



Delivering North Star: **a new era for our business**

Capital Markets Day 2025
11th November 2025

Agenda

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2

Mastering the
defence supercycle

3

Delivering our
North Star strategy

4

Financial performance
and outlook

Welcome

Coffee
break

Q&A

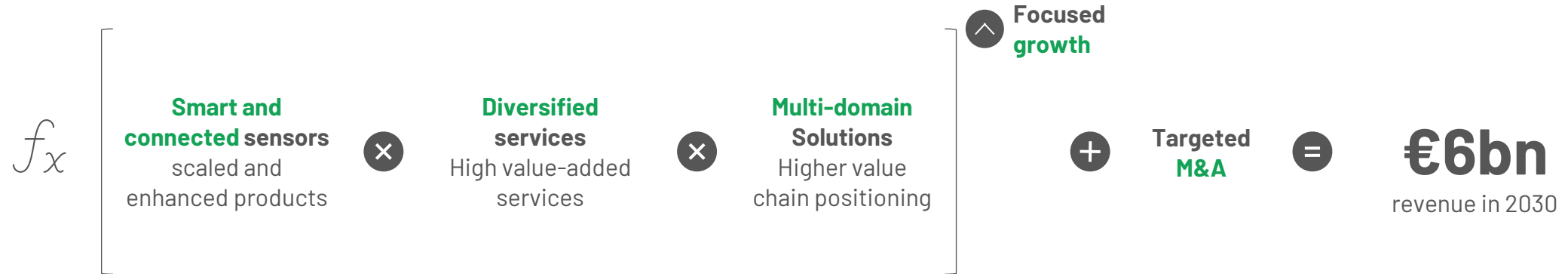


Opening remarks

Oliver Dörre, CEO

Our North Star growth formula: €6 billion revenue ambition in 2030

Course set at Capital Markets Day 2024 and ambition updated in spring



Confirmed ambition of €6bn with a **clear growth path beyond 2030**

Our North Star strategy 2030+



Deliver at scale

Scalable, resilient, and efficient operations to respond to future demands

Foundation



Pioneer software-defined defence

Clear right to win in software-defined defence and multi-domain operations with **commercially ready products and solutions**

Ambition



Grow with focus

Increased defence spending paves the way to capture **significant additional growth**

Commitment



Lead our team into the future

Right team composition to accelerate growth, supported by new **attractiveness of defence**

Enabler

Strong progress in executing our strategy



Deliver at scale

- **Fully operationalised** new logistics centre
- Move to **new Optronics site** progressing
- **Operations 2.0** action plan in implementation



Pioneer software-defined defence

- New **SDD & digitalisation** organization established
- **Strategic partnerships** e.g. with Quantum Systems, Diehl, etc.
- **Commercialised products and solutions** (MDOCore, CERETRON, etc.)



Grow with focus

- **Six focus regions** identified and strategies formulated
- Sales organization transformed, **key account management established**
- Progress in refocussing **international organization**



Lead our team into the future

- Launched **culture evolution initiatives** for 2030+
- Established **new leadership governance**
- **Hired > 1,100 new employees** since last CMD



Mastering the defence supercycle

Oliver Dörre, CEO

Detect and Protect.

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HENSOLDT

Rising global tensions and heightened security threats



The defence supercycle is becoming reality

Leading role in European defence



- New government, **reform of debt brake** with 3.5% of GDP for defence spending confirmed
- **Orders materializing** since Q4 2025

Readiness 2030 initiative



- Intention to **mobilize up to €800bn** for Readiness 2030 initiative
- €150bn in **Security Action for Europe** loans allocated

NATO Summit

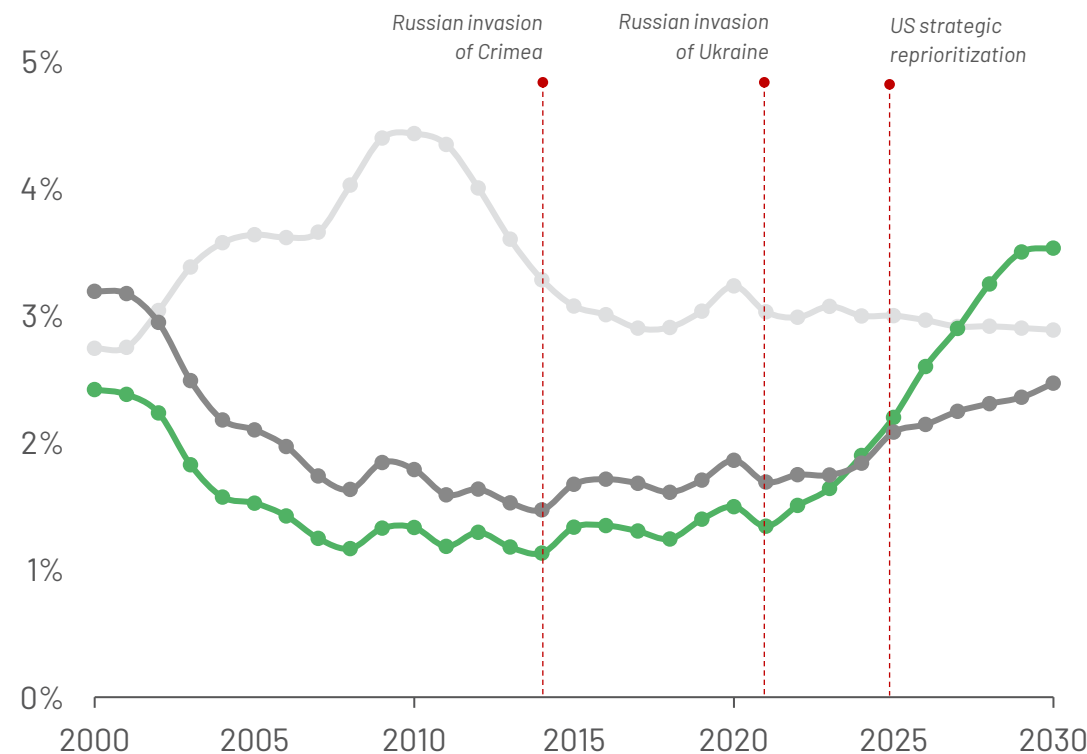


- Commitment to **3.5% of GDP for core defence spending**
- Capability increase across all domains with **up to 50 additional brigades⁽¹⁾**

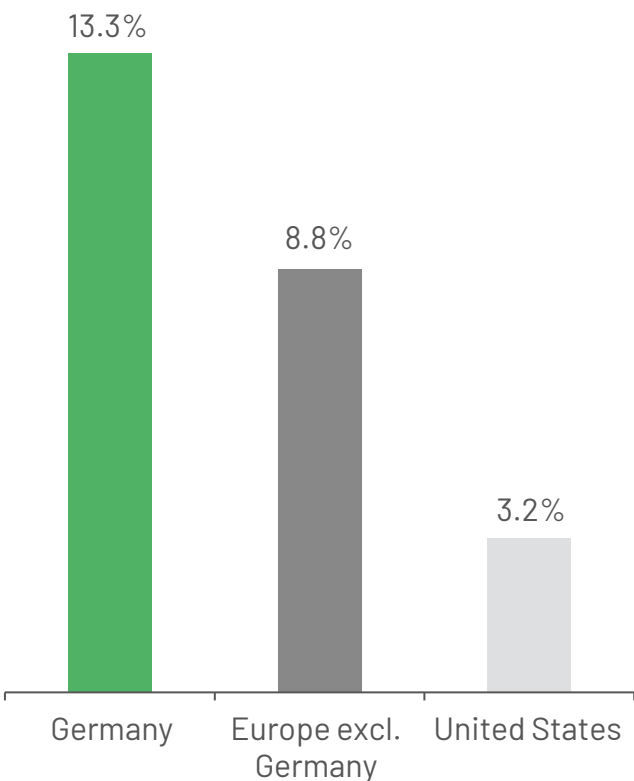
(1) Source: Reuters

Germany takes the lead in European defence

Historical and forecast defence spending (% of GDP)



Defence spending CAGRs 2025-2030



Germany Europe excl. Germany United States

Source: Renaissance Strategic Advisors.

Strong political commitment drives long-term growth



“ In future, the federal government will provide all the financial resources the Bundeswehr needs to become the strongest conventional army in Europe. ”

Friedrich Merz, chancellor,
government statement, 14 May 2025



“ We will ensure that more money spent on defence actually means more security for our country and our allies. ”

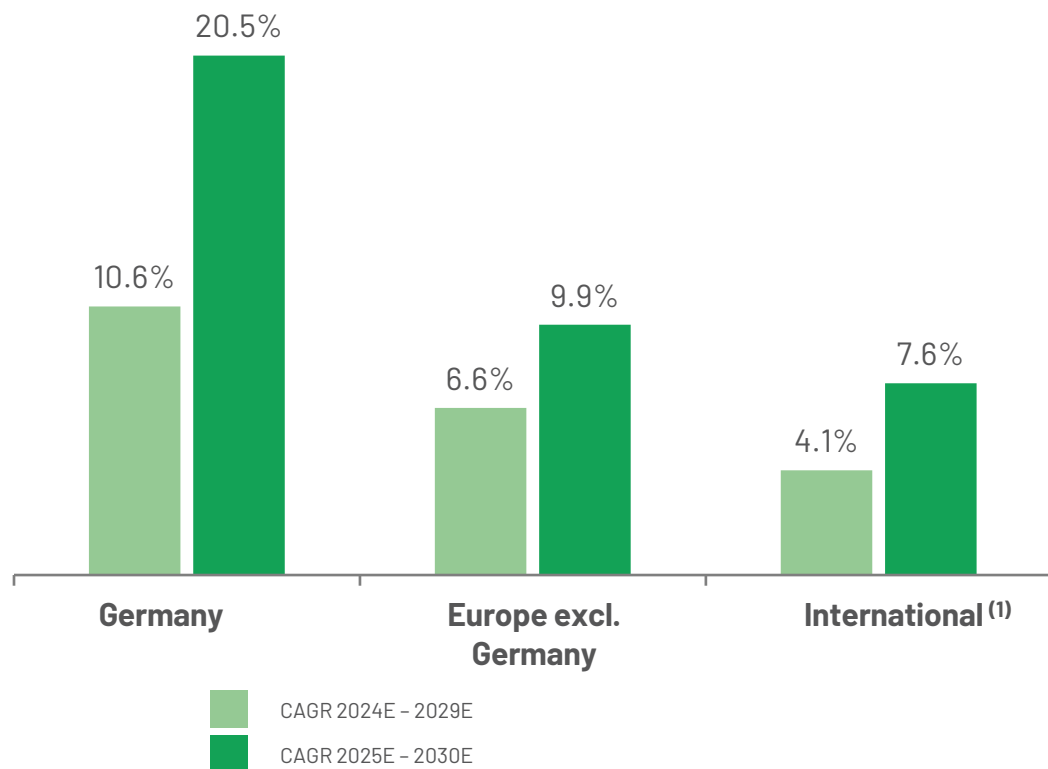
Boris Pistorius, minister of defence,
German Bundestag, 9 October 2025

Political support

- Long-term financial commitments and accelerated procurement
- Planning- and Procurement Acceleration law
- ~150 €25m procurement parliamentary proposals planned between September 2025 and December 2026
- New organisational structures in Federal Chancellery, Ministry of Defence and Ministry of Economics highlighting industrial support
- German framework contracts opened for European allies

Defence market outlook exceeds expectations

Accessible defence electronics market growth by region



Source: Renaissance Strategic Advisors (1) International figures do not include Afghanistan, China, Iran, North Korea, Russia

