

GROUP SUSTAINABILITY STATEMENT GENERAL DISCLOSURES

Basis for preparation

General basis for preparation

The present non-financial Group Sustainability Statement – hereinafter referred to as Sustainability Statement – involves all business activities and was approved in accordance with Sections 315b, 315c in conjunction with 289c to 289e German Commercial Code. The European Sustainability Reporting Standards (ESRS) of the European Commission are used as the reporting framework for the Sustainability Statement. The principle of consistency is broken through by the first-time use of the ESRS. The Sustainability Statement is not subject of the audit of the consolidated financial statements and the combined management report of Rheinmetall AG. A limited assurance engagement was conducted by the auditor.

The Sustainability Statement is prepared on a consolidated basis. The scope of consolidation of the Sustainability Statement corresponds to the scope of consolidation of financial reporting. Joint ventures over which no operational control is exercised are excluded. For Loc Performance Products, LLC, which was acquired on 29th November 2024, quantitative data for the period of affiliation with the Group is part of this declaration. In the case of acquisitions within the fiscal year, existing guidelines are successively replaced by Rheinmetall guidelines, supplemented with content or remain in place due to local laws or requirements.

The double materiality analysis and the Sustainability Statement based on it cover all phases of value creation, both upstream and downstream in the Rheinmetall Group's value chain.

Disclosures in relation to specific circumstances

Information on deviations from the time horizons and estimates is presented in the chapter climate change with regard to the periods within the scope of the climate risk analysis and estimates of CO₂ figures.

Governance

The role of the administrative, management and supervisory bodies

The Executive Board and the Supervisory Board together with their committees are the central administrative, management and supervisory bodies of the Rheinmetall Group. The detailed composition and further information on the diversity of the Supervisory Board can be found in the chapter [»Corporate Governance Statement](#). The committees of the Supervisory Board and their responsibilities as well as the role of company management to monitor, manage and supervise the impacts, risks and opportunities are also explained there, as well as the expertise and experience that form the basis for entrepreneurial decisions. Information on the determination of goals of the Executive Board can be found in the [»Remuneration Report](#).

The Executive Board of Rheinmetall AG, which comprised three members at the end of 2024 - Armin Papperger, Dagmar Steinert and Dr. Ursula Bierner - Kloß is the management body of the Rheinmetall Group. The Executive Board consists of 66.7% women. On January 1, 2025, Mr. Klaus Neumann was appointed to the position of Chief Financial Officer. Also since January 2025, the Executive Board now consists of four members in order to meet the challenges of the future and to provide the company with a secure organizational basis for solid and profitable growth. In addition to the roles of Chief Executive Officer, Chief Financial Officer and Chief Human Resources Officer, the function of Chief Operation Officer has been established in the person of Mr. René Ganssauge. The Executive Board is responsible for the Group's strategic orientation and development and for setting and monitoring corporate targets. The divisions, each with their own management and responsibility for their global business operations, are directly managed by the Executive Board. The Executive Board is responsible for the introduction and further development of adequate management, control and monitoring processes, including the risk management system, internal control system, internal auditing and compliance management system and the allocation of resources.

The divisions are equipped with all the necessary functions and report to the Executive Board members on current business developments in regular target-setting, review and strategy meetings as part of the strategies, targets and guidelines determined by the Executive Board, and discuss with them not only strategies and targets but also operational and economic measures. The respective management bodies of the subsidiaries are responsible for operational management of their units. They are supported in their tasks by the service and support functions that have been set up within the management holding company.

The Supervisory Board, which consists of 16 members and is based on joint representation in accordance with the provisions of the 1976 German Codetermination Act, appoints, advises and monitors the Executive Board.

The Supervisory Board consists of 31.3% women and 50% independent members. The group of representatives of shareholders consists of 100.0% independent members. The Executive and Supervisory Boards work together closely, constructively and in an atmosphere of trust in order to ensure the continued existence of the company and create sustainable value added. Rules of procedure are in place for both boards, containing regulations on the composition, tasks, responsibilities and areas subject to approval.

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

At Rheinmetall the responsibility for sustainability lies with the Executive Board as a whole. In consultation with the responsible central department Corporate Social Responsibility, the Executive Board sets the strategic framework for sustainability activities. In cooperation with the divisional 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.

The Corporate Sustainability Board, which was established in October 2021 and meets every six months, consists of the members of the Executive Board, the CEOs of the divisions, the heads of Corporate Social Responsibility, Accounting, Controlling, Compliance, Strategy, Purchasing, Human Resources, Corporate Communications, the Head of Investor Relations and the Chief Technology Officer, among others. The Corporate Sustainability Board deals with relevant impacts, risks and opportunities, current regulatory developments and trends in the ESG area, as well as the challenges they pose for Rheinmetall.

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 in various committees.

The Audit Committee, which met five times in 2024, discusses the scope and depth of current and future regulatory requirements and their implementation, as well as the processes and internal controls implemented in collecting the data required for reporting. The audit committee also deals with the risk management system and compliance.

The Strategy, Technology and ESG Committee deals with the strategic further development of the company. The committee advises and monitors the Executive Board with regard to determining business strategies for sustainable development of the company and to establishing processes for planning, implementing, assessing and adjusting strategies, including from an ESG perspective. The committee met twice in 2024.

The Personnel Committee deals with the consideration of ESG objectives 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. In 2024, it convened seven times.

The management bodies are informed about relevant impacts, risks and opportunities in regular committee meetings, in M&A processes, in the offer approval process and in risk controlling and are therefore in a position to evaluate the results and effectiveness of policies, actions and targets. This also serves to incorporate the significant impacts, risks and opportunities into general decision-making, strategy and risk management processes. The Supervisory Board is informed of risks above a defined threshold on a quarterly basis and is involved on an ad hoc basis above a higher, defined threshold. Further details can be found at [»Risk and opportunities](#).

The involvement of the Executive Board as the management body and the Supervisory Board as the supervisory body in committees and bodies is based on the statutory provisions as well as the regulations in the company's Articles of Association, the rules of procedure for the Executive Board and the Supervisory Board and, ultimately, the internal Group regulations.

Information on the inclusion of sustainability-related benefits in incentive systems is presented in the chapter [»Remuneration Report](#).

Risk management and internal controls over sustainability reporting

The scope, the main features, the approach used for risk assessment, and the method for prioritizing risks can be found in [»Risk and opportunities](#). The most important identified risks, including mitigation strategies and associated controls, are also listed there. The [»Risk and opportunities](#) also explains how the Rheinmetall Group integrates the results of the risk assessment in relation to the sustainability reporting process into relevant internal functions and processes and regularly communicates them to the administrative, management and supervisory bodies.

The internal controls implemented for sustainability reporting are continuously expanded in combination with organizational security measures and integrated into the Rheinmetall Group's internal control system. The starting point here is the existing internal controls within energy management by means of questionnaires and random sample-based checks in order to remedy the risk of insufficient data quality in particular. In future, reporting on the controls associated with sustainability reporting to the administrative, management and supervisory bodies will be integrated into the regular process of the internal control system.

The interaction of the risk management system, the internal controls and the double materiality analysis in the context of sustainability reporting is shown in the following figure.

Interaction of risk management, ICS and double materiality analysis



Strategy

The Rheinmetall Group's business model, as well as its products, markets and customer groups, are presented in the Chapter [»Business activity and markets](#) of the annual report.

Sustainability-related product targets and assessments for individual products can be derived from the Rheinmetall Group's segments Vehicle Systems (VS), Weapon and Ammunition (W&A), Electronic Solutions (ES) and Power Systems (PS). These are presented in the Chapter [»EU Taxonomy](#).

The sustainability-related elements of the corporate strategy can be found in the chapter [»Strategy](#) of the annual report.

The number of employees in the Rheinmetall Group is divided into the following regions:

Employees¹ by region

	12/31/2024
Headcount	
Germany	15,130
Other Europe	8,244
North, Middle- and South America	2,585
Asia and the Near East	1,080
Other regions	2,283
Rheinmetall Group	29,322

¹Not including apprentices, dual students, working students and interns

The Rheinmetall Group's value chain comprises all essential steps required for the development, production and marketing of technologies and products in the areas of defence technology, civilian and dual-use products.

The first step of the value chain is research and development. In the defence technology product range, the focus is on the development of new weapons systems, ammunition and military vehicles. In addition, electronic systems are developed for both defence technology and the civilian sector. In the procurement and raw materials management step, the company procures materials such as metals, electronic components and chemical substances from national and international suppliers. The production and manufacturing step includes the production of military vehicles such as Boxer and Lynx, tanks, air defence systems, drones, ammunition and protection systems. In the spectrum of civilian goods, Rheinmetall manufactures engine parts, pumps and exhaust aftertreatment systems, among other things. In the logistics and distribution step, Rheinmetall must comply with specific export regulations in the defence technology sector that are defined by the regulatory environment of this market. In the civilian spectrum, on the other hand, the company meets the usual logistics requirements of an automobile supplier. Marketing and after-sales services include the provision of maintenance services, spare parts and upgrades. Rheinmetall also offers technical advice and training programs to provide customers with comprehensive support. The previously mentioned phases are based on the performance of the employees of the Rheinmetall Group. In the final step, the focus is on recycling and service life. Rheinmetall is committed to extending the service life of its products and offers corresponding solutions in the field of defence technology.

In the civilian product range, Rheinmetall focuses on efficient drive systems, reducing emissions and researching alternative technologies such as electromobility. As a customer for these products, the automotive industry consists of a complex network of globally active players. A distinction is made between original equipment manufacturers (OEMs), first-tier suppliers and second- and third-tier suppliers. Manufacturers and suppliers

are closely linked in working together to develop and produce vehicles. Automotive manufacturers have been working for some time on anchoring economic, ecological and social objectives vertically, i.e. across all stages of the value-added chain. These include respect of international ESG standards and ESG frameworks, reduction of carbon footprint in production, a higher proportion of recyclable material, responsible use of substances and materials, and future carbon-neutral products.

In defence technology, supply chains are characterized by very complex military structures. The high proportion of specific materials and processes combined with a broad product portfolio leads to a high proportion of single sourcing, also because only a few companies throughout the world completely manufacture or command the very specific products and processes. In the defence technology industry, switching to new suppliers is very costly, both from a financial and time-related perspective. The qualification of products carried out by military authorities is linked not only to the performance of the product itself but also to the manufacturing process, manufacturing location and suppliers. A change of suppliers therefore automatically results in costs for requalification. The procurement business in the area of ballistic protection has the characteristics of a project, i.e. it is characterized by intermittent production by our suppliers. This requires a high number of quality assurance measures. Furthermore, specific legislation, such as the War Weapons Control Act, the Foreign Trade and Payments Act and the International Traffic in Arms Regulations (ITAR), to cite just a few, must be taken into consideration when procuring defence technology.

Interests and views of stakeholders

Our key stakeholders include our customers and business partners, shareholders, lenders & investors, employees, suppliers, the public, politicians, the authorities and nature as a silent stakeholder. Each of these stakeholder groups is involved through selected employees who are in regular contact with the respective stakeholders. Nature is taken into account by means of scientific data, studies and analyses. The formats of the exchange with the stakeholder groups are shown in the following figure.

Formats of exchange with the key stakeholders

Group of Stakeholders	Formats of dialog
Customers and business partners	Close contact and intensive consultation with customers, open dialog, customer events, trade fairs, corporate communications media and customer surveys
Shareholders, creditors and investors	Annual General Meeting, capital market conferences and roadshows, analyst and investor meetings, financial ratings, financial communication, investor relations online portal and capital market days, other
Employees	CEO letter, personal discussions, employee survey, internal media, dialog and information events, annual management conference, company suggestion scheme, employee newspaper, works council committees and seminars
Suppliers	Dialog with suppliers, supplier conferences, supplier development, supplier audits and supplier surveys
The public	Public provision of comprehensive information, communication, websites in German, English and other national languages, user-specific services and download options
Government and public administration	Parliamentary evening, representative offices in Berlin, Koblenz and Brussels, among other places, political talks, trade fairs

Through dialog with our key stakeholders, we identify their needs with regard to sustainability for the Rheinmetall Group in order to align our sustainability activities accordingly.

The results of the exchange with the key stakeholder groups are an integral part of our double materiality analyses. The close contact we maintain with our customers and business partners is aimed at long-term successful partnerships. The exchange with our investors and shareholders can provide important insights for the sustainability positioning of the Rheinmetall Group. In addition, our annual employee surveys serve to identify the needs of our own workforce. Viable solutions are to be developed in consultation with politicians and administrators. The results of the exchange formats described inform the administrative, management and supervisory bodies about the views and interests of the key stakeholder groups.

Material impacts, risks and opportunities and their interaction with strategy and business model

The following impacts, risks and opportunities were identified in conjunction with the strategy and business model as part of the double materiality analysis. Due to different perspectives on actions already taken, the risks listed here may differ from those in chapter Risks and opportunities.

The following material impacts, risks and opportunities for the Rheinmetall Group were addressed by the administrative, management and supervisory bodies in the fiscal year:

E1-Climate change

- Scientific studies have shown that greenhouse gas emissions accelerate climate change. Rheinmetall emits greenhouse gases in the categories Scope 1, 2 and 3 as part of its business activities.
- The transition to renewable energies poses a challenge for all stakeholders. Potential energy price increases as part of the transition to renewable energy sources can lead to rising costs.
- Physical climate risks can cause possible consequences at Rheinmetall sites, such as damages to buildings, production facilities and infrastructure. The consequences of climate change can also include increasingly difficult access to resources, for example due to the interruption of supply chains.

E2-Pollution

- Rheinmetall and the upstream and downstream value chain can potentially have a negative impact due to possible leaks and spills of refrigerants, oils and lubricants, solvents and other substances into the soil.

S1-Own workforce

- The positive influence of Rheinmetall extends to the topics of secure employment, training and skills development, appropriate remuneration, data protection and the prevention of violence and harassment in the workplace. The positive effects on employees and their working conditions include dialog with employee representatives and trade unions, respect for freedom of association and the conduct of collective bargaining.
- Equal opportunities, anti-discrimination and diversity in the workplace are core topics for the HR department. Despite its best efforts, Rheinmetall has only limited insight into the specific needs of people with disabilities, as in many countries it is voluntary to disclose a health restriction. Rheinmetall proactively addresses the potential challenge of shift work necessary for operations by focusing on health and safety, flexible working time models and the reconciliation of work and private life. Transparent remuneration structures and the inclusion of job-specific and individual parameters serve to avoid a pay gap.

- Rheinmetall does not tolerate child or forced labor. Although there may be a risk of corresponding human rights risks in some countries in which Rheinmetall operates, Rheinmetall is not aware of any cases in its own area of activity. This confirms the effectiveness of the concepts, measures and controls.

S2-Workers in the value chain

- The purchase of materials for which raw materials are mined in countries with existing human rights risks can have potential negative impacts on workers in the value chain.
- Potential human rights violations within the deeper supply chain can pose risks.

S4 Consumers and end-users

- Rheinmetall ensures a high level of safety for end users (e.g. soldiers in the armed forces) with its innovative products in the field of protected vehicles and complementary protection systems for military applications, thus increasing the personal safety of end users overall.

G1-Business conduct

- Rheinmetall does not tolerate any damage to its reputation as a result of illegal or unethical behavior. The whistleblower system enables anonymous complaints and thus contributes, for example, to the fight against corruption.
- The Supplier Code of Conduct defines the rules for working with suppliers in order to minimize human rights and environmental risks, among other things.
- Rheinmetall is promoting employee knowledge in various subject areas, such as key aspects of corporate culture, the prevention of corruption and bribery, and the reduction of the risk of cyber attacks, by means of training measures, guidelines and internal information dissemination.
- Possible risks can arise from corruption, from damage caused by cyber attacks or from the vulnerability of supply chains.

Managing impacts, risks and opportunities

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Together with the ESG managers of the segments and internal stakeholders, the Sustainability department of the Rheinmetall Group has developed the material topics for the Group as part of sustainability reporting.

To identify the material topics for the Rheinmetall Group, a double materiality analysis was carried out for the first time, which will be reassessed annually in future. This “double materiality” stipulates that impacts on people and the environment must be considered as well as the financial impact on the company. Relevant for the materiality analysis were, on the one hand, Rheinmetall's own business activities at Rheinmetall sites worldwide and, on the other, the entire value chain of the products. The approach chosen corresponds to the combined bottom-up (segment) and top-down (Group level) measurement and is based on EFRAG's Implementation Guidance 1. The materiality analysis is based on the context analysis. In addition, no assumptions are made. The results of the analysis form the basis of the Sustainability Statement.

Method of double materiality analysis



An important part of the context analysis, identification and measurement steps was the regular involvement of technical experts for decision-making, consultation with internal stakeholders for decision-making and internal review of decisions at the beginning, middle and end of the process and, finally, the approval of the Rheinmetall Group's Executive Board as the control instance.

Contextual Analysis

An overview of the activities and business relationships of the Rheinmetall Group was created as part of the context analysis. The value chain described above was an important part of the analysis.

Various sources, factors and aspects were used to identify the relevant topics, including the company's activities and products as well as the sites of its activities, the corporate strategy, the risk management system and the information published in-house. In addition, the legal and administrative regulations as well as media reports, benchmark reports and scientific articles provided insights. Data from the Maplecroft platform was used for a generic assessment of the lower value chain with regard to raw materials.

As part of the consultation, the stakeholders of the Rheinmetall Group were divided into affected groups and users of the Sustainability Statement. In the course of the double materiality analysis, at least one internal contact person was identified for each stakeholder group who is in regular contact with the stakeholders, knows their interests and viewpoints and is reasonably capable of providing information. The relevant topics of the stakeholder groups were then surveyed and collected on the basis of individual interviews. This ensures that the materiality analysis takes into account the potential impact of Rheinmetall's activities on stakeholders as well as the risks and opportunities that may arise for Rheinmetall through its stakeholders.

Identification

The starting point for the identification of possible material sustainability matters was the list of sub-(sub-)topics of the ESRS 1 AR16. Based on the internal and external sources described above, as well as on the consultation with stakeholders, impacts, risks and opportunities were identified in connection with the activities resulting from the business model within the Rheinmetall Group's business area and along the value chain. The resulting risks and opportunities were taken into account in the identification of impacts. The comparison of identified impacts with the entries in the risk management system was helpful here.

Assessment

The severity of an impact was assessed on the basis of the criteria of extent, scope and, in the case of negative impacts, remediability. Potential impacts were also assessed with regard to their likelihood of occurrence. The scaling of the individual criteria was defined in advance and specified using quantitative and qualitative thresholds.

The severity of risks and opportunities was assessed by offsetting the criteria of extent and, with regard to potential risks and opportunities, by means of the additional criterion of likelihood of occurrence. The scaling

of the individual criteria was defined based on the quantitative threshold values of the risk management system. Similar to the Rheinmetall risk management system, sustainability risks were not prioritized compared to other types of risks.

Actual impacts, risks and opportunities are identified as material if they exceed a medium level of severity. The identification of the materiality of a potential impact, a potential risk or a potential opportunity results from a correlation between severity and likelihood of occurrence.

The material impacts and risks and their assessment were then compared with the risks of the Rheinmetall Group's existing risk management system.

Based on the material impacts, risks and opportunities, the decisive, central topics for the Rheinmetall Group were defined in various workshops with representatives from all Rheinmetall segments.

Result of double materiality assessment

The following topics have emerged as **material** for the Rheinmetall Group:

- E1 Climate change
- E2 Pollution
- S1 Own workforce
- S2 Workers in the value chain
- S4 Consumers and end-users
- G1 Business Conduct

The following were assessed as **not material**:

- E3 Water and Marine Resources

In order to identify potential impacts, risks and opportunities in the context of the Rheinmetall Group's own business activities and along its upstream and downstream value chain, water risk analyses were carried out in connection with water and marine resources using the Aqueduct water risk atlas. There was no additional consultation with affected communities.

- E4 Biodiversity

The actual and potential effects on biological diversity and ecosystems were considered as part of the materiality analysis. The dependencies on biodiversity and ecosystems and their services along the entire value chain and in the context of the Rheinmetall Group's own business activities were considered. Physical risks, transition risks and systemic risks were also assessed. Consultations with affected communities on sustainability assessments were not carried out.

The Rheinmetall Group has sites in the vicinity of biodiversity sensitive areas. During an investigation, it was determined that no corrective measures need to be taken with regard to these areas.

- E5 Circular economy

The actual and potential impacts, risks and opportunities in connection with the use of resources and the circular economy were considered as part of the materiality analysis. This includes resource inflows, resource outflows and waste along the entire value chain and within the framework of the Rheinmetall Group's own business activities. Consultations with affected communities on sustainability assessments were not carried out.

- S3 Affected communities

The sustainability information with regard to affected communities is part of this Sustainability Statement on the basis of Section 289c German Commercial Code.

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. Sustainability management at Rheinmetall takes account of the precautionary principle. Any possible adverse impact on humans and the environment as a result of the Group's operating 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. We have a very prominent presence in our markets and enjoy continual and lively dialog 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.

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.

Social acceptance is thereby an important prerequisite for the economic success of companies. 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.

In this context, Rheinmetall has a long tradition of social engagement. It has always gone beyond the boundaries of the plant. Since the needs and opportunities in the vicinity of the sites where we operate vary greatly, the decision on which local project to support is incumbent on the respective management teams of the companies, the division heads or the Executive Board of Rheinmetall AG. As an expression of our social commitment and in close solidarity with the capital of North Rhine-Westphalia, we support a number of players in Düsseldorf

sports. The cooperation between Rheinmetall and the sports city of Düsseldorf includes sports sponsorship of a handball league team. However, parts of the package also focus on promoting Olympic, youth and amateur sports as well as new trend sports. In addition, Rheinmetall has not only been a “Premium Partner” of the eighth German ice hockey master Düsseldorfer EG since 2024, but also a “Champion Partner” in the sporting and social environment of the German soccer Bundesliga Borussia Dortmund (BVB)

Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The material sustainability matters for the Rheinmetall Group were identified based on the material impacts, risks and opportunities identified by thresholds. The resulting disclosure requirements were determined on the basis of the materiality of the information. To this end, the contents of the material impacts, risks and opportunities were compared with the disclosure requirements of the ESRS at data point level.

The disclosure requirements identified in this way, including disclosure requirements arising from other EU legislation, are listed below and are fulfilled in the subsequent statements. Disclosure requirements that are fulfilled by reference to other sections of the management report are also listed. Finally, the integration of the core elements of due diligence into the sections of the Sustainability Statement is presented.

