

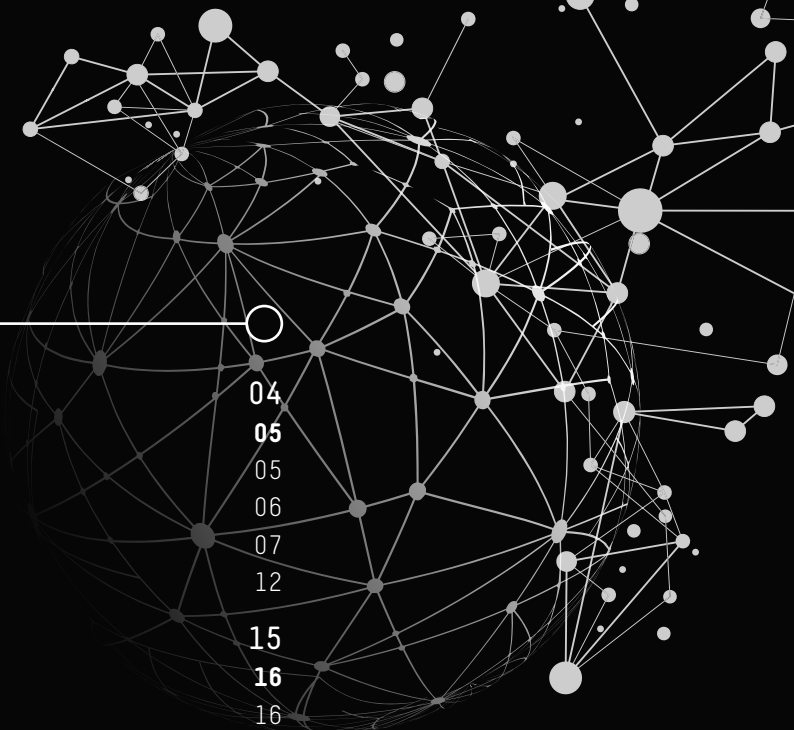
A complex network of purple and green dots connected by thin white lines, resembling a molecular structure or a digital network, positioned on the left side of the cover.

2024

Sustainability Report

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Dear readers,

We are pleased to present the OHB Group's Sustainability Report for 2024 and to give you an insight into our sustainability activities.

The challenges arising from climate change, resource conservation and global political developments remain complex and subject to uncertainty. The consequences for the economy can be seen in the extreme weather events caused by the floods in Valencia, Spain, and the forest fires in the United States. Floods are already the most expensive natural hazard in Europe, costing billions of euros. The space industry also has a responsibility to develop sustainable solutions and minimize environmental impact. Last but not least, the Copernicus European Centre for Medium-Range Weather Forecasts data, to which OHB's satellites make a decisive contribution, issue a clear warning. The higher global average temperature and the fact that the 1.5 degree mark has been exceeded for the first time also means higher temperatures here in Europe: 2024 was 0.28 degrees warmer than the previously warmest year, 2020. A stabilized global economy will depend on an intact climate and healthy ecosystems in the future. This year, we have therefore made important strategic decisions and defined key areas of action for the coming years.

One decisive step this year was the adoption of our ESG (environment, social, governance) strategy, which defines responsibilities, KPIs and targets up to 2030 and creates the basis for our future sustainable business activities. Particular attention is also being paid to the growing regulatory requirements, especially in connection with the Corporate Sustainability Reporting Directive (CSRD) and the recently published drafts for the omnibus procedure. We are optimistic about the reduced bureaucratic effort involved in reporting and hope that this will create greater transparency and comparability in sustainability-related information in the future. However, we also see the organizational and data-driven challenges in implementation and are preparing intensively to establish the corresponding processes in 2025. We thus present the materiality analysis based on the CSRD and performed in the year under review, which forms the basis for the OHB Group's sustainability strategy. In the coming year, we will review the process again and make further improvements.

Our sustainability strategy includes the development of sustainable solutions and business areas to mitigate and adapt to climate change, measures to reduce our own greenhouse gas (GHG) emissions and heighten our commitment to the avoidance and reuse of space debris. We also attach great importance to our workforce, a safe and inclusive working environment and the commitment of our employees to sustainable initiatives. The employee engagement survey conducted in 2024 confirms that our employees are the key success factor for OHB. We want to continue promoting this success factor with pride and recognition. Transparency about our products and their material cycles as well as effective communications on sustainability issues are further key components of our strategic orientation.


The OHB Group has set out to become the European space champion. From an ESG perspective, the sustainability-related requirements of our customers and partners in particular must be taken into account. We are taking on the challenge of integrating these criteria in our business model and our products and services in a sustainable manner. At the same time, we are ambitiously driving forward the need to manage space debris. We are actively working to avoid space debris and have already made initial progress and drawn up plans for further development.

Finally, we would like to thank all employees, whose commitment contributes to the development and implementation of our sustainability strategy. We are convinced that we can explore the boundaries of the universe with our space technologies without overtaxing our planet today or in the future. We are creating the conditions for this in space – for a future worth living on our planet.



Marco Fuchs,
Chief Executive Officer





»Sustainability remains a central part of our answer to the increasingly complex challenges of our time. In the upcoming year, we will continue to consistently advocate the responsible use of our planet's and space's resources. With our ESG strategy, we are formulating specific fields of action in order to positively contribute to our economic activities in the long term.«

Daniela Schmidt,
Member of the Management Board
for ESG, Security & Legal

General information

1.1 GENERAL INFORMATION

1.1.1 Basis of preparation

In this separate non-financial Group report (hereinafter referred to as the "Sustainability Report"), OHB SE as the listed parent company informs its stakeholders on behalf of the OHB Group about its sustainability strategy, the Group's environmental and social performance and the progress made in implementing its sustainability targets. As with financial reporting, the reporting period covers the calendar year 2024, i.e. from January 1, 2024 to December 31, 2024.

The sustainability report meets the requirements of Sections 315b and 315c in conjunction with 289c to 289e of the German Commercial Code and of Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (EU Taxonomy Regulation).

Framework

This report is not based on a recognized framework as the OHB Group is currently concentrating on full implementation of the requirements of the Corporate Sustainability Reporting Directive (CSRD) with the European Sustainability Reporting Standards (ESRS) listed below. It can be assumed that the OHB Group's reporting will comply with the ESRS from 2025. In the year under review, the reporting structure was already based on the ESRS. In addition, the methodological approach for identifying the material topics is also based on the current ESRS requirements. Unless otherwise stated, key figures on the material topics are reported in accordance with the definitions in the relevant ESRS requirements.

Reporting entity structure

The sustainability report was prepared on a consolidated basis. The reporting entity structure for the sustainability report is the same as the financial reporting entity structure. The companies included in this report reflect the principle of operational and financial control. These are:

Included companies by scope of consolidation

- OHB SE
- OHB System AG
- OHB Digital Connect GmbH
- OHB Teledata GmbH
- OHB Information Technology Services GmbH
- MT Aerospace AG
- MT Management Service GmbH
- OHB Italia S.p.A.
- OHB Sweden AB
- Antwerp Space N.V.
- LuxSpace Sàrl

The following companies were excluded from the reporting entity structure of the sustainability report due to their financial immateriality and their low impact on the material ESG issues (environment, social and governance):

Excluded companies by scope of consolidation

- ORBCOMM Deutschland Satellitenkommunikation AG
- MT Aerospace Holding GmbH
- MT Aerospace Grundstücks GmbH & Co. KG
- MT Aerospace Guyane S.A.S.
- OHB Austria GmbH
- OHB Digital Services GmbH
- OHB Chile SpA
- OHB Czechspace s.r.o.
- GEOSYSTEMS Gesellschaft für Vertrieb und Installation von Fernkundungs- und Geoinformationssystemen mbH
- OHB Orbital Access GmbH

If you have any questions or suggestions about the Sustainability Report or its content, you can contact us at sustainability@ohb.de.

1.1.2 Governance

Role of the administrative, management and supervisory bodies

OHB SE's administrative, management and supervisory bodies play a key role in embedding sustainability principles in decision-making, supervision and risk management processes.

OHB SE's Supervisory Board is responsible for monitoring and advising the Management Board. It ensures that the Management Board acts in the best interests of the company and pursues the strategic objectives. The Supervisory Board reviews the decisions of the Management Board, approves important measures and ensures transparency and accountability.

The **Supervisory Board of OHB SE** and the committees below it are composed as follows (see Table 1):

Table 1: Composition of the Supervisory Board of OHB SE

Name	Background	Audit Committee	Personnel Committee	ESG, Corporate Governance and Nominations Committee
Robert Wethmar	Chairman of the Supervisory Board	Member	Chair	Chair
Ingo Kramer	Deputy Chairman of the Supervisory Board	Chair	Member	–
Christa Fuchs ¹	Member of the Supervisory Board	–	–	–
Claire Wellby ²	Member of the Supervisory Board	–	–	–
Dr.-Ing. Hans Königsmann	Member of the Supervisory Board	–	Member	Member
Raimund Wulf	Member of the Supervisory Board	Member	–	Member

¹ Christa Fuchs was a member of the Supervisory Board of OHB SE until June 26, 2024.

² Claire Wellby has been a member of the Supervisory Board of OHB SE since November 7, 2024.

The **Management Board of OHB SE** is responsible for the operational management and control of the OHB Group. It makes strategic decisions, plans and controls daily processes and ensures that the Group's goals are achieved. The Management Board is also responsible for identifying and managing risks and ensuring compliance with legal and internal requirements.

It is responsible for sustainable and earnings-oriented corporate management and is accountable to the Supervisory Board.

OHB SE's Management Board is composed as follows (see Table 2):

Table 2: Composition of the Management Board of OHB SE

Name	Areas of responsibility
Marco R. Fuchs	Chief Executive Officer
Dr. Markus Moeller	Board member responsible for business development and strategy
Klaus Hofmann	Chief Human Resources Officer
Kurt Melching	Chief Financial Officer
Daniela Schmidt	Board member responsible for sustainability, integrity, legal affairs and corporate security

Responsibilities

The Audit Committee and the ESG, Corporate Governance and Nomination Committee in particular have ESG-relevant tasks. The **Audit Committee** supports the Supervisory Board in monitoring the management of the company and reviews and supervises:

- the organization of the accounting system
- the organization and content of financial control, including internal audits
- financial reporting to shareholders, the capital market and the public, as well as the relationship with the Group auditors
- financial planning and the budget as well as adherence to it
- the investment of liquid funds and finances
- the longer-term business plan and strategy and communication in the annual report
- risk management, internal control systems, the risk plans and assessment of the Group Executive Committee
- tax matters and risks and tax governance, including the company's tax strategy
- sustainability reporting

The **ESG, Corporate Governance and Nominations Committee** supports the Supervisory Board in matters relating to corporate governance, compliance and the alignment of the company's activities with responsible management. It monitors compliance with internal business principles and principles of conduct in legal terms, including safety and environmental protection. In the selection and nomination process, the committee takes into account independence, expertise and experience as well as the skills (also with regard to economic, environmental and social aspects) required for the tasks of the Supervisory Board. As far as possible, the aim is to achieve a balance in terms of diversity – particularly with regard to gender, age, nationality or country of origin, skills and experience. These criteria generally include ethnic origin and affiliation.

Management of sustainability aspects

ESG is the responsibility of the Management Board member for ESG, Legal, Compliance and Corporate Security and is operationalized by OHB SE's sustainability team. Its tasks include establishing and anchoring the ESG strategy, developing strategic action areas and sustainability reporting.

The ESG, Corporate Governance and Nominations Committee is informed semi-annually by the Management Board member responsible for ESG, legal, compliance and corporate security and the Head of Sustainability about the relevant ESG-related topics.

The same is done for OHB SE's Management Board in a bi-weekly update.

The Group Executive Committee (ExCom) ensures that not only the Management Board of OHB SE but also the managing directors of the SPACE SYSTEMS, AEROSPACE and DIGITAL business units are informed of relevant ESG issues on an ad hoc basis. The ExCom combines all business units of the matrix organization and enhances networking between the business units. It supervises the local implementation of global strategies in the legal entities and across business units of the OHB Group.

For 2025, the aim is to also provide a regular update on the development of material ESG-related impacts, risks and opportunities (IRO) in these formats.

Diversity in management

The gender diversity of OHB SE's top management is as follows (see Table 3):

Table 3: Diversity in management

	2024
Percentage of members – Management Board of OHB SE	
Female	20 %
Male	80 %
Diverse	–
Percentage of members – Supervisory Board of OHB SE	
Female	20 %
Male	80 %
Diverse	–

1.1.3 Strategy

Business model

The OHB Group is positioning itself as a leading provider of innovative space solutions aimed at making a major contribution to overcoming global challenges. The product and service portfolio is divided into the SPACE SYSTEMS, AEROSPACE and DIGITAL business units, which include sustainability aspects as well as other topics.

No significant products or services were withdrawn from the market during the reporting period. The expansion of the portfolio primarily concerned new technologies and partnerships in earth observation, hydrogen utilization and environmental monitoring.

The SPACE SYSTEMS segment entails the development, production and operation of satellites for applications such as earth observation, navigation, communication and scientific research. One particular focus is on the collection of environmental data, which is used to analyze and address climate change and other environmental challenges. In the year under review, progress was made in earth observation missions such as CO₂ Monitoring (CO₂M), Copernicus Hyperspectral Imaging Mission for the Environment (CHIME), Far-infrared Outgoing Radiation Understanding and Monitoring (FORUM) and Meteosat Third Generation. In addition, small satellite constellations were developed to monitor agricultural areas, and innovative technologies to minimize space debris, such as the "Zero Debris Charter", were introduced.

In the AEROSPACE segment, the focus is on the development of aerospace systems. In the year under review, MT Aerospace AG made further progress on the development of a climate-friendly hydrogen infrastructure, including the Hydrogène Guyanais A Neutralité Environnementale (HYGUANE) project, which aims

to link the spaceport in Kourou and neighboring communities with the use of liquid hydrogen-based electromobility. A partnership was also entered into with MTU Aero Engines for the development of a liquid hydrogen fuel system for commercial aviation.

The DIGITAL segment develops technologies and applications that address environmental and sustainability issues. Projects such as "Next Generation City Climate Services Using Advanced Weather Models" and "Emerging Data Sources" (CityCLIM) promote the efficient use of resources and the monitoring of environmental pollution.

Serving markets and customer groups

There were no significant changes in the markets or customer groups addressed in the reporting period. However, activities were expanded through new partnerships and projects, particularly in the area of hydrogen infrastructure and the use of environmental and earth observation data.

The OHB Group addresses a wide range of customers and markets, all of which are influenced by the strategic focus on sustainability issues. The focus is on institutional and commercial markets with an emphasis on Europe. The core markets include space applications in the areas of earth observation, navigation and communications, supplemented by innovative applications in aviation and digital solutions for environmental monitoring. On the institutional side, the main customers are national and international space agencies such as the European Space Agency (ESA), the European Commission, EUMETSAT (European Organization for the Exploitation of Meteorological Satellites) and national government agencies. The commercial segment comprises customers that use satellite technologies and services for specific applications. The products and services are offered in the form of direct sales in the B2B sector. This results in a close exchange with customers and enables targeted adaptation to specific requirements. The end users of the OHB Group's products and services include scientific institutions that use the data for research and analysis purposes as well as private individuals who benefit indirectly from the improved navigation technologies, communication services and environmental solutions.

Value chain

The OHB Group is a European space and technology group characterized by innovativeness and over 40 years of experience in the development and implementation of modern space systems. The company's business model is based on the integration of numerous highly specialized inputs, which are crucial for the successful execution of its projects and products. These inputs include advanced lightweight materials, electronic components, optical systems and high-performance alloys, which are sourced via a network of selected suppliers and partners. The expertise of our highly qualified employees, which is strengthened by continuous investment in research and development and targeted

training measures, is equally as important. In addition, access to extensive data and technological resources, particularly through partnerships with the European Space Agency, plays a central role in the OHB Group's development work.

The geographically diversified subsidiaries in key member states of the EU (European Union) and the ESA aim to provide access to national and European space programs. This is done through the development and implementation of projects in the fields of earth observation, navigation, communications, science and exploration. The Group also ensures the transfer of expertise through research and the strategic use of funding from European and national institutions. The OHB Group is also focusing on the ongoing development of skills, e.g. in quantum technologies and space situational awareness, in order to meet the growing requirements of its customers. This is supported by the integration of new technologies such as artificial intelligence and big data analysis.

Products and services

The company's outputs include a variety of innovative products and services that aim to create social and technological added value. In the SPACE SYSTEMS segment, OHB develops satellites for environmental and weather observation. These provide data for combating climate change and thus support science and political decision-making processes. Reconnaissance satellites and broadband radio transmission enable more comprehensive knowledge to be gained in the area of defense and thus heighten security. In the Exploration segment, OHB offers studies and technologies for the exploration of the moon, Mars and asteroids. In the AEROSPACE segment, the OHB Group is a major supplier for the Ariane program and builds components for satellites and aircraft. This contributes to European autonomy and competitiveness in the space industry. The DIGITAL segment offers ground-based systems such as telescopes and antennas for the operation and analysis of satellite data. Digital applications open up commercial markets that provide useful solutions for industries such as logistics and infrastructure management.

Cooperation with suppliers

The OHB Group works closely with specialized suppliers to procure the sophisticated materials, technologies and components for its products. These include components for satellites and space structures as well as innovative technologies for applications such as earth observation, communications and quantum technologies. The locations of the subsidiaries in Europe also provide direct access to European space resources and programs.

Along the value chain, the OHB Group is the central integrator and developer providing innovative technologies which are crucial for the implementation of national and international space projects. The company has secured a key role in the space value chain through its long-standing collaboration with major players and its participation in European programs.



The following Figure 1 provides a simplified overview of the OHB Group's aggregated value chain and its three business segments. This structure shows how material procurement, production and services are interlinked along the value chain. The procurement of project-related materials and components (Procurement) and the general purchasing of office supplies, cloud services and the leasing of company vehicles are upstream activities. Depending on the business model, the relevant business segments implement the Group's own processes in activities ranging from assembly, design or development of software and hardware solutions to product-specific tests and subsequent transportation to the customer. Processes such as quality assurance, research and development and HR processes are also part of the internal workflows. After production and delivery, the product is used by the customer, either through the direct use of the physical products or the utilization of digital services.

Sustainability strategy

The OHB Group has used the findings of the materiality analysis as a basis for strategy development. Conceptual development began in 2024. This non-financial report provides an initial insight into the results to date. In various stakeholder discussions and workshops as part of the materiality analysis, key topics and core statements were verified and prioritized in individual interviews with ExCom members. The first strategic fields of action were defined. This was followed by comprehensive research into the external framework conditions (competition, customers, regulation). These findings were used to finalize the strategic fields of action.

