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INTERCONNECT SOLUTIONS

# 2024

## CORPORATE OVERVIEW







## OUR VALUES

*Guiding Our Actions Every Day*

### GROW TOGETHER

*With Our Teams and  
the World Around Us*



### BE GENUINE

*To Foster Mutual  
Trust and Growth*



### MAKE IT SIMPLE

*To Accelerate  
Innovation*



### DARE TO BE AUDACIOUS

*To Make a Difference*



## OUR COMPANY

*Since 1952, we have been enabling technology and innovation through collaboration with our customers. The results are a range of innovative and award-winning products that customers trust for unrivaled repeatability and performance.*

Radiall is a global company with facilities worldwide designed for manufacturing the highest quality interconnect components to support the most demanding applications. We take great pride in being a global market leader and providing our customers with end-to-end interconnect solutions.

Radiall is a community of dedicated individuals with a shared purpose: simplify life for all those who innovate. Our manufacturing expertise allows us to deliver lighter and smaller products that simplify implementation and drive performance. We recognize that simplification starts with us but proves its true benefits when it reaches you.

# OUR PURPOSE

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*Our purpose is how we plan to contribute to a better world. Four key initiatives—Innovation, Empowerment, Environment and Community—shape our purpose and guide us in our objectives to impact our world.*



## **INNOVATION**

*Developing Technologies For Good*

Imagining innovative solutions to meet societal challenges by relying on our expertise.



## **EMPOWERMENT**

*Fostering a Learning Community*

Developing the talents of every single employee and partner and opening up our industry to more diversity.



## **ENVIRONMENT**

*Preserving Our Planet*

Questioning our practices and industrial processes to reduce our environmental footprint.



## **COMMUNITY**

*Contributing To Local Communities*

Building connections with people and organizations in our territories to create lasting value.

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### **We have made a choice.**

Technology can be a force for good, an opportunity to improve lives. Never before have we had so much potential to aim higher, go further and accomplish more. But we can only achieve real progress if we choose to unite our efforts and focus on the common good. At Radiall, we have made that choice. We engage in positive innovation for a better world.

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### **The future is in our hands.**

Environmental crisis, lack of education and unequal opportunities are among the urgent challenges that drive us. As manufacturers, we have the power to shape our destiny. Individually, we can reveal our talents, look beyond ourselves and become masters of our craft. Collectively, we can boost our local economies by creating meaningful jobs and setting an example in the way we grow our business. Our actions are the key to a sustainable, inclusive and equitable future.

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### **What we do makes an impact.**

We don't merely manufacture products; we make an impact. By connecting complex systems, we foster simplicity. By empowering technology pioneers, we help improve communication, invent sustainable forms of mobility and create safer environments. And through our ingenuity, we help break down barriers.

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### **Every connection counts.**

More than a company, we are a diverse, vibrant and inspiring community. Trust binds us together, and collaboration is the energy that keeps us moving forward. The bonds we form are the foundation for every contribution we make, every change we facilitate. Together, we are building a chain of positive transformation.









## THE BIG PICTURE

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*At Radiall, we believe in collective intelligence and the insight of our diverse team. Our employees are committed to transforming Radiall into a company that makes a difference.*

*As we share our purpose, we also challenge others to think beyond conventional methods to address the more significant issues faced by the industries we serve. We've expressed this with the phrase **Imagine Bigger**. We've also given a voice to our company pride, challenging ourselves to use technology for the greater good. We call this **Imagine Blue**.*

