the public transport of the future

For Northcom, the project is about more than just technology – it is about societal benefit.

– “This collaboration shows how modern communication can create safety in public transport,” says Erik Grönberg, Key Account Manager Transport & Industry at Northcom.

– “When the driver feels safe, the passenger also feels safe.”

From vision to reality

Behind every bus trip are people, technology and responsibility. From Salam in Botkyrka to the operators in Solna – every link in

the chain contributes to the functioning of public transport.

And every time a bus rolls out onto the roads, with a driver who communicates securely via Northcom’s system, the vision continues to live on:

Everyone wants to travel with us – and everyone should be able to do so safely.

FACTBOX NOBINA

- The largest public transport operator in the Nordic region
- 15,000 employees in Sweden, Norway, Denmark and Finland
- Head office in Solna
- Vision: “Everyone wants to travel with us”

NORTHCOM’S ROLE

- Delivers communication solutions to Nobina’s bus fleet
- Over 600 SL buses equipped with Sepura SCG22 radio – so far
- Programming via SDP service (Sepura Distance Programming)
- Partnership with LS Electronics and Mimer SoftRadio solution.



Salam Yeldabibo, Production Manager



COMMUNICATION AND HEARING PROTECTION – THE ROAD TO A COMPLETE SYSTEM FOR THE NORWEGIAN FIRE DEPARTMENT



In this article, Northcom addresses a dangerous misconception about hearing protection: that partial protection is good enough. We show why part-time employees need exactly the same protection as full-time employees, and how employees and management can work together to prepare a good case to cover what are in reality serious HSE violations. Northcom is not criticizing anyone, because until recently it was technologically impossible to combine full hearing protection and clear communication during smoke diving. But now the solution is available, and the time has come to act.

Hearing – our most vulnerable sense

It cannot be repeated often enough, hearing is one of our most valuable senses. It allows us to communicate, perceive danger and participate in society. So if it is damaged, we not only lose the ability to hear, but we also lose our sense of security, quality of life and, in many cases, our ability to work.

The Lancet Commission (2020) also states that untreated hearing loss is the single most important risk factor for preventable dementia. Protecting our hearing is therefore essential, as hearing damage cannot be repaired.

Firefighters in the risk zone-

Firefighters are exposed to very demanding sound environments: heavy vehicles, sirens, machinery, chainsaws, smoke blowers,

cutting tools and smoke diving under extreme conditions. In addition, there are situations with helicopters, traffic noise and rescue operations in the field.

"During the landslide at Gjerdum, we had several helicopters hovering above us and experienced an extreme noise level. Without INVISIO, we would not have been able to hear each other for long periods! The fact that we could hear each other clearly even in the midst of the chaos made the difference, and I am convinced that it saved lives that day. In addition, it naturally protected our hearing."



Kenneth Sveen, Emergency Manager, Øvre Romerike Fire and Rescue

Part-time firefighters – equally vulnerable, but often forgotten

Part-time employees are a mainstay of Norwegian emergency preparedness. They volunteer at short notice, often in addition to a full-time job. Yet this is the group that most often lacks adequate hearing protection and good communication solutions.

"A great many part-time employees have for a long time lacked adequate communication equipment and hearing protection. The paradox is that until recently there has been a lack of consistency between the legal requirements for secure communication and hearing protection, and the actual possibility of getting both under a smoke diver's helmet and mask. With new technology, this is not only possible, but we get top quality on both! It was obvious to us that this had to be prioritized, and we are incredibly satisfied with the introduction of INVISIO in Vestre Toten Fire and Rescue!"



Svein-Victor Yttervik, Deputy Fire Chief and Head of Emergency Services, Vestre Toten Fire and Rescue

When good enough is not good enough

Many people believe that wearing hearing protection most of the time is "good enough." But this is a dangerous misconception.

Even a short period of time without protection can negate the effect of several hours of protection. It is not the case that 80% use provides 80% protection. In reality, it may provide less than 20%.

See table for estimated exposure with partial use of hearing protection over an 8-hour workday (100 dB noise, 39 dB attenuation)

Hearing protection usage time	Time without protection	Actual exposure (Leq)
100% (8h)	0 min	61 dB
90% (7h 12min)	48 min	90 dB
80% (6h 24 min)	96 min	93 dB
50% (4h)	240 min	97 dB

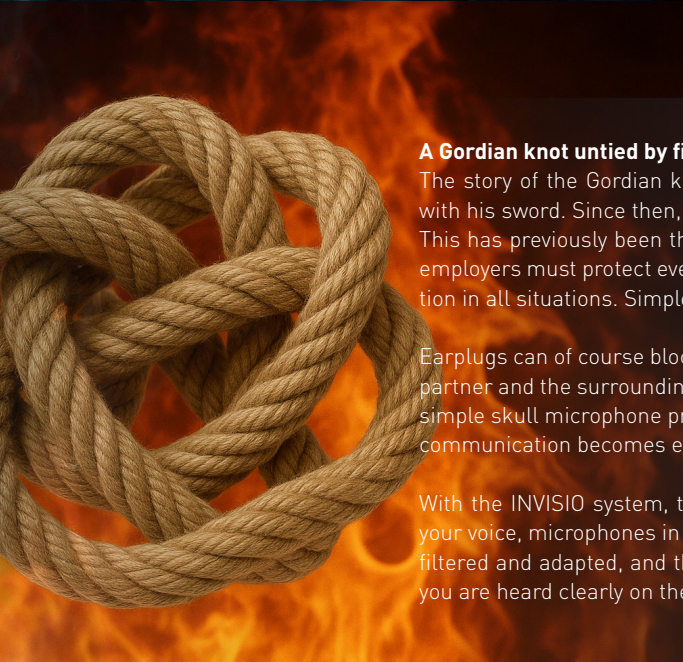
Explanation:

Hearing protection must be worn at all times. At 100% use, you are safe (61 dB). But if you take it off for just 48 minutes (90% use), the average rises to 90 dB – around 800, yes eight hundred, times more sound energy. At 80% use, the exposure increases to 93 dB, just 3 dB below the threshold for acute damage (96 dB in one hour). And at 50% use, you are almost as unprotected as without protection.

