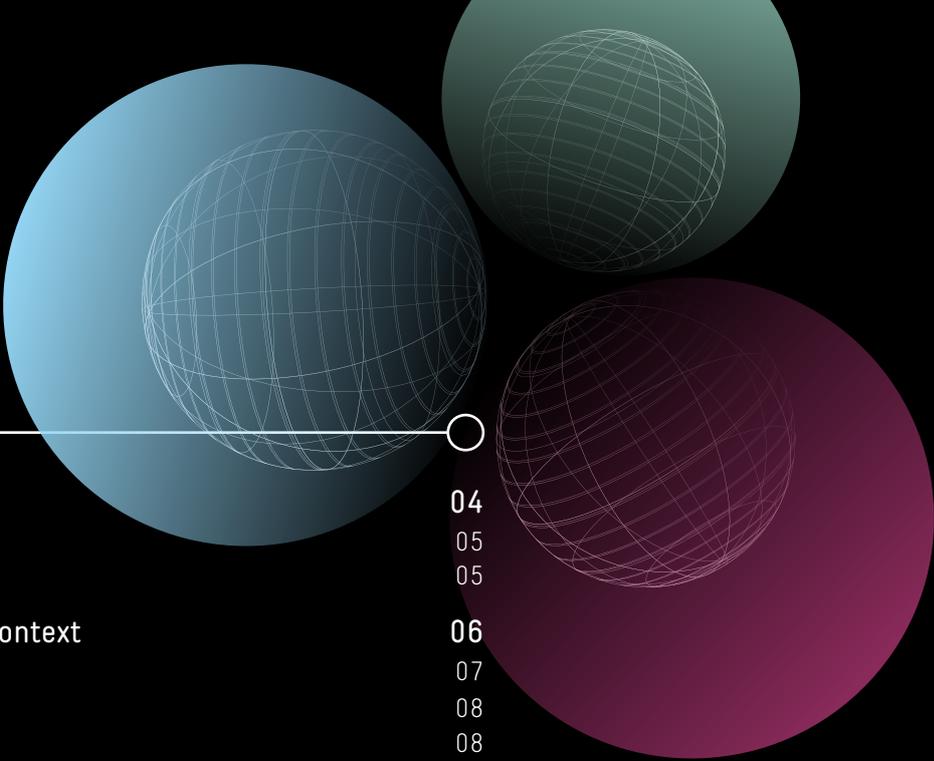


The background features a large, realistic image of the Earth from space on the left. To its right are three overlapping wireframe globes. The top globe is light green, the middle one is purple, and the bottom one is light blue. Each globe is composed of a grid of white lines.

2023

Sustainability Report

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Dear readers,

We are very pleased to present the OHG Group's sustainability report for the 2023 financial year and to give you an insight into our sustainability activities.

Factors such as climate change, increasing scarcity of raw materials and global political crises challenge us and society with complex sustainability issues. We want to ensure that our activities protect the planet and its resources. We are aware that space technologies also have an impact on the environment. In particular, we have to look at the generation of greenhouse gas emissions from our products and the increasing problem of space debris.

That is why, as one of the leading companies in the aerospace industry, we are ambitious to take on these challenges and develop environmentally friendly solutions. We are actively working towards a more sustainable future and provide you with a comprehensive overview of how we are reducing our environmental impact and fulfilling our social responsibility. Our sustainability efforts are based on our shared corporate values, our committed workforce and our visionary spirit of

optimism. We have made progress in the further development of our sustainability strategy. We are looking to 2024 with confidence and want to continue working on our progress to date.

We would like to thank all employees who have contributed to the preparation of this sustainability report and are actively involved in our sustainability efforts. We are convinced that we can explore the limits of the universe with our space technologies without exceeding the limits of our planet and thus shape a future worth living.



Marco Fuchs
Chairman of the Executive Board





»Sustainability is an important part of the solution to the complex challenges our time. We strive to use the resources of our planet and space responsibly. We want to make our contribution to this and continue to base our business activities on sustainable principles in the future.«

Daniela Schmidt, Chairwoman ESG & Security & Legal

General information



1.1 ABOUT THIS REPORT

With this sustainability report, OHB SE, as the listed parent company, seeks to inform its stakeholders on behalf of the OHB Group about the sustainability strategy that it pursues, the Group's environmental and social track record and the progress made in implementing the sustainability targets for 2023.

As with financial reporting, the reporting period covers the 2023 financial year, i.e. from January 1, 2023 to December 31, 2023. The sustainability report is prepared annually together with the Company's financial report and published subsequently. The previous report for the 2022 financial year was published in April 2023.

Unless otherwise stated, this report covers the entire scope of consolidation. Deviations are presented transparently in the text. Relevant sections are marked with the corresponding icons for illustration purposes (see Table 1).

Table 1: Overview of Group companies included

<p>Jointly organized Group companies (joint operations)</p> <ul style="list-style-type: none"> • OHB SE • OHB System AG • OHB Digital Connect GmbH • OHB Teledata GmbH • OHB Information Technology Services GmbH • OHB Orbital Access GmbH (formerly: OHB COSMOS International Launch Services GmbH) • ORBCOMM Deutschland Satellitenkommunikation AG 	
<p>Other German Group companies</p> <ul style="list-style-type: none"> • OHB Digital Services GmbH • MT Aerospace AG • MT Aerospace Holding GmbH • MT Management Service GmbH • MT Aerospace Grundstücks GmbH & Co. KG • GEOSYSTEMS GmbH 	
<p>Other international Group companies</p> <ul style="list-style-type: none"> • MT Aerospace Guyane S.A.S. • OHB Italia S.p.A. • OHB Sweden AB • Antwerp Space N.V. • LuxSpace Sàrl • OHB Chile SpA • OHB Digital Solutions GmbH • OHB Czechspace s.r.o. 	
<p>Overall Group</p> <ul style="list-style-type: none"> • Jointly organized Group companies (joint operations) • Other German Group companies • Other international Group companies 	

1.2 REPORTING AND FRAMEWORK

With this separate non-financial Group report, OHB complies with the requirements arising for the Group from Sections 315b and 315c in conjunction with Sections 289c to 289e of the German Commercial Code and from REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of June 18, 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (EU Taxonomy Regulation). We did not make use of any framework for reporting on sustainability matters when preparing this report.

In accordance with Section 289c (3) in conjunction with Section 315c of the German Commercial Code, the OHB Group is required to review issues for "double materiality". Double materiality requires disclosures on non-financial aspects to be made as soon as two criteria are met:

1. The disclosures are material to an understanding of the Company's business performance, results of operations and position.
2. The disclosures are material to an understanding of how the Company's operations affect non-financial aspects.

The topics identified were reviewed for this dual materiality and presented in Table 3.

Any questions about the report or its content should be directed to sustainability@ohb.de

Sustainability in the corporate context



Facing climate change:

With earth observation satellites such as EnMAP and CO2M, we realize missions to better understand the effects of climate change. The data generated is used in projects such as CityCLIM to derive measures to tackle climate change.

2.1 COMPANY PROFILE

2.1.1 Business model

OH B SE is a European space and technology group and one of the major independent forces in this industry. With more than 40 years of experience in developing and executing innovative space technology systems and structures and its range of specific aviation/aerospace and telematics products, the OH B Group is superbly positioned to assert itself in international competition. It has sites in key ESA member countries. These locations enable it to participate in numerous European programs and missions.

In the SPACE SYSTEMS segment, the focus is on the development and implementation of space projects. In particular, it is responsible for developing and fabricating low-orbiting and geostationary small satellites for navigation, research, communications, earth and weather observation and reconnaissance including scientific payloads. Reconnaissance satellites and the broadband secure wireless transmission of image data constitute core technologies for security and reconnaissance. The exploration segment works on studies and models for exploring our solar system, primarily the moon, Mars and the asteroids. Its human space flight activities chiefly entail projects for the assembly and outfitting of the International Space Station ISS and the future Gateway space station.

The focus of the AEROSPACE segment is on assembly and engineering products for the aerospace industry. In this area, OH B has established itself as a major supplier of aerospace structures; among other things, it is the largest German supplier of components for the Ariane program and an established producer of components for satellites and aircraft. A promising microlauncher is currently being developed by Rocket Factory Augsburg AG, in which OH B holds an interest.

The DIGITAL segment engages in a broad portfolio of service activities. These include the satellite operations, IT applications based on satellite data (downstream applications), e.g. in maritime and rail logistics or autonomous mobility, as well as the procurement of rocket launches and the provision of IT services. In addition, OH B is an experienced vendor of mechatronic systems for antennas and telescopes and is involved in major radio telescope projects.

2.1.2 Locations

This report contains a number of management approaches and performance indicators for OH B's main important locations. Unless otherwise stated, all of the following information relates to these locations (see Table 2).

Table 2: Overview of the OH B Group's locations

Location	Country
Bremen	Germany
Oberpfaffenhofen	
Mainz	
Augsburg	
Salem	
Germering	Austria
Graz	
Milan	Italy
Rome	
Benevento	
Stockholm	Sweden
Betzdorf	Luxembourg
Antwerp	Belgium
Brno	Czech Republic
Kourou	French Guiana
Santiago de Chile	Chile

2.2 SUSTAINABILITY STRATEGY OF THE OHB GROUP

The global community is currently facing multinational polycrises, including the energy crisis, the mobility transition and anthropogenic climate change. OHB monitors current global environmental developments very closely to identify challenges at an early stage and develop preemptive responses. Innovative solutions to address the social challenges of our times form an important element of the Group's sustainability strategy. The Group is aware that OHB products act as enablers for innovative solutions and can thus contribute to sustainable development (see Section 3.1).

The foundations for sustainability and its further development were laid with the establishment of a position on the Management Board with responsibility for sustainability on January 1, 2022. Looking forward, the aim is to develop and implement a sustainability strategy as part of the corporate strategy. The sustainability strategy made major progress in the year under review. A multi-stage approach was chosen for this purpose, with the aim of identifying relevant sustainability issues that may have a positive or negative impact on the OHB Group's business performance and on which it exerts either a positive or negative influence along the entire value chain as a result of its business activities (see Section 2.3.1). The foundation for the sustainability strategy is laid on the basis of the key sustainability goals.

The necessary sustainability-related transformation process was steadily driven forward in the year under review. The sustainability team has been successively expanded in order to raise awareness within the OHB Group, to meet current and future sustainability reporting requirements and to ensure a targeted, effective and efficient approach and action. Contact persons from various departments throughout the OHB Group are involved in identifying key areas of action as well as in preparing the sustainability report and implementing sustainability measures. In addition, dialog was actively sought with the employees in the year under review in order to incorporate their ideas in the strategy and individual work packages.

Another priority in the year under review involved determining and improving the Group-wide ecological footprint. The life cycle assessment (LCA) method was used to quantify the environmental impact of a satellite project (CO2M), including its hardware. To this end, all relevant environmental aspects such as greenhouse gas emissions, energy, water and resource consumption and waste production were evaluated.

2.3 MATERIAL ISSUES AND RISKS

2.3.1 Materiality analysis 2023

In 2021, the main economic, ecological and social aspects that have a material impact on the OHB Group from an internal perspective were analyzed. The starting point for this was a comprehensive list of around 100 issues along the value chain, which were reviewed for their potential materiality. For this purpose, internal experts and employees who are in constant contact with key stakeholders were interviewed. The material non-financial topics as defined in Section 289c (3) in conjunction with Section 315c of the German Commercial Code were identified in a multi-stage process involving the Management Board. In a final assessment, those matters for which business activities have a material impact on the environment and society and which are also of high business relevance for the OHB Group were prioritized.

Table 3 below maps the material issues identified for OHB in the materiality analysis against the aspects addressed in the separate non-financial Group report. Only minor changes have been made to the chapter structure: separate chapters have been dedicated to human rights, compliance and anti-discrimination to give more weight to these topics (see Section 6; Section 8). The materiality analysis carried out in 2021 was reviewed for its continued validity in 2023. There were essentially no changes.



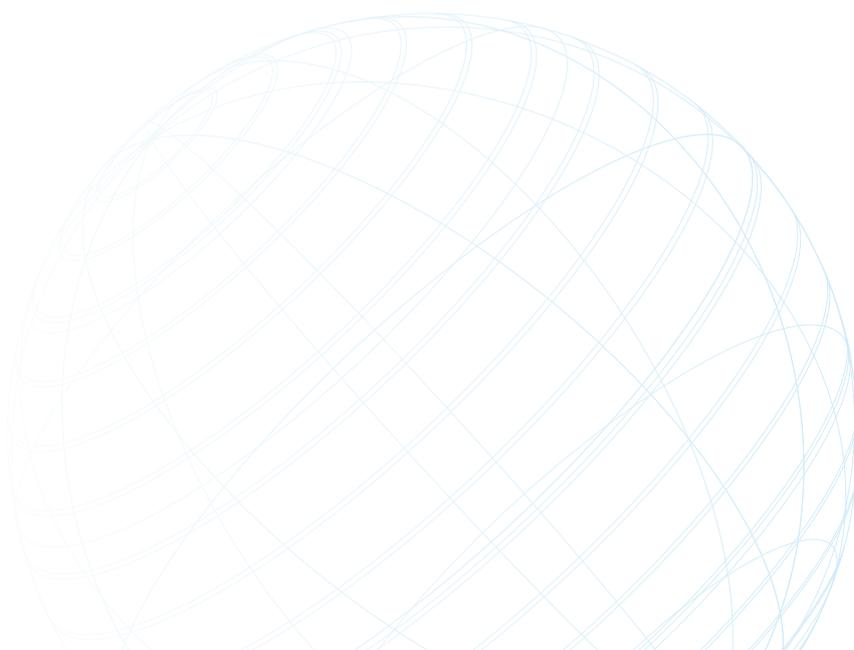
Table 3: Index to the separate non-financial Group report

Aspects pursuant to § 289c of the German Commercial Code	Material issues	Section
Environmental concerns	Innovative solutions to address climate change Environmental concept: Responsible use of the planet and its resources	Section 3.1 Section 3.2
Employee concerns	Working at and for OHB Diversity, equal opportunities and inclusion Health and safety	Section 4.1 Section 4.2 Section 4.3
Social concerns	Customer satisfaction	Section 5
Respect for human rights	Own business operations and supply chain	Section 6
Social concerns	Responsibility along the supply chain	Section 7
Combating corruption and bribery	Compliance and antidiscrimination	Section 8
Combating corruption and bribery	Corporate security	Section 9

An enhanced materiality analysis was launched in accordance with the Corporate Sustainability Reporting Directive (CSRD) requirements in 2023. The results will determine the scope and extent of the sustainability report for 2024. Based on the key areas of action identified, the operationalization and, hence, the progressive development of sustainability management and the implementation of regulatory requirements are planned for 2024.

