



**Systems that protect
people and environment**

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Environment and ethics as guidelines —
We take responsibility.

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Welcome

Foreword by Neset Tükenmez

Dear reader,

I am delighted to present Aerodata AG's first sustainability report in this document. With the publication of this report, we are entering new territory and opening a new chapter for the future.

Our goal is to increase transparency about our activities and our contribution to the environment, society and responsible business practices. In doing so, we are guided by the European Union's VSME standard which enables us to present sustainability in a structured and comprehensible manner.

Although we are not subject to the EU's official reporting requirements, we are taking this step and reporting on our sustainability commitments.

With this report, we want to highlight our commitment to providing reliable and verified information while also creating a basis for dialogue with our customers, partners and employees.

I am convinced that sustainability is not just a regulatory requirement, but an opportunity to actively shape our future.

Thank you very much for your interest! Discover how we implement sustainability at Aerodata on the following pages.

Best regards,

A handwritten signature in blue ink, appearing to read 'Neset Tükenmez', with a horizontal line underneath.

CEO & President



Our Business Model



Based in Braunschweig, we are a family-run company operating in the aerospace industry (NACE 30.30.0 – Aircraft and spacecraft construction).

Since our founding in 1985, we have developed into a leading provider of specialised systems and services used by authorities, organisations and partners in the aviation and security sectors in Europe, Asia, Africa, Australia and North America. Our most important customers include government institutions and public sector customers.

Our business model is based on the development of innovative, highly complex systems.

We act as a general contractor, responsible for the entire process from design and development to production and integration into existing or new aircraft platforms.

Another component of our business model is close cooperation with research institutions and partners, such as the Technical University of Braunschweig and the German Aerospace Centre. These collaborations ensure our innovative capacity and contribute to the continuous development of our products.

Our Business Areas



FLIGHT INSPECTION



SURVEILLANCE



DESIGN & PRODUCTION



MRO & SERVICES



CUSTOMER SUPPORT

We offer complete solutions for a wide range of aircraft-based special tasks with a particular focus on special aircraft for surveillance and flight inspection. As the world's leading provider of modern flight inspection systems, we regularly set new standards. In addition, we develop and produce sensors and mission systems for a wide range of surveillance missions, which we implement directly on the aircraft, including integration and certification. Our range of services is complemented by our own maintenance operation, which offers comprehensive maintenance and modification services.