Speed and scale
of major procurement programs



Strong electronics density growth



Operational imperative for
interconnected sensors
in multi-domain operations

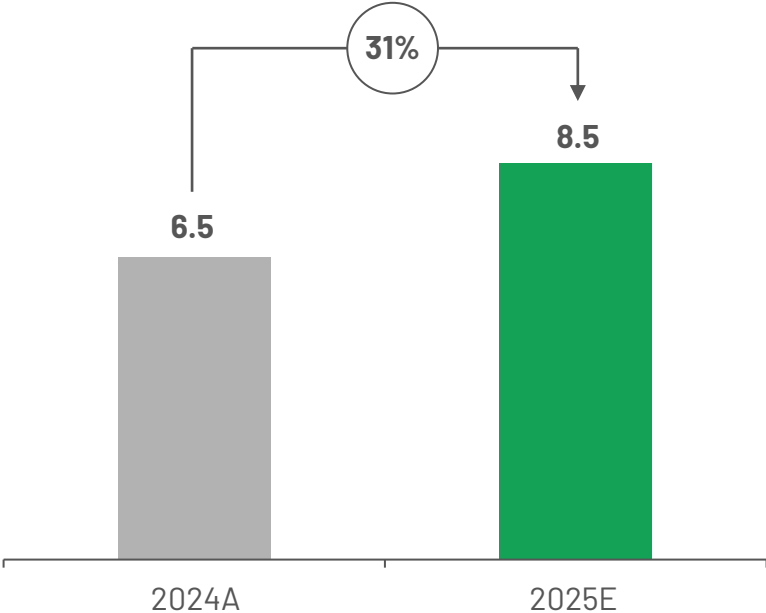


Accelerating next
generation capabilities

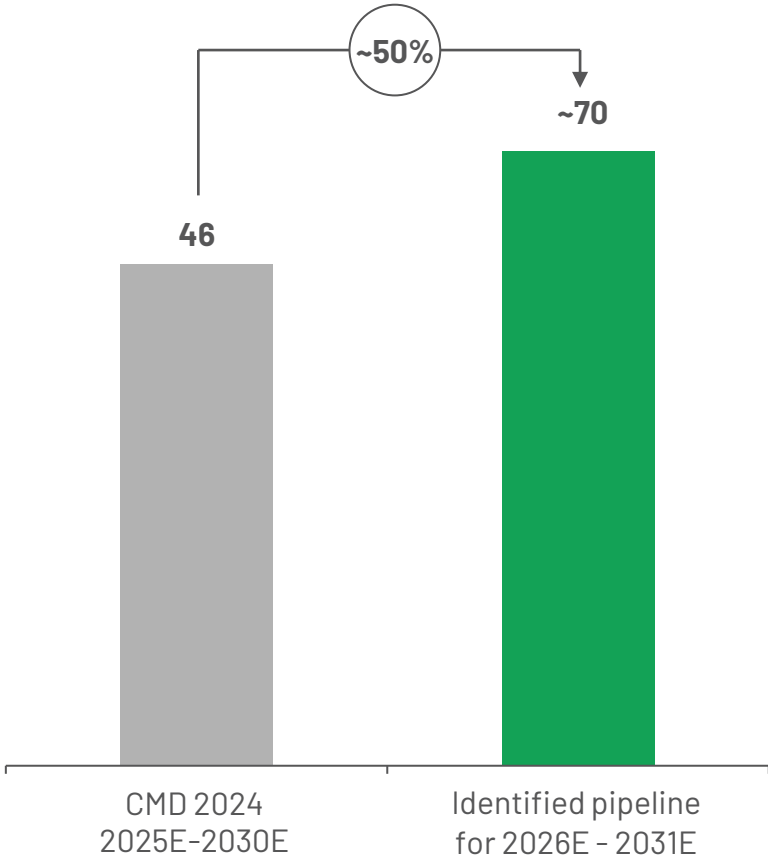


Enhanced visibility from a record order book and pipeline

Order backlog (€bn)



Unweighted pipeline ⁽¹⁾ (€bn)



Source: HENSOLDT AG (1) Pipeline is defined as total identified opportunities open for tender, based on management estimates of total value of contracts addressable over specified period (unadjusted for win probabilities for HENSOLDT).

Growth momentum from major German procurement programs

Dimensions of German defence spending...

1

Increasing scale of existing capabilities

2

Upgrades to existing capabilities

3

Development of new capabilities

...with HENSOLDT positioned across all domains



EF Tranche 4 & 5
Order expansion



Leopard 2A8 / Puma / Schakal
Order expansion and new variants



U212CD
Order expansion, new partners



PEGASUS
Capability expansion



Sawfish / Knifefish
State-of-the-art EW



P8 Poseidon
In-service support



LuWES
Airborne electronic warfare



Luchs 2
Data fusion solution



F127
Radar and C2

German-led programs fuel European and international growth



Source: HENSOLDT AG (1) total number including Germany

Key orders booked and contract flow-down imminent

Luchs 2



CERETRON sensors suite, sights and self-protection system in flow-down

~ €850m

Eurofighter



Eurofighter re-baselining, Halcon received, tranche 5 expected in Q4 2025

~ €560m

TRML-4D



TRML-4D (GBAD and weapon location) radars for Ukraine, additional orders expected in Q4 2025

~ €500m

Leopard 2/Schakal



Commander sight, driver sight and thermal imager for gunner sight in contract flow-down

> €400m

P-8 Poseidon



Sustainment contract for German P-8 program, booked in October

~ €100m

Luchs 2 / CERETRON: landmark contract signed

"Deliver at scale" meets "Pioneer software-defined defence"



Contractual options and international demand offer significant upside potential



Connected sensor suite



Strong SDD relevance



Volume increased by 3x since program initiation

Strategic market: Counter-UAV capabilities gaining importance

ELYSION offers seamless integration with existing air defence networks



Multi-sensor and multi-effector solution



Own C2 software, continuously upgradable



Integration capabilities, 100% in-house



Customer references Air Force, Federal Police and critical national infrastructure



Partnerships e.g. with Deutsche Flugsicherung



Deliver at scale

Christian Ladurner, CFO

Scaling sensors and systems: Longer cycle of sustainable growth outperforms initial complexity



HENSOLDT position

Pioneer software-defined defence

Solutions for diverse portfolio of defence programs

Specialised components, precision assembly and calibration

Systems and software engineering, platform integration

Longer cycle durable growth

Long-term driven by modernization and upgrades of existing platforms

Source: HENSOLDT AG

Delivering on our Operations 2.0 objectives



Scalability

Re-engineering

Productivity enhancement

Footprint expansion



Resilience

People

Supply chain

IT backbone

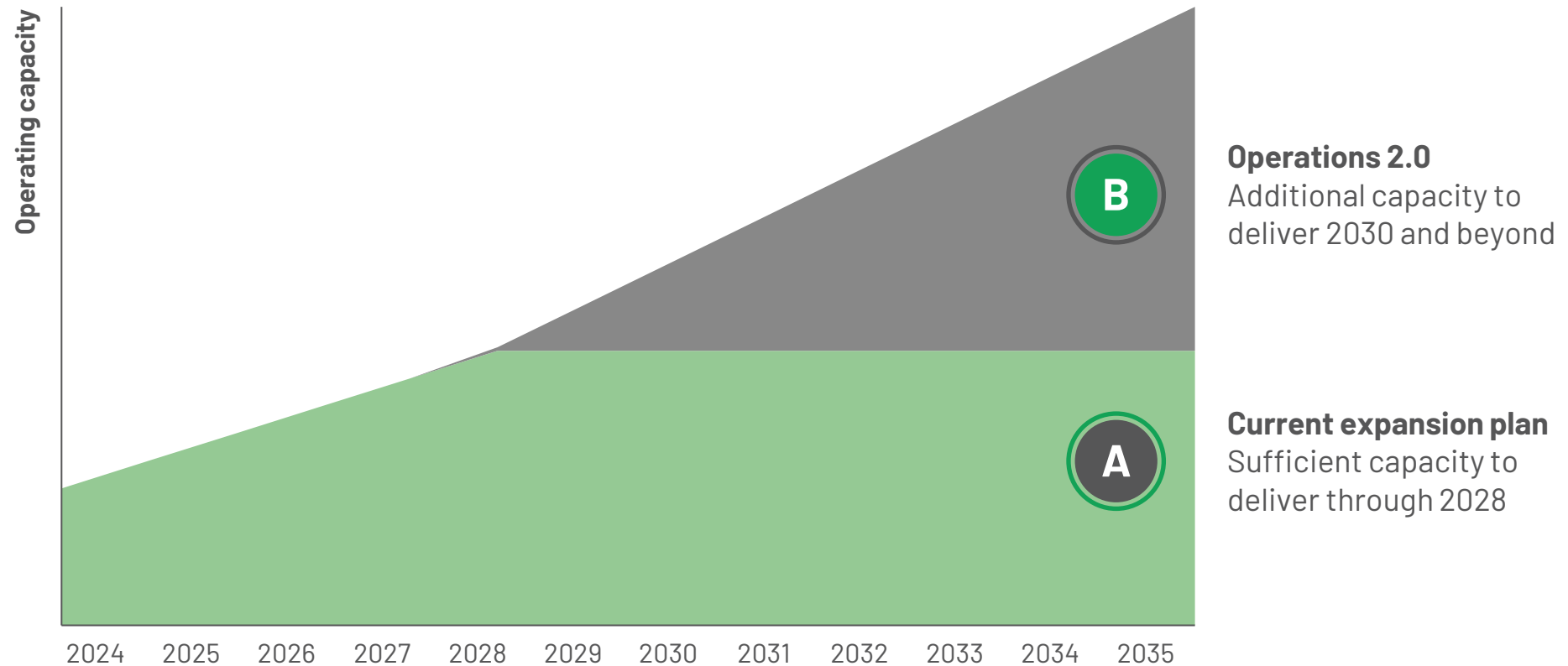


Efficiency

Operational excellence

Capital discipline

Foundation laid for a step-change in production capacity to 2030 and beyond



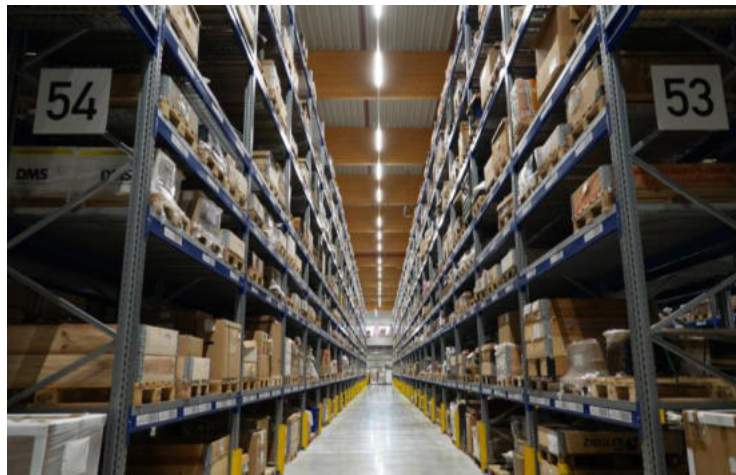
Expanding our industrial footprint with new and modernized sites

2024: Wetzlar



- **2.900 m²** production area
- **Infantry sights**

2025: Logistics Centre



- **30.000 m²** logistic area
- **Transversal logistics**

2026: Oberkochen



- **40.000 m²** total area
- **Vehicle optonics**

Source: HENSOLDT AG.



