



# CORPORATE RESPONSIBILITY

## ESG REPORTING 2024

FACTBOOK

Version 4.0 | June 2024

# INHALT

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# ES PERFORMANCE

## Performance

### Share Indicators

#### Rheinmetall share information

Shares				
Share price at end of fiscal year (Xetra)	€ billion	287.0	186.1	83.1
Performance over the year	Percent	46	+124	-4
Market capitalization at year-end	€ billion	13	8.1	3.5
Average sales per trading day (Xetra)	Thousands of units	216	251	140

#### Rheinmetall Share price development

		2023	2022	2021
Highest closing price (Xetra)	EUR	289.80	224.00	92.66
	Date	12/13/2023	12/20/2022	1/20/2021
Lowest closing price (Xetra)	EUR	196.95	84.88	77.00
	Date	1/2/2023	1/3/2022	9/10/2021

#### Shareholder structure

GRI 102-5

		2023	2022	2021
Institutional investors	Percent	66	69	68
Europe	Percent	21	22	23
North America	Percent	37	40	42
Rest of world	Percent	8	7	3
Private shareholders	Percent	23	28	17
Rheinmetall Treasury Stocks	Percent	0	0	1
Other	Percent	11	3	3

#### Dividend per share

		2023	2022	2021
	EUR	5.70	4.30	3.30

#### Payout ratio

		2023	2022	2021
	Percent	39	39	37

#### Investor relations communications

		2023	2022	2021
Investor relations contacts and conference calls	Number	1,474	1,455	877

**Research-Coverage**

		<b>2023</b>	<b>2022</b>	<b>2021</b>
Investment recommendation   Buy	Number	17	15	16
Investment recommendation   Hold	Number	1	2	0
Investment recommendation   Sell	Number	0	0	0

As of 31 December 2023

## Performance

### Business Indicators

#### Rheinmetall AG

		2023	2022	2021
Sales	€ million	7,176	6,410	5,658
Operating result	€ million	918	754	594
Operating result margin	Percent	12.8	11.8	10.5
EBIT pre PPA	Percent	968	747	–
EBIT	€ million	897	738	608
EBIT margin	Percent	12.5	11.5	10.8
EBT	€ million	815	718	582
Net income	€ million	586	534	332
Return on capital employed (ROCE)	Percent	19.9	21.4	19.0

#### Cashflow

		2023	2022	2021
Cash flow from operating activities	€ million	743	174	690
Cash flow from investments	€ million	-389	-349	-271
Operating free cash flow	€ million	344	-175	419

#### Balance sheet

		2023	2022	2021
Total equity	€ million	3,643	3,090	2,620
Total assets	€ million	11,707	8,089	7,734
Equity ratio	Percent	31.1	38.2	33.9
Cash and cash equivalents	€ million	850	545	1,039
Total assets less cash and cash equivalents	€ million	10,858	7,551	6,695
Net financial debt (-)/Net liquidity(+)	€ million	-1,063	-426	118
Leverage	Years	1.6	1.0	1.1

#### Customer Countries | by regions

		2023	2022	2021
Europe	Number	38	38	39
Americas	Number	26	26	25
Africa	Number	28	30	30
Asia	Number	41	42	43
Rest of world	Number	2	2	2
Total	Number	135	138	139



## Sales | by regions

GRI 102-7

		2023	2022	2021
Germany	€ million	1,723	1,890	1,931
Europe excluding Germany	€ million	3,399	2,280	1,745
Americas	€ million	594	580	462
Asia	€ million	817	1,048	1,040
Rest of world	€ million	642	612	480
Rheinmetall Group	€ million	7,176	6,410	5,658

## Sales | by regions

		2023	2022	2021
Germany	Percent	24	29	34
Europe excluding Germany	Percent	47	36	31
Americas	Percent	8	9	8
Asia	Percent	11	16	18
Rest of world	Percent	9	10	9
Rheinmetall Group	€ million	7,176	6,410	5,658

## Sales | Emerging markets

		2023	2022	2021
Rheinmetall Group	€ million	609	370	239
	Percent	8.5	5.8	3.9

World Bank List of Economies (April 2024)

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

		2023	2022	2021
Share of sales in countries band "E" (risk: very high)	Percent	5.9	6.8	6.8
Share of sales in countries band "F" (risk: critical)	Percent	4.8	8.1	7.3

Transparency International Government Defence &amp; Security

## Sales | Countries | Transparency International Corruption Perceptions Index

		2023	2022	2021
CPI-Score ≤ 19   Very high risk	Percent	0.0	0.0	0.0
CPI-Score ≥ 20 to ≤ 39   High risk	Percent	17.1	8.1	6.8
CPI-Score ≥ 40 to ≤ 59   Average risk	Percent	19.1	26.4	17.3
CPI-Score ≥ 60 to ≤ 79   Low risk	Percent	58.4	57.6	34.7
CPI-Score ≥ 80 to 100   Very low risk	Percent	5.1	7.9	41.2

## Performance

### Business Indicators

#### Rheinmetall | Sales | Divisions

		2023	2022	2021
Vehicle Systems	€ million	2,609	2,270	1,883
Weapon and Ammunition	€ million	1,756	1,470	1,233
Electronic Solutions	€ million	1,318	1,063	932
Sensors and Actuators	€ million	1,421	1,382	1,315
Materials and Trade	€ million	737	743	651
Others/consolidation	€ million	-666	-519	-356
Rheinmetall Group	€ million	7,176	6,410	3,775

#### Rheinmetall | Operating result | Divisions

		2023	2022	2021
Vehicle Systems	€ million	324	258	174
Weapon and Ammunition	€ million	403	306	218
Electronic Solutions	€ million	150	118	99
Sensors and Actuators	€ million	69	95	103
Materials and Trade	€ million	66	68	51
Others/consolidation	€ million	-94	-90	-49
Rheinmetall Group	€ million	918	754	422

## Risk Indicators

#### Environmental risks

		2023	2022	2021
Provisions	€ million	24	27	28

#### Risk classification

Risk areas		2023	2022	2021
Environmental Social Governance	Risk class	Medium risk	Medium risk	Medium risk
Public perception and corporate social responsibility	Risk class	Low risk	—	—

## Performance

### Finance Indicators

#### Financing instruments

€ million	Term	Nominal	Financing source
Tranche A	2028	500	International investors
Tranche B	2030	500	International investors
Promissory note loans	2024-2029	428	International financial institutions
Development loans			
Research and development I	2028	80	European Investment Bank (EIB)
Commercial paper (CP)	Unlimited	500	Money market investors
Syndicated loan	2028	500	12 banks
Real-estate financing and development loans	2024-2025	12	banks
Bilateral credit facilities (cash and guarantee credit)	2024	3,334	Banks and insurances

As of December 31, 2023

#### Moody's rating

		2023	2022	2021
Investment grade	4/26/2022			
Long-term rating		Baa2	Baa2	Baa3
Outlook		Stable	Stable	Stable

## Technology and Innovation Indicators

#### Research & Development

		2023	2022	2021
Employees	Number	4,422	4,593	4,380
	Percent	18.0	21.0	21.7
Total workforce				

#### Research & Development

		2023	2022	2021
R&D: Expenses	€ million	374	351	337
of which capitalized	€ million	72	82	77
R&D ratio	Percent	5.2	5.5	6.0

#### Intellectual property rights

		2023	2022	2021
	Number	9,177	9,685	8,574



13 PEOPLE

## People

### Employee Indicators

Employees   by segments		GRI 102-8		
		2023	2022	2021
Rheinmetall Divisions	Number	29,590	26,971	25,537
Germany	Number	14,150	13,597	12,898
Abroad	Number	15,440	13,374	12,639
Rheinmetall AG and Service companies	Number	893	762	626
Germany	Number	847	611	478
Abroad	Number	46	15	148
Rheinmetall Group	Number	30,483	27,733	26,163
Germany	Number	14,997	14,208	13,376
Abroad	Number	15,486	13,525	12,787
Total workforce				

Employees   by segments		GRI 102-8		
		2023	2022	2021
Vehicle Systems	Number	6,931	6,164	5,327
Weapon and Ammunition	Number	6,960	5,418	5,204
Electronic Solutions	Number	4,608	3,867	3,563
Power Systems	Number	7,526	7,579	4,739
Pistons	Number	3,565	3,943	4,090
Rheinmetall AG and Service companies	Number	893	762	626
Rheinmetall Group	Number	30,483	27,733	23,549
Total workforce				