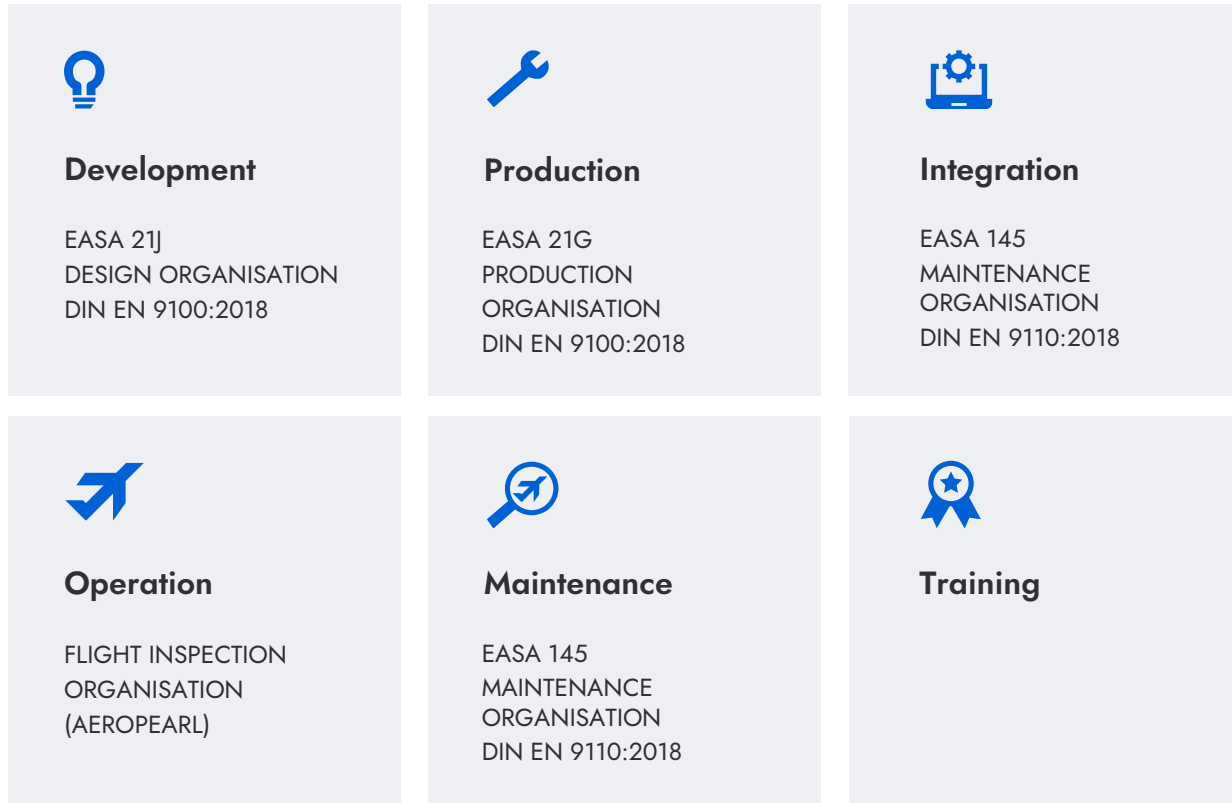


Global Presence

We have a strong network of customers and business partners on every continent. With our international presence, we have been supporting our customers and business partners worldwide with our expertise for 40 years.

 **Customers and Business Partners**

Our Value Chain



Our value chain is characterised by close cooperation with specialised suppliers and entails several clearly defined stages. It begins with the development and design of tailor-made systems by our own engineering and development teams. This is followed by our production, which is adapted to international standards. An essential component is the integration of the systems into the respective aircraft platforms, including the necessary approval and certification by national and international aviation authorities.

After delivery, we support our customers throughout the entire life cycle of the systems and products with maintenance, repair and modernisation services. This is complemented by a strong service business, which includes a global AOG (Aircraft on Ground) support network.

This integrated, single-source approach ensures optimum performance.

As a general contractor, we cover the entire value chain.

Our Approach To Sustainability

OUR MISSION:

➤ PROTECTING NATURE AND SAVING LIVES

Sustainability is a central component of our corporate values. We develop systems that protect people and environment. Our actions are based on a binding [Code of Conduct](#) that ensures ethical and honest behaviour as well as responsibility in dealing with business partners, customers and suppliers. As an internationally active company, we see it as our duty to combine economic interests with ecological responsibility and social commitment.

To implement this policy, we have established a series of business activities and voluntary measures, which are presented on the following pages. One focus is on technological solutions that serve to protect the environment. In addition, we place particular emphasis on the people inside and outside the company. At the same time, we ensure a respectful corporate culture characterised by appreciation and respectful interaction with one another.



We Take Responsibility

General Information & the Scope of our Report



We believe that sustainability should be firmly anchored in our products, projects and processes. We see sustainability as a continuous process of improvement. In the coming years, we want to further develop our environmental, social and governance analyses to continuously optimise our overall sustainability strategy.



In addition, we strive to intensify the use of sustainable technologies in our projects, continuously increase our energy and resource efficiency, and expand our research activities for ecological applications. Our aim is to be perceived as a role model for responsible entrepreneurship in the aerospace industry and to make a tangible contribution to solving global environmental and security challenges.

Sustainability Report 2024

We are taking the first step.

Our sustainability report covers the period from 1 January 2024 to 31 December 2024. This is the company's first report in accordance with the VSME (Voluntary Standard for non-listed SMEs), which means that no comparative data from a previous reporting period is available. Similarly, there is no unchanged information from the past and no links to previous reports. The report is presented in consolidated form and is based on the euro as the universal reporting currency.



