

2024

# ESG ADDENDUM



PORSCHE

Macan Turbo (WLTP): Combined electricity consumption: 20.7–18.9 kWh/100 km; combined CO<sub>2</sub> emissions: 0 g/km; CO<sub>2</sub> class: A  
Taycan (WLTP): Combined electricity consumption: 19.7–16.7 kWh/100 km; combined CO<sub>2</sub> emissions: 0 g/km; CO<sub>2</sub> class: A

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In a materiality assessment conducted in the 2024 reporting year, the Porsche AG Group identified the topics that are highly relevant to a broad stakeholder group. The reporting on these material topics in the **non-financial statement 2024** is based on the European requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). It is part of the management report in the combined Annual and Sustainability Report.

This **ESG Addendum 2024** contains further supplementary content relating to the fundamental and material information in the non-financial statement. As a global company, the Porsche AG Group serves the interests of various stakeholders with its sustainability-related disclosures. These include, for example, additional information for ESG rating agencies, the capital market, nonprofits, or the own workforce, which may not be of interest to a broader readership. The ESG Addendum aims to serve these at times specific needs for information as a supplement to the Annual and Sustainability Report 2024.

The content in this publication has been structured alphabetically so readers are able to find specific information quickly. Where basic content relating to a topic is already described in the non-financial statement 2024, reference is made to this at the appropriate points.

The content of the ESG Addendum is not subject to any separate approval by an external auditor. Figures that have been taken from the audited non-financial statement 2024 are marked individually.



## ANNUAL AND SUSTAINABILITY REPORT 2024

[➤ Download the Annual and Sustainability Report 2024](#)



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# Sustainability at Porsche

The Porsche AG Group considers all of the aspects of sustainability: environment, social and governance. The Porsche AG Group does not see environmental awareness, social responsibility and economic success as contradictions in terms. Quite the opposite, in fact. Sustainability is a key aspect of the Porsche Strategy 2030 Plus.

Mobility, and consequently the automotive industry, plays a key role in the transformation of business towards sustainability and the related mitigation of climate change. Besides Porsche's own vehicle production, its value chain is an integral component of the Porsche Strategy 2030 Plus.

The Porsche Strategy 2030 Plus focuses on four stakeholder dimensions: customers, society, employees, and investors. The Porsche AG Group aims to become more sustainable as part of its Strategy. Sustainability is one of four cross-cutting strategies at Porsche AG Group, together with Customer, Product, and Transformation.

To the Porsche AG Group, sustainability is not a short-lived trend; it is enshrined as a central cross-cutting issue in the Porsche Strategy 2030 Plus. All the different aspects of the topic are taken into account: Environment, Social, and Governance – ESG – describe the basic principles of sustainable business that is geared towards partnerships. By anchoring these criteria in its strategy, the Porsche AG Group wants to actively assume responsibility and make sustainable business activities an integral part of its entrepreneurial decisions and products.

As part of the "Sustainability" cross-cutting strategy under Strategy 2030 Plus, the key challenges for the Porsche AG Group are summarized in six strategy fields, which are assigned to the categories of environment, social, and governance and linked with targets, figures, and actions:

## Decarbonization

The Porsche AG Group wants to actively shape the future of mobility by developing innovative products and groundbreaking drive concepts with significantly lower CO<sub>2</sub> emissions. In the reporting year, 27% of new vehicles delivered to customers were electrified—whether they were all-electric models or plug-in hybrids. The Porsche AG Group's vehicle product portfolio aims to significantly increase this proportion. The ramp-up of electrification depends largely on customer demand, the development of electromobility in the different regions of the world and regulatory incentive schemes. For the transition phase, the Porsche AG Group is positioning itself as flexibly as possible with a mix of combustion-engined, plug-in hybrid and all-electric vehicles.

In the "Decarbonization" strategy field, the Porsche AG Group aims to make an active contribution to limiting the rise in the global average temperature to a maximum of 2°C compared to pre-industrial levels and, pursue efforts to limit the increase to 1.5°C.

Realizing the Porsche AG Group's ambition depends upon various factors, e.g. technological progress that has not yet been fully developed, and on regulatory or economic developments that are outside the Porsche AG Group's direct control and may therefore not be realizable.

The Porsche AG Group closely monitors the individual global markets and, depending on their development, continuously reviews its product strategy and product range structure for vehicles, including the drive types offered. It intends to pursue the target of a 1.5-degree reduction pathway as long as possible.

This includes the emissions generated during vehicle production and those generated in the upstream supply chain and in the downstream use phase until disposal. To monitor and manage these efforts, the Porsche AG Group, in cooperation with the

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Volkswagen Group, uses the decarbonization index (DCI). The DCI aims to map the amount of greenhouse gas emissions along the value chain in metric tons of CO<sub>2</sub> equivalents per vehicle.

➤ **Basic information in E1 Climate change in the non-financial statement, starting from p. 196.**

 **Circular economy**

The Porsche AG Group strives for a responsible and resource-conserving use of raw materials as well as a long-lasting use of the vehicles and the materials used in them. The “Circular economy” strategy field aims to implement and continuously improve circular concepts along the vehicle value chain. The Porsche AG Group endeavors to use more sustainable materials and, where technically and economically feasible, reduce the percentage of virgin resources and establish closed raw material cycles. This includes projects such as circular concepts for high-voltage batteries, the use of circular materials, waste avoidance and the remanufacturing of vehicle components. The focus here is on newly developed battery electric vehicle projects.

➤ **Basic information in E5 Resource use and circular economy in the non-financial statement, starting from p. 242.**

 **Diversity**

The Porsche AG Group promotes a diverse, inclusive and non-discriminatory corporate culture. The “Diversity” strategy field within the sustainability strategy primarily focuses on diversity and equal opportunities. The aim is to promote diversity in the workforce and support a culture of openness and collaboration. One particular concern is increasing the proportion of women at all levels of the workforce. As a company traditionally dominated by engineers and technical specialists, the Porsche AG Group wants to fulfill its task of strengthening equal opportunities for all employees.

To achieve these goals, the Porsche AG Group further intensified cooperation in mixed teams in the reporting year to make the best use of the different views and skills. The aim is to improve the working atmosphere and help all employees realize their full potential.

➤ **Basic information in S1 Own workforce in the non-financial statement, starting from p. 270.**

 **Partner to society**

The Porsche AG Group is committed to being a responsible member and partner of society. With this comes the responsibility to act positively and to create added value for people and the environment. As part of the “Partner to society” strategy field, the Porsche AG Group aims to assist regions around the world in preserving the environment, guaranteeing good working and living conditions and strengthening social cohesion. It supports corporate citizenship projects primarily intended to benefit young and disadvantaged people. A company fund established specifically for this purpose provides financial support for programs such as the “Join the Porsche Ride.”

➤ **Basic information in S3 Affected communities in the non-financial statement, starting from p. 306.**

 **Supply chain responsibility**

The Porsche AG Group's responsibility does not end at the factory gates, which is why it has placed a strategic focus on the sustainability-oriented management of its direct supplier relationships. It is also looking to gradually increase transparency in the deeper value-added stages of the supply chain. This is still one of the greatest challenges and, at the same time, a prerequisite for managing sustainability risks, especially in raw material extraction. The Porsche AG Group also engages in partnership projects to improve living and working conditions in selected commodity-exporting countries.

➤ **Basic information in G1 Business conduct in the non-financial statement, starting from p. 316.**

 **Governance and transparency**

Transparent and responsible corporate governance creates trust and is an important basis for sustainability and the entrepreneurial activities of the Porsche AG Group. In the “Governance and transparency” strategy field, the Porsche AG Group is therefore working continuously to increase transparency and responsible corporate governance. The aim is to have data that can be used to measure and manage specific ESG performance. In the reporting year, Porsche AG enhanced its ESG management system and, among other things, carried out quantitative data collection via a central control and monitoring system for ESG data. Externally, the Porsche AG Group pursues a transparent approach and discloses as many valid ESG disclosures and metrics as possible. The Porsche AG Group also values consultations and open dialog with its stakeholders on an equal footing and considers the exchange of information to be an important tool and source of inspiration for the continuous improvement of sustainability management.

➤ **Basic information in G1 Business conduct in the non-financial statement, starting from p. 316.**

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# A



## Access to (quality) information

One key objective of the Porsche AG Group is to impress its customers with its products and services. Consumers and end-users need relevant, quality, and accurate information to make informed purchasing decisions.

The Porsche AG Group makes this information available in numerous places and on various channels. Technical data, consumption values, product descriptions, and standard and optional features are presented and visualized as clearly as possible in images and videos. The purpose of this is to allow for informed purchasing decisions.

Information about the Porsche AG Group can be found, for example, in the Porsche magazine "Christophorus" and the online newsroom, on its LinkedIn, X, and Instagram channels, on the web-based TV channel "9:11 Magazine," in the "9:11. Porsche. Podcast" audio format, and on the company website. The Porsche AG Group also provides platforms and channels for consumers and end-users to express their opinions, take part in discussions, and file potential complaints. A global policy on advertising and communication principles guarantees that responsible marketing and communication activities are carried out on a consistent basis.

→ **Responsible selling practices**



## Acceptance communication

The Porsche AG Group welcomes questions, suggestions, and concerns from internal and external stakeholder groups alike. Porsche AG advises the group companies on communication with their direct stakeholders. The Politics and Society department and the Construction, Environment, and Energy Management office have set up a dedicated complaints procedure at Porsche AG to serve as a centralized point of contact for complaints and suggestions.

The complaints process at Stuttgart-Zuffenhausen was audited in 2023 as part of its recertification under ISO 14001. It was also expanded to Weissach and Leipzig in the reporting year. This process optimization will enable Porsche AG and selected group companies to document and evaluate all known concerns systematically and to take and document immediate action. The corresponding contact details are visible and accessible to the public.

People in the immediate vicinity can lodge potential complaints using the email address [nachgefragt@porsche.de](mailto:nachgefragt@porsche.de) or by calling a dedicated phone number. In the year under review, Porsche AG was able to investigate a two-digit number of such complaints, process them, and find permanent resolutions.