*Together, we can make a difference.*

# COMPREHENSIVE PORTFOLIO

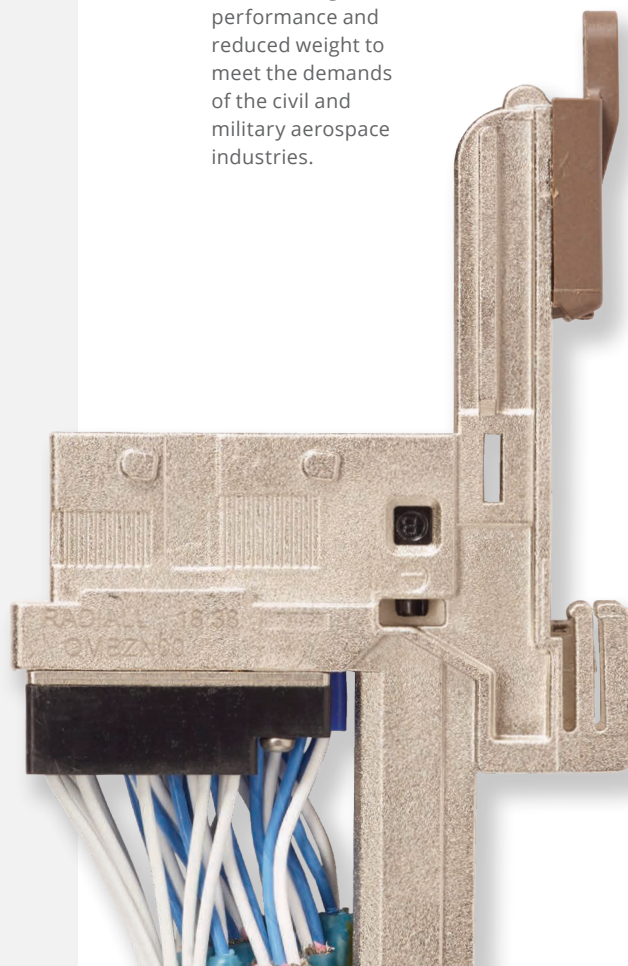
With 70 years of experience, 12 product lines and 30,000 unique components, our comprehensive portfolio meets the stringent application requirements of the industries we serve. We listen to our customers to understand their ever-changing business and technical requirements and continuously develop new solutions to simplify the lives of those who innovate.

We are proud to deliver the most cost-effective, optimal end-to-end interconnect solutions available today.



## ***Multipin Aerospace Connectors***

For more than 40 years, commercial airframes have trusted our range of Rack & Panel connectors and modular solutions. Our miniature connector series combines high performance and reduced weight to meet the demands of the civil and military aerospace industries.







### **Multipin Industrial Connectors**

Our range of robust circular electrical connectors are suitable for harsh environments, such as railways, machine tools and plant engineering equipment.



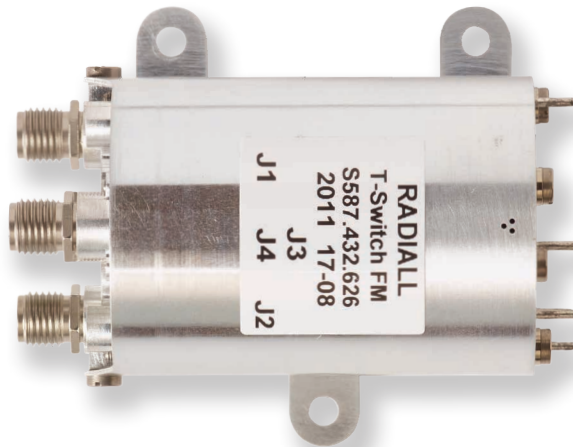
### **Optical Cable Assemblies**

Our extensive product range and worldwide presence supports customers with standard configurations as well as optimized solutions based on customer requirements.



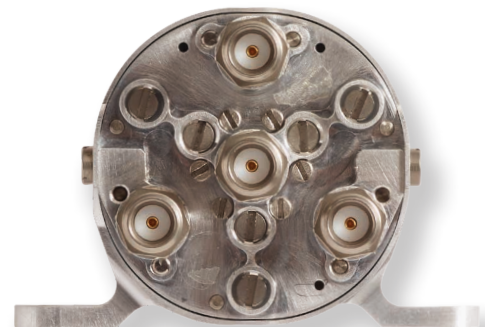
### **RF Cable Assemblies**

Low-loss and high-frequency characterize our extensive range of cable assemblies, including flexible, semi-rigid and hand-formable solutions with a broad combination of cables and connectors.