Employees   by gender		GRI 102-8		
		2023	2022	2021
Female	Number	6,516	5,714	5,328
Germany	Number	2,969	2,779	2,606
Abroad	Number	3,547	2,935	2,722
Male	Number	23,966	22,019	20,835
Germany	Number	12,027	11,429	10,770
Abroad	Number	11,939	10,590	10,065
Rheinmetall Group	Number	30,483	27,733	26,163
Germany	Number	14,997	14,208	13,376
Abroad	Number	15,486	13,525	12,787
Total workforce				

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

		2023	2022	2021
Full-time workforce	Number	29,112	26,487	25,018
	Percent	96	96	96
Part-time workforce	Number	1,371	1,246	1,145
	Percent	4	4	4
Rheinmetall Group	Number	30,483	27,733	26,163
	Percent	100	100	100
Salaried workforce				

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

		2023	2022	2021
Permanent	Number	29,039	26,676	25,302
	Percent	95	96	97
Part-time	Number	1,444	1,057	861
	Percent	5	4	3
Rheinmetall Group	Number	30,483	27,733	26,163
	Percent	100	100	100
Total workforce				

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

		2023	2022	2021
Workforce covered by collective wage agreements	Number	10,750	10,235	9,803
Workforce not covered by collective wage agreements	Number	1,731	1,648	1,582
Managers	Number	195	210	219
Salaried workforce Germany				

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

		2023	2022	2021
Germany	Number	10,750	10,235	9,803
Europe excluding Germany	Number	8,138	6,279	5,866
Total	Number	18,888	16,514	15,669
	Percent	61,9	59,6	60,0
Total workforce				

### Employees | Postings

		2023	2022	2021
Expats	Number	69	61	61
Germany				

## People

### Employee Indicators

#### Temporary staff

		2023	2022	2021
Temporary workforce	Number	3,067	3,125	2,680

#### Trainees

		2023	2022	2021
Trainees	Number	770	766	796
Germany	Number	415	412	406
Abroad	Number	355	354	390
Trainee ratio	Percent	3	3	3
Germany	Percent	3	3	3
Abroad	Percent	3	3	3
Total workforce				

#### Trainees | by gender

		2023	2022	2021
Female	Number	110	90	109
Germany	Number	73	69	73
Abroad	Number	37	21	36
Male	Number	660	676	687
Germany	Number	342	343	333
Abroad	Number	318	333	354
Share of female trainees	Percent	14	12	14
Germany	Percent	18	17	18
Abroad	Percent	10	6	9
Total workforce				

#### Trainees | joining

		2023	2022	2021
Trainees joining the company	Number	162	289	382
Germany	Number	123	171	129
Abroad	Number	39	118	253
Total workforce				

#### Trainees | taking up employment

		2023	2022	2021
Trainees taking up employment	Number	168	153	137
Germany	Number	115	99	99
Abroad	Number	53	54	38
Total workforce				



### Training courses

		2023	2022	2021
Industrial/technical skilled occupations	Number	23	27	26
Commercial skilled occupations	Number	5	6	7
Dual courses of study	Number	11	13	12

### Trainees | by occupations

		2023	2022	2021
Trainees industrial/technical skilled occupations	Number	621	632	635
Germany	Number	326	333	320
Abroad	Number	295	299	315
Trainees commercial skilled occupations	Number	149	134	161
Germany	Number	89	79	86
Abroad	Number	60	55	75
Share of trainees receiving training for industrial/technical occupations	Percent	81	83	80
Share of trainee receiving training for commercial occupations	Percent	19	17	20

Total workforce

### Graduates

		2023	2022	2021
Graduates	Number	86	50	58
Germany	Number	81	45	36
Abroad	Number	5	5	22

Salaried workforce

### Interns

		2023	2022	2021
Interns	Number	181	163	140
Germany	Number	75	51	68
Abroad	Number	106	112	72
Interns during the year	Number	473	480	418
Germany	Number	238	229	199
Abroad	Number	235	251	219

Salaried workforce | on the reporting date

## People

### Employee Indicators

#### Nationalities represented in German workforce

		2023	2022	2021
Employees with non-german nationality	Number	881	858	837
Nationalities represented in German workforce	Number	75	69	69

Workforce Germany

#### Certification | ISO 45001

#### GRI 403-8

		2023	2022	2021
Coverage workforce	Number	11,213	11,530	5,326
	Percent	37	42	20

Total workforce

#### Employer ranking

		2023	2022	2021
<b>trendence-Students</b>				
Students - Mechanical Engineering	Place	23	17	24
Students - Automation Technology	Place	43	—	27
<b>Universum- Germany Top 100 Ideal Employers</b>				
Students - Engineering	Place	20	22	25
Students - IT	Place	48	61	86
Professionals - Engineering		13	—	—
<b>Germany's Best Employers by "Stern" magazine</b>				
Automotive and suppliers	Place	15	15	18
Rail, ship and aircraft construction	Place	16	12	24

#### Employee share programme

		2023	2022	2021
Shares acquired	Number	47,818	66,905	105,118
Participating companies	Number	40	37	27
Eligible employees	Number	15,582	14,646	12,551
Participating employees	Number	4,040	3,968	3,321
Participation rate	Percent	26	27	26

<b>Personnel expenses</b>		<b>GRI 201-1</b>		
		<b>2023</b>	<b>2022</b>	<b>2021</b>
Personnel expenses	€ million	2,047	1,836	1,643
Personnel expenses / employees	€ thousand	89	87	83
Sales / employees	€ thousand	311	304	285
Personnel expenses ratio	Percent	29	29	29

<b>Personnel expenses</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Wages and salaries	€ million	1,711	1,530	1,353
	Percent	83	83	82
Social contributions and expenses for benefits	€ thousand	205	173	160
	Percent	10	9	10
Pension expenses	€ thousand	115	117	112
	Percent	6	7	7
Expenses for social plans, severance payments, partial retirement	€ thousand	16	16	17
	Percent	1	1	1
Total personnel expenses	€ million	2,047	1,836	1,643
	Percent	100	100	100

<b>Defined benefit pension plans</b>		<b>GRI 201-1</b>		
		<b>2023</b>	<b>2022</b>	<b>2021</b>
Pension provisions	€ million	562	484	773

<b>Recruiting</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Applications via TalentLink	Number	107,736	73,250	58,020

<b>Recruiting</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Vacant positions	Number	4,185	3,189	2,287
Occupied positions	Number	2,450	1,840	1,480

Germany

<b>Average age at entry</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Germany	Years	35.1	34.4	33.4

## People

### Employee Indicators

Entries		GRI 401-1		
		2023	2022	2021
External job market	Number	5,332	3,962	3,002
Germany	Number	1,805	1,454	1,134
Abroad	Number	3,527	2,508	1,868
Internal transfers	Number	2,723	831	557
Germany	Number	409	709	439
Abroad	Number	2,314	122	118
Transfer of trainees	Number	168	153	137
Germany	Number	115	99	99
Abroad	Number	53	54	38
Rheinmetall Group	Number	8,385	4,946	3,696
Germany	Number	2,452	2,262	1,672
Abroad	Number	5,933	2,684	2,024

Salaried workforce

Leaves		GRI 401-1		
		2023	2022	2021
Employee-initiated	Number	1,544	1,495	1,190
Germany	Number	452	386	263
Abroad	Number	1,092	1,109	927
Employer-initiated	Number	624	438	360
Germany	Number	85	67	96
Abroad	Number	539	371	264
Neutral reasons	Number	1,890	920	1,056
Germany	Number	743	537	655
Abroad	Number	1,147	383	401
Rheinmetall Group	Number	5,345	2,853	2,606
Germany	Number	1,460	990	1,014
Abroad	Number	3,886	1,863	1,592

Salaried workforce

Fluctuation rate		GRI 401-1		
		2023	2022	2021
Leaves in total	Percent	16.5	12.2	11.2
Employer initiated terminations	Percent	2.5	1.9	1.5
Resignation	Percent	6.3	6.4	5.1
Neutral leaves	Percent	7.7	3.9	4.5

Salaried workforce

### Parental leave GRI 401-3

		2023	2022	2021
Female employees	Number	109	118	115
Male employees	Number	56	54	49
Rheinmetall Group	Number	165	172	164
including returnees working part-time	Number	14	28	14

Workforce Germany

### Temporary leave re care

		2023	2022	2021
Female employees	Number	0	0	0
Male employees	Number	2	0	1
Rheinmetall Group	Number	2	0	1

Workforce Germany

### Absenteeism GRI 403-10

		2023	2022	2021
Germany	Hours	9,105,047	8,818,593	8,004,068

Total Workforce

### Sick leave GRI 403-10

		2023	2022	2021
Rheinmetall Group	Percent	5.4	4.6	3.5

### Accidents at Work GRI 403-9

		2023	2022	2021
Rheinmetall Group	Number	325	309	317

### Lost Time Incident Rate (LTIR) GRI 403-9

		2023	2022	2021
Rheinmetall Group	Factor	5.8	6.1	6.5

per one million working hours

### Tenure | Workforce

		2023	2022	2021
Length of service	Years	9.9	11.0	11.8
Germany	Years	11.6	12.6	13.5
Abroad	Years	8.3	9.4	10.0