In Stuttgart-Zuffenhausen, individual residents voiced their displeasure about parking and traffic problems in residential zones, as well as the noise caused by construction work. In all cases, however, the measurements were within the legal limits for noise emissions. To further increase the transparency of selected construction projects, Porsche AG distributed information sheets with contact information in relevant residential areas of Stuttgart-Zuffenhausen. This proactive approach was accepted by numerous residents.

Stakeholders can also contact the department responsible for sustainability directly using the email address

➤ [sustainability@porsche.com](mailto:sustainability@porsche.com).

In 2024, Porsche AG continued its regular consultation with residents and restarted the information events for the neighborhood at Stuttgart-Zuffenhausen, which had taken place on a regular basis until 2020. Around 250 participants from selected adjacent residential areas and local political representatives took part in the community information event named "Porsche Nachbarschaftsrunde" in the Porsche Museum. It was the perfect occasion for visitors to voice their questions and suggestions, and have personal conversations with Porsche experts at various information booths (including vehicle production, sustainability, and construction projects at the Stuttgart-Zuffenhausen plant). The neighborhood was particularly interested in parking, traffic, and construction.

To further strengthen consultations with international stakeholder groups across all of its sites, Porsche worked with experts from the sales regions to make continuous improvements to the acceptance communication guidelines that were drawn up in 2023. The guidelines aim to support harmonized, regionally appropriate communication with local stakeholders. In this context, Porsche AG held talks with representatives of national and international nongovernmental organizations on construction projects in individual sales regions in the reporting year. The engagements with the stakeholder groups is set to continue in 2025.



## Air pollution

In addition to reducing greenhouse gas emissions, the Porsche AG Group endeavors to reduce other air emissions (pollutants). The main emissions from the sites of Porsche AG and Porsche Leipzig GmbH, which are predominantly caused by combustion processes, painting processes, and refrigerants, are recorded, measured, and monitored.

➤ **Basic information in the non-financial statement, starting from p. 219.**

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Attractiveness as an employer

The Porsche AG Group endeavors to be a preferred employer by 2030 and regularly utilizes external and internal sources to gauge its attractiveness as an employer.

This year, the Porsche AG Group was again able to increase its attractiveness as an employer in the eyes of many target groups. The independent surveys carried out by the market research institutes Trendence and Universum are two main sources that confirm this. In total, these surveys asked more than 30,000 students and professionals in Germany which employers are exceptionally attractive and which employer they would apply to work with. Porsche AG was ranked as follows by the three relevant target groups (engineering, economics and business administration, and IT/computer science):

Students

		Rank	
	Target group	2024	2023
Trendence	Engineering	3	3
	Economics and business administration	3	4
	IT and computer science	8	7
Universum	Engineering	1	1
	Economics and business administration	1	1
	IT and computer science	4	4

Source:  
Trendence: Best Graduate Employers + Career: The Most Popular Employers Among Students (media report)  
Universum: The Attractiveness of Porsche in Germany | Universum

Professionals

		Rank	
	Target group	2024	2023
Trendence	Engineering	3	5
	Economics and business administration	2	4
	IT and computer science	11	16
	Engineering	3	1
Universum	Economics and business administration	1	1
	IT and computer science	4	5

Source:  
Trendence: Best Academic Employers // Work: The Best Employers in Germany in 2024—Ultimately The Salary Matters—manager (media report)  
Universum: The Attractiveness of Porsche in Germany | Universum

The Trendence Award 2024<sup>1</sup> for the employer branding campaign “Traumjob Porsche” (or “Porsche Dream Job”) in the “Best Employer Brand Campaign/Strategy (SME or Group)” category also underlines the quality of existing measures designed to improve employer attractiveness. Porsche AG prevailed with the title “Dream Jobs: Data-Driven Employer Branding Strategy & Campaign,” showing how employer branding can take a data-driven approach to successfully appeal to the talented people of the present and future.

And in the reporting year, Porsche AG was once again able to claim first place in the “Automotive Manufacturer” category of the Automotive TopCareer Award<sup>2</sup>, which is awarded by the Institute of Automotive Economics (IfA) at Nürtingen-Geislingen University and Automobilwoche magazine, and is even the most attractive employer across all industries.

➤ **Basic information about Own workforce in the non-financial statement, starting from p. 270.**

<sup>1</sup> Awards—EMBRACE  
<sup>2</sup> Automotive TopCareer—Stuttgart Job Fair

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# B



## Biodiversity

The production and operation of vehicles influence biodiversity along the value chain—such as the use of resources and space or emissions—from raw material extraction and the use phase to recycling. Therefore, the Porsche AG Group is committed to reducing the impacts of its business activities on biodiversity and is actively running projects designed to preserve biodiversity at its sites.

➤ **Basic information in the non-financial statement, starting from p. 234.**



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# C



## Charging infrastructure

The Porsche AG Group is pressing ahead with the expansion of the charging infrastructure for battery electric vehicles, as it is a key prerequisite for electric mobility. In addition to charging stations at the dealerships, the Porsche AG Group has fast-charging stations along the most important traffic routes in Germany and Austria. More are already under construction in Germany and Switzerland. Furthermore, the Porsche AG Group is involved in another expansion of the public fast-charging infrastructure.

Additionally, the Porsche AG Group continues to upgrade the charging infrastructure. More than 1,000 high-voltage charging stations have been put into operation for customers at more than 600 dealerships so far. These are tailored to the Porsche Taycan and Porsche Macan, as well as future Porsche vehicles that use the 800V charging infrastructure. The Porsche AG Group is also planning to install its own fast-charging stations along the most important traffic routes in Germany, Austria, Switzerland, northern Italy, and the UK. Furthermore, it is involved in another expansion of the public fast-charging infrastructure. This also includes the currently more than 700 fast-charging parks of the IONITY network in Europe. The Porsche AG Group is also still upgrading the existing AC charging infrastructure—with Porsche Destination Charging. There are more than 6,700 charging points in 92 countries. The Porsche Charging Service also provides access to charging points from various different providers. More than 800,000 charging points in more than 23 countries in Europe are currently connected.

→ **Infrastructure and investments**

➤ **Basic information in the non-financial statement, starting from p. 196.**



## Climate change adaptation

Climate change is a challenge for people around the world, but also for the automotive industry. Newly developed vehicles and drive systems, as well as measures designed to improve energy efficiency and climate protection during vehicle use, are intended to contribute to the reduction of global greenhouse gas emissions. At the same time, the Porsche AG Group endeavors to make its business model as resilient as possible and prepare for the potential consequences of climate change.

➤ **Climate risk and scenario analysis in the non-financial statement, starting from p. 199.**

➤ **Resilience analysis in the non-financial statement, starting from p. 183.**

➤ **Transition plan in the non-financial statement, starting from p. 201.**



## Climate change mitigation

At its own vehicle production sites and in the upstream and downstream value chain, the Porsche AG Group contributes to the reduction of greenhouse gas emissions and therefore to the accomplishment of the goals of the Paris Agreement. Consequently, climate change mitigation is also anchored centrally in the sustainability strategy of the Porsche AG Group through the “Decarbonization” area of action.

→ **Greenhouse gas emissions**

➤ **Basic information in the non-financial statement, starting from p. 196.**



## Compliance audits

Every year, the Compliance department at Porsche AG carries out compliance monitoring in individual departments or subsidiaries of Porsche AG. Alongside general compliance measures, it focuses on corruption prevention, antitrust law, money laundering prevention, and business and human rights.

➤ **Basic information in the non-financial statement, starting from p. 316.**

### Operations of the Porsche AG Group assessed for significant risks

	2024	2023	2022
Proportionate scope in subsidiaries	100%	93.2%	93.2%
Number of subsidiaries covered by the Code of Conduct	104	96	96
Number of centralized compliance monitoring operations conducted	35	8	7



## Corruption and bribery

The Porsche AG Group prohibits all forms of corruption and bribery. This position is set out clearly in codes of conduct and more advanced group guidelines for the benefit of Porsche's own employees and managers, as well as direct suppliers, direct business partners, and public officials.

➤ **Basic information in the non-financial statement, starting from p. 316.**

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**Corporate citizenship**

As a global company, the Porsche AG Group wishes to embrace its social responsibility around the world—at its sites and beyond. The Porsche AG Group participates in numerous charitable initiatives around the world to conserve the environment, ensure good labor and living conditions, and boost social cohesion. The “Partner to society” strategy field is an immutable element of the sustainability strategy.

➤ **Basic information in the non-financial statement, starting from p. 306.**



**Cyber security**

As a result of the digitalization of mobility, digital security now also involves targeted cyber and information security measures. Cyber security encompasses the protection of information and IT systems that are important to the company, as well as the product life cycle of a vehicle and its digital ecosystem.

**INFORMATION SECURITY**

Information is a fundamental part of the business processes in the Porsche AG Group, which makes it a significant asset. Porsche AG provides regular training and awareness-raising measures for its employees on the basis of the latest findings.

The Porsche AG Group ensures that external and internal information is handled appropriately through its information security management system (ISMS). The purpose of the ISMS is to protect important information and IT systems in a manner befitting their sensitivity, and in doing so prevent damage to the Porsche AG Group. The protection of information encompasses the business processes and fields of business, regardless of corporate structures and national borders, and focuses on the fundamental security objectives of confidentiality, integrity, availability, and authenticity.

The ISMS of Porsche AG, Porsche Leipzig GmbH, and Porsche Financial Services GmbH are certified under the international standard ISO/IEC 27001. The certification requires independent external auditors to conduct annual surveillance audits. In the reporting year, the ISMS of Porsche AG was recertified successfully under ISO/IEC 27001:2022.

Furthermore, Porsche AG and the group companies MHP Management und IT-Beratung GmbH, Porsche Engineering Group GmbH, and Porsche (China) Motors Limited are certified under the international standard TISAX Assessment Level 3. Other group companies are set to obtain the TISAX certification by 2026.