**List of disclosure requirements**

Disclosure requirements	Chapter	Subchapter	Paragraph
ESRS 2- General Disclosures			
BP-1 – General basis for preparation of sustainability statements	General Disclosures	Basis for preparation	General basis for preparation of sustainability statements
BP-2 – Disclosures in relation to specific circumstances	General Disclosures	Basis for preparation	Disclosures in relation to specific circumstances
GOV-1 – The role of the administrative, management and supervisory bodies	General Disclosures	Governance	The role of the administrative, management and supervisory bodies
GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	General Disclosures	Governance	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
GOV-3 - Integration of sustainability-related performance in incentive schemes	General Disclosures	Governance	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
GOV-4 - Statement on due diligence	General Disclosures	Governance	Statement on due diligence
GOV-5 - Risk management and internal controls over sustainability reporting	General Disclosures	Governance	Risk management and internal controls over sustainability reporting
SBM-1 – Strategy, business model and value chain	General Disclosures	Strategy	Strategy
SBM-2 – Interests and views of stakeholders	General Disclosures	Strategy	Interests and views of stakeholders
SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	General Disclosures	Impact, risk and opportunity management	Material impacts, risks and opportunities and their interaction with strategy and business model
IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	General Disclosures	Impact, risk and opportunity management	Description of the processes to identify and assess material impacts, risks and opportunities
IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	General Disclosures	Impact, risk and opportunity management	Disclosure requirements in ESRS covered by the undertaking's sustainability statement
E1 - Climate Change			
ESRS 2 GOV-3-E1 – Integration of sustainability-related performance in incentive schemes	Enviroment	Climate Change	Integration of sustainability-related performance in incentive schemes
ESRS 2 SBM-3-E1 – Material impacts, risks and opportunities and their interaction with strategy and business model	Enviroment	Climate Change	Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS 2 IRO-1-E1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Enviroment	Climate Change	Description of the processes to identify and assess material climate-related impacts, risks and opportunities
E1-1 – Transition plan for climate change mitigation	Enviroment	Climate Change	Transition plan for climate change mitigation until 2050
E1-2 – Policies related to climate change mitigation and adaptation	Enviroment	Climate Change	Policies related to climate change mitigation and adaptation
E1-3 – Actions and resources in relation to climate change policies	Enviroment	Climate Change	Actions and resources in relation to climate change policies
E1-4 – Targets related to climate change mitigation and adaptation	Enviroment	Climate Change	Targets related to climate change mitigation and adaptation
E1-5 – Energy consumption and mix	Enviroment	Climate Change	Energy consumption and mix
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	Enviroment	Climate Change	Gross Scopes 1, 2, 3 and Total GHG emissions

List of disclosure requirements

Disclosure requirements	Chapter	Subchapter	Paragraph
E2 - Pollution			
ESRS 2 IRO-1-E2 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Enviroment	Pollution	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities
E2-1 – Policies related to pollution	Enviroment	Pollution	Policies related to pollution
E2-2 – Actions and resources related to pollution	Enviroment	Pollution	Actions and resources related to pollution
E2-3 – Targets related to pollution	Enviroment	Pollution	Targets related to pollution
E2-4 – Pollution of soil	Enviroment	Pollution	Pollution of soil
S1 - Own Workforce			
ESRS 2 SBM-3-S1 – Material impacts, risks and opportunities and their interaction with strategy and business model	Social	Own Workforce	Material impacts, risks and opportunities and their interaction with strategy and business model
S1-1 – Policies related to own workforce	Social	Own Workforce	Policies related to own workforce
S1-2 – Processes for engaging with own workers and workers' representatives about impacts	Social	Own Workforce	Processes for engaging with own workers and workers' representatives about impacts
S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	Social	Own Workforce	Processes to remediate negative impacts and channels for own workers to raise concerns
S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Social	Own Workforce	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social	Own Workforce	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
S1-6 – Characteristics of the undertaking's employees	Social	Own Workforce	Characteristics of the undertaking's employees
S1-8 – Collective bargaining coverage and social dialogue	Social	Own Workforce	Collective bargaining coverage and social dialogue
S1-9 – Diversity metrics	Social	Own Workforce	Diversity metrics
S1-10 – Adequate wages	Social	Own Workforce	Adequate wages
S1-14 – Health and safety metrics	Social	Own Workforce	Health and safety metrics
S1-16 – Compensation metrics (pay gap and total remuneration)	Social	Own Workforce	Compensation metric
S1-17 – Incidents, complaints and severe human rights impacts	Social	Own Workforce	Incidents, complaints and severe human rights impacts
S2 - Workers in the Value Chain			
ESRS 2 SBM-3-S2 Material impacts, risks and opportunities and their interaction with strategy and business model	Social	Workers in the Value Chain	Material impacts, risks and opportunities and their interaction with strategy and business model
S2-1 – Policies related to value chain workers	Social	Workers in the Value Chain	Policies related to value chain workers
S2-2 – Processes for engaging with value chain workers about impacts	Social	Workers in the Value Chain	Processes for engaging with value chain workers about impacts
S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	Social	Workers in the Value Chain	Processes to remediate negative impacts and channels for value chain workers to raise concerns
S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Social	Workers in the Value Chain	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action
S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social	Workers in the Value Chain	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

S4 - Consumers and End-Users

ESRS 2 SBM-3-S4 – Material impacts, risks and opportunities and their interaction with strategy and business model	Social	Consumers and End-Users	Material impacts, risks and opportunities and their interaction with strategy and business model
S4-1 – Policies related to consumers and end-users	Social	Consumers and End-Users	Policies related to consumers and end-users
S4-2 – Processes for engaging with consumers and end users about impacts	Social	Consumers and End-Users	Processes for engaging with consumers and end users
S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Social	Consumers and End-Users	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns
S4-4 – Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Social	Consumers and End-Users	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions
S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Social	Consumers and End-Users	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

G1 - Business Conduct

ESRS 2 GOV-1-G1 – The role of the administrative, supervisory and management bodies	General Disclosures	Governance	The role of the administrative, supervisory and management bodies
ESRS 2 IRO-1-G1 – Description of the processes to identify and assess material impacts, risks and opportunities	Governance		Description of the processes to identify and assess material impacts, risks and opportunities
G1-1 – Business conduct policies and corporate culture	Governance	Business Conduct	Business conduct policies and corporate culture
G1-2 – Management of relationships with suppliers	Governance	Business Conduct	Management of relationships with suppliers
			Compliance
			Compliance Prevention
			Training programmes and consulting
G1-3 – Prevention and detection of corruption and bribery	Governance	Business Conduct	Compliance Central Investigations
G1-4 – Incidents of corruption or bribery	Governance	Business Conduct	Compliance Incidents of corruption or bribery

List of datapoints that derive from other EU legislation

Disclosure Requirement and related datapoint	Materiality	Chapter	Subchapter	Paragraph
ESRS 2 GOV-1 Board's gender diversity (paragraph 21 (d))	Material	General Disclosures	-	Governance
ESRS 2 GOV-1 Percentage of board members who are independent (paragraph 21 e)	Material	General Disclosures	-	Governance
ESRS 2 GOV-4 Statement on due diligence (paragraph 30)	Material	General Disclosures	-	
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities (paragraph 40 (d) i)	Not material	-	-	-
ESRS 2 SBM-1 Involvement in activities related to chemical production (paragraph 40 (d) ii)	Not material	-	-	-
ESRS 2 SBM-1 Involvement in activities related to controversial weapons (paragraph 40 (d) iii)	Not material	-	-	-
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco (paragraph 40 (d) iv)	Not material	-	-	-
ESRS E1-1 Transition plan to reach climate neutrality by 2050 (paragraph 14)	Material	-	-	
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks (paragraph 16 (g))	Not material	-	-	-
ESRS E1-4 GHG emission reduction targets (paragraph 34)	Material	Environment	Climate Change	
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) (paragraph 38)	Material	Environment	Climate Change	Energy consumption and mix
ESRS E1-5 Energy consumption and mix (paragraph 37)	Material	Environment	Climate Change	Energy consumption and mix
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors (paragraphs 40 to 43)	Material	Environment	Climate Change	Energy consumption and mix
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions (paragraph 44)	Material	Environment	Climate Change	
ESRS E1-6 Gross GHG emissions intensity (paragraphs 53 to 55)	Material	Environment	Climate Change	Gross Scopes 1, 2, 3 and Total GHG emissions
ESRS E1-7 GHG removals and carbon credits (paragraph 56)	Not material	-	-	-
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks (paragraph 66)	Not material	-	-	-
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk (paragraph 66 (a))	Not material	-	-	-
ESRS E1-9 Location of significant assets at material physical risk (paragraph 66 (c))	Not material	-	-	-
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes (paragraph 67 c))	Not material	-	-	-
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities (paragraph 69)	Not material	-	-	-
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil (paragraph 28)	Material	Environment	Pollution	Pollution of soil
ESRS E3-1 Water and marine resources (paragraph 9)	Not material	-	-	-
ESRS E3-1 Dedicated policy (paragraph 13)	Not material	-	-	-
ESRS E3-1 Sustainable oceans and seas (paragraph 14)	Not material	-	-	-
ESRS E3-4 Total water recycled and reused (paragraph 28 c)	Not material	-	-	-
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations (paragraph 29)	Not material	-	-	-
ESRS 2-IRO 1 - E4 (paragraph 16 (a) i)	Not material	-	-	-
ESRS 2-IRO 1 - E4 (paragraph 16 (b))	Not material	-	-	-
ESRS 2-IRO 1 - E4 (paragraph 16 c)	Not material	-	-	-
ESRS E4-2 Sustainable land / agriculture practices or policies (paragraph 24 (b))	Not material	-	-	-
ESRS E4-2 Sustainable oceans / seas practices or policies (paragraph 24 c)	Not material	-	-	-

List of datapoints that derive from other EU legislation

Disclosure Requirement and related datapoint	Materiality	Chapter	Subchapter	Paragraph
ESRS E4-2 Policies to address deforestation (paragraph 24 (d))	Not material	-	-	-
ESRS E5-5 Non-recycled waste (paragraph 37 (d))	Not material	-	-	-
ESRS E5-5 Hazardous waste and radioactive waste (paragraph 39)	Not material	-	-	-
ESRS 2-SBM3 - S1 Risk of incidents of forced labour (paragraph 14 (f))	Material	Social	Own Workforce	Material impacts, risks and opportunities
ESRS 2-SBM3 - S1 Risk of incidents of child labour (paragraph 14 (g))	Material	Social	Own Workforce	Material impacts, risks and opportunities
ESRS S1-1 Human rights policy commitments (paragraph 20)	Material	Social	Own Workforce	Human rights
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 (paragraph 21)	Material	Social	Own Workforce	Policies related to own workforce
ESRS S1-1 processes and measures for preventing trafficking in human beings (paragraph 22)	Material	Social	Own Workforce	Policies related to own workforce
ESRS S1-1 workplace accident prevention policy or management system (paragraph 23)	Material	Social	Own Workforce	Policies related to own workforce
ESRS S1-3 grievance/complaints handling mechanisms (paragraph 32 c)	Material	Social	Own Workforce	Processes to remediate negative impacts and channels for own workers to raise concerns
ESRS S1-14 Number of fatalities and number and rate of work-related accidents (paragraph 88 (b) and c)	Material	Social	Own Workforce	Health and safety metrics
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness (paragraph 88 e)	Material	-	-	-
ESRS S1-16 Unadjusted gender pay gap (paragraph 97 (a))	Material	Social	Own Workforce	Compensation metric (pay gap and total remuneration)
ESRS S1-16 Excessive CEO pay ratio (paragraph 97 (b))	Material	Social	Own Workforce	Compensation metric (pay gap and total remuneration)
ESRS S1-17 Incidents of discrimination (paragraph 103 (a))	Material	Social	Own Workforce	Incidents, complaints and severe human rights impacts
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD (paragraph 104 (a))	Material	Social	Own Workforce	Incidents, complaints and severe human rights impacts
ESRS 2-SBM3 - S2 Significant risk of child labour or forced labour in the value chain (paragraph 11 (b))	Material	Social	Workers in the Value Chain	High-risk countries
ESRS S2-1 Human rights policy commitments (paragraph 17)	Material	Social	Workers in the Value Chain	Policies related to value chain workers
ESRS S2-1 Policies related to value chain workers (paragraph 18)	Material	Social	Workers in the Value Chain	Policies related to value chain workers
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines (paragraph 19)	Material	Social	Workers in the Value Chain	Policies related to value chain workers
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 (paragraph 19)	Material	Social	Workers in the Value Chain	Policies related to value chain workers
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain (paragraph 36)	Material	Social	Workers in the Value Chain	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action
ESRS S3-1 Human rights policy commitments (paragraph 16)	Not material	-	-	-
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines (paragraph 17)	Not material	-	-	-
ESRS S3-4 Human rights issues and incidents (paragraph 36)	Not material	-	-	-
ESRS S4-1 Policies related to consumers and end-users (paragraph 16)	Material	Social	Consumers and End-Users	Processes for engaging with consumers and end users
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines (paragraph 17)	Material	Social	Consumers and End-Users	Processes for engaging with consumers and end users
ESRS S4-4 Human rights issues and incidents (paragraph 35)	Material	Social	Consumers and End-Users	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns



List of datapoints that derive from other EU legislation

Disclosure Requirement and related datapoint	Materiality	Chapter	Subchapter	Paragraph
ESRS G1-1 United Nations Convention against Corruption (paragraph 10 (b))	Material	Governance	Business Conduct	Business conduct policies and corporate culture
ESRS G1-1 Protection of whistle-blowers (paragraph 10 (d))	Material	Governance	Business Conduct	Compliance
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws (paragraph 24 (a))	Material	Governance	Business Conduct	Business conduct policies and corporate culture
ESRS G1-4 Standards of anti- corruption and anti- bribery (paragraph 24 (b))	Material	Governance	Business Conduct	Business conduct policies and corporate culture

List of disclosure requirements incorporated by reference

ESRS	Datapoint	Reference to chapter	Reference to subchapter	Reference to paragraph
ESRS 2	GOV-1 21 c)	Corporate Governance	Corporate governance statement	Members of the Executive Board and mandates of the Executive Qualification matrix
ESRS 2	GOV-1 22 a), c) i,ii	Corporate Governance	Corporate governance statement	Structure and working methods of the Supervisory Board's committees Description of the working methods of the Executive Board and Supervisory Board
ESRS 2	GOV-1 23 a)	Corporate Governance	Corporate governance statement	Diversity Members of the Executive Board and mandates of the Executive Qualification matrix
ESRS 2	GOV-3 29 a)-e)	Remuneration Report	Remuneration of the executive board	Short-term incentive (STI) Long-term incentive (LTI) Achievement non-financial targets STI LTI Tranche 2023: ESG targets Overview of the remuneration system Target total and maximum remuneration of members of the Executive Board
ESRS 2	GOV-5 36 a), b), e)	Risks and Opportunities	The Rheinmetall Group's Risk Management System	Three lines of defence model Risk fields Risk classification matrix
ESRS 2	GOV-5 36 c)	Risks and Opportunities	Significant Corporate Risks	Risk fields Environmental, social, governance
ESRS 2	SBM-1 40 a) i, ii	Basic Information on the Rheinmetall Group	Business Activities And Markets	Divisions Defence and security technology markets Markets for civilian products and mobility applications
ESRS 2	SBM-1 40 g)	Basic information on the Rheinmetall Group - Strategy	Strategy	Sustainability to form an integral part of the Group's strategy Achievement ESG targets STI LTI Tranche 2024: ESG targets
ESRS E1	GOV-3 13	Remuneration Report	Remuneration of the executive board	

The information listed by reference is identified as separate information elements in the management report by means of a superscript listing of the relevant disclosure requirements.

Due Diligence

Core Elements of Due Diligence	Chapter	Subchapter	Paragraph
a) Embedding due diligence in governance, strategy and business model	General Disclosures	Governance	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
	General Disclosures	Impact, risk and opportunity management	Material impacts, risks and opportunities and their interaction with strategy and business model
	General Disclosures	Governance	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies
	General Disclosures	Impact, risk and opportunity management	Description of the processes to identify and assess material impacts, risks and opportunities
	Enviroment	Climate Change	Policies related to climate change mitigation and adaptation
	Enviroment	Pollution	Policies related to pollution
	Social	Own Workforce	Policies related to own workforce
	Social	Workers in the Value Chain	Processes for engaging with own workers and workers' representatives about impacts
	Social	Workers in the Value Chain	Policies related to value chain workers
	Social	Consumers and End-Users	Processes for engaging with value chain workers about impacts
b) Engaging with affected stakeholders in all key steps of the due diligence	Governance	Business Conduct	Policies related to consumers and end-users
	Governance	Business Conduct	Processes for engaging with consumers and end users
c) Identifying and assessing adverse impacts	General Disclosures	Impact, risk and opportunity management	Business conduct policies and corporate culture
	General Disclosures	Impact, risk and opportunity management	Description of the processes to identify and assess material impacts, risks and opportunities
	General Disclosures	Impact, risk and opportunity management	Material impacts, risks and opportunities and their interaction with strategy and business model
	Enviroment	Climate Change	Actions and resources in relation to climate change policies
	Enviroment	Pollution	Actions and resources related to pollution
	Social	Own Workforce	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions
	Social	Workers in the Value Chain	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action
d) Taking actions to address those adverse impacts	Governance	Business Conduct	Incidents of corruption or bribery
	Governance	Business Conduct	Targets related to climate change mitigation and adaptation
	Governance	Business Conduct	GHG Emission Reduction Targets
	Governance	Business Conduct	Energy consumption and mix
	Governance	Business Conduct	Energy intensity based on net revenue
	Governance	Business Conduct	Gross Scopes 1, 2, 3 and Total GHG emissions
	Governance	Business Conduct	GHG Intensity based on net revenue
	Enviroment	Climate Change	Targets related to pollution
e) Tracking the effectiveness of these efforts and communicating	Enviroment	Pollution	Pollution of soil

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Characteristics of the undertaking's employees

Diversity metrics

Adequate wages

Health and safety metrics

Compensation metric

Social	Own Workforce	Incidents, complaints and severe human rights impacts
Social	Workers in the Value Chain	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities
Governance	Compliance	Incidents of corruption or bribery

ENVIRONMENTAL PROTECTION AND CONSERVATION

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, ecological aspects include climate change adaptation and environmental factors such as the preservation of biodiversity, the prevention of pollution and the topic of 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 Regulation (EU) 2020/852 (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 a category and thus do not have any significance to sustainability and taxonomy-aligned economic activities. Economic activities are considered environmentally sustainable and thus taxonomy-aligned if they make a significant 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 category are taxonomy-non-eligible.

Based on these complex screening criteria, the extent to which products and individual measures are ecologically sustainable as defined in the EU Taxonomy Regulation is specified. These have been available since the publication of the Delegated Regulation (EU) 2023/2486 by the EU Commission in June 2023 on environmental objectives 3 to 6 ("sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems) now for all six environmental objectives defined in the EU Taxonomy Regulation. The Delegated regulations (EU)

2021/2139, (EU) 2023/2485 and (EU) 2023/2486 contain the technical screening criteria for these six environmental objectives. In addition to these delegated regulations, the EU Taxonomy Regulation provides for the Delegated regulation (EU) 2021/2178 on the so-called taxonomy-related reporting requirements under Art. 8 EU Taxonomy Regulation, which contains more detailed provisions on content, methodology and presentation and was supplemented by Regulation (EU) 2023/2486.

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 category sets, allocation of economic activities (taxonomy eligibility) and taxonomy conformity testing.

The categories were identified for all six environmental objectives. A comprehensive assessment was carried out last year for the final delegated regulation published by the EU Commission in June 2023 on the environmental 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. On this basis, the relevant categories with the associated criteria sets were identified and all non-applicable categories were excluded. For environmental objective (2) climate change adaptation, no economic activity was identified in the "allocation of economic activities" phase this year. As in previous years, this was therefore not taken into account. Similarly, no economic activity could be identified for the environmental objective (3) sustainable use and protection of water and marine resources and environmental objective (6) protection and restoration of biodiversity and ecosystems in the "classification of economic activities" phase. Economic activities with a revenue impact are highlighted in the following sub-chapter 2.1. "Identified criteria sets relevant for sales". Since no economic activities with a sales impact were identified in the context of the environmental goal (5) Prevention and reduction of pollution, this environmental goal will not be discussed further below.

In the Annexes to Environmental Objectives 3 to 6 of the Delegated Regulation, there were also some changes to the wording regarding compliance with the NACE codes, which stipulates a stricter interpretation. While the wording (a) "The economic activities in this category could be associated with several NACE codes" is always used in environmental objectives 1 (climate change mitigation) and 2 (climate change adaptation), the categories in environmental objectives 3 to 6 now often contain the wording (b) "The economic activity relates to [...]

classified under the NACE codes". The wording (a) suggests an optional formulation, so that economic activities that do not fall under the listed NACE codes, but can be clearly assigned to a category on the basis of the other criteria, are considered taxonomy-eligible. Wording (b), on the other hand, can be understood as a mandatory formulation, meaning that economic activities that cannot be assigned to the NACE codes mentioned are considered non-taxonomy-eligible.

According to the Delegated Regulation (EU) 2021/2178 Annex I to the EU Taxonomy Regulation, 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 category 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 categories were applied to the economic activities of the divisions. To gain an initial estimate of the taxonomy eligibility in 2024, 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 for comparability is based on the methodology of previous years, which is approximately 1/1000 of the taxonomy-eligible totals of sales, operating expenditure and investments less special effects. Special effects are business activities that are not part of the company's core business, are non-recurring in nature and have a significant impact on earnings. These include, for example, the one-off purchase of buildings by Rheinmetall Immobilien Gesellschaft for rental or resale. No significant deviations in the projected annual value were identified by the materiality limit.

In the third phase, the determined economic activities of Rheinmetall AG were finally checked for their taxonomy conformity. A distinction was made between (1) requirements to be examined for each individual economic activity itself, such as the substantial contribution and specific DNSH criteria, (2) requirements relating to the locations, in which taxonomy-ready economic activities were identified, and (3) requirements covered by Group-wide compliance. The latter particularly applies to the requirements of the minimum safeguards. As the full reporting obligation for taxonomy capability and conformity applies to all environmental objectives from this fiscal year onwards, conformity will also be reported for the first time this year for the appendices to the delegated act on the new environmental objectives published in June 2023 and the additions to the existing appendices to environmental objectives 1 and 2.

This year, the economic activities in the hydrogen sector were also reclassified from category 3.2. "Manufacture of equipment for the production and use of hydrogen" to category 3.1. "Manufacture of renewable energy technologies". After reinterpreting category 3.2, Rheinmetall, in consultation with the auditor, came to the conclusion that only complete systems in this category, but not components of these, are taxonomy-capable. However, the hydrogen components manufactured by Rheinmetall correspond to the description "technologies for renewable energy", so that from this fiscal year onwards they will be assigned to category 3.1. Likewise, following a new interpretation, the curbside charging solution, a charging infrastructure developed by Rheinmetall and installed in a curb, was reclassified from the original category 4.9. "Transmission and distribution of electricity" into category 3.20. "Production, installation and overhaul of high, medium and low-voltage electrical equipment for electrical transmission and distribution that makes a significant contribution to or enables climate protection". These reclassifications will apply from the 2024 financial year and are also taken into account in the investment planning presented in chapter 3.4.

