

Sustainability Report 2024





Summary

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Presentation





Presentation

Transparency and **continuous improvement**

(GRI 2-3)

In its 13th edition, Volkswagen do Brasil's Sustainability Report highlights its achievements and progress in the ESG (Environmental, Social, and Governance) pillars.

The content has been organized to offer a fluid reading experience, with interconnected topics and concise analyses. Each chapter reflects a continued commitment to transparency and sustainability, organizing essential information in an accessible way.

The reported data follows the Global Reporting Initiative (GRI Standards) methodology, ensuring the disclosure of key indicators for each material topic, compiled for the period from January 1 to December 31, 2024, with any mentions of actions and projects initiated in early 2025, when related to the previous cycle.

The report is led by Volkswagen do Brasil's Sustainability department, with the active collaboration of all company departments in collecting and analyzing data.



Report Summary

The content is divided into six chapters, which are broken down as follows:

1. Message from the CEO
2. Volkswagen do Brasil
3. Strategy and Management
4. People
5. Factories
6. Suppliers

Material Topics

(GRI 2-29, 3-1, 3-2, 2-4)

Volkswagen's Sustainability Report has been drawn up on the basis of the Material Topics in effect for the period 2022-2025.



The Materiality Framework reflects consultation with internal and external sources of data - such as the Code of Conduct, Environmental and Energy Policy, ACCELERATE Strategy, benchmarking with companies in the sector and other areas - combined with perception of stakeholders through internal workshops and remotely applied forms, distributed in such a way as to reach six priority groups: employees, customers, suppliers, dealers, and society (including government, NGOs, trade unions, and educational institutions). In addition, the commitment to dialogue with stakeholders was reinforced by VW Group guideline KRL17 which includes "Premise 7 - Dialogue with Stakeholders" and emphasizes open, transparent dialogue, communicating the company's commitments, responsibilities, and performances.

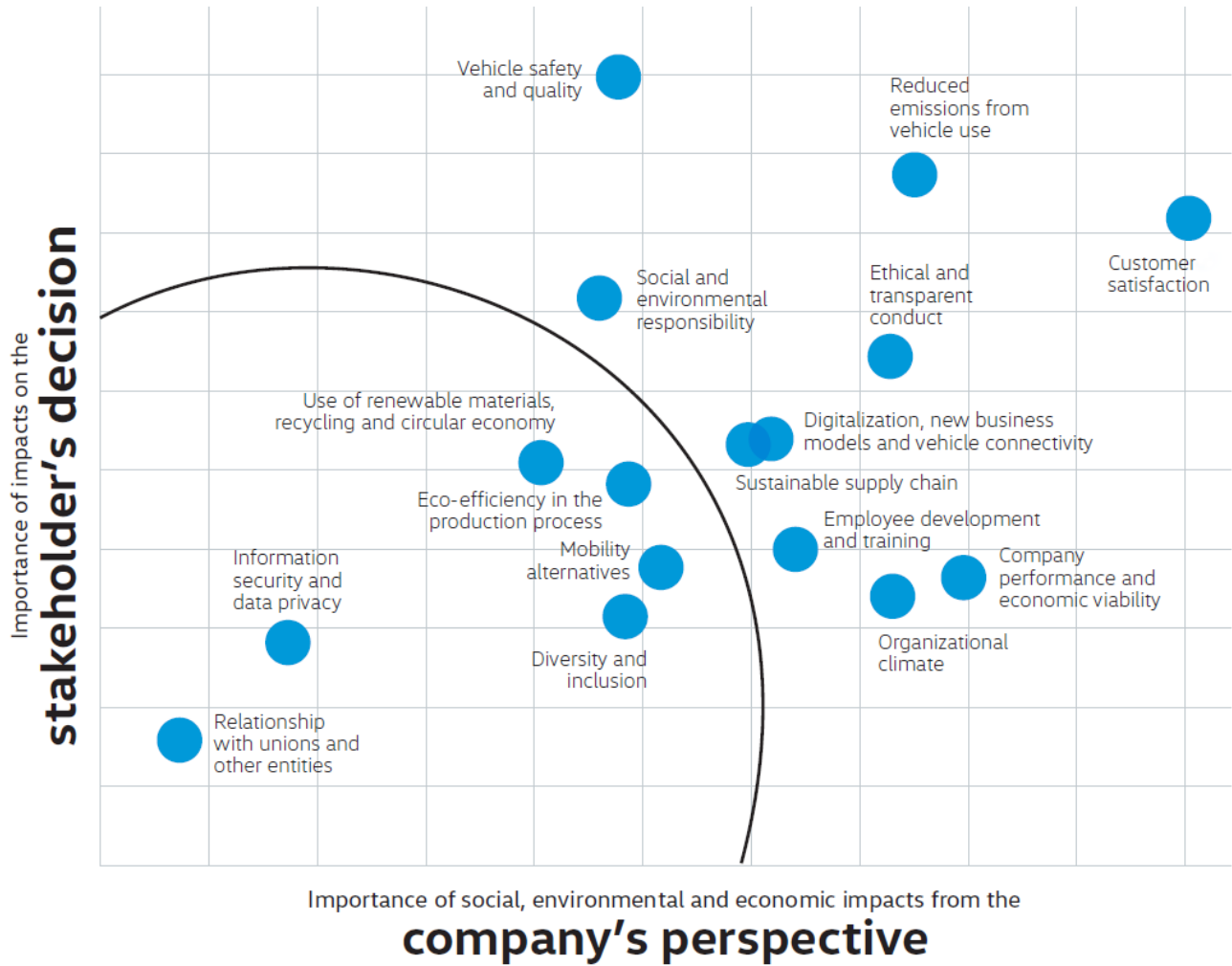


Based on this data, Volkswagen do Brasil mapped out the most relevant and sensitive issues to the strategic public to make up the guidelines of this document. Thus, the topics covered throughout the 2024 Sustainability Report are:

| |
|--|
| Customer satisfaction |
| Vehicle safety and quality |
| Reduced emissions from vehicle use |
| Social and environmental responsibility |
| Ethical and transparent conduct |
| Company performance and economic viability |
| Digitalization, new business models and vehicle connectivity |
| Sustainable supply chain |
| Organizational climate |
| Employee development and training |



Matrix 2024



The Material Topics are reviewed every three years. In 2024, Volkswagen do Brasil started the update process. Public consultations and the presentation of the new Materiality Matrix are scheduled for 2025.





Accessibility

The content of Volkswagen do Brasil's Sustainability Report is available on the website in Brazilian Sign Language (Libras). The translation is done by an avatar and, to view it, simply click on the icon that appears in the top right corner of the page (two-handed graphic symbol). Audio description can be activated using the corresponding button, also on the right side. Reading starts by clicking on one of the texts. The accessibility tools also include font size and text contrast adjustments and can be set using the icon in the top right-hand corner of the page.

Questions or additional information?

(GRI 2-3)

Contact Volkswagen do Brasil's Sustainability department via email at: sustentabilidade@volkswagen.com.br





Message from the CEO





Message from the CEO

Volkswagen invests **BRL 16 billion** and launches **16 new cars**

(GRI 2-22)

Robust investments, strategic launches, and consistent results marked Volkswagen do Brasil's progress in 2024, reflecting the strength of the largest car manufacturer in the country, with more than 25.7 million units produced over its 71-year history. We grew sustainably, strengthened our leadership in key market segments in Brazil and the South American region, and ended 2024, for the second year in a row, as Volkswagen's third-largest operation worldwide in sales volume, behind only the giants China and Germany. Highlights driven by our employees, customers, and business partners, contributing with products and processes that evolve together.

In 2024, Volkswagen do Brasil became one of the key players in the largest investment cycle in the country's automotive sector, with BRL 16 billion until 2028, reinforcing its confidence and commitment to the country's economic and social development. The contribution includes innovative projects focused on decarbonization for the company's four factories in Brazil.

This robust investment includes a new product offensive with 16 launches by 2028, highlighted by the upcoming debut of hybrids, as well as more innovations in Total Flex and 100% electric models. The offensive also includes the arrival of a new, even more innovative and efficient engine for hybrid vehicles, produced at the São Carlos factory,





along with a new platform (Project MQB Hybrid), which is highly technological, flexible, and sustainable, developed with the participation of Volkswagen do Brasil engineering, utilizing the most advanced virtual simulation technology.

As part of our offensive, we have already successfully launched the New T-Cross, the New Amarok, and the New Nivus in 2024, models that have significantly contributed to Volkswagen's sales success this year. In the Brazilian market, Volkswagen ended 2024 as the leader of the two main segments: SUVs, with the entire SUVW Family, with the New T-Cross being the best-selling SUV in the country; and hatches, with the Polo. In fact, the Polo was also the best-selling passenger car in Brazil in 2024, for the second consecutive year, across all segments.

We celebrate 2024 as a significant year for Volkswagen sales, having surpassed 400,000 units sold in Brazil, making it the volume brand with the highest growth in units sold. Growth, moreover, exceeded that of the sector: while Volkswagen increased its sales by 16%, the light vehicle market grew by 14.1%. In addition, Volkswagen ended the year with four models in the Top 15 best-selling cars in Brazil: New Polo, New T-Cross, Saveiro, and Nivus.

The sales success in Brazil also drives Volkswagen's positive results in South America, where the country is the key market. In this region, which we call SAM (South America), the Polo achieved an incredible feat: it was the best-selling vehicle in 2024 across all segments. This leadership reinforces the global success of the Polo, which celebrates its 50th anniversary in 2025.

