



# CORPORATE RESPONSIBILITY

ESG REPORTING 2023

FACTBOOK

Version 3.0 | July 2023

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## RATINGS



For more than 130 years, we have been taking responsibility: for our employees and products, for the environment and society. And we do so every day.

Founded in 1889, our technology company operates internationally. We are committed to fair competition as well as legal, socially and ethically responsible business practices. Sustainable management in alignment with the environment is an integral part of our business and production processes and serves to secure the company's long-term future. In addition to continuity, economic growth and compliance with the principles of good corporate governance, the responsible and careful use of natural resources is part of our self-image and corporate culture.

Our world is changing rapidly in technical, economic, political and cultural terms. We live more globally, more connected and more digital than ever before, and we are constantly faced with new challenges that need to be mastered. For us at Rheinmetall, however, one thing is certain: mobility and security are and remain basic human needs.

As a major supplier to the automotive industry, the civil sector is contributing that people all over the world reach their destinations in a more environmentally friendly way. In addition to the continuous improvement of products for conventional drive systems, Rheinmetall concentrates on the development of systems for vehicles with hybrid, battery and fuel cell drive systems. With solutions for emission-reduced and electric drives, we support the mobility of the future. Hydrogen is considered a key element in the transition to a climate-neutral energy supply of the future. We are involved in both mobile and stationary applications of hydrogen technology. The spectrum ranges from renewable power generation to the production, storage, distribution and use of hydrogen.

We are a reliable partner for German and international armed and security forces. As a leading European systems house Rheinmetall Defence offers with its product and capability spectrum innovative, state-of-the-art and threat-appropriate security technology for military and civilian applications alike. We protect those who protect us all – against current and future threats.

As a corporate citizen, we have an important role in society because we

- contribute to national growth, stability and security
- actively shape technological change through ambitious research and development
- create high-quality, modern workplaces
- support diversity, build talent and develop employees
- promote employment in supply chains through our business activities
- contribute to the economic prosperity of the communities in which we live and work
- assume social responsibility in society and in the communities where we operate.

We want to take advantage of growth opportunities, sustainably and continuously increase our profitability and successively integrate social and environmental aspects even more strongly into our business activities. In doing so, we also take into account the 17 United Nations Sustainable Development Goals (SDGs), which are set for the year 2030. As a signatory of the UN Global Compact, we are expressly committed to its ten principles in the areas of human rights, labour protection, environment and prevention of corruption.

## **Sustainability to form an integral part of the Group's strategy**

Sustainability has become a guiding principle for both countries and economic areas, and thus an important driving force for society, business and politics.

The year 2015 was of crucial importance. In September of that year, the 2030 Agenda with its 17 goals and 169 sub-goals for sustainable development was adopted by the global community. Behind it is a global plan for peace and prosperity for people and for protecting our planet, now and in the future. Dealing with the consequences of climate change also requires international cooperation and coordinated solutions at all levels. In December, world leaders achieved a historic breakthrough with the Paris Climate Agreement at the UN Climate Change Conference. It marked the beginning of a shift toward a world with net zero emissions.

National, European and international legal requirements to mitigate the consequences of climate change, sustainable finance and human rights due diligence, as well as sustainability scores from customers and suppliers and major (ESG) rating agencies, have since accelerated the impact of sustainability on business.

The Group's increasing focus on sustainability, visible not only in the product portfolio but also with regard to important social and political issues ranging from social responsibility and the fulfillment of human rights to due diligence obligations and climate and environmental protection, is a key component of the Group strategy. With our innovative strength, our product portfolio, the international reach of our business and our own activities in the area of sustainability, we make our contribution to ensuring that the global community achieves the 17 UN Sustainable Development Goals by 2030. The target dimension of sustainability is anchored in the Rheinmetall growth strategy. Across all divisions, we pursue the following core objectives in the area of sustainability:

- Developing and promoting sustainable technologies and products
- Commitment to respecting and safeguarding human rights
- Improving sustainability performance and supply chain transparency
- Aligning sites, business processes and incentive models with sustainability
- Targeted CO<sub>2</sub> neutrality of the company by 2035

Sustainable management in harmony with the environment is a core element of business and production processes and helps to secure the long-term future of the company. In addition to continuity, economic growth and compliance with the principles of good corporate governance, the careful use of natural resources is part of our self-image. We are committed to progressively reducing our environmental footprint, avoiding negative impacts of our business activities on the environment as far as possible and to implementing transformative changes that help protect our planet for the current society and future generations as well as enabling a more sustainable business for the benefit of our stakeholders.

As a long-standing company, we support the 2015 Paris Climate Agreement's goal of limiting global warming to below 2°C, or even better to 1.5°C, by 2100 compared with the pre-industrial era (1850). Carbon neutrality by 2035 refers to emissions within our company in a first step (Scope 1) as well as emissions from the generation of our purchased energy (Scope 2). We also plan to further reduce Scope 3 emissions, e.g. from the procurement of goods and services and to a certain extent from the use phase, in the medium to long term.

A key building block of the EU Green Deal and the EU Action Plan on Financing Sustainable Growth is the European Union's Taxonomy Regulation, which came into effect in July 2020. It aims to increasingly channel capital flows and investments into environmentally sustainable economic activities and projects in order to achieve the European Union's environmental and decarbonization targets for 2030 and become the first climate-neutral economic area by 2050. Rheinmetall supports the general objectives of the EU agenda for financing the transition to a sustainable economy and reports on its business activities classified as taxonomy-eligible or taxonomy-compliant in the categories of sales, CapEx and OpEx.

In addition to our principles on social responsibility (Fair2All international framework agreement), we highlight our commitment to business ethics issues with the joint position paper of the Executive Board and the European Works Council on the transformation and internationalization of the Rheinmetall Group. Furthermore, we are a member of the United Nations Global Compact, a globally established sustainability initiative. As a signatory, we pledge to comply with the ten principles on respect for human rights, fair working conditions, environmental protection and anti-corruption. For us, these form an important guide in responsible corporate governance.

Within our sphere of influence, we see it as our responsibility to promote respect for human rights, prevent human rights violations, and prevent or mitigate potential adverse impacts of risks we have identified and prioritized through various measures. Our commitment relates both to our own business activities and to our suppliers, initially mainly in Tier 1.

Remuneration components, which include sustainability targets, serve to further strengthen sustainable positive corporate development. The implementation of measures relating to environment and society will be taken into account for members of the Executive Board and managers in both the long-term and short-term incentives at 20% from fiscal 2022 and 2023 respectively. Consideration is also being given to including ESG targets at 20% in the short-term incentive program for employees not covered by collective wage agreements.



PERFORMANCE

## Performance

### Share Indicators

#### Rheinmetall share | basic information

Equity as of year-end		2022	2021	2020
Share capital	€ million	111.5	111.5	111.5
Issued shares	Thousands of units	43,559	43,559	43,559
Free float (incl. treasury stocks)	Percent	100	100	100
Treasury stock	Percent	0.6	0.6	0.8

#### Shares

Share price at end of fiscal year (Xetra)	EUR	186.05	83.06	86.58
Performance over the year	Percent	+124	-4	-15
Market capitalization at year-end	€ billion	8.1	3.5	3.8
Average sales per trading day (Xetra)	Thousands of units	251	140	198

#### Rheinmetall Share price development

		2022	2021	2020
Highest closing price (Xetra)	EUR	224.00	92.66	107.95
	Date	12/20/2022	1/20/2021	1/20/2020
Lowest closing price (Xetra)	EUR	84.88	77.00	44.46
	Date	1.3.2022	9/10/2021	3/19/2020

#### Shareholder structure

		2022	2021	2020
Institutional investors	Percent	69	68	66
Europe	Percent	22	23	29
North America	Percent	40	42	36
Rest of world	Percent	7	3	1
Private shareholders	Percent	28	17	17
Rheinmetall Treasury Stocks	Percent	0	1	1
Other	Percent	3	3	3
Not identified	Percent	—	11	13

#### Voting rights notifications in accordance with section 33 of the German Securities Trading Act

		2022	2021	2020
Voting rights ≥ 3 %	Number	4	3	2
Voting rights ≥ 5 %	Number	3	0	1
Voting rights ≥ 10 %	Number	0	0	0

**Earnings per share**

	<b>2022</b>	<b>2021</b>	<b>2020</b>
EUR	11.04	6.72	-0.62

**Dividend per share**

	<b>2022</b>	<b>2021</b>	<b>2020</b>
EUR	4.30	3.30	2.00

**Payout ratio**

	<b>2022</b>	<b>2021</b>	<b>2020</b>
Percent	39	37	34

**Investor relations communications**

	<b>2022</b>	<b>2021</b>	<b>2020</b>
Investor relations contacts and conference calls	Number	1,455	877

**Research-Coverage**

	<b>2022</b>	<b>2021</b>	<b>2020</b>
Investment recommendation   Buy	Number	15	16
Investment recommendation   Hold	Number	2	0
Investment recommendation   Sell	Number	0	0

As of 31 December 2022

## Performance Business Indicators

### Rheinmetall AG

		2022	2021	2020
Sales	€ million	6,410	5,658	5,405
Operating result	€ million	754	594	446
Operating result margin	Percent	11.8	10.5	8.3
EBIT	€ million	731	608	398
EBIT margin	Percent	11.4	10.8	7.4
EBT	€ million	711	582	367
Net income	€ million	535	332	1
Return on capital employed (ROCE)	Percent	21.3	19.0	11.8

### Cashflow

		2022	2021	2020
Cash flow from operating activities	€ million	174	690	453
Cash flow from investments	€ million	-349	-271	-237
Operating free cash flow	€ million	-175	419	217

### Balance sheet

		2022	2021	2020
Total equity	€ million	3,083	2,620	2,053
Total assets	€ million	8,089	7,734	7,267
Equity ratio	Percent	38.1	33.9	28.2
Cash and cash equivalents	€ million	545	1,039	1,027
Total assets less cash and cash equivalents	€ million	7,544	6,695	6,240
Net financial debt (-)/Net liquidity(+)	€ million	-426	118	4
Leverage	Years	1.0	1.1	1.5

### Locations | by regions

		2022	2021	2020
Total	Number	132	133	129
Germany	Number	42	42	40
Europe excluding Germany	Number	45	45	44
Americas	Number	14	15	14
Africa	Number	5	5	5
Asia	Number	18	18	18
Australia	Number	8	8	8

### Customer Countries | by regions

		2022	2021	2020
	Number			
Europe	Number	38	39	39
Americas	Number	26	25	24
Africa	Number	30	30	25
Asia	Number	42	43	47
Rest of world	Number	2	2	2
Total	Number	138	139	137

### Sales | by regions

GRI 102-7

		2022	2021	2020
	€ million			
Germany	€ million	1,890	1,931	1,926
Europe excluding Germany	€ million	2,280	1,745	1,526
Americas	€ million	580	462	437
Asia	€ million	1,048	1,040	926
Rest of world	€ million	612	480	590
Rheinmetall Group	€ million	6,410	5,658	5,405

### Sales | Emerging markets

		2022	2021	2020
	€ million			
	Percent			
Rheinmetall Group	€ million	370	239	334
	Percent	5.8	3.9	5.6

World Bank List of Economies (Februar 2023)

### Sales | Countries | Transparency International Government Defence Integrity Index

		2022	2021	2020
	Percent			
Share of sales in countries band "E" (risk: very high)	Percent	6.8	6.8	1.9
Share of sales in countries band "F" (risk: critical)	Percent	8.1	7.3	7.3

Transparency International Government Defence &amp; Security

### Sales | Countries | Transparency International Corruption Perceptions Index

		2022	2021	2020
	Percent			
CPI-Score ≤ 19   Very high risk	Percent	0.0	0.0	0.0
CPI-Score ≥ 20 to ≤ 39   High risk	Percent	8.1	6.8	9.0
CPI-Score ≥ 40 to ≤ 59   Average risk	Percent	26.4	17.3	15.7
CPI-Score ≥ 60 to ≤ 79   Low risk	Percent	57.6	34.7	33.7
CPI-Score ≥ 80 to 100   Very low risk	Percent	7.9	41.2	41.6

## Performance Business Indicators

### Rheinmetall | Sales | Divisions

		2022	2021	2020
Vehicle Systems	€ million	2,270	1,883	1,846
Weapon and Ammunition	€ million	1,470	1,233	1,199
Electronic Solutions	€ million	1,063	932	931
Sensors and Actuators	€ million	1,382	1,315	1,202
Materials and Trade	€ million	743	651	536
Others/consolidation	€ million	-519	-356	-309
Rheinmetall Group	€ million	6,410	5,658	5,405

### Rheinmetall | Sales | Regions

		2022	2021	2020
Germany	Percent	29	34	36
Europe excluding Germany	Percent	36	31	28
Americas	Percent	9	8	8
Asia	Percent	16	18	17
Rest of world	Percent	10	9	11
Rheinmetall Group	€ million	6,410	5,658	5,405

### Rheinmetall | Operating result | Divisions

		2022	2021	2020
Vehicle Systems	€ million	258	174	149
Weapon and Ammunition	€ million	306	218	184
Electronic Solutions	€ million	118	99	92
Sensors and Actuators	€ million	95	103	36
Materials and Trade	€ million	68	51	29
Others/consolidation	€ million	-90	-49	-44
Rheinmetall Group	€ million	754	596	446

## Performance Finance Indicators

The most important principle for Rheinmetall is to ensure that it remains solvent at all times. Another core task of the Group's centrally organized financial management is to generate a positive contribution to the Group's enterprise value and profitability. The main aim here is to ensure the efficient implementation of financial transactions and to optimize liquidity, capital structure and contractual conditions.

Within the scope of global cash management, excess liquidity at subsidiaries is pooled at the Group headquarters and made available to Group companies based on their liquidity requirements. Its overriding aim – solvency at all times – is secured on the one hand by means of a sufficient liquidity position and on the other hand by contractually agreed bilateral and syndicated credit facilities with banks, which can be drawn on at short notice. In addition, with its investment grade rating and as a listed stock corporation, Rheinmetall has direct access to the money and capital markets at all times. Liquidity requirements are determined on the basis of rolling twelve-month liquidity outlooks and the three-year Group plan and are subjected to a stress test using actuarial model simulations. The knowledge gained from this is used to ensure Rheinmetall's solvency at all times, even in worst-case situations.

Rheinmetall covers its operating financial requirements using a mix of existing liquidity sources across the Group and external, short- and long-term negotiated financial instruments. Here, the financing elements used are broadly diversified in terms of sources, maturities and instruments, and the associated costs are also optimized. This achieves the goal of ensuring sufficient financing scope at all times, even in difficult times. In addition to the approach described for the operating business, long-term real estate loans are also used for investments or development loans, for example to finance research and development activities. Rheinmetall's long-term financing is secured by three main instruments: various promissory note loans, development loans from the European Investment Bank (EIB) and a syndicated credit facility.

### Financing instruments

€ million	Term	Nominal	Financing source
Promissory note loans	2024-2029	253	International financial institutions
Development loans	2023	250	European Investment Bank (EIB)
Research and development I			
Development loans	2028	80	European Investment Bank (EIB)
Research and development II			
Commercial paper (CP)	Unlimited	500	Money market investors
Syndicated loan	2027	500	12 banks
Real-estate financing and development loans	2023-2025	21	banks
Bilateral credit facilities (cash and guarantee credit)	2023	2,900	Banks and insurance companies

As of December 31, 2022

### Moody's rating

	2022	2021	2020
Investment grade	4/26/2022		
Long-term rating	Baa2	Baa3	Baa3
Outlook	Stable	Stable	Stable

## Performance

### Technology and Innovation Indicators

Our corporate responsibility is apparent in our products. Innovative strength and technological competence are key measures of competitiveness in the rapidly changing world of business. Tradition and innovation – the Rheinmetall technology group can draw on more than 130 years of specialist knowledge, system expertise and industry experience in the civilian and military business sectors. Our consistent focus on technology is a prerequisite for not only picking up on the developments of our time, but also for actively helping to shape technological change and, as a result, achieving long-term business success in a diverse range of technologically demanding markets.

As a longstanding technology and innovation partner to our customers, we have a detailed understanding of their requirements. Rheinmetall invests considerable sums year after year in research and development in order to increase its technological expertise, expand its market positions and secure the basis for the company's future success with a diversified product portfolio. Market, industry and technological trends are systematically observed before being analyzed and assessed in terms of their strategic and economic significance. Thanks to close collaboration between Sales, Development, Production, Service and Marketing as well as intensive project work in partnership with our customers, new requirements for products, systems, processes and applications are quickly identified and taken into account in development processes. In addition, experts are involved in the advance development of new technical solutions. Product lines are continuously improved and expanded, while new or associated business areas are gradually developed thanks to innovative products, future-oriented systems and customized services.

In the medium to long term, we also intend to support our company's growth with products that – based on an intensified transfer of technologies between our divisions – are not directly derived from the existing portfolio. In the coming years, we will target our activities to core technologies and dedicated focus areas such as autonomy and robotics, digitalization and connectivity, electrification, hydrogen and decarbonization. Our own application-related research and development work is supplemented by studies into the latest scientific findings from basic research programs. Another key pillar of our research work is collaboration with industrial partners, renowned research institutes and skilled experts, which supports the transfer of knowledge from research into practice.

#### Research & Development

		2022	2021	2020
Employees	Number	4,593	4,380	4,276
	Percent	21.0	21.7	16.9

Total workforce

#### Research & Development

		2022	2021	2020
R&D: Expenses	€ million	351	337	372
of which capitalized	€ million	82	77	47
R&D ratio	Percent	5.5	6.0	6.3

#### Intellectual property rights

		2022	2021	2020
	Number	9,685	8,574	8,115

## Performance Risk Indicators

### Environmental Social Governance

Sustainability risks differ in part from traditional risk assessments in terms of the timescale considered, the assessment of their impact, but also in perspective. For this reason, the process for sustainability risk reporting builds on the existing risk management modules, but goes beyond them in parts. This avoids both duplication of work and double entries while also ensuring comprehensive analysis.

If we do not comply with the increasing regulatory requirements and fail to meet the expectations and requirements of governments, customers, investors, lenders and other financial institutions in the areas of environmental and social responsibility and governance (ESG) to the required extent or level of detail, this can have a negative impact on the Rheinmetall Group's business and earnings. Customers could potentially refuse to award contracts to us, private and institutional investors might refuse to include us in their portfolio, and financial institutes might refuse to issue loans at all or only at an increased cost. We counter these risks through comprehensive and transparent CSR/ESG reporting based on globally recognized standards such as the Global Reporting Initiative and – where possible – through continuous improvement of our customer and CSR/ESG ratings from internationally renowned agencies and institutions (e.g. MSCI, ISS ESG, Sustainalytics, VigeoEiris, Arabesque, Gaia and CDP).

Furthermore, the passing of legislation or regulations for the finance sector could cause institutional investors to restructure their portfolios and reduce or terminate their exposures in companies that operate in industries classed as critical. Possible sector exclusions (e.g. for the weapons and defence industry) could also limit our options to raise capital. Changes to the qualification criteria for being accepted to or remaining on stock indices could also harbor risks for our company.

Business activities that touch on sensitive ESG topics could result in a negative response among stakeholders or trigger negative media reports, which could damage our reputation and jeopardize the achievement of our business goals. This impact could potentially be exacerbated by insufficient crisis communication.

The protection of human rights is an integral part of our social responsibility and anchored in our Group guidelines such as the Code of Conduct, the Supplier Code of Conduct and the principles of social responsibility. Rheinmetall aims to prevent the negative consequences of its business activities and in the supply chain impacting its ability to uphold human rights. It is a matter of course for us to identify human-rights-related risks associated with our business activities and sphere of influence through, for example, adequate due diligence processes and risk analyses and to mitigate these risks as far as possible through suitable measures.

With 132 locations in 33 countries, we are subject during our everyday business to a wide range of legal and regulatory requirements, any of which can be updated, developed or made stricter at ever shorter notice. This applies in particular to provisions relating to not only the environment, chemicals, hazardous substances and critical raw materials, but also occupational and health protection. Adapting to new requirements could increase operating costs or require unscheduled investments. A whole range of different licenses and approvals are also required for our locations and factories and their provisions have to be met, which are subject to renewal, amendment, suspension and revocation by the issuing authority. Violations of relevant official regulations that apply to how we exercise our business activities or infringement of social, (occupational) safety and environmental standards could harm Rheinmetall's reputation and subsequently result in internal or external investigations, requirements, remediation obligations, claims for damages and, under certain circumstances, substantial fines or penalties. We actively counter these risks in various ways, including through high technical standards, integrated management systems and certification in accordance with international standards such as ISO 14001, ISO 50001 and ISO 45001. We evaluate measures that go above and beyond compliance with legal requirements on a cost–benefit basis.

## Performance Risk Indicators

Although we have organizational structures and procedures in place to ensure that we comply with applicable government regulations in the conduct of our business, it cannot be entirely ruled out that violations of applicable government regulations could occur on our part or on the part of third parties with whom we have a contractual relationship and whose actions could be attributed to us.

A large amount of land owned by the Rheinmetall Group has been subject to industrial usage for decades. For this reason, it cannot be ruled out that contamination – for example as a result of production processes or processes to test munitions – has also been generated during this time that Rheinmetall is not yet aware of. Provisions have been recognized for necessary measures to safeguard against or clean up identified pollution. The elimination of leaks or the clean-up of effects resulting from technical failure could give rise to direct costs for the company. It is possible that the relevant authorities may issue regulations that require costly clean-up measures. We counter potential environmental risks by implementing statutory environmental standards, certified environmental management systems, proper and safe storage of hazardous substances, and environmentally friendly disposal of waste and hazardous materials via certified service providers. At our different locations, special organizational units ensure that the relevant legislation and regulations are observed and that further technical options for mitigating environmental risks are identified. The tightening of environmental protection provisions and environmental standards could lead to additional unplanned costs and liability risks over which Rheinmetall would have no influence. For certain environmental risks, we have taken out liability insurance policies with coverage amounts that we consider customary and appropriate for the industry. Losses could be incurred from environmental damage that exceed the insured amounts or are not covered by insurance.

Risks attributable to climate change are currently already beginning to emerge. These can be chronic and acute physical risks such as the rise in average temperature, rising sea levels, extreme weather events, sharply fluctuating water levels, increasing heat waves and droughts affecting property. With regard to production sites, production interruptions, delivery delays or delivery failures represent significant risks. These may be exacerbated by more intense and frequent extreme weather events. Transitory risks from climate change arise from cross-sector structural change due to the transition to a lower-carbon economy. They relate in particular to changes in the legal framework and tighter limits at national or transnational level. These include, for example, increasing efforts by legislators to introduce CO<sub>2</sub> pricing via emissions trading systems, to levy additional taxes and to tighten energy legislation. Furthermore, Rheinmetall's emissions balance and intensity could lead to a negative perception and limited attractiveness among stakeholder groups such as customers and investors. Climate protection measures also entail financial risks, for example due to increased energy and investment costs, emerging levies for CO<sub>2</sub> emissions or extended specifications for products.

To identify and better assess risks from climate change more reliably, Rheinmetall carried out a comprehensive site-specific assessment on its production sites in the year under review using database content from a renowned service provider in accordance with the parameters of the Task Force on Climate-related Financial Disclosure. A scenario analysis was also carried out for these production sites using parameters from the IPCC for the historical, 2045, and 2070 periods. We are making a contribution to prevention with some of our products in civil business sectors and by successively reducing our CO<sub>2</sub> emissions as part of energy and carbon management. We have set ourselves the ambitious goal of being carbon neutral by 2035.

**Environmental risks**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	€ million			
Provisions		27	28	26

**Risk classification**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
Environmental Social Governance	Risk class	Medium risk	Medium risk	—
Public perception and corporate social responsibility	Risk class	Low risk	—	Low risk



PEOPLE



## People

### Employee Indicators

Rheinmetall's success depends to a great extent on the ideas, expertise, motivation and commitment of its employees. The Rheinmetall Group is faced with increasingly tough competition from other companies to gain qualified personnel. Acquiring skilled employees for the companies is therefore a key task in our HR work. In addition to performance-based remuneration and progressive benefits, we attach particular importance to having a wide spectrum of career opportunities on offer in the Rheinmetall Group companies. Further training, assuming responsibility and promotion opportunities have a high degree of relevance for the commitment and satisfaction of our employees. We offer interdisciplinary career paths, deployment opportunities to international locations, and tailored training opportunities for individual professional and personal development. A customer-focused corporate culture, based on the values of respect, trust and openness and in which the performance and commitment of each individual is appreciated, is a key requirement for being attractive as an employer.

