

**SUSTAINABILITY** REPORT

**2025**

# PREFACE

**Ladies and gentlemen,  
Dear readers,**

As a European aerospace group and a values-driven family business, we view sustainability as an indispensable component of our long-term viability – and as a shared mission that the company has embraced.

The global situation is currently characterized by the tension between short-term crises and profound structural developments. The World Economic Forum's *Global Risks Report 2026* clearly shows that, over the next two years, geopolitical, technological, and societal risks – such as geo-economic confrontation, misinformation and disinformation, as well as increasing polarization – will dominate. In the long term – over the next decade – environmental risks will, however, become increasingly significant: Extreme weather events, biodiversity losses, ecosystem collapse, and critical changes to the terrestrial system are particularly serious. Technological and societal challenges also remain relevant in this context.

This underscores the need to strengthen both short-term and long-term crisis resilience. For us, this forecast also underscores the growing importance of independent and reliable space solutions – ranging from navigation and communication to earth observation, reconnaissance, and scientific missions. In a future where space continues to grow in strategic importance as a shared resource, we want to play an active role in shaping responsible practices for its use.

In this sustainability report for 2025, we provide an overview of our sustainability strategy as well as key sustainability-related impacts, risks, and opportunities. Our strategic agenda encompasses three key areas of action:

- Environmental responsibility: Climate protection and adaptation
- Social responsibility: A future-proof workplace
- Technological responsibility: Space safety.

Sustainability aspects in all these areas are closely linked to our business model:

In the SPACE SYSTEMS business segment, we were awarded a contract by the ESA in 2025 to develop a third satellite for the CO2M greenhouse gas monitoring mission as part of Copernicus. The data collected will provide reliable information on emissions from individual countries, regions, and cities, making a significant contribution to greater transparency in global climate protection. In addition, we are working on technological solutions to reduce space debris, establish a circular economy in space, and develop protective measures to address potential threats from space.

In the DIGITAL business segment, we are executing the *Urban View Demonstrator* project on behalf of ESA. It helps cities to develop tools based on earth observation data to identify urban heat islands and monitor urban nature, thus making an important contribution to climate change adaptation.

The driving force behind all these forward-looking projects is the innovative spirit of our employees. By fostering a safe, diverse, and supportive work environment, we create the conditions for creative and responsible action. This is how we combine business success with social responsibility.

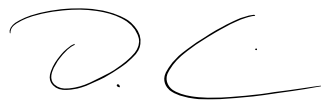
We would like to extend our special thanks to everyone whose dedication plays a key role in shaping the OHB Group's sustainable development in line with our guiding principle of "*Space for Sustainability*".

We hope you find this sustainability report informative and invite you to get in touch with us in person or by email at [sustainability@ohb.de](mailto:sustainability@ohb.de).

Bremen, March 25, 2026



Marco Fuchs  
Chief Executive Officer of OHB SE




Daniela Schmidt  
Member of the Management Board responsible for sustainability, legal and corporate security at OHB SE



# SEPARATE NON-FINANCIAL REPORT

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## 1.1 GENERAL INFORMATION

### 1.1.1 Basis for Preparation

#### 1.1.1.1 General Basis for Preparation of Sustainability Statements

In this sustainability report, OH B SE, as the publicly listed parent company, publishes the sustainability disclosures for the OH B Group. In line with financial reporting, the reporting period corresponds to the 2025 financial year, which runs from January 1, 2025 until December 31, 2025.

With this sustainability report, OH B SE has prepared the separate non-financial group report in accordance with Sections 315b and 315c of the German Commercial Code (HGB). This separate non-financial report also contains information on taxonomy alignment in accordance with Article 8 of *Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (EU Taxonomy Regulation)*.

In preparing the separate non-financial group report for 2025, OH B SE decided not to early adopt the European Sustainability Reporting Standards (ESRS), but rather to align itself with the ESRS guidelines as follows:

- The structure of this report follows the format prescribed for the non-financial group statement under ESRS.
- In determining the material sustainability aspects, both the inside-out perspective (impacts) and the outside-in perspective (risks and opportunities) (collectively referred to as IROs) were assessed in accordance with the ESRS guidelines, and the results presented accordingly.
- The key figures reported were calculated in accordance with the definitions set forth in ESRS. Any discrepancies are duly noted for the respective key figures.

Apart from ESRS, no other frameworks were used as a basis for the preparation of this sustainability report.

Table 1 provides an overview of the material matters pursuant to Section 289c(2) of the German Commercial Code (HGB) and their allocation to the respective sections of this report. There are no significant risks arising from the OH B Group's own business activities or from its business relationships, products, and services that are highly likely to have any serious negative impact on the non-financial aspects referred to in Section 289c of the German Commercial Code (HGB).

**Table 1: Items Pursuant to Section 289c of the German Commercial Code (HGB) and Allocation to the Individual Sections of this Report**

Section 289c of the German Commercial Code (HGB)	Section
Environmental matters	Climate Change Space Safety Pollution
Employee-related matters	Own Workforce
Social matters	Not material
Respect for human rights	Own Workforce Workers in the Value Chain
Combating corruption and bribery	Business Conduct
Company-specific: Information Security	Information Security

This sustainability report was prepared on a consolidated basis and generally follows the reporting entity structure of the consolidated financial statements. For reasons of materiality (financially immaterial or no impact on key sustainability aspects), some subsidiaries of OH B SE were not included in this sustainability report (see Table 2). The consolidated companies are hereinafter collectively referred to as the "OH B Group". OH B SE and its subsidiaries OH B System AG, OH B Digital Connect GmbH, OH B Teledata GmbH, and OH B Information Technology Services GmbH are hereinafter collectively referred to as the "joint operations".

If you have any questions or comments regarding the Sustainability Report, you can contact us at [sustainability@ohb.de](mailto:sustainability@ohb.de).



Table 2: Reporting Entity Structure of the Sustainability Report

Name of company	Share held	Consolidation
OHB System AG, Bremen, Germany	100.0%	Yes
ORBCOMM Deutschland Satellitenkommunikation AG, Bremen, Germany <sup>1</sup>	100.0%	No
OHB Italia S.p.A, Milan, Italy	100.0%	Yes
OHB Sweden AB, Stockholm, Sweden	100.0%	Yes
Antwerp Space N.V., Antwerp, Belgium	100.0%	Yes
LuxSpace Sàrl, Betzdorf, Luxembourg	100.0%	Yes
MT Aerospace AG, Augsburg, Germany	100.0%	Yes
MT Aerospace Grundstücks GmbH & Co. KG, Augsburg, Germany <sup>2</sup>	100.0%	No
MT Aerospace Guyane S.A.S., Kourou, French Guyana <sup>2</sup>	100.0%	No
OHB RFA Beteiligungen GmbH, Bremen, Germany	100.0%	No
MT Aerospace Holding GmbH & Co. KG, Bremen, Germany <sup>3</sup>	70.0%	No
MT Management Service GmbH, Augsburg, Germany <sup>4</sup>	70.0%	Yes
Aerotech Peissenberg GmbH & Co. KG, Peissenberg, Germany <sup>4</sup>	34.7%	No <sup>7</sup>
OHB Teledata GmbH, Bremen, Germany	100.0%	Yes
OHB Austria GmbH, Graz, Austria	100.0%	No
OHB Digital Services GmbH, Bremen, Germany	74.9%	No
OHB Digital Connect GmbH, Bremen, Germany	100.0%	Yes
OHB Chile SpA., Viña del Mar, Chile <sup>5</sup>	100.0%	No
MT Holding RFA GmbH & Co. KG, Berlin, Germany	66.7%	No
Rocket Factory Augsburg AG, Augsburg, Germany <sup>6</sup>	65.1%	No <sup>7</sup>
OHB Orbital Access GmbH, Bremen, Germany	100.0%	No
OHB Czechspace s.r.o., Brno, Czech Republic	100.0%	No
OHB Information Technology Services GmbH, Bremen Germany	100.0%	Yes
GEOSYSTEMS Gesellschaft für Vertrieb und Installation von Fernerkundungs- und Geoinformationssystemen mbH, Gilching, Germany	100.0%	No

<sup>1</sup> Held by OHB System AG

<sup>2</sup> Held by MT Aerospace AG

<sup>3</sup> Held by OHB RFA Beteiligungen GmbH

<sup>4</sup> Held by MT Aerospace Holding GmbH & Co. KG

<sup>5</sup> Held by OHB Digital Connect GmbH

<sup>6</sup> Restricted voting rights

<sup>7</sup> Included in the greenhouse gas inventory under category 3.15 "Investments"



The sustainability report covers the OHB Group’s own business activities as well as the upstream and downstream value chain with a short-, medium-, and long-term horizon.

### 1.1.1.2 Disclosures in Relation to Specific Circumstances

#### Time horizons

Unless otherwise specified, the short-, medium-, and long-term horizons are defined as follows:

- “Short term” refers to a period of one year from the end of the reporting period.
- “Medium term” refers to a period ranging from the end of the short term up to five years.
- “Long term” refers to a period of more than five years.

#### Sources of Estimation and Outcome Uncertainty

The OHB Group pursues a continuous process to improve data availability and quality. The sustainability report contains information based on estimates, particularly where direct data is not available along the value chain. The underlying methods and assumptions are explained in the relevant sections (see Section 2.1.7).

In the context of the EU taxonomy, changes in the interpretation of the “Do No Significant Harm” (DNSH) principle may also lead to future adjustments to the framework. The planned revision of the Delegated Act may lead to adjustments to the content of reports and the key figures to be disclosed in the EU taxonomy tables for the coming years.

In addition, the sustainability report contains forward-looking statements based on current estimates and assumptions regarding future developments. These statements relate to strategic objectives, planned projects, expected performance, synergies, and assumptions regarding market trends and regulatory changes, among other things.

It should be expressly noted that such forecasts are, by their very nature, subject to uncertainty. Actual developments may differ from the scenarios currently assumed, for example due to changes in economic conditions, the competitive environment, or regulatory developments.

## 1.1.2 Governance

### 1.1.2.1 Role of the Administrative, Management, and Supervisory Bodies

The administrative, management, and supervisory bodies of OHB SE play a central role in embedding sustainability in decision-making, oversight, and risk management activities.

#### Management Board of OHB SE

The Management Board of OHB SE is responsible for managing 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 accountable to the Supervisory Board. OHB SE’s Management Board is composed of the following members (see Table 3):

**Table 3: Composition of the Management Board of OHB SE**

Name	Responsibilities
Marco R. Fuchs	Chief Executive Officer
Dr. Markus Moeller	Corporate and business development
Kurt Melching	Finance (until August 31, 2025), Strategic Projects (from September 1, 2025)
Dr. Tim Tecklenburg	Finance, controlling, and accounting (from September 1, 2025)
Daniela Schmidt	Sustainability, legal and corporate security

**Supervisory Board of OHB SE**

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 selected measures and ensures transparency and accountability. The duties, rights, and obligations of the members of the Supervisory Board are governed by applicable laws, the Articles of Association of OHB SE, and the Rules of Procedure.

The specific duties of the Supervisory Board include, in particular:

- Monitoring management through regular reports by the Management Board and overseeing corporate development
- Approval of major business decisions, such as investments, acquisitions, strategic partnerships, or major financing transactions

- Appointment and removal of members of the Management Board, as well as the determination of their remuneration
- Review and approval of the annual financial statements and the consolidated financial statements
- Convening the annual general meeting and overseeing the implementation of its resolutions
- Monitoring of compliance with legal requirements and internal policies, particularly in the areas of corporate governance and compliance
- Involvement in the company’s strategic alignment, for example, by discussing and assessing long-term goals and risks.

The Supervisory Board of OHB SE and its committees are composed of the following members (see Table 4):

**Table 4: Composition of the Supervisory Board of OHB SE**

Name	Position on the Supervisory Board	Audit Committee	Personnel Committee	ESG <sup>1</sup> , Corporate Governance and Nomination Committee	Technology Committee
Robert Wethmar	Chair	Member	Chair	Chair	Member
Ingo Kramer	Deputy Chair	Chair	Member	–	Member
Claire Wellby	Member	Member	Member	Member	–
Dr. Hans Königsmann	Member	–	Member	–	Chair
Raimund Wulf	Member	Member	–	Member	–

<sup>1</sup> Environmental, Social, and Governance (ESG)

**Supervisory Board Committees**

OHB SE’s Supervisory Board has delegated individual tasks to four committees, which deal with these matters in greater detail on behalf of the Supervisory Board. The ESG, Corporate Governance and Nomination Committee, as well as the Audit Committee, are specifically responsible for matters related to sustainability.

The ESG, Corporate Governance and Nomination 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 doing so, it is responsible for ensuring that sustainability matters are integrated in the Group’s strategy so that significant impacts, risks, and opportunities are duly taken into account. It provides support through recommendations and by monitoring compliance with relevant standards and sustainability reporting.

The Audit Committee assists the Supervisory Board in overseeing management and focuses in particular on the consolidated financial statements and related matters.



### Diversity on the Management Board and the Supervisory Board

The Management Board and the Supervisory Board of OHB SE each consists of five members, none of whom are workers' representatives (see Table 5). In the opinion of the Supervisory Board, all five members are independent of the company and the Management Board.

**Table 5: Diversity on the Management Board and Supervisory Board of OHB SE**

Indicator	Management Board OH B SE	Supervisory Board OH B SE
Number of members	5	5
Number of executive members	5	0
Number of non-executive members	0	5
Number of independent members	–	5
Percentage of independent members	–	100 %
Number of women	1	1
Number of men	4	4
Percentage of women	20 %	20 %
Percentage of men	80 %	80 %
Average age	53 years	59 years
Average term of office	7 years	5 years

OHB SE considers diversity within the Management Board and Supervisory Board to be a key factor in the company's success. The primary goal in appointing Board members is to combine established industry expertise in the aerospace sector with relevant leadership experience in a business environment. Diversity should be evident not only in the variety of members' professional backgrounds and qualifications, but also in balanced gender representation on both boards. On December 19, 2024, the Supervisory Board of OHB SE set a target of 20% female representation on the Supervisory Board and a similar target of 20% for the Management Board of OHB SE. Both of these targets were achieved in 2025 and will remain in effect until December 31, 2026.

In addition to actively seeking out promising external candidates, the company places particular emphasis on systematically building a talent pool from the management ranks of its Group companies. Launched in 2020 at the request of the Supervisory Board of OHB SE, the "Generational Transition in Key Positions" project aims to ensure the targeted preparation

of internal talent for positions on the Management Board and in executive positions. When the group of participants is selected, great importance is again placed on gender diversity and a wide range of different qualifications. In addition, international experience, a wide variety of professional backgrounds, and greater age diversity are key priorities. As part of this project, the Supervisory Board of OHB SE, under the leadership of its Chairman, conducts regular progress reviews and assesses the staffing situation in key positions within the OHB Group.

### Expertise and Skills

The broad range of skills and experience that the members of the Supervisory Board of OHB SE have acquired over the course of their careers enables them to address the strategic and performance-related challenges facing the OHB Group, including those related to sustainability. Overall, the Supervisory Board should possess expertise in the aerospace industry, several years of international practical experience in both the private sector and public organizations/agencies, as well as in-depth, long-standing knowledge in the areas of finance, financial reporting, accounting, and administration, as well as in sustainability management and ESG. In addition, a balanced mix of technical and business-oriented candidates is sought.

The Supervisory Board serves as a sounding board for the Management Board and ensures that the necessary expertise is available for strategic decisions. Its expertise is actively utilized to address sustainability challenges. Examples of this include:

- The ESG, Corporate Governance and Nomination Committee provides guidance on how sustainability management can be implemented in the context of the aerospace industry and which initiatives are applicable to specific projects.
- The Audit Committee receives regular updates on the latest sustainability-related reporting requirements and discusses their implementation.
- In the case of merger and acquisition (M&A) decisions, sustainability aspects are considered as cost or value drivers and evaluated on the basis of key performance indicators.

The qualification matrix (see Table 6) outlines the Supervisory Board's competency profile – including expertise in sustainability. The members of the Supervisory Board are informed annually about compliance risks. In addition, they have the opportunity to attend external training courses. No external training courses were attended in 2025. The Supervisory Board calls upon external expertise as needed.

Table 6: Qualification Matrix for Members of the Supervisory Board

Qualifications		Robert Wethmar	Ingo Kramer	Dr. Hans Königsmann	Raimund Wulf	Claire Wellby
International experience		x	x	x	x	x
Professional qualifications	Business line/sector expertise			x	x	
	Marketing/sales/customers/brand management		x	x	x	
	Political work/association work		x			
	Management experience/CEO experience	x	x	x		
	Corporate oversight	x	x	x	x	x
	Financial reporting	x	x		x	x
	Financial expert <sup>1</sup>	x	x		x	
	Internal control procedures and capital market/risk management	x	x	x	x	x
	Transformation	x	x	x	x	x
	Human resources/organization	x	x	x		
	Sustainability/ESG		x		x	
	Legal and compliance	x	x			

<sup>1</sup> As defined in Section 100 V of the German Stock Corporation Act and recommendation D.3 of the German Corporate Governance Code

### Management of Sustainability Aspects

Strategic responsibility lies with the member of the Management Board responsible for sustainability, legal and corporate security at OHB SE, who is supported by the head of the Sustainability Department at OHB SE. The other members of the Management Board, as well as the management boards and management teams of the subsidiaries, actively support the sustainability organization and provide the necessary resources for implementing the sustainability strategy, sustainability reporting, and sustainability risk management. Sustainability risk management is closely aligned with OHB SE's enterprise risk management.

The Sustainability Department reports directly to the member of the Management Board responsible for sustainability, legal and corporate security, who in turn forwards the relevant information to the Management Board and the Supervisory Board's ESG, Corporate Governance and Nomination Committee. Information on key sustainability issues is disclosed on a regular basis:

The Management Board of OHB SE is briefed in writing and orally every four weeks during its meetings. Information is submitted to the heads of the business segments (see Section 1.1.3.1) on an ad hoc basis during Executive Committee (ExCom) meetings. The Executive Committee brings together all business segments of the matrix organization and promotes collaboration among them. It oversees the local implementation of global strategies within the subsidiaries and across the segments of the OHB Group.

The Supervisory Board's ESG, Corporate Governance and Nomination Committee is briefed three times a year through presentations on the status of the sustainability strategy, the implementation of regulatory requirements, and developments regarding key sustainability aspects. In addition, the entire Supervisory Board receives a report on sustainability matters at least once a year during its regular meetings.



Material sustainability-related impacts, risks, and opportunities are integrated in the sustainability and corporate strategies. This is achieved by the Sustainability Department setting targets for key sustainability aspects and having them approved by the Management Board of OHB SE in consultation with the Supervisory Board's ESG, Corporate Governance and Nomination Committee. Progress is monitored and documented using defined key performance indicators (KPIs) as part of the sustainability

strategy. Sustainability aspects are taken into account in investment decisions and M&A activities on a case-by-case basis. The decision on whether to consider a proposal rests with the Management Board, supported by the expertise of the Supervisory Board.

The ESG, Corporate Governance and Nomination Committee is responsible for monitoring material impacts, risks, and opportunities. The allocation of duties is set out in Table 7.

**Table 7: Management of Sustainability Aspects**

Sustainability aspects related to the material topics	Management and monitoring	
	Management Board/Management	Supervisory Board
Climate Change, Pollution	Member of the Management Board responsible for sustainability, legal and corporate security at OHB SE	
Own Workforce	Chief Human Resources Officer (CHRO) OHB SE	
Workers in the Value Chain	CEO OHB SE	
Business Conduct	Member of the Management Board responsible for sustainability, legal and corporate security at OHB SE	ESG, Corporate Governance and Nomination Committee
Space Safety	CEO of OHB System AG	
Information Security	Member of the Management Board responsible for finance, controlling, and accounting at OHB SE	

### 1.1.2.2 Integration of Sustainability-Related Performance in Incentive Schemes

The remuneration plan for the members of the Management Board was adopted by the Supervisory Board on April 14, 2022, and approved at the annual general meeting on June 1, 2022. Its purpose is to support the long-term development of OHB SE and its subsidiaries and to contribute to the successful implementation of the business strategy and the enhancement of the company's enterprise value. The structure is based on the "pay-for-performance" principle. The total remuneration of the members of the Management Board consists of the following weighted components:

- Base salary (including benefits): one to two-thirds
- Annual variable remuneration: zero to two-thirds
- Multi-year variable remuneration: zero to two-thirds.

The selection of performance metrics for annual and multi-year variable remuneration is determined at the discretion of the Supervisory Board. In particular, this includes financial targets (e.g. EBT, EBIT, net leverage, revenue, and changes in total output), stock price performance, as well as non-financial targets (e.g. sustainability strategy, succession planning, diversity, and compliance). Table 8 shows the non-financial performance criteria adopted for the year under review, although not all criteria applied to all members of the Management Board.

**Table 8: Non-Financial Variable Remuneration**

Remuneration component	Target
Sustainability	<ul style="list-style-type: none"> <li>• Development of a net zero strategy</li> <li>• Development of an ESG governance model and an ESG risk management system</li> <li>• Publication of a non-financial report</li> </ul>
Corporate security	<ul style="list-style-type: none"> <li>• Successful self-accreditation of safety-related requirements</li> <li>• Improvements in crisis and emergency management</li> </ul>
Legal	<ul style="list-style-type: none"> <li>• Expansion of the legal governance model at the Group level</li> <li>• Reorganization of a division</li> </ul>
Ensuring the OHB Group's financial success/boosting the OHB Group's earnings	<ul style="list-style-type: none"> <li>• Saving defined parameters both at the Group level and for specific subsidiaries</li> <li>• Implementation of necessary adjustments to improve efficiency</li> <li>• Adherence to the budget in accordance with established requirements; updating and reviewing the budget process</li> </ul>

The remuneration report for 2025 and the auditor's report pursuant to Section 162 of the German Stock Corporation Act (AktG), the applicable remuneration system pursuant to Section 87a (1) and (2) Sentence 1 of the German Stock Corporation Act (AktG) and the last remuneration resolution pursuant to Section 113 (3) of the German Stock Corporation Act (AktG) can be found on OHB SE's website after publication.

**1.1.2.3 Statement on Due Diligence**

The OHB Group is fully committed to respecting internationally acknowledged human rights and environmental obligations along its entire value chain. No violations are tolerated. The principles of the Group-wide human rights strategy are binding on the Group's own workforce and its governing bodies, and also apply to interactions with workers in the value chain.

Compliance with these principles is a prerequisite for all business relationships. The OHB Group expects all business partners to consistently adhere to human rights and environmental standards.

Governance structures and responsibilities have been established to ensure the effective fulfillment of this responsibility:

- **Responsibility at the Management Board level:** The Management Board bears overall responsibility for ensuring compliance with human rights and environmental due diligence obligations in all business activities.

- **Policy statement:** The publicly available statement on the company's human rights policy outlines the obligations under the Supply Chain Due Diligence Act (LkSG) and can be viewed on the OHB SE website.
- **Interdisciplinary committee:** A cross-company committee monitors the implementation of due diligence obligations and conducts risk analyses. If any complaints are received, they are reviewed and, if necessary, corrective action is taken. The effectiveness of preventive measures is evaluated. The committee reports to the Management Board at least once a year and as needed.
- **Risk management system:** Human rights and environmental due diligence obligations are an integral part of a Group-wide risk management system. This framework is integrated horizontally and vertically in all relevant business processes and ensures systematic risk identification and the implementation of appropriate measures.

Table 9 compares the key elements of due diligence with the corresponding information in the sustainability report.

**Table 9: Reference to Key Elements of Due Diligence**

Key elements of due diligence	Chapter in the sustainability report
a) Integration of due diligence in governance, strategy, and the business model	See governance structure above
b) Involvement of relevant stakeholders in all key stages of the due diligence process	See Sections 1.1.3.3 and 3.1.2
c) Identification and assessment of negative impacts	See Sections 1.1.4 and 4.1.3.2
d) Actions to address these negative impacts	See Sections 3.1.3, 3.2.3, and 4.1.3.2
e) Monitoring the effectiveness of these efforts and communicating the results	See Sections 3.1.3 and 4.1.2.2



### 1.1.2.4 Risk Management and Internal Controls over Sustainability Reporting

In 2025, the OHB Group developed a Group-wide process and fundamental internal controls to manage sustainability reporting. This includes:

- Sustainability Group Directive (adopted in 2026) on the sustainability reporting roles and processes
- Reporting structure with defined responsibilities for the collection and reporting of sustainability information
- Software-based processes for data collection and the calculation of non-financial metrics
- Primarily manual control mechanisms to ensure data quality and compliance.