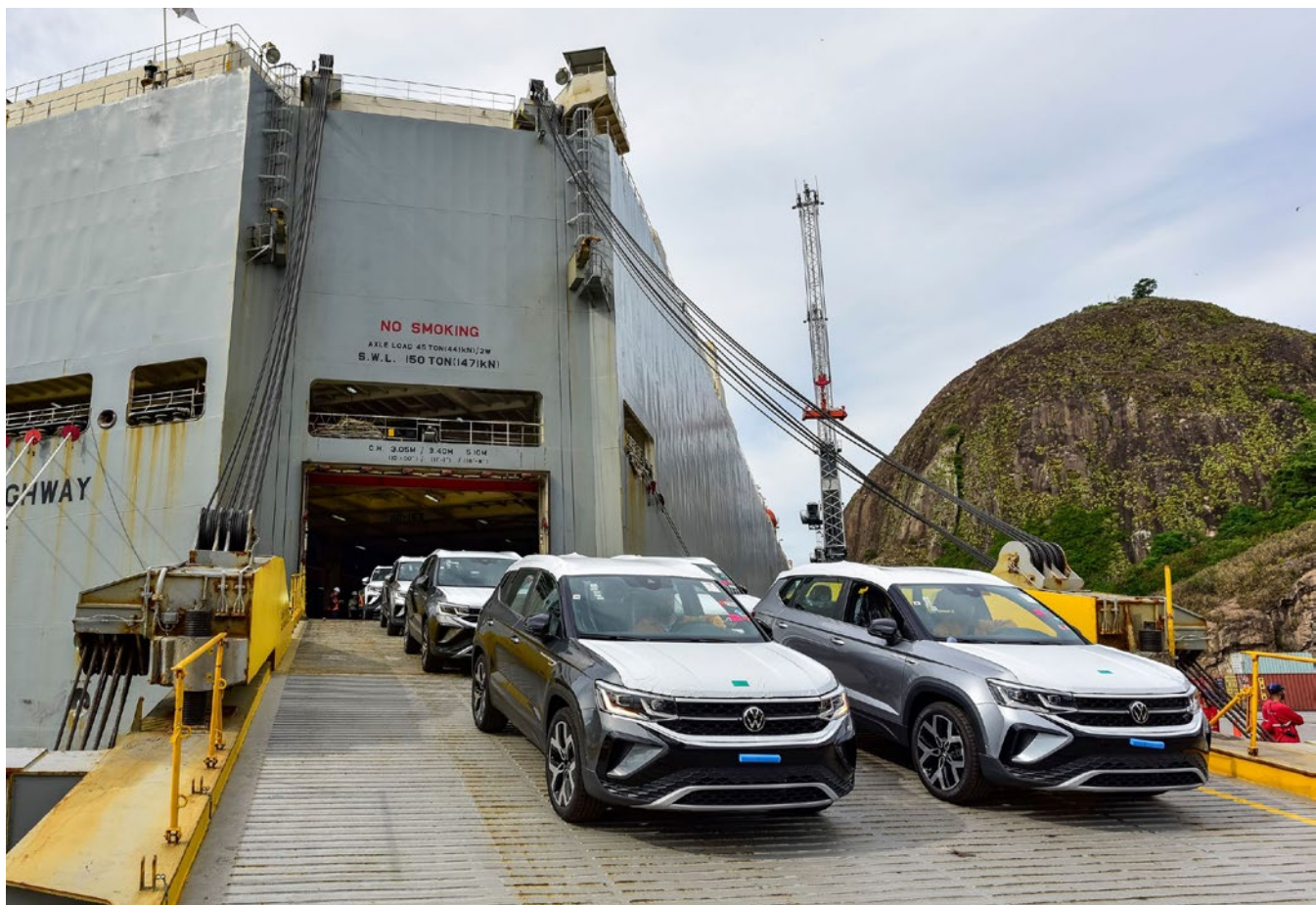
In South America, Volkswagen also grew twice as much as the market in 2024. With over 497,000 units registered in the region, the brand grew its sales by 13.6% compared to 2023, while the overall market grew by 6.4%. And just like in Brazil, VW also ended the year as the leader in the two main segments, SUVs and hatchbacks, with the New T-Cross and Polo, respectively.



Exports were another highlight. With 90,142 units shipped in 2024, Volkswagen do Brasil increased its sales to 18 countries by 43% compared to 2023. In the same period, the Brazilian light vehicle market recorded a 1.6% drop in shipments. The Polo was Volkswagen's most exported model in 2024, and vehicles from the brand's new product offensive also ranked among the most shipped: Polo, Saveiro, T-Cross and New T-Cross, and Nivus and New Nivus. These figures consolidate the brand's position as the leading exporter in the Brazilian automotive sector, with over than 4.3 million units shipped.

All these results reflect strategies successfully defined in the past, ensuring the renewal of the company, with a reduction in fixed costs, a new plan, which made 2024 the fourth consecutive year with positive financial results, as well as the most complete product portfolio on the market. The brand offers eleven models across all segments, with a product strategy tailored to the local market based on research.

Another decisive factor was the extension of the current Collective Agreements with the unions at Volkswagen do Brasil's four factories until 2028, approved by the majority of employees at all sites. The initiative was fundamental to enabling the investments, vehicles, and propulsion systems that will be developed and produced by the brand in Brazil.





Throughout this journey, our ACELERA VW strategy has guided another cycle of evolution, built on five essential pillars: +Diverse, +Digital, +Agile, +Customer-Centricity and +Carbon neutral. People, reflected in our name (Volks), are also the center of all our actions. That's why we are working hard on our development as an employer of excellence. We have been recognized as a Top Employer for 7 consecutive years (as of 2025), a Great Place to Work for 3 consecutive years, and have ranked in the Top 10 of the Randstad Employer Brand Research for the past 3 years.



And speaking of people, in 2024 the Volkswagen Group Foundation celebrated its 45th anniversary, embracing social mobility as priority cause, with a focus on reducing inequalities through productive inclusion, entrepreneurship, and community development, under the motto 'Together for Social Mobility'. In the last 10 years, the Volkswagen Group Foundation has invested more than BRL 100 million in socio-educational initiatives in Brazil and, in 2024, allocated more than BRL 16 million of its own resources to the communities. Since 1979, more than 3 million people have been benefited by the Volkswagen Group Foundation through education and community development initiatives.





People are also the foundation of our Diversity & Inclusion strategy. We have made progress in increasing the number of women in leadership roles: from 12.5% in 2021 to 25.3% in 2024. We also earned the important "Best Companies for LGBTQIA+ People to Work For" certification from the HRC Equidade BR 2024 survey, conducted by the HRC (Human Rights Campaign Foundation). We are the only automaker to have signed five Diversity & Inclusion forums, since 2023: Women's Movement 360, Business Initiative for Racial Equality, Business and LGBTI+ Rights Forum, REIS (Business Network for Social Inclusion - for the inclusion of people with disabilities) and Generations and the Future of Work Forum. Participation in the forums has integrated 38 new commitments into our Diversity & Inclusion strategy. In addition, we have been a signatory of the UN Women's Empowerment Principles, since 2020.

Environmental responsibility is also at the core of our strategy. In 2024, Volkswagen was a pioneer in the sector by starting the use of biomethane in its energy matrix. The supply of biomethane began at the Anchieta and Taubaté factories, with 1.35 million m³ of biomethane per year. In 2027, Volkswagen will reach a peak supply of 8.1 million m³ per year, with 6.5 million for Anchieta and 1.6 million for Taubaté. The volume of biomethane is primarily intended for the body painting production process at the two factories, allowing a reduction of up to 99% in emissions of CO₂ in this process, compared to the fossil alternative. This innovative action is part of Volkswagen's global decarbonization strategy, Way to Zero, which aims for carbon neutrality by 2050.

And in 2024, we also introduced the goTOzero RETAIL environmental certification in Brazil, awarded to dealerships that contribute to the Volkswagen Group's goTOzero environmental mission by reducing their impacts in the areas of climate change, ecosystems, environmental compliance, and resource use, with four levels of certification. I'm proud to say that Brazil was the first market in the world to achieve the highest Platinum certification level.



We continue to accelerate toward a promising 2025. Our main launch will be the SUVW Tera, a product 100% developed in Brazil, innovative, modern, connected and inaugurating an unprecedented segment for VW in the country. It will also be the year that brings back sportiness, which is part of VW's DNA, with the arrival of the Nivus GTS, Golf GTI, and the New Jetta GLI. In 2025, we will also start production of the New Virtus at the São José dos Pinhais (PR) factory, with additional volumes to those already produced at the Anchieta unit in São Bernardo do Campo (SP).



Looking to the future, Volkswagen do Brasil continues to be driven by innovation, connectivity, digitalization, high quality, safety, and technology in its products and processes, always with a focus on sustainability and people. After all, Volkswagen invests in mobility to connect people and build life stories. Like I always say: every Brazilian has a history with Volkswagen.

Enjoy your reading!

Ciro Possobom

President and CEO of Volkswagen do Brasil





Volkswagen do Brasil





Volkswagen do Brasil

The year of VW in Brazil

Volkswagen do Brasil reported a 16% increase in sales in 2024 (compared to the previous year), consolidating its position as the fastest-growing volume brand in the Brazilian automotive sector, with a 16.1% market share. In the same period, the light vehicle market grew by 14.1%, showing a lower performance than the company.

In 2024, Volkswagen surpassed 400,000 units sold (400,379 registrations), achieving its second-highest volume in the last 10 years. This historic record had only been surpassed in 2019, when the automaker registered 411,000 units.



Global highlight

After announcing an investment of BRL 16 billion by 2028, the company advanced its Product Offensive and launched three new models: New T-Cross, New Amarok, and New Nivus. VW ended the year with four models among the 15 best sellers in Brazil, across all segments: New Polo (140,155 units), New T-Cross (83,975), Saveiro (56,979), and Nivus (55,924). With these results, the Saveiro pickup truck reached its highest annual sales volume in Brazil since 2014. The New T-Cross, Nivus, and Taos all set historic annual sales volume records in 2024 since their launch.

All these figures have positioned Volkswagen do Brasil on the global stage. For the second consecutive year, the Brazilian carmaker was the Volkswagen Group's third-largest market in terms of sales volume, behind only China and Germany.



Leadership in the SUV and hatch segments

In the SUV segment, Volkswagen registered 160,493 units of the SUVW family - consisting of the New T-Cross, Nivus, Taos, Tiguan, and ID.4. The New T-Cross was the best-selling SUV in Brazil, with 83,975 units registered in 2024. In Brazil, this segment represents 35% of the light vehicle sector.

Among hatches, the second most important segment (27.2% of the market), the Polo remained at the top of the sales rankings. Year-to-date, the Polo has sold 140,155 units, an increase of 26% (compared to 2023), making it not only the leader among hatches, but also the best-selling passenger car in the country for the second consecutive year.





Export performance

Volkswagen do Brasil also stood out in international markets. From January to December, the company exported 90,142 units, an increase of 43% compared to 2023. In the same period, the light vehicle sector experienced a 1.6% decline in exports. In October alone, the automaker shipped 12,049 units, the brand's best performance since April 2018 (18,752 units).

Volkswagen do Brasil is the largest exporter in the Brazilian automotive sector, with more than 4.3 million units shipped in its history. In 2024, the company focused its exports on 18 Latin American countries, with Argentina (39,631 vehicles), Mexico (25,431), and Colombia (7,073) being the top three markets in terms of shipment volume. VW vehicles were also received by the markets of Aruba, Bolivia, Chile, Costa Rica, Curaçao, El Salvador, Ecuador, Guatemala, Honduras, Panama, Paraguay, Peru, the Dominican Republic, St. Marteen and Uruguay. During the year, the most exported models were the Polo (29,751 units), Saveiro (23,720), T-Cross and New T-Cross (17,246), and Nivus and New Nivus (15,492).



