



SUSTAINABILITY REPORT
2021

SUSTAINABILITY REPORT FOR THE REPORTING YEAR 2021

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The artist's impression on the cover shows a satellite of the MTG (Meteosat Third Generation) weather satellite programme. MTG, one of the most complex satellite development programmes in Europe, is being used to develop and implement the third generation of European weather satellites for EUMETSAT (European Organisation for the Exploitation of Meteorological Satellites). From the end of 2022, the first MTG satellites will be gradually launched into space, where they will be providing more precise weather forecasts for Europe in geostationary orbit with the significant involvement of OH B technology.

1 General Disclosures Ω

1.1. About this report – general notes

In this Sustainability Report, OHB SE as the listed parent company informs its stakeholders about the Group’s ecological and social performance, the ESG-strategy pursued and the progress made in implementing the non-financial targets for 2021 on behalf of the OHB Group (hereinafter also referred to as „OHB“ or „OHB Group“).

OHB’s economic disclosures and performance for fiscal year 2021 will be published in the annual report. The reporting period corresponds to fiscal 2021, i.e. the period from January 1, 2021 to December 31, 2021. The sustainability report is prepared and published annually with the Company’s annual report. The last report for fiscal year 2020 was published in March 2021.

Unless otherwise stated, this report covers all consolidated Group companies, which are the following:

„jointly organized Group companies“	Other Group companies
<ul style="list-style-type: none"> • OHB SE • OHB System AG • OHB Digital Connect GmbH • OHB Teledata GmbH • OHB Infosys GmbH • OHB Cosmos International Launch Services GmbH • ORBCOMM Deutschland Satellitenkommunikation AG 	<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 • 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.

Chart 1: Overview of consolidated Group companies

If readers have any questions about the report or its content, they can contact us via the e-mail address ir@ohb.de.

1.2 Framework and Reporting

We did not make use of any framework for reporting on non-financial issues when preparing this report. With our particular business model described in more detail in chapter 2.1.1, which the Group companies pursue in line with the primarily decentralized management structures in place at OHB, we were unable to identify any framework suitable for us.

With this non-financial report, OHB complies with the requirements arising from § 289 (1) and (2) in conjunction with § 315b (1) of the German Commercial Code (HGB) and the „Taxonomy Regulation“ (Regulation (EU) 2020/852) with the corresponding delegated acts. All text sections, tables and graphics in this Sustainability Report that are assigned to the separate non-financial consolidated report are marked with an omega sign Ω.

Pursuant to § 289c (3) in conjunction with § 315c HGB, we are required to review topics for „double materiality“. Dual 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.

We reviewed the identified topics for this double materiality. The topics that meet this definition are also marked with an omega sign Ω in the report. The marking – if set for an entire chapter – also applies to all subchapters.

2 Sustainability in the Corporate Context

2.1 Corporate profile

2.1.1 Business model Ω

OHB SE is a European space and technology Group and one of the major independent forces in this industry. With its more than 40 years of experience in the development and implementation of innovative space systems and projects as well as its range of specific aerospace and telematics products, the OHB Group has positioned itself excellently and is well positioned to compete internationally. The Company has locations in key ESA member countries. These locations allow 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, this means the development and production of near-Earth and geostationary satellites for navigation, science, communications, Earth and weather observation and reconnaissance including scientific payloads. Reconnaissance satellites and secure broadband radio transmission of image reconnaissance data are core technologies for the application domains security and reconnaissance. In the Exploration division, studies and concepts for the exploration of our solar system are developed with a focus on Mars, the Moon and asteroids. In the field of astronomical space, the focus is on projects for equipping and operating the International Space Station ISS and the future Lunar Gateway.

The focus of the “AEROSPACE” segment is on the manufacturing and development of products for the aerospace industry. Here, OHB has positioned itself as a key supplier of aerospace structures and is, among other things, the largest German supplier for the Ariane program as well as an established manufacturer of components for satellites and aircraft. Our participation Rocket Factory Augsburg AG is currently developing a promising microlauncher as a system provider.

A broad portfolio of service activities characterizes the new “DIGITAL” division, including satellite operations, IT applications based on satellite data (so-called downstream applications), e.g. in the areas of maritime and rail logistics or autonomous mobility, as well as the procurement of launches and provision of IT services. In addition, OHB is involved in major projects for radio telescopes as an experienced supplier of mechatronic systems for antennas and telescopes.

2.1.2 Locations

This report contains a number of management approaches and key figures for OHB's main locations. Unless otherwise stated, all of the following information relates to these locations.

Location	Country	Percentage of employees
Bremen	Germany	83 %
Oberpfaffenhofen		
Mainz		
Augsburg		
Salem		
Graz	Austria	Rest of Europe: 14 %
Milano	Italy	
Stockholm	Sweden	
Betzdorf	Luxembourg	
Antwerp	Belgium	
Brno	Czechia	Rest of the world: 3 %
Kourou	French Guiana	
Santiago de Chile	Chile	

Chart 2: Locations of the OHB Group

2.2 Our sustainability strategy

Corporate social responsibility (CSR) or sustainability is an important principle of corporate management from OHB's point of view and as such is firmly anchored in our Company. This issue has taken on even greater significance in the context of the strategy process which was continued in September 2021 (Group strategy for fiscal year 2025), as part of which sustainability aspects were incorporated in the corporate goals. As a consequence, a new Management Board department was created on 1 January 2022, which now addresses the topic of sustainability at the Group Management Board level for the first time. A dedicated sustainability strategy is currently being developed.

We aim to implement a Group-wide sustainability strategy in the coming reporting year and to continuously improve both it and the associated guidelines, standards and programs in order to meet the needs and expectations of our stakeholders.

2.3 Material topics and risks

2.3.1 Performance of a materiality analysis

We have analyzed the economic, ecological and social aspects that are material to us and which, from an internal perspective, have a significant influence on the Group. The starting point was a comprehensive list of around 100 issues along the value chain, which were reviewed for their potential materiality. For this purpose, we interviewed internal experts and employees who are in continuous contact with our key stakeholders. The identification of material non-financial topics in the sense of §289c (3) in conjunction with §315c HGB was carried out in a multi-stage process with the participation of the Management Board. In a final assessment, those issues were prioritized where the business activity has a significant impact on the environment and society and which are at the same time of high business relevance for the Group.

The following table allocates the material issues identified for OHB in the course of the materiality analysis to the aspects considered in the separate non-financial consolidated report.

Aspects according to § 289c HGB	Material topics	Chapter
Environmental concerns	• Innovative solutions to deal with climate change	Chapter 3.1
	• Environmental concept: Responsible use of the planet and its resources	Chapter 3.2
Employee concerns	• Employer attractiveness	Chapter 4.1
	• Diversity and equal opportunity	Chapter 4.2
	• Occupational health and safety	Chapter 4.3.1
Social concerns	• Customer satisfaction	Chapter 5.1
	• Quality management	Chapter 5.2
	• Quality and security of products	Chapter 5.3
Respect for human rights	• Supply chain	Chapter 6
Combating corruption and bribery	• Compliance management system	Chapter 7.1
	• Public policy und regulation	Chapter 7.2
	• Corporate security	Chapter 7.3

Chart 3: Index to the separate non-financial consolidated report

2.3.2 Risk assessment of the non-financial reporting

In a next step, the risks identified in the combined management report were reviewed in accordance with the CSR Directive Implementation Act (CSR-RUG). No material risks were identified – within the meaning of § 289c (2) and (3) in conjunction with § 315c HGB – which have or will have serious negative effects with regard to our own business activities, business relationships or products and services.

3 Environment and Climate

3.1 Contribution of our products and services

In fiscal year 2021, the current Group strategy was subjected to a review and, among other things, one aspect was added: OHB is now also committed to its responsibility for social and environmental issues as part of its strategy. Consequently, the Group's management has agreed to place greater emphasis in its Group activities on such which can help to protect the environment and the planet. The share of these activities is to be continuously and significantly increased in the coming years. In this context, the Management Board has decided to give higher priority to this focus.

In order to achieve the specified goal, OHB monitors current global environmental developments in order to identify challenges at an early stage and develop solutions in anticipation of them. These initial steps in the Company's own process chain are regularly the responsibility of the Preliminary Development department or, in the case of smaller companies, at the top hierarchical level. Regular exchanges on future-oriented projects of this kind take place with the involvement of top management in all Group companies. Should this occasion reveal a lack of progress with regard to the Group's increased focus on contributions to environmental protection, the Management Board will further increase the prioritization of these topics and create the conditions for achieving the goals – e.g. in the form of a change in personnel allocation.

The Group companies assigned to the „SPACE SYSTEMS“ segment are already involved in various institutional projects that help to analyze changes on Earth at an early stage and make it possible to counteract negative developments in a timely manner. For the application area of Earth observation, satellites are developed, built and tested that collect a wide range of environmental data and thus represent a clear added value for scientists and political decision-makers. The topics addressed by our satellites include the increasingly urgent problem of climate change and its associated effects, such as the melting of polar ice, the possibility of improved resource management or the detection of pollution in water bodies and other habitats.

An example of a project in the context of climate change is the ESA mission CO2M, which is being managed by Group company OHB System AG as the main contractor and in which further Group companies are involved as sub-contractors. The first of the CO2M satellites will be completed in fiscal 2025; it will measure the concentration of carbon dioxide in the atmosphere, among other things. The aim of the mission is to obtain a significantly improved database in terms of both quality and quantity with regard to emitted greenhouse gases. During satellite integration, OHB is using various technological innovations which will contribute to significantly improved data acquisition: instead of an overall assessment of greenhouse gas emissions, the newly designed satellites will make it possible for the first time to identify individual sources of emissions with a high degree of precision. Europe will then have a tool that will help to effectively monitor compliance with climate protection agreements.