Salaried workforce

## People

### Employee Indicators

Age brackets		GRI 405-1		
		2023	2022	2021
≤ 24 years	Number	1,205	959	807
25 to 29 years	Number	2,668	2,257	2,211
30 to 39 years	Number	8,341	7,555	7,034
40 to 49 years	Number	7,618	6,851	6,404
50 to 59 years	Number	6,596	6,349	6,110
60 to 64 years	Number	2,210	2,079	2,010
≥ 65 years	Number	270	283	270
Rheinmetall Group	Number	28,908	26,333	24,846

Salaried workforce

Age categories		GRI 405-1			
		2023	2022	2021	
Post-war generation	(Years 1946-1955)	Number	65	87	117
Generation Babyboomer	(Years 1956-1965)	Number	3,702	4,136	4,560
Generation X	(Years 1966-1980)	Number	10,423	9,799	9,367
Generation Y	(Years 1981-1995)	Number	12,086	10,617	9,700
Generation Z	(Years from 1996)	Number	2,630	1,690	1,097
Total		Number	28,906	26,329	24,841

Salaried workforce

Management level   by gender		GRI 405-1		
		2023	2022	2021
Executives	Number	10	14	19
Female	Number	1	1	0
Male	Number	9	13	19
Top Management	Number	118	127	125
Female	Number	14	16	14
Male	Number	104	111	111
Senior Management	Number	296	300	410
Female	Number	36	33	49
Male	Number	260	267	361
Management	Number	3,570	2,019	1,741
Female	Number	543	254	203
Male	Number	3,027	1,765	1,538
Professionals	Number	21,991	14,312	4,715
Female	Number	4,882	2,985	990
Male	Number	17,108	11,327	3,725

Total workforce

## Female employees | by segments

GRI 405-1

		2023	2022	2021
Divisions	Number	6,252	5,465	5,124
	Percent	21.1	20.3	21.9
Rheinmetall Holding and service companies	Number	264	250	204
	Percent	29.6	32.8	32.7
Rheinmetall Group	Number	6,516	5,715	5,328
	Percent	21.4	20.6	20.4
Total workforce				

## Female employees | by countries

GRI 102-8

		2023	2022	2021
Australia	Number	169	175	133
Austria	Number	156	133	125
Brazil	Number	150	124	134
Canada	Number	85	77	78
China	Number	175	208	181
Czech Republic	Number	301	301	305
France	Number	73	79	81
Germany	Number	2,969	2,779	2,606
Hungary	Number	44	23	0
India	Number	19	13	20
Italy	Number	174	163	160
Japan	Number	57	61	54
Malta	Number	0	0	2
Mexico	Number	339	295	281
Netherlands	Number	14	9	5
Norway	Number	13	11	13
Poland	Number	3	3	1
Russian Federation	Number	5	5	5
Saudi Arabia	Number	1	2	1
Singapore	Number	11	11	10
South Africa	Number	411	387	377
South Korea	Number	1	1	1
Spain	Number	612	154	154
Switzerland	Number	252	226	191
Turkey	Number	2	4	4
United Arab Emirates	Number	5	6	6
United Kingdom	Number	187	148	121
United States of America	Number	288	317	279
Rheinmetall Group	Number	6,516	5,715	5,328
Total workforce				

## People

### Employee Indicators

Female employees   by regions		GRI 102-8		
		2023	2022	2021
Total	Number	6,516	5,714	5,328
Germany	Number	2,969	2,779	2,606
Abroad	Number	3,547	2,935	2,722
Europe excluding Germany	Number	1,829	1,250	1,158
North America	Number	373	394	638
South America	Number	489	419	134
Asia	Number	268*	299*	282
Africa	Number	411	386	377
Australia	Number	169	175	133
Share Abroad	Percent	54.4	51.4	51.1

Total workforce  
\*China, India, Japan, Russia, Singapore, South Korea

#### Management levels | Percentage of women | Objectives

		Managing Board/ Managing Directors	1st Management level	2nd Management level
Rheinmetall AG	Percent	33.3*	16.13	15.22
Rheinmetall Electronics GmbH	Percent	0	12.5	8.33
Rheinmetall Landsysteme GmbH	Percent	0	7.69	12.93
Rheinmetall Waffe Munition GmbH	Percent	0	5.0	4.81
Pierburg GmbH	Percent	0	5.88	6.02
KS Kolbenschmidt GmbH	Percent	0	11.76	5.71
KS Gleitlager GmbH	Percent	0	18.18	4.00
KS HUAYU AluTech GmbH	Percent	0	14.29	4.76
Pierburg Pump Technology GmbH	Percent	0	25.0	4.35

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

#### Supervisory Boards | Percentage of women | Objectives

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

Period from 1 July 2022 to 30 June 2027



### Management programs | Percentage of women

		2023	2022	2021
Women	Number	46	48	49
	Percent	24	17	19
Young Manager Program	Number	18	15	21
	Percent	39	31	43
International Young Manager Program	Number	10	12	13
	Percent	22	25	27
Manager Leadership Program	Number	5	9	6
	Percent	11	19	12
International Manager Leadership Program	Number	7	2	7
	Percent	15	4	14
Executive Development Program	Number	1	—	2
	Percent	2	—	4
International Executive Development Program	Number	—	1	—
	Percent	—	2	—

### International Framework Agreement

		2023	2022	2021
Coverage of workforce	Percent	100	100	100

Coverage by Global Framework Agreement

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

		2023	2022	2021
Rheinmetall Denel Munition Pty., Ltd.	Level	2	2	2

### Employees | South Africa

		2023	2022	2021
Rheinmetall Denel Munition Pty., Ltd.				
Total				
White	Percent	18	20	20
African	Percent	42	38	38
Coloured	Percent	38	40	40
Indian	Percent	2	2	2
Male	Percent	72	73	74
Female	Percent	28	27	26

Workforce South Africa

## People

### Employee Indicators

#### Employees | South Africa

Rheinmetall Denel Munition Pty., Ltd.		2023	2022	2021
<b>Top Management</b>				
White	Percent	60	70	71
African	Percent	13	10	14
Coloured	Percent	7	10	0
Indian	Percent	20	10	14
Male	Percent	87	90	86
Female	Percent	13	10	14
<b>Senior Management</b>				
White	Percent	66	69	67
African	Percent	18	11	8
Coloured	Percent	11	11	14
Indian	Percent	5	9	11
Male	Percent	84	86	89
Female	Percent	16	14	11
<b>Professionally Qualified</b>				
White	Percent	51	55	60
African	Percent	32	25	24
Coloured	Percent	11	12	11
Indian	Percent	6	7	6
Male	Percent	76	82	82
Female	Percent	24	18	18
<b>Technical Skilled</b>				
White	Percent	15	18	19
African	Percent	39	36	35
Coloured	Percent	46	45	46
Indian	Percent	1	1	1
Male	Percent	74	74	76
Female	Percent	26	26	24

Workforce South Africa

#### Disability

		2023	2022	2021
Disabled persons	Number	613	644	606
Disability rate	Percent	4.1	4.5	4.5

Workforce Germany

<b>Sponsorship</b>		<b>GRI 413-1</b>		
		<b>2023</b>	<b>2022</b>	<b>2021</b>
	€ thousand	418	209	327

<b>Donations</b>		<b>GRI 413-1</b>		
		<b>2023</b>	<b>2022</b>	<b>2021</b>
	€ thousand	123	237	252

<b>Party donations</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Democratic parties	€ thousand	34	46	66

<b>Exhibitions</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Rheinmetall Group	Number	13	15	7

<b>Representative Offices   Employees</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Berlin	Number	7	5	6
Koblenz	Number	2	1	1
Brussels	Number	3	4	4

<b>Quality management   Certifications   ISO 9001, IATF 16949, AQAP 2110/2210</b>		<b>2023</b>	<b>2022</b>	<b>2021</b>
Coverage workforce	Percent	81	90	93
Total workforce				

## People

### Social Indicators

#### Suppliers | by region

		2023	2022	2021
<b>Production Material</b>				
Share of Germany	Percent	49	49	49
Share of EU (excluding Germany)	Percent	20	19	21
Share of OECD (excluding Germany and EU)	Percent	22	24	21
Share of non-OECD (excluding Germany and EU)	Percent	9	8	9
<b>Non-Production Material</b>				
Share of Germany	Percent	52	50	46
Share of EU (excluding Germany)	Percent	22	16	17
Share of OECD (excluding Germany and EU)	Percent	16	22	19
Share of non-OECD (excluding Germany and EU)	Percent	10	12	18
<b>Total</b>	<b>Number</b>	<b>45,397</b>	<b>47,804</b>	<b>43,280</b>