Head Office

Hermann-Blenk-Straße 34-36,
38108 Braunschweig, Germany



Total Sales Revenue

94 million euros



Total Balance Sheet

62 million euros

The Topics Covered in our Report

Our report covers all disclosures required by the VSME basic module. In addition, selected information from the VSME supplementary module is also reported. Following topics are covered:

Environment

- B3** Energy And Greenhouse Gas Emissions
- B5** Biodiversity
- B6** Water
- B7** Resource Use, Circular Economy and Waste Management

Social

- B8** Workforce – General Characteristics
- C5** Additional (General) Workforce Characteristics
- B9** Workforce – Health and Safety
- B10** Workforce – Remuneration, Collective Bargaining and Training
- C6** Additional Own Workforce Information – Human Rights Policies and Processes
- C7** Serious Negative Human Rights Incidents

Governance

- C1** Strategy: Business Model and Sustainability – Related Initiatives
- B11** Convictions and Fines for Corruption and Bribery
- C9** Gender Diversity Ratio in the Governance Body

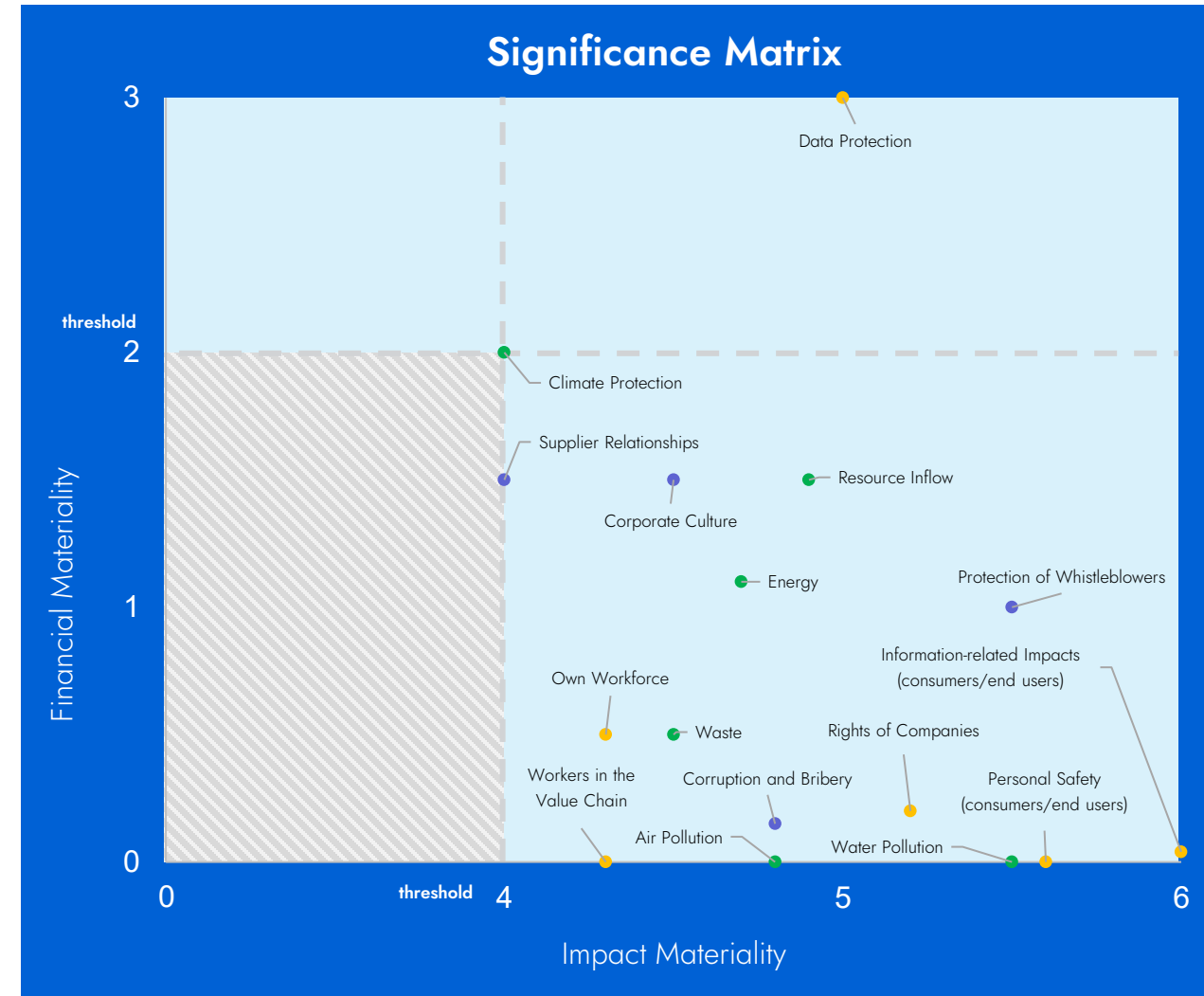
We report on all essential aspects of the basic module **(B)** as well as selected topics of increasing relevance (extra modules **(C)**). No topics have been omitted that would have been classified as non-reportable due to confidentiality or sensitivity. This report thus provides a complete picture of the current status of our sustainability activities in accordance with the VSME standard.