For firefighters, this means that hearing protection must remain in place whenever they are exposed to noise, and it has to follow the person, not the helmet.

Did you know?

Exposure to noise above 100 dB can cause permanent damage in just 15 minutes. Even if part-time workers are not in action every day, such irregular damage will add up over time – and it is irreversible.



A Gordian knot untied by fire!

The story of the Gordian knot is well known: a knot that no one could untie until Alexander the Great cut it with his sword. Since then, the expression has been used to describe problems that seem impossible to solve. This has previously been the case with the Working Environment Act and fire constables! The law states that employers must protect everyone from harmful noise, and provide everyone with safe and reliable communication in all situations. Simple on paper. In reality, almost impossible.

Earplugs can of course block noise – but rescue personnel must also be able to hear the communication, their partner and the surroundings! For smoke divers with helmets and masks, this has been particularly difficult. A simple skull microphone produces poor and unreliable sound. And in strong noise, without hearing protection, communication becomes even more difficult. At the same time, hearing is permanently damaged.

With the INVISIO system, the knot has finally been untied. A VPU (voice pick-up) sensor in the ear captures your voice, microphones in both ears, and advanced software in the control unit ensures that ambient sound is filtered and adapted, and the earplugs provide extreme noise reduction. The result? You hear your colleague, you are heard clearly on the call, and your hearing is protected, no matter the situation.

The legislation is clear

The Working Environment Act, Section 4-4, requires employers to ensure a fully adequate working environment - including reliable communication, and the Regulations on the Performance of Work, Chapter 14, require hearing protection when exposed to noise.

- Economic considerations do not exempt from the minimum requirements of the Act. The preparatory work for the Act (Ot.prp. no. 3 (1975–1976) p. 103) specifies that economic considerations cannot be used as an argument for going below the minimum requirements of the Act for a suitable working environment. Economic considerations can only be given weight if the measures in question go beyond the minimum requirements, or are purely welfare measures. But hearing protection and understandable communication are not welfare measures at all!

- In the fire service, loyalty must lie with the people who do the job, and not with the municipal administration. Municipalities have to make many difficult priorities, but they cannot lower this priority, neither legally nor, strictly speaking, morally. Because without hearing protection, hearing is damaged by noise, it's that simple.

- For fire and rescue personnel, the right to have their safety and health taken care of is inalienable. Employers cannot require employees to expose themselves to additional risk, or with a high probability of permanent health damage, especially not when a perfect solution now exists.

Document deviations, define equipment needs and require action

In order to get the municipalities to allocate funds, the fire department management must prepare the case thoroughly. It must be clear that this is not about "fancy equipment", but about correcting serious HSE deviations, now that it is actually possible.

The problem must be made visible! Deviation reports, noise measurements or documentation from other fire departments are good tools. Once this is presented, it becomes difficult for a responsible municipality to overlook the problem.

"This is not about wish lists. We explained to the municipality why we could not recommend another solution, and we experienced that the politicians took the matter seriously. It was crucial that we could point to HSE risks and statutory requirements for safe communication and hearing protection"



Fire Chief **Bjørn Søndra Kjelsrud**,
Vestre Toten Brann og Redning

The solutions already exist

INVISIO provides powerful noise reduction, clear communication and broad functionality. The system has been tested and certified in some of the world's most demanding environments.

INVISIO Nor Fire packages with the new INVISIO X7 are very easy to use, even for part-time staff with limited hours.

Through the NKS110 framework agreement, fire departments can purchase INVISIO directly at discounted prices - without time-consuming tender processes. As a member of the NKS110 framework agreement, you are always assured of the best prices.

"I have tested and used a lot of different equipment in both the police and fire departments, but INVISIO is clearly the best system I have ever used, both in terms of noise reduction, sound and functionality"



Kjetil Solheim, emergency management manager, Ringerike brann- og redningstjeneste



Conclusion

Firefighters put their lives at risk for the community in extreme situations. Society must ensure that they can both hear and be heard, without sacrificing their hearing. With modern solutions, this is entirely possible. It is now simply a matter of recognizing the need, documenting it, and making clear demands on the municipalities.

Would you like a visit with a presentation and practical testing of the solutions?

Get in touch, you won't regret it!

Kundeservice@northcom.no
or telephone: 21 55 56 00



VIANET - LOCAL EXPERTISE WITH STRONG TIES TO THE CUSTOMERS

ViaNet has built a strong reputation as a reliable player in communication solutions in Norrbotten for many years.

With a broad portfolio of products and services, the company has become an obvious partner for both the transport sector, traffic police authorities and larger companies in the region. Since 2024, ViaNet has been part of Northcom, which has further strengthened the group's presence in northern Sweden.

From local initiative to established player

The company was started in 1998 by Sune Kero and has its roots in Komradiotjänst, later KRT Communication System. Over the years, the small team of two technicians and a part-time administrator has grown to four committed employees: Mats, Markus and Patrik, as well as Emma, who is responsible for administration.

The base is Luleå, but the field of work extends far beyond the city's borders. ViaNet combines exten-

sive experience with a practical, problem-solving approach – and it is often in the meeting with customers in the field that the business makes the biggest difference. Installations for a safe and efficient everyday life

ViaNet mainly works with installations of various types of communication solutions. This can involve everything from complete taximeter systems, radio solutions, flashing lights and antennas to GPS repeaters and wireless gate control.