The OHB Group's sustainability strategy is to be actively embedded in its corporate strategy in the coming years. To this end, the sustainability perspective is to be harmonized with the business perspective in the future and served via specific fields of action. These fields of action and their implementation in

Figure 1: Aggregated value chain of the OHB Group

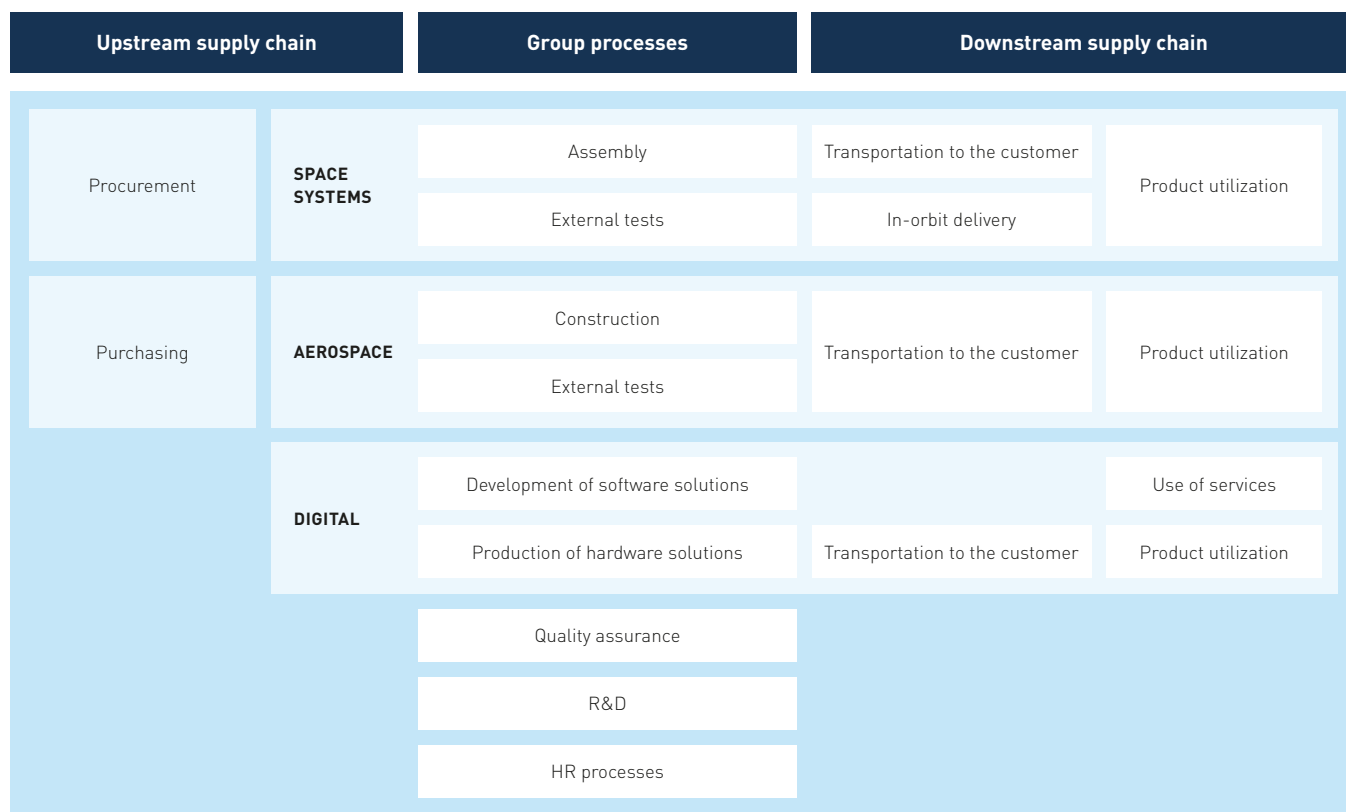
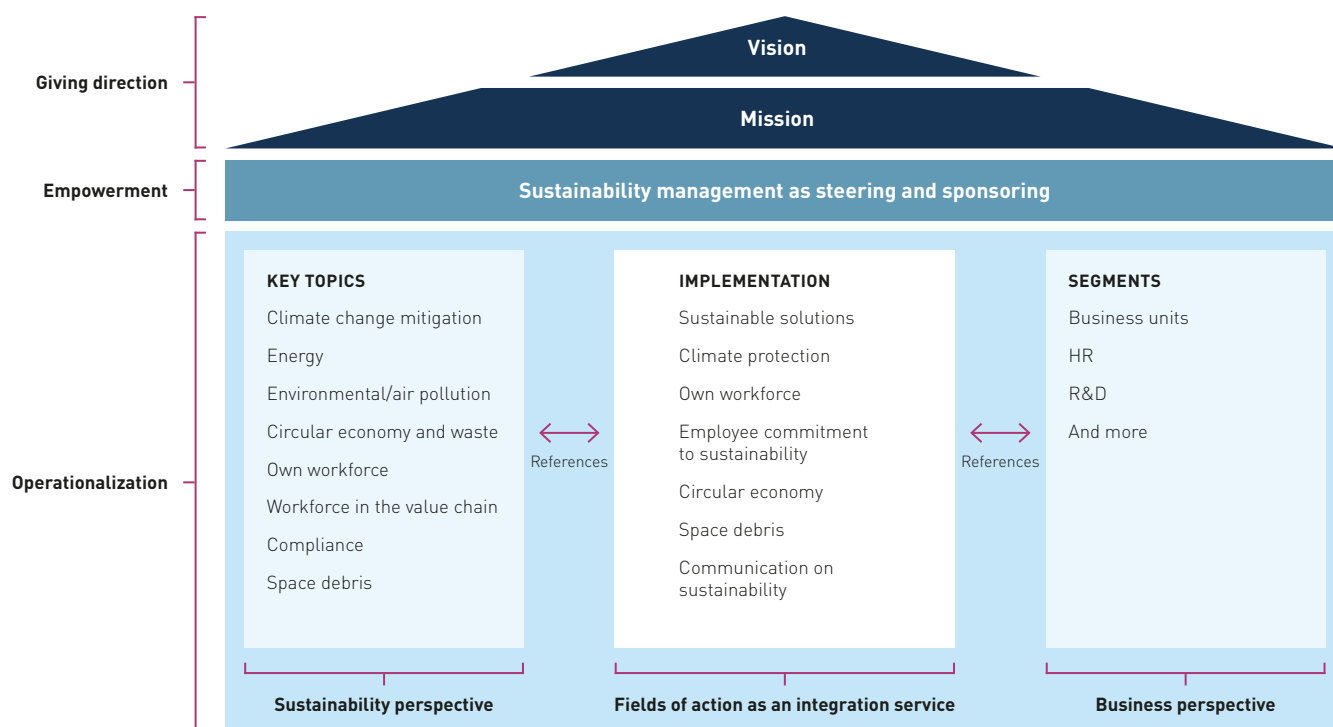


Figure 2: Operationalization of the ESG strategy 2024/25



subprojects are to be actively supported by a steering committee and sponsorship so that the ESG strategy as such is operationalized. The associated elaboration of a vision and mission for the OHB Group's ESG-related development is ultimately intended to point the way forward and is still being prepared (see Figure 2).

The Management Board has given the go-ahead for the development of the ESG strategy. The implementation of these fields of action is organized on a project basis. ExCom has clearly defined responsibilities, initial KPIs and targets up to 2030. Specific project scorecards for the key areas of action are a central component of this strategy. These scorecards are to include sponsors, responsibilities, KPIs, targets and sub-projects. They are currently still under development – the content, specific implementation and sub-goals have not yet been determined. Finalization and adoption are planned for the near future.

The following areas of action were adopted in 2024 (see Figure 3):

Sustainable solutions:

The OHB Group is committed to contributing to climate change mitigation and adaptation by developing attractive sustainable solutions and business areas.

Climate protection:

The OHB Group is committed to a proactive approach to climate change. This includes measures to reduce our own greenhouse gas emissions and to adapt our own business activities to climate change.

Own workforce:

The OHB Group is a value-oriented company that takes great care to understand the needs of its employees and to be attractive to them in the long term. The Group is committed to creating a safe, transparent and inclusive working environment.

Employee commitment to sustainability:

The OHB Group encourages its employees to actively participate in sustainable initiatives and environmentally friendly practices. The company is convinced that this will trigger positive changes within the organization and contribute to the protection of the environment and fellow human beings.

Circular economy:

The OHB Group endeavors to create transparency with respect to its product portfolio to identify potential savings, implement recycling concepts and consequently reduce material consumption.

Space debris:

The OHB Group is committed to creating conditions that prevent space debris and enable the reuse of existing space debris.

Communication on sustainability:

The OHB Group is establishing effective communication channels to inform internal and external stakeholders about ESG projects and their implementation.

Figure 3: Fields of action within the ESG strategy

Field of action	Sponsor	Sub-projects	Targets	KPIs (from 2025)
SUSTAINABLE SOLUTIONS	Head of DIGITAL business unit	<ul style="list-style-type: none"> Contribution of current projects to sustainability New sustainable business opportunities 	<ul style="list-style-type: none"> Overview of sustainable projects with internal/external communication Implementation of a pilot project 	<ul style="list-style-type: none"> Content of the website (yes/no) Incoming orders/year
CLIMATE CHANGE	Board member ESG, Security & Legal	<ul style="list-style-type: none"> Climate change adaptation Climate change mitigation Energy management system 	<ul style="list-style-type: none"> The net risk score is reduced. Scope 1,2,3 GHG emissions were reduced by 42 % compared to base year 2023 Introduction of an energy management system for OHB System AG and MT Aerospace AG 	<ul style="list-style-type: none"> Net risk assessment Reduced tons of carbon equivalents ISO 50001 certification
OWN WORKFORCE	CHRO	<ul style="list-style-type: none"> Development of leadership qualities Strategic recruitment and employer branding Talent and performance management Individual and organizational development 	<ul style="list-style-type: none"> Definition of management standards at the Group level Make-or-buy strategy; promotion of employer branding initiatives and highlighting of OHB as European space champion internally/externally Definition of talent and performance management standards at the Group level Individual and organizational development activities at the Group level 	<ul style="list-style-type: none"> Employee engagement score
EMPLOYEE COMMITMENT TO SUSTAINABILITY	CHRO	<ul style="list-style-type: none"> Employee commitment to sustainability 	<ul style="list-style-type: none"> Information formats and voluntary measures developed and implemented; "Sustainability is part of OHB's DNA" 	<ul style="list-style-type: none"> Index of employee participation Number of new projects/actions
CIRCULAR ECONOMY	Board member ESG, Security & Legal Board of Directors Engineering & AIT	<ul style="list-style-type: none"> Application of the principles of the circular economy Life cycle assessment (LCA) 	<ul style="list-style-type: none"> Proportion of recycled materials/ recycled products increased Use of LCA for the environmentally friendly design of our products 	<ul style="list-style-type: none"> Percentage of recycled materials/products Reduction of the product footprint as a percentage
SPACE DEBRIS	CTO CSSO	<ul style="list-style-type: none"> Further development of standards Space debris research & development Space debris compliance 	<ul style="list-style-type: none"> We are represented on all relevant current and future committees in which SD standards are developed Acquired/have invested in further development by 2030 through project acquisition and own investments 100 % compliance of all OHB projects with the ECSS standards for the critical design review achieved 	<ul style="list-style-type: none"> Percentage representation in relevant committees Total project acquisition and own investments in R&D 100 % of projects that meet the space debris requirements Proportion of retrieved or passivated objects/ object mass in relation to all inoperative OHB objects in orbit
ESG COMMUNICATIONS	Board member ESG, Security & Legal	<ul style="list-style-type: none"> Internal communications External communications 	<ul style="list-style-type: none"> Internal communication on ESG strategy, measures and results established External communications beyond the established disclosure obligations and perception improved 	<ul style="list-style-type: none"> Depending on the communication plan drawn up

Stakeholder interests and viewpoints

The OHB Group has considered the company's key stakeholders. These include employees, customers (particularly national and international space agencies), suppliers, investors and political and scientific institutions. This was determined in the double materiality analysis, in which specific categories of stakeholders were identified depending on their relevance for certain topics. The extent of stakeholder involvement varied according to the relevance of the stakeholders for ESG issues of the OHB Group.

Stakeholders were involved via workshops, interviews and discussions with internal stakeholder groups. The aim of these activities was to learn about and assess the company's impact on the environment and society as well as the financial risks and opportunities from the stakeholders' perspective. The results of these discussions were incorporated in the prioritization of the material topics, particularly through their integration in the materiality matrix and the strategic fields of action of the ESG strategy.

The positions of other stakeholders were determined using internal and external data sources such as stakeholder feedback, market studies, industry benchmarks and scientific findings.

As part of the dual materiality analysis, the OHB Group conducted an analysis of stakeholder feedback on the relevant topics to take full account of the interests and viewpoints of the main stakeholders. Relevant topics such as climate change, resource efficiency, social standards in the supply chain and governance aspects were considered. The stakeholders' perspectives were used to assess the strategic relevance of the topics for the business model and the company's long-term resilience. As a result, priorities for the sustainability-related fields of action and potential risks and opportunities were identified.

The results of the stakeholder meetings and their relevance for the company's sustainability-related impacts are reported to the administrative, management and supervisory bodies. This takes the form of reports and presentations that include, for example, the results of the materiality analysis, the risks

and opportunities identified and the progress made in implementing the ESG strategy. The involvement of these corporate bodies is intended to ensure that the stakeholders' views are taken into account strategically and that the company's measures align with their expectations.

1.1.4 Materiality analysis

In the year under review, the reportable aspects were determined on the basis of the double materiality analysis procedure defined in the ESRS.

In the dual materiality analysis, the OHB Group has identified material impacts, risks and opportunities arising in particular from material environmental issues (climate adaptation, climate protection, energy, air pollution, resource inflows and outflows), material employee issues (working conditions and equal opportunities for its own workforce and workers in the value chain) and governance issues (corporate culture, whistleblowing, supplier management, anti-corruption and anti-bribery and lobbying activities).

These aspects are anchored in all areas of the business model, our own activities and the upstream and downstream value chain. In addition, the OHB Group has identified space debris as a further specific issue of strategic importance for the company's long-term resilience and competitiveness.

The IROs identified to date cover over 100 cases. A detailed presentation of the identified effects, opportunities and risks is not provided for the current year. Re-validation of the individual IROs is planned for 2025.

Materiality assessment process

The methodical procedure for identifying the material topics is based on the ESRS. Both the company's impact on the environment and society ("impact materiality") and the impact of environmental and social issues on the company ("financial materiality") were taken into account.

A long list of topics, based on the key topics listed in ESRS 1 AR16, was used to create a short list. Internal and external data sources such as stakeholder feedback, market studies, industry-specific benchmarks and scientific studies were analyzed for this purpose. This process was supplemented by workshops with internal experts in which potential IROs along the value chain were identified. The various inputs were structured according to their relevance and level of detail.

The materiality analysis was carried out in several steps:

- 1. Identifying the value chain:** The first step was to review the value chain of the SPACE SYSTEMS, AEROSPACE and DIGITAL segments. The analysis was carried out in close cooperation with the relevant stakeholders. Geographical factors and sector-specific risks were taken into account. The entire value chain, including upstream suppliers, internal processes and downstream business partners, was included in the analysis to enable a holistic view.
- 2. Identification of relevant topics and IROs:** A second step involved consulting internal and external stakeholders to identify (potential) IROs. To this end, workshops were organized to identify interfaces and interactions between the company's activities and the potential impact on the environment and society. In addition to the workshops, individual discussions were held with stakeholders in order to gain a deeper insight into the specific effects. External experts and market analyses supplemented the internal perspectives, particularly with regard to industry-specific risks and opportunities.
- 3. Assessment of IROs:** The IROs identified were assessed using a scoring system that takes into account criteria such as severity, probability, scope and immutability of the impact. Based on the methodology proposed by the EFRAG (European Financial Reporting Advisory Group) and used by OHG, a scale

of 1 to 5 was defined for the evaluation criteria. A sustainability aspect was classified as "material" if one or more IROs met the criteria for impact materiality, financial materiality or both. An average value of ≥ 3 was set as the materiality threshold for either impact materiality or financial materiality. Internal experts from the divisions and Group functions were consulted in order to review the results of the materiality analysis. In order to cover the perspectives of the stakeholder groups as effectively as possible, care was taken to consider the perspectives of users and those affected by sustainability reporting and to represent them through discussions with internal experts.

The **calculation** underlying the assessment of potential and actual impacts was carried out according to the following principle:

- **Positive actual impact:** Calculation of the mean value of extent (1–5) and scope (1–5) subsequently multiplied by the probability of occurrence (5 = 100 %)
- **Negative actual impact:** Calculation of the mean value of extent (1–5), scope (1–5) and immutability (1–5) subsequently multiplied by the probability of occurrence (5 = 100 %)
- **Positive potential impact:** Calculation of the mean value of extent (1–5) and scope (1–5) subsequently multiplied by the probability of occurrence (1 = 20 %, 2 = 40 %, 3 = 60 %, 4 = 80 %)
- **Negative potential impact:** Calculation of the mean value of extent (1–5), scope (1–5) and immutability (1–5) subsequently multiplied by the probability of occurrence (1 = 20 %, 2 = 40 %, 3 = 60 %, 4 = 80 %)

The following **assumptions** were made for the specific evaluation of each IRO:

- **The probability of occurrence** is not taken into account for actual negative effects in order to determine the impact as material. The result arises from the multiplication of = 100 % probability of occurrence, i.e. the converted multiplier = 1, in order to **effectively** achieve **no** change in the scoring.
- If the existence of a **human rights aspect** was answered with "Yes" for a potential impact, the procedure is the same as for the assessment of actual impacts, i.e. a probability of occurrence of 100 % (multiplier = 1) and thus exclusion of lower percentages.
- In connection with impact, the mathematical representation of the relationship between severity and probability of occurrence is multiplied.

The assessment of (financial) risks and opportunities was **calculated** by averaging the magnitude of the risk (1–5) and the probability of occurrence (1–5).

4. Validation of the results: The results of these assessments were consolidated and presented in a materiality matrix that clearly shows the sub-topics and their relevance for the individual business segments. This matrix forms the basis for strategic decisions and the definition of monitoring and control activities. The results were presented to top management and finalized in advance. Top management was also involved during the materiality process in the form of interviews to ensure that the identified impacts, risks and opportunities cover the entire scope of OHB's business model.

This materiality analysis approach covers both the direct effects of our own business activities and the indirect effects of business partners along the value chain.

The procedure was implemented for the first time in the reporting period. A review and update of the materiality analysis is planned for 2025 in order to ensure future adjustments to the methodology and prioritization mechanisms.

Risk management and internal control systems

As part of the materiality analysis, potential (financial) risks and opportunities were identified and assessed based on their extent and probability of occurrence. In accordance with Section 289c (3) Nos. 3 and 4 in conjunction with Section 315c HGB, no material risks or opportunities were identified that are associated with our own business activities or with our business relationships, products and services that are very likely to have or will have a serious negative impact on the aspects mentioned in the CSR-RUG (CSR Directive Implementation Act). No correlations were identified between the consolidated financial statements and non-financial matters.

The main risks associated with non-compliance with ESG requirements in CSRD reporting were discussed and debated. The result of the analysis was discussed with the officer responsible for enterprise risk management (ERM) and incorporated in the ERM. The relevant Management Board members (CFO and ESG) were informed of the risks and are regularly updated on progress, including in the reporting process.

Looking forward to 2025, it is planned to develop an ESG risk register based on the ERM and to identify the strategic relevance of the associated risks.

The following formats are used to report to the Management Board of OHB SE, the management of the business units and the Supervisory Board on the status of CSRD reporting:

- bi-weekly meeting with the Management Board of OHB SE
- monthly meeting of ExCom, semi-annual meeting of the ESG, Corporate Governance and Nomination Committee and Supervisory Board (quarterly committee meetings are planned for 2025).

Environmental information

»Sustainability transformation also entails creating the necessary organizational structures and processes. We want to be able to handle the challenges of changing environmental conditions and ESG-related political conditions and rules in a future-proof way. We laid the foundations for this in the current year and intend to focus more strongly on our contribution to climate protection in the coming years. This includes actively reducing our greenhouse gas emissions.«

Petra Schwemmer,
Head of Sustainability

2 ENVIRONMENTAL INFORMATION

2.1 CLIMATE CHANGE

Climate change and the associated mitigation efforts are of strategic relevance for the OHB Group. The importance of this topic is reflected in the ESG strategy that has been adopted. Group-wide greenhouse gas emissions are reported for the first time this year. In addition, the OHB Group once again emphasizes the contribution made by its products and services in providing effective solutions for understanding and researching climate change. Environmental developments are continuously monitored and monitoring solutions established in the three business segments SPACE SYSTEMS, AEROSPACE and DIGITAL. Responsibility for the first steps in the process chains is assigned to the relevant pre-development department or, in the case of smaller Group companies, to the highest hierarchical level. Regular exchanges on future-oriented projects of this kind are held at all Group companies with the involvement of top management. The OHB Group's strategic orientation is continuously enhanced at the management level. As climate and environmental protection issues are also included in this process, risks and opportunities are discussed and, if necessary, prioritized or managed at the Group level.

2.1.1 Contribution of products and services

SPACE SYSTEMS

The Group companies assigned to the SPACE SYSTEMS segment are already involved in various institutional projects that help to analyze changes on the earth at an early stage and to counteract any adverse developments. Satellites that collect various environmental data are developed, tested and built for earth observation. This data can be used by scientists and political decision-makers. In this way, the environmental data collected by OHB Group satellites can help to improve understanding of the mounting challenges posed by climate change and the associated impact on our environment. Among other things, the satellites collect data on climatic and weather-related changes, the melting of polar ice and the detection of pollution in water bodies and other important habitats. The OHB Group is involved in European earth observation missions such as CO2M, CHIME, FORUM, Arctic Weather Satellite (AWS), Copernicus Imaging Microwave Radiometry (CIMR), Biomass and Meteosat Third Generation. In addition, OHB System AG has been commissioned to build two research satellites which will provide new information on the interaction between oceans and the atmosphere, ice dynamics and land deformation, which will later be used for the development of sea ice models, among other things.

AEROSPACE

Group company MT Aerospace AG, which operates in the AEROSPACE segment, worked closely in the year under review on developing the infrastructure for the use of hydrogen as an environmentally friendly energy source. The company's special expertise in the storage of hydrogen and its use as a fuel is being utilized, among other things, to make the spaceport in Kourou (French Guiana) climate-neutral and also to supply neighboring communities with green energy in the future (HYGUANE project). In addition, the company was able to successfully test a storage and supply system for hydrogen as part of an overall drive system with a fuel cell in the year under review.

DIGITAL

The DIGITAL segment amasses the knowledge and skills required to efficiently analyze and use the environmental data collected by the satellites. To this end, the OHB Group is participating in EU environmental and sustainability projects, such as CityCLIM. The possible applications range from more efficient use of resources and the detection of environmental pollution to the identification of illegal fishing fleets. In particular, OHB Digital Connect GmbH coordinated various projects last year on an ongoing basis. Among other things, these contribute to the management of climate risks and, for example, enable the monitoring of heat trends and critical infrastructure or climatic changes. OHB Digital Connect GmbH is involved in the GTIF (Green Transition Information Factories – Kick Starters Baltic), GTIF4Vienna (Green Transformation Factory Austria Sustainable Cities), UrbanAI (Urban Features Monitoring with Artificial Intelligence) and IIMEO (Instantaneous Infrastructure Monitoring by Earth Observation) projects.