Double Materiality Assessment

Although the VSME standard does not require a double materiality assessment to be carried out, we voluntarily conducted such an analysis as part of the reporting process*. The aim was to gain a sound understanding of the key sustainability issues that affect both our company's impact on the environment and society (impact materiality) and the financial implications of sustainability risks and opportunities for our business (financial materiality).

The analysis was carried out through internal workshops with the specific specialist departments, supplemented by the involvement of key stakeholder perspectives and a structured risk and opportunity assessment. In this way, the relevant issues along the value chain were identified and evaluated.

*The materiality assessment was carried out based on the standards set out in the CSRD (Corporate Sustainability Reporting Directive). This report is structured in accordance with the VSME standard. This does not constitute a contradiction, as both regulations are based on the same standards. Presentation in VSME format is possible without any loss of information. This presentation is greatly simplified, and the individual points cover specific sub-topics. The thresholds are 2 (financial materiality) and 4 (impact materiality) respectively.



Environment

B3

Energy

Aerodata is committed to sourcing energy from renewable sources and continuously reducing energy consumption. Our combined heat and power plant, installed photovoltaic system, existing charging infrastructure and the establishment of professional energy data management with a specialised service provider all contribute to this. Current consumption figures can be found in the table below.

Specification	Energy [MWh]
Purchased green electricity	104
Output of photovoltaic system	33
Output of combined heat and power plant	114
Gas	2.635
Total value	2.896

B3

Greenhouse Gas Emissions

Scope	Location-Based [T CO ₂ e]	Market-Based [T CO ₂ e]
Scope 1	589	589
Scope 2	38	-
Total value	627	589

Location-Based

The location-specific emission factor is provided by the International Energy Agency (IEA).

Market-Based

The market-based emission factor is taken from the energy supplier's invoices.

Specification	Location-Based [T CO ₂ e/k €]	Market-Based [T CO ₂ e/k €]
GHG emission intensity (sales revenue/greenhouse gas emissions)	0,0067	0,0063

Environment

B5 Biodiversity

Aerodata’s business activities at its headquarters and all its main operating sites are in an urban environment and are neither within nor in the immediate vicinity of areas classified as particularly sensitive in terms of biodiversity. This rules out the possibility of our activities having a direct or indirect negative impact on habitats that fall under ecological protection.

We monitor the conditions at our locations and also take aspects of environmental protection and nature conservation into account. Should changes occur in the future, for example due to an expansion of operating areas or new research and development activities, a new assessment will be carried out to ensure environmental protection and compliance with the applicable protection standards.

B6 Water

Specification	[m³]
Total water abstraction from all sources and for all purposes	678

B7 Resource Use, Circular Economy and Waste Management

Specification	[t]
Annual waste volume – non-hazardous	13,6
Annual waste volume – hazardous	1,3
Annual waste volume – recycled	13,9
Annual waste volume – not recycled	5,5

Social

B8-9

Workforce - General Characteristics & Health and Safety

This table contains the key figures and qualitative information that are significant for the reporting period. The staff turnover rate in the reporting period was 1%.

Specification	Value
Fixed-term employees	7
Permanent employees	142
Employees in Germany	149
Employees outside Germany	0
Male employees	113
Female employees	36
Number of reportable accidents at work	1
Reportable accident rate	6,25%
Number of work-related deaths	0

B10

Workforce - Remuneration, Collective Bargaining and Training

There is no collective agreement in place at Aerodata, but a binding remuneration policy is negotiated with the works council. Salary negotiations are based on factors such as inflation trends, agreements in comparable industries and an individual assessment of internal wage structures and requirements. Salaries are based on at least the statutory minimum wage and are generally significantly higher.