#### Suppliers | Sales | by region

		2023	2022	2021
Germany	€	5,802,113	4,520,829	4,776,565
	Percent	57	56	56
Europe excluding Germany	€	2,729,217	1,963,314	2,270,146
	Percent	27	24	27
Americas	€	700,999	730,930	603,921
	Percent	7	9	7
Asia	€	433,283	575,351	613,849
	Percent	5	7	7
Rest of world	€	421,019	363,521	252,805
	Percent	4	4	3
Rheinmetall Group	€	10,174,452	8,153,945	8,517,317
	Percent	100	100	100
Unconsolidated				

#### Suppliers | Business Partner Due Diligence

		2023	2022	2021
Audited suppliers	Number	128	366	269
without findings	Percent	69	81	87

# 2019 PLANET

## Planet

### Environmental Indicators

#### Certifications | Environmental management | ISO 14001

		2023	2022	2021
Coverage workforce	Percent	68	82	84
<small>Total workforce</small>				

#### Water management

##### Water consumption

GRI 303-5

		2023	2022	2021
Fresh water	m <sup>3</sup>	4,112,269	3,706,402	3,591,460

##### Water consumption (fresh water) | by regions

		2023	2022	2021
Germany	m <sup>3</sup>	779,913	680,532	693,409
	Percent	19	18	19
Europe excluding Germany	m <sup>3</sup>	1,804,658	1,596,511	1,481,419
	Percent	44	43	41
Americas	m <sup>3</sup>	278,155	320,697	369,677
	Percent	7	9	10
Asia	m <sup>3</sup>	85,287	114,565	106,639
	Percent	2	3	3
Rest of world	m <sup>3</sup>	1,164,256	994,098	940,316
	Percent	28	27	26
Rheinmetall Group	m <sup>3</sup>	4,112,269	3,706,402	3,591,460
	Percent	100	100	100

##### Wastewater

GRI 303-4

		2023	2022	2021
Wastewater	m <sup>3</sup>	3,544,076	2,751,570	1,334,096

#### Waste management

##### Volume of waste

GRI 306-2

		2023	2022	2021
Non-hazardous waste for disposal	t	5,561	3,925	5,203
Non-hazardous waste for recycling (excluding scrap)	t	15,552	11,267	16,638
Scrap for recycling	t	26,658	26,840	28,486
Hazardous waste for disposal	t	6,411	6,601	6,086
Hazardous waste for recycling	t	6,235	5,406	6,727
Rheinmetall Group	t	60,417	54,039	63,140

### Volume of waste | by regions

		2023	2022	2021
Germany	t	21,723	20,042	33,962
	Percent	36	37	53
Europe excluding Germany	t	19,554	11,944	12,848
	Percent	32	22	20
Americas	t	9,037	15,794	11,546
	Percent	15	29	19
Asia	t	2,691	3,362	2,898
	Percent	5	6	5
Rest of world	t	7,413	2,897	1,886
	Percent	12	6	3
Rheinmetall Group	t	60,418	54,039	63,140
	Percent	100	100	100

### Energy management

#### Energy consumption | by source

GRI 302-1

		2023	2022	2021
Electricity (procured)	MWh	492,504	490,853	498,977
District heating	MWh	47,171	51,598	71,668
Heating oil	MWh	41,518	34,998	37,374
Diesel	MWh	26,990	13,864	10,487
Natural gas	MWh	214,551	202,922	211,017
Coal	MWh	162,101	135,138	115,824
Petrol	MWh	892	261	247
Liquid gas	MWh	17,940	13,992	13,442
Renewable energies	MWh	38,430	45,991	41,232
Rheinmetall Group	MWh	1,042,097	989,617	1,000,268

#### Energy consumption | by region

		2023	2022	2021
Germany	MWh	303,907	306,899	329,597
	Percent	29	31	33
Europe excluding Germany	MWh	245,996	218,059	227,410
	Percent	24	22	23
Americas	MWh	210,778	217,245	226,572
	Percent	20	22	23
Asia	MWh	54,108	54,268	55,018
	Percent	5	5	5
Rest of world	MWh	227,308	193,146	161,671
	Percent	22	20	16
Rheinmetall Group	MWh	1,042,097	989,617	1,000,268
	Percent	100	100	100

## Planet

### Environmental Indicators

Energy intensity		GRI 302-3		
		2023	2022	2021
Intensity	MWh/ € million sales	145.2	154.4	161.9

Company fleet		2023	2022	2021
Rheinmetall Group	Number	1,005	943	940

Company fleet   Fuel consumption		2023	2022	2021
Diesel	Liter	1,680,376	1,740,940	1,470,551
Gasoline	Liter	254,882	346,781	213,125
Premium	Liter	1,106	32,072	39,804
Rheinmetall Group	Liter	1,936,364	2,119,793	1,723,480

Direct greenhouse gas emissions   Scope 1		2023	2022	2021
Vehicles   Diesel fuel	t CO <sub>2</sub> e	5,484	4,694	3,893
Vehicles   Gasoline fuel	t CO <sub>2</sub> e	1,179	758	466
Rheinmetall Group	t CO <sub>2</sub> e	6,663	5,452	4,359

Direct greenhouse gas emissions   Scope 1		GRI 305-1		
		2023*	2022*	2021
Heating oil	t CO <sub>2</sub> e	11,568	9,733	11,615
Diesel	t CO <sub>2</sub> e	7,200	4,290	3,286
Natural gas	t CO <sub>2</sub> e	43,331	41,183	57,414
Coal	t CO <sub>2</sub> e	55,205	48,945	57,586
Liquid gas	t CO <sub>2</sub> e	4,075	3,557	4,266
Petrol (excluding vehicles)	t CO <sub>2</sub> e	223	67	—
Coolants	t CO <sub>2</sub> e	15,121	2,351	—
Rheinmetall Group	t CO <sub>2</sub> e	136,723	110,126	134,167

Scope 1 emissions for 2022 and 2023 were calculated using emission factors from the database of the Intergovernmental Panel on Climate Change.

Indirect greenhouse gas emissions   Scope 2		GRI 305-2		
		2023*	2022*	2021
Electricity (procured)	t CO <sub>2</sub> e	184,400	207,249	282,507
District heating (procured)	t CO <sub>2</sub> e	10,024	10,886	12,411
Steam (procured)	t CO <sub>2</sub> e	3,906	3,192	11,812
Rheinmetall Group	t CO <sub>2</sub> e	198,330	221,327	306,730

Scope 2 emissions for 2022 and 2023 were calculated using emission factors from the database of the Intergovernmental Panel on Climate Change.



**Greenhouse gas emissions | Scope 1 and Scope 2**

GRI 305-4

		2023*	2022*	2021
Intensity	tCO <sub>2</sub> e/ € million sales		52.6	66.5

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

**Indirect greenhouse gas emissions | Scope 3**

GRI 305-3

Upstream emissions		2023	2022	2021
Purchased goods and services	t CO <sub>2</sub> e	2,214,736	1,639,519	1,393,256
Use of sold products	t CO <sub>2</sub> e	6,606,744	4,745,007	4,868,069
Rheinmetall Group	t CO <sub>2</sub> e	8,821,480	6,885,095	6,926,452

**Renewable energy**

		2023	2022	2021
Total electricity consumption	MWh	492,504	490,853	498,977
Renewable energy	MWh	136,676	172,446	185,467
Share of renewable energies	Percent	27.8	35.1	37.1

**Renewable energy | Share of total energy consumption**

		2023	2022	2021
Total energy consumption	MWh	1,042,097	989,617	1,000,268
Electricity from renewable energies	MWh	136,676	172,446	185,467
Other renewable energy sources	MWh	38,430	45,991	41,232
Share of energy from renewable energy sources	Percent	17	22	23

**Renewable energy | Heating system**

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

## Planet

### Environmental Indicators

#### Renewable energy | Share in electricity mix

		2023*	2022*	2021
Australia	Percent	31	27	22
Austria	Percent	78	79	80
Brazil	Percent	88	77	84
Canada	Percent	69	67	68
China	Percent	30	28	28
Czech Republic	Percent	13	13	13
France	Percent	25	22	24
Germany	Percent	43	40	44
Hungary	Percent	21	19	16
India	Percent	22	21	20
Italy	Percent	35	40	42
Japan	Percent	23	21	19
Mexico	Percent	19	23	19
Netherlands	Percent	40	33	26
Norway	Percent	99	99	99
Poland	Percent	21	17	18
Russian Federation	Percent	21	21	21
Singapore	Percent	4	3	2
South Africa	Percent	8	7	5
Spain	Percent	43	46	44
Switzerland	Percent	58	67	62
Turkey	Percent	42	35	42
United Arab Emirates	Percent	3	3	2
United Kingdom	Percent	42	40	43
United States	Percent	22	20	20

IEA World Energy Balances Highlights (2023 Edition) / Electricity Output by renewable sources (Download: 4/17/2024)

\*Data adopted from 2021 for 2023, as not yet available.