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

Categories	Description of the activity	Affected companies
Environmental objective 1: Climate change mitigation		
3.1. Manufacture of renewable energy technologies	Manufacture of renewable energy technologies, where renewable energy is defined in Article 2(i) of Directive (EU) 2018/2001.	Pierburg GmbH KS Gleitlager GmbH Rheinmetall Invent GmbH
3.3. Manufacture of low carbon technologies for transport		
3.5. Manufacture of energy efficient equipment for buildings	Manufacture, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles, rolling stock and vessels. Manufacture of energy efficient equipment for buildings.	Rheinmetall MAN Military Vehicles GmbH Rheinmetall 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.	Rheinmetall Electronics GmbH
3.18. Manufacture of automotive and mobility components	Manufacture of mobility components for zero-emission personal mobility devices and of automotive and mobility systems and components.	Pierburg GmbH Pierburg Pump Technology GmbH
3.21. Manufacture of aircraft	Manufacture of aircraft and aircraft components and equipment.	Rheinmetall Aviation Services 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. Buying real estate and exercising ownership of that real estate.	Rheinmetall Immobilien GmbH Rheinmetall Immobilien GmbH and associated project companies
Environmental objective 4: Circular economy		
5.3 Preparation for reuse of end-of-life products and product components	Preparation for the reuse of products and components at the end of their service life.	MS Motorservice France S.A.S.

2.1.1 Environmental objective 1: Climate change mitigation

Manufacture of renewable energy technologies (3.1)

This category refers to renewable energies within the meaning of Article 2 number 1 of the Directive (EU) 2018/2001. With the manufacture of bushes for brakes and geared rotor shafts of wind turbines, KS Gleitlager GmbH from Power Systems contributes 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 category for taxonomy eligibility are thus fulfilled according to our interpretation. As described in Chapter 2, the technologies manufactured by Rheinmetall in the field of hydrogen are now also assigned to this category. With its current hydrogen product portfolio, which includes, among other things, the recirculation blower distributed by Pierburg GmbH, high-voltage pumps or hydrogen cathode flaps, Rheinmetall offers technologies for the use of hydrogen, which is why we see ourselves as an enabling company. The main contribution to the production of hydrogen-based technologies does not deviate from the requirements for taxonomy capability. In this respect, no separate verification was required.

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 few years of reporting, it turns out that for the taxonomy eligibility of the mentioned category, the wording "low-carbon vehicles" is not binding, but instead vehicles with the potential to become low-carbon. 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. As in previous years, the logistical military vehicles and special vehicles for the civilian sector are therefore reported as taxonomy-eligible in this category in accordance with our interpretation. Due to requirements (h) and (i) of the significant contribution, a further investigation into taxonomy conformity has not been undertaken, as the relevant products do not currently meet the requirements.

Manufacture of energy-efficient building equipment (3.5)

Pierburg GmbH manufactures a refrigerant compressor with direct current electronics. The sales generated for the development services and the associated investments and operating expenses in 2024 are recognized as taxonomy-aligned in this category. As a supplier of relevant components, we have the role of the enabling company.

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 specific vehicles 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.

Manufacture of automotive and mobility components (3.18)

The majority of the taxonomy-eligible products of Pierburg GmbH and Pierburg Pump Technology GmbH relate to the automotive industry. As in the previous year, category 3.18 includes all automotive components for which the target technology is zero-emission vehicles and which make a significant contribution to the provision of the environmental performance of these vehicles. This year, the automotive components were tested for conformity in criteria set 3.18. for the first time. The substantial contribution to the production of automotive and mobility components does not deviate from the taxonomy capability requirements. In this respect, no separate verification was required.

Manufacture of aircraft (3.21)

Rheinmetall Aviation Services generates sales from the manufacture, maintenance, repair and technical support of drones. The EU Commission defines drones as all aircraft that can fly without a pilot on board. These activities can therefore be assigned to the manufacture of aircraft. Rheinmetall Aviation Services is also investing in the future production of military combat aircraft this year. The activities in criteria set 3.21. were first tested for conformity in this fiscal year. Due to the requirements of the significant contribution, a further investigation into taxonomy conformity has not been undertaken, as the relevant products do not currently meet the requirements.

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. The construction of new buildings for own use should also be included here. For construction of new buildings, comprehensive climate change mitigation 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 implemented 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 sale of properties are to be recognized as taxonomy-eligible. Likewise, the purchase of properties and the exercise of ownership of them is taxonomy-eligible. The majority of the economic activities assigned to this category do not meet the criteria for a significant contribution. In Düsseldorf, however, Rheinmetall Immobilien Gesellschaft mbH generates taxonomy-aligned sales from the rental of the DeltaD office building. As this was built in accordance with the DGNB Gold standard, it can be assumed that the building meets the criteria for the significant contribution.

2.1.2 Environmental objective 4: Circular economy

Preparation for reuse of end-of-life products and product components (5.3)

This category includes the preparation for reuse of end-of-life products and product components at the end of their service life. MS Motorservice France S.A.S. (MSF) procures end-of-life turbochargers, reconditions them and sells them as refurbished. Without the reconditioning described above, the turbochargers would either be partially recycled or disposed of as waste and would therefore be at the end of their service life. As part of the reconditioning process, they are prepared so that they can be reused in a vehicle without further processing. The sales associated with the described activity are therefore to be regarded as taxonomy-aligned in the present category. The activities in the criteria set were first tested for conformity in this fiscal year. The requirements are currently not met.

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 the 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 the Delegated Regulation (EU) 2021/2139, its supplementary Regulation (EU) 2023/2485 and the other Annexes to Regulation (EU) 2023/2486, which apply to a large number of activities and prescribe site-specific requirements. The survey on the requirements of these appendices was prepared centrally. 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 Organization 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 European Commission in July 2022 as part of a "Draft Report on Minimum Safeguards" and subsequently in October 2022 as part of the "Final 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) has been implemented into German law. 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 2024, 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, which carries out surveys on various compliance topics every two months for all Rheinmetall AG operating 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 or not associated with the intention of generating external sales. 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 principles](#). 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 2021/2178 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. Further information on the group's sales revenues can be found in the notes to the consolidated financial statements under [»Note \(3\) Accounting policies](#) and [»Note \(9\) Sales](#).

The sales analysis for taxonomy-eligible products was carried out for all companies in the Rheinmetall Group, with Electronic Solutions, Vehicle Systems and Power Systems standing out. The increase in the total amount is due to the sale of an Electronic Solutions property by Rheinmetall Immobiliengesellschaft. Simulators, which meet the requirements of taxonomy conformity and were already included in the previous fiscal year, also account for a significant proportion this year. Electronic Solutions' activities in the area of aircraft also make a significant contribution to the sales KPI. In the area of components for electric vehicles, such as electric water pumps used to cool batteries, considerable sales were again generated in the series production business this fiscal year. As in the previous fiscal year, considerable taxonomy-eligible sales were also generated through the production of civilian, logistics and special vehicles.

Sales

Economic activities	Fiscal 2024		Year		Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Category transitional activity						
	Code(s)	Sales	Proportion of sales 2024	€ mio.	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N							
						Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate adaptation	Water	Pollution	Circular economy	Biodiversity						
A. TAXONOMY-ELIGIBLE ACTIVITIES																							
A.1 . Environmentally sustainable activities (Taxonomy-aligned)																							
Manufacture of renewable energy technologies	CCM 3.1.	11.95	0.12			Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.08 ²	E				
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	0.04	0.00			Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.01	E				
Manufacture of other low carbon technologies	CCM 3.6.	51.69	0.53			Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.94	E				
Manufacture of automotive and mobility components	CCM 3.18.	26.09	0.27			Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.00	E				
Acquisition and ownership of buildings	CCM 7.7.	0.45	0.00			Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.01	-				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	90.24	0.93			0.93%	0.00%	0.00%	0.00%	0.00%	0.00%	Y	Y	Y	Y	Y	Y	1.04 ¹	-				
of which enabling	-	89.79	0.92			0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	Y	Y	Y	Y	Y	Y	1.03 ¹	E				
of which transitional	-	0.00	0.00			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	-	-	-	-	-	T				
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																							
Manufacture of low carbon technologies for transport	CCM 3.3.	25.95	0.27			EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	0.66	-				
Manufacturing of aircraft	CCM 3.21.	40.69	0.42			EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	0.47	-				
Preparation for re-use of end-of-life products and product components	CE 5.3.	0.75	0.01			N/EL	N/EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	0.01	-				
Construction of new buildings	CCM 7.1.	3.72	0.04			EL	EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	0.07	-				
Acquisition and ownership of buildings	CCM 7.7.	67.89	0.70			EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	0.01	-				
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	-	139.01	1.43			1.42%	0.00%	0.00%	0.00%	0.01%	0.00%	-	-	-	-	-	-	1.79 ¹	-				
A. Turnover of Taxonomy eligible activities (A.1+A.2)	-	229.25	2.35			2.34%	0.00%	0.00%	0.00%	0.01%	0.00%	-	-	-	-	-	-	2.83 ¹	-				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																							
B. Turnover of Taxonomy non-eligible activities	-	9,521.53	97.65			-	-	-	-	-	-	-	-	-	-	-	-	97.17	-				
Total	-	9,750.77	100.00			-	-	-	-	-	-	-	-	-	-	-	-	100.00	-				

¹ This is the total value reported for the previous year. Due to deviations between the categories reported this year and those of the previous year, the total value does not correspond to the total of the individual values shown here.² This year's reclassification of CCM 3.2. to CCM 3.1. is taken into account here retroactively for the year 2023. For more information, see Chapter 2. "Determination Methodology".

3.2 Investments

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, intragroup additions, additions to government grants and external additions. Further information on the IFRS items mentioned can be found in the consolidated financial statement under [»Note \(3\) Accounting policies](#) and [»Note \(20\) Property, plant and equipment](#), [»Note \(18\) Goodwill, other intangible assets](#), [»Note \(21\) Investment Property](#) und [»Note \(19\) Right-of-use assets](#) zu finden. The acquisition of Loc Performance resulted in a one-off significant increase in the denominator value in the 2024 fiscal. This means that this year's KPI for investment expenditure is not very comparable with that of the previous and future fiscal year.

CapEx

Economic activities	Fiscal 2024		Year	Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Category enabling activity	Category transitional activity	
	Code(s)	CapEx		Proportion of CapEx 2024	Climate protection	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity		
		€ mio.	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																		
A.1 . Environmentally sustainable activities (Taxonomy-aligned)																		
Manufacture of renewable energy technologies	CCM 3.1.	13.56	1.00	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.60 ³	E	-
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	8.44	0.62	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.37	E	-
Manufacture of other low carbon technologies	CCM 3.6.	0.79	0.06	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.03	E	-
Manufacture of automotive and mobility components	CCM 3.18.	8.55	0.63	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	-	E	-
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that results in or enables a substantial contribution to climate change mitigation	CCM 3.20.	0.06	0.00	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.06 ²	E	-
District heating/cooling distribution	CCM 4.15.	0.77	0.06	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	-	-	-
Installation and operation of electric heat pumps	CCM 4.16.	0.42	0.03	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	-	-	-
Production of heat/cool from bioenergy	CCM 4.24.	3.71	0.27	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.27	-	-
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	0.21	0.02	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.03	-	-
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	2.99	0.22	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.07	E	-
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	1.21	0.09	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	0.07	E	-
Acquisition and ownership of buildings	CCM 7.7.	0.10	0.01	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	-	-	-
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	-	40.83	3.01	3.01%	0.00%	0.00%	0.00%	0.00%	0.00%	Y	Y	Y	Y	Y	Y	1.93 ²	-	-
Of which Enabling	-	35.61	2.62	2.62%	0.00%	0.00%	0.00%	0.00%	0.00%	Y	Y	Y	Y	Y	Y	1.29 ²	E	-
Of which transitional activities	-	0.00	0.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-	-	-	-	-	-	0.07 ²	-	T

CapEx

Economic activities	Fiscal 2024		Year		Substantial Contribution Criteria					DNSH criteria ('Does Not Significantly Harm')						Category enabling activity	Category transitional activity			
	Code(s)	CapEx	€ mio.	Proportion of CapEx 2024	Climate change adaptation	Climate protection	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum Safeguards			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Production of low-CO2 transport technologies	CCM 3.3.	0.58	0.04	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.07	-	-	
Manufacture of aircraft	CCM 3.21.	21.87	1.61	EL	N/EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.01	-	-	
District heating/cooling distribution	CCM 4.15.	0.20	0.01	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-	
Installation and operation of electric heat pumps	CCM 4.16.	0.19	0.01	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-	
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1.	0.10	0.01	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-	
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	0.10	0.01	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.04	-	-	
Operation of personal mobility devices, cycle logistics	CCM 6.4.	0.06	0.00	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-	-	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	10.87	0.80	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.75	-	-	
Construction of new buildings	CCM 7.1.	176.90	13.04	EL	EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	-	0.35	-	-	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	0.73	0.05	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.03	-	-	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	1.76	0.13	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.11	-	-	
Acquisition and ownership of buildings	CCM 7.7.	39.12	2.88	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	2.62	-	-	
Data processing, hosting and related activities	CCM 8.1.	2.61	0.19	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	1.02	-	-	
Remediation of contaminated sites and areas	PPC 2.4.	0.16	0.01	N/EL	N/EL	N/EL	EL	N/EL	N/EL	-	-	-	-	-	-	-	0.03	-	-	
CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	-	255.25	18.82	18.80%	0.00%	0.00%	0.01%	0.00%	0.00%	-	-	-	-	-	-	-	7.07 ²	-	-	
A. CapEx of Taxonomy eligible activities (A.1+A.2)	-	296.08	21.83	21.81%	0.00%	0.00%	0.01%	0.00%	0.00%	-	-	-	-	-	-	-	9.00 ²	-	-	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			-	-
B. CapEx of Taxonomy non-eligible activities	-	1,060.52	78.17	-	-	-	-	-	-	-	-	-	-	-	-	-	91.00	-	-	
Total	-	1,356.59	100.00	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	-	-	

¹ The previous year's figures were adjusted for the goodwill attributable to the acquisition of Expal Systems in the previous year.

² This is the total value reported for the previous year. Due to deviations between the categories reported this year and those of the previous year, the total value does not correspond to the total of the individual values shown here.

³ This year's reclassification of CCM 3.2. to CCM 3.1. is taken into account here retroactively for the year 2023. For more information, see Chapter 2. "Determination Methodology".

As explained in the section on method of determination, capital expenditure is broken down by origin type. The majority of taxonomy-eligible investments arose from the Group's revenue-generating economic activities, i.e. those that make a significant contribution to future sales. In particular, new construction activities in Category 7.1. for future taxonomy-capable production and economic activities in Category 3.18. with investments in the development of pioneering products such as the high-voltage water pump, economic activities in Category 3.2. with investments in products including the innovative hydrogen recirculation blower for use in fuel cell-powered vehicles or economic activities in Category 3.21. with investments in the manufacture of aircraft, which generated investments of over €120 million, should be mentioned here. Rheinmetall Immobiliengesellschaft accounted for a further share with investments in the acquisition and construction of new buildings. 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.

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 expenditure. 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.

OpEx

Economic activities	Fiscal 2024		Year		Substantial Contribution Criteria					DNSH criteria ('Does Not Significantly Harm')					Category transitional activity												
	Code(s)	OpEx	€ mio.	Proportion of OpEx 2024	Climate change adaptation		Water	Pollution	Biodiversity	Climate change adaptation		Water	Pollution	Biodiversity													
					Y/N	%				Y/N	Y/N																
A. TAXONOMY-ELIGIBLE ACTIVITIES																											
A.1. Environmentally sustainable activities (Taxonomy-aligned)																											
Afforestation	CCM 1.1.	0.13	0.03		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Forest management	CCM 1.3.	0.28	0.06		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Conservation forestry	CCM 1.4.	0.06	0.01		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Manufacture of renewable energy technologies	CCM 3.1.	15.29	3.37		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	1.89 ²											
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	0.74	0.16		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.41											
Manufacture of other low carbon technologies.	CCM 3.6.	14.03	3.10		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.32											
Manufacture of automotive and mobility components	CCM 3.18.	30.85	6.81		Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.00											
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that results in or enables a substantial contribution to climate change mitigation	CCM 3.20.	5.55	1.23		Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.58 ²											
Production of heat/cool using waste heat	CCM 4.25.	0.09	0.02		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Construction, extension and operation of water collection, treatment, supply systems	CCM 5.1.	0.57	0.13		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	0.02	0.00		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Renewal of waste water collection and treatment	CCM 5.4.	0.10	0.02		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	0.12	0.03		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.02											
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5.	0.09	0.02		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	0.14	0.03		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	0.05											
Acquisition and ownership of buildings	CCM 7.7.	0.20	0.04		Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	-											
Remediation of legally non-conforming landfills, abandoned or illegal waste dumps	PPC 2.3.	0.05	0.01		N/EL	N/EL	N/EL	Y	N/EL	N/EL	Y	Y	Y	Y	Y	-											

OpEx

Economic activities	Fiscal 2024		Year	Substantial Contribution Criteria						DNSH criteria ('Does Not Significantly Harm')						Category enabling activity	Category transitional activity	
	Code(s)	OpEx		€ mio.	Proportion of OpEx 2024	Y/N	%	E	Biodiversity	T	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N		
Turnover of ecologically sustainable activities (taxonomy compliant) (A.1)	-	68.32	15.08	15.07	0.00	0.00	0.01	0.00	0.00	Y	Y	Y	Y	Y	Y	Y	3.29 ¹	-
of which enabling	-	66.82	14.75	14.75	0.00	0.00	0.00	0.00	0.00	Y	Y	Y	Y	Y	Y	Y	3.26 ¹	E
of which transitional	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	-	-	-	-	-	-	-	-	T
A.2 Taxonomy-compliant but not environmentally sustainable activities (non-taxonomy-compliant activities)																		
Forest management	CCM 1.3.	0.14	0.03	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.04	-
utilisation of hydrogen ²	CCM 3.3.	0.38	0.08	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.43	-
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	0.07	0.02	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	0.12	0.03	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.03	-
Infrastructure for rail transport	CCM 6.14.	0.24	0.05	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	E	-
Construction of new buildings	CCM 7.1.	0.08	0.02	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-
Renovation of existing buildings	CCM 7.2.	1.10	0.24	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	T
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	6.28	1.39	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	0.18	-
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	3.27	0.72	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	E	-
Acquisition and ownership of buildings	CCM 7.7.	0.81	0.18	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	-	-
Data processing, hosting and related activities	CCM 8.1.	5.56	1.23	EL	EL	N/EL	N/EL	N/EL	N/EL	-	-	-	-	-	-	-	1.54	-
Maintenance of roads and highways	CE 3.4.	0.20	0.04	N/EL	N/EL	N/EL	N/EL	EL	N/EL	-	-	-	-	-	-	-	-	-
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	-	18.25	4.03	3.99%	0.00%	0.00%	0.00%	0.04%	0.00%	-	-	-	-	-	-	-	11.06 ¹	-
A. OpEx of Taxonomy eligible activities (A.1+A.2)	-	86.57	19.11	19.06%	0.00%	0.00%	0.01%	0.04%	0.00%	-	-	-	-	-	-	-	14.35 ¹	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																		
B. OpEx of Taxonomy non-eligible activities	-	366.52	80.89	-	-	-	-	-	-	-	-	-	-	-	-	-	85.65 ¹	-
Total	-	453.09	100.00	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	-

¹ This is the total value reported for the previous year. Due to deviations between the categories reported this year and those of the previous year, the total value does not correspond to the total of the individual values shown here.² This year's reclassification of CCM 3.2. to CCM 3.1. is taken into account here retroactively for the year 2023. For more information, see Chapter 2. "Determination Methodology".

A portion of the taxonomy-eligible and taxonomy-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. There is currently no clear interpretation of what the investment plan includes, meaning that different interpretations exist with regard to the market. As part of its investment planning, Rheinmetall considers all investments that are planned for current and future taxonomy-aligned activities. Investments that serve to convert current taxonomy-eligible business into future taxonomy-aligned business are also considered. The resulting planned capital expenditure is reported at aggregated economic activity level.

The current investment planning refers to the core business relating to the environmental objective of climate change mitigation, 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. The investment plan covers a period of three years, i.e. the period between 2025 and 2027 for the reporting period. In the category “3.1. Manufacture of renewable energy technologies” further taxonomy-aligned investments of around €13.9 million is planned for the coming years in order to expand the product portfolio as part of our hydrogen strategy. Investments of around €23.2 million are planned for the business activities in category 3.5 “Energy-efficient equipment for buildings” in order to expand our taxonomy-aligned business activities. Investments of around €0.8 million are expected in the coming years for economic activities in the Category 3.6 “Other low carbon technologies”. The product portfolio in Category 3.18 “Manufacture of automotive and mobility components” is to be further expanded in the coming years with investments of around €53.8 million. The product portfolio in the category “3.20 Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that results in or enables a substantial contribution to climate change mitigation” is planned to include further taxonomy-compliant investments totaling around EUR 1.5 million.

4. Standard disclosure templates for disclosure under Article 8 Sections 6 and 7

Disclosure template for activities in the field of nuclear energy and fossil gas

Line	Activities in the field of nuclear energy	
1.	The company is involved in the research, development, demonstration and deployment of innovative power-generating facilities that produce energy from nuclear products with minimal waste from the fuel cycle, finances such activities or holds risk positions related to such activities.	N
2.	The company is involved in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety improvement using the best available technologies, financing such activities or holding risk positions related to these activities.	N
3.	The company is active in the safe operation of existing nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety-related improvement, finances such activities or holds risk positions in connection with these activities.	N
	Activities in the field of fossil gas	
4.	The company constructs and operates facilities that generate electricity from fossil gaseous fuels, finances such activities or holds risk positions related to these activities.	N
5.	The company is involved in the construction, modernization and operation of plants for combined heat and power/cooling with fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	N
6.	The company is involved in the construction, modernization and operation of plants for heat generation, which generate heat/cold from fossil gaseous fuels, or finances or holds risk positions related to such activities.	N

5. 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. For the delegated regulation on environmental objectives 3 to 6 published in June 2023, reporting on taxonomy capability and conformity was carried out for the first time this year. As of this fiscal year, there is therefore a complete reporting obligation for all six environmental objectives for the first time. It can be assumed that the KPIs are therefore generally comparable from this reporting year onwards. The increased denominator of investment expenditure due to the acquisition of Loc Performance however leads to a distortion of the KPIs and thus to a low comparability of this year's KPIs for investment expenditure with those of the previous and future fiscal years. A comparable effect could already be seen in the previous year as a result of the acquisition of the company Expal. For reasons of transparency and comparability with the previous year, the capital expenditures for the 2024 financial year are therefore shown below both including and excluding Loc Performance and compared with the previous year's result including and excluding Expal.

in %	Revenue		Capital expenditure				Operating expenditure	
	2024	2023	2024	2023 ¹	2024	2023	2024	2023
			(incl. Loc Performance)	(incl. Expa)	(excl. Loc Performance)	(excl. Expa)		
Taxonomy-aligned economic activities	0.9	1.0	3.0	1.9	3.7	4.7	15.1	3.3
Taxonomy-eligible economic activities	2.4	2.8	21.8	9.0	26.8	22.8	19.1	14.4
Taxonomy-non-eligible economic activities	97.7	97.2	78.2	91.0	73.2	77.2	80.9	85.6

¹ The previous year's figures were adjusted for the goodwill attributable to the acquisition of Expal Systems in the previous year.