### **Space Qualified Components**

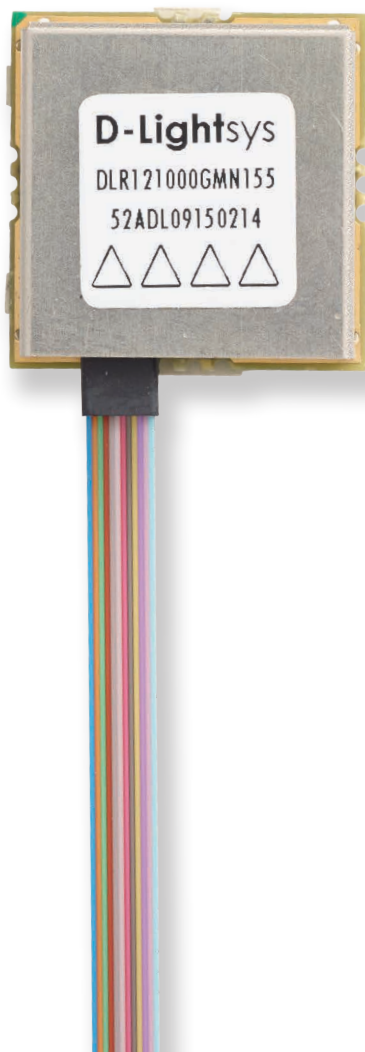
Known for high quality, reliability and performance, our product offering includes a wide range of coaxial connectors, cable assemblies, microwave components and switches with a frequency range up to  $K_a$  band.





### Active Optics

Our high-performance, optical interconnection brand, D-Lightsys®, provides optical transceiver and electronic solutions suitable for harsh environments.



### Antennas

With a military and industrial focus, we have solutions for radio tactical communications, vehicles, positioning, LMR/PMR and telemetry applications.



### Microwave Components

Our range covers a wide frequency spectrum from DC to 50 GHz and includes terminations, attenuators, couplers, power dividers, filters and other specialized components.

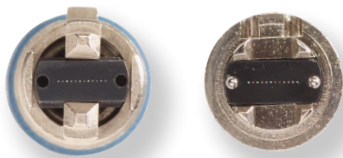


### Outdoor Connectors

Designed for outdoor conditions, our range includes high-power RF coaxial connectors, linking antennas and radio units, as well as innovative multi-signal I/O solutions for optical, Ethernet, power or coaxial links between radio and network.







**Optical Connectors**

Designed for demanding applications where reliability and high performance are required, our cost-effective optical connectors serve the telecom, industrial, aerospace and defense markets.



**RF & Microwave Switches**

The patented design of our unique, modular actuator and transmission links guarantees operation up to 10 million cycles with superior repeatability.



**RF Coaxial Connectors**

We offer the widest range of RF coaxial connectors in the industry; 55 product series are available, including AEP and MIL QPL connectors.



# OUR HISTORY

*With seven decades of proud service and continued advancement, today we are a leader in interconnect design, development and manufacturing.*

Since 1952, we've earned a reputation for excellence by offering products that customers trust for durability, reliability and performance. Our mission is to continue to be the preferred partner of leading brands around the world for superior interconnect solutions.

We are investing in the future with innovative products that support the most demanding applications. Our commitment is to be the market leader—in every region around the world.

## 1952

*Two brothers, Yvon and Lucien Gattaz, start their business and the beginning of an adventure. A year later, Radiall manufactures more than 100,000 connectors.*

## 1987

*Radiall expands to North America with offices in Stratford, CT.*

## 1983

*Radiall becomes a preferred supplier, offering a certified ARINC 600 Rack & Panel connector for the civil aerospace industry.*

## 1995

*Launch of the RAMSES concept, a key development for microwave switches in the space market.*

*Radiall enters the aerospace market through the acquisition of Jerrik Connecting Devices.*

## 1963

*Radiall introduces the first professional coaxial connector: Mini-Quick, a quick snap-on device.*

## 1993

*Pierre Gattaz is elected President of the Directory Board. "Be the best and work for the best."*

*Radiall begins producing coaxial connectors in the US.*

## 1998

*Boeing Commercial selects Radiall's EPX connector series as its new general purpose connector.*