The assessment of risks in sustainability reporting is conducted according to a standardized procedure based on enterprise risk management. This includes:

- Identification of risks in the context of the requirements of the Corporate Sustainability Reporting Directive (CSRD)
- Assessment based on the criteria of likelihood of occurrence and potential magnitude of the financial impacts
- Prioritization based on a risk index
- Identification of measures to mitigate risks
- Update as part of the annual reporting process.

The most significant risks associated with sustainability reporting are listed below:

- **Insufficient data availability and quality:** The risk is that there is not enough relevant data available to meet regulatory requirements, or that the available data is of a poor quality. This applies to the completeness, accuracy, and consistency of the data.
- **Inadequate integration of the CSRD in business processes:** The risk is that CSRD requirements will not be fully integrated in business processes due to a lack of internal processes and policies. This applies to governance, responsibilities, and the processes for data collection, reporting, and compliance.
- **Insufficient transparency in the value chain:** The risk is that the OHB Group lacks sufficient transparency throughout the entire value chain, particularly with regard to sustainability and compliance requirements. This concerns the traceability of materials as well as suppliers' compliance with environmental and social standards.

The measures selected to mitigate these risks are presented in Table 10.

**Table 10: Risks Related to Sustainability Reporting**

Risk	Measures
Insufficient data availability and quality	<ul style="list-style-type: none"> <li>• Sustainability Group Directive</li> <li>• Implementation of a centralized data management system, including control mechanisms</li> </ul>
Inadequate integration of the CSRD in business processes	<ul style="list-style-type: none"> <li>• Sustainability Group Directive</li> <li>• Establishment of a reporting structure with roles and responsibilities</li> </ul>
Insufficient transparency in the value chain	<ul style="list-style-type: none"> <li>• In 2025, the report contained only a qualitative description. Specific data along the value chain is analyzed with a risk-based focus.</li> </ul>

The relevant members of the Management Board (the member of the Management Board responsible for sustainability, legal and corporate security, as well as the member of the Management Board responsible for finance, controlling, and accounting) are informed of the results of the risk assessment, internal controls, and progress on an ad hoc basis.

### 1.1.3 Strategy

#### 1.1.3.1 Strategy, Business Model and Value Chain

The OHB Group positions itself as a leading provider of innovative space solutions with the goal of making a significant contribution to addressing global challenges. The product and service portfolio is divided into the business segments SPACE SYSTEMS, ACCESS TO SPACE, and DIGITAL, with sustainability considerations systematically taken into account in all segments. In 2025, the OHB Group generated total sales of EUR 1,215.5 million and had a total of 3,271 employees (Germany: 2,653; Italy: 339; Sweden: 158; Belgium: 63; Luxembourg: 58).

#### Serving Markets and Customer Groups

In 2025, the markets and customer groups served by the OHB Group were largely unchanged. However, existing activities were expanded through new partnerships and projects, particularly in the areas of hydrogen infrastructure and the use of environmental and earth observation data.

The OHB Group operates in a wide range of institutional and commercial markets, with a geographical focus on Europe. The core business areas include space applications in the fields of earth observation, navigation, and communications. The contract for the major scientific project LISA underscores the OHB Group's continued strategic positioning in European scientific programs and supports growth in the field of highly complex scientific missions. In addition, the OHB Group offers solutions for the aviation industry as well as digital applications for environmental and infrastructure issues.

Key stakeholders include institutional clients (e.g. the European Space Agency (ESA), the European Union (EU), national space agencies, and government agencies), industry partners, and end users in the fields of security, the environment, and infrastructure. In the commercial sector, our portfolio is aimed at customers who use satellite-based technologies and services for specific applications. Marketing is primarily conducted through a direct sales model in the business-to-business (B2B) sector, which allows for close alignment with customers' specific needs.

### Value Chain

In its core business, the OHB Group concentrates on the design, development, integration, and testing of satellites and space systems. Other activities include the assembly of structures for launch vehicles and the development of digital applications. In the upstream value chain, the Group primarily works with specialized suppliers of materials and electronic components. The downstream value chain includes, in particular, the operation of satellites and ground stations, data processing and analysis, and the provision of services to government agencies, industrial companies, and other user groups.

The supplier base is predominantly European. This collaboration primarily takes place within the framework of long-term contracts and consortium structures, such as those associated with programs like Galileo, Copernicus, IRIS<sup>2</sup>, or LISA. ESA and the EU provide the majority of the project funding and help to shape the structure of the value chain through geo-return arrangements. In the Ariane program, the OHB Group, via MT Aerospace AG, is a major supplier of tanks and structural components.

Collaborations with technology partners and startups support the further development of products, particularly in the areas of lightweight construction and quantum communications for secure satellite services.

### Inputs and Steps Taken to Safeguard Them

The OHB Group's business model involves the integration of specialized components and expertise. This includes lightweight materials, electronic and optical systems, and high-performance alloys, which are sourced through a qualified network of suppliers and other business partners. Among other things, these companies supply components and technologies for use

in satellites and space systems. The subsidiaries' locations across Europe provide direct access to European space resources and programs. The Group's key inputs are:

- Highly qualified staff in the fields of engineering, IT, manufacturing, and project management
- Technological resources such as satellite platforms (SmallGEO, SmartMEO, InnoSat, Triton-X), as well as launch vehicle structures and ground systems
- Research and development (R&D), funded internally as well as via grant programs provided by ESA, the EU, and national institutions
- Materials for aerospace applications, procured through a two-part purchasing model for orders and contracts with subcontractors.

These inputs are secured through long-term relationships with suppliers and other business partners.

### Outputs and Benefits for Stakeholders

In each of the three segments – SPACE SYSTEMS, ACCESS TO SPACE, and DIGITAL – different technologies are developed to monitor environmental changes, provide high-quality data and monitoring solutions, and translate these into scalable applications.

The SPACE SYSTEMS segment focuses on the development, assembly, and operation of satellites for earth observation, navigation, communications, and scientific research. In particular, the collection and provision of environmental data for the analysis and mitigation of climate change and other environmental challenges are relevant.

- **Earth observation missions:** In 2025, progress was made on missions such as CO2M, CHIME, FORUM, the Meteosat Third Generation Arctic Weather Satellite, CIMR, and Biomass. These missions provide data on greenhouse gases, land use, vegetation, atmospheric parameters, ice dynamics, and ocean-atmosphere coupling, among other things.
- **Small satellite constellations:** Development and assembly of constellations for more precise environmental monitoring, such as IRIDE



- **Space debris prevention:** Introduction of and support for innovative technologies and initiatives such as the “Zero Debris Charter,” the “Zero Debris Technical Booklet,” and the “Space Safety Tech Hub” to prevent and reduce space debris (see Section 2.2.3).

In the ACCESS TO SPACE segment, the Group focuses on the development and assembly of components for the aerospace industry as well as infrastructure components.

- **InSPoC-2:** Study for the development of an in-orbit demonstrator for cryogenic propellant transfer as a precursor to in-space logistics infrastructure, such as an orbital propellant depot for exploration missions
- **HYGUANE:** The project aims to utilize hydrogen and reduce emissions at the spaceport in Kourou (French Guiana) and was continued in 2025. Looking forward, the surrounding communities are to be supplied with energy from renewable sources.

The DIGITAL segment enhances manufacturing input through data-driven solutions that can improve efficiency and address applications that deliver environmental benefits.

- **Data analysis and application:** Analysis and application of satellite-generated environmental data for various purposes, including efficient resource use and the detection of environmental pollution
- **EU projects related to the environment:** Participation in several EU projects, including DestinE, aimed at improving climate data
- **Project coordination:** In 2025, OHB Digital Connect GmbH coordinated projects concentrating on monitoring critical infrastructure and climate risks (such as climate change and heat trends), including Baltic GTIF, Urban View Demonstrator, and IIMEO.

The end users of the products and services include institutional and commercial customers who use the data provided for analysis and research purposes.

Please refer to the 2025 Annual Report for further information on our business model, customer segments, and products.

### 1.1.3.2 Sustainability Strategy

The OHB Group began developing a sustainability strategy in 2024 and continued to work on it during 2025. The sustainability vision and mission were defined, and the strategic priorities were further refined on the basis of the double materiality analysis (see Section 1.1.4). The OHB SE Management Board approved the resolution in 2025.

The OHB Group’s sustainability strategy encompasses its understanding of sustainability, its sustainability vision and mission, and three strategic areas of action. In addition, the “Space for Sustainability” slogan was created.

#### Understanding of Sustainability

“As a European space and technology group and a values-oriented family business, we view sustainability as a key to our future readiness and a shared mission.”

#### Sustainability Vision

The sustainability vision is the OHB Group’s vision for the future with regard to sustainability:

“In a future in which space is becoming an increasingly important shared resource, we want to contribute to its responsible use.”

#### Sustainability Mission

The sustainability mission is the OHB Group’s commitment to realizing its vision for the future with regard to sustainability:

“For us, sustainability is a shared mission to ensure that technological progress and sustainable development on earth and in space are increasingly intertwined.”

#### Strategic Areas of Action

The sustainability strategy encompasses three strategic areas of action (see Table 11).

**Table 11: Strategic Areas of Action of the Sustainability Strategy**

Environmental responsibility	Social responsibility	Technological responsibility
Climate protection and adaptation	Future-proof workplace	Space safety
<p>We develop and assemble satellites for earth observation and research that provide environmental data and advance our understanding of the earth system.</p> <p>To contribute to global climate goals, we are committed to reducing greenhouse gas emissions along our value chain. In addition, we address climate risks.</p>	<p>We are creating a performance-enhancing and values-oriented work environment that contributes to our company's long-term attractiveness and competitiveness.</p> <p>By fostering a safe, diverse, and appreciative workplace, we promote talent development and strengthen our capabilities for innovation. In this way, we combine business success with social responsibility and position ourselves in the market as a responsible employer.</p>	<p>We use smart solutions to combat space debris, promote a forward-looking circular economy in space, and develop protective measures against potential threats from cosmos.</p> <p>Our technologies lay the foundations for a resilient infrastructure in orbit that not only ensures the safe operation of today's space missions but also enables the long-term use of orbital resources.</p>

The areas of action are defined through policies, actions and targets. These areas of action are operationalized through collaboration between OHB SE's Sustainability Department and the relevant departments within the OHB Group. This is discussed in greater detail in Sections 2.1, 2.2, and 3.1.

In addition, the OHB Group developed a **Sustainability Group Directive** in 2025. The Group Directive defines how sustainability is embedded within the OHB Group. Its goal is to systematically integrate sustainability considerations in all business processes and to actively promote them in order to conduct business responsibly over the long term. The resolution was adopted by the Management Board of OHB SE in 2026.

### 1.1.3.3 Interests and Views of Stakeholders

As part of its sustainability strategy, the OHB Group systematically takes into account the interests of its relevant stakeholders. The stakeholders were identified in preparation of the double materiality analysis [see Section 1.1.4], which forms a key basis for the company's strategic alignment regarding sustainability.

#### Relevant stakeholders

Relevant stakeholders include:

- Current and prospective employees
- Direct suppliers and other business partners
- Institutional and commercial customers
- Investors and capital market participants
- Political and academic institutions.

These groups were selected on the basis of their relevance for the OHB Group's sustainability-related impacts, risks, and opportunities.

#### Methods for Engaging Stakeholders and Taking Their Perspectives into Account

The external stakeholders mentioned were not directly involved. Instead, internal stakeholders represented their interests and viewpoints on their behalf.

Engagement took the form of various formats, including workshops and moderated stakeholder dialogues with relevant departments, individual interviews with members of the Executive Committee, as well as internal working groups and cross-functional coordination. The goal was to identify both the actual and potential impacts of the OHB Group on people and the environment, as well as the expectations and requirements of stakeholders.

The insights gained were incorporated in the identification and assessment of key sustainability aspects and served as the basis for defining strategic areas of action.

#### Integration in Corporate Management

The results of the stakeholder engagement process were communicated to the administrative, management, and supervisory bodies of the OHB Group. Among other things, this was done via:

- Materiality analysis reports
- Documentation of the sustainability-related impacts, risks, and opportunities identified
- Enhancement of the sustainability strategy.

The aim is to take stakeholders' perspectives into account strategically and ensure that the company's actions align with their expectations.

#### 1.1.4 Materiality Analysis

To identify and assess the OHB Group's material impacts, risks, and opportunities (IROs), OHB SE conducted a double materiality analysis based on the ESRS in 2025. This process considered both the materiality of the impacts of sustainability aspects on people or the environment and the financial materiality of sustainability aspects. The materiality analysis covers the OHB Group's own business activities as well as its upstream and downstream value chains. The preparatory work completed in 2024 was used as a starting point.



#### 1.1.4.1 Description of the Process to Identify and Assess Material Impacts, Risks, and Opportunities

The materiality analysis process was structured, coordinated, and executed by the Sustainability Department at OH B SE. Throughout the entire process, the expertise and experience of internal stakeholders (see Section 1.1.3.3) were taken into account, as they are able to provide insights on sustainability issues within their individual areas of expertise. To this end, interviews were conducted and workshops held. The internal stakeholders also considered the perspective of the sustainability report's readers. In addition, scientific publications, market studies, and industry-specific benchmarks were consulted.

The materiality analysis consisted of the following four steps:

##### Value Chain Analysis

The SPACE SYSTEMS, ACCESS TO SPACE, and DIGITAL segments were analyzed in terms of their upstream, internal, and downstream value-added activities, as well as their relationship to sustainability aspects. The analysis also documented industry-specific and geographic characteristics along the value chain (see Section 1.1.3.1).

##### Identification of Relevant Topics and IROs

First, a long list of sustainability aspects was compiled on the basis of the repository of ESRS topics, which also included the company-specific topics of space safety and information security. This long list was narrowed down to a short list by excluding topics that were not relevant to the OH B Group. Actual and potential IROs were identified for the topics on the shortlist:

- Identification of positive and negative impacts
- Assessment to determine whether these impacts lead to risks and opportunities
- Identification of risks and opportunities that are not directly attributable to impacts.

The resulting list of IROs was reviewed and consolidated to remove or integrate duplicate content.

##### Evaluation of the IROs

To assess the identified IROs, severity (scale, scope, and irremediability), likelihood, and potential financial effect were rated on a scale of 1 to 5. The rating was calculated using the following formulas. A sustainability aspect is considered material if it reaches a threshold of  $\geq 3$  in terms of the materiality of its impacts or financial materiality.

##### Materiality of the impacts:

- Actual negative impacts: Calculation of mean scale (1–5), scope (1–5), and irremediability (1–5)
- Potential negative impacts: Calculation of the mean scale (1–5), scope (1–5), and irremediability (1–5), multiplied by likelihood (1  $\triangleq$  0.05 | 2  $\triangleq$  0.25 | 3  $\triangleq$  0.50 | 4  $\triangleq$  0.75 | 5  $\triangleq$  0.90)
- Actual positive impacts: Calculation of mean scale (1–5) and scope (1–5)
- Potential positive impacts: Calculation of mean scale (1–5) and scope (1–5), multiplied by likelihood (1  $\triangleq$  0.05 | 2  $\triangleq$  0.25 | 3  $\triangleq$  0.50 | 4  $\triangleq$  0.75 | 5  $\triangleq$  0.90).

In the event of potential negative impacts on human rights, the severity of the impacts takes precedence over their likelihood.

##### Financial materiality:

- Risks: Likelihood (1  $\triangleq$  0.05 | 2  $\triangleq$  0.25 | 3  $\triangleq$  0.50 | 4  $\triangleq$  0.75 | 5  $\triangleq$  0.90) multiplied by the potential magnitude of the financial effect (1–5)
- Opportunities: Likelihood (1  $\triangleq$  0.05 | 2  $\triangleq$  0.25 | 3  $\triangleq$  0.50 | 4  $\triangleq$  0.75 | 5  $\triangleq$  0.90) multiplied by the potential magnitude of the financial effect (1–5).

The potential magnitude of the financial effect was categorized on the basis of five-percent intervals of available equity.

In addition, a sustainability risk matrix based on the enterprise risk management approach was used. The likelihood and potential magnitude of the financial effects were plotted in a 5x5 matrix. If the resulting risk matrix score is higher, it takes precedence over the multiplication of risks and opportunities. The materiality threshold is also  $\geq 3$  in this case.

##### Validation of the results

The results of the materiality analysis were validated internally by the Sustainability Department. They were then reviewed with the Management Board of OH B SE.

The materiality analysis forms the basis for strategic decisions and for identifying actions to manage and monitor material sustainability aspects. Enterprise Risk Management is informed annually of the key sustainability-related risks.

An annual review and, if necessary, update of the materiality analysis is planned in order to take into account methodological developments and changing priorities appropriately.

### 1.1.4.2 Climate Risk Analysis

Climate-related risks are divided into physical risks and transition risks. Physical risks are attributable to shifts in climate patterns, which can be acute (particularly weather events) or chronic (such as changes in temperature). Transition risks are inherent in the shift toward a low-emission and climate-resilient economy.

In the year under review, the OHB Group conducted a climate risk analysis focusing on short-, medium-, and long-term (2025, 2030, and 2050) **physical risks** to its own business operations.

As part of this analysis, 28 physical risks were considered in accordance with *Appendix A: Generic Criteria for DNSH to Climate Change Adaptation, which supplements Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020*.

To assess future trends, two climate scenarios based on the *Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC AR6)* were used:

- SSP1-2.6 describes a low-emission scenario aimed at limiting global warming to approximately 2 degrees Celsius.
- SSP5-8.5 poses a scenario with very high greenhouse gas emissions that could lead to global warming of more than 4 degrees Celsius.

For temperature- and precipitation-related indicators, climate projections from the *Coupled Model Intercomparison Project Phase 6 (CMIP6)* and harmonized, quality-assured datasets from the *Inter-Sectoral Impact Model Intercomparison Project (ISI-MIP)* were used. Flood risks were estimated using Fathom models (including 1-in-500-year events). Due to the lack of globally consistent indicators, storm risks were assessed qualitatively, taking into account the following references: the World Bank Climate Change Knowledge Portal, Chapter 11 of the IPCC AR6, and the IPCC Interactive Atlas.

The risk assessment was based on probability (scale of 1–5) and potential magnitude (scale of 1–5). For each risk, a risk value was calculated for each time horizon (2025, 2030, 2050) and each scenario (SSP1–2.6 and SSP5–8.5) as the arithmetic mean likelihood and potential magnitude. Materiality was defined as a threshold of  $\geq 3$ . The assessment was conducted on a location-by-location basis (using coordinates) at the Group level. The results were forwarded to Enterprise Risk Management and are reviewed annually to ensure they remain up to date.

The OHB Group's operating locations include the German sites in Bremen, Augsburg, Mainz, and Oberpfaffenhofen, as well as the European sites in Kista (Sweden), Antwerp (Belgium), Betzdorf (Luxembourg), Rome (Italy), Benevento (Italy), and Milan (Italy).

The detailed scenario analysis examined eight physical risks that are all relevant to the OHB Group. These include:

- **Four temperature-related risks:** Heat waves (acute) and heat stress (chronic), cold waves/frost (acute), wildfires (acute), and temperature fluctuations (chronic)

- **Three water-related risks:** Droughts (acute) and water stress (chronic), heavy rainfall (acute), and flooding (acute)
- **One wind-related risk:** Storm (acute).

The analysis shows that the OHB Group's sites are increasingly exposed to these physical risks, both now and in the future. For example, if production facilities such as cleanrooms are affected by temperature-, water-, and wind-related risks, this can lead to disruptions in operations, culminating in production downtimes.

According to the analysis, heat waves and heat stress pose the greatest aggregate risk to all OHB Group locations. Storms and floods were also classified as high risks, with storms potentially affecting all locations, while floods are limited to specific regions. In the climate scenario with very high greenhouse gas emissions, wildfires will become an increasing risk by 2030, while heavy precipitation and temperature changes are expected to play a greater role from 2050.

Physical risks can result in financial consequences such as protection and repair costs or lost revenue. Extreme weather events have been incorporated as a physical risk in the OHB Group's sustainability risk management framework. This ensures that risk is continuously monitored and taken into account in strategic decision-making processes.

In the wake of the global transition to a low-emission economy, certain **transition risks** may result for the OHB Group. The double materiality analysis has shown that dependence on fossil fuels, combined with rising energy prices, constitutes a material transition risk.

The OHB Group plans to expand its climate risk analysis in 2026 to include the upstream and downstream value chain and conduct a more in-depth analysis of the transition risks.

### Resilience Analysis

Based on the results of the climate risk analysis, the OHB Group plans to conduct a resilience analysis for 2026. Its purpose is to assess the resilience of the strategy and business model in the face of climate change. Among other things, the aim is to assess the resilience of the Group's locations to physical risks in the form of extreme weather events in order to identify CapEx needs for a climate-resilient infrastructure.

### 1.1.4.3 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

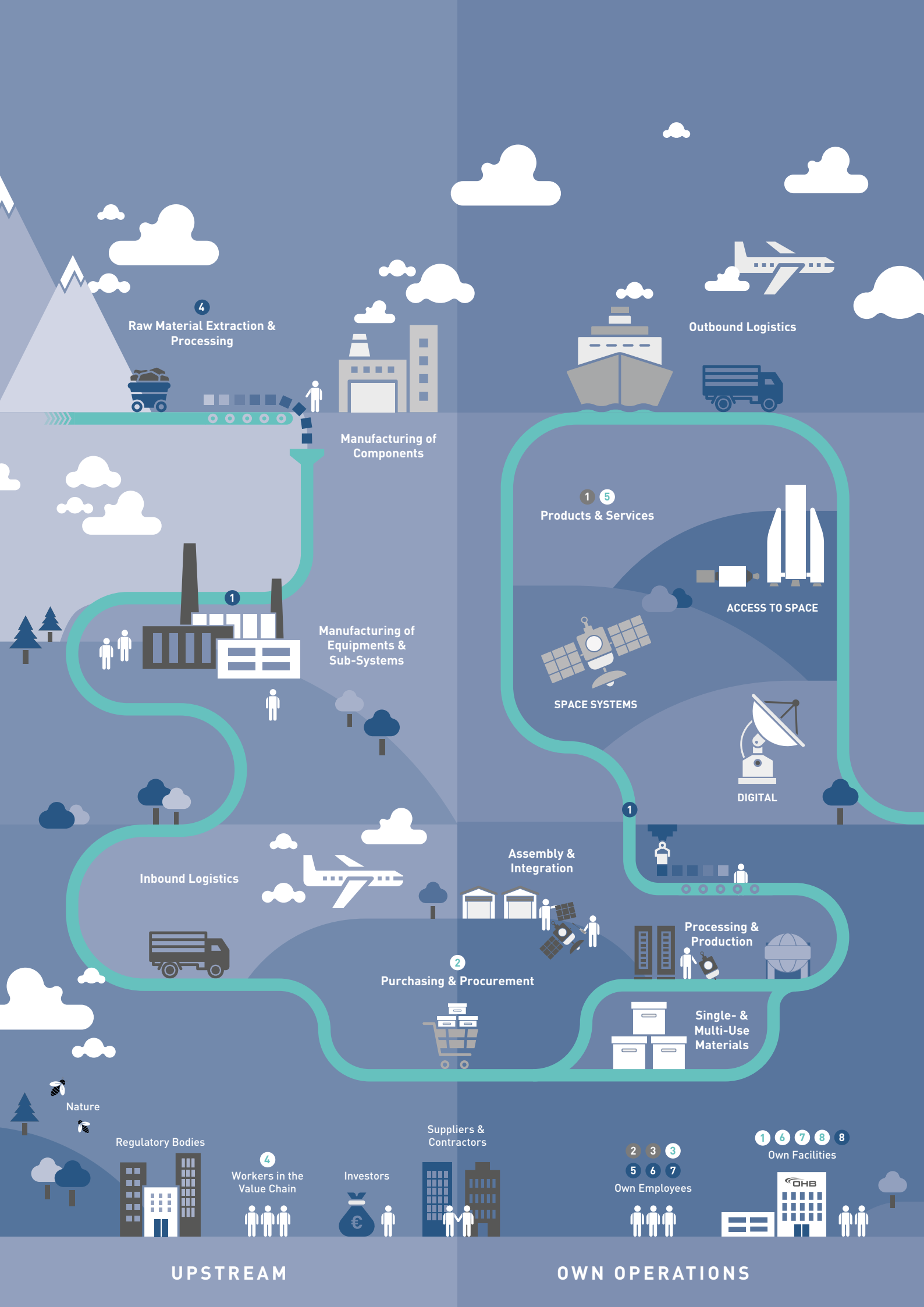
Based on the double materiality analysis, the following topics are material to the OHB Group and therefore strategically relevant for the resilience and competitiveness of its business model: Climate change, own workforce, workers in the value chain, business conduct, as well as the company-specific topics of space safety and information security. A total of 21 IROs (see Table 12) were considered to be material. The results of the materiality analysis were incorporated in the sustainability strategy to help define the strategic areas of action.