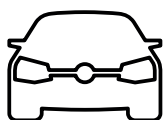


Projections: 16 new products

With an expanding portfolio – 16 new vehicles by 2028, highlighting the arrival of hybrid models, as well as electric and Total Flex vehicles – and robust investments of BRL 16 billion, Volkswagen do Brasil remains focused on innovation and sustainable growth. For 2025, the launches of the SUVW Tera, Nivus GTS, Golf GTI, New Jetta GLI, among other new releases, are confirmed. The company continues with its commitment to offer all three technologies – Total Flex, hybrid, and electric – so that customers can make their choice. In this way, Volkswagen do Brasil is investing in sustainable mobility for everyone.

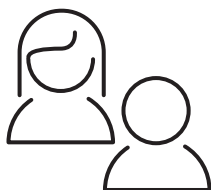
2024 in numbers

(GRI 2-1, 2-6)



460,841

vehicles produced in the country by Volkswagen do Brasil in 2024



13,015

employees



473

points of sale in Brazil



BRL 43.2 billion

Net revenue

BRL 4.3 billion

Paid in taxes (both direct and indirect)

BRL 2.3 billion

Salaries and benefits of employees

BRL 15.8 million

Social investments



Production volume in 2024 by factory:



Imported

Amarok

(General Pacheco – Argentina)

Taos

(General Pacheco – Argentina)

Jetta

(Puebla – Mexico)

Tiguan Allspace

(Puebla – Mexico)



Direct economic value generated and distributed (BRL) – Volkswagen do Brasil
(GRI 201-1)

| | 2022 | 2023 | 2024 |
|---|----------------|----------------|----------------|
| Direct economic value generated: income | 28,200,970,810 | 34,846,856,162 | 43,161,814,401 |
| Economic value distributed: operating costs, employee salaries and benefits, payments to suppliers | 1,907,933,350 | 2,050,501,820 | 2,329,228,226 |
| Retained economic value: "direct economic value generated" minus "economic value distributed" | 2,856,156,186 | 3,364,947,931 | 4,255,718,596 |

The most remembered brand by Brazilians



Volkswagen do Brasil was recognized for the 33rd time as the most remembered brand by Brazilians in the car category. In the 34 editions of the Folha Top of Mind award, held by the Datafolha research institute, Volkswagen has won 33 awards. In 2024, the company also secured 3rd place in the new Electric Car category, which debuted this year.



Other highlights throughout the year were:

Product

- Estadão Mobility Award 2025: Best After-Sales Service, Best Compact Hatch (Polo), Best Compact Sedan (Virtus), and Best Compact SUV (T-Cross).
- Best Buy, from Quatro Rodas: Jetta GLI and Tiguan Allspace.
- Clean Mobility Award 2024, from Autoinforme Agency: Compact Hatch 1.0 cc (Polo) and Large SUV from 2.0 cc to 3.0 cc. (Tiguan Allspace).
- Lowest Cost of Ownership 2024, from Quatro Rodas Small Pickups (Saveiro Robust Single Cab, 1st place) and Compact Sedans (Virtus Comfortline, 3rd place).
- Best Resale, from Quatro Rodas and KBB Kelley Blue Book Brazil: Reference Compact Hatch (Polo), Access Compact SUV (Nivus), Compact or Light Pickup (Saveiro), Reference Compact SUV (T-Cross, 2nd place).

Corporate

- 71st Cannes Film Festival: 5 Lions (1 Gold, 2 Silver, and 2 Bronze) for the "Generations" campaign, celebrating Volkswagen do Brasil's 70th anniversary, featuring an unprecedented and emotional duet, created through AI (Artificial Intelligence), with Elis Regina and her daughter Maria Rita.
- Effie Awards for the campaign "Volkswagen 70 anos, um ícone cultural de volta para o coração dos brasileiros" (Generations): Grand Effie trophy (the highest recognition of the award), Gold in the Vehicles category, Silver in Artificial Intelligence and Brand Revitalization, and 3rd place as Brand of the Year, being the only automotive brand in the ranking.
- Best Commercial in Brazil, in the 13th edition of the SBT award, for the "Generations" campaign.



Corporate

- Car of the Year, from AutoEsporte – Executive of the Year to Ciro Possobom, President and CEO of Volkswagen do Brasil.
- UOL Carros Executive of the Year Award for Ciro Possobom, President and CEO of Volkswagen do Brasil.
- Ranking of the 100 CEO Change Makers Latam, by HORSE, with the Top 20 in Latin America and the Top 5 in Brazil for Ciro Possobom, President and CEO of Volkswagen do Brasil.
- Top Employer Certification: 6th consecutive year.
- Top 10 ranking in the Randstad Employer Brand Research survey. 3rd consecutive year.
- Great Place To Work Certification: 3rd consecutive year.
- "Best Companies for LGBTQIA+ People to Work For" certification, from the HRC Equidade BR 2024 survey by the HRC (Human Rights Campaign Foundation), in partnership with the Mais Diversidade Institute and the LGBTI+ Business and Rights Forum.
- 100 Most Influential Companies in Brazil in the Veja Negócios ranking in partnership with LIDE - Grupo de Líderes Empresariais.
- Automotive Business 2024 Award, Culture and Education category for the Paranaense Technical Development Center for Mechatronics and Administration Teaching, at the VW plant in São José dos Pinhais (PR).
- Aberje 2024 Award in the Organizational Memory category, regional stage, with the case 'Volkswagen 70 Years - You Drive Our History.
- Companies with the best communication with journalists in the Mobility category.
- Companies that Communicate Best with Employees in the Organizational Memory category (70 years of Volkswagen do Brasil).

> Check out other highlights in the People and Factories chapters.





Strategy and Management





Strategy and Management

ACELERA VW paves the way to the future

The ACELERA VW corporate strategy (2022-2025) is structured around five macro-categories – People, Product, Processes, Customer, and Sustainability – aimed at transforming Volkswagen do Brasil into a more diverse, digital, agile, customer-centric, and carbon-neutral company. The strategy is derived from the Brand's global plan (ACCELERATE) and combines general guidelines with local needs and specifics, reinforcing Volkswagen's commitment to sustainable mobility.

In 2024, the company defined nine key areas of action within this strategy: People & Culture, ESG, Innovation & Tech, Customer, Market, Product, Quality, Cash Generation and Efficiency with specific targets. From this, 28 OKRs (objectives and key results) were established. The main results of the year are summarized in the following table, divided by "battles" (as the five macro-categories are referred to internally).





Battle 1: People + Diverse



Main objectives

- Obtain/maintain the Great Place to Work seal.
- Significantly increase the number of women in leadership.
- Transformation Office and New Administrative Center.

Goals

Among the goals are prioritizing the health and safety of employees, being a great place to work, integrating people into modern coworking spaces, fostering "Exemplary Leadership", becoming a more diverse and inclusive company, and shifting the mindset to create more agile, digital, and innovative teams.

Progress in 2024

The company was awarded the **Great Place to Work** certification for the third consecutive year and won the **Great People Mental Health** seal in its first year of participation in this well-being assessment. Volkswagen was also recognized as **Top Employer** (7th consecutive year), **Best Companies for LGBTQIA+ People to Work For**, by the HRC Equidade BR 2024 survey, and ranked in the **Top 10 ranking of the Randstad Employer Brand survey** (3rd consecutive year).

With the goal of increasing the number of women in leadership, the company jumped from 12.5% of positions held in 2021 to **25.3%** in 2024.

The company also created the **1st Mentoring Program for Black People**, to develop new leaders and advance its goals of being more diverse.





Battle 2: Products + Digital



Main objectives

- To launch 16 new cars by 2028, featuring the debut of hybrids, along with more innovations in Total Flex and 100% electric models.

Goals

This pillar reinforces the offering of digital services, biofuels, flex-fuel engines, and new business models, always focusing on the right technology for the future, solutions for global markets, and enhancing the customer experience. Among the main goals are the development of new products aligned with the decarbonization strategy, solutions for connected cars, and the new Product Offensive, which includes 16 new vehicles by 2028, especially the debut of hybrids, as well as further innovations in Total Flex and fully electric vehicles.

Progress in 2024

Volkswagen do Brasil was the volume brand that grew the most in units sold in 2024: 16%. There were 400,379 Volkswagen vehicles sold in 2024, 55,340 more than in 2023. VW grew more than the light vehicle market (14.1%).

In the Product Offensive, Volkswagen launched 3 products in 2024:

- **New T-Cross**, the best-selling SUV in Brazil.
- **New Amarok**.
- **New Nivus**, featuring the updated VW Play Connect infotainment system and the new My VW 2.0 app.

In its pursuit of becoming more digital, Volkswagen launched the **VW Tech Center** to develop systems and solutions focused on innovation, agility, and transformation through the use of AI and other technologies.





Battle 3: Processes + Agile



Main objectives

- Reducing debts and improving return on investment.

Goals

The main projects focus on optimizing operations and processes, enhancing local and regional synergies between plants, brands, and countries, with positive impacts on economic efficiency and cultural diversity. The goal is to simplify VW, making the company increasingly agile, practical, efficient, digital, and free of bureaucracy.

Progress in 2024

Inauguration of the VW Group office in Brasília for institutional, governmental and sales relations that influence the automotive sector. The space strengthens Volkswagen do Brasil's presence at the center of the country's strategic decisions and reinforces the institutional relationship with the executive, legislative and judicial branches, regulatory agencies and other authorities.





Battle 4: Clients + Customer-Centricity



Main objectives

- Improve the position in the CSI (Customer Satisfaction Index) survey.

Goals

The aim is to develop a culture of customer-centricity that involves everything from internal processes to the consumer journey. The actions under this pillar aim to place customer satisfaction at the center of all discussions, treating it as a strategic priority and a shared responsibility across the company.

Progress in 2024

The company aims to build a dealer network that is more human, approachable, and digital. In 2024, the **New Brand Design update reached 83% of the network.**

In the CSI (Customer Satisfaction Index) survey, which measures customer satisfaction, Volkswagen climbed the rankings in both **Sales and After-Sales.**





Battle 5: Sustainability + Carbon Neutral



Main objectives

- Way to Zero global strategy: towards carbon neutrality by 2050.

Goals

This battle involves pillars such as debt reduction, CO₂ reduction — including partnerships with universities and research centers to advance decarbonization in emerging markets —, a more profitable portfolio, maintaining positive cash flow and operating profit, and creating new sources of revenue to overcome the global crises that have been mounting since 2020.

Progress in 2024

Volkswagen do Brasil is a pioneer in the automotive sector **by using biomethane** in its energy matrix. The supply began in 2024 for the Anchieta and Taubaté factories, which will receive 1.35 million m³ of biomethane per year. Starting in 2027, supply will peak at 8.1 million m³ per year, 6.5 million for Anchieta and 1.6 million for Taubaté. The volume of biomethane purchased will be primarily used in the body painting process at both factories, enabling up to a 99% reduction in CO₂ emissions compared to the fossil fuel alternative.