The only Group company active in the „AEROSPACE“ segment (MT Aerospace AG) is primarily involved in the construction of launch vehicles in the reporting year. Currently, components made of carbon fiber-reinforced plastic are being developed on behalf of the European Space Agency (ESA), which will significantly reduce the total weight of the European launcher Ariane 6 and thus contribute to reduced fuel emissions. For the future, work is underway to open up new lines of business. This includes, among other things, the research and development of hydrogen-powered mobility solutions for the maritime and aviation sectors.

The „DIGITAL“ segment is currently establishing the knowledge and skills required for the targeted analysis and use of the environmental data generated by satellites. For this purpose, OHB is participating in EU projects on environmental and sustainability issues such as CityCLIM. The possible areas of application here range from more efficient use of resources to the detection of environmental pollution and the identification of illegal fishing fleets. Meetings with the management of the Group companies organized in this segment are held on a quarterly basis by a member of the Management Board to discuss existing ideas or concrete future projects of the individual units and to support them if necessary. In the absence of progress, measures can be implemented at an early stage to support the achievement of the goal.

The significant increase in contract volumes generated in the recent past provides evidence of a shift in core activities towards environmentally relevant topics. However, our definition does not coincide with the definition of an environmentally relevant activity according to the European Taxonomy Regulation.

In addition, OHB is also involved in the development of ideas for protecting the Earth and tackling climate change on a cross-organizational basis: this includes, for example, the establishment of a think tank in the field of geo-engineering. In addition to building up sound knowledge on climate change and geoengineering, the goals of the consortium also include exchanges and open discussions with other experts, political decision-makers and the general public.

3.2 Consumption & Emissions

3.2.1 Consumption of resources

This chapter relates to the jointly organized Group companies and OHB Digital Services GmbH.

For us, responsible use of resources begins with our own actions. OHB is therefore eager not to increase its electricity, water and gas/district heating consumption above the current level in the coming years. Ideally, it should be moderately reduced in the future by means of suitable measures. To monitor the goals, OHB uses a monthly evaluation and assessment of consumption and initiates suitable countermeasures in the event of undesirable developments. In some cases, comparative values for companies or sites of a similar size are used for the evaluation, e.g. via the respective suppliers. The Management Board is informed about the corresponding developments in the form of reports as part of the bi-weekly regular communication.

To save resources, measures such as replacing all lighting with LEDs and the occasion-based purchase of modern and more economical new equipment are being implemented on an ongoing basis. In addition, the cleanrooms are switched to a „night mode“ when not in use, which reduces energy consumption by around 2 % compared to regular cleanroom operation. Furthermore, they are operated with optimized temperature during use - just like the server rooms. This means that the clean rooms and server rooms are operated at temperatures at the respective permissible upper limit in order to reduce the energy demand, by reducing the air-conditioning power required at these higher operating temperatures.

The following chart gives an overview of the development of resource consumption at the three largest Group locations. Some of these are estimates and extrapolations if the actual consumption values could not be determined.

	Electricity (in kWh)		Water (in m ³)		Gas/District heating (in kWh)	
	2021	2020	2021	2020	2021	2020
Bremen	7.727.040	7.629.451	9.020	7.201	2.931.286	2.764.706
Oberpfaffenhofen	4.330.762	4.128.976	5.911	7.724	481.187	381.799
Augsburg	1.928.114	2.420.876	28.945	29.565	27.918.972	27.518.972
Total	13.985.916	14.179.303	43.876	44.490	31.331.445	30.665.477

Chart 4: Electricity, water and gas/district heating consumption at Group sites

The values for 2020 are significantly influenced by the Covid-19 pandemic and a consequently lower presence at the locations. Rising consumption in the reporting year can therefore be attributed on the one hand to a renewed increase in presence and on the other - especially in electricity consumption - to the development of additional building sections and laboratories. The high gas consumption in Augsburg is due to a combined heat and power plant operated at the site, which is used to generate electricity.

3.2.2 Mobility

The following information and data in this chapter relate to the jointly organized Group companies and OHB Digital Services GmbH. For the affiliated German companies such as MT Aerospace AG, MT Aerospace Holding GmbH, MT Management Service GmbH, MT Aerospace Grundstücks GmbH & Co. KG, it is expected that information can be provided from the reporting year 2022 onwards as their travel divisions will be uniformly organized from that year and the corresponding database will be available as a basis.

The objective with regard to travel is similar to that of the last chapter. The number of trips is also to be moderately reduced in the future through suitable measures. In order to monitor developments with regard to the objective, travel activity is regularly evaluated and assessed, which is followed by the implementation of suitable counter-measures in the event of any need for action. Comparative values from previous years, for example, are used for the evaluation.

To achieve this objective, OHB relies on the one hand on the continuous provision of information in the form of a questionnaire designed to encourage employees to critically question the necessity and the favored means of transport and, on the other hand, on the travel policy which was revised in the reporting year. In addition, in the wake of the Covid-19 pandemic, the use of virtual collaboration tools was significantly increased in order to avoid business trips. Trips which nevertheless have to take place tend to be longer than in previous years, which OHB sees as an indication of more efficient use of the time spent at the destination.

The number of trips presents itself as follows. The expectation for 2022 is based on internal and external surveys.

	2019	2020	2021	2022e
Number of trips	7.500	1.980	2.900	6.100
Change to 2019	-	-73,60 %	-61,33 %	-18,67 %

Chart 5: Development of the number of trips in the jointly organized Group companies

The year 2019 has to be taken as a basis, as it was the last full year of travel under normal conditions. In 2020 and 2021, a large part of trips had to be cancelled due to the Covid-19 pandemic and the restrictions that came with it.

The year 2021, shows a slight increase in trips compared to the previous year. According to our projections, this will continue in 2022. In 2020 in particular, project-related trips requiring the physical presence of our employees could not be carried out. Our satellite tests and satellite launches were particularly affected here. Many of these trips were made up for in the course of 2021, but especially planned for 2022. Therefore, a renewed increase in travel is operationally imperative. However, we expect that the implementation of the measures described will reduce the number of trips by around 20 % overall compared to 2019.

The significant change in the number of trips has consequently also changed the CO2 emissions from business trips:

	Car rental	Change to 2019	Air travel	Change to 2019
2019	57	-	1.462	-
2020	32	-43 %	218	-85 %
2021	44	-23 %	410	-72 %

Chart 6: Development of direct CO2 emissions caused by business trips in t

The decrease in car rental and air travel since 2019 has also had a significant impact on the direct CO2 emissions caused by them. Only the flights that were carried out with official air and charter connections are considered here. There is no CO2 data available for the company's own charter traffic in 2021.

In 2021, there was a slight increase in our travel and therefore also an increased use of rental cars. In addition, individual transport by rental car was often preferred over rail travel in times of the pandemic. The increase in direct CO2 emissions for 2021 for air travel, despite the charter traffic not considered here, is due to the shift to more intra-European and intercontinental air travel compared to 2020. The shorter domestic flights (98 % Bremen <> Munich) were operated with the company's own charter plane in the reporting year. This service has since been discontinued.

4 Employees

4.1 Employer attractiveness Ω

This chapter including all subchapters refers to the jointly organized Group companies.

In the area of human resources (HR), continuous dynamic adaptation of processes to developments in the labor market is required. Demographic change and the shortage of skilled workers in particular are creating new requirements in terms of qualifications, training and continuing education, and there is also a need to invest in potential young talent at an early stage. The needs and priorities of employees also change over time. This necessitates the continuous development and implementation of employment and general conditions geared to requirements and life phases for a balanced working environment in order to substantially enhance OHB's attractiveness as an employer on a lasting basis – both from the point of view of applicants and in terms of retaining employees.

With the increasing importance of employer rating portals such as „Kununu“ with regard to employer attractiveness, OHB also repeatedly examines the information provided there and evaluates feedback. While OHB responds to individual comments immediately in most cases by means of corresponding comments from HR, any points of criticism which accumulate are examined collectively and strategic solutions are developed. For example, the application management system introduced in 2019 has significantly reduced the long duration of application processes, which was often criticized prior to 2019, and the fact that communication was perceived to be in need of improvement – such comments are now only rarely made. A direct comparison with competing companies can also be made on the employer rating portals. OHB carries out such comparisons on a regular basis, most recently in the fourth quarter of the reporting year.

In comparison and exchange with other companies, OHB was awarded the title of „Top Employer“ by the „Top Employers Institute“ in the „Engineering“ category in 2020 following a multi-stage certification process and the education center was also able to secure a very good 2nd place out of more than 80 participants in the „Deutscher Personalwirtschaftspreis“ for its activities in the area of dual study programs in the same year.

The Management Board receives a bi-weekly HR report, which contains key figures and an overview of current topics and HR projects. This report also includes content and measures on employer attractiveness. In addition, there are occasion-related reports on selected topics as well as joint meetings and workshops.

In order to implement the aforementioned objectives, OHB uses various measures to recruit and retain employees, reconcile work and family life and promote health, which are described in more detail in the following subchapters.