In terms of sales, 2.35% of our business activities fall under the classification system of the EU Taxonomy Regulation. 0.93% of total sales fulfill the requirements for taxonomy conformity. With the possible upcoming revisions of the legal texts and interpretations of the industries, future changes to the classifications cannot be ruled out at the present time. We will continue to take into account the requirements for taxonomy conformity in all process steps in order to adapt them continuously in subsequent years in line with the applicable legal requirements.

Climate change

Description of the processes to identify and assess material climate-related impacts, risks and opportunities

The assessment of the material climate-related impacts, risks and opportunities took place at Rheinmetall as part of the double materiality analysis along the entire value chain. In accordance with the assessment methodology described in the chapter [»Managing impacts, risks and opportunities](#), the sub-topic "climate change mitigation" was classified as material in the area of climate change due to its potential impacts. The sub-topics "Climate change adaptation" and "Energy" were assessed as material due to the possible risks.

Rheinmetall's major production sites are already certified in accordance with the ISO 50001 standard. At these sites, a continuous management takes place with regard to energy consumption and energy efficiency. In addition to the climate risk analysis carried out by an external provider, the available data from the existing energy management system was used to identify and assess the material climate-related impacts, risks and opportunities. Energy consumption data are systematically collected at site level and reported to the Executive Board of Rheinmetall AG. Based on the collected energy consumption data, the greenhouse gas (GHG) emissions on the company level were calculated and taken into consideration for the assessment of the material climate impacts. The impacts were assessed company-wide with the involvement of all divisions.

The term "climate change mitigation" refers to actions that are intended to counteract global warming and to mitigate or prevent possible consequences. The emissions resulting from numerous business activities of the Rheinmetall Group, which are categorized as Scope 1, Scope 2 and Scope 3 emissions, result in the assessment of the sub-topic being considered material. An analysis was carried out to assess GHG emissions in relation to sales revenue and compare them with other large German companies. In particular, the emissions in Scope 3 were above the benchmark determined for large German companies as part of the evaluation.

Potential changes on the energy markets may pose risks for Rheinmetall. The sub-topic "Energy" was therefore identified as material. Physical climate risks can cause potential consequences at Rheinmetall's sites, including damages to buildings, production facilities and infrastructure. The consequences of climate change may also affect access to resources, for example due to the interruption of supply chains or a lack of water. Given the potential risks, the sub-topic "Climate change adaptation" was also assessed as material.

Climate-related physical risks as well as transition risks and opportunities were assessed as part of the resilience analysis. The methodology applied and further information regarding the scenarios used are provided in the following paragraph. The scenarios used are consistent with the underlying assumptions in the chapter [»Risks and Opportunities](#).

Material impacts, risks and opportunities and their interaction with strategy and business model

In the fiscal year, Rheinmetall carried out a resilience analysis that went beyond the established risk management system and which considered both physical and transition risks along the entire value chain. Risks resulting from climate change are 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, heavily fluctuating water levels, increasing heat waves and droughts affecting property. Potential risks for production sites include production interruptions, delivery delays or delivery failures. These may be exacerbated by increasingly intense and frequent extreme weather events such as tornadoes and severe flooding. Transition risks from climate change arise from a cross-sector structural change due to the transition to a lower-carbon economy. They relate in particular to changes in the legal framework and stricter regulations at national or transnational level. These include, for example, increasing efforts by legislators to introduce carbon pricing via emissions trading systems, to levy additional taxes and to tighten energy legislation. Furthermore, increased GHG emissions can lead to a negative perception and limited attractiveness among stakeholder groups such as customers, employees and investors. Climate protection measures also entail potential risks, for example due to increased energy and investment costs, emerging levies for GHG emissions or extended specifications for products.

In order to identify and assess climate change risks more reliably, Rheinmetall once again subjected its production sites to a comprehensive site-specific assessment, including consideration of material assets, by an external provider in the fiscal year in accordance with the parameters of the Task Force on Climate-Related Financial Disclosure (TCFD). The physical climate risks were assessed using an established scenario analysis based on the parameters of the Shared Socioeconomic Pathways (SSP). Specifically, the 2°C scenario (SSP1-2.6) and the 4°C scenario (SSP5-8.5) were used for the evaluation. The material risks of temperature changes, flooding, forest fires and tornadoes were identified using the 4°C scenario (SSP5-8.5) at the Rheinmetall sites. The scenario analysis was carried out using geospatial coordinates with a granularity of 12 km in Europe and 25 km in the rest of the world. For the time horizon under consideration, the period up to 2040 was classified as short-term, the period between 2041 and 2060 as medium-term and the period between 2081 and 2100 as long-term, with a reference period from 1971 to 2000. Such long observation periods are necessary to meet the long-term nature of climate risks, but these are associated with increased uncertainty. In some cases, the certainty associated with the forecasts by the external provider is classified as low, even for short-term periods, because the probability of some extreme weather events is difficult to forecast. The scenarios correspond to the current state of scientific knowledge, but are limited by methodological and data-related uncertainties. Rheinmetall's climate risk analysis focuses on a short-term observation period due to the increasing uncertainty in long-term climate scenarios. The future and the underlying capital values of individual sites during the aforementioned long-term observation period of up to 75 years are also uncertain.

In the upstream value chain, the raw materials supply disruptions and the disruption to the international transportation of goods were identified as a material physical risk in the medium term. The material potential physical climate risks in the downstream value chain concern disruptions to the international transportation of goods and future conditions on the sales markets. The risk analysis carried out is based on the results of the external climate risk analysis and, in addition, on publications of the German Federal Environment Agency regarding physical climate risks. The financial effects of climate risks have not been analyzed yet; a more in-depth analysis is required with regard to the climate risks identified. The inclusion of climate risks in the strategy and the risk management continuously contributes to the increase of resilience and the derivation of mitigation measures.

An analysis of the transition risks was conducted internally in cooperation with the individual Rheinmetall divisions, during cross-divisional workshops and interdisciplinary workshops, literature research, peer benchmarks and detailed climate simulations. The 1.5 °C scenario up to 2050 was used to determine the transition risks. The applied period for the risk assessment is short- to medium-term in line with the previous definition. The analysis carried out corresponds to the current state of scientific knowledge and the assumptions made include the 1.5 °C scenario, which is particularly severe in terms of transition risks, with moderate uncertainties due to the medium-term time horizon. The climate related targets defined by Rheinmetall were developed independently of this analysis of transition risks and the time horizons on which they are based.

The material transition risks identified are volatility in the upstream value chain, increasing regulatory complexity, the pricing of GHG emissions, the recruitment of new employees and talent, as well as the technical requirements of a sustainable energy supply. A detailed assessment of the extent to which the assets and business activities of Rheinmetall may be affected by identified transition risks is still pending.

In accordance with the assessment of the transition and physical climate risks, Rheinmetall currently assumes that the necessary adjustments to business operations can be carried out and that the financial effects can be mitigated by the Group. Strategic acquisitions, joint ventures and strategic cooperations are being examined in order to further expand our leading position in the security business. These established processes promote the development of sustainable technologies and products. Analyses that are more extensive will be carried out as knowledge increases.

Transition plan for climate change mitigation until 2050

A transition plan to achieve carbon neutrality by 2050 is being drawn up and is expected to be published when the European Corporate Sustainability Due Diligence Directive (CSDDD) comes into force. At Rheinmetall, the careful use of natural resources and the economical use of energy is of great importance. Corresponding goals are already being pursued and comprehensive actions are being taken.

Rheinmetall's target is to reduce the carbon footprint in production and the supply chain. The approach to climate change mitigation involves several stages, including the reduction of energy consumption, conversion to regenerative energy sources and reduction of GHG emissions in Scope 1, Scope 2 and Scope 3. A summary of the targets set by Rheinmetall is presented in the paragraph [»Targets related to climate change mitigation and adaptation.](#)

The energy demand at Rheinmetall sites is increasingly being supplied by renewable energies. Rheinmetall is reshaping its energy supply worldwide and is striving, among other things, for a renewable electrical energy supply in the coming years. Rheinmetall is focusing on the use of renewable energies at newly established sites and is continuously promoting the switch to renewable energy sources at existing sites. The successive expansion of the certified energy management system to new production sites is planned.

In Scope 1 and Scope 2, Rheinmetall is focusing on a constant reduction in GHG emissions with the target of achieving carbon neutrality in 2035. Despite all efforts, Rheinmetall will emit greenhouse gases in Scope 1 and Scope 2 after 2035. Rheinmetall plans to offset these emissions in part by investing in certified carbon sequestration projects. Significant actions to reduce GHG emissions have been initiated; further information can be found in the section [»Actions and resources in relation to climate change policies.](#) A comprehensive CapEx plan is not available.

Rheinmetall has surveyed CO₂ emissions in the supply chain (Scope 3, Cat. 1) and identified potential for reduction. Rheinmetall is in contact with its suppliers regarding this topic. Emissions from the upstream value chain should be an integral part of the procurement strategy in the future. The integration of the Supplier Code of Conduct into supplier contracts should lead to further information regarding emissions in the supply chain for Rheinmetall and enable an expansion of sustainable efforts.

Emissions from the use of the manufactured products (Scope 3 Cat. 11) account for a significant proportion of Rheinmetall's total emissions. Rheinmetall's sphere of influence on the downstream value chain is limited due to the customer relationship with states and governments. Furthermore, developments towards decarbonization in the defence sector are not yet as advanced as in other industries due to the prolonged development times of the products. Rheinmetall is investing in product developments in the areas of electrification and fuel cells, among other things. New drive systems, powered by synthetic fuels, electricity or hydrogen will also play a major role in military vehicles in the future. With its expertise in the civilian business, Rheinmetall can also generate extensive synergies for developing military vehicles.

Policies related to climate change mitigation and adaptation

The challenges of today include mitigating climate change as far as possible and adapt to its consequences and impacts. As an environmentally responsible company with a global value chain, Rheinmetall attaches great

significance to this global challenge. The targets for GHG emissions are defined in total for Scope 1 and Scope 2 (market-based method) as part of the strategy for carbon neutrality by 2035. The Executive Board of Rheinmetall AG sets the targets.

Increasing energy efficiency and reducing energy consumption are essential climate change mitigation actions for Rheinmetall. The Energy Management Guideline specifies the implementation, monitoring and further development of the energy management system. Sites of fully consolidated companies with an energy consumption of more than 3,500 megawatt hours (MWh) per year are obligated to implement an energy management system in accordance with ISO 50001 standard. The Energy Management Policy was adopted by the Executive Board of Rheinmetall AG.

The purchase of renewable energy is an essential part of Rheinmetall's strategy to reduce CO₂ emissions. The department of Strategic Energy Procurement develops the foundations for a unified, economical, secure and sustainable energy procurement within the Group. The strategy for procuring renewable energy envisages switching individual countries and regions gradually to renewable energy. By concluding long-term energy supply contracts, in particular with a direct connection at the sites, as well as expanding in-house generation of renewable energy, the goal is to convert the entire electrical energy consumption in the medium term. Regular reviews regarding the progress of renewable energy procurement are carried out by the Corporate Social Responsibility department as part of its review concerning compliance with GHG reduction targets. The department reports directly to the Executive Board of Rheinmetall AG.

The effects of climate change have already begun to emerge, therefore Rheinmetall has analyzed the physical and transitory climate risks along the entire value chain. Rheinmetall has not yet defined climate change adaptation in corresponding guidelines, but the Executive Board of Rheinmetall AG has decided to examine these risks further and mitigate them if necessary.

As part of the Supplier Code of Conduct, suppliers are required to mitigate climate change and comply with the applicable national environmental laws, regulations and standards. Suppliers are also required to ensure effective environmental protection, the use of energy management systems and energy efficiency.

Actions and resources in relation to climate change policies

In addition to the Corporate Social Responsibility department, the Energy Management department works on Group-wide monitoring and deriving measures to achieve the climate targets. The colleagues are supported by the respective ESG managers from the individual divisions. For each site with significant energy consumption, local energy officers are appointed for the continuous recording of energy data and the local implementation of the specified actions. The production sites certified in accordance with the energy management guidelines account for 45.9% of the total energy consumption. By the end of 2025, the goal is to increase the share of certified

sites in total consumption to over 80.0%. The purchase of renewable electricity was increased from 67,068 MWh in 2023 to 138,221 MWh in 2024 and was thus significantly expanded. The gradual conversion to 100% renewable electrical energy is planned over the next few years.

As part of the decarbonization strategy, GHG reduction projects have already been implemented at numerous Rheinmetall sites. In the fiscal year, a photovoltaic system with a maximum output of 5 MWp was put into operation in South Africa. Other installations are currently being planned. For further defossilization at the Unterlüß site, Rheinmetall uses wood as an energy source for the heat supply. A wood chip plant enables Rheinmetall to use the wood from its own forest stock in a sustainable manner. Rheinmetall plans to supply new sites and expansions of production sites primarily with carbon neutral renewable energy sources. The investments will be covered from ongoing operations budget and the necessary resources will be provided. The threshold for significant investments derived from risk management was €20 million in the fiscal year and was not exceeded by any individual investment. The measures implemented in the fiscal year led to a reduction in GHG emissions by 7,360 tons of CO₂ equivalents (CO₂e) in the fiscal year. The expected reduction in GHG emissions in the future due to the measures carried out in the fiscal year amounts to 9,384 tons of CO₂e annually.

A software solution is to be implemented as a foundation to further reduce GHG emissions in the upstream supply chain, which will make it possible to collect suppliers' GHG emissions in more detail. By incorporating the Supplier Code of Conduct, which was revised in the fiscal year, into supply contracts, more information from the upstream supply chain should be available in the future and thus enable compliance with sustainability-related requirements in the supply chain.

Targets related to climate change mitigation and adaptation

Rheinmetall's overarching goal concerning climate change mitigation is carbon neutrality by 2035 in Scope 1 and Scope 2 (market-based). To successfully realize this ambition, Rheinmetall is pursuing the following core targets throughout the Group:

- Rheinmetall is striving for an average annual reduction in CO₂ emissions of 4.2% combined in Scopes 1 and 2 (market-based) in relation to the base year 2022
- Rheinmetall is striving to recertify the existing energy management systems, which requires an annual, measure-oriented reduction in energy consumption of 1.7% in relation to the base year 2022
- Rheinmetall is striving to procure electricity from 100% renewable energy sources in the coming years

The recertification of the existing energy management systems and the procurement of electricity from 100% renewable energy sources contribute positively to the annual CO₂ reduction target.

Rheinmetall also strives to improve sustainability performance and transparency in the supply chain, align sites and business processes towards sustainability, review and develop mitigation measures for the material physical climate risks and develop and promote sustainable technologies and products. Progress is continuously tracked and reported to the Executive Board of Rheinmetall AG. In addition to reducing energy consumption, the main decarbonization levers for achieving the CO₂ reduction targets are the switch to renewable energy sources in electricity procurement and the substitution of fossil fuels.

Rheinmetall's limited sphere of influence on the downstream value chain (Scope 3) does not enable a comprehensive target definition that envisions compliance with the 1.5°C target. The defined reduction targets include the greenhouse gases regulated in the Kyoto Protocol and refer to Scopes 1 and 2 (market-based) in all companies in which Rheinmetall has operational control. This also corresponds to the level of the reported emissions in those scopes. The target of carbon neutrality in Scope 1 and 2 (market-based) by 2035 is more ambitious for these scopes than the European Union's timeline for carbon neutrality by 2050. As a result of the undefined targets for Scope 3, Rheinmetall is not yet striving for complete carbon neutrality; hence no external validation of the reduction targets has been carried out.

The targets set by Rheinmetall have been developed by taking the requirements of the stakeholders into consideration. Due to Rheinmetall's strong growth and the associated structural changes within the Group, the base year 2022 was chosen, as it is the most accurate reflection of the status quo. The base year is continuously adjusted for acquisitions and sales. No climate-related adjustment is made due to the production-dependent nature of the energy consumption.

GHG reduction targets

In the fiscal year, the sum of Scope 1 and Scope 2 emissions (market-based) amounted to 209,699 tons of CO₂e. Taking 2022 as the base year and factoring in the overall annual reduction target of 4.2% in Scopes 1 and 2 (market-based), emissions are expected to fall to 163,893 tons of CO₂e by 2030. There are no separate reduction targets defined for Scopes 1 and 2. The actions currently being considered are expected to lead to a reduction of Scope 1 and Scope 2 emissions (market-based) by 82,934 tons of CO₂e. The reduction in energy consumption accounts for 29,309 tons of CO₂e and 43,475 tons of CO₂e for the switch to renewable energy. The substitution of fossil fuels is intended to achieve a reduction of 9,150 tons of CO₂e. In order to achieve the emission reduction targets, additional actions are continuously being evaluated and implemented as needed in the context of the company's sustained strong growth. The average reduction in Scope 1 and Scope 2 emissions (market-based) in the fiscal year is 7.5% in relation to the base year. Due to the reduction in GHG emissions achieved in previous years, Rheinmetall's GHG emissions in the fiscal year are below the derived GHG target. Rheinmetall is therefore on track to achieve the defined climate targets. A detailed list of all GHG emissions can be found below.

Energy consumption and mix

The energy consumption of Rheinmetall in the fiscal year is shown in the following table.

Energy consumption and mix

	2024
MWh	
(1) Fuel consumption from coal and coal products	173,407
(2) Fuel consumption from crude oil and petroleum products	64,490
(3) Fuel consumption from natural gas	193,434
(4) Fuel consumption from other fossil sources	11,889
5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	122,731
(6) Total fossil energy consumption (calculated as the sum of lines 1 to 5)	565,951
<i>Share of fossil sources in total energy consumption (%)</i>	<i>61.0</i>
(7) Consumption from nuclear sources	34,096
<i>Share of consumption from nuclear sources in total energy consumption (%)</i>	<i>3.7</i>
(8) Fuel consumption for renewable sources, including biomass	9,471
(9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	309,273
(10) Consumption of self-generated non-fuel renewable energy	9,437
(11) Total renewable energy consumption (calculated from (8) to (10))	328,181
<i>Share of renewable sources in total energy consumption (%)</i>	<i>35.4</i>
Total energy consumption (calculated from (6), (7) and (11))	928,227

Data on energy consumption and energy generation is collected in a central database using an energy management software. All relevant energy sources of fully consolidated Rheinmetall companies are included. The total energy consumption in the fiscal year was 928,227 MWh, while the energy generation from renewable sources was 18,908 MWh. In the fiscal year, 443,220 MWh of Rheinmetall's energy was generated from non-renewable sources. The energy data was collected from invoices of the energy suppliers and meter readings. Energy consumption was estimated at a few smaller sites where no energy data was available.

Energy intensity is calculated from the total energy consumption of activities in high climate impact sectors in relation to net sales from activities in high climate impact sectors. The company's own activities were categorized in accordance with Regulation (EC) No. 1893/2006 of the European Parliament and of the Council. Business activities from the high climate impact sector C "Manufacturing/production of goods", from the high climate impact sector G "Trade, maintenance and repair of motor vehicles" and from the high climate impact sector L "Real estate and housing" were used to determine the energy intensity. This procedure was applied to Rheinmetall companies with a share of more than 99.0% of the Rheinmetall Group's total energy consumption

of the Rheinmetall Group which corresponds to a sales share of more than 97.0 % of total sales. For the remaining Rheinmetall activities, the share of climate-intensive business purposes was extrapolated.

Energy intensity

	Unit	2024
(1) Total energy consumption from activities in high climate impact sectors C, G, L	MWh	917,657
(2) Net revenue from activities in high climate impact C, G, L	€ million	8,465
(3) Net revenue from no high climate impact sectors (other)	€ million	1,450
(4) Total net revenue (Financial Statements) plus net revenue from discontinued operations (sale of piston business) (total of (2) and (3))	€ million	9,916
<i>of which net revenue from discontinued operations (sale of piston business)</i>	€ million	165
<i>of which total net revenue (Financial Statements)</i>	€ million	9,751
(5) Energy intensity for activities in sector C, G, L (Quotient (1) and (2))	MWh/€ million	108

Gross Scopes 1, 2, 3 and Total GHG emissions

The greenhouse gas emissions were determined in accordance with the Greenhouse Gas Protocol. For the recognition of Scope 1 and 2 emissions, the subsidiaries of the Rheinmetall Group were taken into account according to the operational control approach. The base year for the calculations is 2022. In the case of acquisitions and divestitures of companies or parts of companies, the base year is adjusted retrospectively if the structural changes affect the total Scope 1 and Scope 2 emissions (location-based) by at least 5%. In the fiscal year, the biogenic emissions in Scope 1 were 107 tons of CO₂e, while the biogenic Scope 2 emissions for the fiscal year could not be determined. Rheinmetall was able to reduce GHG emissions in relation to the base year by, among other things, purchasing electricity from renewable sources. Market-based Scope 2 emissions were determined by taking the corresponding certificates of origin into account. The share of contractual instruments in market-based Scope 2 emissions accounted for 55.2% in the fiscal year. Only electricity with unbundled certificates of

origin was purchased. Scope 1 emissions were calculated using the emission factors from the database of the Intergovernmental Panel on Climate Change (IPCC). Scope 2 emissions (location-based) were determined based on the emission factors of the International Energy Agency (IEA). Scope 2 (market-based) emissions were calculated using emission factors from energy suppliers at the location level based on availability. When this data is not available, the databases of the Association of Issuing Bodies (AIB), the IEA and the United States Environmental Protection Agency have been used. The emissions for refrigerants were calculated in accordance with the IPCC Fourth Assessment Report. The split between renewable and fossil fuels was calculated based on information provided by the energy suppliers. If this data was not available, the residual mix of the AIB and the IEA databases were used.

The year 2023 was defined as the base year for determining Scope 3 emissions along the value chain because the data for the fiscal year 2023 was validated externally for the first time. An analysis of Scope 3 emissions from previous years revealed that more than 80.0% of total Scope 3 emissions are attributable to category 1 "Purchased goods and services" and category 11 "Use of products sold". Based on this result, the categories 1 and 11 were identified as significant. No biogenic GHG emissions from the incineration or biodegradation of biomass were reported for these categories. To determine the emissions in category 1, all goods and services purchased in the fiscal year were assessed separately by product and supplier group using the corresponding expenditure-driven emission factors. The emissions in category 11 were calculated using the emission factors of the Department for Environment, Food & Rural Affairs and the Association of Issuing Bodies. The lifetime and operating hours were defined depending on the end products. Due to its activities as a supplier, some of Rheinmetall's products are semi-finished products. The weight of the semi-finished product in relation to the total weight of the end product was used to determine the respective share of emissions in the end products. Where data was not available, a revenue-based extrapolation was carried out. The data consists of secondary data. The reduction in Scope 3 emissions compared to the base year is a result of changes in volume within the product portfolio.

In the fiscal year, the market-based GHG intensity was 620 tons of CO₂e per million euros of sales revenue. The location-based GHG intensity amounted to 629 tons of CO₂e per million euros of sales revenue in the fiscal year.