#### Employees | by segments

GRI 102-8

		2022	2021	2020
	Number			
Rheinmetall Divisions	Number	26,971	25,537	24,789
Germany	Number	13,597	12,898	12,472
Abroad	Number	13,374	12,639	12,317
Rheinmetall AG and Service companies	Number	762	626	540
Germany	Number	611	478	408
Abroad	Number	15	148	137
Rheinmetall Group	Number	27,733	26,163	25,329
Germany	Number	14,208	13,376	12,875
Abroad	Number	13,525	12,787	12,454
Total workforce				

#### Employees | by divisions

GRI 102-8

		2022	2021	2020
	Number			
Vehicle Systems	Number	6,164	5,327	4,840
Weapon and Ammunition	Number	5,418	5,204	5,112
Electronic Solutions	Number	3,867	3,563	3,357
Sensors and Actuators	Number	4,880	4,739	4,954
Materials and Trade	Number	2,699	2,614	2,498
Pistons	Number	3,943	4,090	4,028
Rheinmetall AG and Service companies	Number	762	626	540
Rheinmetall Group	Number	27,733	26,163	25,329
Total workforce				

**Employees | by regions**

<b>GRI 102-8</b>					
			<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	Number	27,733	26,163	25,329	
Germany	Number	14,208	13,376	12,875	
Abroad	Number	13,525	12,787	12,454	
EU (excluding Germany)	Number	6,279	5,866	5,784	
North America	Number	2,323	2,201	2,162	
South America	Number	1,192	1,304	1,172	
Asia	Number	1,599	1,518	1,548	
Africa	Number	1,277	1,272	1,315	
Australia	Number	855	626	473	
Share Abroad	Percent	48.8	48.9	49.2	
Total workforce					

**Employees | by gender**

<b>GRI 102-8</b>					
			<b>2022</b>	<b>2021</b>	<b>2020</b>
Total	Number	5,715	5,328	5,222	
Germany	Number	2,779	2,606	2,542	
Abroad	Number	2,936	2,722	2,680	
EU excluding Germany	Number	1,250	1,158	1,165	
North America	Number	394	638	625	
South America	Number	419	134	130	
Asia	Number	306	282	295	
Africa	Number	387	377	369	
Australia	Number	175	133	96	
Share Abroad	Percent	51.4	51.1	51.3	
Total workforce					

**Employees | by employment type**

<b>GRI 102-8</b>					
			<b>2022</b>	<b>2021</b>	<b>2020</b>
Full-time workforce	Number	26,487	25,018	24,231	
	Percent	96	96	96	
Part-time workforce	Number	1,246	1,145	1,098	
	Percent	4	4	4	
Rheinmetall Group	Number	27,733	26,163	25,329	
	Percent	100	100	100	
Salaried workforce					

## People

### Employee Indicators

#### Employees | by contract type GRI 102-8

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number	26,676	25,302	24,655
	Percent	96	97	97
Permanent	Number	1,057	861	674
Part-time	Percent	4	3	3
Rheinmetall Group	Number	27,733	26,163	25,329
	Percent	100	100	100
<b>Total workforce</b>				

#### Employees | by contract type GRI 102-8

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number	10,235	9,803	9,532
Workforce covered by collective wage agreements	Number	1,648	1,582	1,540
Workforce not covered by collective wage agreements	Number	210	219	227
Managers	Number	Salaried workforce Germany		

#### Employees | represented by a trade union or covered by collective bargaining agreements

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number	14,208	9,803	9,532
Germany	Number	6,279	5,866	5,784
Europe excluding Germany	Number	20,487	15,669	15,316
Total	Percent	73.9	60.0	60.5
<b>Total workforce</b>				

#### Employees | Postings

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number	61	61	61
Expats	Number	Germany		

#### Temporary staff

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number	Temporary workforce		
<b>Temporary staff</b>				

### Trainees

		2022	2021	2020
Trainees	Number	766	796	746
Germany	Number	412	406	405
Abroad	Number	406	390	341
Trainee ratio	Percent	3	3	3
Germany	Percent	3	3	4
Abroad	Percent	3	3	3
Total workforce				

### Trainees | by gender

		2022	2021	2020
Female	Number	90	109	101
Germany	Number	69	73	68
Abroad	Number	21	36	33
Male	Number	676	687	645
Germany	Number	343	333	337
Abroad	Number	333	354	308
Share of female trainees	Percent	12	14	14
Germany	Percent	17	18	17
Abroad	Percent	6	9	10
Total workforce				

### Trainees | joining

		2022	2021	2020
Trainees joining the company	Number	289	382	270
Germany	Number	171	129	125
Abroad	Number	118	253	145
Total workforce				

### Trainees | taking up employment

		2022	2021	2020
Trainees taking up employment	Number	153	137	112
Germany	Number	99	99	93
Abroad	Number	54	38	19
Total workforce				

## People

### Employee Indicators

#### Training courses

		2022	2021	2020
Industrial/technical skilled occupations	Number	27	26	45
Commercial skilled occupations	Number	7	7	10
Dual courses of study	Number	14	12	36

#### Trainees | by occupations

		2022	2021	2020
Trainees industrial/technical skilled occupations	Number	632	635	619
Germany	Number	333	320	324
Abroad	Number	299	315	295
Trainees commercial skilled occupations	Number	134	161	127
Germany	Number	79	86	81
Abroad	Number	55	75	46
Share of trainees receiving training for industrial/technical occupations	Percent	83	80	83
Share of trainee receiving training for commercial occupations	Percent	17	20	17
Total workforce				

#### Graduates

		2022	2021	2020
Graduates	Number	50	58	48
Germany	Number	45	36	45
Abroad	Number	5	22	3
Salaried workforce				

#### Interns

		2022	2021	2020
Interns	Number	163	140	173
Germany	Number	51	68	64
Abroad	Number	112	72	109
Interns during the year	Number	480	418	414
Germany	Number	229	199	210
Abroad	Number	251	219	204
Salaried workforce   on the reporting date				

### Nationalities represented in German workforce

		2022	2021	2020
	Number	858	837	826
Employees with non-german nationality	Number	858	837	826
Nationalities represented in German workforce	Number	69	69	70

Workforce Germany

### Certification | ISO 45001

		2022	2021	2020
	Number	11,530	5,326	5,090
Coverage workforce	Number	11,530	5,326	5,090
	Percent	42	20	20

Total workforce

### Employer ranking

		2022	2021	2020
trendence-Students				
Students - Mechanical Engineering	Place	17	24	43
Students - Automation Technology	Place	—	27	43
Young Professionals - Mechanical Engineering	Place	—	16	15
Universum- Germany Top 100 Ideal Employers				
Young Professionals Engineering	Place	22	25	34
Young Professionals IT	Place	61	86	62
Germany's Best Employers by "Stern" magazine				
Automotive and suppliers	Place	15	18	—
Rail, ship and aircraft construction	Place	12	24	—

### Employee share programme

		2022	2021	2020
	Number	66,905	105,118	95,219
Shares acquired	Number	66,905	105,118	95,219
Participating companies	Number	37	27	25
Eligible employees	Number	14,646	12,551	12,024
Participating employees	Number	3,968	3,321	2,829
Participation rate	Percent	27	26	24

### Corporate suggestion scheme

		2022	2021	2020
	Number	18,834	22,362	16,169
Improvement proposals submitted	Number	18,834	22,362	16,169

Total workforce

## People

### Employee Indicators

Personnel expenses		GRI 201-1		
		2022	2021	2020
Personnel expenses	€ million	1,836	1,643	1,537
Personnel expenses / employees	€ thousand	87	83	79
Sales / employees	€ thousand	304	285	278
Personnel expenses ratio	Percent	29	29	28

Personnel expenses		GRI 201-1		
		2022	2021	2020
Wages and salaries	€ million	1,530	1,353	1,244
	Percent	83	82	81
Social contributions and expenses for benefits	€ thousand	173	160	145
	Percent	9	10	9
Pension expenses	€ thousand	117	112	105
	Percent	7	7	7
Expenses for social plans, severance payments, partial retirement	€ thousand	16	17	43
	Percent	1	1	3
Total personnel expenses	€ million	1,836	1,643	1,537
	Percent	100	100	100

Defined benefit pension plans		GRI 201-1		
		2022	2021	2020
Pension provisions	€ million	484	773	1,177

Recruiting		GRI 201-1		
		2022	2021	2020
Applications via TalentLink	Number	73,250	58,020	60,678

Recruiting		GRI 201-1		
		2022	2021	2020
Vacant positions	Number	3,189	2,287	1,844
Occupied positions	Number	1,840	1,480	1,111

<b>Entries</b>		<b>GRI 401-1</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
External job market	Number	3,962	3,002	2,109
Germany	Number	1,454	1,134	763
Abroad	Number	2,508	1,868	1,346
Internal transfers	Number	831	557	282
Germany	Number	709	439	192
Abroad	Number	122	118	90
Transfer of trainees	Number	153	137	112
Germany	Number	99	99	93
Abroad	Number	54	38	19
Rheinmetall Group	Number	4,946	3,696	2,503
Germany	Number	2,262	1,672	1,048
Abroad	Number	2,684	2,024	1,455
Salaried workforce				
<b>Average age at entry</b>		<b>GRI 401-1</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Germany	Years	34.4	33.4	32.6
<b>Leaves</b>		<b>GRI 401-1</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Employee-initiated	Number	1,495	1,190	879
Germany	Number	386	263	205
Abroad	Number	1,109	927	674
Employer-initiated	Number	438	360	716
Germany	Number	67	96	79
Abroad	Number	371	264	637
Neutral reasons	Number	920	1,056	1,175
Germany	Number	537	655	645
Abroad	Number	383	401	530
Rheinmetall Group	Number	2,853	2,606	2,770
Germany	Number	990	1,014	929
Abroad	Number	1,863	1,592	1,841
Salaried workforce				
<b>Fluctuation rate</b>		<b>GRI 401-1</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Leaves in total	Percent	11.6	11.2	12.1
Employer initiated terminations	Percent	1.8	1.5	3.1
Resignation	Percent	6.1	5.1	3.8
Neutral leaves	Percent	1.8	4.5	5.1
Salaried workforce				

## People

### Employee Indicators

Parental leave		GRI 401-3		
		2022	2021	2020
Female employees	Number	112	115	96
Male employees	Number	54	49	40
Rheinmetall Group	Number	166	164	136
including returnees working part-time	Number	28	14	22
Workforce Germany				
Temporary leave re care		GRI 401-3		
		2022	2021	2020
Female employees	Number	0	0	1
Male employees	Number	0	1	0
Rheinmetall Group	Number	0	1	1
Workforce Germany				
Absenteeism		GRI 403-10		
		2022	2021	2020
Germany	Hours	8,818,593	8,004,068	5,315,300
Total Workforce				
Sick leave		GRI 403-10		
		2022	2021	2020
Rheinmetall Group	Percent	4.6	4.5	4.7
Accidents at Work		GRI 403-9		
		2022	2021	2020
Rheinmetall Group	Number	309	317	279
Lost Time Incident Rate (LTIR)		GRI 403-9		
		2022	2021	2020
Rheinmetall Group	Factor	6.1	6.5	5,9
per one million working hours				
Tenure   Workforce				
		2022	2021	2020
Length of service	Years	11.0	11.8	11.9
Germany	Years	12.6	13.5	13.9
Abroad	Years	9.4	10.0	9.8
Salaried workforce				

**Age brackets****GRI 405-1**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
≤ 24 years	Number	959	807	763
25 to 29 years	Number	2,257	2,211	2,237
30 to 39 years	Number	7,555	7,034	6,785
40 to 49 years	Number	6,851	6,404	6,105
50 to 59 years	Number	6,349	6,110	6,010
60 to 64 years	Number	2,079	2,010	1,956
≥ 65 years	Number	283	270	244
Rheinmetall Group	Number	26,333	24,846	24,100

Salaried workforce

**Age categories****GRI 405-1**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
Post-war generation (Years 1946-1955)	Number	87	117	230
Generation Babyboomer (Years 1956-1965)	Number	4,136	4,560	4,935
Generation X (Years 1966-1980)	Number	9,799	9,367	9,125
Generation Y (Years 1981-1995)	Number	10,617	9,700	9,039
Generation Z (Years from 1996)	Number	1,690	1,097	766
Total	Number	26,329	24,841	24,095

Salaried workforce

**Management level | by gender****GRI 405-1**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
Executives	Number	13	19	—
Female	Number	1	0	—
Male	Number	12	19	—
Top Management	Number	127	125	—
Female	Number	16	14	—
Male	Number	111	111	—
Senior Management	Number	300	410	—
Female	Number	33	49	—
Male	Number	267	361	—
Management	Number	2,019	1,741	—
Female	Number	254	203	—
Male	Number	1,765	1,538	—
Professionals	Number	14,312	4,715	—
Female	Number	2,985	990	—
Male	Number	11,327	3,725	—

Total workforce | Data for 2020 not available | Change of parameters

## People

### Employee Indicators

Female employees   by segments		GRI 405-1		
		2022	2021	2020
Divisions	Number	5,465	5,124	5,028
	Percent	20.3	21.9	22.0
Rheinmetall Holding and service companies	Number	250	204	194
	Percent	32.8	32.7	35.9
Rheinmetall Group	Number	5,715	5,328	5,222
	Percent	20.6	20.4	20.6
Total workforce				

Female employees   by countries		GRI 102-8		
		2022	2021	2020
Australia	Number	175	133	96
Austria	Number	133	125	116
Brazil	Number	124	134	130
Canada	Number	77	78	78
China	Number	208	181	174
Czech Republic	Number	301	305	324
France	Number	79	81	99
Germany	Number	2,779	2,606	2,542
Hungary	Number	23	0	0
India	Number	13	20	26
Italy	Number	163	160	152
Japan	Number	61	54	69
Malta	Number	0	2	2
Mexico	Number	295	281	268
Netherlands	Number	9	5	11
Norway	Number	11	13	11
Poland	Number	3	1	1
Russian Federation	Number	5	5	5
Saudi Arabia	Number	2	1	1
Singapore	Number	11	10	10
South Africa	Number	387	377	369
South Korea	Number	1	1	1
Spain	Number	154	154	154
Switzerland	Number	226	191	188
Turkey	Number	4	4	3
United Arab Emirates	Number	6	6	6
United Kingdom	Number	148	121	107
United States of America	Number	317	279	279
Rheinmetall Group	Number	5,715	5,328	5,222
Total workforce				

**Female employees | by regions****GRI 102-8**

		<b>2022</b>	<b>2021</b>	<b>2020</b>
	Number			
Total	Number	5,715	5,328	5,222
Germany	Number	2,779	2,606	2,542
Abroad	Number	2,936	2,722	2,680
EU excluding Germany	Number	1,250	1,158	1,165
North America	Number	394	638	625
South America	Number	419	134	130
Asia	Number	306	282	295
Africa	Number	387	377	369
Australia	Number	175	133	96
Share Abroad	Percent	51.4	51.1	51.3
Total workforce				

**Management levels | Percentage of women | Objectives**

		Managing Board/ Managing Directors	1st Manage- ment level	2nd Manage- ment level
	Percent			
Rheinmetall AG	Percent	33.3*	14.8	27.3
Rheinmetall Electronics GmbH	Percent	0	11.11	4.88
Rheinmetall Landsysteme GmbH	Percent	0	7.14	12.96
Rheinmetall Waffe Munition GmbH	Percent	0	8.7	7.1
Pierburg GmbH	Percent	0	16.7	12.5
KS Kolbenschmidt GmbH	Percent	0	8.3	14.3
KS Gleitlager GmbH	Percent	0	0	0
KS HUAYU AluTech GmbH	Percent	0	30	0
Pierburg Pump Technology GmbH	Percent	0	0	4.17

\*Period from 1 July 2022 to 30 June 2025, Period from 1 July 2022 to 30 June 2027

**Supervisory Boards | Percentage of women | Objectives**

		Objective
	Percent	
Rheinmetall Electronics GmbH	Percent	16.67
Rheinmetall Landsysteme GmbH	Percent	8.33
Rheinmetall Waffe Munition GmbH	Percent	16.67
Pierburg GmbH	Percent	11.11
KS Kolbenschmidt GmbH	Percent	16.67
KS Gleitlager GmbH	Percent	16.67
KS HUAYU AluTech GmbH	Percent	11.11
Pierburg Pump Technology GmbH	Percent	16.67

Period from 1 July 2022 to 30 June 2027

## People

### Employee Indicators

#### Management programs | Percentage of women

		2022	2021	2020
Women	Number	48	49	36
	Percent	17	19	15
Young Manager Program	Number	15	21	14
	Percent	31	43	13
International Young Manager Program	Number	12	13	12
	Percent	25	27	32
Manager Leadership Program	Number	9	6	4
	Percent	19	12	8
International Manager Leadership Program	Number	2	7	4
	Percent	4	14	
Executive Development Program	Number	—	2	2
	Percent	—	4	4
International Executive Development Program	Number	1	—	—
	Percent	2	—	—

#### International Framework Agreement

		2022	2021	2020
Coverage of workforce	Percent	100	100	100
Coverage by Global Framework Agreement				

#### Broad-Based Black Economic Empowerment | South Africa

		2022	2021	2020
Rheinmetall Denel Munition Pty., Ltd.	Level	2	2	3

#### Employees | South Africa

Rheinmetall Denel Munition Pty., Ltd.		2022	2021	2020
Total				
White	Percent	20	20	21
African	Percent	38	38	37
Coloured	Percent	40	40	40
Indian	Percent	2	2	2
Male	Percent	73	74	75
Female	Percent	27	26	25
Workforce South Africa				

### Employees | South Africa

Rheinmetall Denel Munition Pty., Ltd.		2022	2021	2020
<b>Top Management</b>				
White	Percent	70	71	67
African	Percent	10	14	17
Coloured	Percent	10	0	0
Indian	Percent	10	14	17
Male	Percent	90	86	83
Female	Percent	10	14	17
<b>Senior Management</b>				
White	Percent	69	67	63
African	Percent	11	8	9
Coloured	Percent	11	14	17
Indian	Percent	9	11	11
Male	Percent	86	89	83
Female	Percent	14	11	17
<b>Professionally Qualified</b>				
White	Percent	55	60	66
African	Percent	25	24	17
Coloured	Percent	12	11	11
Indian	Percent	7	6	5
Male	Percent	82	82	84
Female	Percent	18	18	16
<b>Technical Skilled</b>				
White	Percent	18	19	21
African	Percent	36	35	34
Coloured	Percent	45	46	43
Indian	Percent	1	1	2
Male	Percent	74	76	78
Female	Percent	26	24	23

Workforce South Africa

## People

### Employee Indicators

#### Diversity

In times of accelerating change in technology, business and society, ensuring equal opportunities and promoting diversity is an important task for HR at Rheinmetall. For us diversity is a key value, and in times of transformation a major factor for innovation and steady growth. We value all people regardless of gender, age, sexual identity, educational background, state of health, ethical or social background, skin color, religion, culture, ideology or other personal characteristics. For us it is important to create a secure and integrative working environment, one marked by respect, in which each person is equal, treated fairly and can maximize his or her potential.

The corporate philosophy, the Code of Conduct, the principles of social responsibility and the Diversity Policy establish the framework for promoting diversity and equal opportunity as well as acting against discrimination. By signing the Diversity Charter, we are underlining this stance and making it clear to the public as well.

To mark International Diversity Day at the end of May 2022, teams at national and international locations were invited to take part in a Group-wide photo competition to show how diversity is put into practice in their day-to-day work. The accompanying online program also offered training units on unconscious bias and enabled an interactive exchange with the Head of HR. In year under review, preparations were also made to expand the range of advice and support services offered by the established ViVa Family and Care Service at the German locations to include the Diversity Advice module from January 2023.

We attach importance to the fact that this internationality is evident not only in the workforce but also at management level. Where possible, local talent is used when filling management positions outside Germany. We encourage our workforce to network within the company and to move to another unit or site. In the year under review, 61 German employees (previous year: 61) used the ex-pat program, strengthening international cooperation and supporting the willingness of employees in other countries to make an internal move. Another example of how we promote mobility in the Group is the “Job Matchpoint” platform, in which Talent Acquisition Consultants from the Recruiting Center provide advice on searching for new professional perspectives within the Rheinmetall Group to employees, trainees and apprentices or those on a dual course of study when they come toward the end of their training period.

The percentage of women occupying management positions in our technology group remains lower than in other industries or branches of industry. Generally, the security and defence as well as automotive sectors are preferred by men, who predominantly tend to choose technical or scientific subjects for study and professional training. What is more, due to what in some cases is a heavier physical burden in the commercial area, at 16% the share of female applications is relatively low in the year under review.

Despite the difficult initial situation, which is inherent to the industry, the goals which have been pursued for several years now in the area of diversity, which include recruiting more women to work at Rheinmetall, supporting female talents more strongly and increasing the overall number of women at all levels, are being advanced by a mix of strategic and operating measures.

Together with Diversity, Recruiting and Employer Branding, the Human Resources department at the Rheinmetall Group develops systematic recruitment approaches, training concepts and personnel development measures designed to ensure a fair share of women in management, and through which it also prepares itself for future management tasks. Gradually increasing the share of woman among the high potentials will result in significantly increasing the proportion of women in management positions, without specifying a fixed ratio for the share of women. Female young potentials are encouraged in a targeted fashion, and are supported in setting ambitious professional objectives and to continue pursuing them across any family phases.

Here Rheinmetall is accommodating with family-friendly work conditions. In the past fiscal year, the share of women in the national and international Young Manager Program was 17% and 27% respectively, and 9% and 7% in the two Manager Leadership Programs.

The international community of female employees at Rheinmetall, organized under the LinkedIn network women@Rheinmetall, held an international conference in December 2022. More than 200 participants experienced a varied program that focused on the future of Rheinmetall and included technological innovations as well as outlooks on the transformation of the Rheinmetall Group. The platform offers its more than 650 members from 20 countries a forum for transferring knowledge, exchanging experience and providing advice and support in professional matters.

### Inclusion

Our open corporate culture ensures that employees with health problems or disabilities are fully integrated in working life at Rheinmetall, where they have every opportunity to bring their talents and skills to the table and prove what they can do. Once again, the focus here is on developing existing strengths and potential. It is vital here that workstations are individually adapted to the type and degree of disability, enabling (further) employment with physical disabilities or easing reintegration into normal working life. In the year under review, the German-based Rheinmetall Group companies employed 644 severely disabled people (previous year: 606), who are represented by the Group representative body for severely disabled employees.

### Disability

		2022	2021	2020
Disabled persons	Number	644	606	582
Disability rate	Percent	4.5	4.5	4.5
Workforce Germany				

Rheinmetall AG held its second Inclusion Day in June 2022. The representatives of the inclusion teams at 18 locations and the head of the Group representative body for severely disabled employees met under the leadership of the Head of HR to exchange experiences. The topics discussed included training places for severely disabled people, regulations on accessibility including recruiting, a training concept for managers and risk assessment. In addition, possible targets for the revision of the inclusion agreement concluded in February 2020, the term of which was extended in February 2022 to the end of August 2023, were discussed.

## People

### Social Indicators

Social acceptance is an important requirement for companies' economic success. Many Rheinmetall companies can look back on a long history. They have been connected with their sites for many years and are strongly rooted in the local community – after all, this is where their employees and business partners live. In some cases, major customers are based there. Rheinmetall is a living, breathing part of society and participates actively in it and not just in a financial sense. We get involved in the areas of education, sport and culture and also provide direct support for local social projects and charitable organizations. By adding value locally, we also contribute to regional development. Flourishing production sites do not only mean attractive, highly skilled jobs and training places close to home but also orders for local suppliers and service providers. In addition, a large part of the sales generated by the companies returns to the respective economies via the employees, public sector and the shareholders. Capital expenditure in future growth is financed via the funds remaining in the Rheinmetall Group. We also make major contributions to society as an employer and client as well as with our products and the transfer of knowledge.

Sponsorship	GRI 413-1		
	2022	2021	2020
€ thousand	209	327	716

Donations	GRI 413-1		
	2022	2021	2020
€ thousand	237	252	132

#### Integration of stakeholder groups

We want to live up to our social responsibility, take advantage of growth opportunities and successively anchor ecological and social aspects even more firmly in our business activities. The company's focus on sustainability, which is particularly evident in the further development of our product portfolio, allows us to contribute to managing the transformation of the economy as well as mitigating – where possible – the consequences of climate change within the scope of our abilities.

Sustainability management at Rheinmetall also takes account of the precautionary principle. Any possible adverse impact on humans and the environment as a result of the Group's business activities should be considered at an early stage and be excluded or reduced as far as possible. If we know the interests, positions, attitudes, opinions and concerns of our key stakeholders, we can focus our commercial decisions more effectively in line with their expectations.

With 206 companies in 33 countries, we have a very prominent presence in our markets and enjoy continual and lively dialogue with various stakeholders, which include customers and business partners, private shareholders and institutional investors, employees, suppliers, representatives of the media, representatives of the worlds of science and research, society, politicians and authorities as well as representatives from associations and organizations. This allows us to establish and develop important relationships as well as to receive inspiration and specific proposals at an early stage, also for our sustainability strategy and activities.

STAKEHOLDER	FORMATS
	CUSTOMERS AND BUSINESS PARTNERS Close contact to and intensive consultation with clients; client events, trade shows, corporate communications media and customer surveys
	SHAREHOLDERS AND INVESTORS Annual shareholders' meeting, capital market conferences and roadshows, analyst and investors' meetings, financial ratings, financial communications, investor relations online portal and capital markets days
	EMPLOYEES CEO letters, personal meetings, employee surveys, internal media, dialog and information events, annual management conferences, employee suggestion program, employee newsletters, works council committees and seminars
	SUPPLIERS Supplier meetings, supplier conferences, supplier development, supplier audits and supplier surveys
	MEDIA Press releases, press conferences, meetings with representatives of the financial and trade press, internet, social media channels, trade shows and factory tours
	KNOWLEDGE AND RESEARCH Group research projects, grants for research projects, partnerships with colleges, award of master's theses, lectures/discussions at colleges, foundation professorships and participation in conferences
	SOCIETY Press information, discussions with financial and trade press, internet, social media, participation in surveys and studies, answering individual queries and dialog with rating agencies on corporate social responsibility in the Rheinmetall Group, participation in events and conferences in the region, and personal meetings
	POLICY AND ADMINISTRATION Parliament evenings, political discussions, background discussions, factory tours and trade shows
	ASSOCIATIONS AND ORGANIZATIONS Meetings and committees, forums and events

## Exhibitions

		2022	2021	2020
Rheinmetall Group	Number	15	7	3

## People

### Social Indicators

#### Transparency in the supply chain

We procure goods and services from countries all over the world to manufacture our products. Due to the extensive and highly diverse product portfolio, some of the supply chains of the Rheinmetall Group are extremely complex, globally fragmented and also subject to constant change. In a company that has international production plants and sales activities, upholding environmental and human rights due diligence obligations is a major challenge connected with a significant responsibility.

A growing number of national and supranational laws and regulations govern the assumption of responsibility in global supply chains. The German Supply Chain Due Diligence Act, which particularly obliges companies to monitor their suppliers with regard to compliance with internationally recognized human rights and environmental concerns and to ensure lawful dealings with partners throughout the entire supplier relationship. The law is to be applied from January 1, 2023 for companies based in Germany with more than 3,000 employees.

In the year under review, we worked on setting up a new risk management system, designing new processes and establishing governance in order to be able to meet and document the requirements of the German Supply Chain Due Diligence Act in the supply chain area from 2023.

The methodical, objective and reliable assessment in terms of sustainability across the very complex international supplier basis requires a Group-wide, standardized, system-supported process for recording and analyzing supplier information to assess the sustainability performance of our most important suppliers. To do this, we use the methodology stored in the web-based platform of the internationally renowned service provider EcoVadis.

The ESG rating is based on a Self-Assessment Questionnaire (SAQ) tailored to the respective supplier regarding three risk aspects (company size, industry/sector, purchasing parameters), the review of submitted verification documents, and the evaluation of information from external sources. EcoVadis checks the individual aspects included in a total of 21 indicators in the areas of environment, labor and human rights, ethics and sustainable procurement. In the process we want to increase not only the transparency of the sustainability performance of the individual suppliers, but also achieve more targeted management of the risks and opportunities in relation to sustainability in our supply chains.

In a structured assessment process, on the basis of self-disclosure using a risk-based approach suppliers are requested to present their processes for securing the individual sustainability criteria, especially on environment, working conditions, human rights, fair working practices and sustainable procurement. In this way, suppliers which represent a risk can be identified more quickly and more reliably. Any identified gaps or risk aspects are then transferred into corresponding risk-mitigating action plans. The aim of all measures is to initiate actual changes for the better in our suppliers' environmental, social, labor and governance standards.

As part of the evidence-based ESG assessment, around 2.5% of the suppliers considered up to that point were classified as high or very high risk in the first stage of the risk assessment as part of the pilot project at the end of fiscal 2022. In the second phase, these identified suppliers were either requested to submit their EcoVadis scorecard or were asked to submit an SAQ. The evaluation of the scorecards shared with us by the end of 2022 shows that, according to the EcoVadis methodology, two-thirds of these suppliers have a sustainability performance rated "Good" (score 45-64) by EcoVadis. We will enter into a dialog with the suppliers who have declined an EcoVadis assessment or whose assessment has expired in 2023 as part of supply chain relationship management.

The central Compliance Due Diligence center of expertise also conducts business partner reviews for new and existing suppliers using defined criteria and value thresholds, which also include ESG aspects such as human rights and environmental factors. In the event of any anomalies, the central area Corporate Social Responsibility is informed and then, in conjunction with the specialist departments in question, checks and clarifies the issue identified.

## People

### Social Indicators

#### Suppliers | by region

		2022	2021	2020
Production Material				
Share of Germany	Percent	49	49	47
Share of EU (excluding Germany)	Percent	19	21	15
Share of OECD (excluding Germany and EU)	Percent	24	21	22
Share of non-OECD (excluding Germany and EU)	Percent	8	9	16
Non-Production Material				
Share of Germany	Percent	50	46	47
Share of EU (excluding Germany)	Percent	16	17	20
Share of OECD (excluding Germany and EU)	Percent	22	19	19
Share of non-OECD (excluding Germany and EU)	Percent	12	18	14
Total	Number	47,804	43,280	40,015

#### Suppliers | Sales | by region

		2022	2021	2020
Germany	€	4,520,829	4,776,565	3,230,948
	Percent	56	56	51
Europe excluding Germany	€	1,963,314	2,270,146	1,899,492
	Percent	24	27	30
Americas	€	730,930	603,921	460,530
	Percent	9	7	8
Asia	€	575,351	613,849	452,169
	Percent	7	7	7
Rest of world	€	363,521	252,805	259,406
	Percent	4	3	4
Rheinmetall Group	€	8,153,945	8,517,317	6,302,545
	Percent	100	100	100
Unconsolidated				

#### Suppliers | Business Partner Due Diligence

		2022	2021	2020
Audited suppliers	Number	366	269	229
without findings	Percent	81	87	72%

## People

### Social Indicators

More than ever the world is subject to dynamic change. Today responsible and effective representation of interests means that with their expert knowledge and publication of positions companies are involved on a constructive and transparent basis in discussions in society and in the political and economic arenas. They can use their expertise for developing general conditions and viable solutions which promote sustainable business and secure the good of today's and future generations.