2.3.2 Risk assessment of non-financial reporting

The risks identified in the Group management report were reviewed in accordance with the CSR Directive Implementation Act. No material non-financial risks that are very likely to have or will have a serious adverse impact on the aspects specified in the CSR Directive Implementation Act were identified within the meaning of Section 289c (3) Nos. 3 and 4 in conjunction with Section 315c of the German Commercial Code - either in relation to our own business activities or in relation to our business relationships, products and services. No correlations were identified between the amounts in the consolidated financial statements and the non-financial matters.



Environment and climate

We obtain

70%

of our electricity from
renewable energy sources.

3.1 CONTRIBUTION OF OUR PRODUCTS AND SERVICES

Protecting our planet, the environment and the climate is a key component of the current Group strategy. Environmental developments are continuously monitored, and monitoring solutions established in the three business segments SPACE SYSTEMS, AEROSPACE and DIGITAL. The first steps in the Company's own process chains are the responsibility of the pre-development department. In the case of the smaller companies, this responsibility is assigned to the highest level of the hierarchy. Regular exchanges on future-oriented projects of this kind are held at all Group companies with the involvement of top management. The OHB Group's strategic orientation is continuously enhanced at the management level. As climate and environmental protection issues are also included in this process, risks and opportunities are discussed and, if necessary, prioritized or managed at the Group level.

SPACE SYSTEMS

The Group companies assigned to the SPACE SYSTEMS segment are already involved in various institutional projects that help to analyze changes on the earth at an early stage and help to counteract any adverse developments. Satellites are developed, tested and built for earth observation and collect various types of environmental data, thus providing added value for scientists and political decision-makers. The environmental data collected by the OHB Group's satellites improves our understanding of the growing problem of anthropogenic climate change and the associated effects. Among other things, data is collected on climatic and weather-related changes, the melting of polar ice and the detection of pollution in bodies of water and other habitats. The OHB Group is involved in many European earth observation missions such as CO2M, CHIME, FORUM, Arctic Weather Satellite, CIMR, Biomass and Meteosat Third Generation. Among other things, OHB Italia and OHB System AG were also awarded contracts in the year under review for the construction of a small satellite constellation for earth observation and the delivery of a payload for monitoring agricultural land.

The issue of space debris also came into focus in the year under review. The contamination of near-earth orbits because of space debris has worsened in recent years due to individual collisions and explosions as well as a general trend towards mega-constellations. For more than five years, the OHB Group's Space Debris Center of Competence has been working closely on the effects of this phenomenon and technical solutions to address it. Last year, a special focus was placed on the Zero Debris Charter, which was developed in an international partnership, and the associated technical developments for a Zero Debris Platform. The shared vision is to further develop the OHB standard platform to minimize the negative impact of space debris. The development of "Design for Demise" technologies should be mentioned in this context. The aim is to gain scientific knowledge about the full combustion of satellites and its effects on the earth's atmosphere in order to gain a basis for discussion for practical application.

AEROSPACE

Group company MT Aerospace AG, which operates in the AEROSPACE segment, worked closely in the year under review on developing the infrastructure for the use of hydrogen as an environmentally friendly energy source. The company's special expertise in the storage of hydrogen and its use as a fuel is being utilized, among other things, to make the spaceport in Kourou (French Guiana) climate-neutral and also to supply neighboring communities with green energy in the future (HYGUANE project). In the year under review, it also forged a partnership with MTU Aero Engines for the joint development of a liquid hydrogen fuel system for commercial aviation.

DIGITAL

The DIGITAL segment amasses the knowledge and skills required to efficiently analyze and use the environmental data collected by the satellites. To this end, the OHB Group is participating in EU environmental and sustainability projects, such as CityCLIM. The possible applications range from more efficient use of resources and the detection of environmental pollution to the identification of illegal fishing fleets. GEOSYSTEMS GmbH, a specialist in processing earth observation data, which was acquired in the previous year, was involved in projects to identify green spaces in cities in the year under review. In addition, OHB Digital Connect GmbH has developed and successfully tested a new type of sensor for monitoring heat islands in urban areas.

3.2 CONSUMPTION AND EMISSIONS

The OHB Group is reporting resource consumption across the German and other European sites and fully consolidated Group companies for the first time in 2023 (see Table 4; Table 5). This fundamentally changes the presentation of the disclosed consumption data compared to the previous year and provides an expanded basis for 2023. Non-European companies are excluded from this due to limited data availability. The OHB Group is working on improving the data basis and quality and endeavoring to include all fully consolidated Group companies in the future in order to disclose material Group-wide emissions data.

SPACE SYSTEMS

At the Oberpfaffenhofen (OPF) and Bremen sites, relative electricity consumption was reduced over the course of the year under review through the gradual reduction of air recirculation rates, resulting in savings of several hundred MWh. In addition, the filters previously used were replaced by products with lower air resistance.

The energy used by the largest international company, OHB Italia S.p.A. (OHB Italia), has so far been sourced from a conventional energy mix. An improvement is being sought here. Due to the continuing growth of OHB Italia, the potential for an absolute reduction in consumption is considered to be low in 2024. An expansion of the site in Sweden is also planned. However, the electricity used there is sourced from renewable energies, resulting in zero emissions. Relative consumption at both sites is to be reduced by improving efficiency in a similar way to the German sites.

AEROSPACE

The AEROSPACE segment has the highest energy consumption, as it uses large and diverse production facilities. Most of the energy consumed (electricity and heat) is generated from gas combustion in a combined heat and power plant built in 2015. Looking forward, dilapidated buildings are to be demolished and replaced. The production processes are constantly reviewed for potential for optimization. Employees can approach the ideas management team with suggestions for improvement and are rewarded when their ideas result in savings.

DIGITAL

The server and data centers set up and operated in the DIGITAL segment are continuously adapted to meet the latest standards. When new storage units are purchased, attention is paid to service life and performance. The use of all-flash drives results in longer lifetimes and higher storage capacities, but also means increased power consumption. The increasingly diverse IT landscape has a major impact on energy consumption overall. One parameter that can be used here is temperature management of the data center rooms.

Table 4: Energy consumption 2023

	Total ^{1,2} 2023	of which Germany ¹	of which Rest of Europe ^{2,3}
Total energy consumption (MWh)³	51,105	46,626	4,479
Direct energy consumption (MWh)	33,575	31,567	2,008
of which natural gas (MWh)	31,827	29,818	2,008
of which liquid fuels (MWh) ⁴	1,749	1,749	– ⁴
Indirect energy consumption (MWh)	17,529	15,059	2,470
of which conventionally generated electricity (externally sourced) (MWh)	4,617	2,945	1,672
of which electricity generated from renewable sources (externally sourced) (MWh)	10,736	10,118	618
of which generated heat (externally sourced) (MWh)	2,177	1,996	180

¹ Excluding OHB Digital Connect GmbH (Mainz); OHB Digital Services GmbH (Bremen); OHB Orbital Access GmbH; ORBCOMM Deutschland Satellitenkommunikation AG.

² Excluding MT Aerospace Guyane S.A.S.; OHB Chile SpA.

³ Including extrapolations where data was not fully available.

⁴ Data not fully available. The OHB Group is working on improving the data basis.

Mobility¹



The goal in relation to travel activity is similar to that stated in the previous section. The amount of travel is to be reduced moderately in the future through appropriate measures. Travel activities are regularly evaluated and assessed in order to monitor progress towards achieving the defined targets. Suitable measures are taken if any need for action is identified. Comparative values from previous years, for example, are used for evaluation purposes. The Management Board is informed every two weeks of travel activities and travel management measures. The situation is presented by the CFO and by means of appropriately prepared inputs. In addition, the Management Board receives a quarterly list setting out the number of trips taken, travel expenses and a breakdown by means of transport (air, rail, rental car).

To achieve the defined target, OHB relies on the steady flow of information derived from a questionnaire designed to encourage employees to critically question the necessity of travel and preferred means of transportation. In addition, the use of virtual collaboration tools significantly increased in the wake of the Covid-19 pandemic in order to avoid business trips. Travel is planned and executed more efficiently and more comprehensively on an ongoing basis to ensure that the time spent at the destination is used in the best possible way.

In order to encourage the use of rail for business trips instead of air or car, OHB offered employees in the jointly organized Group companies a free BahnCard 25 rail concession ticket in December 2022. Over 1,000 employees took advantage of this offer and were able to use the BahnCard 25 for private and business rail travel from February 1, 2023. The proportion of emission-free business travel has increased significantly thanks to this measure and, resulting from this, the greater use of rail travel by larger groups and for project trips.

¹ Excluding GEOSYSTEMS GmbH.



The number of trips is as follows (see Table 5):

Table 5: Changes in the number of trips over time

	2023	2022 ²	2021 ²	2020 ²	2019 ²
Number of trips ¹	8,130	6,890	2,900	1,980	7,500
Change compared to 2019	+ 8.16 %	- 8.13 %	- 61.33 %	- 73.60 %	-

¹ Includes the jointly organized and other German Group companies. Excluding GEOSYSTEMS GmbH.

² Excluding MT Aerospace AG; MT Management Services GmbH.

2019 is used as the basis, as it is the last full year of normal travel before the Covid-19 pandemic. In 2020 and 2021, the absolute number of trips decreased due to the Covid-19 pandemic and the associated restrictions.

More satellite tests and travel-intensive projects were carried out in 2023 than in the previous year. The increase in travel

was necessary and expected. There was also an increase in travel required for internal purposes. In particular, these non-project-related travel activities (approx. 1/3 of the total) are to be reduced in 2024 by means of various measures.

The carbon emissions caused by rental cars and air travel are as follows (see Table 6):

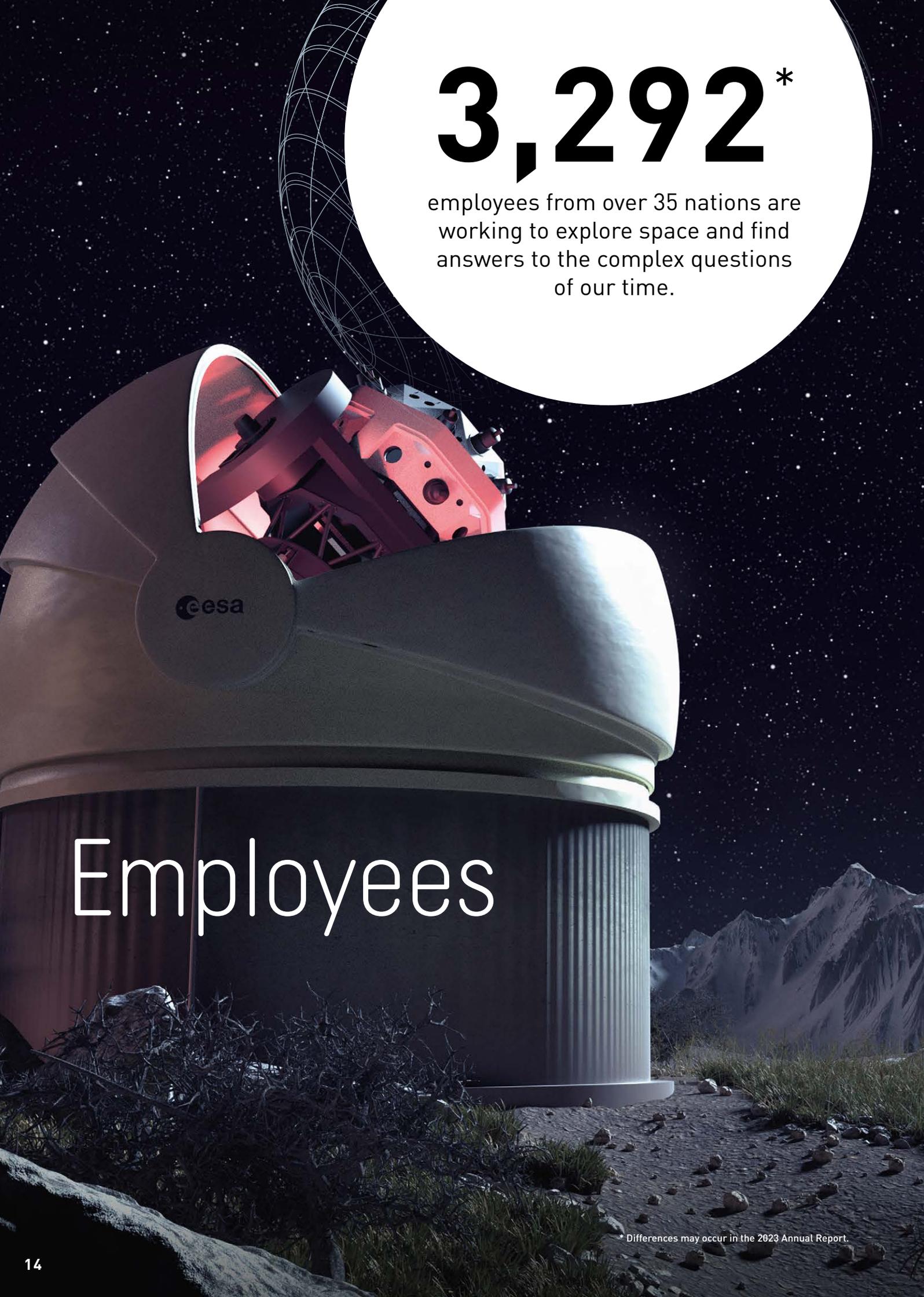
Table 6: Changes over time in direct carbon emissions caused by business trips

		2023	2022	2021	2020	2019
Rental cars ¹	Carbon emissions [t]	116	86	44	32	57
	Change compared to 2019	+ 100 %	+ 51 %	- 23 %	- 43 %	-
Air travel ²	Carbon emissions [t]	1,472	1,193	410	218	1,462
	Change compared to 2019	+ 1 %	- 18 %	- 72 %	- 85 %	-

¹ Including OHB System AG; OHB SE; OHB Digital Services GmbH; OHB Digital Connect GmbH; OHB Teledata GmbH; MT Aerospace AG; OHB Information Technology Services GmbH.

² Including OHB System AG; MT Aerospace AG. Calculation method was adjusted, the value for 2023 can only be compared with the previous year's values to a limited extent.

In 2023, the emissions caused using rental cars rose sharply over 2019, as OHB's internal pool vehicles at the Bremen site were outsourced and replaced by pool vehicles sourced from a rental car company. This resulted in the increased use of these rental cars for international projects in the Netherlands, for example.



3,292*

employees from over 35 nations are working to explore space and find answers to the complex questions of our time.

Employees

* Differences may occur in the 2023 Annual Report.