2.1.2 Climate change mitigation

We are currently working on implementing a holistic ESG strategy that will initiate specific projects in connection with the material ESG topics in the medium term. A key component of this strategy is the development of a climate transformation plan that will outline the fundamental aspects of the climate strategy, including science-based GHG reduction targets, specific measures and the resources required, and a plan to implement these measures. In preparation for a concrete Group-wide decarbonization strategy, a concept including emission projections ("business-as-usual"), objectives and reduction measures was developed in a pilot project for MT Aerospace AG. These concepts are to be rolled out to other companies included in the reporting entity structure. There are currently no other concepts in connection with climate protection.



2.1.3 Performance indicators

For 2024, the OHB Group reports company-wide energy consumption and information on the energy mix as well as total GHG emissions for the reporting entity structure (see section "Basis of preparation") – deviations are marked in the following tables.

Energy consumption and energy mix

In the year under review, the presentation of consumption data has changed fundamentally compared to 2023 and now covers an expanded basis. The OHB Group is working on improving the

data basis and quality and endeavoring to include all fully consolidated Group companies in the future in order to disclose material Group-wide energy consumption data. Particularly noteworthy is the electric power generated in-house as a by-product of the CHP plant at the MT Aerospace AG site in Augsburg. This saved 8,617 MWh of indirectly purchased electric power in 2024. The key figures on the OHB Group's energy consumption and energy mix are presented below (see Table 4).

Table 4: Energy consumption and energy mix¹

	2024
1. Fuel consumption from coal and coal products (MWh)	–
2. Fuel consumption from crude oil and petroleum products (MWh)	2,215
3. Fuel consumption from natural gas (MWh)	27,577
4. Fuel consumption from other fossil sources (MWh)	–
5. Consumption from electricity, heat, steam and cooling purchased or received and from fossil sources (MWh)	7,204
6. Total consumption of fossil energy (MWh) (total of lines 1 to 5)	36,996
Share of fossil sources in total energy consumption (%)	80.9 %
7. Consumption from nuclear power sources (MWh)	683
Share of consumption from nuclear sources in total energy consumption (%)	1.5 %
8. Fuel consumption for renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.) (MWh) ²	24
9. Consumption from electricity, heat, steam and cooling purchased or received and from renewable sources (MWh) ²	8,028
10. Consumption of self-generated renewable energy other than fuels (MWh)	–
11. Total consumption of renewable energy (MWh) (total of lines 8 to 10)	8,052
Share of renewable sources in total energy consumption (%)	17.6 %
Total energy consumption (MWh) (total of lines 6, 7 and 11)	45,731

¹ Excluding OHB Sweden AB and LuxSpace Sàrl.

² Includes estimated energy consumption at three locations.

Greenhouse gas emissions

The presentation of the emission data in the year under review has changed fundamentally compared to 2023 and now covers an expanded basis. The OH B Group is working on improving the data basis and quality and is endeavoring to include all fully consolidated Group companies in the future in order to disclose material Group-wide GHG emissions.

Data collection method

Reporting entity structure for carbon footprint

The following companies were included in greenhouse gas emissions:

- OH B SE (corporate function)
- SPACE SYSTEMS
 - OH B System AG
 - OH B Italia S.p.A.
 - Antwerp Space N.V.
- DIGITAL
 - OH B Digital Connect GmbH
 - OH B Teledata GmbH
 - OH B Information Technology Services GmbH
- AEROSPACE
 - MT Aerospace AG
 - MT Management Service GmbH

Due to data quality and availability limitations, the following two organizations are excluded from the calculations of the 2024 greenhouse gas inventory. Work is currently underway to create the corresponding data basis so that these companies can be included next year:

- SPACE SYSTEMS
 - OH B Sweden AB
 - LuxSpace Sàrl

Tools used

The OH B Group has used the digital software tool Watershed to create a comprehensive greenhouse gas inventory. The use of this software and the calculations it performs align with the GHG Protocol. The software applies suitable emission factors from global databases (e.g. EPA, DEFRA, IPCC), standardizes units and converts energy consumption into carbon equivalents.

Definition of organizational boundaries in accordance with the GHG Protocol

The OH B Group sets organizational boundaries in accordance with the operational control approach as defined in the GHG Protocol Corporate Standard:

- It includes 100 % of GHG emissions from operations over which it has operational control, regardless of ownership and in accordance with the defined reporting entity structure excluding OH B Sweden AB and LuxSpace Sàrl.
- A company is considered to be under operational control if the Group has the authority to implement the operating guidelines in this unit.
- Companies over which the Group does not exercise operational control (e.g. joint ventures for which it does not set guidelines) are excluded from direct reporting. This is the case with Rocket Factory Augsburg AG and Aerotech Peißenberg GmbH & Co. KG: The subsidiary MT Aerospace AG holds investments in these companies but does not exercise any operational control. These companies are excluded from this year's calculations. The extent to which these companies should be included in future calculations is currently being examined.



Definition of operational boundaries in accordance with the GHG Protocol (greenhouse gas)

As Scope 3 emissions account for most of the total emissions, the OHB Group conducted a comprehensive Scope 3 screening to identify the relevant Scope 3 categories. This process included the following:

1. Business model and value chain assessment: Each company in the reporting entity structure was assessed on the basis of its business model, supply chain and operational activities to identify relevant activities that generate greenhouse gas emissions. The basis for determining all relevant business activities was the minimum boundaries per Scope 3 category of the GHG Protocol Standard (see GHG Protocol Scope 3 Standard, p. 34 ff.).

2. Stakeholder engagement: Relevant internal stakeholders (e.g. purchasing, logistics, travel managers and technical departments) were involved in validating the main sources of emissions. The stakeholders' findings helped to determine the availability of data and the appropriate calculation methods.

3. Definition of reporting boundaries per Scope 3 category: Based on the screening, the OHB Group identified the relevant Scope 3 categories to be included in the greenhouse gas inventory.

The following Table 5 provides an overview of the relevant scope categories:

Table 5: Overview of relevant Scope categories

Scope category	Relevant	Calculation method	Data basis
Scope 1 & 2: Direct and indirect energy-related emissions	Yes	Consumption/activity (kWh, liters, km)	Energy consumption for gas, district heating, electricity and vehicle fleet, as well as information on distances traveled in company cars.
Scope 3.1 & 3.2: Purchased goods, services and capital goods	Yes	Monetary (EUR, number of launches)	Outputs for OpEx and CapEx from common ERP systems (e.g. SAP). In addition, launches commissioned by companies in the OHB Group. Due to insufficient data availability, OHB System AG's total project-related purchases of goods were not included in this calculation. Work is currently underway to make this data available for the next reporting period.
Scope 3.3: Activities related to fuels and energy	Yes	Consumption/activity (kWh, liters, km)	Based on the energy consumption determined (see Scope 1 & 2).
Scope 3.4: Upstream transportation and distribution	Yes	Monetary (EUR)	Expenses for logistics services from customary ERP and logistics management systems.
Scope 3.5: Waste generation in companies	Yes	Weight (kg, t)	Annual reports from waste disposal companies on waste volumes and types.
Scope 3.6: Business travel	Yes	Activity/monetary (EUR, km, number of overnight stays)	Information on distances traveled per mode of transport and expenditure on rental cars and hotel accommodation.
Scope 3.7: Commuting employees	Yes	Estimate (number of FTEs)	Average commuting behavior per location based on the number of employees.
Scope 3.8: Upstream leased assets	Not relevant, as no assets or property, plant and equipment are leased. OHB Digital Connect GmbH and OHB Teledata GmbH have rented office space in large building complexes. Energy consumption was therefore estimated on the basis of the floor area and included in Scope 1 & 2.		
Scope 3.9: Downstream transportation	Not relevant, transportation is commissioned by OHB Group companies. This is fully included in Scope 3.4.		
Scope 3.11: Use of products sold	Yes	Activity (kWh)	Estimated energy consumption during the entire utilization phase.
Scope 3.12: Disposal of products sold (end-of-life treatment)	Yes	Mass (kg, t)	Quantity of materials (e.g. metals, plastics, electrics, etc.) contained in the products sold. Assumptions regarding the type of waste management (e.g. recycling, incineration, etc.) based on regional averages.

Description of method for determining the emissions during a launch

Each launch causes an estimated 1,968 tons of carbon emissions (t carbon equivalents). This figure is derived from various scientific sources.¹

RP-1 (414.86 tons per launch) is used as the main propellant for the launch, while liquid oxygen (LOx, 69.14 tons per launch) is used as the oxidizer. The mixing ratio is 86 % RP-1 to 14 % LOx. While RP-1 provides the actual energy, the oxidizing agent enables combustion in oxygen-free space.

The emissions are made up as follows:

- The combustion of RP-1 generates 1,324.93 t of carbon equivalents (3.19 carbon equivalents per ton).
- LOx contributes 643.03 t of carbon equivalents (9.3 carbon equivalents per ton).
- In addition, the launch vehicle itself generates 7.35 t of carbon equivalents per launch.

This results in total emissions of around 1,968 t of carbon equivalents per launch.

Total GHG emissions

The OHB Group's greenhouse gas inventory for 2024 is as follows: over 90 % (87,710 t of carbon equivalents) of emissions originate from the upstream and downstream value chain via both purchased goods and services and the use phase or end-of-life treatment of OHB products. At just under 6 % (5,546 t of carbon equivalents), the second largest proportion of emissions comes from the direct energy consumption e.g. heat generation or the combustion of direct energy sources. Indirect emissions, such as purchased electricity or heat, account for the smallest share of total GHG emissions at just 4 % (3,980 t of carbon equivalents). The key figures for the OHB Group's GHG emissions are presented below (see Table 6).

Table 6: Total GHG emissions

Breakdown of GHG emissions ^{1,2}	2024
Scope 1 greenhouse gas emissions	
Total Scope 1 gross GHG emissions (t carbon equivalents)	5,546
Scope 2 greenhouse gas emissions	
Site-related Scope 2 gross GHG emissions (t carbon equivalents)	5,048
Market-related Scope 2 gross GHG emissions (t carbon equivalents)	3,980
Scope 3 greenhouse gas emissions	
Total indirect Scope 3 gross GHG emissions (t carbon equivalents)	87,710
K1: Purchased goods and services	60,064
K2: Capital goods	924
K3: Activities related to fuels and energy (not included in Scope 1 or Scope 2)	2,428
K4: Upstream transportation and distribution	6,791
K5: Waste generation in companies	616
K6: Business travel	4,161
K7: Commuting employees ³	3,042
K11: Use of products sold	9,435
K12: End-of-life treatment	250
Total GHG emissions	
Total GHG emissions (location-based) (t carbon equivalents)	98,203
Total GHG emissions (market-related) (t carbon equivalents)	97,237

¹ The calculation contains mostly US-based emission factors and includes some estimates due to missing or incomplete primary data.

² Excluding OHB Sweden AB and LuxSpace Sàrl.

³ Including OHB Sweden AB and LuxSpace Sàrl.

¹ NASA (2017), Dasch (2006), Calabuig et al. (2024), DEFRA (2024).





2.2 SPACE DEBRIS

2.2.1 Strategy

As a systems integrator, the OHB Group develops expensive satellite systems that are built to the customer's specifications for unique scientific operations. However, the growing number of space missions will inevitably lead to an increase in debris in space. This is caused in particular by unused satellites after the end of missions, disused rocket stages or collisions of satellites with existing debris. Due to the exponential increase in the amount of space debris, the associated risks of future collisions continue to rise. This also has an impact on the reliability of the OHB Group and the OHB satellite systems. The conditions must be constantly reviewed, as new collisions and fragmentation can occur time and again, resulting in new risks. Damaged satellites in particular cannot usually be replaced at short notice. It is vital for the issue of space debris to be addressed strategically as it is critical not only to the survival of OHB satellite systems but also to the continued utilization of the space environment. The OHB Group is thus positioning itself as an innovator in the aerospace industry to address the current and future effects of space debris and regards this as a field of action in its ESG strategy. The OHB Group is developing solutions for the current problems and strengthening the resilience and compliance of OHB's satellite systems by observing ESA's space debris mitigation standards. This standard aims to reduce the release and spread of space debris and the associated risks.

Our approach

In order to play a pioneering role in the management of space debris, the OHB Group has set itself the goal of developing products and systems that enable safe and sustainable use of space. OHB follows the relevant standards, particularly the ISO standards for space systems (e.g. ISO 24113 for space debris containment), the ECSS standards (European Cooperation for Space Standardization) and the ESA ESSB guidelines (ESA Standardization Steering Board). In addition to strict compliance with these requirements, the OHB Group is specifically investing in research and development to drive forward innovative technologies for avoiding, reducing and eliminating space debris and enabling sustainable solutions for future missions.

Roles and responsibilities

Several players are involved in the field of space debris – a crucial aspect, as the integration of large space systems involves several key disciplines in order to obtain a comprehensive overview of the situation. The following is an overview of the roles and responsibilities within the strategy. One person can take on several roles, and a role does not necessarily have to be filled by a single person:

Company level:

- **Space Safety Tech Hub Leader:** Main person responsible for the initialization of the Space Safety Tech Hub. Establishes and updates roadmaps to link critical projects to funding sources. Leads the Tech Hub to gather input on key developments needed for critical projects and to be a leader in key space debris development areas.
- **Technical experts for space debris:** Technical responsibility for developments in key areas of space debris. They provide input for the Space Safety Tech Hub Leader and oversee developments in their main area of expertise. They keep abreast with the latest developments in space debris containment and participate in the development and enhancement of the relevant standards.
- **Business development:** Responsible for the link between the corporate strategy for space security and upcoming critical projects (internal and external).

Project level:

- **Project managers:** Overall responsibility for compliance with space debris requirements in their projects.
- **Product Safety Officer:** Responsible for reviewing and verifying project compliance with applicable space debris standards.

2.2.2 Management of impacts, risks and opportunities

In order to exploit the opportunities arising in the growing market for space security, a series of KPIs were developed in 2024 as part of the initial field of action and will be defined more closely in 2025. These support knowledge management in this area and the development of potential products and solutions which OHB could offer. These options and the associated financing are managed via the Space Safety Tech Hub, which continuously

evaluates the technological maturity of new solutions, comparable developments at OHB and potential financing flows. At the same time, the risks associated with the developments are recorded and reported to the management and the Tech Hub Coordinators. If it becomes apparent during the project life cycle that changes – such as new regulations on the management of space debris – are impacting ongoing projects, this information is passed on to the Product Assurance Officers and project managers.

Security products and missions in space generally involve a fundamental financial risk, as they do not currently offer any profitable or secure market opportunities. This is particularly evident with active debris removal: Development is challenging as there is no fixed infrastructure to cover mission costs – for example in the form of mandatory insurance or a penalty payment for operators who fail to properly remove their satellites from orbit. What is at stake is the secure and long-term viability of space and the development of essential key technologies to realize this ambition. These technologies are not only crucial for debris removal, but could also have many uses in future missions or logistical space services.

Policies, guidelines and processes

At OHB, guidelines for the reduction of space debris are largely determined by the standards applicable to each project. It is therefore essential to actively participate in working groups and the further development of these standards. In this way, OHB remains informed about upcoming changes and can prepare for any necessary developments at an early stage.

Compliance with the standards follows the tried and tested process of a satellite project: Documents on space debris avoidance are reviewed and approved at every milestone – with the Critical Design Review (CDR) acting as a central element. This standardized procedure is consistently applied to all OHB projects.

While the standards and guidelines determine the design work to a large extent, active participation in the working groups is essential to recognize future requirements at an early stage. For this reason, internal investments, including the establishment of a tech hub on this topic, are an important part of the process. The OHB Group plans to work continuously on developments which support the sustainable use of space. The following relevant standards customarily apply to space debris projects (list not exhaustive): ISO 24113, ISO 27875, ECSS-U-AS-10C, ESSB-ST-U-007, ESSB-ST-U-004.

The implementation of the field of action is currently in its infancy and will undergo internal implementation for further examination of the aspects mentioned and the development of sub-projects.

2.3 FURTHER ENVIRONMENTAL ASPECTS

In addition to climate change, the OHB Group has also identified other environmental aspects as material. This includes the air pollution, resource use and the circular economy, particularly in the downstream value chain.

Environmental and air pollution

The issue of environmental and air pollution caused by launches was discussed for the first time this year as part of the materiality assessment. The relevance arises both from the financing of launches for the execution of satellite projects and from the potential future launch of the Group's own rocket systems. Science-based data is essential for making in-depth assessments of the current environmental impact of rocket emissions and launches. This debate is currently at an early stage. No specific guidelines or measures are yet in place to manage or mitigate the associated impacts, risks and opportunities.

Resource utilization and circular economy

The circular economy is a key issue for the OHB Group for a number of reasons. The central challenge is to meet the technological and material requirements for product safety and performance in a complex and regulated space industry. The OHB Group is examining how circularity concepts suitable for space travel can be developed in cooperation with suppliers and partners. No specific guidelines or measures are yet in place to manage or mitigate the associated impacts, risks and opportunities. As part of ESG strategy development, the circular economy has been defined as a central component via a field of action. In the year under review, work initially continued on development and particularly involved the application of LCAs and the use of recycled materials. The OHB Group is initially endeavoring to create transparency with respect to its product portfolio in order to identify suitable potential for savings in the future. The implementation of the field of action is currently in its infancy and will be passed on to internal implementation for further examination of the aspects mentioned and the development of sub-projects.



2.4 EU TAXONOMY

Regulation (EU) 2020/852 ("Taxonomy Regulation") is a key element of the European Commission's action plan to redirect capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU goals as the Taxonomy is a classification system for environmentally sustainable economic activities.

The following section presents the share of Group turnover, capital expenditure (CapEx) and operating expenditure (OpEx) in 2024 that is associated with taxonomy-eligible and taxonomy-aligned economic activities in connection with the environmental objectives pursuant to Art. 8 of the Taxonomy Regulation in conjunction with Art. 10 (4) of the Delegated Act on Art. 8 of the Taxonomy Regulation (Delegated Regulation (EU) 2021/2178).

2.4.1 Definitions

Economic activities are defined as taxonomy-eligible if they are described in European Climate Law (Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2022/1214) or in European Environmental Law (Delegated Regulation (EU) 2023/2486), regardless of whether the economic activities fulfill individual or all associated technical assessment criteria.

An economic activity is taxonomy-aligned if it complies with the relevant technical screening criteria and the DNSH ("Do no significant harm") criteria and is carried out in compliance with the minimum safeguards regarding human and consumer rights, anti-corruption and bribery, taxation and fair competition. To meet the technical screening criteria, the economic activity contributes substantially to at least one environmental objective while not doing significant harm to any of the other environmental objectives.

Non-taxonomy-eligible economic activities are those that are not described in the Delegated Acts to the Taxonomy Regulation.

2.4.2 Our activities

Core business

All taxonomy-eligible economic activities listed in the Climate Change Act or the Environmental Act were assessed on the basis of the activities of a space and technology group. The European Climate Law and European Environmental Law focus

on the economic activities and sectors that have the greatest potential to achieve the goal of mitigating climate change and generally concentrate on sectors and activities that offer the greatest possible leverage for meeting the six environmental objectives. The sectors covered include energy, selected manufacturing activities, transport and construction.

Following a thorough review involving all relevant departments and functions, it was decided that, as in the previous year, the OHB Group's core economic activities are not covered by the European Climate Law or the European Environmental Law and are therefore not taxonomy-eligible.

The assessment of taxonomy-eligibility centers on economic activities that are defined as the provision of aerospace goods or services to a market and thus (potentially) generate revenue. As a space and technology group, the development, production and marketing of systems, including upstream and downstream services, are defined as the core business activities in this context. Activities such as the acquisition/construction of new buildings (for our production facilities), the transportation of products to our customers and data processing are defined as fundamental activities that are necessary for the performance of core business activities. In relation to the turnover KPI, these activities are not reported as taxonomy-eligible, as they do not generate external revenues on an independent basis.

With regard to CapEx/OpEx in connection with purchases and measures that are individually considered taxonomy-eligible, please refer to the explanations in the section "CapEx and OpEx KPI" in the description of accounting policies.

Performance indicators

The key performance indicators (KPIs) comprise turnover, CapEx and OpEx. To disclose the KPIs, the OHB Group uses the templates in Annex 2 of the Delegated Act on reporting requirements. As none of the economic activities are carried out in connection with nuclear energy and fossil gaseous fuels (economic activities 4.26–4.31), the information on template 1 is limited and the more extensive templates 2 to 5, which were introduced by Delegated Regulation (EU) 2022/1214 for economic activities in certain energy sectors (see Table 7), are omitted.