Customers include taxi companies, haulage companies, bus companies and traffic police authorities. Luleå, Haparanda and Kalix Taxi are among the recurring clients, and today approximately 350 taxis in the region have equipment installed by ViaNet.

"We install everything from taximeter systems to alcohol locks," says Markus. For many of the haulage companies, this is a requirement, and we ensure that the installations work smoothly in everyday life.

Equipment from leading suppliers

ViaNet is a dealer for several well-known brands in communications, including Dräger, Dignita, Digitax, Megtax, KGK Semel when it comes to Taximeters and alcohol interlocks. On the radio side, it offers products from Icom, V-Com, Sepura, 3M Peltor and Motorola. The combination of sales and installation means that customers get a complete solution - from planning to finished operation.

Service and personal relationships

For ViaNet, it's not just about installation, but also about long-term service and support. We encounter an example in the workshop where Markus is working on a civilian police motorcycle. The radio communication's transmit button is not working, and careful troubleshooting shows that a cable has broken. The police officer says that he drives one of the three civilian police motorcycles in Luleå, with an area that stretches from the Finnish border down to Piteå. - In the summer, I'm on the motorcycle all day. There's a lot of traffic monitoring but also other assignments where the civilian vehicle works best, he says.

For Markus, it is an example of everyday life in the workshop: close customer contact, practical problem-solving and responsibility for ensuring that communication works when it is really needed.



NEW EMPLOYEES



Lisa Borgman started with us after the summer. Lisa strengthens our team at **Customer Support** and is stationed in Karlstad. She previously worked at Satcube, which manufactures satellite communication equipment.

Lisa was born and raised in Karlstad, where she still lives with her partner and their two children, as well as a dog.

In her free time, she enjoys crossfit and enjoys being out in the woods and fields, and graduated as a hunter 4 years ago. She loves home dinners with friends and being out on the boat in the summer and skiing in the winter.



Jonas Qvarfordt started with us in November as a **vehicle manager** at Tech.

Jonas previously came from the company Samster, which operates in the energy sector. He previously worked as a technician at Yamaha with various recreational craft, scooters, quads, boats, etc. He is also a commercially certified helicopter pilot and technician. He has also worked with VHF and aircraft radio.

Jonas lives in Karlstad with his wife and 2 children. His free time is spent with children and house renovation, but he also has an interest in motorcycles and engines.

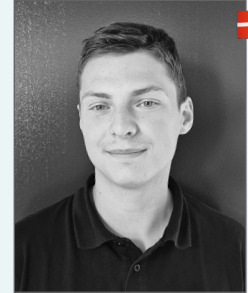


Emil Breschel
Service/Technical Support

Emil was an intern at ComSystem in the spring and after finishing his education as Automation Engineer we welcomed him as a full time employee. By the way, he ended his education with grade A/12 at his exam. Emil has strong competencies within programming to control physical components, like e.g. production lines or robots. He is proficient in programming languages such as ladder and structured text.

"It was very exciting to join an internship at ComSystem where I was able to get my hands on real life cases. I am very happy to get the opportunity to continue working at ComSystem and Northcom".

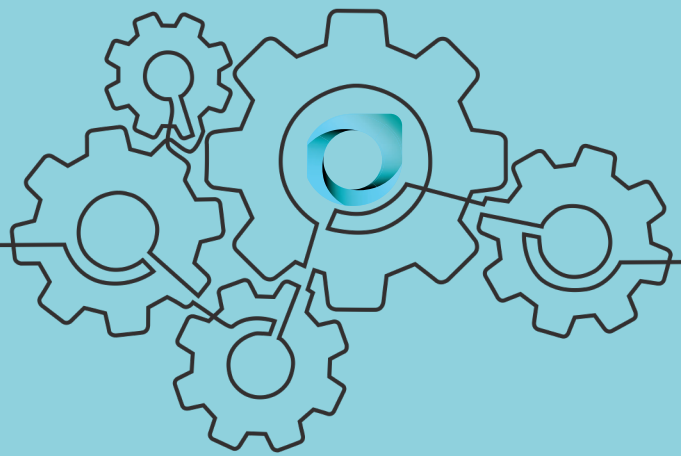
COMSYSTEM
Part of Northcom



Daniel Andersen
Service/Technical Support

Daniel began at Northcom in August and is the newest addition to the team. He is educated as auto mechanic and has been working with cars through the last couple of years. The first months at Northcom was spent with intensive training in our products and solutions. Now Daniel is helping with service, operations and installations for our customers. When Daniel is not out in the field, he is at the office in Ishøj.

"I was recommended to talk to Northcom while looking for a job. And I am glad for that recommendation. It is a great place to work."



Alvaro Perez Alvaro joined us this spring as a Technical Sales Specialist in the Mimer Softradio team. He supports LS Electronics' customers in designing smart and scalable radio-remote solutions - and is one of the familiar faces representing Mimer at the trade shows we attend. Before joining LS Electronics, Alvaro worked as Product Manager at Strongpoint, responsible for their Payment Solutions division.

LS ELECTRONICS
Part of the LS Group



Jerry Gerkman Jerry is the latest addition to the Mimer family. Since October, he has been working as a technician, responsible for final assembly and configuration of products before they are shipped to customers. He is a trained network technician with solid experience in technical production, troubleshooting and quality control in advanced production environments.

LS ELECTRONICS
Part of the LS Group



Yohannes Dahlberg, Emelie Edlund Holmberg and Zack Johansson

This autumn we welcomed Yohannes, Zack and Emelie to the LS Electronics trainee program.