4.1 WORKING AT AND FOR OHB

OHB is also increasingly feeling the effects of demographic trends and the increasingly worsening shortage of specialists and skilled workers. Recruiting, retaining and developing employees is therefore a priority for OHB. Efforts in the areas of social security, work-life balance and health and safety play a key role for employees working at and for OHB. The international background and diversity of the OHB Group's workforce is a key asset in the joint and successful implementation of complex aerospace projects. The following sections outline the ongoing development of the employee concerns listed and highlight how the OHB Group is addressing the challenges posed by the employment market and competition.

4.1.1 Performance indicators

The OHB Group is reporting data on its own employees and the general workforce for fully consolidated Group companies with more than 50 employees for the first time in 2023 (see, among other things, Table 7; Table 8). In 2023, the OHB Group employed 3,292 people in total in the three segments SPACE SYSTEMS, AEROSPACE and DIGITAL. Deviations are duly marked in the tables. Just under 21 % of the Group-wide workforce is female. At over 90 %, the majority of the Group's employees are on permanent contracts.

Table 7: Characteristics of Company employees in 2023

	OHB Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees by region¹				
Germany	2,421	1,480	457	484
Rest of Europe	499	499	-	-
Rest of the world	-	-	-	-
Total	2,920	1,979	457	484
Number of employees – by gender¹				
Female employees	610	441	58	111
Male employees	2,310	1,538	399	373
Diverse employees	-	-	-	-
Total	2,920	1,979	457	484
Number of employees – permanent employees¹				
Female employees	564	411	49	104
Male employees	2,156	1,460	357	339
Diverse employees	-	-	-	-
Total	2,720	1,871	406	443
Number of employees – temporary employees¹				
Female employees	46	30	9	7
Male employees	154	78	42	34
Diverse employees	-	-	-	-
Total	200	108	51	41

¹ All data is given in HC (headcount) as of December 31, 2023. All employee groups were considered, excluding non-employees.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OHB SE's annual report.

Table 8: Characteristics of non-employees in the Company's own workforce in 2023

	OHB Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees not employed by the Company¹				
Number of unhired employees	103	75	8	20

¹ All data is given in HC (headcount) as of December 31, 2023. Self-employed persons & employees from temporary employment agencies were considered.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OHB SE's annual report.

4.1.2 Attracting and retaining employees

Given the tight employment market, the OHB Group is focusing on early visibility and initial contact with potential applicants, specialists and managers. This particularly entails the recruitment and retention of young talent. In the SPACE SYSTEMS segment, OHB relies in particular on its partnership with the Bremen University of Applied Sciences and Europaschule Bremen and successfully offers a work-study program in computer science and mechatronics. In addition, it is using a combination of offline and online campaigns in the SPACE SYSTEMS segment and increasingly also in the DIGITAL segment to raise brand awareness and attract new employees. The employer branding campaigns "Do you want to have been there when..." for the external market presence and "You will have been there when..." for internal HR marketing are worthy of special mention in this regard.

Attracting and retaining talent

In the areas of school and university marketing, OHB's SPACE SYSTEMS segment participates in university fairs and days and supports student organizations and associations with a specialist focus. For example, the partnerships with Ökumenisches Gymnasium zu Bremen, particularly due to the aerospace focus offered at that school, and with the Technisches Bildungszentrum Mitte are actively implemented through lectures and courses given by OHB staff. Another partnership in Germany was forged with Gymnasium Vegesack, an award-winning STEM school, and the aerospace profile offered there. In 2023, 20% of new work-study students for the 2024 intake were gained from partnerships with schools.

In addition, school students can obtain an initial insight into working at the OHB Group during "Future Day". As well as this, a structured internship program is available to them. OHB also offers working students in the SPACE SYSTEMS segment in particular an opportunity to participate in operational projects, supervises bachelor's and master's theses and gives guest lectures at universities. Moreover, there is a partnership between the work-study training scheme at OHB and the Bremen City University of Applied Sciences, in which training personnel also give lectures at target universities. The OHB Group is regularly featured in renowned space magazines and publications, attends trade and career fairs (such as the Paris AirShow, Space Tech Expo Europe or university fairs in Bremen, Aachen, Delft (NL), etc.) and has a presence on well-known social media platforms. In previous years, employer branding primarily focused on SPACE SYSTEMS as the largest segment. To further

strengthen the DIGITAL segment, the focus was duly widened in the year under review with the statement "Do you want to be present when we find answers to the complex questions of our times?".

These shared activities continue to rely on recommendations from the Group's own workforce. As a result, it was possible to fill 27.2% (2022: 26%) of all vacancies at the jointly organized Group companies via the "Employees recruit employees" program.

Recruitment activities were expanded to include direct approaches. Targeted HR marketing measures via LinkedIn, such as posts about participation in trade fairs. e.g. the university fair in Delft or personal posts by employees as influencers and ambassadors for OHB, heighten awareness and recognition among potential candidates for OHB's benefit.

Structured onboarding interviews are a tool that standardizes and facilitates professional and social integration during the probationary period. This onboarding process includes meetings between the new employee and the responsible line manager at the end of the first month as well as halfway through and at the end of the probationary period to monitor onboarding progress. Feedback from new employees is collected to review and enhance this onboarding process.

Encouraging exchange and dialog

Exchanges between employees and their line managers are held on an annual basis via the OHB Group's standardized "Employee Dialog" process. The dialog is digitized in the HR management system.

In addition, exchanges are encouraged via the one.OHB communication platform (intranet). Employee feedback on internal innovations, changes or general information can be recorded promptly via the intranet platform and evaluated to identify possible measures. In addition to the culture of open and direct dialog with employees, this provides an additional platform for sharing.

Regular staff meetings, to which the Management Board members and/or managing directors invite employees, as well as regular team, department or division meetings, provide scope for sharing information.

In addition, training courses on effective communication are offered to strengthen employees' skills in dealing with one another. Managers are encouraged to actively participate in the dialog via an established feedback culture and to act as role models in the interests of an open communication culture.



Corporate benefits

The OHB Group's corporate benefits are designed to enhance employees' well-being, satisfaction and motivation as well as the working atmosphere within the company.

In addition to a company pension scheme, a purchasing program for discounted DELL computer hardware and Microsoft products as well as various health and sports activities, employees also have the option of taking out private supplementary health insurance on preferential terms. It is also possible to apply for private comprehensive health insurance with attractive combined benefits. The corporate benefits platform gives employees access to numerous discounted offers from a wide range of providers.

The opening of the company restaurant "Space Lounge" at the Bremen site in the year under review merits special mention. In addition to serving meals, for which a daily net meal allowance is paid, the new space offers 1,200 employees additional opportunities for personal interaction.

An employee profit participation scheme has been set up for the employees of the jointly organized Group companies and other German Group companies². The purchase of OHB SE shares by employees is supported by the Group, which assumes half of the share price as well as a fixed purchase price. This offer was accepted by around 67% of eligible employees.

4.1.3 Further training and upskilling



Our approach

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

In particular, the broad-based use of the HR management platform "Cornerstone" within the OHB Group shows a positive development and allows synergy effects to be harnessed: While this system was initially only used by OHB System AG and OHB SE in 2019, OHB ITS and OHB Digital Connect were added in 2020, as were OHB LuxSpace and OHB Czechspace, which as individual companies are not part of the joint operations. They were followed in 2021 by further individual OHB Group companies, such as OHB Digital Services, OHB Teledata and OHB Hellas. Most recently, MT Aerospace began using the OHB instance of Cornerstone in 2022.

Roles and responsibilities

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

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

Comparable structures scaled to the respective company size and number of employees can be found in the smaller companies that are outside the jointly organized Group companies.



Policies, guidelines and processes

Learning philosophy "70-20-10"

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

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

Cornerstone as an HR platform

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

² Excluding GEOSYSTEMS GmbH.

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

There are currently 2,493 active learning objects available to employees. Of these, 340 are scheduled courses, 985 online courses, 611 videos, 401 accompanying materials and 156 curricula³.

Training needs analysis as part of the employee dialog

A structured training needs analysis is carried out annually in the jointly organized Group companies in order to determine the specific further training and upskilling needs. This is linked to the annual employee dialogs, among other things. In the year under review, 1,307 of the planned 1,581 dialogs were conducted, corresponding to a rate of 82.7% (in 2022: 1,235 of 1,511 = 81.7%). During these discussions between managers and employees, the previous period is reflected upon, strengths and areas for development identified and development prospects discussed. Measures for further training and upskilling are planned on this basis. Medium and long-term employee development goals are also defined and documented digitally in Cornerstone. The HR platform is used to document training and upskilling needs and automatically select appropriate measures from the available portfolio. The summarized evaluation of the needs recorded in this way forms the data basis for a training needs analysis by the HR department.

Compulsory training and instruction

The OHB Group is subject to statutory or other mandatory training and instruction requirements. The need for mandatory training or instruction is determined on the basis of the regulations applicable to the relevant groups of people in their area of activity. The mandatory training courses comprise around 120 active mandatory learning objects.

Evaluation and effectiveness monitoring

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

Communication channels

The main communication channels available and used by the jointly organized Group companies include the intranet, the ECLIPSE document management system, mailing lists, management meetings at various management levels, employee meetings, exchanges and information with the HR department. Some of these communication channels, such as the intranet or referenced documents in the ECLIPSE document management system, are used passively. Others, such as mailing lists or intranet posts, are used actively and for specific target groups, for example to announce the commencement of new programs or employee dialogs. Communication is always bilingual, i.e. in German and English.

GMB

Measures

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

Learning objects

The basic project management online courses developed in 2020 and most recently revised in 2023 are an example of individual learning objects. Completion of these courses is a prerequisite and serves as preparation for subsequent IPMA certification as a project manager and provides basic knowledge for employees in projects who are not certified as project managers. A total of 93 employees completed this course across the Group, 21 of whom were female and 72 male. In 2023, they were completed by 37 employees, of whom 8 were female and 29 male.

In the OHB joint operations, 15 people underwent further training and certification in accordance with IPMA Level B/C in 2023. A total of 65 people have received IPMA certification in the past five years (see Table 9). Up to 28 employees are to be certified in 2024.

³ Present thematic compilations of the learning objects mentioned.



Table 9: Overview of acquired IPMA certificates

	Number
IPMA® – Overview of certificates (acquired in the last five years)	
Level A – Certified Project Director	3
Level B – Certified Senior Project Manager	29
Level C – Certified Project Manager	26
Level D – Certified Project Management Associate ¹	7
Internal diploma	–
Training courses in OH B E-Learning (last three years)	
Project Management Basic Course (IPMA)	38
Project Management Basic Course (Internal)	55

¹ Level D qualifications are often obtained without external certificates.

Programs

One example of a Group-wide program is the ExCEL FOR IMPACT program. ExCEL FOR IMPACT was a structured learning and talent management program for around 30 executives and senior leaders selected by the Chief Human Resources Officer from various companies and locations within the OH B Group. The program took place between spring 2022 and summer 2023.

The aim of the innovative learning program was to further the individual professional and personal development of the participants and to encourage networking and discussion on topics relevant to the company. At the same time, Group-wide challenges were addressed in a collaborative, solution- and implementation-oriented manner. The program also served to ensure succession planning for critical key positions within the Group and thus to secure OH B's future viability.

After its formal end in 2023, the program will transition into a learning and exchange format that will regularly promote peer-to-peer exchange and the discussion of leadership and strategy topics at senior management level.

Qualification courses

Since 2018, the OH B System AG training center has been offering a career-integrated course of study with an OH B-internal training plan for the Computer Science course and, since 2019, for the Mechatronics course at the Bremen site. OH B aims to recruit five students each year for both courses.

Alongside their studies at Europaschule Bremen, the work-study computer science students undergo preparation for their degree as IT specialists in application development. Training follows the guidelines of the Bremen Chamber of Industry and Commerce and extends over a period of three years. The work-study mechatronics students are trained in a wide range of space-specific seminars on site at OH B during the lecture-free period. In addition, both degree programs work together on a cross-year practical project in which the students map out a real mission.

The duration of both courses is 3.5 years plus the Bachelor's thesis, with the fifth semester taking the form of an internship at OH B.

Since 2022, it has also been possible to complete a master's degree while working at the Group. The current breakdown on work-study students is as follows (see Table 10):

Table 10: overview of work-study students

Number of Bachelor students / (including Master students)			Breakdown by date of commencement				Master	
			2023	2022	2021	2020	2019	2018
Work-study program in computer science	Total	16 (19)	5	4	4	3	2	1
	Of which men	13 (14)	4	4	2	3	0	1
	Of which women	3 (5)	1	0	2*	0	2	0
Work-study program in mechatronics	Total	21 (23)	5	6	5	5	2	–
	Of which men	14 (15)	4	5	3	2	1	–
	Of which women	7 (8)	1	1	2	3	1	–
Total	Total	37 (42)	10	10	9	8	4	1
	Of which men	27 (29)	8	9	5	5	1	1
	Of which women	10 (13)	2	1	4	3	3	0

* One change of gender.

External training

Training and upskilling requirements which do not fall within the OHB Group's strategic reach can be covered by external training measures. In the year under review, 150 employees (114 male, 36 female) made use of this option in the joint operations.

Learning partnerships

In the joint operations, all new employees are supported and accompanied during the onboarding process by designated persons, regardless of the existence of a supervisor relationship. Furthermore, learning tandems in which the focus is on the

mutual transfer of knowledge are also formed. Finally, the learning tandems include specific mentoring measures in which experienced employees are available for junior staff. For example, participants who have successfully completed the ExCEL FOR IMPACT program act as mentors for other OHB employees who receive support from the "LIFT OFF" young professional program, for example.

Performance indicators

The performance indicators for training and upskilling are listed below (see Table 11):



Table 11: Indicators of training and upskilling 2023

	OHB Group ¹	SPACE SYSTEMS ¹	AEROSPACE ¹	DIGITAL ¹
Ø number of training hours – employee category²				
Permanent employees		14	24	13
Temporary employees		0.4	0.9	0.7
Ø number of training hours – breakdown by gender²				
Female employees		3	3	3
Male employees		11	22	11
Diverse employees		–	–	–

¹ Only fully consolidated companies with more than 50 employees were included.

² The average calculations at the Group level were not shown for reasons of complexity.

4.1.4 Social security and social dialog



Our approach

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

All employees receive both an appropriate salary that corresponds to the applicable benchmarks⁴ and, as a minimum, social protection in accordance with the statutory requirements. To ensure social security, various approaches have been implemented that go beyond the legal requirements and provide comprehensive protection for employees and their families. These are particularly reflected in the corporate benefits offered.

At the same time, social dialog is seen as a key building block in sustainable corporate governance. This dialog makes it possible to understand different perspectives, address concerns and develop viable solutions together. These efforts are particularly evident in the regular exchanges with the works council. The relevant employee representatives are involved in the implementation of measures both in this exchange and on an adhoc basis. Depending on national requirements, the involvement of the works council entails the provision of information and/or consultation and/or active involvement during and/or prior to the implementation of measures. Employees are informed of upcoming measures and their progress via the information channels already mentioned.

