

SUSTAINABLE DEVELOPMENT GOALS

OUR CONTRIBUTION IN 2023

With its 6 Focus Topics, the Group addresses 10 of the 17 SDGs



Several Activities and Projects contribute to achieving the Sustainability Goals

3 GOOD HEALTH AND WELL-BEING Good health and well-being

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

6 CLEAN WATER AND SANITATION Clean water and 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

10 REDUCED INEQUALITIES 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
- Diversity Wins@Volkswagen program to promote diversity and inclusion

13 CLIMATE ACTION 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
- "Zero Impact Factory" program to develop concrete steps towards more sustainable production

4 QUALITY EDUCATION Quality education

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

7 AFFORDABLE AND CLEAN ENERGY Affordable and clean energy

- Feed-in of electricity from 100% renewable sources into the charging network organized by VW Kraftwerk
- Supporting the construction of wind farms and solar parks

12 RESPONSIBLE CONSUMPTION AND PRODUCTION Responsible consumption and production

- Product electrification
- "Zero Impact Logistics" initiative to reduce emissions in the transport network and logistics processes
- Operating two charter ships using biofuel and four more ships with LNG for the North Atlantic
- Usage of recyclable and reusable materials in vehicle projects
- Pilot plant recycles up to 3,600 battery systems per year
- Recycling aluminum waste
- Opting for recycled materials obtained from production waste or end-of-life products
- Development of ecological materials from renewable resources
- Processing of plastic waste from the production of gasoline tanks for the manufacture of diesel tanks
- 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 Salarde Atacama in Chile

5 GENDER EQUALITY Gender equality

- Increase in the proportion of women in management
- Empowering women in the career process
- Women Career Network advocates for equal development opportunities for women

8 DECENT WORK AND ECONOMIC GROWTH Decent work and economic growth

- 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

16 PEACE AND JUSTICE: STRONG INSTITUTIONS Peace, justice and strong institutions

- Mandatory Code of Conduct Training for all employees
- Appointment of a human rights officer
- In-depth human rights trainings
- Group-wide Together4Integrity program with integrity and compliance activities successfully completed