Our lobby work is determined by factual information and is characterized by integrity, fairness and transparency. Rheinmetall participates actively in various associations and organizations to represent its interests in a wide range of ways. Political exchange also takes place in the context of the normal industry and sector association activities. In addition, we have representative offices in Berlin and Koblenz. Furthermore, we have a commitment at European level in Brussels.

Our areas of interest and projects are listed in the lobby register of the German Bundestag and in the transparency register of the European Union.

#### Party donations

		2022	2021	2020
	€ thousand			
Democratic parties		46	66	20

#### Representative Offices | Employees

		2022	2021	2020
	Number			
Berlin	Number	5	6	7
Koblenz	Number	1	1	1
Brussels	Number	4	4	3

#### Memberships | Excerpt

Bundesverband der Deutschen Sicherheits- und Verteidigungsindustrie e.V.
Bundesverband der Deutschen Sicherheits- und Verteidigungsindustrie e.V.   AK Corporate Responsibility
Verband der Automobilindustrie e.V.
Verband der Automobilindustrie e.V.   AK Lieferkette
Charta der Vielfalt e.V.
UN Global Compact
Deutsches Institut für Compliance e.V.
Deutsches Institut für Compliance e.V.   AK Menschenrechte
Deutscher Investor Relations Verband
Nationaler Aktionsplan Wirtschaft und Menschenrechte   Branchendialog Automobilindustrie
Chambers of Commerce and Industry

## People

### Social Indicators

#### **Human rights due diligence obligations**

Protecting human rights in our own company and in the supply chain is an important priority of Rheinmetall.

Within its own sphere of influence, Rheinmetall supports the protection of internationally recognized human rights. Our commitment is reflected in our signing the UN Global Compact, in the current Code of Conduct for employees of the Rheinmetall Group and in the international framework agreement Fair2All, which lays down the principles of social responsibility agreed upon with the European Works Council and the Industrie-All trade union. We also appeal to all our business partners, and in particular our suppliers, to follow our social principles. Our expectations of this stakeholder group are described in the Supplier Code of Conduct 2.0 published in October 2022.

The German Supply Chain Due Diligence Act comprehensively regulates corporate due diligence requirements for respecting human rights and protecting environmental concerns. Companies must establish effective risk management to identify, prevent, or minimize risks of human rights violations and specific environmental damage. The act specifies which prevention and corrective measures are required in the company's own business operations and along the supply chain. It also requires a complaints procedure to be established, as well as annual reporting on the web-based platform of the German Federal Office for Economic Affairs and Export Control (BAFA). From January 1, 2023, the German Supply Chain Due Diligence Act will initially apply to companies based in Germany with at least 3,000 employees, and from 2024 also to companies with 1,000 or more employees.

In fiscal 2022, Purchasing, HR, Compliance and Corporate Social Responsibility worked together with other experts in an integrated manner with the goal of implementing the requirements of the German Supply Chain Due Diligence Act in an interdisciplinary manner in the “In-house” and “Supply Chain Transparency” projects. In various workshops and regular project meetings, the focus was on defining new responsibilities and expanding existing governance structures and management processes, systematically conducting abstract and specific risk analyses and assessing their impact on the risk management system, potential due diligence procedures, processes for corrective and preventive measures, adapting existing complaint channels, establishing internal and external audits, rewriting the Supplier Code of Conduct, and the structure of documentation, reporting, the policy statement and the new internal compliance guideline on the German Supply Chain Due Diligence Act.

As early as fiscal 2020, potential complainants and their potential complaints were identified in four categories. Complaints and reports of suspected or actual human rights violations can be submitted externally through a variety of communication channels. Points of contact are also already established in the companies/locations. The Incident Management unit, which is part of the Compliance Operations function, ensures that these reported incidents are looked into in a structured and unbiased manner, paying particular attention to protecting the identities of the whistleblowers.

In April 2021, Rheinmetall joined the United Nations Global Compact (UNGC). This is a multi-stakeholder forum for the development, implementation and disclosure of responsible business practices. As a signatory, we are committed to promoting compliance with the UNGC's ten universally accepted principles in the areas of human rights, labor, environment and anti-corruption. In August 2022, we published the mandatory annual Communication on Progress (CoP) via the Early Adopter Program on the new UNGC platform.

We continuously play an active role in Branchendialog Automobilindustrie, a discussion forum for the automotive industry, whose representatives from companies, politics and NGOs will continue their involvement in various topic-specific working groups in a second phase following the publication of the guidelines for action on the five core elements of human rights due diligence (policy statement, risk analysis, measures and effectiveness monitoring, complaint mechanism and reporting) in August 2022. Furthermore, we are involved in the CSR/human rights working group of the German Institute for Compliance. Representatives of our company chair the “Corporate Responsibility” and “REACH” working groups of the Federal Association of the German Security and Defence Industry. We also continue to be active in the “Sustainability in the Supply Chain” working group of the German Association of the Automotive Industry.

In addition, we pursue regulatory developments in human rights and environmental due diligence not only at European level (Corporate Sustainability Due Diligence Directive – CSDDD), but also in other countries where we are represented, such as Switzerland, the Netherlands, Spain, Norway, Canada, Japan and Australia.

We procure goods and services from countries all over the world to manufacture our products. Due to the extensive and highly diverse product portfolio, some of the supply chains of the Rheinmetall Group are extremely complex, globally fragmented and also subject to constant change. In a company with international production plants and sales activities in 138 countries in fiscal 2022, compliance with environmental and human rights due diligence requirements is a major challenge combined with a high level of responsibility.

We are aware of the environmental and social risks inherent in complex, international supply chains. They can range from the negative environmental impact of raw materials procurement all the way through to upholding social standards in countries with some problematic socio-political conditions. We are committed to meeting the growing regulatory requirements and increasing expectations of our stakeholders with respect to a sustainable value-added chain, but we face a range of challenges here. This is not least of all due to a lack of transparency, significant complexity of material flows and different targets among actors along the value-added chain.

The methodical, objective and reliable assessment in terms of sustainability across the very complex international supplier basis requires a Group-wide, standardized, system-supported process for recording and analyzing supplier information to assess the sustainability performance of our most important suppliers. In doing so, we will use the web-based platform of an internationally renowned service provider. In the process we want to increase not only the transparency of the sustainability performance of the individual suppliers, but also achieve more targeted management of the risks and opportunities in relation to sustainability in our supply chains. In a structured assessment process, on the basis of self-disclosure using a risk-based approach suppliers are requested to present their processes for securing the individual sustainability criteria, especially on environment, working conditions, human rights, fair working practices and sustainable procurement. In this way, suppliers which represent a risk can be identified more quickly and more reliably. The identified risks are then transferred into corresponding risk-mitigating action plans.

On the basis of the results obtained here, further measures are defined. In 2020, the critical materials used by the Rheinmetall Group were compiled into a matrix. We also identified potential environmental and social risks in the countries where key raw materials that we use for our business activities are extracted. The results of this preliminary analysis were validated in fiscal 2021 by a recognized external service provider, who will consider specific data.

## People

### Social Indicators

#### Data protection

Data protection is a high priority for Rheinmetall. We handle the collection, storage and use of data responsibly.

The Executive Board is responsible for setting up a Group-wide data protection management system. Within the compliance organization, the structures required for the Group-wide implementation of legal data protection requirements were established and an effective data protection management system (DPMS) was introduced.

The Corporate Data Privacy Officer manages the data privacy officers at the five company divisions, liaises with them to manage the implementation of the DPMS and further develops the DPMS where required. He reports regularly to the Chief Compliance Officer and, where required, to the Executive Board and Supervisory Board directly. At the start of fiscal 2022, the data protection organization was strengthened with two functions: In January, the Data Privacy Officer responsible for the Rheinmetall holding company and the Corporate Data Protection Officer started their work.

Data protection management relates to the organizational setup and processes required to safeguard the implementation of legal requirements involved in the planning, organization, management and shutdown of automated or data-protection-compliant personal data processing operations.

The Rheinmetall Group companies that process personal data or arrange to have it processed are responsible for ensuring that the procedures in place for processing this personal data function reliably and appropriately. To ensure effective implementation of data protection requirements, the DPMS sets out the possibilities and limitations for allocation and responsibilities for processes and requirements.

The companies of the Rheinmetall Group take a variety of steps to ensure the protection of personal data. The DPMS contains standards for data-protection-related processes. In the Rheinmetall Group, the implementation of data protection requirements for the global handling of personal data is regulated by the data protection rules and specified further by the data protection manual on the DPMS for the EU/EEA jurisdiction. Control processes and documentation requirements for the findings of data-protection-related processes and controls are also being implemented.

In the year under review, data protection management software was introduced, which can be used for tasks such as creating processing registers and managing data protection and compliance risks. In this context, around 130 departments were incorporated and more than 170 users were trained in using the management tool.

#### Cyber Security

Like any other multinational company, Rheinmetall is at constant risk of cyber attacks and risks resulting from industrial espionage or sabotage. The risks, especially those resulting from cyber attacks, have intensified as a result of the conflict in Eastern Europe. We are unable to fully ensure that the personnel, organizational, electronic, structural and technical precautionary/security measures that we implement to protect confidential commercial information, data and material as well as our own intellectual property are sufficient and successful. Incidents can have a negative impact on our reputation, competitiveness or business situation, which is why it is important for us to raise awareness among our employees about the careful handling of all business-related information. Audits and the implementation of corresponding awareness measures are therefore essential.

### Product responsibility

Specialist working groups in the divisions deal, for example, with safety and environmental standards for Rheinmetall products. They are responsible for tracking new regulations and developments, defining and implementing the required internal processes and conducting relevant training. Products in civilian business are subjected to extensive testing in accordance with the regulations prescribed by automotive quality and development standards. The Sensors and Actuators division, for example, uses a database-supported process for product safety management, which maps out the entire product lifecycle. The Materials and Trade division uses special design and simulation tools. To prove product safety, in addition to tests carried out in testing facilities outside the engine, engine operation tests are also carried out with customers under various stress scenarios. Internal and external audits are carried out to regularly monitor compliance with the parameters of the quality management system and the relevant processes. For the divisions operating in the field of security technology, the guideline for implementing product safety sets out the basic requirements for ensuring the safety of Defence products in line with common standards and methods.

In the year under review, Rheinmetall Technology Management also dealt with further developments regarding the digital product pass at the level of Germany (German Environment Agency: Product Information 4.0) and the European Union (Sustainable Product Initiative and Incubation Forum for Circular Economy in European Defence – IFCEED). This is particularly intended to advance the circular economy. It compiles information on a product's components, materials and chemical substances, as well as its reparability, replacement parts and proper disposal. Environmental data are thus grouped together in a comparable format, making it easier for the players in the value and supply chain to work toward a circular economy.

The development of environmentally friendly solutions for materials is not only being driven forward in the civilian sector of our business activities, such as in the Materials and Trade division as part of the substitution of lead-containing materials. Defence is also working on the materials portfolio to identify suitable alternatives to chromium-containing coatings for individual parts, for example. In consultation with stakeholders, available substitute coatings were tested on trial samples in complex technical processes in the past year.

### Quality management | Certifications | ISO 9001, IATF 16949, AQAP 2110/2210

		2022	2021	2020
Coverage workforce	Percent	90	93	91
Total workforce				



PLANET



## Planet

### Environmental Indicators

Business activities and, in particular, production processes are associated with the consumption of natural resources. From our perspective, environmental protection and conservation play a major role in ensuring we have a sustainable future that is worth living.

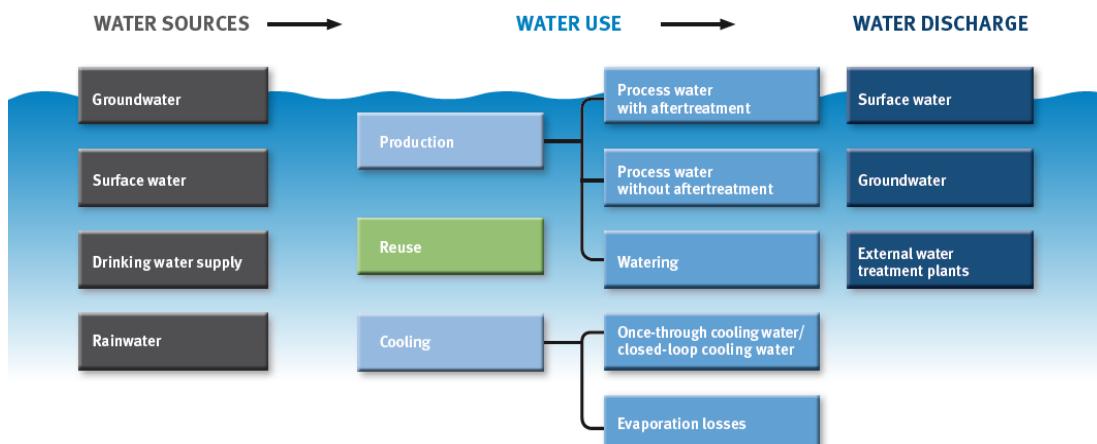
The careful use of natural resources is part of how the Rheinmetall Group views itself. Using raw materials and energy economically and avoiding environmental damage in business and production processes are also among the key foundations on which the Group companies' business activities are based, as is dealing with residual materials and emissions responsibly. It is of key importance here that environmental protection – in keeping with a holistic approach – is considered an integral part of our management system in the Rheinmetall companies.

#### Certifications | Environmental management | ISO 14001

		2022	2021	2020
	Percent			
Coverage workforce		82	84	87
Total workforce				

#### Water management

Global water consumption has increased six-fold over the past one hundred years. Water is therefore becoming an increasingly scarce commodity. According to the UNESCO World Water Report, the consequences of climate change, population growth and rising consumption mean that more than five billion people will suffer from water shortages by 2050 if things continue as they are. Responsible use of water is an integral part of our commitment to sustainability.



The availability of water as a resource is highly dependent on regional and local geographical and socio-political conditions. According to an in-depth risk analysis carried out in the previous year and updated in the past fiscal year for around 130 production sites using data sets from a renowned, specialized service provider, locations in India, China, South Africa, Mexico and Italy are exposed to a higher risk in the area of water scarcity.

The risk analysis also carried out in 2022 for some of our companies in Germany, Switzerland, South Africa, India and Japan in accordance with the Aqueduct Water Risk Atlas of the World Resource Institute (WRI) particularly reveals risks in the areas of seasonal water availability, groundwater shortages and drought risk.

In the past fiscal year, the Water Stewardship working group was established, which will monitor developments at ten companies based in Germany, Switzerland, India, South Africa, Canada and Mexico on the basis of consumption data for 2021. In fiscal 2022, their share of water consumption in the Rheinmetall Group was around 80%. Further tasks include the ongoing improvement of the data situation and preparations for participation in the CDP Water Security 2023 rating. In addition, the members will deal with the fulfillment of the disclosure requirements resulting from the new European reporting standard ESRS E-3 Water and Marine Resources.

The water consumption of the Rheinmetall locations was 3,706,402 m<sup>3</sup> in fiscal 2022 (previous year: 3,763,553 m<sup>3</sup>). In the period from 2016 to 2022, water consumption was reduced by around 20%. On the basis of the 2020 figures, we set ourselves the target of reducing water use by a further 10% in the 2021/2022 years. Due to various developments and measures implemented, this target was not achieved. Water purchases increased by around 10%. Influencing factors included in some cases significantly expanded business activities resulting in higher water use, changes in the product mix, increased discharge of water into the cooling water cycle and the switch to the reverse osmosis process at one location in Germany.

The three production sites in Germany, Switzerland and South Africa, which require huge amounts of water to manufacture products, have all found individual solutions tailored to the circumstances and challenges of the specific locations.

Nitrochemie Aschau GmbH in Germany sources the water required for production from the Inn River. After undergoing purification, the water is fed through a process water extraction plant into the water pipes of the production buildings. After it has been used, the wastewater is purified in a complex purification process, which neutralizes the wastewater and biodegrades the pollutants. The purified water is then returned to the Inn.

Nitrochemie Wimmis AG in Switzerland uses three groundwater wells for its water supply. The water is pumped through a pumping station and the reservoir to the buildings where it is required for production. The wastewater is drained away via two channels. Part of the wastewater is fed through a collecting pipe to the regional wastewater treatment plant for the local communities, where it is purified, and the rest of the wastewater remains at the company. It is purified in a multistage process before being discharged into the Kander River, which flows right by the company's premises. Just like with Nitrochemie Aschau, the quality of the returned water is so high thanks to the thorough purification that it does not alter the Kander River's composition.

The Rheinmetall Denel Munition (RDM) plant in Somerset West, South Africa, is located in a region that has suffered repeatedly from droughts in recent years. RDM takes urban wastewater and purifies it in a multistage process to produce water of drinking water quality. This happens at a water treatment plant, which uses reverse osmosis – where the wastewater is pressed through a membrane – to separate out even the finest impurities. Instead of procuring freshwater, RDM can use the water it has purified itself for production. The wastewater produced is then purified again, before being released into the nearby ocean in line with official permits.

## Planet

### Environmental Indicators

Water consumption		GRI 303-5		
		2022	2021	2020
Fresh water	m³	3,706,402	3,591,460	3,246,497

Water consumption (fresh water)   by regions		2022	2021	2020
		m³	m³	m³
Germany	m³	680,532	693,409	677,497
	Percent	18	19	21
Europe excluding Germany	m³	1,596,511	1,481,419	1,442,438
	Percent	43	41	44
Americas	m³	320,697	369,677	319,029
	Percent	9	10	10
Asia	m³	114,565	106,639	101,099
	Percent	3	3	3
Rest of world	m³	994,098	940,316	706,434
	Percent	27	26	22
Rheinmetall Group	m³	3,706,402	3,591,460	3,246,497
	Percent	100	100	100

Wastewater		GRI 303-4		
		2022	2021	2020
Wastewater	m³	2,751,570	1,334,096	1,482,824

## Waste management

In all our production processes, we strive to be efficient in our use of materials. We prevent, reduce or recycle waste or dispose of it in a safe and environmentally friendly way. We aim to keep disposal quantities to as low a level as possible. Production- and material-related recycling takes place individually based on the requirements of the specific site. This entails waste separation, secure disposal methods and economically viable recycling processes. Waste quantities and recycling methods are also impacted by production quantities and renovation work in buildings and on business premises.

### Volume of waste

GRI 306-2

		2022	2021	2020
Non-hazardous waste for disposal	t	3,925	5,203	5,355
Non-hazardous waste for recycling (excluding scrap)	t	11,267	16,638	15,857
Scrap for recycling	t	26,840	28,486	24,574
Hazardous waste for disposal	t	6,601	6,086	5,615
Hazardous waste for recycling	t	5,406	6,727	6,247
Rheinmetall Group	t	54,039	63,140	57,648

### Volume of waste | by regions

		2022	2021	2020
Germany	t	20,042	33,962	28,586
	Percent	37	53	49
Europe excluding Germany	t	11,944	12,848	13,702
	Percent	22	20	24
Americas	t	15,794	11,546	11,604
	Percent	29	19	20
Asia	t	3,362	2,898	2,200
	Percent	6	5	4
Rest of world	t	2,897	1,886	1,556
	Percent	6	3	3
Rheinmetall Group	t	54,039	63,140	57,648
	Percent	100	100	100

## Planet

### Environmental Indicators

#### Energy management

We need a sufficient energy supply, which is associated with corresponding CO<sub>2</sub> emissions, to manufacture our products and operate our buildings and infrastructure. The reduction of energy-related payments is therefore a key component of corporate policy in the Rheinmetall Group. It is a material objective for us to reduce energy consumption and increase energy efficiency through stringent processes in day-to-day operations within the context of that which is technically feasible and economic circumstances. Our responsibility in dealing with energy resources requires the achievement and review of specific targets for energy savings and improvements in energy efficiency, where it is technically and organizationally feasible and where it makes economic sense, in addition to the systematic determination, analysis and measurement of the energy aspects of significance for our business models.

We select our energy resources based on supply reliability, economic efficiency and environmental considerations, and use a mix of non-renewable and renewable energies during our everyday business.

Across the Group, we calculate our greenhouse gas emissions based on the internationally recognized Greenhouse Gas Protocol. It distinguishes between three categories of emissions. At our locations, direct emissions into the air (Scope 1) arise from the combustion of fossil energy sources, particularly natural gas. Indirect emissions (Scope 2) cover all emissions that are associated with purchased energy, such as electricity. Scope 3 emissions are indirect upstream and downstream emissions that occur in the value-added chain. They are linked, for example, to the procurement of goods and services, the manufacturing of products, production processes, and transport and logistics. We will prepare the reporting of emissions under Scope 3 in several phases over the next few years.

The continuous reduction of energy consumption is also a challenge for the companies of the Rheinmetall Group. Between 2021 and 2022, energy consumption in the Rheinmetall Group fell by about 1.1%; energy intensity (MWh/million euros of sales) fell by 4.6% in the same period, the intensity of the greenhouse gas emissions recorded in Scope 1 and Scope 2 were calculated for 2022 market-based and the CO<sub>2</sub> intensity amounts to 52.57 t CO<sub>2</sub>e/MioEUR turnover.

#### Climate change

The great tasks of today include containing climate change as far as possible and achieving an alignment to its consequences and impact. As a company with a sense of responsibility and with a global value added chain, Rheinmetall attaches great significance to this global challenge. The core of the matter is avoidance, reduction, substitution and compensation of the CO<sub>2</sub> emissions produced by the Rheinmetall Group in Scopes 1, 2 and 3. For its targets, Rheinmetall aligns itself to the Paris Climate Agreement which envisages limiting global warming to below 2°C, or even better to 1.5°C, compared with the pre-industrial era.

In the year under review, we prepared our first carbon footprint in accordance with the internationally recognized Greenhouse Gas Protocol based on data from fiscal 2021. It distinguishes between three categories of emissions. At our locations, direct emissions into the air (Scope 1) arise from the combustion of fossil energy sources, particularly natural gas. Indirect emissions (Scope 2) cover all emissions that are associated with purchased energy, such as electricity. Scope 3 emissions are indirect emissions that occur in the value-added chain. In the eight upstream and seven downstream categories, these relate to the procurement of goods and services, manufacturing of products, production processes, and transport and logistics.

While the initial estimate made in the previous year for the 15 categories with data from fiscal 2020 showed that around 90% of our total CO<sub>2</sub>e was in Scope 3, this figure will rise to over 95% according to data and analyses that are now available but not yet complete. The collection and assessment of data still to be collected in some areas will be continued in the first quarter of 2023.

As soon as all the data is available, an open-ended review of the originally planned approach will be carried out with a view to our intended entry into the Science Based Targets Initiative (SBTi). However, it is also conceivable that – taking into account our business model – we will choose an approach based on the SBTi methodology in order to achieve our goal of no longer generating any climate-damaging carbon emissions by 2035.

In the first phase we refer to our own emissions (Scope 1) and energy supplier emissions (Scope 2). To do this the company will invest primarily in improving the energy efficiency of its locations and production facilities and develop and expand internal power generation from renewable sources. To this end, new photovoltaic systems were installed at locations in Spain, South Africa and Australia in the past fiscal year. Options for supply alternatives in the areas of deep geothermal energy, wind power, a combined heat and power plant powered by wood chips, and photovoltaics were also examined at a Defence location in Germany.

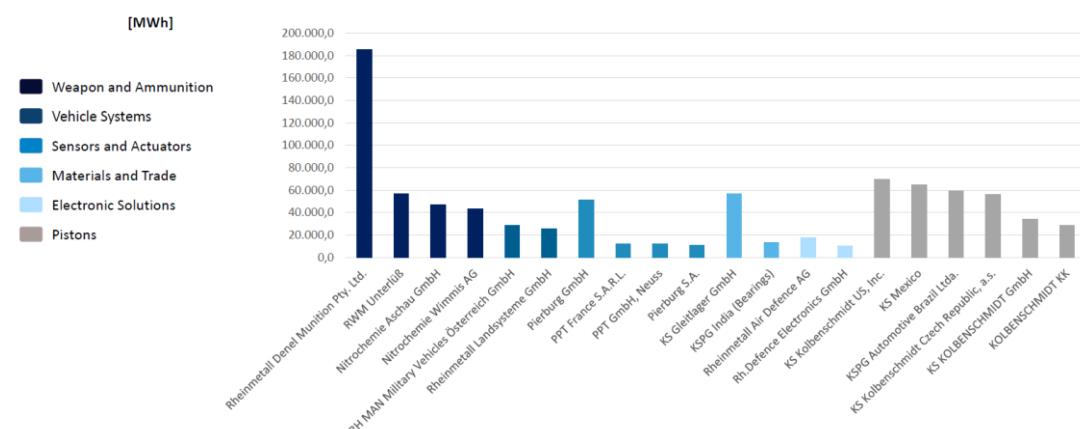
In the medium to long term the CO<sub>2</sub> emissions in Scope 3 are also to be reduced. This is where the large part of Rheinmetall's carbon footprint originates – why is also why it is the biggest lever for reducing emissions. This task is a very complex one. Rheinmetall is approaching these challenges systematically and in this area will also set a target in line with the methodology of the Science Based Targets Initiative.

<b>Energy consumption   by source</b>		<b>GRI 302-1</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Electricity (procured)	MWh	490,853	498,977	459,831
District heating	MWh	51,598	71,668	64,485
Heating oil	MWh	34,998	37,374	33,358
Diesel	MWh	13,864	10,487	12,493
Natural gas	MWh	202,922	211,017	194,601
Coal	MWh	135,138	115,824	89,694
Petrol	MWh	261	247	—
Liquid gas	MWh	13,992	13,442	16,554
Renewable energies	MWh	45,991	41,232	30,260
Rheinmetall Group	MWh	989,617	1,000,268	901,276

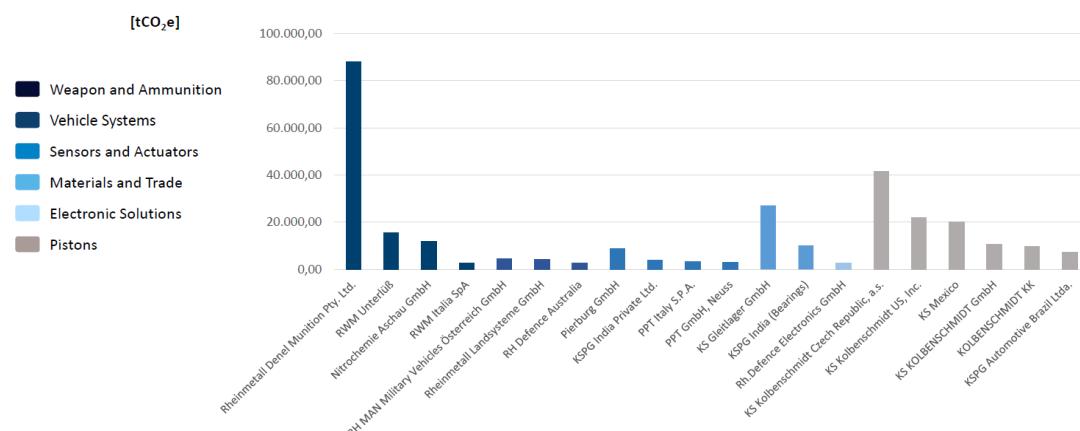
# Planet

## Environmental Indicators

### Energy consumption | Top 20 companies | 2022



### CO<sub>2</sub> Emissions | Top 20 companies | 2022



### Energy consumption | by region

		2022	2021	2020
Germany	MWh	306,899	329,597	296,607
	Percent	31	33	33
Europe excluding Germany	MWh	218,059	227,410	223,279
	Percent	22	23	25
Americas	MWh	217,245	226,572	202,877
	Percent	22	23	22
Asia	MWh	54,268	55,018	50,111
	Percent	5	5	6
Rest of world	MWh	193,146	161,671	128,402
	Percent	20	16	14
Rheinmetall Group	MWh	989,617	1,000,268	901,276
	Percent	100	100	100

<b>Energy intensity</b>		<b>GRI 302-3</b>		
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Intensity	MWh/ € million sales	154.4	161.9	153.4

<b>Company fleet</b>				
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Rheinmetall Group	Number	943	940	961

<b>Company fleet   Fuel consumption</b>				
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Diesel	Liter	1,740,940	1,470,551	1,726,866
Gasoline	Liter	346,781	213,125	341,935
Premium	Liter	32,072	39,804	51,946
Rheinmetall Group	Liter	2,119,793	1,723,480	2,120,747

<b>Direct greenhouse gas emissions   Scope 1</b>				
		<b>2022</b>	<b>2021</b>	<b>2020</b>
Vehicles   Diesel fuel	tCO <sub>2</sub> e	4,694	3,893	4,572
Vehicles   Gasoline fuel	tCO <sub>2</sub> e	758	466	860
Rheinmetall Group	tCO <sub>2</sub> e	5,452	4,359	5,432

<b>Direct greenhouse gas emissions   Scope 1</b>				
		<b>2022*</b>	<b>2021</b>	<b>2020</b>
Heating oil	tCO <sub>2</sub> e	9,733	11,615	10,346
Diesel	tCO <sub>2</sub> e	4,290	3,286	3,905
Natural gas	tCO <sub>2</sub> e	41,183	57,414	52,391
Coal	tCO <sub>2</sub> e	48,945	57,586	44,598
Liquid gas	tCO <sub>2</sub> e	3,557	4,266	5,188
Petrol (excluding vehicles)	tCO <sub>2</sub> e	67	—	—
Coolants	tCO <sub>2</sub> e	2,351	—	—
Rheinmetall Group	tCO <sub>2</sub> e	110,126	134,167	116,428

Scope 1 emissions (market-based) for 2022 were calculated using emission factors from the database of the Intergovernmental Panel on Climate Change.