Table 7: Nuclear energy and fossil gas activities according to Appendix XII Template 1 of the Delegated Act on Art. 8 of the Taxonomy Regulation (introduced by Delegated Regulation (EU) 2022/1214)

Activities in the field of nuclear energy		
1.	The undertaking is active in the research, development, demonstration and use of innovative power generation plants that generate energy from nuclear processes with minimal waste from the fuel cycle, finances such activities or holds risk positions in connection with these activities.	No
2.	The undertaking is active in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety improvement using the best available technologies, finances such activities or holds risk positions in connection with these activities.	No
3.	The undertaking is active in the safe operation of existing nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety-related improvement, finances such activities or holds risk positions in connection with these activities.	No
Activities in the fossil gas sector		
4.	The undertaking is active in the construction or operation of plants for the generation of electricity from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No
5.	The undertaking is active in the construction, modernization and operation of plants for combined heat, power and cooling with fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No
6.	The undertaking is active in the construction, modernization and operation of plants for heat generation that produce heat/cooling from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No

The taxonomy-eligible and taxonomy-aligned turnover, CapEx and OpEx were determined in a multi-stage process:

- Identification of taxonomy-eligible economic activities and description of the specific connection between the contact persons of relevant Group companies.
- Feedback and consultation with the ESG department on taxonomy-eligible economic activities in the year under review.
- Disclosure of the relevant taxonomy-eligible turnover, CapEx and OpEx.
- Verification of compliance with the technical evaluation criteria and minimum safeguards.

With regard to the review of the taxonomy alignment of taxonomy-eligible economic activities in 2024, no alignment was reported due to a lack of evidence and further information on the fulfillment of the technical assessment criteria.

As OHB's economic activities as a space and technology group are not covered by the European Climate Law or the European Environmental Law, the share of taxonomy-eligible and taxonomy-aligned economic activities in our total turnover is 0% and consequently the related CapEx and OpEx are 0% (see Table 8 for the total KPIs). Furthermore, there are no CapEx plans that aim to expand a taxonomy-aligned economic activity or to convert a taxonomy-eligible economic activity into a taxonomy-aligned one.



In addition, the reportable CapEx and OpEx also include expenses associated with the acquisition of output from taxonomy-eligible or taxonomy-aligned economic activities and certain individual measures that enable their target activities to become low-

carbon or reduce greenhouse gas emissions. On the basis of the accounting methods used in relation to this individual taxonomy-aligned CapEx/OpEx (see section "CapEx and OpEx KPIs"), the overall KPIs are reported as follows (see Table 8):

Table 8: Share of taxonomy-eligible and taxonomy-aligned economic activities in turnover, CapEx and OpEx in 2024

	Total (EUR k)	Share of taxonomy-eligible (non-aligned) economic activities	Share of taxonomy-aligned economic activities	Share of non-taxonomy-eligible economic activities
Turnover	1,001,490	0 %	0 %	100 %
CapEx	40,268	6 %	0 %	94 %
OpEx	31,935	7 %	0 %	93 %

The distribution of reportable CapEx and OpEx can be seen in the following two tables (see Table 9 and Table 10):

Table 9: Distribution of CapEx for environmental targets in 2024

	Share of CapEx/total CapEx	
	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	6 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	0 %
PPC	0 %	0 %
BIO	0 %	0 %

Table 10: Distribution of OpEx for environmental targets in 2024

	Share of OpEx/total OpEx	
	Taxonomy-aligned per target	Taxonomy-eligible per target
CCM	0 %	7 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	0 %
PPC	0 %	0 %
BIO	0 %	0 %

For further information and the templates, please refer to the section entitled "Templates in accordance with Appendix II of the Delegated Act on Art. 8 of the Taxonomy Regulation".

Accounting policies

The specification of the KPIs is determined in accordance with Appendix I to the Art. 8 Delegated Act. The taxonomy-eligible and taxonomy-aligned KPIs are determined on the basis of the accounting methods as follows:

Turnover KPI

The proportion of taxonomy-aligned economic activities in our total revenues has been calculated as the part of net revenues derived from products and services associated with taxonomy-aligned economic activities (numerator) divided by the net revenues (denominator). The denominator of the turnover KPI is based on our consolidated net revenues in accordance with IAS 1.82(a). Further details on our accounting policies for our total revenues can be found on pages 48–49 of our Annual Report for 2024. With regard to the numerator, no taxonomy-eligible and therefore no taxonomy-aligned economic activities were identified.

Our total revenues can be reconciled to our consolidated financial statements, see the income statement on page 38 of our Annual Report 2024 ("Sales").

CapEx and OpEx KPI

CapEx KPI

The CapEx KPI is defined as taxonomy-aligned CapEx (numerator) divided by total CapEx (denominator). Please refer to the explanations below for details of the numerator.

Total CapEx comprises additions to property, plant and equipment and intangible assets during the year under review before depreciation and amortization and remeasurements, including those resulting from revaluations and impairments and excluding changes in fair value. They include additions to property, plant and equipment (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16). Additions resulting from changes in the scope of consolidation are also included. Goodwill is not included in CapEx as it is not defined as an intangible asset in accordance with IAS 38. Further details on our accounting policies for CapEx can be found on pages 49–52 of our Annual Report for 2024.

Our total CapEx can be reconciled with our consolidated financial statements, see pages 62–65 of our Annual Report for 2024 ("Changes in intangible assets – historical cost", "Changes in right-of-use assets – historical cost", "Changes in property, plant and equipment – historical cost"). They are the sum total of the transaction types (acquisition and production costs)

- Additions and
- Additions from changes in the scope of consolidation

of intangible assets, right-of-use assets and property, plant and equipment.

OpEx KPI

The OpEx KPI is defined as taxonomy-aligned OpEx (numerator) divided by total OpEx (denominator). Please refer to the explanations below for details of the numerator.

Total OpEx consists of direct non-capitalized costs related to research and development, building renovations, short-term leases, maintenance and repairs, and any other direct expenditures related to the day-to-day servicing of assets of property, plant and equipment. This includes:

- Research and development expenses recognized as an expense in our income statement in the reporting period (see page 38 of our Annual Report 2024). In line with our consolidated financial statements (IAS 38.126), this includes all non-capitalized expenses that are directly attributable to research or development activities.
- The volume of non-capitalized leases was determined in accordance with IFRS 16 and includes expenses for short-term leases and low-value leases (see pages 63–64 of the Annual Report 2024). Even though low-value leases are not explicitly mentioned in Art. 8 of the Delegated Act, we have interpreted the legislation to include these leases.
- Maintenance and repair costs relating to property, plant and equipment were determined on the basis of the maintenance and repair costs allocated to our internal cost centers. The corresponding cost items can be found in various items of the income statement. This also includes building renovations.

As a rule, these are costs for services and material costs for daily maintenance as well as for regular and unplanned maintenance and repair measures. This does not include expenditures relating to the day-to-day operation of property, plant and equipment, such as raw materials, cost of employees operating machinery, electricity or fluids required to operate property, plant and equipment.

Direct costs for training and other measures related to employees are excluded from both the denominator and the numerator. The reason for this is that Appendix I of the Delegated Act on Art. 8 of the Taxonomy Regulation only lists these costs for the numerator, and this does not allow a mathematically meaningful calculation of the OpEx KPI.

Explanations on the numerator for the CapEx and the OpEx KPI

As the OHB Group has not identified any taxonomy-eligible economic activities in categories A (and B), no CapEx/OpEx relating to assets or processes associated with taxonomy-eligible economic activities in category A are included in the numerator of the CapEx-KPI or OpEx-KPI.

However, "Category C" CapEx and OpEx have been identified as taxonomy-eligible, i.e. CapEx/OpEx related to the acquisition of production from taxonomy-eligible economic activities and individual measures that enable certain target activities (non-taxonomy-eligible activities) to become low-carbon or that lead to greenhouse gas reductions (Annex I Section 1.1.2.2. (c), Section 1.1.3.2. (c) of the Delegated Act on Article 8 of the Taxonomy Regulation). A distinction is drawn between the acquisition of production and individual measures. It was determined that all of the CapEx and OpEx listed below is attributable to the acquisition of products and services, as all

activities are performed by suppliers or service providers. In this context, it was decided to count CapEx/OpEx solely as the acquisition of production.

The purchase of services is deemed to be taxonomy-aligned CapEx/OpEx if it can be proven that the supplier in question has performed a taxonomy-aligned activity to create the service purchased by us. As taxonomy alignment also includes compliance with "Do-Not-Significant-Harm (DNSH)" criteria and minimum safeguards, taxonomy alignment cannot be assessed by the Group itself. Taxonomy alignment cannot be demonstrated for any of the services acquired in 2024 (for economic activity 6.5, 7.3 and 7.7 in climate change mitigation (CCM) on the basis of suitable evidence, as the suppliers contacted were unable to provide sufficient evidence. It should be possible to obtain sufficient evidence in the coming years at least for services provided by supplying companies that are also subject to the EU taxonomy disclosure duties. For other taxonomy-eligible economic activities, no further examination of taxonomy alignment was carried out after a consideration of the cost-benefit ratio. The OHB Group's CapEx/OpEx is reported solely as taxonomy-eligible for 2024.

The following economic activities listed in European Climate Law or European Environmental Law that give rise to taxonomy-eligible CapEx/OpEx were identified and can be considered to be individually taxonomy-eligible acquired benefits/measures. The activities listed are assigned to environmental objective 1 of the European Climate Law. No taxonomy-eligible activities are reported for environmental objective 2 as the OHB Group does not generate any turnover from enabling activities and has not identified any separate CapEx/OpEx that explicitly contribute to climate change adaptation.



Table 11: Individual taxonomy-eligible CapEx/OpEx and corresponding economic activity

Description of the acquired individual taxonomy-eligible service/measure	Corresponding economic activity (Appendix I (CCM) and Appendix II (CCA) of European Climate Law or Appendix I (WTR), Appendix II (CE), Appendix III (PPC), Appendix IV (BIO) of European Environmental Law)	
Operation of a combined heat and power plant at a Group site	CCM 4.25	Generation of heat/cooling from waste heat
Disposal costs	CCM 5.5	Collection and transportation of non-hazardous waste in fractions separated at the point of generation
Vehicle fleet (rental cars and leasing)	CCM 6.5	Transportation with motorcycles, passenger cars and light commercial vehicles
Maintenance and servicing of track systems that run across a factory site	CCM 6.14	Rail transport infrastructure
Maintenance and repair of energy-efficient appliances in existing buildings	CCM 7.3	Installation, maintenance and repair of energy-efficient appliances
Installation of e-charging stations at a Group location	CCM 7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)
Maintenance and repair of devices for the central control of heat flows for building heating and air conditioning	CCM 7.5	Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings
Acquisition of buildings (i.e. taxonomy eligibility of all buildings taking into account legal or beneficial ownership, including right-of-used assets under leases for buildings)	CCM 7.7	Acquisition and ownership of buildings

For the purposes of allocating turnover, CapEx and OpEx, the relevant acquisitions and measures and the main related economic activity in European Climate Law and European Environmental Law were identified. In this way, the aim is to ensure that no turnover, CapEx or OpEx is included more than once.



Turnover KPI

Financial year 2024

2024

Financial year 2024		2024		Substantial contribution criteria			DNSH criteria ["Does Not Significantly Harm"]																			
Economic activities (1)	Code(s) (2)	Turnover (3)	Proportion of Turnover, 2024 (4)	Substantial contribution criteria			DNSH criteria ["Does Not Significantly Harm"]										Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or eligible (A.2) of Turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)						
				Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)											
A. TAXONOMY-ELIGIBLE ACTIVITIES																										
A.1 Environmentally sustainable activities (Taxonomy-aligned)																										
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)																										
Of which Enabling																			-	-	-					
Of which Transitional																			-	-	-					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																										
A. Turnover of Taxonomy-eligible activities (A.1+A.2)																			-	-	-	-	0.0 %			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																							0.0 %			
Turnover of Taxonomy-non-eligible activities (B)																										
Total (A+B)																			1,001,490,000	100.0 %						
																			1,001,490,000	100.0 %						


CapEx-KPI

[illegible]



OpEx-KPI

Financial year 2024		2024	Substantial contribution criteria										DNSH criteria ["Does Not Significantly Harm"]									
Economic activities [1]		Code[s] [2]	OpEx [3]	Proportion of OpEx, 2024 [4]	Climate change mitigation [5]	Climate change adaptation [6]	Water [7]	Pollution [8]	Circular economy [9]	Biodiversity [10]	Climate change mitigation [11]	Climate change adaptation [12]	Water [13]	Pollution [14]	Circular economy [15]	Biodiversity [16]	Minimum safeguards [17]	Anteil taxonomiekonformer (A.1) oder taxonomiefähiger (A.2) OpEx, 2023 [18]	Category enabling activity [19]	Category transitional activity [20]		
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1 Environmentally sustainable activities (Taxonomy-aligned)																						
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which Enabling			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E		
Of which Transitional			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	T		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																						
District heating/cooling distribution		CCM 4.15	-	0.0%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	0.0%				
Generation of heat/cooling from waste heat		CCM 4.25	66,237	0.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.5%				
Collection and transport of non-hazardous waste in source segregated fractions		CCM 5.5	91,187	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.0%				
Material recovery from non-hazardous waste		CCM 5.9	-	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.0%				
Transportation with motorcycles, passenger cars and light commercial vehicles		CCM 6.5	760,308	2.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	3.0%				
Rail transport infrastructure		CCM 6.14	4,908	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.0%				
Installation, maintenance and repair of energy-efficient appliances		CCM 7.3	1,406,457	4.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	6.8%				
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)		CCM 7.4	3,024	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.0%				
Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings		CCM 7.5	21,202	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.0%				
Acquisition and ownership of buildings		CCM 7.7	-	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.9%				
Freelance services related to the energy performance of buildings		CCM 9.3	-	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.3%				
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			2,353,322	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.6%				
A. OpEx of Taxonomy-eligible activities (A.1+A.2)			2,353,322	7.4%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	11.6%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																						
OpEx of Taxonomy-non-eligible activities (B)			29,582,048	92.6%																		
Total (A+B)			31,935,370	100.0%																		



»Our employees are our most valuable asset. Their opinions and well-being are very important to us personally. We want to create the best possible working conditions in order to achieve our company goals. This is the only way we can deliver excellent products and services for our customers and thus not only be successful, but also make the world a better and safer place.«

Ramona Stockinger,
Director Talent & Development & Engagement

Social information

3.1 OWN WORKFORCE

As an aerospace and technology group, OHB attaches great importance to employee satisfaction in a labor market that is changing due to a shortage of skilled workers. Recruiting, retaining and developing employees in particular is a priority for the OHB Group. The OHB Group is also characterized by its efforts in the areas of social security, work-life balance and occupational health and safety. The international background and diversity of the OHB Group's workforce is a key asset in the joint and successful implementation of complex aerospace projects. The following sections outline the ongoing development of the employee concerns listed and highlight how the OHB Group is addressing the challenges posed by the employment market and competition. In order to address these challenging issues, a Group-wide people strategy was agreed and adopted by ExCom in May 2024 in line with the future ESG strategy and covers the strategic orientation and further development of the relevant topics for the OHB Group's own workforce. The focus is on leadership development, strategic recruiting and employer branding, paired with talent and performance management and personnel and organizational development.

Characteristics of company employees

In the year under review, the OHB Group employed 2,991 people² in the three business segments SPACE SYSTEMS, AEROSPACE and DIGITAL. The OHB Group is reporting mandatory disclosures and data points in accordance with the ESRS for the first time for 2024. For the purposes of this report, the financial reporting entity structure was departed from in some cases. Accordingly, the data presented here may differ from that contained in OHB SE's annual report. The breakdown of the company's own workforce is shown in Table 12.

3.1.1 Creating a shared working environment

Code of Conduct

The OHB Group's Code of Conduct contains minimum standards which are binding on all OHB Group employees worldwide. Its purpose is to provide assistance in addressing legal and ethical questions in day-to-day work, offer guidance and thus further strengthen confidence in the OHB Group's performance and integrity. The Code of Conduct was adopted by the Management Board in December 2021.

It forms the basis for good corporate governance and contains minimum standards which are binding for all employees and all OHB Group governance bodies worldwide. Ten principles were formulated to make this more concrete:

- We are aware of the underlying requirements for long-term and sustainable business success.
- We comply with local, national and international law.
- We ensure responsible corporate governance.
- We encourage our employees to address all matters openly and without any fears of recrimination. Employees who raise concerns in good faith with respect to matters within the company must therefore not experience any reprisals as a result.

Table 12: Characteristics of the company's own workforce

	2024
Number of employees by region	
Germany	2,422
Italy	306
Sweden	127
Belgium	76
Luxembourg	60
Number of employees by gender	
Female	632
Male	2,359
Diverse	–
Number of employees – permanent	
Female	603
Male	2,267
Diverse	–
Number of employees – temporary	
Female	29
Male	92
Diverse	–
Number of employees – terminated contractual relationship	
Employees – total	281
Percentage rate OHB Group	9.4 %

- We treat each other with respect and trust. We create a working environment that is free of discrimination.
- We encourage training and upskilling as well as the commitment and performance of all employees.
- Every person has the right to freely express their opinion on any matters relating to the company.
- We disclose potential or actual conflicts of interest and resolve them as quickly as possible.
- We treat the company's property and assets responsibly.
- We observe the national and international rules for the import and export of goods and services.

² All figures are given in HC (headcount) as of December 31, 2024. All employee groups were included with the exception of non-employed workers.

Other principles relate to interactions with business partners and third parties, handling information and dealing with people and the environment.

In addition, there are further external and internal guidelines that form the basic structure for organizing responsible, transparent and value-oriented corporate management. These include, in particular, legal requirements, the recommendations of the German Corporate Governance Code, the rules of procedure of the Supervisory Board and Management Board, as well as guidelines and values.

Social security

OH B's commitment to social security and social dialog extends across various dimensions, from employee safety and health to constructive social dialog that takes into account the interests of all stakeholders.

To ensure social security, various approaches have been implemented that go beyond the legal requirements and provide comprehensive protection for employees and their families. These are reflected in particular in the corporate benefits offered (see "Corporate benefits" section).

At the same time, social dialog is seen as a key building block in sustainable corporate governance. This dialog makes it possible to understand different perspectives, address concerns and develop viable solutions together. These efforts are particularly evident in the regular exchanges with the works council. The relevant employee representatives are involved in the implementation of measures both in this exchange and on an adhoc basis. Depending on national requirements, the involvement of the works council entails the provision of information and/or consultation and/or active involvement during and/or prior to the implementation of measures. Further information on the involvement of employees can be found in the section entitled "Involvement of employees and employee representation".

Roles and responsibilities

The OH B Group defines a number of responsibilities to ensure that the dimensions of social security and social dialog are duly implemented.

The company management and the Management Board are responsible for developing a comprehensive and integrated social security and social dialog strategy.

The HR (Human Resources) department plays a key role in implementing and monitoring social security programs, including health benefits, job security and training initiatives. HR management also promotes social dialog by establishing communication structures and an open corporate culture.

Corporate Communications is responsible for using internal and external communication channels to convey information on social security and social dialog in a transparent and understandable way. This helps to raise awareness and promote an open exchange.

The relevant works councils are key players in the social dialog. They represent the employees and are required to act in the interests of the workforce and the company through open communication with the workforce and management. Cooperation with these bodies promotes constructive dialog on social issues.

The Health Officer for the Bremen and Oberpfaffenhofen joint operations and the OH B Group's Safety Officers play a key role in implementing accident prevention and health promotion measures in the workplace. Their responsibilities include identifying potential hazards, training employees and continuously improving safety standards (see section entitled "Occupational health and safety"). At the Augsburg site, this role is performed by the occupational safety specialist.

Policies, guidelines and processes

The aim is to create a social security structure within the framework of the individual company that meets the needs of the employees. The individual companies in the OH B Group have further social security agreements and guidelines in various constellations and forms in addition to the statutory insurance policies for accidents, unemployment, illness, retirement, etc.:

- Private health insurance: In addition to statutory health insurance, which has been implemented in national law in line with European requirements, most German companies offer additional private health insurance.
- Accident insurance: In addition to the statutory accident insurance, most companies offer further insurance in the event of accidents.
- Company pension scheme: Under the requirements of the Company Pension Reinforcement Act in Germany, all German companies offer the option of employee-financed pension schemes.
- Birth assistance: The payment of birth assistance is limited to the German companies forming the joint operations at the Oberpfaffenhofen site

Performance indicators

The key indicators for collective bargaining coverage by region in the OHG Group's European business area are presented below (see Table 13).