4.1.1 Recruitment and retention of employees

Filling vacancies with qualified employees and managers remains a great challenge for employers. Demographic change makes it increasingly necessary to establish oneself as a potential employer among pupils and students. For this reason, increasing early contact and visibility with future applicants will remain one of OHB's key objectives in recruiting young talent in the future. In collaboration with the Hochschule Bremen City University of Applied Sciences and the Europaschule Bremen, OHB is therefore successfully offering dual study programs in computer science and mechatronics.

OHB uses a combination of offline and online campaigns to raise name recognition and attract new employees. The employer branding campaign „Want to have been with us“ is used for this purpose.

In the area of school and university marketing, OHB participates in university fairs and university days and supports student organizations and associations with a subject-related focus. The cooperation with the Ökumenisches Gymnasium zu Bremen, in particular on account of the aerospace focus offered there, and the Technisches

Bildungszentrum Mitte was actively pursued in the form of lectures and courses held by OHB personnel until the restrictions imposed by the Covid-19 pandemic came into effect. It is intended to continue these cooperations after the restrictions have been lifted. In addition, pupils can gain an initial insight into working at OHB by taking part in the Future Day. In addition, a structured internship program is available to them. OHB also offers temporary contracts, supervises master's theses and gives guest lectures at universities. Furthermore, there is a cooperation between the dual training at OHB and the Hochschule Bremen City University of Applied Sciences, in the context of which the training personnel also gives lectures at target universities. Moreover, OHB is regularly represented in renowned space journals and publications, at trade and career fairs as well as on major social media platforms. Many of these additional activities were unfortunately only able to take place to a very limited extent in the reporting year due to the ongoing Covid-19 pandemic.

With the „Employees Recruit Employees!“ project, OHB not only strengthens employee loyalty but also supports recruitment. In the reporting year, the program enabled 10 % of all vacancies in the jointly organized Group companies to be filled.

For new employees, an onboarding process was implemented in the reporting year that standardizes and facilitates their professional and social integration during the probationary period. In addition, the onboarding process includes meetings between new employees and their managers at the end of the first month, halfway through the probationary period and at the end of the probationary period, which serve to monitor the success of the onboarding process. In order to review and further develop this onboarding process, feedback from new employees is collected via questionnaires distributed centrally via the learning management system. This feedback can be viewed and, if necessary, evaluated by the respective manager and the HR department. The learning management system also offers a growing range of further training measures for professional and managerial staff.

The exchange between employees and their managers was also facilitated by the standardized „employee dialogue“ process. After a two-year test phase in which the number of employee dialogues conducted was increased from around 450 (2019) to 1,100 (2021; around 950 employee dialogues were conducted in the previous year), it was introduced permanently at the end of the reporting year. The approximately 1,739 employees (2020) and approximately 1,742 employees (2021) in the jointly organized Group companies were considered. This results in a ratio of around 54.6 % in 2020 and 63.1 % in the reporting year. In the next step, the digitalization and integration of the process into the HR management platform will take place in 2022.

Employees also benefit from a wide range of additional services. In addition to company pension schemes, a purchasing program for discounted DELL computer hardware or various health and sports offers, employees have the opportunity to take out private supplementary health insurance with improved conditions through Zurich Group Germany. The benefits include a daily sickness allowance, advantages for dental cleaning, dentures and visual aids. Employees can take out the policy without a health check. It is also possible to take out a private comprehensive health insurance policy with a lifelong benefit guarantee, cost coverage for non-medical practitioners, provision of medical aids and many other benefits. OHB also offers a wide range of learning opportunities. Provided that the legal and internal requirements are met, both full-time employees and part-time or temporary employees can take advantage of the company benefits. No differentiation is made on the basis of the internal employment relationship.

4.1.2 Education and development programs

4.1.2.1 Dual study programs

As part of its efforts to recruit new talent externally, OHB offers dual study programs in computer science as an apprenticeship-integrated course of study (IHK-qualification: Computer Science Expert Subject Area: Software Development) and mechatronics as a job-integrated course of study with an in-house training plan at OHB's location in Bremen. OHB aims to recruit 5 students in each of the two programs each year.

The dual students of computer science are prepared for their training qualification as Computer Science Experts Subject Area: Software Development alongside their studies at the Europaschule Bremen. The training takes place according to the guidelines of the Bremen Chamber of Industry and Commerce and lasts three years. The dual students of mechatronics are trained in a total of 52 space-specific seminars on-site at OHB during the lecture-free period. In addition, both study programs work together on a cross-year practical project in which the students emulate a real mission.

The duration of both programs is 3.5 years each plus the preparation of the bachelor’s thesis, with the fifth semester being completed as an internship semester at OHB.

Currently, the dual students are distributed as follows:

	Number of dual students		Distribution according to start of the program		
			2021	2020	2019
Dual Study Computer Science	Total	14	4	5	5
	Thereof men	9	3	4	2
	Thereof women	5	1	1	3
Dual Study Mechatronics	Total	15	6	5	4
	Thereof men	8	3	2	3
	Thereof women	7	3	3	1
Combined total	Total	29	10	10	9
	Thereof men	17	6	6	5
	Thereof women	12	4	4	4

Chart 7: Distribution of dual students at the Bremen location

We are pleased to be able to inspire young men and women equally for our dual study programs. Especially against the fact that the two fields of study offered tend to have a significantly higher proportion of male students in Germany.

4.1.2.2 Development programs

4.1.2.2.1 General conditions

At the beginning of 2020, OHB introduced a learning management system, the purpose of which is to simplify organizational processes relating to employee training and development, to systematically map accompanying processes such as approvals or evaluations and to make learning opportunities available to employees in a transparent manner. While only 200 learning objects¹ were available at the time of the introduction in 2020, the portfolio was expanded to 660 learning objects¹ by the end of 2021.

Based on the data provided by the learning management system, a total of 13,097 and 25,771 nominal learning hours² can be determined for the 1,739 employees recorded in 2020 and 1,742 in 2021, respectively, in the jointly organized Group companies, which the employees used for internal or in-house training. In addition, a total of 5,988 [2020] and 7,204 [2021] hours were used for external training.

This results in an average of 10.97 learning hours per employee for 2020, or 18.93 in the reporting year.

All training measures which OHB does not offer in-house can be taken by employees as external training measures if required. In this way, the need for in many cases very specific professional training is taken into account. The respective measure is applied for by the employees or their manager and finally approved by the person responsible for the budget following approval by the manager. In the reporting year, 226 external training measures were completed (2020: 191).

¹ Only fully-fledged learning objects such as online courses or learning videos as well as seminars were included in this figure. Accompanying learning materials, for example, were not included, although they are also managed in the learning management system.

² Nominal learning hours stored in the learning management system; these may deviate from the actual learning hours, especially in the case of self-directed learning, e.g. in the context of online courses.

4.1.2.2 Selected measures

In 2021, OHB has designed and launched two development programs. One of them is aimed at executives, the other at junior staff:

Since autumn 2021, OHB has been offering a structured development program for selected senior executives of the OHB Group (ExCEL FOR IMPACT). The objectives are both the individual professional and personal development of the participants as well as networking and addressing various topics of Group-wide relevance. At the same time, the program serves to ensure succession planning for critical key positions within the Group and thus to safeguard OHB's future viability. In addition, the participants act as mentors for other colleagues within the Group.

The development program „LIFT OFF“ was designed at the beginning of the reporting year and the selection process was started in the second half of 2021. In the process, 22 designated participants (17 men and 5 women) were identified. „LIFT OFF“ is an 11-month blended learning program and includes five two-day workshops on decision-making, change management and conflict management. The focus is on self-reflection on the one hand and on the formation of a broad network within the Group on the other. At the same time, entrepreneurial thinking is tested in a business management game, which includes tasks that are as close as possible to reality in the Group. The aim is to both train employees and retain them at OHB by means of development and networking in order to cope with the growing number of international orders. The target group for the program has been defined as junior employees from all disciplines who will be able to assume greater responsibility in multinational constellations (internal, customers, suppliers) in the future. It is not necessarily only aimed at future project managers or disciplinary managers, but also at junior subject matter experts.

For integration between the two programs, the implementation of mentoring is being envisaged.

As a strongly project-driven Group, OHB also offers an IPMA project management certification course in which employees are certified in accordance with the 4-level certification system. The target group comprises employees who are either already assuming (partial) project responsibility at the time or for whom this is planned in the future as part of their development planning. The course ends with an internationally recognized certificate if the participants pass the exam.

4.1.3 Compatibility of work and family life

As a family-run company, the compatibility of work and family life is a key cultural element at OHB. It is therefore to be improved by means of various measures on an ongoing basis and in line with requirements, i.e. to varying degrees of intensity. Full- and part-time employment can be tailored to the operational and personal needs of the individual and combined with flexible working hours and workplace models. OHB also supports its employees in looking after their children, e.g. by cooperating with kindergartens or providing financial subsidies for childcare places. The measures are rounded off by offers of child holiday care and continued payment of remuneration in the event of the child/children falling ill.

4.2 Diversity and equal opportunity Ω

This chapter relates to the jointly organized Group companies.

OHB regards a high degree of diversity, e.g. in terms of the age structure and nationalities within the Group and the gender ratio within the workforce, as a benefit for cooperation and as an essential and thus desirable goal. For this reason, one of the aims is to achieve a permanently balanced ratio of younger and older generations in the workforce. In addition, OHB strives to ensure that all employees are treated equally at all times and on a permanent basis.