#### Energy management | Certifications | ISO 50001

		2023	2022	2021
Coverage Workforce	Percent	45	38	29
Total workforce				

# ESG GOVERNANCE

## Governance

### Supervisory Board

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

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

# 01

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

# 02

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

# 03

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

# 04

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

# 05

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

## Competency Profile

### Governance-specific requirements

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

### Structural / functional aspects

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

## Supervisory Board

### Kompetenzprofil

#### Strategic expertise

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

## Supervisory Board

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

As of 31 December 2023

## Governance

### Supervisory Board

#### Supervisory Board | Tenure

		2023
Shareholder representative	Number	8
1 - 3 years	Number	3
4 - 7 years	Number	3
8 - 10 years	Number	0
> 10 years	Number	2
Employee representatives	Number	8
1 - 3 years	Number	3
4 - 7 years	Number	1
8 - 10 years	Number	3
> 10 years	Number	1

#### Supervisory Board | Composition

		2023	2022	2021
Shareholder representative	Number	8	8	8
Employee representatives	Number	8	8	8
Trade union representatives	Number	2	2	2
Representatives of senior management	Number	1	1	1
Elected employee representatives	Number	5	5	5

#### Supervisory Board | Composition

GRI 102-22

		2023	2022	2021
Female members	Number	5	4	4
Male members	Number	11	12	12
Total	Number	16	16	16

#### Supervisory Board | Discharge

		2023	2022	2021
Valid votes cast	Number	25,894,055	25,161,985	25,099,766
Share of the capital stock represented hereby	Percent	59.45	57.77	57.62
Yes Votes	Percent	92.41	97.51	94.90

#### Supervisory Board | Age structure

GRI 405-1

		2023	2022	2021
< 30 years	Number	0	0	0
30 to 50 years	Number	4	4	3
> 50 years	Number	12	12	13
Average age	Years	58	57	58



### Supervisory Board | Remuneration

		2023	2022	2021
Shareholder representative	€	1,217,000	1,084,822	985,164
Fixed remuneration	€	810,000	778,192	720,438
Remuneration for committee work	€	407,000	306,630	264,726
Employee representatives	€	1,051,000	927,918	844,658
Fixed remuneration	€	765,000	733,192	680,000
Remuneration for committee work	€	286,000	194,726	164,658
Total	€	2,268,000	2,012,740	1,829,822

### Supervisory Board | Managers' Transactions

		2023	2022	2021
	Number	7	8	11

### Supervisory Board | Conflicts of interest

		2023	2022	2021
	Number	0	0	0

## Governance

### Executive Board

#### Executive Board | Composition

		2023	2022	2021
Female members	Number	1	1	0
Male members	Number	2	3	4
Total	Number	3	4	4

#### Executive Board | Appointments

	Position/ area	Entry	since	until
Armin Papperger Chairman	CEO	1990	1.1.2012	31.12.2016
			1.1.2017	31.12.2026
			1.1.2017	31.12.2026
Peter Sebastian Krause Director of Industrial Relations	CHRO Human Resources	1997	1.1.2017	31.12.2019
			1.1.2020	31.12.2024
Dagmar Steinert CFO	CFO Finance and Controlling	2022	1.12.2022	30.11.2025

#### Executive Board | Age structure

		2023	2022	2021
< 30 years	Number	0	0	0
30 to 50 years	Number	0	0	0
> 50 years	Number	3	4	4
Average age	Years	61	61	59

#### Executive Board | Mandates

		2023	2022	2021
Armin Papperger				
Internal mandates	Number	4	3	4
External mandates	Number	1	1	1
Peter Sebastian Krause				
Internal mandates	Number	2	3	3
External mandates	Number	—	—	—
Dagmar Steinert				
Internal mandates	Number	—	—	—
External mandates	Number	2	1	—

## Governance

### Executive Board

#### Executive Board | Discharge

		2023	2022	2021
Valid votes cast	Number	25,897,636	25,214,751	25,594,643
Share of the capital stock represented hereby	Percent	59.45	57.89	58.76
Yes Votes	Percent	98.66	98.98	99.94

#### Executive Board | Remuneration

		2023	2022	2021
Armin Papperger	€ thousand	3,561	3,587	6,146
Peter Sebastian Krause	€ thousand	1,578	1,645	2,698
Dagmar Steinert	€ thousand	1,550	111	—
Total	€ thousand	6,689	5,343	8,844

#### Executive Board | Managers' Transactions

		2023	2022	2021
Armin Papperger	Number	5	3	7
Peter Sebastian Krause	Number	1	1	4
Dagmar Steinert	Number	1	—	—

#### Executive Board | Conflicts of interest

		2023	2022	2021
Executive Board	Number	0	0	0

## Governance

### Corporate Compliance

#### Compliance | Framework

Anti Money Laundering Policy
Anti-Trust Policy
Instruction Group Data Privacy Officer
Compliance Management System Manual
Rheinmetall Code of Conduct
Risk Prevention Policy
Data Privacy Policy
Data Protection Manual
Dawn Raid Policy
Business Partner Policy
Social Responsibility Framework
Incident Management Policy
Conflict of Interest Policy
Framework Policy Compliance-Trainings
Regulation Management Manual
Donations and Sponsorship Policy
Gifts Policy

#### Compliance | Business Partner Due Diligence

		2023	2022	2021
Audited Business partners	Number	4,939	6,959	2,675
without conspicuous issues	Percent	90	85	70

#### Compliance | Trainings

		2023	2022	2021
Employees receiving classroom training	Number	8,733	5,981	4,183
Employees attending e-learning sessions	Number	2,480	6,256	7,548
Total	Number	11,213	12,237	11,731

#### Compliance | Whistleblower | Lines of communication

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

## Governance

### Corporate Compliance

#### Compliance | Incident management

		2023	2022	2021
Indications (total)	Number	165	170	91
Compliance-relevant indications	Number	127	116	45
thereof anonymous indications	Number	29	42	9
Confirmed misconduct	Number	50	52	33
Under investigation	Number	26	47	18
Implausible indications	Number	38	51	20

### Internal Audit

		2023	2022	2021
Audits	Number	35	34	30

### Export Control

#### Defence | Export control

		2023	2022	2021
Entries in war weapons books	Number	35,930	38,480	28,813
Export licenses pursuant to the German Weapons of War Control Act	Number	145	108	109
Export licenses pursuant to the AWG/AWV	Number	606	423	572

### Auditors

#### Auditor's fees

		2023	2022	2021
Audit services	€ million	3.7	2.8	2.3
Other attestation services	€ million	0.1	0.2	0.2
Tax services	€ million	0.2	0.2	0.2
Other services	€ million	0.3	0.2	0.4
Total	€ million	4.3	3.4	3.1





# FRAMEWORKS

## Frameworks

### NFE | Non-financial aspects

Annual Report 2023 on pages 118 – 139.

### EU taxonomy

Annual Report 2023 on pages 140 – 151.

### CDP

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



# Frameworks

## GRI | Global Reporting Initiative

### GRI CONTENT INDEX

GRI- Standards	Angaben	Verweis Seite	Kommentar
<b>ORGANIZATIONAL PROFIL</b>			
102-1	Name of the organization		Rheinmetall AG
102-2	Activities, brands, products, and services	Website	
102-3	Location of headquarters		Germany, Düsseldorf
102-4	Location of operations	AR 2022   Standorte	
102-5	Ownership and legal form	AR 2023   21	
102-6	Markets served	AR 2020   67	
102-7	Scale of the organization	AR 2023   Envelope	
102-8	Information on employees and other workers	AR 2023   69; 127-135	
102-9	Supply chain	AR 2023   135-139	
102-10	Significant changes to the organization and its supply chain	AR 2023   38-44	
102-11	Precautionary Principle or approach	AR 2023   87-107	
102-12	External initiatives	AR 2023   118-119 137-139	United Nations Global Compact Charta der Vielfalt e.V.
102-13	Membership of associations	ESG Reporting Factbook 2022	
<b>STRATEGY</b>			
102-14	Statement from senior decision-maker	AR 2023   18	
102-15	Key impacts, risks, and opportunities	AR 2023   87-107	
<b>ETHICS AND INTEGRITY</b>			
102-16	Statement from senior decision-maker	Code of Conduct IFA   Fair2All	
102-17	Key impacts, risks, and opportunities	AR 2023   34-35	
<b>GOVERNANCE</b>			
102-18	Governance structure	AR 2023   21 155	
102-19	Delegating authority	AR 2023   156-157	