Operations 2.0 – our mission to scale

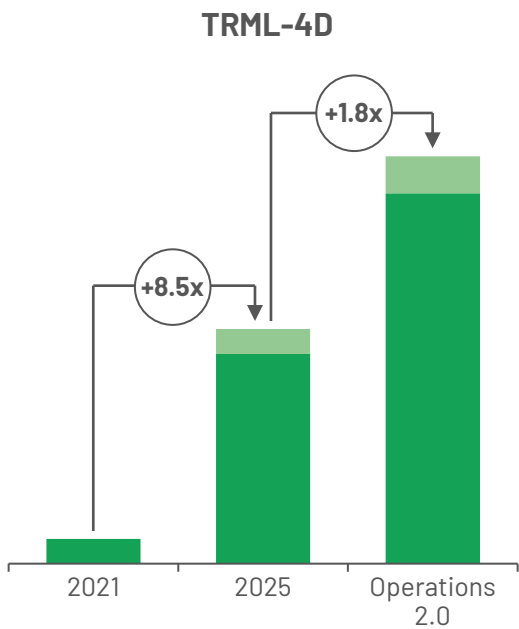
“We are building a **scalable, resilient and **efficient** Operations System to respond to strategic challenges and to satisfy future demand in products and services.”**



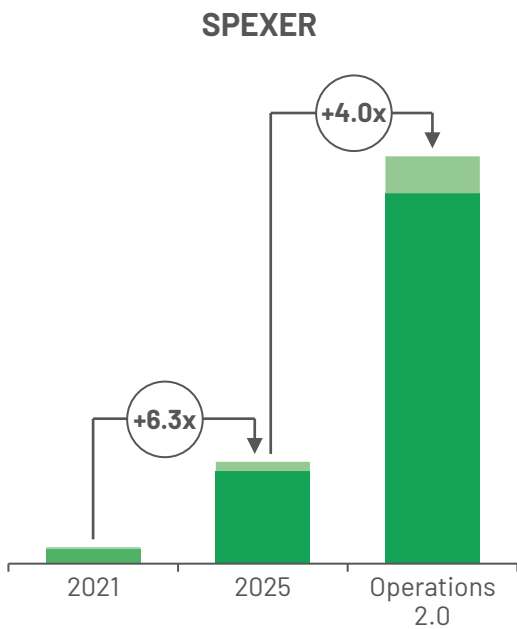
Achieving the next level of industrial scale

Capacity increase for selected key products

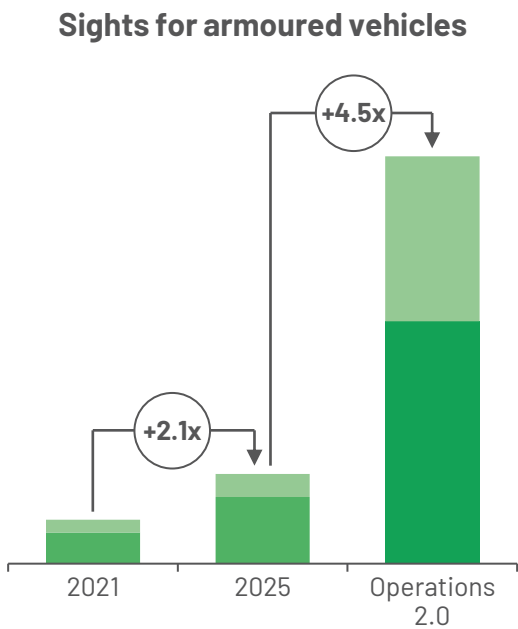
Sensors



Sufficient capacity **until 2026**, new facilities in place **2027**



Optronics



Sufficient capacity **until 2027/2028**, new facilities in evaluation

■ Production capacity ■ MRO/Spares/Upgrades

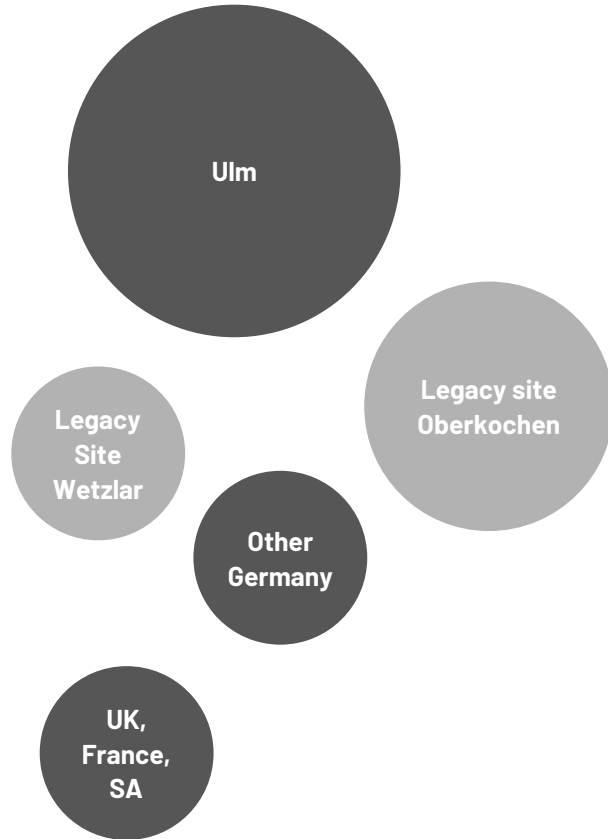
Source: HENSOLDT AG

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Expansion and redundancy strengthen delivery resilience

Footprint as of 2023



Footprint in 2027

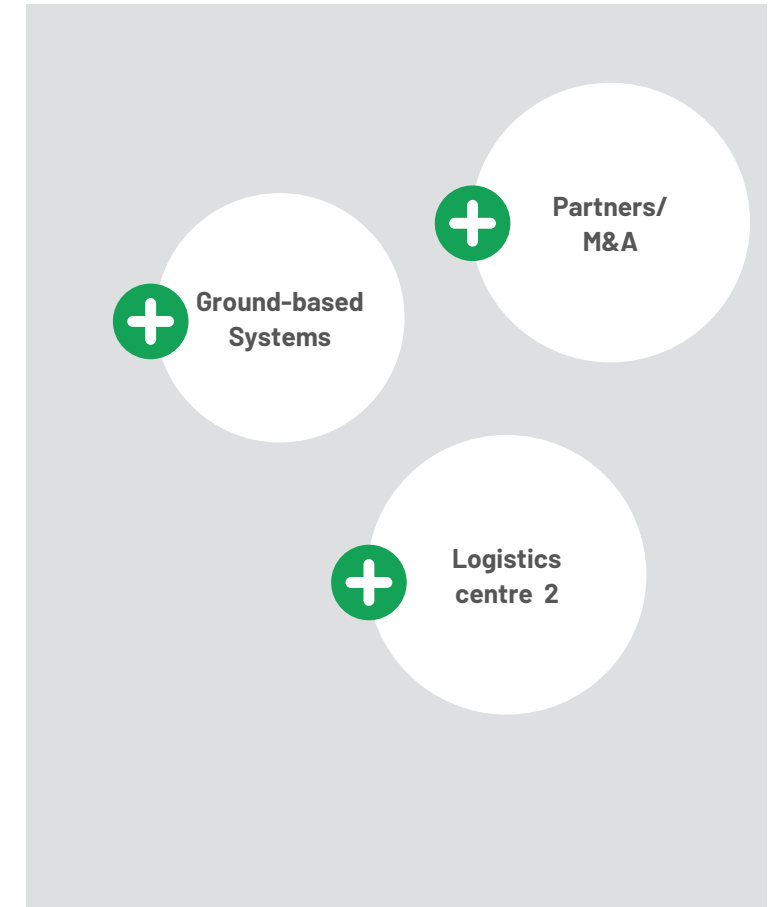
+3.4x sqm increase



 Additional Site  Extension and relocation to new site

Footprint 2028 and beyond

Further site expansions to be evaluated





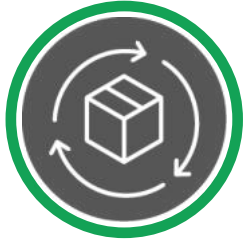
Deep-dive: New air defence radar production site



- Rapid capacity expansion to deliver on rising demand
- Focus on the series production of air defence radars
- Production of TRML-4D and SPEXER radars from 2027 onwards
- Investment of a mid-double-digit million-euro amount
- Combining resilience with synergies



Strengthening our supply chain for resilience and scale



Secure short-term supply

- Early order placements
- Batch strategy



Establish long-term, high-volume supply

- Multi-year frame contracts
- Strategic partnerships



Enhance supply chain performance

- Strategic supplier relations
- Focus on supplier quality



Increase supply chain resilience

- N-tier governance for critical raw materials
- Strategic stocks
- Geopolitical resilience



Optimize strategic supplier development

- Use HENSOLDT entities
- Strategic partnerships
- Vertical integration / M&A



#oneSAPnow and a robust IT backbone drive industrial expansion

Strong progress in 2025



Embedding resilience

- Increased resilience and flexibility
- Improved customer service
- Higher efficiency and compliance

Hybrid approach to continue roll-out

- Rollout strategy calibrated
- Production expansion prioritized
- S/4HANA upgrades sequenced



#oneSAPnow and a robust IT backbone drive industrial expansion

Completed



Build offsite backup

Ongoing



**Expand high-availability
systems**



**Build disaster recovery
capacity**

Next



Build new data center



Driving efficiency across the value chain

Efficiency enhancements along entire value stream



Engineering

Design for manufacturing

Supplier management

Secure supply & increase resilience

Logistics

Automation & digitalization

Factory setup

Takt-timed series production for high volume runners

People

Training & up-skilling

Production

Lean processes & new shift models

Testing

Upgrades & automation

Key takeaways



**Capacity expansion
achieved, next steps
initiated**



**Complexity of
transformation
well managed**



**Efficiency and cash
discipline drive
decision-making**



Pioneer software-defined defence

Oliver Dörre, CEO

Detect and Protect.

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HENSOLDT

Use case: Counter-UAV enabled by software-defined defence (SDD)

Software at the core of HENSOLDT's counter-UAS system ELYSION



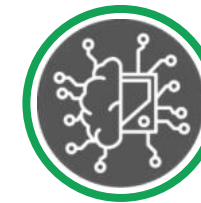
SDD unlocks next level counter-UAS capabilities