In the reporting year, an Equal Opportunities Officer was available to advise all employees of the jointly organized Group companies on issues of equal treatment. The goal of the Equal Opportunities Officer is to promote equal opportunities and justice for all employees. In addition, the position of Equal Opportunities Officer has been assigned the function of complaints office according to § 13 of the General Equal Treatment Act (AGG). This gives employees the opportunity to complain about operational issues and disclose shortcomings in terms of equal treatment of employees while maintaining special confidentiality. The complaints office thus fulfils a central function with regard to disclosure and elimination of areas of action. After the disclosure of shortcomings, it can enter into dialogue with the responsible departments in order to work through and eliminate them. The Management Board is intensively involved in planned measures and events on the topic of diversity and equal opportunities. 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. During the implementation phase, it is also intensively involved in the measures. In addition, reporting was expanded to joint monthly meetings in 2022.

Through the exchange in daily cooperation, the know-how of the older generations should not only be combined with new ideas and approaches of the younger generations, but also the transfer of knowledge within the company should be promoted. Attention is therefore also paid to compensating for 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 developed. As a result of these measures, for example, the already described development programs „ExCEL FOR IMPACT“ and „LIFT OFF“ have been created. In addition, „OHB NextGen“ - an internal grouping of the Group's junior staff - gives employees at the Bremen and Oberpfaffenhofen locations the opportunity for joint activities and exchanges to support their professional development. Activities and exchanges can take place both among one another and with external individuals or organizations as well as employer representatives.

In addition to diversity in terms of age structure, OHB is seeking to achieve a moderate increase in the proportion of women in its workforce. For this purpose, for example, the Company provides ongoing support for the „Women in Aerospace“ organization by actively participating in events, acting as a sponsor and promoting the organization and its mission within the Group.

Moreover, OHB is proud of the fact that around 3,000 employees from more than 35 nations have been working together productively and appreciatively at the various locations and across national borders on a daily basis for many years. This high diversity of nations is therefore to be maintained at least in the future. In order to reduce language barriers in this connection, OHB offers non-German-speaking new employees the opportunity to be reimbursed for the cost of German courses during their first three years of employment. In 2020, 94 employees took advantage of this offer - 28 did so in the reporting year.

To raise awareness of the issues of equality and diversity, OHB makes various courses available to its employees in the jointly organized Group companies via its learning management system. All new employees are assigned the online course „Diversity and protection against Discrimination“ on a mandatory basis. This course contains basic information and rules of conduct on the topics of diversity, discrimination and the prevention of discrimination. In addition, a further course is offered that deals with these topics in greater depth. It can be completed by every em-

ployee in the jointly organized Group companies or assigned by the respective manager. Both online courses are available in German and English. In addition, employees are offered training on topics such as intercultural leadership and intercultural communication. The former recorded a slight decrease in participants in the reporting year compared to the previous year, while the number of participants in the training on intercultural communication increased significantly at the same time.

4.3 Precautionary measures

4.3.1 Occupational health and safety Ω

This chapter relates to the jointly organized Group companies.

Occupational safety is one of the principles of OHB's responsibility towards its employees. In this area, we comply with all legal requirements at local, national and international level, which form the minimum standard for our occupational safety and health processes. OHB's aim is to provide a safe and healthy working environment at a consistently high level. For this reason, OHB is constantly working on further improvements with the aim of maintaining the high quality at its sites at all times. The management system implemented for this purpose defines all the necessary targets, measures and responsibilities and is regularly subjected to internal and external audits.

As part of our DIN EN 9100:2018 certification, which is monitored annually by DEKRA and renewed every three years, compliance with legal requirements in the area of occupational health and safety is also checked. Monitoring and recertification audits take place for this purpose. The processes implemented in occupational safety and health are also monitored for compliance as part of internal quality and process management audits.

This work is supported by the occupational safety committees (ASA) at the locations of the jointly organized Group companies. The members of these committees consist of representatives of the management, two members of the works council, the company doctor, the safety experts and the safety officers of these locations. The committee work is supplemented by representatives of the disabled persons' representation, as well as one employee each from facility and health management. The ASA meetings take place on a quarterly basis and discuss current topics on occupational health and safety according to a pre-agreed agenda. The topics, results and recommendations are recorded in minutes and distributed to the responsible Management Board member, among others. Furthermore, monthly meetings are held between the occupational health and safety officer and the responsible Management Board member for occupational health and safety for the mutual exchange of information.

In the operating business, the respective managers bear responsibility for the safety of their employees and also act as role models. OHB attributes consistently high priority to this duty of care towards its own employees. For this reason, accident prevention enjoys top priority at all times. The prevention of all possible risks of injury in the areas of health protection and occupational safety is also a top priority. This is why those responsible for occupational health and safety work continuously on improving occupational safety, e.g. through awareness-raising training and investments in increasing technical safety. Corresponding measures are implemented at all locations.

In addition to a compulsory basic course that all new employees must complete as part of their onboarding process, employees are trained in all necessary occupational health and safety topics prior to taking up work in accordance with the requirements of the respective work areas. The portfolio of training courses is continuously reviewed to ensure that it is up to date and meets the requirements. With the introduction of an online training tool, we have succeeded in training our employees in all required occupational health and safety topics, even under pandemic-related restrictions. In the reporting year, 548 employees of the jointly organized Group companies completed the online training in the area of occupational health and safety (2020: 146). In addition, special occupational health and safety topics that require practical reference are covered in in-person training courses. Overall, the number of in-person training courses on occupational safety and health was increased from 22 in 2020 to 30 in 2021. A total of 283 and 471 employees participated in these courses.

The corresponding training courses are held regularly at all locations to raise employees' awareness and instruct them in safe working practices and behavior. In this connection, OHB is also making increasing use of synergy effects between the business units. In this connection, programs and training courses already established in individual business units are to be extended to all locations as quickly as possible. Not all risk factors can be controlled during business trips and work outside the company locations. Here, in addition to the statutory accident insurance, there is a group accident insurance for all employees, which offers comprehensive (24/7) coverage for all employees.

Every accident is analyzed by the occupational health and safety department to determine whether existing protective measures are sufficient, need to be adapted or improved. There were no work-related illnesses to report in the entire reporting period. Two reportable occupational accidents occurred in the jointly organized Group companies in the reporting year. There were no fatalities due to work-related illnesses in the reporting year.

4.3.2 Preventive health protection

The promotion of the employees' health is realized, among other things, through the established company fitness program and initiatives such as the „Health Day“, which offers impulses around the topic of sport and health. In addition, lectures and events are held on a regular basis in cooperation with health insurance companies. The promotion of sporting events (e.g. company sports groups, running events, etc.), as well as offers for leasing e-bikes and campaigns such as „Cycle to Work“ are also intended to create incentives for sporting activity. Furthermore, 33 online courses on the topic of „health protection“ on topics such as stress, nutrition, sleep, exercise at work, etc. are freely available to employees. In addition, two virtual training courses each are offered on the topics of „resilience“ and „stress management“. Furthermore, a company doctor is available to all employees of the jointly organized Group companies for advice on occupational health issues and offers the legally prescribed occupational health and safety examinations.

4.3.3 Covid-19

In its response to the Covid-19 pandemic, OHB relied on proactive crisis management in the reporting year as it had in the previous year. A central coordination team has been set up for this purpose, the main task of which is to ensure the best possible protection for the workforce. Accordingly, core tasks include regularly informing managers and employees about pandemic-related developments inside and outside the company, providing a Corona emergency number on weekends and holidays to contain the pandemic and ensure a rapid response capability within the organization, as well as setting up a comprehensive hygiene concept and a flexible system of work organization. This also includes the widespread use of home office models, the short-term implementation of alternative working time models, working in off-peak hours as well as Saturday work and/or – if necessary – short-time work. Furthermore, employees were offered vaccinations organized by the company medical service. In addition, the central coordination team continuously monitors any work absences caused by the pandemic and takes countermeasures through internal reassignments where possible. Regular reviews of the workload in the program- and engineering areas ensure that available capacities can be adjusted at short notice.

The managers were provided with an online curriculum with information and learning content around the topic.

5 Responsibility for Customers and Product

5.1 Customer satisfaction

This chapter relates to the OHB System AG.

Successful acquisitions and sustained growth are based on OHB's good reputation among government and commercial customers, subcontractors, business partners, shareholders as well as the political and general public. Indicators such as the winning of follow-up contracts, long-term partnerships as well as invitations to conferences and lectures bear witness to the satisfaction of our customers and public-sector clients as well as the scientific community. OHB's aim is to maintain this good reputation among our customers at least at the current level. In addition, recommendations for action are continuously derived from the analysis of the results of regular feedback loops, which we implement as quickly as possible wherever possible.

Although the overall assessment of individual discussions between the respective managers on the OHB side and the customer side can provide a picture of the sentiment, these anecdotal findings require quantitative confirmation which is as neutral as possible in order to implement improvement measures. Of the tried and tested methods of measuring customer satisfaction, including complaint and suggestion systems, the critical incident method, the sequential event method and discrepancy models, it is primarily the direct survey of overall satisfaction which is used.

OHB asks and analyses the satisfaction of its key customers in discussions – in person or by telephone – on the basis of key financial indicators and strategic importance. The key account managers identify the relevant subdivisions and contact persons on the customer side. In this connection, a maximum of 12 persons per key customer are selected. At OHB, several departments with direct customer contacts are involved: Business Development, Project and Preliminary Development, and – above all via the regular reports – the Management Board level. The responsible member of the Management Board receives a fortnightly written report on developments from all key accounts and domains from the Head of Business Development. In addition, meetings are held at approximately six-week intervals with the business development staff and representatives of the top hierarchical level of the smaller Group companies. In both formats, the issue of customer satisfaction or indications of possible need for action can be discussed. In addition, topics can be raised and presented to the Management Board at any time.

