

2025

# ESG ADDENDUM



PORSCHE

Cayenne Turbo Electric (WLTP): Electrical consumption combined: 22.4 – 20.4 kWh/100 km; CO<sub>2</sub> emissions combined: 0 g/km; CO<sub>2</sub> class: A

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# About this publication

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### Sustainability at Porsche

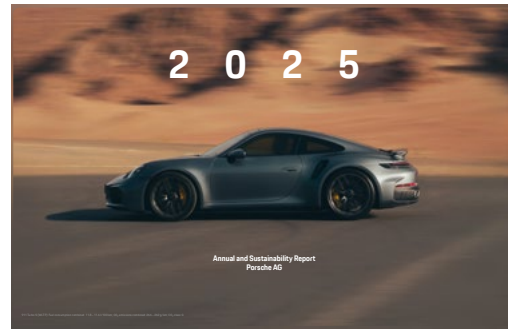
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In a materiality assessment updated in the 2025 reporting year, the Porsche AG Group identified the topics that are highly relevant to a broad stakeholder group. The reporting on these material topics in the **Non-financial Statement 2025** is, for the first time, aligned with the Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS). This is part of the combined management report in the Annual and Sustainability Report 2025 of the Porsche AG Group.

This **ESG Addendum 2025** 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 2025.

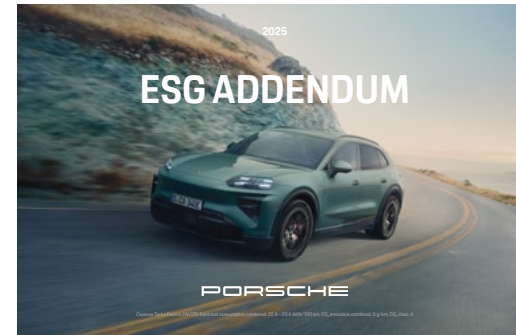
The content in this publication has been structured alphabetically so readers are able to find specific information quickly. Where basic content relating to a topic is already described in the Non-financial Statement 2025, reference is made to it at the appropriate points.

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 2025 are marked individually.



## ANNUAL AND SUSTAINABILITY REPORT 2025

➔ [Download the Annual and Sustainability Report 2025](#)



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# Sustainability at Porsche

The Porsche AG Group considers all of the aspects of sustainability: environmental, social, and business conduct. 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 Porsche's strategy.

In 2025, the strategic focus of the Porsche AG Group remained on the principles and focal points of the Porsche Strategy 2030 Plus, including in its reporting in the Non-financial Statement. Looking to the future, the Porsche AG Group has developed these further with the Strategy 2035, which takes effect starting in 2026.

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 of the Porsche AG Group, together with Customer, Product, and Transformation.

Mobility, and therefore the automotive industry, also plays a role in the transformation of business toward sustainability and the related fight against climate change. Besides Porsche's own vehicle production, its upstream and downstream value chains are an integral component of the Porsche Strategy 2030 Plus.

The Porsche AG Group's approach to sustainability is both strategic and structured: Environment, Social, and Governance—ESG—describe the basic principles of sustainable business that is geared toward partnerships. By anchoring these criteria, the Porsche AG Group wants to actively assume responsibility and makes 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 and assigned to the categories of environment, social, and business conduct, and linked with targets, figures, and actions:

## Decarbonization

With its diverse product portfolio and systematic development of drive technology with lower greenhouse gas emissions, the Porsche AG Group strives to offer innovative solutions for the mobility of the future and actively drive the change forward. The Porsche AG Group is flexibly positioning its range of combustion-engined, plug-in hybrid and all-electric vehicles. This caters for the fact that the ramp-up of electrification depends crucially on customer demand, the development of electromobility in the different regions of the world and the regulatory landscape. In response to the current market situation, the Porsche AG Group decided in the reporting year to realign its Vehicle product strategy. This includes postponing the market launch of certain all-electric vehicle models and continuing to offer combustion and hybrid models for a longer period. In line with the new market realities, the Porsche AG Group intends to increase its share of electrified vehicles, albeit on a smaller scale than originally planned. In the reporting year, the share of electrified vehicles delivered to customers—either all-electric or plug-in hybrids—was 34.4%.

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In the “Decarbonization” strategy field, the Porsche AG Group aims to contribute to limiting the rise in the global average temperature compared to pre-industrial levels.

Realizing these ambitions depends upon various factors, such as regulatory or economic developments that are outside the Porsche AG Group’s direct control. Despite the changed framework conditions, the Porsche AG Group remains committed to reducing average greenhouse gas emissions in the value chain and across the vehicle life cycle—in the supply chain, in production and in the vehicle use phase. Due to the highly volatile market conditions and new standards expected in the future, the Porsche AG Group expects that the current target in Scope 3 will be revised.

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

➤ **Non-financial Statement E1 Climate change**

 **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.

➤ **Non-financial Statement E5 Resource use and circular economy**

 **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 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 continued to press ahead with cooperation in mixed teams in the reporting year to make the best use of the different views and skills. This is expected to not only improve the working atmosphere, but also help all employees unlock their full potential.

➤ **Non-financial Statement S1 Own workforce**

 **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, including with a company fund established for this very purpose.

➤ **Non-financial Statement Corporate citizenship**

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 **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 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, of considerable importance in terms of 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.

➤ **Non-financial Statement S2 Workers in the value chain, G1 Business conduct**

 **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 business conduct. 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 this central control and monitoring system for ESG data. The Porsche AG Group takes a transparent approach to the public as well, disclosing as many ESG details and statistics as possible. The Porsche AG Group also values an transparent and inclusive consultation with its stakeholders and considers the exchange of information a key instrument and source of input for the continuous improvement of its sustainability management.

➤ **Non-financial Statement General disclosures**

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# A



## Acceptance communication

The Porsche AG Group welcomes questions, suggestions, and the expression of concerns from internal and external stakeholder groups. In this context, 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 at Porsche AG have set up a dedicated complaints procedure to serve as a centralized liaison 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 adopted at the Weissach and Leipzig sites 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 voice their concerns and make their complaints using the email address [nachgefragt@porsche.de](mailto:nachgefragt@porsche.de) or by calling the dedicated phone number set up especially for residents' concerns. These channels are available during standard business hours. In the year under review, Porsche AG was able to investigate a small two-digit number of such complaints, process them, and find permanent resolutions.

At the Stuttgart-Zuffenhausen site, individual residents voiced their displeasure about parking and traffic problems in residential zones, as well as noise developments in connection with operational activities. In all cases, however, the measurements were

within the legal limits for noise emissions. To further increase the transparency of its ongoing operations, Porsche AG distributed information sheets with contact information in relevant residential areas near selected sites. 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 the reporting year, Porsche AG continued its regular consultation with residents and continued the information event for the neighborhood at the Stuttgart-Zuffenhausen site, which was relaunched in 2024. Around 170 participants from adjacent residential areas and local political representatives accepted the invitation and attended the community information event named "Porsche Nachbarschaftsrunde 2025" in the Porsche Museum. Guests at the event were able to speak with Porsche experts directly at various information booths including Porsche training, vehicle production, sustainability, and construction projects at the site. They even had the chance to voice their concerns, questions, and suggestions. The neighborhood was particularly interested in the subjects of parking, traffic, and green spaces. Strategic measures will be put in place continuously on the basis of this feedback. In particular, internal awareness-raising measures were initiated to improve the parking situation and encourage environmentally conscious travel in the reporting year.

To further strengthen consultations with international stakeholder groups across all of its sites, Porsche worked with experts from the sales regions to apply and 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 2026.



## Access to (quality) information

One key objective of the Porsche AG Group is to impress 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**



## Air pollution

In addition to reducing greenhouse gas emissions, the Porsche AG Group endeavors to reduce other air emissions. The material 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.

→ **Non-financial Statement E2 Pollution**

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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.