Total GHG emissions

tonnes CO ₂ e	Retrospective			Actual		Milestones and target years ⁵		
	Base year 2022 ^{1,2}	2023 ^{1,2,3}	2024 ⁴	Change in rela- tion to previous year in %	2025	2030	Annual % tar- get/ base year	
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions	114,005	129,800	139,801	0.1	-	-	-	-
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	-	-	-	-	-	-	-	-
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions	131,728	133,768	152,924	0.1	-	-	-	-
Gross market-based Scope 2 GHG emissions	132,821	68,896	69,897	0.0	-	-	-	-
Significant scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions	5,965,213	5,965,213	5,838,481	(0.0)	-	-	-	-
Category 1: Purchased goods and services	1,870,909	1,870,909	2,100,461	0.1	-	-	-	-
Category 11: Use of sold products	4,094,304	4,094,304	3,738,020	(0.1)	-	-	-	-
Total GHG emissions								
Total GHG emissions (location-based)	6,210,946	6,228,781	6,131,206	(0.0)	-	-	-	-
Total GHG emissions (market-based)	6,212,039	6,163,909	6,048,180	(0.0)	-	-	-	-

¹ The greenhouse gas emissions for 2022 and 2023 were retrospectively adjusted to include emissions from acquired companies (Expal Systems) and to exclude divestures (large and small piston business).

² For significant Scope 3 greenhouse gas emissions, 2023 is defined as the base year.

³ The greenhouse gas emissions for 2023 were not audited by the auditor.

⁴ The greenhouse gas emissions for the fiscal year 2024 include the emissions of the small piston business up to the date of divesture and the emissions of Loc Performance from the date of acquisition.

⁵ Rheinmetall has not defined any separate reduction targets for individual scopes; there is a holistic target for Scopes 1 and 2 (market-based).

Integration of sustainability-related performance in incentive schemes

Climate-related considerations are an integral part of the variable remuneration of Executive Board members in 2024 and account for 50% each in the Short Term Incentive (STI) and Long Term Incentive (LTI) programs with regard to ESG targets. In the STI 2024, the climate-related targets refer to the criterion “Innovation/technology projects for CO₂ avoidance/reduction” of the STI criteria catalog. In the LTI 2024, the climate-related targets relate to the criterion “Reduction of CO₂ emissions/contribution to carbon neutrality” in the LTI criteria catalog. The ESG targets as part of the variable remuneration call for a reduction in CO₂ emissions for the fiscal year, but these targets are not congruent with the targets defined under [»Targets related to climate change mitigation and adaption](#). Further information regarding the inclusion of sustainability and climate-related benefits in incentive systems can be found in the [»Remuneration Report](#).

Pollution

Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

The assessment of the material impacts, risks and opportunities in relation to pollution was carried out by Rheinmetall as part of the double materiality analysis by the ESG managers of the divisions. Our own business activities at production sites as well as activities along the entire value chain were evaluated. In accordance with the assessment methodology described in the chapter [»Managing impacts, risks and opportunities](#) the sub-topic pollution of soil was classified as material due to the potential impacts.

A large amount of land owned by Rheinmetall has been used for industrial purposes for decades. It can therefore not be ruled out that previously unknown contamination was caused during this time, e.g. by production processes. Process-related emissions into the soil represent a potential impact on humans and the environment despite compliance with the duty of care. Possible leaks and spillages of refrigerants, oil and lubricants, solvents and other substances into the soil can result in negative impacts.

All Rheinmetall production sites with more than 400 employees are already certified according to the ISO 14001 standard. At these sites a continuous monitoring with regard to possible pollution is ongoing. The available documentation from the previous environmental management certifications was used for identifying and assessing the material impacts, risks and opportunities with regard to pollution at site level. The environmental management officer of a site carried out assessments of potential pollution at the respective site. These assessments covered the sub-topics pollution of air, pollution of soil, pollution of water, pollution of living organisms and food resources, microplastics, substances of concern and substances of very high concern. Consultations with affected communities as defined by the ESRS on sustainability assessments were not carried out.

Policies related to pollution

Rheinmetall collaborates with the responsible local institutions to comply with international, European or national environmental standards. In addition, Rheinmetall strives to minimize the environmental impact of its own activities and has implemented corresponding policies and guidelines for this purpose.

Rheinmetall identifies, assesses, manages and/or eliminates material impacts, risks and opportunities from pollution as part of the certified environmental management systems. In 2022, the Executive Board of Rheinmetall AG decided to extend ISO 14001 certification to all then existing production sites with more than 400 employees. This decision, which applies to the divisions, and the resulting external recertification audits have defined a company-wide strategy to prevent and reduce pollution, particularly soil pollution.

Based on the Supplier Code of Conduct (SCoC), compliance with Rheinmetall's standards and values in the upstream value chain is contractually agreed with suppliers by the Purchasing department. Among other things, the SCoC contains requirements for the suppliers with regard to prevention and reduction of pollution. The requirements for suppliers include, for example, a ban on causing harmful changes to the soil.

Actions and resources related to pollution

Rheinmetall addresses potential environmental risks by implementing statutory environmental protection requirements and certified environmental management systems, including emergency precautions and hazard prevention. The safe storage of hazardous substances and the environmentally friendly disposal of waste and hazardous substances via certified service providers are also part of the environmental management systems. Organizational units responsible for environmental protection at the respective sites ensure that local laws and regulations are complied with and that further technical and organizational options for limiting environmental risks are identified. Given that the sites have been certified for several years in terms of the environmental management system, the actions taken in the fiscal year are mainly organizational. In the fiscal year, operating instructions were optimized and existing documentation, for example on systems for handling substances hazardous to water (AwSV), was updated at numerous sites. This reduces the risk of leaks and spills of refrigerants, oils and lubricants, solvents and other substances in order to further minimize soil pollution, which has been identified as a material potential impact.

The ESG managers in the divisions ensure the exchange of information and cross-site coordination in the divisions as well as the Group. This is intended to pass on the findings of individual sites and strengthen company-wide monitoring. Meetings of ESG managers are held every two weeks, in which the Head of Corporate Social Responsibility participates and regularly reports the results of those meetings to the Executive Board of Rheinmetall AG. According to current information, no action is required beyond the existing environmental management system to prevent soil pollution, which has been assessed as material. These actions are continuously reviewed and implemented on a project-specific basis as required.

As part of construction activities to expand production capacities, as well as acquisition activities, the soil is analyzed in advance in accordance with local regulations and any necessary soil remediation is carried out. This may be necessary in the context of land purchases or also in the context of the development of existing business premises. During soil remediation, layers of soil containing pollutants such as heavy metals, mineral oil or polycyclic aromatic hydrocarbons (PAHs) are removed and replaced with uncontaminated soil. Soil remediation work was carried out at Rheinmetall sites in the fiscal year. Accounting provisions have been recognized for necessary measures to safeguard against or clean up identified pollution.

The existing SCoC was revised in the fiscal year. The requirements for suppliers were specified and extended obligations were defined for the provision of data to Rheinmetall. The new SCoC applies from January 1, 2025 and forms an essential part of the subsequently agreed supplier contracts.

Targets related to pollution

Rheinmetall has defined the following voluntary targets in order to reduce pollution, in particular the as material assessed pollution of soil, beyond the measures already implemented by the existing environmental management system.

The environmental management systems of the Rheinmetall companies are an integral part of environmental protection at Rheinmetall and the scope of corresponding certifications in accordance with the ISO 14001 standard is to be extended to all sites with more than 100 employees by 2028. The goal is among other things to reduce the potential impact of leaks and accidents involving refrigerants, oil and lubricants, solvents and other substances. The effectiveness of operational measures in dealing with material impacts, risks and opportunities continues to be reviewed as part of the environmental management system.

The new SCoC adopted in the fiscal year is intended to provide Rheinmetall with deeper insights into the upstream value chain with regard to environmental protection in future due to the requirements for suppliers to provide data. This should enable further involvement and monitoring of suppliers with regard to Rheinmetall's sustainability efforts.

Pollution of soil

To identify soil pollution in the fiscal year, the environmental management officers at Rheinmetall's production sites assessed the emissions into the soil. The relevant soil emissions and their threshold values are defined in the European Pollutant Release and Transfer Register (E-PRTR regulation, Annex 2 (EC Regulation 166/2006)). Emissions are recorded in accordance with the measurement, calculation and estimation methods permitted under the E-PRTR regulation. If the emissions determined for a site are below the threshold values or no emissions are known, the environmental management officer of the respective site reports no pollutant emissions into the soil and documents this accordingly. Using the documentation, the ESG managers of the divisions are able to perform a plausibility check. The recorded emissions of sites that report emissions above the threshold values from the E-PRTR Regulation are aggregated at Group level.

The necessary procedure in the event of a leakage is documented in an operating instruction associated with workplaces, which identifies internal and external reporting points as well as immediate measures. If contamination of the soil due to leaks and spillages cannot be ruled out, the soil is sampled by an external expert in order to assess the extent of possible contamination. Subsequently, if necessary, appropriate actions are derived based on the results of the sampling. Measured values from soil samples are used by the environmental

management officers of the respective site as part of the reporting process. On test sites, an estimate of soil pollution is made by experts as part of the regular operation of testing products due to the low level of contamination, which is subject to minor uncertainties.

In the fiscal year, no pollutant emissions into the soil were recorded at Rheinmetall's sites that exceeded the threshold values of the E-PRTR Regulation. In accordance with the previously defined recording methodology, this results in a zero report for all pollutant loads into the soil, which is why the pollutant loads into the soil are not presented in tabular form.

SOCIAL INFORMATION

Own workforce

Material impacts, risks and opportunities and their interaction with strategy and business model

The material impacts, risks and opportunities resulting from the double materiality analysis are described below.

The term own workforce within the meaning of the ESRS is referred to as the workforce at Rheinmetall. Rheinmetall's workforce comprises people who are employed by Rheinmetall ("employees") as well as non-employees, such as self-employed persons and contingent workers.

Material positive impacts

The expected growth in sales and earnings has a positive impact on the job security and remuneration of Rheinmetall's workforce.

Corporate co-determination has a long-standing tradition at Rheinmetall. Rheinmetall strives for fair cooperation and a trusting and constructive exchange with employee representatives in Germany and abroad in order to harmonise the interests of the company with the needs of its employees. Rheinmetall respects the right of employees to elect representatives, to form employee representative bodies, to join them, to be represented by them and to conduct collective bargaining to regulate working conditions.

Work-life balance is a high priority for Rheinmetall. The principle applies that working hours are based on local legal requirements and the regulations of national industry sectors or industry standards. Respectively the needs of the company and of the individual are taken into account.

The existing skills and knowledge of employees at all Rheinmetall sites worldwide are of great importance for shaping future business, which is why employee qualifications are supported and promoted. Their qualification is an opportunity for Rheinmetall and a central element of sustainable business. Qualification promotes innovation, efficient and sustainable processes, adaptability to change, supports a sustainable corporate culture and thus serves to retain employees in the company.

Diversity is one of Rheinmetall's core values and, in times of transformation, a key factor for innovation and continuous growth. Rheinmetall values all people regardless of gender, age, sexual identity, educational background, health condition, disability, ethnic or social origin, skin color, religion, cultural background, national origin, ideology and political opinion or other personal characteristics. Rheinmetall creates a safe, inclusive and respectful working environment in which everyone is treated equally and fairly and can fulfil their potential.

Rheinmetall is committed to protecting personal data and personal rights. The locally applicable data protection regulations are observed and adhered to.

Material negative impacts

Necessary shift work at production facilities can have health and social effects and could thus lead to potentially negative impacts on the workforce. Through measures such as a company health management or rotating shift schedules, Rheinmetall endeavours to mitigate or completely prevent these potential effects.

Systematic data collection on persons with disabilities is voluntary or only partially regulated by law in many countries. Without sufficient knowledge of such data at Rheinmetall, targeted inclusion measures are difficult.

On the basis of abstract data analyses and in dialog with those responsible at site level, Rheinmetall has gained an understanding of the hazards of certain activities and sites. Local audits, evaluations of industry risks and exchanges with associations contribute to further development of this understanding. Work-related health hazards are typically more relevant to workers at manufacturing sites.

It is Rheinmetall's firm belief that the employees' gender is irrelevant for the amount of compensation. Measured in terms of the gross hourly earnings of all female and male employees, there is a gender-specific income difference ("unadjusted pay gap") of 17.0%. This corresponds approximately to the statistical wage gap of 18% in 2023 as reported by the Federal Anti-Discrimination Agency. To determine the unadjusted gender pay gap, only the average gross hourly earnings of male employees are subtracted from the gross hourly earnings of female employees, in line with the ESRS definition. The result is divided by the average gross hourly earnings of male employees and the ratio is calculated. The number of employees on which this calculation is based does not include trainees, dual students, interns and working students. However, this legally prescribed definition for reporting purposes, does not allow the determination of any actual gender pay gap for work of equal value between female and male employees ("adjusted pay gap"), as further job-specific and individual parameters must be compared.

Material risks and opportunities

The implementation of Rheinmetall's ambitious growth-oriented corporate strategy, the achievement of its financial targets and its sustained economic success are supported, among other, by highly qualified employees from a wide range of disciplines.

In countries such as India, South Africa, Brazil and Mexico, where Rheinmetall has sites, there is a theoretical risk of child and forced labor. However, both internal and external reviews show that this risk does not actually exist for employees at Rheinmetall. No activities have been identified at Rheinmetall that display an increased risk of child or forced labor.

Policies related to own workforce

The guidelines published by Rheinmetall reflect the company's sense of responsibility towards its workforce. They include topics such as working conditions, diversity, health and safety as well as training and skills development. The guidelines not only offer insights into the corporate culture, but are also a benchmark for social responsibility at Rheinmetall. The clear and comprehensible design of the guidelines promote employees' understanding of the guidelines, build trust among stakeholders and ensure competitiveness.

- The following principles and international guidelines built the foundation of Rheinmetall's HR strategy:
- Corporate philosophy with vision, mission and the corporate values of respect, trust and openness
- Code of Conduct with binding rules, on topics such as human rights, anti-corruption, compliance and adherence to competition and antitrust law
- Global Framework Agreement on Principles of Social Responsibility (FAIR2ALL)
- Declaration of Principles on Respect for Human Rights and the Environment pursuant to Section 6 (2) of the German Supply Chain Due Diligence Act, published in December 2023, Version 1.0 (hereinafter referred to as Declaration of Principle)
- Position paper of the Executive Board of Rheinmetall AG and the European Works Council on the transformation and internationalization of the Rheinmetall Group
- Ten Principles of the United Nations Global Compact on human rights, working standards, environmental protection and anti-corruption
- Charta der Vielfalt e.V. (engl.: Diversity Charta) – a corporate initiative to promote diversity in companies
- Framework Agreement on Health Management of the Rheinmetall Group between Rheinmetall AG and the European Works Council
- Luxembourg Declaration on the promotion of occupational health

The HR strategy promotes the perception of Rheinmetall as an attractive employer among potential and existing employees. The Executive Board of Rheinmetall AG and its central departments, in particular Human Resources and Compliance, are responsible for implementing the personnel strategy. For more information, see [»Strategy](#).

On October 12, 2018, the Executive Board of Rheinmetall AG and the European Works Council (EWC) signed a global framework agreement on the principles of social responsibility (FAIR2ALL) together with the international trade union federation "IndustriAll Global Union". It contains regulations for respecting human rights. FAIR2ALL, the Code of Conduct and the Statement of principles explicitly include the topics of child and forced labor as a framework for action. The prohibition against human trafficking is also addressed in the Code of Conduct.

Rheinmetall is aware of its responsibility towards its employees and strives to ensure a safe and healthy working environment. In order to ensure occupational safety and health protection, Rheinmetall companies with more than 100 employees were required to implement an externally certified management system in accordance with ISO standard 45001 by the end of 2024.

The "Inclusion Agreement" was concluded on September 26, 2023 between Rheinmetall AG, the Rheinmetall Group Representative Body for Severely Disabled Employees and the Group Works Council with the goal of improving the professional inclusion of persons with disabilities and supporting their inclusion in the workforce. The German General Act on Equal Treatment strives to prevent or eliminate discrimination on the grounds of gender, religion or belief, disability, age or sexual identity, for example.

In addition, Rheinmetall has a diversity policy since 2017, which stipulates that no one may be treated unfairly, disadvantaged, harassed or marginalized in an unlawful manner due to their nationality, skin color, ethnic or social origin, marital or family status, pregnancy or maternity, religion or belief, age, disability, physical constitution, appearance, sexual orientation, ideology and political opinion, gender or membership in a political party or company or trade union representation.

Policies | Secure employment

Rheinmetall recognizes the importance of secure and permanent employment. Rheinmetall strives to ensure that all work is carried out in accordance with the applicable legal framework and acts accordingly within its own sphere of influence. These principles are anchored in FAIR2ALL, among others.

The Executive Board of Rheinmetall AG and the European Works Council promote the dialog on the topics of transformation and internationalization in order to effectively address the resulting challenges. The goal is to manage the extensive tasks that Rheinmetall will face. Possible negative impacts need to be mitigated and additional potential utilized in order to create sustainable prospects for Rheinmetall employees. The goal is to achieve successful corporate development with viable prospects for sustainable employment.

Rheinmetall also recognizes the importance of secure employment during and after structural changes. In the event of unavoidable actions such as staff reductions or the relocation or closure of sites, Rheinmetall complies with national legal requirements regarding the involvement of employee representatives (including trade unions) as a matter of course. The necessary dialog should be guided by the idea of a socially responsible approach in order to circumvent redundancies as much as possible.

In an environment of dynamic developments, growing demands and the increasing complexity of technologies, products and processes, experienced managers, highly qualified specialists and ambitious young professionals make a significant contribution to achieving corporate goals with their knowledge, experience and motivation, thereby securing long term employment opportunities. In view of demographic transformation and the widespread shortage of skilled employees, the tailored and future proof development of employees, including managers and skilled workers, is an important success factor for Rheinmetall's continued growth and viability. A key element of the future and transformation concept is the tailored training of employees with the goal of providing them long-term employment opportunities.

In addition to traditional and modern means of recruiting employees, Rheinmetall relies on its inhouse training and personal development of young professionals and is in close contact with universities, technical colleges and research institutes. This enables Rheinmetall to attract suitable graduates at an early stage, particularly from science, technology and economics .

Policies | Adequate wages

Rheinmetall offers attractive remuneration conditions that are intended to make a significant contribution to promoting social sustainability and long-term corporate success. The basis for the adequate wage of employees is a regular base salary. It is established on a market basis and takes into account factors such as qualification, experience and area of responsibility. The base salary may be supplemented by further salary components in accordance with the respective regulations applicable to the employment relationship.

If there are no statutory or collective regulations, remuneration and benefits are based on market conditions. Wages and reimbursement of expenses are paid in recognized currencies and can only be withheld if there is a sufficient legal basis and a corresponding justification in the payroll accounting. Employees receive a written or digital pay slip when their wages are paid, insofar as this is customary in the region, which clearly shows all wages, fringe benefits and any deductions. If an appropriate statement is not common regional practice, employees can receive one on request. If necessary, a verbal explanation is provided. The principles of adequate wage are defined in the FAIR2ALL and the Declaration of Principle.

Policies | Social dialog

Rheinmetall observes the statutory information and participation rights of employee representatives when planning organizational and technical changes. Rheinmetall grants employees a free and fair decision as to whether they wish to form or join a representative body. Rheinmetall and its managers must remain neutral in this regard and may not influence the employees' decision.

Policies | Freedom of association

Rheinmetall respects the rights to freedom of association and strike, insofar as they are exercised in accordance with national laws, regulations and practices. Rheinmetall is guided by ILO Convention 98 and accepts the freedom of collective bargaining and the results of collective bargaining based on national regulations.

Policies | Work-life balance

Rheinmetall places great importance on the work-life balance. The FAIR2ALL strives to ensure safe and healthy working conditions, compliance with statutory working time regulations and those applicable at the place of employment, in particular the relevant ILO conventions, and the granting of public holidays and regular paid leave. The principles for organizing working hours are also defined in the Declaration of Principle.

Policies | Health and safety

Rheinmetall strives to minimize any risks and hazards as far as possible that could lead to a possible impairment of the health and safety of employees. Rheinmetall maintains and promotes the health, performance and job satisfaction of its employees through continuous improvements to the working environment, suitable work equipment (such as ergonomic aids and protective equipment as well as a wide range of prevention programs and health promotion measures). Rheinmetall has also committed to these principles in the FAIR2ALL and in the European Framework Agreement on Health Management.

Rheinmetall is aware of its responsibility towards its employees and strives to ensure a safe and healthy working environment. Rheinmetall guarantees occupational health and safety at the workplace in compliance with the regulations applicable at the respective sites. Workplaces are designed in accordance with the legally and generally recognized safety-related and occupational health requirements, thereby allowing everyone to perform their work without incident and with as little strain as possible.

With regard to occupational safety, the ISO 45001 certification is an important element at the operational sites of Rheinmetall. It describes the requirements for an effective and efficient occupational health and safety management system. Employees are accountable and obliged to familiarize themselves with all relevant safety regulations and to apply them consistently and with due care in their own work area. Rheinmetall undertakes targeted health promotion activities to prevent and counteract health hazards caused by workload and stress. The Rheinmetall AG signed the Luxembourg Declaration on Workplace Health Promotion at the annual meeting

of the European Works Council. This obliges companies to promote health in the workplace through safe working conditions and health-conscious actions.

When deploying its own or external security personnel to protect the sites, Rheinmetall does not tolerate any unlawful behavior by these personnel towards employees or third parties. Rheinmetall creates framework conditions according to which security forces respect human rights and do not act unlawfully. These include in particular the integrity of life and the prohibition of humiliating treatment. Rheinmetall is also committed to this in the Declaration of Principles on Respect for Human Rights and the Environment

Policies | Anti-discrimination and diversity

Rheinmetall regards an appreciative and unprejudiced corporate culture as a core value of its diversity. It is important for Rheinmetall to create a safe, inclusive and respectful working environment in which everyone is treated fairly and can unfold their potential.

In times of accelerated technological, economic and social change, ensuring equal opportunities and promoting diversity are among the key tasks of human resources work at Rheinmetall. Diversity is a core element for Rheinmetall and, in times of transformation, a significant factor for innovation, sustainable growth and economic success.

The corporate values of respect, trust and openness, the Code of Conduct, FAIR2ALL and the Diversity Policy form the general conditions for the promotion of diversity and equal opportunities as well as action against discrimination. By signing the Diversity Charter in 2017, Rheinmetall set an example and committed itself to complying with the principles described therein.

The diversity concept defines the key topics of generations, cultures and gender. As part of this, an open, inclusive and appreciative corporate culture is promoted for the conscious handling of cultural diversity and individuality.

Policies | Inclusion

Rheinmetall promotes self-determined and equal participation and creates the necessary general conditions for this. Initial principles and goals were already formulated in 2002 together with the Executive Board of Rheinmetall AG, the Group Representative Body for Severely Disabled Employees and the Group Works Council in a framework integration agreement. In 2017, the German Rheinmetall companies developed a guideline for the employment of persons with disabilities. In September 2023, an inclusion agreement was concluded with the Group representative body for severely disabled employees with the involvement of the Group Works Council, which strives to achieve an employment quota for persons with disabilities.

In FAIR2ALL and the Declaration of principles, Rheinmetall defines projects relating to equal opportunities. Rheinmetall respects and protects the rights of vulnerable persons or groups, such as people with health impairments or disabilities and persons with limited resilience due to other characteristics.