Table 12: Material IROs

ID	Type	IRO	Value chain	Time horizon
<b>Climate Change</b>				
R1	(Physical) risk	Location risks associated with extreme weather	○●○	Long term
O1	Opportunity	Climate change is driving demand for satellite data	○●●	Medium term
I1	Actual negative impact	Greenhouse gas emissions drive climate change	●●●	Current
I2	Actual positive impact	Contributing to climate change mitigation through satellite-based emissions monitoring and reduction	○○●	Current
R2	(Transitional) risk	Cost risks associated with dependence on (fossil) fuels	●●○	Medium term
<b>Pollution</b>				
I3	Actual negative impact	Air and climate impacts of launch vehicle emissions	○○●	Current
I4	Potential negative impact	Water pollution caused by bauxite processing	●○○	Medium term
<b>Own Workforce</b>				
I5	Potential positive impact	Flexible working hour models enhance work-life balance and employer appeal	○●○	Medium term
I6	Potential negative impact	Health consequences of workplace stress caused by job-specific demands	○●○	Short term
O2	Opportunity	Expansion in the defense sector as an opportunity for employer branding	○●○	Medium term
R3	Risk	Risks associated with poor staffing decisions and shortages of talent and skilled workers in the aerospace industry	○●○	Medium term
O3	Opportunity	Prevention of bottlenecks and costs through structured professional development	○●○	Long term
I7	Actual positive impact	Diversity and inclusion as drivers of innovation and employee retention	○●○	Current
<b>Workers in the Value Chain</b>				
R4	Risk	Human rights violations resulting from the processing of conflict minerals	●○○	Medium term
<b>Business Conduct</b>				
I8	Actual positive impact	Promoting shared corporate values and a culture of compliance	○●○	Current
R5	Risk	Risks associated with increasing sustainability requirements in the supply chain	○●○	Medium term
R6	Risk	Loss of reputation and revenue due to contractual penalties	○●○	Medium term
R7	Risk	Risk of non-compliance with applicable laws	○●○	Medium term
<b>Information Security</b>				
R8	Risk	Risks of cyberattacks	○●○	Short term
<b>Space Safety</b>				
R9	Risk	Collision and operational risks posed by space debris	○○●	Medium term
I9	Potential negative impact	Space debris limiting access to space for future generations	○○●	Long term

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○●



4  
Raw Material Extraction & Processing



Manufacturing of Components

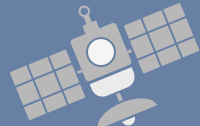


Outbound Logistics



1 5  
Products & Services

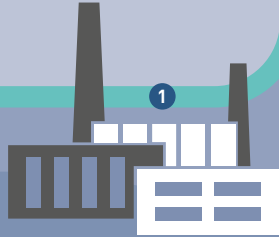
ACCESS TO SPACE



SPACE SYSTEMS



DIGITAL



1  
Manufacturing of Equipments & Sub-Systems



Inbound Logistics



Assembly & Integration



2  
Purchasing & Procurement



Processing & Production



Single- & Multi-Use Materials



Nature

Regulatory Bodies



4  
Workers in the Value Chain



Investors



Suppliers & Contractors



2 3 3  
5 6 7  
Own Employees

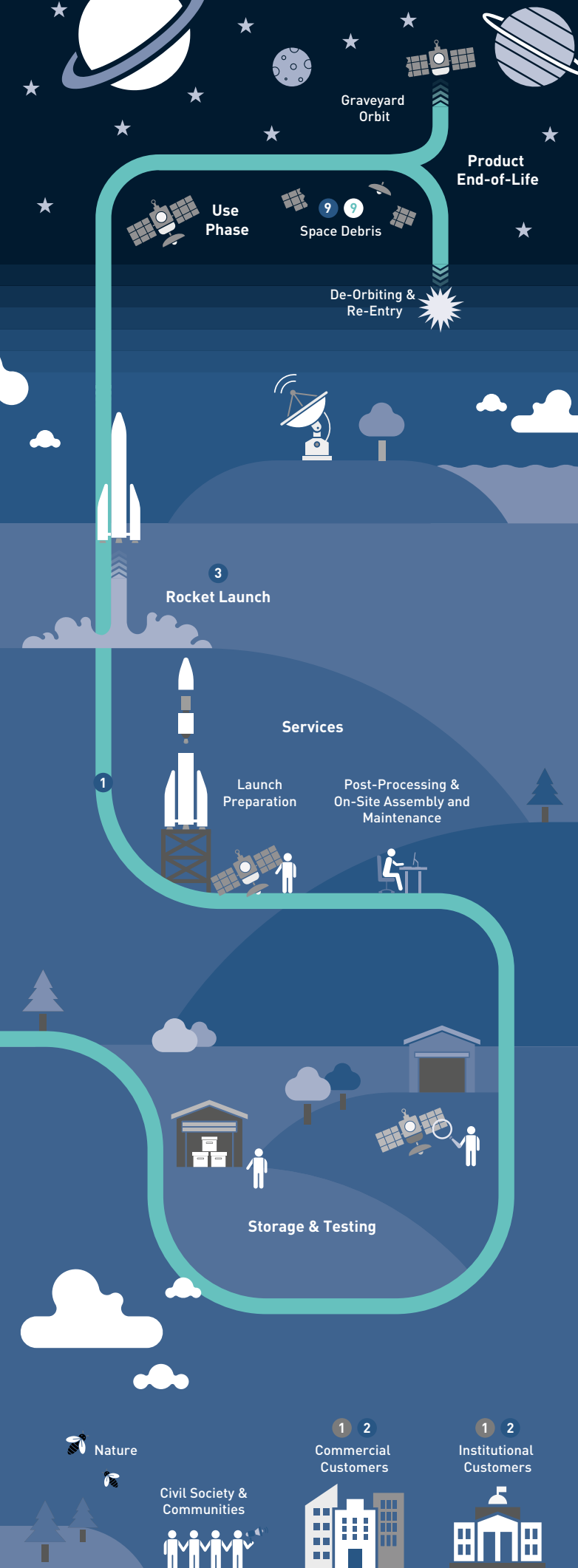


1 6 7 8 8  
Own Facilities



UPSTREAM

OWN OPERATIONS



## OHB Group's Impact, Risks, and Opportunities:

### Impacts

- 1 Greenhouse gas emissions drive climate change
- 2 Contributing to climate change mitigation through satellite-based emissions monitoring and reduction
- 3 Air and climate impacts of launch vehicle emissions
- 4 Water pollution caused by bauxite processing
- 5 Flexible working hour models enhance work-life balance and employer appeal
- 6 Health consequences of workplace stress caused by job-specific demands
- 7 Diversity and inclusion as drivers of innovation and employee retention
- 8 Promoting shared corporate values and a culture of compliance
- 9 Space debris limiting access to space for future generations

### Risks

- 1 Location risks associated with extreme weather
- 2 Cost risks associated with dependence on (fossil) fuels
- 3 Risks associated with poor staffing decisions and shortages of talent and skilled workers in the aerospace industry
- 4 Human rights violations resulting from the processing of conflict minerals
- 5 Risks associated with increasing sustainability requirements in the supply chain
- 6 Loss of reputation and revenue due to contractual penalties
- 7 Risk of non-compliance with applicable laws
- 8 Risks of cyberattacks
- 9 Collision and operational risks posed by space debris

### Opportunities

- 1 Climate change is driving demand for satellite data
- 2 Expansion in the defense sector as an opportunity for employer branding
- 3 Prevention of bottlenecks and costs through structured professional development

### Disclaimer

This illustration of the OHB Group's value chain has been intentionally simplified.

Detailed information on the OHB Group's value chain can be found in the chapter "Strategy, Business Model and Value Chain" of this Sustainability Report and in the chapter "Basis of the Group" of the 2025 Management Report.

# ENVIRONMENTAL INFORMATION



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## 2.1 CLIMATE CHANGE

### 2.1.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

Within its sustainability strategy (see Section 1.1.3.2), the OHB Group has identified “climate protection and adaptation” as a strategic area of action. It develops and assembles earth observation and research satellites that provide environmental data and advance our understanding of the earth system. To contribute to the achievement of the global climate goals, the

OHB Group aims to reduce its greenhouse gas (GHG) emissions along its value chain. In addition, it addresses climate risks (see Section 1.1.4.2).

The identification and assessment of material climate-related impacts, risks, and opportunities were conducted as part of the double materiality analysis (see Section 1.1.4). Table 13 lists the OHB Group’s significant impacts on climate change, as well as the significant risks and opportunities facing the OHB Group as a result of climate change.

**Table 13: Material Climate Change IROs**

ID	Type	Description	Value chain	Time horizon
R1	(Physical) risk	Location risks associated with extreme weather: The threat to the company’s locations posed by extreme weather events can cause business interruptions and increases the risk of production losses and costs associated with precautionary measures or repairs.	●●○	Long term
O1	Opportunity	Climate change is driving demand for satellite data: The growing need for satellite data for research and for adapting to climate-related risks could boost demand for space-based solutions and presents an economic opportunity to boost revenue.	○●●	Medium term
I1	Actual negative impact	Greenhouse gas emissions drive climate change: GHG emissions from our own business operations and along the upstream and downstream value chain contribute to climate change.	●●●	Current
I2	Actual positive impact	Contributing to climate protection through satellite-based emissions measurement and reduction: Earth observation satellites and digital products from the OHB Group provide precise environmental data. This information helps third parties identify changes in ecosystems and develop targeted measures.	○●●	Current
R2	(Transitional) risk	Cost risks associated with dependence on (fossil) fuels: Rising energy prices can lead to budget overruns if there is a heavy reliance on fossil fuels. This increases procurement and production costs and can lead to strategic inefficiencies.	●●○	Medium term

Value chain: Upstream value chain ●○●, own operations ○●○, downstream value chain ○○●

### 2.1.2 Transition Plan for Climate Change Mitigation

The OHB Group plans to develop a transition plan for climate change mitigation that sets out the goals and measures for the transition to a low-carbon economy. The transition plan is to be aligned with the Group strategy and approved by the Management Board of OHB SE.

Strategic responsibility lies with the member of the Management Board responsible for sustainability, legal and corporate security at OHB SE, who is supported by the head of the Sustainability Department at OHB SE. Operational implementation is handled by the Sustainability Department of OHB SE in collaboration with the relevant departments within the OHB Group.

### 2.1.3 Policies

#### Decarbonization Strategy

In 2025, the Management Board of OHB SE adopted a decarbonization strategy for the OHB Group. The strategy aims to mitigate the OHB Group’s negative impact on climate change (IRO I1) by reducing greenhouse gas emissions in its own business operations. To date, the decarbonization strategy has focused on Scope 1 and Scope 2 greenhouse gas emissions. Looking forward, Scope 3 greenhouse gas emissions will also be addressed. The OHB Group continues to analyze and assess greenhouse gas emissions along its upstream and downstream value chain in order to establish a solid foundation for expanding its decarbonization strategy.

Progress in implementing the decarbonization strategy is continuously monitored and reviewed by the Sustainability Department and discussed with the responsible member of the Management Board. Adjustments are made as needed.

#### Adaptation Strategy

Based on the climate risk analysis and the resilience analysis, the OHB Group plans to develop an adaptation strategy for its own business operations that takes into account both physical risks and transition risks. The strategy aims to strengthen the OHB Group’s resilience and thereby contribute to its long-term competitiveness.

### 2.1.4 Actions

In 2025, the OHB Group developed climate change mitigation measures aimed at reducing greenhouse gas emissions. These measures outline the strategic approach for achieving the GHG emission reduction targets. The measures will be implemented from 2026.

Since Scope 1 and Scope 2 emissions fall directly within the OHB Group's sphere of influence, they provide a pragmatic starting point for implementing mitigation measures that will be effective in the medium term. These emissions are being addressed as a priority in order to achieve measurable progress in the near term.

Table 14 shows the OHB Group's key decarbonization levers and their expected reduction impact, along with the target year.

**Table 14: Decarbonization Levers**

Decarbonization levers	Base year	Expected reduction in greenhouse gas emissions	Target year
Decarbonization of stationary combustion	2025	4,630 t CO <sub>2</sub> e	2031
Electrification of the vehicle fleet	2025	183 t CO <sub>2</sub> e	2035
Switch to electricity from renewable energy sources	2025	9,852 t CO <sub>2</sub> e	2030

The total quantitative contribution of the expected decarbonization levers amounts to 14,665 t CO<sub>2</sub>e.

#### Scope 1: Decarbonization of Stationary Combustion

MT Aerospace AG is exploring options for converting its combined heat and power plant in Augsburg, which currently runs on natural gas, to a lower-emission alternative by 2031. The combined heat and power plant generates electricity and heat. At the same time, the OHB Group is exploring measures to decarbonize other stationary combustion processes, reduce energy consumption, and improve energy efficiency.

the requirements of the German Energy Efficiency Act. Energy consumption at both locations was systematically recorded and analyzed to identify opportunities for savings and continuously improve energy efficiency. Certification of the energy management system is scheduled for spring 2026.

#### Environmental Management System

In 2025, OHB Digital Connect GmbH implemented an environmental management system in accordance with DIN EN ISO 14001:2015, which was certified in December 2025.

#### Scope 1: Electrification of the Vehicle Fleet

The OHB Group aims to convert 70% of its fleet – consisting of company cars and pool vehicles – to electric powertrains (or other alternative powertrains, taking technological developments into account) by 2035. At the same time, the OHB Group in Germany supports the BahnCard 100 railway season ticket as an alternative to a company car.

#### 2.1.5 Targets

The OHB Group has set absolute GHG emission reduction targets to contribute to global climate protection efforts (see Table 15): Reduction of Scope 1 and Scope 2 greenhouse gas emissions by **35% by 2030** and by **63% by 2035** compared to the base year 2025. Of this total, 0% will be classified as Scope 1 and 100% as Scope 2 by 2030. By 2035, 44% of these emissions will be Scope 1 and 56% will be Scope 2. The Scope 2 GHG emission reduction targets are market-based.

#### Scope 2: Adoption of Electricity from Renewable Energy Sources

The OHB Group plans to procure electricity from renewable energy sources at all its locations by 2030 in order to significantly reduce indirect emissions from the production of purchased electricity.

In addition, the planning of photovoltaic systems at MT Aerospace AG's sites in Augsburg and Bremen was completed in 2025. This lays the groundwork for covering part of the electricity needs through internal production in the future. Installation of the systems is scheduled to be completed by fall 2026. At the same time, the OHB Group is exploring measures to reduce electricity consumption and improve energy efficiency.

**Table 15: GHG Emission Reduction Targets**

Scope	Base year	Target reduction	Target year
Scope 1 and 2 (market-based)	2025	35% (of which 0% Scope 1 and 100% Scope 2)	2030
Scope 1 and 2 (market-based)	2025	63% (of which 44% Scope 1 and 56% Scope 2)	2035

The targets for reducing Scope 1 and Scope 2 greenhouse gas emissions by 2035 align with the *Paris Agreement*. The target takes account of the Science Based Targets initiative (SBTi) criteria, which call for a minimum linear annual reduction of 4.2%. There is currently no official validation by the SBTi. The Scope 1 and Scope 2 reduction targets are based on a cross-sector reduction pathway, as no specific decarbonization pathway is currently available for the aerospace industry.

#### Energy Management System

In 2025, OHB System AG began implementing an energy management system in accordance with DIN EN ISO 50001:2018 at its locations in Bremen and Oberpfaffenhofen. This is to provide the *foundations for an energy-efficient* future and meet



The OHB Group's defined greenhouse gas emission reduction targets are consistent with the system boundaries of the Group-wide greenhouse gas inventory. This is ensured by applying identical organizational and operational system boundaries to both the setting of targets and the determination of the greenhouse gas inventory. These are based on the reporting entity structure and include all relevant locations and activities. The targets are defined as gross reduction targets and do not include offsets through carbon credits or avoided emissions.

2025 was selected as the base year for the GHG emission reduction targets, as it provides a representative baseline for the OHB Group's business activities. In this connection, care was taken to ensure that reference figure appropriately reflects the activities covered as well as external factors. No normalization was necessary, as no unusual fluctuations – such as weather-related anomalies – were observed. 2025 marks the second year of systematic tracking and validation of Scope 1 and Scope 2 greenhouse gas emissions, thereby establishing a consistent and reliable basis for measuring progress.

In order to set realistic GHG emission reduction targets, internal stakeholders were actively involved and consulted. The OHB Group's GHG emission reduction targets were set in the light of growth forecasts. These assumptions are crucial to ensuring that the targets are both realistic and ambitious, and that they appropriately reflect future business performance and external conditions.

In the future, progress will be monitored and assessed in an annual review process. This process enables comparisons between target and actual results, allowing deviations to be identified early on and appropriate measures to be taken in a timely manner to achieve the targets.

The OHB Group's achievement of its GHG emission reduction targets is based on defined decarbonization levers (see Section 2.1.4), including the decarbonization of stationary combustion, the electrification of the vehicle fleet, and the transition to electricity from renewable energy sources. These measures make quantified contributions to the achievement of the Scope 1 and Scope 2 GHG emission reduction targets.

In 2025, no specific target for reducing Scope 3 greenhouse gas emissions was adopted. Similarly, no climate change adaptation targets were defined in 2025. The development of specific adaptation goals is planned as part of the long-term climate transition plan and will be completed in the coming years.

### 2.1.6 Energy Consumption and Energy Mix

Table 16 summarizes the key figures for the OHB Group's total energy consumption and the proportion of renewable energy in the overall energy mix. In 2025, the OHB Group used only bundled certificates of origin for the electricity purchased under utility green power products (including tariffs) at all its locations and did not procure any unbundled instruments.

**Table 16: Energy Consumption and Energy Mix**

Energy consumption and energy mix		2025
(1)	Fuel consumption from coal and coal products (MWh)	-
(2)	Fuel consumption from crude oil and petroleum products (MWh)	1,129
(3)	Fuel consumption from natural gas (MWh)	29,809
(4)	Fuel consumption from other fossil sources (MWh)	-
(5)	Consumption of purchased or acquired electricity, heat, steam, and cooling and from fossil sources (MWh)	16,026
(6)	<b>Total fossil energy consumption (MWh) (total of lines 1 to 5)</b>	<b>46,964</b>
	<b>Share of fossil sources in total energy consumption</b>	<b>88.4%</b>
(7)	<b>Consumption from nuclear sources (MWh)</b>	<b>1,603</b>
	<b>Share of consumption from nuclear sources in total energy consumption</b>	<b>3.0%</b>
(8)	Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	4
(9)	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	4,559
(10)	Consumption of self-generated non-fuel renewable energy (MWh)	-
(11)	<b>Total renewable energy consumption (MWh) (total of lines 8 to 10)</b>	<b>4,563</b>
	<b>Share of renewable sources in total energy consumption</b>	<b>8.6%</b>
	<b>Total energy consumption (MWh) (total of lines 6, 7, and 11)</b>	<b>53,130</b>

For 2025, the OHB Group must report on energy generated from non-renewable sources. This involves 7,964 MWh of electricity generated by the combined heat and power plant at

MT Aerospace AG in Augsburg. MT Aerospace AG used 7,574 MWh of this energy itself and fed the remaining 390 MWh into the power grid.

### 2.1.7 Gross Scope 1, 2, and 3 and Total GHG Emissions

#### Method for Calculating Emissions

The OHB Group calculates its greenhouse gas emissions in accordance with the *GHG Protocol Corporate Accounting and Reporting Standard* (GHG Protocol). The calculation includes all greenhouse gases listed in Annex A to the *Kyoto Protocol*: Carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>), as well as nitrogen trifluoride (NF<sub>3</sub>). To make the effects of these gases comparable, they are converted into the global warming potential of CO<sub>2</sub>. Greenhouse gas emissions are reported as CO<sub>2</sub> equivalents (CO<sub>2</sub>e).

#### Organizational System Boundaries

The OHB Group has defined its organizational boundaries in accordance with the defined reporting entity structure (see Section 1.1.1.1) and in accordance with the operational control approach set forth in the GHG Protocol:

- The Group includes 100% of the greenhouse gas emissions from subsidiaries over which it exercises operational control, regardless of its ownership stake.
- MT Aerospace Holding GmbH & Co. KG holds shares in Aerotech Peissenberg GmbH & Co. KG. MT Aerospace Holding GmbH & Co. KG, MT Holding RFA GmbH & Co. KG, and OHB SE hold shares in Rocket Factory Augsburg AG. In 2025, the proportionate Scope 1 and Scope 2 emissions were included in category 3.15, "Investments".

#### Operating System Boundaries

The OHB Group has defined its operational system boundaries in accordance with the GHG Protocol as follows:

##### Scope 1

Scope 1 includes direct greenhouse gas emissions from sources owned or controlled by the OHB Group. The following methodology was applied for 2025:

- **Stationary combustion at facilities:** The emission sources included oil and gas combustion in the combined heat and power plant at MT Aerospace AG and in the heating systems at the OHB Group's office and production sites. The calculation was based on activity data, such as billing records. Where no activity data was available, estimates were used to calculate the building floor area, and projections based on the previous year's consumption data were used. Emissions were calculated using emission factors defined by the *U.S. Environmental Protection Agency* (US EPA) and the *Department for Environment, Food & Rural Affairs* (DEFRA), and converted to CO<sub>2</sub>e in accordance with IPCC AR6.

- **Refrigerants in systems:** Refrigerants, including hydrofluorocarbons (HFCs), are components of air conditioning and refrigeration systems. For the purposes of the calculation, the quantities of refrigerant purchased during the year under review were recorded and multiplied by the specific emission factor for each type of refrigerant. The emission factors used are based on IPCC AR6 and on information regarding refrigerant blends from the *California Air Resources Board* (CARB) report.
- **Mobile combustion in vehicles:** This includes greenhouse gas emissions caused by the fuel combustion of company cars and fleet vehicles. It included all vehicles for which the OHB Group pays for the fuel costs. Emissions were calculated on the basis of fuel consumption (typically in liters of gasoline or diesel) and multiplied by the corresponding emission factor. The emission factors used are taken from the DEFRA database for the year under review and are converted to CO<sub>2</sub>e in accordance with IPCC AR6.

Estimates account for 7.8% of the Scope 1 greenhouse gas emissions.

##### Scope 2

Scope 2 includes indirect greenhouse gas emissions resulting from the production of electricity, steam, heat, or cooling that the OHB Group has purchased or received and consumed. Two methods were used for the calculation:

- **Location-based approach:** Location-based emission factors include the emission factors published by the *International Energy Agency* (IEA) for the electricity grids of individual countries, as well as Ecoinvent data for the relevant grids where IEA data is not available.
- **Market-based approach:** Contractual instruments such as certificates of origin were taken into account for the determination of electricity from renewable energy sources. In the case of energy shares without contractual instruments, emission factors from the residual mix were used. If these were not known, the location-based factor was applied. Sources for market-based factors include Green-e, Ecoinvent, and DEFRA. Emissions factors were used in accordance with IPCC AR6.

Consumption data for purchased electricity, steam, heat, and cooling were taken from utility invoices. Where these were not available, estimates were made based on comparative values for consumption per unit of floor area, building type, and fuel type. Estimates account for 12.6% of the Scope 2 greenhouse gas emissions.

##### Scope 3

Scope 3 covers additional indirect greenhouse gas emissions that occur in the OHB Group's upstream and downstream value chain. Approximately 1% primary data from suppliers or other business partners along the value chain was used to calculate Scope 3 emissions.