**AUTOMOTIVE CYBER SECURITY**

The objective of the automotive cyber security management system (ACSMS) is to guarantee and maintain automotive cyber security throughout the product life cycle of a vehicle and its digital ecosystem. As digitalization progresses, such as with connectivity, autonomous driving, and shared mobility, cyber security is also increasingly becoming a matter of personal security for vehicle users. The ACSMS therefore sets out, in the form of policies and controls, how automotive cyber security is to be established and maintained in order to secure against unauthorized attempts to access a vehicle's on-board electronics.

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# D



## Data protection

The future of mobility is being shaped by phenomena such as digital networking—from digital production and digital processes through data-driven customer support offers to the driving experience. Extensive user data is collected for these purposes. Consequently, the responsible handling of collected data and the optimal protection of customers' personal data are a high priority for the Porsche AG Group. The Porsche AG Group believes that the digital self-determination of its customers is of immense importance to the success of the company in the digital era. In the future, after all, customers will measure their freedom and sovereignty not only by the exclusivity of the vehicles, their acceleration, and downforce in corners, but also by their level of self-determination when they use digital products and with regard to the use of their data.

Data protection is commensurately closely interlinked with Strategy 2030 Plus and the core processes of the Porsche AG Group. The goal is to make the digital transformation work for employees, customers, and the company. Additionally, the products are to be developed with consideration for data protection and with a focus on privacy by design, and designed from the outset in such a way that customers can count on their data being protected.

### DATA PROTECTION MANAGEMENT

The Porsche AG Group values customer-centric data protection highly and has set itself ambitious targets. In connection with the luxury position of the Porsche brand (modern luxury), the protection of customer data is also of fundamental importance to the customer experience. Privacy, especially the right to digital self-determination, is a key aspect of the driving experience of

customers of the Porsche AG Group. As a brand, Porsche should be synonymous with sovereignty and the protection of privacy, while also supporting data availability so as to facilitate a digital Porsche experience. The Executive Board of Porsche AG is responsible for the Porsche Strategy 2030 Plus, and therefore also for the ambitions set out therein with regard to data protection and the data protection strategy.

The My Porsche Privacy & Preference Center is a central, easily accessible place where customers and potential customers can actively determine how personal data are handled. They can manage their settings and preferences and influence the purposes for which the Porsche AG Group is permitted to use data. Consent and preferences are structured in four categories in the Privacy & Preference Center: Consent, Third-Party Providers, Subscriptions, and Interests.

Here, customers and potential customers can, for example, manage their consent to data processing to improve products and for other processing purposes, or determine how and for which purposes they wish to be contacted to receive personal support. Customers and potential customers can even manage data transfers to third-party providers in the Privacy & Preference Center. They can also manage data-driven services such as use-based insurance tariffs, a digital logbook, or smart charging applications. A list of all available newsletters can be viewed and subscriptions to them managed under "Subscriptions." In the reporting year, the "Interests" category was added to the settings for the purpose of managing interests and preferences. The options in the Privacy & Preference Center are being improved continuously.

Aside from other data that are processed on other legal grounds in compliance with the data protection regulations, voluntarily provided data are key for the purposes of developing and improving products, vehicle functions, or services, as well as fault analysis and troubleshooting. As such, the data are used to the benefit of customers.

The Porsche AG Group makes sure that the stored personal data of customers are accurate and complete when collected, and are always kept up to date. To this end, it carries out regular checks, automatic updates, and internal controls in order to ensure the quality of the data.

On the level of collected vehicle data, the timeliness of collected data is guaranteed because only data relating to the vehicle status at the moment of export are processed on a regular basis. These provide information about each point in time, which means the timeliness of such data does not change.

For example, Porsche Communication Management (PCM) menu navigation is continuously optimized through privacy-by-design publications on the basis of PCM data. The improved user-friendliness therefore benefits Porsche drivers.

In current Porsche models, customers can even manage data processing by their vehicle with selection options in a privacy menu. For example, the vehicle can be set to private mode. This mode only allows data transmissions that are required by law or necessary for the vehicle to operate, such as the emergency call system eCall.

With the exception of data that are absolutely necessary for services booked by customers, that must be transferred to comply with legal requirements or mandatory security measures, or that are collected on the basis of a legitimate interest of Porsche AG, vehicle data are only used outside of the vehicle with the express prior consent of the customer.

### DATA PROTECTION ORGANIZATION

So as to effectively minimize liability and data protection risks, data protection is strategically steered, reported on, and implemented globally by means of a standardized data protection management system that is aligned with the data protection strategy. The structure of the management system is derived from the PS 980 standard published by the Institute of Public Auditors in Germany (IDW), the IDW Auditing Practice Statement IDW PH 9.860.1, and the COSO Framework.

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The group guidelines on data protection describe the basic principles of how the Porsche AG Group handles personal data, defines roles and responsibilities in the global data protection organization of the Porsche AG Group, and sets out the framework for a standardized approach. They are based on the European General Data Protection Regulation (GDPR), with which Porsche AG has undertaken to comply in its implementation of the guidelines, and take into account the local data protection regulations of each country.

The group guidelines on data protection apply to the companies of the Porsche AG Group. Group companies are expected to implement them in corresponding company guidelines. The Executive Board of Porsche AG is responsible for compliance with the applicable data protection requirements. These are binding for Porsche AG and must be adhered to by employees. The relevant group guidelines and documents are available on the intranet for employees of Porsche AG.

The Data Protection department and local data protection units in the markets are responsible for organization, process design, implementation, consulting, training, awareness-raising, and monitoring data protection within the Porsche AG Group. The experts support and advise the departments and group companies that are responsible for data protection and process customer data with the implementation of the key national and international data protection standards in their internal processes, and also carry out regular voluntary and mandatory training and awareness-raising initiatives on data protection for all permanent employees. In the reporting year, the training and information courses were provided for all employees of Porsche AG and the web-based training in data protection was updated.

Within the Porsche AG Group, compliance with the data protection requirements is overseen on a national and international level by means of regular monitoring. For example, this involves inspections of the data protection management systems of the group companies, as well as operational data processing and other matters as necessitated by recent events. Data protection monitoring is scheduled and carried out annually on the basis of

risk. The regular inspection of data protection management at Porsche AG is intended to ensure that the approach is continuously adapted to new data protection requirements.

Data protection risks are documented throughout the Porsche AG Group and actively mitigated on the basis of key indicators collected for the data protection processes in question. Group-wide data protection reporting identifies undesirable developments at an early stage, making it possible to take prompt action to counter them. The maturity levels in the data protection processes are improved continuously on the basis of the PDCA cycle (Plan—Do—Check—Act). In the reporting year, for example, the processing activities at Porsche AG were reviewed and the level of maturity in the “rights of data subjects” process was increased.

On the basis of the standardized Group-wide data protection processes and as part of the privacy governance and shared service model, Porsche AG offers its subsidiaries services designed to maintain the quality of processing of data protection enquiries at a high level in order to avoid risks.

The Porsche AG Group conducts situational customer surveys in selected regions in order to not only understand data protection as compliance with the law, but also to align it with the interests of customers. These surveys assess criteria including fairness, controls, and transparency. Customer feedback is analyzed statistically in order to derive customized ways of improving customer satisfaction with regard to data protection that will become relevant in the future.

**RIGHTS OF CONSUMERS AND END-USERS**

The Porsche AG Group complies with its legal data protection obligations and endeavors to promote the future, digitalization, and data strategies of Porsche AG, minimize risks, and avoid damage through a distinct culture of data protection and effective data protection management.

Privacy policies, which expressly describe for consumers and end-users how their personal data are processed, the purposes

and legal grounds, and their rights as data subjects, are published on the websites of Porsche AG and at other touchpoints. The Connect privacy policy, which informs consumers and end-users about data processing in the vehicle and the use of digital systems in the vehicle, is also available. It not only contains information about data processing while the vehicle is in use, but also about how the collected data are processed further. This privacy policy can be accessed through the PCM, although it is also set to be made available outside of the vehicle (especially in the Connect Store) in the coming year. In addition to the Connect privacy policy, specific data protection notices are available for each individual function and for every market in which they are available. The privacy policies of the Porsche Group always specify the relevant responsibilities and are provided by the relevant subsidiaries in each case.

If they have potential complaints concerning data protection, consumers and end-users have access to the general communication channels of Porsche AG. As the local requirements and supervisory regulations differ, the group companies have their own channels for complaints and points of contact. Special channels are also in place for consumers and end-users to voice or check the status of their concerns about data protection or data processing. Potential breaches can be reported internally to the Porsche Privacy Service Center and externally to the email address ↗ [datenschutz@porsche.de](mailto:datenschutz@porsche.de), as well as through an online form ↗ <https://www.porsche.com/international/privacy/contact/>. Such reports can also be submitted to the Information Security department. Employees of Porsche AG can also use the internal information security hotline, which is available at all times.

Porsche AG has taken appropriate action to protect personal data. Relevant technical and organizational measures are taken into consideration as part of technical data protection consulting, and the controllers are required to implement them. Thanks to the comprehensive consulting processes within Porsche AG, data protection requirements like data minimization and privacy by design are addressed strategically at an early stage, which makes it possible to implement them.

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Porsche AG has a comprehensive incident management process for processing data protection incidents. Reports of suspicious activity are processed and documented in line with an incident response plan. Appropriate action is taken in response to the reports. The action is either reactive/ad hoc, such as the deletion of documents, or proactive/preventative, such as situational training. Depending on the applicable legal regulations, Porsche AG is legally obligated to notify the authorities of a notifiable data protection incident within 72 hours.

Internally, incidents were identified and reported through the established reporting channels thanks to the internal control measures and vigilant employees. The rate of internal reports was slightly lower than in previous years, due to factors including continuous awareness measures and employee training or continuous process improvements. In all of the justified cases, Porsche AG took steps to remedy the causes and to avoid similar incidents from happening in the future.

Porsche AG observes the rights of data subjects in accordance with the GDPR. Data subjects can exercise their rights as data subjects vis-à-vis Porsche AG and selected German group companies. Among others, these rights include the right of access, the right to erasure, the right to rectification, and the right to object to data processing. There are various ways to file a request as a data subject, including using an online form that is available in various languages on the Porsche website, as well as other communication channels depending on the context of use, such as sending an informal message to the dedicated email address for the rights of data subjects.