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
102-20	Executive-level responsibility for economic, environmental and societal topics	AR 2023   155	
102-21	Consulting stakeholders on economic, environmental, and societal topics	AR 2023   121	
102-22	Composition of the highest governance body and its committees	AR 2023   156-165	In accordance with the German Stock Corporation Act, the Supervisory Board is Rheinmetall AG's highest supervisory body. The latter appoints the Executive Board, which is responsible for the operational management and control of the Rheinmetall Group.
102-23	Chair of the highest governance body	AR 2023   158-160	
102-24	Nominating and selecting the highest governance body	AR 2023   158-160	
102-25	Conflict of interest	AR 2023   164	
102-26	Role of highest governance body in setting purpose, values, and strategy	AR 2023   156-157	<p>The Corporate Social Responsibility department reports to the Supervisory Board and the Audit Committee in various formats during the year.</p> <p>In accordance with section 171 (1) sentence 4 AktG (new version), the Supervisory Board has a duty to review the content of the non-financial statement in the Group management report.</p> <p>The Supervisory Board also decides on the non-financial targets of the Executive Board.</p>
102-27	Collective knowledge of highest governance body	AR 2023   156-157 Website   AGM 2023 Competence profile	
102-28	Evaluating the highest governance body's performance	AR 2023   14-15	
102-29	Identifying and managing economic, environmental, and societal impacts	AR 2023   158-160	
102-30	Effectiveness of risk management processes	AR 2023   108-110	
102-31	Review of economic, environmental, and societal topics	AR 2023   87-107	Sustainability risks are regarded as an integral part of Rheinmetall AG's risk and opportunity management.
102-32	Highest governance body's role in sustainability reporting		In accordance with section 171 (1) sentence 4 AktG (new version), the Supervisory Board has a duty to audit the content of the non-financial statement in the Group management report.
102-33	Communicating critical concerns		All employees as well as external whistleblowers can use the Integrity Line platform to point out critical concerns regarding breaches of rules.

GRI- Standards	Angaben	Verweis Seite	Kommentar
102-33	Communicating critical concerns		At the annual general meeting, Rheinmetall AG shareholders have the opportunity to raise critical concerns with the Executive Board. In 2023, around 179 questions were submitted and answered. In addition, the Investor Relations department is available to take up concerns that are of particular interest to investors and/or private investors.
102-34	Nature and total number of critical concerns	AR 2023   34-35	In addition to various other communication channels, all employees as well as external whistleblowers can use the web-based platform "Integrity Line" to point out critical concerns regarding breaches of rules.
102-35	Remuneration policies	AR 2023   172-184	
102-36	Process of determining remuneration	AR 2023   172-184	
102-37	Stakeholders' involvement in remuneration	Website   AGM	<p>The Annual General Meeting decides on the remuneration of the Supervisory Board. In May 2021, the regulations in Section 13 of the Articles of Association of Rhein-metall AG were redefined by the Annual General Meeting.</p> <p>The regulation of § 120a paragraph 1 AktG stipulates that the Annual General Meeting of a listed company shall resolve on the approval of the remuneration system for the members of the Executive Board presented by the Supervisory Board at least every four years and whenever there is a significant change in the remuneration system. The resolution presented at the Annual General Meeting on 09 May 2023 achieved majority approval.</p>
102-38	Annual total compensation ratio	AR 2023   172-184 187	Competitive salaries and benefits increase our attractiveness as an employer, they motivate our employees and bind them to the company. Remuneration in our company is based on market analyses in the relevant environment, the value of the job and the competence and performance of an employee. The remuneration and benefits of all employees correspond at least to the legally valid and guaranteed minimum

## Frameworks

### GRI | Global Reporting Initiative

GRI-Standards	Angaben	Verweis Seite	Kommentar
102-38	Annual total compensation ratio	AR 2023   172-184 187	<p>The remuneration for members of the Executive Board of Rheinmetall AG is geared towards sustainable and long-term corporate development. It thus makes a contribution to promoting the business strategy and to the long-term development of the company. The system offers incentives for the value-creating and long-term development of the company.</p> <p>The remuneration system aims to ensure that the members of the Executive Board are properly remunerated according to their sphere of activity and responsibility, taking into reasonable account both the personal performance of each and every Executive Board member as well as the economic situation and success of the company. The remuneration system is designed to ensure that it is competitive on a national and international scale and thus offer an incentive for dedicated and successful work.</p>
102-39	Percentage increase in annual total compensation ratio	Not reported	
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	ESG Factbook 2023	Rheinmetall maintains a regular dialogue with its stakeholders, which include customers, employees, suppliers, the media, potential and existing shareholders, associations and institutions, scientific institutions, political decision-makers, neighbours at the locations and the interested public.
102-41	Collective bargaining agreements		Across the Group, the majority of our employees (around 62 %) are covered by collective agreements.
102-42	Identifying and selecting stakeholders	AR 2023   121	
102-43	Approach to stakeholder engagement	AR 2023   121	During numerous events and through various communication channels, there is ongoing engagement with different stakeholders, including clients and shareholders.
102-44	Key topics and concerns raised		In the fourth quarter of 2022, we will conduct a new materiality analysis. This will enable us to meet the requirements of the current reporting standard of the Global Reporting Initiative and the German CSR Directive Implementation Act.
102-45	Entities included in the consolidated financial statements	AR 2023   256-261	
102-46	Defining report content and topic Boundaries	AR 2023   118	

GRI-Standards	Angaben	Verweis Seite	Kommentar
<b>REPORTING PRACTICE</b>			
102-47	List of material topics	CSR Report 2017   118 AR 2023   120	
102-48	Restatement of information	Not applicable	
102-49	Changes in reporting	Not applicable	
102-50	Reporting period		Financial year 2023 with cut-off date 31 December
102-51	Date of most recent report		Financial year 2023 with reporting date 31 December Non-financial statement in the combined management report of the Annual Report 2023.
102-52	Reporting cycle	annually	
102-53	Contact point for questions regarding the report		Sabine Becker Head of Corporate Social Responsibility Phone: +49 211 473 01 E-Mail: csr(at)rheinmetall.com
102-54	Claims of reporting in accordance with the GRI Standards		The Sustainability Report 2023 is prepared in accordance with the GRI Standards Option Core.
102-55	GRI content index		
102-56	External assurance		The non-financial statement contained in the Group management report of the Annual Report 2023 was audited with the audit level "reasonable assurance" by the annual auditor Deloitte.  Further information and data contained in this ESG Factbook were taken from the annual financial statements 2023 audited by Deloitte (Annual Report 2023). All data not mentioned in the Group management report of the 2023 Annual Report has not been audited externally.
<b>ECONOMIC PERFORMANCE</b>			
103-1/2/3	Management approach	AR 2023   38-45	
201-1	Direct economic value generated and distributed	AR 2023   65	
201-2	Financial implications and other risks and opportunities due to climate change	AR 2023   99-101	
201-3	Defined benefit plan obligations and other retirement plans	AR 2023   232-237	
201-4	Financial assistance received from government	AR 2023   214	

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
<b>MARKET PRESENCE</b>			
103-1/2/3	Management approach	AR 2023   21-31	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
202-2	Proportion of senior management hired from the local community		Data on the share of locally recruited senior managers is currently not available.
<b>INDIRECT ECONOMIC IMPACTS</b>			
103-1/2/3	Management approach	Not reported	
203-1	Infrastructure investments and services supported	Not reported	
203-2	Significant indirect economic impacts	Not reported	
<b>PROCUREMENT PRACTICES</b>			
103-1/2/3	Management approach	AR 2023   135-137	
204-1	Proportion of spending on local suppliers		Data on the share of sales with local suppliers is currently not available.
<b>ANTI-CORRUPTION</b>			
103-1/2/3	Management approach	Code of Conduct AR 2023   32-36	
205-1	Operations assessed for risks related to corruption	AR 2023   34-35	
205-2	Communication and training about anti-corruption policies and procedures	AR 2023   36	
205-3	Confirmed incidents of corruption and actions taken	ESG Reporting Factbook 2023	
<b>ANTI-COMPETITIVE BEHAVIOR</b>			
103-1/2/3	Management approach	Code of Conduct AR 2023   32	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	AR 2023   97	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.