Table 17: Calculation Methods for Scope 3 Categories

Scope 3 category according to the GHG Protocol	Calculation method
1 Purchased goods and services	Greenhouse gas emissions from purchased goods and services (3.1) and from capital goods (3.2) were calculated using the expenditure-based approach. Each supplier was assigned a NACE code that designates the relevant economic sector. An average emission factor was then assigned to the NACE code.
2 Capital goods	
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	For activities related to fuels and energy (3.3), upstream greenhouse gas emissions (well-to-tank) as well as greenhouse gas emissions from transmission and distribution losses and natural gas leaks were taken into account. The data is based on regional grid loss rates, IPCC data, and emission factors from acknowledged sources such as IEA, eGrid, and Ecoinvent.
4 Upstream transportation and distribution	Greenhouse gas emissions from upstream (3.4) and downstream (3.9) transport were calculated on the basis of the mode of transport (air, sea, truck, rail), distance, and weight of the goods transported. The emission factors used are from DEFRA and Ecoinvent. In addition, greenhouse gas emissions from launches were taken into account. A distinction was made between launches paid for by the OHB Group (3.4) and those paid for by its customers (3.9). In 2025, the OHB Group completed a total of five launches. Of these, four involved the Falcon 9 and one the Ariane 6. Due to insufficient data, reliable emission factors were available only for launches conducted using the Falcon 9. Nevertheless, in order to perform a complete emission estimate for all launches under consideration, the emissions for the Ariane 6 launch were calculated on the basis of the defined emission factor for a Falcon 9 launch. This ensures a consistent, albeit conservative, data basis. Greenhouse gas emissions for each Falcon 9 launch were calculated exclusively within the tank-to-wake (TTW) system boundary and included only the direct greenhouse gas emissions resulting from the combustion of RP-1 in the relevant engines. Upstream emissions (e.g. supply of RP-1, LOX production), ground-based processes, or infrastructure-related processes were not included. The UK GOV/DEFRA conversion factor for 2025 for aviation <i>turbine fuel (jet kerosene)</i> was used as the emission factor for TTW greenhouse gas emissions, expressed in mass-based units. Since no published tank data was available, the RP-1 mass per launch was derived from the total propellant and the oxidizer-to-fuel ratio. Based on the assumptions made, this results in an estimated figure of approximately 463 t CO <sub>2</sub> e per launch. This value depends solely on the actual amount of RP-1 fuel used. A radiative forcing uplift was not applied, as it lies outside the defined system boundary of the TTW balance.
9 Downstream transportation	
5 Waste generated in operations	Greenhouse gas emissions resulting from waste generated at OHB Group facilities (3.5) were calculated on the basis of mass, material type, location, and disposal method. DEFRA and Ecoinvent were used as sources for emission factors.
6 Business traveling	The OHB Group calculates greenhouse gas emissions from business travel (3.6), including air travel, car and train travel, and hotel stays. For air travel, information on the aircraft type and model, as well as either the distance or the flight route, was recorded when available. Data on fuel consumption was collected for business trips taken by car. If this information was not available, the number of vehicles, the vehicle type, and the distance traveled were taken into account. For rail travel, data on the distance traveled and the number of passengers was collected. For overnight stays, the date, number of nights, and country of stay were recorded. Sources for emission factors include the US EPA and DEFRA.
7 Employee commuting	Greenhouse gas emissions associated with employees commuting to the office and working from home (3.7) were estimated. For commuter traffic, the number of commuting workers at each location was determined on the basis of assumptions regarding office attendance and remote work. DEFRA was one of the sources used for emission factors. It was assumed that no greenhouse gas emissions are generated from commuting on foot or by bicycle.
8 Upstream leased assets	During 2025, the OHB Group had no upstream leased assets (3.8) that generated energy-related greenhouse gas emissions outside the scope of its own business activities. Similarly, there were no downstream leased assets (3.13) use of which could have resulted in indirect greenhouse gas emissions.
13 Downstream leased assets	
10 Processing of sold products	With regard to processing, products sold (3.10) that undergo further energy-intensive processing steps in the downstream value chain were identified. Corresponding emission factors were assigned to estimated electricity consumption to achieve an estimate of greenhouse gas emissions. Greenhouse gas emissions from use (3.11) were calculated for products sold that consume electricity or fuels during their use. For each product type, emissions were calculated by multiplying the estimated energy consumption over the assumed total service life by the corresponding emission factor. The same values were used as in Scope 1 and 2. The greenhouse gas emissions per product were then multiplied by the total number of products sold.
11 Use of sold products	
12 End-of-life-management of sold products	Greenhouse gas emissions associated with the disposal of sold products at the end of their useful life (3.12) were calculated on the basis of the mass of sold products by product type. The products were then assigned to the appropriate disposal or recycling method. The same emission factors were used for the calculation as in Category 3.5.
14 Franchises	As the OHB Group does not operate a franchise model, no greenhouse gas emissions are generated within the scope of this category.
15 Investments	The OHB Group includes the shares in Aerotech Peissenberg GmbH & Co. KG and Rocket Factory Augsburg AG, which are measured using the equity method of accounting. For these companies, greenhouse gas emissions (3.15) were calculated on the basis of their Scope 1 and Scope 2 data. The underlying emission factors are based on the respective categories. The calculation was based on an attribution approach: The total greenhouse gas emissions of each company were multiplied by an ownership factor reflecting the shareholding in those companies (34.7% and 65.1%, respectively).

### Greenhouse Gas Emissions of the OHB Group in 2025

The OHB Group's greenhouse gas emissions totaled 241,739 t CO<sub>2</sub>e in 2025.

Scope 1 emissions totaled 5,909 t CO<sub>2</sub>e, accounting for 2.4% of total emissions. The majority of Scope 1 emissions (91.4%) were attributable to the use of natural gas.

Scope 2 emissions totaled 10,299 t CO<sub>2</sub>e and accounted for 4.3% of total emissions. The majority of Scope 2 emissions (96.5%) are attributable to the generation of purchased electricity.

Scope 3 emissions totaled 225,531 t CO<sub>2</sub>e, accounting for 93.3% of total emissions. The majority of emissions (82.9%) were attributed to Category 3.1, "Purchased Goods and Services."

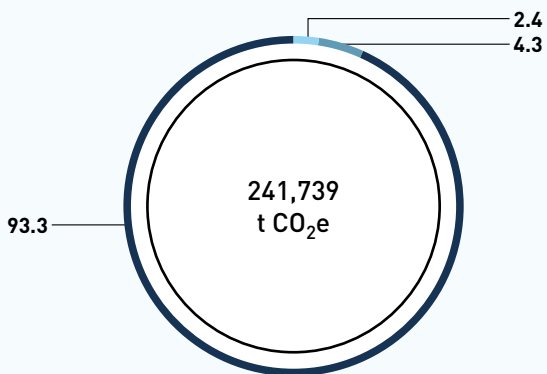
The breakdown of greenhouse gas emissions is shown in Table 18:

**Table 18: Breakdown of Total GHG Emissions**

Retrospective			Milestones and target years		
GHG emissions broken down by Scope 1, Scope 2, and material Scope 3 emissions	Unit	Base year 2025	2030	2035	Annual percentage of target/ Base year
<b>Scope 1 GHG emissions</b>					
<b>Gross Scope 1 GHG emissions</b>	t CO <sub>2</sub> e	5,909	-	-	-
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	-	-	-	-
<b>Scope 2 GHG emissions</b>					
<b>Gross location-based Scope 2 GHG emissions</b>	t CO <sub>2</sub> e	6,157	-	-	-
<b>Gross market-based Scope 2 GHG emissions</b>	t CO <sub>2</sub> e	10,299	-	-	-
<b>Significant Scope 3 GHG emissions</b>					
<b>Total gross indirect (Scope 3) GHG emissions</b>	t CO <sub>2</sub> e	225,531	-	-	-
1 Purchased goods and services	t CO <sub>2</sub> e	186,872	-	-	-
2 Capital goods	t CO <sub>2</sub> e	7,908	-	-	-
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	t CO <sub>2</sub> e	3,008	-	-	-
4 Upstream transportation and distribution	t CO <sub>2</sub> e	6,506	-	-	-
5 Waste generated in operations	t CO <sub>2</sub> e	428	-	-	-
6 Business traveling	t CO <sub>2</sub> e	4,499	-	-	-
7 Employee commuting	t CO <sub>2</sub> e	3,072	-	-	-
9 Downstream transportation	t CO <sub>2</sub> e	983	-	-	-
10 Processing of sold products	t CO <sub>2</sub> e	1,211	-	-	-
11 Use of sold products	t CO <sub>2</sub> e	10,481	-	-	-
12 End-of-life-treatment of sold products	t CO <sub>2</sub> e	64	-	-	-
15 Investments	t CO <sub>2</sub> e	499	-	-	-
Percentage of Scope 3 GHG emissions calculated on the basis of primary data	%	1.0	-	-	-
<b>Total GHG emissions</b>					
<b>Total GHG emissions (location-based)</b>	t CO <sub>2</sub> e	237,597	-	-	-
<b>Total GHG emissions (market-based)</b>	t CO <sub>2</sub> e	241,739	-	-	-

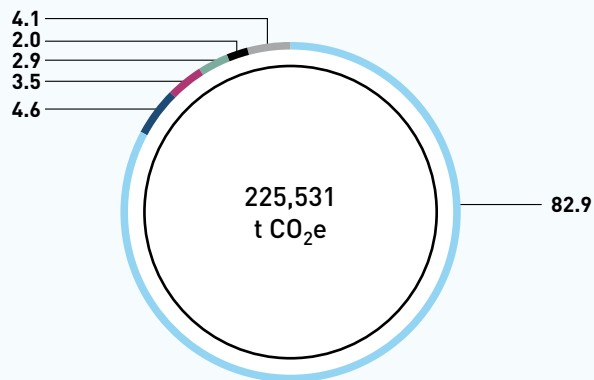


### Total Greenhouse Gas Emissions in %



- Scope 1
- Scope 2 (market-based)
- Scope 3

### Scope 3 Greenhouse Gas Emissions in %



- 1 Purchased goods and services
- 11 Use of sold products
- 2 Capital goods
- 4 Upstream transportation & distribution
- 6 Business travel
- Others

The OHB Group did not implement any internal carbon pricing systems in 2025 and did not purchase any carbon credits to finance emission reductions outside its own value chain. There are currently no plans to introduce internal carbon pricing or to purchase carbon allowances.

### Biogenic Emissions

According to the GHG Protocol, biogenic emissions from the combustion or biological degradation of biomass are not included in Scope 1. Similarly, biogenic emissions resulting from electricity production using biomass are not included in Scope 2. These emissions are calculated separately and set out in Table 19:

**Table 19: Biogenic Emissions**

Biogenic emissions	2025
Scope 1 biogenic emissions (t CO <sub>2</sub> e)	11
Scope 2 biogenic emissions (location-based) (t CO <sub>2</sub> e)	1,307
Scope 2 biogenic emissions (market-based) (t CO <sub>2</sub> e)	276

## 2.2 SPACE SAFETY

### 2.2.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

As part of its sustainability strategy (see Section 1.1.3.2), the OHB Group has identified “space safety” as a strategic area of action. Space debris refers to the remnants of human activities in space, such as non-functional satellites, spent rocket upper stages, and debris from collisions in orbit. The growing amount of space debris increases the risk of collisions with active spacecraft. Such collisions can significantly impair the operational capability of satellite systems and thus pose a major challenge to space safety.

The accessibility of space is a fundamental prerequisite for the OHB Group’s business model. Consequently, space safety was identified as a company-specific sustainability issue and integrated in the sustainability strategy as a strategic area of action (see Section 1.1.3.2). The growing pollution of the earth’s orbit is viewed as a major environmental challenge with direct strategic implications. Long-term mission reliability is crucial for competitiveness and for meeting customer requirements.

The identification and assessment of material impacts, risks, and opportunities were conducted as part of the double materiality analysis (Section 1.1.4). Table 20 lists the relevant IROs related to space safety:

**Table 20: Material IROs for Space Safety**

ID	Type	Description	Value chain	Time horizon
R9	Risk	Collision and operational risks posed by space debris: The growing amount of orbital debris increases the likelihood of collisions with OHB satellites. This requires the implementation of additional collision-avoidance measures, such as evasive maneuvers, which leads to rising operating costs.	○○●	Medium term
I9	Potential negative impact	Limited space access for future generations through space debris: In order to enable future generations to access and use space, investments in research and development for technologies for the active removal of space debris are potentially required. This is taking place in an environment in which the regulatory market infrastructure is still under development.	○○●	Long term

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○●

### 2.2.2 Policies

The OHB Group currently does not have a Group-wide space safety policy, as the requirements are primarily defined by customers.

The regulatory environment is dynamic and complex, shaped by mission-specific requirements, launch site regulations, varying national laws, and the evolution of EU space law. This fragmented regulatory framework results in varying regulatory frameworks and makes it difficult to develop a Group-wide strategy.

### 2.2.3 Actions

Although the OHB Group does not currently have a Group-wide space safety policy, specific measures are being implemented to address the significant impacts and risks posed by space debris (IRO R9 and IRO I9).

These initiatives are generally linked to specific projects or partnerships and are coordinated by OHB System AG. This process involves internal subject matter experts and project managers, as well as external regulators, customers, suppliers, and service providers.

### Projects

In 2025, OHB System AG was involved in numerous projects addressing the growing challenges associated with space debris. These projects were largely funded by the ESA.

- Large LEO Zero-Debris Platform:** OHB System AG is working on an ESA project to further develop an earth observation platform in accordance with five zero-debris objectives for large LEO satellites. This research deepens our understanding of space debris mitigation in terms of design, operation, and disposal. The result is a roadmap that integrates waste prevention from the outset, reduces the risk of collisions, enables reliable end-of-life disposal, and prepares the OHB Group for future European zero-debris standards.
- Impact & Evolution of Zero Debris for Lunar Orbit:** As the prime contractor, OHB System AG adapts zero-debris principles for lunar orbit, reviews standards, defines thresholds, and combines mission analysis with impact assessments for representative lunar missions. The results provide actionable requirements, baselines, and technology roadmaps to lay the groundwork for sustainable lunar missions at an early stage and position the OHB Group as a pioneer.



- **InSPoC-1:** The InSPoC-1 mission is developing key in-orbit servicing capabilities, such as cooperative rendezvous, docking, and refueling in orbit. OHB System AG played a successful role in Phase A/B1. This work enhances servicing expertise and contributes to waste reduction, extending the lifespan of satellites and enabling controlled disposal scenarios.
- **ADRIOS ClearSpace-1:** OHB System AG is the prime contractor for ADRIOS ClearSpace-1, a mission to approach, capture, and lower the orbit of an unprepared space object (PROBA-1), with OHB Sweden AB and ClearSpace SA as subcontractors. The project is paving the way for operational services aimed at reducing high-risk space debris.
- **Design for Demise:** In several ESAD4D studies, OHB System AG is contributing to components, tests, and analyses related to re-entry thermomechanics. These findings improve models, design decisions, and material selection to reduce the risk of damage to infrastructure and people on the ground and to meet space debris standards. This research promotes safer and more predictable re-entry processes.

#### External Partnerships

Through its active participation in key European initiatives, OHB System AG contributes to the further development of standards and to guiding the industry toward sustainable space utilization.

- **ECSS Space Debris Working Group:** The European Cooperation for Space Standardization (ECSS) develops standards for safe and sustainable space missions. Through its participation in the ECSS Space Debris Working Group, OHB System AG contributes to the further development of requirements for space debris mitigation, re-entry safety, and active space debris removal. In this way, OHB System AG helps shape existing standards and contributes to embedding sustainability in European space standards.
- **Zero Debris Charter:** The ESA-initiated Zero Debris Charter sets out guiding principles and objectives for achieving zero-debris status by 2030. As a signatory, OHB System AG supports the development of actionable guidelines and strategies. The papers combine regulatory requirements with technical solutions and promote practical, cost-effective ways to ensure safe access to orbit.
- **Zero Debris Technical Booklet:** The Zero Debris Technical Booklet serves as a guideline for the ZeroDebris community to help it focus its research and technology efforts. It brings together best practices and technical recommendations for space-related safety domains, including space debris mitigation, active removal, and design for demise. OHB System AG contributes to several areas and shares insights gained from studies and missions. This collaboration accelerates the transfer of knowledge and underscores the importance of OHB System AG as a partner in the further development of European technologies for sustainable space systems.

#### Internal Collaboration

OHB System AG coordinates the **Space Safety Tech Hub**, a central governance unit that has been rolled out Group-wide since 2025. The hub is based within the CTO Office at OHB SE and aims to establish binding mission-specific requirements, steer technological advancements in the field of space safety, and ensure consistent implementation of standards for the prevention of space debris.

The Tech Hub connects the companies within the OHB Group to share and preserve specialized expertise Group-wide and to jointly advance technical developments – ranging from space debris prevention and design for demise to active space debris removal, re-entry models, and space situational awareness. Subsidiaries are involved on a project-by-project basis when required by the customer or when specific expertise is needed.

The effectiveness of this measure is tracked as part of the customer's project acceptance processes, which also include compliance with space debris regulations. If the results are unsatisfactory or compliance is lacking, technical designs are duly adjusted.

#### 2.2.4 Targets and Metrics

The OHB Group aims to position itself as a technological pioneer in the field of space safety and to actively contribute to professional discourse. The project is managed by OHB System AG. Relevant activities along the value chain are particularly incorporated through participation in international standardization bodies.

#### Strategic Priorities

Due to limited resources and varying external requirements, OHB System AG did not set any results-oriented targets or key performance indicators for the year under review. As part of its sustainability strategy, OHB System AG has defined the following key strategic priorities:

- **Securing programs and budgets:** Investing in space safety initiatives to promote technological stability and risk mitigation
- **Operationalization of the Space Safety Tech Hub:** Structured management of measures to prevent space debris and strengthen Group-wide knowledge sharing
- **Acquisition of R&D projects:** Expanding the innovation pipeline through external tenders to address new customer needs and regulatory developments
- **Revenue from R&D projects:** Generating revenue from space safety-related projects to ensure the financial sustainability and long-term relevance of these activities.

Progress is measured on a qualitative basis and includes participation in standardization activities, status reports on programs and budgets, the status of the Space Safety Tech Hub, and the development of the R&D pipeline. To this end, OHB System AG maintains an ongoing dialogue with external stakeholders.

## 2.3 POLLUTION

For the OHB Group, significant environmental impacts arise in the upstream and downstream parts of the value chain. These include air pollution caused by launches in the downstream value chain as well as potential water pollution in the upstream value chain resulting from bauxite processing. The OHB Group intends to develop appropriate assessment methods and prepare in-depth analyses as part of its sustainability management.

These will serve as a basis for identifying any necessary adjustments to our strategy or business model in the future.

The identification and assessment of material impacts were conducted as part of the double materiality analysis (Section 1.1.4). Table 21 lists the relevant IROs related to pollution:

**Table 21: Material IROs for Pollution**

ID	Type	Description	Value chain	Time horizon
I3	Actual negative impact	Air and climate impacts of launch emissions: Launches have a wide range of environmental impacts. They release nitrogen oxides, soot particles, and ozone-depleting substances, which not only affect air quality but also exacerbate long-term climate impacts. The release of soot and chlorine compounds into the stratosphere is particularly problematic.	○ ○ ●	Current
I4	Potential negative impact	Water pollution from bauxite processing: During the water-intensive processing of bauxite to produce components, intermediate products, or subsystems, pollutants such as heavy metals (e.g. lead, arsenic, and mercury), alkaline residues (e.g. caustic soda from red mud), as well as organic and inorganic contaminants may be released, leading to significant pollution of water resources.	● ○ ○	Medium term

Value chain: Upstream value chain ● ○ ○, own operations ○ ● ○, downstream value chain ○ ○ ●

### The Link Between Rocket Launches and Pollution

When a rocket is launched, various substances such as CO<sub>2</sub>, water vapor, soot, nitrogen oxides, chlorine, aluminum oxide, and sulfur compounds are released into the atmosphere. It is particularly important to note that some of these emissions are released directly into the upper layers of the atmosphere, where they remain for a long time. Greenhouse gases such as CO<sub>2</sub>, water vapor, soot, and nitrogen oxides intensify the greenhouse effect, while chlorine compounds, nitrogen oxides, and aluminum oxide, in particular, damage the ozone layer. The re-entry of rocket stages and spacecraft into the atmosphere can also contribute to atmospheric pollution, as this process produces additional nitrogen oxides and metal oxides – such as aluminum oxide – which accumulate in the stratosphere and remain there for decades.

In addition to their effects on the upper atmosphere, launches also impact the local environment. They generate high levels of noise and require large amounts of water for their sound-dampening systems; this water evaporates during takeoff, forming the characteristic exhaust plumes, which consist mainly of water vapor. In addition, nitrogen oxides and sulfur compounds can contribute to the formation of acid rain and harm natural ecosystems. Chlorine-containing exhaust gases and other substances released can also have negative effects on soil, vegetation, and local air quality.

### Propellant

The type of propellant has a significant impact on the nature and severity of the environmental effects:

- **Kerosene:** This fuel emits CO<sub>2</sub>, water vapor, nitrogen oxides, and soot. Its impact on the climate is moderate, as is its contribution to ozone depletion.
- **Hypergolic propellants:** They primarily release nitrogen oxides, which contribute to the depletion of the ozone layer.
- **Liquid hydrogen:** Emissions from the use of liquid hydrogen consist primarily of water vapor, which has a negligible direct impact on the climate when burned. However, water vapor can accelerate ozone depletion.
- **Solid fuels:** They emit large amounts of chlorine and aluminum oxide. These substances cause significant depletion of the ozone layer and are considered to be particularly harmful.

The OHB Group has publicly announced that a total of four Falcon 9 launches were completed in 2025. The fuels used – kerosene (RP-1) as the primary propellant and liquid oxygen (LOX) as the oxidizer – were particularly significant with these launches. In addition, a launch using the Ariane 6 launcher has been commissioned. It relies on liquid hydrogen (LH2) and liquid oxygen (LOX) as propellants, supported by solid boosters for lift-off.

Given the global increase in the number of launches amid the rapid growth of the space industry, it is likely that the environmental impact will continue to rise in the future. Although the current contribution to global ozone depletion is still minor, it could increase significantly if the launch frequency were to rise.



### The Link Between Bauxite and Pollution

The processing of bauxite for the production of aluminum components for the aerospace industry has been identified as a significant environmental aspect. The resulting waste, particularly toxic red mud, can lead to the contamination of water resources if stored or disposed of improperly. Such incidents can occur regularly and pose significant risks to the environment and public health. Removing pollutants from soil and water is a technically complex and time-consuming process. This issue touches on fundamental human rights, such as the right to health and access to clean water, and is addressed by international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines.

### Current Status of Policies, Actions and Targets

There are currently no company-specific policies, actions, or targets in place regarding the matters described. This is primarily due to the complexity of the underlying mechanisms, the early stage of the internal debate, and the lack of internal company data. Due to resource constraints, data on the upstream and downstream value chains was not included for 2025. The OHB Group is committed to complying with all applicable legal requirements. Furthermore, no voluntary targets have been set to date.

## 2.4 EU TAXONOMY

### 2.4.1 Background

*Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020* (Taxonomy Regulation) is a key instrument within the EU Action Plan to promote sustainable finance and supports the European Union's goal of achieving climate neutrality by 2050. As a classification system for environmentally sustainable economic activities, it promotes transparency and comparability regarding the environmental sustainability of economic activities.

As part of the reporting for 2025, the proportion of consolidated turnover, capital expenditures (CapEx), and operating expenses related to taxonomy-eligible and taxonomy-aligned economic activities associated with the environmental objectives set forth in Article 8 of the Taxonomy Regulation in conjunction with Article 10(4) of *Delegated Act (EU) 2021/2178* are disclosed.

Economic activities are considered **taxonomy-eligible** if they are listed in the Climate Act (*Delegated Regulations (EU) 2021/2139 and 2022/1214*) or the Environment Act (*Delegated Regulation (EU) 2023/2486*) – regardless of whether they meet the technical assessment criteria. Economic activities that are not included in the aforementioned delegated acts are considered to be **non-taxonomy-eligible**.

An activity is **taxonomy-aligned** if it:

- makes a significant contribution to at least one environmental objective
- does not cause any significant adverse effects on other environmental objectives (DNSH criteria)
- meets the minimum standards (e.g. human rights, anti-corruption, fair taxation).

### 2.4.2 Activities of the OHB Group

As part of the Taxonomy Regulation, all economic activities that are potentially taxonomy-eligible under the European Climate Law and the European Environmental Law were systematically assessed for their relevance to the OHB Group's business model as a space and technology group. These legislative acts focus on activities with high potential for achieving the six environmental objectives – particularly in the areas of climate action and adaptation to climate change – and primarily target sectors such as energy, manufacturing, transportation, and construction.

Following a thorough analysis involving all relevant departments, it was determined that – as was the case in the previous year – the OHB Group's core business activities are not covered by either the Climate Law or the Environmental Law and therefore cannot be classified as taxonomy-eligible. The assessment focused on market-related activities in the aerospace sector that contribute to generating turnover through the provision of goods and services.

The Group's core business includes the development, production, and marketing of space systems, as well as related upstream and downstream services. Supporting activities such as the acquisition or construction of business premises, the transportation of products, or data processing are considered necessary prerequisites for carrying out core activities; however, they do not generate turnover on their own and are therefore not eligible for inclusion in the turnover KPI.

Investments and measures that are potentially taxonomy-eligible are considered separately to determine CapEx and OpEx KPIs. Detailed information on this can be found in Sections 2.4.4.2 and 2.4.4.3 of the description of accounting policies.