In 2024, the company launched the **goTOzero RETAIL** seal, aimed at recognizing the environmental actions of VW dealerships.

In addition, the company holds the **Multisite Zero Waste Certification**, which attests that all units properly manage their waste, and the **Gold Seal in the GHG Protocol inventory**, demonstrating its commitment to decarbonization. All units operate with **100% clean electricity**, certified with I-REC (International Renewable Energy Certificate) or declarations recognized by the GHG (Greenhouse Gas) protocol.





Way to Zero: commitment to the planet's future

(Sustainability + Carbon Neutral)

Aligned with the Paris Agreement, Volkswagen has a global Way to Zero strategy aimed at achieving carbon neutrality by 2050. This is a global goal set by the Brand, extended to all subsidiaries. VW understands that environmental responsibility is an important asset, capable of providing real competitive advantage. To achieve this, VW adopts decarbonization actions throughout the entire vehicle lifecycle: from initial research to development and production. Just as it strives to ensure the sustainable use of its vehicles, the company is also working to decarbonize its supply chain.



Way to Zero Center

The Way to Zero Center is an innovation and research hub focused on developing solutions for sustainable mobility. Located at the Anchieta factory, in São Bernardo do Campo, the center is dedicated to projects focused on reducing carbon emissions and implementing new technologies, such as advanced biofuels and vehicle electrification, in support of the company's global strategy to achieve carbon neutrality by 2050.

In recent years, Volkswagen do Brasil has established several partnerships with public and private institutions and universities (USP, Unesp, Bosch, Raízen, Unicamp, BNDES, Finep) to develop research and projects focused on decarbonization, Industry 4.0 for sustainability, digital transformation, and embedded electronics in its vehicles. There are currently 14 partnership projects in progress and 20 under discussion, aimed at enhancing sustainable solutions in the automotive sector.

Among the main advances is the completion of the research project on "Ethanol Load Stratification in Direct Injection Spark-Ignition Engines," conducted in collaboration with USP, IPT, and UNB. The results indicated a potential energy efficiency gain of over 5% through lean combustion. Further studies will now be conducted to assess the impact on pollutant formation (NOx).



In the area of biofuel use, the research center concluded a project in partnership with Raízen and UFSM on the application of anhydrous ethanol as a commercial fuel. The studies demonstrated advantages such as increased autonomy and reduced hydrocarbon emissions. Complementing this research, a project conducted with the University of Coburg (Germany) and UFSM further deepened the understanding of the combustion characteristics of anhydrous ethanol and gasoline blends, aiming to support the development of regulations for future fuels.

In 2024, the Way to Zero Center signed partnerships and initiated research on decarbonization, including foundational projects for battery manufacturing and assembly with SENAI-PR, CPQD, SENAI-PE, and Grupo Moura. The center has actively participated in automotive sector groups, such as the Brazilian Association of Automotive Engineering (AEA) and the National Association of Automotive Vehicle Manufacturers (Anfavea), contributing to proposals for the Federal Government's Green Mobility Program (MoVer) and Proconve 8 – Phase 3, as well as conducting studies on ethanol engine efficiency and vehicle emissions.

In addition, the Way to Zero Center team has participated in several relevant conferences and events in the automotive industry, such as SIMEA (honorable mention in the "Vehicle Emissions and Pollutants" category), SAE Brazil Congress, among others, showcasing the work done through partnerships and engaging with other participants to develop collaborative ways to contribute to decarbonization.

These advances reinforce Volkswagen's role in responsible innovation and the development of cleaner and more efficient energy solutions, aligned with its vision of sustainable mobility for the future.





VW drives digital transformation with BNDES financing

Volkswagen do Brasil secured a BRL 304 million credit line from the Brazilian Development Bank (BNDES) to finance the digital transformation of its four factories in the country. The funds, from the 'BNDES Mais Inovação' program, will be allocated to digitization, connectivity, automation, and intelligence in industrial processes, strengthening the implementation of Industry 4.0 technologies.

The investment will be directed to the Anchieta (São Bernardo do Campo - SP), Taubaté (SP), São Carlos (SP), and São José dos Pinhais (PR) plants. The initiative aims to expand the use of solutions such as artificial intelligence, robotics, the internet of things and cloud computing, helping to increase the operational efficiency and reduce environmental impacts.

Among the innovations covered by the funding are the development of simulators for new projects using games and virtual reality, data analysis tools based on artificial intelligence and machine learning, as well as expanding the use of 3D printers for manufacturing prototype parts and components.



The company is also making progress in preparing for Industry 5.0, which aims to integrate collaboration between humans and machines to add value to production, enabling the creation of customized products that meet specific customer demands.



Governance structure

(GRI 2-1, 2-9, 202-2)

Volkswagen do Brasil is a privately held subsidiary of the Volkswagen Group, with independent and autonomous operations from the German parent company.

Corporate governance is led by the Volkswagen do Brasil and SAM Region Executive Committee (Comex), currently composed of 14 members appointed by the Head Office. The group meets weekly to discuss the company's activities and ensure alignment with the strategies set for the business.

In addition to the Chairman and CEO, there are seven vice-presidents and five directors, 12 men and two women. Of this total, 64% are Brazilian.

The company also has an Executive Committee for the SAM Region, which includes, in addition to Brazil and Argentina, 27 other countries across South America, Central America, and the Caribbean. The committee is made up of 10 members, representing VW Brazil and VW Argentina, and leads the Brand's regionalization process. In Latin America, actions are coordinated by the Executive Chairman, with a focus on strategic business matters in the region.



Composition of the Executive Committee



Alexander Seitz

Executive Chairman of Volkswagen South America Region

Ciro Possobom

President and CEO of Volkswagen do Brasil

Dr. Hendrik Muth

Vice President of Sales and Marketing for the South America Region

Miguel Sanches

Vice President of Operations of Volkswagen do Brasil and SAM Region

Luiz Eduardo Alvarez

Vice President of Procurement of Volkswagen do Brasil and SAM Region

Douglas Pereira

Vice President of Human Resources of Volkswagen do Brasil and SAM Region

Dr. Markus Kleimann

Vice President of Product Development, Strategy and Baureihe of Volkswagen do Brasil and SAM Region

Roger Corassa

Vice President of Sales & Marketing of Volkswagen do Brasil

Rafael Vieira Teixeira

CFO of Volkswagen do Brasil and SAM Region

Cristina Cestari

Chief Information Officer (CIO) of Volkswagen for the South America Region

Cláudio Rawicz

Director of Communication and Sustainability of Volkswagen do Brasil

Thomas Mehringer

Director of Quality Assurance of Volkswagen do Brasil and SAM Region

Amália Cecilia Gonçalves Costa

Director of Legal Affairs of Volkswagen do Brasil

Luiz Ricardo de Medeiros Santiago

Director of Institutional and Government Relations of Volkswagen do Brasil



Sustainability framework

The Sustainability/ESG Committee is made up of seven main areas: Sustainability, Human Resources, Institutional and Government Relations, Operations, Purchasing, Product Development, and GRC, as well as Internal Audit. Other business areas are invited to participate according to specific needs.



Since 2021, the company has had a Sustainability Board, linked into the Communication and Sustainability area, responsible for leading initiatives related to the ESG (Environmental, Social, and Governance) pillars and reporting directly to the Region's Chairman and the CEO in Brazil.

Sustainability objectives and targets ¹

| Social Responsibility | | | |
|-----------------------|---|----------|---|
| Base Year | Commitment | Deadline | Status 2024 |
| 2020 | Increase the number of women in executive positions from 14% to 25.6%.* | 2024 | The number of women in executive positions at the company in Oct/24 was 25.6%, thus fulfilling the agreement with Bradesco Bank. In Dec/24, the company reached 25.3%, meaning it ended the year with ¼ of its executive leadership made up of women. For 2025, the goal is to sustain the 25.3% by increasingly focusing on their experience and inclusion within the company. |
| 2020 | Increase the number of women managers and executive managers from 9% to 24.8%.* | 2024 | The number of women in managerial and executive positions in the company reached 20% in 2024, meaning the company ended the year with 1/5 of its leadership composed of women. For 2025, there's no defined target. |

Footnote:

1. Learn more about Volkswagen do Brasil's environmental commitments expressed in the [Environmental and Energy Policy](#).

* Objectives linked to ESG debt with Bradesco.



| Environmental responsibility | | | |
|------------------------------|--|----------|---|
| Base Year | Commitment | Deadline | Status 2024 |
| 2012 | Energy (MWh/vehicle produced) = 0.88 | 2025 | In 2024, Volkswagen do Brasil achieved 1.34 MWh/vehicle produced. The target set for the indicator was not reached due to the reduction in the volume of vehicles produced, which affected energy and environmental efficiency. Even so, the company has implemented a number of actions focused on energy efficiency at its plants. |
| 2012 | CO ₂ (kg/vehicle produced) = 89 | 2025 | In 2024, VW reached 100 kg of CO ₂ /vehicle produced. With this, the company is getting closer to reaching its 2025 target. The start-up of biomethane supplies to the Taubaté and Anchieta plants and actions to reduce natural gas consumption, such as the reduction in the temperature of the hot water boiler implemented in Curitiba, contributed to the result. In addition, the company has 100% of its electricity coming from renewable sources in its production plants, certified by i-REC. (Value according to GHG Protocol) |
| 2020 | Transfer CO ₂ emissions from fossil origin in scope 1 to biogenic by 12%, by replacing 20% of natural gas from fossil origin with biomethane (Generation Guarantee).* | 2024 | Partnership between VWB and Raízen to enable the transfer of CO ₂ from fossil origin to biogenic origin and the replacement of natural gas from fossil origin with biomethane. Biomethane supply began in October, enabling the company to meet its targets of having 12% of emissions from biogenic sources and replacing 20% of its natural gas consumption with biomethane. |

Footnote:

1. Learn more about Volkswagen do Brasil's environmental commitments expressed in the [Environmental and Energy Policy](#).

* Objectives linked to ESG debt with Bradesco.

Sustainability Week

From November 4 to 8, 2024, Volkswagen do Brasil held Sustainability Week, bringing together executives, experts, and partners to discuss the progress and challenges of the ESG agenda in the automotive sector. The event reinforced the company's commitment to achieving carbon neutrality by 2050, fostering inclusion and diversity in the corporate environment, and highlighting the importance of cross-sector collaboration to drive the sustainable transition.