A questionnaire serves as an orientation basis for an interview protocol based on notes. Customer interviews take place in the first quarter of the following year. Immediately afterwards, the interview protocols are forwarded for internal evaluation and analysis. This takes place within the following month (usually April). The results are then made available to the departments involved. Internally, the interviews and analyses are stored in a suitable database. Based on the results, a catalogue of measures is developed, if necessary, in a feedback round with those involved at OHB. In addition, the questionnaire is revised for the following year.

Based on these results, an annual certification of the process for determining customer satisfaction is carried out via a DEKRA audit, which serves to review and improve the process. It is being considered that the determination of customer satisfaction will be presented in future via continuous discussions in order to achieve optimization in small and continuous steps in the sense of the Kaizen philosophy.

In a next step, OHB would like to formalize the direct survey of overall satisfaction, make it measurable and extend it in future to a multi-attribute measurement, i.e. to ask about the satisfaction of individual product attributes in order to be able to uncover and directly address possible causes of dissatisfaction/satisfaction. The integration of (Group) Supply Chain Management is being discussed in order to be able to compare the results of the customer satisfaction survey on the part of the client with the feedback from subcontractors involved in the projects.

The foundations for the described customer survey were laid in 2020. The exchange with key customers took place on this basis for the first time in the reporting year. The main focus was on the further development of the questi-

onnaire – the formalization of the customer survey to ensure measurability is planned for the future. The feedback from the employees who conducted the survey provided a predominantly positive sentiment among the customers surveyed as a starting point for evaluating the development in the following year. Problem analyses were carried out for the points of criticism communicated, measures for action – in coordination with the customer – were developed and partly already implemented.

5.2 Quality management

OHB uses a wide range of instruments to ensure and improve the quality of its products and processes.

Standardized processes based on best practices throughout the company play an essential role in this. The basis for this is a Group-wide network of integrated management systems that are adapted to the different needs of the business units in the Group. They form a uniform set of rules that, in addition to high quality standards, creates binding framework conditions for the efficient and sustainable development of innovative, safe and highly reliable products for all employees and managers at the locations concerned.

An important prerequisite for high customer satisfaction is the conformity of our products and processes with all internal and external requirements. In addition to compliance with all customer-defined normative requirements, our management systems support compliance with all applicable legal and administrative regulations. To ensure a consistently high standard of quality, all Group companies have set themselves the goal of aligning their management systems with the internationally recognized quality standards relevant to their business areas and having conformity with the respective requirements certified by independent, accredited testing bodies.

The requirements of the following certification-relevant standards were successfully implemented, if required, at a large number of OHB's locations in 2021 and confirmed by the relevant certification bodies (e.g. DEKRA, DNV GL, DQS, etc.):

- **EN 9100:2018** Quality Management Systems (Requirements for Aviation, Space and Defence Organizations)
- **ISO 9001:2015** Quality Management Systems – Requirements
- **AQAP-2110** NATO Quality Assurance Requirements For Design, Development And Production
- **AQAP-2210** NATO Supplementary Software Quality Assurance Requirements to AQAP-2110
- **ISO 14001:2015** Environmental management systems — Requirements with guidance for use
- **ISO 27001:2013** Information technology – Security techniques – Information security management systems – Requirements

MT Aerospace AG also holds the following official approvals from the Luftfahrtbundamt (LBA):

- Production organisations approval for airborne equipment according to **EASA Part 21G**
- Maintenance organisation approval according to **EASA Part 145**

At some locations, the certifications are still being established.

Within the framework of the above-mentioned objectives, work began in 2021 to prepare the newly founded Group companies for certification in accordance with the above-mentioned standards. For this purpose, various certification projects were launched with the aim of establishing quality management systems that meet the requirements of the standards and introducing them in the companies. The first sub-project was completed at the end of 2021 with the successful certification of OHB Digital Connect GmbH in accordance with ISO 9001:2015. This initiative will be continued in 2022 with the aim of obtaining further certifications.

The quality management representatives appointed by the respective Management Boards or management are responsible for the maintenance and further development of the management systems. They have the organizational independence and authority to decide on quality management issues and to implement necessary corrective and preventive measures.

All management systems are subject to the obligation of continuous improvement and regular review of their performance. For this purpose, uniform standard processes are used in all Group companies, which are supplemented by time-limited improvement projects as needed. The performance and conformity of the processes is regularly checked at all locations through internal and external audits. Internal audits are conducted exclusively by qualified in-house auditors and with the support of external auditors in accordance with the audit program and documented in writing. Findings are promptly analyzed with the managers responsible for the processes and, if necessary, appropriate corrective measures are initiated. Deviations and non-conformities are recorded and processed in a company-wide incident reporting system.

The quality policy, its quality objectives and the quality management system derived from it are evaluated at regular intervals by the management to ensure their continued suitability, appropriateness and effectiveness as well as alignment with the strategic direction of the Group. The respective quality management representative prepares a detailed written report once a year, which is presented and explained in detail to the Management Board or the management at a management review meeting.

Following the principle of „error prevention before error correction“, various improvement projects were carried out at the sites in 2021:

Of particular note is the development of a system for recording „lessons learned“, which is intended to ensure a systematic transfer of knowledge between the different parts of the company and projects. After initial experiences in selected pilot projects, the system is to be introduced company-wide in an adapted form. Work has also begun on developing a system to prevent FOD (Foreign Object Damage), i.e. damage to products caused by foreign objects, on the basis of the EN 9146 standard. Initial measures have already been introduced in production and assembly at two OHB locations. The project will be continued in 2022 and extended to further Group locations.

5.3 Quality and security of products

Quality and reliability are no coincidence and essential for OHB and its customers.

Therefore, product quality is the joint responsibility of all employees. In order to guarantee and further improve it at all times, compliance and control is carried out throughout the entire product life cycle by employees of the operational quality department (Product Assurance). The goal of Product Assurance is to ensure the sustainable implementation of our customers' high quality requirements for our products through systematic measures and to minimize the occurrence of defects through specific measures. It thus makes a significant contribution to customer satisfaction, delivery reliability and risk reduction.

The exact measures are based on established internal processes as well as the specific requirements of the customer. These conform to the European space-specific quality standards (ECSS-Q series) and are continuously reviewed and sharpened to ensure that they are up-to-date and 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 that the final product meets the quality requirements on an ongoing basis during the project.

Thanks to the existing organizational structures of Product Assurance, all projects could again be equipped with qualified personnel in 2021. Regular exchanges, further education and training, as well as harmonization further increased the efficiency of the organization. Through the systematic exchange of quality issues between the pro-

jects, numerous potential quality problems could also be anticipated and avoided in 2021. In the reporting year, the Group was able to demonstrate in numerous project reviews with customers that our quality assurance measures are implemented and effective.

In addition to meeting the quality requirements of our customers, OHB must ensure that products placed on the market in the European Economic Area (EU and EFTA) satisfy essential safety, health and environmental protection requirements. For certain products, EU directives define essential safety and health requirements which must be complied with in full. The compliance of our products with these EU directives is made visible by the CE marking.

For all our products, we therefore first examine whether there is a CE marking obligation and which directives apply. If labelling is compulsory, a conformity assessment procedure and a risk analysis are carried out to identify and eliminate any hazards posed by the product. At OHB, appropriately trained CE coordinators are responsible for carrying out the CE procedure. They work closely with the specialist departments to ensure CE-compliant product development and monitor it with the support of Product and Quality Assurance.

At regular intervals, the management is informed internally about current quality issues in the projects, e.g. in project reviews. These take place quarterly in the form of joint meetings and accompanying written reports. Corresponding feedback from the management and the customers is implemented in topic-specific working groups.

6 Responsibility along the supply chain

6.1 Respect for human rights

We regard lawful conduct and respect for human rights as a basic prerequisite for fair competition and the exercise of social responsibility. For this reason, both enjoy special priority for OHB. The Company does not tolerate any violations of human rights, either now or in the future. We expect the same from our business partners. Responsible and lawful conduct is an integral part of our corporate culture and forms the basis for the trust which employees, customers, shareholders, business partners and the general public place in us.

The course portfolio in the learning management system was expanded in the reporting year to include a separate training course on export control in order to make employees with relevant contacts to the topic of export even more aware of the importance of this complex of topics. It was completed by 123 employees of the jointly organized Group companies. The course raises awareness for the fact that no exports may be made to countries that violate human rights. It thus builds on one of the statements of the compulsory course on the topic of „Legal & Compliance“ that must be completed by all employees. This course also raises awareness among the employees instructed with regard to the obligation to comply with the Code of Conduct. It includes a commitment on the part of OHB not to work with business partners who directly or indirectly violate human rights or condone such violations. This course was held five times in the reporting year and twice in 2020 and attended by 189 and 40 employees respectively.

6.2 General conditions

OHB operates in a large number of countries with a wide variety of regulatory frameworks and political changes resulting from democratic elections. Everywhere there are institutional requirements which have to be respected and complied with. In this connection, national and international accountability obligations must always be taken into account and complied with. All of OHB's suppliers come from highly developed industrial nations. The majority of sales with suppliers are generated with those based in Europe – primarily in Germany. All European suppliers also manufacture their products primarily in Europe. Other suppliers come from the USA and Japan and also manufacture their products in their own country. All components are sourced without exception from approved suppliers, taking into account all applicable environmental and safety regulations.