Policies | Skill development

Rheinmetall's success depends to a great extent on the ideas, expertise, motivation and commitment of its employees. Rheinmetall is in increasingly intense competition with other companies for skilled workers. It is a central task of human resources to attract and develop qualified employees. Rheinmetall is committed to this claim in the FAIR2ALL. In addition to performance-based pay and social benefits, Rheinmetall focuses in particular on a wide range of career prospects. Training, assuming responsibility and promotion opportunities have a high degree of relevance for the commitment and satisfaction of the employees. Rheinmetall therefore supports and promotes actions for raising the level of expertise of its employees.

Rheinmetall's commitment to recruiting and developing qualified employees is set out in the position paper of the Executive Board of Rheinmetall AG and the European Works Council on transformation and internationalization. From the perspective of the Executive Board of Rheinmetall AG and the European Works Council, the development and expansion of employees' existing skills and knowledge are of crucial importance for a successful transformation process, which Rheinmetall supports and promotes through targeted actions for employee qualification.

As part of the Declaration of Principles, Rheinmetall is committed to promoting working conditions in which all employees at Rheinmetall can realize their potential. A wide range of further training opportunities help Rheinmetall employees to plan their own development, achieve individual learning goals and expand their skills for the requirements of their current job or for new tasks, activities or job profiles.

Policies | Child and forced labor

The minimum age of workers is determined by the relevant laws and, where applicable, collective bargaining agreements, insofar as these do not fall below the minimum employment age stipulated in ILO Convention 138. Child labor is prohibited (ILO Conventions 138 and 182) and the employment of young people must not endanger their physical and mental development. Rheinmetall does not tolerate the employment of children and is committed to this in its Code of Conduct.

Rheinmetall is committed to respecting human rights in the FAIR2ALL, the Declaration of Principles, and strictly rejects any form of forced labor, human trafficking, slavery or slavery-like practices. Respect for applicable laws and regulations as well as corporate values is a central component of the corporate culture and the mission statement for corporate governance.

Policies | Privacy

Rheinmetall is committed to the protection of personal data. The protection of the personal rights of employees and other business partners with regard to the use of their personal data is essential for Rheinmetall.

The processing of personal data always requires a legal basis, a contractual provision or the consent of the data subject. Rheinmetall maintains a data protection culture that ensures the compatibility of operational requirements for the processing of personal data with the interests of the data subjects worthy of protection. Rheinmetall complies with the locally applicable data protection regulations of the countries in which Rheinmetall operates. Irrespective of its geographical and material scope of application, the GDPR is recognized as the standard for interpreting and evaluating data protection requirements for all Rheinmetall companies. Rheinmetall thus works to protect the rights and freedom of every individual, including the right to information, correction, blocking or deletion of their personal data.

The data protection guideline and the data protection manual are the central regulations for data protection at Rheinmetall. With the data protection guideline, the Executive Board of Rheinmetall AG defines how the group companies comply with the set data protection targets and the statutory provisions on data protection. It describes the implementation of data protection regulations for the handling of personal data throughout the Group worldwide and describes the central targets, principles and organizational structures for this purpose. The data protection manual specifies Rheinmetall's data protection management system (DSMS) for the EU/EEA legal area and provides orientation for the structure of the DSMS with regard to other legal systems. It also describes processes and the organizational requirements for both the Data Privacy Organization and the specialised departments for processing data protection requirements and updating these regulations.

Policies | Human rights

Rheinmetall supports the protection of human rights within its own sphere of influence. This commitment is reflected in the signing of the UN Global Compact and in the Code of Conduct as well as in the FAIR2ALL, which sets out the agreed principles of social responsibility. The documentation of human rights due diligence obligations in Rheinmetall's own business area and the risk management procedure are set out in the instructions for implementing the German Supply Chain Due Diligence Act (LkSG) in its own business area. Rheinmetall has also established the Corporate Social Integrity department in order to strengthen the importance of human rights and the key topics of anti-discrimination, diversity and global occupational health and safety.

Processes for engaging with own workers and workers' representatives about impacts

Local works councils and central works councils form the basis of co-determination in Germany. Topics that need to be regulated uniformly for all group companies in Germany are discussed in the Group Works Council.

The European Works Council exercises the rights of European employees to information, consultation and advice in cross-border European matters. Rheinmetall has also signed the FAIR2ALL agreement with the international trade union organization IndustriAll Global Union. Accordingly, Rheinmetall respects the fundamental right of employees to form, join and be represented by trade unions within the framework of freedom of association and the respective national regulations.

In the Supervisory Board of Rheinmetall AG, which is based on joint representation, the employees of the German companies are also represented by two elected trade union representatives, five elected workers' representatives and one elected representative of the managerial staff. Workers' representatives are also members of the existing Supervisory Boards of the German group companies.

Workers' representatives | Worker Representative Involvement

The majority of Rheinmetall companies in Germany have local works councils, several general works councils and a Group works council as well as economic committees. The formation and participation rights of German works council committees are governed by the German Works Constitution Act. Rheinmetall also has a Group works agreement on the structure of the Group Works Council.

The meetings of the Group Works Council as a whole take place several times a year with the participation of the Director for Industrial Relations at Rheinmetall AG, including the associated central department, as well as other employer representatives on selected specialist topics. In addition, the Group Works Council currently has specialist committees on the topics of pensions, profit-sharing, performance-related remuneration, HR management, health management (Germany) and information and communication technology. The committees meet several times during the year, either internally or with employer representatives from the central departments and/or the respective specialist functions, as well as with the additional involvement of external experts as required. Quarterly meetings are also held between the Group Works Council Executive Board, the Director for Industrial Relations and the relevant central department. Additional meetings are held to negotiate cross-company restructurings.

The European Works Council meets annually for a one-week meeting with the participation of the Director for Industrial Relations and the associated central department to discuss selected topics. A meeting of the Executive Committee of the European Works Council (currently three delegated members from German sites and two members from international sites) is held four times a year and is attended by the Director for Industrial Relations and the associated central department. In addition, the European Works Council has project groups that meet twice a year with the participation of the relevant central department. There are currently project groups on the topics of health management (global) and transformation and internationalization.

The Director for Industrial Relations bears operational responsibility for ensuring that the results of the dialog with employee representatives and employee surveys are brought to the full Executive Board of Rheinmetall AG and management meetings and taken into account as part of the HR strategy.

Chief Human Resources Officers (CHROs) are defined for each division reporting to the Director for Industrial Relations. The CHROs manage HR issues in the Group's national and international companies. The HR managers of the respective national and international group companies and sites report to them. The Director for Industrial Relations prepares topics for the joint meetings with the CHROs and the responsible central departments of Rheinmetall AG. The CHROs are in close consultation with the local HR managers, who in turn are in close contact with the local employee representatives, in particular the local works councils.

Workers' representatives | Agreements

The FAIR2ALL described above applies to all Rheinmetall companies in Germany and abroad in which Rheinmetall exercises industrial management. Rheinmetall is also committed to ensuring that the agreed principles of social responsibility are applied or that comparable rules of conduct are introduced and followed in companies in which Rheinmetall does not exercise industrial management or in which it holds a minority interest. In this sense, FAIR2ALL helps to guarantee the rights of employees and trade unions.

On July 6, 2022, the Executive Board of Rheinmetall AG and the European Works Council adopted a position paper on the transformation and internationalization of the Rheinmetall Group, which is directed at all Rheinmetall companies and sites in Europe. It contains principles for securing the site and employment, for the use of political framework conditions, for the impacts of new technologies and alternative products, for skills development, for demographic change and for dealing with the impacts of the internationalization of the Rheinmetall Group. Among other things, it provides for the production and location strategies of the respective units to be presented transparently and discussed in terms of their impact on employees at the annual meeting of the European Works Council. In particular, the motives and backgrounds of technologies, products and product segments at European sites are presented transparently.

Persons with health impairments or disabilities are integrated into working life at Rheinmetall and represented by the Group Representative Body for Severely Disabled Employees and the Local Representative Bodies for Severely Disabled Employees.

The Group works agreements applicable to the German companies are negotiated and concluded with the Group Works Council, currently for example on the topics of company pension schemes through the Rheinmetall Plus 2.0 pension system, profit-sharing for employees covered by collective agreements and performance-related and success-based remuneration for employees not covered by collective agreements.

Employees representatives | Social dialog with employees and their representatives

Workers' representatives play an active role in representing the interests of employees. They are available to employees as contact persons at group, company and site level on the basis of the applicable statutory regulations.

Rheinmetall conducts regular dialog processes and surveys to obtain the opinions of employees and constructively involve them directly in business processes. The anonymous YOUR VOICE survey in particular enables all employees to express their opinions directly. It is a tool for obtaining direct feedback on topics such as job satisfaction, working conditions and corporate culture. The results of these surveys are made known to employees and workers' representatives, provide valuable insights into the perception and acceptance of cooperation and reveal potential for improvement. By combining these approaches, Rheinmetall can continuously evaluate, optimize and strengthen the quality of cooperation with the workforce.

Rheinmetall also offers a family service throughout Germany, which provides employees with advice and support on issues relating to the compatibility of work and children as well as work and care. Rheinmetall also provides a company social counseling service to help with personal, family and psychological concerns and conflicts in Germany.

To ensure that the health of employees can be promoted at each site, managers and contact persons have also been appointed to coordinate activities relating to health in the respective business area. Rheinmetall has also created a Think Healthy Committee consisting of the Global Health Manager, a link to the European Works Council and the divisional health coordinators. It is responsible for the development and implementation of the Global Health Management (GHM) strategy, the annual planning of group-wide GHM targets, the binding definition of international health management measures and compliance with the framework agreement on health management at Rheinmetall between the Executive Board of Rheinmetall AG and the European Works Council. The Think Healthy Committee regularly evaluates group-wide health issues, from which recommendations for action are derived for the Executive Board of Rheinmetall AG.

The GHM also takes into account the needs of persons with disabilities or people with special requirements. Through the central management of health-related measures and the creation of responsibility structures, such as local health coordinators, the GHM offers a point of contact for the concerns of individuals with special requirements.

Processes to remediate negative impacts and channels for own workers to raise concerns

Rheinmetall has developed and established a group-wide, transparent and effective procedure for eliminating negative impacts on employees on the basis of applicable laws and regulations.

The manual for the Rheinmetall whistleblower system and the misconduct response policy define binding general conditions for the procedures through which the own workforce can raise concerns, the documentation process and derived actions. For more information, see chapter [»Corporate Governance](#).

If negative impacts are identified, Rheinmetall takes actions to end or mitigate them. The type of action varies depending on the situation. The internal processing is carried out for the whistleblower by the responsible departments, usually by the local and central compliance department, if necessary with the involvement of other specialised departments. Furthermore, remedial measures at Rheinmetall may include optimizing work processes or adapting group-wide, company-wide or operational regulations or guidelines, adapting or introducing new training courses or providing compensation.

Rheinmetall monitors and evaluates the effectiveness of the actions taken. In particular, Rheinmetall incorporates feedback from employees to ensure that the actions fulfill their intended purpose.

Allegation management | Process

Several communication channels have been set up for reporting rule violations. Rheinmetall relies on open communication with employees in order to identify concerns and obstacles at an early stage. Employees are offered the opportunity to communicate their concerns to Rheinmetall via various channels, including internal and external grievance mechanisms. The various communication channels consist of central and decentralized reporting offices and ombudspersons. They can be contacted in person on site (if available), by telephone, post, email and web application, or anonymously if preferred.

Employees can turn to internal complaints offices to address their concerns. This includes the direct communication to the respective supervisor by means of a personal meeting, telephone call or in text form. In addition, there are other communication channels through which employees can submit any complaints to Rheinmetall - also completely anonymously. A complaints procedure has been set up for this purpose in accordance with the German Whistleblower Protection Act and the LkSG. This includes a report to the local or central compliance organization or to the Group-wide electronic whistleblower system. If data protection violations are suspected, it is also possible to contact the Data Privacy Organization. Rheinmetall ensures the implementation of the procedure for each site by appointing responsible compliance officers and monitoring the implementation of internal regulations. In addition, the central department is responsible for these processes and their availability centrally.

Rheinmetall conducts various dialog processes and surveys in order to obtain employee feedback and constructively incorporate it into business processes. As part of the YOUR VOICE survey, awareness of the reporting channels of the Rheinmetall whistleblower system was surveyed.

In addition to the internal channels described above, Rheinmetall enables employees to contact external complaints offices operated by independent third parties. To this end, Rheinmetall employs external lawyers as ombudspersons who specialize in reporting procedures and are subject to legal confidentiality. The ombudspersons forward the reports - anonymized if desired - to the Compliance department.

Workers and worker representatives are free to access all legally mandated grievance mechanisms, as well as third-party mechanisms operated by governments, non-governmental organizations, industry associations and other collaborative initiatives.

Allegation management | Whistle-blower protection

Any form of reprisal against persons who report actual or suspected misconduct will not be tolerated. No person who submits a report in good faith within the scope of the Whistleblower Protection Act or the Rheinmetall Whistleblower System Manual may suffer any disadvantage as a result of this report. This includes protection against dismissal, salary cuts or other disadvantages in the workplace. Details on whistle-blower protection can be found in Chapter [»Corporate Governance](#).

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The procedure for determining the impact on employees in our own business area is based on an existing risk management system. The core elements are the identification of risks and the derivation of preventive and corrective measures, including their effectiveness test.

The implementation and planning of actions relating to the impacts is assigned to the responsible central and specialised departments. No extraordinary expenses were incurred in connection with necessary actions in the fiscal year. The effectiveness of the actions is monitored by the specialised departments. The review is carried out annually in dialog with employees and by the central departments as part of the human rights due diligence obligations.

Actions | Secure employment

Rheinmetall's considerable growth also means an increased need for labour. The Global Talent Acquisition, Employer Branding & Diversity department is responsible for the internal and external recruitment of employees. The user-friendly career website offers extensive information and insights into Rheinmetall as an employer. The "Careers worldwide" section provides career information about 21 countries in Europe, North and South America, Africa, Asia and Australia. In addition, potential applicants are given the opportunity to access existing job advertisements quickly and easily.

In addition to the intensive activities in marketing directed at future apprentices, previous marketing measures were expanded at selected universities. Marketing measures have also been expanded to include additional communication channels. With a focus on the important target groups of engineers, IT professionals and skilled workers, Rheinmetall has drawn attention to itself as an attractive employer with campaigns placed in online and specialised media. Rheinmetall was also increasingly represented at recruitment and trade fairs throughout Germany, which are directed specifically at engineers, IT specialists and soldiers. Rheinmetall is present in important job portals, in professional social networks and on employer rating platforms.

In the internal international Global Employer Branding and Strategic Recruiting Community, country managers come together to learn from each other and regularly exchange information on effective recruiting and employer branding measures. The community is managed by the Global Talent Acquisition, Employer Branding & Diversity department.

Actions | Adequate wages

For the Executive Board of Rheinmetall AG, managers and non-tariff employees, variable performance and/or success-related remuneration components are provided that are designed to reward individual and company-related success. The criteria for calculating the variable remuneration components are determined by pre-defined targets, which may include both financial and ESG targets. In this respect, a distinction is made between short-term incentive and - applicable only to senior management and the Executive Board of Rheinmetall AG - long-term incentive.

Rheinmetall's success also benefits employees in Germany who are covered by collective agreements in two ways: Firstly, an additional bonus in the form of a profit share is paid to the majority of employees covered by collective agreements, depending on the Group result. Secondly, almost all employees receive an employer-financed company pension, the amount of which is partly not performance-related and is performance-related. Rheinmetall also offers an allowance for deferred compensation as part of the Rheinmetall Plus 2.0 company pension scheme. This should lead to an improved level of security during retirement.

It is decided annually whether employees of participating Group companies are also granted the opportunity to acquire Rheinmetall shares (share purchase program "Mein Stück Rheinmetall 2.0"). In the fiscal year, Rheinmetall AG once again offered the share purchase program in the Group companies in Germany, Austria, Switzerland and parts of Italy, which provides for an individual monthly savings plan. Through an employer subsidy, employees can acquire shares subject to a holding period at favorable conditions and participate in Rheinmetall's economic success as shareholders.

Actions | Social dialog

Rheinmetall acknowledges the importance of freedom of association, underlined by the FAIR2ALL. Important bodies for communication between the employer and employees are the Group Works Council, the European Works Council and the works councils of the individual legal entities, which promote the exchange of information between management and employees and exercise co-determination rights.

In addition, Rheinmetall uses surveys as a tool to obtain direct feedback from employees on topics such as job satisfaction, working conditions and corporate culture. Collaboration with external stakeholders and exchanges in internal networks provide opportunities for professional and personal exchange.

Actions | Freedom of association

Rheinmetall respects the right of employees to elect their own representatives, to form, join and be represented by employee representative bodies and to engage in collective bargaining. Detailed information can be found in section [»Processes for engaging with own workers and workers' representatives about impacts](#).

Actions | Work-life balance

Working hours and shift schedules are continuously optimized in dialog with employees and their representatives. In addition, the group companies ensure compliance with local legal requirements and regulations regarding working hours.

Depending on the activity performed, employees are given flexible working hours and thus flexibility. These include working time models with different weekly working hours, various part-time options, trust-based working hours and the option to work remotely on a certain number of working days per month. These options allow employees to organize their working hours, enables working parents to take advantage of career opportunities also allows employees to devote themselves to caring for close relatives. The Germany-wide family service supports employees in matters relating to work and family.

Actions | Health and safety

The importance of occupational safety for Rheinmetall is underlined by the consideration of the Lost Time Incident Rate (LTIR) in the remuneration of Executive Board members since 2022.

One element in promoting health and safety was the obligation of the operating units to implement an externally certified management system in accordance with ISO standard 45001 by the end of 2024. The implementation took place in the operating units, with the exception of one international unit, which applies the relevant provisions under local law.

The Global Health Manager works together with the divisional and local health coordinators in the Think Healthy Committee. Thus, Rheinmetall is focusing on promoting employee health and creating a platform for bundling and managing of actions in the group-companies. The goal is to create uniform structures for the implementation of targeted actions, to develop a common understanding of healthy leadership and to support health-promoting action. This is used to continuously identify areas for action and define measures. A group-wide workshop was held with the Director of Industrial Relations to reconcile and plan the focus topics in the fiscal year: nutrition, exercise, prevention and mental health.

At the company level, working groups evaluate relevant health management data, advise on health promotion activities and support their implementation. The working groups are made up of representatives of the company management and employee representatives.

In addition to medical check-ups, employees can also take advantage of various prevention programs on an ongoing basis. The spectrum includes everything from free vaccinations and regular health check-ups, through internal and external sporting offers and consulting services including medically appropriate reintegration following a period of long illness. Rheinmetall organizes global awareness campaigns throughout the Group, e.g. Mental Health Day and World Heart Day.

Actions | Skill development

Rheinmetall offers talented individuals special development programs at various levels. The programs are individually tailored to the three career paths - management, project and expert careers - and successively prepare high performers and high potentials at various career levels to take on management, project or expert functions. The basis is the Rheinmetall competency model, which is oriented towards the competencies relevant to Rheinmetall. The competency model comprises the four areas Shape the Future, Empower People, Develop the Business and Strive for Excellence. Regular meetings between managers and employees are used to discuss performance, targets and individual development opportunities.

Rheinmetall employees are given a wide range of training opportunities to plan their personal development, achieve individual learning goals and expand their skills for their current or future tasks. The provision of personnel development and qualification measures is based on regular needs assessments in the companies.

The Rheinmetall Academy in Düsseldorf is the Rheinmetall training center. The Academy offers not only classroom training, but also blended learning and remote training. It forms the basis for personnel and management development and offers Group-wide further training opportunities in the form of training courses, seminars and workshops for employees and managers.

Actions | Anti-discrimination and diversity

Discrimination in the workplace, on social media and on other public platforms will not be tolerated. Rheinmetall is committed to ensuring that no one is disadvantaged or harassed on the basis of protected personal characteristics.

Developing further understanding between the generations and emphasising opportunities for cross generational working and learning play an important role. Rheinmetall supports employees with further training on dealing with diversity at work, e. g. through various seminars and e-learning courses on cooperation between generations in the workplace and intercultural skills.

Based on detailed analyses and calculations, interdisciplinary teams develop new programs that take into account the different needs of national and international sites as well as the age structure of employees. The tailored actions include, in particular, the targeted transfer of knowledge between employees, the formation of diverse teams, the consistent training of young professionals and the tailored recruitment and marketing activities. Adjustments to work and organizational processes as well as additional actions and offers to promote health are also included.

Rheinmetall values the internationality of its employees, particularly at management level. When filling management positions in the individual countries, local talent is encouraged. Rheinmetall motivates employees to network and move to other areas or sites.

Female employees in particular can exchange ideas in the international community women@Rheinmetall. It offers its members a forum for knowledge transfer and exchange of experience as well as support in professional matters. Among other things, the community promotes the cooperation and visibility of women at Rheinmetall and coordinates the exchange in regular network meetings and a global annual conference.

Rheinmetall's strategy is to attract women to work at Rheinmetall and to support female talent also in management positions. The Talent Acquisition, Employer Branding & Diversity department works closely with people development to develop systematic recruiting approaches, training concepts and development measures that support the increasing participation of women in management and prepare them for future management roles.

Actions | Inclusion

Due to the open corporate culture, people with health restrictions and disabilities are integrated into working life at Rheinmetall. They can contribute their talents and develop their skills. The focus is on promoting existing strengths and potential. An important prerequisite for this are jobs that are individually adapted to the type and degree of health impairment or disability.

In Germany, the representatives of severely disabled persons ensure that all persons with disabilities have effective representation of their interests. They are committed to the rights, promotion and integration and provide advice and support. The general representative bodies for employees with disabilities and the Group representative body for employees with disabilities ensure that the interests of persons with disabilities are represented in all German group companies.

The inclusion agreement describes an employment quota for persons with disabilities. Each company strives to achieve an employment rate of at least 5% for persons with disabilities. The inclusion team will advise on appropriate actions. If the employment rate falls below 3%, the introduction of special measures is discussed.

Actions | Child and forced labor

The prohibition of child labor under the minimum permissible age is ensured by internal processes and monitored by means of a risk management system. In addition, audits were carried out at seven international sites in the reporting year with the help of an external provider to prevent child and forced labor. As a result, no remedial measures were necessary with regard to child and forced labor, as no child and forced labor takes place.

Actions | Privacy

In order to identify potential data protection incidents at an early stage, mitigate them appropriately and, if necessary, report them to the responsible data protection supervisory authorities, Rheinmetall maintains an open and transparent culture and offers various channels for reporting such incidents. This includes the central whistleblower system and direct contact with the data privacy or compliance organization. For more information, see chapter [»Corporate Governance](#).

In addition, data protection is integrated into central processes and structures as an stakeholder or review body to ensure compliance with requirements in operational business, e. g. when introducing IT applications, commissioning data processing service providers or designing new processes.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The existing targets are continuously reviewed and updated with the involvement of employee representatives, the central and specialised departments and the results of surveys. Setting sustainability targets is also part of Rheinmetall's sustainability strategy.

Rheinmetall's strong market position and the associated influence on secure employment makes Rheinmetall an attractive employer. To ensure this in the long term, the goal is to continuously attract suitable applicants and to retain employees at Rheinmetall.