2025 the Porsche AG Group increased 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 provide the empirical evidence. 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	2025	2024	2023
Trendence	Engineering	2	3	3
	Economics and business administration	1	3	4
	IT and computer science	7	8	7
Universum	Engineering	1	1	1
	Economics and business administration	1	1	1
	IT and computer science	4	4	4

Source:  
Trendence: Best employers | Students  
Universum: Rankings and Insights

Professionals

		Rank		
	Target group	2025	2024	2023
Trendence	Engineering	4	3	5
	Economics and business administration	3	2	4
	IT and computer science	10	11	16
Universum	Engineering	2	3	1
	Economics and business administration	1	1	1
	IT and computer science	4	4	5

Source:  
Trendence: Best employers | Professionals  
Universum: Rankings and Insights

The Forbes “World’s Best Employers 2025” list<sup>1</sup> is an internationally recognized benchmark of employer attractiveness. As a part of the globally active Volkswagen Group, Porsche AG benefits from the entire Group’s strong position as a dependable, attractive employer. In the current global ranking, the Volkswagen Group is in **40th place** and ranked **3rd** in the “Automotive” category. This distinction underlines the strategic importance of employer quality and employee satisfaction—values that are anchored centrally in the Porsche AG Group.

And in the reporting year, Porsche AG was once again claimed 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 the most attractive employer across all industries.

➤ **Non-financial Statement S1 Own workforce**

<sup>1</sup> Source: Forbes World’s Best Employers 2025—Top Companies To Work For

<sup>2</sup> Source: automotive TopCareer—Karrieremesse Stuttgart

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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.

➤ [Non-financial Statement E4 Biodiversity and ecosystems](#)

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# C



## Climate change mitigation

The Porsche AG Group contributes to the reduction of greenhouse gas emissions at its own vehicle production sites and in the upstream and downstream value chain. 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**

➤ **Non-financial Statement E1 Climate change**



## Charging infrastructure

The Porsche AG Group is expanding 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, Austria, and Switzerland. More charging stations are planned in Germany, Austria, and the UK.

Furthermore, the Porsche AG Group is involved in another expansion of the public fast-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 fast-charging infrastructure also includes the currently more than 800 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 7,000 charging points in 92 countries. The Porsche Charging Service also provides access to charging points from various different providers. More than 1,000,000 charging points in more than 27 countries in Europe are currently connected.

➤ **Non-financial Statement E1 Climate change**



## Compliance audits

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

➤ **Non-financial Statement G1 Business conduct**

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

	2025	2024	2023
Proportionate scope in group companies	98.2%	100%	93.2%
Number of group companies covered by the Code of Conduct	111	104	96
Number of centralized compliance monitoring operations conducted	19	35	8



## Conflict minerals

Conflict minerals (3TG: tin, tantalum, tungsten, and gold) are predominantly extracted in conflict-affected and high-risk areas, and the trading of these minerals often helps finance violence and violations of human rights. Very small quantities of these minerals occur in many vehicle components.

Under the EU Conflict Minerals Regulation, importers are obligated to only purchase materials from responsible sources. The Porsche AG Group carries out its due diligence through the Raw Materials Due Diligence Management System (RMDDMS) and follows the OECD Due Diligence Guidance for conflict minerals.

In 2024, components from around 40% of the suppliers of the Porsche AG Group contained small quantities of conflict minerals. As the Porsche AG Group does not purchase these raw materials directly, tracing them along the multi-stage supply chain is complex.

Porsche AG's due diligence measures take a “choke point” approach, which focuses on smelters and refineries as critical nodes. The relevant supplier information is recorded in a standardized Conflict Minerals Reporting Template (CMRT), developed by the Responsible Minerals Initiative (RMI), of which the Porsche AG Group is a member through the Volkswagen Group.

In 2024, Porsche AG drew up its own CMRT for the first time and achieved a return rate of over 75%. Of the identified smelters, more than 50% are RMAP-compliant, which means they have been confirmed conflict-free by independent audits under the RMI standard.

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The findings and measures relating to high-risk raw materials, such as conflict minerals, are published in the Volkswagen Group's Responsible Raw Materials Report. The report on the activities of Porsche AG in 2025 is published as part of this report.

- [Non-financial Statement S2 Workers in the value chain](#)
- [Responsible Raw Materials Report of the Volkswagen Group](#)



**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.

Porsche AG has developed an evaluation methodology that factors in quantitative and qualitative data to measure the effectiveness and progress of support projects in a valid manner. Evaluations are carried out annually and the overall score reflects the effectiveness and efficiency of a project. This way, the various support projects are comparable as accurately as possible and potential optimizations can be identified. The goal is to further improve the average score of all projects every year.

- [Non-financial Statement Corporate citizenship](#)



**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 guidelines for the benefit of Porsche's own employees and managers, as well as direct suppliers, direct business partners, and public officials.

- [Non-financial Statement G1 Business conduct](#)



**Cyber security**

Through the digitalization of mobility, digital security now encompasses targeted security measures in business processes and in products. These include the protection of information and IT systems that are important to the company, as well as the vehicle and its digital ecosystem.

**ENTERPRISE CYBER SECURITY**

Information is a fundamental part of all business processes in the Porsche AG Group, which makes it a significant asset.

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 Porsche AG Group provides regular training and awareness-raising measures for its employees on the basis of the latest findings.

The ISMS of Porsche AG, Porsche Leipzig GmbH, and Porsche Financial Services GmbH is certified under the international standard ISO/IEC 27001. The certification requires independent external auditors to conduct annual surveillance audits. In the 2024 financial 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. Other group companies are set to obtain the TISAX certification by the end of 2026.

As part of its work with external partners, the Porsche AG Group sets out binding information security requirements for business-critical direct suppliers and service providers. Evidence of compliance with these standards, such as a valid TISAX certification, is a prerequisite to collaboration in critical business processes. Through these measures, the Porsche AG Group can ensure a high level of information security along the entire value chain and strengthen the trust in its digital processes.

The Porsche AG Group also takes innovative approaches that go beyond traditional testing mechanisms in order to continuously improve its information security. In the reporting year, a group-wide bug bounty program was carried out for the third time. External IT security experts were invited to check for vulnerabilities in the externally available digital systems of the company. This controlled approach makes it possible to assess the security architecture in an almost real-world scenario and bolsters its resilience against cyber threats. The findings are incorporated directly into the ongoing development of technical security measures. By running this program again, the Porsche AG Group is reinforcing its proactive and innovative approach to ensuring a future-proof level of information security.

**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 software-based functionality, 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. The ACSMS of Porsche AG is certified under the international UN-R155 regulations of UNECE as well as GB44495.

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# D



## Data protection

The future of mobility is being shaped by phenomena such as digital networking—from networked production and digital processes through data-driven customer support offers to, first and foremost, the driving experience. Comprehensive data are collected in this context. Consequently, the responsible handling of these data and the optimal protection of the personal data of customers, employees, and third parties are a high priority for the Porsche AG Group.

The Porsche AG Group believes that the digital self-determination of its customers is vital to the success of the company in the digital era. After all, customers measure their freedom and sovereignty not only by the exclusivity of the vehicles, their acceleration, and downforce in corners, but also by the degree 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. The products are developed with consideration for data protection and the principle of privacy by design, and designed from the outset such that customers are assured that their data are protected.

### DATA PROTECTION MANAGEMENT

The Porsche AG Group values customer-centric, smart 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 also plays a key role in 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 the ambitions described therein with regard to data protection and the data protection strategy.

The My Porsche Privacy & Preference Center is a central, accessible place where customers and potential customers can actively determine how their personal data are processed. There, they can manage their settings and preferences and select 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. Customers and interested parties can, for example, manage their consent to the use of data to improve products or other processing purposes here. Likewise, they can determine in what ways and for what purposes they wish to be contacted for individual customer and potential customer support. Moreover, data disclosures to third-party providers can be managed in the Privacy & Preference Center, such as for data-driven services like use-based insurance tariffs, digital logbooks, or smart charging applications. A list of all available newsletters can be viewed and subscriptions to them managed under “Subscriptions.” The functions of the Privacy & Preference Center are being improved continuously.

Aside from other data that are processed on other legal grounds—such as weighing of interests—in compliance with the data protection regulations, voluntarily provided data make a key contribution to the development and improvement of products, vehicle functions, or services, as well as fault analysis and troubleshooting. These data are therefore used in the interests of customers and of the Porsche AG Group.

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

The timeliness of collected vehicle data is already guaranteed because only information relating to the vehicle status at the moment of export is 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 in keeping with the privacy-by-design principle on the basis of PCM data. The improved user-friendliness therefore benefits Porsche drivers.

In current Porsche models, customers can 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.

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With the exception of data that are absolutely necessary for booked services, that must be processed to comply with legal requirements or mandatory security measures, or that are processed 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. The same applies to the transfer of environmental image data in certain predefined driving situations (such as full braking) for the purposes of optimizing driver assistance systems and, in turn, increasing general road safety for customers and other road users.