In 2020, OHB introduced the function of Group Supply Chain Management. 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 the issue of sustainability in the supply chain. It reports directly to the CFO and reports weekly in writing and in joint meetings 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.

In addition, OHB has been working actively with the European Space Agency ESA since 2019 in order to establish responsible management of people and resources much deeper down the supply chain in a transparent and secure manner. This cooperation with ESA also includes the participation of all its large system integrators operating in space industry with the aim of establishing sustainability aspects in agency contracts in a more transparent and binding manner. This cooperation is manifested in the „Charter for a responsible Space Sector“, which is jointly developed between the established primes with ESA. So far, various working groups have been formed under the leadership of a wide range of ESA directors, which are dealing with the following focal points, among others:

- Binding Corporate Social Responsibility framework
- Green Space Sector
- Space Debris
- Responsible Supply-Chain- and Procurement-Management

The working groups started their work in the reporting year with the aim of presenting binding results in 2022.

For this purpose, OHB conducts audits of products and suppliers by means of its internal quality management team and also makes use of external service providers. These audits are carried out by means of 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. To ensure traceability along the supply chain, OHB cooperates with local partners who can guarantee direct insight into their processes. This must be documented in full and made available for disclosure at any time. Standardized digital check digit tracking methods can also be requested. In addition, due to the predetermined supplier selection by institutional customers, local sourcing of the parts within the EU is ensured not only by OHB's own efforts but also by the specifications of our European institutional customers. This results in a reliable and resilient monitoring system for our objectives in accordance with the highest global procurement standards.

6.3 Requirements for supplier selection

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 the assurance of respect for the fundamental rights of all those involved in the procurement processes. OHB is constantly stepping up its efforts to achieve this.

To meet our objective, our procurement programs define minimum requirements in relation to sustainability aspects – our Sustainable Procurement Standards. We develop this control process company-wide according to generally accepted guidelines for responsible procurement, which include environmental, human rights and labor law standards as well as our risk management and compliance guidelines. For this purpose, we incorporate proven measures that are already established in the company. In addition, we continuously develop and implement new processes with representatives from a wide range of business units and corporate functions.

The following points are part of our Sustainable Procurement Standards:

- Compliance with applicable law, regulatory requirements, existing statutes and acting in accordance with best practice approaches
- Conduct business with fairness and integrity beyond legal requirements
- Commitment to our self-imposed obligation to improve general working conditions, society and our environment
- Occupational health and safety
- Environmental protection
- Respect for labor and human rights
- Maintaining diversity and equal opportunity

In this context, we expect our suppliers, for example, to commit to our “Supplier Code of Conduct” which is made available to suppliers when contracts are signed. This code sets legal, social and ethical requirements for suppliers, which are also to be demanded in their own supply chain. The recognition and commitment of our suppliers to our Sustainable Procurement Standards is the basic prerequisite for a business relationship and thus the basis for decision-making when purchasing goods and services.

The „Supplier Code of Conduct“, which was revised during the reporting year, sets out our Sustainable Procurement Standards in greater detail. As recognition of these standards and their monitoring by suppliers and OHB are mandatory requirements for suppliers, both measures are implemented in our supplier management process and the respective contract terms. Non-compliance is sanctioned by termination of the supplier relationship.

In summary, the following points can be derived for suppliers to consider:

1. Commitment to sustainable best practice
Every supplier is obliged to comply with applicable laws and is committed to sustainable procurement requirements.
2. Conduction of a self-assessment
Suppliers shall complete a Self-Assessment Questionnaire (SAQ) and disclose any recent changes. The SAQ shall be submitted at supplier registration, qualification and procurement events.
3. Proof of assessment by third parties
Suppliers may be required to provide evidence of a sustainability assessment that has been carried out or to have such an assessment performed by a third party.
4. Risk management
If sustainability risks are identified – including violation of standards – the supplier is obliged to inform OHB immediately. It must then develop a corrective action plan, draw up a realistic timetable for its implementation and report on its progress on an ongoing basis.

The selection of suppliers takes place in a multi-stage process. As new projects go through different phases, several pre-selection processes take place until the final supplier selection. All supplier selection steps are undertaken by a selection committee. In this way, OHB ensures that the final decision is always made jointly by several people and functions. In the case of expenditure in excess of EUR 1 million in particular, various members of the Management Board are members of the selection committee. This is done via standardized evaluation boards in which Group supply chain experts, procurement managers and project managers are also involved. In this context, more than 15 Technical Evaluation Boards for major projects with dedicated evaluation matrices, taking into account the specified requirements were carried out in 2021. The value has decreased significantly compared to the previous year due to the national and company-related restrictions caused by the Covid-19 pandemic.

6.4 Supplier management

At the Group companies OHB System AG, OHB Sweden AB and OHB Italia S.p.A. of the „SPACE SYSTEMS“ segment, each individual supplier contract for complex satellite equipment and systems is individually monitored and supervised by specialists – the subcontractor managers – from the respective purchasing departments of the companies. Among other things, they conduct the major reviews at the suppliers' locations and are thus on-site several times to ensure that, besides other things, our Sustainable Procurement Standards are followed. The evaluation of suppliers is just as much a part of their tasks as crisis intervention at the supplier. Both are carried out with the direct involvement of Quality Management. Due to the ongoing Covid-19 pandemic, the on-site supplier reviews were significantly reduced in comparison to previous years. As alternatives, video conferences and remote online surveys were carried out to a much greater extent. However, in terms of scope, these alternative measures could not fully compensate audits on-site. The procedure described in this paragraph is also implemented in a similar way within the companies of the „DIGITAL“ segment.

At the only Group company operating in the „AEROSPACE“ segment (MT Aerospace AG), orders for quality-assured components and materials are only permitted from approved suppliers. The suppliers are subject to continuous monitoring with regular audits. This is greatly aided by the fact that most of the suppliers are located in close proximity to one another, mainly in Germany and Europe. As part of the monitoring process, suppliers are evaluated with regard to their performance in terms of quality, technology, costs and management. The supplier evaluations take place in annual cycles and are analyzed together with the key suppliers. On the basis of the analysis, development plans are agreed between the respective supplier and OHB. This enables any undesirable developments to be identified and corrected in a timely manner. In the future, these audits are to be considerably intensified in terms of their scope.

7 Compliance & Security

7.1 Compliance management system

The overarching goal in this context is to ensure full compliance with all requirements and rules applicable to the Group at all times.

In order to ensure that legal and reputational risks are systematically avoided, the Management Board decided back in 2010 to set up and implement a compliance management system. Since then, OHB's compliance management system has been continuously enhanced and will continue to be so in the future in order to identify relevant areas for action as early as possible and to be able to initiate suitable measures. The progress made over the years includes in particular the appointment of local compliance officers at many locations as well as the implementation of a balanced training concept. The current compliance management system has a wide range of objectives and instruments. Currently, the main focus is on avoiding corruption and strengthening security and diligence in the disclosure of information in light of legal requirements, especially European data protection rules.

The basis of the compliance work is the appointment of locally responsible compliance officers who take care of the implementation of the compliance management system according to the individual needs and requirements of the individual companies in the Group. For this, the compliance officers can draw on various instruments. In addition to regular and wide-ranging training courses, a comprehensive range of advisory and communication services, individual advice and a whistleblower system which can also be used anonymously, the Code of Conduct and the Anti-Corruption Directive are at the forefront of compliance work. OHB has had a Group-wide Code of Conduct since 2010, which was extensively revised in the reporting year. From January 2022, the new Code of Conduct will apply with clear statements and commitments not only on the issues of corruption and bribery but also on the considerate use of resources in the interests of sustainable corporate management as well as the current topics of lobbying and due diligence for the supply chain. The goal is the constant and consistent pursuit and resolution

of compliance issues as well as the central management of compliance-relevant processes and controls.

Fair competition is the foundation of our entrepreneurial activities. Therefore, as part of the continuous development of our compliance management system, we place a special focus on increasing awareness for the prevention of corruption among employees. We provide them with a basic understanding of this topic in on-site courses and personal counselling sessions. The courses are therefore not only tailored to the different business units, but are also offered in several languages at the various locations and as online courses. Generally, on-site courses are held twice a year for each company, taking into account the possibility of a pandemic. The lists of participants are checked in cooperation with the Human Resources Department to ensure that all employees have participated in at least one of these courses. With regard to the effective prevention of corruption, particular attention is paid to relevant types of donations, such as invitations, gifts, sponsoring and donations. Grants of any kind are reported by employees in accordance with the defined value limits. This leads to a significant improvement in transparency with regard to the acceptance of benefits by employees. Overall, the measure has led to a moderate reduction in the number of benefits granted since the introduction of the measure in 2012.

OHB's compliance organization envisages the appointment of at least one compliance officer at each of the Group's operating companies. This goal has not yet been fully achieved. In addition to the responsible member of the Management Board and the Chief Compliance Officer, a further eight employees have been appointed as compliance officers within the Group. The appointment of further compliance officers in the Group companies is planned, provided that the operational and personnel circumstances in these companies allow it. The Management Board is informed about the issues affecting this material topic in an ad hoc dialogue. In addition, the Supervisory Board is informed annually in the form of a report on compliance work and incidents.