The following economic activities, each of which can be classified individually as taxonomy-eligible, were identified within the OHB Group (see Table 22):

**Table 22: 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)	
Disposal costs	CCM 5.5	Collection and transport of non-hazardous waste in source segregated fractions
Vehicle fleet (rental cars and leasing)	CCM 6.5	Transport by motorbikes, passenger cars and light commercial vehicles
Renovation work	CCM 7.2	Renovation of existing buildings
Maintenance and repair of energy-efficient appliances in existing buildings	CCM 7.3	Installation, maintenance and repair of energy efficiency equipment
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 parking spaces attached 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 instruments and devices for measuring, regulation and controlling energy performance 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
Purchase of a briquetting system at a Group site	CE 2.3 CE 2.7	Sorting and material recovery of non-hazardous waste

The OHB Group is not involved in any business activities in the fields of nuclear energy or fossil fuels (see Table 23):

**Table 23: Activities in the Fields of Nuclear Energy and Fossil Gas**

Activities in the field of nuclear energy		
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Activities in the fossil gas sector		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No



### 2.4.3 Performance indicators

To assess the environmental sustainability of its economic activities, the OHB Group uses the three key performance indicators specified in the Taxonomy Regulation:

- Turnover KPI
- CapEx KPIs (capital expenditures)
- OpEx KPIs (operating expenses).

The disclosure is based on the templates set out in *Annex II to Delegated Act (EU) 2021/2178*. Since no activities are carried out in the field of nuclear energy or gaseous fossil fuels (economic activities 4.26–4.31), reporting is limited to Form 1. The expanded reporting forms 2 through 5 for certain energy sectors do not apply.

The taxonomy-eligible and taxonomy-aligned KPIs were identified through a multi-step process:

- Identification of relevant business activities and assignment to contact persons at the Group companies
- Coordination with the Sustainability Department regarding activities carried out during the year under review
- Disclosure of relevant turnover, CapEx, and OpEx
- Review of the technical evaluation criteria and minimum protection requirements.

**Taxonomy alignment cannot** be demonstrated for 2025, as the necessary supporting documentation and additional information required to meet the technical criteria are not available. Since the OHB Group's core activities are not covered by the delegated acts, the proportion of taxonomy-eligible and taxonomy-aligned activities in total turnover as well as in the CapEx and OpEx KPIs is 0%.

Furthermore, there are no CapEx plans aimed at expanding taxonomy-aligned activities or converting taxonomy-eligible activities into taxonomy-aligned ones.

CapEx and OpEx related to the purchase of products from taxonomy-eligible or taxonomy-aligned activities, or to individual emission reduction measures, were treated separately in accordance with the accounting policies (see Sections 2.4.4.2 and 2.4.4.3).

Tables 24 provides a complete overview of the KPIs, supplemented by a breakdown of CapEx and OpEx in Tables 25 and 26. Further information and the templates used can be found in Section 2.4.5.

**Table 24: Share of Taxonomy-Eligible and Taxonomy-Aligned Economic Activities in Turnover, CapEx, and OpEx**

	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	1,215,505	–	–	100%
CapEx	54,965	41.1%	–	58.9%
OpEx	32,688	12.5%	–	87.5%

**Table 25: Breakdown of CapEx by Environmental Objectives**

	Share of CapEx/total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	–	40.9%
CCA	–	–
WTR	–	–
CE	–	0.2%
PPC	–	–
BIO	–	–

**Table 26: Breakdown of OpEx by Environmental Objectives**

	Share of OpEx/total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	–	12.5%
CCA	–	–
WTR	–	–
CE	–	–
PPC	–	–
BIO	–	–

## 2.4.4 Accounting policies

The specification of the KPIs is determined in accordance with Appendix I to the Art. 8 Delegated Act. The taxonomy-enabled and taxonomy-aligned KPIs are described in accordance with accounting methods in the following chapters.

### 2.4.4.1 Turnover KPI

The turnover KPI measures the proportion of net turnover derived from taxonomy-aligned economic activities. The calculation is based on the ratio of turnover from taxonomy-aligned products and services (numerator) to consolidated net turnover in accordance with IAS 1.82(a) (denominator). The underlying accounting principles are explained on pages 50–51 of the 2025 Annual Report.

**No taxonomy-eligible economic activities** – and therefore no taxonomy-aligned economic activities – were identified in 2025. Accordingly, the share of total turnover is 0%. The reported net turnover can be found in the consolidated financial statements (see the income statement, page 40 of the 2025 Annual Report, under “Sales”).

### 2.4.4.2 CapEx KPI

The CapEx KPI measures the proportion of capital expenditures attributable to taxonomy-aligned economic activities. The calculation is based on the ratio of taxonomy-aligned CapEx (numerator) to the Group’s total capital expenditures (denominator).

Total CapEx include all additions to property, plant, and equipment, intangible assets, and right-of-use assets during the year under review – before depreciation, amortization, and remeasurement – in accordance with the requirements of IAS 16, IAS 38, and IFRS 16. This also includes additions resulting from changes to the reporting entity structure. Goodwill is not included in CapEx because it does not meet the definition of an intangible asset under IAS 38.

The underlying accounting principles are explained on pages 51–53 of the 2025 Annual Report. The reconciliation of total CapEx is provided in the tables showing the development of acquisition costs on pages 64–67 of the 2025 Annual Report (intangible assets, rights-of-use assets, property, plant, and equipment).

**No taxonomy-aligned** CapEx was identified for 2025. The CapEx KPI is therefore 0%.

### 2.4.4.3 OpEx KPI

The OpEx KPI measures the proportion of operating expenses attributable to taxonomy-aligned economic activities. The calculation is based on the ratio of taxonomy-aligned OpEx (numerator) to total relevant operating expenses (denominator).

Total OpEx includes direct, non-capitalized costs in the following areas:

- Research and development expenses recognized during the reporting period (see page 51 of the 2025 Annual Report) in accordance with IAS 38.126
- Short-term and low-value leases, determined in accordance with IFRS 16 (see page 65 of the 2025 Annual Report), also including low-value leases

- Maintenance and repair costs for property, plant, and equipment, including building renovation projects, based on internal cost center allocations.

This does not include ongoing operating costs such as those for raw materials, energy, personnel for plant operations, or other operating supplies. Direct costs for training and employee-related measures were also excluded, as, according to Annex I of the Delegated Act on Article 8 of the Taxonomy Regulation, they may only be included in the numerator, which prevents a consistent KPI calculation.

**No taxonomy-aligned operating expenses** were identified for 2025. The OpEx KPI is therefore 0%.

### 2.4.4.4 Explanation of the CapEx and OpEx KPI numerator

Since no taxonomy-eligible economic activities in categories A or B were identified within the OHB Group, the numerators of the CapEx and OpEx KPIs do not include capital expenditures or operating expenses directly related to such activities.

However, Category C CapEx and OpEx were classified as taxonomy-eligible. These relate to

- the procurement of production from taxonomy-eligible activities
- Individual measures that enable non-taxonomy-eligible activities to become low-carbon or to reduce greenhouse gas emissions (in accordance with Annex I, Sections 1.1.2.2(c) and 1.1.3.2(c) of the Delegated Act on Article 8 of the Taxonomy Regulation).

Following an internal review, it was decided to classify all relevant CapEx/OpEx exclusively as the acquisition of production, since all services were provided by external companies. The taxonomy alignment of these activities can only be demonstrated if the supplying company can prove that it carried out a taxonomy-aligned activity to provide the service – including compliance with the DNSH criteria and minimum safeguards.

In addition, the CapEx figure for economic activity CE 2.7 “Sorting and recycling of non-hazardous waste” is reported together with CE 2.3 “Collection and transport of hazardous and non-hazardous waste,” as these two activities are closely linked from an operational perspective. In the reporting form, codes CE 2.3 and CE 2.7 are listed together on a single line.

For 2025, no suitable evidence of taxonomy alignment for the purchased services could be provided, particularly for activities 6.5, 7.3, and 7.7 in the “Climate Change Mitigation” category. Therefore, CapEx/OpEx is reported as taxonomy-eligible but not taxonomy-aligned.

After weighing the costs and benefits, a more detailed review of other activities that could potentially be automated was not conducted. Relevant activities were identified for Environmental Objective 1 (climate change mitigation), while no revenue or separate CapEx/OpEx was identified for Environmental Objective 2 (adaptation to climate change).

## 2.4.5 Appendix to the EU Taxonomy Tables

### 2.4.5.1 Turnover KPI

Table 27: Turnover KPI

Templates in accordance with Appendix II of the Delegated Act on Art. 8 of the Taxonomy Regulation

Turnover KPI Financial year: 2025	2025		Substantial contribution criteria										DNSH criteria ["Does Not Significantly Harm"]						
	Code(s) [2]	Turnover [3] EUR	Proportion of Turnover, 2025 [4] %	Climate change mitigation [5] Y/N; N/EL	Climate change adaptation [6] Y/N; N/EL	Water [7] Y/N; N/EL	Pollution [8] Y/N; N/EL	Circular economy [9] Y/N; N/EL	Biodiversity [10] Y/N; N/EL	Climate change mitigation [11] Y/N	Climate change adaptation [12] Y/N	Water [13] Y/N	Pollution [14] Y/N	Circular economy [15] Y/N	Biodiversity [16] Y/N	Minimum safeguards [17] Y/N	Proportion of taxonomy-aligned (A.1) or eligible (A.2) of Turnover, 2024 [18] %	Category enabling activity [19] E	Category transitional activity [20] T
Economic activities [1]																			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
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>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
Turnover of Taxonomy-non-eligible activities (B)		1,215,505,190	100.0 %																
<b>Total (A+B)</b>		<b>1,215,505,190</b>	<b>100.0 %</b>																





2.4.5.3 OpEx KPI  
Table 29: OpEx KPIs



OpEx KPI Financial year: 2025	2025		Substantial contribution criteria										DNSH criteria ["Does Not Significantly Harm"]						
	Code(s) [2]	OpEx [3] EUR	Proportion of OpEx 2025 [4] %	Climate change mitigation [5] Y/N; N/EL	Climate change adaptation [6] Y/N; N/EL	Water [7] Y/N; N/EL	Pollution [8] Y/N; N/EL	Circular economy [9] Y/N; N/EL	Biodiversity [10] Y/N; N/EL	Climate change mitigation [11] Y/N	Climate change adaptation [12] Y/N	Water [13] Y/N	Pollution [14] Y/N	Circular economy [15] Y/N	Biodiversity [16] Y/N	Minimum safeguards [17] Y/N	Anteil taxonomiefähiger [A.1] oder taxonomiefähiger [A.2] OpEx, 2024 [18] %	Category enabling activity [19] E	Category transitional activity [20] T
<b>Economic activities [1]</b>																			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) [A.1]</b>																			
Of which Enabling																			
Of which Transitional																			
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Production of heat/cool using waste heat	CCM 4.25		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				
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5	147,735	0.5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL				
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	992,629	3.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL				
Renovation of existing buildings	CCM 7.2	85,101	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				
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1,660,919	5.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL				
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5	20,529	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				
Acquisition and ownership of buildings	CCM 7.7	1,188,682	3.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL				
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) [A.2]</b>																			
<b>A. OpEx of Taxonomy-eligible activities [A.1+A.2]</b>																			
		4,095,596	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				7.4%
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
OpEx of Taxonomy-non-eligible activities [B]		28,592,808	87.5%																
<b>Total [A+B]</b>		32,688,403	100.0%																

# SOCIAL INFORMATION



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### 3.1 OWN WORKFORCE

#### 3.1.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

As part of its sustainability strategy (see Section 1.1.3.2), the OHB Group has identified the “future-proof workplace” as a strategic area of action. The OHB Group considers its workforce to be a key factor in the success of its business model. In a highly specialized and safety-critical industry, competitiveness depends largely on the availability of qualified professionals, high employee satisfaction, and a safe and inclusive work environment.

The OHB Group’s **people strategy**, which was adopted in May 2024, is a core element of the company’s corporate and sustainability strategy and directly supports the implementation of the OHB Group’s business model. It addresses key IROs and implements them as priorities throughout the entire employee life cycle. The people strategy aims to fully leverage the potential of human resources (HR) activities across all business segments:

- Centralizing key HR functions at the corporate level where possible, and retaining local functions where necessary
- Targeted utilization of synergies and reduction of redundant structures
- Introduction of business partnering at the business segment level to establish HR as a strategic partner in all HR-related matters.

The CHRO has overall responsibility for implementation. The implementation of the strategy is led by a governance structure and supported by centers of excellence and HR business partners from the business segments. At some Group companies, combined roles may perform these tasks. All HR managers have a regular communication channel for sharing best practices among the companies in the OHB Group.

The people strategy and the Group strategy are linked to the identified impacts, risks, and opportunities. The project-based business structure and the needs of employees and customers result in specific ways of operating:

- **Flexible work arrangements (IRO I5):** Initiatives to increase flexibility in working hours and work locations support work-life balance and enhance perceived employer attractiveness.
- **Health and safety (IRO I6):** Preventive measures reduce physical and mental stress in the workplace as well as in cleanroom and testing environments.
- **Employer branding (IRO O2):** Targeted employer branding enhances visibility in the market – including, increasingly, in the defense sector – and facilitates access to qualified professionals and executives.
- **Skills shortage and talent development (IRO R3/IRO O3):** Structured training and development programs help preserve business-critical expertise and alleviate skills shortages.
- **Diversity (IRO I7):** The targeted promotion of diversity and inclusion supports equal opportunities for development and strengthens employees’ sense of belonging to the company.

These aspects are an integral part of strategic management and are reviewed annually as part of the double materiality analysis and adjusted as necessary. The process involves identifying, evaluating, and prioritizing IROs, as well as incorporating these findings into the development of the strategy and business model.

Table 30 lists the OHB Group’s material IROs related to its own workforce.

**Table 30: Material IROs: Own Workforces**

ID	Type	Description	Value chain	Time horizon
<b>Work-life balance</b>				
I5	Potential positive impact	Flexible work arrangements enhance work-life balance and employer appeal: Promoting flexible work arrangements and supporting work-life balance can boost employee satisfaction and improve health.	○●○	Medium term
<b>Health and safety</b>				
I6	Potential negative impact	Health consequences of workplace stress caused by job-specific demands: Physical and mental strain caused by job-specific requirements – such as wearing protective clothing for long periods in cleanrooms, working under production conditions, dealing with stressful phases in project-based work, and handling hazardous substances – can impair employees’ physical well-being and health.	○●○	Short term
<b>Training, skills development and talents</b>				
O2	Opportunity	Expansion into the defense sector as an opportunity for employer branding: Through targeted employer branding and by positioning the company as a responsible technology partner in a growing aerospace sector, OHB can enhance its appeal as an employer, particularly for new target groups and skilled professionals.	○●○	Medium term
R3	Risk	Risks associated with poor staffing decisions and shortages of talent and skilled workers in the aerospace industry: Difficulties in attracting qualified talent and the growing shortage of skilled workers in STEM professions can lead to strategic missteps, a loss of innovation, competitive disadvantages, and rising recruitment costs, particularly in a highly specialized and safety-critical sector such as the space industry.	○●○	Medium term
O3	Opportunity	Preventing bottlenecks and reducing costs through structured professional development: By strategically developing internal talent, OHB is able to retain skilled employees over the long term, manage high project volumes, and reduce its reliance on external staff. This enhances the company’s resilience and ensures its competitiveness.	○●○	Long term
<b>Diversity</b>				
I7	Actual positive impact	Diversity and Inclusion as drivers of innovation and employee retention: A diverse, inclusive, and respectful corporate culture increases employee retention and improves team performance. It creates a work environment that promotes equal opportunity, incorporates diverse perspectives, and contributes to employee satisfaction and productivity in the long term.	○●○	Current

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○●

**3.1.1.1 Interests and Views of Stakeholders**

The OHB Group takes into account the interests, views, and rights of its employees – including respect for human rights – in the development and implementation of its corporate strategy and business model. This is achieved through regular employee surveys, the involvement of workers’ representatives, and internal dialogue forums (see Section 3.1.2). The results are included in strategic decisions, particularly in the areas of working conditions, health and safety, and continuing education. Compliance with international human rights standards is enshrined in the Code of Conduct and monitored through internal audits (see Section 3.1.9).

As part of its materiality analysis, the OHB Group assesses once a year whether and how significant impacts, risks, and opportunities related to its workforce arise, intensify, or diminish.

**3.1.1.2 General Information About the Company’s Own Workforce**

This sustainability report includes all employees who could be significantly affected by the OHB Group’s activities. This includes both salaried and non-salaried workers.



### Description of Own Workforce

The OHB Group's own workforce consists of the following categories of employees:

- **Full-time employees:** Employees who regularly work the standard full-time hours
- **Part-time employees:** Employees whose regular weekly working hours are shorter than those of a comparable full-time employee
- **Temporary employees:** Workers with an employment contract that is valid for a specific period and automatically expires on the agreed date
- **Permanent employees:** Employees whose employment contract was entered into for an indefinite period and can only be terminated by notice.

The OHB Group's workforce also includes non-permanent employees, including temporary workers (e.g. those provided by staffing agencies). Workers classified as "self-employed" were not included. In this context, self-employed individuals are defined as those who carry out economic activities on a freelance basis. The OHB Group uses their services on an occasional basis and for limited periods of time.

In addition, this sustainability report distinguishes between the following types of employment:

- Management, which consists of members of the Management Board and managing directors
- Managers who serve as senior executives, as well as employees who constitute the first level below the managing directors
- Employees who represent all other employees
- Students, including all dual-track and regular students (excluding working students, master's students, interns, and trainees).

### Material negative Impacts

The material negative impact on health and safety (IRO I6) relates to health consequences resulting from workplace-specific requirements. It is not systemic or widespread but related to individual incidents and specific work contexts (e.g. cleanroom work, handling hazardous materials, stressful phases in project-based work). The groups most affected are primarily technical specialists working in cleanrooms or employees on project teams during critical milestone phases.

### Material positive impacts

The positive effects result from:

- **Flexible work arrangements (IRO I5):** Job-specific flexibility options (flexible hours, remote work, part-time work). These

opportunities are generally available to all types of employees; however, they may be subject to restrictions depending on the nature of the work, the workplace location, or project-critical requirements. Jobs that require physical presence on-site, such as reception desk positions or certain cleanroom tasks, do not allow for remote work arrangements. Similarly, certain labor-intensive project phases require flexible scheduling, such as shift work.

- **Diversity (IRO I7):** Implementation of initiatives related to diversity, equity, and inclusion (DEI), as well as training programs and support for internal networks. This applies to all types of employees.

### Material Risks and Opportunities

The material risks and opportunities for the OHB Group arising from the effects and dependencies related to its own workforce are:

- **Skills shortages and misalignment of roles (IRO R3):** This primarily affects highly specialized and technical roles required for the development and integration of space systems. Shortages of STEM professionals, for example in systems engineering or highly specialized fields, may lead to delays, quality risks, and increased recruitment costs.
- **Employer branding (IRO O2):** This initiative has a Group-wide impact; the growing importance of the defense sector within the OHB Group's portfolio offers additional opportunities to enhance visibility as an employer, particularly when it comes to recruiting STEM talents.
- **Training to prevent bottlenecks (IRO O3):** Primarily intended for technical specialists and project managers.

These risks and opportunities do not affect the workforce uniformly, but rather impact certain groups to a particular extent, including highly specialized engineers, employees in safety-critical project roles, and entry-level and STEM professionals.

### 3.1.2 Process for Engaging with Own Workers and Workers' Representatives About Impacts

#### 3.1.2.1 Engagement Procedure

The OHB Group places great importance on engaging its workforce and workers' representatives. Participation is seen as a catalyst for transparency, governance, cultural development, and organizational effectiveness. This integration is operationalized at multiple levels through formalized procedures and serves as a key mechanism for identifying and managing actual and potential impacts on the workforce. Feedback from dialogue sessions is incorporated in the evaluation of the IROs and influences the nature of the measures.

Responsibility lies with the Management Board, the CHRO, and the HR managers in the business units and Centers of Excellence. The Communications Department is responsible for the conceptual, operational, and technical implementation of dialogue formats, designs large-scale initiatives, and manages internal communication channels. HR is responsible for specific initiatives such as employee dialogues, feedback tools, and employee surveys, handling the conceptual design, consultation, and process support and implementation.

### Workers' Representatives

The degree of involvement ranges from providing information to consultation and co-determination, and is based on national legislation and company-specific agreements. Workers' representative bodies participate in the development of HR policies and measures, including negotiations on company agreements (e.g. working hours, benefits), consultations on matters subject to co-determination, and the implementation of legal requirements under the Works Constitution Act:

- **OHB SE Works Council:** Under a participation agreement with the Special Negotiating Body (BVG), the OHB SE Management Board reports on the current state of the Group every six months at meetings of the OHB SE Works Council.
- **Supervisory Board:** At OHB System AG and MT Aerospace AG, employees are represented on the Supervisory Boards in accordance with the One-Third Participation Act.
- **Company agreements:** These are negotiated with local, central, or group works councils, depending on their respective areas of responsibility. In this process, workers' representatives actively contribute the perspectives of the workforce.

The OHB Group provides the framework for quarterly town hall meetings to be held as a forum for dialogue within the individual Group companies. In addition, regular consultation forums are held between HR, senior management, and employee groups (e.g. the works council, the youth and trainee representatives, and the representatives for employees with severe disabilities).

### Employee Engagement Survey and Pulse Checks

These communication channels include the biennial Group-wide employee engagement survey and semi-annual pulse checks to assess satisfaction, well-being, and engagement. The employee engagement survey was last conducted in summer 2024. The results were analyzed, consolidated, and communicated transparently at town hall meetings and the one.OHB intranet. In addition, the results were discussed with senior management and the works councils, and measures were prioritized and implemented in 2025 in consultation with relevant stakeholders. The measures included expanded communication channels such as regular Group-wide town hall meetings, a transformation

newsletter, open-office sessions with members of the Management Board, intranet updates, and celebrations of project successes. Other initiatives focused on internal talent development, training programs, and knowledge transfer. The corporate strategy was presented at a special event.

To monitor progress and gather feedback, two Group-wide pulse checks were conducted in 2025 (in March and September). Each survey included 14 questions from the 2024 employee engagement survey to ensure comparability, focusing on corporate direction, performance management, communication, and technology/R&D. In addition, two questions regarding the "ownership index" were included to assess employees' intention to stay and their level of information. The results show improvements in engagement, communication, and alignment with corporate goals, as well as a rising participation rate (56%). These trends underscore the effectiveness of the measures.

The findings will be used to identify improvements and to encourage employee participation in shaping the work environment. Through structured feedback mechanisms, the OHB Group strives to foster a culture of transparency, trust, and active participation. The next full employee engagement survey is scheduled for 2026.

### Employee Dialogues and Other Discussion Formats

Annual employee-manager dialogues provide a platform for feedback and reflection and for planning priorities and development. This is supplemented by ad hoc discussions such as feedback discussions during onboarding or discussions at the end of the probationary period as well as exchange formats such as structured development programs and interactive meetings with the Board, which are carried out as required (e.g. "Coffee & Cake", "breakfast with a Board Member"). Other formats include quarterly all-hands meetings in which top management updates all employees on developments, priorities and key company figures, as well as the "Innovation Challenge" introduced in 2025 to promote ideas and awards.

#### 3.1.2.2 Inclusion and Accessibility

The OHB Group considers diversity, inclusion, and participation to be central components of its corporate culture. Workers from around 40 countries contribute to the company's international character. The OHB Group's goal is to ensure that all employees have equal opportunities to participate, regardless of age, migration background, nationality, gender, gender identity, physical or mental abilities, religion, beliefs, sexual orientation, or social background.

To promote linguistic integration, Group-wide measures are being implemented to ensure that all employees have access to relevant information and opportunities for participation, including:

- Bilingual corporate communications (German/English)
- Bilingual events and internal publications
- Language courses for workers (e.g. German courses for non-native speakers).



The OHB Group ensures compliance with the General Equal Treatment Act (AGG) and conducts regular training sessions for managers. The Equal Opportunity Officer role has been assigned within the joint operations, and the AGG complaint office is among the officer's responsibilities. It offers confidential counseling to employees, provides regular updates on gender equality issues, and conducts awareness campaigns.

In addition, the *Diversa* initiative, which was launched within the joint operations in 2023, was continued. An interdisciplinary team is dedicated to promoting women, developing DEI knowledge resources, organizing networks, and raising awareness of women's health issues (see Section 3.1.5).

Through targeted measures and ongoing dialogue, the OHB Group ensures that individual needs are respected and that safe, inclusive working conditions are in place for all employees. The joint operations have the following structures:

- Cooperation with representatives of employees with severe disabilities
- Appointment of an employer-designated inclusion officer
- Planned inclusion agreement with the representative for employees with severe disabilities
- Use of workplace integration management coordinators to provide individual support for employees with chronic illnesses.

In Group companies without separate representatives of their own, managers and HR contacts provide guidance.