- **Yohannes** is studying to become a DevSecOps System Developer and will be working with low-level programming and onboarding of new radio types into Mimer Softradio.
- **Zack**, previously part of our production team, is now studying E-commerce Logistics and contributes strong skills in digital marketing, e-commerce and lead generation.
- **Emelie**, a UX designer now in her second trainee period with us, will help develop our visual and graphic content - for the web, digital marketing and presentations.

LS ELECTRONICS
Part of the LS Group

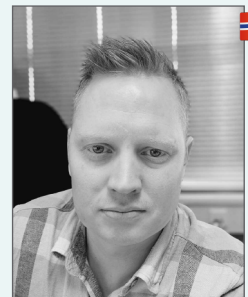


Tore Wettre Andreassen
Group CIO

Tore started on October 1st as our new Group CIO. Tore is responsible for IT and technology at Northcom and is part of the executive management team.

He has a solid and diverse IT background from various companies, and in recent years he has been responsible for Manufacturing, Retail, and Defence at CGI Norway. Tore also has over 13 years of experience as an officer in the Norwegian Army before entering the IT industry.

"After many years on the supplier side, it is now both exciting and rewarding for me to take responsibility for internal IT in a company like Northcom. The important mission and the values of Northcom were definitely important factors in my decision to join the company, and having worked with radio solutions from Northcom (then VHF Communications) as a signal platoon commander in the Balkans more than 20 years ago, it feels a bit like coming home."



Gunnar Vestersjø Meland

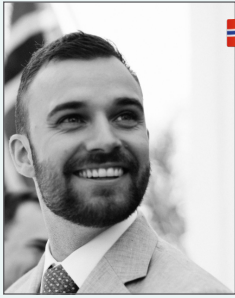
joined Northcom in Stavanger as a **Project Coordinator** in January 2025.

He previously worked as a Rental Coordinator at IKM Testing, where he was responsible for rental equipment and services within the oil and gas service industry. This experience has given him solid expertise in coordination and logistics, which is highly valuable in his new role at Northcom.

In his position, Gunnar will focus on coordinating project orders that are not part of formal project structures, following up on training and certifications for technicians, and managing goods reception and shipments in Stavanger.

Outside of work, Gunnar enjoys brewing beer, playing disc golf and staying active through running.

"I applied to Northcom because I wanted a workplace where I could continue developing professionally while being part of an engaging and dynamic environment. I had a very positive impression of the company after the interview, and I am excited to contribute to the team."

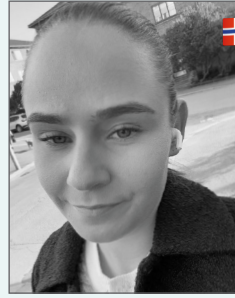


Sindre Krog Nordsteien

Sindre joined us in February as a **Service Technician**. He works primarily with repair and maintenance in our workshop and is responsible for programming most of the radios we supply and support.

Sindre comes from the Norwegian Armed Forces, where he served for more than nine years in roles including platoon sergeant and battalion staff positions within logistics, signals and IT. He has solid experience with defence operations and radio programming, particularly Hytera. He is a certified Nødnett instructor, has completed Cisco certified network associate Part 1 and has broad competence in logistics, leadership and instructional methodology gained through non-commissioned officer training.

"Joining Northcom was in many ways a fortunate coincidence. I had used Northcom as a supplier during my time in the Armed Forces, and when I learned that Ketil was retiring, I reached out. One email led to an interview, which led to a job offer. My motivation then and now is to deepen my expertise in radio communications."



Sarah Stomperud Logistics Associate

Sarah joined Northcom in January 2025 and works with **logistics** at the Oslo office. Her background includes experience from roles in pet retail and welfare work.

Through her family's connection to Northcom, she has long been familiar with the company and its operations, but she wanted to gain her own understanding of how the work is carried out in practice.

"I find it inspiring to see how critical communication is developed, delivered and maintained, and how logistics plays an important part in the overall process. I also see Northcom as a workplace with strong professional competence, a good working environment and a clear sense of purpose."



John Fredrik Byberg Technician

John Fredrik joined Northcom in January. He completed his vocational certificate in telecommunications installation right after upper secondary school, and has since gained experience in the rollout of fibre and coaxial infrastructure, the construction and maintenance of node rooms, and the installation of internal fibre and data networks in both commercial buildings and private homes.

He had not heard of Northcom before coming across the job advertisement but chose to apply because he wanted to broaden his competence. From the information he found and the impression he gained during the interview process, the role seemed like a promising opportunity.

"Northcom has given me the chance to learn new things and develop my skills in ways I hoped for when I applied. After almost a year here, I feel confident that I made the right choice."



Sofie Bakke Logistics Coordinator

Sofie joined Northcom in April. She first heard about the company through an acquaintance who knew Geir Bonsted, Logistics & Purchase Manager in Northcom Norway, and mentioned his good sense of humour and his well-known collection of Christmas sweaters. When Sofie arrived for her interview and Geir greeted her wearing one of those sweaters, she immediately felt that this was the right place for her.

She also finds the products and solutions Northcom works with very exciting, and she enjoys both the work and the environment. Before joining Northcom, Sofie worked in food production and is trained as a machine operator. In her spare time, she is active in harness racing and co-owns three racehorses.

"I think the products we work with are very exciting, and I enjoy working here so much. It quickly became clear to me that this was the right place for me."



ProEquip is an accessory series designed to withstand the market's high quality requirements and is **Northcom's own accessory brand**. It stands for high quality and is a collection of innovative accessory products. The accessories in the ProEquip series are specially designed to meet the high demands from the market in terms of quality and performance. All accessories are rugged and have a waterproof construction. Contacts and connections are reinforced to withstand heavy wear. Fits both analog and digital radio. ProEquip fits several different brands such as Icom and Sepura and more.