Table 13: Characteristics of collective bargaining coverage

	2024
Employees covered by collective agreements – total	
Number of employees	811
Percentage of employees	27 %
Employees covered by collective agreements – region (EEA)	
Germany	16 %
Italy	100 %
Employees covered by collective agreements – region (non-EEA)	
–	–

Corporate benefits

The OHG Group's corporate benefits are designed to enhance employees' well-being, satisfaction and motivation as well as the working atmosphere within the company. In addition to a company pension scheme, a purchasing program for discounted DELL computer hardware and Microsoft products as well as various health and sports activities, employees also have the option of taking out private supplementary health insurance on preferential terms. It is also possible to apply for private comprehensive health insurance with attractive combined benefits. The corporate benefits platform gives employees access to numerous discounted offers from a wide range of providers. The company restaurant "Space Lounge" at the Bremen site deserves special mention. Among other things, the space created there offers 1,200 employees food and beverages supported by a daily net meal allowance. The same applies to Oberpfaffenhofen. The Augsburg site also has a company restaurant with subsidized meals.

3.1.2 Involvement of the company's own workforce and employee representation

The OHG Group has set itself the goal of becoming the European space champion under the company-wide UP2CHAMP initiative. A talented workforce plays a key role here. Against this backdrop, the OHG Group's employees are involved both directly and indirectly via various representative bodies and diverse formats. Various dialog formats are aimed at ensuring a direct exchange with and the involvement of employees and employee representative bodies.

Direct dialog formats

Employee surveys: Surveys conducted in the past on an adhoc and needs-oriented basis (e.g. on mobile working) were converted into the regular format of an employee engagement survey at the Group level in 2024. Details of this are set out in a corresponding Group works agreement so that the results are measurable and transparent. The employee engagement survey uses data to measure the well-being, satisfaction and commitment of the OHG Group's employees. The aim is to review the results and, if necessary, to define suitable measures to improve the results. The employee engagement survey is to be repeated in 2026 and 2028.

Annual employee dialog: Once a year, a mandatory feedback and development meeting is held at the OHG Group's German sites between managers and employees, with an outlook covering the main priorities for the next twelve months in order to provide orientation. In some cases, the discussion is combined with an assessment of or feedback on target achievement, depending on which collective or individual legal basis governs the mandatory discussion.

Adhoc discussion formats: e.g. mandatory discussion formats as part of onboarding, the probationary period feedback or discussion at the end of the probationary period or, in the case of selected contract formats, the target setting or target agreement discussion including feedback discussion on the relevant target achievement. In addition, mandatory individual meetings are held on an adhoc basis at the Bremen, Oberpfaffenhofen and Mainz locations to provide information on the outcome of any salary adjustment negotiations, provided that these have been approved by management and are implemented.



Regular exchange formats with individuals from the relevant management teams at different locations, for example in regular formats such as “Coffee & Cake with...” or “Breakfast with a board member” – interested employees can register at their own initiative and propose topics for discussion. There are also planned direct exchange formats with top management as part of the Group-wide junior staff program “LIFT OFF – We. Create. Space Professionals”.

Regular all-hands meetings are held across all locations throughout the Group once a quarter.

Indirect dialog formats via the employee representative bodies

As a rule, management attends staff meetings as a guest and reports on current and relevant issues affecting the OHB Group. The staff meetings take place once a quarter at each company and are planned by the responsible works council.

Discussions, exchanges, consultations and negotiations are held at various levels between management, HR and works councils and, if necessary, other interest groups (such as youth and trainee representatives, representatives of severely disabled employees). The regular formats are based on the principles of the works constitution or the applicable underlying law. Discussions and negotiations are held on specific topics of common interest, such as the negotiation of works agreements or consultations on matters relating to co-determination.

OHB SE's management reports twice a year on the current situation of the OHB Group at the SE Works Council meetings. The specific details are set out in a participation agreement between OHB SE management and the SNB (special negotiating body).

At two companies, OHB System AG and MT Aerospace AG, employee representatives on the Supervisory Boards are currently sitting on the Supervisory Board on the basis of the principle of one-third participation. As part of their mandates, dialog also takes place here on the views of employee representatives.

The relevant Management Board, management and the CHRO via the HR management (Head of BU and/or Head of CoE) are responsible for the success of employee engagement and dialog formats.

Adoption of works agreements

The applicable works agreements are concluded with the relevant works council committee, depending on the subject matter and co-determination level. This can range from local responsibility to the General Works Council and the Group Works Council. Employers and works councils check in each individual case which specific works council body is affected.

During the negotiation process for matters subject to co-determination, the employee representatives contribute the views of the employees.

Within the OHB Group, there are many different works agreements within the scope of the German Works Constitution Act (BetrVG) which – in addition to the applicable labor laws – stipulate respect for human rights. For example, several works agreements contain provisions on working hours or location-related benefits. The most recent works agreements at the Group level include the Group works agreement on the employee engagement survey. Also worth mentioning in this context are the general works agreement on anti-discrimination and the Group works agreement governing the whistleblower system.

For the SE Works Council, the participation agreement entered into with the special negotiating body serves as the basis for cooperation.

Effectiveness

The dialog formats listed enable the OHB Group and the relevant stakeholders to obtain an overview of the effectiveness of the cooperation with the relevant groups of people. These are tools that can be used to incorporate employees' views in decision-making processes.

The employee engagement survey in particular will be able to identify future trends as a “yardstick”. The survey carried out in 2024 is the starting point in this regard. As of the end of 2024, the survey is in the final round of decision-making and consolidation with regard to the measures to be implemented.

Inclusion and accessibility

OHB is a group of companies with employees from around 40 nations worldwide. In this respect, it is important for the OHB Group to integrate the employee groups linguistically. This is achieved through by various means such as bilingual events and company publications or by offering appropriate language courses.

Furthermore, the OHB Group attaches great importance to recognizing different dimensions of diversity and to respecting and implementing the General Equal Opportunities Act. Regular training events for managers are held for this purpose.

In addition, the position of Equal Opportunities Officer has been filled at certain companies to reflect the importance of equal opportunities within the OHB Group. The Equal Opportunities Officer also acts as the complaints office under the General Equal Opportunities Act and provides information at regular intervals on various topics as part of campaigns.

The company works with the relevant representatives for severely disabled employees in accordance with legal requirements. If necessary, employees can contact their responsible representative or the HR department. Some companies have company Integration Management Officers, who coordinate company integration management together with the relevant stakeholders and, depending on the wishes of those affected, consult with the works councils, representatives of severely disabled employees, company doctors or other important contacts.

Health is also taken into account via a specially created role in the HR department at the Group level. Occupational health management (OHM) pursues the goal of developing operational framework conditions, structures and processes in such a way that work and organization can be structured to promote health and furthers this via various measures (see section entitled "Occupational health and safety").

Under the Diversa initiative, an interdisciplinary team focusing on the advancement of women was established in 2023. The Diversa team concentrates on the following areas:

- Counseling services for father-oriented measures,
- Role model campaign,
- Participation in Hack4Ladies, a hackathon for women for gender-equitable promotion of STEM professions,
- Establishment of official networks and exchange formats on diversity matters at OHG,
- Creation of a knowledge base on DEI (diversity, equity and inclusion) concepts,
- Women's health,
- Anti-discrimination.

The role of the Equal Opportunities Officer

An important player in the implementation of these values is the Equal Opportunities Officer, who advises all employees of the jointly organized Group companies. Her task is to promote equal opportunities and equity within the company. She offers employees the opportunity to report any grievances or instances of discrimination confidentially and anonymously. These concerns are discussed at regular meetings with the Chief Compliance Officer (CCO) subject to confidentiality. In addition, employees from the HR departments are available as competent contacts for special matters such as "buddy" and mentoring systems and possible support programs.

The Equal Opportunities Officer actively contributes to raising awareness of equal treatment within the workforce. This is done through continuous communications via various channels such as the intranet, posters, brochures and personal consultations. In order to reach all employees equally, this communication is in both German and English. At the same time, a regular exchange is held with the works council to jointly develop measures aligned to the needs of the workforce.

The role of the Inclusion Officer

The jointly organized Group companies also have Inclusion Officers. Some of the official appointments have already been made, while others are still being pending due to organizational changes. Due to the low proportion of employees with severe disabilities or an equivalent status (less than 3%), any problems that arise are usually individual cases. An inclusion agreement with the representative for severely disabled employees is to be signed in the coming year. At the same time, both offices advise the employees concerned on issues relating to reporting a severe disability. There is no specific responsibility for this in the other Group companies. Contact persons are the managers and the employees of the HR departments at the relevant locations.

Performance indicators

The key indicators for employee representation at the OHG Group are presented below. This also covers social dialog (see Table 14).

Table 14: Employees subject to employee representation

	2024
Employees subject to employee representation – total	
Number of employees	2,897
Percentage of employees	97%
Employees subject to employee representation – region (EEA)	
Germany	100%
Italy	98%

3.1.3 Conflict management and complaint mechanisms

In principle, priority is always attached to constructive direct dialog between the employee and the direct manager. The main purpose is to strengthen trust and loyalty within the OHB Group between managers and employees and to facilitate efficient processes.

There are also other contact persons available for employees, e.g. the next-highest manager, the HR contact persons, works councils, representatives for severely disabled employees, youth and trainee representatives, Equal Opportunities Officers, Compliance Officers or the complaints office set up in accordance with the Equal Opportunities Act. As a rule, the line manager is included in the dialog due to their management responsibility.

New employees are generally assigned to experienced mentors, who provide them with an overview of the relevant structures and processes in a more informal manner and supplement the direct exchange between managers and employees.

Employees are also able to make suggestions and express ideas for improvements at any time under the company improvement system and the relevant collective agreements. At companies with a works council, employees can also submit complaints to the responsible works council in accordance with the Labor-Management Relations Act and request a remedy via the works council.

In special cases, conflict resolution mechanisms are provided for in collective bargaining agreements. For example, the general works agreement on mobile working applicable at the Bremen and Oberpfaffenhofen sites includes the option of summoning an internal decision-making committee if the previous dialog has not produced any solution. However, as this option has never been used to date, it can be assumed that the existing dialog formats are effective and sufficient.

Encouraging exchange and dialog

Exchanges between employees and their line managers are held on an annual basis via the OHB Group's standardized "Employee Dialog" process. The dialog is digitized in the HR management system. In addition, exchanges are encouraged via the ONE.OHB communication platform (intranet). Employee feedback on internal innovations, changes or general information can be recorded promptly via the intranet platform and evaluated to identify possible measures. In addition to the culture of open and direct dialog with employees, this provides an additional

platform for exchange. Regular staff meetings, to which the Management Board members and/or managing directors invite employees, as well as regular team, department or division meetings, provide scope for sharing information. In addition, training courses on effective communication are offered to strengthen employees' skills in dealing with one another. Managers are encouraged to actively participate in the dialog via an established feedback culture and to act as role models in the interests of an open communication culture.

Communication channels

In addition to the dialog formats mentioned above, the following communication channels are available:

- direct dialog with the responsible manager
- direct dialog with the responsible HR contact person
- participation in the employee engagement survey
- submission of an idea/suggestion under the company suggestion scheme
- complaints office under the General Equal Opportunities Act
- direct dialog with mentor or buddy during the onboarding process
- direct dialog with the responsible works council, the youth and trainee representatives or the representative for severely disabled employees
- direct dialog with the Compliance Officer
- complaint under the Whistleblower Protection Act/Supply Chain Due Diligence Act by Compliance

Access to these channels is available to OHB Group employees at all times. The discussion channels are made known on the relevant company intranet as well as through Group-wide campaigns. Appropriate structures, e.g. the whistleblower protection portal, ensure the necessary confidentiality. Guidelines, such as the Group Code of Conduct, provide guidance here.

Complaints mechanisms

We.Create.Integrity. is the OHB Group's whistleblower portal. It is available to all employees and stakeholders of the OHB Group. The whistleblower system can be used to report compliance violations in areas such as white-collar crime (e.g. corruption, theft, embezzlement, money laundering), breach of human rights, discrimination, sexual harassment and violations of antitrust

or data protection law and to find help on compliance-relevant topics. It is available in six different languages (German, English, French, Spanish, Italian and Swedish) and can be accessed by anyone inside or outside the OH B Group. Its purpose is to give customers, suppliers, shareholders and business partners in particular an opportunity to comment on matters within the scope of the applicable statutory rules on whistleblower protection.

Within the OH B Group, legal requirements such as the prohibition of reprisals against whistleblowers enshrined in the German Whistleblower Protection Act are observed and reflected in internal regulations such as the Group works agreement on the whistleblower system.

When incoming reports are processed and reviewed, particular attention is paid to the interests of the person(s) concerned that are worthy of protection (see section entitled "Whistleblowing").

3.1.4 Respect for human rights

The OH B Group is committed to respecting human rights and protecting the environment. It is the declared aim of the company management to respect, protect and promote human rights and the environment along the entire value chain. Violations of internationally enshrined human rights as well as national and international environmental protection regulations are not tolerated. Human rights and environmental due diligence is based on the following international rules to which the OH B Group is committed:

- International Charter of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- UN Global Compact
- OECD Guidelines for Multinational Enterprises
- Core labor standards of the International Labor Organization
- United Nations Convention on the Rights of the Child

The above-mentioned policies are mandatory within the OH B Group and are supported and complied with on a comprehensive basis. The OH B Group will not tolerate any violations of internationally recognized human rights and will treat each individual case accordingly (see section entitled "Workers in the value chain").

OH B is committed to systematically complying with the United Nations Guiding Principles on Business and Human

Rights and implementing them in all its business practices. These guidelines cover the company's responsibility to respect human rights, to avoid potential violations and to take remedial action in the event of any violations.

The company's internal guidelines and concepts, including the Group Code of Conduct, are fully aligned with internationally recognized standards such as the UN Guiding Principles. The Code of Conduct sets out clear principles for ethical conduct, the protection of human rights and the avoidance of discrimination. All employees undertake to adhere to these guidelines, which are reinforced through regular training and awareness-raising measures.

In order to monitor compliance with these standards, the OH B Group has established mechanisms and structures to enable early identification of and an appropriate response to potential violations. Employees can contact the Equal Opportunities Officer, the Chief Compliance Officer or other specialized complaints offices in confidence to report grievances. In addition, a company anti-discrimination agreement and regular employee surveys heighten transparency and allow staff to provide anonymous feedback.

Respect for human rights is an integral part of corporate policy and embedded in all business areas. The OH B Group sees this not only as a legal obligation but also as an expression of its responsibility towards its employees and society.

3.1.5 Anti-discrimination

A zero-tolerance policy towards any form of discrimination and harassment is of crucial importance for the OH B Group companies. For this reason, the in-company anti-discrimination agreement for the employees of the jointly organized Group companies was adopted across all companies back in 2018. In addition to defining direct and indirect discrimination, (sexual) harassment and bullying, it sets out reporting channels and processes. It also sets specifies sanctions that are imposed in the event of proven discrimination. The agreement protects against discrimination in accordance with Directives 2000/43/EC, 2000/78/EC, 2002/73/EC and 2006/54/EC. Complaints that go beyond this are also handled confidentially, transparently and objectively. Some other Group companies, such as those in Italy and Sweden, also have anti-discrimination policies that implement the European Union directives.

3.1.6 Diversity, equity and inclusion

Our approach

All OHB Group companies comply with the requirements of equal treatment in accordance with the applicable national (in Germany the Equal Opportunities Act, German Social Code) and international legal standards. The OHB Group actively applies these.

This begins with the recruitment of talent in the job advertisements through the explicit inclusion of all gender identifications, multilingualism and the self-evident fact that severely disabled people can also be hired.

The OHB Group's commitment to equal treatment is reflected in corresponding target group-oriented campaigns, both in talent recruitment/employer branding (e.g. with a focus on motivating more women to adopt STEM professions) and in day-to-day operations (e.g. awareness campaigns against sexual harassment in the workplace).

Diversity, equity and inclusion are integral parts of the OHB Group's corporate culture and of key importance for its success. Diversity is seen not only as a strength but also as a key driver of innovation and creativity. It enables different perspectives to be brought together and new solutions to be developed. The OHB Group is actively committed to a working environment that is free of discrimination and in which all employees have equal opportunities to develop both professionally and personally.

A central component of this approach is the promotion of unprejudiced, appreciative cooperation. The individual diversity of employees – in terms of age, origin, gender, disability or other personal characteristics – is duly taken into account. The OHB Group sees it as its responsibility not only to create the best possible working conditions but also to take targeted measures to promote equal opportunities and further the personal development of its employees.

With over 3,000 employees (see OHB SE annual report 2024) from around 40 nations, diversity is an integral part of the company. This international and intercultural approach helps to open up new perspectives and promote joint activities. Since signing the "Diversity Charter" in 2019, the OHB Group has also undertaken externally to adopt a corporate culture based on respect, appreciation and equality.

Policies, guidelines and processes

Development of the diversity, equity and inclusion strategy

OHB is currently developing a diversity, equity and inclusion strategy (DEI strategy) aimed at establishing Group-wide standards by 2028. This strategy is based on seven core areas, each of which analyzes the current situation and defines specific goals for the future in order to further develop the corporate culture and anchor the DEI principles in the long term.

Commitment to equity and inclusion is currently organized on a decentralized basis and is strengthened by the support of OHB SE's Management Board. By 2028, this commitment will be translated into Group-wide standards, while equity in the recruitment, promotion and development of employees will be specifically promoted and the workplace made even more diverse and inclusive.

The governance structures are also undergoing further development. An Equal Opportunities Officer is currently available to advise all employees of the jointly organized Group companies and supports them in matters of equal treatment. The aim is to establish a centralized governance structure by 2028 providing uniform Group-wide guidelines and resources to promote a safe and inclusive workplace.

Internal communication on DEI matters has so far been sporadic, mainly in the form of campaigns that are shared via the intranet. By 2028, regular, Group-wide communications will be established to raise awareness of diversity and inclusion and drive cultural change within the company.

With respect to training, development and awareness, the OHB Group now offers various courses that promote awareness of equality and diversity via a learning management system. In addition, potential managers and key positions are identified and promoted at an early stage as part of succession planning. By 2028, the range of training courses is to be expanded by introducing regular DEI training and e-learning programs that address unconscious bias in particular and promote respectful interaction in everyday working life.

Regular Group-wide employee surveys are used to measure employee satisfaction. These are to undergo further development by 2028 and will be supplemented by local measuring instruments.

The workplace environment is also being enhanced: Flexible working models that promote a family-friendly work-life balance as well as hybrid and remote working options are already available in some cases. By 2028, an environment that takes into account specific employee DEI needs is to be created, including, for example, the expansion of employee networks, the introduction of flexible workplaces and the promotion of local initiatives.

In its recruitment processes, the OHB Group now uses a structured interview process to ensure fair and transparent selection. By 2028, this approach is to be supplemented with standardized Group-wide recruitment processes that promote diversity to an even greater extent and are systematically integrated in the recruitment process.

With this DEI strategy, the OHB Group is aiming to create a corporate culture in which diversity, equity and inclusion are not just goals, but living reality. Progress in the individual areas is continuously reviewed and adapted to allow for new challenges as required. The aim is to ensure that the principles of diversity, equity and inclusion are initiated and successfully implemented by 2028.

Measures

The Diversa working group was established in September 2023 to strategically promote diversity, equity and inclusion and to integrate them within the OHB Group's corporate culture in the long term. This interdisciplinary team consists of seven members, including the Management Board member responsible for ESG, the Equal Opportunities Officer and specialists from HR,

Employer Branding and Sustainability. This high-level involvement underscores the importance of this working group and lends additional weight to its measures and objectives.

The central objective of the working group is: "Creating the right framework so that employees can and want to give their best". Diversa has defined four key areas of action to achieve this goal: Identifying and rendering structures visible, mobilizing women for technical professions, promoting women in management positions and strengthening the mindset and corporate culture.

A key component of Diversa's work is communication with all employees at the jointly organized companies. They are regularly informed about offers, progress, new activities and further developments via the intranet. In addition, employees can contact the team directly at any time via the intranet comment function or the designated e-mail address. Personal discussions are also welcome to actively promote dialog and obtain feedback and suggestions. In 2024, the "Women@OHB" network was launched to offer female OHB Group employees a platform for networking and exchange. The project kicked off with two workshops to which all female employees were invited. These offered an opportunity to become actively involved, raise individual needs and work together on ways of mutual support. Since then, lunch and dinner events have been organized on a regular basis to promote exchange among the participants and strengthen the network. Further expansion of the network is planned for the future.



The Diversa team meets regularly to review the progress of the measures, evaluate results and develop new initiatives. This continuous reflection makes it possible to react flexibly to challenges and adapt strategies in the light of current needs, as well as to plan further measures and priorities in the long and medium term.

The working group also involves external partners to support its goals. One example is the sponsorship of the “Young Researchers Initiative”, which aims to inspire and encourage young people, especially girls, to embark on technical and STEM professions. Another example of our commitment in this area is the “Hack4Ladies” hackathon. In spring 2025, the OHB Group plans to actively participate again as a sponsor and participant in order to promote women in technical professions and heighten their visibility and empowerment.

One of the challenges the team faces is the need to take account of the diverse and individual needs of the workforce. The balance between general measures and targeted support for individual groups requires constant evaluation and adjustment. In addition, cultural transformation is a long-term process that requires systematic commitment.