Specification	Value
Wage gap between female and male employees (Unadjusted gender pay gap)	25%*
Proportion of employees covered by a collective agreement or collective bargaining agreement	81,20%
Average annual training hours per employee (female)	24,69*
Average annual training hours per employee (male)	35,81

*The calculations for the wage gap and average training hours do not take into account the existing part-time rate and other functions at Aerodata AG.

Social

C6

Additional Own Workforce Information – Human Rights Policies and Processes

We have a binding Code of Conduct called the [AeroCode](#), which ensures that all our own employees' human rights are respected. This code explicitly covers protection against child labour, the prevention of forced labour and human trafficking, and the prohibition of all forms of discrimination. In addition, it contains clear regulations on the prevention of accidents at the workplace and also covers other issues that are important for a safe, fair and responsible working environment.

To implement these principles, there is a structured procedure for handling complaints that may arise in connection with employee issues. This ensures that reports or concerns are systematically recorded, investigated and dealt with appropriately.

C7

Serious Negative Human Rights Incidents

We attach great importance to maintaining the highest standards in how we engage with our employees. Clear regulations in our Code of Conduct and corresponding internal processes ensure that human rights and employee interests are protected and upheld.

During the reporting period, no cases of child labour were identified among our workforce. Similarly, there were no confirmed cases of forced labour or human trafficking. No violations relating to discrimination against employees were recorded either. Furthermore, no other violations of the principles enshrined in our Code of Conduct have come to light.

C5

Additional (General) Workforce Characteristics

Women account for 20% of management positions. This reflects our awareness of the importance of diversity and equal opportunities in the aerospace industry, which is dominated by STEM professions.

Governance

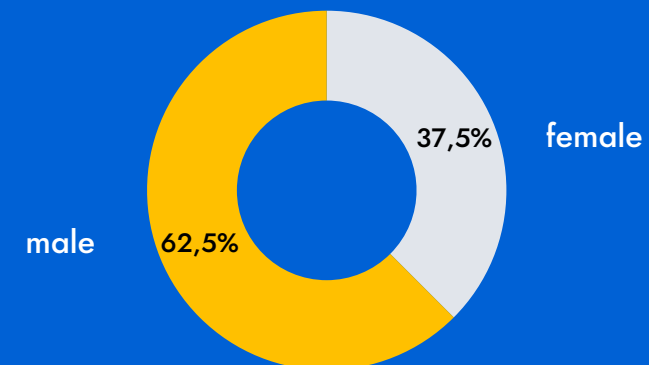
B11 Convictions And Fines For Corruption And Bribery

We consider responsible and ethical conduct to be an integral part of our corporate culture. Our principles are enshrined in a [Code of Conduct](#) that provides guidance to all employees and ensures compliance with legal requirements and internal standards of conduct. This enables us to guarantee transparency, fairness and the avoidance of conflicts of interest in all areas of our business.

During the reporting period, there were no convictions for violations of corruption or bribery regulations. Nor were any fines imposed in this context.

C9 Gender Diversity Ratio in the Governance Body

The composition of the management and supervisory bodies reflects the company's commitment to diversity. The Supervisory Board has a total of eight members, three of whom are female and five male, in line with the gender diversity ratio shown below.





Closing Remarks

We look to the future with confidence and are convinced that Aerodata will actively contribute to a more sustainable world.

With our business model and products, we develop technological solutions that not only guarantee the highest quality and safety but also take the environment and society into account. At the same time, we strive to be pioneers in the aerospace industry by taking voluntary measures, consistently implementing ethical standards and promoting innovations that go beyond legal requirements.

Our goal is to see sustainability as both an obligation and a chance: a chance to take responsibility, shape progress and set an example. We look forward to continuing this path and achieving tangible positive effects together with our employees, customers and partners.