PRO-U380

PROEQUIP PRO-U380 MINI-PTT FOR SEPURA

A ProEquip PTT adapter for Sepura handheld radios, which can be used with a wide range of earpieces.

The PTT adapter is robust with a secure clip and a high-quality microphone. 3.5 mm jack supports mono and stereo headphones.

Coiled cable, length: 60 cm



PRO-BT570

BLUETOOTH® RSM WITH 3.5MM JACK FOR EARPHONE

PROFESSIONAL WIRELESS RSM FOR YOUR COMMUNICATION DEVICE

ProEquip's PRO-BT570 is a robust Bluetooth® RSM that is design focuses on the user's needs and safety. The device is extremely durable and reliable with proper certification. It can withstand the harshest environmental conditions.

The desktop charging cradle designed for users who are looking for a simple and convenient way of managing the logistics around charging their Bluetooth® speaker microphone.

The Bluetooth® adapter has Bluetooth® version 5, and this brings many benefits. Bluetooth® 5.0's primary benefits are improved speed and greater range. In other words, it's faster and can operate



FEATURES & BENEFITS

- USB charging port
- Indication LED, Blue/Red
- Volume control
- 3.5mm earphone jack
- Ingress protection level IP65
- Heavy duty belt clip
- Optional dock charger



NEW

PROEQUIP SET317

HANDSFREE KIT FOR V-COM M80 INCLUDING RADIO

SET317 is a complete professional communication package designed for reliable and flexible mobile use.

The set includes the V-COM M80 Mobile Radio (66–88 MHz), a robust unit with BNC connector and handsfree preparation, ensuring stable performance and easy integration in demanding environments.

KEY FEATURES

- Robust mobile radio with handsfree preparation
- Ergonomic and flexible PTT operation
- Clear voice transmission with gooseneck microphone
- IP67-rated cable for tough environments
- Optimized audio with microphone amplifier

APPLICATION AREAS

Ideal for use in service vehicles, emergency response units, utility fleets, and other demanding environments requiring reliable and clear in-vehicle communication.



NEW

DISCREET EARPIECE – NEW IMPROVED VERSION

Utilizing Micro Speaker Technology improves the overall communication experience by providing clear, reliable, and immersive sound.

Comfortable & Adjustable Fit

Lightweight, compact and adjustable designs for all day comfort like you have never experienced before.

Clean & Covert

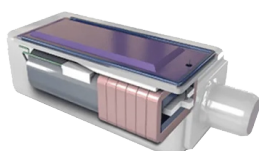
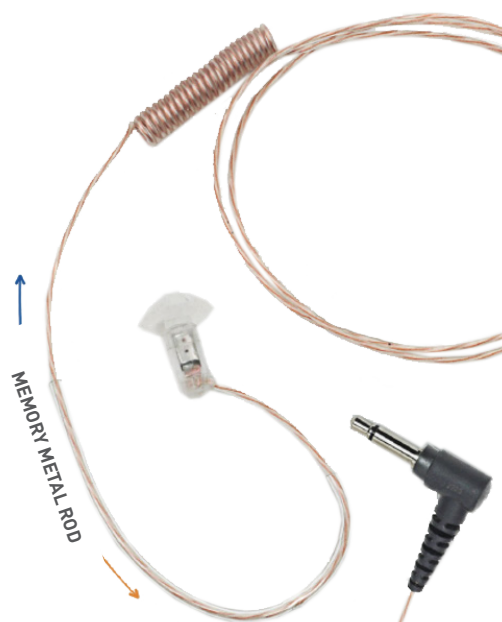
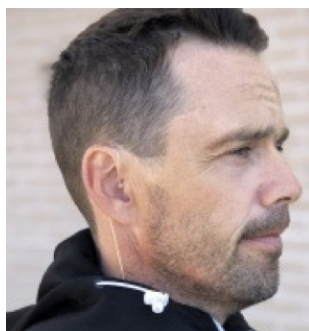
This covert earpiece is intentionally designed to be small, sleek, and easily concealable.

High-Def Sound Quality

High quality HD audio with clear sound reproduction, ensuring effective communication.

Advanced Awareness

Achieve an ideal balance between immersing yourself in audio and staying aware of your surroundings.



Micro Speaker Technology

Balanced armature drivers are capable of reliably reproducing high-fidelity sound in an exceptionally small size because they incorporate a specially constructed reed that is highly magnetically permeable, specially annealed and placed precisely in the center between the magnets

VHF MARINE TRANSCEIVER

IC-M430E

STYLISH AND COMPACT COMMUNICATION WITH ESSENTIAL FEATURES

First* Color TFT LCD in Its Class

Three Display Color Modes

Selectable from Day mode, Dark mode, and Night mode

Built-in NMEA 2000™ and NMEA 0183-HS

25 W RF Output with Class D DSC

Built-in GPS (GNSS) Receiver/Antenna

Easy Mount, Easy Upgrade

Same cutout size as the IC-M423GE for flush mounting

Slimmer Body and Sleek Design

Over 50% depth reduction compared to the IC-M423GE

Front/Rear Connection for Hand Microphone

Optional CommandMic™ HM-195GB/GW

PA and Foghorn Function



ICOM

CLASS B+ AIS TRANSPONDER

MA-600TRBB

BLACK BOX AIS TRANSPONDER BROADCAST YOUR PRESENCE, NAVIGATE WITH CONFIDENCE

Class B+ AIS Transponder

SOTDMA and 5 watts transmit power

Silent Mode

Pause AIS transmission with the remote ON/OFF switch

Antenna Splitter Built-in

Share a single VHF antenna with a marine radio

Range Control, and AIS Information

Built-in NMEA 2000™ and NMEA 0183-HS

Display received AIS targets on a NMEA compatible equipment

GNSS Antenna Included

Supports GPS/GLONASS/Galileo

IPX7 Waterproof Protection



ICOM



NEW

SEAMLESS COMMUNICATION COVERAGE IN 4G LTE AND WI-FI CONDITION

ICOM

IP510H

Automatic Switching in LTE and Wi-Fi

The IP510H can be used in LTE networks and Wi-Fi® environments and automatically switches between them. It is possible to transmit information in a timely manner without worrying about dead zones.