The goal of workplace health management (WHM) at the Group level is to create working conditions that promote health and foster inclusion, including:

- Measures to promote physical and mental health
- Support for post-illness re-integration
- Promoting individual work capacity.

Workplaces are designed to be accessible in accordance with specific needs, in close consultation with the employees concerned and relevant departments (see Section 3.1.7).

### 3.1.3 Processes to Remediate Negative Impacts and Channels for Own Workers to Raise Concerns

#### 3.1.3.1 Methods for Remediating Negative Impacts

The OHB Group promotes an open culture of communication that is focused on direct dialogue between employees and their line managers. This approach aims to build trust, strengthen cooperation, and address concerns at an early stage. There are numerous support services available to workers, including:

- Senior managers
- HR contacts
- Works councils
- Representation of persons with severe disabilities
- Youth and apprentice representatives
- Equal opportunity officer/AGG complaint office
- Compliance officer.

In most cases, the immediate line manager is involved in the resolution process to ensure a constructive and solution-oriented approach. For new employees, buddy programs provide informal support as well as assistance with onboarding and integration.

Collective agreements may provide for structured escalation mechanisms for specific conflict scenarios. For example, the general works agreement on remote working provides for the possibility of convening an internal decision-making body.

Regular communication is supported by structured formats such as annual performance reviews, team and department meetings, and all-hands meetings. Digital platforms such as the intranet and training programs on communication and feedback skills further strengthen the Group's culture of dialogue.

#### 3.1.3.2 Communication Channels

The OHB Group's Code of Conduct (see Section 3.2.2) underscores its commitment to respectful, transparent, and secure communication.

In addition to the engagement procedures described in Section 3.1.2.1, OHB Group employees have access to various internal communication channels, which may be supplemented locally by additional channels:

- Contact with executives and HR
- Contact with workers' representative bodies (e.g. works council, youth and trainee representatives, representatives for employees with severe disabilities)
- Mentoring and buddy systems during onboarding
- OHB innovation competition (*Blue-Sky Research Call and OHB Improvement Call*)
- AGG complaint office (joint operations) and Compliance Officer (see Section 4.1.2.2)
- Open communication platforms.

All channels are clearly communicated via the intranet and through Group-wide information campaigns. Confidentiality and data protection are ensured through technical and organizational safeguards, including a secure whistleblower system (see Section 3.1.3.3).

Company decisions and developments are communicated through various internal channels, including video messages from the CEO (e.g. OHB Italia S.p.A.), quarterly town hall meetings,

and the intranet. Dialogue formats such as open Q&A and feedback sessions facilitate direct communication between employees and senior management. This helps foster trust and planning certainty, which in turn boosts satisfaction and loyalty.

Effectiveness is assessed on the basis of survey response rates, feedback scores, retention metrics, executive evaluations (e.g. Antwerp Space N.V.), stay and exit interviews (e.g. LuxSpace Sàrl), and ad hoc coaching to address gaps.

### 3.1.3.3 Channels for Raising Concerns

With *We.Create.Integrity.*, the OHB Group provides a secure and anonymous whistleblower system that enables compliance-related concerns to be reported in confidence. It is available to all employees in six languages.

The platform enables encrypted, anonymous communication with the OHB Group's Compliance department and supports professional case management, including access controls and deadline tracking. Reports can cover a wide range of topics, including:

- Economic crime (e.g. corruption, fraud, money laundering)
- Human rights violations
- Discrimination and sexual harassment
- Violations of antitrust law and data protection legislation.

All reports are treated as strictly confidential. Retaliation against whistleblowers is expressly prohibited. Individuals who report concerns in good faith are protected from adverse consequences. The rights and privacy of all parties involved are respected throughout the entire process. Complaints are handled confidentially within the OHB Group. There is a duty of confidentiality toward third parties who are not involved in the complaint proceedings.

The Group-wide whistleblower policy was adopted for all German Group companies in connection with the launch of the Integrity Line in 2022. It aims to ensure the whistleblowers' confidentiality, provide information on reporting procedures and follow-up measures, and protect whistleblowers or individuals exercising their right to file a complaint from retaliation, in accordance with *Directive (EU) 2019/1937 of the European Parliament*. Some Group companies, such as OHB Italia S.p.A. and Antwerp Space N.V., have local whistleblower policies in place.

A standardized complaint/grievance process has been installed across all Group companies, comprising the following steps:

- Conversation with the whistleblower
- Hearing of the person(s) affected
- Interview of potential witnesses
- Examination of evidence
- Documentation of the process
- Implementation of appropriate measures
- Submission of report on the results to management.

In cases where misconduct or discrimination is confirmed, appropriate disciplinary measures are taken. These may include sanctions against perpetrators, protective measures for affected individuals (e.g. physical separation), and, where appropriate, mediation or facilitated conflict resolution. In addition, the company conducts ad hoc training compliance and anti-discrimination sessions to raise awareness and prevent such incidents from recurring.

In addition to the whistleblower system, employees can also raise concerns via:

- Compliance officers at Group companies
- Anti-discrimination officers (joint operations)
- Works council members and management representatives.

These complement the formal complaint mechanisms and provide employees with several trusted channels for raising concerns.

The effectiveness of the complaint channels is reviewed on a regular basis. After making a report, users can provide anonymous feedback on the user-friendliness of the process and their confidence in it. These findings are incorporated in the further development or adaptation of the process. In addition, compliance officers from the Group companies are involved. Feedback from the compliance roundtables is incorporated in the evaluation of the measures on a case-by-case basis, so that the channels can be tailored to fit the needs of the intended users.

### 3.1.4 Characteristics of the Undertaking's Employees

The following key figures regarding the OHB Group's workforce for 2025 differ from those in the 2025 Annual Report due to changes in the reporting entity structure.

Unless otherwise stated, the figures are based on headcount. Definitions (e.g. employees) and calculation methods are set out in Section 3.1.1.2. This includes full-time and part-time employees with active employment contracts (both temporary and permanent) as of the cutoff date of December 31, 2025. The data sources include central HR systems as well as local HR systems. A distinction is made between female and male genders, as well as the designation "diverse". The basis is the information provided by the employee in the HR system (if available); otherwise, the information documented in accordance with labor law is used.

In 2025, the gender breakdown of the OHB Group was approximately 21.3% women and approximately 78.7% men. No entries were made for the category "diverse". Most of the employees were based in Germany and Italy. Most of the employment contracts were permanent (approx. 96.3%) and full-time (approx. 86.4%).

The turnover rate was approximately 11.9%, calculated as the number of exits during the year under review divided by the headcount as of December 31, 2025. Accordingly, fluctuations in turnover throughout the year were not taken into account.

**Table 31: Number of Employees by Gender**

Number of employees, by gender	2025
Female	697
Male	2,574
Diverse	-
Total	3,271

**Table 32: Number of Employees by Region (>10%)**

Number of employees, by country: >10% of the total number of employees	2025
Germany	2,653
Italy	339

**Table 33: Number of Employees by Employment Type and Gender**

Number of employees, by employment type and gender	Female	Male	Diverse	Total
Number of employees	697	2,574	-	3,271
of whom permanent	668	2,483	-	3,151
of whom temporary	29	91	-	120
of whom non-guaranteed hours	-	-	-	-
Number of full-time employees	482	2,345	-	2,827
Number of part-time employees	215	229	-	444

**Table 34: Number of Employees with Terminated Contracts**

Number of employees, with terminated contracts	2025
Total	389
Percentage	11.9%

### 3.1.5 Diversity

#### 3.1.5.1 Policies

The OHB Group promotes DEI as integral components of its corporate culture and as key drivers of innovation and collaboration. With over 3,000 employees from around 40 countries, diversity is an integral part of daily work and is guided by the principles of the Code of Conduct. By signing the Diversity Charter in 2019, OHB System AG reaffirmed its commitment to a bias-free and inclusive workplace that ensures equal opportunities and respect for all of its employees. These commitments apply Group-wide and form the ethical foundation of the DEI framework. This is not a framework that has been adopted by the Management Board.

The DEI framework applies to all employees and is based on national and international standards such as the General Equal Treatment Act (AGG), provisions of the Social Code, and EU directives. The goal is to create a non-discriminatory environment in which everyone can thrive both personally and professionally. It includes:

- Gender-neutral and multilingual job postings
- Inclusion of people with disabilities
- Training on unconscious bias and inclusive behavior
- Establishing respect and fairness as guiding principles for daily collaboration
- Targeted initiatives, such as campaigns to encourage women to pursue STEM professions.

Key topics include equal opportunities, diversity in terms of age, migration background, and nationality; gender and gender identity; physical and mental abilities; religion and belief; sexual orientation and social background; inclusion and participation; and awareness-raising programs. By actively supporting anti-discrimination efforts and promoting inclusion, the OHB Group enhances its appeal as an employer, strengthens talent retention, and boosts its capacity for innovation. Various perspectives foster creativity and problem-solving, while inclusive practices contribute to employee satisfaction and organizational resilience (IRO 17).

The CHRO of OHB SE constitutes the highest level of responsibility. The Center of Excellence for “Talent, Development & Engagement” coordinates DEI initiatives.

Policies and practices are reviewed regularly to ensure compliance with changes in the law, internal feedback, and best practices. Adjustments are made in response to changes in the regulatory framework or organizational priorities. Effectiveness is currently being assessed on the basis of qualitative feedback.

Stakeholder engagement involves collaboration with HR, managers, works councils, and external partners (see Section 3.1.2). The OHB Group also offers targeted support for specific employee groups, including accessible workplace design, counseling services, and inclusion programs to ensure equal participation.

### 3.1.5.2 Actions

During the reporting period, the OHB Group implemented and continued several initiatives to promote DEI. They are based on the principles of the Code of Conduct and the Diversity Charter signed by OHB System AG in 2019. These initiatives aim to create a respectful and inclusive work environment, promote anti-discrimination, and enhance employee engagement, satisfaction, and performance across all Group companies.

A key component is the advisory services provided by the Equal Opportunity Officer within the joint operations. During 2025, 23 consultations were conducted. This measure promotes equal treatment and has been established as a permanent program. In addition, there is an inclusion coordinator who performs similar duties with a focus on inclusion. To promote an inclusive corporate culture, the OHB Group implements internal DEI campaigns and awareness-raising initiatives (e.g. intranet communications for specific target groups) as well as e-learning and training programs. During the year under review, 457 employees participated in e-learning. These programs raise awareness of diversity and prevention and are available year-round. Planning and implementation are carried out by the Center of Excellence for “Talent, Development & Engagement” in conjunction with the Equal Opportunity Officer.

External recognition and partnerships underscore the OHB Group’s commitment to DEI. The Group holds the TOTAL E-QUALITY Award and participates in networks such as the Bremen Diversity Award. Sponsorships and partnerships (e.g. Hack4Ladies, the Young Researchers Initiative) promote the visibility of women and young talent in STEM careers, enhance social impact, and support the ongoing improvement of inclusion and fairness across the entire Group.

The implementation of DEI initiatives is supported by key roles, including the Equal Opportunity Officer, the *Diversa* working group under the leadership of HR, and dedicated HR staff who coordinate initiatives, facilitate engagement opportunities, and ensure compliance with internal policies and legal requirements. The *Diversa* Working Group coordinates DEI activities and develops structural improvements. It consists of seven members, including the member of the Management Board responsible

for sustainability, legal and corporate security at OHB SE, the Center of Excellence for “Talent, Development & and Engagement”, the Inclusion Officer, and the Equal Opportunity Officer. In addition, the *Women@OHB* network provides a platform for women within the OHB Group to connect and empower one another. It helps to foster peer exchange and informal mentoring, builds a sense of belonging, and increases the visibility of female role models. Feedback confirms that this initiative strengthens women’s empowerment and representation within the company. Employees can actively help to shape these measures through consultations with the Equal Opportunity Officer, participation in the *Diversa* working group, and established feedback mechanisms (see Section 3.1.2). Where necessary, workers’ representatives are involved via co-determination processes.

The current resources are considered sufficient to maintain and enhance existing measures. As DEI maturity increases and new needs arise, resource allocation is regularly reviewed and adjusted according to strategic priorities as needed. If measures fail to achieve the desired effect, the OHB Group reviews the formats and, if necessary, develops targeted programs for underrepresented groups. Through this approach, the Group promotes diversity, equal opportunities, and an inclusive corporate culture.

### 3.1.5.3 Targets

No quantitative objectives have been established to date. The focus is on building trust, promoting participation, and embedding inclusive practices throughout the entire Group. This approach takes into account the complexity of measuring cultural outcomes such as engagement, collaboration, and awareness, which are not easily expressed in numerical indicators. Other contributing factors include the implementation of these initiatives in the subsidiaries, which makes short-term standardization difficult, as well as the pilot nature of certain initiatives, such as evolving network structures. The OHB Group maintains flexibility and responsiveness so that measures can be adapted to feedback and changing circumstances.

The OHB Group’s DEI targets for 2025 focus on strengthening existing structures, embedding inclusive practices, and providing equal access to support services. These targets are qualitative in nature, reflect the progress achieved within the OHB Group, and are consistent with the DEI-related impacts as defined in IRO 17. They are enshrined in policies such as the Code of Conduct and the Diversity Charter and are supported by ongoing initiatives and networks.

Workers and workers’ representatives are involved via existing participation mechanisms (see Section 3.1.2 ). This integration is supported by additional consultations with the Equal Opportunity Officer, feedback from onboarding events, contributions from internal networks (*Women@OHB*) and initiatives (*Diversa*), as well as insights from Group-wide employee surveys.



### 3.1.5.4 Metrics

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4).

The term “senior management” refers to the highest level of management within the OHB Group and includes members of the Management Board and members of the management teams (managing directors).

Age distribution is based on available birth data in the HR system. The age groups were divided into the groups “under 30”, “30 to 50”, and “over 50” on the basis of age as of the reference date of December 31, 2025.

**Table 35: Diversity Metrics**

Number of senior management employees, by gender	2025
Female	2
Male	19
Diverse	–
Percentage of senior management employees, by gender	2025
Female	9.5%
Male	90.5%
Diverse	–
Number of employees, by age group	2025
< 30 years	550
30 to 50 years old	1,848
> 50 years	873

## 3.1.6 Training and Skills Development

### 3.1.6.1 Policies

The OHB Group views structured recruiting, lifelong learning, and continuous skills development as strategic pillars of its long-term competitiveness and operational resilience. In a constantly evolving technological environment, it can be crucial to have highly qualified employees available at the right time and to equip them with the right skills when needed. This helps mitigate risks such as skills gaps, compliance violations, and delays in innovation.

Attracting and retaining qualified talent is a strategic area of action for the OHB Group, particularly in light of the growing number of defense contracts. The OHB Group’s people strategy addresses risks such as the shortage of skilled workers, demographic changes, and rising recruitment costs, while also capitalizing on opportunities to strengthen employer branding and build a talent pipeline.

To implement this strategy, the “TDE Policy” was established to attract, retain, and develop the skills of talent for the joint operations; this policy applies to the company’s own workforce and is supplemented by related measures for different employee groups. The policy serves as a guide for other Group companies regarding their participation in specific initiatives (e.g. *Cornerstone*, the “LIFT OFF” program). The overarching goal is to build a talent pipeline to ensure seamless, long-term talent acquisition and retention across the entire Group. The key elements of the policy are:

- Recruiting and onboarding processes, from the job posting to the end of the probationary period
- Training and development framework designed to support professional growth and succession planning for employees, with a specific focus on managers
- Digital learning infrastructure with access to over 14,000 learning units for scalable and transparent learning processes.

The CHRO bears ultimate responsibility for the policy. The policy is designed and implemented by the Center of Excellence “Talent, Development & Engagement” in close collaboration with other HR teams, Corporate Communications, executives, and works councils. Workers contribute to recruitment events and internal programs as ambassadors, mentors, and participants. Monitoring is conducted by HR, with any delays or non-compliance escalated to HR contacts and executives. The policy is reviewed regularly on the basis of labor market trends and internal feedback. Effectiveness is assessed on the basis of onboarding satisfaction and survey feedback.

Specifically, targeted employer branding helps heighten the company’s appeal for new target groups and STEM professionals, while facilitating expansion into new sectors (IRO O2). At the same time, risks such as a shortage of skilled workers and poor hiring decisions – which could lead to strategic missteps, delays in innovation, and competitive disadvantages in a highly specialized and safety-critical environment – can be mitigated (IRO R3).

With a view to skills development, training needs are identified through structured annual employee dialogues and form the basis for development initiatives designed to align individual development with company priorities. Key areas include professional development, leadership development, mandatory compliance and safety training, digital learning, and learning partnerships. These measures apply to all workers, with specific provisions for management and specialist roles, and provide scope for local adjustments as needed.

This approach supports targeted workforce development and can facilitate the handling of large project volumes, reduce reliance on external personnel, and strengthen the OHB Group’s resilience and competitiveness. At the same time, employee retention and employer branding can be improved (IRO O3).

The review of training plans is based on an annual analysis of training needs and feedback from employees. All continuing education and skills development initiatives within the joint operations are subject to standardized monitoring to assess their effectiveness based on indicators such as participation rates, completion rates, and feedback, as well as platform usage metrics. Continuous improvement is facilitated through annual employee dialogue, engagement surveys, and consultations with works councils.

### 3.1.6.2 Actions

These measures are Group-wide, with local adjustments to reflect labor market conditions, legal frameworks, and funding mechanisms (e.g. Fondimpresa for OHB Italia S.p.A., INFPC for LuxSpace Sàrl) as well as national reporting requirements (e.g. Antwerp Space N.V.). They cover the entire employee lifecycle, from talent acquisition and recruitment through onboarding and early career development to continuous learning. These measures primarily affect workers, job applicants, and colleges and universities.

The current resources are considered sufficient to maintain and further develop existing measures. Implementation and effectiveness depend on external factors such as labor market dynamics, demographic trends, customer requirements, local legal requirements, recertification cycles, platform availability and content quality. HR continuously refines the learning portfolio and talent initiatives on the basis of audit results, feedback sessions, onboarding feedback, and operational changes (e.g. STEM skills gaps). Investments are focused on initiatives that support roles characterized by high demand or strategic importance, to ensure that every measure contributes effectively to talent acquisition, retention, and skill development.

The OHB Group has allocated a fixed budget to fund initiatives for 2026. This includes operating expenses for digital learning infrastructure and training programs, talent acquisition, branding, trade shows, and referral bonuses. The proposed funding prioritizes STEM professions and the defense sector.

In 2025, no significant negative impacts were identified in connection with talent acquisition, early retention, or skills management.

#### Measures to Strengthen Talent Acquisition and Retention (IRO 02)

The OHB Group is strengthening its talent pipeline and employer appeal through a combination of partnerships, employer branding, and direct interaction.

Educational partnerships and dual-track degree programs with universities and STEM schools (including those in Bremen, Munich, and the Politecnico di Milano) form the basis for early talent development and create career paths that integrate practical experience. In 2025, 33.3% of new dual-track students were recruited through school partnerships within the joint operations in Bremen. OHB Italia S.p.A. supports thesis projects

and master's degree sponsorships; OHB Sweden AB and Antwerp Space N.V. link master's theses to job offers; and LuxSpace Sàrl offers agile internship-to-hire tracks. Effectiveness is measured by the number of educational partnerships and placements through the programs.

Employer branding is based on the joint "Want to have been with us..." campaign, which has positioned the OHB Group as a responsible and innovative employer in the space industry since 2019/20. The campaign highlights innovation, purpose, and the employee experience, and uses consistent messaging across digital and physical channels. The goal is to increase awareness and foster an emotional connection among potential candidates, particularly among STEM talents. Social media enhance reach and authenticity. LuxSpace Sàrl adapts its branding to changing roles, while OHB Italia S.p.A. expands its reach through academic sponsorships. Effectiveness is tracked via digital reach analyses. The campaign will continue to be actively promoted and broadcast. In addition, there are plans to assess whether additional company-specific visuals are needed and whether the campaign should be expanded.

During 2025, there was direct interaction with candidates at 14 career fairs and local career days (Bremen, Oberpfaffenhofen, Augsburg) as well as through regional partnerships. MT Aerospace AG focuses on regional trade shows and partnerships with chambers of commerce, while OHB Sweden AB engages alumni and organizes guest lectures. Various career fairs and local career days are planned for 2026 in at least two locations. Regional partnerships are to be continued. The "Employees Refer Employees" referral program leverages internal networks to boost recruitment and employee retention. In 2025, 17.4% of new hires for the joint operations were based on referrals. The program includes all external job postings, with the exception of internships, work-study positions, and thesis opportunities. It covers all employees of the joint operations in Bremen and Oberpfaffenhofen. Effectiveness is measured by the number of events, attendance figures, and hires resulting from referrals. The referral program is to be continued.

#### Measures to Retain, Onboard, and Secure Critical Skills, as well as to Tap into Defense-Specific Channels (IRO R3)

To reduce early turnover and mis-hires, the OHB Group employs a structured onboarding framework that combines orientation, buddy systems, and feedback loops. The NextGen Network fosters a sense of community among young professionals and helps build long-term loyalty. Additional measures include structured feedback during the onboarding process and mentoring at Antwerp Space N.V., periodic check-ins at OHB Italia S.p.A., and mid-term onboarding reviews at OHB Sweden AB. OHB Sweden AB places particular emphasis on engineering training and leadership alignment, while LuxSpace Sàrl employs agile development methodologies and internal career paths. Effectiveness is measured on the basis of onboarding satisfaction, turnover rate, participation rate, and open feedback regarding the NextGen network.



Since the second quarter of 2025, the OHB Group has been stepping up its recruitment efforts and employer branding for defense-related positions. The goal of these measures is to build a high-quality talent pipeline that, in the medium term, will strengthen market credibility in sensitive segments, reduce mis-hires, and promote the readiness of critical roles. Progress is continuously monitored through digital reach analyses on defense-specific channels.

### Measures to Promote Training and Skills Development (IRO 03)

The OHB Group promotes lifelong learning through annual employee dialogues and an annual training needs analysis to align individual and role-based development goals with corporate priorities. The results are incorporated in the strategic learning portfolio and help to proactively address skill gaps. In 2025, the joint operations achieved a dialogue coverage rate of 74.4% (1,269 out of 1,705 planned). These results guide the learning portfolio and inform targeted resource allocation.

Learning resources are delivered via the *Cornerstone* platform, which provides access to over 14,000 learning objects, automated course assignments, and transparent progress and compliance tracking. The joint operations and MT Aerospace AG use the Recruiting & Onboarding, Learning, and Performance modules. The other Group companies implement selected modules according to local needs. Effectiveness is measured via usage metrics and completion rates.

The OHB Group has mandatory curricula for legal and regulatory requirements to ensure compliance with qualifications and audit readiness. Compliance is systematically monitored (including recertification registries and national reporting, where required), with local implementations in accordance with regulatory frameworks.

Learning is integrated in the daily work routine through a blended approach based on the 70-20-10 model, which combines formal training with peer learning and hands-on experience to accelerate performance and knowledge transfer. Effectiveness is measured through participant feedback.

With regard to early-stage leadership prospects, the multi-month "LIFT OFF" talent program offers workshops, mentoring, and a business simulation for young professionals from various disciplines to strengthen their decision-making skills, communication abilities, and change management capabilities in an international context. Effectiveness is assessed on the basis of participant feedback. In 2025, 40 people (including twelve women) participated in two parallel groups. Each person is assigned a mentor to support their ongoing professional and personal development.

In addition, the OHB Management Track 2024/2025 was conducted to strengthen leadership skills and was completed by 13 participants in 2025. The program includes practical modules on difficult conversations, change management, resilience, diversity, and leadership in complex structures.

Positive effects include the development of high-potential employees and their preparation for future roles, which can

lead to greater retention of early-career professionals and a stronger employer brand in the STEM field and the defense sector. To avoid unintended negative consequences, the OHB Group implements transparent selection criteria, ensures equal access to development opportunities, and adheres to principles of diversity and inclusion.

### 3.1.6.3 Targets

The OHB Group does not set results-based targets for talent acquisition, training, and skills development; instead, it defines qualitative targets. This reflects the complexity and context-specific nature of the initiatives, the pilot status of certain programs, and the implementations at the subsidiaries, all of which make standardization difficult. These qualitative targets are embedded in the Group's people strategy and facilitate organizational resilience and competitiveness. They apply to the employees of all Group companies. The OHB Group pursues a strategy of attracting, developing, and retaining qualified talent (IRO 02, 03) and addresses key risks such as a shortage of skilled workers, leadership gaps, and increasing competition for STEM professionals (IRO R3).

The OHB Group aims to strengthen its position as an attractive employer in the aerospace industry. This includes increasing brand awareness among students and professionals through a social media presence and participation in career fairs. The planned career days and the Group's digital presence are expected to help increase visibility in the Bremen and Munich regions, attract more qualified applicants, and lead to successful hires. Progress is measured by the number of events, the number of applications, digital reach analyses, and the success rate of the recruiting channels.