**Decarbonization Index**

The Porsche AG Group uses the Decarbonization Index (DCI) to measure the success of its decarbonization program. It presents the average modeled emissions per newly manufactured vehicle all along the value chain—from manufacture and use to recycling—in CO<sub>2</sub> equivalents as comprehensively as possible (tCO<sub>2</sub>e/vehicle). It is based on metrics including life cycle assessments, which are carried out in a standardized fashion in accordance with the standard ISO 14040/44. The DCI is a central criterion in the sustainability-related portion of the remuneration system for the Executive Board and management of Porsche AG.

➤ **Basic information in the non-financial statement, starting from p. 196.**

**Diversity and equal opportunities in the Executive Board of Porsche AG**

%	2024	2023	2022
<b>Proportion of Executive Board members by age group</b>			
<30 years	0.0	0.0	0.0
30–50 years	0.0	12.5	0.0
>50 years	100.0	87.5	100.0

**Parental leave taken in the Porsche AG Group<sup>1</sup>**

	2024	2023	2022
Employees who have taken parental leave for family reasons	1,825	–	–
Male employees who have taken parental leave for family reasons	1,309	–	–
Female employees who have taken parental leave for family reasons	516	–	–
Employees who returned to work after parental leave	1,689	–	–

<sup>1</sup> Indicator newly added in the reporting year and collected using a new calculation method.



**Diversity**

Diversity has many dimensions, be it age, gender, origin, or sexual orientation. The Porsche AG Group sees the diversity of its employees as an advantage and is actively committed to diversity. After all, diverse perspectives can lead to new ideas, drive innovation, and make a key contribution to the success of the company.

➤ **Basic information in the non-financial statement, starting from p. 270.**

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# E



## eFuels

Alongside the transformation of its new vehicles in the direction of electric mobility, the Porsche AG Group aims to show how existing vehicles with a combustion engine can contribute to reducing CO<sub>2</sub> through the use of renewable fuels. For example, the Porsche AG Group is exploring the use of synthetic fuels, also known as eFuels (or electric fuels).

In cooperation with the Porsche AG Group and other partners, the eFuels company Highly Innovative Fuels Global (HIF Global) has set up a pilot plant in Punta Arenas, Chile, to produce eFuels. This plant has been using the methanol-to-gasoline process to make eFuels from hydrogen and CO<sub>2</sub> since December 2022. The energy needed for the electrolysis (to produce hydrogen) is generated by wind turbines. Punta Arenas boasts exceptionally favorable parameters in comparison to elsewhere in the world: strong winds blow there constantly, which makes it possible for wind turbines to generate renewable energy and for eFuels to be produced at low cost.

The Porsche AG Group helped finance the pilot plant and closely monitored the progress of the project. The plant is currently designed to have a maximum production capacity of 130,000 liters of eFuels per year. HIF Global is planning to industrialize eFuel plants at global sites including Chile, the USA, and Australia, which means that larger quantities could become available even by the end of the decade.

The Porsche AG Group is already making successful use of the eFuels currently being produced in various lighthouse projects: the pilot project showed that eFuels can be used in existing vehicles with combustion engines without any modifications being required.

Along with Volkswagen Group Innovation, MAN Energy Solutions, and HIF Global, the Porsche AG Group is also working on the integration of another future technology in the eFuels pilot plant: direct air capture (DAC). At present, the CO<sub>2</sub> that is needed as a raw material is obtained from a biogenic source. In the future, wind energy could be used to filter CO<sub>2</sub> from the atmosphere with DAC.

Through this engagement, the Porsche AG Group wants to contribute to defossilization across sectors and to opening up the best site locations around the world. These are locations where competitive eFuels can be manufactured in optimal conditions. This includes being able to utilize sources of renewable energy without having to compete with other industries.

→ **Infrastructure and investments**

➤ **Basic information in the non-financial statement, starting from p. 196.**



## Electric mobility

Porsche's product strategy is centered on electric mobility. Of the new vehicles delivered to customers in 2024, 27% were either all-electric or plug-in hybrids. The vehicle portfolio of the Porsche AG Group aims to increase this percentage significantly. The continued rollout of electrification largely depends on customer demand, the development of electric mobility around the world, and regulatory incentive schemes. Porsche AG offers three drive variants in the transition phase: all-electric models (battery electric vehicles, or BEV), plug-in hybrids (plug-in hybrid electric vehicles, or PHEV), and internal combustion engines (ICE).

➤ **Basic information in the non-financial statement, starting from p. 196.**



## Employee satisfaction

Porsche AG conducts annual employee surveys—in the “Porsche Puls” format since 2023. The survey is tailored to the Porsche AG Group and contains questions regarding teamwork, employee engagement, and strategic issues such as sustainability and diversity, in order to paint a picture of employee satisfaction.

➤ **Basic information in the non-financial statement, starting from p. 270.**



## Energy

The Porsche AG Group strives to continuously increase energy efficiency, both in its own vehicle production and in the use phase of the vehicles. Additionally, the transition of the energy mix in the value chain to less carbon-intensive or renewable energy is to be promoted and products are to be converted to minimize harm to the environment.

➤ [Basic information in the non-financial statement, starting from p. 196.](#)

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### Direct energy consumption by primary energy source for selected locations of the Porsche AG Group<sup>1</sup>

MWh	2024	2023	2022
<b>Total<sup>2</sup></b>	<b>364,785</b>	<b>318,524</b>	<b>374,632</b>
<b>Vehicle production sites<sup>3</sup></b>	<b>298,288</b>	<b>244,857</b>	<b>297,836</b>
Gas	233,474	138,830	209,908
Of which biomethane	224,410	134,694	204,844
Combustible gas for manufacturing processes	63,699	65,163	72,605
Of which combustible biomethane gas for manufacturing processes	63,699	65,163	72,605
Heating oil	1,114	40,864	15,323
<b>Vehicle development sites<sup>4</sup></b>	<b>64,267</b>	<b>59,266</b>	<b>61,087</b>
Gas	61,873	–	–
Of which biomethane	59,643	54,391	53,507
Combustible gas for manufacturing processes	2,064	1,963	2,076
Of which combustible biomethane gas for manufacturing processes	2,064	1,963	1,736
Heating oil	295	470	2,329
Specialist energy products <sup>5</sup>	35	72	73
<b>Other Porsche AG locations<sup>6</sup></b>	<b>2,230</b>	<b>1,175</b>	<b>1,201</b>
Gas	2,230	1,175	1,201
Heating oil	0	0	0
<b>Fuel<sup>7</sup></b>	<b>11,514</b>	<b>13,226</b>	<b>14,508</b>
Vehicle production sites <sup>3,8</sup>	2,137	2,325	2,604
Vehicle development sites <sup>4,8</sup>	9,377	10,901	11,904
Other Porsche AG locations	0	0	0

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Total including CHP plant and fuel.

<sup>3</sup> Locations in Stuttgart-Zuffenhausen and Leipzig.

<sup>4</sup> Locations in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Wimsheim, and Frieolzheim.

<sup>5</sup> Purchased energy products such as refrigeration or compressed air.

<sup>6</sup> Locations in the 2024 and 2023 reporting years: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg. Locations in the 2022 reporting year: Korntal-Münchingen, Sachsenheim, Freiberg, Asperg, Weilmendorf, and Ludwigsburg.

<sup>7</sup> Contains no fuels from renewable sources. Conversion factor from liters to MWh: petrol corresponds to 8.72 kWh/l; diesel corresponds to 9.91 kWh/l.

<sup>8</sup> Fuel for engine test stands; contains petrol and diesel.

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Indirect energy consumption by primary energy source for selected locations of the Porsche AG Group<sup>1</sup>

MWh	2024	2023	2022
<b>Total</b>	<b>391,528</b>	<b>414,031</b>	<b>426,167</b>
<b>Vehicle production sites<sup>2</sup></b>	<b>317,737</b>	<b>335,702</b>	<b>338,032</b>
Electrical energy <sup>3</sup>	228,971	254,870	252,748
District heating	34,615	47,405	39,263
CHP plants and PV arrays	54,151	33,427	46,021
<b>Vehicle development sites<sup>4</sup></b>	<b>68,439</b>	<b>72,755</b>	<b>77,224</b>
Electrical energy <sup>3</sup>	51,009	57,056	61,949
District heating	1,905	1,785	2,292
Weissach CHP plant	15,525	13,914	12,983
<b>Other Porsche AG locations<sup>5</sup></b>	<b>5,352</b>	<b>5,574</b>	<b>10,911</b>
Electrical energy <sup>3</sup>	3,479	3,615	7,989
District heating	1,873	1,959	2,922

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Locations in Stuttgart-Zuffenhausen and Leipzig.

<sup>3</sup> Around 99% of the electrical energy is TÜV-certified electricity from renewable energy sources. The remainder relates to the acquisition of new buildings and to existing gray electricity contracts, which were fully transitioned to electricity from renewable energy sources on January 1, 2025.

<sup>4</sup> Locations in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Wimsheim, and Frieolzheim.

<sup>5</sup> Locations in the 2024 and 2023 reporting years: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg. Locations in the 2022 reporting year: Korntal-Münchingen, Sachsenheim, Freiberg, Asperg, Weilimdorf, and Ludwigsburg.



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Energy consumption within the organization for selected locations of the Porsche AG Group<sup>1</sup>

MWh	2024	2023	2022
Primary energy consumption from renewable sources <sup>2</sup>	349,816	256,210	332,692
Secondary energy consumption from renewable sources <sup>3</sup>	283,156	363,871	362,523
Air conditioning	35	72	73
Electricity	353,234	362,883	381,690
Of which generated externally	283,459	315,542	322,686
Of which from nonrenewable sources	303	608	1,376
Electricity generated externally from renewable energy <sup>3</sup>	283,156	314,934	321,310
Electricity generated internally <sup>2</sup>	69,776	47,341	59,004
Electricity generated internally from renewable energy <sup>2</sup>	69,776	47,341	59,004
Energy from own vehicle operation (electrical energy) <sup>2</sup>	3,464	2,920	2,038
Heat <sup>2</sup>	198,911	195,680	220,376

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Locations in Stuttgart-Zuffenhausen, Leipzig, and Weissach.