Simultaneous TalkListen™

The TalkListen allows people to talk to each other at the same time. This enables natural interaction and supports multiple conversations with many people.

Built-in Bluetooth® Function

Wireless operation with Bluetooth capability helps improve usability and mobility.

Smallest Class Compact Size

The size and weight are approximately 56 (W) x 92.3 (H) x 31.2 (D) mm with BP-314 and 220 g with BP-314 and antenna.

IP67 Dustproof and Waterproof

IP510H can be used safely even outdoors and in rainy weather.

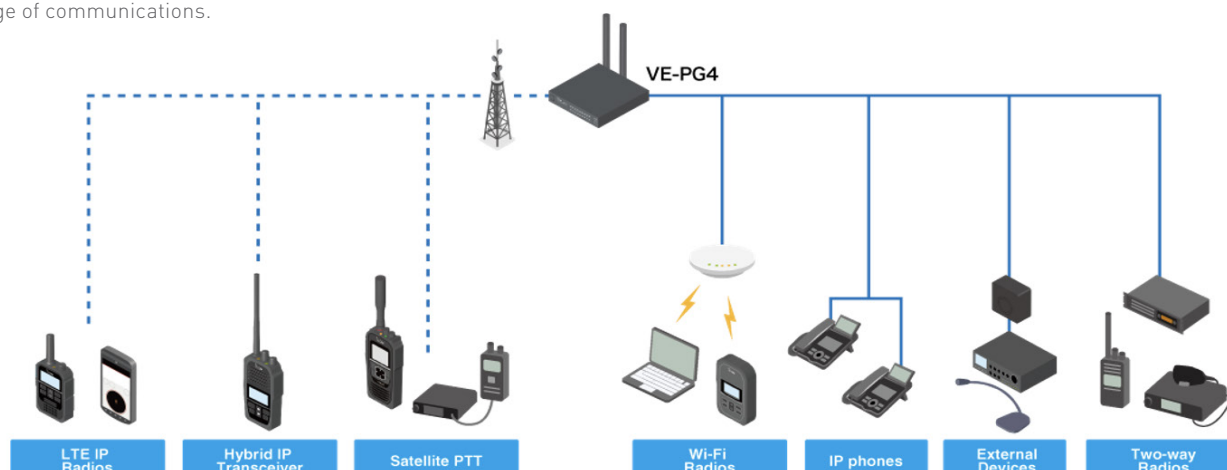
Security Function

Support for WPA3 Enterprise/Personal and Wi-Fi standards: IEEE802.11 a/b/g/n/ac, which can be connected to a network with a high level of security environment.



Interoperability with conventional radio equipment and IP transceiver

Using the VE-PG4 that is a versatile RoIP (Radio over IP network) gateway unit, it is possible to build a calling system that covers a wide range of communications.



RÄDDNINGSTJÄNSTEN SÖDERÅSEN PRACTICES WAR

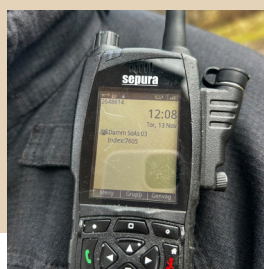
INVISIO®

Last fall, Northcom participated as an observer when the Söderåsen Rescue Service carried out its large 24-hour war exercise.

The scenario was based on a fictitious missile strike on a residential building, with smoke, rubble, missing persons and risks such as detonated ammunition in the area. Seeing how the rescue service has the responsibility to enter

an unsafe and dangerous environment to save lives in both peace and war was both frightening and educational.

All communication took place via their own DAMM system, which currently consists of two base stations. It worked impressively well and the rescue service is really satisfied.



PEPLINK TECH SUMMIT, ORLANDO 2025



In November, three of Northcom's technicians traveled to Orlando to take part in the Peplink Tech Summit, hosted by West Networks.

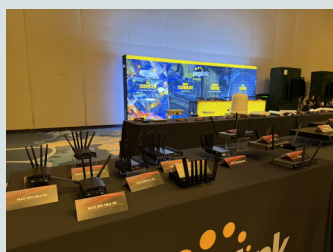
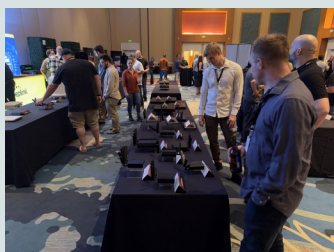
The event gathered experts and partners from across the global Peplink community and offered several inspiring days filled with hands-on training, knowledge sharing and exciting product insights.

Our team participated in advanced workshops and labs covering SpeedFusion optimization, Private 5G deployments, Starlink integrations and Edge Computing solutions. The practical format allowed us to test real configurations, explore new techniques and deepen our understanding of how

Peplink technology can support critical communication in demanding environments.

One of the highlights of the summit was gaining early insight into upcoming products and features that will be launched in the near future. Getting a sneak peek at Peplink's next innovations gives us a valuable head start in preparing solutions that will further strengthen secure and reliable connectivity for our customers.