Roles and responsibilities

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

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

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

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

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

The Health Officer for the Bremen and Oberpfaffenhofen joint operations and the OHB Group's Safety Officers play a key role in implementing accident prevention and health promotion measures in the workplace. Their responsibilities include identifying potential hazards, training employees and continuously improving safety standards (see Section 4.3).

⁴ The applicable benchmarks for this are the minimum wage and the collective pay-scale agreements.



Policies, guidelines and processes

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

- Private health insurance: In addition to statutory health insurance, which has been implemented in national law in line with European requirements, most German companies offer additional private health insurance.
- Accident insurance: In addition to the statutory accident insurance, most companies offer further insurance in the event of accidents.
- Unemployment insurance: Unemployment cover is provided for all employees throughout the Group in accordance with the relevant national legislation.
- Company pension scheme: Under the requirements of the Company Pension Reinforcement Act in Germany, all German companies offer the option of employee-financed pension schemes.

- Birth assistance: The payment of birth assistance is limited to the German companies forming the joint operations at the Oberpfaffenhofen site.
- Collective agreements: The collective pay-scale agreements are broken down in Section 4.1.4.4 on the basis of key performance indicators.

The communication channels for employees seeking information range from the company's own intranet to individual dialog with line managers. Questions and suggestions can be addressed directly via these or communicated via the HR department and the works council. In addition, the OH B Group maintains contact with the local, national, German and international employee representative(s) and discusses integration and planned measures. To this end, measures for implementing strategic issues and objectives are discussed in an intensive exchange with the management.

Performance indicators

The following table shows the performance indicators for pay-scale agreements as they relate to social security (see Table 12):

Table 12: Coverage of collective bargaining 2023

	OH B Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees – bound by collective agreement				
Number of employees ¹	888	458	390	40
% rate of employees	30 %	23 %	85 %	8 %

¹ All data is given in HC (headcount) as of December 31, 2023.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OH B SE's annual report.

4.1.5 Work/life balance



Our approach

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

Roles and responsibilities



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

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

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



Policies, guidelines and processes

Maternity and parental leave

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

Flexible working hours (flexibility in terms of time)

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

Mobile working

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

For example, employees of the jointly organized Group companies in Bremen and Oberpfaffenhofen are able to work remotely within Germany at least two days a week, provided that the nature of their tasks allows this. A further possibility offered by the aforementioned jointly organized Group companies is to work from France and/or Spain for a maximum of 20 working days within any calendar year. This option was requested a total of 129 times in the year under review, primarily by employees at OHB System AG. This includes 51 approved applications for France and 78 for Spain.

Communication channels

There are various communication channels, so that employees are able to keep abreast of the latest information via the intranet, among other things. There are also staff meetings, team and department meetings and regular jour fixe meetings with the responsible manager. Employees are updated directly at regular meetings with the members of the Management Board.

Another noteworthy channel is the Group-wide CEO newsletter, which is sent out quarterly and addresses current top issues and provides an outlook of future projects and planned changes by the management.



Measures

OHB supports its employees with childcare, e.g. via arrangements with kindergartens or the provision of financial support for childcare places. In the year under review, a total of 40 children received a childcare place at the Bremen site. A financial allowance was granted for 62 children at the Oberpfaffenhofen site. In addition, child vacation care is available in the form of flexibly bookable supervision to help relieve the stress on working parents during school vacations. In Bremen, 97 children of 64 employees utilized this service. As well as this, employee remuneration continues in the event of the child/children falling ill.



Performance indicators

Attractive flextime arrangements or part-time options enable employees to adapt their working hours to family commitments more effectively. This is highlighted by the Group-wide part-time employee ratio of 15%. In the year under review, 89 men and 49 women within the OHB Group took advantage of the opportunity to take time off to combine family and career needs (see Table 13).

Table 13: Indicators part-time employees and family-related time-off 2023

	OHB Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees – part-time employees¹				
Total number of employees	3,024	2,055	465	504
Number of part-time employees	461	310	54	97
Ratio of part-time employees	15%	15%	12%	19%
Number of employees – use of family-related time off^{1,3}				
Men on parental leave	89	56	14	19
Women on parental leave	49	38	4	7
Total	138	94	18	26

¹ All data is given in HC (headcount) as of December 31, 2023.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OHB SE's annual report.

³ Family-related leaves of absence in connection with maternity and paternity, parental leave or care were considered.



4.2 DIVERSITY, EQUAL OPPORTUNITIES AND INCLUSION

OHB

4.2.1 Our approach

OHB sees great diversity in terms of age, origin, disability, gender and other characteristics as an asset and a key goal worth striving for. All employees should be able to work together free of prejudice in an atmosphere of mutual respect. The OHB Group considers the inclusion of each individual with their specific strengths and the encouragement of a sense of togetherness to be important cornerstones in respectful mutual relations. Our diversity makes the OHB Group strong, creative and innovative.

Roles and responsibilities

In the year under review, an Equal Opportunities Officer was available to all employees of the jointly organized Group companies to advise them on equal treatment issues. The aim of the Equal Opportunities Officer is to promote equal opportunities and fairness for all employees. This gives them an avenue for submitting complaints verbally or in writing in confidence and for airing any grievances relating to equal treatment. There is a monthly confidential exchange of information between the Equal Opportunities Officer and the Chief Compliance Officer. In addition, employees from the Human Resources department act as competent contacts for special topics such as buddy and mentoring systems or support programs.

Employees are kept informed via publications and information from the Equal Opportunities Officer available the intranet or in the form of posters, brochures, at works and staff meetings and in personal consultations in English and German. All German companies can also contact the representative body for severely disabled employees at any time to discuss the concerns of severely disabled employees in person or in writing.

The other Group companies have no separate responsibility for this. The managers and employees in the HR departments at the locations were named as contact persons.

Policies, guidelines and processes

The exchange of information in day-to-day joint activities is intended not only to combine the know-how of the older generations with new ideas and approaches from the younger generations, but also to promote the transfer of knowledge within the OHB Group. Attention is therefore also paid to filling the gaps left by age-related departures through targeted succession planning including knowledge transfer. Within the framework of systematic succession planning, future high potentials and key positions are identified at an early stage and specifically nurtured. The "ExCEL FOR IMPACT" and "LIFT OFF" funding programs, for example, were created as a result of these measures. In addition, "OHB NextGen", an internal association of the Group's junior staff, gives employees at the Bremen and Oberpfaffenhofen sites an opportunity to engage in joint activities and exchanges to support their professional development. Activities and exchanges can be held internally, with external individuals or organizations and with employer representatives.

Promoting diversity

OHB is proud of the fact that around 3,000 employees from over 35 nations have been working together productively and respectfully at the various locations and across national borders for many years. This high international diversity is therefore to be maintained in the future. Reflecting this, OHB System AG decided back in 2019 to sign the Diversity Charter. The Charter is a commitment to an organizational culture characterized by mutual respect and appreciation. Everyone's individuality is valued as unique and as a valuable contribution to the Group's diversity.

Regular diversity events

The jointly organized Group companies regularly hold thematic weeks to mark German Diversity Day. In the year under review, the theme was "What drawer are you in?". The purpose of this campaign was to sensitize employees to the issue of unconscious bias through videos and hands-on activities.

In order to give women in STEM professions greater visibility, OHB took part in Hack4Ladies with a team at the Bremen site and supported the organization.

Training

OHB provides its employees in the jointly organized Group companies with various courses via its learning management system to raise awareness of equality and diversity issues. All new employees are required to complete the "Diversity and anti-discrimination" online course, which contains basic information and rules of conduct relating to diversity, discrimination and prevention. Additionally, a further course that deals with these topics in greater depth is also offered. It can be completed by any employee in the jointly organized Group companies or assigned by the respective manager. Both online courses are available in German and English. Moreover, employees are offered training on topics such as intercultural leadership and intercultural communication.

Information on diversity and anti-discrimination

An in-company anti-discrimination agreement was adopted for the jointly organized Group companies in 2018. It is backed by a brochure entitled "Respect makes you strong" and information leaflets. The brochure states that diversity is an asset for the OHB Group and explains anti-discrimination on the basis of protected characteristics such as origin, gender, disability, religion, ideology or sexual identity. The publications are available in German and English.

Information on sexism in the workplace

in 2022, the “Eyes open” campaign was launched to raise employee awareness of sexism and sexual harassment in the workplace. The purpose was to ensure that employees watch out for each other and maintain a positive working environment at OHB. The campaign met with positive feedback. In personal conversations, employees described their experiences and discussed what sexism in the workplace means to them. Flyers and brochures on the topic are still available to employees on the intranet and in printed form on request.

Communications

Group management is closely involved in planned measures and events relating to diversity and equal opportunities when and as required. For this purpose, the Equal Opportunities Officer invites the Management Board to consultative joint meetings and submits proposals to the Management Board for campaigns, publications or other formats to raise awareness among employees with regard to diversity or to promote equal opportunities. He is also closely involved in the measures during the implementation phase. In addition, the Equal Opportunities Officer and the Management Board meet on a monthly basis to discuss current issues. The Equal Opportunities Officer consults with the works councils of the jointly organized Group companies on a monthly basis as well as on an adhoc basis. Current areas of action relating to equality and diversity are discussed and a joint approach adopted.

4.2.2 Targets and measures

The overarching objectives with regard to diversity, equal opportunities and inclusion are to raise awareness and visibility and to promote an open dialog within the OHB Group. The aim is to acknowledge the value of diversity and inclusion and to implement measures to promote equality, as well as to actively work towards creating an environment in which everyone can develop professionally and has equal access to opportunities.

Measures for promoting diversity, equal opportunities and inclusion

To promote diversity, equal opportunities and inclusion, a working group consisting of experts on HR, sustainability, equality and anti-discrimination, as well as a member of the Management Board, met in mid-2023 to discuss the further promotion

of diversity within the OHB Group. The following measures aim to make use of opportunities and reduce potential risks. They all seek to ensure that everyone in the Group feels comfortable. Nevertheless, the topic of gender equality will be a particular focus in 2024, as women are in the minority in the company.

Raising awareness of diversity and equal opportunities

Regular online events aim to provide employees with exciting and relevant expert information on diversity, equal opportunities and inclusion. The focus is also on topics that are particularly relevant to women. The launch of the online events is planned for 2024 following a planning and implementation phase.

Furthermore, the topic of female empowerment is to become part of management training in 2024. In this context, there will also be an analysis of how the onboarding of female managers can be optimized.

In addition, guidelines for employees in parenthood and with caring responsibilities are to be published for the jointly organized Group companies in 2024. After an analysis of the relevant content, they will be compiled and published via the relevant information channels.

Creating spaces for employees to exchange ideas

Whether for women in technical professions, carers, parents or international employees, OHB wants to create spaces for sharing. The aim is to offer everyone a professional framework for sharing that provides added value for the participants. At the beginning of 2024, work will begin on employee networks, implementation of which is planned for 2024.

Visibility

Diversity action days are to be held again in 2024. The implementation of the action days is to be planned at the beginning of 2024. The aim is to organize another action week at least to mark the Diversity Weeks.

In addition, there will be an intranet campaign in 2024 to accompany and actively highlight all efforts to achieve gender equality in 2024.

4.2.3 Performance indicators

Performance indicators on people with a degree of disability and general diversity indicators are listed below (see Table 14; Table 15):

Table 14: People with a degree of disability 2023

	OHB Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees – with a degree of disability				
Number of employees ¹	71	39	23	9
% rate	2%	2%	5%	2%

¹ All data is given in HC (headcount) as of December 31, 2023.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OHB SE's annual report.



Table 15: Diversity indicators 2023

	OHB Group ²	SPACE SYSTEMS ²	AEROSPACE ²	DIGITAL ²
Number of employees – top management level – breakdown by gender (total)^{1,3}				
Female employees	3	3	-	-
Male employees	16	8	3	5
Diverse employees	-	-	-	-
Total	19	11	3	5
Number of employees – age group^{1,4}				
< 30 years	458	288	76	94
Between 30 and 50 years	1,694	1,169	247	278
> 50 years	749	511	131	107

¹ All data is given in HC (headcount) as of December 31, 2023.

² Only fully consolidated companies with more than 50 employees were included. Accordingly, the data presented here may differ from that contained in OHB SE's annual report.

³ The Management Board members of the individual Group companies are considered.

⁴ Exclusive top management level.

4.3 HEALTH AND SAFETY

4.3.1 Our approach



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

Roles and responsibilities

In the German Group companies, the health and safety committees (ASA) at the individual sites manage and monitor all basic health and safety tasks together with health management.

These committees are made up of representatives of the company management, two members of the works council, the company doctor, the safety specialists and the safety officers of these sites. The committee work is supplemented by the representatives of severely disabled employees, as well as one employee each from Facility Management and Health Management. The ASA meetings are held once a quarter and discuss current concerns and topics relating to health and safety in accordance with a pre-agreed agenda. The topics, results and recommendations are recorded in minutes and distributed to the responsible Management Board member, among others. In addition, monthly meetings are held between the Health and Safety Officer and the Management Board member responsible for health and safety.

Policies, guidelines and processes

In most of the German Group companies, compliance with legal requirements pertaining to health and safety is audited under EN 9100:2018 certification. Regular monitoring and recertification audits are carried out for this purpose. The health and safety processes are also monitored for effectiveness and compliance in internal quality and process management audits.

4.3.2 Safety

In operational business, managers bear great responsibility for the safety of their employees and also act as role models. OHB attaches consistently high priority to this duty of care towards its own employees. Accident prevention is therefore given top priority at all times. This also applies to the avoidance of all possible injury and health risks. It includes a systematic health and safety organization, safe and ergonomic work equipment, workplaces and processes, as well as the regular assurance and implementation of documentation and effectiveness testing of health and safety measures at the companies. Those responsible for health and safety work continuously to improve safety, e.g. through awareness-raising training and investments aimed at enhancing technical safety. Appropriate measures are implemented at all locations.

Instruction

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

In the year under review, 2,927 employees of the jointly organized Group companies completed online health and safety training; in 2022, the figure was 548. Online health and safety

training was also provided at the other German Group companies in Q3/2023. Accordingly, no figures are yet available for 2023 (see Table 16).

Table 16: Overview of number of instructions in health and safety 2023

	Jointly organized Group companies	Other German Group companies ¹
Number of physical training events	45	62
Employees who were instructed in physical events	576	495
Employees who were instructed in online courses	2,927	- ²

¹ Exclusive OHB Digital Services GmbH; GEOSYSTEMS GmbH.

² No representative data available for 2023. Only available since Q4/2023.

Furthermore, special health and safety topics that require a hands-on approach are taught in classroom training sessions. A total of 1,071 employees received instruction on special health and safety topics in physical events.