Rheinmetall stands for fair cooperation and a trusting and constructive exchange with employee representatives and trade unions in Germany and abroad. The goal of social dialog is to reconcile the interests of the employer and the needs of the employees. A good work-life balance is essential for Rheinmetall. Rheinmetall always strives for adequate wage and modern remuneration systems.

The goal of health promotion is not only to avoid hazards and risks, but also to design workplaces in such a way that healthy working practices and health-conscious behavior are guaranteed in the workplace. The central management of occupational safety strives to strengthen networks and create a group-wide exchange forum. .

Rheinmetall's strategic objectives are used to derive training opportunities that contribute to skills development, such as the increased internationalization of the Group and the transformation of the automotive business. Rheinmetall's goal is to develop employees' skills so that they can develop their individual strengths, fulfil their potential and actively contribute to Rheinmetall's strategic economic goals.

Persons with disabilities are particularly dependent on the protection and solidarity within the company. Their inclusion in training and work is a prerequisite for equal participation in social life. The Corporate Social Integrity department strives to develop and implement measures in the area of anti-discrimination and diversity.

The rejection and thus also the prevention of child and forced labor are firmly anchored as a clear goal at Rheinmetall.

The data protection regulations are intended to protect the personal data of people in the context of data processing by Rheinmetall.

Characteristics of the undertaking's employees

The key employee figures presented in this Sustainability Statement are based on a headcount at the reporting date of December 31, 2024 while key figures outside of the Sustainability Statement may be based on full-time equivalents (FTE).

The employees listed in these key figures include persons with an active employment relationship at the reporting date (salary recipients), including temporary staff and employees on leave, but exclude non-employees, trainees, dual students, interns and working students. The non-employees in this context are contingent workers and external employees.

The total number of employees by gender is shown below.

Total number of employees¹ by gender

Headcount	12/31/2024
Male	22,956
Female	6,365
Not reported or diverse	1
Total employees	29,322

¹ Not including trainees, dual students, working students and interns

With the exception of Germany, no country employs more than 10% of the employees. The number of employees in Germany is 15,130.

The following key figures on employees are broken down by gender and type of employment contract.

Employees¹ by contact type broken down by gender

Headcount	12/31/2024			
	Number of employees	Number of permanent employees	Number of temporary employees	Number of non-guaranteed hours employees
Male	22,956	22,417	539	-
Female	6,365	6,254	111	-
Not reported or diverse	1	1	-	-
Total employees	29,322	28,672	650	-

¹ Not including trainees, dual students, working students and interns

The above-mentioned fixed-term employees include persons with a fixed-term employment contract and without special protection against dismissal. This includes employees who are subject to regular taxation (full-time and part-time), short-term employees with a low number of hours stipulated in their employment contract in accordance with Section 40 of the German Income Tax Act, students who are employed as temporary staff during the school vacations and do not receive a trainee contract, and trainees who receive a fixed-term employment contract.

The total number of employees who left the company voluntarily or due to dismissal, retirement or death during the financial year is 3,951. This corresponds to a rate of 13.5%.

Collective bargaining coverage and social dialog

The percentage of employees in Germany covered by collective agreements is 58.4%. In addition, all employees in Germany are represented by employee representatives.

Diversity metrics

Management functions across the Rheinmetall Group are classified on a hierarchical basis into eight management levels which correlate to the five management clusters. Among others, the degree of operational, technical and disciplinary management responsibility determines the classification of a position in a management cluster. The top management level of the Rheinmetall Group shown here consists of management levels one to four, which are divided into executives and top management. The Executive Board and the heads of the divisions form the executive level. Top management consists of the heads of the central departments and the members of the business units and divisional management teams.

The gender distribution at the top management level is shown below.

Gender distribution at top management level

Headcount	12/31/2024	
	Number of employees	Percentage
Male	103	88.0%
Female	14	12.0%
Not reported or diverse	-	-

The employees of the Rheinmetall Group are divided into the following age groups.

Distribution of employees¹ by age group

Headcount	12/31/2024	
	Total employees	Percentage
Under 30 years old	4,028	13.7%
Between 30 and 50 years old	16,702	57.0%
Over 50 years old	8,592	29.3%

¹ Not including trainees, dual students, working students and interns

Adequate wages

All employees receive an adequate wage in accordance with the applicable reference values in the fiscal year 2024.

Health and safety metrics

The percentage of employees covered by the company's health and safety management system implemented on the basis of legal requirements or recognized standards is 97.7%.

There were no fatalities among employees as a result of work-related injuries and illnesses.

The number of reportable accidents at work among employees is 386. The quota is 6.8 and corresponds to the Lost Time Incident Rate relevant to Rheinmetall's remuneration. The figures are based on the employees' planned working hours.

Compensation metric

The annual total remuneration for the highest-paid person is divided by the median of the annual total remuneration of the employees minus the highest-paid person. The ratio thus determined is 5,977%.

Incidents, complaints and severe human rights impacts

The number of employee complaints received via the grievance mechanism channels in the fiscal year amounted to 146. A total of nine cases of discrimination, including harassment, were confirmed during the reporting period. There were no complaints submitted to the OECD National Contact Points for Multinational Enterprises. There were no significant fines, sanctions or claims for damages in connection with aforementioned incidents and complaints. The reconciliation of the monetary amounts stated with the most meaningful amount stated in the financial statements is 0 (zero).

There were no serious incidents relating to human rights in connection with labor. There were no complaints regarding violations of the United Nations Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises. There were no fines, sanctions or compensation payments for human rights-related incidents described. The reconciliation of the monetary amounts stated with the most meaningful amount stated in the financial statements is 0 (zero).

Workers in the value chain

Impacts, risks and opportunities and their interaction with strategy and business model

Value chain workers within the meaning of the ESRS are persons who work in the company's value chain, regardless of the existence or nature of a contractual relationship with the company.

Rheinmetall maintains business relationships with numerous suppliers for the manufacture of its products. The Rheinmetall Group Purchasing department, which is described in more detail under [»Governance](#), is responsible for cooperation with suppliers. The aim of Group Purchasing is to establish and maintain long-term supplier relationships. As explained below, there is a transparent overview of those suppliers with whom there are direct contractual relationships. So far, there is little insight into the deeper supply chains where potential risks may lie. The mining of raw materials such as bauxite, nitrocellulose (linters), tin, tungsten, copper, cobalt, gold, aluminum and the processing of raw materials such as plastics and semiconductors (mica) in various regions around the world such as Guinea, Brazil, the People's Republic of China, Indonesia, Myanmar, Peru, the Democratic Republic of Congo and Vietnam poses a potential risk of human rights violations. Cases of child and forced labour, lack of health and safety protection, violence and harassment have become known through media reports and pose potential negative impacts through the use or extraction of materials. The generic analysis of the deeper value chain (Tier N suppliers and their employees) confirmed these potential risks, although no specific group of affected parties was identified. Rheinmetall plans to gain more comprehensive insights into

the upstream value chain at the Tier N supplier level from 2025 onwards. On this basis, corresponding targets are to be derived and potential risks in this area are to be minimized as far as possible.

Rheinmetall does not tolerate human rights violations and strives to counteract any potentially negative impacts on value chain workers within its own sphere of influence. Guidelines such as the supplier Code of Conduct (SCoC) and specifications such as the instruction on supplier screening in accordance with the German Supply Chain Due Diligence Act (LkSG) state that Rheinmetall expects suppliers to have the same understanding with regard to respecting human rights, for example by agreeing on disclosure clauses. The aforementioned guideline or requirement relates to workers in the upstream value chain (Tier 1) with whom contractual relationships exist. Human rights violations can affect workers in the far upstream value chain who are involved in the extraction or processing of raw materials in the relevant regions. Rheinmetall's Responsible Minerals Sourcing Policy from 2022 ensures that no raw materials are sourced from conflict regions.

In addition to the SCoC, which must be signed by the Tier 1 supplier at the beginning of each business relationship, Purchasing has implemented a comprehensive supplier risk process. The ESG Supply Chain team at Group headquarters carries out regular risk analyses together with the divisions. The corresponding regular reporting takes place on a quarterly basis and is presented to the Chief Purchasing Officer and the divisional purchasing managers as part of the operational Rheinmetall Group Purchasing Council (RPG Council). The strategic RPG Council also decides on topics such as a possible adjustment to the supplier risk analysis. The risk analysis is supported by the software provider EcoVadis and is carried out on an ongoing basis. In addition, the Risk Management Council (a cross-divisional council of the Rheinmetall Group) is working on a list of criteria that defines when a supplier's supply chain should be examined more closely. The result will be available in the course of the 2025 fiscal year.

Policies related to value chain workers

The SCoC and the instructions for supplier audits in accordance with the German Supply Chain Duties Act are updated regularly by Group Purchasing, with the SCoC being updated for the last time on January 1, 2025. Both documents have an effect on Tier 1 to Tier N suppliers and their employees. At the same time, they are a central working tool for those at Rheinmetall who make purchasing decisions. Signing the SCoC is mandatory for direct suppliers as part of the onboarding process. Only in exceptional cases and in consultation with the legal department or compliance can minor adjustments to the SCoC or equivalent agreements be accepted as an alternative. New supplier systems are checked and approved at divisional level. The RPG Council is responsible for the implementation accordingly. Among other things, the SCoC refers to the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions, the United Nations Sustainable Development Goals, the 10 principles of the UN Global Compact and the Diversity Charter, which stand for the prevention of human rights violations such as human trafficking and child and forced labour.

The SCoC is available on the Rheinmetall website. The instruction on supplier screening in accordance with LkSG is an internal document. Both documents are available to employees on the intranet. The SCoC defines the requirements for suppliers with regard to human rights, working conditions, environmental protection and business integrity. The process for monitoring effectiveness is described in the instruction for the supplier screening. If a supplier is in breach of its obligations under this SCoC or if a breach is imminent, appropriate remedial action must be taken to prevent, terminate or minimize the extent of the breach.

In case of an LkSG relevant infringement, Group Purchasing informs the responsible divisional ESG Supply Chain Officer, who notes and processes the information in the electronic whistleblower system in consultation with Compliance Central Investigations. If knowledge is obtained through the whistleblower system, for example through the whistleblower system, Group Purchasing is informed by Compliance Central Investigations. The process for reviewing the suspected case includes the following steps:

Three internal escalation steps are designed to ensure that potential or identified breaches of due diligence are remedied or prevented. As a first action, the Division ESG Supply Chain Officer demands an immediate termination of breach at the immediate supplier if it has occurred in the supplier's own business area. If an indirect supplier is affected, the direct contractual partners are obliged to remedy the situation. Continuous documentation of the individual steps takes place throughout the entire process. The supplier reports its remedial measures by means of an action plan.

In the second escalation step, the follow-up of the action plan is reviewed by the ESG Supply Chain Officer. An ESG audit can also be conducted. The Group Social Compliance Officer must be involved in the audit in the event of serious breaches of due diligence.

If the violation persists, the operational RPG Council is involved in the final escalation step. The supplier's management is contacted in order to obtain the cessation of the violation. If this is not successful, the operational RPG Council will decide on the potential blacklisting of the supplier. In order to ensure that the cause of the breach has been permanently eliminated, the supplier must provide appropriate proof after six months to prove the effectiveness of the actions taken.

The double materiality analysis did not identify any material impacts, risks and opportunities in connection with the exchange with labour in the value chain or with remedial measures. There is no general approach to the exchange with workers in the value chain. Compliance with the human rights conventions of the OECD Guidelines for Multinational Enterprises, UN Guiding Principles and ILO Core Conventions mentioned in the SCoC is monitored by the ESG supplier risk analysis, which is carried out in two stages.

In the first stage, an abstract risk analysis is carried out using established, external software solutions to examine country and sector risks with regard to environmental, social and governance issues. The country risk assessment consists of the areas of environment, ethics and labour and human rights. Information such as the Environmental Performance Index, HDI Development Index, control of corruption, rule of law, Corruption Perception Index, women's rights and other criteria are included in the country evaluation. For the industry risk assessment, the supplier's International Standard Industrial Classification (ISIC) category is examined in detail and evaluated in terms of the environment, ethics, labour and human rights and sustainable procurement.

In the second stage, the specific risk analysis is carried out using EcoVadis ratings. The supplier itself is involved and asked to provide information and proof. At the end of the process, the so-called scorecard is produced, which shows an overall score and topic scores in the areas of environment, labour and human rights, ethics and sustainable procurement. Here, the topics of environmental, labour and human rights include the requirements of the German Supply Chain Due Diligence Act.

Suppliers are approved for procurement if they are classified as low risk. If, on the other hand, the risk classification is high, the operational RPG Council is involved and takes the decision on how to proceed. Possible decisions include requiring the supplier to provide evidence of an EcoVadis scorecard within a certain period of time, or not entering into a business relationship with the supplier.

Processes for engaging with value chain workers over impacts

Rheinmetall is actively involved in the Automotive Sector Dialogue. The National Action Plan (NAP) for Business and Human Rights adopted in 2016 enshrined the responsibility of German companies to respect human rights along their supply chain for the first time. Companies have been called upon to implement the United Nations Guiding Principles on Business and Human Rights in Germany as part of this, the Federal Ministry of Labour and Social Affairs (BMAS) commissioned the German Supply Chain Due Diligence Act (Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH) to conduct industry dialogs. The first dialog in this series is the Automotive Sector Dialogue, which was introduced in 2020. The members of this multi-stakeholder initiative develop a common understanding of possible sector-specific human rights risks, draw up implementation-oriented publications and implement joint pilot projects. Rheinmetall takes part in these regular meetings together with other companies, trade associations, trade unions and non-governmental organizations as well as institutions from other ministries outside the BMAS. In addition, the Automotive Industry dialog organizes cross-industry professional events on the topic of implementing due diligence obligations in global supply chains. The members of the Automotive Sector Dialogue exchange information on a quarterly basis.

Rheinmetall is a member of the United Nations Global Compact, a globally established sustainability initiative. The signatories undertake to comply with the 10 principles of the UN Global Compact, to respect human rights, to ensure fair working conditions, to protect the environment and to fight corruption. They serve as important

signposts for responsible corporate governance. The UN Global Compact platform offers a wide range of training and networking opportunities that also touch on the topic of the deeper supply chain and its workforce.

The framework agreement on the principles of social responsibility concluded together with the international trade union federation IndustriALL Global Union in 2018 not only holds Rheinmetall's managers and employees accountable in this regard, but also encourages business partners and suppliers to apply these principles accordingly.

In addition, Rheinmetall uses the services of the "Helpdesk for Business and Human Rights" to further expand the exchange with legitimate representatives. The Helpdesk is located in the Agency for Economic Cooperation and Development and is funded by the Federal Ministry for Economic Cooperation and Development.

Rheinmetall is also involved in the German Institute for Compliance (DICO) and regularly participates in the "ESG Corporate Sustainability" and "Human Rights in Companies" working groups, in which topics relating to supply chains and the local workforce are also addressed.

In the 2024 fiscal year, there was no general procedure for working with value chain workers and therefore no insight into the perspectives of particularly vulnerable groups.

Processes to remediate negative impacts and channels for value chain workers to raise concerns

Like other external third parties, value chain workers can report to the Compliance department via the whistleblower system and the Integrity Line. More detailed information on the whistleblower system can be found in the chapter [»Corporate governance statement](#).

The electronic whistleblower platform Integrity Line allows value chain workers to communicate their complaints, concerns and needs anonymously and with a low threshold. Contact can be made online, by telephone or by e-mail to the external ombudsperson. According to the SCoC, the supplier must inform its employees and suppliers of the accessibility and anonymous usability of the complaints mechanism and ask them to pass on the information along the supply chain. The supplier shall refrain from taking any discriminatory or disciplinary action against the whistleblower in connection with the processing of such information. The external ombudsperson is also available to receive information from third parties. In the 2024 fiscal year, there were no indications of negative impacts on workers in the value chain. There were therefore no remedial measures that could have been tested for effectiveness.

In the event of suspected non-compliance with the SCoC, Rheinmetall requests information on the relevant facts and carries out audit procedures. Where appropriate, Rheinmetall may audit the supplier regularly, at least once a year and more than once a year if necessary, for compliance with the obligations under this SCoC.

The audit is to be conducted during the supplier's normal business hours and does not have to be announced in advance for the purpose of effective control. The supplier shall grant access to all documents, business areas and premises relevant for the audit and cooperate to the best of its ability. Appropriate consideration must be given to the legitimate business interests of the supplier and to data protection. Rheinmetall is also legally obligated to maintain confidentiality regarding the subject matter and results of the audit with respect to third parties. Rheinmetall is entitled to have the audit carried out by a third-party company, whereby the supplier's legitimate business interests and data protection aspects must also be protected. Supplier audits do not check whether value chain workers know and trust the grievance procedures.

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of action

Since 2023, the ESG Supply Chain team function has been responsible for the topic of social responsibility in the supply chain, with an initial focus on direct suppliers. In order to address the potential impact on the value chain, the ESG Supply Chain team function will be fully dedicated to the topic of supply chain management and relationships with suppliers in the future. Identified potential risks such as human rights violations will be taken into account. In addition, the SCoC was updated as of January 1, 2025.

The establishment of the ESG Supply Chain team and the risk analysis as part of the LkSG are aimed at minimizing negative impacts on the value chain workers and minimizing potential risks for Rheinmetall. There are no additional measures for positive impacts on workers in the deeper value chain. As no opportunities for or impact on value chain workers were identified, no impacts were taken and no performance test was carried out. In the 2024 fiscal year, no procedures were implemented for identifying actions.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Respect for applicable laws and regulations as well as social and environmental values is a central component of Rheinmetall's corporate culture and a guiding principle for corporate governance. Rheinmetall expects the same from its suppliers. In the event of any irregularities, strategies are developed for the affected suppliers in the monthly operational RPG Council. Potential risks lie in the far upstream value chain at Tier N level of the suppliers. Due to the complexity of the supply chain, risks cannot be quantified at present. No targets were therefore set in connection with the Tier N level. From 2025, Rheinmetall plans to gain a deeper insight into the supply chain beyond the direct suppliers in order to derive corresponding targets. In addition, procedures and strategies for identifying necessary and appropriate actions are to be established from the coming fiscal year in order to be able to react to potential negative impacts on the value chain workers.

Consumers and end-users

Material impacts, risks and opportunities and their interaction with strategy and business model

Rheinmetall operates a B2B (Business to Business) business in the automotive sector as a supplier of vehicle components and a B2G (Business to Government) business in the defence technology sector. In the civilian sector, end-users are private and commercial vehicle users; in the military sector, end-users are soldiers or, for example, police officers of the respective government customers.

The products of the Rheinmetall Group are intended to ensure the protection of end-users, so that both actual and potential impacts exist in this context. In the defence technology sector, development, production and service activities are geared towards ensuring the best possible protection for soldiers.

Policies related to consumers and end-users

The Corporate Safety Product Safety Directive describes how the safety of Rheinmetall products is ensured in accordance with current standards and methods. It therefore has an impact on all end-users. The target of the directive is to consolidate the safety culture at Rheinmetall in the long term in order to provide both users and bystanders with the best possible protection when using products. For a holistic approach, system security is the focus of activities here, for which all relevant norms and standards are also included beyond the European Economic Area. Important components of the mission statement include a consistent process, a systematic approach to risks and hazards, the Group-wide exchange of technical experts and independent product safety management to be ensured by the respective management to validate the safety record. Product safety engineering is an integral part of development in order to incorporate safety requirements as early as the design phase. All activities and resources required to ensure product safety must be taken into account from the planning phase onwards.

Operational product responsibility lies with the management of the respective Group companies, who in turn appoint product safety experts to carry out their duties throughout the entire product life cycle, starting with development. These experts act independently of the organization and can report directly to their respective management. For projects with safety-critical features, they are also involved in regular status reporting to the Rheinmetall Group's central Research, Technology and Innovation department.

The compliance and effectiveness of the entire process is ensured by audits, whereby audits are conducted by the product safety management of the respective organization, by the central Research, Technology and Innovation department of the Rheinmetall Group and by independent safety experts.

Detailed descriptions of the overarching human rights obligations, which are also relevant for end-users, can be found in the chapters [»Own workforce](#) and [»Workers in the value chain](#).

Processes for engaging with consumers and end-users

User stakeholders on the customer side, such as procurement authorities or subordinated users themselves, are directly involved in the product development process in firmly agreed technical milestone reviews and continuous System Safety Working Groups in order to be able to take their interests into account in the best possible way and to ensure their safety. The most important elements here are the use of design and simulation tools, which are used at an early stage, and testing in test facilities.

In the defence-related environment, studies are generally commissioned by the customer before the tender of a system, which are intended to investigate the closure of a capability gap determined by the customer. These analyses sometimes deal with risk-reducing actions. For example, one project investigated the risks to the eyes from laser reflections, during operation and maintenance or the impairment of other airspace users. The results are incorporated into a later procurement as a guideline. Rheinmetall is involved in many of these studies. Furthermore, a Human Factors Analysis is carried out during system design, whether for studies or product development, which considers the main factors influencing the system on the user (e.g. load, ergonomics, usability).

In the area of defence technology in particular, field testing is also carried out together with government customers in order to take their requirements and change requests into account as effectively as possible. The entire process is accompanied by internal and external audits to ensure compliance with quality specifications and the Corporate Safety Product Safety Guideline. The Head of the Rheinmetall Group's central Research, Technology and Innovation department is responsible for this guideline, which has been approved by the executive board.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

During the product development process, there is a regular exchange at defined milestones. In the area of defence technology, a regular exchange takes place within the framework of working groups together with system experts from government customers. For the Rheinmetall Group's B2B and B2G customers, direct contacts have also been defined for reporting product safety-related incidents after delivery. In addition, market and field observations are carried out using public sources such as specialist articles or subject-specific databases. Reported or otherwise known safety-related incidents are analyzed by the product safety staff in the respective Rheinmetall companies in order to be able to take appropriate countermeasures if necessary. Depending on the incident, this may include issuing further safety information for end-users, temporary restrictions on product use until possible product revisions have been completed or even recall campaigns. In addition to the aforementioned reporting channels and own observations, user surveys are also carried out and exchanges of experience with users are initiated.

In addition, the Rheinmetall Group's publicly accessible whistleblower system is also available for all concerns and can therefore also be used by end-users of Rheinmetall products or possible representatives in the event of safety-related incidents. The detailed description can be found in the section [»Corporate Governance Statement](#). No complaints relating to product safety were received from consumers or end-users in the fiscal year. No determination was made as to whether consumers or end-users know or trust the whistleblower system.

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

During the past fiscal year, Rheinmetall has taken actions to maintain product safety. This includes periodic evaluations of the implementation of the Product Safety Directive at existing Rheinmetall companies and at new companies such as Rheinmetall Expal Munitions, as well as the initial training and onboarding of new employees in the area of product safety, e.g. through training on product liability, risk tracking and risk minimization. The actions to ensure the safety of the products of the Rheinmetall Group should also be continued in the coming years. In 2025, evaluations are planned for the implementation of the product safety guideline at other group companies such as Rheinmetall Hungary and new product safety experts are being trained. Possible deviations with regard to compliance with the Corporate Safety Product Safety Directive are recorded in reports and their processing is tracked. Participation in training measures for safety experts is documented via participation certificates. No significant funds were allocated to the management of the material impact beyond the product safety budget. Maintaining a safety culture is a fundamental part of the Rheinmetall Group's business activities.