<b>Indirect greenhouse gas emissions   Scope 2</b>				
		<b>2022*</b>	<b>2021</b>	<b>2020</b>
Electricity (procured)	tCO <sub>2</sub> e	207,249	282,507	270,507
District heating (procured)	tCO <sub>2</sub> e	10,886	12,411	11,769
Steam (procured)	tCO <sub>2</sub> e	3,192	11,812	—
Rheinmetall Group	tCO <sub>2</sub> e	221,327	306,730	282,276

Scope 2 emissions (market-based) for 2022 were calculated using emission factors from the database of the Intergovernmental Panel on Climate Change.

## Planet

### Environmental Indicators

#### Greenhouse gas emissions | Scope 1 and Scope 2 GRI 305-4

		2022*	2021	2020
Intensity	tCO <sub>2</sub> e/ € million sales	52.6	66.5	67.9

Scope 1 and Scope 2 emissions (market-based) for 2022 were calculated using emission factors from the database of the Intergovernmental Panel on Climate Change.

#### Indirect greenhouse gas emissions | Scope 3 GRI 305-3

		2022	2021	2020
Upstream emissions				
Purchased goods and services	t CO <sub>2</sub> e	1,639,519	1,393,256	—
Capital goods	t CO <sub>2</sub> e	132,463	118,025	—
Fuel-and-energy-related activities	t CO <sub>2</sub> e	76,339	69,675	—
Transportation and distribution	t CO <sub>2</sub> e	24,528	117,000	—
Waste generated in operations	t CO <sub>2</sub> e	5,858	2,217	—
Business travel	t CO <sub>2</sub> e	5,819	7,438	—
Employee commuting	t CO <sub>2</sub> e	39,635	38,652	—
Leased assets	t CO <sub>2</sub> e	0	0	—
Downstream emissions				
Transportation and distribution	t CO <sub>2</sub> e	11,467	9,648	—
Processing of sold products	t CO <sub>2</sub> e	35,857	32,725	—
Use of sold products	t CO <sub>2</sub> e	4,745,007	4,868,069	—
End of life treatment of sold products	t CO <sub>2</sub> e	4,478	118,634	—
Leased assets	t CO <sub>2</sub> e	906	906	—
Franchises	t CO <sub>2</sub> e	0	0	—
Investments	t CO <sub>2</sub> e	163,219	150,206	—
Rheinmetall Group	t CO <sub>2</sub> e	6,885,095	6,926,452	—

#### Renewable energy

		2022	2021	2020
Total electricity consumption	MWh	490,853	498,977	459,831
Renewable energy	MWh	172,446	185,467	171,774
Share of renewable energies	Percent	35.1	37.1	37.1

#### Renewable energy | Heating system

Photovoltaic	Number	1
Geothermal energy	Number	1
Cogeneration plant in operation	Number	1
Cogeneration plant in implementation	Number	1

### Renewable energy | Share of total energy consumption

		2022	2021	2020
	MWh	989,617	1,000,268	901,276
Total energy consumption				
Electricity from renewable energies	MWh	172,446	185,467	171,774
Other renewable energy sources	MWh	45,991	41,232	30,260
Share of energy from renewable energy sources	Percent	22	19	19

### Renewable energy | Share in electricity mix

		2022*	2021	2020
	Percent	27	22	22
Australia	Percent	79	80	80
Austria	Percent	77	84	84
Brazil	Percent	67	68	68
Canada	Percent	28	28	28
China	Percent	13	13	13
Czech Republic	Percent	22	24	24
France	Percent	40	44	44
Germany	Percent	19	16	14
Hungary	Percent	21	20	20
India	Percent	40	42	42
Italy	Percent	21	19	19
Japan	Percent	60	54	54
Lithuania	Percent	23	19	19
Mexico	Percent	33	26	26
Netherlands	Percent	99	99	99
Norway	Percent	17	18	18
Poland	Percent	21	21	19
Russian Federation	Percent	3	2	2
Singapore	Percent	7	5	5
South Africa	Percent	46	44	44
Spain	Percent	67	62	62
Switzerland	Percent	35	42	42
Turkey	Percent	3	2	2
United Arab Emirates	Percent	40	43	43
United Kingdom	Percent	20	20	20
United States	Percent			

IEA World Energy Balances Highlights (2022 Edition) / Electricity Output by renewable sources (Download: 01.03.2023)

\*Data adopted from 2021 for 2022, as not yet available.

### Energy management | Certifications | ISO 50001

		2022	2021	2020
	Percent	38	29	35
Coverage Workforce				
Total workforce				

## Planet Biodiversity Indicators

Our responsibility also includes preserving the diversity of natural habitats, especially for future generations. We are convinced that industrial use does not have to conflict with active conservation. On the contrary: For over a hundred years Rheinmetall has tested some of its military products on heathland near Unterlüß, not far from Celle, in Lower Saxony. A far-reaching prohibition order for the public, no traditional agricultural use and the size of the sprawling areas make this company-owned, 55-square-kilometer site, which encompasses 3,400 hectares of forest and 800 hectares of heathland, in an otherwise relatively densely populated Germany a rather special nature reserve. Active landscaping and forestry management creates individual habitats for the unique fauna and flora. The result is an unusually rich array of flora, which in turn attracts a rare diversity of insects and birds and also provides a habitat for large wild animal populations.

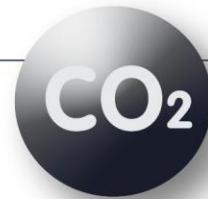
Our South African subsidiary Rheinmetall Denel Munition is also engaged in protecting nature and species at risk of extinction at three of its four production sites. Similar to in Unterlüß, large, demarcated safety areas far from residential areas enable rare animals to expand their habitats unimpeded. We develop partnerships locally to preserve these conservation areas along with their great biodiversity and rare species.

For biodiversity and climate protection, peatlands are very important. In September 2021, the Federal Ministry for the Environment published a National Peatland Strategy which includes voluntary rewetting measures. Wetlands and peatlands serve as the habitat for highly specialized animal and plant species whose alignment to the environment have made them rare and endangered. With their water absorption capacity, the moorlands fulfill important functions in regulating temperature and moisture. In the past fiscal year, a project analysis was carried out by an engineering firm on the company's premises in Unterlüß to determine the basics, survey and sound the Kiehnmoor and determine the current water balance and peat thickness of the peatland. Based on this, the necessary measures were determined and a concept for possible rewetting was developed.

For another German production site, considerations have been made as to how far the near-natural design of the company premises can be extended while keeping biodiversity in mind. With the support of a renowned foundation that encourages conservation, biodiversity and spending time in nature, the production site plans to examine options that may arise at the location and to what extent measures can be implemented as part of a concept phase.



## Planet Biodiversity Indicators



### 137t OF CO<sub>2</sub> CAPTURE/ha

When wood regrows, large quantities of CO<sub>2</sub> are captured. Fojana covers 3,300 hectares of woodland and captures a total of 452,272 tons of CO<sub>2</sub> annually. More than 137 tons of CO<sub>2</sub> are captured per hectare.



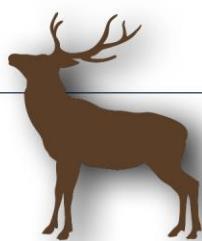
### 30t OF O<sub>2</sub>/ha

One hectare of deciduous woodland releases 15 tons of oxygen per year; one hectare of coniferous woodland – a common sight in Fojana – releases as much as 30 tons.



### UP TO 50m<sup>3</sup> OF SOOT AND DUST

Fojana acts like an air purifier. Woodland filters huge quantities of soot and dust. Covering 3,300 hectares, Fojana can filter up to 50 tons per year and thus makes a major contribution toward keeping the air clean.



### BALANCED HUNTING

Around 300 red deer, fallow deer, roe deer and wild boar are shot in Fojana every year. Managed hunting is an important conservation tool and helps to maintain the ecological balance.



### 1,500 m<sup>3</sup> OF GROUNDWATER FORMATION/ha

One hectare of woodland contributes around 1,500 m<sup>3</sup> to groundwater formation every year. This figure fluctuates depending on the rainfall, relief, geology, topography, soil and tree species.

### AMAZING BIODIVERSITY

Fojana is home to 1,120 species of butterflies, both large (macrolepidoptera) and small (micro-lepidoptera). The southern part of Fojana in particular is teeming with butterflies. In addition to the butterflies, the heathland, woodland, moorland, streams and reservoir are home to around 700 bee colonies, dragonflies and heath bush-crickets.



### PROTECTION OF RARE SPECIES

Fojana is home to a total of 33 species that are threatened with extinction and 55 highly endangered species. Black grouse, for example, can otherwise be found more or less only in the vast expanses of Scandinavia. Around one fifth of the German population north of the Alps lives here in Fojana.



### 70 ha OF LOCAL PUBLIC RECREATION AREA

Rheinmetall Defence is making 70 hectares of heathland available for tourism. The Ellerndorfer Wacholderheide is a local public recreation area where you can go walking and enjoy the kind of ancient landscape that you so rarely see these days.



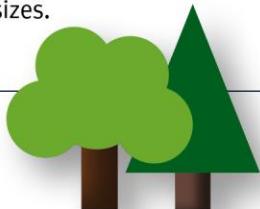
### LARGE-SCALE NATURE CONSERVATION

Around 30% of the artillery range is protected by conservation law. Large parts belong to Natura 2000 – an EU-wide network of protected areas for the conservation of endangered or representative habitats and species.

## Planet Biodiversity Indicators

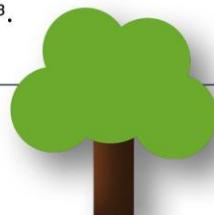
### 900 ha OF HEATHLAND

Fojana comprises one of the largest connected heather regions in Western Europe. *Calluna vulgaris*, or common heather, makes up around 80% of the area. The related species known as bell heather can also be found there, as well as large areas of juniper heath. Embedded in the heathland, the impressive juniper bushes, some of which are more than a hundred years old, thrive in an unbelievable variety of shapes and sizes.



### AROUND 150 m³ OF TIMBER STOCK/ha

Fojana has a total timber stock of around 503,000 m<sup>3</sup>, so around 150 m<sup>3</sup> per hectare. And this figure is growing all the time: The total timber stock in Fojana is increasing annually by around 17,750 m<sup>3</sup>.



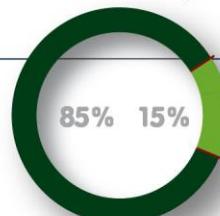
### TREES IN THEIR NATURAL HABITAT

In Fojana, the woodland and neighboring forest fringes are left to grow naturally – a refuge that is home to impressive ancient populations of oak trees, beech trees and alder trees. The concept also includes natural areas of deadwood.



### AROUND 5.3 m³ OF CERTIFIED TIMBER/ha

The forest is also used for commercial purposes. It yields a total of around 17,750 m<sup>3</sup> of high-quality, PEFC-certified timber every year, primarily for the construction industry.



**85%**

#### CONIFERS

- 69% Pine
- 9% Spruce
- 4% Douglas fir
- 3% Larch

**15%**

#### DECIDUOUS

- 3% Beech
- 2% Oak
- 10% Other hardwood



## WELLINGTON



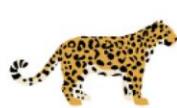
### CAPE MOUNTAIN ZEBRA

Wellington site is playing its part on conservation of this species as they currently own 30 species of Cape Mountain Zebra. It is the smallest zebra and stands around 47 inches high. Its stripes are broad, with a pure white body underneath.



### BABOONS

Opportunistic eaters and, fond of crops, they have become destructive pests to many African farmers. They eat fruits, grasses, seeds, bark, and roots, but also have a taste for meat. They eat birds, rodents, and even the young of larger animals, such as antelopes and sheep.



### CAPE LEOPARDS

Within the habitat of the Cape Leopard and the conservation area of the Cape Leopard Trust falls Wellington site. Apart from being beautiful creatures that epitomise the wilderness, they are also the top predator at the premises.



### KUDU

These animals are highly alert and notoriously hard to approach. When they detect danger – often using their large, radar-like ears – they give a hoarse alarm bark, then flee with a distinctive, rocking-horse running motion, the male laying back his horns to avoid overhead obstructions.



### BIRDS

Wellington site is rich in bird life. According to Tygerberg Bird Club Survey that was conducted in February 2012, there is 143 bird species on site. The protected area is home to six pairs of the Blue Crane, which is South Africa's national bird.



### TORTOISES

The geometric tortoise is found in the Kalahari Desert and Cape Province of South Africa, and it is one of the rarest tortoise species in the world. It is endemic to the winter rainfall of the Western region. It has a very strong, black and yellow patterned carapace, used for defense against predators. The patterns are arranged in ray-like markings and help the tortoise blend in with its environment.

# Planet

## Biodiversity Indicators

### BOSKOP



#### BLACK WILDEBEEST

Wildebeest are large African antelopes and belong to the Bovidae family. The word wildebeest comes from the local Afrikaans language and translates to wild beast.

South Africa boasts two species of wildebeest: the black and the blue wildebeest. The most notable differences between the two are their horns, size, color and habitat.



#### GIRAFFE

The tallest living terrestrial animals and the largest ruminants, which is classified by the International Union for Conservation of Nature (IUCN) as vulnerable to extinction, and has been extirpated from many parts of its former range.



#### REPTILES

The Puff Adder is a venomous viper snake that is found in African grasslands and savannah. It is considered most responsible for the majority of snakebite fatalities in Africa and is classified as the most dangerous snake in Africa.



#### ORYX

These were traditionally in the western and northern part of South Africa, which is in the Western Cape, Northern Cape and North-West. They can live for days without drinking water.



#### OSTRICH

When threatened, an ostrich it will either hide itself by lying flat against the ground, or run away. If cornered, it can attack with a kick of its powerful legs. There is one ostrich on site.

### SOMERSET WEST



#### BONTEBOK

Endangered, this antelope species became extinct in most of its range in the 1800s. At Somerset West site, 20 Bonteboks have been tagged to identify the purity of their blood-stream, as there has been cross breeding with other antelope species in the past, like the Blesbok that looks very similar.



#### BLUE CRANES

He is South Africa's national bird. Endemic to Southern Africa, it is the world's most range-restricted crane. Strong populations are found in the Overberg region in the Western Cape, the Eastern Cape and western KwaZulu-Natal, and in southern parts of Mpumalanga.



#### PORCUPINE

These are naturally occurring in the area. They are not as problematic as some other wild animals and, in most cases, provide a natural tree pruning service that keeps a forest stand healthier.



#### SPRINGBOK

The springbok is the national animal of South Africa. It is one of the few antelope species considered to have an expanding population. 130 springbok have been observed in this conservation area.



#### CAPE ELAND

The Cape Eland is the largest African bovid, but the slowest antelope. They are great jumpers, despite their huge size, and can clear a two-metre fence with ease.



#### CARACALS/ROOIKATS

They are the largest carnivore on the Cape Peninsula, though outside of Cape Town, there are leopards which are considerably larger than the caracal. On site, caracals are the primary predators, preying on small antelopes, birds and rodents.



## WELLINGTON



Wellington site, located in the Western Cape province, is surrounded by the mountains and uplands of the Cape Floristic Region, which are distributed throughout the region.

The topography is impressive since the mountains rise very steeply from the adjacent lowlands. The nonperennial Kompagnies River flows from the mountain and runs within the site. It is the source of water to some of the wild animals.

In this considerably nature reserve, three unique vegetation types can be found: Swartland Shale Renosterveld, Swartland Alluvium Fynbos and Hawequas Sandstone Fynbos.



To date there are 350 plant species that have been identified in partnership with the South African National Biodiversity Institute (SANBI) and the Custodians of Rare and Endangered Wildflowers (CREW).

## BOSKOP



Situated in the North-West province of South Africa, the Boskop site provides a habitat to different animal species. The original natural vegetation is the Rand Highveld Grassland and the Gauteng Shale Mountain Bushveld. The majority of the property falls within the former Rand Highveld Grassland.

### Rand Highveld Grassland

This vegetation type occurs on a highly variable landscape with extensive sloping plains and a series of ridges

slightly elevated over undulating surrounding plains. The vegetation is species-rich, wiry, sour grassland alternating with low, sour shrub land on rocky outcrops and steeper slopes. Almost half has been transformed mostly by cultivation, plantations, urbanisation or dam-building.



### GAUTENG SHALE MOUNTAIN BUSHVELD

Considered vulnerable, it occurs on low broken ridges varying in steepness and generally with a high surface rock cover.



# Planet

## Biodiversity Indicators

### SOMERSET WEST



Somerset West site, situated in the Western Cape province of South Africa, provides a habitat to different animal species. The presence of wild-life is an effective way to assess the quality of the environment and creates an enjoyable working environment. The original natural vegetation at Somerset West site is the Cape Flats Dune Strandveld with a portion to the northern boundary being Cape Flats Sand Fynbos.

#### Cape Flats Dune Strandveld

Strandveld means “beach scrub” in the local Afrikaans language. It covers and stabilizes sand dunes on the beaches around Cape Town, and is incredibly colorful in spring when it bursts into flower. There is a large number of animals that feed on the leaves and/or soft shoots of this type of vegetation.

#### Cape Flats Sand Fynbos

The fynbos constitutes about 80% of the Cape floral kingdom. Of the more than 8,500 fynbos species, nearly 6,000 of them are endemic. 1,700 fynbos plant species are threatened with extinction. It is a critically endangered

vegetation type that occurs only within the city of Cape Town.



#### Coastal Environment

Somerset West site borders on the eastern shoreline of False Bay within the Helderberg Marine Protected Area (MPA). A MPA is an area of coastline or ocean that is specially protected for the benefit of people and nature. MPAs help manage part of the marine environment to promote fisheries sustainability, keep marine ecosystems working properly, and protect the range of species living there, helping people to benefit from the ocean. In South Africa, MPAs are declared through the National Environmental Management: Protected Areas Act.

#### Shoreline

It consists of approximately 25% rocky shore, 40% sandy beach, and 30% mixed shore (sand on the upper shore, above a wave-cut rocky platform). Rocky shores comprise approximately 25% within False Bay. The coastline at the Somerset West premises is a restricted area and not accessible for public due to the safety circles and National Key Point regulations.





GOVERNANCE



## Governance

Rheinmetall AG has traditionally been committed to a responsible, fair and reliable corporate policy that is geared towards the use and expansion of entrepreneurial potential, achieving medium-term financial targets and increasing the value of the company on a systematic and sustainable basis.

The law on stock corporations, capital market law and the right of co-determination, the company's Articles of Association and the German Corporate Governance Code, which is based on internationally recognized standards, form the basis for the organization of management and monitoring at the company, with the aim of making structures transparent and thus strengthening the trust of national and international investors, business partners, analysts, media, employees and the public in Rheinmetall AG's business policy, management and supervision and securing it in the long term.

Effective corporate governance with the safeguarding of stakeholder interests, early reporting, proper accounting and efficient cooperation between the Executive Board and the Supervisory Board is a high priority in the Rheinmetall Group. The Rheinmetall Group attaches great importance to effective corporate governance, including early reporting, proper accounting and efficient cooperation between the Executive Board and the Supervisory Board based on trust.

At Rheinmetall the responsibility for sustainability lies with the Executive Board as a whole. The central area Corporate Social Responsibility reports directly to the Chief Executive Officer (CEO). In consultation with the responsible central department managed by the Head of Corporate Social Responsibility, the Executive Board sets the strategic framework for sustainability activities. In cooperation with the divisional and local sustainability officers and the Executive Board, the Corporate Social Responsibility department bundles and coordinates the respective ESG requirements. From this, it develops the sustainability strategy aligned to the Group strategy and derives the resulting fields of action, measures, targets and indicators.

In addition to the members of the Executive Board, the Corporate Sustainability Board established in October 2021 includes the divisional heads, the Head of Corporate Social Responsibility, the heads of Controlling, Compliance, Strategy, Purchasing, Human Resources, Corporate Communications, the Head of Investor Relations and the two Chief Technology Officers. The Corporate Sustainability Board deals with current regulatory developments and trends in the ESG area, as well as with the challenges they pose for Rheinmetall. The members of the board help to ensure that the interests of our stakeholders are given special consideration. At the annual meeting in December 2022, the heads of the five divisions, among others, presented the progress made in the area of ESG during the year and provided an outlook on the measures planned for 2023.

## Structure of the Rheinmetall Group

The Rheinmetall Group comprises Rheinmetall Aktiengesellschaft, a listed stock corporation established under the laws of Germany and entered in the commercial register of the District Court of Düsseldorf under the number HRB 39401, and its subsidiaries. The Articles of Association of the company were last amended on May 11, 2021.

Rheinmetall AG is the parent company of the Rheinmetall Group and has its registered office in Düsseldorf, Germany, at the Group headquarters. As the management holding company, it defines long-term strategic orientation and corporate policy of the Rheinmetall Group. It also performs control and governance functions and provides services to the Group companies. Its most important tasks include specifying targets and guidelines, optimizing the investment portfolio, central financing, risk management and filling management positions in the Group. Support and service functions, such as finances, HR, corporate communications, law, taxation, information technology, internal auditing, compliance, corporate social responsibility and mergers & acquisitions, are performed at Group level. Rheinmetall AG ensures that there is a Group-wide, standardized planning, control and management process in place, and within the context of the compliance management system it monitors the Group-wide implementation of laws, guidelines and regulations in accordance with a set of uniform criteria.

Rheinmetall is an international group in various markets with technologically leading products and services. The sales focus is on the security technology and mobility segments. Globalization, protectionism, digitalization as well as disruption and transformation in various sectors and industries – particularly in the automotive sector – as well as the increasing frequency and intensity of conflicts and military disputes, such as those in Russia's war against Ukraine, are leading to a growing need for mobility and security. With the five divisions, whose portfolios of products and services are essentially active in the areas of security and mobility, Rheinmetall fulfills these basic key needs of modern society. The transfer of technology between the individual parts of the Group and a focus on future-driven technologies and business areas with large potential for sustained growth and value enhancement are the cornerstones of the structure.

Rheinmetall is represented at 42 locations in Germany, a further 45 in Europe (excluding Germany), 14 on the American continent, 18 in Asia, 5 in Africa and 8 in Australia. In 2022, the international share of sales was 71% (previous year: 66%). Rheinmetall employs 13,525 employees abroad (previous year: 12,787 employees), which represents 48.8% of our total workforce (previous year: 48.9%).

Rheinmetall AG has direct or indirect holdings in 206 companies in Germany and abroad (previous year: 200), that are part of the Rheinmetall Group. The scope of consolidation includes 166 subsidiaries (previous year: 165). A total of 35 companies are carried at equity, in the previous year, these were 32 companies. The Group also holds 5 joint operations (previous year: 3). For further information, please refer to section (6) "Scope of consolidation" and in section (42) "List of shareholdings" in the notes to the consolidated financial statements.

## Articles of incorporation

	2022	2021	2020
Valid version	Date 11 May 2021	Date 11 May 2021	Date 8 May 2018

## Governance Supervisory Board

The Supervisory Board performs its activities in accordance with statutory provisions, the Articles of Association of Rheinmetall AG and its Rules of Procedure. The main contents of the Rules of Procedure, which are published on the company's website, concern the composition, tasks and responsibilities of the Supervisory Board, the convention, preparation and chairing of meetings, the rules pertaining to committees and quorum requirements. The Chairman of the Supervisory Board coordinates the work of the Supervisory Board, chairs its meetings and represents the Board externally. Each year, he explains the activities of the Supervisory Board and its committees in the report of the Supervisory Board printed within the annual report and orally at the Annual General Meeting.

The Supervisory Board advises the Executive Board on the management of the company and monitors its management activities. The Chairman of the Supervisory Board is elected from among its members. Supervisory Board meetings are held in accordance with the provisions of the German Stock Corporation Act (AktG). As a general rule, four Supervisory Board meetings take place each calendar year, which are attended by members of the Executive Board unless otherwise stipulated by the Chairman of the Supervisory Board. Resolutions may be passed in writing, by telex (fax or e-mail) or by telephone. The Supervisory Board passes its resolutions by means of a simple majority of members participating in the passing of the resolution. In the event of a tied vote, the Chairman of the Supervisory Board has the casting vote.

ESG is a fixed element of the activity of the Supervisory Board. For example, the members of the Supervisory Board deal with current ESG developments, with their importance for the corporation and its stakeholders and the resulting future challenges and opportunities.

The Audit Committee handles not only risk management, but also the scope and depth of current and future regulatory requirements for sustainability reporting and their implementation, as well as the processes and internal controls implemented in collecting the data required for reporting.

The Strategy and ESG Committee deals with the strategic further development of sustainability and its enshrinement in the overall strategy of the company. It obtains information on the associated ESG fields of action, measures and initiatives, as well as on the progress made, and monitors the inclusion of sustainability aspects in the business model.

The Supervisory Board's Personnel Committee deals with the implementation of ESG objectives in internal performance indicators and their consideration in remuneration systems. As part of the Executive Board's remuneration, it defines the ESG criteria, their target values and target achievement ranges on an annual basis and assesses the respective degree of achievement of the non-financial targets.