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

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

4.3.3 Performance indicators on incidents

All incidents in connection with work-related injuries, illnesses or fatalities in the workforce of the jointly organized and German Group companies⁵ are analyzed to determine whether the existing precautions are sufficient or need to be adapted or improved.

There were no work-related illnesses or fatalities during the entire reporting period. In the jointly organized Group companies, the total number of workplace accidents is at a lower level compared to the other German Group companies⁵ (see Table 17).

Table 17: Overview of the number of work-related accidents at the workplace and on the way to work

	Jointly organized Group companies		Other German Group Companies ¹	
	2023	2022	2023	2022
Reportable workplace accidents (> 3 days)	5	2	7	3
Workplace accidents (< 3 days)	6	8	26	24
Commuting accidents	13	16	11	8
Total incidents	24	26	44	35

¹ Exclusive OHB Digital Services GmbH; GEOSYSTEMS GmbH.

⁵ Exclusive OHB Digital Services GmbH; GEOSYSTEMS GmbH.



OHG

4.3.4 Health protection

Health protection aims at promoting the health and well-being of the OHB Group's employees and provides targeted support for the further development of health management by defining the applicable responsibilities. Further contacts for the various aspects of health prevention and promotion are available locally and individually in the companies. Company regulations on health protection and promotion are in place in all jointly organized Group companies, as well as at the companies in Augsburg (incl. French Guiana), Sweden and Luxembourg. The OHB Group is constantly striving to enhance existing agreements and establish additional ones and evaluates the necessary requirements and conditions in order to continue offering employees a comprehensive health promotion program in the future.

Key aspects of health management include ergonomic workplace design, regular preventive care provided by company medical staff, training and the prevention of work-related illnesses. The holistic approach to health and safety not only contributes to employees' well-being but is also intended to enhance productivity and satisfaction in the workplace. Other measures such as subsidies for workplace spectacles, company bike leasing or training for internal stress pilots promote employee health. Participation in (company) sporting events or support for company sports groups are also among the established practices at all major Group companies and are organized individually at the various locations. OHB specifically supports internal and external sports groups:

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

In particular, employees on long-term sick leave can be reintegrated into the workforce via an established reintegration management system in the jointly organized and other German Group companies. This is primarily aimed at employees who have been unable to work for more than 6 weeks within a 12-month period.

The OHB Group also deliberately addresses the issue of mental stress at the workplace. As a further preventive measure, mental stress risk assessments were carried out in order to evaluate the strain on employees and subsequently derive needs-oriented measures.

The internal communication platform, staff and works meetings and numerous one-to-one meetings are used to provide regular information about health protection measures, generally in German and English.

A satellite is shown in space, featuring a large parabolic antenna and several solar panels. The background is a dark starry sky with a large, textured celestial body on the right. A white wireframe globe is visible in the upper right and lower right corners. A white circular callout box is positioned in the upper right.

Together with our
customers and
partners, we work
on missions and
activities for space
exploration.

Responsibility for customers and products

5.1 CUSTOMER STRUCTURE AND CUSTOMER SATISFACTION

SPACE SYSTEMS

For over 40 years, OHB has been a reliable partner for customers from business, politics and science in Germany, Europe and internationally. OHB's top priority is therefore to ensure the satisfaction of its numerous external and internal customers, to address criticism and to initiate continuous optimization processes on this basis. The customer structure in OHB's business segments is dominated by public-sector customers characterized by large business volumes, both at a national and international level: These include European institutions such as the European Commission or the European Space Agency ESA as well as national space agencies and other authorities. The most important customers in Germany are DLR and the Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support (BAAINBw). Complex contractual structures in which OHB companies are active in a variety of roles as prime contractors, subcontractors, system managers or suppliers are common in major projects.

In the Space segment, it is therefore necessary to view customers not strictly as contractual clients but also as key stakeholders with a legitimate interest in OHB's activities.

The needs of these customers and stakeholders are determined by their function within the customer organizations. In the case of public-sector customers, different process-oriented areas must be addressed, dealing with technical, financial, contractual and legal issues. In addition, some customers focus on programmatic and strategic aspects at a cross-sectional level.

As contacts with stakeholders at all hierarchical levels are for the most part directly related to current and future projects, special attention is paid to these interactions in project management. As an element of overarching quality management, stakeholder management forms an integral part of project management. The aim is to incorporate stakeholder satisfaction directly in the project workflows. Customer success is taken into account as a measurable requirement in work packages. This principle also seeks to bring expectations into line with requirements and thus to ensure the greatest possible customer satisfaction.

Within the project management of the joint operations, OHB has adopted transparent, standardized procedures in consultation with the stakeholders. These include international and cross-industry frameworks such as those of the International Project Management Association (IPMA) or the PM Project Management Methodology of the European Commission. The OHB Group develops the skills of its employees in a targeted manner and trains them in accordance with IPMA certification.

The initiative to strengthen customer relationship management throughout the OHB Group was continued in 2023. The customer relationship management (CRM) system implemented at the end of 2022 now systematically records important customer information, activities and tender, quotation and project data. It facilitates internal collaboration and the digitalization of the project acquisition process, particularly in incoming order planning and tender monitoring.

The CRM system, which went live across the Group in 2023, will be expanded in 2024 to include additional processes and thus digitalize them. It is used in a special way in the DIGITAL segment, as this segment has different products and therefore different market strategies and sales processes compared to the SPACE SYSTEMS segment, for example. These products may require service, which is why the Salesforce service module is only used here. It is generally available to all OHB companies.

This allows customers to be addressed in an even more targeted manner, facilitates interaction with them and manages order initiation more efficiently, even if there is a change in the responsible parties in the various project phases. It promotes a single face to the customer and harnesses synergies between the different communication levels in the ongoing work process.

DIGITAL

In contrast to OHB's core business, the DIGITAL segment maintains a classic B2B relationship with its customers. This means that the focus is on initiating, contracting and implementing (software/hardware) projects, from an unknown business relationship to a development business relationship. Here, sales employees carry out daily acquisition measures, such as mailing, lobbying and network visits and recommendations, in order to gain new customers. The new CRM system supports DIGITAL in recording these initial contacts in the "Leads" segment and communicating them transparently to the other OHB companies, including a central OHB contact person for this customer ("account"). In the course of customer development, further discussions and the identification of actual demand, an opportunity arises from a lead, which symbolizes the offer process and documents the developments of the proposal and submission through to negotiation and its outcome. The CRM system makes it possible to determine when a customer was first contacted (opening of the lead), when a specific topic was discussed (conversion of the lead into an opportunity or, if the customer is already known, the direct reopening of an opportunity) and how long it took from the opening of the proposal or its submission to the customer to the final decision on the order or loss of order. This means that "customer satisfaction" indicators cannot be derived directly from the CRM system, although this is possible in the case of indicators on the duration of customer support along the offer process. In addition, information can be obtained on how often OHB has interacted with a customer within a given period as an indication of customer loyalty.

AEROSPACE

MT Aerospace AG's customer structure is very diversified due to the business segments in which it operates. In the aerospace sector, MT Aerospace also works with institutional and commercial stakeholders and focuses on direct exchange across all hierarchical levels. The aim is to achieve the highest possible customer satisfaction in order to continue being regarded as a reliable business partner in national and international projects and programs. In growth business (defense, additive manufacturing, hydrogen technology), the focus is on the classic B2B customer relationship. The focus is on the acquisition of new customers in various sectors and the positioning of MT Aerospace in the aforementioned business areas, and this is supported by traditional marketing and sales instruments.

In order to do justice to all business segments and to present customer satisfaction in a transparent manner, an interview guide, which is reviewed annually and adapted to customer needs in the AEROSPACE segment, is used as the basis for a personal customer survey in which the degree of satisfaction, praise and criticism etc. are determined. In addition, the Net Promoter Score (NPS) can be better determined in future using the revised interview guide. This data enables MT Aerospace to identify any shortcomings and to reinforce the positive aspects. Continuous monitoring of customer satisfaction not only promotes customer loyalty but also contributes to positive brand perception. Customer feedback is an important indicator for securing long-term customer relationships and expanding competitive advantages. The effectiveness of the process in which customer satisfaction is determined is regularly reviewed in internal and external audits based on EN 9100 certification.

MT Aerospace ensures efficient and centralized management of customer relationships, sales processes and marketing activities by working with the cloud-based CRM system Salesforce. The resulting automation of business processes increases productivity, while real-time analyses and reports facilitate decision-making. It also supports team collaboration, as information can be shared transparently. Overall, the CRM system helps to boost efficiency, improve customer loyalty and support the growth of the various business segments.

5.2 QUALITY MANAGEMENT

OHB has defined the quality of its products and processes and their compliance with all internal and external requirements as a key pillar for ensuring customer satisfaction. Standardized processes based on best practices throughout the company play a key role in this respect. The basis for this is a Group-wide network of integrated management systems adapted to the different needs of the business units within the Group. In conjunction with the quality policy and the quality objectives derived from it, they form a uniform set of rules which, in addition to defining high quality standards, create a binding framework for all employees and managers for the efficient and sustainable development of innovative, safe and reliable products.

In order to ensure a consistently high standard of quality, all consolidated Group companies have set themselves the goal of aligning their management systems with the internationally recognized quality standards relevant to their business areas and conforming to the respective requirements certified and regularly audited by independent, accredited inspection bodies.

In 2023, external auditors again confirmed OHB's compliance with the requirements defined in the following standards and their sustained implementation at the Group's main sites:

- **EN 9100:2018** Quality Management Systems (Requirements for Aviation, Space and Defense Organizations)
- **ISO 9001:2015** Quality Management Systems – Requirements
- **AQAP-2110** NATO Quality Assurance Requirements for Development, Design and Production
- **AQAP-2210** NATO Supplementary Software Quality Assurance Requirements to AQAP-2110
- **ISO/IEC 27001:2017** Information Technology – Security techniques – Information Security Management Systems – Requirements

OHB Sweden and LuxSpace successfully completed the ISO 9001 recertification required every three years in 2023.



Following a detailed analysis of requirements and in line with the above-mentioned objectives, a number of younger Group companies have launched certification projects and started to set up management systems in line with the applicable standards: These particularly include OHB Czechspace, which successfully completed its initial ISO 9001:2015 certification in early 2023, and OHB Information Technology Services, which continued the process of establishing a quality management system in 2023 with the aim of obtaining ISO 9001 certification in mid-2024.

All certified management systems are subject to an obligation to continuously improve and regularly review their performance. To this end, uniform standard processes are applied at all Group companies, supplemented as necessary by temporary improvement projects.

The performance and conformity of the processes are regularly reviewed at all locations in internal and external audits. Findings are analyzed promptly with the managers responsible for the process and, if necessary, suitable corrective measures are initiated. Deviations and non-conformities are recorded and addressed in a company-wide fault reporting system.

Furthermore, management is obliged to evaluate their management systems at regular intervals with regard to suitability, appropriateness and effectiveness. For this purpose, a formal management review is carried out and documented at least once a year under the direction of the responsible management representative in accordance with the requirements of the applicable certification standard.

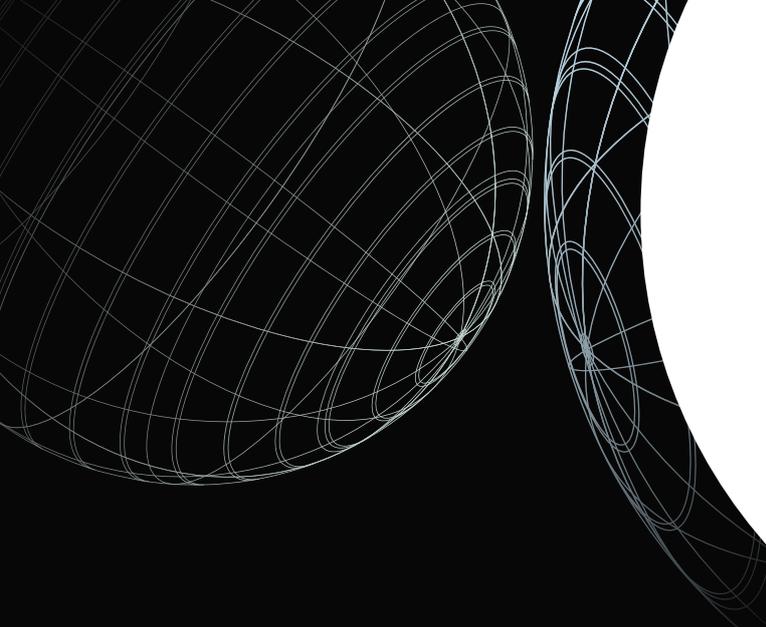
In addition, the quality of the processes makes a significant contribution to product quality, in-time delivery and risk reduction, and therefore to customer satisfaction. This is therefore the joint responsibility of all employees. In order to ensure and improve product quality at all times, compliance and control is carried out throughout the entire product life cycle by Product Assurance employees. The aim is to ensure that customers' high quality requirements with regard to OHB products are met on a sustained basis by means of systematic measures and to minimize the occurrence of defects by means of specific measures.

The individual measures are based on established internal processes and the specific requirements of the customer. These conform to the European space-specific quality standards (ECSS-Q series) and are continuously reviewed and revised to ensure that they are up-to-date and are implemented. To demonstrate transparency, these measures are recorded in detail in product assurance plans and coordinated with the respective customers. Quality-relevant milestones defined at the start of the project also ensure on an ongoing basis during the project that the end product meets the quality requirements.

Thanks to the existing organizational structures for product assurance, all projects were staffed with qualified personnel in 2023. Regular exchanges, further education and training as well as harmonization have additionally enhanced the efficiency of the organization. Systematic exchanges on quality issues between the projects enabled numerous potential quality problems to be anticipated and avoided in the year under review.

Group management is regularly involved in various formats by the responsible employees: The Head of Business Development reports developments from all key accounts and domains to the responsible member of the Management Board in writing on a fortnightly basis. In addition, meetings are held approximately every six weeks with the Business Development employees and the top hierarchical level of the Group companies. Customer satisfaction is discussed and possible areas requiring attention are identified in both formats.

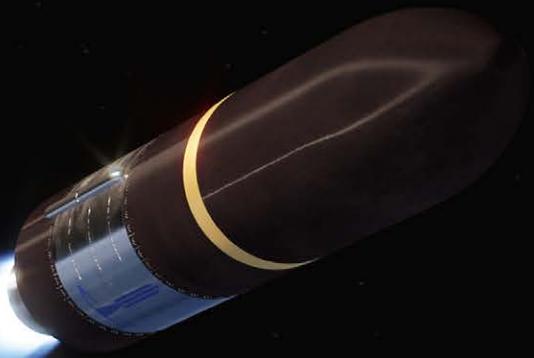
The reports on current product quality issues include quarterly project review meetings with accompanying written documentation. Feedback from company management and customers is implemented in dedicated working groups.