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The fundamental objective of product safety is to protect users when handling Rheinmetall Group products and to fulfill the legal obligation in the context of product liability. There are no quantitative targets in relation to the security of end-users.

GOVERNANCE

Description of the processes to identify and assess material impacts, risks and opportunities

To identify and assess the main impacts, risks and opportunities, interviews were conducted with internal stakeholders and risk control was utilised.

Business conduct

Business conduct policies and corporate culture

Business conduct

Rheinmetall is committed to a responsible, fair, reliable and transparent corporate policy. In a changing world, Rheinmetall assumes responsibility and contributes to the defence of freedom and democracy with technologies, products and systems. The companies of the Rheinmetall Group have a particular responsibility with regard to exports. The strict provisions of German and European foreign trade law as well as the War Weapons Control Act and other applicable regulations must be complied with. In Germany, all exports of war weapons and other military weapons are subject to the export policy of the Federal Government. The Federal Government ensures that its export licenses comply with international law, the Arms Trade Treaty (ATT), the "Common Position of the Council of the European Union of December 8, 2008 on common rules governing control of exports of military technology and equipment" (CFSP), the War Weapons Control Act, the Foreign Trade and Payments Act and the Foreign Trade and Payments Ordinance as well as the "Political Principles of the Federal Government for the Export of War Weapons and Other Military Equipment" in the version dated June 26, 2019. Neither Rheinmetall AG nor its subsidiaries or joint ventures develop, produce or distribute anti-personnel mines, biological, chemical or nuclear weapons, cluster munitions or depleted uranium ammunition. More information on corporate governance can be found in the chapter [»Corporate Governance Statement](#).

Corporate values

The values of the Rheinmetall Group are respect, trust and openness. Each person is treated with appreciation and respect. Communication is open and transparent.

Values must be exemplified in order to create a sense of identity. The Executive Board therefore communicates regularly, at least every other month, to the workforce. All Executive Board members inform the workforce about the latest developments via CEO letters, video messages and other formats. One of the concerns of the Executive Board is to ensure that communication with all Rheinmetall employees is appropriate for the target audience. As an industrial group, Rheinmetall employs people in various forms of work: some work in offices, many others work in production halls. In order to reach them as well, the company relies on printed site newsletters, notices with up-to-date information and stories in the Rheinmetall app, which employees in the DACH region can use. The Executive Board also regularly visits the plants and engages in discussions with local people.

In addition to joint activities, traditional company celebrations are also essential for promoting the corporate culture. For several years now, an annual soccer tournament has also been held, which offers the opportunity to get to know colleagues from other countries worldwide. Employees are also involved in sports and cultural sponsoring activities. Large numbers of tickets are raffled off and partners are involved in celebrations and activities, sometimes with their own initiatives.

Twice a year, an anonymous survey is conducted to gauge the mood within the company. For the Executive Board, the results serve as an important indicator of possible changes that can then be addressed. The results are made available and discussed internally.

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 on good corporate governance and effective compliance processes. In accordance with the corporate values and the Code of Conduct, Rheinmetall is committed to conduct characterized by responsibility, integrity, respect and fairness. Compliance is an integral part of the corporate culture.

The binding compliance requirements serve to safeguard the business success on a lasting basis. The members of the Executive Board, managers, executives and employees are obliged to comply at all times in their working environment with all the applicable country-specific laws, external and internal regulations and other provisions and to behave impeccably in business relationships. The tangible and intangible assets must be protected and image damage or operational or financial disadvantages for individual companies or the Rheinmetall Group must be avoided. No damage to the company's standing and reputation of employees or agents through unlawful and/or unethical behavior or corrupt business practices will be tolerated. In view of deliveries to many countries around the world, reliable compliance guidance in the national and international environment is indispensable.

The Rheinmetall Group's strategy for combating corruption and bribery in business dealings is in line with the United Nations Convention against Corruption.

In the fiscal year, the Chief Compliance Officer and the central Compliance department reported to the Chairman of the Executive Board. With effect from January 1, 2025, the department is assigned to the Director of Industrial Relations. The central Compliance department is divided into the areas of Prevention, Regulation, Business Partners, Central Investigations (consisting of the Investigation Office and Allegation Management), Social Compliance, Group Data Privacy and Group Data Protection. Compliance focuses on the areas of anti-

corruption, data protection and the implementation of statutory monitoring and control tasks as part of the German Supply Chain Duties Act (LkSG, Lieferkettensorgfaltspflichtengesetz).

For the implementation of the LkSG, the Chief Compliance Officer also assumes the role of Group Social Compliance Officer, thereby implementing the legally required control body of the so-called "Human Rights Officer" within the meaning of the LkSG.

The Chief Compliance Officer is also responsible for the Compliance field organization, comprising the divisional Compliance teams, the Regional Compliance Officers abroad and the central holding support, as part of the strongly normative management. The roles of the Corporate Compliance Officer for Central Europe with a focus on Hungary and of the Corporate Compliance Officer for Southern Europe with a focus on Spain were also established to support the increasingly important sites and major projects in other European countries.

The Chief Compliance Officer informs the Executive Board and the Supervisory Board's Audit Committee on a regular basis on the status and effectiveness of the compliance management system and on the latest developments. In serious cases, the committees are immediately consulted. In addition, the heads of the divisions are also kept apprised monthly by the responsible Compliance Officers of current developments, new rules, planned training measures and possible compliance infringements as well as the status of possible investigations.

Compliance is taken into account as an aspect of risk in decision-making processes, not only when it comes to considerations regarding the strategic and operational alignment of the Rheinmetall Group, but also in day-to-day business. The central compliance management system, with its integrated and dynamic focus on constantly updated key risk aspects, such as corruption, data protection violations or attempted fraud, is firmly anchored in the Group-wide management and control structures and includes all instruments, processes and extensive actions intended to ensure that procedures in the companies of the Rheinmetall Group comply with the applicable country-specific legislation, general legal conditions, regulatory provisions and the company's own regulations. It also creates an organizational structure that allows the applicable standards to be publicized across the divisions and their implementation status to be tracked. If binding legal regulations in individual countries deviate from the rules set out in the compliance management system, the stricter regulation shall apply where permissible. In the case of changes to the content, the Chief Compliance Officer's approval is also required.

The compliance management system is updated at regular intervals, not only in line with the applicable legal requirements but also in the light of new findings from reporting, comparisons with other compliance systems and the assessment of external specialists (benchmarking). It is also reviewed on an ad-hoc basis if any breach of compliance regulations is suspected or discovered. Implementation of the compliance management system

is monitored by regular reports to Corporate Compliance and by routine and special audits conducted by internal auditing and the compliance organization.

Compliance officers also monitor important transactions in the companies, such as mergers and acquisitions, the establishment of joint ventures, pre-employment checks, and the integration of sales brokers, thereby supporting the respective departments in their work. In addition, compliance officers advise the people responsible in the operational units on how to take compliance into account in operational business processes.

In the area of sales support, there is a platform containing compliance-relevant information on around 160 countries and regions. In the field of security and defence technology, compliance is part of the bid process for bid/no bid decisions. In addition, various IT tools are used throughout the Group to support compliance processes.

Compliance | Prevention

A compliance risk prevention directive ensures a uniform approach to systematic risk prevention and creates the necessary structural and organizational conditions at all levels of the company. Procedures for taking an initial inventory of compliance risks, deriving response measures and plan regular repeat measures are defined for different applications.

To help continuously identify compliance risks and to develop and improve mitigation measures, the Prevention team was established, which focuses on structural prevention topics on an ongoing or project basis. The roll-out of the regulatory compliance project launched in 2020, which is intended to expand the "litigation-proof organization," was driven forward in the fiscal year. In the next step, an IT application is already being introduced to make it easier and safer for employees in over 30 countries, who increasingly come into contact with liability-prone regulatory areas in their day-to-day and project business, to deal with the complex regulatory framework.

The target of rendering the processes, projects and tasks anchored in the compliance management system more measurable and transparent is served by a reporting tool that offers a wide range of options for tracking, evaluating and managing the status of a large number of compliance-relevant processes and projects at various organizational levels of the Rheinmetall Group. These include reporting on the status quo of training courses, audits, risk analyses, consulting focal points, processes, compliance levels for guideline roll-outs, and the recording of project statuses. The associated evaluation options will now enable compliance reporting to the Executive Board and Supervisory Board to focus on identified compliance risk areas and the mitigation measures established, as well as the related KPIs.

Compliance | Training programmes and consulting

To make the workforce at all levels of the company aware of compliance risks, numerous introduction events, training seminars and workshops are held, some of which are tailored to specific functions such as management, buyers or sales staff. Legislation and important regulations are explained and further content is provided at these sessions. Attention is also drawn to internal compliance requirements, risks and possible sanctions and, based on case studies, practical advice is given on appropriate conduct in specific situations during everyday work. These classroom training sessions, which also serve as a practical forum for discussions, are accompanied by interactive online programs. Every year, employees at domestic and foreign sites receive compliance awareness training not only on general compliance topics, but in particular on the prevention of corruption and bribery, conflicts of interest, money laundering, forms of fraud by e-mail or telephone through third parties, export control and antitrust and competition law. With regard to corruption and bribery, all employees with contact to business partners and those who can directly or indirectly influence selection decisions and could abuse their decision-making powers for personal gain are particularly at risk. This results from numerous laws, whereby in most jurisdictions corruption by public officials is punishable by higher fines or prison sentences. As a result, the focus is on employees of the indirect area. In contrast, there are employees of the direct area who are involved in value creation and are therefore not exposed to an increased risk of corruption or bribery.

The topics of anti-corruption and bribery are covered in the Code of Conduct training, both in web-based training and in face-to-face sessions. The training, which lasts about an hour and is mandatory, covers topics such as the definition of corruption and bribery, the reasons for and effects of corruption and bribery, and the procedures for dealing with suspected cases and uncovering corruption and bribery. Within a three-year period, 100% of employees in risk-prone functions will be trained. In the fiscal year, 38.0% of employees in risk-prone functions participated in training in face-to-face or remote sessions. As the eLearning platform is further developed, additional digital training courses will be made possible, which will lead to an expansion of the database. The Executive Board is part of the general training activity. The Supervisory Board has access to training opportunities that members can take up at their own discretion. There is not yet a requirement as to whether or within what period members take up the opportunities. Once a year, the Supervisory Board is informed by the Chief Compliance Officer about the compliance management system and measures taken in the last twelve months at the Audit Committee meeting.

At regular intervals, at least every three years, all own workers who regularly work with personal data are trained in data protection via eLearning. In addition, individual departments that are subject to specific requirements in the respective area of work are trained individually in line with their area of work. The relevant departments here were selected on the basis of data protection and compliance risks. General data protection training is part of the onboarding process for new employees. In addition, a new e-learning module was rolled out in the

past fiscal year, which is available in numerous languages. In addition, all levels of the company are provided with data protection advice on an ad hoc basis.

Compliance | Regulation

The Executive Board of Rheinmetall AG issues internal regulations for the Rheinmetall Group - taking into account or based on external general conditions such as laws, regulations, standards, etc. and internal organizational requirements - so that all affected own workers act in accordance with uniform procedures. Regulation Management, which is based in the Central Compliance department, provides support with the preparation and management of conduct- and process-related regulations for the Rheinmetall Group. To ensure a standardized procedure, the Regulation Management Manual is available. This manual is aimed essentially at publishers and authors as well as members of the Executive Board and management bodies, but also includes several interfaces at all organizational levels.

All regulations approved by the Executive Board can be accessed at any time in a central location on the Group intranet in the Group's central list of regulations, which is generally available in German and English in accordance with the Group languages. Using a continuously updated summary, all employees can obtain a quick overview of the professionally regulated topics.

Compliance | Social compliance

“Taking Responsibility in a changing world” also stands for the assumption of social responsibility by the Executive Board of Rheinmetall AG for employees, shareholders, customers, suppliers and other business partners within the meaning of the German LkSG.

The German Supply Chain Due Diligence Act (LkSG) addresses topics including not only the prevention of child and forced labor but also occupational health and safety, the right to organize and freedom of association, enforcing and respecting human rights in the supply chain and the prohibition of unequal treatment in employment. The relevant specialist departments, including Corporate Social Integrity, Purchasing, Corporate Social Responsibility, Compliance, Occupational Health and Safety and Environmental Protection, must therefore be involved and are responsible for implementing the necessary steps in their respective areas of responsibility.

Rheinmetall maintains a risk management system for compliance with due diligence obligations, which includes risks in the supply chain as well as risks in its own business unit. Corresponding responsibilities have been defined for this purpose, which means that risk management is anchored in all relevant areas and, accordingly, in all relevant business processes. Escalation processes have been defined for our own business area and the supply chain, for both mandatory preventive measures and remedial action. These come into force if preventive or remedial measures do not have the intended effect.

The function of the Group Social Compliance Officer (Human Rights Officer within the meaning of the LkSG) is of central importance for implementation. He was appointed by the Executive Board as the Group Compliance Officer and heads the Social Compliance Office. He is the first point of contact for all human rights-related issues brought to Rheinmetall by the authorities, society and politics. He is supported in his work by the Social Compliance Manager at Group level and by the Social Compliance Officers in the divisions and subsidiaries.

The Group Social Compliance Officer is primarily responsible for monitoring the appropriateness and effectiveness of risk management to ensure compliance with due diligence obligations under the LkSG and the implementation of risk-based control measures in the relevant specialist departments. Implementation takes place within the framework of the LkSG Steering Committee, which meets regularly under his leadership with representatives from the specialist departments. Based on his monitoring function regarding the appropriateness and effectiveness of risk management, the Group Social Compliance Officer reports to the Executive Board of Rheinmetall AG on a regular and ad hoc basis.

Compliance | Business partners

As a shared service center, the central Compliance Due Diligence (CDD) center of expertise conducts not only pre-employment checks on applicants for key positions, but also all compliance due diligence checks on new and existing business partners (e.g. procurement, cooperation and sales partners) on a Group-wide basis. The focus lies here on determining whether the commitment is legally permissible, whether all attributable people can be identified ("know your customer – KYC" and "know your supplier – KYS") and whether conflicts of interest are excluded. The general performance and integrity of the business partner are also assessed. The local compliance organization will continue concentrating on assessing the transaction-specific compliance risk associated with the commitment of a business partner at company level. The integration of the competence center into day-to-day operations is realized through various technical and procedural interfaces. There is already a high degree of digitalization in the Compliance Due Diligence organization. In addition to a specific management database for selecting, managing and monitoring cooperation and sales partners, the whole integrity due diligence process can now be performed via a secure online platform as well. As part of special projects, large quantities of data from business partners were migrated to the electronic third-party management system again in the fiscal year. Numerous due diligence reviews in the context of M&A were also supported.

Compliance | Central investigations

In the event of reports of questionable processes, specific breaches of rules or possible improper business practices, employees can contact various internal offices in addition to their line manager, confidentially and anonymously if necessary, and so prevent damage to the company. These offices are primarily the employees of the Compliance Organization and the independent ombudspersons (law firm).

The Rheinmetall whistleblower system is supported by the electronic whistleblower system "Integrity Line" (whistleblowing platform), which has been implemented throughout the Group. In addition, employees can contact the compliance organization directly if they suspect or know of breaches of regulations or business practices. In addition to own workers, external parties can also contact the ombudsperson by telephone or e-mail, send an e-mail to speakup@rheinmetall.com or contact a specialist compliance officer by telephone.

The protection of all whistleblowers against disadvantages due to the submission of information is guaranteed by strictly safeguarding the confidentiality of personal identities. Only authorized persons have access to whistleblower data. This is ensured, among other things, by an internal ban on the disclosure of such information to persons not involved in the process and by limiting technical access rights to the facts in case management to the group of persons actually authorized. Members of the workforce who are involved in investigations into possible breaches of compliance will be assumed to be innocent until proven otherwise. Any information that is received will be systematically analyzed.

The manual for the Rheinmetall whistleblower system for dealing with suspected cases and for the standardized processing of compliance cases is intended to ensure that whistleblowing is always handled independently, transparently and fairly and is subject to a high standard that is comparable throughout the Group. Furthermore, the directive offers legal certainty when carrying out investigations, so that the interests of the own workforce and the employer can be taken into account in an appropriate manner.

Systematic follow-up checks are performed on the basis of the internal incident management guideline and appropriate actions are taken to properly clarify the facts that have been reported, if necessary with the involvement of external specialists. Confidentiality and discretion take top priority here. If required, the responsible authorities are called in and cooperated with to clarify the matter. Proven misconduct is sanctioned and entails organizational measures and, for the employees who committed the offense(s), consequences under labor law, civil law and criminal law. The Investigation Response Committees established throughout the Group for such reports support prompt investigations, particularly in the identification of remedial measures. The separation of the investigative officers from the management chain involved in the matter is described in the incident management guideline.

The new requirements for Compliance Management Systems established by the legislator, in particular by the LkSG and the Whistleblower Protection Act (HinSchG), were reflected in an amendment to the incident management guideline.

With the aim of raising awareness of the Rheinmetall whistleblower system, Rheinmetall carried out a poster campaign in fall 2024. The posters illustrated graphically and in simple language how to proceed in the event

of a suspected unlawful incident: "Your tip-off is the first step towards uncovering grievances here at Rheinmetall" and "every tip-off helps". The procedure was explained in a sequence of steps and the various contacts and transmission channels were named. QR codes and the reproduction of the posters in 16 languages were intended to complete the low-threshold access for all workers. Depending on the office building or production site, posters were displayed in the primary languages spoken. In addition, the poster was enclosed with the pay slip in September 2024.

Compliance | Incidents of corruption or bribery

There were no convictions or fines for breaches of corruption and bribery regulations in the fiscal year. Should internal investigations lead to confirmed cases, the employees concerned will be subject to disciplinary action independently of court rulings and/or official investigations. In the event of violations of corruption or bribery regulations by business partners, these partners will be excluded from all business relationships with companies of the Rheinmetall Group. In the fiscal year, this affected one business partner.

Compliance | Data privacy

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

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 range of actions to ensure the protection of personal data. The DPMS contains standards for data-protection-related processes. The implementation of data protection regulations for the global handling of personal data is governed in the Rheinmetall Group by the data protection guideline and specified in the data protection manual for the DSMS for the legal area of the EU/EEA. By means of the DPMS, Rheinmetall establishes an appropriate level of data protection worldwide for processing personal data.

To improve the internationalization of data protection in the Group, contacts have been identified in the relevant Group companies around the world who will be available as contact and coordination points for the implementation of data protection requirements. Intensive data protection training courses have been held to assist them.

The DSMS is monitored by the Group Data Protection Officer, who uses various audits to check the data protection compliance of processing activities as well as the effectiveness of the DSMS.

Management of relationships with suppliers

Rheinmetall Group Purchasing

The relationships with suppliers are managed by the central Rheinmetall Group Purchasing department.

The aim of the purchasing organization is to make procurement efficient, cost-effective and sustainable. It should ensure high-quality products and services, strategically maintain supplier relationships and minimize risks in the supply chain. In addition, software is increasingly being used to make the processes in purchasing more efficient and compliant. As a central function, the Rheinmetall Group Purchasing manages the purchasing organizations of the Rheinmetall divisions via the establishment of standards, sourcing boards for contract-awarding decisions, the sharing of best practices, collaboration in the development and implementation of joint purchasing strategies.

Purchasing projects are carried out within product group teams. The group of possible suppliers is defined based on the required specifications and technical requirements. The number of possible suppliers should be large enough to enable competitive offers. In addition to traditional criteria such as creditworthiness and price, ESG requirements are also relevant when evaluating offers.

The Strategic Group Purchasing Council forms the highest level in the central governance structure of the Rheinmetall Group for meeting the requirements of the LkSG in the supply chain. In addition to purchasing managers, the members of this decision-making body also include the Corporate Social Responsibility and Compliance Officers as well as the ESG Supply Chain Officers responsible for purchasing. This includes the Operative Rheinmetall Group Purchasing Council, which is responsible for carrying out ESG-related tasks. This includes, for example, remedial measures in the event of breaches of due diligence and the commissioning of ESG audits of suppliers. Audits and risk analyses in accordance with the LkSG are carried out at company level. In the event of critical results, the Strategic Rheinmetall Group Purchasing Council decides on how to proceed.

Rheinmetall Group Purchasing | Sustainability matters

The Rheinmetall Group's purchasing organization plays a decisive role in the economic success of a company, not only by contributing to cost optimization and efficiency, but also by ensuring security of supply. It also

ensures compliance with national and international laws as well as trade restrictions (sanctions) and export control requirements by means of standardized processes, specifications in purchasing guidelines, the dual control principle, tool support and approval committees, among other things. For example, the Rheinmetall Group's Supplier Code of Conduct defines compliant cooperation with suppliers in order to minimize human rights and environmental risks.

Purchasing must be involved in all types of procurement. The procurement guideline describes this requirement as well as the purchasing procedure in accordance with the principle of a prudent businessman pursuant to Section 347 (1) German Commercial Code.

All own workers must conduct themselves in accordance with the legal, ethical and compliance principles when in contact with suppliers - as well as for others.

In addition, conflicts of interest must be avoided: personal interests or connections to suppliers or their employees that could influence the neutrality and objectivity of an employee in the procurement process from the perspective of a third party must be avoided or reported directly.

In order to avoid distortion of competition, communication with potential suppliers is reserved for the purchasing department until a decision is made regarding the placement of the order. Every order placed and obligation to the supplier is made according to the four-eyes principle.

Depending on the supplier class, the current business situation of the supplier is reviewed prior to the start of the business relationship in accordance with the Business Partner Policy, e.g. economic information is obtained from neutral providers and evaluated. In addition, risk analyses are carried out in accordance with the LkSG as well as an audit by the compliance organization to ensure compliance with legal requirements such as the prevention of money laundering. To ensure the stability of the supply chain, Rheinmetall must avoid becoming dependent on individual suppliers.

Geopolitical changes can have a major impact on the supply chain. With regard to China in particular, restrictions on trade opportunities would result in additional financial expenses because supply chains for the necessary materials would have to be reorganised and new suppliers found.

Risk analyses as defined by the LkSG are an integral part of the procurement process. These are carried out as part of the purchasing risk management system, which was established to identify human rights and environmental risks in the supply chain and minimize them as far as possible. Existing suppliers are also part of the

risk analyses. In the event of significant changes to the risk planning, the Operative Rheinmetall Group Purchasing Council decides on the further procedure, whereby the termination of the business relationships is also possible.

Rheinmetall Group Purchasing | ESG criteria in procurement

ESG criteria are part of the supplier award decision. For example, an Ecovadis rating is an important prerequisite for the award decision. Not all manufacturers are yet offering a decarbonization roadmap, but this is also already being requested and could possibly be the deciding factor for a contract award if there is commercial parity between the offers. It is to be expected that the suppliers will increasingly agree on schedules in terms of their decarbonization in the next few years, that product carbon footprints will then be available on a large scale and will become more important as decision criteria.