The experience in Orlando provided new skills, new perspectives and renewed inspiration, making us even better equipped to deliver robust communication solutions where reliability matters most.



NEW

WI-FI TRANSCEIVER

IP110H/IP100FS

Scalable System Using Wi-Fi Network

By deploying Wi-Fi access points over an IP network, the communication range can be seamlessly extended.

License-Free Communication

The Wi-Fi radio uses common wireless LAN network frequencies, which do not need communication fees for running the system

Communication with Dispersed Sites

When connected over an Internet VPN, Wi-Fi radios can communicate between dispersed sites

Simultaneous TalkListen™ Function

The Wi-Fi radio provides full duplex communication like a telephone conversation and one-to-many communication. The Simultaneous TalkListen™ function works with or without external headset.



ICOM

Two-Way Radios over Starlink™ Wireless Intercom for Remote Teams

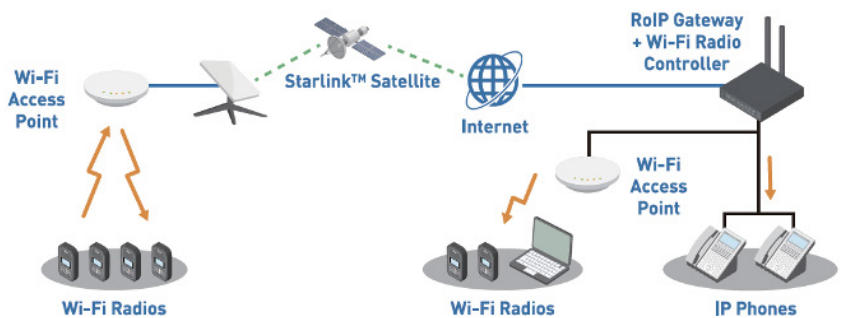


Wi-Fi Transceiver
IP110H

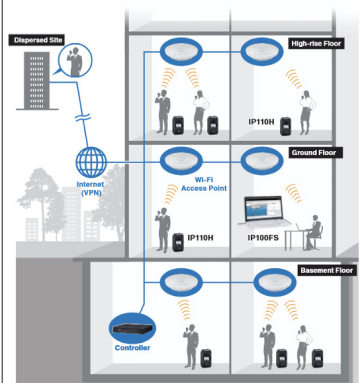


Starlink™

Comms from Virtually Anywhere* – Even off the Grid



Wi-Fi RadioFeatures



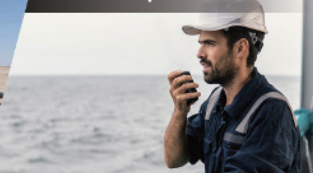
Compact, Lightweight Wi-Fi Radio

- All, Group, Talkgroup, Individual and Telephone Calls
- 1 W loud audio from internal speaker
- Bluetooth® connectivity
- IP67 waterproof and dust-tight
- Charged with USB Type-C
- More than 20 hours of operating time
- WPA2, WPA-Enterprise security

Infrastructure Maintenance



Maritime Operations



Mining & Tunnel



EDUCATION/TRAINING IN IDAS/ICOM AT NORTHCOM IN KARLSTAD

During the autumn we had two days of education/training in IDAS/Icom at Northcom in Karlstad.

A total of 23 participants were present from Norway, Denmark, Iceland, Sweden and Icom Europe, Icom Japan and our customer Radiocom in Estonia also participated.

The training was aimed at technicians with the aim of gaining in-depth knowledge of functions and being able to test it practically together. The agenda alternated theory and practice during the two days. We looked at everything from simple radio-radio to advanced multisite trunking systems with connections to telephony and or other radio systems, e.g. Wi-Fi radio, Icom-LTE and more.



ICOM




Register for our **courses** that provide in-depth knowledge in radio technology. Our courses take place primarily in Karlstad, Sweden and the teaching is done by our instructors who have extensive experience in the field. In addition to the knowledge, the course also creates a network of new contacts with experience in radio. Training is held in Swedish. More information and registration at <https://www.northcom.se/utbildningar>

HF/50 (70) MHZ TRANSPONDER
IC-7300MK
CLASS-LEADING COMPACT RADIO
EVOLVES TO THE NEXT LEVEL!

NEW

HF Excellence, Evolved —
Even More Excitement



Improved RMDR
& Phase Noise

Power Saving
& Lower Heat

RX-ANT IN/OUT

CW Decoder

HDMI™ for
External Display

LAN Port for
Remote Operation

USB Type-C™
Dual COM + Audio

Audio Peak Filter
for CW Signals

ICOM

MEET US HERE IN 2026



NORTHCOM DANMARK EVENT CALENDAR

- **DDAC 2026**, København
February 5-6
- **International Drone Show 2026**, Odense
June 3-4
- **DALO Industry Days 2026**, Ballerup
August
- **Danske Beredskabers Årsmøde 2026**, Odense
September 16-17

CONTACT YOUR NORTHCOM COMPANY



Office hours

Weekdays 08:00-16:00
Friday 08:00-14:30

Telephone **+45 43 74 44 60**

email **salg@northcom.dk**

Web **www.northcom.dk**

Web **www.sd-wan.northcom.dk**

Facebook **facebook.com/northcomdanmark.dk**

Instagram **instagram.com/northcom.dk**

LinkedIn **linkedin.com/company/northcomdk**

YouTube **youtube.com/c/northcom**

ComSystem A/S

Telephone **+45 49 13 96 93**

Web **www.comsystem.dk**

LinkedIn **linkedin.com/company/comsystem-a-s/**



Office hours

Weekdays 08:00-16:00
Friday 08:00-14:30 (June and July)