## Supervisory Board

	First appointed	Appointed until AGM	Membership in Supervisory board
Ulrich Grillo Chairman of the Supervisory Board	10.5.2016	2025	<b>Chairman</b> Audit committee <a href="#">Personnel committee</a> <a href="#">Strategy and ESG Committee</a> <a href="#">Nomination committee</a> <a href="#">Mediation committee</a>
Prof. Dr. Dr. h.c. Sahin Albayrak	11.5.2021	2024	<a href="#">Strategy and ESG Committee</a>
Dr.-Ing. Dr.-Ing. E. h. Klaus Draeger	9.5.2017	2026	<a href="#">Strategy and ESG Committee</a>
Professor Dr. Andreas Georgi	10.6.2002	2025	Nomination committee <a href="#">Personnel committee</a> <a href="#">Mediation committee</a>
Dr. Britta Giesen	11.5.2021	2024	<a href="#">Strategy and ESG Committee</a>
Professor Dr. Susanne Hannemann	15.5.2012	2025	<a href="#">Audit committee</a>
Louise Öfverström	10.5.2022	2026	Audit committee
Klaus-Günter Vennemann	10.5.2016	2025	Nomination committee
Dr. Daniel Hay Deputy Chairman of the Supervisory Board	7.5.2014	2027	Audit committee <a href="#">Personnel committee</a> <a href="#">Strategy and ESG Committee</a> <a href="#">Mediation committee</a>
Ralf Bolm	1.7.2020	2027	Audit committee
Murat Küplemez	10.5.2022	2027	
Dr. Michael Mielke	1.9.2010	2027	
Reinhard Müller	9.5.2017	2027	<a href="#">Personnel committee</a> <a href="#">Strategy and ESG Committee</a>
Dagmar Muth	1.7.2015	2027	<a href="#">Strategy and ESG Committee</a> <a href="#">Mediation committee</a>
Barbara Resch	1.7.2020	2027	
Sven Schmidt	1.7.2014	2027	Audit committee <a href="#">Strategy and ESG Committee</a>

As of 31 December 2022

## Governance Supervisory Board

### Objectives for the composition of the Supervisory Board and competence profile

Taking account of the results of its efficiency examination and the recommendation and suggestions of the German Corporate Governance Code (GCGC) – as far as applicable – the Supervisory Board resolves the following objectives for its composition.

**O1**

In view of the further internationalization and the increasing importance of the Group's strategic future markets (particularly Australia, Asia, USA), a candidate (m/f) with relevant experience in the future markets and in regulated markets should be nominated.

**O2**

To supplement the experience in the overall responsibilities of managing a listed corporation and superordinate stakeholder management, a candidate (m/f) with executive board experience in a listed corporation should be nominated.

**O3**

In view of the challenges faced as a result of increasing digitalization and the related customer requirements and to strengthen the industrial orientation of the digitalization competency, a candidate (m/f) with relevant experience in the area of digitalization / IT / Industry 4.0 should be nominated.

**O4**

In the context of the pending nominations, the aim should be to achieve rolling staggered periods of office which promote an ongoing exchange as well as a transfer of experience in the overall committee.

**O5**

For future candidate proposals, the requirements of Section 96 (2) AktG on the gender quotas as well as Section C.1 sentence 2 and C.6 ff of the GCGC on diversity and independence should be observed.

## Competency Profile

### Governance-specific requirements

Corporate governance, experience from Supervisory Board work	Experience in the overall governance of an independent, listed company Interaction in the Supervisory Board, content and legal requirements and best practice
Executive board experience in listed companies	Experience in the overall management of a listed company Knowledge in overarching stakeholder management
Independence	No personal or corporate conflicts of interest Perceived independence among the owners and period of office
Availability, number of mandates	Available in terms of time, location and interests Avoidance of overboarding

### Structural / functional aspects

Financial / business competency (audit committee / risk management)	Financial / business knowledge, especially also for the audit committee Capital market knowledge, risk management, IR, M&A
Functional competency (human resources, social, etc.) (Mediation / Nomination Committee)	Covering the HR functions, successor regulations, talent management, legal, et. al. Knowledge in work with social partners, conflict management
Sales-and operating functions	Broad coverage of the functions sales, marketing, production, SCM, etc. Knowledge in the area of operating excellence

### Strategic expertise

Defence industry competency	Experience in the defence industry, sales, technology and operations Knowledge of regulatory aspects
Automotive industry expertise	Experience in the automotive industry, sales, technology and operations Knowledge of relevant global market developments at OEMs and suppliers
Digitalization / IT	Experience in the digital transformation of industrial business models as well as innovation Knowledge of innovative "disruptive" technologies and business models in the relevant environment and IT
Technology expertise / innovation	Knowledge of overarching technical trends and developments in both industries Experience in commercializing technology developments
Knowledge on international / regulated markets	Knowledge of the relevant geographical markets / customer segments especially Northern America, Australia, Asia, and the investment situation as well as political and cultural aspects of both divisions
Industrial management experience	Management experience in relevant industrial company, ideally with a divisional structure Experience in overall corporate responsibility

## Governance

### Supervisory Board

#### Supervisory Board | Tenure

		2022
Shareholder representative	Number	8
1 - 3 years	Number	3
4 - 7 years	Number	3
8 - 10 years	Number	1
> 10 years	Number	1
Employee representatives	Number	8
1 - 3 years	Number	3
4 - 7 years	Number	4
8 - 10 years	Number	—
> 10 years	Number	1

#### Supervisory Board | Composition

	2022	2021	2020
Shareholder representative	Number	8	8
Employee representatives	Number	8	8
Trade union representatives	Number	2	2
Representatives of senior management	Number	1	1
Elected employee representatives	Number	5	5

#### Supervisory Board | Composition

GRI 102-22

	2022	2021	2020
Female members	Number	4	4
Male members	Number	12	12
Total	Number	16	16

#### Supervisory Board | Discharge

	2022	2021	2020
Valid votes cast	Number	25,161,985	25,099,766
Share of the capital stock represented hereby	Percent	57.77	57.62
Yes Votes	Percent	97.51	94.9

#### Supervisory Board | Age structure

GRI 405-1

	2022	2021	2020
< 30 years	Number	0	0
30 to 50 years	Number	4	3
> 50 years	Number	12	13
Average age	Years	57	58

### Supervisory Board | Attendance Plenary

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Ulrich Grillo Chairman	10   10	11   11	8   8
Prof. Dr. Dr. h.c. Sahin Albayrak	10   10	5   5	—
Dr.-Ing. Dr.-Ing. E. h. Klaus Draeger	10   10	10   11	8   8
Professor Dr. Andreas Georgi	10   10	11   11	8   8
Dr. Britta Giesen	10   10	5   5	—
Professor Dr. Susanne Hannemann	10   10	11   11	8   8
Dr. Franz Josef Jung (until 10.05.2022)	3   3	11   11	8   8
Louise Öfverström (since 10.05.2022)	7   7	—	—
Klaus-Günter Vennemann	10   10	11   11	8   8
Dr. Daniel Hay Deputy Chairman	9   10	11   11	8   8
Ralf Bolm	9   10	11   11	3   3
Murat Küplemez (since 10.05.2022)	7   7	—	—
Dr. Michael Mielke	10   10	11   11	8   8
Reinhard Müller	10   10	11   11	8   8
Dagmar Muth	10   10	11   11	8   8
Barbara Resch	10   10	10   11	3   3
Markus Schaubel (until 10.05.2022)	3   3	11   11	8   8
Sven Schmidt	10   10	11   11	8   8

As of 31 December 2022

### Supervisory Board | Attendance Personnel Committee

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Ulrich Grillo (Chairman)	4   4	8   8	5   5
Professor Dr. Andreas Georgi	4   4	8   8	5   5
Dr. Daniel Hay	4   4	7   8	5   5
Reinhard Müller	4   4	8   8	3   3

As of 31 December 2022

## Governance

### Supervisory Board

#### Supervisory Board | Attendance Audit Committee

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Professor Dr. Andreas Georgi (Chairman until 10.05.2022)	2   2	6   6	5   5
Professor Dr. Susanne Hannemann (Chairman since 10.05.2022)	5   5	6   6	5   5
Ulrich Grillo	5   5	6   6	5   5
Louise Öfverström (since 10.05.2022)	3   3	—	—
Ralf Bolm	5   5	6   6	2   3
Dr. Daniel Hay	4   5	5   6	3   3
Sven Schmidt	5   5	6   6	5   5

As of 31 December 2022

#### Supervisory Board | Attendance Strategy and ESG Committee

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Ulrich Grillo (Chairman)	2   2	2   2	2   2
Dr.-Ing. Dr.-Ing. E. h. Klaus Draeger	2   2	2   2	2   2
Prof. Dr. Dr. h.c. Sahin Albayrak	1   2	1   1	—
Dr. Britta Giesen	2   2	1   1	—
Dr. Daniel Hay	2   2	2   2	1   1
Reinhard Müller (since 10.05.2022)	1   1	—	—
Dagmar Muth	1   2	2   2	1   2
Markus Schaubel (until 10.05.2022)	1   1	2   2	2   2
Sven Schmidt	2   2	1   1	—

As of 31 December 2022

#### Supervisory Board | Attendance Mediation Committee

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Ulrich Grillo (Chairman)	0   0	0   0	0   0
Professor Dr. Andreas Georgi □	0   0	0   0	—
Dr. Daniel Hay	0   0	0   0	0   0
Dagmar Muth	0   0	0   0	0   0

As of 31 December 2022

### Supervisory Board | Attendance Nomination Committee

	2022	2021	2020
	Participation   Meetings	Participation   Meetings	Participation   Meetings
Ulrich Grillo (Chairman)	1   1	1   1	0   0
Dr. Franz Josef Jung (until 10.05.2022)	1   1	1   1	0   0
Professor Dr. Andreas Georgi (since 10.05.2022)	0   0		
Klaus-Günter Vennemann	1   1	1   1	0   0

As of 31 December 2022

### Supervisory Board | Remuneration

	2022	2021	2020
Shareholder representative	€ 1,084,822	985,164	975,000
Fixed remuneration	€ 778,192	720,438	720,000
Remuneration for committee work	€ 306,630	264,726	255,000
Employee representatives	€ 927,918	844,658	831,066
Fixed remuneration	€ 733,192	680,000	678,689
Remuneration for committee work	€ 194,726	164,658	152,377
Total	€ 2,012,740	1,829,822	1,806,066

### Supervisory Board | Managers' Transactions

	2022	2021	2020
Number	8	11	8

### Supervisory Board | Conflicts of interest

	2022	2021	2020
Number	0	0	0

## Governance

### Executive Board

The Executive Board is responsible for the overall management of the company. It defines long-term strategic orientation and corporate policy as well as the structure and organization of the Rheinmetall Group and allocates resources. The Executive Board manages the company on its own initiative in the interests of the company, i.e. taking into consideration the concerns of shareholders, customers, employees and other groups connected to the company (stakeholders), with the aim of creating sustainable value added free from instructions of third parties in accordance with the relevant laws, the company's Articles of Association and the applicable Rules of Procedure and having regard for the resolutions of the Annual General Meeting. It represents the company to third parties.

The Rules of Procedure for the Executive Board govern the Board's work, the allocation of duties among the respective Executive Board members, matters reserved for the Executive Board as a whole and the majority required for Executive Board resolutions. In accordance with the Rules of Procedure for the Executive Board, each member of the Executive Board manages the area of responsibility assigned to them under the business distribution plan independently and on their own responsibility, whereby the Executive Board as a whole must be informed on an ongoing basis of key processes and developments relating to business and important measures. Any matters that are of fundamental importance or that have far-reaching consequences require a resolution to be passed by the Board as a whole.

#### Executive Board | Composition

		2022	2021	2020
	Number	1	0	0
Female members	Number	1	0	0
Male members	Number	3	4	4
Total	Number	4	4	4

#### Executive Board | Appointments

	Position/ area	Date of Entry	since	until
Armin Papperger	CEO Defence	17.4.1990	1.1.2012	31.12.2016
			1.1.2017	31.12.2021
Helmut P. Merch	CFO Finance and Controlling	1.4.1982	1.1.2013	31.12.2017
			1.1.2017	31.12.2022
Peter Sebastian Krause Director of Industrial Relations	CHRO Human Resources	1.2.1999	1.1.2017	31.12.2019
			1.1.2020	31.12.2024
Dagmar Steinert CFO	CFO Finance and Controlling	1.12.2022	1.12.2022	30.11.2025

#### Executive Board | Age structure

		2022	2021	2020
	Number	0	0	0
< 30 years	Number	0	0	0
30 to 50 years	Number	0	0	1
> 50 years	Number	4	4	3
Average age	Years	61	59	58

### Executive Board | Mandates

		2022	2021	2020
Armin Papperger				
Internal mandates	Number	3	4	9
External mandates	Number	1	1	1
Helmut P. Merch				
Internal mandates	Number	1	2	4
External mandates	Number	2	1	1
Peter Sebastian Krause				
Internal mandates	Number	3	3	3
External mandates	Number	—	—	—
Dagmar Steinert				
Internal mandates	Number	—	—	—
External mandates	Number	1	—	—

### Executive Board | Discharge

		2022	2021	2020
Valid votes cast	Number	25,214,751	25,594,643	22,293,958
Share of the capital stock represented hereby	Percent	57.89	58.76	51.18
Yes Votes	Percent	98.98	99.94	99.97

### Executive Board | Remuneration

		2022	2021	2020
Armin Papperger	€ thousand	3,590	6,146	6,090
Helmut P. Merch	€ thousand	1,979	2,451	2,467
Peter Sebastian Krause	€ thousand	1,143	2,698	2,684
Dagmar Steinert	€ thousand	110	—	—
Total	€ thousand	6,822	11,295	11,241

### Executive Board | Managers' Transactions

		2022	2021	2020
Armin Papperger	Number	3	7	5
Helmut P. Merch	Number	2	3	3
Peter Sebastian Krause	Number	1	4	2
Dagmar Steinert	Number	—	—	—

### Executive Board | Conflicts of interest

		2022	2021	2020
Executive Board	Number	0	0	0

## Governance Compliance

The reputation of Rheinmetall, the success of the business and the trust of customers, investors, employees and the general public depend not only on the quality of our products and services, but also to a large degree on good corporate governance and, in particular, on effective compliance processes. In line with our values and our Code of Conduct, we are committed to conduct characterized by responsibility, integrity, respect and fairness. We are an honest, loyal and reliable partner for all our stakeholders.

Our compliance policy serves to safeguard our business success on a lasting basis. The members of the Executive Board and managers, executives and employees naturally have an obligation to comply at all times in their working environment with all the applicable country-specific laws, regulations and other provisions, to conduct themselves correctly in business dealings, to preserve the company's tangible and intangible assets and to avoid anything that may result in operational or financial disadvantages or damage to the image of individual companies or the Rheinmetall Group. We do not tolerate any damage to our company's standing and to the reputation of our employees or agents as a result of unlawful and/or unethical behavior or corrupt business practices.

In the day-to-day business of an international company, the different national political and legal systems as well as cultural values, customs and societal norms of different cultural groups have to be taken into account. In addition to the applicable legislation of the countries of exportation, European Union regulations as well as anti-corruption laws such as the US Foreign Corrupt Practices Act, the UK Bribery Act and the French Sapin II Anti-Corruption Act must be observed. The requirements that Rheinmetall Group companies have to fulfill are therefore many and varied. With deliveries made to 138 countries around the globe in 2022, management and employees now more than ever need guidance when it comes to national and international business and in relations with business partners, office holders, authorities and other state bodies in order to avoid potential errors and any resulting reputational, business or liability risks.

### Compliance | Framework

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[Anti Money Laundering Policy](#)

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[Anti-Trust Policy](#)

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[Instruction Group Data Privacy Officer](#)

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[Compliance Management System Manual](#)

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[Rheinmetall Code of Conduct](#)

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[Risk Prevention Policy](#)

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[Data Privacy Policy](#)

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[Data Protection Manual](#)

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[Dawn Raid Policy](#)

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[Business Partner Policy](#)

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[Social Responsibility Framework](#)

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[Incident Management Policy](#)

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[Conflict of Interest Policy](#)

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[Framework Policy Compliance-Trainings](#)

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[Regulation Management Manual](#)

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[Donations and Sponsorship Policy](#)

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[Gifts Policy](#)

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### Compliance | Business Partner Due Diligence

		2022	2021	2020
Audited Business partners	Number	6,959	2,675	1,020
without conspicuous issues	Percent	85	70	65

### Compliance | Trainings

		2022	2021	2020
Employees receiving classroom training	Number	5,981	4,183	4,116
Employees attending e-learning sessions	Number	6,256	7,548	15,130
Total	Number	12,237	11,731	19,246

### Compliance | Whistleblower | Lines of communication

EQS Integrity Line   Web-based whistleblowing system
Ombudsman   independent, external contact
Speakup   direct, internal compliance contact
E-mail
Letter
Fax
Phone

### Compliance | Incident management

		2022	2021	2020
Indications (total)	Number	170	91	53
Compliance-relevant indications	Number	116	45	45
thereof anonymous indications	Number	42	9	3
Confirmed misconduct	Number	52	33	20
Under investigation	Number	47	18	2
Implausible indications	Number	51	20	8

### Compliance | Transparency International Defence Companies Index

		2022	2021	2020
Rank	Band	—	—	C
Policy	Score	—	—	67/100
Transparency	Score	—	—	16/100

## Governance

### Tax Compliance

#### Sustainability and taxes at Rheinmetall

The globalization and internationalization of business models present major challenges for multinational corporations and, in particular, the international tax landscape. The complexity of international tax law and the associated risks of taxation conflicts and compliance requirements demand transparency and efficient internal control systems to ensure fair and sustainable global taxation. Paying taxes in line with actual value added is a vital element of the Rheinmetall Group's global economic and social responsibility. By paying our taxes properly and on time in the countries in which we operate, we take responsibility for our actions and help ensure balanced social and economic conditions in these countries. Rheinmetall's primary tax jurisdictions are Germany, Switzerland and Italy. Our tax payments make a key contribution to developing and maintaining infrastructure and social cohesion in each of these countries and are a cornerstone of our commitment to conducting and further developing sustainable, fair and cooperative business worldwide.

#### Management approach to tax

With its entrepreneurial activities in Germany and internationally, the Rheinmetall Group incurs a variety of tax obligations. In order to comply with these obligations both comprehensively and in accordance with the legal requirements on the one hand, while also ensuring an optimal corporate and Group tax structure in the interests of business policy on the other, the tasks and responsibilities relating to the Group's tax concerns are regulated uniformly in view of the Group's decentralized organizational structure. Responsibilities for tax concerns within the Group are set out in the Corporate Tax Policy, which standardizes tasks and responsibilities in connection with the Rheinmetall Group's tax concerns. It was approved by the Rheinmetall AG Executive Board and is regularly reviewed and updated by the Group tax department. It applies to all Group companies and all persons responsible for Group companies' tax matters. This policy helps the Group make the most of its tax expertise and resources to ensure compliance with tax-related obligations.

At company level, further details regarding the Corporate Tax Policy are provided by tax directives, which set out tax-related processes and the role played by the Group tax department in these processes. In addition, individual Group companies have their own tax strategies.

The Group tax department performs the central service function for all Rheinmetall Group companies and is the central contact partner for all tax matters. It also has the authority to set guidelines. In all national cases, all tax matters are executed by the Group tax department; it is the key contact in international cases.

Rheinmetall attaches a high level of importance to compliance and explicitly to the matter of tax compliance and upholds the following strategic principles pertaining to tax:

- Proper fulfillment of tax-related obligations and minimizing tax risks has priority.
- All relevant tax laws, rules and regulations are to be observed and reporting and disclosure obligations met.
- All tax-relevant transactions must be structured according to the principle of tax transparency.
- Cross-border transactions between affiliated companies comply with the arm's length principle.
- All notification/declaration, submission and payment obligations must be fulfilled in full in a timely and lawful manner.
- Tax fraud or evasion are not tolerated in any form.

Rheinmetall has also defined the following tax compliance objectives:

- Preparing all tax returns in accordance with applicable statutory provisions, guidelines, Federal Fiscal Court case law and recognized administrative practice and submitting them in a timely manner.
- Making all tax payments in the defined amount or in the amount calculated by the company itself in a timely and punctual manner.
- Recording and processing tax-relevant matters appropriately.
- Fulfilling obligations as regards approvals, cooperation and disclosure.
- Fulfilling obligations as regards documentation, notifications and reporting (e.g. DAC 6, CbCR, Pillar 2).
- Managing tax audits
- Preventing damage by
  - Implementing and developing a system for managing tax risks that enables tax risks to be identified and assessed on a continuous basis and relevant controls and processes to be implemented, documented and monitored.
  - Safeguarding the company's own tax position in the case of material circumstances that pose a risk by proactively involving tax authorities and/or external consultants

Comprehensive checks are intended to monitor and ensure the payment of all taxes due and compliance with material tax disclosure obligations in line with legal requirements. Good collaboration with our auditors and external tax consultants plays a key role here, and Rheinmetall supports this in the long term.

All Rheinmetall subsidiaries conduct active trading or business activities. No Rheinmetall subsidiary operates with the purpose of avoiding tax. Rheinmetall's business model aims to comply with substance requirements at all times, i.e. paying taxes where actual value added is created. In particular, the aim of Rheinmetall's business model is not to operate in tax havens.

Rheinmetall does not currently operate in jurisdictions on the EU list of non-cooperative jurisdictions for tax purposes ("EU Black List"). Tax authorities are regularly informed about all Rheinmetall Group companies and their respective functions.

## Governance

### Tax Compliance

#### Tax risk and control framework – tax risk management

Given the global scope of its business activities, Rheinmetall is subject to taxation in several countries.

Effective risk management ensures that uncertainties relating to tax law and the resulting risks are identified at an early stage and any potential negative impact is minimized using suitable principles, measures and checks. This covers financial risks in the form of interest on tax payments, fines and penalties, as well as damage to Rheinmetall's reputation and a lasting negative impact on relationships with authorities. Potential risks also include the denial of production or export advantages. Rheinmetall aims to minimize any tax risks through suitable principles, measures and checks.

To achieve this objective, the Executive Board implemented a "Tax Compliance Management System" (Tax CMS) geared towards damage prevention and risk control that is intended to ensure compliance with tax obligations at Group level and is aligned with Rheinmetall's governance model. The Tax CMS is the responsibility of the CFO, who has delegated the operations and monitoring of the Tax CMS to the head of Tax. The Tax CMS is based on the standards for auditing compliance management systems (IDW PS 980) and the Praxishinweis 1/2016 "Ausgestaltung und Prüfung eines Tax Compliance Management Systems gem. IDW PS 980" ("Design and Audit of a Tax Compliance Management System according to IDW PS 980"). The core components of the Tax CMS are as follows:

- Regulating tasks and responsibilities
- Involving the Group tax department
- Identifying and assessing tax risks, principles, measures and checks using risk control matrices

The Tax CMS ensures compliance with internal and external regulations and that unwanted tax practices are identified and prohibited at an early stage. The aim is to meet our tax obligations in full, correctly and on time and thus to avoid compliance-related tax risks.

The Group tax department maintains continuous communication with all business units and so is always aware of current tax developments. Risk management involves analyzing and evaluating relevant issues. Tax matters that present a potential tax risk are reported to the Executive Board and the Supervisory Board's Audit Committee to ensure effective risk management.

To avoid tax risks or minimize their financial impact, we aim to use timely tax audits to reduce the number of fiscal years that have not been definitively examined by the tax authorities.

To secure the company's own legal position in material issues, where required and legally possible binding information or advance pricing agreements (APAs) are obtained from tax authorities at an early stage, as well as second opinions from external consultants in some cases. Finally, submitting tax returns and tax declarations on time helps prevent and reduce tax risks.

### **Whistleblower system**

To identify potential misconduct, a global whistleblower system has been put in place where suspected violations can be reported anonymously. In particular, this system can also be used to report concerns about unethical or unlawful conduct and Rheinmetall's integrity as regards taxes.

### **Tax governance framework – tax roles and responsibilities**

Tax obligations are upheld in close collaboration between the Group tax department and the CFO, as well as those responsible at the Group companies. The Executive Board as a whole is also regularly informed of the tax items in the annual financial statements and current issues. This is alongside regular coordination as part of risk management and compliance reporting. In addition, the head of the Group tax department regularly reports to the Audit Committee on the status of the Tax CMS.

The Group tax department includes generalists and specialists in value added tax and transfer prices. All Group tax department employees are highly qualified and specialized in their fields in line with the complexity of this area.

It considers itself a business partner to the Group companies based outside Germany and works with them in a supporting role. This allows measures that are required from a tax perspective to be discussed with the Group companies, where necessary drawing on the technical expertise of local tax experts. Local tax experts are also consulted in the case of changes to the law or pending restructuring in the Rheinmetall Group.

### **Collaboration with stakeholders and tax authorities and representation of tax interests**

Rheinmetall collaborates closely with public institutions and local tax authorities. The aim of this is to create a consistently open and constructive relationship for discussing all tax matters. This requires applicable laws to be interpreted responsibly and in a practical manner.

Rheinmetall respects the right of all governments regarding their authority to design tax legislation and collect taxes. Rheinmetall also aims to maintain cooperative relations with tax authorities based on mutual trust. Collaboration should be shaped by respect, professionalism and reliability. This is our goal – regardless of any potential discussions with tax authorities about the interpretation of applicable legal regulations.

To ensure smooth communication with domestic and international tax authorities and comply with statutory deadlines, all correspondence is immediately checked to ensure it is complete and accurate.

## Governance

### Tax Compliance

To represent its interests, Rheinmetall sits on the tax committees of various institutions so that it can identify and respond to trends in tax legislation in a timely manner [e.g. German Association of the Automotive Industry (VDA) and the Federation of the German Industry (BDI)]. The Group tax department also works closely with committees of the Federal Association of the German Security and Defence Industry (BDSV).

#### Composition of income taxes

		2022	2021
Current income tax expenses	MioEUR	121	108
Earlier-period income taxes	MioEUR	-1	-6
Deferred taxes	MioEUR	63	48
Total	MioEUR	183	150

#### Reconciliation of tax expenses

		2022	2021
Earnings before taxes	MioEUR	711	582
Expected income tax expense (tax rate of 30%; previous year: 30%)	MioEUR	213	174
Foreign tax rate differentials	MioEUR	-25	-15
Effects of unrecognized loss carryforwards and temporary differences	MioEUR	-1	-1
Reduction of tax expense due to previously unrecognized loss carryforwards and temporary differences	MioEUR	-3	-4
Tax-exempt income	MioEUR	-5	-7
Non-deductible expenses	MioEUR	7	5
Earlier-period income taxes	MioEUR	-1	-6
Taxes on entities carried at equity	MioEUR	-6	-3
Taxes on dividends and other withholding taxes	MioEUR	5	6
Other	MioEUR	-1	1
Income tax expenses as per consolidated income statement	MioEUR	183	150

### **Ensuring sustainable development through our tax payments**

Rheinmetall, alongside its largest Group companies and their tax payments, is committed to Germany as a business location. Current income tax expenses for 2022 come to around €121 million, of which around 56% is attributable to Germany.

In 2022, the Rheinmetall Group also paid around €224 million in wage taxes and around €167 million in employer social security expenses in Germany. Employee social security contributions in Germany came to about €128 million in 2022.

#### **Breakdown of income tax by major country with business activities in %**

Germany	Percent	56,22
Switzerland	Percent	11,98
Austria	Percent	7,00
Italy	Percent	6,57
South Africa	Percent	5,97
Rest of world	Percent	12,26

### **Country-by-country reporting**

Rheinmetall reports in detail on its taxes as part of company reporting according to the International Financial Reporting Standards (IFRS).

In line with statutory obligations (country-by-country reporting), Rheinmetall AG submits tax information for all Group companies to the German Federal Central Tax Office in a timely manner. This information is based on consolidated financial statements audited by an independent audit firm.

## Governance Export Control

### Global, complex rules for import and export of goods and services

The companies of the Rheinmetall Group have a special responsibility with regard to exports. The strict provisions of German and European foreign trade law as well as the particularly strict German War Weapons Control Act and other applicable regulations must be strictly adhered to. Foreign trade law regulates trade with foreign countries with regard to its own security, foreign, economic and trade policy needs. The War Weapons Control Act is the implementing act to Article 26 para. 2 Grundgesetz (German constitution) and regulates the manufacture, provision, circulation, acquisition and transport of war weapons, i. e. objects, substances and organisms that are intended for warfare.

Rheinmetall takes this sensitive issue very seriously and sets the highest standards in terms of export control. All companies of the Rheinmetall Group must comply with these high standards, which are governed by numerous directives and instructions. At regular intervals, all employees involved in export control are thoroughly trained and made aware of their responsibilities. Rheinmetall has also developed its own e-learning programs for this topic. This provides employees with easier access to the significant and complex materials.

The Corporate Legal Division of the Group Holding in Düsseldorf coordinates export control. It follows the development of legislation, clarifies general legal questions, maintains contact with the ministries and authorities involved and ensures that our high standards are met in all affected companies of the Rheinmetall Group.