Other targets include achieving high onboarding satisfaction to reduce early turnover and promoting internal engagement through initiatives such as referral programs. Collaboration with educational institutions and industry associations additionally supports early recruitment and sector-wide talent development. Progress is tracked through onboarding surveys and the percentage of hires made through referrals.

In addition, the focus is on learning programs designed to develop strategic skills and delivered through platforms such as *Cornerstone*, in order to provide employees with access to relevant training. Effectiveness is assessed on the basis of participant feedback from training evaluations and annual employee reviews. Adjustments are made on the basis of feedback and strategic staffing needs.

Effectiveness is monitored through structured feedback mechanisms (e.g. onboarding surveys, post-training evaluations), qualitative assessments in annual employee reviews, and HR reporting. These findings are reviewed annually and used to adjust, scale, or discontinue measures. Where possible, qualitative findings are translated into measurable results over time. Workers and their representatives are involved in setting objectives and evaluating the aforementioned instruments, as well as in consultations with workers' representatives (see Sections 3.1.2 and 3.1.3).

### 3.1.6.4 Metrics

A key tool is the annual employee dialogue, which takes the form of structured feedback and development discussions with the respective managers. They are designed to provide individual guidance, facilitate reflection on strengths and areas for development, and help set shared goals for personal and professional growth. These discussions form the basis for planning specific measures for professional development and help ensure transparency with regard to career prospects and performance expectations.

The figures in Table 36 provide an overview of the participation rate in these dialogues, and the figures in Table 37 reflect the OHB Group's commitment to actively supporting its employees in their professional development. The aggregated average total number of training hours per employee in 2025 was approximately 13 hours, while the overall participation rate in feedback and development dialogues was 6.9%.

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4).

**Table 36: Skills Development Metrics**

Percentage participation in feedback and development dialogues, by gender	2025
Female	65.4 %
Male	71.1 %
Diverse	-
Percentage participation in feedback and development dialogues, by employment type	2025
Employees	72.2 %
Executives	56.9 %
Management	9.5 %

**Table 37: Training Metrics**

Average number of training hours per employee, by gender	2025
Female	13
Male	13
Diverse	-
Average number of training hours per employee, by employment type	2025
Employees	13
Executives	12
Management	7.4
Students	4.2

### 3.1.7 Health and Safety

#### 3.1.7.1 Policies

Health and safety at the OHB Group are based on a shared commitment to ensuring a safe working environment and providing health support for its own workforce. There is currently no Group-wide policy; each company within the OHB Group develops and implements its own processes. These apply to all employees and, in some cases, also to contractors and visitors. The decentralized approach ensures compliance with local requirements and fosters a culture of prevention and continuous improvement. The aim is to prevent work-related accidents, health risks, and impairments, and to promote long-term physical and mental well-being.

The concept aims to mitigate the negative impact identified under IRO I6. To this end, workloads, hazards posed by substances, physical strain, and psychological stress can be reduced through risk-based assessments, targeted training, occupational health care, and mental health support.

The Management Board of OHB SE bears ultimate responsibility and oversees compliance with applicable health and safety regulations. Health and safety officers coordinate preventive measures for the individual Group companies.

The processes are regularly reviewed for updates on the basis of changes in the law or operational developments. Risk assessments are a key component of implementation and may culminate in technical, organizational, or personnel-related measures. Effectiveness is monitored through accident statistics, participation in training sessions and health programs, and feedback from surveys.

Stakeholder engagement is achieved primarily through participation in Occupational Safety and Health Committee meetings, consultation with workers' representatives and health and safety officers, and communication via the intranet. Every company complies with national and EU regulations, such as the German Occupational Safety and Health Act (ArbSchG), the Workplace Ordinance (ArbStättV), the Industrial Safety Ordinance (BetrSichV), the Hazardous Substances Ordinance (GefStoffV), and the Personal Protective Equipment (PPE) Use Ordinance (PSA-BV). Equivalent legislation is in effect in Belgium, Italy (Legislative Decree 81/2008), Luxembourg (STM regulations), and Sweden. Where applicable, practices are based on standards such as DIN EN ISO 9001:2015 and DIN EN 9100:2018.

#### 3.1.7.2 Actions

The OHB Group's measures have been implemented Group-wide and are adapted by the individual subsidiaries to meet national legal requirements. The goal is to prevent workplace accidents, protect physical and mental health, and promote long-term well-being. The measures address the material impact identified under IRO I6. These measures apply to all employees, particularly at-risk groups such as cleanroom staff, production workers, project teams, and individuals with health conditions.



Implementation is supported by the structured allocation of human, financial, and organizational resources: Each company appoints company physicians, safety specialists, safety officers for specific topics, and trained emergency response teams. Documented occupational safety processes and digital learning platforms (e.g. *Cornerstone*) enable monitoring and continuous improvement. Regular meetings of the Occupational Safety Committee serve to coordinate and develop initiatives. Funds are allocated for mandatory training, medical services, ergonomic equipment, and external support (e.g. specialists).

Effectiveness is monitored on the basis of training completion rates, participation in health programs, the results of risk assessments, and employee feedback. Accident statistics and audit results provide additional insights into the effectiveness of preventive measures. These findings are used to adapt or scale measures (e.g. updating training modules or introducing new ergonomic solutions).

All employees receive mandatory safety training upon joining the company, as well as regular refresher courses and role-specific training (e.g. handling hazardous materials, working in cleanrooms, emergency response). Evacuation plans, signage, drills, and fully equipped response teams (fire safety/first aid) are intended to prevent the consequences of incidents. These measures mitigate the described impact (IRO I6) by addressing the proper use of personal protective equipment, safe chemical handling, and maintaining vigilance during stressful phases of the project. In addition, these measures are supported within the OHB Group by an expanded range of supplementary accident and health insurance policies, which provide enhanced coverage for work-related incidents or long-term health impairments.

With respect to health and safety, regular risk assessments cover physical, chemical, ergonomic, and psychological risks. A mental health risk assessment is conducted every three years; the next one is scheduled for 2026. The aim is to identify stress-related risks and collective areas of action in order to lay the groundwork for preventive measures and cultural change. Effectiveness is monitored on the basis of participation rates and qualitative feedback. This helps to mitigate stress factors such as wearing protective clothing over protracted periods of time in cleanrooms, high workloads during project peaks, and potential exposure to hazardous substances. To help employees cope with mental stress – for example, during intense project phases or in physically demanding environments – the joint operations offer an e-learning course on stress management and awareness campaigns. In addition, LuxSpace Sàrl and Antwerp Space N.V. provide access to internal or external services for support with psycho-social issues.

In addition, company physicians offer regular office hours for preventive medical care. Employees exposed to specific risks (e.g. exposure to chemicals, physical strain) receive targeted health monitoring to enable early detection and safeguard their ability to perform their duties. After a prolonged illness or absence, employees are supported through structured

processes, including medical evaluations and individualized return-to-work plans developed in consultation with HR. This helps extend employees' employability, reduce long-term absences due to illness, and improve return-to-work outcomes. Monitoring is conducted on the basis of feedback from reintegration processes.

In addition, work places and equipment are reviewed on a case-by-case basis and adapted to meet ergonomic standards in order to reduce physical strain and promote musculoskeletal health, particularly in production environments. The aim is to prevent accidents and promote health and safety. The findings of risk assessments, as well as observations from audits and meetings of the Occupational Safety and Health Committee form the basis for performance monitoring.

### 3.1.7.3 Targets

The OHB Group has not currently defined any performance-based targets regarding occupational health and safety. The focus is on strengthening preventive measures, promoting a culture of safety and health, and ensuring employability across all Group companies. These objectives are qualitative in nature and reflect the complexity of health-related impacts as well as the Group's decentralized structure. They are implemented through local measures and are consistent with national legal frameworks and international standards.

The OHB Group focuses on structural and cultural developments that can be measured using qualitative metrics and feedback mechanisms. Examples include completion rates for training and instruction, the scope and results of risk assessments, participation in health programs, feedback from employee surveys and reintegration processes, as well as observations from audits and meetings of the occupational safety committee. These findings are reviewed annually and incorporated in the ongoing development and adaptation of the measures.

### 3.1.7.4 Metrics

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4). The percentage of the company's own workforce covered by the health and safety management system is determined for each subsidiary and location. In 2025, the coverage rate was 100%. The accuracy of the sites' self-assessments regarding their management systems was verified by the respective health and safety officers.

**Table 38: Health and Safety Metrics for Own Workforce**

Health and safety metrics for own workforce	2025
Percentage of the own workforce covered by occupational safety and health management	100 %
Number of recordable work-related accidents involving the company's own employees	109
Number of cases of recordable work-related ill health among the company's own employees	12
Rate of recordable work-related accidents per hour worked (per 1 million hours)	23
Fatalities among the company's own employees as a result of work-related injuries and ill health	–
Fatalities among other workers as a result of work-related injuries and ill health	–
Total number of fatalities as result of work-related injuries and ill health	–

### 3.1.8 Work-Life Balance

#### 3.1.8.1 Policies

The OHB Group promotes a viable work-life balance through location-specific company agreements that apply to all employees and comply with national laws. The aim is to enhance employee satisfaction, motivation, and retention. This involves:

- Flexible working hour models (core hours and flexible hours)
- Remote working, as well as a set number of days per year spent abroad in specific EU countries
- Support for family responsibilities through parental leave policies and counseling services
- Special leave days for specific events.

The concept addresses key aspects of fostering a family-friendly corporate culture. It enhances employer appeal, loyalty, and productivity by increasing satisfaction and ultimately supports job security.

Ultimate responsibility lies with the Management Board of OHB SE, which is responsible for strategic management, setting priorities, and allocating resources. HR is responsible for the structure, operational implementation, and coordination of initiatives. Workers' representatives bring the workforce's perspectives to the table and help shape and adapt policies.

Company policies are reviewed regularly to take into account changes in the law, internal feedback, and best practices. Effectiveness is monitored, for example, through psychological

risk assessments conducted every three years to identify general stress factors and risks that also affect the work-life balance. The most recent assessment was completed in 2023; the next one is scheduled for 2026 (see Section 3.1.7.2). Stakeholder engagement is achieved through consultations with works councils, surveys, feedback channels, informational events, and internal communication platforms (see Section 3.1.2).

#### 3.1.8.2 Actions

To promote a viable work-life balance, risk assessments (see Section 3.1.7) are conducted every three years to systematically identify and mitigate risks, thereby ensuring a safe and legally compliant work environment. The resulting measures are being implemented on an ongoing basis and are designed to increase employee satisfaction, retention, and well-being, as well as to promote family-friendly policies and occupational safety.

In general, all employees are invited to participate in additional initiatives, regardless of their role or length of service. However, certain initiatives are tailored to specific contexts or requirements in order to address particular needs. Many programs are organized locally and are often initiated by the workers themselves, which fosters high relevance and strong participation, including:

- **Sports and wellness activities:** Self-organized sports groups (e.g. the volleyball team in Bremen at the ESA tournament) to promote physical health and team spirit
- **Annual company events:** Summer party and year-end celebrations at all locations, promotion of informal networking and cross-team connections
- **Launch events:** Invitations to satellite and rocket launch events showcasing the products. Orientation events can strengthen the connection between employees and the company's mission. Core team members may invite family members.

Support resources include dedicated HR staff and internal subject matter experts. Digital platforms (e.g. for communication and learning) and physical spaces provide opportunities for collaboration and exchange.

At present, there is no quantitative assessment of the measures listed; however, there are ongoing feedback loops to adapt and improve the program (surveys, interviews). Measures are regularly reviewed and revised to address new risks, employee feedback, and changes in the operating environment. No material negative impacts were identified in 2025.



### 3.1.8.3 Targets

Quantitative, performance-based targets have not been defined at the Group level and are not planned. The OHB Group considers this approach to be appropriate given the dynamic, project-driven nature of its business activities and the varying legal requirements at its subsidiaries. Instead, the focus is on strengthening structures, processes, and the employee experience through qualitative goals.

The OHB Group is committed to the Group-wide ongoing development of flexible working time models. These include arrangements such as flex time, remote working options, and family-friendly policies. The OHB Group regularly reviews the effectiveness of these models and adapts them to meet the legal requirements and operational needs of the Group companies. The aim is to boost employee satisfaction and retention, particularly among those in critical roles, retain talent, and reduce turnover in highly skilled areas.

In this context, employee engagement surveys and pulse checks are conducted to achieve consistent monitoring of trends and progress, as well as the development of context-specific actions. Workers are actively involved in providing feedback to the organization, both through structured and informal channels (see Section 3.1.2).

### 3.1.8.4 Metrics

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4).

All employees of the OHB Group were entitled for leave of absence for family reasons during 2025. This includes, for example, maternity leave, paternity leave, parental leave, and caregiving leave. A total of 16.0% of employees took advantage of this benefit.

Table 39: Work-Life Balance Metrics

Percentage of employees entitled to take family-related leave	2025
Total	100%
Percentage of entitled employees who took family-related leave, by gender	
Total	16.0%
Female	14.9%
Male	16.4%
Diverse	-

## 3.1.9 Incidents, Complaints, and Severe Human Rights Impacts

### 3.1.9.1 Policies

#### Respect for Human Rights

The OHB Group is committed to the full respect of human rights as a fundamental component of its corporate culture. This commitment applies to how we treat our own employees and is firmly embedded in our corporate policy. Respect for human rights is viewed as a corporate responsibility that goes beyond legal requirements and forms the foundation for a respectful, safe, and non-discriminatory work environment.

The Group's human rights due diligence obligations are based on internationally acknowledged standards, including:

- The International Charter of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- The International Labor Organization's (ILO) Core Labour Standards
- The UN Global Compact
- The OECD Guidelines for Multinational Enterprises
- The UN Convention on the Rights of the Child.

These standards are enshrined in internal policies such as the **Code of Conduct**, which sets forth binding requirements regarding ethical conduct, equal treatment, non-discrimination, and the protection of human dignity in relation to human trafficking, forced labor, and child labor. All workers are required to comply with these principles.

To monitor compliance with these standards and address any human rights violations that may occur, the OHB Group has established a structured grievance and reporting system (see Section 3.1.3.3). Workers may contact the Equal Opportunity Officer, the Chief Compliance Officer, or other internal departments in confidence. In addition, employee surveys and a company anti-discrimination policy enable continuous feedback and the improvement of working conditions.

No reports of severe human rights violations involving OHB Group employees were received through the *We.Create.Integrity* whistleblower system.

### Anti-Discrimination

The OHB Group maintains a strict zero-tolerance policy toward discrimination, harassment, and bullying. The protection of dignity and equal treatment of all employees are enshrined in the governance structure (see Section 4.1.2.2).

In accordance with the principles of non-discrimination and equal treatment, all direct and indirect discrimination based on age, migration background and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation, and social origin, as well as harassment, bullying, and xenophobic acts, are prohibited. This applies to how employees interact with one another, how they interact with customers, and the relationship between managers and employees.

A company anti-discrimination agreement was adopted in 2018 and applies to the joint operations. It includes:

- Definitions of direct and indirect discrimination, (sexual) harassment, and bullying
- Procedure for filing and processing complaints
- Information on possible penalties for proven violations
- Protective measures in accordance with EU Directives 2000/43/EC, 2000/78/EC, 2002/73/EC, and 2006/54/EC on equal treatment and anti-discrimination, as well as compliance with the General Equal Treatment Act (AAG).

The agreement establishes a framework ensuring that complaints are handled confidentially, transparently, and objectively, going beyond the requirements of the law. Anti-discrimination measures are part of a comprehensive approach to promoting equal opportunity, diversity, and inclusion. Implementation is supported through training, internal communication, and the involvement of the equal opportunity officers. Some Group companies (e.g. OHB Italia S.p.A., OHB Sweden AB) have anti-discrimination policies in place that are based on European Union guidelines.

#### 3.1.9.2 Metrics

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4).

Compliance-related metrics were collected on a Group-wide basis in accordance with data protection principles through the relevant local compliance officers or HR contacts, consolidated centrally by the Compliance Office, and finally subjected to internal quality and plausibility checks. There were two incidents of discrimination in 2025.

**Table 40: Metrics for Human Rights Violations and Other Compliance Incidents**

Details regarding complaints, incidents of discrimination, and human rights violations	2025
Number of incidents of discrimination, including harassment	2
Amount of fines, penalties, and compensation for damages as result of incidents of discrimination, including harassment and complaints filed	-
number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including grievance mechanisms), excluding those already reported in line 1	-
Number of complaints filed to the OECD National Contact Points for Multinational Enterprises	-
Number of severe human rights violations and incidents involving the company's own workforce	-
Number of severe human rights violations and incidents involving the company's own workforce in which the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises were not adhered to	-
Amount of fines, penalties, and compensation for severe human rights violations and incidents involving the company's own workforce	-

## 3.2 WORKERS IN THE VALUE CHAIN

### 3.2.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

The issue of workers in the value chain was identified as material, particularly in connection with the risk of human rights violations arising from the extraction and processing of conflict-affected or critical raw materials (IRO R7). This risk affects the upstream value chain, where political instability, weak law enforcement, and opaque structures jeopardize respect for human rights.

The OHB Group's business model focuses on the development and assembly of complex space systems that require the procurement of specialized materials. The procurement strategy takes into account the identified risk by integrating human rights due diligence into supplier management and by concentrating on suppliers from Europe. This helps ensure business continuity, regulatory compliance, and the fulfillment of stakeholder expectations.

The identification and assessment of material impacts, risks, and opportunities were conducted as part of the double materiality analysis (see Section 1.1.4). Table 41 lists the OHB Group's material risks related to the workforce in the value chain.



**Table 41: Material IROs: Workers in the Value Chain**

ID	Type	Description	Value chain	Time horizon
R7	Risk	Human rights violations resulting from the processing of conflict minerals: The extraction and processing of purchased conflict-related and critical raw materials lead to a higher risk of human rights violations.	●○○	Medium term

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○○

### 3.2.2 Policies

The OHB Group falls within the scope of the *Supply Chain Due Diligence Act* (LkSG) and is required to exercise appropriate due diligence regarding human rights and environmental issues along its supply chain.

Overall responsibility for compliance rests with the Management Board of OHB SE and is supported by specialized functions such as the Chief Compliance Officer. The standards described in Section 3.1.9.1 apply Group-wide and serve as a benchmark for collaboration with business partners along the value chain.

#### Policy Statement on the Human Rights Strategy

The OHB Group has issued a policy statement on its human rights strategy, which is publicly available online on the OHB SE website. In this policy statement, the OHB Group confirms its commitment to respecting human rights and protecting the environment. Violations of internationally enshrined human rights and national and international environmental protection regulations are not tolerated. This is based on international frameworks such as the *International Charter of Human Rights* and the *United Nations Guiding Principles on Business and Human Rights*, to which the OHB Group is committed. These requirements are incorporated in the company's policies and are implemented in relevant processes such as procurement and supplier management.

#### Supplier Code of Conduct

Since 2021, the OHB Group has had a Supplier Code of Conduct, which is publicly available online on the OHB SE website. The Supplier Code of Conduct applies to all direct suppliers and business partners. Among other things, it establishes binding minimum standards for the protection of human rights. In addition, suppliers are required to establish their own codes of conduct and management systems to ensure compliance with these standards. Further information on the Supplier Code of Conduct is provided in Section 4.1.3.1.

### 3.2.3 Actions

To implement its human rights and environmental due diligence obligations, the OHB Group has installed a risk management system that is integrated in all relevant business processes. The selection of and collaboration with suppliers is based on defined

screening processes, including supplier self-disclosure, risk analyses, sanctions list checks, and mandatory acceptance of the general terms and conditions of purchase. These requirements are documented in a Group-wide work instruction.

In 2025, the OHB Group conducted a software-based risk analysis of its suppliers for 2023 and 2024. The evaluation took into account the country of origin, industry, product type, distribution level, and supply chain complexity. Particular attention is paid to high-risk areas, such as in countries with low standards or in technically demanding work environments. The risk analysis revealed only a limited risk potential, meaning that no additional measures were recommended. The initiative is overseen by an interdisciplinary committee that meets on an ad hoc basis and reports to the Management Board of OHB SE at least once a year. It is implemented with the involvement of the relevant departments as needed, including Purchasing, Procurement, and Sustainability, as well as Legal & Compliance, Quality Management, and Risk Management. If a human rights or environmental obligation is violated, or if such a violation is imminent, corrective measures are taken. These entail responsibilities, timelines, and objectives. Implementation is documented, reviewed on a regular basis, and, depending on the severity, reported to the relevant committee or the Management Board of OHB SE. In addition, audits of direct suppliers are possible.


The OHB Group's web-based, multilingual whistleblowing system also enables workers along the supply chain to report human rights and environmental risks and violations. Reports are handled independently, confidentially, and with a focus on finding solutions. A strict "no-retaliation policy" is followed to ensure that whistleblowers do not suffer any recriminations (see Section 3.1.3.3). No severe human rights incidents were reported in the supply chain during 2025.

### 3.2.4 Targets

No specific targets were set for 2025. The existing processes are considered sufficiently effective to address the identified risks. This is done as part of the Group-wide monitoring process, so that the procurement strategy can be adjusted as needed.

No specific metrics were calculated during the year under review. Monitoring is carried out through the annual risk analysis and verification of compliance with the Supplier Code of Conduct.

# GOVERNANCE INFORMATION



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## 4.1 BUSINESS CONDUCT

### 4.1.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

The OHB Group relies heavily on the trust of its customers, business partners, and other stakeholders. Promoting shared corporate values and a culture of compliance in practice (IRO 18) plays a key role in securing this trust. It encourages ethical conduct, protects the interests of stakeholders, and strengthens the company’s resilience in the face of external and internal challenges.

At the same time, the importance of sustainability requirements in the upstream value chain (IRO R5) presents new challenges for the business model. Failure to meet these requirements can lead to disruptions in procurement, reputational risks, and potential revenue losses. As a result, these risks have direct strategic implications for the OHB Group’s market positioning.

In addition, there are risks associated with contractual penalties (IRO R6) and non-compliance with applicable laws on combating corruption and influence peddling (IRO R7). Contractual penalties can lead to a decline in revenue and legal costs, while violations of anti-corruption legislation can result in sanctions, exclusion from tenders, and a loss of trust. These risks underscore the need for a governance system that promotes compliance with legal and ethical standards. The OHB Group addresses these challenges by integrating a culture of compliance in its business processes and supplier management.

The identification and assessment of material impacts, risks, and opportunities were conducted as part of the double materiality analysis (Section 1.1.4). Table 42 lists the material impacts and risks facing the OHB Group in connection with corporate culture, supplier relationship management, and anti-corruption and bribery.

**Table 42: Material IROs in Business Conduct**

ID	Type	Description	Value chain	Time horizon
<b>Corporate Culture</b>				
I8	Actual positive impact	Promoting shared corporate values and a culture of compliance: The OHB Group has a positive impact on corporate culture by promoting values and fostering a culture of compliance in practice, thereby protecting stakeholder interests, strengthening mutual trust, and ensuring ethically responsible conduct within the organization.	○●○	Current
<b>Supplier Relations Management</b>				
R5	Risk	Risks associated with increasing sustainability requirements in the supply chain: Increasing sustainability requirements (e.g. environmental certifications, corporate carbon footprint, product carbon footprint, life cycle assessment, ESA Space Debris Mitigation Standards) from customers can lead to disruptions in procurement, reputational risks, and potential revenue losses (loss of orders) if these requirements are not adequately met.	○●○	Medium term
R6	Risk	Reputational and revenue losses due to contractual penalties: Potentially significant contractual penalties can lead to a loss of reputation, orders, or customers, and therefore result in legal costs, fines, and a decline in revenue.	○●○	Medium term
<b>Corruption and Bribery</b>				
R7	Risk	Risk of non-compliance with applicable laws: Potential risk arising from non-compliance with applicable anti-discrimination and influence-peddling legislation, resulting in sanctions, reputational damage, or exclusion from tenders.	○●○	Medium term

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○●

## 4.1.2 Corporate Culture and Business Conduct Policies

### 4.1.2.1 Corporate Culture

The Code of Conduct sets forth minimum standards that are binding on every employee of the OHB Group. 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 defines key elements of the OHB Group's corporate culture. Thus, it shapes the compliance culture and serves as the foundation of compliance management (IRO I8):

- **Social acceptance:** We are aware of the underlying requirements for long-term and sustainable business success.
- **Compliance with applicable law:** We comply with local, national and international law.
- **Responsible corporate governance:** We ensure responsible corporate governance in accordance with the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Convention on Combating Bribery, and "Agenda 21" on sustainable development.
- **Open dialogue:** We encourage our employees to raise issues openly and without fear of reprisal. Employees who raise concerns in good faith with respect to matters within the company must therefore not experience any reprisals as a result.
- **Trust and respect:** We treat one another with respect and trust. We create a working environment that is free of discrimination.
- **Targeted development:** We encourage training and skills development as well as the commitment and performance of all employees.
- **Freedom of expression:** Every person has the right to freely express their opinion on matters within the company.
- **Conflicts of interest:** We disclose potential or actual conflicts of interest and resolve them as quickly as possible.
- **Protection of the company's property and anti-fraud:** We treat the company's property and assets responsibly.
- **Export and import controls:** We observe the national and international rules for the import and export of goods and services.