As the environmental image data can also capture uninvolved third parties, they are anonymized immediately in the back end, provided that they are not necessary for further analyses. Furthermore, Porsche AG has released comprehensive information about this topic through a press release and an accompanying information website. The supervisory authority responsible for Porsche AG (the State Commissioner for Data Protection and Information Security Baden-Wuerttemberg) has also documented the topic and its dialog with Porsche AG on its website.

**DATA PROTECTION ORGANIZATION**

Data protection is strategically steered, reported on, and implemented globally by means of a standardized Porsche AG group-wide data protection management system that is aligned with the data protection strategy. The goal is to effectively reduce liability and data protection risks. The structure of the management system is adapted to 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 derived from the COSO Framework. It is adapted to the local data protection regulations within the companies of the Porsche AG Group.

The "Data Protection" policy describes 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 complies in its implementation of the guidelines, and takes into account the local data protection regulations of the respective countries. The policy applies to all companies of the Porsche AG Group. They are expected to implement the requirements in their own policies. The Executive Board of Porsche AG is responsible for compliance with the applicable data protection requirements. These requirements are binding for Porsche AG and must be adhered to by all employees. The policy and supporting documents are available to employees on the intranet.

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 of data protection within the Porsche AG Group. They 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. Porsche AG made corresponding training and information sessions available to all employees in the reporting year.

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, operational data processing, and situational matters. The monitoring takes place annually and is risk-based. The regular inspection of data protection management at the Porsche AG Group is intended to ensure that the approach is continuously adapted to new data protection requirements.

Data protection risks are documented throughout the Group and strategically minimized on the basis of key indicators collected for the data protection processes in question. Reporting on data protection helps identify undesirable developments at an early

stage, making it possible to take prompt action to counter them. The maturity level of the data protection processes is improved continuously on the basis of the PDCA cycle (Plan—Do—Check—Act). In the reporting year, for example, individual processing activities at Porsche AG were reviewed and the level of maturity in the "rights of data subjects" process was increased further.

On the basis of the standardized group-wide data protection processes and as part of the privacy governance and shared services model, Porsche AG offers group companies centralized services designed to maintain the quality of processing of data protection inquiries at a high level and minimize risks.

**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 through a distinct culture of data protection and effective data protection management. The goal is to minimize risks and prevent damage.

Privacy policies, which expressly describe for consumers and end-users how their personal data are processed, the associated purposes and legal grounds, and their rights as data subjects, are published on the websites of Porsche AG and at other touchpoints. The Connect Services privacy policy also outlines the processing of data in the vehicle and when the digital systems are used. It not only contains information about data processing in the vehicle, but also information about the use of the vehicle's digital systems. The privacy policy can be accessed via the PCM and is also available outside of the vehicle. In addition to the Connect Services privacy policy, specific data protection notices are available for each individual function and for every market in which they are available.

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A dedicated website provides information about the transfer of environmental image data from latest-generation vehicles for the purposes of optimizing driver assistance systems. It explains the situations in which environmental image data are processed, and for what purposes. It also features data privacy notices with information about Porsche AG's responsibilities under the data protection regulations and the rights of data subjects, pedestrians, and other road users in particular.

The privacy policies of the Porsche Group specify the relevant responsibilities and are provided by the relevant group companies in each case.

If they have 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. Additionally, special channels are available for queries to be submitted or reviewed in connection with data protection and data processing. Reports concerning potential breaches can be made 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 group-wide consulting processes, data

protection requirements like data minimization and privacy by design are addressed strategically at an early stage, in order to anchor them in the implementation process effectively.

Porsche AG has a comprehensive incident management process for processing data protection incidents. Reports of suspicious activity are processed, documented, and appropriate action is taken in line with an incident response plan. This action is either reactive and ad hoc, such as the deletion of affected documents, or proactive and 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 quickly and reported through the established reporting channels thanks to the internal control measures and vigilance of employees. The number of internal reports was higher than in previous years, especially due to continuous awareness-raising measures, employee training, and 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 respects the rights of data subjects in accordance with the GDPR. Data subjects can exercise their rights—including the right of access, the right to erasure or rectification, and the right to object to processing—vis-à-vis Porsche AG and selected German group companies. A range of different communication channels are available for this purpose, including a multilingual online form on the Porsche website or, depending on the context of use, an informal message to the dedicated inbox for queries concerning 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.

↗ **Non-financial Statement E1 Climate change**

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**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.

➤ [Non-financial Statement S1 Own workforce](#)

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

%	2025	2024	2023
<b>Proportion of Executive Board members by age group</b>			
<30 years	0	0	0
30 – 50 years	37.5	0	12.5
>50 years	62.5	100	87.5

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

	2025	2024	2023
Employees who have taken parental leave for family reasons	1,782	1,825	–
Male employees who have taken parental leave for family reasons	1,283	1,309	–
Female employees who have taken parental leave for family reasons	499	516	–
Employees who returned to work after parental leave	1,554	1,689	–

<sup>1</sup> Indicator newly added in 2024 and collected using a new calculation method.

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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 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).

For example, in cooperation with the Porsche AG Group and other partners, the eFuels company Highly Innovative Fuels Global (HIF Global) has set up the Haru Oni 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. All of the energy needed for the electrolysis (the production of hydrogen) comes from renewable sources. 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. Next, HIF Global plans to industrialize eFuels plants at global locations, such as Uruguay, the USA, Chile, and Australia, which means that larger quantities could become available by the end of the decade, subject to a conducive regulatory framework and customer demand.

The Porsche AG Group has already succeeded in putting the quantity of eFuels produced so far to use in a variety of flagship projects: The pilot project has shown that eFuels can be used in existing vehicles with internal combustion engines without any problems.

Along with Volkswagen Group Innovation, Everllence (formerly 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 at the Haru Oni pilot plant. In the future, renewable energy could be used to filter CO<sub>2</sub> from the atmosphere with DAC.

Through this engagement, the Porsche AG Group wants to make a contribution to cross-sector defossilization—at locations where competitive eFuels can be produced in optimal conditions. This includes being able to utilize sources of renewable energy without having to compete with other industries.

➤ [Non-financial Statement E1 Climate change](#)



## Electric mobility

The Porsche AG Group is flexibly positioning its range of combustion-engined, plug-in hybrid and all-electric vehicles. This caters for the fact that the ramp-up of electrification depends crucially on customer demand, the development of electromobility in the different regions of the world and the regulatory landscape. In response to the current market situation, the Porsche AG Group decided in the reporting year to realign its Vehicle product strategy. This includes postponing the market launch of certain all-electric vehicle models and continuing to offer combustion and hybrid models for a longer period. In line with the new market realities, the Porsche AG Group intends to increase its share of electrified vehicles, albeit on a smaller scale than originally planned. In the reporting year, the share of electrified vehicles delivered to customers—either all-electric or plug-in hybrids—was 34.4%.

➤ [Non-financial Statement E1 Climate change](#)



## Employee satisfaction

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

➤ [Non-financial Statement S1 Own workforce](#)

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## Energy and energy management system

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 entire value chain to less carbon-intensive or renewable energy is to be promoted and products are to be converted so as to be as low in emissions as possible. Selected sites of the Porsche AG Group have an energy management system certified under ISO 50001 and set strategic long-term energy targets, as well as corresponding action plans, on the basis of the group-wide environmental and energy policy.

→ **Environmental management system**

➤ **Non-financial Statement E1 Climate change**

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

MWh	2025	2024	2023
<b>Total<sup>2</sup></b>	<b>379,210</b>	<b>376,299</b>	<b>318,524</b>
<b>Vehicle production sites<sup>3</sup></b>	<b>298,226</b>	<b>298,288</b>	<b>244,857</b>
Gas	235,760	233,474	138,830
Of which biomethane	235,760	224,410	134,694
Combustible gas for manufacturing processes	61,391	63,699	65,163
Of which combustible biomethane gas for manufacturing processes	61,391	63,699	65,163
Heating oil	1,075	1,114	40,864
<b>Vehicle development sites<sup>4</sup></b>	<b>66,972</b>	<b>64,267</b>	<b>59,266</b>
Gas	64,688	61,873	–
Of which biomethane	64,688	59,643	54,391
Combustible gas for manufacturing processes	2,117	2,064	1,963
Of which combustible biomethane gas for manufacturing processes	2,117	2,064	1,963
Heating oil	167	295	470
Specialist energy products <sup>5</sup>	0	35	72
<b>Other Porsche AG locations<sup>6</sup></b>	<b>2,894</b>	<b>2,230</b>	<b>1,175</b>
Gas	2,384	2,230	1,175
Heating oil	510	0	0
<b>Fuel<sup>7</sup></b>	<b>11,118</b>	<b>11,514</b>	<b>13,226</b>
Vehicle production sites <sup>3,8</sup>	1,904	2,137	2,325
Vehicle development sites <sup>4,8</sup>	9,214	9,377	10,901
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 the 2025 reporting year: Weissach, Rutesheim, Hemming, and Welcherath. In 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Wimsheim, and Friezheim.