### Regulatory environment of Rheinmetall Defence

**Legal regulations on exports of military equipment** – The Federal Republic of Germany has one of the strictest export control systems in the world. German military equipment exports are governed by the Grundgesetz (GG – German Basic Law), the Gesetz über die Kontrolle von Kriegswaffen (KrWaffKontrG – German War Weapons Control Act) and the Außenwirtschaftsgesetz (AWG – Foreign German Trade and Payments Act) in conjunction with the Außenwirtschaftsverordnung (AWV – German Foreign Trade and Payments Regulation). The “Political Principles Adopted by the Government of the Federal Republic of Germany for the Export of War Weapons and Other Military Equipment” of June 26, 2019, provide the licensing authorities with guidelines.

European and German exports of military equipment are being restricted by numerous bans, licensing and reporting requirements at EU and national level. These restrictions allow the authorities to check critical exports and other foreign trade dealings with respect to arms control objectives. EU law takes precedence over national law, including German law. Nonetheless, according to Article 346 TEU (Treaty on the Functioning of the European Union), all member states can take measures they consider necessary for the protection of their essential national security interests. Decisions on the production of or trade in arms, munitions and war materials are therefore up to the respective national lawmakers.

**War weapons** – Article 26(2) of German Basic Law states that the manufacture, transportation and marketing of war weapons requires a license from the German government. The details are specified in a federal law, the German War Weapons Control Act (KrWaffKontrG). An annex to the KrWaffKontrG, the War Weapons List, lists all items that are definitively regarded as war weapons. War weapons include not only devices such as battle tanks, armored combat support vehicles and machine guns, but also certain types of ammunition such as tank or artillery ammunition. As well as complete devices and ammunition systems, certain assemblies and components such as the turret and chassis of a battle tank or the projectile, warhead or fuse for certain types of ammunition are additionally defined as war weapons.

The KrWaffKontrG includes an extensive licensing system for war weapons. Almost every activity relating to these goods requires a license. A license is required for the production of war weapons, both during development and in series production. Transfer of the actual control over war weapons also requires a license, as does the purchasing of these weapons. The transportation of war weapons within a country is also subject to licensing. Moreover, the transportation of war weapons using German ships or aircraft outside German territory requires a license. Trading and brokerage transactions involving war weapons that are not intended to affect German territory are also subject to licensing. Above all, the importing, exporting and transit of war weapons requires a license. Exporting a war weapon requires not only the applicable licenses in accordance with the KrWaffKontrG, but also an additional license for export purposes, specifically an export license in accordance with the Foreign Trade and Payments Act (AWG) or the Foreign Trade and Payments Regulation (AWV).

**Regulations on other military equipment** – Other types of military equipment are listed in Part I Section A of the Export List, an annex to the German Foreign Trade and Payments Regulation. In particular, the export of these goods requires a license. The term “goods” and therefore the export controls apply not just to goods, but to technology and software as well. Licenses are also needed for some types of technical support (i.e. the transfer of intangible knowledge and capabilities) and for some trading and brokerage transactions. It is generally possible to import other types of military equipment without a license.

**National regulations on trade and exports of military equipment** – The Federal Republic of Germany is entitled to restrict the foreign trade and – in particular – the export of military equipment (including war weapons) by imposing licensing requirements or bans, for example to safeguard the material security interests of the Federal Republic of Germany, to prevent a disturbance to the peaceful co-existence of nations or a major disruption to the foreign relations of the Federal Republic of Germany, to safeguard the public order or security of the Federal Republic of Germany or another member state of the European Union or in the interests of the European Union; and in addition to implement the decisions of the European Council on economic sanctions within the sphere of Common Foreign and Security Policy, to carry out the obligations of the member states of the European Union that are stipulated in directly applicable binding acts of the European Union on the imposition of economic sanctions in the sphere of Common Foreign and Security Policy, and to implement resolutions of the United Nations Security Council or intergovernmental agreements.

**Regulations on trade of military equipment at EU level** – The adoption of the “Council Common Position 2008/944/CFSP defining common rules governing control of exports of military technology and equipment” of December 8, 2008, created a legally binding regime for all EU member states. The Council Common Position of December 8, 2008, sets out a total of eight criteria for assessing export license applications. It gives mention to an EU Common Military List, which largely matches the corresponding lists of controlled military equipment of the EU member states. Controlled goods that come under these lists are largely defined and amended by the international export control regime. The Wassenaar Arrangement (WA), in particular, governs the export controls of conventional military equipment and dual-use goods and related technology. The Australia Group (AG) is active in the area of chemical and biological agents and dual-use goods and technologies. Furthermore, the aim of preventing proliferation is pursued by the Missile Technology Control Regime (MTCR) in the area of ballistic missiles and by the Nuclear Suppliers Group (NSG) in the area of nuclear weapons. The goods in the respective item lists in the Annex to the EC Dual-Use Regulation and German export lists are reflected in German law.

## Governance

### Export Control

**International regulations on trade of military equipment** – There has been a set of internationally applicable standards for the trade of conventional military equipment since the Arms Trade Treaty (ATT) came into force in December 2014. On April 2, 2013, the United Nations General Assembly approved a resolution, by a large majority, to adopt the text of the Arms Trade Treaty. The treaty came into force on December 24, 2014. A total of 135 countries have signed the treaty to date, including Germany.

**Decision of the German government on exports of military equipment** – The German government makes decisions on exports of military equipment based on its “Political Principles for the Export of War Weapons and Other Military Equipment.” These political principles take into account the German War Weapons Control Act and the Foreign Trade and Payments Act in conjunction with the “European Council Common Position of December 8, 2008, defining common rules governing control of exports of military technology and equipment,” the Arms Trade Treaty that came into force on December 24, 2014, and any respective subsequent regulations. The criteria laid down in the “Common Position” and any subsequent regulations form an integral part of these political principles. The new principles on the export of military equipment from June 26, 2019, expressly prohibit the export of small arms and light weapons to third countries. Licenses for these weapons and the associated ammunition are now issued by the federal government only in exceptional cases. If the political principles set out more restrictive measures than the “Common Position,” they take precedence.

Licenses for the export of war weapons and other military equipment are granted only on the basis of reliable prior knowledge of end use by the intended end-user. This generally requires appropriate written assurance by the end-user in the official end-user certificate. The granting of licenses can additionally be made contingent upon the recipient country giving its consent to on-site post-shipment controls in line with the federal government’s adopted key points for the introduction of post-shipment controls for German military equipment exports and any subsequent regulations.

Shipments of war weapons and other military goods of a quantity or type that could be relevant to war weapons are approved only upon presentation of official end-user certificates that include a reexport ban subject to authority approval. This applies mutatis mutandis to any other military equipment related to war weapons exported in connection with a manufacturing license. Effective end use regulations must be made a pre-condition for these manufactured war weapons.

War weapons and other military equipment related to war weapons may be reexported to third countries or brought into the EU single market only if the federal government has consented to this in writing. A recipient country that flouts an issued end-user certificate to approve the reexport of war weapons or other military equipment related to war weapons or that has knowingly failed to prevent or has not sanctioned an unapproved export of such weapons or equipment will be generally excluded from receiving any further deliveries of war weapons or other military equipment related to war weapons until the situation is resolved. The same applies if post-shipment controls identify violations of the end-user certificate or a country refuses to conduct on-site controls despite making a commitment to this effect in its end-user certificate.

**Other goods** – Other goods besides war weapons and other military equipment are controlled, namely dual-use goods (i.e. goods that can be used for civilian and military purposes). In other words, they are not purely civilian goods. Purely civilian goods are not generally subject to any export restrictions. With a few exceptions, they can be exported without requiring a license.

**Export of dual-use goods** – Other goods besides war weapons and other military equipment are controlled, namely dual-use goods (i.e. goods that can be used for civilian and military purposes). In other words, they are not purely civilian goods. Purely civilian goods are not generally subject to any export restrictions. With a few exceptions, they can be exported without requiring a license.

**Export of non-listed goods** – To ensure seamless export controls, there are also licensing requirements for goods that are not technically described in any of the aforementioned export lists and are known as “non-listed goods.” These licensing requirements involve open-ended lists that prevent low-tech goods from being used for armaments projects. These are referred to as “catch-all clauses.” Factors that play a role in licensing approval include the intended purpose of the goods and the respective purchasing country or country of destination. A licensing requirement may exist if the goods are intended to be used or may be used in connection with the development, manufacture, handling, operation, maintenance, storage, tracking, identification or dissemination of chemical, biological or nuclear weapons or other nuclear explosives, or for the development, manufacture, maintenance or storage of missiles for such weapons or are intended to be used for a military end purpose in an arms embargo country, or for use as components of military goods exported without requiring a license or, where the goods are for digital surveillance, the goods are or may be intended, in whole or in part, for use in connection with internal repression and/or the commission of serious violations of human rights and international humanitarian law.

#### Defence | Export control

		2022	2021	2020
Entries in war weapons books	Number	38,480	28,813	37,415
Export licenses pursuant to the German Weapons of War Control Act	Number	108	109	76
Export licenses pursuant to the AWG/AWV	Number	423	572	583

## Governance

### Trade Compliance

#### Professional Management of international goods trade at Rheinmetall Automotive

The challenges in foreign trade law lie in the continuous adaptation of operational processes to the ever faster changing specifications on international flows of goods, which economic operators and business partners can only implement and comply with through close cooperation and communication in a spirit of partnership.

Economic cooperation among the 164 countries organised in the World Trade Organization (WTO), which account for more than 90% of the world's trade volume, is at a consistently high level. However, progress in removing trade barriers has stalled. It is not foreseeable whether the stalemate in negotiations will end. The dismantled customs barriers have been replaced by so-called non-tariff trade barriers, which complicate market entry in international business. REACH certificates (chemicals) or use-related certificates increase the effort, require the compilation of extensive information and an internally coordinated approach.

Due to the complexity of complying with national legal regulations on export control, taxes and customs procedures, first countries have started to make a pre-shipping declaration with a data string identifying the delivery on a web-based reporting platform mandatory. The notification of a registration number, which must be included on the shipment documents, means the release of the shipment for transport to the destination country. Here, the first steps towards blockchain of the international flow of goods become visible. To ensure competitiveness, the economic operators are required to check the compatibility of their ERP systems by means of an interface and, if necessary, to design them in such a way that the necessary information can be transmitted without manual effort.

National, supra- and internal developments in the sphere of sustainability are also already reflected. For example, the tariff rate could be set on the basis of the certified carbon footprint of a good.

The expert team of German foreign trade officers makes an important contribution to the success of Rheinmetall companies by harmonising foreign trade processes as best as possible while exploiting synergies. It points out risks and needs for action and advises the Executive Board, managers and specialist departments on all issues relating to customs and foreign trade law. Think global - act local is the maxim under which the regional customs and foreign trade experts exchange ideas. International developments are observed; they are usually reflected in national regulations on import and export processing as well as export control.

Probably not the last challenge for foreign trade: RCEP - Regional Economic Partnership , the latest free trade zone launched on 1 January 2022, which includes China and Japan, the second and third largest economies in the world, as well as the ASEAN countries, including South Korea, Australia and New Zealand. This free trade zone includes one third of the world's economic output and one third of the world's people. It remains to be seen under which conditions a delivery can be made to this free trade zone.

## Governance

### Statement on controversial weapons and ammunition

#### **Controversial weapons**

Neither Rheinmetall AG nor its subsidiaries/joint ventures develop, produce or distribute anti-personnel mines; biological, chemical or nuclear weapons; cluster munition; or ammunition containing depleted uranium. Furthermore, it is not intended to do so in the future.

#### **Cluster munitions**

Rheinmetall AG fully complies with the position of the German government, which has made considerable diplomatic efforts concerning the adoption of a convention on cluster munitions. This convention was presented at the Dublin conference on May 30, 2008 and signed among others by Germany at the Oslo conference on December 3, 2008.

Cluster munitions are defined in article 2; such munitions or any kind of related components do not belong to those goods, which are developed, produced, assembled, maintained or delivered by Rheinmetall nor any of our subsidiaries. This also applies for anti-personnel landmines banned already by the Ottawa-Convention of December 1997.

We would like to point out, that all goods produced in our Defence division serve for the purpose of improving protection and security for the armed forces. By this we contribute essentially to grant the fulfilment of military and security-political tasks as imposed by the political bodies within their existing legal frameworks.

It is self-evident for Rheinmetall AG, that all relevant legal and juridical requirements are strictly observed. That refers not only to the domestic but also to the export regulations. It should be mentioned in this context that the German export policy for defence products belongs to the strictest in the world.

#### **Statement on white phosphorous, anti-personnel mines, biological, chemical or nuclear weapons, ammunition containing depleted uranium**

Rheinmetall AG and all of its subsidiaries/joint ventures have no activities related to white phosphorous ammunition, are not involved in the production of white phosphorous ammunition and it is not intended to produce/to be involved in the future.

Rheinmetall AG and all of its subsidiaries/joint ventures are not involved in any other activity related to white phosphorous weapons (such as development, maintenance, technical support, etc.) and it is not intended to be involved in the future.

Neither Rheinmetall AG nor its subsidiaries/joint ventures develop, produce or distribute anti-personnel mines; biological, chemical or nuclear weapons; cluster munition; or ammunition containing depleted uranium. Furthermore, it is not intended to do so in the future.

## Governance Offset Text

### Offset Management

Offset or Industrial Participation is a reciprocal trade agreement between a buying country and an exporting company of industrial goods and services. In most cases, Offset is a mandatory condition in the procurement of goods and services by government owned entities such as, but not limited to a Ministry of Defense. In addition, Offset or Industrial Participation is a key customer requirement in business transactions with state-owned military customers of Rheinmetall. Rheinmetall takes a proactive approach towards Offset or Industrial Participation requirements with the intention to win customers and satisfy customers against minimal cost and risk for Rheinmetall.

Most offset obligations are satisfied by Rheinmetall through local manufacturing and local procurement activities. Due to our in-house capacities and capabilities at Rheinmetall's globally active Corporate Offset Office, Rheinmetall makes limited use of offset service providers.

Offset agreements are exclusively made with government owned agencies. Before contracting, these undergo an in-house Compliance screening. Furthermore, the Compliance Organization continuously supports the operating divisions with auditing and consulting measures in meeting the offset and industrial participation requirements of government customers. These can play a key role in foreign defence and security projects. In this way, compliance plays a key role in preventing corruption and other fraud offences in this potentially critical business area. Compliance procedures are also established through the internal Corporate Offset Policy that is required to be implemented in all business units.

The implementation of and compliance with this policy as well as the overall monitoring of Rheinmetall's offset activities is ensured by the Corporate Offset Office which also assesses the business rationale for each offset activity based on a clear definition of services offered and a comprehensive and transparent calculation for remuneration.

Indirect offset activities within Rheinmetall relate primarily to purchase agreements with subcontractors of Rheinmetall that have no causality with the product that caused the offset obligation. Therefore, the beneficiaries of indirect offset activities are subcontractors, suppliers, research and development institutes and the like only. In most cases, the beneficiaries of indirect offset activities are published in agreements closed with foreign government owned entities.

## Governance Auditors

The auditors examine the consolidated financial statements and the combined management report to determine whether they comply with applicable accounting regulations and other relevant provisions. They check the IFRS accounting guidelines and make these available to the auditors of companies included in the consolidated financial statements. The auditors of these companies check whether the IFRS accounting guidelines have been applied in full to the financial statements prepared for consolidation purposes and establish the correctness of the annual financial statements prepared in accordance with applicable accounting principles. The audits performed by these auditors also include an assessment of the effectiveness of the accounting-related internal control system based on spot checks in subdivisions.

### Auditor's fees

		2022	2021	2020
Audit services	€ million	2.8	2.3	2.1
Other attestation services	€ million	0.2	0.2	0.2
Tax services	€ million	0.2	0.2	0.4
Other services	€ million	0.2	0.4	0.7
Total	€ million	3.4	3.1	3.4

The fees for the audit services comprise primarily remuneration for the audit of the consolidated annual financial statements and the audit of the financial statements of Rheinmetall AG and its German subsidiaries. They also comprise the audit of financial statements prepared in accordance with accounting principles for a particular purpose. The other attestation services relate primarily to statutorily required and voluntary verification services not relating to the audit of the financial statements. In addition, there were tax services which did not impact the annual or consolidated financial statements either in a direct or material fashion and other accounting-related project services provided.



# FRAMEWORKS

## Frameworks

### NFE | Non-financial aspects

Following approval from the Bundesrat on March 31, 2017, the law to enhance companies' non-financial reporting in their management reports and Group management reports (CSR Directive Implementation Act) adopted by the Bundestag on March 10, 2017, has been passed. On April 19, 2017, this act implementing Directive 2014/95/EU (CSR Directive on the disclosure of non-financial and diversity information) was implemented in national law and became effective. As a result, the reporting of certain sustainability issues is regulated for the first time in Germany. Certain minimum aspects and associated disclosures that a company should discuss were defined for the content of the non-financial statement in section 289c(2) HGB.

As part of the combined management report, Rheinmetall publishes a non-financial statement for Rheinmetall AG and the Rheinmetall Group in the 2022 annual report in accordance with Sections 315b, 315c HGB in conjunction with Sections 289b to 289e HGB. The non-financial statement includes information on the respective aspects to the extent that it is necessary for an understanding of the business trend, the business performance, the position of the Rheinmetall Group and the effects of the business trend on the following aspects.

These contents were part of the audit of the consolidated financial statements and the Group management report by Deloitte GmbH Wirtschaftsprüfungsgesellschaft. The auditor's report is included in the Annual Report 2022 on pages 250 ff.

#### Non-financial aspects | Annual Report 2022

Component	Aspects	Position
Business model	Sustainability organization Sustainability management	Pages 26 to 37
Governance	Reporting Materiality analysis Integration of stakeholder groups <i>ESG rating</i>	Pages 113 to 116
Technology and innovation	Environmental management Energy management	Page 116 to 117
Environmental concerns	Climate change Waste management Water management <i>Conservation   Biodiversity</i>	Pages 117 to 121
Employee matters	Recruiting and employer branding Training and professionalization Modern remuneration systems Diversity   Inclusion Occupational safety and health management <i>Work-life balance</i>	Pages 121 to 128
Procurement and the supply chain	Transparency in the supply chain Supplier Code of Conduct Supply chains in the automotive industry Supply chains in the security and defence industry	Pages 128 to 131
Combating bribery and corruption	Compliance Whistleblower-Program Data protection	Pages 131 to 136
Social concerns	Corporate citizenship Product responsibility Respect for human rights	Pages 136 to 138
Risks		Pages 88 to 98

## Frameworks

### EU taxonomy

#### 1. Sustainable Finance

Sustainable finance means taking account of environmental, social and governance (ESG) considerations when making investment decisions in the finance sector, which should lead to longer-term investments in sustainable economic activities and projects. In addition to climate change mitigation, the ecological aspects also include adapting to climate change and environmental factors such as preserving biodiversity, avoiding pollution, and the circular economy. Social parameters may, for example, relate to issues of inequality, working conditions, investments in local communities, and human rights. The management of public and private-sector companies and institutions – including management structures, relations between employers and employees, and the remuneration of managers and employees – plays a crucial role when it comes to including social and environmental considerations in decision-making processes.

One important measure of the European Union was therefore the definition of the EU Taxonomy, which is intended to establish a shared understanding of the environmental sustainability of economic activities and capital expenditure. The starting point for defining an economic activity as environmentally sustainable is the six environmental objectives of the EU Taxonomy Regulation: (1) climate change mitigation, (2) climate change adaptation, (3) sustainable use and protection of water and marine resources, (4) transition to a circular economy, (5) pollution prevention and control and (6) the protection and restoration of biodiversity and ecosystems. The EU Taxonomy distinguishes between taxonomy-eligible economic activities, which correspond to the pure description of an activity and thus do not have any significance to sustainability. Economic activities are considered environmentally sustainable and thus taxonomy-aligned if they make a substantial contribution to one or more of these defined environmental objectives, do not significantly harm the achievement of any environmental objective (“do no significant harm” principle – DNSH) and comply with minimum safeguards for occupational health and safety and human rights, such as those arising from the OECD Guidelines for Multinational Enterprises or the United Nations Guiding Principles on Business and Human Rights. All corporate activities that cannot be assigned to any activity are taxonomy-non-eligible.

Based on these complex screening criteria, the extent to which products and individual measures are sustainable as defined in the EU Taxonomy Regulation is specified. These are currently in place for two of the six environmental objectives defined in the EU Taxonomy Regulation (“climate change mitigation” and “climate change adaptation”). In addition to the delegated regulations on the technical screening criteria for the six environmental objectives, the EU Taxonomy Regulation stipulates another delegated regulation on the taxonomy-related disclosure obligations in accordance with Article 8 of the EU Taxonomy Regulation, which contains more detailed provisions on content, methodology and presentation.

The delegated acts for the environmental objectives of “climate change mitigation” and “climate change adaptation” follow a uniform structure. Activities are categorized as (1) forestry, (2) environmental protection and restoration, (3) manufacturing and production of goods, (4) energy, (5) water supply, sewerage, waste management and remediation, (6) transport, (7) construction and real estate, (8) information and communication, and (9) provision of professional, scientific and technical activities. In addition to this, the delegated act on the “climate change adaptation” climate objective lists further activities: (10) provision of financial and insurance services, (11) education, (12) health and social work, and (13) arts, entertainment and recreation. The associated activities are defined and the correlating technical screening criteria consisting of the substantial contribution to the environmental objective and the DNSH are explained.

## Frameworks

### EU taxonomy

#### 2. Method of determination

The recording of taxonomy-relevant economic activities was carried out using a decentralized top-down approach. The organizational structure of the Rheinmetall Group was the guiding principle here, so the screening and allocation of economic activities took place at division level as well as at the level of the Rheinmetall AG (Rheinmetall Real Estate, Rheinmetall IT Solutions and Rheinmetall Technology Center) business units. As part of this, the determination was divided into three phases: identification of relevant criteria sets, allocation of economic activities (taxonomy eligibility) and taxonomy alignment testing.

The identification of criteria sets was carried out for all six environmental objectives, with a separate interpretation defined for the climate objectives (3) sustainable use and protection of water and marine resources, (4) transition to a circular economy, (5) pollution prevention and control, and (6) protection and restoration of biodiversity and ecosystems based on the documents published by the Platform for Sustainable Finance on March 30, 2022. However, the activities identified for these environmental objectives were not investigated further by the European Commission as of the third quarter of 2022 due to a lack of positive prospects for final delegated acts. For environmental objective (2) climate change adaptation, no economic activity was identified in the “allocation of economic activities” phase. Thus, as in the previous year, only environmental objective (1) climate change mitigation was considered.

According to EU 2021/4987 Annex I, the “Capital expenditure” and “Operating expenditure” KPIs are subdivided as (A) directly attributable to a taxonomy-eligible or -aligned activity, (B) serving to expand taxonomy-eligible and -aligned activities, or (C) relating to the acquisition of production from taxonomy-aligned economic activities and to individual measures through which the target activities are carried out in a low-carbon manner or the emission of greenhouse gases is reduced. Derived from this, the assignment of the criteria sets first identified the sales-generating economic activities and the associated capital and operating expenditure. In addition, any values that did not generate sales in the reporting period but could be assigned to categories (B) or (C) were identified.

In a second step, the sets of criteria were applied to the economic activities of the divisions. To gain an initial estimate of the taxonomy eligibility in 2022, the expected annual values were also added. In addition, these were used to determine an internal materiality limit, as the granularity in the determination made possible by the EU Taxonomy Regulation, in particular for (C) capital expenditure, cannot yet be fully technically implemented. The materiality limit is based on the current industry standard, which is approximately 1/1000 of the taxonomy-eligible totals of sales, capital expenditure and operating expenditure. No significant deviations in the projected annual value have been identified in this process.

In the third phase, the determined economic activities of Rheinmetall AG were finally checked for their taxonomy alignment. A distinction was made between (1) requirements to be examined for each individual taxonomy asset itself, such as the substantial contribution and specific DNSH criteria, (2) requirements relating to the locations and (3) requirements covered by Group-wide compliance. The latter particularly applies to the requirements of the minimum safeguards.

With the results, the KPIs of the EU Taxonomy Regulation have been conclusively evaluated for the Rheinmetall Group.

## 2.1 Identified criteria sets relevant for sales

Criteria set	Description of the activity	Affected companies
3.1. Manufacture of renewable energy technologies	Manufacture of renewable energy technologies, where renewable energy is defined in Article 2(1) of Directive (EU) 2018/2001.	KS Gleitlager GmbH
3.2. Manufacture of equipment for the production and use of hydrogen	Manufacture of equipment for the production and use of hydrogen	Pierburg GmbH KS Gleitlager GmbH Rh Invent GmbH
3.3. Manufacture of low carbon technologies for transport	Manufacture, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles, rolling stock and vessels.	Rheinmetall MAN Military Vehicles GmbH
3.5. Manufacture of energy efficient equipment for buildings.	Manufacture of energy efficient equipment for buildings.	Rh Invent GmbH Pierburg GmbH
3.6. Manufacture of other low carbon technologies.	Manufacture of technologies aimed at substantial GHG emission reductions in other sectors of the economy, where those technologies are not covered in Sections 3.1 to 3.5 of this Annex.	Pierburg GmbH Pierburg Pump Technology GmbH
7.1. Construction of new buildings	Development of building projects for residential and non-residential buildings by bringing together financial, technical and physical means to realize the building projects for later sale as well as the construction of complete residential or non-residential buildings, on own account for sale or on a fee or contract basis.	Rheinmetall Immobilien GmbH
7.7. Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate.	Rheinmetall Immobilien GmbH

### Manufacture of renewable energy technologies (3.1)

This set of criteria refers to renewable energies within the meaning of Article 2(1) of Directive (EU) 2018/2001. With the manufacture of bushes for brakes and geared rotor shafts of wind turbines, KS Gleitlager GmbH from the Materials and Trade division contributes significantly to the further development of wind power technologies. In terms of the regulation, we classify this as an enabling activity. The requirements of the selected set of criteria for taxonomy eligibility are thus fulfilled according to our interpretation. The substantial contribution emphasizes the requirement that the economic activity produces technologies for renewable energies. In this respect, it is our understanding that no separate proof is required for this if taxonomy eligibility has already been proven.

### Manufacture of equipment for the production and use of hydrogen (3.2)

With its current hydrogen product portfolio including recirculation blowers, high-voltage pumps or hydrogen cathode valves distributed by Pierburg GmbH, Rheinmetall offers technologies for the use of hydrogen, which is why we see ourselves as an enabling company. The substantial contribution for the manufacture of technologies for the use of hydrogen does not deviate from the requirements for taxonomy eligibility. In this respect, no separate verification was required.

## Frameworks

### EU taxonomy

#### **Manufacture of low carbon technologies for transport (3.3.)**

Applying the FAQ of the European Commission from February 2022 as well as after the experiences in the first year of reporting, it turns out that for the taxonomy eligibility of the mentioned criteria set, the wording “low-carbon vehicles” is not binding, but instead vehicles with the potential to become low-carbon. We have thus carried out a review for the products of Rheinmetall Landsysteme GmbH as well as Rheinmetall MAN Military Vehicles GmbH and checked the interpretation of the term “vehicle” as well as the intended use. In our understanding, vehicles are all vehicles that serve to transport persons or objects and participate in traffic on the road. Participation in traffic on the road involves a certain regularity from our point of view. The products of Rheinmetall Landsysteme GmbH do not participate in road traffic. Special permits are also required for exceptions. This also applies to the majority of the vehicles of Rheinmetall MAN Military Vehicles GmbH. Exceptions to this are the logistical military vehicles and special vehicles for the civilian sector, which are designated as taxonomy-eligible in 2022 in accordance with our interpretation of the present set of criteria. Due to requirements (h) and (i) of the substantial contribution, a further investigation into taxonomy alignment has not been undertaken, as the relevant products do not currently meet the requirements.