## 2003

*Radiall's first LuxCis® ARINC 801 fiber optic contact takes flight.*

*Radiall partners with Prime Contractor and receives an award for its JTRS Cluster 5 Army contract for manpack radio antennas.*

## 2013

*The Connecticut facility inaugurates an ISO class 7 clean room.*

## 2005

*Radiall integrates the AEP product line into its portfolio.*

## 2004

*LuxCis®, Radiall's range of fiber optic termini, is selected as the ARINC 801 aerospace industry standard.*

## 2011

*Radiall begins manufacturing D-Lightsys® in Connecticut.*

## 2015

*Radiall introduces hybrid wire harnesses.*

*Radiall enters the railway market through the acquisition of VanSystem.*

## 2017

*Radiall merges fiber optic and AC&S activities to establish the Optical Interconnect Solutions (OIS) business unit.*

## 1999

*Radiall acquires Larsen Antenna Technologies and establishes operations in Mexico.*

## 2006

*The Boeing Company starts procuring and classifies Radiall's QM connector as a B787-enabling technology.*

## 2012

*Radiall releases AEP cables and connectors for LMR applications.*

## 2014

*The Connecticut facility implements "Be the First" campaign to promote the mindset of being industry leaders.*

## 2020

*Radiall expands its fiber optic expertise through its acquisition of Timbercon.*

# GLOBAL PRESENCE

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Headquartered in France, Radiall has expertise centers and manufacturing locations spread across three continents. Radiall has facilities in 13 countries, including 9 manufacturing plants located in the United States, Mexico, France, China and India.

Committed to personal advancement and empowerment, we are proud of our diverse workforce composed of men and women from a wide variety of backgrounds and walks of life. The character of our people drives the strength of our organization.

*Paris Headquarters*





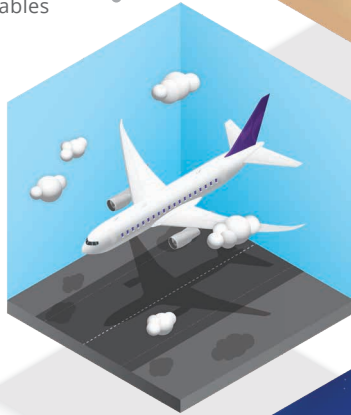
SALES OFFICES INDUSTRIAL PLANTS





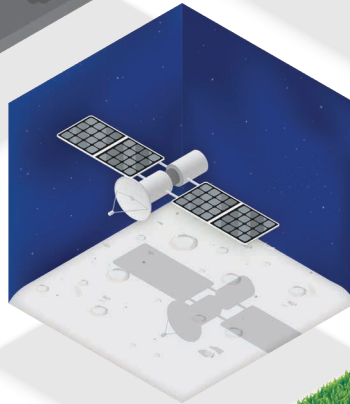
### **Aerospace**

Our team of expert engineers located around the globe enables us to locally support all major aerospace manufacturers.



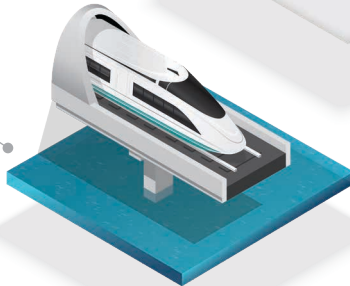
### **Space**

With space heritage dating back to 1974 and involvement in more than 300 satellite programs, our reliable solutions have established a strong reputation.



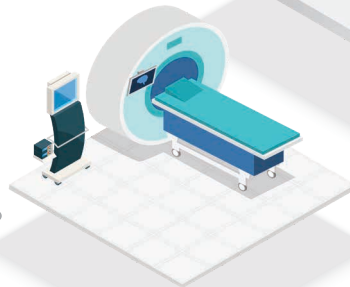
### **Rail**

Our trusted interconnect solutions offer customers reliability, flexibility and durability in the railway industry.