Despite these challenges, the working group and the employer are determined to drive forward sustainable change and create an environment in which diversity, equity and inclusion are not just principles, but a living reality.

Further development and training

The OHB Group relies on an extensive range of training courses to continuously strengthen the skills and awareness of its employees. At some locations, new employees are required to complete the “Diversity and Anti-Discrimination” e-learning course, which imparts important basics about diversity, prevention and rules of conduct. In addition, intercultural communication training and workshops on unconscious bias are offered to promote a respectful and inclusive working environment. Overall, the OHB Group offers an e-learning portfolio comprising several thousand online courses in addition to courses that are held in person or can be completed as external training.

Performance indicators

The key indicators for the OHB Group’s diversity are presented below (see Table 15).

Table 15: Diversity indicators

	2024
Number of employees – top management level, by gender	
Female	2
Male	20
Diverse	–
Percentage of employees – top management level, gender-specific	
Female	9 %
Male	91 %
Diverse	–
Number of employees – by age group	
< 30 years	437
30 – 50 years	1,701
> 50 years	853

3.1.7 Attracting and retaining talent

In a challenging employment market, the OHB Group is focusing on early visibility and initial contact with potential applicants, specialists and managers. This particularly entails the recruitment and retention of young talent. In the SPACE SYSTEMS segment, the OHB Group relies in particular on its partnership with the Bremen University of Applied Sciences and Europa-schule Bremen, for example, and successfully offers a work-study program in computer science and mechatronics. From the



start of the 2024/2025 winter semester, the OHB Group will also be offering dual study programs in aerospace engineering, technical physics and electrical engineering in conjunction with Munich University of Applied Sciences at the Oberpfaffenhofen site. 8 students (2 of them female) took part for the first time.

In addition, the OHB Group uses offline and online campaigns to raise awareness and attract new employees. The employer branding campaigns "Do you want to have been there when..." for the external market presence and "You will have been there when..." for internal HR marketing are worthy of special mention in this regard.

In the area of school and university marketing, the OHB Group's SPACE SYSTEMS segment participates in university fairs and university days. MT Aerospace AG (MTAG) in Augsburg, for example, has a partnership with the Augsburg University of Applied Sciences and successfully offers a dual study program with in-depth practical experience in mechanical engineering. Student organizations and associations related to the subject are supported. For example, the partnerships with Ökumenisches Gymnasium zu Bremen, particularly due to the aerospace focus offered at that school, and with the Technisches Bildungszentrum Mitte are actively implemented through lectures and courses given by OHB staff. Another partnership in Germany was forged with Gymnasium Vegesack, an award-winning STEM school offering an aerospace profile. In the period from fall 2023 to summer 2024, 18.75% of new dual-study students were recruited through partnerships with schools for the 2024 intake. In addition, school students can obtain an initial insight into working at the OHB Group during "Future Day". As well as this, a structured internship program is available to them. The OHB Group also offers working students in the SPACE SYSTEMS segment in particular an opportunity to participate in operational projects, supervises bachelor's and master's theses and gives guest lectures at universities. Moreover, there is a partnership between the work-study training scheme at the OHB Group and the Bremen City University of Applied Sciences, in which training personnel also give lectures at target universities. The OHB Group is regularly featured in renowned space magazines and publications, attends trade and career fairs (such as the Paris AirShow, Space Tech Expo Europe or university fairs in Bremen, Aachen, Delft (NL), etc.) and has a presence on well-known social media platforms. In previous years, employer branding primarily focused

on SPACE SYSTEMS as the largest segment. To additionally strengthen the DIGITAL segment, the focus was duly widened in the year under review with the campaign "Do you want to be present when we find answers to the complex questions of our times?".

MTAG at the Augsburg site is involved in school and university marketing at training and university fairs and supports student organizations with a specialist focus. For example, the partnership with Jakob-Fugger-Gymnasium Augsburg is actively put into practice through company tours and lectures. In addition, schoolgirls can gain an initial insight into the technical world of work at MTAG as part of the Girls' Future Day. MTAG also offers jobs for work students, supervises Bachelor's and Master's theses and provides a wide range of internships.

These shared activities continue to rely on recommendations from the Group's own workforce. As a result, it was possible to fill 15.4% (2023: 27.2%) of all vacancies at the jointly organized Group companies via the "Employees recruit employees" program. Recruitment activities were expanded to include direct approaches. Targeted HR marketing measures via LinkedIn, such as posts about participation in trade fairs like the university fair in Delft or personal posts by employees as influencers and ambassadors for the OHB Group, heighten awareness and recognition of the OHB Group among potential applicants. Structured onboarding interviews are a tool that standardizes and facilitates professional and social integration during the probationary period. This onboarding process includes meetings between the new employee and the responsible line manager at the end of the first month as well as halfway through and at the end of the probationary period to monitor onboarding progress. Feedback from new employees is collected to review and enhance this onboarding process.

The "NextGen" network also offers junior staff the opportunity of networking across locations and taking part in joint activities. This network not only strengthens the exchange between young talents, but also promotes their professional development and integration in the corporate culture.

In a partnership between HR and NextGen, a bimonthly welcome event was launched with the aim of connecting new employees and promoting exchange across departmental boundaries. During these meetings, new employees meet with NextGen members to get to know each other in an informal atmosphere, ask questions and exchange knowledge.

3.1.8 Further training and upskilling

Our approach

Throughout the OHB Group, those responsible for training and upskilling are required to meet the expectations of employees and applicants and to preserve the Group's competitiveness in the employment market. In view of the general shortage of skilled workers, the aerospace industry faces particular challenges. The availability of personnel is limited due to the high basic requirements with respect to the qualifications sought. Thus, the OHB Group's training and upskilling efforts always aim to meet employees' individual development needs. The individual OHB Group companies have developed various solutions for this purpose. In some cases, however, harmonized and standardized approaches have already been adopted, with specific measures in place to address individual problems at local companies with varying degrees of maturity. In particular, the widespread use of the "Cornerstone" HR management platform within the OHB Group is having a positive effect and generating synergistic benefits.

Roles and responsibilities

The roles, responsibilities and processes for further training and upskilling for the joint operations are uniformly described below. Comparable structures are fundamentally in place at the other German Group companies.

The People & Organization Development (PE/OE) department is of central importance here. It essentially develops and designs the internal needs-oriented further development and upskilling activities, making them available across the organization. Another important role is assumed by the HR business partners in HR Operations, who provide advice to managers particularly on matters such as employee training and upskilling. Finally, the most important instance is the managers and the employees concerned. They identify the individual requirements in a bilateral exchange and, with the involvement of the HR business partners or Personnel Development at MTAG, specifically use the measures provided by the HR/OE department.

Policies, guidelines and processes

Learning philosophy "70-20-10"

The distribution of roles described above requires a high degree of personal responsibility on the part of both employees and managers, as well as a transparent understanding of how further training and upskilling should take place.

A "70-20-10" philosophy is anchored at the jointly organized companies. This describes the principle that around 70% of further training and upskilling takes place on the job. This includes gaining experience as well as testing, expanding and deepening existing skills and capabilities directly in the workplace and in a task-related context. A further 20% is covered by "near the job" activities, e.g. peer group learning based on specific challenges within the company. Examples include discussion of cases with colleagues or cohort learning. Only 10% of further training and skills development should take place through formal learning outside the workplace context "off-the-job" (external or in-house further training measures adapted to the employee's own area of responsibility).

Cornerstone as an HR platform

Cornerstone enables users to digitize basic HR processes. The Recruiting & Onboarding, Learning and Performance modules are currently being used in the jointly organized Group companies and at MT Aerospace AG. The other companies in the OHB Group use selected modules tailored to their requirements.

Using the learning module provides an opportunity of presenting the training and upskilling activities for the individual organizational area centrally and transparently. Organizational processing is mapped automatically. The provision of externally sourced learning content as well as the learning content created by the OHB Group itself extends the opportunities for further training and upskilling in a targeted manner.

There are currently 14,058 (2023: 2,493) active learning objects available to employees. Of these, 200 (2023: 340) are scheduled courses, 13,112 (2023: 985) online courses, 351 (2023: 611) videos, 310 (2023: 401) accompanying materials and 85 (2023: 156) curricula (i.e. thematic compilations of the aforementioned learning objects).

Training needs analysis as part of the employee dialog

A structured training needs analysis is carried out annually in the jointly organized Group companies in order to determine the specific further training and upskilling needs. This is linked to the annual employee dialogs, among other things. In the year under review, 1,242 of the planned 1,659 dialogs were conducted, corresponding to a rate of 74.9% (in 2023: 1,307 of 1,581 = 82.7%). During these discussions between managers and employees, the previous period is reflected upon, strengths and areas for development identified and development prospects discussed. Measures for further training and upskilling are planned on this basis. Medium and long-term employee development goals are also defined and documented digitally in "Cornerstone". Further training and skills development requirements are recorded directly via the HR platform and appropriate measures automatically selected from the available portfolio as required. The summarized evaluation of the needs recorded in this way forms the data basis for a training needs analysis by HR.

Compulsory training and instruction

The OHG Group is subject to statutory or other mandatory training and instruction requirements. The need for mandatory training or instruction is determined on the basis of the regulations applicable to the relevant groups of people in their area of activity. The mandatory training courses comprise around 172 active mandatory learning objects.

Evaluation and effectiveness monitoring

All further training and upskilling measures in the joint operations are subject to standardized evaluation and effectiveness monitoring. This is digitized and automated in the "Cornerstone" learning module.

Communication channels

The main communication channels available and used by the jointly organized Group companies include the intranet, the ECLIPSE document management system, mailing lists, meetings at various management levels, employee meetings, exchanges and information with HR. Communication is generally in German and English.

Measures

To map the cyclical personnel development activities, the jointly organized Group companies use methods to determine and cover requirements. Suitable training and upskilling activities are generated on the basis of the accumulated specific needs. These include individual learning objects, specific development programs or qualification courses as well as internal and external training measures.

Learning objects – further education and skills development

The basic project management online courses developed in 2020 and most recently revised in 2023 are an example of individual learning objects. They serve both as a prerequisite and preparation for subsequent International Project Management Association (IPMA) certification as a project manager and equally as basic knowledge in projects for employees not certified as project managers. In this course, there were a total of 174 successful graduates across the Group, 38 of whom were female employees. In 2024, there were 68 graduates, 20 of whom were female.

In the jointly organized OHG companies, ten people (including two female) also underwent training and certification in accordance with IPMA Levels B and D in 2024. In the year under review, one employee was recertified in Level A. A total of 45 people have received IPMA certification in the past five years.

Programs

The "LIFT OFF" talent management program was developed at the beginning of 2021 and implemented in recent years as well as in 2024. A new round starting in spring 2025 has already been prepared, with the participants selected before the end of 2024. Since the start of the program in 2022, 32 people (including nine female) have already successfully participated in the multi-stage process.

"LIFT OFF" is a blended learning program lasting several months and includes five two-day workshops on decision-making, change management and conflict management. The focus is on self-reflection and on building a broad network within the Group. At the same time, entrepreneurial thinking is tested in a business management game that includes tasks that reflect Group reality as closely as possible. The aim is to promote and retain employees at OHG through development

and networking in order to meet the growing international order intake. The program target group was defined as junior employees from all disciplines who will be able to accept more responsibility in multinational constellations (internally, customers, suppliers) in the future. It is not necessarily only aimed at future project managers or line managers but also at specialist junior staff. Each participant has the opportunity to exchange ideas with a mentor over the course of the program and thus develop both professionally and personally. 18 participants successfully completed the program in the year under review. 39 participants (including twelve female) have already registered for 2025.

3.1.9 Work/life balance

Our approach

The reconciliation of family and career is of crucial importance in today's working world and is also a key cultural element at a family-run company such as the OHB Group. This is particularly reflected in flexibility in terms of the time and place of work, which is possible at the OHB Group thanks to rules on mobile working hours and various options for full-time and part-time work.

Roles and responsibilities

Reconciling work and family life requires broad-based integration within the organizational structure. A clear definition of roles and responsibilities, the implementation of pro-family measures within the individual company framework and effective communication channels are crucial for success in this regard.

In a joint partnership, HR and the relevant works council play a central role in structuring pro-family measures and supporting employees. In addition to the development of uniform guidelines and policies on flexible working hours, parental leave arrangements and support programs, this also includes advising employees on how to reconcile work and family life at individual locations. Alongside HR and the local works council, the responsible manager and, in some cases, the Equal Opportunities Officer are also available to answer questions.

Managers also have a responsibility to promote a corporate culture that supports a viable work-life balance within the company and protects the benefits and tools on offer.

Policies, guidelines and processes

Maternity and parental leave

As the rules on maternity protection and parental leave are defined in national law, all employees are entitled to parental leave for family-related reasons.

Flexible working hours

Clear guidelines and agreements are crucial for ensuring that flexible working time models are applied fairly and consistently. The OHB Group's agreements include framework and core working hours, which are defined for the jointly organized companies at the Bremen and Oberpfaffenhofen sites and within which employees are free to organize their time as they wish. The OHB Group also takes the needs of its employees into account when selecting working time models within its operational framework and offers individual options. Similar arrangements are also in force at the MTAG sites.

Mobile working

Mobile working refers to the ability to perform duties and tasks from different locations. This approach offers employees greater flexibility to perform their work outside the traditional office environment.

For example, employees of the jointly organized Group companies in Bremen and Oberpfaffenhofen may perform up to 40% of their working hours on average remotely within Germany, provided the nature of their tasks permits this. A further possibility offered by the aforementioned jointly organized Group companies is to work from France and/or Spain for a maximum of 20 working days within any calendar year. The MTAG companies also have the option of remote working in Germany. Corresponding arrangements can be found in the relevant works agreements.



3.1.10 Health and safety

Our approach

Occupational health and safety is one of the principles underlying the OHB Group's responsibility towards its employees. In this area, the OHB Group complies with all local, national and international statutory requirements, which form the minimum standard for health and safety processes. The OHB Group is committed to providing a safe and healthy working environment at a consistently high level on an ongoing basis. To this end, it is constantly working on further improvements with the aim of maintaining the high quality at its locations at all times. The management system implemented for this purpose defines the necessary objectives, measures and responsibilities and is subject to regular internal and external audits.

Roles and responsibilities

At the German Group companies, all those responsible for site occupational health and safety come together at the meetings of the working committees. The purpose of the meetings is to control and monitor all basic tasks in occupational health and safety and health management.

The members of these committees are made up of representatives of the company management, two members of the works councils, the company doctors, the safety specialists and the health and safety officers of these locations. The committee's work is supplemented by the representatives for severely disabled employees and an employee from Facility Management. The working committee meets once a quarter and discusses current concerns and topics relating to occupational health and safety in accordance with a pre-agreed agenda. The topics, results and recommendations are recorded in minutes and distributed to the responsible Management Board member, among others. In addition, monthly meetings are held between the Health And Safety Officer and the Management Board member responsible for health and safety.

Policies, guidelines and processes

At the German Group companies, compliance with legal requirements in the area of quality management and, indirectly, occupational health and safety is audited for EN 9100:2018 and ISO 9001:2015 certification. Regular monitoring and recertification audits are carried out for this purpose. The health and safety processes are also monitored for effectiveness and compliance in internal quality and process management audits. Similarly, national and supranational legal and certification standards are also applied in the non-German entities of the OHB Group. As far as legally possible, efforts are being made to harness synergies by standardizing processes in both the national and international OHB Group companies.

Measures

Safety

In operational business, managers bear great responsibility for the safety of their employees and also act as role models. The OHB Group attaches consistently high priority to this duty of care towards its own employees. Preventing accidents and dangerous situations is therefore a top priority at all times. This includes avoiding all possible injury and health risks. Among other things, this entails regulated work processes, safe and ergonomic work equipment, workplaces and workflows, as well as the regular implementation of documentation and effectiveness testing of occupational health and safety measures at our companies. Those responsible for health and safety work continuously to improve safety, e.g. through awareness-raising training and investments aimed at enhancing technical safety. The aim of the instructions is to achieve and maintain optimum health and safety conditions and conduct among employees. Appropriate measures are implemented at all locations.

In addition to mandatory initial training, which all new employees complete as part of the onboarding process, employees are instructed on all necessary health and safety topics in accordance with the requirements of their relevant tasks and work areas before starting work. The portfolio of instructions is continuously reviewed and expanded to ensure that it is up to date and meets the applicable requirements.

In the year under review, the employees of the jointly organized Group companies completed 3,679 online training courses in the area of occupational health and safety; in 2023, they successfully completed 2,000. The online course on general occupational health and safety topics is available to all employees at the German Group companies.

Furthermore, special health and safety topics that require a hands-on approach are taught in classroom training sessions. A total of 698 employees received instruction on special health and safety topics in physical events.

The training courses are held regularly and during working hours at all Group company locations in order to raise employees' awareness and instruct them on safe working practices and conduct. In this connection, the OHB Group is also relying on the greater utilization of synergy effects between the business units.

Not all risk factors can be mitigated during business travel and remote working. In addition to statutory accident insurance, there is a group accident insurance policy for all employees that offers comprehensive cover for all employees.

Company health management

Occupational health and safety covers measures taken within the company to promote employees' health and well-being. The OHB Group has a full-time position for occupational health management and there are further contact persons for the various aspects of health prevention and promotion. The internal communication platform, staff and works meetings and numerous one-to-one meetings are used to provide regular information about health protection measures, generally in German and English.

The holistic approach to health and safety not only contributes to employees' well-being but is also intended to enhance productivity and satisfaction in the workplace. This includes ergonomic workplace design, regular preventive care by company physicians, as well as training and prevention of work-related illnesses. In the future, sporting formats that simultaneously promote environmental sustainability projects or serve a social purpose are planned.

The OHB Group supports company sports groups, both in-house and externally. The focus is on prevention and balance through exercise:

- Financial contribution for gym/sports club membership
- In-house prevention courses
- Financial support for OHB sports groups in sports clubs
- Company runs
- E-learning courses on stress management, resilience, short exercise sessions and healthy eating





As a further preventive measure, mental stress risk assessments were carried out in order to evaluate the strain on employees and subsequently derive needs-oriented measures. The project is summarized in a final documentation approved by the steering committee and shows the results and measures derived. At the same time, talks were commenced on a company agreement governing the risk assessment of mental stress in order to record the experiences of the survey for follow-up surveys and to set the right priorities for repetition.

To mark Mental Health Day, a campaign was launched in the jointly organized OHB companies to destigmatize mental illnesses, which also highlights support services via e-learning or external offers of help. To this end, regular discussions are also held with employee representatives to discuss future planning on health issues.

Numerous other measures such as subsidies for workplace spectacles, company bike leasing or training for internal stress pilots promote employee health. Participation in (company) sporting events or support for company sports groups are also among the established practices at all major Group companies and are organized separately at the various locations.

Company regulations on health protection and promotion are in place at all jointly organized Group companies, as well as at the companies in Augsburg, Sweden and Luxembourg. These include, for example, rules on the protection of non-smokers or the reintegration of employees after protracted illness. For this purpose, there is an established reintegration management system at the German companies and Antwerp in Belgium. This is primarily aimed at employees who have been unable to work for more than 6 weeks within a 12-month period. Further agreements are in the pipeline and are undergoing the necessary finalization for the coming year.

Performance indicators

The OHB Group's occupational safety indicators are listed below. There were no work-related illnesses or fatalities during the entire reporting period. The number of reportable accidents at work is also low (see Table 16).

Table 16: Occupational safety indicators

	2024
Employees covered by occupational safety management – total	
Percentage of employees	99.6 %
Number of fatalities – total	
Own employees as a result of work-related injuries and illnesses	–
Other workers as a result of work-related injuries and illnesses	–
Workplace accidents – total	
Number of reportable workplace accidents	77
Ration of reportable workplace accidents per hours worked (1 million)	17

3.2 WORKFORCE IN THE VALUE CHAIN

3.2.1 General disclosures on the workforce in the value chain

The OHB Group includes the following groups of workers in the value chain:

- Workers at the company's site but are not part of the company's workforce, for example, self-employed workers or workers provided by third-party companies that are primarily active in the placement and leasing of workers, such as cleaners and security personnel.
- Workers for companies in the company's upstream value chain, for example employees of indirect suppliers, especially in the metal products manufacturing industry.
- Workers for companies in the company's downstream value chain (e.g. people involved in the activities of logistics or distribution providers, franchisees or retailers).

Particularly affected workers in the value chain

As part of the materiality analysis, two groups of workers in the value chain who are or could be particularly affected by negative impacts were identified. Employees working in the upstream value chain, especially in countries with lower labor and human rights standards, as the purchase of critical raw materials from such countries can lead to indirect relations with suppliers who do not comply with basic labor and human rights. This particularly concerns workers in the extraction and processing of raw materials, who are increasingly exposed to the risk of poor working conditions, inadequate occupational health and safety standards, a lack of social security and the violations of basic rights. Furthermore, there are activities in the value chain that exhibit a heightened risk potential due to their working environments. A lack of protective clothing or other safety precautions can give rise to dangerous working conditions particularly in the upstream and downstream value chain, such as on construction sites or in production. This poses a heightened risk to the health and safety of employees. This mainly affects workers in high-risk environments where health and safety regulations are essential.