A wireframe globe is positioned in the upper left corner of the page, partially overlapping a white circular area. The globe is composed of a grid of white lines on a black background.

We.Create.Integrity.

Respecting human rights and protecting the environment is a top priority for us and is integrated into our business processes.

Respect for human rights



6.1 OUR APPROACH

The OH B Group, including the consolidated Group companies in Germany and abroad, is committed to respecting human rights and protecting the environment. It is the declared aim of the company management to respect, protect and promote human rights and the environment along the entire value chain. Violations of internationally enshrined human rights and national and international environmental protection regulations are not tolerated.

Human rights and environmental due diligence is based on the following international rules to which the OH B Group is committed:

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

The principles underlying the human rights and environmental strategy apply throughout the entire Group and must be observed by management and employees in the performance of their duties. The OH B Group expects all business partners to comply with human rights and environmental obligations. Respect for and observance of human rights and environmental obligations is a basic prerequisite for doing business with the OH B Group.

6.1.1 Roles and responsibilities

x-functional committee for the implementation of the German Supply Chain Act

In 2023, an x-functional committee was established to encourage respect for human rights and all other protected legal rights under the German Supply Chain Act. The committee consists of representatives of OH B System AG and OH B SE from Legal and Compliance, Sustainability, Purchasing and Procurement, Risk Management, Quality Management and HR and acts on behalf of the Group as a whole. In preparation of the supply chain risk analyses to be carried out regularly and on an adhoc basis from 2024, test risk analyses of the suppliers of all Group companies were completed in 2023. The process for complying with protected legal positions, identifying violations and implementing appropriate, effective remedial measures was defined in 2023 and will be implemented in 2024. Looking forward, the committee will report regularly (at least once a year) as well as on an adhoc basis to the Management Board and Supervisory Board. The main content of the reports will include findings from the continuous risk analysis of human rights and environmental matters, findings from the review of complaints received and information on the effectiveness of preventive and remedial measures.

Compliance Office

Complaints concerning human rights violations can be addressed to the Compliance Officers of the Group companies. As respect for human rights enjoys high priority within the OH B Group, complaints are forwarded to the Compliance Office so that effective solutions can be jointly developed.

Anti-Discrimination Officer

The Anti-Discrimination Officer is a trusted contact person in the jointly organized Group companies, particularly in matters of anti-discrimination, and thus also contributes to the responsible respect for human rights (see Section 8.1.1).

6.1.2 Policies, guidelines and processes

Risk management process for the supply chain

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

The risk management process is managed centrally by the x-functional committee. All relevant departments are involved in the implementation steps. The responsibilities and implementation processes are documented in a central process description. The risk management process for the company's own business is to be finalized in 2024.

Policy statement

In a policy statement on the OH B SE website, the OH B Group publicly acknowledges its responsibility to respect human rights and protect the environment and describes how it meets this responsibility.

Whistleblower system under the German Supply Chain Act

A whistleblower system has been set up on OH B SE's website to ensure compliance with the German Supply Chain Act in the Group's own business and along the supply chain. Complaints and information on human rights and environmental risks as well as violations of human rights or environmental obligations can be reported there.

Code of Conduct

The Code of Conduct is described in greater detail in Section 8.1.2. It defines minimum standards that are binding on all OH B Group employees worldwide. Its purpose is to provide assistance in addressing legal and ethical questions in day-to-day work, offer guidance and thus further strengthen confidence in the OH B Group's performance and integrity.

Supplier Code of Conduct

The Supplier Code of Conduct is described in greater detail in Section 7.1.2.

We.Create.Integrity. whistleblower portal

The We.Create.Integrity. whistleblower portal is available to all OHB Group employees and other persons as an additional channel for reporting serious violations, particularly in the areas of white-collar crime (e.g. corruption, theft, embezzlement, money laundering), breach of human rights, discrimination, sexual harassment and violations of antitrust or data protection legislation, or for seeking advice on these topics. Further information on the whistleblower portal can be found in Section 8.1.2.

6.2 INCIDENTS IN THE YEAR UNDER REVIEW

There were no material violations within the OHB Group in the year under review (see Table 18):

Table 18: Incidents in 2023

Breakdown by type	Number
Complaints about violations of social and human rights	0
Number of serious human rights violations involving the Group's own employees	0
Company's involvement in clarifying the facts and compensating persons impacted by serious human rights violations	0
[Resolved] complaints to the National Contact Points for OECD Multinational Enterprises	0

An aerial photograph of the Earth showing clouds and landmasses. A white wireframe globe is overlaid on the top half of the image, and a pink wireframe globe is overlaid on the bottom half. The text is centered in the upper portion of the image.

Responsible handling of the supply chain

We are working across Europe to establish a responsible approach to people and resources in the supply chain and to make it transparent.

7.1 OUR APPROACH

OHB operates in a large number of countries with different regulatory frameworks and exposure to political changes. Everywhere there are institutional conditions that must be respected and followed. In this connection, national and international accountability obligations must always be observed and complied with. All of OHB's suppliers come from highly developed industrialized nations. All European suppliers manufacture their products predominantly in Europe. Other suppliers are based in the United States and Japan, for example. They also manufacture their products predominantly in their own country.

Responsible and lawful conduct as well as respect for human rights are regarded as basic prerequisites for fair competition and the exercise of social responsibility. The OHB Group does not tolerate any violations of human rights, neither at present nor in the future (see Section 6.1). The same is expected of OHB suppliers.

7.1.1 Roles and responsibilities

The responsibility to consider, evaluate and manage the supply chain in the light of various sustainability aspects is anchored in various departments and levels within the OHB Group. The various players involved must act together to analyze and evaluate the supply chain comprehensively and in the light of different aspects. The large number of stakeholders includes employees in the areas of Sustainability, Compliance & Legal, the technical departments, Procurement, Purchasing, Quality Management, Risk Management and Process Management. The various processes and procedures in which these areas operate together are described in Section 7.2.

In 2020, the OHB Group introduced the Group Supply Chain Management function. On the one hand, this position reflects the importance of the supply chain for the Group and, on the other, creates the necessary framework for strengthening the Group's position and sustainability matters along the supply chain. It reports directly to the CFO and submits regular reports to the Management Board. In addition, the responsible Management Board member is personally involved in the processes, decisions and selection of suppliers and service providers relevant to the company. Furthermore, there is a fortnightly exchange of information within the procurement departments and at the highest management level.

As well as this, the OHB Group has been working actively with the European Space Agency ESA since 2019 to establish a responsible approach to people and resources at a much deeper level in the supply chain in a transparent and secure manner. These joint activities with ESA also include the participation of all its major system integrators active in the space flight industry, with the aim of establishing sustainability aspects in agency contracts in a more transparent and binding manner. This cooperation is reflected in the "Statement for a Responsible Space Sector", which has been jointly developed between the established primes with ESA. To date, various

working groups have been set up under the leadership of different ESA directors to concentrate on the following areas, among others: Binding Corporate Social Responsibility framework, Green Space Sector, Space Debris and Responsible Supply Chain and Procurement Management.

7.1.2 Policies, guidelines and processes

In connection with policies and guidelines pertaining to sustainability along the supply chain, the Supplier Code of Conduct and the Supply Chain Due Diligence Act are particularly important. Both are relevant for ensuring that the OHB Group and its suppliers attach the appropriate importance to sustainability.

The current Supplier Code of Conduct was released in 2021. It contains the minimum standards that all OHB companies expect suppliers to observe. It stipulates that the ethical behavior of every individual associated with OHB and its Group companies is of paramount importance for preserving the respect of customers, investors, employees and the entire space community. The OHB Group expects all suppliers who enter into a business relationship with OHB to adhere to the same ethical values and compliance standards by acting with the same fairness in all aspects of their own business practices and monitoring these principles in their own supply chain. Compliance with laws, rules and regulations is equally as essential for successful business relations as respect for human rights, tolerance and equal opportunities as basic principles as well as the prohibition of child and forced labor. Suppliers are strongly encouraged to adopt their own written code of conduct and to establish a management system that supports compliance with all applicable laws and regulations. The Supplier Code of Conduct is made available to all suppliers as part of the contract. It is also freely available and can be accessed at any time on the OHB website. By accepting OHB's contractual terms and conditions, particularly the standard terms and conditions, suppliers undertake to ensure full compliance.

In 2023, the course was set for implementation of the risk management process along the supply chain. In this way, OHB is strengthening its risk management practices along the supply chain and extending them to include deeper levels of the supply chain in particular. The requirements of the Supply Chain Due Diligence Act are addressed in the "Risk management in the supply chain" process and the newly created policy statement that has been made available to the public (see Section 6).

In the year under review, OHB Teledata GmbH, in conjunction with its principal customer Deutsche Bahn AG, embarked on a certification and sustainability rating process by EcoVadis SAS in order to obtain the necessary certificates and ratings.

Within the OHB process landscape, there are a large number of processes that directly or indirectly touch on aspects of sustainability. These processes are described in the following section.



7.2 MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

In the supplier relationship cycle, the OHB Group sets high standards in order to meet both internally and externally defined requirements, including those relating to sustainability. This entails supplier selection, the ordering process, project-related supplier management, supplier evaluation and supplier auditing. These workflows and processes increasingly incorporate sustainability requirements. They are explained below.

7.2.1 Supplier selection

SPACE SYSTEMS

The selection of suppliers for all major OHB projects follows a predefined process. As new projects go through various phases, several pre-selection processes take place until the final supplier is selected.

In preparation of supplier selection, project-specific requests for proposals (RFP) are initially drawn up. This involves pre-selecting potential suppliers, signing non-disclosure agreements (NDAs) with all pre-selected suppliers and putting together RFP data packages that set out all relevant technical and quality-related requirements. The process is mapped as "Acquisition preparation".

Once the project-specific proposals have been received from potential suppliers, the supplier selection process begins (Supplier Selection & Contract Agreement). To this end, the proposals are analyzed in detail with regard to various aspects, some of which directly or indirectly touch on sustainability. These include the availability of personnel resources, production capacities and previous experience in comparable projects. The results of supplier evaluations for previous projects are also taken into account.

The analysis forms the basis for the standardized Tender Evaluation Boards (TEB). These TEBs are prepared and carried out by Procurement. A selection committee takes part in the TEBs. In this way, OHB ensures that the final decision is always made jointly by multiple people and functions. At the end of a TEB, a decision on the favored supplier is made. Each TEB is documented in a TEB report. This is approved and then archived by a multifunctional team that includes Project Management, Quality Management, System Engineering and Procurement.

DIGITAL

Companies with heterogeneous businesses are bundled within the DIGITAL segment. The companies that closely match OHB's business purpose utilize the existing structures via dedicated service level agreements. This ensures consistency with OHB's processes at all times.

The other companies in the DIGITAL segment deviate from OHB's processes due to the specific requirements of their customers. Given the special security requirements of the CRITIS customer structure, only suppliers that are certified and qualified by the customer may be selected. Among other things, only

companies authorized by the German Federal Railway Authority are permitted to work for Deutsche Bahn AG. Following identification and compatibility checks, the processes of OHB's Purchasing department are applied in structured service level agreements.

AEROSPACE

The AEROSPACE segment selects its suppliers independently of the other OHB Group companies. In direct purchasing, suppliers are selected in a single-stage process that takes quality and price criteria into account. In indirect purchasing, suppliers are selected in processes similar to those used by OHB due to ESA's matching customer structure. Following RFPs, NDAs and pre-selection by customers, suppliers are defined using standardized analyses and selection criteria that take into account suitability, quality and price, among other things. Within the organizational structure, the purchasing organization and its management team report to the COO of MT Aerospace AG.

7.2.2 Order process

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

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

7.2.3. Supplier management

Once the contract has been signed, supplier management is initiated with the project kick-off. Supplier management is primarily handled by subcontractor managers and project procurement managers (PPM) and includes supplier monitoring, the preparation and execution of reviews and regular meetings, as well as change management. The aim is to ensure that the components are delivered on time, in the defined quality and within the specified budget.

Supplier monitoring includes a regular review and adjustments in the light of various aspects and developments. This includes the schedule, the risk register, the status of the RFD/RFWs (Request for Deviation/Waiver), payment progress and the defined action items.

In the course of a project, various reviews and regular meetings, such as progress meetings, must be prepared, conducted and documented with the supplier and all internal OHB and customer stakeholders involved. The required documents, such as review data packages or progress reports, must be requested. Progress reports from suppliers include a constantly updated risk register and an estimate of the supplier's resource utilization in relation to the current project.

Change management usually comes into play when there are technical changes during the ongoing project that need to be implemented in the supply chain. This is achieved through standardized processes that include change requests (CRs) and contract change notes (CCNs).

In principle, supplier management requires a high degree of internal and external interface coordination along the supply chain. Regular reporting to the project and/or the end customer is standard practice. The supplier management process is mapped in "Subcontractor management".

The high requirements for documentation and traceability during a supplier relationship are explicitly supported by OHB's configuration management. To this end, process S05-01-07 "Interface Management (for purchased equipment)" is used and focuses primarily on interface management. The detailed documentation and archiving practices form a relevant basis for assessing the degree and development of sustainability along the supply chain.

Within Purchasing, supplier management follows acknowledged standards and established supplier relationships. The contracts or purchasing orders form the central basis for this. The purchased goods undergo incoming inspections and additional quality checks. Any deviations are documented and goods or services are reported by means of a complaint reporting procedure. Reworking, replacement deliveries and supplier suspension are obligatory depending on the severity of the specific defect.

7.2.4 Supplier evaluation

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

As part of supplier evaluation, the performance of all suppliers who have current contracts in major projects is evaluated in terms of quality, technology, costs and also management. This is done by a team from Procurement and Quality Management as well as technical managers. Supplier evaluations are carried out in a half-yearly cycle.

The results of supplier evaluation are analyzed by the category managers. Category managers are subcontractor managers who specialize in a specific equipment group. This new role was established in 2023 and supports the cross-project view, collaboration and analysis of our suppliers.

Depending on the outcome of the supplier evaluation, measures are defined, documented and tracked for the respective supplier. In addition, the results of the supplier evaluations are incorporated in future supplier selection processes. The supplier evaluation process is mapped in the "Subcontractor Rating" process. In direct purchasing, the evaluation is carried out on a random basis by the responsible officers on the basis of quality, in-time delivery and pricing.

7.2.5 Supplier audits

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

The OHB Group conducts supplier audits using its internal team of auditors, which form part of Quality Management. The need for supplier audits is determined by the projects and by Procurement on the basis of ongoing project experience and requested from the audit team. The process is mapped in "Performance of audits". They are prepared and performed in accordance with the EN 9100 standard.