<sup>3</sup> Locations in the 2024 and 2023 reporting years: Stuttgart-Zuffenhausen, Leipzig, Weissach, Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg. Locations in the 2022 reporting year: Stuttgart-Zuffenhausen, Leipzig, Weissach, Korntal-Münchingen, Sachsenheim, Freiberg, Asperg, Weilmendorf, and Ludwigsburg.



Environmental management system

Selected sites of the Porsche AG Group have an environmental management system certified under ISO 14001 and set strategic long-term environmental and energy targets, as well as corresponding action plans, on the basis of Porsche's environmental and energy policy.

Using the environmental compliance management system (ECMS), Porsche AG reviews the effectiveness of its environmental and energy measures, among others, on a regular basis. As part of the overall management system of the Porsche AG Group, the ECMS also ensures the implementation of national and international environmental and energy requirements.

➤ [Basic information in the non-financial statement, starting from p. 196.](#)



Equal pay

Porsche AG takes diversity and equal opportunities seriously and pays wages and salaries in line with uniform standards, regardless of gender, religion, origin, age, disability, or sexual orientation. For employees covered by a collective bargaining agreement and management, the remuneration policies and amounts are based on collective/company regulations, whereby the basic remuneration is calculated on the basis of described work tasks. The variable remuneration is performance-based as a rule.

The difference in the average remuneration paid to women and men is known as the gender pay gap. It can be due to a wide range of different factors.

➤ [Basic information in the non-financial statement, starting from p. 270.](#)



Equal treatment in the value chain

The Porsche AG Group is just as committed to equal treatment and equal opportunities for its own workforce as it is for workers in the upstream and downstream value chain. The topic of equal treatment and equal opportunities for workers in the value chain is explicitly defined as a mandatory requirement in the Code of Conduct for Business Partners.

➤ [Basic information in the non-financial statement, starting from p. 297.](#)

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# F



## Freedom of association and collective bargaining

The right to freedom of association is set out in the Basic Law in Germany. There are no indications that the right to freedom of association and collective bargaining is at risk on the sites of Porsche AG and selected group companies.

In Germany, Porsche AG and the majority of its German group companies are party to (company-based) collective bargaining agreements with the workforce, excluding executives. For example, Porsche AG is a member of the employers' association Südwestmetall and is therefore part of the social partnership with the IG Metall trade union. The agreed regional collective agreement therefore applies to the employees of Porsche AG.

Collective bargaining agreements cover 83.7% of the total workforce in the Porsche AG Group's national group companies. Furthermore, collective agreements apply to 97.2% of the total workforce in consolidated subsidiaries of Porsche AG in Germany without a collective bargaining agreement but with elected employee representatives.

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# G



## Greenhouse gas emissions

The Porsche AG Group aims to lower the average greenhouse gas emissions of its vehicle production and in the value chain. It has therefore drawn up a transition plan for climate change mitigation on the basis of the existing approach to decarbonization in the Porsche Strategy 2030 Plus. The carbon footprint describes the influence of the Porsche AG Group on global climate change on the basis of the CO<sub>2</sub> emissions it causes directly or indirectly. The carbon footprint of a product, for example, relates to its life cycle, from manufacture and use to disposal.

➤ [Basic information in the non-financial statement, starting from p. 186.](#)

➤ [Transition plan in the non-financial statement, starting from p. 186.](#)

### Direct and indirect greenhouse gas emissions from vehicle production sites of the Porsche AG Group<sup>1</sup>

kg/vehicle	2024	2023	2022
Total <sup>2</sup>	14	53	26

<sup>1</sup> Locations in Stuttgart-Zuffenhausen and Leipzig.

<sup>2</sup> The increase in the 2023 reporting year was due to the switch from natural gas to heating oil due to the gas shortages.

### VOC (volatile organic compounds) from vehicle production sites of the Porsche AG Group<sup>1</sup>

kg/vehicle	2024	2023	2022
VOC	0.62	0.60	0.58

<sup>1</sup> Locations in Stuttgart-Zuffenhausen and Leipzig.

### Direct and indirect (Scope 1 and 2 market-based) GHG emissions for selected locations of the Porsche AG Group<sup>1</sup>

t CO <sub>2</sub> e	2024	2023	2022
<b>Total<sup>2</sup></b>	<b>ESRS 91,180</b>	–	–
<b>Vehicle production sites</b>	<b>32,315</b>	<b>13,528</b>	<b>7,175</b>
Stuttgart-Zuffenhausen	30,890	12,351	6,419
Leipzig	1,425	1,177	756
<b>Vehicle development sites<sup>3</sup></b>	<b>19,870</b>	<b>4,093</b>	<b>5,108</b>
<b>Other Porsche AG locations</b>	<b>763</b>	<b>588</b>	<b>877</b>

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> For the Porsche AG Group overall, see the non-financial statement in the Annual and Sustainability Report 2024, section E1 "Climate change mitigation."

<sup>3</sup> Locations in the reporting year in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Friolzheim.

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# H



## Hazardous substances

The production of vehicles requires a number of different chemical substances along the supply chain. Some of these chemical substances can have dangerous properties and constitute a potential health or environmental risk. These include, for example, substances of very high concern (SVHC) as defined by the European REACH Regulation, as well as substances of concern (SOC).

The legal and regulatory material conformity requirements are complex and governed in numerous laws. Compliance with the statutory regulations is supported by the Global Automotive Declarable Substance List (GADSL), which lists regulated substances around the world, and by the Porsche AG Group's participation in the automotive industry's International Material Data System (IMDS).

➤ **Basic information in the non-financial statement, starting from p. 219.**



## Human rights

In a declaration of intent to observe and promote human rights, the Executive Board and Group Works Council of Porsche AG commit to observing human rights and, in this context, promoting good working conditions and fair trade. Porsche AG has set out clear rules with regard to both its own business activities and the global supply chains. The declaration of intent complements and specifies the requirements relating to human rights and good working conditions.

Porsche AG operates a multistage complaint management system for reporting potential and alleged violations of human rights.

➤ **Basic information about human rights in the Porsche AG Group in the declaration of intent, starting from p. 297.**

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I



**Inclusion**

In order to account for the needs of all employees who could be vulnerable to negative impacts and those who could be marginalized, Porsche AG and selected group companies maintain dialogs with works doctors, representatives of disabled employees, and any existing diversity networks.

→ **Diversity**

➤ **Basic information in the non-financial statement, starting from p. 270.**



**Information security**

The Porsche AG Group has an information security management system and various relevant certifications.

→ **Cyber security**



**Infrastructure and investments**

To support its decarbonization strategy, the Porsche AG Group is also investing in activities that could potentially help reduce CO<sub>2</sub> emissions outside of its business activities. These include, for example, upgrading the charging infrastructure for battery electric vehicles, the production of eFuels, and high-voltage battery recycling projects.

→ **eFuels**

→ **Charging infrastructure**

➤ **Basic information in the non-financial statement, starting from p. 196.**



**Irregular employment**

In addition to its permanent employees, the Porsche AG Group employs nonpermanent employees as temporary workers. The use of temporary workers and people working under service and labor contracts by Porsche AG and selected group companies is subject to statutory, collective, and/or company regulations, so that uniform standards apply to the working and remuneration conditions of these employees too.

➤ **Basic information in the non-financial statement, starting from p. 270.**

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# L



## Learning and skills development

The Porsche AG Group considers it a responsibility to develop the professional and interdisciplinary skills of its employees for changing assignments and roles in various future fields. As part of a strategic skills management system, strategic advanced training measures, reskilling, and upskilling programs are being provided and, if necessary, developed.

➤ [Basic information in the non-financial statement, starting from p. 270.](#)

### Internal training on sustainability in procurement at Porsche AG<sup>1</sup>

	2024	2023	2022
Number of trained employees	1,252	687	560

<sup>1</sup> Digital training module on the sustainability rating (S-rating) in the process of awarding contracts (cumulative).



## Life cycle assessments (LCA)

Life cycle assessments record the individual components of a vehicle and determine the approximate impact of the vehicle on the environment over its life cycle, from raw material extraction, production, and the use phase, including wear parts, to disassembly.

Each life cycle assessment concerns a specific vehicle model. For selected model series, a comprehensive life cycle assessment that makes the material environmental impacts of the individual stages of the value chain transparent and controllable is generated on the basis of a reference vehicle.

Life cycle assessments highlight different impact categories such as global warming potential (GWP), but also acidification, eutrophication, photochemical ozone formation, water use, and, since 2024, ecotoxicity and human toxicity.

Life cycle assessments are performed on the basis of assumptions specific to the Volkswagen Group, supplier-specific values, and data from an LCA database.

Life cycle assessments are based on ISO 14040 and ISO 14044. TÜV Nord has audited the life cycle assessments carried out by Porsche AG so far and issued certificates of validity on the basis of the aforementioned standards.



## Local communities

Beyond the customers and employees of the company, the business activities of the Porsche AG Group can affect communities at Porsche's locations as well as the production sites of its suppliers. The Porsche AG Group embraces its responsibility to protect the environment and safeguard human rights and strives to do business responsibly for communities all along its value chain.

Residents and communities are a key stakeholder group who might have an interest in the decisions and activities of the Porsche AG Group. Porsche AG therefore stays in direct contact with residents and local stakeholders at its vehicle production and development locations via liaisons and events, discusses specific topics and issues with them, if necessary, and provides a point of contact for complaints and suggestions.

➔ [Acceptance communication](#)

In this context, the Porsche AG Group actively strives to help regions and communities protect the environment, provide healthy living conditions, and strengthen social cohesion—at its locations and all over the world. Aside from financial support, the voluntary engagement of Porsche employees is an important element.

