

# GRI Index

| GRI Standard               | GRI Standard | Disclosure  | Page    | Explanation or Omission   |
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| <b>General Disclosures</b> |              |   |         |   |
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|                            | 2-7          | Employees   |         | See KPI-Report  |
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|                                    |       |  |       |   |
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| GRI 3: Material Topics             | 2-30  | Collective bargaining agreements   | 40    | See also the Volkswagen Group Sustainability Report 2022, S. 82   |
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|                                    | 3-2   | List of material topics  | 43    |   |
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| <b>Economic Performance</b>        |       |  |       |   |
| GRI 3: Material Topics             | 3-3   | Management of material topics  | 7, 15 |   |
| GRI 201: Economic Performance      | 201-2 | Financial impact of climate change on the organization and other risks and opportunities associated with climate change  | 7, 15 |   |
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| GRI 3: Material Topics             | 3-3   | Management of material topics  | 28    | See also the Volkswagen Group Sustainability Report 2022, S. 18, 20 - 23  |
| GRI 203: Indirect Economic Impacts | 203-1 | Infrastructure investments and services supported – Disclosures for additional areas: <ul style="list-style-type: none"> <li>■ Affordable housing and social housing</li> <li>■ Preservation and restoration of historic buildings in portfolio</li> <li>■ Publicly accessible open areas/recreational areas</li> <li>■ Community educational and social facilities</li> </ul> | 28    |   |
| <b>Anti-corruption</b>             |       |  |       |   |
| GRI 3: Material Topics             | 3-3   | Management of material topics  | 8, 47 | See also the Volkswagen Group Sustainability Report 2022, S. 95 - 102   |
| GRI 205: Anti-corruption           | 205-2 | Communication and training about anti-corruption policies and procedures   | 8, 47 |   |
|                                    | 205-3 | Confirmed incidents of corruption and actions taken  |       | No disclosure per site (breakdown not material) or of risks identified (confidential information). See the Volkswagen Group Annual Report 2022: Holistic Integrity and Compliance Management System   |
| <b>Materials</b>                   |       |  |       |   |
| GRI 3: Material Topics             | 3-3   | Management of material topics  | 7, 16 |   |
| GRI 301: Materialien               | 301-1 | Materials used by weight or volume   | 7, 16 | Topic-related quantitative data is currently not recorded fully due to organizational reasons   |

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**Energy**

|                        |       |  |    |                |
|------------------------|-------|--|----|----------------|
| GRI 3: Material Topics | 3-3   | Management of material topics                  | 19 |                |
| GRI 302: Energy        | 302-1 | Energy consumption within the organization     |    | See KPI-Report |
|                        | 302-2 | Energy consumption outside of the organization |    | See KPI-Report |
|                        | 302-3 | Energy intensity                               |    | See KPI-Report |
|                        | 302-4 | Reduction of energy consumption                |    | See KPI-Report |

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**GRI 302: Water and Effluents**

|                              |       |                               |    |                |
|------------------------------|-------|-------------------------------|----|----------------|
| GRI 3: Material Topics       | 3-3   | Management of material topics | 25 |                |
| GRI 303: Water and Effluents | 303-5 | Water consumption             |    | See KPI-Report |

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**Biodiversity**

|                         |       |  |    |  |
|-------------------------|-------|--|----|--|
| GRI 3: Managementansatz | 3-3   | Management of material topics  | 25 |  |
| GRI 304: Biodiversity   | 304-2 | Significant impacts of activities, products and services on biodiversity | 25 |  |
|                         | 304-3 | Habitats protected or restored   | 25 |  |

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**Emissions**

|                        |       |   |    |                |
|------------------------|-------|---|----|----------------|
| GRI 3: Material Topics | 3-3   | Management of material topics           | 16 |                |
| GRI 305: Emissions     | 305-1 | Direct (Scope 1) GHG emissions          |    | See KPI-Report |
|                        | 305-2 | Energy indirect (Scope 2) GHG emissions |    | See KPI-Report |
|                        | 305-3 | Other indirect (Scope 3) GHG emissions  |    | See KPI-Report |
|                        | 305-5 | Reduction of GHG emissions              |    | See KPI-Report |