OHB is operating a whistleblower system since 2011. Against the backdrop of current regulatory requirements for whistleblower protection (pursuant to EU Directive 2019/1937) and data protection (pursuant to DSGVO), the whistleblower system was revised in the second half of 2021 and has been available in a new version since February 1, 2022. OHB is using the support of the service provider EQS, which specializes in the technical operation of whistleblowing systems by means of internet-based portals, for the provision of the new whistleblowing system We.Create.Integrity. The functional content is designed by OHB and exclusive access and processing by the OHB compliance officers are ensured. The whistleblower system is available in six different languages (German, English, French, Spanish, Italian and Swedish) and can be accessed by anyone inside or outside OHB. This is intended in particular to give customers, suppliers, shareholders and business partners the opportunity to report matters in compliance with the applicable legal regulations on the protection of whistleblowers. It is possible to submit anonymous reports. A personal mailbox can nevertheless be used to communicate with the person making the report without having to disclose his or her identity. An integrated professional case management system ensures compliance with access restrictions for the persons handling the case as well as with deadlines.

The whistleblower system can be accessed via the following URL:
<https://www.bkms-system.com/wecreateintegrity>

7.2 Public policy and regulation

In order to support and promote forward-looking, sustainable space and industrial policy in Germany and Europe and thus to anticipate trends and new markets intensively and at an early stage, OHB maintains a continuous exchange of information with political decision-makers and public-sector representatives at European, federal, state and local level. In addition to its own representative offices in Berlin, Brussels and Paris, OHB is also active in various associations and societies in order to maintain contact with the aforementioned stakeholders and to identify relevant issues to be pursued in a targeted manner. Building on this, several background discussions and events were held in the reporting year to which many decision-makers from various parties were invited. In addition, OHB representatives took part in events held by public authorities, political parties and associations on political and social issues of relevance to OHB as speakers, panelists or guests.

Due to the large proportion of institutional customers, OHB is frequently dependent on political decision-making processes to varying degrees. The reporting year saw the German parliamentary elections in 2021 which, owing to the election campaign and the change at the Federal Government's top which was already certain prior to the election, contributed to the fact that decisions with direct and indirect effects on OHB were not taken or postponed. In addition, the pandemic situation prevented or shortened many planned talks, discussion rounds and events.

One result of the measures described in the first paragraph was the formation of the German Offshore Spaceport Alliance (GOSA), a consortium of four Bremen-based companies which aims to offer a launch facility for small launch vehicles from a mobile launch platform in the German Exclusive Economic Zone in the North Sea (EEZ) from 2023. OHB is participating in the consortium and is responsible for the space-related aspects of the project. The offshore spaceport is intended to provide the space industry in Germany and Europe, which is growing rapidly in the small satellite and microlauncher segments in particular, with the essential building block of a low-cost, central launch site with an optimized carbon footprint, thus creating a closed NewSpace value chain in Germany. Until GOSA was established in December 2020, the project was driven to a large extent by the Federation of German Industries (BDI), with OHB supporting the BDI's talks and initiatives from the beginning and being one of GOSA's founding partners. In September 2021, GOSA signed letters of intent with four European manufacturers of microlaunchers.

It is in the nature of OHB's products and services that the Company frequently submits bids for government agencies, participates in government tenders or enters into contract negotiations with government agencies. It is OHB's basic principle to always compete for contracts by fair and legal means and to conduct contract negotiations in compliance with all applicable customer requirements and legal provisions. Employees are therefore expected to contact the legal department or the management immediately in the event of any uncertainties. In addition, regular reports on this matter are made to the Management Board several times a month.

OHB supports democratic decision-making in the political system of the Federal Republic of Germany by making donations to political parties. Party donations are subject to the applicable law and are approved individually by the Management Board.

The following chart gives an overview of the donations made by the jointly organized Group companies to German political parties in the reporting year and in the previous year. An expansion of the overview to include further Group companies is intended for subsequent reports.

	2021	2020
CDU/CSU	16.500	5.000
Bündnis 90/Die Grünen	11.000	0
SPD	9.000	0
FDP	2.000	0
Total	38.500	5.000

Chart 8: Development of party donations in Germany in EUR

The significant increase in donations in the reporting year is due to the support in the context of the 2021 federal election.

7.3 Corporate security

The protection of information is crucial to OHB's business model. The projects have a very high security requirement and are subject to special project-specific security requirements. The Corporate Security department continuously assesses security risks on an ad hoc basis and derives security measures in accordance with the legal and additionally contractually agreed security requirements in order to ensure a consistently high standard of security in project execution and thus satisfy the specific security requirements of the customers.

The security concept includes physical, personnel, organizational and IT security measures to permanently ensure coordinated and controlled access to the company premises, buildings and work areas. This includes, for example, securing the company premises by an external site security service, managing entry and access rights – both in relation to the various work areas and the IT infrastructure – as well as security instructions and training on IT and information security for employees. The security concept is adapted to the respective security requirements of the projects.

The security measures form part of a strategically oriented, all-round security management system along the entire value chain. They are designed to prevent uncontrolled entry by third parties at all times and to protect OHB's technological expertise as well as project-sensitive information from unauthorized access. Depending on the information's protection requirements, the security measures are integrated into the processes. The focus of information security at OHB is therefore currently on the strong expansion of IT security measures in order to ensure the permanent availability, integrity and confidentiality of data. As part of the development of the information security management system (ISMS), which is based on national and international security standards, the issue of information/cyber security is coordinated and implemented by the Group Information Security Officer, who also acts as the data protection officer, in conjunction with the projects, IT and the Corporate Security department. 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, no security incidents were recorded in the reporting year in which technological expertise or project-sensitive information leaked out in an uncontrolled manner and which would have been reportable to customers on the basis of the security requirements agreed with them. However, unknown persons published a letter of confession on the Internet on 25 November 2021 reporting that an arson attack had taken place at OHB in Bremen. At that time, there was no indication of an arson attack. After the decision was taken to move the company vehicles from the outside car park to the company premises as a preventive measure, incendiary devices were discovered but did not ignite. There was no serious danger to employees and/or properties at any time. On New Year's Eve 2021/2022, there was a further arson attack on an OHB building in Bremen, rendering the entire building temporarily unusable. This incident was reported to all customers. The Corporate Security department informs the Management Board of current developments and results relating to corporate security on a quarterly basis or as quickly as possible if necessary.

8 Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation

8.1 Background

The Taxonomy Regulation is a key component 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 chapter, we as a non-financial parent undertaking present the share of our Group turnover, capital expenditure (CapEx) and operating expenditure (OpEx) for the reporting period 2021, which are associated with Taxonomy-eligible economic activities related to the first two environmental objectives (climate change mitigation and climate change adaptation) in accordance with Art. 8 Taxonomy Regulation and Art. 10 (2) of the "Art. 8 Delegated Act" (Commission Delegated Regulation (EU) 2021/2178).

8.2 Our activities

8.2.1 Core business activities

We have assessed all Taxonomy-eligible economic activities listed in the „Climate Delegated Act“ (Commission Delegated Regulation (EU) 2021/2139) based on our activities as a space and technology group. The Climate Delegated Act focuses on those economic activities and sectors that have the greatest potential to achieve the goal of mitigating climate change. These are those that reduce the need to produce greenhouse gas emissions or reduce the emissions themselves, increase the removal of greenhouse gases in the atmosphere or contribute to the long-term storage of carbon. Sectors covered include energy, selected manufacturing activities, transport and construction.

Following a thorough review involving all relevant departments and functions, we concluded that our core economic activities are not covered by the Climate Delegated and consequently are Taxonomy-non-eligible. It can therefore be concluded that OHB's core business activities are not identified as a relevant source of greenhouse gas emissions.

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) generating 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 transport of our products to our customers and data processing as basic activities necessary for the performance of our core business activities. They are not reported as Taxonomy-eligible activities and are not included in our turnover KPI as they do not generate external turnover on a stand-alone basis.

Regarding CapEx/OpEx related to purchases and measures that we consider individually Taxonomy-eligible, we refer to the explanations in the chapter „CapEx KPI and OpEx KPI“ in the description of our accounting policies.

8.2.2 Performance indicators

The key performance indicators („KPIs“) include the turnover KPI, the CapEx KPI and the OpEx KPI. For the 2021 reporting period, the KPIs have to be disclosed in relation to the Taxonomy-eligible economic activities and the Taxonomy-non-eligible economic activities (Art. 10 (2) of the Art. 8 Delegated Act).

As our economic activities as a space and technology Group are not covered by the Climate Delegated Act, the share of Taxonomy-eligible economic activities in our total turnover is 0 % and consequently the related capital and operating expenditures are also 0 % (cf. chart 9 for our total KPIs). Furthermore, there are no CapEx plans aimed at improving a Taxonomy-eligible economic activity in order to become Taxonomy-aligned or to expand a Taxonomy-aligned economic activity.

In addition, capital and operating expenditures to be reported include those associated with the purchase of output from Taxonomy-eligible economic activities and certain individual measures that enable their target activities to become low-carbon or lead to the reduction of greenhouse gas emissions. Due to our accounting policy in relation to these individually Taxonomy-eligible CapEx/OpEx (cf. chapter „CapEx and OpEx KPI“ in the description of our accounting policies), we report our total KPIs as follows:

	Total (in EUR 000)	Proportion of Taxonomy-eligible economic activities	Proportion of Taxonomy-non-eligible economic activities
Turnover	905.001	0 %	100 %
Capital expenditure (CapEx)	44.599	14 %	86 %
Operating expenditure (OpEx)	23.921	11 %	89 %

Chart 9: Proportion of Taxonomy-eligible and Taxonomy-non-eligible economics activities in turnover, CapEx und OpEx

8.2.3 Accounting policies

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

8.2.3.1 Turnover KPI

The proportion of Taxonomy-eligible economic activities in our total turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy-eligible economic activities (numerator) divided by the net turnover (denominator). The denominator of the turnover KPI is based on our consolidated net turnover in accordance with IAS 1.82(a). For more details on our accounting policies regarding our total turnover, see pages 49 and 50 of our Annual Report 2021.