GRI- Standards	Angaben	Verweis Seite	Kommentar
<b>TAX</b>			
103-1/2/3	Management approach	AR 2023   97	
207-1	Approach to tax	Not reported	
207-2	Tax governance, control, and risk management	AR 2023   97	
207-3	Stakeholder engagement and management of concerns related to tax	Not reported	
207-4	Country-by-country reporting		Since 2016, Rheinmetall has prepared the annual Country-by-Country Reporting, which is submitted on time to the German Federal Central Tax Office for global distribution.
<b>MATERIALS</b>			
103-1/2/3	Management approach	AR 2023   94-95	
301-1	Materials used by weight or volume		We do not report on the weight or volume of materials used as this is competitive information. We report sales figures.
301-2	Recycled input materials used	Not reported	
301-3	Reclaimed products and their packaging materials	Not applicable	
<b>ENERGY</b>			
103-1/2/3	Management approach	AR 2023   123	
302-1	Energy consumption within the organization	ESG Reporting Factbook 2023	
302-2	Energy consumption outside of the organization	Not reported	
302-3	Energy intensity	ESG Reporting Factbook 2023	
302-4	Reduction of energy consumption	ESG Reporting Factbook 2023	
302-5	Reductions in energy requirements of products and services	Not reported	
<b>WATER AND EFFLUENTS</b>			
103-1/2/3	Managementansatz	AR 2023   125-126	
303-1	Interactions with water as a shared resource	Not reported	
303-2	Management of water discharge-related impacts		In addition to complying with legal requirements regarding the treatment and discharge of wastewater, we implement – if need be – various measures so that the quality of the discharges can be monitored and controlled.

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
303-3	Water withdrawal	AR 2023   125-126	
303-4	Water discharge	Not reported	
303-5	Water consumption	AR 2023   126	
<b>BIODIVERSITY</b>			
103-1/2/3	Management approach	AR 2023   126	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	AR 2023   126	
304-2	Significant impacts of activities, products, and services on biodiversity	Not reported	
304-3	Habitats protected or restored	AR 2023   126	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	AR 2023   126-127	<p>There are no known species on the World Conservation Union (IUCN) Red List or national lists of protected species whose habitat is negatively affected by Rheinmetall business activities.</p> <p>The opposite is the case. Due to the existing far-reaching prohibition of public access, our German and South African areas offer individual habitats for the unique fauna and flora.</p>
<b>EMISSIONS</b>			
103-1/2/3	Management approach	AR 2023   123	
305-1	Direct (Scope 1) GHG emissions	AR 2023   123	
305-2	Energy indirect (Scope 2) GHG emissions	AR 2023   123	
305-3	Other indirect (Scope 3) GHG emissions	ESG Reporting Factbook 2023	
305-4	GHG emissions intensity	ESG Reporting Factbook 2023	
305-5	Reduction of GHG emissions	ESG Reporting Factbook 2023	



GRI- Standards	Angaben	Verweis Seite	Kommentar
305-6	Emissions of ozone-depleting substances (ODS)		The legal regulations on emissions of ozone-depleting substances are complied with. However, we cannot exclude the possibility that very low amounts of ozone-depleting emissions occur. These are within the legally permissible limits and are not collected separately by us.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not reported	
<b>WASTE</b>			
103-1/2/3	Management approach	AR 2023   125	
306-1	Waste generation and significant waste-related impacts	AR 2023   125	
306-2	Management of significant waste-related impacts		During the reporting period, no significant waste-related impacts became known as a result of our business activities.
306-3	Waste generated	AR 2023   125	
306-4	Waste diverted from disposal	Not reported	
306-5	Waste directed to disposal	ESG Reporting Factbook 2023	
<b>ENVIRONMENTAL COMPLIANCE</b>			
103-1/2/3	Management approach	AR 2023   122-123	
307-1	Non-compliance with environmental laws and regulations	AR 2023   97	The reporting of risks from legal disputes and legal proceedings, insofar as these exist, is carried out in the risk and opportunity report.
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
103-1/2/3	Management approach	Code of Conduct AR 2023   135-1371	
308-1	New suppliers that were screened using environmental criteria	AR 2023   138-139	
308-2	Negative environmental impacts in the supply chain and actions taken		Due to the complexity of the entire supply chain and the challenge of keeping track of it, it is not possible to give a percentage of actual and potential negative environmental impacts of suppliers. As part of our efforts to increase transparency in our supply chains, we are also striving for a better overview of potential negative environmental impacts.

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
<b>EMPLOYMENT</b>			
103-1/2/3	Management approach	IFA   Fair2All AR 2023   1271	
401-1	New employee hires and employee turnover		We do not currently collect data on newly recruited employees and turnover broken down by gender, age group and region, as these are not material for us.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Part-time employees receive the same company benefits as full-time employees. Employees with fixed-term contracts are not entitled to all company benefits.
401-3	Parental leave	AR 2023   134	
<b>LABOR/MANAGEMENT RELATIONS</b>			
103-1/2/3	Management approach	IFA   Fair2All AR 2023   134-135	
402-1	Minimum notice periods regarding operational changes		The rules on notification deadlines vary around the world. We comply with the applicable rules at local level. The recording of reporting deadlines at group level is not relevant for us.
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All AR 2023   133	
403-1	Occupational health and safety management system	AR 2023   133-134	
403-2	Hazard identification, risk assessment, and incident investigation	AR 2023   133-134	
403-3	Occupational health services	AR 2023   133-134	
403-4	Worker participation, consultation, and communication on occupational health and safety	AR 2023   133-134	In Germany, occupational health and safety committees are required by law. Therefore, all German employees of Rheinmetall AG are represented by occupational health and safety committees that operate at site level. This is around 50 % of the total workforce. At most sites outside Germany, employees are represented in occupational safety committees, the organisation of which is the responsibility of the sites.

GRI- Standards	Angaben	Verweis Seite	Kommentar
403-4	Worker participation, consultation, and communication on occupational health and safety	AR 2023   133-134	A Group works agreement on health management was already concluded with the European Works Council in 2012, covering the aspects of occupational health and safety, health promotion, addiction prevention and reintegration after illness.
403-5	Worker training on occupational health and safety	Not reported	
403-6	Promotion of worker health	AR 2023   133-134	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	AR 2023   133-134	
403-8	Workers covered by an occupational health and safety management system	ESG Reporting Factbook 2023	
403-9	Work-related injuries	AR 2023   134	The Lost Time Injury Rate (LTIR) is defined as a non-financial indicator.
403-10	Work-related ill health	AR 2023   134	Data on occupational diseases are not collected internationally. For Germany, the data are held by the Berufsgenossenschaft and are not broken down to the individual companies.
<b>TRAINING AND EDUCATION</b>			
103-1/2/3	Management approach	IFA   Fair2All AR 2023   128-129	
404-1	Average hours of training per year per employee	ESG Reporting Factbook 2021	
404-2	Programs for upgrading employee skills and transition assistance programs	AR 2023   128-129	
404-3	Percentage of employees receiving regular performance and career development reviews		Employees covered by collective agreements are assessed in accordance with the provisions of the collective agreements. For managerial and non-pay-scale employees, the Group agreement "Leading by Objectives" applies.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All AR 2023   130-132	
405-1	Diversity of governance bodies and employees	AR 2023   130-132	The term "minority" is not uniformly defined worldwide. Therefore, we do not systematically collect data on this. In addition, in many countries where we operate, the collection of personal data from employees is strictly regulated by data protection laws.

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
405-2	Ratio of basic salary and remuneration of women to men	AR 2023   129-130 187	<p>Our Code of Conduct and the International Framework Agreement Fair2All stipulate fair working conditions.</p> <p>In the companies covered by collective agreements, the respective collective agreements on remuneration are applied. The provisions of the collective agreements as well as the remuneration principles are independent of gender. The remuneration systems are company-specific, which is why a ratio analysis can only be made for individual selected companies or employee groups and not for the Group as a whole. The total remuneration can also be made up of other additional components in addition to the monthly salary, which is why it is not comparable as a total value.</p> <p>The employees of our foreign subsidiaries benefit from attractive remuneration systems that correspond to the respective local market conditions. Group-wide, collective regulations apply to about 62% of our employees.</p> <p>Variable salary components, which we pay as part of our performance-based remuneration, are paid on the basis of agreed and achieved targets. This process is controlled through performance management.</p>
<b>NON-DISCRIMINATION</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All	
406-1	Incidents of discrimination and corrective actions taken	Not reported	For reasons of confidentiality, we do not provide statistical information on cases of discrimination
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
103-1/2/3	Management approach	IFA   Fair2All AR 2023   134-135	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No restrictions on freedom of association became known in the reporting period. Rheinmetall promotes the organisation of co-determination within the company. In Germany, the basis for this is laid down in the Works Constitution Act (BetrVG), among other things.
<b>CHILD LABOR</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All	

GRI- Standards	Angaben	Verweis Seite	Kommentar
408-1	Operations and suppliers at significant risk for incidents of child labor	AR 2023   138-139	
<b>FORCED OR COMPULSORY LABOR</b>			
103-1/2/3	Management approach	IFA   Fair2All	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	AR 2023   138-139	
<b>SECURITY PRACTICES</b>			
103-1/2/3	Management approach	IFA   Fair2All	
410-1	Security personnel trained in human rights policies or procedures		We also work together with service providers for security services. These service providers are required by the Supplier Code of Conduct to respect human rights.
<b>RIGHTS OF INDIGENOUS PEOPLES</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All	
411-1	Incidents of violations involving rights of indigenous peoples	AR 2023   97	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>HUMAN RIGHTS ASSESSMENT</b>			
103-1/2/3	Management approach	Code of Conduct IFA   Fair2All	
412-1	Operations that have been subject to human rights reviews or impact assessments	AR 2023   138-139	
412-2	Employee training on human rights policies or procedures	AR 2023   138-139	The total number of hours spent specifically on human rights training cannot yet be reliably estimated or stated.