Daily updated AI-based
drone classification

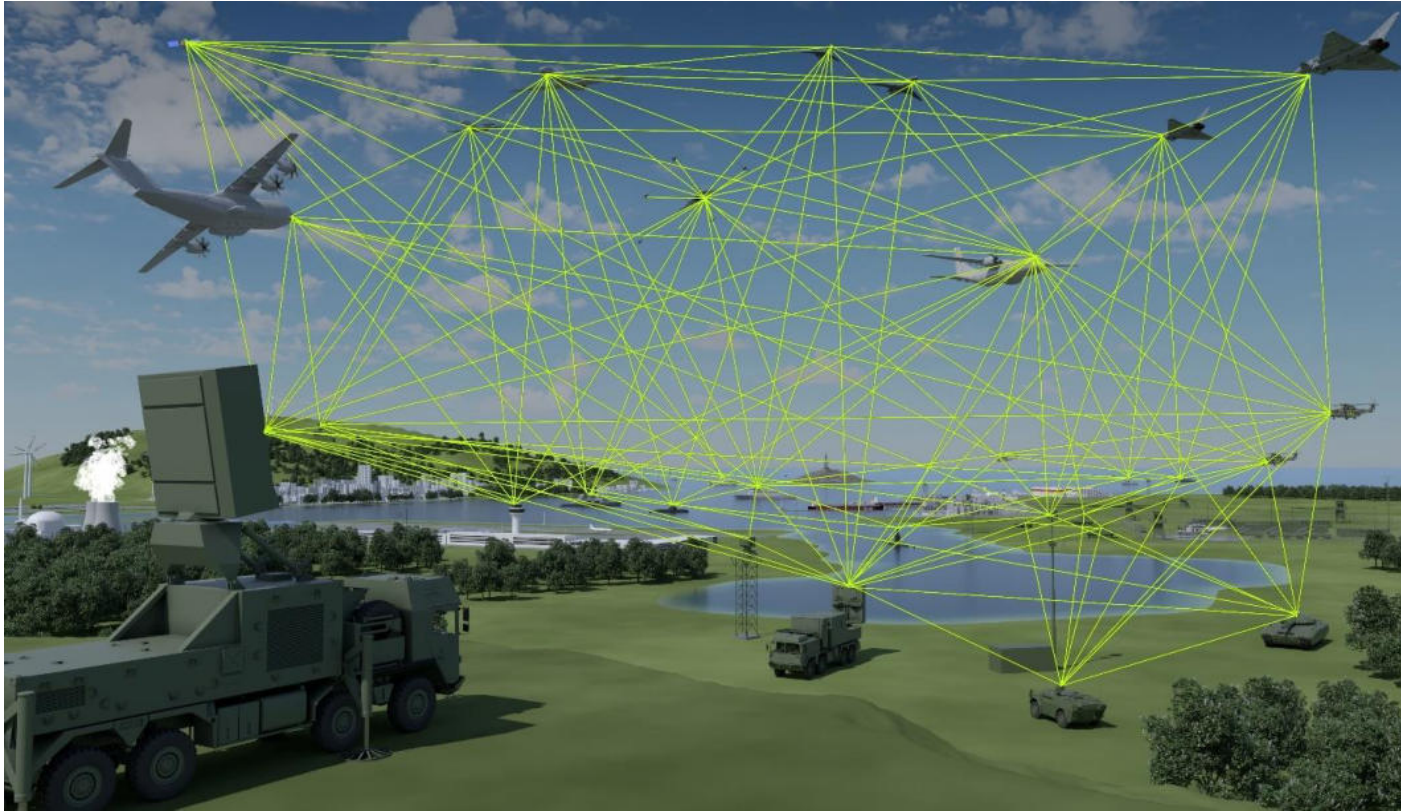


Fast scalable sensor grid
through software interfaces



All domain AI-supported
situational awareness

Software-defined defence at the core of modern warfare



Interoperability

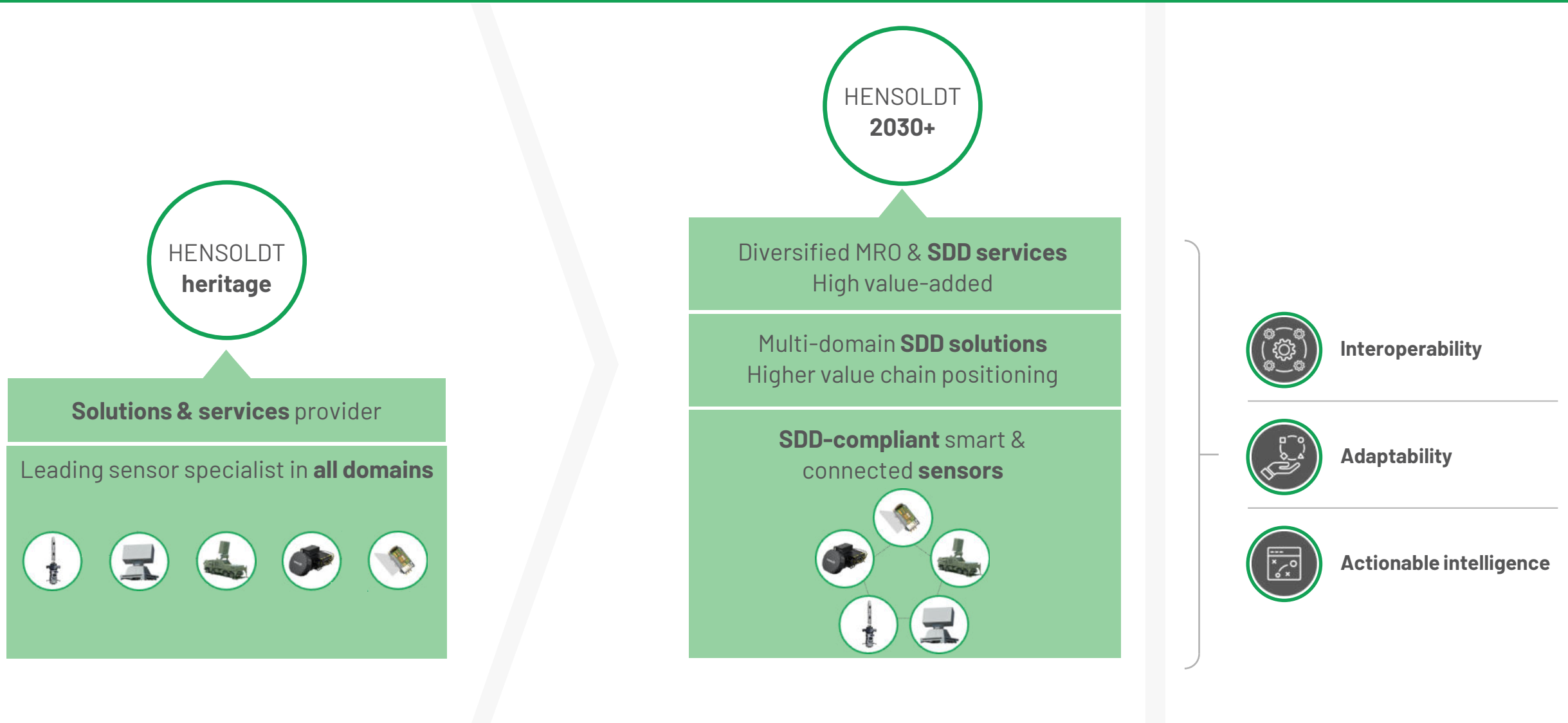


Adaptability



Actionable intelligence

From sensor excellence to leadership in software-defined defence



Our clear right to win in software-defined defence

Key differentiators



**Sensor data ownership
across domains**



**Vendor, platform and
OEM agnosticism**



**Sovereignty, ITAR-free
and open architecture**



**Mastering mission data
and AI complexity**

MDOcore – the software backbone for multi-domain operations

MDOcore will link all legacy and future military sensors and solutions



MDOcore highlights

- ✓ **Fully SDD compliant scalable, modular, and open architecture** that is fully adaptable to diverse customer requirements
- ✓ **Enables Multi-domain operations** by linking distributed sensors to an overarching system to provide information dominance on the battlefield
- ✓ **Multimodal data fusion and AI** using data mesh and data-as-a-service (DaaS) technology for a distributed MDOcore sensor grid

CERETRON – our first operational SDD solution for land systems

CERETRON transforms vehicles into networked reconnaissance nodes



Selected for ~€850m landmark Luchs 2 contract

Initial Proof of SDD approach

- ✓ Secured IP through mid-double-digit €m R&D
- ✓ Scalable open and modular architecture
- ✓ Combines multiple sensor types including own and 3rd party
- ✓ Embedded in networked system of systems architecture

Strategic R&D investments unlock substantial program revenue

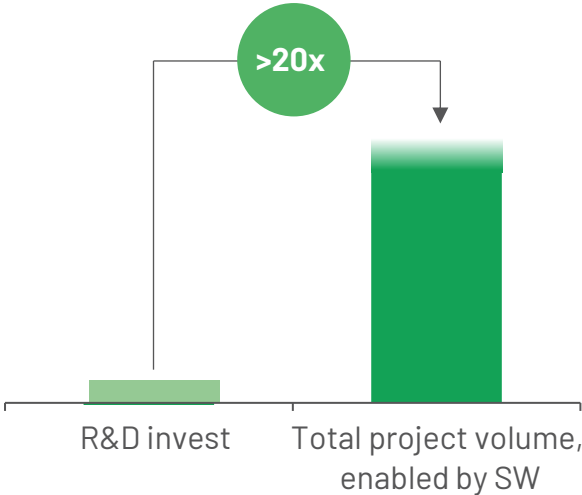
Highlights

- ✓ Proven, market-ready software solutions delivering value today
- ✓ Self-funded R&D, securing our IPs
- ✓ Significant programme revenue unlocked via software
- ✓ Strong scalable potential on the long term

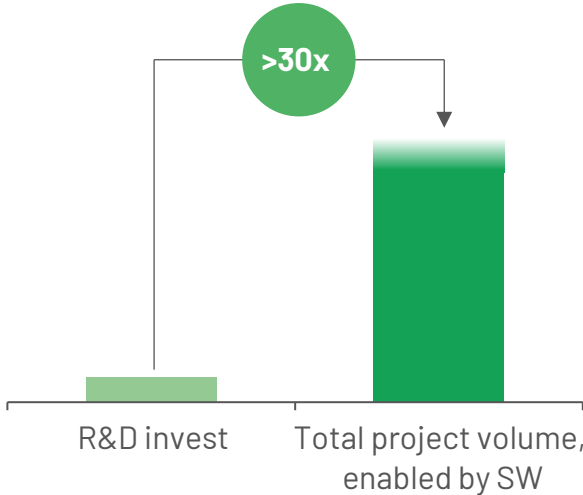
Source: HENSOLDT AG

Key facts

CERETRON
(in Mio€)



ELYSION
(in Mio€)



Expanding into a software- and data-centric, high-margin business model



Smart & connected sensors

Strengthening existing sensor USPs and providing lifecycle software adaptation and development, e.g. TRML-4D (GBAD/WL)



Scalable software solutions

Recurring higher-margin revenue streams with software like MDOcore, ELYSION and CERETRON



Extended services

Accessing new markets and customer base by offering continuous software updates, new data- and software-as-a-service contracts

SDD opens the door for highly profitable recurring revenues

Becoming the orchestrator of multi-domain operations



Unique position

HENSOLDT has a clear right to win in SDD/MDO



R&D

Focused investments on SDD/MDO capabilities



Partnership

Proof of smart partnering capabilities



Recurring revenue

Scalable, data-centric business with high margin recurring revenue

Differentiation for “fight tonight” and competitive advantage for “fight tomorrow”

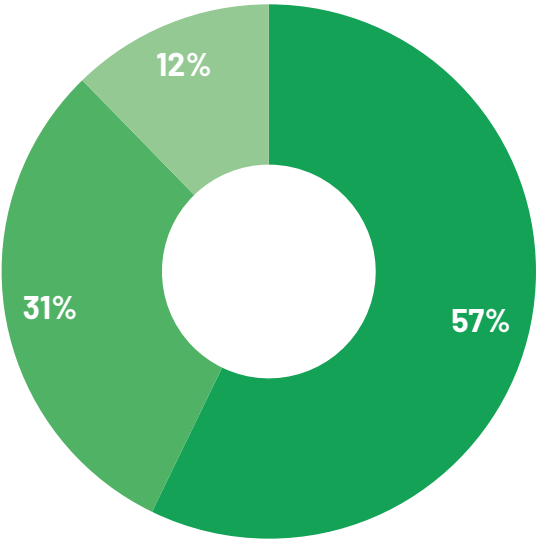


Grow with focus

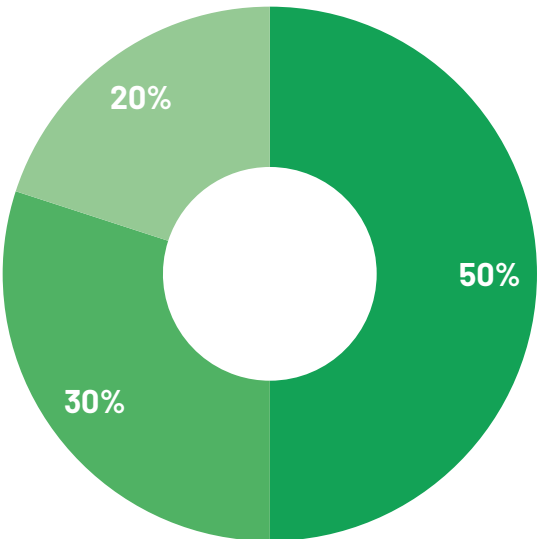
Oliver Dörre, CEO

Long-term geographic ambition intact – strong near-term momentum from Germany and Europe

Revenue structure 2024



Long-term revenue structure



Germany will be leading
(full range of solutions)



Europe will follow
(extensive range of solutions)



International product sales
(existing solutions and selected opportunities through G2G)

Germany Europe Strategic countries

Source: HENSOLDT AG

Key account management and go-to-market approach drive targeted growth

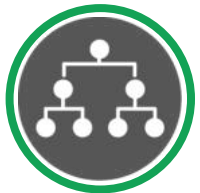
Sales transformation to address new market realities



Focus countries



Account management



Organizational setup & operating model



**International subsidiaries
in France, UK and South Africa**

Actions

Clear prioritization and targeted go-to market approach

Introduction of fully customer-centric account function

Adjusting to fit account and regional focus

Integration into our global operating and governance model.