Throughout the week, topics included the need for emissions inventories for environmental monitoring and the potential of the carbon market for offsets; Volkswagen's social impact and the work of the Volkswagen Group Foundation (FGVW) in surrounding communities; the challenges of the energy transition in the light vehicle sector and viable alternatives for the industry; the role of suppliers and dealerships in the journey toward carbon neutrality, featuring success stories and environmental certifications; and the governance of ESG and its integration into corporate strategy.

Participants emphasized the need for a cleaner energy matrix, the use of biofuels as a viable solution in the Brazilian context, and cross-sector cooperation to ensure a just environmental transition. The sessions were held online for around 200 participants per day, with speakers from Itaú Bank, FGVW, the Padre Leo Comissari Association, KPMG, Formtap, the Belcar Group, Audi, and VWFS.

Mission, Vision, and Purpose

(GRI 2-23)

Internal and external principles guide the actions of the Volkswagen do Brasil team, especially the company's Mission, Vision, and Purpose.



Purpose

On the road to carbon neutral mobility for everyone.



Mission

We make technology with people in mind.



Vision

Being the most loved car brand.

Values

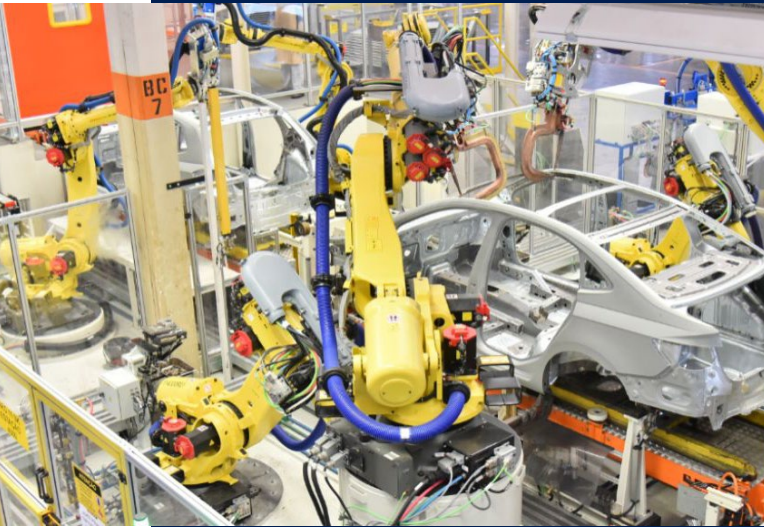
In 2024, Volkswagen do Brasil revisited and updated its values to reaffirm its purpose of driving innovation, acting sustainably, and putting people at the center of its decisions. This renewal reinforces the pillars that guide the company, aligning them with current demands and the expectations of its employees, customers, and partners.



1. Team
2. Responsibility
3. Curiosity
4. Passion
5. Vision of the future



Guidelines and principles



Internal:

Volkswagen Group Code of Conduct, version 3.1, for employees and business partners; the Volkswagen Social Charter, which outlines social rights and industrial relations within the company; the Standard Charter, aimed at identifying and analyzing potential conflicts of interest among employees; and the Labor Relations Charter, which expresses Volkswagen's commitment to rights and principles of representativeness and social responsibility.

External:

The Volkswagen Group is a signatory to global commitments and declarations that have an effect on all its units around the world, such as the agreement with the International Labor Organization (ILO), guidelines and conventions of the Organization for Economic Cooperation and Development (OECD), the Women's Empowerment Principles (WEPs), an initiative created by UN Women to promote gender equality, and the UN Global Compact, the world's largest corporate sustainability initiative. It is also the first car manufacturer to join the Paris Agreement, with the aim of becoming carbon neutral by 2050. Nationally, Volkswagen do Brasil is part of the Business Pact for Integrity and Against Corruption (Clean Company). Since 2023, the company has been a signatory to the Women 360 Movement, the Business Initiative for Racial Equality, the Business and LGBTI Rights Forum, REIS (Business Network for Social Inclusion) and the Generations and Future of Work Forum, comprising the five priority guidelines of its Diversity & Inclusion strategy.



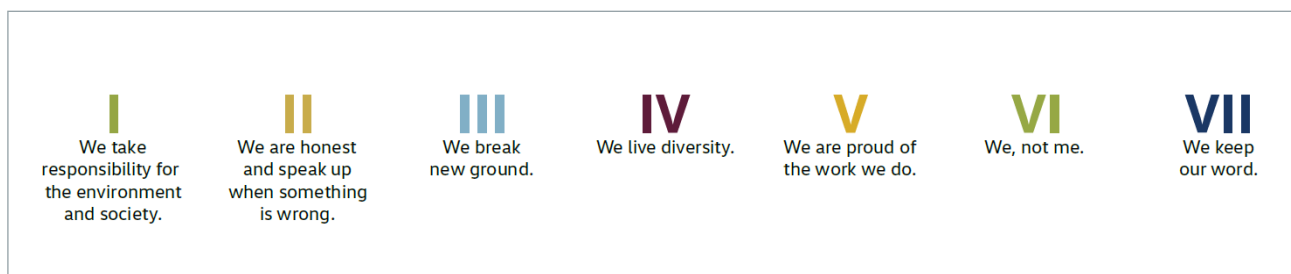
Ethical and transparent conduct

Ethical principles

(GRI 2-16, 417-3)

All the company's activities are guided by the guidelines of the Code of Conduct, the Compliance Policy, the Governance Policy on Government Affairs, among other internal and external documents that seek to ensure compliance with the law, good conduct, and integrity on a daily basis.

In general, Volkswagen's ethical corporate culture follows seven basic principles:



Legal compliance

(GRI 2-27, 206-1, 417-2, 417-3)

In 2024, Volkswagen do Brasil did not register any lawsuits filed for unfair competition, trust, and monopoly practices in which the organization was identified as a participant. Non-compliance situations were defined based on cases involving high values and possible reputational damage.

The company has not shown any non-compliance with regulations and voluntary codes relating to marketing communications, including advertising, promotion, and sponsorship.



Code of Conduct



Volkswagen do Brasil's code of conduct was revised and updated in 2023, in line with the guidelines of the German Head Office and other Volkswagen Group companies. The new document, called "Our Code", was presented at the beginning of 2024, with immediate effect. Among the main reinforcements are guidelines for managers, guiding the conduct of leaders by ethics, integrity and good interpersonal relations.

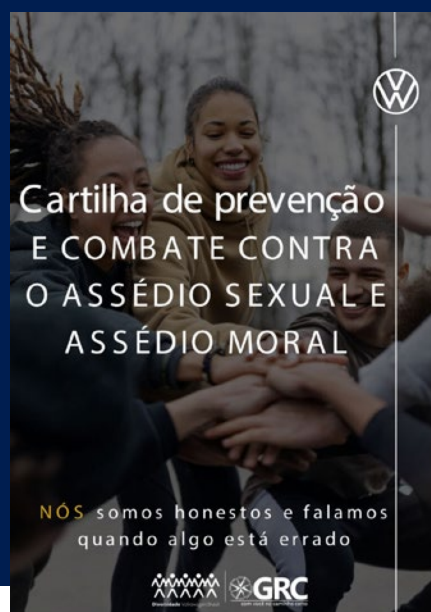
Any attitude that is not in line with the guidelines is treated as a violation, subject to sanctions. To ensure that this does not happen, Volkswagen seeks to maintain advice and support in its ecosystem so that, by acting together and preventively, the Brand's values and reputation remain protected.

[Click here to download "Our Code".](#)

Handbook on Preventing and Combating Sexual Harassment and Workplace Bullying

Volkswagen do Brasil prioritizes the fight against sexual and moral harassment, reinforcing ethical conduct based on respect, empathy, and the rejection of any form of violence or discrimination. To raise awareness of the issue and encourage the reporting of cases, the company has developed the Handbook on Preventing and Combating Sexual and Moral Harassment, which includes concepts, contacts, and reporting channels, as well as requiring all employees to sign an Acknowledgment Form.

The material is available to all staff on the VW&Eu App (within ConectaRH) and [can be downloaded here.](#)



Standard Letter

In the Standard Letter, administrative and hourly employees, including executives, monthly employees, third parties, service providers, leaders, and people in charge of various areas, declare conflicts of interest in accordance with the requirements of the Code of Conduct and the Compliance Policy. The form is filled in electronically via the VW Portal, ensuring fast data analysis and confidentiality of the information. In 2024, the company advanced with the automation process of the Standard Letter within the SharePoint system, enhancing the security of the information. In addition, it addressed issues related to secondary employment, guiding professionals on potential conflicts of interest.

Aligned integrity

(GRI 205-2)

Corruption is a crime under the Brazilian Penal Code (Decree Law No. 2848/1940) and the Anti-Corruption Law (Law No. 12846/2013). At Volkswagen do Brasil, the issue is dealt with even more comprehensively in the Compliance Policy, guaranteeing clear guidelines for all employees. For further information, the Anti-Corruption Primer is available as a reference.

The company conducts regular refresher training on the Code of Conduct and Anti-Corruption. In 2024, all employees had been informed and trained. Leadership receives specific training and Volkswagen makes a point of showing that the company's values are upheld from the top down — a clear “tone from the top.”

Training is obligatory and failure to comply can result in a disciplinary measure as provided for in the internal policy. Throughout the year, administrative and operations teams completed training on 'Our Code', as well as important sessions on human rights and the new German legislation, the LKSG (Supply Chain Due Diligence Act). The aim is to raise awareness of individual rights and guide employees on how to act in cases of doubt or potential violations, strengthening the culture of respect and responsibility within the organization.

Volkswagen do Brasil has also been strengthening its relationship with the Dealer Network to extend a culture of integrity throughout the entire value chain. This exchange is facilitated by visits from representatives of the Governance, Risk and Compliance (GRC) department to dealerships, bringing the company's values and seeking to understand how ethical issues are addressed at the points of sale.

The commitment to integrity is reflected in the training offered, which covers topics such as the Code of Conduct, Antitrust, Risk Management, Business Partner Verification, Competition Law, Prevention of Money Laundering & Terrorist Financing and Respect &



Diversity. To keep the team consistently up to date, the training program is reviewed annually to ensure that employees most exposed to corruption risks receive ongoing training. The activities are offered both in person and digitally.