## Frameworks

### GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		For reasons of confidentiality towards our business partners, we do not publish specific details about investment agreements and contracts with our partners.
<b>LOCAL COMMUNITIES</b>			
103-1/2/3	Management approach	AR 2023   137-138	
413-1	Operations with local community engagement, impact assessments, and development programs	AR 2023   137-138	Community and social engagement at the sites is largely decentralised. Therefore, there is no central data collection on the basis of which the percentage of sites where measures to involve local communities have been implemented can be calculated.
413-2	Operations with significant actual and potential negative impacts on local communities		It is our aspiration to reach a mutually beneficial outcome in dialogue between representatives of local communities and the Rheinmetall companies.
<b>SUPPLIER SOCIAL ASSESSMENT</b>			
103-1/2/3	Management approach	Code of Conduct AR 2023   135	
414-1	New suppliers that were screened using social criteria	AR 2023   135-137	
414-2	Negative social impacts in the supply chain and actions taken		Due to the complexity of our supply chains and the challenges involved, it is not possible to give a percentage of significant actual and potential negative social impacts..
<b>PUBLIC POLICY</b>			
103-1/2/3	Management approach	Code of Conduct	<p>The world is subject to constant change, which determines the environment in which Rheinmetall and its customers operate and thus strongly shapes the framework conditions for business activities.</p> <p>We are present where representatives from politics, business and society discuss and make decisions. In doing so, we represent our stakeholders in an open and transparent manner. We participate constructively in finding viable solutions with politicians and administrators, representatives of associations and trade unions.</p> <p>We maintain representative offices in Berlin and Koblenz. We are also active at the European level in Brussels.</p>

# Frameworks

## GRI | Global Reporting Initiative

GRI- Standards	Angaben	Verweis Seite	Kommentar
<b>PUBLIC POLICY</b>			
415-1	Political contributions	ESG Reporting Factbook 2023	
<b>CUSTOMER HEALTH AND SAFETY</b>			
103-1/2/3	Management approach	Code of Conduct	
416-1	Assessment of the health and safety impacts of product and service categories	AR 2023   138	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	AR 2023   87-107	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>MARKETING AND LABELING</b>			
103-1/2/3	Management approach	Code of Conduct	
417-1	Requirements for product and service information and labeling		Product labels are important and mandatory. We comply with the respective legal requirements.
417-2	Incidents of non-compliance concerning product and service information and labeling		We are not aware of any substantiated complaints regarding non-compliance in the labelling of products and services.
417-3	Incidents of non-compliance concerning marketing communications	AR 2023   97	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.
<b>CUSTOMER PRIVACY</b>			
103-1/2/3	Management approach	Code of Conduct AR 2023   35-36	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		We are not aware of any substantiated complaints regarding breaches of customer data protection and loss.
<b>SOCIOECONOMIC COMPLIANCE</b>			
103-1/2/3	Management approach	Code of Conduct	
419-1	Non-compliance with laws and regulations in the social and economic area	AR 2023   97	The reporting of risks from legal disputes and legal proceedings, if any, takes place in the risk and opportunity report.

## Frameworks

### UNGC | UN Global Compact

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

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

#### HUMAN RIGHTS

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

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

#### LABOUR

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

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

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



**06**

The elimination of discrimination in respect of employment and occupation.

**ENVIRONMENT****07**

Business should support a precautionary approach to environmental challenges.

**08**

Undertake initiatives to promote greater environmental responsibility.

**09**

Encourage the development and diffusion of environmentally friendly technologies.

**ANTI-CORRUPTION****10**

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

## Frameworks

### SASB | Sustainability Accounting Standard Board

#### RESOURCE TRANSFORMATION SECTOR Aerospace & Defense

Code	Accounting Metric	Category	Reporting
<b>Hazardous Waste Management</b>			
RT-AE-150a.1	(1) Amount of hazardous waste generated (2) percentage recycled	Quantitative	(1) 6,515 tons (2) 54%
RT-AE-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Quantitative	Not reported
<b>Product Safety</b>			
RT-AE-250a.1	Number of recalls issued, total units recalled	Quantitative	Not reported
RT-AE-250a.2	Number of counterfeit parts detected, percentage avoided	Quantitative	In case of suspected or confirmed cases we promptly inform our customer
RT-AE-250a.3	Number of Airworthiness Directives received, total units affected	Quantitative	Not applicable
RT-AE-250a.4	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Not reported
RT-AE-410a.1	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	Not applicable

## Frameworks

### SASB | Sustainability Accounting Standard Board

Code	Accounting Metric	Category	Reporting
<b>Fuel Economy &amp; Emissions in Use-phase</b>			
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	Discussion and Analysis	Annual Report 2023   39-42 117 147-149
<b>Data Security</b>			
RT-AE-230a.1	(1) Number of data breaches, (2) percentage involving confidential information	Quantitative	Not reported
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	Discussion and Analysis	Annual Report 2023   36
<b>Materials Sourcing</b>			
RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Annual Report 2023   139-141
<b>Business Ethics</b>			
RT-AE-510a.1	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Quantitative	Not reported
RT-AE-510a.2	Revenue from countries ranked in the (1) "E" Band or (2) "F" Band of Transparency International's Government Defence Integrity Index	Quantitative	(1) 5.9 % (2) 4.8 %
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	Discussion and Analysis	Annual Report 2023   139-141
<b>Activity Metrics</b>			
RT-AE-000.A	Production by reportable segment, number of units produced by product category	Quantitative	Apart from non-disclosure clauses in customer contracts, we generally consider this kind of information sensitive and competitive relevant. We report sales figures.
RT-AE-000.B	Number of employees	Quantitative	18,449 [Rheinmetall total: 30,483]

## Frameworks

### SASB | Sustainability Accounting Standard Board

#### TRANSPORTATION SECTOR

##### Autoparts

Code	Accounting Metric	Category	Reporting
<b>Energy Management</b>			
TR-AP-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	(1) 1,796,101 GJ [498.917 MWh] (2) 66 % (3) Not reported
<b>Waste Management</b>			
TR-AP-150a.1	(1) Total amount of waste from manufacturing (2) percentage hazardous (3) percentage recycled	Quantitative	(1) 30,082 tons (2) 20 % (3) 86 %
<b>Product Safety</b>			
TR-AP-250a.1	Number of recalls issued, total units recalled	Quantitative	Not reported
<b>Design for Fuel Efficiency</b>			
TR-AP-410a.1	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	1%
<b>Materials Efficiency</b>			
TR-AP-440b.1	Percentage of products sold that are recyclable	Quantitative	Not reported
TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	Quantitative	Not reported On average, Aluminium used for production is already recycled by approx. 70 %
<b>Materials Sourcing</b>			
TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Annual Report 2023   139-141
<b>Competitive Behaviour</b>			
TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Not reported
<b>Activity Metrics</b>			
TR-AP-000.A	Number of parts produced	Quantitative	Not reported
TR-AP-000.B	Weight of parts produced	Quantitative	Not reported
TR-AP-000.C	Area of manufacturing plants	Quantitative	Not reported

# 71 RATINS

## Ratings

### MSCI ESG

Scale: CCC - AAA

Aerospace & Defense | DE

**A**

### SUSTAINALYTICS

Scale: 0 - 100

Aerospace & Defense

**26.9**  
ESG Risk Rating

### ISS ESG

Scale: D- -A+

Aerospace & Defense

**C**

### S&P GLOBAL ESG

Scale: 0 - 100

ARO Aerospace & Defense

**39**

### EcoVadis

Scale: 0 - 100

Manufacture of weapons  
and ammunition

**52**

### CDP

Scale: F - A

Climate Change  
2023

**B**

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# **TAKING RESPONSIBILITY** IN A CHANGING WORLD