Our global team speaks: voices from around the world

United States

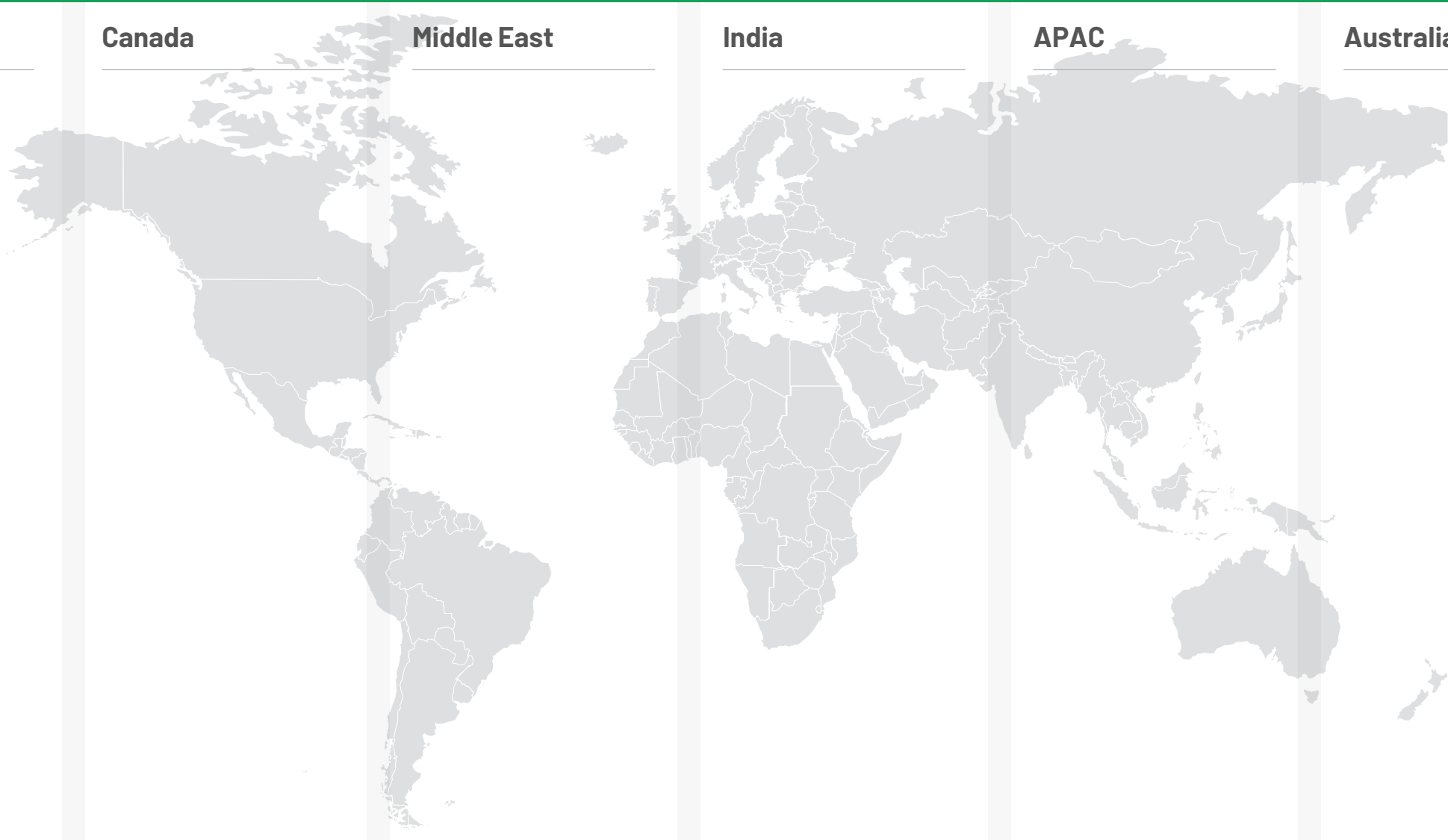
Canada

Middle East

India

APAC

Australia



Partnerships and selective M&A as key enablers of growth

Partnerships



Start-up ecosystem



Clear investment criteria for targeted M&A



Key drivers:
Digitalization & SDD, production
capability, internationalization



Active role in German
and European consolidation



Value accretive
transactions only



Lead our team into the future

Oliver Dörre, CEO

Building a high-performance culture for growth beyond 2030



Systematic attraction

Use current recruiting opportunities and attract the right talents



Development driven

Continuous learning to adapt to changing markets



Meaningful retention

Systematic talent retention embedded in performance culture

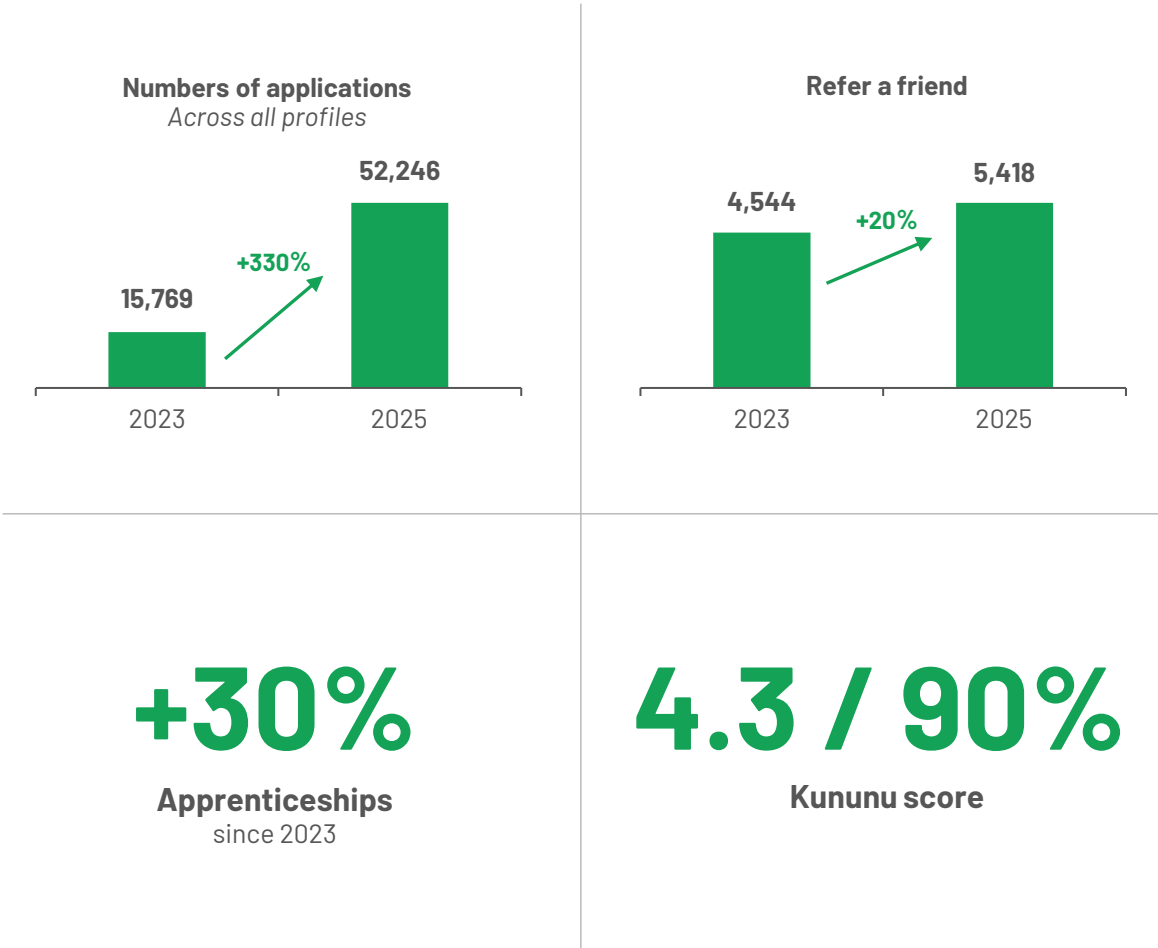


ESG leadership

Sustainability embedded across five pillars

Systematic attraction – reinforcing our employer-of-choice position

Why candidate experience matters even more



How HENSOLDT ensures to attract the right people

Targeted campaigns	jugend ✶ forscht	Active sourcing strategies (e.g. in software)	Onsite events
Systematic attraction	BFD BERUFS FÖRDERUNGS DIENST	DIENSTZEITENDE START IN DIE KARRIERE NACH DER BUNDESWEHR	SOLDATA ONLINE-SOLDATENMESSE
Vocational training	Agile workforce	Systematic development	Flagship concept
University partnerships	TUM	Universität der Bundeswehr München	HNU Hochschule Neu-Ulm University of Applied Sciences

Source: HENSOLDT AG.

Development-driven – continuous learning for a changing market

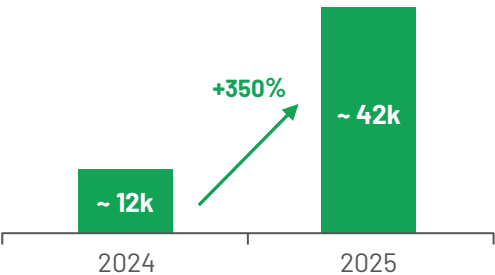
>615

Courses available

>680

Classes conducted

Training participations



+9

Development offers



Train

Global training catalog



Social & experiential learning



Develop

Re-skilling

Up-skilling



Grow

Talent identification



Succession planning

Meaningful retention within a high-performance culture

>95%

Retention rate

+3.6

Leadership strength



Leadership principles

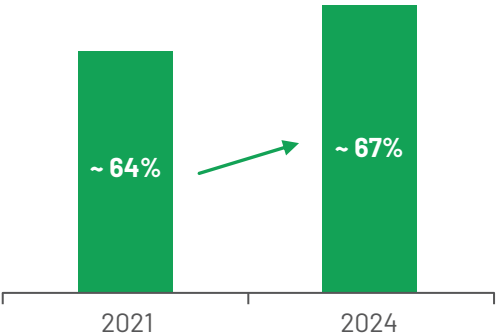


Health promotion

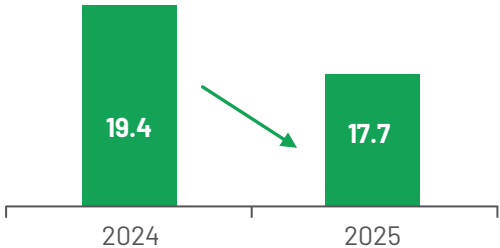


Employee benefits

Employee shareholdings



Health related performance loss



Culture evolution initiative as key driver for change
Collaboration, ownership, feedback, change mindset and leadership responsibility are key to HOW we work at HENSOLDT.