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

<sup>6</sup> Locations in the 2025 reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, 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	2025	2024	2023
<b>Total</b>	<b>376,913</b>	<b>391,528</b>	<b>414,031</b>
<b>Vehicle production sites<sup>2</sup></b>	<b>298,075</b>	<b>317,737</b>	<b>335,702</b>
Electrical energy <sup>3</sup>	206,894	228,971	254,870
District heating	37,512	34,615	47,405
CHP plants and PV arrays	53,669	54,151	33,427
<b>Vehicle development sites<sup>4</sup></b>	<b>72,373</b>	<b>68,439</b>	<b>72,755</b>
Electrical energy <sup>3</sup>	54,806	51,009	57,056
District heating	1,864	1,905	1,785
Weissach CHP plant	15,703	15,525	13,914
<b>Other Porsche AG locations<sup>5</sup></b>	<b>6,465</b>	<b>5,352</b>	<b>5,574</b>
Electrical energy <sup>3</sup>	3,311	3,479	3,615
District heating	3,154	1,873	1,959

<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 the 2025 reporting year: Weissach, Hemmingen, Rutesheim, Welcherath. In 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Wimsheim, and Frieolzhelm.

<sup>5</sup> Locations in the 2025 reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg.

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

MWh	2025	2024	2023
Primary energy consumption from renewable sources <sup>2</sup>	363,780	349,816	256,210
Secondary energy consumption from renewable sources <sup>2</sup>	265,011	283,156	363,871
Air conditioning	0	35	72
Electricity	376,914	391,627	362,883
Of which generated externally	265,011	283,459	315,542
Of which from nonrenewable sources	0	303	608
Electricity generated externally from renewable energy <sup>2</sup>	265,011	283,156	314,934
Electricity generated internally <sup>2</sup>	69,372	69,776	47,341
Electricity generated internally from renewable energy <sup>2</sup>	69,372	69,776	47,341
Energy from own vehicle operation (electrical energy) <sup>2</sup>	3,808	3,464	2,920
Heat <sup>2</sup>	206,393	198,911	195,680

<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, Weissach, and other sites.

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## 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.

➤ [Non-financial Statement E1 Climate change](#)



## Equal pay

Porsche AG is committed to diversity and equal opportunities 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. This can be due to a wide range of different factors.

➤ [Non-financial Statement S1 Own workforce](#)



## 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.

➤ [Non-financial Statement S2 Workers in the value chain](#)

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# F



## Freedom of association and collective bargaining

The right to freedom of association in Germany is set out in the Basic Law. 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. The basic right of all employees to form and join trade unions or representative bodies is recognized, and the Porsche AG Group is committed to remain neutral in this context. Any and all forms of discrimination on the grounds of activities linked to organized labor are prohibited.

The right to collective bargaining is also recognized. The Porsche AG Group maintains a social dialogue with trade unions or representative bodies based on a shared understanding of trusting collaboration. In this context, collective bargaining constitutes a particular form of this social dialogue.

Furthermore, the Porsche AG Group respects the right to strike and freedom of association, and communicates this understanding in its declaration of intent to observe and promote human rights.

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 83.4% of the total workforce in the Porsche AG Group's national group companies. Furthermore, collective agreements apply to 96.6% 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.

➤ [Non-financial Statement E1 Climate change](#)

➤ [Non-financial Statement Transition plan](#)

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

kg/vehicle	2025	2024	2023
Total <sup>2</sup>	7	14	53

<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	2025	2024	2023
VOC	0.28	0.62	0.60

<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	2025	2024	2023
<b>Total<sup>2</sup></b>	<b>ESRS 57,460</b>	<b>91,180</b>	<b>-</b>
<b>Vehicle production sites</b>	<b>7,711</b>	<b>32,315</b>	<b>13,528</b>
Stuttgart-Zuffenhausen	6,100	30,890	12,351
Leipzig	1,611	1,425	1,177
<b>Vehicle development sites<sup>3</sup></b>	<b>8,258</b>	<b>19,870</b>	<b>4,093</b>
<b>Other Porsche AG locations<sup>4</sup></b>	<b>1,320</b>	<b>763</b>	<b>588</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 2025, section E1 "Climate change."

<sup>3</sup> Locations in the 2025 reporting year: Weissach, Hemmingen, Rutesheim, and Welcherath. Locations in 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Frieolzheim.

<sup>4</sup> Locations in the 2025 reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg.

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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 may 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).

➤ [Non-financial Statement E2 Pollution](#)



## Hazardous waste

In the vehicle production process, hazardous waste, such as waste oil, acids, bases, and mixed solvents, is primarily produced by chemical surface treatments and the coating of body parts,

the changing of used oils and lubricants, and the use of cleaning agents and solvents. This waste may contain low quantities of substances of very high concern (SVHC). Porsche AG and Porsche Leipzig GmbH run internal approval and control processes to continuously check compliance with the currently applicable statutory regulations and internal regulations on the use of hazardous substances.

Porsche AG and selected group companies have emission control, water protection, waste, and hazardous goods officers. They are tasked with working to ensure that technologies save resources, are energy efficient, and emit low emissions. The company officers monitor compliance with statutory regulations during planning, the approval process, and the construction and operation of buildings and plants. Hazardous and non-hazardous waste at Porsche's sites is collected at internal collection points, prepared for collection, and disposed of properly and lawfully by previously audited disposal facilities.

In addition to Porsche's own production sites in Stuttgart-Zuffenhausen and Leipzig, as well as its pilot series center in Sachsenheim, which is a central production facility that provides prototype vehicles for future Porsche series models, there are outsourced production sites: The Porsche Cayenne series is produced at the Volkswagen Group's multibrand site in Bratislava. In the 2025 financial year, the Volkswagen Group also had the capacity to produce the 718 series on a contract manufacturing basis at the Osnabrück plant. The waste management system is operated there on the full responsibility of the Volkswagen Group. Additionally, some models of the Cayenne series are assembled at a third-party assembly plant in Kulim District, Kedah, Malaysia. These are intended for the Malaysian market and, since 2024, also for the Thai market. The local regulations apply there.

➤ [Non-financial Statement E5 Resource use and circular economy](#)



## 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 observe human rights and, in this context, promote good working conditions and fair trade in particular. 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 violations of human rights.

➤ [Non-financial Statement S2 Workers in the value chain](#)

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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 consults with works doctors, representatives of disabled employees, and any existing diversity networks.

→ Diversity

➤ Non-financial Statement S1 Own workforce



**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.

➤ Non-financial Statement E5 Resource use and circular economy



**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.

➤ Non-financial Statement S1 Own workforce

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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.

➤ [Non-financial Statement S1 Own workforce](#)

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

	2025	2024	2023
Number of trained employees	1,288	1,252	687

<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, logistics, 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 examine various impact categories, one of which is global warming potential (GWP). They also assess 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 CERT GmbH 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 may 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 consults 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.

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.

Responsible business and sustainability along the value chain are 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 positive 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. Additionally, the suppliers are contractually obligated to establish appropriate controls to monitor the imposed sustainability requirements.

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.

### ➔ Acceptance communication

➤ [Non-financial Statement E2 Pollution](#)

➤ [Non-financial Statement Corporate citizenship](#)

➤ [Non-financial Statement S2 Workers in the value chain](#)

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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 greenhouse gas emissions and percentages of secondary raw materials, at an early stage during vehicle development. Development changes can be analyzed directly using evidence and are viewed as a scenario in the life cycle assessment of the relevant overall vehicle. This makes it easier to systematically assess an achieved reduction.

➤ [Non-financial Statement E5 Resource use and circular economy](#)

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# N



## New mobility concepts

The Porsche AG Group is also orienting itself toward the world of mobility of tomorrow 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 GmbH provides products for the Porsche AG Group in selected markets, such as "Porsche Drive," which can cover various mobility requirements of customers, from vehicle use for a few days to a subscription for several months. In doing so, 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.