3.2.2 Management of impacts, risks and opportunities

Strategies – workforce in the value chain

It is the declared aim of OHB's management to respect, protect and promote human rights not only among its own employees but along the entire value chain. The aforementioned processes and mechanisms for monitoring compliance with the listed international regulations, which form the basis of OHB's human rights due diligence obligations, thus include workers in the value chain.

Addressing impacts, risks and opportunities

The OHB Group has only very limited relations with suppliers in countries with lower labor and human rights standards. 98 % of the OHB Group's suppliers are based in Europe or North America. These regions generally have high labor and human rights standards. The OHB Group monitors the observance of labor and human rights standards by the relevant suppliers via risk analyses in accordance with the German Supply Chain Due Diligence Act (LKSG risk analysis protocol: MI-3254-OHBG).

In the year under review, the OHB Group analyzed its suppliers in greater depth and is working on improving the data basis for the coming fiscal year so that, for example, indirect suppliers operating in certain industries and entailing increased potential risks of sourcing critical raw materials (rare earths or conflict minerals) can also be identified.

The OHB Group has established the following practices that have a positive impact on workers in the value chain:

Regular audits and reviews of the relevant suppliers (supplier audits) and their treatment of workers in the upstream value chain encourage compliance with basic minimum standards for working conditions and have a positive impact on occupational safety in the value chain.

Asking suppliers in the upstream value chain about their ESG strategies leads to greater inclusion of this topic in tenders and can generate greater awareness of social factors and improved working conditions for employees in the value chain.

The stipulations set out in the Supplier Code of Conduct lead to higher human rights standards in the upstream value chain and have a positive impact on the safety of workers in the value chain.

Specific risks and opportunities were also identified relating to certain groups of workers in the value chain but do not affect all workers equally. They particularly entail geographical and sector-specific relationships within the supply chain. One potential negative impact stems from the significant risk for workers in countries with lower labor and human rights standards as suppliers in these regions may not comply with basic human rights and labor protection measures. This may lead to adverse health effects, dangerous working conditions and social grievances which may jeopardize both the employees concerned and the reputation of the OH B Group. A further risk arises with employees who work in environments with high technical and occupational health and safety requirements, such as clean rooms or construction sites. Failure to comply with the necessary standards may jeopardize their safety and also have a negative impact on the quality of the manufactured products and the efficiency of the value chain. At the same time, there is an opportunity to strengthen trust in the supply chain and improve relationships with institutional clients by promoting safe and fair working conditions. Furthermore, the

targeted improvement of labor standards in specific regions and sectors can reinforce the OH B Group's reputation as a responsible company and enhance its attractiveness for international talent.

The OH B Group has developed an in-depth understanding of these negative effects, risks and opportunities through systematic supply chain analyses and the introduction of a Supplier Code of Conduct. By improving working conditions and minimizing potential risks, the established standards and regular audits ensure that these specific groups receive better protection. The OH B Group has also integrated the requirements of the German Supply Chain Duty of Care Act in its processes in order to address these potential risks. Through this approach, the OH B Group demonstrates a clear awareness of the differentiated negative impacts, risks and opportunities for workers in the value chain and is committed to addressing these in a targeted manner in order to promote sustainable and responsible business development. At the same time, the concentration on European suppliers (over 90% of trading volume) minimizes the likelihood of such negative effects.

The OH B Group's direct suppliers are mainly located in Germany and other European countries such as Italy, Sweden, France and Belgium. A minimal proportion is located outside Europe, for example in the United States. Europe has high labor law and regulatory standards, which means that workers in the value chain are generally less at risk and negative effects are mitigated.



Due diligence obligations in the value chain

Violations of internationally recognized human rights along the entire value chain are not tolerated by the OHB Group. The principles of the human rights strategy apply to the entire Group and must be observed by management and employees in the performance of their activities, including in their interaction with workers in the value chain. The OHB Group expects all business partners to comply with human rights and environmental obligations. Respect for and observance of human rights and environmental obligations is a basic prerequisite for doing business with the OHB Group.

The Group has defined clear responsibilities for compliance. The Management Board ensures that human rights and environmental obligations are respected in all business activities. The monitoring of human rights and environmental due diligence obligations is the responsibility of a committee consisting of employees of OHB SE and OHB System AG, which is composed of cross-departmental members. The committee is convened regularly and on an adhoc basis.

The committee reports to the Management Board and Supervisory Board at least once a year and on an adhoc basis. The main content of the reports includes findings from the continuous risk analysis of human rights and environmental matters, findings from the review of complaints received and information on the effectiveness of preventive and remedial measures.

The OHB Group has issued a policy statement to ensure that the requirements of the German Act on Corporate Due Diligence in Supply Chains and thus the obligations in the area of human rights policy relevant to workers in the value chain are complied with by the OHB Group companies without exception. This policy statement is available on the OHB Group's website and can therefore be viewed by the relevant stakeholders.

The due diligence obligations are implemented for the company's own business area and along the entire supply chain as part of a risk management system. By integrating due

diligence horizontally and vertically within all relevant business processes, the OHB Group ensures that risks are identified and preventive and remedial measures are implemented in a targeted manner. The risk management system is implemented across the Group and is managed and monitored centrally by the committee. In 2024, risk analyses were carried out for the company's own business and the supply chain.

Effective risk management

The risk management system establishes processes for implementing the due diligence obligations and defines areas of responsibility, competencies and reporting lines.

Due diligence obligations are anchored horizontally within the OHB Group. All relevant departments – Sustainability, Legal and Compliance, Quality Management, Risk Management, Purchasing and Procurement – are involved in the implementation steps. The observance of the due diligence obligations is managed operationally and anchored vertically by the committee. The responsibilities and implementation processes can be viewed in a central process description.

Identifying, weighting and prioritizing risks

The OHB Group conducts comprehensive risk analyses to ensure compliance with human rights within its own business and at its direct suppliers. Both internal and external expertise is utilized. The complexity and scope of the international supply chain require the use of technical solutions that support us in identifying, verifying, weighting and prioritizing risks.

OHB's risk analysis system determines the individual risks to which business partners are exposed. Based on the general supplier information – in particular country of origin and sector – the risk analysis is carried out by reference to a large number of recognized indices and studies by external experts. Business partners are audited for specific human rights or environmental risks on the basis of supplier self-assessments, with the help of an AI-driven media analysis tool, verified certifications



and our own findings from inspections or business processes. In addition to the country of origin and sector of the business partner, product risks, trading level risks, the complexity of upstream supply chains and a wide range of other data are analyzed to narrow down, localize and identify risks at an early stage.

A risk matrix is used to identify the need for action and initiate preventive and corrective measures where necessary.

Preventive action

The comprehensive risk analysis is supplemented by appropriate and effective preventive measures.

The OHB Group has an internal Code of Conduct that clearly and comprehensibly summarizes the expectations and rights of employees.

Business partners are monitored within the scope of the legal possibilities and requirements. They are expected to pass on human rights and environmental expectations in the supply chain and monitor compliance on an ongoing basis. To this end, our Supplier Code of Conduct forms the basis for entering into a new business relationship.

Responding to reports

An important role in identifying risks and violations in the supply chain is played by a functioning complaints procedure that is accessible to all those affected in the supply chain – from employees and suppliers to third parties affected by OHB Group activities or by OHB Group suppliers. It is important for information to be submitted anonymously and confidentially.

Our web-based whistleblower system is multilingual and takes into account the complexity of the OHB Group's supply chain. Access is made as easy as possible so that information can be readily submitted.

Reports are handled in confidence and swiftly. The employees involved in processing complaints are not subject to any instructions within the framework of complaints management; their neutrality is guaranteed. Every complaint undergoes an evaluation and action process, which ends with the termination of the reported violation or the minimization of an identified risk.

Responsibility along the supply chain

The OHB Group takes its responsibility for the entire supply chain very seriously. Accordingly, the risk analysis also covers suppliers that do not maintain direct business relations with the OHB Group but are part of the supply chain.

The long-term goal is to ensure complete transparency along the supply chain. Despite the sometimes understandable conflicting interests of some business partners, the OHB Group endeavors to identify indirect suppliers and include them in the risk analysis. To this end, we work closely with our direct business partners to enhance transparency in the supply chain in a cooperative manner and for the benefit of everyone.

Documentation and reporting

The implementation of all due diligence obligations is documented on an ongoing basis. A centralized risk management system is used to collate all information available to the OHB Group on identified risks and the preventive and corrective measures taken.

The aim is to transparently communicate the human rights and environmental challenges to which the OHB Group is exposed. The OHB Group communicates the risks identified, measures taken and the progress made at least once a year in its public disclosures.

Remedial measures

If a violation of a human rights or environmental obligation occurs or is imminent, effective remedial action must be taken.

The OHB Group will initiate remedial measures immediately after identifying a corresponding violation. Targeted remedial measures are developed for each situation and each direct or indirect supplier in order to put an end to violations. At the same time, a series of general measures have been developed.

A specific procedure, targets and clear responsibilities are defined for each remedial measure. Each remedial measure has a concrete timetable, for which interim targets can be defined. If any measures are necessary, they are implemented by the committee and, depending on their severity, reported to the Management Board either immediately or in regular exchanges.

Supplier Code of Conduct

Among other things, the protection and promotion of human rights along the entire value chain of the OHB Group is aligned to the United Nations Convention on the Rights of the Child. The OHB Group thus defines its human rights due diligence obligations according to this set of rules and is also committed to complying with them for workers in the value chain.

The other regulations to which the OHB Group is committed (e.g. the International Bill of Human Rights, the UN Global Compact or the OECD Guidelines for Multinational Enterprises) also impose a ban on human trafficking and forced labor along the value chain.

In addition, the OHB Group has adopted a Supplier Code of Conduct setting out the minimum standards which all OHB companies expect their suppliers to observe. It stipulates that ethical behavior is of paramount importance for every individual associated with the OHB Group and its companies.

The OHB Group expects all suppliers who enter into a business relationship with OHB to adhere to the same ethical values and compliance standards by acting with the same fairness in all aspects of their own business practices and monitoring these principles in their own supply chain. Compliance with laws, rules and regulations is just as essential for successful business relationships as respect for human rights, tolerance and equal opportunities as basic principles as well as the prohibition of child and forced labor.

Our suppliers must comply with the fundamental human rights set out in the United Nations Universal Declaration of Human Rights and are expected to address any violation of human rights in connection with the OHB Group's activities.

Suppliers are strongly encouraged to adopt their own written code of conduct and to establish a management system that supports compliance with all applicable laws and regulations. The Supplier Code of Conduct is made available to all suppliers as part of the contract. It is freely available and can be viewed at any time on the OHB website. By accepting the OHB terms and conditions, particularly the general terms and conditions, suppliers undertake to comply with these requirements.

The selection of and joint activities with suppliers are based on a review of various criteria, e.g. risk analysis via Osapiens and sanctions list checks. In addition, each supplier must confirm acceptance of the Supplier Code of Conduct (OHB general terms and conditions of purchase). This extensive audit is specified in a work instruction issued by Purchasing ("WI-3033-OHBG: Request for a new supplier" (October 11, 2023)).





No violations of the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises involving workers in the value chain have been reported to the OHB Group in the upstream and downstream value chain.

Complaint mechanisms – workers in the value chain

A whistleblower system has been set up on the OHB-SE website to give workers in the value chain an easy way to report their concerns or needs and have them reviewed. It can be used to report complaints, human rights risks and violations of human rights or environmental obligations. The system is accessible to anyone and does not require the creation or use of an account to submit a whistleblower report or complaint (see section entitled “Whistleblowing”).

This system also aims to secure compliance with the Supply Chain Act along the supply chain. Accordingly, the rules of procedure for the complaints system pursuant to Section 8 of the Supply Chain Due Diligence Act are available on this portal. This states that individuals are to be protected from reprisals, for example by giving them the opportunity to submit complaints anonymously. In this case, no data capable of being traced back to the person making the complaint is stored. If the person submitting the anonymous complaint provides information that makes it possible to identify them, this information is treated confidentially.

Furthermore, there is a general guarantee of confidentiality of personal data and other information that can be traced back to the whistleblower. Only the person in charge and the person responsible for handling messages can view a message. All responsible employees are specially selected and

trained. The OHB Group takes appropriate measures to ensure that the whistleblower is protected from any disadvantage or punishment for the report made.

With the introduction of a whistleblower system, workers in the value chain are given the opportunity to submit a report regardless of where they work. This preserves the employee’s anonymity and ensures that they do not have to fear any reprisals from their employer if they submit a report. In addition, a risk analysis is regularly carried out in Osapiens in accordance with the Supply Chain Due Diligence Act to identify potential risks in the supply chain and take any necessary action, even without waiting for a report from workers in the value chain.

Measures – workers in the value chain

Overview

On the basis of an evaluation of the supply chain risk analysis and the fact that no anonymous complaints have been received, it can be assumed that there are no serious human rights problems and incidents in connection with the upstream and downstream value chain.

Effectiveness

In accordance with the Supply Chain Due Diligence Act, the OHB Group conducted risk analyses in 2024 to identify suppliers exhibiting heightened risk potential. The analyses provide granulated information on possible violations of the legal rights protected under the Supply Chain Due Diligence Act. Suppliers exhibiting heightened risk potential were contacted directly by the relevant management of the OHB companies. An evaluation of the effectiveness of these measures and the definition and implementation of further measures is planned for 2025.

Governance information

»Integrity and transparency
are the foundations of our actions.
For us, compliance means
not only adhering to rules, but also
the responsibility to actively live
ethical standards and promote a
culture of trust.«

Laura Lißner-Hölschermann,
Head of Legal & Compliance

4.1 CORPORATE POLICY

4.1.1 Business conduct and corporate culture

The OHB Group began setting up and implementing a compliance management system in 2010 to ensure responsible, ethical conduct towards employees, business partners, the community and the environment. At the same time, this systematically averts potential legal and reputational risks. This system is based on the principles of integrity, conformity, trust and transparency.

The compliance management system is based on four pillars: compliance organization, compliance program, compliance communication and training, and monitoring and improvement. Continuous risk management ensures that activities for optimizing the compliance management system are identified at an early stage. Suitable measures to improve the compliance management system are implemented continuously in line with the areas of action identified.

Policies, guidelines and processes

The compliance program comprises all of the company's compliance-related measures and has been defined with particular regard to compliance objectives and risks (see Table 17).

Table 17: Corporate policies

Policies	Group companies Germany	Group companies International
Compliance Policy	X	X
Code of Conduct	X	X
Supplier Code of Conduct	X	X
Anti-corruption instruction	X	X
Anonymous whistleblower system	X	X
Whistleblower Policy	X	(X) partial
Anti-Discrimination Policy	X	(X) partial
Clear complaints processes	X	X



The Compliance Policy

The new Compliance Policy was drawn up in 2023 and came into force at the beginning of 2024. It applies to all Group companies and describes the basic elements of the OHB Group's compliance management system and is binding on all employees, managers and board members. In the future, OHB SE representatives on the boards of Group companies will be required to ensure that the relevant company implements organizational measures in line with the OHB Group's compliance management system to the extent permitted by contract or under corporate law.

Roles and responsibilities

The OHB Group's compliance organization is based on a three-line model. This ensures holistic compliance management at the central, local and technical/operational level. The following responsibilities are of particular importance:

The Chief Compliance Officer is responsible for overarching, Group-wide compliance matters and issues. He is independent in the performance of his duties and has the right to advise on and participate in all compliance matters.

The Compliance Officers in the companies assume local responsibility for compliance matter. In recent years, local Compliance Officers have been appointed at most of the OHB Group's locations. They are tasked with implementing the compliance management system in accordance with the specific needs and requirements of the individual companies. They are the first point of contact for employees, management and third parties in compliance matters.

The Compliance Office coordinates compliance matters within the OHB Group. Among other things, it is responsible for advisory, support and training activities. It is headed by the Chief Compliance Officer and comprises the OHB SE Chief Compliance Officer and the Compliance Officers of the OHB Group companies. The Compliance Office works closely with employees, managers and local directors. It is particularly tasked with coordinating and resolving compliance issues with the various functions and departments entrusted with supporting and monitoring legal compliance and honesty. The Compliance Office may issue guidelines and instructions on all compliance issues applicable to all OHB Group companies. This is possible if the Compliance Office believes that it is advisable from a Group-wide perspective. This first requires consultation with the specialist managers, followed by coordination with management. If inadequate compliance standards at Group companies need to be prevented or remedied, the Compliance Office can also take direct action.



The Company Officers in the central and operational departments assume technical and operational responsibility. In their areas of responsibility, they are entrusted with identifying compliance risks and hold responsibility for appropriate standards of conduct and processes as well as corresponding control and audit measures.

In addition, the OHB Group companies have appointed officers specifically for anti-discrimination matters. In the year under review, all employees of the jointly organized Group companies were supported by an Anti-Discrimination Officer across all companies. This allows employees to lodge a complaint in a protected environment in confidence in cases of discrimination or unequal treatment. At the other Group companies, this task is performed either by HR or the Compliance Officers.

The OHB Group Code of Conduct

The Code of Conduct contains minimum standards which are binding on all OHB Group employees worldwide. Its purpose is to provide assistance in addressing legal and ethical questions in day-to-day work, offer guidance and thus further strengthen confidence in the OHB Group's performance and integrity. The Code of Conduct was revised in 2022 and publicized through a campaign in all OHB Group companies using flyers and posters. The Code of Conduct defines key elements of the OHB Group's corporate culture. It therefore influences the compliance culture and forms the basis of compliance management (see section entitled "Code of Conduct").

The Supplier Code of Conduct

Suppliers are strongly encouraged to implement their own written code of conduct and to establish a management system that supports compliance with all applicable laws and regulations. This includes encouraging suppliers to go beyond basic compliance with the law and enforce binding regulations on human rights, labor standards and anti-corruption measures – such as the United Nations Convention against Corruption (see section entitled "Supplier Code of Conduct").

Whistleblowing

The anonymous We.Create.Integrity. whistleblower system

We.Create.Integrity. is the OHB Group's whistleblower portal. It is available to all employees and stakeholders of the OHB Group. The whistleblower system can be used to report compliance violations in areas such as white-collar crime (e.g. corruption, theft, embezzlement, money laundering), breach of human rights, discrimination, sexual harassment and violations of antitrust or data protection law and to find help on compliance-relevant topics. It is available in six different languages (German, English, French, Spanish, Italian and Swedish) and can be accessed by any person associated with the OHB Group, either internally or externally. Its purpose is to give customers, suppliers, shareholders and business partners in particular a channel for commenting on matters within the applicable statutory rules on whistleblower protection. The system permits a confidential



dialog with the OHB Group's Compliance department, which can be anonymous if desired and secured by special encryption. Integrated professional case management ensures compliance with access restrictions for the persons processing the case as well as deadlines. The information received is treated with the utmost confidentiality. Reprisals against whistleblowers are not tolerated. Employees who report actual or suspected misconduct responsibly and in good faith need not fear any negative consequences. When incoming reports are processed and reviewed, particular attention is paid to the interests of the person(s) concerned that are worthy of protection.

The whistleblower policies

The Group "Whistleblower System" agreement was adopted for all German OHB Group companies in connection with the establishment of the Integrity Line 2022. It assures whistleblowers of confidentiality, provides information on reporting procedures and follow-up measures and ensures that they are protected from any reprisals in accordance with Directive (EU) 2019/1937 of the European Parliament. Some international Group companies, such as OHB Italia and AntwerpSpace, also have their own whistleblower policies.

Complaints channels and communication

The complaints process

All OHB Group companies go through the following steps of the complaints process:

1. Interviewing the person making the complaint
2. Interviewing the persons against whom the complaint is directed
3. Questioning persons who may be able to testify to the deed
4. Examining the evidence
5. Documenting the complaints process
6. Taking necessary, appropriate measures
7. Reporting to the management

The principles underlying the complaints process

Complaints are treated confidentially within the OHB Group. This means that there is a duty of confidentiality towards third parties who are not involved in the complaints procedure. Complaints can be submitted anonymously. Individuals who exercise their right to lodge a complaint and whistleblowers are protected from reprisals by employers in accordance with Directive (EU) 2019/1937 of the European Parliament.

Sanctions for proven cases of non-compliance or discrimination

All Group companies implement the necessary and appropriate sanctions against the perpetrators in proven cases of non-compliance or discrimination. If necessary, measures are also taken to protect victims, such as separating the offender from the victim. In addition, all Group companies offer mediation and resolution discussions with neutral moderators if required. In the jointly organized Group companies, anti-discrimination and compliance training is also provided on an adhoc basis.

Other scope for submitting complaints

In addition to the Integrity Line, employees can also lodge a complaint through other channels. The Compliance Officers at the Group companies are the contact persons for personal discussion in confidence on all compliance-related matters. In the jointly organized Group companies, the Anti-Discrimination Officer is the trusted point of contact for questions relating to anti-discrimination across all companies. The responsible works councils and management have also been designated as channels for complaints for the German and other Group companies.