Delivering on our sustainability strategy across five pillars



Reduce climate impact

- ✓ Reduction of Scope 1 emissions by 22% compared to 2020
- ✓ Switch to green electricity in Germany, France and UK
- ✓ Completed calculation of Scope 3 emissions in 2024



Societal responsibility

- ✓ Part of the 'Made for Germany' initiative
- ✓ Conducting the Health and Leadership Survey



Compliance

- ✓ Introduction of new whistleblower tool
- ✓ Strict anti-corruption policy and code of conduct



Innovation

- ✓ Integration of sustainability criteria into the innovation process
- ✓ Development of a digitalisation roadmap



Diversity

- ✓ 25% of Leadership team are women
- ✓ Start of development of a bias free recruiting process
- ✓ Establishment of group-wide unconscious bias training

Recognised ESG leadership and ratings



In 2025,
HENSOLDT AG ranked:

- ✓ **2nd** in Aerospace & Defence industry
- ✓ Among top 35% globally across all sectors



- ✓ Among Top 35% performers across all industries



- ✓ "A" rating in 2025



- ✓ Above sector average in 2024

Source: HENSOLDT AG Sustainalytics ESG rating based on ESG risk (exposure & management) Scale: 0 (best) ⇔ 40+ (worst)



Financial performance and outlook

Christian Ladurner, CFO

Nine-month 2025 results on track to meet guidance

€ 2.0 bn

Order intake in line with expectations

€ 7.1 bn

Record order backlog

1.3 x

Strong book-to-bill ratio

€ 1.5 bn

Excellent revenue performance

€ 211 m

Strong adjusted EBITDA⁽¹⁾

13.7 %

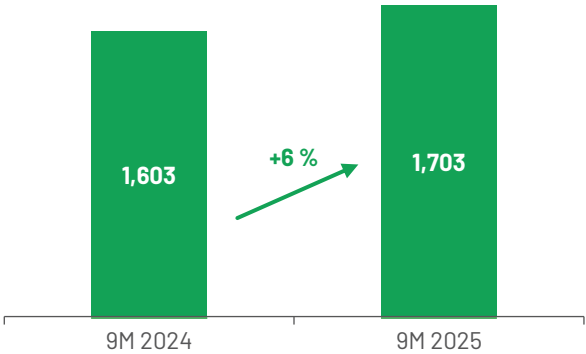
Solid adjusted EBITDA⁽¹⁾ margin

Source: HENSOLDT AG (1) Adjusted EBITDA / adjusted EBITDA margin excluding certain special items relating to transaction costs, OneSAPnow-related special items and other special items.

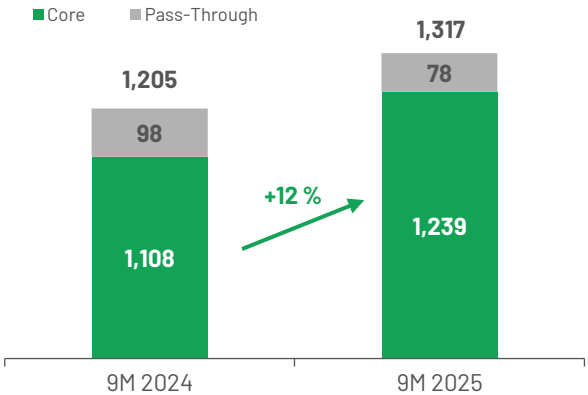
Segment overview – Sensors and Optronics

Sensors

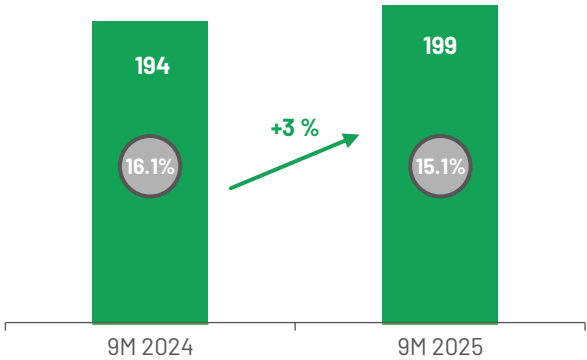
Order intake



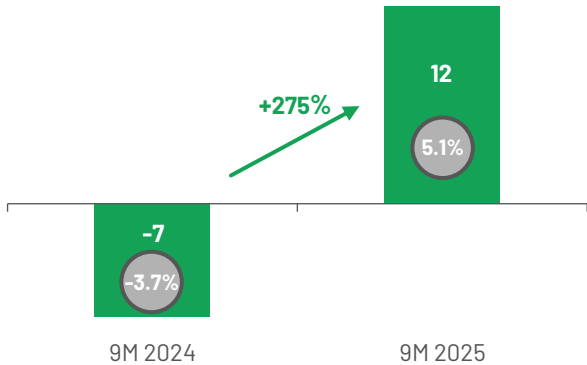
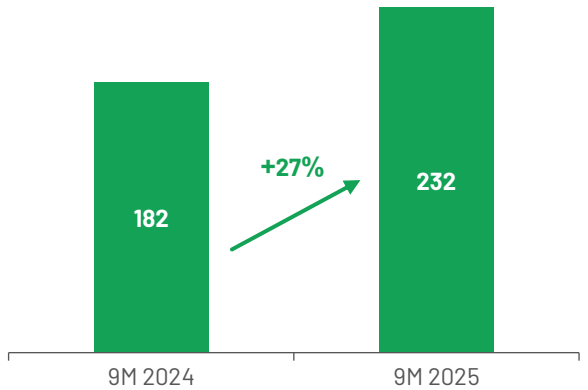
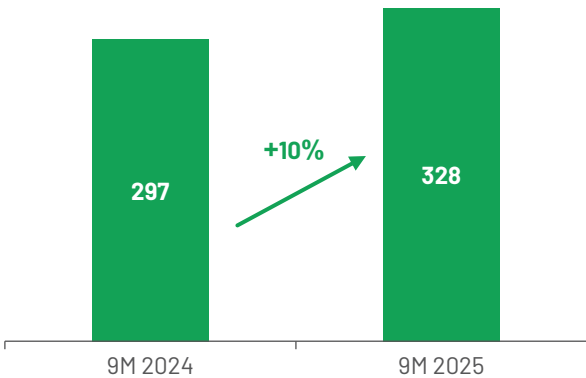
Revenue



Adjusted EBITDA⁽¹⁾



Optronics



Source: HENSOLDT AG (1) Adjusted EBITDA / adjusted EBITDA margin excluding certain special items relating to transaction costs, OneSAPnow-related special items and other special items.

Full-year guidance confirmed

	Previous 2025 guidance	New 2025 guidance	
Order intake / Book-to-bill	~1.2x	1.6x – 1.9x	increased
Revenue growth	€2,500m – €2,600m	~€2,500m	specified
Adjusted EBITDA margin ⁽¹⁾	~18%	≥18.0 %	specified
Adjusted FCF ⁽²⁾	50% – 60% average conversion on adjusted EBITDA	50% – 60% average conversion on adjusted EBITDA	unchanged
Net leverage ⁽³⁾	~1.5x	~1.5x	unchanged
Dividend	30 – 40% of adjusted net income	30 – 40% of adjusted net income	unchanged

Source: HENSOLDT AG (1) Adjusted EBITDA margin excluding certain special items relating to transaction costs, OneSAPnow-related special items and other special items. (2) Adjusted Free Cash Flow is defined as free cash flow excluding certain special items as well as M&A activities. (3) Net leverage including lease liabilities, excluding pensions and liabilities from the agreement for payment services.

2026 and mid-term targets raised

	2026 target	Mid-term target
Order intake / Book-to-Bill	~1.5x – 2.0x	Orders to grow significantly faster than revenue
Revenue growth	10% growth rate	15% – 20% annual growth rate back-end loaded
Adjusted EBITDA margin ⁽¹⁾	+50 bps annual margin improvement	
Adjusted FCF ⁽²⁾	~40% average conversion on adjusted EBITDA	~50% average conversion on adjusted EBITDA
Net leverage ⁽³⁾	Further deleveraging	
Dividend	30 – 40% of adjusted net income	

Source: HENSOLDT AG (1) Adjusted EBITDA margin excluding certain special items relating to transaction costs, OneSAPnow-related special items and other special items. (2) Adjusted Free Cash Flow is defined as free cash flow excluding certain special items as well as M&A activities. (3) Net leverage including lease liabilities, excluding pensions and liabilities from the agreement for payment services.

2030 ambition reaffirmed – strong tailwind for organic growth

Revenue in 2030

€ 6 bn

with an adj. EBITDA margin⁽¹⁾ of ≥ 20%

What provides HENSOLDT comfort to achieve 2030 target

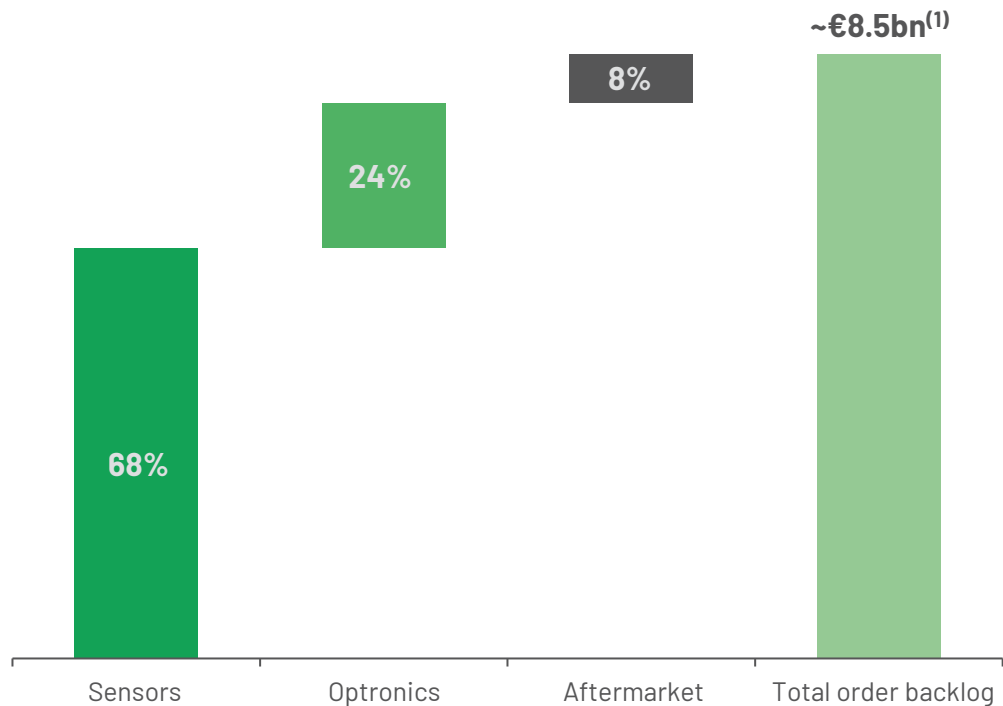
Market growth & drivers	Software-defined defence	Advanced solutions development	Services and training offering extension	Operations 2.0	Enhanced portfolio focus	Revised go-to-market approach	Industrial collaboration and partnerships
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Our business model is built to capture structural market demand, driving sustainable and profitable growth also beyond 2030