A fleet of Porsche vehicles that covers various services, such as car rental or 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 GmbH is working on this and more 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.

Porsche Ventures, the risk capital unit in the Porsche AG Group, invests in early-stage technology start-ups in the fields of industrial technology, energy transition, and mobility all over the world.

The Porsche Ventures portfolio includes a company that provides AI-assisted energy management systems that are as efficient as possible. Projects are initiated in cooperation with selected companies of the Porsche AG Group. One example of this is the integration of the Porsche DC Wallbox into the start-up's system in order to create a fully integrated customer experience. Additionally, the Porsche Centers are evaluated in order to identify decarbonization potential as part of the Destination Porsche retail strategy in collaboration with the start-up.

Another company in the Porsche Ventures portfolio is a digital platform for public charging station services. It helps operators run their charging infrastructure as efficiently as possible. Drivers of battery electric vehicles are involved in the monitoring and quality control of the charging stations, which means that faults can be detected and repaired faster with no additional deployments of technicians or workers. Facility service providers are integrated digitally so as to control operational processes efficiently, transparently, and without using unnecessary resources, as well as to avoid unnecessary travel. As such, the start-up is making a contribution to accelerating the transition to lower-CO<sub>2</sub> mobility.

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## 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.

➤ [Non-financial Statement S1 Own workforce](#)

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

	2025	2024	2023
<b>Total</b>	<b>1,935</b>	<b>3,048</b>	<b>4,757</b>
<b>By age</b>			
<30 years	879	1,220	2,029
30 – 50 years	915	1,697	2,558
>50 years	141	131	170
<b>By gender</b>			
Female	615	897	1,184
Male	1,320	2,151	3,572
Other <sup>1</sup>	0	0	1
<b>By region<sup>2</sup></b>			
Region: Germany	959	2,140	4,012
Region: Europe (excl. Germany)	684	491	315
Region: North America (excl. Mexico)	156	228	243
Region: China (incl. Hong Kong)	41	62	177
Other regions (rest of the world)	95	127	10
<b>Breakdown by age (%)</b>			
<30 years	45.4	40	42.7
30 – 50 years	47.3	55.7	53.7
>50 years	7.3	4.3	3.6
<b>Breakdown by gender (%)</b>			
Female	31.8	29.4	24.9
Male	68.2	70.6	75.1
Other <sup>1</sup>	0	0	0
<b>Breakdown by region (%)<sup>2</sup></b>			
Region: Germany	49.6	70.2	84.4
Region: Europe (excl. Germany)	35.3	16.1	6.6
Region: North America (excl. Mexico)	8.1	7.5	5.1
Region: China (incl. Hong Kong)	2.1	2.0	3.7
Other regions (rest of the world)	4.9	4.2	0.2

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

<sup>2</sup> New region designations valid starting 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 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>**

	2025	2024	2023
<b>Total<sup>2</sup></b>	ESRS 2,607	1,782	–
<b>By age</b>			
<30 years	584	456	378
30 – 50 years	1,547	996	874
>50 years	476	330	416
<b>By gender</b>			
Female	698	500	437
Male	1,909	1,282	1,231
<b>By region<sup>3</sup></b>			
Region: Germany	1,843	1,173	1,326
Region: Europe (excl. Germany)	400	313	134
Region: North America (excl. Mexico)	131	114	100
Region: China (incl. Hong Kong)	159	92	102
Other regions (rest of the world)	74	90	6
<b>Breakdown by age (%)</b>			
<30 years	22.4	25.6	22.7
30 – 50 years	59.3	55.9	52.4
>50 years	18.3	18.5	24.9
<b>Breakdown by gender (%)</b>			
Female	26.8	28.1	26.2
Male	73.2	71.9	73.8
<b>By region (%)<sup>3</sup></b>			
Region: Germany	70.7	65.8	79.5
Region: Europe (excl. Germany)	15.4	17.6	8.0
Region: North America (excl. Mexico)	5.0	6.4	6.0
Region: China (incl. Hong Kong)	6.1	5.2	6.1
Other regions (rest of the world)	2.8	5.1	0.4

<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 Annual and Sustainability Report 2025, section S1 "Own workforce."

<sup>3</sup> From 2024 onwards, the name of the regions is in line with section S1 of the Annual and Sustainability Report. The figures from 2023 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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**Nondiscrimination**

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 notices a potential incident of discrimination or wishes to file a complaint, the Porsche Antidiscrimination Office is just one of the channels available to them.

➤ **Non-financial Statement S1 Own workforce**

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

	2025	2024	2023
<b>Total</b>	<b>0</b>	<b>11</b>	<b>11</b>
Number of discrimination reports that resulted in termination	0	4	2
Number of discrimination reports that resulted in written reprimands	0	3	1
Number of discrimination reports that resulted in written warnings	0	4	7
Number of discrimination reports that resulted in other disciplinary action	0	0	1

<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 well-being 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.

➤ [Non-financial Statement S1 Own workforce](#)

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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 2025. Porsche AG receives government grants.

➤ **Non-financial Statement G1 Business conduct**

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

€ million	2025	2024	2023
Financial support received for fixed assets	75	49	25
Performance-based support received	3	6	9

<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 Materials Due Diligence Management 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.

➤ **Non-financial Statement E5 Resource use and circular economy**  
➤ **Responsible Raw Materials Report of the Volkswagen Group**

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

t	2025	2024	2023
<b>Total<sup>2</sup></b>	<b>538,180</b>	<b>621,679</b>	–
Steel/cast iron	205,363	239,204	267,061
Alloys	142,434	163,989	180,040
Copper	17,336	19,842	19,302
Plastics	100,825	116,535	125,745
Others	72,222	82,109	86,458

<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> Non-financial Statement in the Annual and Sustainability Report 2025, section E5 "Resource use and circular economy."



## Product recalls

The Porsche AG Group sees strict product safety and product conformity standards as a prerequisite to the uncompromising quality of its vehicles and products. These quality standards undergo continuous checks during production and even after the vehicles have been delivered to customers. However, in spite of the tests and quality control measures, product defects can arise that could potentially impair the safety of drivers, passengers, and other road users, and therefore render a recall necessary.

In a recall, a manufacturer recalls vehicles to its workshops in order to repair technical or safety-related defects. Product defects and recalls involve a large amount of organizational work and costs, and can have a far-reaching impact on the reputation of the Porsche AG Group.

The Porsche AG Group therefore monitors the risk of product recalls as part of its forward-looking approach to risk management. After the decision is made to recall a product, the recall is published in compliance with all regulatory requirements, such as reporting the process to the local road safety authorities. Similarly, customers are notified with consideration for the regulatory requirements concerning the means and format, which Porsche AG makes available to the relevant players in the markets. In the market, customers are notified in coordination with and in line with the specifications of the road safety authorities. The recall, along with the remedial action and its implementation, is documented specifically for the vehicles in question in Porsche systems. The implementation of the recall in the Porsche Center is documented and controlled on a regular basis in the markets and by Porsche AG. In the case of officially monitored recalls, market-specific feedback is also sent to the transport supervision authorities. Customers are notified of the recalls entirely in compliance with local regulatory requirements.

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Product conformity is monitored and controlled as part of the Porsche AG Group's Product Compliance Management System (PCMS). Recall management at the Porsche AG Group encompasses a structured process for identifying, reporting, and repairing safety-related product defects: Safety-related defects are identified by means of internal quality controls, customer reports, or statutory inspections.

Vehicle owners affected by a recall are notified of recalls by the dealers and importers (by post at the very least) in line with the local statutory regulations. Where possible, supplementary information is provided via the MyPorsche app or other digital channels. The vehicle owners concerned are invited to bring their vehicles to a Porsche Center where the defect will be repaired free of charge. At the same time, they are offered a package designed to safeguard customer mobility and satisfaction (collection service and a replacement vehicle).

The Porsche AG Group ensures that all the necessary stages of recall management are taken in compliance with the applicable laws and regulations in the country in question. This includes the punctual reporting of safety-related product defects to the relevant authorities, the notification of affected vehicle owners, and the free repair of the defect by authorized workshops. Recalls are logged and documented in an IT system. Regular data analyses are performed in order to check and ensure that recalls are implemented in good time.

There were a total of nine safety-related product recalls in 2025. A total of 273,748 vehicles were recalled.

- **Product safety and quality**
- **Non-financial Statement S4 Consumers and end-users**



**Product safety and quality**

The Porsche AG Group works continuously to ensure the safety and quality of its products, prevent accidents, and help reduce the consequences of accidents.