#### **Manufacture of energy-efficient building equipment (3.5.)**

Pierburg GmbH received an order for the delivery of a refrigerant compressor model with DC electronics in December 2022. The sales generated for development services currently still fall under the defined materiality threshold, but not the related capital and operating expenditure. As a supplier of a relevant component, we have the role of the enabling company. To meet the substantial contribution (k), the technical screening criteria in Section 4.16 of (EU) 2021/2800 Annex 1 must be met. However, these refer to the final product itself, which is why we have limited ourselves to the fulfillment of the technical screening criteria of criteria set 3.5. Compliance with Article 3 letters b and c of (EU) 2020/852 is presented separately.

#### **Manufacture of other low carbon technologies (3.6.)**

During the period under review, Rheinmetall Electronics GmbH made a significant contribution to reducing greenhouse gas emissions by providing individually manufactured simulators as an alternative to the use of vehicles. These are simulators for a specific vehicle that are ordered by the customer instead of training vehicles. Standard simulators designed for multiple vehicles were not included, as in this case the comparative solution would have been another simulator. In the case of standard simulators, verification of greenhouse gas savings is not possible.

The majority of the taxonomy-eligible products of Pierburg GmbH and Pierburg Pump Technology GmbH relate to the automotive industry. From the FAQ of the European Commission of February 2022 it can be seen that criteria set 3.6 is applicable for activities of the automotive supplier industry, provided that it is an enabling activity and it has been specifically developed for low-carbon, alternative drive technologies. The technology must significantly contribute to reducing greenhouse gas emissions. As Rheinmetall is a Tier 1 supplier with its Sensors and Actuators division, the significant reduction is demonstrated at the level of the target product.

so specified that the greenhouse gas savings must be compared with an alternative technology, solution or product. The internal combustion engine is used for this comparison. The calculation of the savings is currently not possible according to the listed recommendations of the European Commission or ISO. In any case, it is difficult to provide corresponding proof, because although the target product of the automotive manufacturer is regularly communicated, it is not always certain that the product will ultimately be installed in the specified vehicle. Since, for our part, we are dealing with products that meet our customers' specific requirements for electric drives, it can be assumed that the greenhouse gas emission reduction requirement is met despite the target product not being verifiable. In addition, an independent third-party verification of quantified life-cycle GHG emissions savings is required. The study "A global comparison of the life-cycle greenhouse gas emissions of combustion engine and electric passenger cars" published by the International Council on Clean Transportation Europe in July 2021 was used as evidence. Furthermore, the data sheets of the target vehicles and the results of the carbon emissions according to the WLTP test cycle serve as an additional reference. Point 37 of the EU FAQ document dated December 19, 2022, raises the question of whether components need to be explicitly mentioned and points out that components will be taken into account in future revisions. Rheinmetall adheres to the previous year's interpretation in order to ensure continuity in reporting until a legally binding decision is made by the EU

#### **Construction of new buildings (7.1.)**

All new construction activities of the Rheinmetall Group have been allocated to the "Construction of new buildings" criteria set. This involves the implementation of construction projects for residential and non-residential buildings for the Group's own account, for resale or on a fee or contract basis. For construction of new buildings, comprehensive climate protection requirements must be taken into account for building permits in accordance with statutory regulations. Rheinmetall Immobilien Gesellschaft mbH is also committed to more far-reaching ecological and economic measures in several projects. For example, certifications in accordance with the German Sustainable Building Council (DGNB) – which go beyond the legally required minimum requirements through strict specifications and test criteria – serve as a benchmark. In Düsseldorf, Rheinmetall Immobilien Gesellschaft mbH is implementing a new construction project named "Stadtgärten Unterrath" with approximately 30 condominiums for sale. The building will be constructed in accordance with the KfW 55 standard. It can be assumed that the requirements for the KfW 55 standard do not meet the required criteria of the EU Taxonomy Regulation.

#### **Acquisition of and ownership of buildings (7.7.)**

Activities in the field of acquisition and management of property in buildings fall under Category 7.7 of the EU Taxonomy Regulation. Here, in particular, sales from the rental of buildings or the purchase of a property are to be recognized as taxonomy-eligible. The criteria for substantial contribution are not met throughout the Group, so no further investigations were carried out.

#### **2.2 Do no significant harm to any of the environmental objectives (DNSH)**

This approach can essentially be divided into three phases: centralized evaluation, location-specific verification and individual consideration. For four of the five environmental objectives to be verified, not only individual activity-related requirements but also separate appendices (A-D) were published as part of Annex 1 of (EU) 2021/2800, which apply to a wide range of activities and prescribe location-specific requirements. The survey on the requirements of these annexes was prepared centrally.

## Frameworks

### EU taxonomy

In this context, the appendices (A) “Generic criteria for DNSH to climate change adaptation”, (B) “Generic criteria for DNSH to sustainable use and protection of water and marine resources,” and (D) “Generic criteria for DNSH to protection and restoration of biodiversity and ecosystems” were evaluated for the economic activities concerned and made available to the sites for verification. After verification and any necessary adjustments as well as documentation of evidence, this package was merged centrally. Appendix (C) “Generic criteria for DNSH to pollution prevention and control regarding use and presence of chemicals” required a more comprehensive consideration and interpretation. In this context, the terms “production,” “placing on the market” and “use” were defined as follows:

- **Production:** A harmful substance is produced for the first time in one's own company. This does not yet include an external effect.
- **Placing on the market:** The harmful substance is introduced onto the market for the first time by the own company and thus has an external effect.
- **Use:** A harmful substance or a product containing the harmful substance is introduced into a product by the company for the first time in production, manufacturing or assembly. It should be noted that traceability over several stages of the value chain cannot currently be guaranteed.

With this determination, the examination of the requirements of appendix (C) was handed over to the divisions and examined there for each individual taxonomy asset. The result was then made available again centrally, added to the package for evaluation of the DNSH criteria and thus ended the review process.

#### 2.3 Minimum safeguards

Minimum safeguards, as defined in the EU Taxonomy Regulation (Article 18(1)), are “procedures implemented by an undertaking that is carrying out an economic activity to ensure the alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights.” Details of the exact requirements for minimum safeguards that companies must investigate were first published by the EU in July 2022 as part of a “Draft Report on Minimum Safeguards.” They relate to:

1. Human rights
2. Taxation
3. Corruption and bribery
4. Fair competition

For each of these topics, a proposal for the implementation of the criteria is explained, which can be followed until the Corporate Social Responsibility Directive (CSRD) comes into effect. For each of these topics, a proposal for the implementation of the criteria is explained in a single chapter. The criteria mentioned are also presented in an overview table, which formed the basis for the evaluation within the Group. A document was created to review the criteria for Rheinmetall AG, in which the information in the table was adopted and responsibilities from the HR, Compliance, Legal

and CSR departments were initially assigned for the various criteria. The type of evidence for each criterion was also noted in the document. Documents used as evidence include the annual report and the non-financial statement for 2021, risk analyses, due diligence activities in the context of the German Supply Chain Due Diligence Act (LkSG) as well as reference documents such as the International Framework Agreement Fair2All and the Code of Conduct. Furthermore, the Compliance department has been using the “Ethical” tool since 2022, which carries out surveys on various compliance topics every two months for all Rheinmetall AG companies. Extracts from the results of these surveys were also used as evidence.

#### **2.4 Avoiding double counting**

While recording this, a distinction was made between business activities that are always associated with the intention of generating external sales and those that are not. The activities aimed at generating sales – regardless of whether sales, capital expenditures or operating expenditures were concerned – were examined for possible double-counting effects, as there is a risk of this with regard to internal value added in particular. This approach has eliminated existing uncertainties. In the case of manufacturing overheads, procedures were applied that assumed an interdependence between sales and operating costs of the respective product. It was not possible to break down the overhead costs separately. However, this procedure ensured that there was no double counting. Activities that pursue a goal other than generating sales – particularly energy-related measures – were analyzed on the basis of itemizations. This did not reveal any anomalies.

### **3. Result**

The consolidated financial statements of Rheinmetall AG have been prepared in accordance with the regulations of section 315e(1) German Commercial Code (“HGB”) and the International Financial Reporting Standards (IFRS) as adopted by the European Union (EU). Further information on the accounting standards can be found in the notes to the consolidated financial statements under “Summary of accounting standards.” In its core indicators, the EU Taxonomy Regulation distinguishes between sales, capital expenditure and operating expenditure. Here, the respective main unit, the denominator, is specified by Delegated Regulation EU 2021/4987 in Annex I.

#### **3.1 Sales**

Net sales comprise sales within the meaning of Article 2(5) of Directive 2013/34/EU, i.e., the amounts derived from the sale of products and the rendering of services after deducting sales allowances and value added tax and other taxes directly related to sales. Furthermore, the taxonomy states that sales comprise revenue recognized in accordance with International Accounting Standard (IAS) 1, paragraph 82(a) as amended by Commission Regulation (EC) No. 1126/2008. Rheinmetall records its sales in accordance with this standard so that Group sales also correspond to all taxonomy sales to be considered.

## Frameworks

### EU taxonomy

#### Revenues climate protection

Economic activities	A. Taxonomy-eligible revenues			DNSH	Minimum safeguards	A.1 Taxonomy-aligned revenues			A.2 Taxonomy-eligible, but not aligned		
	€ million	%	%			Y/N	Y/N	€ million	%	%	€ million
<b>I. + II.</b>	<b>136.9</b>	<b>2.13</b>	<b>1.57</b>			Y/N	Y	<b>96.6</b>	<b>1.51</b>	<b>40.3</b>	<b>0.62</b>
<b>I. Core business</b>	<b>132.4</b>	<b>2.07</b>	<b>1.50</b>			Y/N	Y	<b>96.1</b>	<b>1.5</b>	<b>36.3</b>	<b>0.57</b>
3.1. Manufacture of renewable energy technologies	1.7	0.03	0.03			Y	Y	1.7	0.03	-	-
3.2. Manufacture of equipment for the production and use of hydrogen	5.9	0.09	0.09			Y	Y	5.9	0.09	-	-
3.3. Manufacture of low carbon technologies for transport	36.3	0.57	-			-	Y	-	-	36.3	0.57
3.6. Manufacture of other low carbon technologies.	88.5	1.38	1.38			Y	Y	88.5	1.38	-	-
<b>II. Other business</b>	<b>4.5</b>	<b>0.07</b>	<b>0.07</b>			Y/N	Y	<b>0.5</b>	<b>0.01</b>	<b>4.0</b>	<b>0.06</b>
7.1. Construction of new buildings	3.6	0.06	0.06			N	Y	-	-	3.6	0.06
7.7. Acquisition and ownership of buildings	0.9	0.01	0.01			Y	Y	0.5	0.01	0.4	-
<b>B. Taxonomy-non-eligible activities</b>	<b>6,273</b>	<b>97.87</b>	-			-	-	-	-	-	-
<b>Total (A + B)</b>	<b>6,410</b>	<b>100</b>	-			-	-	-	-	-	-

The sales analysis for taxonomy-eligible products was carried out for all companies in the Rheinmetall Group, with the Vehicle Systems, Electronic Solutions and Sensors and Actuators divisions standing out. The significant increase in the overall total is explained by the fact that – in contrast to the previous fiscal year – logistics and special vehicles were now included. However, they could not be reported as taxonomy-eligible beyond the taxonomy-aligned status. Similarly, in line with the EU Taxonomy Regulation, simulators were considered that had not been included in fiscal year 2021 due to unclear interpretations. The simulators met the requirements for taxonomy alignment. In the area of components for electric vehicles, such as electric water pumps used to cool batteries, higher sales were generated in the series production business. In the year under review, further progress was made in establishing and expanding our business areas with regard to energy management and renewable energy sources. Sales were recorded in the field of brake and transmission technology for wind turbines.

#### 3.2 Capital expenditure

In contrast to sales, capital and operating expenditures are specifically defined by the EU Taxonomy Regulation. Accordingly, capital expenditure comprises all additions to property, plant and equipment and intangible assets during the fiscal year before amortization, depreciation and remeasurement, including additions from business combinations. Leases that do not result in recognition of a right of use of the asset are excluded. For this purpose, Rheinmetall has recognized the IFRS items listed in the EU Taxonomy Regulation: additions to property, plant and equipment,

intangible assets, investment property and rights of use as well as the relevant transaction types such as additions to company acquisitions, additions within the Group, additions to government grants and external additions.

#### **Climate protection investments**

	<b>A. Taxonomy-eligible investments</b>	<b>Substantial contribution</b>	<b>DNSH</b>	<b>Minimum safeguards</b>	<b>A.1 Taxonomy-aligned investments</b>		<b>A.2 Taxonomy-eligible, but not aligned</b>
Economic activities	<b>€ million</b>	%		Y/N	Y/N	<b>€ million</b>	%
<b>I. + II.</b>	<b>93.2</b>	<b>24.58</b>	<b>10.07</b>	<b>Y/N</b>	<b>Y</b>	<b>35.3</b>	<b>9.28</b>
<b>I. Core business</b>	<b>26.5</b>	<b>6.98</b>	<b>6.73</b>	<b>Y/N</b>	<b>Y</b>	<b>25.5</b>	<b>6.73</b>
3.1. Manufacture of renewable energy technologies	0.5	0.12	0.12	Y	Y	0.5	0.12
3.2. Manufacture of equipment for the production and use of hydrogen	8.0	2.11	2.11	Y	Y	8.0	2.11
3.3. Manufacture of low carbon technologies for transport	4.8	1.26	1.01	Y	Y	3.8	1.01
3.6. Manufacture of other low carbon technologies	13.2	3.49	3.49	Y	Y	13.2	3.49
<b>II. Other capital expenditure</b>	<b>66.7</b>	<b>17.60</b>	<b>3.34</b>	<b>Y/N</b>	<b>Y</b>	<b>9.8</b>	<b>2.55</b>
1.1. Afforestation	0.1	0.03	0.00	-	Y	-	-
4.1. Electricity generation using solar photovoltaic technology	2.3	0.59	0.59	Y	Y	2.3	0.59
4.24. Production of heat/cool from bioenergy	3.4	0.89	0.89	Y	Y	3.4	0.89
4.25. Production of heat/cool using waste heat	1.7	0.45	0.45	Y	Y	1.7	0.45
5.1. Construction, extension and operation of water collection, treatment and supply systems	0.5	0.15	-	-	Y	-	-
5.3. Construction, extension and operation of waste water collection and treatment	0.8	0.22	0.15	Y	Y	0.6	0.15
6.3. Urban and suburban transport, road passenger transport	0.1	0.02	-	-	Y	-	-
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	8.2	2.15	0.00	-	Y	-	-
6.17. Low carbon airport infrastructure	1.2	0.33	0.33	Y	Y	1.2	0.33
7.1. Construction of new buildings	3.0	0.79	0.79	N	Y	-	-
						3.0	0.79

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### EU taxonomy

#### Climate protection investments

	A. Taxonomy-eligible investments	Substantial contribution	DNSH	Minimum safeguards	A.1 Taxonomy-aligned investments	A.2 Taxonomy-eligible, but not aligned	
Economic activities	€ million	%	%	Y/N	Y/N	€ million	%
I. + II.	93.2	24.58	10.07	Y/N	Y	35.3	9.28
I. Core business	26.5	6.98	6.73	Y/N	Y	25.5	6.73
7.3. Installation, maintenance and repair of energy efficiency equipment	1.1	0.30	0.07	Y	Y	0.3	0.07
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings	0.2	0.06	0.06	Y	Y	0.2	0.06
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	0.1	0.01	0.01	Y	Y	0.1	0.01
7.7. Acquisition and ownership of buildings	40.4	10.64	-	-	-	-	40.4
8.1. Data processing, hosting and related activities	3.7	0.97	-	-	-	-	3.7
<b>B. Taxonomy-non-eligible activities</b>	<b>286.4</b>	<b>75.42</b>	-	-	-	-	-
<b>Total (A + B)</b>	<b>379.7</b>	<b>100</b>	-	-	-	-	-

As explained in the section on method of determination, capital expenditure is broken down by origin type. The majority of taxonomy-eligible capital expenditure arose from the Group's sales-generating business activities. Of particular note here is Rheinmetall MAN Military Vehicles GmbH, whose production of civilian, logistic and special-purpose vehicles generated capital expenditure of over €1 million. A further share is accounted for by the economic activities in category 3.6, which take into account capital expenditure on the development of forward-looking products such as the high-voltage water pump or the innovative hydrogen recirculation blower for use in fuel cell-powered vehicles. This capital expenditure primarily related to energy optimization measures at the Group's locations. Both the efficient use of electricity and water and the use of waste heat in our production to save natural resources for heat generation were focus areas of the further taxonomy-eligible capital expenditure. Further information on capital expenditure is provided in the Annual Report 2022 in the section "Rheinmetall Group business trend - net assets and financial position".

### 3.3 Operating expenditures

The denominator of operating expenditures is limited to certain expenses. Consequently, the taxonomy-relevant transactions are also only a subset of this limited unit. The denominator must include direct, non-capitalized expenses incurred for research and development, building renovation measures, short-term leasing, maintenance and repair and all other direct expenses from the maintenance of property, plant and equipment to ensure operational readiness. Here, too, we have used standardized reporting formats and thus include maintenance costs, expenses for short-term and low-value leases, and non-capitalized expenses for research and development. The additional determination of expenses for the daily maintenance of assets has been carried out since 2021. Rheinmetall understands this to mean internal expenses incurred in connection with maintenance and repair by its own personnel and therefore not included in other operating expenses. When evaluating the cost centers, care is taken to ensure that the total costs are adjusted for individual costs where necessary for the required data reporting in order to avoid double counting when determining the key figures.

#### Operating expenses climate protection

	A. Taxonomy-eligible operating expenses	Substantial contribution	DNSH	Minimum safeguards	A.1 Taxonomy-aligned operating expenses	A.2 Taxonomy- eligible, but not aligned	
Economic activities	€ million	%		Y/N	Y/N	€ million	%
I. + II.	33.8	9.48	8.75	Y/N	Y	31.2	8.75
<b>I. Core business</b>	<b>30.4</b>	<b>8.53</b>	<b>8.41</b>	<b>Y/N</b>	<b>Y</b>	<b>30.0</b>	<b>8.41</b>
3.2. Manufacture of equipment for the production and use of hydrogen	8.2	2.29	2.29	Y	Y	8.2	2.29
3.3. Manufacture of low carbon technologies for transport	5.7	1.61	1.49	Y	Y	5.3	1.49
3.5. Energy efficient building equipment	2.7	0.76	1	Y	Y	2.7	0.76
3.6. Manufacture of other low carbon technologies	13.8	3.87	3.87	Y	Y	13.8	3.87
<b>II. Other capital expenditure</b>	<b>3.4</b>	<b>0.95</b>	<b>0.34</b>	<b>Y/N</b>	<b>Y</b>	<b>1.2</b>	<b>0.34</b>
1.2. Forest rehabilitation and restoration, including reforestation and natural forest regeneration after an extreme event	0.1	0.03	-	-	Y	-	-
1.3. Forrest management	0.7	0.19	0.02	Y	Y	0.1	0.02
4.9. Transmission and distribution of electricity	0.6	0.15	0.15	Y	Y	0.6	0.15
5.2. Renewal of water collection, treatment and supply systems	0.2	0.05	0.05	Y	Y	0.2	0.05
5.9. Material recovery from non-hazardous waste	0.2	0.05	-	-	Y	-	-
6.5. Transportation by motorcycles, passenger cars and light commercial vehicles	0.2	0.05	-	-	Y	-	-

## Frameworks

### EU taxonomy

#### **Operating expenses climate protection**

	A. Taxonomy-eligible operating expenses	Substantial contribution	DNSH	Minimum safeguards	A.1 Taxonomy-aligned operating expenses	A.2 Taxonomy-eligible, but not aligned	
Economic activities	€ million	%	%	Y/N	Y/N	€ million	%
I. + II.	33.8	9.48	8.75	Y/N	Y	31.2	8.75
I. Core business	30.4	8.53	8.41	Y/N	Y	30.0	8.41
7.3. Installation, maintenance and repair of energy-efficient equipment	0.3	0.10	0.07	Y	Y	0.2	0.07
7.6. Installation, maintenance and repair of renewable energy technologies	0.2	0.05	0.05	Y	Y	0.2	0.05
8.1. Data processing, hosting and related activities	1.0	0.28	-	-	Y	-	-
B. Taxonomy-non-eligible activities	322.9	90.52	-	-	-	-	-
<b>Total (A + B)</b>	<b>356.7</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

A portion of the taxonomy-eligible and -aligned operating expenditure could be allocated to sales-related activities. The majority of our taxonomy-eligible operating expenditure relates to areas in research and development that serve to expand taxonomy-eligible and -aligned activities. They are intended to lead to additional taxonomy-eligible sales and thus underscore the importance already attached to alternative drive technologies. In addition, operating expenditure for building refurbishment measures as well as maintenance and repair of property, plant and equipment has been identified that could be classified as taxonomy-eligible or -aligned within the meaning of the EU Taxonomy Regulation.

#### **3.4 Investment planning**

Non-financial undertakings must disclose material information on investment planning for each of their specified economic activities. Here, Rheinmetall refers to the core business relating to the objective of environmental protection, as investments in other activities, such as the acquisition of real estate or the construction of photovoltaic plants, cannot always be planned over a longer period of time and prices are subject to strong market fluctuations. Investment planning covers a period of three years, i.e. for the period under review this relates to the period between 2023 and 2025. Capital expenditure on economic activities that fall under “3.2. Equipment for the production and use of hydrogen” amounted to around €8 million in the period under review. For the coming years, capital expenditure of €47 million is planned to expand the product portfolio in line with our hydrogen strategy. Assets that can be allocated to the economic activities “3.3. Low carbon technologies for transport” generated capital expenditure of just under €4.8 million in the reporting period, of which €3.8 million was taxonomy-aligned. No significant capital expenditure is expected in the coming years. Therefore, only taxonomy-eligible capital expenditure of €5.5 million is planned. There was no capital expenditure in the reporting period for the activities that fall under “3.5 Energy-efficient equipment for buildings.” However, capital expenditure of €3.5 million is planned in the coming years to expand our taxonomy-aligned business activities.

The current focus of taxonomy-eligible and -aligned business activities is on activities under “3.6. Other low carbon technologies.” In the period under review, this comprised €13.2 million and is to be expanded in the coming years with a further €84.6 million.

#### 4. Conclusion

In the first year of collecting all data to determine taxonomy-aligned economic activities, a system has already been developed that sets comparable standards for all divisions. Due to the fact that the legal texts have not yet been finalized, a complete presentation is not expected until fiscal year 2024, provided that the delegated acts for the environmental objectives (3) the sustainable use and protection of water and marine resources, (4) the transition to a circular economy, (5) pollution prevention and control, and (6) the protection and restoration of biodiversity and ecosystems are published by the European Commission.

We assume that a statement about the degree of sustainability of the economic activities of a company within the meaning of the EU Taxonomy Regulation can only be made about the ratio of taxonomy-aligned to taxonomy-eligible activities due to the lack of considered economic activities in the present delegated acts. Therefore, in addition to the mandatory disclosures, we have presented the coverage ratio of our taxonomy-aligned activities to all taxonomy-eligible business activities in the 2022 reporting period.

in %	Revenue		Capital expenditure		Operating expenditure	
	2022	2021	2022	2021	2022	2021
Taxonomy-aligned economic activities of taxonomy-eligible activities	70.6	-	37.8	-	92.3	-
Taxonomy-aligned economic activities	1.5	-	9.3	-	8.8	-
Taxonomy-eligible economic activities	2.1	0.5	24.6	5.6	9.5	12.7
Taxonomy-non-eligible economic activities	97.9	99.5	75.4	94.4	90.5	87.3

In terms of sales, 2.1% of our business activities fall under the classification system of the EU Taxonomy Regulation. 1.5% of total sales meet the requirements for taxonomy alignment, which thus corresponds to a coverage rate of 70.6%. With the upcoming environmental objectives, revisions of the legal texts as well as interpretations of the industries, more economic activities of the Group are expected to become classifiable. We are already preparing to take the requirements for taxonomy alignment into account in all process steps in order to continue to achieve the highest possible degree of coverage in the future and thus make a substantial contribution to climate change mitigation.

# Frameworks

## GRI | Global Reporting Initiative

### GRI CONTENT INDEX

GRI-Standards	Disclosure	Reference	Commentary
<b>ORGANIZATIONAL PROFIL</b>			
102-1	Name of the organization		Rheinmetall AG
102-2	Activities, brands, products, and services	Website	
102-3	Location of headquarters		Germany, Düsseldorf
102-4	Location of operations	AR 2022   Locations	
102-5	Ownership and legal form	AR 2022   26	
102-6	Markets served	AR 2022   63	
102-7	Scale of the organization	AR 2022   Envelope	
102-8	Information on employees and other workers	AR 2022   65 121-127	
102-9	Supply chain	AR 2022   128-131	
102-10	Significant changes to the organization and its supply chain	AR 2022   38-44	
102-11	Precautionary Principle or approach	AR 2022   82-101	
102-12	External initiatives	AR 2020   113-114 138	United Nations Global Compact Diversity Charter
102-13	Membership of associations	ESG Reporting Factbook 2023	
<b>STRATEGY</b>			
102-14	Statement from senior decision-maker	AR 2022   18 36-37	
102-15	Key impacts, risks, and opportunities	AR 2022   82-101	
<b>ETHICS AND INTEGRITY</b>			
102-16	Statement from senior decision-maker	Code of Conduct IFA   Fair2All	
102-17	Key impacts, risks, and opportunities	AR 2022   134	
<b>GOVERNANCE</b>			
102-18	Governance structure	AR 2022   26 152	
102-19	Delegating authority	AR 2022   152	

GRI-Standards	Disclosure	Reference	Commentary
102-20	Executive-level responsibility for economic, environmental and societal topics	AR 2022   152	
102-21	Consulting stakeholders on economic, environmental, and societal topics	AR 2022   115-116	In accordance with the German Stock Corporation Act, the Supervisory Board is Rheinmetall AG's highest supervisory body. The latter appoints the Executive Board, which is responsible for the operational management and control of the Rheinmetall Group.
102-22	Composition of the highest governance body and its committees	AR 2022   155-157	
102-23	Chair of the highest governance body	AR 2022   153-154	
102-24	Nominating and selecting the highest governance body	AR 2022   146-147	
102-25	Conflict of interest	AR 2022   14 160	
102-26	Role of highest governance body in setting purpose, values, and strategy	AR 2022   153-154	The Corporate Social Responsibility department reports to the Supervisory Board and the Audit Committee in various formats during the year.  In accordance with section 171 (1) sentence 4 AktG (new version), the Supervisory Board has a duty to review the content of the non-financial statement in the Group management report.  The Supervisory Board also decides on the non-financial targets of the Executive Board.
102-27	Collective knowledge of highest governance body	AR 2022   153-154  Website   AGM 2022   Competence profile	
102-28	Evaluating the highest governance body's performance	AR 2022   14-15	
102-29	Identifying and managing economic, environmental, and societal impacts	AR 2022   153-155	
102-30	Effectiveness of risk management processes	AR 2022   102-103	
102-31	Review of economic, environmental, and societal topics	AR 2022   82-101	Sustainability risks are regarded as an integral part of Rheinmetall AG's risk and opportunity management.
102-32	Highest governance body's role in sustainability reporting		In accordance with section 171 (1) sentence 4 AktG (new version), the Supervisory Board has a duty to audit the content of the non-financial statement in the Group management report.
102-33	Communicating critical concerns		All employees as well as external whistleblowers can use the Integrity Line platform to point out critical concerns regarding breaches of rules.