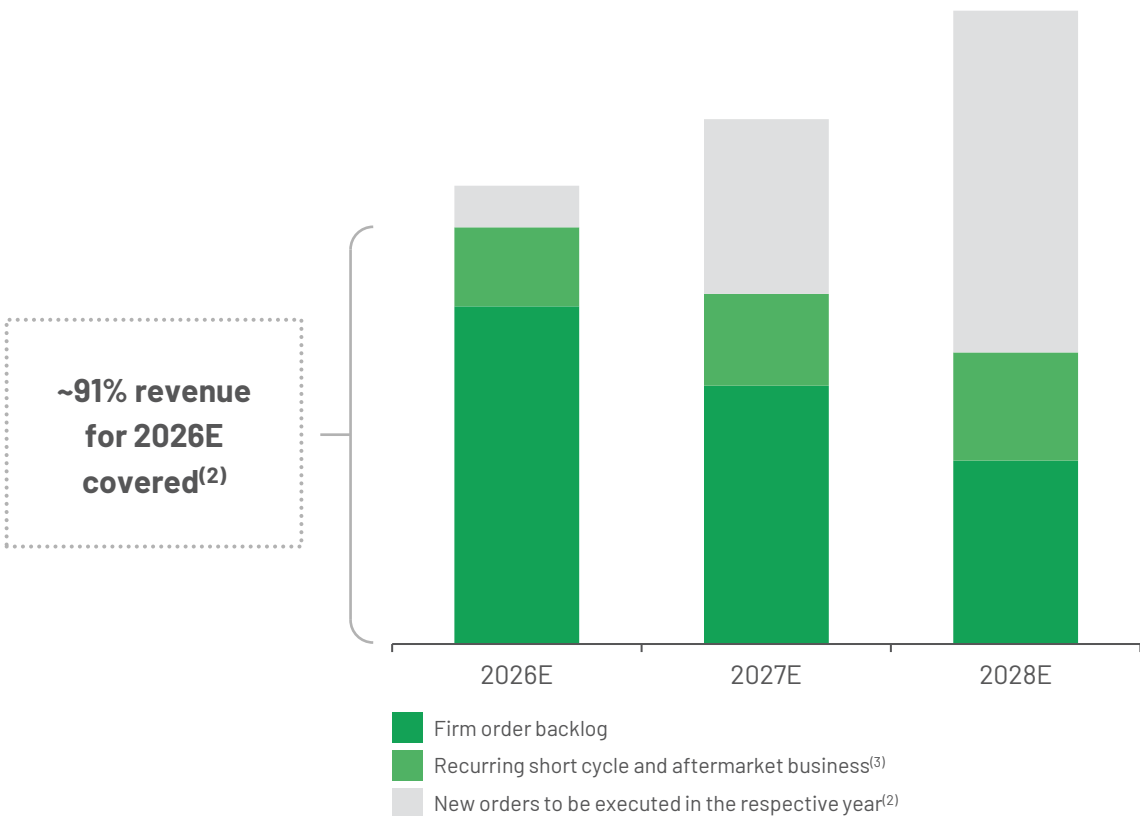
Source: HENSOLDT AG (1) Adjusted EBITDA / adjusted EBITDA margin excluding certain special items relating to transaction costs, OneSAPnow-related special items and other special items.

Strong order backlog provides exceptional revenue visibility

Current build-up of firm order backlog



Revenue coverage 2026E – 2028E

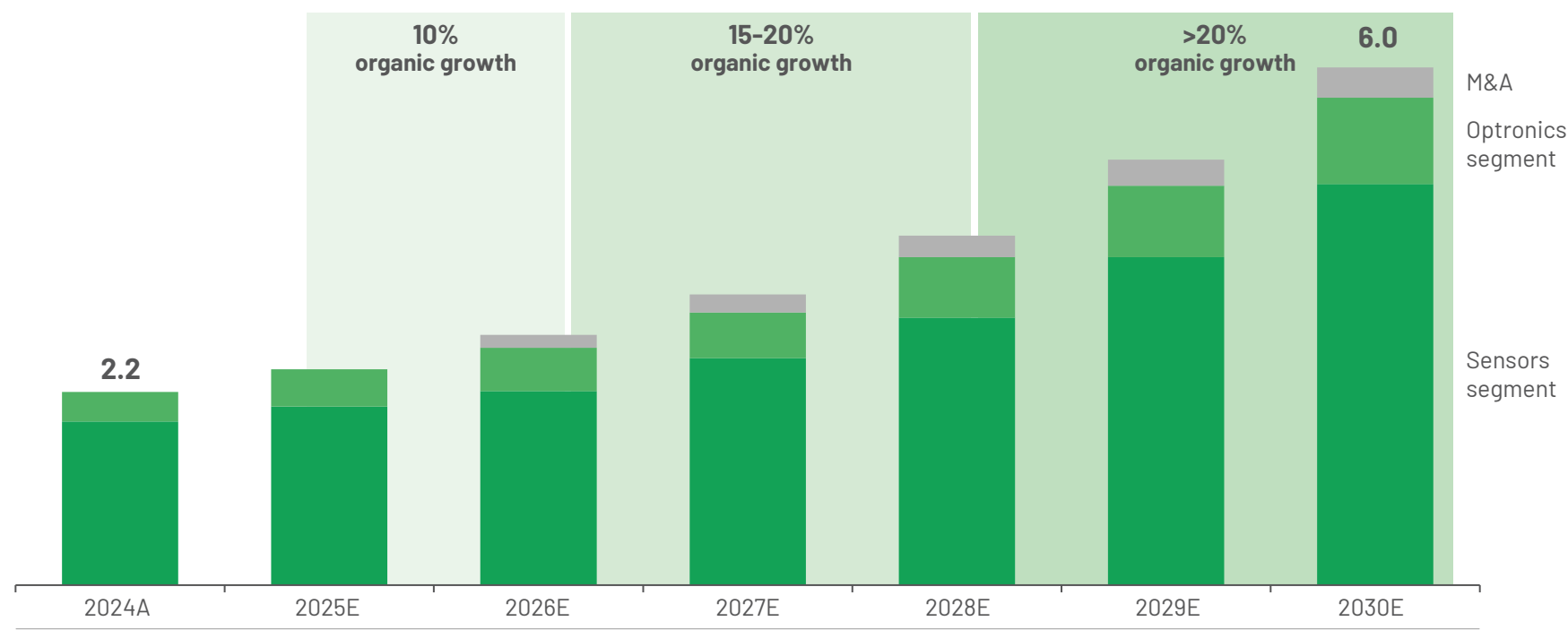


Source: HENSOLDT AG (1) Based on mid-point guidance 2025. (2) Management estimates based on the expected conversion of order backlog and further expected orders into revenue. (3) e.g. spares and service, including portion of expected aftersales in pipeline. (4) New project business includes pipeline; as well as the expected recurring short-cycle and aftersales business.

Balanced growth across segments with rising SDD contribution

Tailwind for higher organic growth

Revenue development 2024A – 2030E

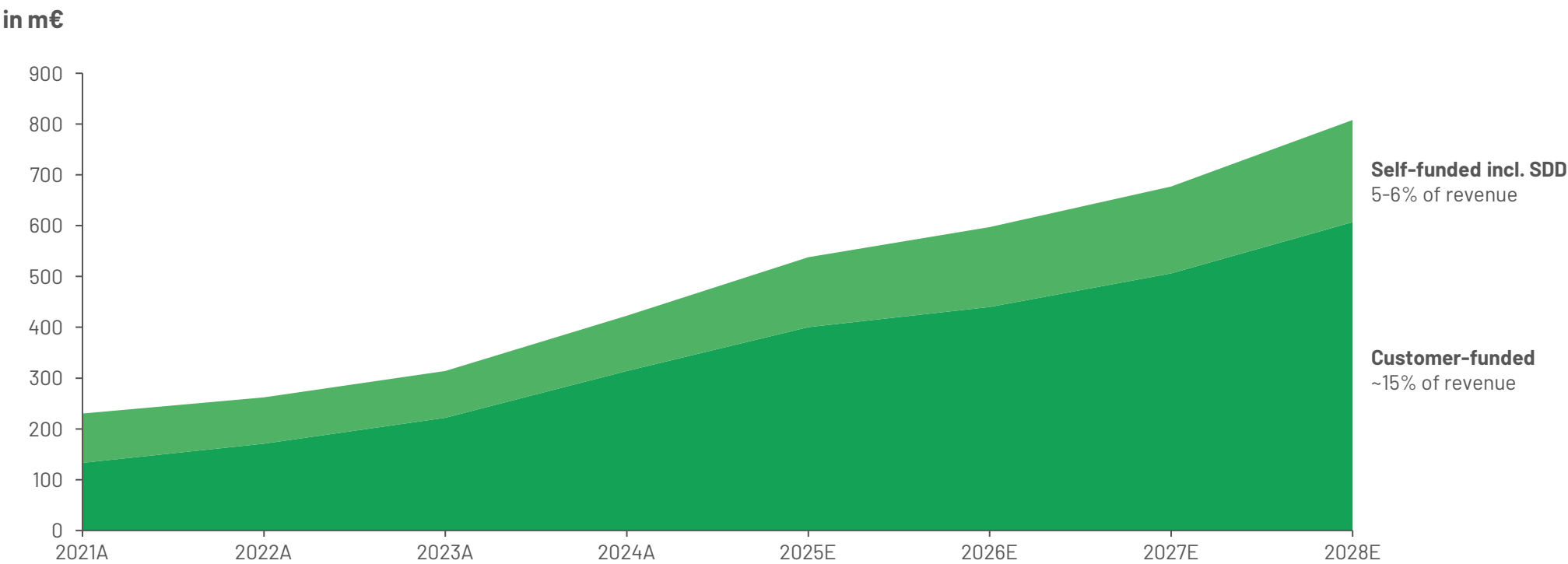


- Strong yearly growth in both segments: Sensors CAGR at ~16% and Optronics CAGR at ~20%
- SDD revenue percentage steadily growing from ~1 % in 2024 to ~8 % until 2030

Source: HENSOLDT AG.

Continued growth in R&D investment, including software-defined defence

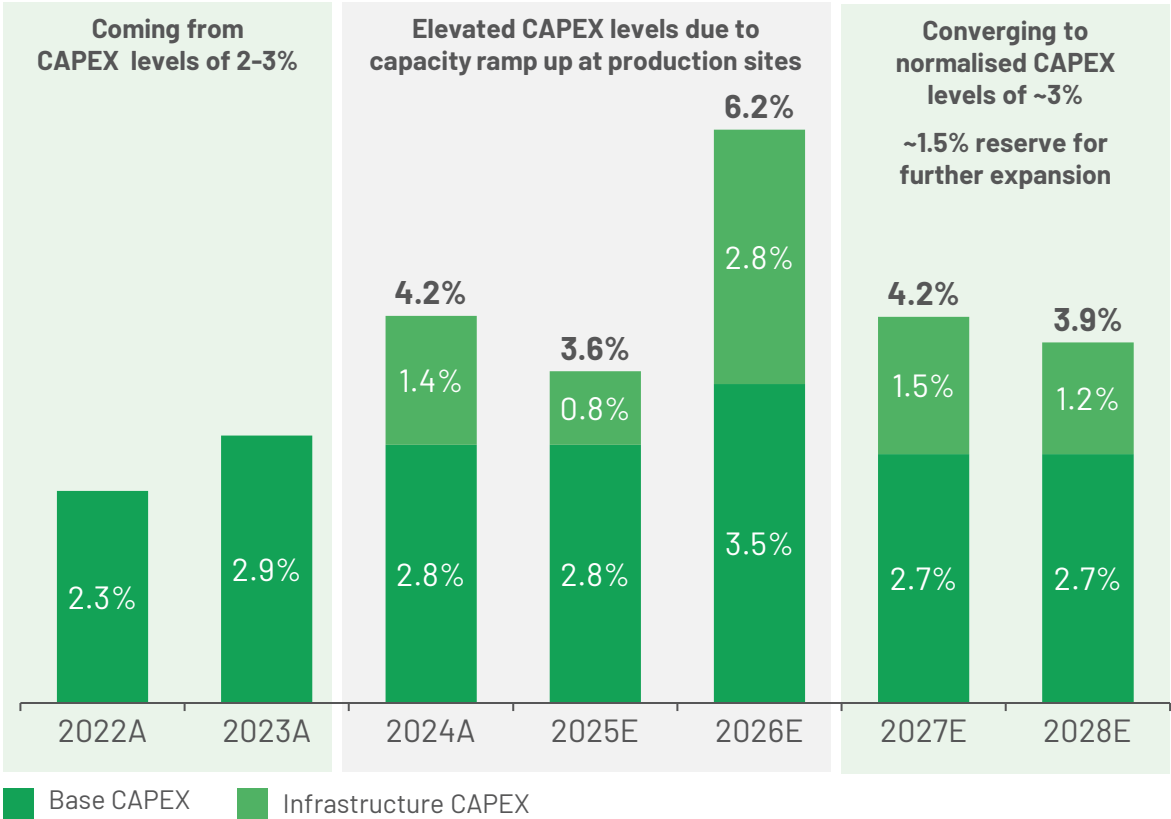
Self-funded R&D constant while customer-funded R&D increased from ~8% to ~15% over the years



Source: HENSOLDT AG.