Within the scope of its expertise and organizational authority, the entire Executive Board of Porsche AG has delegated the responsibility for punctually identifying and assessing relevant matters, for initiating any necessary and prudent measures to ensure safety and conformity (including OBD, emissions and consumption, overall vehicle type approval and material conformity, and cyber security), and for the quality of the products brought to market to the Product Safety Working Group and the Customer Satisfaction Working Group. The boards comprise executives from Quality, Development, After Sales, Procurement, Production, and Technical Conformity.

The quality management system (QMS) of Porsche AG was audited by various technical services (e.g. TÜV) and authorities in 2025. The inspections encompassed material processes in the QMS, including the quality control processes concerning matters relating to product safety. A surveillance audit was also carried out successfully in 2025 for the purposes of certifying the QMS under ISO 9001.

Furthermore, within the framework of the Volkswagen Group, the Porsche AG Group works continuously on safety with national and international consumer protection organizations and industry associations, such as the Insurance Institute for Highway Safety (IIHS), the China Insurance Safety Index, and the associations of the New Car Assessment Program (NCAP).

The relevant employees of the Porsche AG Group receive regular mandatory training on product safety and conformity. On the group-wide digital training platform, for example, they have access to a digital training module entitled "Product Safety and Conformity and Recall Management," which other employees can also use for voluntary training. Participation is tracked and reported centrally through the Porsche training platform. All mandatory participants completed the training module successfully in 2025.

If passive or active product monitoring detects indications of a safety issue, it is analyzed by the departments of the Porsche AG Group. The Product Safety and Customer Satisfaction Working Group, which has been established at a Group level for this purpose, decides on its classification and assists with the initiation of necessary and appropriate remedial action (such as product recalls or warnings). A safety or conformity issue can be any aspect of importance to the safety, environmental safety, legal conformity, IT security, or material composition of products or processes. They are crucial to marketability, the minimization of liability, and the protection of people, the environment, and businesses.

The procedure for identifying potential risks—such as product defects—transparently and at an early stage, and for addressing these issues, is set out in Rules of Procedure entitled "Ensuring Product Safety and Conformity for Products of the Porsche AG Group in the Field."

- **Product recalls**
- **Vehicle safety**

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# R



## Responsible selling practices

Consumers and end-users require 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 published 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>

	2025	2024	2023
For production material	80	12	5
For nonproduction material	1	1	0

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

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

%	2025	2024	2023
For production material	100	100	100
For nonproduction material	35.0	39.3	23.0

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

In the reporting year, 617 direct suppliers of production material and 692 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)

➤ Non-financial Statement S2 Workers in the value chain



## Supplier management and training

The supply chain of the Porsche AG Group is becoming increasingly complex as a result of the electrification of its range of vehicles: 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. Likewise, the Supply Chain Due Diligence Act (LkSG) expanded the statutory requirements in 2023. Consequently, the significance of a responsible, environmentally friendly supply chain that respects human rights is rising in the eyes of the Porsche AG Group.

More than 80% of Porsche AG's direct suppliers of production material with production sites with more than 100 employees and selected direct suppliers of nonproduction material with production sites with more than 100 employees had an environmental management system in the reporting year.

➤ Non-financial Statement G1 Business conduct

### Structure of direct suppliers of Porsche AG

%	2025	2024	2023
Share of local direct suppliers from the EU in the total procurement volume <sup>1</sup>	94.6	96.4	93.0
Share of local direct suppliers of production material from the EU <sup>2</sup>	96.2	97.1	91.1
Share of local direct suppliers of nonproduction material from the EU <sup>2</sup>	90.6	94.0	97.4

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

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

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**Sustainability in sales**

Sales is the direct touchpoint between the Porsche brand and customers, which makes it a key factor in the implementation of the Porsche AG Group's sustainability strategy. Sustainability should not only be visible in products and processes, but also in the day-to-day actions of the sales organization—especially in the quality of customer relations and the ecological design of the commercial structure.

Sales activities are based on treating customers fairly and responsibly. The goal is to build a value-driven sales organization that reinforces ethical advice and promotes long-term customer satisfaction. The Porsche AG Group supports the dealer organizations with training measures that convey ethical principles and raise awareness of sustainability in action.

Additionally, the Porsche AG Group embraces its responsibility to the environment in its downstream value chain by helping businesses reduce their carbon footprint, such as with energy efficiency consulting and environmental standards.

**DEALER STRUCTURE AND REMUNERATION**

Porsche AG works through three sales levels in its indirect sales model: Alongside the manufacturer, importers are responsible for supervising and building a sales organization within a country. This sales organization largely consists of independent dealers who, for their part, are responsible for serving an assigned sales territory and sell vehicles to end customers.

In accordance with antitrust law, specifications may only be imposed on independent dealers if they do not restrict the competition. Effective specifications concerning quality and brand standards in particular may be imposed if they are linked to the sale of vehicles. As a result, concrete specifications concerning the remuneration of dealership employees are not permitted. As a rule, all dealers are contractually obligated to comply with the local legislation.

Independent dealers are generally remunerated on the basis of a margin per vehicle consisting of a fixed and a variable component. The variable components are based on criteria such as customer enthusiasm, realized business potential, and the most professional sales organization. These too must be directly linked to the sale of vehicles. The importers define the components independently.

**TRAINING OF SALES PARTNERS**

In sales, the continuous qualification of employees in the sales organization is a key element of responsible selling practices. Structured training formats are designed to ensure that advice and sales always reflect the best interests of customers—ethically sound, transparent, and as sustainable as possible. In this context, the Porsche AG Group utilizes digital training services, certification programs, and specific training on sustainability, financial products, and ethical standards. These measures focus on conveying technical knowledge and raising awareness of responsible practices.

The global SPARK initiative has several modules designed to teach the application and continuous development of responsible selling practices that align with the needs of the customer. SPARK (Special—Proactive—Attentive—Responsible—Kind) sets out a clear behavioral framework for how to deal with customers. The individual modules use approaches such as scenarios and role-based exercises to address aspects and show, for example, how responsibility towards customers can be put into practice in difficult situations. Likewise, they address the responsible handling of personal data as a foundation and prerequisite to every personalized customer interaction. Customer needs and direct customer feedback were incorporated into the development of this training initiative.

Furthermore, the Porsche AG Group makes the online training series “Sustainability Learning Journey” available to the employees of sales partners in a wide range of formats for independent study. The goal is to convey a fundamental understanding of sustainability and enable the employees to support customers with an even greater focus on sustainability.

The majority of sales and service consultants in the local Porsche Centers complete the Porsche Global Certification System (PGCS) program when they start work. Alongside technical content, such as process know-how and product knowledge, the training is centered on needs assessments and how to treat customers professionally and responsibly. The program ends with a globally valid certificate from the Porsche AG Group.

In order to support the teaching of vehicle financing solutions, Porsche Financial Services GmbH has set up specific training for sales consultants in the Porsche Centers in Germany. Alongside learning the necessary knowledge about products and legal frameworks when selling financial services, this training focuses on customer-centric, needs-based consulting and order generation.

The content and methods of these training measures for sales partners are reviewed on a regular basis, at least once per year, and modified and updated continuously as necessary—such as with the introduction of new models, derivatives, or an update to the company strategy. This all aims to ensure that the content is always relevant and practical, and that employees are best prepared for current developments.

Where prudent, the Porsche AG Group has anchored sustainability in the job descriptions on a dealer level with a reference to the specific areas of action of each responsibility in each case. This includes, for example, strengthening sales skills for all-electric vehicles, adopting the role of e-performance ambassador and expert with regard to internal teams and customers, and ensuring compliance with sustainability standards in line with Porsche AG. On the basis of the job descriptions, profiles of skills and target-group-appropriate training can be developed for the various roles in commerce and made available to the appropriate audiences. In doing so, this should increase the visibility and penetration of the topic in commerce and operationally support the professional embodiment of sustainability.

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**MONITORING RESPONSIBLE SELLING PRACTICES**

Porsche AG regularly collects feedback from its customers throughout the customer journey in order to check how well they understand the products and the extent to which sales advice is consistent with their needs. It carries out continuous market research to support these surveys.

The Customer Excitement Index, which measures “customer excitement” throughout the customer life cycle, is one key means of measuring customer feedback from initial contact to the purchase and ownership of a product through to potential resale.