Directors informed ¹ and trained ² on anticorruption procedures

(GRI 205-2a)

| | 2022 | | 2023 | | 2024 | |
|---|----------|---------|----------|---------|----------|---------|
| | Informed | Trained | Informed | Trained | Informed | Trained |
| Total members of the company's Board of Directors | 13 | | 13 | | 13 | |
| Directors informed/trained | 13 | 12 | 13 | 13 | 13 | 13 |
| % of directors informed/trained | 100% | 100% | 100% | 100% | 100% | 100% |

Employees communicated¹ and trained² on anti-corruption policies and procedures

(GRI 205-2b)

| | 2022 | | 2023 | | 2024 | |
|---|----------|---------|----------|---------|----------|---------|
| | Informed | Trained | Informed | Trained | Informed | Trained |
| Factories, parts and accessories centers and offices in the Southeast | | | | | | |
| Total number of employees informed/trained | 100% | 11,359 | 100% | 12,824 | 100% | 13,091 |

Business partners communicated¹ and trained² on anti-corruption policies and procedures

(GRI 205-2c)

| | 2022* | | 2023 | | 2024 | |
|--------------------------------|----------|---------|----------|---------|----------|---------|
| | Informed | Trained | Informed | Trained | Informed | Trained |
| Total number of partners | 1,041 | | 2,372 | | 3,626 | |
| Partners informed/trained | 1,041 | 1,041 | 1,041 | 1,041 | 3,626 | 3,626 |
| % of partners informed/trained | 100% | 100% | 100% | 100% | 100% | 100% |

Footnote:

1. Employees who have received at least two communications on topics related to compliance and integrity, such as the Code of Conduct and Internal Policies, among others.
 2. Employees who have received specific training on the subject of compliance and integrity (audiences identified as being at greater risk due to their activities).
- *There has been a change in the number of suppliers because it only mentions the number of active suppliers, rather than registered ones. Active suppliers must accept the code of conduct for business partners and undergo training.



Institutional and Government Relations

Volkswagen actively contributes to the development of public policies and the establishment of regulations for the automotive sector in Brazil. The company operates both independently and through representative associations, contributing directly to debates and strategic decisions that impact the industry and the national economy.

In 2024, one of the sector's major advancements was the approval of the MOVER program (Green Mobility and Innovation), which became law after passing through the National Congress. The automaker was actively involved in the discussions and continues to monitor the regulatory process alongside the federal government.

With MOVER, the automotive sector has announced investments totaling BRL 130 billion over the past two years, BRL 16 billion of which came from Volkswagen. The predictability offered by the government program facilitates the attraction of new investments from Volkswagen's headquarters in Germany, positioning Brazil as a competitive destination compared to other regions.

Volkswagen also stood out for its involvement in the tax reform discussions, the first part of which was sanctioned by a complementary law in January 2025. The company focuses on ensuring fairness in the application of taxes to cars, which are included in the excise tax. Another challenge in 2024 was the increase in vehicle imports, especially electrified ones, boosted by the gradual restoration of the import duty rate. Volkswagen's response, along with the trade association, was to call for an immediate restoration of the tax rate.

The company emphasizes the need for a balanced regulatory environment that supports the competitiveness of domestic production and ensures fair conditions for the automotive industry established in Brazil. VW remains engaged in discussions with the government and other stakeholders, seeking solutions that encourage the sustainable development of the sector and contribute to the country's economic growth.





New office in Brasilia

With the aim of further strengthening its institutional relationships, Volkswagen has opened a new office in Brasília. The space will serve as the base for the Volkswagen Group's brands in institutional, governmental, and sales relations.

The initiative reinforces Volkswagen's presence at the center of the country's political and economic decisions, allowing for a closer and more transparent dialogue with the Executive, Legislative and Judiciary branches, as well as Regulatory Agencies and other authorities.

Process monitoring

(GRI 205-1)

Volkswagen do Brasil maintains a structured process to ensure control and compliance with its ethical and regulatory guidelines, carried out by the Internal Audit team through independent and objective assessments. The work follows an annual plan based on risk analysis and the company's Code of Conduct.

In addition to internal audit, a corporate committee, composed of representatives from the GRC (Governance, Risk and Compliance), Human Resources, Audit, Security, IT, and Legal departments, monitors adherence to corporate policies and defines strategies to reinforce organizational integrity.



In 2024, 100% of Volkswagen do Brasil's units underwent an assessment of risks related to corruption, covering 17 business areas distributed among the four production units and the Parts and Accessories Distribution Center. The systematic process takes considers the risks of active corruption, passive corruption, and conflicts of interest. Reports and suspicions of corruption are investigated by the responsible areas, with an analysis of each case and the implementation of corrective measures to mitigate impacts. When it involves public administration, the company fully cooperates with the competent authorities, providing clarifications and, when necessary, making reimbursements.

The risk of conflict of interest in cases of indirect subordination between relatives and/or an employee's shareholding in a business partner or competitor of Volkswagen, which may have a direct impact on all business areas, is monitored by the Human Resources department in collaboration with GRC. The company's compliance program covers the subject and is regulated in a corporate policy (B-ORL 1.19.01.03 Compliance Policy). Volkswagen do Brasil regularly reinforces the importance of ethical conduct to all employees and business partners through campaigns, communications, and training courses.

Data protection

(GRI 418-1)

Through its Privacy Governance and Personal Data Protection Program, Volkswagen do Brasil implements strict standards to ensure compliance with the General Data Protection Law (LGPD) and enhance the security of customer, employee, and partner information.

The program consists of a set of policies and procedures that establish key practices to ensure compliance with the legislation. Among the initiatives are ongoing awareness campaigns and training, periodic reviews of data processing activity mapping, project evaluations from conception, monitoring of supplier maturity, and the negotiation of contractual clauses for data protection.

Volkswagen do Brasil also invests in advanced technologies to identify and monitor incidents, utilizing the Data Loss Prevention (DLP) tool and relying on a structured Response Plan to act swiftly and efficiently whenever necessary. The monitoring of the Privacy Program is carried out in partnership with the Volkswagen Group, ensuring alignment with the best global practices in the sector.

In addition, the company maintains a strict security system to prevent intrusions and data leaks. The Security Office Center (SOC) constantly monitors the company's ecosystem, including suppliers and other stakeholders. As a reflection of this ongoing commitment, Volkswagen do Brasil did not identify any data leaks that needed to be reported to the ANPD (National Data Protection Authority) or to data subjects in 2024.



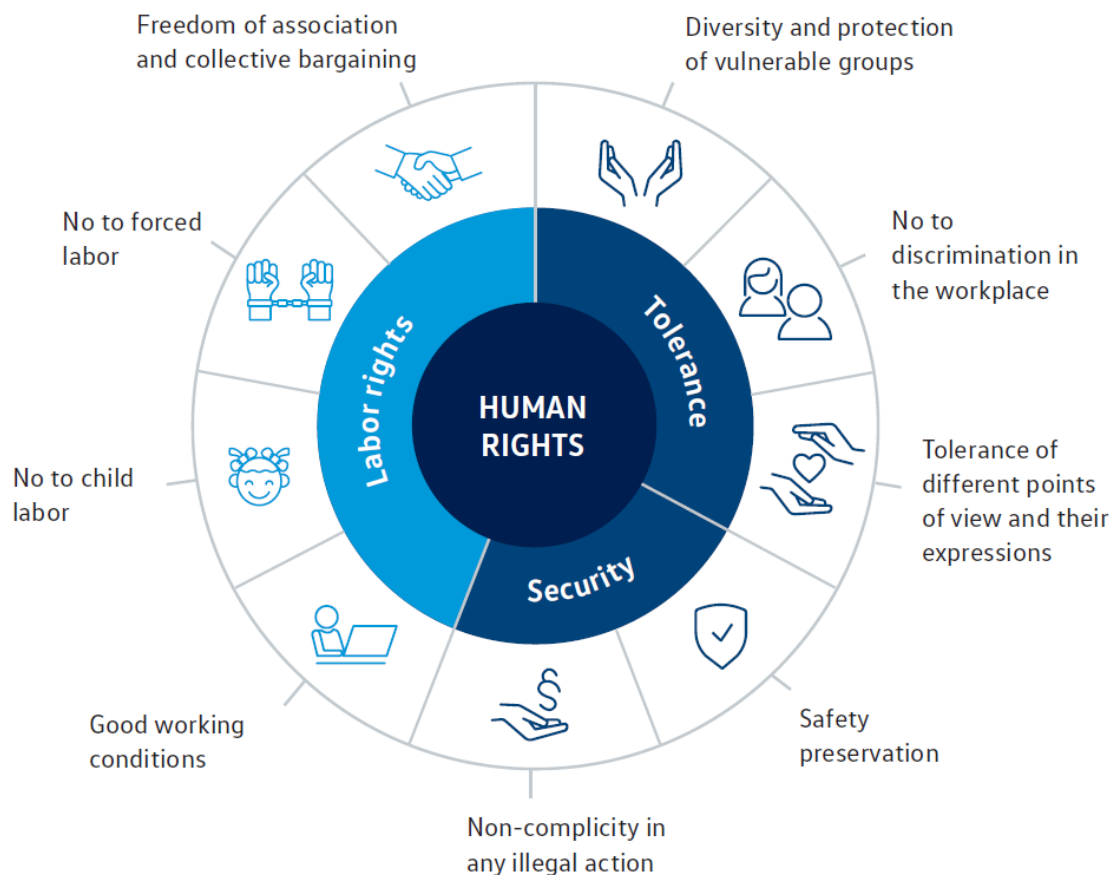
Actions aligned with **human rights**

(GRI 2-27)

The Group Declaration on Social Rights, Industrial and Business Relations and Human Rights, known as the Social Charter, covers all Volkswagen Group companies and advocates the defense of labor rights, safety and respect in the workplace.

The company is committed to the International Bill of Human Rights and the core labor standards of the International Labour Organization (ILO), and aligns all its activities with the UN Guiding Principles on Business and Human Rights (UN Global Compact). Volkswagen do Brasil also outlines its human rights guidelines in the Code of Conduct for Employees and the Code of Conduct for Business Partners.

The pillars of human rights at VW



Whistleblower channels

(GRI 2-26)

The Volkswagen Group's Reporting Channels are available 24/7, allowing stakeholders to report incidents, misconduct, or violations by phone, on-line or in person (for employees). Reports are managed in a standardized way and forwarded to the relevant areas for investigation. The channels are accessible on the website, on the intranet and now also through apps, offering greater convenience to employees.

In 2024, the company took an important step by integrating an anonymous reporting channel into the 'VW&Me' app, which is used by nearly all employees to access information such as working hours, vacation days, and salaries. This feature facilitates the submission of complaints and allows users to attach documents, photos, and other evidence in a practical and secure manner. As a result, this broadened the reach of the whistleblowing channels, especially for employees in operational roles who had less direct contact with the responsible department.

In addition, a global breakthrough was achieved with the implementation of a new reporting system, available via app, which functions similarly to a chat, keeping the reporter's information confidential. Another highlight was the modernization of the telephone channel. The new system automatically transcribes voice reports and translates the content into any language, making it more accessible to different regions and facilitating communication between countries. This functionality has been especially useful in Brazil, where reports in Portuguese to Headquarters in Germany can be easily understood by international teams.