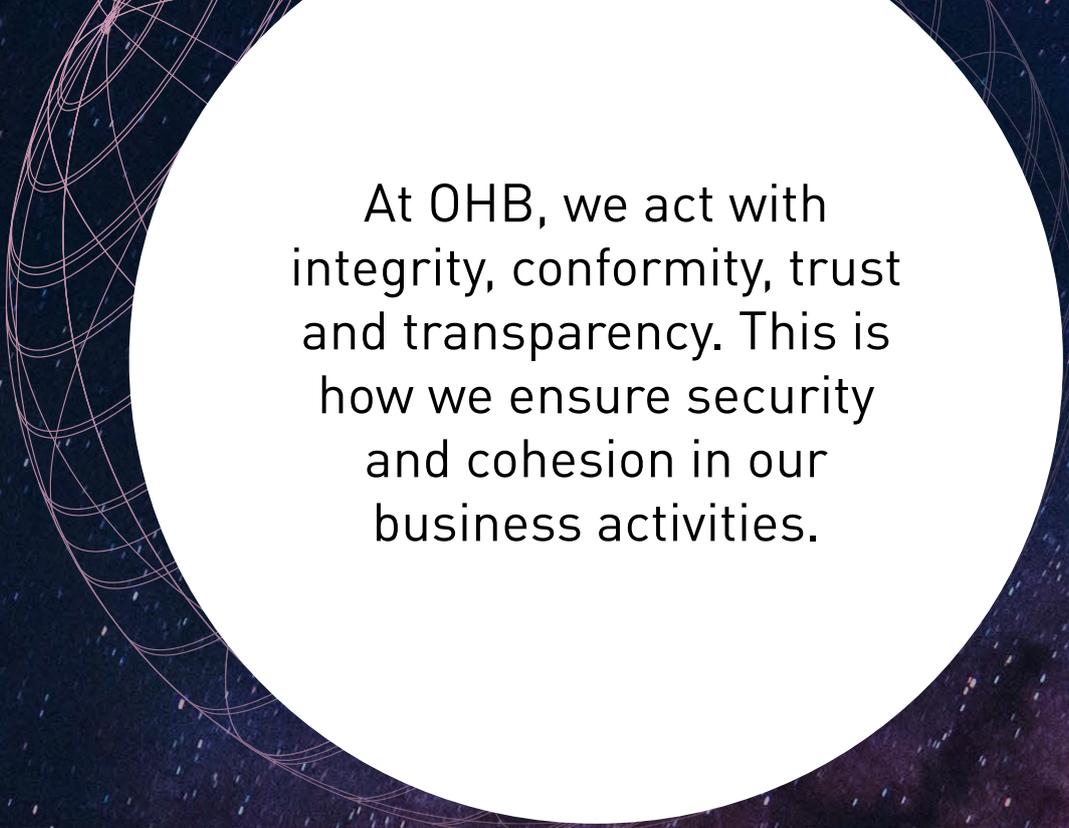
Supplier audits are carried out using questionnaires, on-site visits and interviews. The entire supply chain must be as transparent as possible for OHB in view of the high quality requirements and the need to ensure the traceability of each individual component. In addition to traceability, supplier audits highlight sustainability issues. The focus is particularly on safety, resource planning, personnel management, risk management, conflict management, responsibilities and roles. This covers the EN 9100 requirements, under which companies must have a working environment that is suitable in terms of social factors (e.g. non-discriminatory, calm, non-confrontational) and psychological factors (e.g. stress-reducing, burnout prevention). In addition, a supplier audit also looks at deeper levels of the supply chain by examining the supplier's supply chain management. This involves purchasing processes such as supplier selection and supplier monitoring. To ensure that the topics described are covered in supplier audits, they form an integral part of the OHB templates.

In addition, system-oriented external audits are carried out by certified service providers. Specialized audits such as ISO 27001 also take account of requirements for external and internal Group suppliers / service providers and document these in independent audit reports.

7.2.6 Targets and measures

OHB is committed to ensuring the stability of its supply chain at all times while at the same time supplying its customers with only the highest quality services and technologies. These efforts are always guided by the objective of guaranteeing principles for appropriate working conditions and ensuring respect for the fundamental rights of all those involved in the procurement processes. OHB is continuously intensifying its efforts to this end.

All employees and the Procurement department regularly take part in training courses and workshops on human rights and sustainability. This heightens awareness of the need to focus on human rights in the supply chain during supplier selection, management and evaluation. Among other things, employees attend a session on Legal and Compliance, in which they are made aware of their obligation to comply with the Code of Conduct. The training courses also cover all aspects of export control. Information on the German Supply Chain Act in particular was communicated internally to selected target groups and specialist departments (management and purchasing) in the form of a presentation. This means that both directions along the supply chain are covered. In connection with export controls, employees are particularly made aware of the fact that no exports may be made to third countries that violate human rights.



At OHB, we act with integrity, conformity, trust and transparency. This is how we ensure security and cohesion in our business activities.

Compliance and anti-discrimination



8.1 OUR APPROACH

The OH B Group began setting up and implementing a compliance management system in 2010 in order to ensure responsible, ethical conduct towards employees, business partners, society and the environment and to systematically avert potential legal and reputational risks. This system is based on the principles of integrity, conformity, trust and transparency.

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

<p>Compliance organization</p> <ul style="list-style-type: none"> Responsibilities 	<p>Compliance communications and training</p> <ul style="list-style-type: none"> Communications Training Individual advice
<p>Compliance program</p> <ul style="list-style-type: none"> Guidelines and processes Integrity line Complaints processes 	<p>Monitoring and improvement</p> <ul style="list-style-type: none"> Effectiveness control Reporting (Internal) audit
<p>Risk management</p> <ul style="list-style-type: none"> Monitoring legal regulations and requirements Risk analysis 	

8.1.1 Roles and responsibilities

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

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

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



The Compliance Office coordinates compliance matters within the OH B Group. Among other things, it is responsible for advisory, support and training activities. It is headed by the Chief Compliance Officer and comprises the OH B SE Chief Compliance Officer and the Compliance Officers of the OH B Group companies. The Compliance Office works closely with employees, managers and local directors. It is particularly tasked with coordinating and resolving compliance issues with the various functions and departments entrusted with supporting and monitoring legal compliance and honesty. Notwithstanding such special duties, the Compliance Office may issue policies and instructions applicable to all companies of the OH B Group for all compliance matters in which it considers this to be advisable in view of the Group-wide significance and may also take direct operational action to prevent or eliminate inadequate compliance standards at Group companies in consultation with the specialist managers and in agreement with the Management Board.

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

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

8.1.2 Policies, guidelines, processes

The compliance program comprises all of the company's compliance-related measures and has been defined with particular regard to compliance objectives and compliance risks (see Table 19).

Table 19: Overview of applicable compliance and anti-discrimination policies

Policies	Joint operations	Other German Group companies	Other international Group companies
Compliance Policy	X	X	X
Code of Conduct	X	X	X
Supplier Code of Conduct	X	X	X
Anti-corruption instruction	X	X	X
Anonymous whistleblower system	X	X	X
Whistleblower Policy	X	X	(X) partial
Anti-Discrimination Policy	X		(X) partial
Clear complaints processes	X	X	X

The most important policies and processes in the compliance program are summarized below:

The Compliance Policy

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

The OHB Group Code of Conduct

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

The Supplier Code of Conduct

Our suppliers are strongly encouraged to implement their own written code of conduct and to establish a management system that supports compliance with all applicable laws and regulations. Further details on the Supplier Code of Conduct can be found in Section 7.1.2.

The Anti-Corruption Directive

The Anti-Corruption Directive is a set of rules determining the approval and disclosure requirements with respect to the receipt or grant of incentives as well as the possible consequences of any breach of the applicable law. It thus contains internal rules of conduct and is directed at all employees and governing bodies of all OHB Group companies.

The anonymous We.Create.Integrity. whistleblower system

We.Create.Integrity. is the OHB Group's whistleblower portal. It is available to all employees and stakeholders of the OHB Group. The whistleblower system can be used to report compliance violations in areas such as white-collar crime (e.g. corruption, theft, embezzlement, money laundering), breach of human rights, discrimination, sexual harassment and violations of anti-trust or data protection law and to find help on compliance-relevant topics. It is available in six different languages (German, English, French, Spanish, Italian and Swedish) and can be accessed by anyone inside or outside OHB. Its purpose is to give customers, suppliers, shareholders and business partners in particular an opportunity to comment on matters within the applicable statutory rules on whistleblower protection. It is possible to submit anonymous messages. The system permits a confidential dialog with the OHB Compliance department, which can be anonymous if desired and secured by special encryption. Integrated professional case management ensures compliance with access restrictions for the persons processing the case as well as deadlines. The information received is treated with the utmost confidentiality. Reprisals against whistleblowers are not tolerated. Employees who report actual or suspected misconduct responsibly and in good faith need not fear any negative consequences. When processing and reviewing incoming information, we pay particular attention to the legitimate interests of the person(s) concerned.



The Whistleblower Policies

The Group in-company "Whistleblower System" agreement was adopted for all German OHB Group companies in connection with the establishment of the Integrity Line 2022. It assures whistleblowers of confidentiality, provides information on reporting procedures and follow-up measures and ensures that whistleblowers are protected from any reprisals. Some international Group companies, such as OHB Italy and Antwerp Space, also have their own whistleblower policy.

The Anti-Discrimination Policies

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

Other scope for submitting complaints

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

The complaints process

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

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

The principles underlying the complaints process

Complaints are treated confidentially within the OHB Group. This means that there is a duty of confidentiality towards third parties who are not involved in the complaints procedure. Complaints can be submitted anonymously. People who make use of their right to complain and whistleblowers are protected from reprisals by employers.

Sanctions for proven cases of non-compliance or discrimination

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

8.2 COMMUNICATION CHANNELS AND TRAINING

Communications

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

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

Training

All employees of the jointly organized Group companies take part in online compliance and anti-discrimination training across all companies during onboarding. Compliance training is repeated every two years. The training courses cover the definition of compliance, corruption and bribery, social engineering, forms of discrimination and complaints procedures at OHB. There is also specific training on export controls. No training has taken place in the other Group companies to date. Employees are informed of compliance-relevant topics via the above-mentioned communication channels.

8.3 MONITORING AND IMPROVEMENT GMB

Regular reviews and continuous development are key aspects of a fully functional compliance management system.

Effectiveness control

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

Reporting

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

Internal audit – regular performance of a risk analysis

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

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

- Identification of (compliance) risks in the operating departments
- The way in which the legal requirements applicable to the individual operating processes are complied with
- Responsibilities in the operating departments

- Specific policies and work instructions in the operating departments
- Implementation of compliance requirements in the operating processes and
- Existing control measures

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

8.4 RISK MANAGEMENT OHB

Mitigating compliance risks is a core aspect of the compliance management system. This task essentially consists of two components: firstly, the permanent monitoring of statutory regulations and requirements, which forms the basis for a structured and holistic risk assessment, and secondly, the regular risk analysis, as already described in Section 6.1.1. The objectives and measures for optimizing the compliance management system are derived from the results of the monitoring and risk analysis.

The permanent monitoring of statutory and internal requirements also forms the basis for holistic risk management by the Compliance Officers at the Group companies.

8.4.1 Targets and measures

What all the objectives of the compliance management system have in common is that they serve to minimize identified risks. In addition to the goal of constantly and consistently pursuing and clarifying compliance and discrimination reports, further goals were identified for the Compliance and Anti-Discrimination departments in order to optimize the compliance management system (see Table 20).

Table 20: Overview of targets and measures for compliance and anti-discrimination

	Target	Measure	Period
1	Appointment of Compliance Officers at all Group companies	Request for subsidiaries to appoint Compliance Officers	End of 2024
2	Uniform standards for all compliance training courses at OHB Group companies	Analysis of existing training concepts, harmonization of content and training schedule	End of 2025
3	Harmonization of processes and guidelines	Identification of policies and processes that need to be harmonized across the Group; practical implementation and communication of the new policies	End of 2025
4	Adoption of a Group-wide antidiscrimination policy	Identification of required policies and processes, implementation of training, actions and an information campaign	End of 2025
5	Group-wide monitoring and reporting	Annual exchange between the Compliance Officers on risks and opportunities as well as the definition of measures	End of 2025



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

Target 1: Appointment of Compliance Officers at all Group companies

Compliance Officers are to be appointed in all OH B Group companies by the end of 2024. They are the direct local contact persons for all compliance issues and ensure that the compliance management system is implemented in the light of the specific circumstances at the site. The Group companies that have not yet appointed a Compliance Officer will be asked to do so in 2024. The new Compliance Officers undergo training in their new tasks.

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

Harmonization of compliance training at OH B Group companies is to be completed by the end of 2025. To this end, it is necessary to analyze the content of the existing training concepts at the locations beyond the data collected in the questionnaire. In future, the same training is to be provided at all locations in the same frequency. In addition, all persons in risk-exposed positions throughout the Group are to be trained.

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

Processes and policies relevant to all Group companies are to be further harmonized by the end of 2025. The first step is to

analyze all existing policies and processes at the companies. The Group-wide survey identified the following areas with potential for optimization, which will be given special consideration in the analysis: Policies on anti-discrimination and anti-corruption and standardized processes for complaints. The next step is to identify the policies and processes that need to be harmonized across the Group. This will be followed by practical implementation and active communication of the new guidelines.

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

Anti-discrimination is to be further professionalized within the OH B Group. This includes identifying the necessary policies and processes for all Group companies. Training, campaigns and an information campaign will focus on anti-discrimination by the end of 2025.

Target 5: Group-wide monitoring and reporting

From 2024, an annual meeting of Compliance Officers is to take place at the OH B Group level. The focus will be on monitoring and reporting to identify any risks and opportunities at the local companies as quickly as possible and to initiate the necessary measures.

8.4.2 Incidents in the year under review

There was one notable incident in the OH B Group in the year under review (see Table 21):

Table 21: Incidents in 2023

Breakdown by type	Number
Complaints about discrimination and harassment in the workplace	1
Incidents of discrimination that led to financial sanctions being imposed on the company	0
Total amount of fines, penalties and claims for compensation due to violations of the rights of equal treatment on the part of the Group's own employees	0 ¹
Corruption and bribery incidents	0
Dismissals or disciplinary matters concerning employees of the company due to proven acts of corruption or bribery	0
Terminated or suspended contracts with business partners due to bribery or corruption	0

¹ Total amount stated in Euro.

Corporate security

Our corporate security
forms the basis for trust,
stability and productivity in
the working environment.

The protection of information is crucial to the OH B Group's business model. Its projects have very high security requirements and are subject to special project-specific security requirements. The Corporate Security department continuously assesses security risks on an ad hoc basis and defines security measures in accordance with legal and additional contractually agreed security requirements to ensure a consistently high standard of security during project execution and thus meet the customer's specific security requirements.