The Porsche Advisors Club, an online community in the German, Chinese, US, and UK markets, is another format in which Porsche AG has established a direct channel to its customers. Not only is this channel a source of quality information about products and services of the Porsche AG Group, but it also grants the company quick, purposeful access to customers’ ideas and feedback. In this way, for example, new operating concepts are discussed with customers at an early stage. The results are factored directly into product adjustments and optimizations. Moreover, the customer feedback is incorporated into the conceptualization and development of training measures. On top of this, the Porsche AG Group uses a variety of digital formats in addition to traditional online surveys, such as discussion forums, short surveys, and direct online communication between Porsche employees and customers.

The Porsche AG Group uses a global Retail Experience Program to evaluate and improve sales and service processes, with particular focus on service quality and a consistent experience across all commercial channels. The tests are carried out with the assistance of independent potential customers who have experience in this price segment. They evaluate the entire sales process, from initial contact and advice to the atmosphere and friendliness of various Porsche trading formats. Special attention is paid to the customer experience, as well as the recommendation rate and readiness to buy of potential customers after the

sales talk. The findings provide valuable information for the entire Porsche organization, are analyzed thoroughly with dealers in trainer-led workshops, and capitalized on using both short and long-term measures.

The Porsche AG Group takes customer objections and complaints very seriously. Therefore, these matters are received by sales partners or by email at [contact@porsche.de](mailto:contact@porsche.de) and processed centrally by Porsche customer support. Uniform guidelines apply to the procedure, documentation, and systems.

**MEASURES TO REDUCE THE CARBON FOOTPRINT OF THE DEALER NETWORK**

The Porsche AG Group is also committed to the responsible use of resources in its downstream value chain and therefore helps its sales partners reduce their carbon footprint, such as with energy efficiency consulting and environmental standards.

Developed as part of the Porsche AG Group’s sustainability strategy, the Retail Consultation Program (RCP) is a voluntary consulting program for the global dealer network. It helps dealers improve the sustainability of their business and builds transparency around the individual carbon footprints of their sites and activities. It aims to identify potential optimizations and help derive specific action to continuously improve sustainability activities.

The program helps dealers implement measures to make the sales chain of the Porsche AG Group more sustainable. Besides ecological aspects like energy efficiency, renewable energy, water consumption, and waste management, the program includes social and entrepreneurial practices. Participating dealers are given assistance with collecting and evaluating operational data, and advice on how to plan and run corresponding projects.

As part of the RCP, the Porsche AG Group recommends that selected sites obtain certifications which take sustainability matters in business operations into account, such as ISO 14001.

Newly constructed buildings aim to have the highest energy efficiency possible and use renewable energy, insofar as economically and technically viable. Minimum requirements for new buildings and converted existing buildings have therefore been defined. A few selected sites, especially new buildings, therefore have building certificates from schemes such as Leadership in Energy and Environmental Design (LEED), Building Research Establishment Environmental Assessment Method (BREAM), or the German Sustainable Building Council (DGNB).

The RCP is a voluntary initiative that aims to contribute to the sustainability ambitions of the Porsche AG Group and strengthen sustainability in commerce. The legally and economically independent sales partners are responsible for implementing it.

➤ **Non-financial Statement S4 Consumers and end-users**



**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 a sustainability rating, or S-rating, as a review and monitoring instrument since 2019.

➤ **Non-financial Statement S2 Workers in the value chain**

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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.

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

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# T



## Taxes

Porsche AG's group-wide profit before tax under IFRS was €445 million in the reporting year (2024: €5.227 billion). The total tax expenditure of all fully consolidated companies in the Porsche AG Group was €135 million (2024: €1.632 billion).

This included deferred tax income of €220 million (2024: deferred tax expenses of €163 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 still above 15%. As in the previous year, the transitional safe harbor simplification is only inapplicable in the United Arab Emirates and Ireland, and the effective Pillar 2 tax rate is below the minimum Pillar 2 tax rate. Overall, the global minimum tax (Pillar 2) led to a burden of €3 million for the Porsche AG Group in the financial year (2024: €2 million).

The total tax rate in the Porsche AG Group was 30.4% in 2025 (2024: 31.2%).

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 paid their own income tax in Germany since 2023. In the financial year, the tax payments by the fully consolidated companies of the Porsche AG Group amounted to €96 million in Germany (2024: €1.147 billion) and €40 million in the USA (2024: €157 million).

As a rule, the Porsche AG Group executes transactions between affiliated companies in keeping with the arm's-length principle. The application of this principle is governed in the "Taxes" policy, including the general requirements for employees, and concerns all consolidated and non-consolidated companies and operations of the Porsche AG Group.

To ensure consistent and lawful application, 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, insofar 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 Germany or the tax authorities in the relevant foreign country may determine 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 settle such conflicts of interest.

The purpose of the regulations in the "Taxes" policy, including the general requirements for employees, 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 Multi-national Enterprises and Tax Administrations. Porsche AG takes these OECD Transfer Pricing Guidelines into consideration even when generating the transfer price documentation, which can be submitted to the financial authorities on request.

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Overview of the profit before tax, tax expenditure, and tax payments of the Porsche AG Group

	Profit before tax under IFRS after consolidation € million	Income tax expenditure after consolidation € million	Deferred taxes € million	Total tax expen- diture € million	Percentage	Total tax payments € million	Percentage
UAE	2.85	2.91	0.12	3.03	2 %	1.72	0.54 %
Austria	0.42	0.60	0.04	0.64	0 %	0.81	0.26 %
Australia	3.03	3.54	0.78	4.32	3 %	25.40	8.01 %
Brazil	4.16	9.87	- 5.27	4.60	3 %	8.83	2.78 %
Canada	6.14	4.64	9.84	14.48	11 %	6.11	1.93 %
Switzerland	2.31	2.07	- 0.97	1.10	1 %	0.80	0.25 %
China	6.03	28.04	41.11	69.15	51 %	7.00	2.21 %
Czech Republic	0.93	1.42	0.06	1.48	1 %	2.09	0.66 %
Germany	104.91	197.75	- 391.16	- 193.41	- 143 %	95.95	30.25 %
Spain	4.77	8.04	- 1.65	6.39	5 %	4.67	1.47 %
France	3.41	4.80	1.11	5.90	4 %	16.99	5.36 %
United Kingdom	7.71	13.49	2.42	15.92	12 %	15.40	4.86 %
Hong Kong	62.17	21.42	- 0.33	21.09	16 %	21.14	6.66 %
Ireland	5.30	9.33	- 0.49	8.85	7 %	8.81	2.78 %
Italy	6.99	18.25	- 2.64	15.61	12 %	29.39	9.27 %
Japan	5.97	12.24	2.85	15.08	11 %	7.92	2.50 %
South Korea	5.49	8.04	5.46	13.50	10 %	8.58	2.71 %
Luxembourg	10.07	3.34	- 16.04	- 12.70	- 9 %	3.34	1.05 %
Norway	0.39	0.60	- 0.30	0.29	0 %	0.14	0.04 %
Romania	0.66	0.64	- 0.05	0.59	0 %	0.41	0.13 %
Russia	0.00	0.00	0.00	0.00	0 %	0.00	0.00 %
Singapore	1.04	1.23	1.09	2.33	2 %	1.57	0.49 %
Taiwan	5.22	7.13	1.54	8.67	6 %	9.65	3.04 %
United States	195.10	- 3.73	132.01	128.28	95 %	40.47	12.75 %
<b>Entire Group</b>	<b>445.09</b>	<b>355.66</b>	<b>- 220.49</b>	<b>135.17</b>	<b>100 %</b>	<b>317.19</b>	<b>100 %</b>

In the 2025 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 "Taxes" policy, including the general requirements for employees, compliance with tax law is of the highest priority. Transactions are generally executed with a view to optimizing the total tax burden in line with the statutory regulations. In this regard, aggressive, cross-border tax structures designed to avoid tax are prohibited as business models that solely aim to gain tax relief and have no financial background. This applies to profit shifting in particular.

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**Transparent payment processes**

Porsche AG has migrated most of its payment practices to electronic processes in order to increase the transparency, efficiency, and quality of invoice processing. All relevant information for suppliers about submitting invoices to Porsche AG is available in the Porsche Newsroom. Direct contractual partners are expected to send electronic invoices exclusively. Direct suppliers of production materials must send their invoices to Porsche AG in the current VDA format via the Electronic Data Interchange (EDI). Only in justified exceptional cases and in coordination with the Accounts Payable department at Porsche AG are invoices accepted via the business platform of the Volkswagen Group ➔ <https://www.vwgroupsupply.com>, by email to a central inbox, or as paper copies, which must always be addressed to a fixed address. For its part, most of the accounting records Porsche AG provides are electronic. Porsche AG has also accepted electronic invoices via a central inbox since 2025, especially for suppliers with low to moderate volumes of invoices outside of series production.