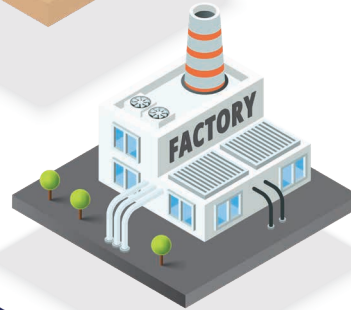
### **Medical**

We design unique product solutions for the medical industry, specifically adapted for patient monitoring systems and Magnetic Resonance Imaging.



### **Defense**

Radiall has contributed to the defense industry by offering proven product solutions for a wide variety of military and defense applications.



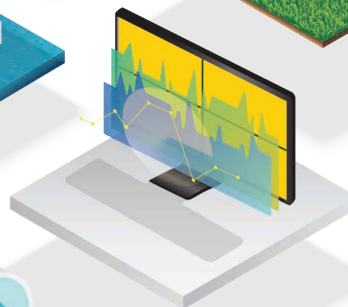
### **Industrial**

Radiall supports the most demanding interconnect applications found in industrial markets, including energy, sensors and private communication.



### **Telecom**

Radiall's comprehensive range of interconnect products provide the telecom industry with cutting-edge solutions for harsh outdoor environments.



### **Test & Measurement**

Our high performance switches and interconnect products offer exceptional quality and precision.



# MARKET EXPERTISE

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*For 70 years, we have fostered relationships grounded in trust by sharing our extensive market knowledge, technological expertise and experience in every interaction.*

By understanding the unique challenges our customers face, we can design simple solutions specific to their applications and requirements.

## RESEARCH & DEVELOPMENT

Our dedicated Research & Development team works relentlessly to reduce product development cycle times.

In fact, we invest close to eight percent of revenue in research and development, twice the industry standard, illustrating our commitment to the most advanced product offerings for the industries we serve.

## AWARDS & CERTIFICATIONS

Being recognized for our product performance, innovation and timely fulfillment is a testament to our

employees' commitment to our customers. We are a world market leader in reliable, repeatable performance, and we take great pride in providing award-winning innovation and vendor support.

Our leadership is focused on long-term success and developing key technologies that simplify our customers' lives.

We're committed to our people, the environment and the highest quality standards, including ISO 9001, ISO 14001 and AS9100 certifications. We are compliant with the EU Restriction of Hazardous Substances (RoHS) as well as the Registration, Evaluation, Authorization and Restrictions of Chemicals (REACH) systems.

# OUR BRANDS

At Radiall, we are very proud of our brand diversity, and it is our mission to ensure superior technical solutions to meet and exceed industry demands.

Our offerings reinforce this philosophy by expanding Radiall's product portfolio, which enables customers to find the solutions they need.

In addition to the industries we have served since our beginning, we support the automotive, defense, rail and telecom industries to help connect people around the world.

## AEP

AEP branded products are recognized for their quality and heritage within defense markets. Critical applications include military communications and radar systems, GPS, commercial and military avionics, remote sensing equipment, and Test & Measurement systems. These products are highly reliable and an excellent option to ensure critical voice and data communications arrive as intended. Many AEP brand series maintain MIL QPL status and are perfectly suited for harsh environments and ruggedized applications.



## RAYDIALL

Raydiall® is a joint venture between Radiall and ARaymond to provide reliable connectivity solutions to automotive OEM customers. Solutions include high-speed data connectors, lightweight PCB connectors, low insertion force electric vehicle contacts and single-piece Fakra RF cable connectors. Raydiall® solutions are recognized for creating real value in the automotive sector and are key technological components of vehicles of the future. With an emphasis on new manufacturing technologies, the Raydiall brand is positioned with key OEMs not only for today, but for the future.



## D-LIGHTSYS

With its D-Lightsys® range, Radiall offers optical electric conversion components dedicated to harsh environments within the aerospace, space and defense markets. The optoelectronic D-Lightsys® modules are among the best performing globally, with very low power consumption and a minimum footprint. A complete range, from the transceiver to multichannel products, allows these devices to meet performance requirements in a large number of stringent applications.