CAPEX initiatives supporting long-term growth

CAPEX as % of sales



Key CAPEX initiatives



- Significant capacity expansion at Oberkochen and Wetzlar sites**
- Providing capacity until 2027 / 2028



- New logistics centre**
- 30,000 sqm facility with 10k+ pallets
 - ~40k RackBot containers



- Capacity expansion for radar production**
- 16,000 sqm total production space
 - Focusing on series production of TRML-4D and SPEXER radars from 2027 / 2028 onwards

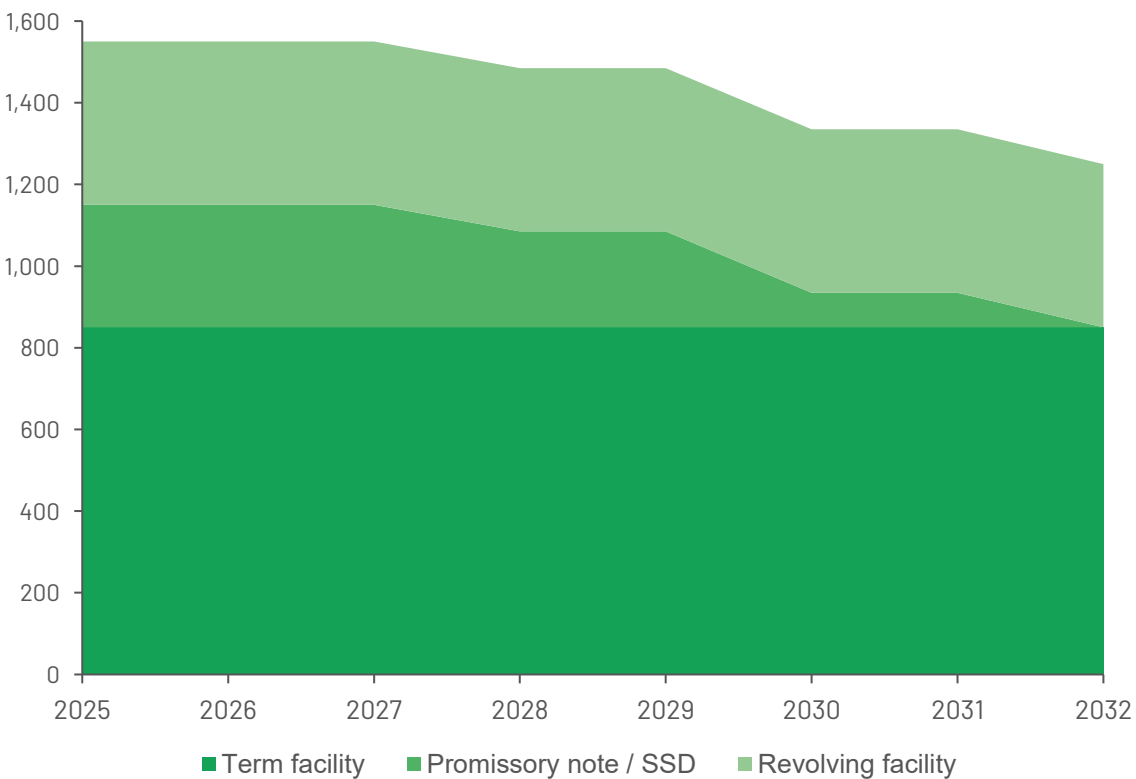
Source: HENSOLDT AG.

Financing structure secured through 2032

Refinancing achievements

- ✓ Strengthened long-term capital structure
- ✓ Improved cost structure
- ✓ Release of fundamental securities
- ✓ Diversification of funding structure

Maturities profile⁽¹⁾



Source: HENSOLDT AG 1) including extension options (1+1 years) for term facility, and revolving facility

Clear and disciplined capital allocation framework



**Fund our transformation
and growth**



Dividends



M&A

Supporting growth profile by preserving a conservative financial debt profile

Financial key takeaways



**Excellent
visibility**



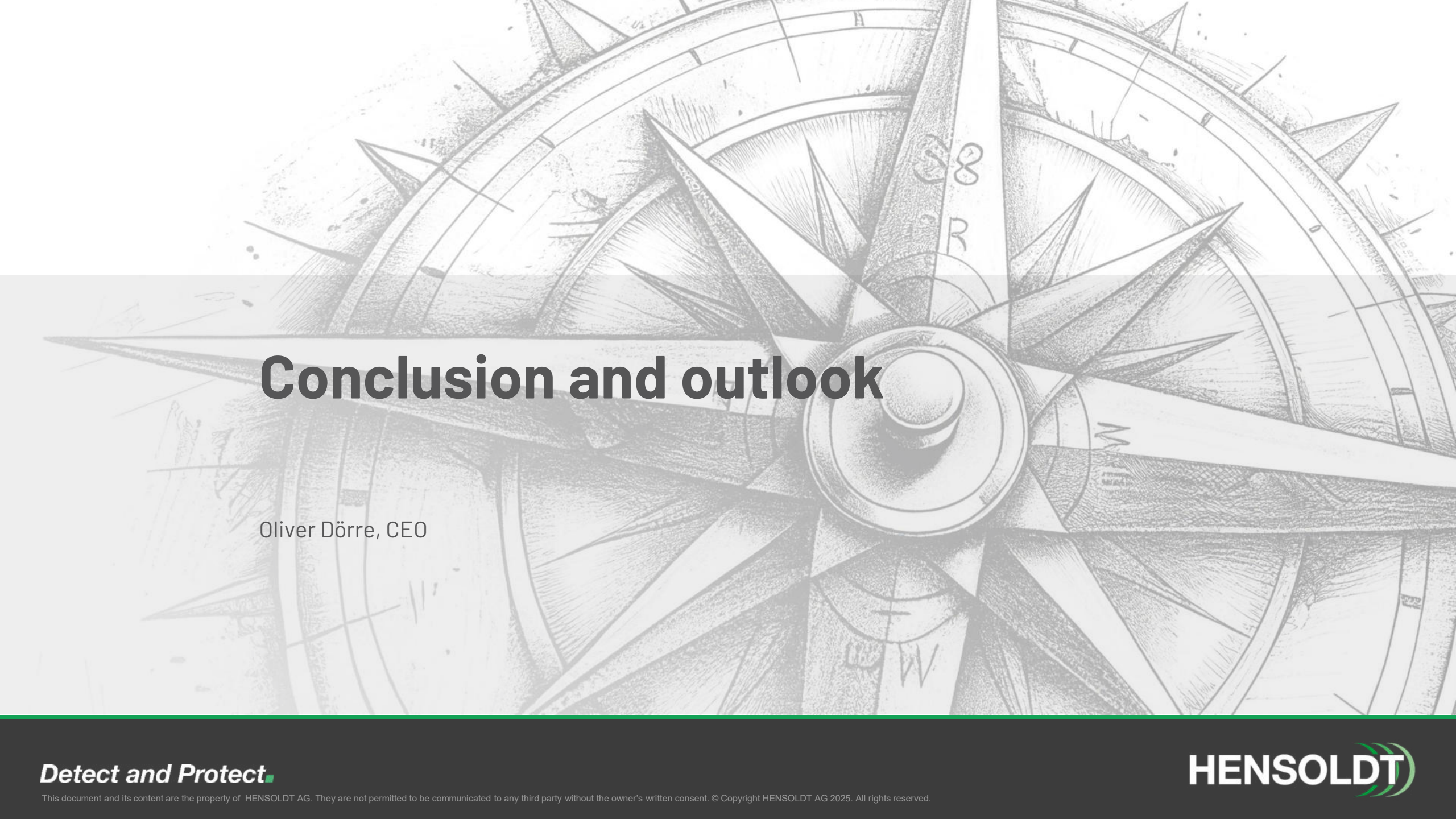
**Sustainable,
multi-vector
long-term growth**



**Highly profitable
and cash generating
growth**



**Sustained technological
leadership through
innovation**



Conclusion and outlook

Oliver Dörre, CEO

What drives our growth beyond 2030

Favorable macro environment



Geopolitical threat situation remains complex



Hybrid conflicts are the new normal



Defence spending will remain substantial

Technological Trends



Long-lasting investments in conventional capabilities



Digital Battlefield



High system availability required

HENSOLDT capabilities



Smart and connected sensors

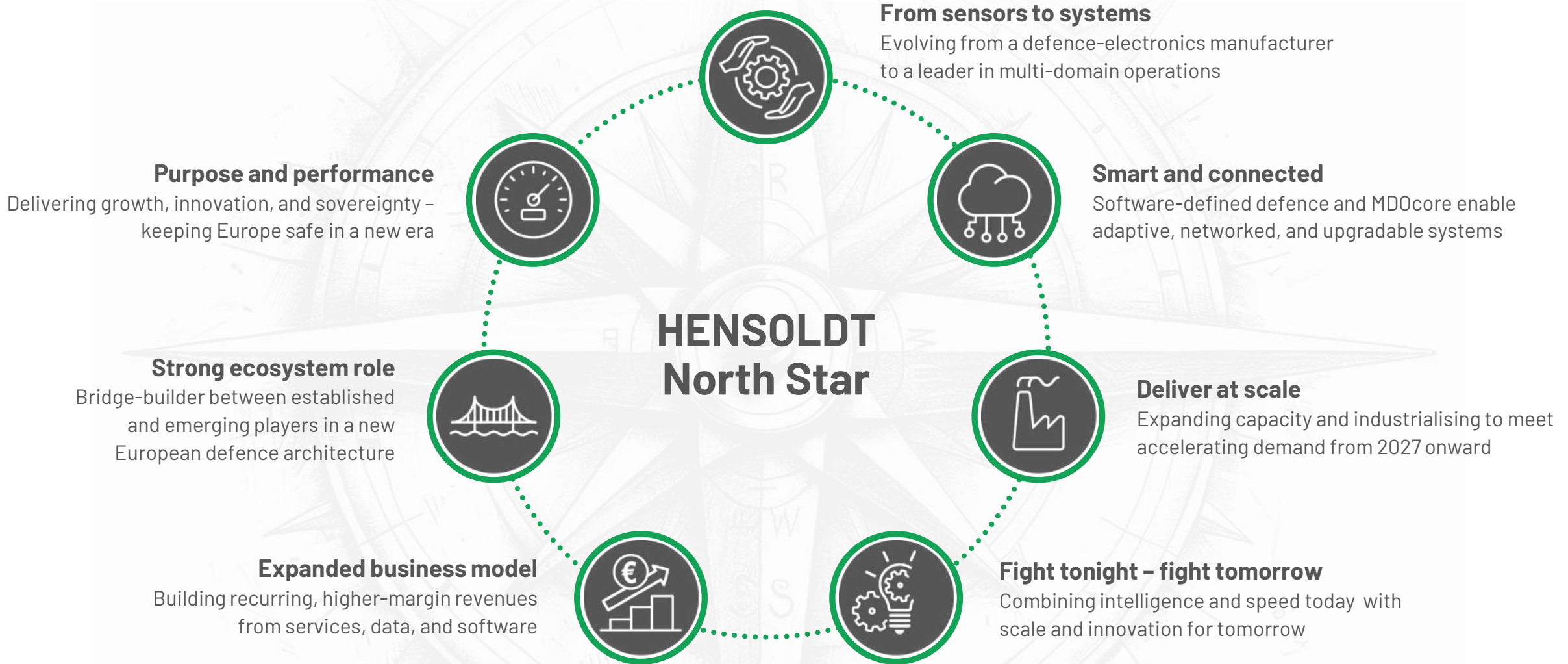


MDOcore/Software-defined Defence



New and expanding services business

Delivering North Star – a new era for HENSOLDT



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