Most investigated topics



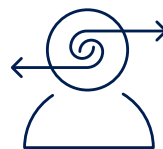
38%

Harassment,
both sexual and
psychological



13%

Conflict of interest
and potential
passive corruption



7%

Mismanagement
(interference)



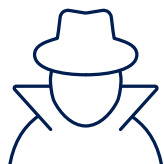
7%

Information
leaks



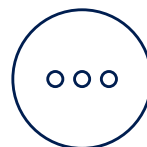
5%

Fraud



2%

Theft / Misappropriation
of material



28%

Others

50% of people did it in an identified way.

50% anonymously.

Most used channels



1. Email



2. Personal contact
(with those
responsible for the
Reporting Channel,
HR, Security
or Audit)



3. CIO
(Central Investigation
Office, complaint
reported directly
to Headquarters in
Germany).



**4. Internet
form/
Employee app**



5. Telephone



How the complaint is processed

At Volkswagen do Brasil, approximately 200 reports are received annually by the Governance, Risk and Compliance department, providing valuable insights for internal improvements. Reports are analyzed for possible misconduct by Volkswagen Group employees or business partners. If signs of a violation are identified, a dedicated Investigation Unit conducts a thorough investigation and recommends appropriate measures. The whistleblower is notified of the status and outcome of the process.

The whistleblowing channel also accepts reports from suppliers regarding violations of the Code of Conduct for Business Partners, including serious risks to human rights and the environment. In such cases, the relevant departments take measures to mitigate or eliminate violations and risks.



Confirmed cases of corruption and measures taken

(GRI 205-3)

The indicator is considered confidential. All cases are received through the Whistleblowing Channel, assessed, and dealt with by the company's Compliance and Internal Audit teams. The data is then reported directly to Comex and the VW Group.



Whistleblowing channel



Email

conduta@volkswagen.com.br
io@volkswagen.de



Hotline

- 0800 770 5 770, organization code: 122203 (toll-free and available 24/7)
- +55 (11) 4700 8838, organization code: 122203 (24/7 and service in Portuguese)



Address

Via Anchieta KM 23,5 - São Bernardo do Campo - SP
ZIP CODE: 09823-901/ CPI 1050



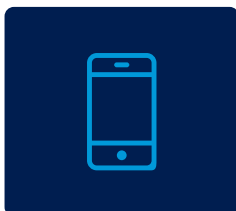
Form

<https://goto.speakup.report/volkswagen>
(also available in Portuguese)



Ombudsmen

www.ombudsmen-of-volkswagen.com



SpeakUP app

- SpeakUp | Listen for a change - Apps on Google Play
- SpeakUp | Listen for a change on the App Store (apple.com)

After downloading the app, enter the code 122203, then speak or type your message.





People





People

Recognition: valuing talent and caring for people

(GRI 2-3)

(People + Diverse)

Volkswagen do Brasil was recognized in 2024 for its human resources management practices and won awards that reaffirm its position as one of the best employers in the country, as well as its commitment to the well-being and development of its employees. These achievements reflect the company's dedication to promoting an inclusive, innovative and professional growth-oriented work environment.





Great Place to Work

Achieving Great Place to Work certification was one of the pillars of the ACELERA VW strategy. In its very first year, in 2022, Volkswagen do Brasil won the title and has held it ever since. For the third consecutive year, the company received the GPTW seal, with an 18 percentage point increase in employee participation in the survey, surpassing the average for companies of the same size. Pride in working at Volkswagen was identified as the main focus of the survey.

The international certification assesses the level of employee satisfaction and trust in their work environment. The survey is based on a 63-question questionnaire, divided into five categories: credibility, respect, impartiality, pride, and camaraderie. In 2024, more than 50% of employees voluntarily participated in the survey.

Mental health assessed

In an unprecedented initiative, Volkswagen received the **Great People Mental Health** seal, scoring 82, based on a well-being analysis using qualitative data from the GPTW survey.





7 times Top Employer

For the 7th consecutive year, Volkswagen do Brasil has been awarded the global Top Employer certification, which recognizes companies that are leaders in people management and workplace development. The company achieved a score of 88.34%, surpassing the benchmark average for HR best practices (84.96%), and received 100% approval in five assessed areas: Business Strategy, Organization & Change, Purpose & Values, Ethics & Integrity, and Sustainability.

VWB also reported significant progress in the 'HR Process Digitization' category, with the launch of the Hello Success platform, which integrated all Human Resources processes and modernized the employee experience in managing their professional lives; and in the 'Change Management' category, with initiatives promoting well-being at work, such as the Health Avatar, and purpose and values, such as the People Profile, which presents the Volkswagen Group's values and behaviors.



Brazil's most attractive employer brands

Volkswagen do Brasil was included in the **Top 10 ranking of the Randstad Employer Brand Research** for 3rd consecutive year. The study, conducted globally for over 20 years and present in Brazil since 2019, evaluates talent's perception of the 150 largest employers in the country, considering factors such as career progression, salary and benefits, work environment, equity, and strong management.

In the 2024 edition, with over 4,500 respondents, the survey highlighted new pillars, such as artificial intelligence and workplace equity, as key factors for talent.



Best companies for LGBTQIA+ people to work for

In 2024, Volkswagen do Brasil was certified as one of the "Best Companies for LGBTQIA+ People to Work For," according to the **HRC Equidade BR 2024** survey, conducted by the Human Rights Campaign Foundation in partnership with the Mais Diversidade Institute and the LGBTI+ Business and Rights Forum.

The company achieved the maximum score (100) in its first participation in the survey, which evaluates corporate practices related to LGBTQIA+ equity and inclusion in the workplace, such as non-discrimination policies, diversity groups, training, and public support for inclusion. The certification, announced on the eve of International LGBTI+

Pride Day, reinforces Volkswagen's governance on diversity and inclusion, with an emphasis on the internal collective 'Colorindo,' which has been active since 2017. In 2024, only 79 companies achieved certification in Brazil.





Inovação que conecta, diversidade que impulsiona

Programa de Estágio
Volkswagen 2024



Diversity & Inclusion

(People + Diverse)

Volkswagen do Brasil has a strong Diversity & Inclusion strategy, which values and respects the differences between all people. Since 2023, the company has been a signatory to national forums covering the five priority pillars: the Business and LGBTI+ Rights Forum, the Women's Movement 360, the Business Initiative for Racial Equality, REIS (Business Network for Social Inclusion for PwDs Inclusion) and the Generations and Future of Work Forum. Joining these forums added 38 new commitments to the company's Diversity & Inclusion strategy.






Structurally, the company has a Diversity & Inclusion Committee that meets quarterly and includes all members of the company's executive committee (Comex), with a focus on diversity, equity, and inclusion. In addition, VWB has established five dialogue groups, formed by volunteers and sponsored by a Comex member, that work to create a more welcoming and representative environment within VW.

In 2024, the company conducted its second Diversity & Inclusion Census, the first in partnership with the GPTW survey and Great People Diversity. The initiative evaluated the company's strategy, mapped employee demographics, and gathered recommendations for short, medium, and long-term improvements. In addition, the survey enabled the recognition of minority groups, such as Indigenous peoples. These indicators will now support the development of targeted actions. Compared to the first census, the company saw a 31% increase in employee participation.

With the theme "Sowing respect. Harvest inclusion", Volkswagen celebrated the 5th edition of Diversity & Inclusion Week in 2024. The event mobilized the company's departments in Brazil and Argentina through dialogues, lectures, activations, and activities between leaders and teams, with the aim of expanding knowledge and awareness on the topic among employees.



Dialogue Groups

| | |
|---|---|
|  | <p>Gender</p> <p>It works on gender equity processes - encouraging mentoring (for them and for women) - combats harassment and advocates for the career acceleration of female talent, maintaining the Brand's goal (in line with the UN Global Compact) of considerably increasing the number of women in leadership.</p> |
|  | <p>LGBTQIA+</p> <p>Aims to create an environment where there is more understanding of the LGBTQIA+ cause, through literacy and corporate education programs on the subject, giving visibility to the community within the company and adding people allied to the cause.</p> |
|  | <p>Generations</p> <p>Combats ageism and encourages the connection between generations in the company, from the youngest to the most experienced, valuing experiences and knowledge, as well as debating propositional actions on the future of the generations in the company.</p> |
|  | <p>Race & Ethnicity</p> <p>Develops affirmative programs and clear targets for the anti-racism struggle, in addition to awareness and literacy campaigns on the subject, and works to raise awareness about other ethnic groups.</p> |
|  | <p>PwD</p> <p>Promotes dialog on the accessibility needed for people with disabilities, as well as broadening internal dialog on other types of disabilities and/or neurodiversities, with a view to welcoming employees with disabilities or who are allies of the cause.</p> |



Social commitment

Learn about the five social forums that Volkswagen do Brasil is a member of:



Women's Movement 360

The Volkswagen do Brasil is committed to strengthening its position in favor of gender equality and increasing female participation in the corporate environment and value chain. By joining the movement, the company reinforces its commitment to the UN's 7 Principles of Women's Empowerment, already supported by the company since 2021.

[Click here to find out more.](#)



Business Initiative for Racial Equality

The initiative seeks to break down barriers, challenge systemic prejudices, promote a more inclusive future and build an industry that embraces diversity, dismantles racism, and guarantees equal opportunities for all. Through it, Volkswagen do Brasil commits to acting in accordance with the 10 commitments in favor of racial equality.

[Click here to find out more.](#)



Business and LGBTI+ Rights Forum

The forum brings together companies committed to making true the maxim of the Universal Declaration of Human Rights that "all people are born free and equal in dignity and rights". Adherence to the "10 Company Commitments to Promoting LGBTI+ Rights" expresses Volkswagen's understanding of its social role in Brazil.

[Click here to find out more.](#)



Generations and the Future of Work Forum

Volkswagen do Brasil is the first automotive company to join the Generations and the Future of Work Forum, an important step in its commitment to respect and better distribution of opportunities for professionals from different generations. With this, it endorses the organization's six commitments.

[Click here to find out more.](#)

REIS (Business Network for Social Inclusion)

By joining REIS, Volkswagen do Brasil is making public its desire to promote a more inclusive business environment to positively transform the lives of people with disabilities and act in accordance with the five commitments of the Pact for the Inclusion of People with Disabilities.