Telephone **+358 9 685 09 20**

email **northcom@northcom.fi**

Web **www.northcom.fi**

YouTube **youtube.com/c/northcom**

LinkedIn: **linkedin.com/company/northcom-oy/**



Portalify

Telephone **+358 9 6 227 96 68**

email **sales@portalify.com**

Web **www.portalify.com**

LinkedIn **www.linkedin.com/company/portalify**

YouTube **www.youtube.com/@portalify_apps_for_pros**



Office hours

Weekdays 08:00-17:00
Closed for lunch 12:00-13:00

Telephone **+46 54 67 05 10**

email **customer.support@northcom.se**

Web **www.northcom.se**

Facebook **facebook.com/northcom.se**

Instagram **instagram.com/northcom .se**

LinkedIn **linkedin.com/company/northcom-se**

YouTube **youtube.com/c/northcom**

Webshop

Northcom's webshop is available to all our customers. In the webshop you can easily create orders and view order history. Contact Northcom's customer service to activate your customer number.

Geracom

Telephone **+46 97 01 05 80**

Web **www.geracom.se**

Vianet

Telephone **+46 920 22 24 10**

Web **www.vianetab.se**



LS Elektronik

Telephone **+46 836 42 25**

email **info@lse.se**

Web **www.lse.se**

LinkedIn **linkedin.com/company/mimersoftradio/**



Office hours

Weekdays 08:00-16:00

Telephone **+47 21 55 56 00**

email **kundeservice@northcom.no**

Web **www.northcom.no**

Web **sd-wan.northcom.no**

Facebook **facebook.com/northcom.norge**

Instagram **instagram.com/northcom.no**

LinkedIn **linkedin.com/company/northcom-no**

YouTube **youtube.com/c/northcom**

Webshop

Northcom's online store is available to all our customers. In the online store you can easily view prices and create new orders.

NORTHCOM

Leading supplier and system integrator of critical communications

Northcom Solutions is a Norwegian group of companies with a presence throughout the Nordic region. In 2020, we brought together our local companies in Norway, Sweden, Denmark and Finland under the Northcom brand. Since spring 2025, Northcom has been part of the Norwegian Aars – a group with over 9,000 employees in the Nordic countries – which further strengthens Northcom's position as a long-term and stable partner in secure communications.

With over 70 years of experience in communications, we are today the leading Nordic system integrator in critical communications and constantly strive to maintain the highest possible standards.

From originally being suppliers of analog radio communications, we have developed into one of the most prominent suppliers of solutions for critical communications with customers in a wide range of industries. We are the market leading supplier of critical communications to blue light organizations. We create complex infrastructure solutions for both authorities and industrial customers for TETRA, MCX, DMR, IP/LTE and integrated systems. In addition, we have successfully established ourselves as a significant player in wireless communication through 4G/5G networks, SD-WAN, mobile routers and today have agreements with the leading suppliers in these sectors.

Complete value stack from infrastructure to business systems

In recent years, the service portfolio has been expanded through, among other things, the acquisition of software companies LS Electronics and Portalify. For example, LS Electronics offers unique products for autonomous control of driverless ships, which can be controlled from remote locations worldwide and an infinite number of other applications for varied

sectors with Mimer software radio. Portalify has cutting-edge expertise in creating applications for both TETRA, next generation Android applications for critical communication and integrating these with customers' underlying systems.

Northcom strives to offer a complete value stack, from deep technology expertise to solutions that support and develop customers' work processes. Our broad portfolio includes the best hardware, support and service, consulting, solution design, training, customer-specific software projects, field service, assembly, installation, vehicle installations and software platforms such as Command Control and MCX solutions for both server and client as well as other software projects.

The key to efficiency is a well-functioning service, support and accessories

We are a central player in PPDR (Public Protection and Disaster Relief). Our commitment extends beyond the business aspects and we provide emergency networks in all Nordic countries with reliable technology that always works. By specializing in the blue light sector, we strive to meet the unique requirements and needs to ensure that our customers are equipped to handle and overcome challenges in disasters and crisis situations.

Our service center in Karlstad is one of three Sepura Service Centers in the world and performs 99.9% of all jobs on site. This means genuine component service without the hassle of "swap-exchange", which avoids license changes, delays, administration jobs and gets the product back up and running quickly after service.

Northcom Operation Center (NOC) is our hub and offers competent support with experts where work is done proactively and reactively to monitor and manage critical communication systems. NOC prevents downtime and

identifies problems before they arise in our customers' critical communication platforms. We offer managed services such as NOC, MDM, IP radio subscriptions as well as product-related services such as configuration, programming and service.

Long-term customer relationships and proximity to our customers create insights and opportunities to always do our utmost to ensure that end users, society's everyday heroes, can perform their tasks as efficiently as possible. Together with requirements from these everyday heroes, where we have also considered adaptations for our Nordic region, we have developed our own accessory series called ProEquip.

Highest standards a minimum requirement for success today and with new technology at the forefront

We always strive to maintain the highest standards in systems, personnel and processes. We are proud of our four ISO certifications, where we hold 9001 for increased quality which leads to increased customer satisfaction, 14001 for our commitment to reducing environmental impact, 27001 where we demonstrate secure handling of information and customer data and 45001 to safeguard our most important resources – our staff.

Northcom works every day and continuously invests to maintain our position as the most prominent player in critical communications. By combining technical expertise with deep industry knowledge, we can offer communication solutions of the highest quality. Our long history, acquisitions of leading companies in the industry, active search for new collaborations to quickly integrate new technology positions us as a reliable partner for all critical communications needs, both within the Nordic region and internationally.

NORTHCOM
WHEN COMMUNICATION MATTERS