With regard to the numerator, we have not identified any Taxonomy-eligible activities, as explained above.

Our total turnover can be reconciled to our consolidated financial statements, see income statement on page 40 of our Annual Report 2021 („Revenues“).

8.2.3.2 CapEx- und OpEx-KPI

8.2.3.2.1 CapEx-KPI

The CapEx KPI is defined as Taxonomy-eligible CapEx (numerator) divided by our total CapEx (denominator). With regard to the numerator, we refer to our explanations below.

Total CapEx consists of additions to tangible and intangible fixed assets during the reporting year before depreciation, amortization and remeasurements, including those resulting from revaluations and impairments as well as excluding changes in fair value. It includes additions to fixed assets (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 regarding our CapEx can be found on pages 50-52 of our Annual Report 2021.

Our total CapEx can be reconciled to our consolidated financial statements, see pages 60-62 of our Annual Report 2021 („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 total of the movement types (acquisition and production costs)

- additions and
 - additions from changes in the scope of consolidation
- for intangible assets, right-of-use assets and property, plant and equipment.

8.2.3.2.2 OpEx-KPI

The OpEx KPI is defined as Taxonomy-eligible OpEx (numerator) divided by our total OpEx (denominator). With regard to the numerator, please refer to our explanations below.

Total OpEx consists of direct non-capitalized costs related to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures related to the day-to-day servicing of assets of property, plant and equipment. These include:

- Research and development expenditure recognized as an expense in our income statement in the reporting period (cf. page 50 of our Annual Report 2021). 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 (cf. page 61 of our Annual Report 2021). Even though low-value leases are not explicitly mentioned in the Art. 8 Delegated Act, we have interpreted the legislation as to include these leases.
- Maintenance and repair costs as well as other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment were determined based on 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 renovation measures.

In general, this includes costs for services and material costs for day-to-day servicing as well as for regular and unscheduled 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 Annex I to the Art 8. Delegated Act lists these costs only for the numerator, which does not allow for a mathematically meaningful calculation of the OpEx KPI.

8.2.3.2.3 Explanations on the numerator of the CapEx and the OpEx KPI

As OHB has not identified any Taxonomy-eligible economic activities, we do not record any CapEx/OpEx related to assets or processes associated with Taxonomy-eligible economic activities in the numerator of the CapEx KPI or OpEx KPI.

Only „category c“ CapEx and OpEx can therefore qualify as Taxonomy-eligible, i.e. CapEx/OpEx related to the purchase of output from Taxonomy-eligible economic activities and individual measures enabling certain target activities (our Taxonomy-non-eligible activities) to become low-carbon or lead to greenhouse gas reductions (Section 1.1.2.2. (c) of Annex I to the Art. 8 Delegated Act). As the disclosure requirements for the 2021 financial year relate exclusively to Taxonomy-eligible capital and operating expenditures, we have assessed this category in terms of Taxonomy-eligibility as follows:

We consider CapEx/OpEx attributable to this category to be Taxonomy-eligible when the purchased output/individual measure meets the description of its respective economic activity, e.g. purchase of output from an individually Taxonomy-eligible economic activity, regardless of whether these CapEx/OpEx result in greenhouse gas reductions. We have identified the following economic activities in the Climate Delegated Act resulting in CapEx/OpEx which can be considered as individually Taxonomy-eligible purchased output/measures.

Description of the individually Taxonomy-eligible purchased output/measure	Respective economic activity (Annex I to Climate Delegated Act)
Operation of a combined heat and power plant at a Group location	4.25 Production of heat/cool using waste heat
Vehicle fleet (Rental cars and leasing)	6.5 Transport by motorbikes, passenger cars and light commercial vehicles
Maintenance and servicing of railway infrastructure that runs across a factory site	6.14 Infrastructure for rail transport
All renovation measures of existing buildings	7.2 Renovation of existing buildings
Maintenance and repair of the energy efficiency equipment in existing buildings	7.3 Installation, maintenance and repair of energy efficiency equipment
Maintenance and repair of equipment for the central control of heat flows for building heating and air-conditioning	7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings
Acquisition of buildings (i.e. eligibility of all buildings taking into account the legal or economic ownership, including the right of use from a lease of a building)	7.7 Acquisition and ownership of buildings
Energy management consulting	9.3 Professional services related to energy performance of buildings

Chart 10: Individually Taxonomy-eligible CapEx/OpEx and the respective economic activities

For the allocation of CapEx and OpEx, we have identified the relevant purchases and measures and identified the primarily related economic activity in the Climate Delegated Act. In this way, we ensure that no CapEx or OpEx is considered more than once.

9 Independent Auditor's Opinion on a Limited Assurance Review of the Non-Financial Reporting

To OHB SE, Bremen

We have audited the separate non-financial consolidated report of OHB SE, Bremen, (hereinafter the „Company“) for the period from January 1 to December 31, 2021 (hereinafter the „separate non-financial consolidated report“) to obtain limited assurance.

Our audit does not cover the external sources of documentation or expert opinions mentioned in the separate non-financial consolidated report, which are marked as unaudited.

Responsibility of the legal representatives

The legal representatives of the Company are responsible for the preparation of the separate non-financial consolidated report in accordance with §§ 315c in conjunction with 289c to 289e HGB 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 in this respect, as well as with their own interpretation of the formulations and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted in this respect, as set out in the chapter Consolidated disclosures pursuant to Art. 8 of the Taxonomy Regulation of the separate non-financial consolidated report.

This responsibility of the legal representatives of the company includes the selection and application of appropriate methods for non-financial reporting as well as making assumptions and estimates about individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the legal representatives are responsible for the internal controls that they have deemed necessary to enable the preparation of a separate non-financial consolidated report that is free from material misstatement, whether due to fraud (manipulation of the non-financial report) or error.

The EU Taxonomy Regulation and the Delegated Acts issued in this regard contain formulations and terms that are still subject to considerable uncertainties of interpretation and for which clarifications have not yet been published in every case. Therefore, the legal representatives have set out their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted in this regard in the chapter Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the separate non-financial consolidated report. They are responsible for the justifiability of this interpretation. Due to the inherent risk that indeterminate legal terms can be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

Independence and quality assurance of the audit firm

We have complied with the German professional regulations on independence as well as other professional conduct requirements.

Our audit firm applies the national legal regulations and professional pronouncements – in particular the professional statutes for auditors and certified public accountants (BS WP/vBP) as well as the IDW Quality Control Standard 1 „Requirements for Quality Control in Audit Firms“ (IDW QS 1) issued by the Institute of Public Auditors in Germany (IDW) – and accordingly maintains a comprehensive quality assurance system that includes documented regulations and measures relating to compliance with professional conduct requirements, professional standards as well as authoritative legal and other legal requirements.

Responsibility of the auditor

Our responsibility is to express a verdict with limited assurance on the separate non-financial consolidated report based on our audit.

We conducted our audit 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. Those standards require that we plan and perform the audit 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 consolidated report, except for the external sources of documentation or expert opinions mentioned in the separate non-financial consolidated report, 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 in this regard, as well as the interpretation by the legal representatives as presented in the chapter Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the separate non-financial consolidated report.

In a limited assurance audit, the procedures performed are less extensive in comparison to a reasonable assurance audit and, accordingly, a significantly lower level of assurance is obtained. The selection of the audit procedures is at the auditor's discretion.

In the course of our audit we have, among other things, performed the following audit procedures and other activities:

- Gaining an understanding of the structure of the Group's sustainability organization and how stakeholders are involved
- Interviewing the legal representatives and relevant employees involved in the preparation of the separate non-financial consolidated report about the preparation process, about the internal control system related to this process, and about disclosures in the separate non-financial consolidated report
- Identification of probable risks of material misstatement in the separate non-financial consolidated report
- Analytical assessment of selected disclosures in the separate non-financial consolidated report
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and combined management report
- Assessment of the presentation of the separate non-financial consolidated report
- Evaluation of the process for identifying the Taxonomy-eligible economic activities and the corresponding disclosures in the separate non-financial consolidated report
- Questioning on the relevance of climate risks

The legal representatives have to interpret undefined legal terms when determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation. Due to the inherent risk that undefined legal terms may be interpreted differently, the legal conformity of the interpretation and accordingly our audit in this regard are subject to uncertainties.

Audit opinion

Based on the audit procedures performed and the audit evidence obtained, nothing has come to our attention that causes us to believe that the separate non-financial consolidated report of the company for the period from 1 January to 31 December 2021 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 in this respect as well as the interpretation by the legal representatives as set out in the chapter Consolidated disclosures pursuant to Art. 8 Taxonomy Regulation of the separate non-financial consolidated report. We do not express an opinion on the external sources of documentation or expert opinions mentioned in the separate non-financial consolidated report.

Use limitation for the audit opinion

We draw attention to the fact that the audit was carried out for the purposes of the company and that the audit opinion is only intended to inform the company about the result of the audit. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the audit opinion is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the company alone. We do not accept any responsibility towards third parties. Our audit opinion is not modified in this respect.

Frankfurt am Main, 22 April 2022

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Nicolette Behncke
Wirtschaftsprüferin
(German Public Auditor)

ppa. Meike Beenken