➤ [Basic information in the non-financial statement, starting from p. 306.](#)

Responsible business and sustainability along the value chain is a priority for the Porsche AG Group. Safe, reasonable working conditions and the continuous minimization of environmental impacts—especially in regions where raw materials are extracted—have a significant effect on the lives of employees in the value chain and, in turn, on their communities. Porsche AG therefore also expects good conduct from its direct business partners and suppliers in line with a Code of Conduct for Business Partners. In this context, it is a contractual requirement to pass on the requirements to the next supplier level as well as, where possible and reasonable, along the supply chain.

➤ [Basic information in the non-financial statement, starting from p. 297.](#)

The environmental impacts of the business activities of Porsche AG and selected group companies can also affect residents living in the direct vicinity of Porsche locations as well as people in neighboring areas. Consequently, Porsche AG and Porsche Leipzig GmbH measure and monitor the environmental impacts of the production locations in Stuttgart-Zuffenhausen and Leipzig as well as at the Development Center in Weissach, including energy and water consumption, waste, and the relevant impacts on the air, soil, and water.

➤ [Basic information in the non-financial statement, starting from p. 219.](#)

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# M



## Material efficiency

The Porsche AG Group endeavors to continuously improve the material efficiency of its vehicles. Consequently, targets for vehicle projects are anchored in the product creation process.

By rolling out a new management tool, it is possible to assess environmental aspects, such as CO<sub>2</sub> emissions and percentages of secondary raw materials, at an early stage during vehicle development. Changes in development can be analyzed directly on the basis of evidence and the life cycle assessment can be gradually refined into a certifiable assessment. This makes it easier to systematically assess an achieved reduction.

➤ [Basic information in the non-financial statement, starting from p. 242.](#)

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# N



## New recruits

The Porsche AG Group aims to be a highly attractive employer, which is why it has enshrined employees as a key target group in its Strategy 2030 Plus. It aims to impress talented people with the Porsche employer brand through attractive working conditions and targeted outreach.

➤ [Basic information in the non-financial statement, starting from p. 270.](#)

## Number and distribution of new employees in the Porsche AG Group

	2024	2023	2022
<b>Total</b>	<b>3,048</b>	<b>4,757</b>	<b>3,886</b>
<b>By age</b>			
<30 years	1,220	2,029	1,927
30–50 years	1,697	2,558	1,866
>50 years	131	170	93
<b>By gender</b>			
Female	897	1,184	904
Male	2,151	3,572	2,982
Other <sup>1</sup>	0	1	0
<b>By region<sup>2</sup></b>			
Region: Germany	2,140	4,012	3,284
Region: Europe (excl. Germany)	491	315	225
Region: North America (excl. Mexico)	228	243	173
Region: China (incl. Hong Kong)	62	177	164
Other regions (rest of the world)	127	10	40
<b>Breakdown by age (%)</b>			
<30 years	40.0	42.7	49.6
30–50 years	55.7	53.7	48.0
>50 years	4.3	3.6	2.4
<b>Breakdown by gender (%)</b>			
Female	29.4	24.9	23.3
Male	70.6	75.1	76.7
Other <sup>1</sup>	0.0	0.0	0.0
<b>Breakdown by region (%)</b>			
Region: Germany	70.2	84.4	84.5
Region: Europe (excl. Germany)	16.1	6.6	5.8
Region: North America (excl. Mexico)	7.5	5.1	4.5
Region: China (incl. Hong Kong)	2.0	3.7	4.2
Other regions (rest of the world)	4.2	0.2	1.0

<sup>1</sup> For reasons of data protection, only selected personnel and social key figures are disclosed.

<sup>2</sup> New region designations in 2024 in line with section S1 "Own workforce" in the non-financial statement in the Annual and Sustainability Report 2024. The figures from 2023 and 2022 may not be directly comparable in some circumstances. The designations have been updated from "Asia" to "China (incl. Hong Kong)," and from "North America" to "North America (excl. Mexico)."



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Total number and breakdown of employee turnover in the Porsche AG Group<sup>1</sup>

	2024	2023	2022
<b>Total<sup>2</sup></b>	ESRS 1,782	-	-
<b>By age</b>			
<30 years	456	378	313
30–50 years	996	874	756
>50 years	330	416	69
<b>By gender</b>			
Female	500	437	323
Male	1,282	1,231	815
<b>By region<sup>3</sup></b>			
Region: Germany	1,173	1,326	805
Region: Europe (excl. Germany)	313	134	135
Region: North America (excl. Mexico)	114	100	113
Region: China (incl. Hong Kong)	92	102	69
Other regions (rest of the world)	90	6	16
<b>Breakdown by age (%)</b>			
<30 years	25.6	22.7	27.5
30–50 years	55.9	52.4	66.4
>50 years	18.5	24.9	6.1
<b>Breakdown by gender (%)</b>			
Female	28.1	26.2	28.4
Male	71.9	73.8	71.6
<b>By region (%)</b>			
Region: Germany	65.8	79.5	70.7
Region: Europe (excl. Germany)	17.6	8.0	11.8
Region: North America (excl. Mexico)	6.4	6.0	10.0
Region: China (incl. Hong Kong)	5.2	6.1	6.1
Other regions (rest of the world)	5.1	0.4	1.4

<sup>1</sup> Adjustment to the methodology of information acquisition in 2023. For the first time, in addition to terminations by employees, the disclosures now contain terminations by the employer, retirement, and the death of employees.

<sup>2</sup> For the Porsche AG Group overall, see the non-financial statement in the Annual and Sustainability Report 2024, section S1 "Own workforce."

<sup>3</sup> New region designations in 2024 in line with section S1 in the non-financial statement. The figures from 2023 and 2022 may not be directly comparable in some circumstances. The designations have been updated from "Asia" to "China (incl. Hong Kong)," and from "North America" to "North America (excl. Mexico)."

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**New mobility concepts**

The Porsche AG Group is also orienting itself toward the world of mobility in 2030 with its company strategy. With consideration for global trends and changing customer needs, including as part of the Volkswagen Group, new mobility concepts and solutions for the future are being evaluated and developed. With these, the Porsche AG Group aims to meet customer demand for private mobility while also helping to solve local environmental and traffic problems and contributing to climate change mitigation.

In this context, Porsche Financial Services develops products for the Porsche AG Group such as “Porsche Drive” that cover various mobility requirements of customers, from vehicle use for a few days to a subscription for several months. With these models, the Porsche AG Group aims to make it easier for customers to get started with electric mobility, for example, while tying new and younger target groups to the Porsche brand. The mobility offering “Porsche Drive” was rolled out in new markets in 2024.

A fleet of Porsche vehicles that covers all the various services, from car rental and subscriptions to alternative mobility, should ensure high availability, capacity utilization, and profitability. For example, it aims to combine the traditional weekend vehicle rental with the use of that vehicle as a courtesy car during the week.

Fleet management as part of the mobility solutions requires an IT platform and processes that can cover multiple usage profiles with one vehicle. Porsche Financial Services is working on this with a French technology developer. The solution is being implemented operationally through Porsche Centers and other service partners directly, such as car rental services.

The Porsche AG Group discusses mobility solutions with stakeholders and the Volkswagen Group on a regular basis and continuously analyzes trends in order to make any necessary adjustments to its targets and criteria.



**Non-discrimination**

Porsche AG is actively committed to diversity, equal opportunities, and equal treatment for all employees. Regular events are held to raise awareness of discrimination among employees. If an employee witnesses a potential case of discrimination or wishes to file a specific complaint, they can reach out to the company complaints desk known as “AGG” (the German abbreviation for the General Equal Treatment Act).

➤ **Basic information in the non-financial statement, starting from p. 270.**

**Disciplinary action due to cases of discrimination at Porsche AG <sup>1</sup>**

	2024	2023	2022
<b>Total</b>	<b>11</b>	<b>11</b>	<b>7</b>
Number of discrimination reports that resulted in termination	4	2	0
Number of discrimination reports that resulted in written reprimands	3	1	0
Number of discrimination reports that resulted in written warnings	4	7	7
Number of discrimination reports that resulted in other disciplinary action	0	1	0

<sup>1</sup> As there was no internal connection between identified instances of discrimination, it was not necessary to take steps beyond each individual case of disciplinary action.

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# O



## Occupational health and safety

A safe and healthy workplace protects the employees of the Porsche AG Group and contributes not only to their wellbeing and a positive corporate culture, but also to operational efficiency. Occupational health and safety is therefore an intrinsic element of the Group-wide sustainability strategy.

➤ **Basic information in the non-financial statement, starting from p. 270.**

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# P



## Political engagement and lobbying

The Porsche AG Group operates in a complex and heavily regulated field. Whenever it makes a business decision, the Porsche AG Group evaluates the consequences of its actions for the company and environment and factors them into the internal processes. Furthermore, the Porsche AG Group plays an active role in helping to structure the framework for its business operations.

The Porsche AG Group is involved in numerous networks of experts and decision-makers who have significant influence over our business and the sociopolitical agenda. Remaining impartial in its dealings with political parties and interest groups is important to the Porsche AG Group in this regard. The Porsche AG Group made no financial or in-kind political contributions, such as donations to parties or the sponsorship of party events, in 2024. Porsche AG receives government grants.

➤ [Basic information in the non-financial statement, starting from p. 316.](#)

### Government grants for the Porsche AG Group<sup>1</sup>

€ million	2024	2023	2022
Financial support received for fixed assets	49	25	20
Performance-based support received	6	9	41

<sup>1</sup> Values rounded to the nearest million.



## Production materials

As part of its business activities, the Porsche AG Group uses energy, water, and other production materials and raw materials. It strives to use these resources responsibly and is increasingly gearing its processes towards a future in which resources are used sparingly.

In order to procure raw materials responsibly, the Porsche AG Group utilizes the Raw Material Due Diligence System of the Volkswagen Group. This system preventively calculates, assesses, and reduces environmental and human rights risks in the supply chains for selected high-risk raw materials.