### **VANSYSTEM**

Radiall VanSystem designs and produces circular electrical connectors for professional applications and harsh environments to support a wide range of fields, including railways (in rolling stock and signaling applications), machine tools, automation, construction sites, research, power supply, extractive industries and plant engineering. In addition to connectors with screw or bayonet coupling complying with the MIL-DTL-5015 standard, Radiall VanSystem designs and manufactures non-standard interconnection solutions for special applications.



### **TIMBERCON**

Timbercon, Inc. is a fiber optic product and solution manufacturing company that provides various connectivity solutions to the aerospace, defense, medical, data storage, telecommunications, industrial, broadcast and networking industries. As part of the Radiall Group, Timbercon will continue to elevate its commitment to stellar customer service and provide zero defect solutions to demanding markets.



### **SOLYNEO**

Adding Solyneo's technology to Radiall's free space, high-speed data transmission solutions allows us to reach more applications. Solyneo's expertise boosts creativity for future contactless connectors. Radiall continues to accelerate innovation by building a contactless interconnect solution that covers a wide range of free space power and data transmission solutions. This new offering will revolutionize certain aspects of interconnect solutions and give customers a new way to create value.



# SIMPLIFICATION is our INNOVATION

*We advance the design and engineering process for innovators, ground-breakers and pioneers of technology. We reduce weight, improve durability and streamline installation to provide leading-edge connectors that drive product performance.*

## AREA OFFICES LOCAL CONTACTS

### EUROPE

ADDRESS	PHONE	FAX	EMAIL
<b>FINLAND</b> Radiall Finland PO Box 202, 90101, Oulu	+358407522412		infofi@radiall.com
<b>FRANCE</b> Radiall SA 25 Rue Madeleine Vionnet, 93300, Aubervilliers	+33149353535		info@radiall.com
<b>GERMANY</b> Radiall GmbH Carl-Zeiss-Straße 10, 63322, Rödermark	+49607491070	+496074910710	info@radiall.com
<b>ITALY</b> Radiall Elettronica S.R.L. Via Zambelletti 19, 20021, Baranzate Milano	+39024885121	+390248843018	infoit@radiall.com
<b>NETHERLANDS</b> Radiall Nederland BV Hogebrinkerweg 15b, 3871, KM Hoevelaken	+31332534009	+31332534512	info@radiall.com
<b>SWEDEN</b> Radiall AB Sollentunavägen 63, 191 40 Sollentuna	+4684443410		infose@radiall.com
<b>UNITED KINGDOM</b> Radiall Ltd. Profile West, 950 Great West Rd., Brentford, Middlesex TW8 9ES	+441895425000	+441895425010	info@radiall.com

### ASIA

<b>CHINA</b> Shanghai Radiall Electronics Co., Ltd. No.688 Hui Fang Road, Shanghai, China, 201806	+862166523788	+862166521177	info@radiall.com
<b>HONG KONG</b> Radiall Electronics (Asia) Ltd. Room A, 16/F., Ford Glory Plaza, 37-39 Wing Hong Street, Cheung Sha Wan, Kowloon, Hong Kong	+85229593833	+85229592636	infohk@radiall.com
<b>INDIA</b> Radiall India Pvt. Ltd. 25D, Phase 2, Peenya Industrial Area, Bengaluru 560 058	+918028395271	+918028397228	infoin@radiall.com
<b>JAPAN</b> Nihon Radiall K.K. Sawada Building 8F, Shibuya-ku, Tokyo 150-0011	+81364274455	+81364274456	infojp@radiall.com

### AMERICAS

<b>USA &amp; CANADA</b> Radiall USA, Inc. 8950 South 52nd Street, Ste. 401 Tempe, AZ 85284	+14806829400	+14806829403	info@radiall.com
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## GLOBAL PRESENCE

Australia · Austria · Belgium · Brazil · Czech Republic · Denmark · Estonia · Greece · Hungary · Indonesia · Israel · Korea · Latvia · Lithuania · Malaysia · Norway · Philippines · Poland · Portugal · Russia · Singapore · South Africa · Spain · Switzerland · Taiwan · Thailand · Turkey · Vietnam