The corporate culture is supported by the policies described in Section 3.1.9.1. These promote a work environment characterized by integrity, respect, and collaboration. The Code of Conduct is updated as needed to incorporate new legal or social requirements.

Corporate culture is assessed and monitored on a reactive basis. In particular, this process takes into account feedback from employee surveys and pulse checks conducted by HR, as well as reports submitted through the whistleblower system. These findings can be used to assess the effectiveness of existing measures and, if necessary, to enhance the Code of Conduct.

### 4.1.2.2 Compliance Management

The OHB Group's **Compliance Management System (CMS)** is an integral part of corporate governance and serves to ensure compliance with regulations and ethical conduct. It is based on the principles of integrity, compliance, trust, and transparency. The goal of the CMS is to ensure compliance with legal and internal regulations and to prevent legal and reputational risks, particularly with regard to corruption, influence peddling, and other compliance violations. The CMS addresses the identified risk of non-compliance with applicable laws on combating corruption and influence peddling (IRO R7). Through clear guidelines, defined responsibilities, and an established whistleblower system, the CMS helps minimize risks and ensure compliance with regulations.

The CMS is based on four pillars:

- **Compliance organization:** Defining roles and responsibilities at the central, decentralized, and operational levels.
- **Compliance Program:** Measures to manage and minimize compliance risks, including a whistleblower system and complaint mechanisms.
- **Compliance communication and training:** Mandatory training, regular informational materials, and intranet resources.
- **Monitoring and Improvement:** Continuous review and adjustment of the CMS to ensure its effectiveness.

This policy is binding on all employees and Board members. The Compliance Office may issue guidelines and instructions on all compliance matters that apply to the Group companies within the OHB Group.

Continuous risk management ensures that activities for optimizing the compliance management system are identified at an early stage. Measures are continuously being implemented to improve the compliance management system.



The CMS is aligned to the guidelines of the *German Corporate Governance Code* (DCGK), the requirements of the German Stock Corporation Act (Section 91(2) and (3) AktG), and international standards such as the *three-line model of the Institute of Internal Auditors* (IIA). It takes into account relevant legal regulations [e.g. the German Administrative Offenses Act (OWiG), the German Criminal Code (StGB), and the EU Whistleblower Directive] as well as internal documents such as the Code of Conduct. The OHB Group promotes an open culture of compliance and facilitates dialogue with internal and external stakeholders. The *We.Create.Integrity* whistleblower system is available to anyone inside or outside the Group, anonymously and confidentially, in six languages. Further information on the whistleblower system is provided in Section 3.1.3.3. Employees undergo training every two years through a web-based course lasting approximately 20 minutes and are kept informed via the intranet, newsletters, and the learning management system (*Cornerstone*) (see Section 4.1.4.1). All materials are available in at least German and English. External stakeholders are engaged through the Supplier Code of Conduct and contractual obligations. Existing counseling and complaint offices are accessible to people with disabilities, and counselors are available in at least two languages (German and English).

Overall responsibility for the CMS lies with the Management Board of OHB SE. The Chief Compliance Officer is functionally independent, reports directly to the responsible member of the Management Board, and coordinates Group-wide implementation through the Compliance Office. Local Compliance Officers serve as the primary points of contact at the subsidiaries for compliance matters at the individual locations. The Compliance Office's responsibilities particularly include coordinating and resolving compliance issues with the various functions and departments tasked with supporting and monitoring legal compliance and integrity. In addition, a cross-company Anti-Discrimination Officer is available to all employees of the joint operations. In the other Group companies, this task is handled by the HR department or the compliance officer. In addition, there are Anti-Discrimination Officers at certain subsidiaries. Regular meetings with the Management Board of OHB SE and annual reports to the Supervisory Board ensure that management is kept informed.

The effectiveness of the CMS is monitored through regular reviews, internal controls, audits, and structured monitoring. In addition, ongoing risk management supports prevention efforts by monitoring legal developments and conducting regular risk analyses. These findings are directly incorporated in the ongoing development of the system, resulting in a preventive and adaptable system designed to ensure integrity and legal compliance throughout the entire Group (see Section 4.1.4.1).

## 4.1.3 Management of Relationship with Suppliers

### 4.1.3.1 Policies

The OHB Group implements a strategic **supplier management** program based on the Supplier Code of Conduct and a risk-based process for identifying, preventing, minimizing, or addressing human rights and environmental violations, thereby addressing the associated risk (IRO R6).

Suppliers are selected and managed centrally for the joint operations and MT Aerospace AG, and separately for the other Group companies. The concept includes the following:

- Compliance with legal and regulatory requirements in all countries in which the OHB Group operates
- Respect for human rights and fair working conditions along the supply chain
- Standardized processes for supplier selection, evaluation, and auditing.

The **Supplier Code of Conduct** applies to all direct suppliers and business partners of the OHB Group. Monitoring based on contractual obligations is carried out through risk analyses and, if necessary, through audits. Effectiveness is reviewed regularly and adjusted as needed.

Overall responsibility lies with the Management Board of OHB SE. Operational implementation forms part of the procurement process, with support from the Legal & Compliance department at OHB SE and the quality management teams at the individual Group companies. Stakeholder interests are addressed through communication with suppliers (self-reported information, audits), collaboration with internal stakeholders, and taking into account customer requirements in tenders, particularly regarding sustainability criteria.

The OHB Group currently has no Group-wide uniform guidelines or policies for meeting sustainability requirements that go beyond the Supplier Code of Conduct. This is due to the Group's decentralized structure: The individual subsidiaries operate independently and decide on a case-by-case basis – depending on the project, customer requirements, and location – whether a specific sustainability-related expectation can be met or whether a Group-wide solution is required. This flexible approach makes it possible to adapt to different regulatory frameworks and customer requirements.

#### 4.1.3.2 Actions

##### Risk Management Along the Supply Chain

The strategic management of supplier relationships is based on long-term partnerships, transparency, and compliance. Strong supplier relationships help improve quality, innovation, and competitiveness, and are crucial to successful project execution. A reliable supply chain helps ensure business continuity, especially in an environment marked by complex regulatory requirements and geopolitical shifts. About 98% of our suppliers are based in Europe. Other suppliers are located in North America, Chile, China, Singapore, South Africa, and French Guiana, among other places.

The OHB Group's supplier management is based on a risk-based approach. The OHB Group conducts an annual risk analysis of its direct suppliers. The analysis takes into account the country of origin, industry, product risks, trade-stage risks, and the complexity of upstream supply chains. Technical solutions such as AI-based media analysis and certificate verification help identify human rights or environmental risks. Risks are assessed using a risk matrix. If any need for action is identified, preventive and remedial measures are initiated.

In 2025, no specific measures were identified or implemented on the basis of the results of the risk analysis conducted.

##### Supplier Selection, Evaluation, and Audits

The OHB Group has implemented various processes to ensure responsible, transparent, and legally compliant cooperation with suppliers (IRO R5).

A key process is the structured, multi-stage supplier selection process, which – especially in the case of large-scale projects – involves several phases, from pre-selection to the final decision. Quality, performance, and legal compliance are the top priorities. Suppliers and products are selected solely on the basis of economic and technical criteria such as price, quality, and delivery capability. The current procurement process does not take sustainability criteria into account. The Group-wide supplier self-assessment form was revised at the end of 2025. It provides information on production sites, environmental and occupational safety management systems, and relevant certifications, and addresses issues related to information security. In addition, the Legal Department conducts ad hoc reviews of financial capacity and potential legal violations. Group-wide standardization of ordering processes ensures transparency and comparability. In the case of particularly vulnerable suppliers – such as those from high-risk countries or critical industries – measures are determined on a case-by-case basis as part of the annual risk analysis. No specific measures were taken in 2025.

Another key process is supplier evaluation. As part of the "Subcontractor Rating" program, all suppliers with active contracts in major projects are evaluated every six months on their performance in the areas of quality, technical expertise, costs, and management. The results are analyzed by specialized category managers and taken into account in future selection decisions. During the procurement process, evaluations are conducted on a random basis by the respective staff members, focusing in particular on criteria such as quality, on-time delivery, and pricing.

In addition, supplier audits serve as a tool for evaluating and managing supplier relationships. They can be used to verify product quality, minimize risks in projects, and assist in selecting qualified suppliers. Where necessary, audit findings lead to remedial actions, implementation of which is documented and tracked. The audits are conducted by internal auditors in the Quality Management department. The need is identified on a project-by-project basis by the Procurement and Project Management departments and brought to the attention of the audit team. The process is carried out in accordance with the requirements of DIN EN 9100:2018. If any negative impacts are identified, remedial actions are initiated, documented, and tracked. This may involve adjusting processes or contracts, conducting additional audits, or, in extreme cases, terminating the business relationship. Progress is assessed in qualitative terms through the analysis of audit results and feedback from supplier evaluations. No supplier audit was performed in 2025.

In addition, there are currently no Group-wide standardized measures in place to address the risk posed by customers' increasing sustainability requirements (IRO R6). The OHB Group is currently taking a flexible approach, assessing whether requirements can be met on a case-by-case basis or whether a Group-wide solution will be necessary in the future.

#### 4.1.3.3 Targets

The OHB Group has not currently defined any specific quantitative or qualitative targets for supplier management. This is due to the high-level complexity and specialization in the aerospace supply chain, which makes it difficult to standardize performance metrics. The current focus is on continuously improving existing processes and gradually integrating sustainability criteria into the supplier selection and evaluation process in the future.

### 4.1.4 Prevention and Detection of Corruption and Bribery

#### 4.1.4.1 Actions

In 2025, the OHB Group expanded its measures to strengthen its compliance culture and achieve Group-wide harmonization. As a result, these measures make a direct contribution to



achieving the CMS's objectives, particularly with regard to compliance with legal and internal regulations and the prevention of legal and reputational risks. The measures apply to all departments with compliance-related responsibilities, including, for example, HR, Purchasing and Procurement, Export Control, Accounting, and IT Security. Stakeholders such as employees, suppliers, and regulatory authorities are affected directly or indirectly.

Implementation depends on regulatory developments, the availability of qualified compliance officers, and the harmonization of company-wide processes. In addition, external factors such as changes in the market and legal environment can influence the prioritization of individual measures. Measures are regularly reviewed and adjusted as risk allocations or regulatory requirements change.

### Monitoring and Risk Analysis

To continuously improve its compliance structures, the OHB Group relies on Group-wide monitoring and reporting. An annual compliance round table facilitates communication among compliance officers from the Group's companies and helps identify risks and opportunities at an early stage. The results are incorporated in the strategic development of the CMS.

Risk analysis is a key tool for ensuring the effectiveness of the CMS. It is used to identify and assess risks at an early stage in order to avoid penalties, ensure legal certainty, and allocate resources in a targeted manner to minimize risk. The results of the risk analysis are also incorporated in the strategic development of the CMS and reported transparently to the Management Board and Supervisory Board of OHB SE, as well as to relevant stakeholders. In 2025, the risk analysis was expanded to include all Group companies. It covers topics such as human rights, corporate governance, corporate and tax law, financial reporting, occupational safety, IT security, foreign trade law, as well as criminal and competition compliance. The risk analysis includes the following aspects in particular:

- Identification of (compliance) risks within departments
- Compliance with legal requirements in the individual business processes
- Responsibilities within the departments
- Department-specific guidelines and work instructions
- Implementation of compliance requirements in business processes
- Existing control measures.

These findings form the basis for a comprehensive risk report to be issued at the start of 2026, on the basis of which targeted risk mitigation measures will be implemented from the second half of the year.

### Compliance Officer and Compliance Training

A key step was the appointment of compliance officers at the Group companies. This function establishes local points of contact for compliance matters and strengthens the decentralized implementation of the CMS. Full implementation is scheduled for the end of 2026. In 2025, eight compliance officers were appointed within the Group companies.

At the same time, efforts were made to harmonize training standards. The goal is to ensure consistent content and frequency across all Group companies in order to enhance the effectiveness and comparability of the training programs. This measure applies in particular to employees in high-risk positions. In 2025, existing concepts were analyzed to identify gaps. The full implementation of a standardized training program will be completed by the end of 2026.

### Harmonization of Processes and Guidelines

In addition, the OHB Group is preparing to introduce uniform guidelines on anti-discrimination, anti-corruption, and complaint procedures. These are scheduled to take effect in 2026 and will be accompanied by Group-wide awareness training. In addition, a Group-wide anti-discrimination policy will be established to proactively address discriminatory conduct and promote equal treatment. Preparations for this have also been completed, with implementation planned by the end of 2026. The Group-wide uniform guidelines and accompanying awareness-raising training are expected to strengthen integrity, reduce compliance and discrimination risks, and promote a culture of equal treatment.

### Anti-Corruption Policy

The Anti-Corruption Policy governs approval and disclosure requirements with regard to giving or receiving gratuities, as well as the expected conduct and consequences of violations of applicable law. It contains binding internal guidelines on conduct for all employees and governing bodies of the Group companies and is based on the United Nations Principles for the Prevention of Corruption. Regular reviews and ongoing improvements are essential for an effective CMS.

Internal investigations are conducted by the Compliance Department and local Compliance Officers. In accordance with the Group Directive on the CMS, these functions are independent of management and not subject to its instructions. In addition, every step of the examination is fully documented. The results of investigations are reported to administrative, management, and supervisory bodies at regular meetings. Under the CMS, the Management Board and Supervisory Board of OHB SE are briefed on a regular basis as needed.

No cases of corruption or bribery were identified in 2025. Consequently, no additional measures were taken to address violations of procedures and standards for combating corruption and bribery. The measures listed are considered sufficiently effective.

### Training

The OHB Group’s training program is designed to raise awareness of compliance issues among employees and management and to promote compliance with regulations.

As part of the onboarding process, employees of the joint operations, as well as those of MT Aerospace AG and OHB Italia S.p.A., complete mandatory online training on compliance-related topics such as anti-corruption, social engineering, conflicts of interest online, and complaint procedures. In addition, specialized modules on export control and information security are offered for specific target groups. Learning progress is assessed through mandatory tests.

Compliance training is repeated every two years. At Antwerp Space N.V., similar training sessions are held during the onboarding process. At OHB Italia S.p.A., 90-minute in-person sessions are held annually. No comparable training programs have been held at the other Group companies to date. A training program for OHB Sweden AB and LuxSpace Sàrl is planned for 2026.

Training coverage is risk-based and focuses in particular on employees in high-risk areas such as purchasing, procurement, and business development. A coverage rate of 76.5% was achieved for these target groups. Training takes the form

of 20-minute web-based sessions. Participation is documented through the learning management system. In the event of non-compliance, reminders and escalations are sent to the manager; if non-compliance continues, disciplinary action is taken. The training programs are regularly reviewed and updated to take into account new legal requirements and internal policies. Members of the Management Board and the Supervisory Board of OHB SE are made aware of compliance risks on an annual basis. Further details on the training sessions held during 2025 can be found in Table 43.

The definitions and calculation methods follow the principles consistently applied throughout the Sustainability Report (see Sections 3.1.1.2 and 3.1.4). Data was collected through a structured Group-wide survey and data exports from *Cornerstone*. The analysis included active employees in high-risk functions during 2025. Consolidation and validation were carried out by the Compliance Department of OHB SE. The rate was calculated by dividing the number of trained individuals by the total number. During 2025, no compliance training was conducted at OHB Sweden AB and LuxSpace Sàrl; nor were any high-risk functions identified in these companies in this connection.

**Table 43: Training on Anti-Corruption and Anti-Bribery 2025<sup>1</sup>**

	High-risk functions	Managers without risk-related responsibilities	Administrative, management, and supervisory bodies	Other employees
Trained individuals	238	158	16	1,155
Total	311	193	27	1,413
Percentage	76.5%	81.9%	59.3%	81.6%

<sup>1</sup> Excluded from this are the subsidiaries LuxSpace Sàrl and OHB Sweden AB

#### 4.1.4.2 Targets

The compliance culture and corporate culture are to be further strengthened through a series of objectives. These objectives align with the CMS framework and are designed to promote transparency, accountability, and uniform standards across all Group companies. While some targets are backed by metrics, others are qualitative in nature, as external factors such as regulatory changes make precise quantification difficult. At this time, the OHB Group does not plan to set any additional performance-based targets beyond the metrics listed below. Progress is monitored using qualitative indicators and documented results, as explained in the respective descriptions. Stakeholders were indirectly involved in setting the goals by incorporating feedback from whistleblower systems and compliance round tables. No formal consultation with external stakeholders took place.

#### Appointment of Compliance Officers

By the end of 2026, a designated compliance contact person is to be appointed in all Group companies. So far, eight out of ten contact persons have been appointed. This goal strengthens the Group-wide compliance culture and ensures clear lines of responsibility. Progress is measured through the annual compliance report based on the number of subsidiaries with a designated compliance contact person.

#### Enhancement of the Technical Expertise of Compliance Officers

Newly appointed Compliance Officers undergo the same web-based training that all other employees receive upon their appointment. In addition, they are regularly briefed on compliance-related topics at the round tables. This promotes the consistent application of Group-wide standards and guidelines. Effectiveness is measured via the training rate of newly appointed compliance officers. Furthermore, the aim is to impart practical knowledge and skills to enhance participants’ ability to conduct independent risk assessments and implement compliance requirements.



### Harmonization of Compliance Training

There are currently no results-oriented targets in place for the standardization of compliance training. Rather, the aim is to promote consistency and comparability in the content of the training programs. This promotes standardization and reduces risks associated with differences in knowledge. The data is collected using the training coverage rate for positions involving risk. In addition, the effectiveness is tracked through the documentation of the implemented modules.

### Group-Wide Anti-Discrimination Policy

By the end of 2026, a binding anti-discrimination policy is to be implemented in all Group companies. This policy establishes a uniform, binding standard for equal treatment and supports compliance with legal requirements as well as the minimization of discrimination risks. It helps foster a corporate culture free of discrimination. Progress is tracked on the basis of the number of Group companies in which the policy has been implemented.

### Compliance Round Table

The Compliance Round Table provides ongoing support for the CMS by fostering a structured exchange of best practices, the early identification of risks, and networking and trust-building among compliance officers in the Group companies. This establishes a practical dialogue aimed at continuous improvement. Effectiveness is assessed on the basis of the documentation from the round table meetings. The goal is for the compliance round table to be held once a quarter starting in 2026.

### Communication Channels for Compliance Matters

At least two compliance-related announcements should be posted on the intranet on an ongoing basis each year to heighten transparency and facilitate access to policies and procedures. Two intranet publications were produced during 2025. This initiative helps raise awareness of compliance issues among our employees and establish a consistent information base. Progress is tracked on the basis of the number of annual posts on the intranet. In addition, employee feedback is taken into account.

## 4.2 INFORMATION SECURITY

### 4.2.1 Material Impacts, Risks, and Opportunities, and their Interaction with Strategy and the Business Model

The processing of sensitive data in security-critical applications makes the OHB Group a potential target for cyberattacks. This could compromise the information security of projects and expose the OHB Group to financial risks. The ability to protect systems and data against cyber threats can mitigate the risk of data loss or manipulation (IRO R8).

The identification and assessment of material impacts, risks, and opportunities were conducted as part of the double materiality analysis (Section 1.1.4). Table 44 lists the OHB Group's material risks related to information security.

Table 44: Material IROs Information Security

ID	Type	Description	Value chain	Time horizon
R8	Risk	Risks of cyberattacks: Cyberattacks can lead to data loss or tampering. Because sensitive data is processed in a security-critical sector such as the aerospace industry, this can jeopardize the integrity of projects and expose the company to financial risks.	●●○	Short term

Value chain: Upstream value chain ●○○, own operations ○●○, downstream value chain ○○●

### 4.2.2 Policies

The OHB Group has a Group-wide **information security** policy that applies to all employees. This policy is based on DIN EN ISO 27001:2022 and provides a framework for protecting the confidentiality, integrity, and availability of information. The policy defines the strategic guidelines and structural requirements for a centrally managed information security management system (ISMS) and serves as the basis for all other topic-specific policies. Employees receive additional information through training sessions and internal communication channels.

The goal is to minimize the risk of cyberattacks, protect sensitive data, and ensure business continuity. It covers security measures to protect against threats posed by criminal actors as well as state-sponsored or industrial espionage, and to ensure compliance with legal and regulatory requirements. The identified risk (IRO R8) entails the risk of data loss or manipulation, which poses significant financial risks due to the processing of sensitive data in the space sector. The ISMS is designed to mitigate risks and defines organizational, procedural, and technical measures. This is attributable to a binding framework that defines the processes and minimum requirements necessary to prevent data loss, business interruptions, and reputational damage, while simultaneously strengthening competitiveness and building trust among customers and business partners.

The Group's information security policy is implemented through defined roles and processes at multiple levels. A central function is responsible for the Group-wide coordination and further development of information security measures, and supports the subsidiaries in implementing the policy. The technical aspects of information security are supported by centrally provided services.

Information security management follows a continuous improvement approach. This is based on regular reviews of internal policies and the analysis of relevant insights into current developments. The effectiveness of the ISMS is monitored by means of structured control and evaluation processes. Among other things, qualitative and quantitative indicators are used to assess performance (see Section 4.2.4).

Relevant internal and external stakeholders are engaged through information and communication channels that promote awareness of information security and facilitate ongoing dialogue on security-related developments. Employees are regularly reached through training and awareness-raising initiatives. In addition, consultations are held with relevant internal departments and external experts to ensure that current requirements and developments are taken into account appropriately.

#### 4.2.3 Actions

The information security measures apply on a Group-wide basis. They pertain to both internal IT systems and supplier evaluations. Stakeholders such as customers, business partners, and regulatory authorities are indirectly involved through the implementation. The measures are regularly reviewed to assess their effectiveness. In light of the ever-changing threat landscape, the Group continuously invests in new security solutions and technologies to enhance its resilience against cyber attacks and adapt its systems in the light of current threat scenarios.

A key component is the regular conduct of audits, including combined audits covering quality management (DIN EN ISO 9001:2015 and DIN EN ISO 9100:2018) and business continuity management. They verify that the information security organization and technical systems comply with the defined standards. These findings are incorporated in the continuous improvement of the ISMS. Certification of the joint operations and OHB Italia S.p.A. under DIN EN ISO 27001:2022 was successfully completed in 2025 and forms the basis for an internationally acknowledged ISMS. This includes process harmonization and standardization. At the same time, OHB SE's risk management was improved during 2025 in order to reduce identified risks and mitigate their severity.

To ensure technical security, the OHB Group relies on modern security solutions and regular vulnerability scans. Cybersecurity insurance is available to protect against the risk of financial losses resulting from cyber incidents. The purpose is to reduce the extent of financial risk in the event of serious security incidents.

During 2025, there were no cyber incidents with any significant impact on external stakeholders.

#### 4.2.4 Targets and Metrics

The defined objectives are directly related to the requirements of the ISMS. The overarching goal is to enhance the maturity of the ISMS, which encompasses the strategic advancement of organizational, procedural, and technical security measures, as well as compliance with legal and regulatory requirements. The defined individual objectives apply Group-wide and serve as operational indicators of the implementation and effectiveness of the strategy:

- **Awareness target:** An annual training participation rate of over 95% to minimize human error as a risk factor. Employee training helps raise awareness of cyber risks, promotes safe conduct in the workplace, and contributes to a culture of security. The goal is set at the central level.
- **Technical target:** No critical vulnerabilities remaining after vulnerability scans, to ensure system integrity and prevent cyber attacks.
- **Compliance target:** To comply with legal and regulatory requirements in order to avoid legal risks and strengthen trust among customers and business partners.

There are no performance targets for the technical and the compliance targets. The reason for this is the rapidly evolving threat landscape and the dependence on external factors such as new attack methods and regulatory changes. Under these conditions, it is not appropriate to make forecasts or set target values. Effectiveness is primarily tracked using qualitative indicators.

Progress is measured using the defined operational indicators. These are used to identify necessary actions and are reported to top management and the Group companies. All metrics are updated regularly and as needed. Decisions regarding resource planning and implementation are fed back into the local management reviews.

**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 2025.

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 2025 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, 25 March, 2026

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## SOCIAL MEDIA