➤ [Basic information in the non-financial statement, starting from p. 242.](#)

➤ [Responsible Raw Materials Report of the Volkswagen Group](#)

### Material consumption in the vehicle production of the Porsche AG Group<sup>1</sup>

t	2024	2023	2022
<b>Total<sup>2</sup></b>	<b>621,679</b>		
Steel/cast iron	239,204	267,061	263,617
Alloys	163,989	180,040	170,413
Copper	19,842	19,302	17,146
Plastics	116,535	125,745	120,658
Others	82,109	86,458	80,821

<sup>1</sup> Material consumption of Porsche locations in Stuttgart-Zuffenhausen and Leipzig, and proportionately of the Volkswagen Group's production locations in Osnabrück and Bratislava.

<sup>2</sup> Nonfinancial report in the Annual and Sustainability Report 2024, section E5 "Resource use and circular economy".

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# R



## Responsible selling practices

Consumers and end-users need relevant, quality, and accurate information to make informed purchasing decisions. The Porsche AG Group makes this information available in numerous places and on various channels.

Porsche AG has a global policy on advertising and communication principles that serves as a uniform basis for responsible marketing. The principles set out requirements for the relevant direct suppliers to ensure that communication, advertising, and messages are consistent with the ethical standards and values of the Porsche AG Group. These principles correspond to a global standard that applies throughout the Volkswagen Group, but also take local and regional regulations, as well as further features such as cultural differences, into account. Furthermore, the principles provide an overview of critical topics and representations that must be avoided in the communication and advertising of the Porsche AG Group.

The principles apply to Porsche AG and its direct suppliers and are published on the website of the Porsche AG Group.

→ [Access to \(quality\) information](#)

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# S



## Supplier audits

Porsche AG regularly assesses direct suppliers on the basis of certain sustainability criteria (environmental, social, and compliance). The sustainability rating (S-rating), among others, was developed for this purpose.

### Number of audits of direct suppliers of Porsche AG based on sustainability criteria<sup>1</sup>

	2024	2023	2022
For production material	12	5	14
For nonproduction material	1	0	17

<sup>1</sup> Total (internal) on-site checks, RSCI and battery audits.

### Direct suppliers of Porsche AG audited on the basis of sustainability criteria<sup>1</sup>

%	2024	2023	2022
For production material	100.0	100.0	100.0
For nonproduction material	39.3	23.0	35.5

<sup>1</sup> Based on direct suppliers awarded contracts through central procurement systems.

In the reporting year, 425 direct suppliers of production material and 503 direct suppliers of nonproduction material improved their S-rating. Audits are another key factor in measuring the effectiveness of a quality management system. They are a requirement of the ISO 9001 standard. In this context, there is a difference between internal audits, such as business process audits or production process audits under VDA 6.3 (published by the German Association of the Automotive Industry), and external audits, such as official audits. Porsche AG expects direct suppliers of production material to establish a quality management system in accordance with ISO 9001 and IATF 16949. Materials are an intrinsic part of the necessary quality management systems, which, for example, require random inspections of incoming goods. The direct suppliers are directly responsible for the quality checks in the upstream supply chain. In the reporting year, for example, quality audits were conducted on direct suppliers of semifinished products (such as components and materials).

The nature and quantity of the materials used in the vehicles of the Porsche AG Group and supplied by direct suppliers are recorded in the International Material Data System (IMDS). All materials used to manufacture vehicles are collected, administered, analyzed, and archived in the IMDS. Use of the IMDS makes it possible for car manufacturers and their suppliers to comply with existing obligations arising from national and international standards, laws, and regulations.

→ Sustainability rating (S-rating)

➤ Basic information in the non-financial statement, starting from p. 316.



## Supplier management and training

As its range of vehicles is electrified, the supply chain of the Porsche AG Group is becoming more and more complex: new components and types of technology are involved, and the number of direct suppliers of production materials is rising. The level of demand for materials with elevated environmental and social risk factors, especially those needed to manufacture high-voltage batteries, is also rising. The Supply Chain Due Diligence Act (LkSG) has expanded the statutory requirements, too. Consequently, the significance of a responsible, environmentally friendly supply chain that respects human rights is rising in the eyes of the Porsche AG Group.

In the reporting year, more than 50% of Porsche AG's direct suppliers of production materials and selected direct suppliers of nonproduction materials had an environmental management system.

➤ Basic information in the non-financial statement, starting from p. 316.

### Structure of direct suppliers of Porsche AG

%	2024	2023	2022
Share of local direct suppliers from the EU in the total procurement volume <sup>1</sup>	96.4	93.0	96.0
Share of local direct suppliers of production material from the EU <sup>2</sup>	97.1	91.1	95.2
Share of local direct suppliers of nonproduction material from the EU <sup>2</sup>	94.0	97.4	99.0

<sup>1</sup> Based on procurement volume.

<sup>2</sup> Based on the total number of direct supplier.

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**Sustainable Development Goals**

The Sustainable Development Goals (SDGs) are a collection of global targets defined by the United Nations in Agenda 2030 in order to promote sustainable development around the world.

The Porsche AG Group aligns the six areas of its sustainability strategy and related activities to these goals and other objectives. They help the company steer its own business activities and indicate how economic progress, social justice, and environmental compatibility can be reconciled.



**Sustainability rating (S-rating)**

Porsche AG reviews the environmental, social, and compliance behavior of direct suppliers of production materials and selected direct suppliers of nonproduction material, as well as their compliance with the Code of Conduct for Business Partners. It has been using sustainability rating, or S-rating, as a review and monitoring instrument since 2019.

➤ **Basic information in the non-financial statement, starting from p. 316.**

**The Sustainable Development Goals on which Porsche AG is focusing:**

<p><b>4</b> QUALITY EDUCATION</p>	<p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>	<p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p><b>10</b> REDUCED INEQUALITIES</p>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p><b>13</b> CLIMATE ACTION</p>	<p><b>17</b> PARTNERSHIPS FOR THE GOALS</p>	

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# T



## Taxes

The Group-wide profit before tax under IFRS was €5.227 billion in 2024 (2023: €7.375 billion). The total tax expenditure of all fully consolidated companies in the Porsche AG Group was €1.632 billion (2023: €2.218 billion).

This included deferred taxes of €162 million (2023: €231 million) resulting from deviations between the IFRS result and the taxable base. This deferred tax expense or income is already calculated in the current financial year, although it will not lead to the actual tax expense or income, as well as corresponding tax payments or refunds, until future years.

The model rules on global minimum taxation (Pillar 2) published by the OECD have been enacted or essentially enacted in certain countries in which the Porsche AG Group operates. In Germany, the legislation came into force for the financial year of the Porsche AG Group starting on January 1, 2024. The Porsche AG Group falls under the enacted or essentially enacted legal regulations and has assessed the probable tax burden for the Porsche AG Group with regard to the global minimum tax.

The assessment of the potential risk from the minimum tax is based on the latest country-specific reports and annual financial statements of the affiliates of Porsche AG. In almost every country in which the Porsche AG Group operates, the effective Pillar 2 tax rates are above 15%. Only in the United Arab Emirates and Ireland does the transitional safe harbor simplification not apply, and the effective Pillar 2 tax rate is below 15%. Overall, the

introduction of the global minimum tax (Pillar 2) led to a burden of €2 million for the Porsche AG Group in the financial year.

The total tax rate in the Porsche AG Group was 31.2% in 2024 (2023: 30.1%).

The difference between the income tax expenditure of all fully consolidated Porsche AG Group companies and their income tax payments was largely due to differences in maturity dates: normally, the actual tax expense or income—irrespective of advance payments—leads to tax payments or refunds in subsequent years, whereas the listed payments can also encompass payments and refunds for previous years.

Porsche AG and its consolidated companies have not been part of the income tax group with Volkswagen AG since 2023, having instead paid their own income tax in Germany. In the financial year, the tax payments by the fully consolidated companies of the Porsche AG Group amounted to €1.147 billion in Germany (2023: €1.671 billion) and €157 million in the USA (2023: €243 million).

As a rule, the Porsche AG Group executes transactions between affiliated companies in keeping with the arm's-length principle. Its application is governed in the group guidelines on tax and applies to all consolidated and nonconsolidated subsidiaries and operations in the Porsche AG Group.

To ensure that the arm's-length principle is applied consistently and lawfully, the Taxes and Customs division of the Porsche AG Group is involved in setting transfer prices and has the final decision in cases of doubt. In particular, this applies to material transactions between affiliated companies within the Porsche AG Group.

Moreover, transfer price documentation is generated in accordance with the statutory requirements for all cross-border business relationships with affiliated companies. To lower the risk

of the transfer prices being interpreted differently by the financial authorities in the nations in question, international advance pricing agreements (APAs) are also requested on a regular basis, in so far as this is admissible and reasonable.

In spite of all these precautions, it cannot be ruled out that, following a company audit, the financial authorities in Ireland or elsewhere abroad conclude that the arm's-length principle has not been observed. Where admissible and reasonable, the Porsche AG Group applies for international mutual agreement procedures (MAPs) to resolve such conflicts of interest.

The purpose of the regulations in the group guidelines on tax, applications for bilateral advance pricing agreements, and the inclusion of the Tax department in the structuring of transactions with affiliated companies is to adhere to the OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations. Porsche AG takes the OECD Transfer Pricing Guidelines into consideration even when generating the transfer price documentation, which can be submitted to the financial authorities on request.

In the 2024 financial year, the Porsche AG Group did not have any subsidiaries, plants, or tax registrations in countries that facilitate tax base erosion and profit shifting.

In accordance with the Porsche AG Group's tax guidelines, compliance with tax law is of the highest priority. Transactions are generally executed with a view to minimizing the total tax burden. In this regard, aggressive, cross-border tax structures designed to avoid tax are just as inadmissible as business models that merely aim to gain tax relief and have no financial background. This applies to profit shifting in particular.