Communication channels

All Group companies use different channels to inform employees of compliance issues. In addition to personal advice, information is regularly provided via the intranet. Posters, flyers and brochures on compliance and anti-discrimination are also on display in common areas at all locations. In addition, the Compliance and Anti-Discrimination departments provide information at works and staff meetings on an adhoc basis. At the other Group companies, employees were informed about the Integrity Line and the OHB Group's Code of Conduct in flyers, brochures and posters.



Information is provided to the Group companies in various languages – at least German and English. People can reach out to the contact persons in the Compliance and Anti-Discrimination departments verbally or in writing for advice or to report complaints. The advice and complaints offices are barrier-free.

Training

All employees of the jointly organized Group companies take part in online compliance and anti-discrimination training across all companies during the onboarding process. Compliance training is repeated every two years. The training courses cover the definition of compliance, corruption and bribery, whistleblowing, social engineering, forms of discrimination and complaints procedures within the OHB Group. Some OHB Group companies such as OHB Italia also have their own training courses on whistleblowing. There is also specific training on export controls. No training has taken place in the other Group companies to date. Employees are informed of compliance-relevant matters via the above-mentioned communication channels. To ensure that employees have understood the training content, there is a multiple-choice test at the end of each lesson. Only if these are answered correctly is the training course deemed to have been passed.

The compliance risk analysis made it possible to filter out the departments with employees who are exposed to a particularly high risk of corruption and bribery. These are the Legal, Project Controlling and Contracts, Purchasing, Corporate Tax, Accounting, HR Service, Business Development, Logistics, Investor Relations, Public Affairs and Procurement departments.

4.1.2 Supplier relations management

Our approach

OHB operates in a large number of jurisdictions with different regulatory frameworks and exposure to political changes and circumstances. The changing institutional framework conditions must be continuously observed and followed. In this connection, national and international accountability obligations must always be observed and complied with. 98% of the OHB Group's suppliers come from Europe or North America. Other suppliers are based in China, Chile, Singapore, South Africa and French Guiana, among other places.

Responsible and lawful conduct as well as respect for human rights are regarded as basic prerequisites for fair competition and the exercise of social responsibility. The OHB Group does not tolerate any violations of human rights, neither at the present nor in the future. The same is expected of the OHB Group's suppliers.

Order process

Once the contract negotiations have been successfully completed with the favored suppliers, particularly with regard to work content, costs and schedule (Subcontractor Selection & Contract Agreement), the specific contracts are drawn up. The Procurement/Purchasing and Contracts departments work hand in hand to this end. At the same time, a purchase order is initiated in SAP. A prerequisite for this is the inclusion of supplier data in SAP, which, among other things, requires self-disclosure by the respective supplier. The supplier self-disclosure requirements were revised at the end of 2023 (WI-3033-OHBG). The main sustainability-related points of the supplier self-disclosure entail production sites and (environmental) certificates, as well as details of environmental management systems and health and safety management systems. In addition, the Supplier Code of Conduct is made available to all suppliers when contracts are entered into.

In addition, the Legal department checks the conformity of the supplier's business performance and the presence of any existing sanctions/legal violations. The ordering processes are standardized across the OHB Group.

Supplier evaluation

The process and template for evaluating suppliers were extensively revised in 2023. With the modifications made, it is now possible to influence supplier management and selection much more transparently and dynamically.

Under the evaluation, the performance of all suppliers who have current contracts in major projects is assessed in terms of quality, technology, costs and also management. This is done by a team from Procurement and Quality Management as well as technical managers. Suppliers are evaluated on a half-yearly cycle.

The results of the supplier evaluation are analyzed by the category managers. Category managers are subcontractor managers who specialize in a specific equipment group. This role supports the cross-project view, collaboration and analysis of suppliers.

Depending on the results of the supplier evaluation, measures are defined, documented and tracked for the relevant supplier. In addition, the results of the supplier evaluation are incorporated in the future selection process. The supplier evaluation process is mapped in the "Subcontractor Rating" process. In direct purchasing, the evaluation is carried out on a random basis on the basis of quality, delivery reliability and pricing.

Supplier audits

Supplier audits are used to evaluate and manage suppliers and thus to ensure product safety and risk management in projects as well as to enhance qualified supplier selection. In principle, supplier audits help to identify strengths, weaknesses and risks in order to develop them specifically for existing or planned business relationships, or to identify any non-conformities that have occurred and to ensure that they are rectified. Findings from such audits that indicate deficiencies result in corrective measures and are the driving force behind the continuous improvement of the quality system.

The OHB Group conducts supplier audits using its internal team of auditors, which form part of Quality Management. The need for these audits is determined by the projects and by Procurement on the basis of ongoing project experience, with the audit team asked to perform them. The process is mapped in "Performance of audits". They are prepared and performed in accordance with the EN 9100 standard. No supplier audit was performed in 2024.

Supplier selection

The selection of suppliers for all of the OHB Group's major projects is based on a predefined process. As new projects go through various phases, several pre-selection processes are completed pending final selection of the supplier. Sustainability aspects have not yet been taken into account in the selection of suppliers. In the coming years, these aspects are expected to play a greater role in supplier selection. The OHB Group's customers are also increasingly specifying sustainability aspects as a criterion for selecting suppliers.





4.1.3 Prevention and detection of corruption and bribery

Preventive measures

The Anti-Corruption Directive

The anti-corruption instruction is a set of rules determining the approval and disclosure requirements with respect to the receipt or grant of incentives as well as the possible consequences of any breach of the applicable law. It thus contains internal rules of conduct and is directed at all employees and governing bodies of all OHB Group companies. The instruction serves as an anti-corruption measure in accordance with the United Nations Principles against Corruption. Regular reviews and continuous development are key aspects of a fully functional compliance management system.

Effectiveness control

In the jointly organized Group companies, internal audits and monitoring of legal framework play a major role in the effectiveness review. In addition, any compliance violations identified are taken as an opportunity to review the compliance management system in order to determine whether, for example, systematic misconduct can be addressed by taking certain measures.

Internal audit – regular performance of a risk analysis

In the year under review, a risk analysis was carried out at the jointly organized Group companies to integrate the compliance processes in the Tax, Travel Management, Export Control, Accounting and Travel Expenses, Sustainability, Logistics, Shipping, Transport, Data Protection and Procurement departments.

The following points in particular were included in the risk analysis:

- Identification of (compliance) risks in the operating departments
- The way in which the legal requirements applicable to the individual operating processes are complied with
- Responsibilities in the operating departments
- Specific policies and work instructions in the operating departments
- Implementation of compliance requirements in the operating processes and
- Existing control measures

Compliance-relevant interfaces and risks in the operating departments can be clearly defined in the analysis. The necessary policies and processes can be identified and implemented in consultation with the Compliance department.

Reporting

Regular meetings with OHB SE's Management Board are held with both the Compliance department and the Anti-Discrimination Officer. The Management Board is also involved in exceptional compliance and anti-discrimination matters as and when required. In addition, the Supervisory Board is informed annually in a report on compliance activities and incidents.

Training

An evaluation of the training at the individual companies was carried out for these risk areas in the year under review (see Table 18):

Table 18: Training courses carried out in risk areas

Company	Employees in high-risk positions	of which those who have received regular compliance training	in %
OHB System AG	167	141	84
OHB SE	25	22	88
OHB Italia S.p.A.	52	52	100
OHB Sweden AB	–	–	–
Antwerp Space N.V.	4	4	100
LuxSpace Sàrl	–	–	–
MT Aerospace AG	45	43	96
MT Management Service GmbH	28	26	93
OHB Teledata GmbH	14	13	93
OHB Digital Connect GmbH	13	11	85
OHB Information Technology Services GmbH	9	9	100
Total	357	321	90

Employees receive a request by e-mail for mandatory participation in the training courses. If they do not attend, they initially receive a reminder. If a third request has to be made, the manager is informed of the employee's failure to attend the training. In the next step, the companies reserve the right to take disciplinary action against employees who fail to attend the training.

For OHB Sweden AB and LuxSpace Sàrl, there is insufficient data on training coverage and persons at risk.

Members of the Supervisory Board and the Management Board receive annual training on compliance risks during compliance reporting.

Risk management and measures

Mitigating compliance risks is a core aspect of the compliance management system. This task essentially consists of two components: firstly, the permanent monitoring of statutory regulations and requirements, which forms the basis for a structured and holistic risk assessment, and secondly, the regular risk analysis. The objectives and measures for optimizing the compliance management system are derived from the results of the monitoring and risk analysis. The permanent monitoring of statutory and internal requirements also forms the basis for holistic risk management by the Compliance Officers at the Group companies.

The following measures have been defined for the OHB Group's targets:

Target 1: Appointment of Compliance Officers at all Group companies

Measures: Compliance Officers are to be appointed in all OHB Group companies by the end of 2025. They are the direct local contact persons for all compliance issues and ensure that the compliance management system is implemented in the light of the specific circumstances at the site. To this end, the Group companies that have not yet appointed a Compliance Officer were asked to do so in 2025. The new Compliance Officers undergo training in their new tasks. In the year under review, the OHB Group's Compliance Office made intensive efforts to appoint Compliance Officers at the Group companies.

Target 2: Uniform standards for all compliance training courses at OHB Group companies

Measures: Harmonization of compliance training at OHB Group companies is to be completed by the end of 2025. To this end, it is necessary to analyze the content of the existing training concepts at the locations beyond the data collected in the questionnaire. In future, the same training is to be provided at all locations in the same frequency. In addition, all persons in risk-exposed positions throughout the Group are to be trained. The OHB Group companies' training documents were requested for this purpose in the year under review. Their content will be compared, with any gaps found in the training courses to be filled by the end of 2025.

Target 3: Harmonization of processes and guidelines that are important for all Group companies

Measures: Processes and policies relevant to all Group companies are to be further harmonized by the end of 2025. To this end, existing guidelines and processes at the companies were analyzed in 2024. The following areas with optimization potential

were identified and will be given special consideration in the analysis: Guidelines on anti-discrimination, anti-corruption and standardized processes for complaints. The next step is to implement Group-wide harmonization of guidelines and processes.

Target 4: Adoption of an anti-discrimination policy for all Group companies

Anti-discrimination matters are to be professionalized within the OHB Group in the coming year. The starting point is the relevant anti-discrimination laws in the jurisdictions in which the companies operate. Building on this law, which was examined in the year under review, Group-wide anti-discrimination guidelines and training are to be implemented.

Target 5: Group-wide monitoring and reporting

A quarterly compliance round table was held in the year under review, attended by compliance officers of the individual companies. It provides a space for exchange and the joint further development of compliance-related matters. From 2025, an annual meeting of Compliance Officers is to take place at the OHB Group level. The topics of monitoring and reporting are becoming increasingly important. The joint exchange serves to identify risks and opportunities at the company locations at an early stage and to initiate measures.

Performance indicators and targets

Targets – compliance management system

What all the objectives of the compliance management system have in common is that they serve to minimize identified risks. In addition to the goal of constantly and consistently pursuing and clarifying compliance and discrimination reports, further goals were identified for the Compliance and Anti-Discrimination departments in order to optimize the compliance management system (see Table 19).

Table 19: Compliance management targets 2025

	Target	Measure	Period
1	Appointment of compliance officers at the Group companies	Request for subsidiaries to appoint Compliance Officers	End of 2025
2	Uniform standards for all compliance training courses at OHB Group companies	Analysis of existing training concepts, harmonization of content and training schedule	End of 2025
3	Harmonization of processes and guidelines	Identification of policies and processes that need to be harmonized across the Group; practical implementation and communication of the new policies	End of 2025
4	Adoption of a Group-wide anti-discrimination policy	Identification of required policies and processes, implementation of training, actions and an information campaign	End of 2025
5	Group-wide monitoring and reporting	Annual exchange between the Compliance Officers on risks and opportunities as well as the definition of measures	End of 2025

Information on incidents and identified incidents of human rights abuses, corruption, bribery or discrimination

The key figures on the incidents in the OHB Group in the year under review are presented below. The breakdown shows only one notable case of discrimination and two complaints submitted via the channels available to employees (see Table 20).

Table 20: Indicators of human rights violations and compliance incidents

	2024
Information on complaints, incidents of discrimination and human rights violations	
Number of discrimination incidents	1
Amount of fines, penalties and damages for discrimination incidents, including harassment and complaints filed	–
Number of complaints submitted via the channels through which employees can raise concerns	2
Number of complaints submitted to the OECD national contact points for multinational enterprises	–
Number of serious human rights violations and incidents involving own employees	–
Number of serious human rights abuses and incidents of non-compliance with the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises concerning the Group's own workforce	–
Amount of fines, penalties and compensation for serious human rights violations and incidents involving own employees	–
Information on anti-corruption and anti-bribery measures	
Number of convictions for violations of anti-corruption and anti-bribery laws	–
Amount of fines for violations of anti-corruption and anti-bribery laws	–
Information on compliance incidents	
Number of confirmed incidents of corruption or bribery	–
Number of confirmed incidents in which the Group's own employees were dismissed or disciplined for corruption or bribery	–
Number of confirmed incidents of contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	–



4.1.4 Political influence and lobbying activities

Management information

The following representatives of the relevant company are responsible for overseeing political influence and lobbying activities (see Table 21).

Table 21: Supervision of political influence and lobbying activities

Representatives	Position	Company
Sabine von der Recke	Member of the Management Board	OHB System AG
Ulrich Scheib	Chief Executive Officer	MT Aerospace AG
Didier Schnitzler	Managing Director	LuxSpace Sàrl
Dennis Winkelmann	Managing Director	OHB Digital Connect GmbH
Bernhard Winkler	Operating Managing Director	OHB Teledata GmbH

Notable exceptions apply to the following companies:

OHB Italia S.p.A.: Not applicable, as OHB Italia does not engage in any activities or commitments related to political influence and/or lobbying activities. The managing director takes part in the marketing meetings convened by the Presidency and the Board of Directors of the Italian Space Agency and the Italian Government's Space Office. In this respect, the Supervisory Board of OHB Italia exercises a control function over its actions.

Antwerp Space N.V.: not applicable.

Details of benefits received

In 2024, OHB System AG supported the "Bündnis 90/Die Grünen" party in the European election campaign with a donation of EUR 5,000. No other donations were made to political parties.

Further information on lobbying activities

OHB System AG: OHB System AG is one of Europe's leading space and technology companies and part of the OHB Group. OHB SE is its sole shareholder. The OHB Group has decades of experience in the development and implementation of innovative space systems and structures, the provision of specific aerospace and telematics products and downstream services. In this connection, the OHB Group maintains contacts with German and European research and science as well as with industrial, security and defense policymakers. To this end, OHB SE representatives take part in conferences and discussion panels as well as background talks. They also maintain a sometimes direct, project-related exchange with various ministries and government agencies as well as with members of parliament and political decision-makers. Receptions are also organized

to which members of the government, parliamentarians, employees of the ministries and subordinate authorities are invited. The representation of interests includes activities relating to the Federal Budget Act, the National Space Act and specific planning and procurement projects from various business areas. The aim is to convey a practical perspective and provide impetus for improving the overall economic situation. The OHB Group pursues this goal both as a company and through its participation and membership in associations and organizations. OHB System AG is listed in the EU Transparency Register under registration number: 648584214179-94; the OHB Group is also listed in the lobby register of the German Bundestag under register number: R000907; the OHB Group is also listed in the Bavarian Lobby Register under register number DEBYLT02F3.

MT Aerospace AG: MT Aerospace AG (MTAG) is an aerospace company in which the OHB Group holds a majority stake. MTAG develops and manufactures key components for the European launcher Ariane and specializes in tank production. Against this backdrop, MTAG engages in advocacy to formulate and represent the company's own opinions, perspectives and positions in the commercial space sector, combined with direct insights into the needs, hurdles and challenges of the space industry in discourse with members of the German parliament and federal ministries. In addition, the representation of interests aims to inform and sensitize federal agencies and office holders to the needs of the space industry with regard to regulations, subsidies and legal and structural framework conditions.

MT Aerospace AG is listed in the lobby register for the representation of interests before the German federal parliament and the federal government under registration number R000935 and in the Bavarian lobby register under registration number DEBYLT030E.

OHB Sweden AB: OHB Sweden AB engages in lobbying activities with the aim of raising awareness of the importance of space activities for society. OHB Sweden AB is not listed in the EU Transparency Register.

LuxSpace Sàrl: LuxSpace Sàrl sends information to the Minister of Economy about the recently published Draghi report concerning the space sector to the Lux delegation to NATO in Brussels to promote the use of technologies in the defense sector. LuxSpace Sàrl is not listed in the EU Transparency Register.

OHB Italia S.p.A.: OHB Italia S.p.A. is not listed in the EU Transparency Register or in an equivalent transparency register of a member state.

OHB Digital Connect GmbH: OHB Digital Connect GmbH (OHB DC GmbH) is a subsidiary of OHB SE and thus part of the OHB Group. It works on the various interfaces between satellites and their ground segments. OHB Digital Connect GmbH is a prime contractor and system integrator for end-to-end ground segments in earth observation, satellite communications and telescopes. In this connection, the OHB Group maintains contacts with German and European research and science as well as with industrial, security and defense policymakers. To this end, representatives of OHB DC GmbH take part in conferences, discussion panels and background talks. They also maintain a sometimes direct, project-related exchange with various ministries and government agencies. OHB DC GmbH is listed in the lobby register for the representation of interests before the German federal parliament and the federal government under registration number R001182.

OHB Teledata GmbH: OHB Teledata GmbH is a wholly owned subsidiary of the technology and space group OHB SE and offers a comprehensive portfolio for the digitalization and electrification of rail networks. OHB Teledata GmbH exerts indirect influence on political decisions in the railroad sector through its membership of the VDB (Association of the German Railway Industry) and at state level (Bavaria) through its membership of the Bavarian Railway Technology Cluster (CNA). To this end, representatives of OHB Teledata GmbH take part in congresses, member events and discussion rounds as well as background talks. OHB Teledata GmbH is not listed in a transparency register.



ASSURANCE REPORT OF THE INDEPENDENT GERMAN PUBLIC AUDITOR ON A LIMITED ASSURANCE ENGAGEMENT IN RELATION TO A SEPARATE NON-FINANCIAL GROUP REPORT

To OHB SE, Bremen

Assurance Conclusion

We have conducted a limited assurance engagement on the separate non-financial group report of OHB SE, Bremen, (hereinafter the „Company“) to comply with §§ [Articles] 315b to 315c HGB [Handelsgesetzbuch: German Commercial Code] including the disclosures contained in this separate non-financial group report to fulfil the requirements of Article 8 of Regulation (EU) 2020/852 (hereinafter the „Non-Financial Group Reporting“) for the financial year from 1 January to 31 December 2024.

Not subject to our assurance engagement were the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Non-Financial Group Reporting for the financial year from 1 January to 31 December 2024 is not prepared, in all material respects, in accordance with § 315c in conjunction with §§ 289c to 289e HGB and the requirements of Article 8 of Regulation (EU) 2020/852 as well as with the supplementary criteria presented by the executive directors of the Company.

We do not express an assurance conclusion on the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Basis for the Assurance Conclusion

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the „German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting“ section.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has complied with the quality management system requirements of the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) issued by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibility of the Executive Directors and the Supervisory Board for the Non-Financial Group Reporting

The executive directors are responsible for the preparation of the Non-Financial Group Reporting in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company. They are also responsible for the design, implementation and maintenance of such internal controls that they have considered necessary to enable the preparation of a Non-Financial Group Reporting in accordance with these regulations that is free from material misstatement, whether due to fraud (i.e., manipulation of the Non-Financial Group Reporting) or error.

This responsibility of the executive directors includes selecting and applying appropriate reporting policies for preparing the Non-Financial Group Reporting, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Non-Financial Group Reporting.

Inherent Limitations in the Preparation of the Non-Financial Group Reporting

The relevant German statutory legal and European regulations contain wording and terms that are still subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legal conformity of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the Non-Financial Group Reporting.

German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Non-Financial Group Reporting has not been prepared, in all material respects, in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company, and to issue an assurance report that includes our assurance conclusion on the Non-Financial Group Reporting.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process to prepare the Non-Financial Group Reporting.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgement.

In conducting our limited assurance engagement, we have, amongst other things:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Non-Financial Group Reporting.
- inquired of the executive directors and relevant employees involved in the preparation of the Non-Financial Group Reporting about the preparation process, and about the internal controls relating to this process.
- evaluated the reporting policies used by the executive directors to prepare the Non-Financial Group Reporting.
- evaluated the reasonableness of the estimates and the related disclosures provided by the executive directors.
- performed analytical procedures and made inquiries in relation to selected information in the Non-Financial Group Reporting.
- considered the presentation of the information in the Non-Financial Group Reporting.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Non-Financial Group Reporting.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is solely towards the Company. We do not accept any responsibility, duty of care or liability towards third parties.

Bremen, April 4th, 2025

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