In the year under review, the Corporate Security Policy was also put into effect as the operational basis for the Group's security management and officially sets out the competencies and position of the topic within the Group. It defines the basic principles under which OH B protects its employees and interests and serves as a mandate for the Company's management for all security activities. OH B undertakes to comply with all statutory and contractual requirements in the Group's security policy as part of the implementation of the Corporate Security Policy.

The resulting security concept comprises physical, personnel, organizational and IT security measures that aim to ensure coordinated and controlled access to the company premises, buildings and work areas on a permanent basis. This includes, for example, securing the company premises by means of external plant security, managing access rights – both in relation to the various work areas and the IT infrastructure – as well as instructions and training on IT and information security for employees. The security concept is adapted in the light of the individual security requirements of the projects.

The security measures form part of a strategically oriented, holistic security management system along the entire value chain. They are designed to prevent uncontrolled access by third parties at all times and to protect OH B's technological expertise and project-sensitive information from unauthorized access. Depending on the protection requirements of the information, the security measures are integrated into the processes. The focus of information security at OH B is therefore on enhancing and adapting IT security measures in order to ensure the availability, integrity and confidentiality of data at all times. As part of the further development of the information security management system (ISMS), which is based on national and international security standards, information/cyber security is coordinated and implemented by the Group Information Security Officer, who also acts as the Data Protection Officer, in collaboration with the projects, IT and Corporate Security. The goal is to keep the security awareness of employees at a high level through appropriate training and education and to avoid security incidents as much as possible.

As a result of the measures described above, no security incidents were recorded in the year under review in which technological expertise or project-sensitive information was leaked in an uncontrolled manner and which would need to be reported to customers in accordance with the security requirements agreed with them.

The Management Board is kept informed of current developments and results relating to corporate security on a monthly basis or as quickly as possible if required.



EU taxonomy



CONSOLIDATED DISCLOSURES IN ACCORDANCE WITH ART. 8 OF THE TAXONOMY REGULATION

Background

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

In the following section, we present as a non-financial parent company the share of our consolidated revenues, capital expenditure (CapEx) and operating expenditure (OpEx) for 2023 that is associated with taxonomy-eligible and taxonomy-aligned economic activities in connection with the environmental objectives pursuant to Art. 8 of the Taxonomy Regulation in conjunction with Art. 10 (4) of the Delegated Act on Art. 8 of the Taxonomy Regulation (Delegated Regulation (EU) 2021/2178).

Definitions

We consider economic activities to be taxonomy-eligible if they are described in European Climate Law (Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2022/1214) or in European Environmental Law (Delegated Regulation (EU) 2023/2486), regardless of whether the economic activities fulfill individual or all associated technical assessment criteria. The taxonomy alignment in accordance with environmental legislation is reported for the first time in the year under review.

An economic activity is taxonomy-aligned if it complies with the respective technical screening criteria and is carried out in compliance with the minimum safeguards regarding human and consumer rights, anti-corruption and bribery, taxation and fair competition. To meet the technical screening criteria, the economic activity contributes substantially to at least one environmental objective while not doing significant harm to any of the other environmental objectives.

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

Our activities

Core business

We have assessed all taxonomy-eligible economic activities listed in European Climate Law or European Environmental Law on the basis of our own activities as a space and technology group. European Climate Law and European Environmental Law focus on the economic activities and sectors that have the greatest potential to achieve the goal of mitigating climate change. They generally focus on sectors and activities that offer the greatest possible leverage for meeting the six environmental objectives. The sectors covered include energy, selected manufacturing activities, transport and construction.

Following a thorough review involving all relevant departments and functions, we came to the conclusion that, as in the previous year, our core business activities are not covered by European Climate Law and also not covered by European Environmental Law and are therefore not taxonomy-eligible.

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

With regard to CapEx/OpEx in connection with acquisitions and measures that we consider to be individually taxonomy-eligible, please refer to the explanations in the section entitled “CapEx and OpEx KPI” in the description of our accounting policies.

Performance indicators

The key performance indicators (KPIs) comprise turnover, CapEx and OpEx. We use the templates in Appendix No. 2 of Delegated Act to disclose the KPIs. As we do not carry out any of the economic activities related to nuclear energy and fossil gaseous fuels (economic activities 4.26-4.31), we limit ourselves to the information on template 1 and dispense with the more extensive templates 2 to 5, which were introduced by Delegated Regulation (EU) 2022/1214 for economic activities in certain energy sectors (see Table 22).

Table 22: Nuclear energy and fossil gas activities according to Appendix XII Template 1 of the Delegated Act on Art. 8 of the Taxonomy Regulation (introduced by Delegated Regulation (EU) 2022/1214)

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

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

In addition, the reportable CapEx and OpEx also includes that associated with the acquisition of production from taxonomy-eligible and taxonomy-aligned economic activities and certain individual measures that enable target activities to become low-carbon or lead to a reduction in greenhouse gas emissions. Based on our accounting policies for this individual taxonomy-eligible and taxonomy-aligned CapEx/OpEx (see Section "CapEx and OpEx KPIs"), we report our overall KPIs as follows (see Table 23):

Table 23: Proportion of taxonomy-eligible and taxonomy-aligned economic activities in turnover, CapEx and OpEx in 2023

	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	1,047,796	0%	0%	100%
CapEx	45,698	9%	0%	91%
OpEx	25,842	12%	0%	88%



The following two tables show the breakdown of the investment and operating expenses to be reported:

Table 24: Allocation of CapEx to environmental objectives in the 2023 financial year

	Share of CapEx/Total of CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	7%
CCA	0%	0%
WTR	0%	0%
CE	0%	2%
PPC	0%	0%
BIO	0%	0%

Table 25: Allocation of OpEx to environmental objectives in the 2023 financial year

	Share of OpEx/Total of OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	12%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

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

Accounting policies

The specification of the KPIs is determined in accordance with Appendix I to the Art. 8 Delegated Act. We determine the taxonomy-eligible and taxonomy-aligned KPIs in accordance with the legal requirements and describe our accounting policies in this regard as follows:

Turnover KPI

The proportion of taxonomy-aligned economic activities in our total revenues has been calculated as the part of net revenues derived from products and services associated with taxonomy-aligned economic activities (numerator) divided by the net revenues (denominator). The denominator of the turnover KPI is based on our consolidated net revenues in accordance with IAS 1.82(a). Further details on our accounting policies for our total revenues can be found on pages 52-53 of our Annual Report for 2023.

With regard to the numerator, we have, as already explained, not identified any taxonomy-aligned economic activities.

Our total revenues can be reconciled with our consolidated financial statements, see the income statement on page 42 of our Annual Report for 2023 ("Revenues").

CapEx and OpEx-KPI

CapEx KPI

The CapEx KPI is defined as taxonomy-aligned CapEx (numerator) divided by our total CapEx (denominator). Please refer to our explanations below with regard to the numerator.

Total CapEx comprise additions to property, plant and equipment and intangible assets during the year under review before depreciation and amortization and remeasurements, including those resulting from revaluations and impairments and excluding changes in fair value. They include additions to property, plant and equipment (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16). Additions resulting from changes in the scope of consolidation are also included. Goodwill is not included in CapEx as it is not defined as an intangible asset in accordance with IAS 38. Further details on our accounting policies for capital expenditure can be found on pages 53-55 of our Annual Report for 2023.

Our total CapEx can be reconciled with our consolidated financial statements, see pages 65-68 of our Annual Report for 2023 ("Changes in intangible assets – historical cost", "Changes in right-of-use assets – historical cost", "Changes in property, plant and equipment – historical cost"). They are the sum total of the transaction types (acquisition and production costs)

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

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

OpEx KPI

The OpEx KPI is defined as taxonomy-aligned OpEx (numerator) divided by our total OpEx (denominator). Please refer to our explanations below with regard to the numerator.

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

- Research and development expenses recognized as an expense in our income statement in the reporting period (see page 53 of our Annual Report 2023). In line with our consolidated financial statements (IAS 38.126), this includes all non-capitalized expenses that are directly attributable to research or development activities.
- The volume of non-capitalized leases was determined in accordance with IFRS 16 and includes expenses for short-term leases and low-value leases (see page 66-67 of the Annual Report 2023). Even though low-value leases are not explicitly mentioned in Art. 8 of the Delegated Act, we have interpreted the legislation to include these leases.
- Maintenance and repair costs relating to property, plant and equipment were determined on the basis of the maintenance and repair costs allocated to our internal cost centers. The related cost items can be found in various line items in our income statement. This also includes building renovations.

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

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

Explanations on the numerator for the CapEx and the OpEx KPI

As OHB has not identified any taxonomy-eligible economic activities of categories A (and B), we do not record any CapEx/OpEx related to assets or processes associated with taxonomy-eligible economic activities of category A (and B) in the numerator of the CapEx KPI or OpEx KPI.

However, we identified "Category C" CapEx and OpEx as taxonomy-eligible, i.e. CapEx/OpEx related to the acquisition of production from taxonomy-eligible economic activities and individual measures that enable certain target activities (our non-taxonomy-eligible activities) to become low-carbon or result in reductions of greenhouse gas emissions (Appendix I Section 1.1.2.2. (c) of the Delegated Act on Article 8 of the Taxonomy Regulation). We distinguish between the acquisition of production and individual measures. We concluded that all of the CapEx/OpEx listed below is attributable to the acquisition of products and services, as all activities are performed by suppliers or service providers. In this context, we declare our CapEx/OpEx to comprise solely purchased services.

The purchase of services is deemed to be taxonomy-aligned CapEx/OpEx if it can be proven that the supplier in question has performed a taxonomy-aligned activity to create the service purchased by us. As taxonomy-alignment includes DNSH criteria and minimum safeguards, we are not able to assess taxonomy-alignment on our own. We are not able to demonstrate taxonomy alignment for any of the services acquired in 2023 on the basis of suitable evidence (applicable for economic activity 6.5, 7.3, 7.7), as the suppliers contacted were unable to provide sufficient evidence. It is possible that the reports for the coming years will allow us to do this in the future. This is at least the case for services provided by suppliers who are also subject to EU taxonomy reporting requirements. For other taxonomy-eligible economic activities, no further examination of taxonomy alignment was carried out after a consideration of the cost-benefit ratio. We report our CapEx/OpEx solely as taxonomy-eligible for 2023.

We have identified the following economic activities listed in European Climate Law or European Environmental Law that give rise to taxonomy-eligible CapEx/OpEx and can be considered as individually taxonomy-eligible acquired benefits/measures. The activities listed are assigned to environmental objective 1 of European Climate Law and objective 4 of the European Environmental Law. No taxonomy-eligible activities are reported for environmental objective 2, as OHB does not generate any revenues from enabling activities and has not identified any separate CapEx/OpEx that explicitly contribute to climate change adaptation.



Table 26: 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)	
Operating heat exchangers	CCM 4.15	District heating/cooling distribution
Operation of a combined heat and power plant at a Group site	CCM 4.25	Generation of heat/cooling from waste heat
Recycling of scrap metal (chip press)	CCM 5.9	Material recovery from non-hazardous waste
Vehicle fleet (rental cars and leasing)	CCM 6.5	Transportation with motorcycles, passenger cars and light commercial vehicles
Maintenance and servicing of track systems that run across a factory site	CCM 6.14	Rail transport infrastructure
Maintenance and repair of energy-efficient appliances in existing buildings	CCM 7.3	Installation, maintenance and repair of energy-efficient appliances
Installation of e-charging stations at a Group location	CCM 7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)
Maintenance and repair of devices for the central control of heat flows for building heating and air conditioning	CCM 7.5	Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings
Acquisition of buildings (i.e. taxonomy eligibility of all buildings taking into account legal or beneficial ownership, including right-of-used assets under leases for buildings)	CCM 7.7	Acquisition and ownership of buildings
Energy industry consulting	CCM 9.3	Freelance services related to the energy performance of buildings
Purchase of battery-powered electrical appliances	CE 1.2	Production of electrical and electronic equipment

For the purposes of allocating CapEx and OpEx, the relevant acquisitions and measures and the main related economic activity in European Climate Law and European Environmental Law were identified. This ensures that no CapEx or OpEx is taken into account more than once.

CapEx KPI

Financial year: 2023

2023

DNSh criteria ["Does Not Significantly Harm"]

Substantial contribution criteria

Economic activities (1)	Codes (2)	CapEx (3)	Proportion of CapEx, 2023 (4)	Substantial contribution criteria								DNSh criteria ["Does Not Significantly Harm"]							
				Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (15)	Circular economy (8)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (15)	Circular economy (8)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or eligible (A.2) of CapEx, 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx 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)																			
Material recovery from non-hazardous waste	CCM 5.9	87,371	0.2%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Transportation with motorcycles, passenger cars and light commercial vehicles	CCM 6.5	872,453	1.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)	CCM 7.4	6,087	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	2,263,364	5.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
Production of electrical and electronic equipment*	CE 1.2	1,034,916	2.3%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		4,264,191	9.3%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		4,264,191	9.3%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)		41,433,809	90.7%																
Total		45,698,000	100.0%																

* Due to the first-time reporting, no audit of taxonomy alignment is required for this economic activity.





INDEPENDENT PRACTITIONER'S REPORT ON A LIMITED ASSURANCE ENGAGEMENT ON NON-FINANCIAL REPORTING

To OHB SE, Bremen

We have performed a limited assurance engagement on the separate non-financial group report of OHB SE, Bremen, (hereinafter the "Company") for the period from 1 January to 31 December 2023 (hereinafter the "Separate Non-financial Group Report").

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Separate Non-financial Group Report in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB („Handelsgesetzbuch“: „German Commercial Code“) and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18. June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the „EU Taxonomy Regulation“) and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the Separate Non-financial Group Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as the executive directors consider necessary to enable the preparation of a Separate Non-financial Group Report that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the Separate Non-financial Group Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

Audit Firm's Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis - IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Separate Non-financial Group Report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's Separate Non-financial Group Report, other than the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the Separate Non-financial Group Report.

In a limited assurance engagement the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organisation and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Separate Non-financial Group Report about the preparation process, about the internal control system relating to this process and about disclosures in the Separate Non-financial Group Report
- Identification of likely risks of material misstatement in the Separate Non-financial Group Report
- Analytical procedures on selected disclosures in the Separate Non-financial Group Report
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and group management report
- Evaluation of the presentation of the Separate Non-financial Group Report
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Separate Non-financial Group Report
- Inquiries on the relevance of climate-risks

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Separate Non-financial Group Report of the Company for the period from 1 January to 31 December 2023 is not prepared, in all material respects, in accordance with §§315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the Separate Non-financial Group Report. We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Separate Non-financial Group Report.

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. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Frankfurt am Main, April 22, 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Nicolette Behncke ppa. Meike Beenken
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