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Overview of the profit before tax, tax expenditure, and tax payments per country of the fully consolidated companies of the Porsche AG Group

	Profit before tax under IFRS after consolidation € million	Income tax expenditure after consolidation € million	Deferred taxes € million	Total tax expenditure € million	Percentage	Total tax payments € million	Percentage
UAE	16.19	1.87	-0.20	1.67	0%	0.00	0.00%
Austria	2.02	0.56	0.07	0.63	0%	0.28	0.02%
Australia	136.85	36.93	4.43	41.36	3%	13.49	0.93%
Brazil	41.68	20.17	1.29	21.46	1%	20.97	1.44%
Canada	41.31	12.11	2.54	14.66	1%	2.94	0.20%
Switzerland	16.85	0.75	-0.86	-0.12	0%	2.81	0.19%
China	62.08	19.62	23.72	43.33	3%	39.62	2.73%
Czech Republic	5.07	1.68	-0.25	1.43	0%	1.80	0.12%
Germany	3,852.77	1,188.52	157.90	1,346.42	82%	1,146.62	78.88%
Spain	12.58	3.85	-0.31	3.54	0%	4.61	0.32%
France	67.84	7.76	-0.90	6.86	0%	1.55	0.11%
United Kingdom	50.52	16.74	-6.01	10.73	1%	16.04	1.10%
Hong Kong	57.17	0.92	0.37	1.29	0%	0.00	0.00%
Ireland	42.17	7.65	-1.46	6.19	0%	6.20	0.43%
Italy	48.51	19.81	0.52	20.32	1%	13.69	0.94%
Japan	18.39	2.26	-2.61	-0.36	0%	6.81	0.47%
South Korea	31.13	8.18	7.04	15.22	1%	5.78	0.40%
Luxembourg	89.72	0.00	-11.90	-11.90	-1%	0.00	0.00%
Norway	3.92	0.14	0.31	0.45	0%	0.00	0.00%
Romania	3.03	0.54	-0.01	0.53	0%	1.41	0.10%
Russia	-3.54	0.00	-0.04	-0.04	0%	0.00	0.00%
Singapore	1.82	1.60	-2.26	-0.66	0%	1.76	0.12%
Taiwan	33.30	9.50	2.44	11.93	1%	10.05	0.69%
United States	596.08	108.55	-11.21	97.34	6%	157.12	10.81%
<b>Entire Group</b>	<b>5,227.46</b>	<b>1,469.71</b>	<b>162.61</b>	<b>1,632.28</b>	<b>100%</b>	<b>1,453.55</b>	<b>100%</b>

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## Vehicle efficiency

On the road to the electrification of its vehicle production portfolio, the Porsche AG Group seeks a technological leadership role and is working to improve the efficiency of its vehicles continuously.

➤ [Basic information in the non-financial statement, starting from p. 196.](#)



## Vehicle safety

With regard to the use phase of the products and services of the Porsche AG Group, the personal safety of customers is at the forefront. Porsche AG therefore treats vehicle safety—the optimal protection of the driver and passengers and the safety of other road users and pedestrians—as a top priority. The Porsche AG Group works continuously to improve its vehicle safety systems. They are anchored in the safety strategy of Porsche AG.

➤ [Basic information in the non-financial statement, starting from p. 312.](#)

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## Waste

At Porsche AG and selected group companies, waste management aims to reduce the amount of waste generated and recycle unavoidable waste as effectively as possible (i.e. to close cycles). It prioritizes waste avoidance by means of low-waste technology and sustainable, economical disposal solutions designed to increase material recycling.

➤ [Basic information about waste management in the non-financial statement, starting from p. 242.](#)

### Waste from vehicle production sites of the Porsche AG Group<sup>1</sup>

kg/vehicle	2024	2023	2022
Waste <sup>2</sup>	2.42	0.56	0.71

<sup>1</sup> Locations in Stuttgart-Zuffenhausen and Leipzig.

<sup>2</sup> The classification of one type of waste changed in the 2024 reporting year, which led to an increase in the underlying quantity of disposable waste. The updated classification has not had a direct impact on the absolute total amount of waste.

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Waste by location, type, and disposal method for selected locations of the Porsche AG Group<sup>1</sup>

t	2024	2023	2022
<b>Vehicle production sites</b>			
<b>Total</b>	<b>16,831</b>	<b>18,199</b>	<b>17,018</b>
Waste for recycling			
Hazardous waste	4,667	5,333	5,001
Nonhazardous waste	7,324	8,026	8,005
Nonproduction-specific waste	414	1,470	806
Metallic waste	3,762	3,060	3,031
Waste for removal			
Hazardous waste	365	34	77
Nonhazardous waste	83	93	82
Nonproduction-specific waste	216	183	16
<b>Stuttgart-Zuffenhausen</b>	<b>8,676</b>	<b>10,375</b>	<b>9,670</b>
Waste for recycling			
Hazardous waste	2,244	2,997	2,653
Nonhazardous waste	3,609	4,180	4,288
Nonproduction-specific waste	213	1,356	632
Metallic waste	1,949	1,549	1,926
Waste for removal			
Hazardous waste	365	26	73
Nonhazardous waste	83	93	82
Nonproduction-specific waste	213	174	16
<b>Leipzig</b>	<b>8,156</b>	<b>7,823</b>	<b>7,348</b>
Waste for recycling			
Hazardous waste	2,424	2,336	2,348
Nonhazardous waste	3,714	3,846	3,717
Nonproduction-specific waste	202	114	174
Metallic waste	1,813	1,511	1,105
Waste for removal			
Hazardous waste	0	8	4
Nonhazardous waste	0	0	0
Nonproduction-specific waste	3	8	0

t	2024	2023	2022
<b>Vehicle development sites<sup>2</sup></b>			
<b>Total</b>	<b>4,691</b>	<b>5,055</b>	<b>5,143</b>
Waste for recycling			
Hazardous waste	2,450	2,238	2,011
Nonhazardous waste	1,677	1,821	1,782
Nonproduction-specific waste	173	577	355
Metallic waste	366	389	882
Waste for removal			
Hazardous waste	0	1	2
Nonhazardous waste	23	16	103
Nonproduction-specific waste	2	13	8
<b>Other Porsche AG locations<sup>3</sup></b>			
<b>Total</b>	<b>232</b>	<b>615</b>	<b>712</b>
Waste for recycling			
Hazardous waste	15	4	6
Nonhazardous waste	144	550	590
Nonproduction-specific waste	1	12	79
Metallic waste	72	49	37
Waste for removal			
Hazardous waste	0	0	0

<sup>1</sup> The annual figures are based on a projection of the actual values recorded for January to October.

<sup>2</sup> The waste is only recycled outside of Porsche locations.

<sup>3</sup> Locations in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Frielzheim.

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Water

The Porsche AG Group uses water for numerous purposes within its own business activities, including social areas, production, nonproduction plants, and technical building equipment. Water withdrawal and water consumption are key factors and are largely attributable to the upstream value chain, where water resources are used to extract raw materials and produce components. The efficient use of water as a resource through technical measures, such as water treatment and the reduction or avoidance of water pollution, are of equal significance to the Porsche AG Group.

➤ [Basic information in the non-financial statement, starting from p. 229.](#)

Water withdrawal for selected locations of the Porsche AG Group<sup>1,2,3</sup>

m <sup>3</sup>	2024	2023	2022
<b>Total</b>	<b>689,365</b>	<b>745,093</b>	<b>793,416</b>
Of which water from third parties	686,648	741,879	790,471
Of which groundwater	2,717	3,214	2,945

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Fresh water (≤1,000 mg/l total dissolved solids (TDS)) is only drawn from areas with no water stress.

<sup>3</sup> Total water withdrawal of the vehicle production sites in Stuttgart-Zuffenhausen and Leipzig, the vehicle development sites in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Friolzheim, and the other locations in Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg for the 2024 reporting year. Plus the other locations in Freiberg and Weillimdorf for the 2022 reporting year, and including Wimsheim for 2023.

Total consumption of water from all areas for selected locations of the Porsche AG Group<sup>1</sup>

m <sup>3</sup>	2024	2023	2022
<b>Total</b>	<b>ESRS 162,722</b>	<b>-</b>	<b>-</b>
<b>Vehicle production sites</b>	<b>92,960</b>	<b>81,831</b>	<b>118,546</b>
Stuttgart-Zuffenhausen	36,907	55,328	63,078
Leipzig	56,053	26,503	55,468
<b>Vehicle development sites<sup>2</sup></b>	<b>12,538</b>	<b>18,243</b>	<b>21,581</b>
Other Porsche AG locations	0	0	0

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Locations in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Friolzheim.

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### Water recirculation for selected locations of the Porsche AG Group<sup>1,2</sup>

m <sup>3</sup>	2024	2023	2022
<b>Total</b>	<b>ESRS 583,866</b>	–	–
Vehicle production sites <sup>3</sup>	500,253	558,756	568,953
Vehicle development sites <sup>4</sup>	79,518	80,310	78,366
Other Porsche AG locations	4,095	2,739	5,970

<sup>1</sup> Unless indicated otherwise, the annual figures are based on a projection of the actual values recorded for January to November.

<sup>2</sup> Fresh water (≤1,000 mg/l total dissolved solids (TDS)) is only recirculated into areas with no water stress.

<sup>3</sup> Stuttgart-Zuffenhausen and Leipzig.

<sup>4</sup> Locations in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Frielzheim.



#### Whistleblower system

All breaches committed by employees of the Porsche AG Group in connection with their jobs can be reported to the whistleblower system. This includes all breaches of laws and internal regulations.

➤ [Basic information in the non-financial statement, starting from p. 316.](#)



#### Work-life balance

Porsche AG and selected group companies take into account the individual needs of their employees and offer them flexibility in setting their own working hours and place of work in order to support a work-life balance. Further options at Porsche AG range from flexible working hours aligned to the employee's current phase of life and diverse part-time options to a wide range of flextime policies, such as during parental leave and sabbaticals. In doing so, Porsche AG and selected group companies can give employees a high degree of flexibility.

➤ [Basic information in the non-financial statement, starting from p. 270.](#)



#### Working conditions in the value chain

Responsible business, sustainability, and respect for human rights along the value chain are fundamental aspects of responsible business conduct for the Porsche AG Group. In particular, safe and humane working conditions, especially in regions where the necessary raw materials are extracted, can have a strong positive impact on the lives of the workers in the value chain.

➤ [Basic information in the non-financial statement, starting from p. 297.](#)

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