VSME Standard Index

Basic Modules (Mandatory Information)

[Link to the Voluntary Sustainability Reporting Standard](#)

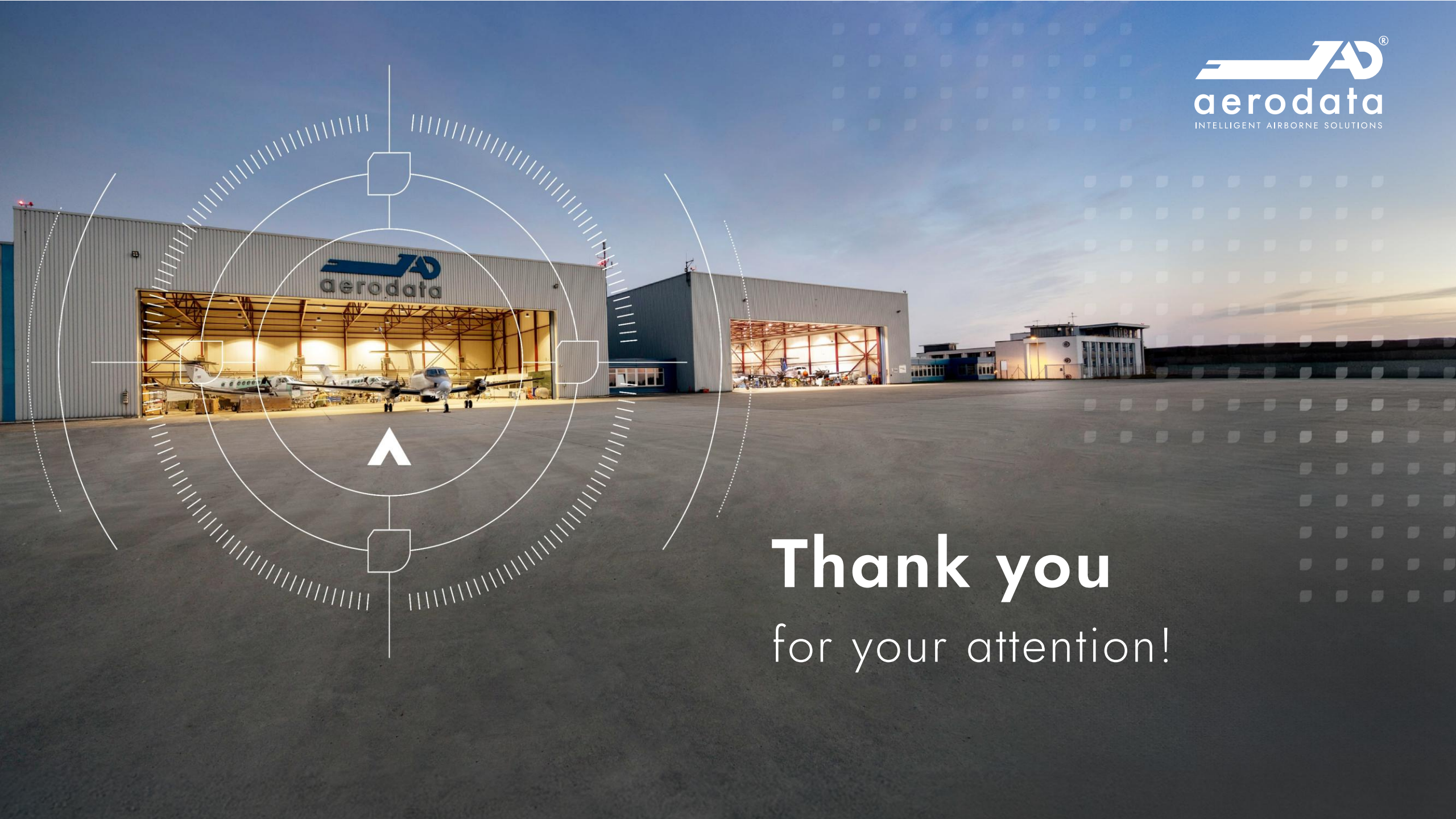
Standard	VSME page	Report page
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B5 – Biodiversity	9	14
B6 – Water	10	14
B7 – Resource Utilisation, Circular Economy and Waste Management	10	14
B8 – Workplace: General Characteristics	10	15
B9 – Workplace: Health and Safety	10	15
B10 – Workplace: Remuneration, Collective Agreements and Training	10	15
B11 – Convictions and Fines for Corruption and Bribery	11	17

VSME Standard Index

Extra Modules (Voluntary Information)

[Link to the Voluntary Sustainability Reporting Standard](#)

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C5 – Additional (General) Workforce Characteristics	13	16
C6 – Additional Own Workforce Information – Human Rights Policies and Processes	13	16
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Thank you
for your attention!

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**WE ARE THERE
FOR YOU!**

If you have any
questions, please feel
free to contact us.