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
102-33	Communicating critical concerns		At the annual general meeting, Rheinmetall AG shareholders have the opportunity to raise critical concerns with the Executive Board. In 2022, around 170 questions were submitted and answered. In addition, the Investor Relations department is available to take up concerns that are of particular interest to investors and/or private investors.
102-34	Nature and total number of critical concerns	AR 2022   134	In addition to various other communication channels, all employees as well as external whistleblowers can use the web-based platform "Integrity Line" to point out critical concerns regarding breaches of rules.
102-35	Remuneration policies	AR 2022   168-181	
102-36	Process of determining remuneration	AR 2022   168-181	
102-37	Stakeholders' involvement in remuneration	Website   AGM	The Annual General Meeting decides on the remuneration of the Supervisory Board. In May 2021, the regulations in Section 13 of the Articles of Association of Rheinmetall AG were redefined by the Annual General Meeting.  The regulation of § 120a paragraph 1 AktG stipulates that the Annual General Meeting of a listed company shall resolve on the approval of the remuneration system for the members of the Executive Board presented by the Supervisory Board at least every four years and whenever there is a significant change in the remuneration system. The resolution presented at the Annual General Meeting on 11 May 2022 achieved majority approval.
102-38	Annual total compensation ratio	AR 2022   168-181 184	Competitive salaries and benefits increase our attractiveness as an employer, they motivate our employees and bind them to the company. Remuneration in our company is based on market analyses in the relevant environment, the value of the job and the competence and performance of an employee. The remuneration and benefits of all employees correspond at least to the legally valid and guaranteed minimum.

GRI-Standards	Disclosure	Reference	Commentary
102-38	Annual total compensation ratio	AR 2022   168-181 184	The remuneration for members of the Executive Board of Rheinmetall AG is geared towards sustainable and long-term corporate development. It thus makes a contribution to promoting the business strategy and to the long-term development of the company. The system offers incentives for the value-creating and long-term development of the company.  The remuneration system aims to ensure that the members of the Executive Board are properly remunerated according to their sphere of activity and responsibility, taking into reasonable account both the personal performance of each and every Executive Board member as well as the economic situation and success of the company. The remuneration system is designed to ensure that it is competitive on a national and international scale and thus offer an incentive for dedicated and successful work.
102-39	Percentage increase in annual total compensation ratio	Not reported	
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	ESG Reporting Factbook 2023	Rheinmetall maintains a regular dialogue with its stakeholders, which include customers, employees, suppliers, the media, potential and existing shareholders, associations and institutions, scientific institutions, political decision-makers, neighbours at the locations and the interested public.
102-41	Collective bargaining agreements		Across the Group, the majority of our employees (around 74 %) are covered by collective agreements.
102-42	Identifying and selecting stakeholders	AR 2022   112	
102-43	Approach to stakeholder engagement	AR 2022   115	During numerous events and through various communication channels, there is ongoing engagement with different stakeholders, including clients and shareholders.
102-44	Key topics and concerns raised		In the fourth quarter of 2022, we will conduct a new materiality analysis. This will enable us to meet the requirements of the current reporting standard of the Global Reporting Initiative and the German CSR Directive Implementation Act.
102-45	Entities included in the consolidated financial statements	AR 2022   245-249	
102-46	Defining report content and topic Boundaries	AR 2022   114-115	

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
<b>REPORTING PRACTICE</b>			
102-47	List of material topics	CSR Report 2017   118 AR 2022   112-138	
102-48	Restatement of information	Not applicable	
102-49	Changes in reporting	Not applicable	
102-50	Reporting period		Financial year 2022 with cut-off date 31 December
102-51	Date of most recent report		Financial year 2022 with reporting date 31 December Non-financial statement in the combined management report of the Annual Report 2022.
102-52	Reporting cycle	annually	
102-53	Contact point for questions regarding the report		Ursula Pohen Head of Corporate Social Responsibility Phone: +49 211 473 4508 E-Mail: <a href="mailto:csr(at)rheinmetall.com">csr(at)rheinmetall.com</a>
102-54	Claims of reporting in accordance with the GRI Standards		The Sustainability Report 2022 is prepared in accordance with the GRI Standards Option Core.
102-55	GRI content index		
102-56	External assurance		The non-financial statement contained in the Group management report of the Annual Report 2022 was audited with the audit level "reasonable assurance" by the annual auditor Deloitte.  Further information and data contained in this ESG Factbook were taken from the annual financial statements 2022 audited by Deloitte (Annual Report 2022).
<b>ECONOMIC PERFORMANCE</b>			
103-01/02/03	Management approach	AR 2022   38-44	
201-01	Direct economic value generated and distributed	AR 2022   63	
201-02	Financial implications and other risks and opportunities due to climate change	AR 2022   93-95	
201-03	Defined benefit plan obligations and other retirement plans	AR 2022   217-218	
201-04	Financial assistance received from government	Not reported	

GRI-Standards	Disclosure	Reference	Commentary
<b>MARKET PRESENCE</b>			
103-01/02/03	Management approach	AR 2022   27-37	
202-01	Ratios of standard entry level wage by gender compared to local minimum wage		
202-02	Proportion of senior management hired from the local community		Data on the share of locally recruited senior managers is currently not available.
<b>INDIRECT ECONOMIC IMPACTS</b>			
103-01/02/03	Management approach	Not reported	
203-01	Infrastructure investments and services supported	Not reported	
203-02	Significant indirect economic impacts	Not reported	
<b>PROCUREMENT PRACTICES</b>			
103-01/02/03	Management approach	AR 2022   128-131	
204-01	Proportion of spending on local suppliers		Data on the share of sales with local suppliers is currently not available.
<b>ANTI-CORRUPTION</b>			
103-01/02/03	Management approach	Code of Conduct AR 2022   131-136	
205-01	Operations assessed for risks related to corruption	AR 2022   134	
205-02	Communication and training about anti-corruption policies and procedures	AR 2022   135-136	
205-03	Confirmed incidents of corruption and actions taken	ESG Reporting Factbook 2023	
<b>ANTI-COMPETITIVE BEHAVIOR</b>			
103-01/02/03	Management approach	Code of Conduct AR 2022   131	
206-01	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	AR 2022   92	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
<b>TAX</b>			
103-01/02/03	Management approach	AR 2022   92	
207-01	Approach to tax	Not reported	
207-02	Tax governance, control, and risk management	AR 2022   92	
207-03	Stakeholder engagement and management of concerns related to tax	Not reported	
207-04	Country-by-country reporting		Since 2016, Rheinmetall has prepared the annual Country-by-Country Reporting, which is submitted on time to the German Federal Central Tax Office for global distribution.
<b>MATERIALS</b>			
103-01/02/03	Management approach	AR 2022   117	
301-01	Materials used by weight or volume		We do not report on the weight or volume of materials used as this is competitive information. We report sales figures.
301-02	Recycled input materials used	Not reported	
301-03	Reclaimed products and their packaging materials	Not applicable	
<b>ENERGY</b>			
103-01/02/03	Management approach	AR 2022   117	
302-01	Energy consumption within the organization	ESG Reporting Factbook 2023	
302-02	Energy consumption outside of the organization	Not reported	
302-03	Energy intensity	ESG Reporting Factbook 2023	
302-04	Reduction of energy consumption	ESG Reporting Factbook 2023	
302-05	Reductions in energy requirements of products and services	Not reported	
<b>WATER AND EFFLUENTS</b>			
103-01/02/03	Management approach	AR 2022   120	
303-01	Interactions with water as a shared resource	Not reported	
303-02	Management of water discharge-related impacts		In addition to complying with legal requirements regarding the treatment and discharge of wastewater, we implement – if need be – various measures so that the quality of the discharges can be monitored and controlled.

GRI-Standards	Disclosure	Reference	Commentary
303-03	Water withdrawal	AR 2022   120	The water supply/consumption is made up of various sources. These are water from the public supply, well water, river water. These data are available in the key figures overview for operational environmental protection.
303-04	Water discharge	Not reported	
303-05	Water consumption	AR 2022   120	
<b>BIODIVERSITY</b>			
103-01/02/03	Management approach	AR 2022   120	
304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	AR 2022   120-121	
304-02	Significant impacts of activities, products, and services on biodiversity	Not reported	
304-03	Habitats protected or restored	AR 2022   120-121	
304-04	IUCN Red List species and national conservation list species with habitats in areas affected by operations	AR 2022   120-121	<p>There are no known species on the World Conservation Union (IUCN) Red List or national lists of protected species whose habitat is negatively affected by Rheinmetall business activities.</p> <p>The opposite is the case. Due to the existing far-reaching prohibition of public access, our German and South African areas offer individual habitats for the unique fauna and flora.</p>
<b>EMISSIONS</b>			
103-01/02/03	Management approach	AR 2022   117	
305-01	Direct (Scope 1) GHG emissions	AR 2022   118	
305-02	Energy indirect (Scope 2) GHG emissions	AR 2022   118	
305-03	Other indirect (Scope 3) GHG emissions	ESG Reporting Factbook 2023	
305-04	GHG emissions intensity	ESG Reporting Factbook 2023	
305-05	Reduction of GHG emissions	ESG Reporting Factbook 2023	

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
305-06	Emissions of ozone-depleting substances (ODS)		The legal regulations on emissions of ozone-depleting substances are complied with. However, we cannot exclude the possibility that very low amounts of ozone-depleting emissions occur. These are within the legally permissible limits and are not collected separately by us.
305-07	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not reported	
<b>WASTE</b>			
103-01/02/03	Management approach	AR 2022   119	
306-01	Waste generation and significant waste-related impacts	AR 2022   119	
306-02	Management of significant waste-related impacts		During the reporting period, no significant waste-related impacts became known as a result of our business activities.
306-03	Waste generated	AR 2022   120	
306-04	Waste diverted from disposal	Not reported	
306-05	Waste directed to disposal	ESG Reporting Factbook 2023	
<b>ENVIRONMENTAL COMPLIANCE</b>			
103-01/02/03	Management approach	AR 2022   93-95 117	
307-01	Non-compliance with environmental laws and regulations	AR 2022   92	The reporting of risks from legal disputes and legal proceedings, insofar as these exist, is carried out in the risk and opportunity report.
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
103-01/02/03	Management approach	Code of Conduct AR 2022   128-131	
308-01	New suppliers that were screened using environmental criteria	AR 2022   134	
308-02	Negative environmental impacts in the supply chain and actions taken		Due to the complexity of the entire supply chain and the challenge of keeping track of it, it is not possible to give a percentage of actual and potential negative environmental impacts of suppliers. As part of our efforts to increase transparency in our supply chains, we are also striving for a better overview of potential negative environmental impacts.

GRI-Standards	Disclosure	Reference	Commentary
<b>EMPLOYMENT</b>			
103-01/02/03	Management approach	IFA   Fair2All AR 2022   121	
401-01	New employee hires and employee turnover		We do not currently collect data on newly recruited employees and turnover broken down by gender, age group and region, as these are not material for us.
401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Part-time employees receive the same company benefits as full-time employees. Employees with fixed-term contracts are not entitled to all company benefits.
401-03	Parental leave	AR 2022   128	
<b>LABOR/MANAGEMENT RELATIONS</b>			
103-01/02/03	Management approach	IFA   Fair2All AR 2022   128	
402-01	Minimum notice periods regarding operational changes		The rules on notification deadlines vary around the world. We comply with the applicable rules at local level. The recording of reporting deadlines at group level is not relevant for us.
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All AR 2022   127	
403-01	Occupational health and safety management system	AR 2022   127-128	
403-02	Hazard identification, risk assessment, and incident investigation	AR 2022   127-128	
403-03	Occupational health services	AR 2022   127-128	
403-04	Worker participation, consultation, and communication on occupational health and safety	AR 2022   127-128	In Germany, occupational health and safety committees are required by law. Therefore, all German employees of Rheinmetall AG are represented by occupational health and safety committees that operate at site level. This is around 50 % of the total workforce. At most sites outside Germany, employees are represented in occupational safety committees, the organisation of which is the responsibility of the sites.

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
403-04	Worker participation, consultation, and communication on occupational health and safety	AR 2022   127-128	A Group works agreement on health management was already concluded with the European Works Council in 2012, covering the aspects of occupational health and safety, health promotion, addiction prevention and reintegration after illness.
403-05	Worker training on occupational health and safety	Not reported	
403-06	Promotion of worker health	AR 2022   127-128	
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	AR 2022   127-128	
403-08	Workers covered by an occupational health and safety management system	ESG Reporting Factbook 2023	
403-09	Work-related injuries	AR 2022   127-128	The Lost Time Injury Rate (LTIR) is defined as a non-financial indicator.
403-10	Work-related ill health	AR 2022   127-128	Data on occupational diseases are not collected internationally. For Germany, the data are held by the Berufsgenossenschaft and are not broken down to the individual companies.
<b>TRAINING AND EDUCATION</b>			
103-01/02/03	Management approach	IFA   Fair2All AR 2022   122-123	
404-01	Average hours of training per year per employee	ESG Reporting Factbook 2021	
404-02	Programs for upgrading employee skills and transition assistance programs	AR 2022   122-123	
404-03	Percentage of employees receiving regular performance and career development reviews		Employees covered by collective agreements are assessed in accordance with the provisions of the collective agreements. For managerial and non-pay-scale employees, the Group agreement "Leading by Objectives" applies.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All AR 2022   124-126	
405-01	Diversity of governance bodies and employees	AR 2022   124-126	The term "minority" is not uniformly defined worldwide. Therefore, we do not systematically collect data on this. In addition, in many countries where we operate, the collection of personal data from employees is strictly regulated by data protection laws.

GRI-Standards	Disclosure	Reference	Commentary
405-02	Ratio of basic salary and remuneration of women to men	AR 2022   123-124 184	<p>Our Code of Conduct and the International Framework Agreement Fair2All stipulate fair working conditions.</p> <p>In the companies covered by collective agreements, the respective collective agreements on remuneration are applied. The provisions of the collective agreements as well as the remuneration principles are independent of gender. The remuneration systems are company-specific, which is why a ratio analysis can only be made for individual selected companies or employee groups and not for the Group as a whole. The total remuneration can also be made up of other additional components in addition to the monthly salary, which is why it is not comparable as a total value.</p> <p>The employees of our foreign subsidiaries benefit from attractive remuneration systems that correspond to the respective local market conditions. Group-wide, collective regulations apply to about 74% of our employees.</p> <p>Variable salary components, which we pay as part of our performance-based remuneration, are paid on the basis of agreed and achieved targets. This process is controlled through performance management.</p>
<b>NON-DISCRIMINATION</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All	
406-01	Incidents of discrimination and corrective actions taken	Not reported	For reasons of confidentiality, we do not provide statistical information on cases of discrimination.
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
103-01/02/03	Management approach	IFA   Fair2All AR 2022   128	
407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No restrictions on freedom of association became known in the reporting period. Rheinmetall promotes the organisation of co-determination within the company. In Germany, the basis for this is laid down in the Works Constitution Act (BetrVG), among other things.
<b>CHILD LABOR</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All	

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
408-01	Operations and suppliers at significant risk for incidents of child labor	AR 2022   137-138	
<b>FORCED OR COMPULSORY LABOR</b>			
103-01/02/03	Management approach	IFA   Fair2All	
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labor	AR 2022   137-138	
<b>SERCURITY PRACTICES</b>			
103-01/02/03	Management approach	IFA   Fair2All	
410-01	Security personnel trained in human rights policies or procedures		We also work together with service providers for security services. These service providers are required by the Supplier Code of Conduct to respect human rights.
<b>RIGHTS OF INDIGENOUS PEOPLES</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All	
411-01	Incidents of violations involving rights of indigenous peoples	AR 2022   92	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>HUMAN RIGHTS ASSESSMENT</b>			
103-01/02/03	Management approach	Code of Conduct IFA   Fair2All	
412-01	Operations that have been subject to human rights reviews or impact assessments	AR 2022   137-138	
412-02	Employee training on human rights policies or procedures	AR 2022   137-138	The total number of hours spent specifically on human rights training cannot yet be reliably estimated or stated.

GRI-Standards	Disclosure	Reference	Commentary
412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		For reasons of confidentiality towards our business partners, we do not publish specific details about investment agreements and contracts with our partners.
<b>LOCAL COMMUNITIES</b>			
103-01/02/03	Management approach	AR 2022   136	
413-01	Operations with local community engagement, impact assessments, and development programs	AR 2022   136	Community and social engagement at the sites is largely decentralised. Therefore, there is no central data collection on the basis of which the percentage of sites where measures to involve local communities have been implemented can be calculated.
413-02	Operations with significant actual and potential negative impacts on local communities		It is our aspiration to reach a mutually beneficial outcome in dialogue between representatives of local communities and the Rheinmetall companies.
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
103-01/02/03	Management approach	Code of Conduct AR 2022   128	
414-01	New suppliers that were screened using social criteria	AR 2022   128-131	
414-02	Negative social impacts in the supply chain and actions taken		Due to the complexity of our supply chains and the challenges involved, it is not possible to give a percentage of significant actual and potential negative social impacts.
<b>PUBLIC POLICY</b>			
103-01/02/03	Management approach	Code of Conduct	<p>The world is subject to constant change, which determines the environment in which Rheinmetall and its customers operate and thus strongly shapes the framework conditions for business activities.</p> <p>We are present where representatives from politics, business and society discuss and make decisions. In doing so, we represent our stakeholders in an open and transparent manner. We participate constructively in finding viable solutions with politicians and administrators, representatives of associations and trade unions.</p> <p>We maintain representative offices in Berlin and Koblenz. We are also active at the European level in Brussels.</p>

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Disclosure	Reference	Commentary
415-01	Political contributions	ESG Reporting Factbook 2023	
<b>CUSTOMER HEALTH AND SAFETY</b>			
103-01/02/03	Management approach	Code of Conduct	
416-01	Assessment of the health and safety impacts of product and service categories	AR 2022   137	
416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	AR 2022   82-101	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>MARKETING AND LABELING</b>			
103-01/02/03	Management approach	Code of Conduct	
417-01	Requirements for product and service information and labeling		Product labels are important and mandatory. We comply with the respective legal requirements.
417-02	Incidents of non-compliance concerning product and service information and labeling		We are not aware of any substantiated complaints regarding non-compliance in the labelling of products and services.
417-03	Incidents of non-compliance concerning marketing communications	AR 2022   92	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>CUSTOMER PRIVACY</b>			
103-01/02/03	Management approach	Code of Conduct AR 2022   135	
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data		We are not aware of any substantiated complaints regarding breaches of customer data protection and loss.
<b>SOCIOECONOMIC COMPLIANCE</b>			
103-01/02/03	Management approach	Code of Conduct	
419-01	Non-compliance with laws and regulations in the social and economic area	AR 2022   f92	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.

## Frameworks

### TCFD | Taskforce on Climate-related Financial Disclosure

The four-pillar framework of the “Task Force on Climate-related Financial Disclosures – TCFD” of the G20 Financial Stability Board helps companies not only to integrate climate-change-related risks and opportunities in their businesses, but also to produce more consistent reporting. Physical risks result from long-term changes of climatic and ecological conditions (e.g. increase in the sea level, temperature and change of climatic conditions) as well as through extreme individual weather events and their consequences. There are transition risks in connection with the move to a more economically sustainable economy with a lower carbon footprint, e.g. as a result of quickly implemented political measures on climate protection, due to technical progress or from changes in market sentiment and consumer preferences.

In addition to assessing the risk analysis reports from an insurance company on our Defence production facilities prepared using the NatCat data platform, on the basis of extensive and detailed data from an external risk data provider a total of around 130 production sites were examined and assessed in respect to various risk types (physical risks acute/chronic with nine and ten categories respectively; transitory risks with six categories, and socio-economic risks with two categories). The results will be taken into account in business continuity management, e.g. for the development of adequate and long-term protective measures as well as for preventive measures. In fiscal 2022, scenario analyses were also carried out for around 130 production sites under the Representative Concentration Pathways (RCP) 2.6, 4.5, 6.0 and 8.5 parameters in accordance with the Intergovernmental Panel of Climate Change (IPCC) over the historical, 2045 and 2070 periods using data sets and data modeling. The results have particularly been incorporated into the risk assessments to be made according to the EU Taxonomy Regulation criteria “Do no significant harm.”

Based on this required baseline data, we will commence voluntary reporting in accordance with the TCFD recommendations in fiscal 2023, providing an overview to inform investors, lenders, insurers and other stakeholders about our strategy, governance, activities, and climate-related opportunities and risks

## CDP

The CDP is an independent, non-profit organization which states it maintains the world's biggest database on the environmental impact of major corporations. The organization aims to establish the management of greenhouse gas emissions as a key economic success and risk factor in companies. Each year, on behalf of more than 500 institutional investors, the CDP collects information on corporate strategies to combat climate change and company-specific greenhouse emissions. In the Climate Change Questionnaire, alongside questions on the organization, targets, projects and programs, companies are surveyed in respect to information about risks and opportunities of climate changes and measures in the area of climate protection. In the year under review, Rheinmetall took part in this demanding CDP sustainability ranking for the second time. As in the previous year, our climate protection activities up to now were assessed with the grade “D” on a scale from “A” to “F.”

## Frameworks

### UNGC | UN Global Compact

The UN Global Compact is the world's biggest sustainability initiative. It was launched by the United Nations in 2000 and currently comprises around 13,000 participating companies from more than 150 countries. All of the signatories are committed to running their businesses in accordance with ten universally acknowledged principles relating to human rights, labour standards, environmental protection and combatting corruption. Furthermore, the signatories are obliged to report annually on their progress regarding implementation. Based on the ten principles and the seventeen SDGs, the United Nations – acting in cooperation with signatories of the UNGC – is working to achieve an inclusive and sustainable global economy that benefits all peoples, communities and markets.

On 13 April 2021, Rheinmetall joined the global network United Nations Global Compact. As a signatory, Rheinmetall has committed itself to promoting the ten principles of the UNGC on sustainable and responsible economic management and development.

#### HUMAN RIGHTS

**01** Businesses should support and respect the protection of internationally proclaimed human rights.

**02** Make sure that they are not complicit in human right abuses.

#### LABOUR

**03** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**04** The elimination of all forms of forced and compulsory labour.

**05** The effective abolition of child labour.

06

The elimination of discrimination in respect of employment and occupation.

**ENVIRONMENT**

07

Business should support a precautionary approach to environmental challenges.

08

Undertake initiatives to promote greater environmental responsibility.

09

Encourage the development and diffusion of environmentally friendly technologies.

**ANTI-CORRUPTION**

10

Business should work against corruption in all its forms, including extortion and bribery.

## Frameworks

### SASB | Sustainability Accounting Standard Board

The US Sustainability Accounting Standards Board (SASB), founded in 2011, is an independent non-profit organisation. The 77 industry-specific standards from eleven overarching sectors deal predominantly with economically relevant sustainability-related issues for reporting to institutional investors. These basically cover the topics of environment, governance, business model and innovation as well as human resources, which in turn are subdivided into further aspects.

Our first reporting in accordance with the SASB standard (Sustainability Accounting Standards Board) is based on the relevant environmental, social and governance indicators of the SASB for the Aerospace & Defence and Autoparts sectors (October 2018 version in each case). Our reporting according to the SASB standard is a voluntary disclosure to meet the increasing requirements of our investors and other stakeholders.

#### RESOURCE TRANSFORMATION SECTOR

##### Aerospace & Defense

Code	Accounting Metric	Category	Reporting
<b>Hazardous Waste Management</b>			
RT-AE-150a.1	(1) Amount of hazardous waste generated (2) percentage recycled	Quantitative	(1) 5,350 tons (2) 54%
RT-AE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Not reported
<b>Product Safety</b>			
RT-AE-250a.1	Number of recalls issued, total units recalled	Quantitative	Not reported
RT-AE-250a.2	Number of counterfeit parts detected, percentage avoided	Quantitative	In case of suspected or confirmed cases we promptly inform our customer
RT-AE-250a.3	Number of Airworthiness Directives received, total units affected	Quantitative	Not applicable
RT-AE-250a.4	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Not reported
RT-AE-410a.1	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	Not applicable

## Frameworks

### SASB | Sustainability Accounting Standard Board

Code	Accounting Metric	Category	Reporting
<b>Fuel Economy &amp; Emissions in Use-phase</b>			
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	Annual Report 2022   35-36 112 150
<b>Data Security</b>			
RT-AE-230a.1	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	Not reported
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Discussion and Analysis	Annual Report 2022   141
<b>Materials Sourcing</b>			
RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Annual Report 2022   137-139
<b>Business Ethics</b>			
RT-AE-510a.1	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Quantitative	Not reported
RT-AE-510a.2	Revenue from countries ranked in the (1) "E" Band or (2) "F" Band of Transparency International's Government Defence Integrity Index	Quantitative	(1) 6.8 % (2) 8.1 %
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	Annual Report 2022   43 118 139
<b>Activity Metrics</b>			
RT-AE-ooo.A	Production by reportable segment, number of units produced by product category	Quantitative	Apart from non-disclosure clauses in customer contracts, we generally consider this kind of information sensitive and competitive relevant. We report sales figures.
RT-AE-ooo.A	Number of employees	Quantitative	15,449 [Rheinmetall total: 27,733]

## TRANSPORTATION SECTOR

**Autoparts**

Code	Accounting Metric	Category	Reporting
<b>Energy Management</b>			
TR-AP-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	(1) 1,881,648 GJ [522,680 MWh] (2) 66 % (3) Not reported
<b>Waste Management</b>			
TR-AP-150a.1	(1) Total amount of waste from manufacturing (2) percentage hazardous (3) percentage recycled	Quantitative	(1) 36,830 tons (2) 18 % (3) 85 %
<b>Product Safety</b>			
TR-AP-250a.1	Number of recalls issued, total units recalled	Quantitative	Not reported
<b>Design for Fuel Efficiency</b>			
TR-AP-410a.1	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	0.5%
<b>Materials Efficiency</b>			
TR-AP-440b.1	Percentage of products sold that are recyclable	Quantitative	Not reported
TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	Quantitative	Not reported  On average, Aluminium used for production is already recycled by approx. 70 %
<b>Materials Sourcing</b>			
TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Annual Report 2022   137-138
<b>Competitive Behaviour</b>			
TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Not reported
<b>Activity Metrics</b>			
TR-AP-ooo.A	Number of parts produced	Quantitative	Not reported
TR-AP-ooo.B	Weight of parts produced	Quantitative	Not reported
TR-AP-ooo.C	Area of manufacturing plants	Quantitative	Not reported

RATINGS



## Ratings

### ISS ESG

**Scale:** D – A+

Aerospace & Defence

Industry Distribution:

Only 2 out of 72 companies score higher

**C**

### MSCI ESG

**Scale:** CCC – AAA

Industrial Conglomerates

Industry Rating Distribution:

Only 1 out of 34 companies score higher

**AA**

### SUSTAINALYTICS

**Scale:** 0 – 100

Aerospace and Defense

Industry Rank 15/104

**26.8**

ESG RISK RATING

### CPD

**Scale:** F – A

Climate Change

2022

**D**

### VIGEOEIRIS

**Scale:** 0 – 100

Automobiles

Sector Rank: 10/40

**49**

### S&P GLOBAL

**Scale:** 0 – 100

Industrial Conglomerates

Industry Average: 29

**34**

### DVFA

**Scale:** 0 – 100

MDAX Platz 7

**72,09%**

### REFINITIV

**Scale:** 0 – 100

Aerospace & Defence

Platz 5/119

**81**

### GAIA RATING

**Scale:** 0 – 100

Automobile Manufacturers

& Auto Parts

**72**

### MOODY'S

**Scale:** Very Highly Negative – Positive

Aerospace and Defence

**NEUTRAL-  
TO-LOW**  
CREDIT IMPACT SCORE

### ESG BOOK

**Scale:** 0 – 100

Electronic Technology Sector

Sector Percentile: 83.09%

**56.45**

ESG PERFORMANCE SCORE

### FTSE RUSSELL

**Scale:** 0 – 5

Industrial Goods & Services

Percentile Rank: 48

**3.2**

### CSRHUB

**Scale:** 0 – 100

Motor Vehicle Manufacturing

compared with 32.244 companies

**89 %**

## CONTACT

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PASSION FOR **TECHNOLOGY.**