

**SUSTAINABLE
DEVELOPMENT
GOALS**



**Our
Contribution
in 2022**

With its 6 Focus Topics, the Group addresses 12 of the 17 SDGs



Several Activities & Projects contribute to achieving the Sustainability Goals



3. GOOD HEALTH & WELL-BEING

- Measures of health care and occupational safety
- Flexible working time models and paid leave

4. QUALITY EDUCATION

- Extensive training measures to adjust to new work and career profiles

5. GENDER EQUALITY

- Increase in the proportion of women in management
- Program for the career development of women
- Women Career Network advocates for equal development opportunities for women
- Participation in the Target Gender Equality program of the UN Global Compact

6. CLEAN WATER & SANITATION

- Closed-loop circulation or recirculation of cooling and process water to reduce the need for freshwater and the quantity of wastewater at some sites

7. AFFORDABLE & CLEAN ENERGY

- Supplying energy from 100% renewable sources via our subsidiary Elli
- Supporting the construction of wind farms and solar parks

8. DECENT WORK & ECONOMIC GROWTH

- Creation of 3,000 jobs through the construction of a first battery gigafactory in Spain
- Social Charter as guideline
- Recognition of the basic right of all employees to form trade unions and workers' representations
- Enabling far-reaching participation of employee representatives
- Job security until 2029 at Volkswagen AG in Germany
- Fair rates of pay that are usually higher than the prevailing minimum levels
- Making an important contribution towards securing employees' income in old age by offering occupational pension schemes
- Awarding contracts to workshops for people with disabilities
- Screenings and risk assessments of suppliers and sales partners as part of business partner due diligence
- Involvement in initiatives and local projects to address human rights risks in the supply chain

10. REDUCED INEQUALITIES

- Creation of an advisory committee (Diversity Panel) to counteract everyday discrimination and racism
- Increase of the level of internationalization in top management
- Supporting the formation of the LGBTQI+ & friends network

12. RESPONSIBLE CONSUMPTION & PRODUCTION

- Product electrification
- "goTOzero Impact Logistics" initiative to reduce emissions in the transport network and logistics processes
- Operating two charter ships using biofuel
- Usage of recyclable and reusable materials in vehicle projects
- Opened a pilot facility for recycling high-voltage vehicle batteries
- Recycling aluminum waste

- Opting for recycled materials obtained from production waste or end-of-life products
- Development of ecological materials from renewable resources
- Turning painted bumpers into granules for the production of new bumpers
- Exchange Parts program of the Group's after sales segment: worldwide return of used parts and their subsequent industrial reconditioning
- Introduction of manufacturing processes requiring little water
- Sustainability rating to audit the sustainability performance of relevant suppliers
- Responsible Lithium Partnership initiative: works towards responsible use of resources and sustainable lithium production in Salar de Atacama in Chile

13. CLIMATE ACTION

- Decarbonization progress linked with board of management remuneration
- Development and funding of certified climate protection projects that serve the recognized offsetting of CO₂ emissions
- "goTOzero – Zero Impact Factory" program to develop specific steps for more sustainable production

14. LIFE BELOW WATER

- Reuse of plastic waste for the production of diesel tanks

16. PEACE, JUSTICE & STRONG INSTITUTIONS

- Mandatory Code of Conduct Training for all employees
- Appointment of a human rights officer
- In-depth human rights trainings
- Diversity Wins@Volkswagen program to promote diversity and inclusion

17. PARTNERSHIP FOR THE GOALS

- Group-wide Together4Integrity program bundles integrity and compliance activities