All invoices must be issued in accordance with the applicable national VAT regulations. Additionally, they must contain a specific set of details (including company name, invoice number, supplier number, order number, delivery order number, material number, tax rate and amount, unloading point, and the name of the point of contact at Porsche AG). All necessary documents must be attached.

Porsche AG and its group companies govern the terms of payment in connection with their suppliers in the standard purchasing conditions. For Porsche AG, the conditions specify that suppliers must be paid within 30 days. The conditions of the group companies set out different payment deadlines, taking into account the national statutory regulations in each case. The deadlines range from 30 to 90 days. The standard purchasing conditions apply as a general rule, although individual deviations are possible as part of a negotiated supplier contract. There is no standard deviation for a certain group of suppliers. The Porsche AG Group pays the amounts it owes within these payment deadlines.

Invoice status information is available from the business platform of the Volkswagen Group (Financial Application; FIN) and, since 2024, from the Porsche Invoice Interaction Center (PIIC). A central office at Porsche AG is responsible for incoming electronic invoices as well as the status tools for Porsche AG records.

The Corporate Finance and Treasury policy sets out the material tasks and responsibilities in the Corporate Finance and Treasury area of action in the Porsche AG Group. For example, Corporate Finance and Treasury is in charge of electronic payments, monetary transactions, cash management, financial management, and asset management. It determines the responsibilities for coordinating and executing daily monetary transactions and ensures that electronic payment flows are controlled and executed in good time.

The policy establishes binding provisions and measures that apply to all supplier companies. All companies benefit from the uniform requirements, including SMEs.

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# V



## Vehicle efficiency

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

➤ [Non-financial Statement E1 Climate change](#)



## 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.

➤ [Non-financial Statement S4 Consumers and end-users](#)

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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.

➤ [Non-financial Statement E5 Resource use and circular economy](#)

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

kg/vehicle	2025	2024	2023
Waste <sup>2</sup>	2.47	2.42	0.56

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

<sup>2</sup> The classification of one type of waste changed in 2024, which led to an increase in the underlying quantity of disposable waste. The adjustment of the 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	2025	2024	2023
<b>Vehicle production sites</b>			
<b>Total</b>	<b>14,420</b>	<b>16,831</b>	<b>18,199</b>
Waste for recycling			
Hazardous waste	4,563	4,667	5,333
Nonhazardous waste	6,584	7,324	8,026
Nonproduction-specific waste	520	414	1,470
Metallic waste	2,257	3,762	3,060
Waste for removal			
Hazardous waste	340	365	34
Nonhazardous waste	78	83	93
Nonproduction-specific waste	78	216	183
<b>Stuttgart-Zuffenhausen</b>	<b>7,656</b>	<b>8,676</b>	<b>10,375</b>
Waste for recycling			
Hazardous waste	2,468	2,244	2,997
Nonhazardous waste	3,294	3,609	4,180
Nonproduction-specific waste	106	213	1,356
Metallic waste	1,315	1,949	1,549
Waste for removal			
Hazardous waste	319	365	26
Nonhazardous waste	78	83	93
Nonproduction-specific waste	76	213	174
<b>Leipzig</b>	<b>6,764</b>	<b>8,156</b>	<b>7,823</b>
Waste for recycling			
Hazardous waste	2,095	2,424	2,336
Nonhazardous waste	3,290	3,714	3,846
Nonproduction-specific waste	414	202	114
Metallic waste	942	1,813	1,511
Waste for removal			
Hazardous waste	21	0	8
Nonhazardous waste	0	0	0
Nonproduction-specific waste	2	3	8

t	2025	2024	2023
<b>Vehicle development sites<sup>2</sup></b>			
<b>Total</b>	<b>4,846</b>	<b>4,691</b>	<b>5,055</b>
Waste for recycling			
Hazardous waste	2,876	2,450	2,238
Nonhazardous waste	1,462	1,677	1,821
Nonproduction-specific waste	98	173	577
Metallic waste	298	366	389
Waste for removal	56		
Hazardous waste	1	0	1
Nonhazardous waste	50	23	16
Nonproduction-specific waste	5	2	13
<b>Other Porsche AG locations<sup>3</sup></b>			
<b>Total</b>	<b>188</b>	<b>232</b>	<b>615</b>
Waste for recycling			
Hazardous waste	11	15	4
Nonhazardous waste	154	144	550
Nonproduction-specific waste	0	1	12
Metallic waste	23	72	49
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. The waste is only recycled outside of Porsche locations.

<sup>2</sup> Locations in the reporting year: Weissach, Rutesheim, Hemming, and Welcherath. In 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, Wimsheim, and Friolzheim.

<sup>3</sup> Locations in the reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg.

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Water

The Porsche AG Group uses water for numerous purposes within its own business activities, such as social areas, production, nonproduction plants, and technical building equipment. Water withdrawal and water consumption are key factors and are also attributable to the upstream value chain, where water resources are used to extract raw materials and produce components. The efficient use of water is a high priority for the Porsche AG Group. The principle of avoidance always applies first and foremost. This entails avoiding and reducing water consumption and avoiding or reducing water pollution. Process optimization, which allows for the repeated use or re-use of water, and technical water treatment measures using the best available technology are also of secondary importance.

➤ [Non-financial Statement E3 Water](#)

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

m <sup>3</sup>	2025	2024	2023
<b>Total</b>	<b>658,177</b>	<b>689,365</b>	<b>745,093</b>
Of which water from third parties	655,244	686,648	741,879
Of which groundwater	2,933	2,717	3,214

<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> For the 2025 reporting year, the vehicle production sites in Stuttgart-Zuffenhausen and Leipzig, the vehicle development sites in Weissach, Hemmingen, Rutesheim, and Welcherath, as well as the other sites in Sachsenheim, Asperg, and Ludwigsburg. The vehicle production sites in Stuttgart-Zuffenhausen and Leipzig, the vehicle development sites in Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Frieolzheim, and the other locations in Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg for 2024.

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

m <sup>3</sup>	2025	2024	2023
<b>Total</b>	<b>ESRS 160,784</b>	<b>162,722</b>	<b>-</b>
<b>Vehicle production sites</b>	<b>95,298</b>	<b>92,960</b>	<b>81,831</b>
Stuttgart-Zuffenhausen	39,133	36,907	55,328
Leipzig	56,165	56,053	26,503
<b>Vehicle development sites<sup>2</sup></b>	<b>19,664</b>	<b>12,538</b>	<b>18,243</b>
Other Porsche AG locations <sup>3</sup>	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 the 2025 reporting year: Weissach, Hemmingen, Rutesheim, and Welcherath. Locations in 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Frieolzheim.

<sup>3</sup> Locations in the 2025 reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg.

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

m <sup>3</sup>	2025	2024	2023
<b>Total</b>	<b>543,839</b>	<b>583,866</b>	–
Vehicle production sites <sup>3</sup>	447,045	500,253	558,756
Vehicle development sites <sup>4</sup>	91,506	79,518	80,310
Other Porsche AG locations <sup>5</sup>	5,288	4,095	2,739

<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 discharged into areas with no water stress.  
<sup>3</sup> Stuttgart-Zuffenhausen and Leipzig.  
<sup>4</sup> Locations in the reporting year: Weissach, Hemmingen, Rutesheim, and Welcherath. Locations in 2024 and 2023: Weissach, Rutesheim, Hemmingen, Filderstadt, Welcherath, Schwieberdingen, and Friolzheim.  
<sup>5</sup> Locations in the 2025 reporting year: Ludwigsburg, Asperg, and Sachsenheim. In 2024 and 2023: Korntal-Münchingen, Sachsenheim, Asperg, and Ludwigsburg.



Whistleblower system

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

➤ [Non-financial Statement G1 Business conduct](#)



Work-life balance

Porsche AG and selected group companies provide offerings that 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.

➤ [Non-financial Statement S1 Own workforce](#)



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.

➤ [Non-financial Statement S2 Workers in the value chain](#)

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In the case of any deviations, the German version of the document shall take precedence over the English translation.

Due to technical reasons, there can be deviations between the accounting records contained in this document and those released due to legal requirements.