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**Waste**

|                        |       |                               |        |                |
|------------------------|-------|-------------------------------|--------|----------------|
| GRI 3: Material Topics | 3-3   | Management of material topics | 10, 16 |                |
| GRI 306: Waste         | 306-3 | Waste generated               |        | See KPI-Report |

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**Supplier Environmental Assessment**

|  |       |  |        |   |
|--|-------|--|--------|---|
| GRI 3: Material Topics                     | 3-3   | Management of material topics  | 39, 44 | See also the Volkswagen Group Sustainability Report 2022, S. 105 - 111              |
| GRI 308: Supplier Environmental Assessment | 308-1 | New suppliers that were screened using environmental criteria        |        | See KPI-Report  |
|  | 308-2 | Negative environmental impacts in the supply chain and actions taken | 39, 44 | See also the Volkswagen Group Annual Report 2022: Report on Risks and Opportunities |

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**Employment**

|                        |       |  |    |                |
|------------------------|-------|--|----|----------------|
| GRI 3: Material Topics | 3-3   | Management of material topics            | 33 |                |
| GRI 401: Employment    | 401-1 | New employee hires and employee turnover | 34 | See KPI-Report |
|                        | 401-3 | Parental leave                           | 33 | See KPI-Report |

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**Occupational Health and Safety**

|   |       |   |    |  |
|---|-------|---|----|--|
| GRI 3: Material Topics                  | 3-3   | Management of material topics   | 32 | The management approach encompasses all direct employees with permanent and temporary contracts. The number of indirect employees is negligible, so it is not reported separately. |
| GRI 403: Occupational Health and Safety | 403-1 | Occupational health and safety management system  | 32 |  |
|   | 403-2 | Hazard identification, risk assessment, and incident investigation  |    | See KPI-Report   |
|   | 403-3 | Occupational health services  | 32 |  |
|   | 403-4 | Worker participation, consultation, and communication on occupational health and safety                       | 32 |  |
|   | 403-5 | Worker training on occupational health and safety   | 32 | See also the Volkswagen Group Sustainability Report 2022, S. 84 - 85   |
|   | 403-6 | Promotion of worker health  | 32 |  |
|   | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 32 | See also the Volkswagen Group Sustainability Report 2022, S 84 - 85  |
|   | 403-8 | Workers covered by an occupational health and safety management system  |    | See KPI-Report   |
|   | 403-9 | Work-related injuries   |    | See KPI-Report   |

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**Training and Education**

|                                 |       |  |    |                |
|---------------------------------|-------|--|----|----------------|
| GRI 3: Material Topics          | 3-3   | Management of material topics  | 35 |                |
| GRI 404: Training and Education | 404-2 | Programs for upgrading employee skills and transition assistance programs            | 35 |                |
|                                 | 404-3 | Percentage of employees receiving regular performance and career development reviews |    | See KPI-Report |

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**Diversity and Equal Opportunity**

|  |       |  |    |                |
|--|-------|--|----|----------------|
| GRI 3: Material Topics                   | 3-3   | Management of material topics                | 41 |                |
| GRI 405: Diversity and Equal Opportunity | 405-1 | Diversity of governance bodies and employees |    | See KPI-Report |

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**Non-discrimination**

|                             |       |  |    |                |
|-----------------------------|-------|--|----|----------------|
| GRI 3: Material Topics      | 3-3   | Management of material topics                            | 41 |                |
| GRI 406: Non-discrimination | 406-1 | Incidents of discrimination and corrective actions taken |    | See KPI-Report |

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**Local Communities**

|                            |       |  |        |   |
|----------------------------|-------|--|--------|---|
| GRI 3: Material Topics     | 3-3   | Management of material topics  | 28, 39 |   |
| GRI 413: Local Communities | 413-1 | Operations with local community engagement, impact assessments, and development programs | 28, 39 | Topic-related quantitative data is currently not recorded fully due to organizational reasons |

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**Supplier Social Assessment**

|                                     |       |   |    |  |
|-------------------------------------|-------|---|----|--|
| GRI 3: Material Topics              | 3-3   | Management of material topics                                 | 46 | See also the Volkswagen Group Sustainability Report 2022, S.105 - 111  |
| GRI 414: Supplier Social Assessment | 414-2 | Negative social impacts in the supply chain and actions taken | 46 | No detailed disclosures concerning the individual sub-items.<br>See also the Volkswagen Group Sustainability Report 2022, S. 106 - 111 |