[Click here to find out more.](#)

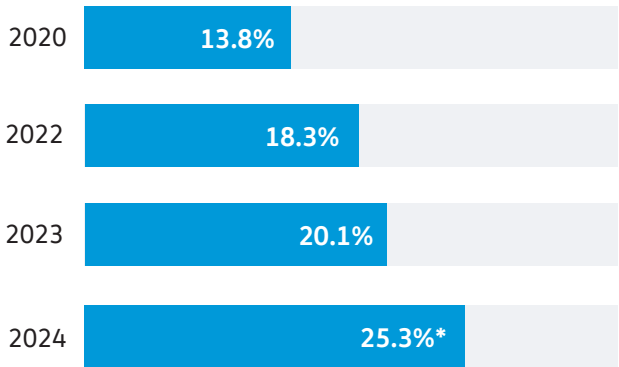
Women in leadership



Volkswagen do Brasil is committed to progressively increasing the representation of women in leadership roles. Since 2020, the company has been a signatory of the UN Women's Empowerment Principles and was the first vehicle manufacturer in the country to sign an agreement to raise bank debt in 2022, through the Export Credit Notes (ECN) modality, with ESG commitments, called Sustainable-Linked Loan.

The operation, conducted with Bradesco for BRL 500 million, with a three-year term, is tied to the automaker's commitments to increase the participation of women in leadership and reduce fossil CO₂ emissions in its operations. The employability target aims to increase the proportion of women in executive positions from 14% to 25.6% by October 2024, with the presence of women in management positions rising from 9% to 25%.

Women in executive positions:



*In October, the company met the target of 25.6%, however the closing of 2024 reflected the natural fluctuation in the headcount of the company's executive leadership.

Volkswagen do Brasil closed 2024 with 25.3% of women in leadership positions — an increase of 11.5 percentage points compared to 2020, the year it began setting gender equality goals. The results were driven by initiatives such as female mentoring, identifying women in the succession plan, diversity and culture initiatives promoted by the 'Elas Aceleram' gender equity affinity group, the creation of a women in leadership committee, and development plans focused on women.

The company also offers affirmative action positions for diverse groups in its recruitment processes and has improved gender balance in hiring: in 2024, women accounted for 65% of executive hires, 43% of monthly employees, and 33% of hourly employees.



Shared knowledge

In 2024, Volkswagen do Brasil launched a new **Diversity & Inclusion Manifesto**, reinforcing its role as an employer brand and emphasizing the importance of fostering an inclusive culture for all employees, especially those from underrepresented groups.

[Click here to access the video of the manifesto.](#)

In addition, the second edition of the Diversity & Inclusion Booklet was published, expanding access to information on the topic. Initially distributed to employees and across the value chain, the booklet will be extended to the dealership network in 2025, reinforcing Volkswagen's commitment to promoting inclusive knowledge and practices throughout its entire operation.

[Download the D&I booklet here.](#)



Talent acquisition with inclusion and equity

In recent years, Volkswagen do Brasil has revised its Talent Acquisition process, focusing mainly on leadership, to recognize unconscious biases and promote inclusion within the company. The processes are conducted comprehensively, from posting the vacancy with inclusive language to aligning the candidate profile with managers, reinforcing the importance of reviewing the specificities of the job description to ensure it is accessible to diverse audiences. This affirmative policy applies to the company's permanent positions, internship, and trainee programs.

The commitment to increasing the number of women in the company, especially in leadership roles, was put into practice in the selection processes through an intersectional approach, combining gender with one of the other four priority agendas. In 2023, 57% of hires in 2024 were within at least one of the five agendas (Gender, Race & Ethnicity, PwD, Generations and LGBTQIA+). The company also set specific targets for Black people in leadership positions and reached 5.7% of Black men and women in executive roles, a 1.4 percentage point increase compared to 2023.



The company also reviewed its hiring process to accommodate the preferred names of transgender and travesti professionals, ensuring its use in employee ID, email, and all internal systems.

Highlights

- Hiring of 90 women, 15 of whom were placed in complex positions, accounting for 25% of all hires in 2024.
- First hiring of a transgender person in the organization, respecting their social name.
- 100% affirmative action project for Black people in the Supply Chain area.

The workforce profile

(GRI 2-7, 401-1 and 404-2)

The company recorded the creation of 61 jobs, predominantly occupied by women. There was growth in the workforce under 30 and over 50, with a generational focus and, above all, on permanent contracts.

Adjustments to the workforce follow the Collective Agreements signed between the company and local unions. For departures, the Voluntary Severance Program (PDV) mechanism was favored, with a special financial incentive proportional to the length of service with the company. Under the scope of this program, employees voluntarily sign up for severance and can re-plan their lives after leaving the company, taking advantage of the financial incentive and legal severance pay.



Employees by gender and region¹

(GRI 2-7)

| Region | 2022 | | | 2023 | | | 2024 | | |
|--------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Women | Men | Total | Women | Men | Total | Women | Men | Total |
| Anchieta | 740 | 6,140 | 6,880 | 867 | 6,251 | 7,118 | 987 | 6,220 | 7,207 |
| Curitiba | 102 | 1,970 | 2,072 | 129 | 1,925 | 2,054 | 122 | 1,855 | 1,977 |
| Regionals | 18 | 128 | 146 | 19 | 128 | 147 | 18 | 112 | 130 |
| São Carlos | 90 | 728 | 818 | 84 | 717 | 801 | 98 | 701 | 799 |
| Taubaté | 233 | 2,612 | 2,845 | 249 | 2,537 | 2,786 | 298 | 2,556 | 2,854 |
| Vinhedo | 15 | 33 | 48 | 17 | 31 | 48 | 17 | 31 | 48 |
| Total | 1,198 | 11,611 | 12,809 | 1,365 | 11,589 | 12,954 | 1,540 | 11,475 | 13,015 |

Employees by type of employment contract and gender ¹

(GRI 2-7)

| Types of contracts | 2022 | | | 2023 | | | 2024 | | |
|---|---------------|--------------|---------------|---------------|--------------|---------------|---------------|--------------|---------------|
| | Women | Men | Total | Women | Men | Total | Women | Men | Total |
| Temporary employees (fixed-term) | 146 | 95 | 241 | 474 | 239 | 713 | 143 | 90 | 233 |
| Permanent employees (indefinite-term) | 11,465 | 1,103 | 12,568 | 11,115 | 1,126 | 12,241 | 11,332 | 1,450 | 12,782 |
| Total | 11,611 | 1,198 | 12,809 | 11,589 | 1,365 | 12,954 | 11,475 | 1,540 | 13,015 |



Employees by type of employment contract, gender, and region ¹

(GRI 2-7)

| Region | 2022 | | | | | 2023 | | | | | 2024 | | | | |
|--------------|------------|------------|-----------------|---------------|---------------|------------|------------|-----------------|---------------|---------------|------------|------------|-----------------|---------------|---------------|
| | Fixed-term | | Indefinite-term | | Total | Fixed-term | | Indefinite-term | | Total | Fixed-term | | Indefinite-term | | Total |
| | Women | Men | Women | Men | | Women | Men | Women | Men | | Women | Men | Women | Men | |
| Anchieta | | | 740 | 6,140 | 6,880 | 105 | 222 | 762 | 6,029 | 7,118 | 33 | 62 | 954 | 6,158 | 7,207 |
| Curitiba | | | 102 | 1,970 | 2,072 | 26 | 44 | 103 | 1,881 | 2,054 | | | 122 | 1,855 | 1,977 |
| Regionals | | | 18 | 128 | 146 | | | 19 | 128 | 147 | | | 18 | 112 | 130 |
| São Carlos | | | 90 | 728 | 818 | 2 | 57 | 82 | 660 | 801 | 3 | | 95 | 701 | 799 |
| Taubaté | 95 | 146 | 138 | 2,466 | 2,845 | 106 | 151 | 143 | 2,386 | 2,786 | 54 | 81 | 244 | 2,475 | 2,854 |
| Vinhedo | | | 15 | 33 | 48 | | | 17 | 31 | 48 | | | 17 | 31 | 48 |
| Total | 95 | 146 | 1,103 | 11,465 | 12,809 | 239 | 474 | 1,126 | 11,115 | 12,954 | 90 | 143 | 1,450 | 11,332 | 13,015 |

Footnote:

1. The data was based on reports from the SAP system. Cars & Lights headcount, including employees on lay-off.

Number of employees by age group²

(GRI 2-7)

| | 2022 | 2023 | 2024 |
|-----------------------------|---------------|---------------|---------------|
| Under 30 years old | 1,011 | 1,268 | 1,342 |
| Between 30 and 50 years old | 9,683 | 9,235 | 8,368 |
| Over 50 years old | 2,115 | 2,451 | 3,305 |
| Total | 12,809 | 12,954 | 13,015 |

Footnote:

2. Trainees are not included in the total number of employees.



Total and rate of new hires by gender and age group

(GRI 401-1)

| | 2022 | | | | 2023 | | | | 2024 | | | |
|-----------------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| | Men | | Women | | Men | | Women | | Men | | Women | |
| | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) |
| Under 30 years old | 115 | 0.17 | 87 | 0.27 | 116 | 0.14 | 66 | 0.15 | 301 | 0.34 | 152 | 0.34 |
| Between 30 and 50 years old | 157 | 0.02 | 94 | 0.12 | 172 | 0.02 | 84 | 0.10 | 189 | 0.03 | 146 | 0.15 |
| Over 50 years old | 9 | 0.00 | 5 | 0.07 | 7 | 0.00 | 4 | 0.04 | 8 | 0.00 | 3 | 0.02 |
| Total | 281 | 0.02 | 186 | 0.16 | 295 | 0.03 | 154 | 0.11 | 498 | 0.04 | 301 | 0.20 |

Total and rate of new hires by region

(GRI 401-1)

| | 2022 | | | | 2023 | | | | 2024 | | | |
|--------------------------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
| | Men | | Women | | Men | | Women | | Men | | Women | |
| | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) |
| Anchieta Factory | 130 | 0.02 | 79 | 0.11 | 256 | 0.04 | 120 | 0.14 | 310 | 0.05 | 200 | 0.20 |
| São José dos Pinhais Factory | 1 | 0.00 | 4 | 0.04 | 0 | 0.00 | 2 | 0.02 | 7 | 0.00 | 2 | 0.02 |
| São Carlos Factory | 4 | 0.01 | 2 | 0.02 | 5 | 0.01 | 2 | 0.02 | 20 | 0.03 | 16 | 0.16 |
| Taubaté Factory | 133 | 0.05 | 98 | 0.42 | 19 | 0.01 | 21 | 0.08 | 152 | 0.06 | 80 | 0.27 |
| VW Regional Offices | 12 | 0.09 | 2 | 0.11 | 15 | 0.12 | 7 | 9 | 0.08 | 2 | 0.11 | 9 |
| Vinhedo Parts and Accessories Center | 1 | 0.03 | 1 | 0.07 | 0 | 0.00 | 2 | 0.12 | 0 | 0.00 | 1 | 0.06 |
| Total | 281 | 0.02 | 186 | 0.16 | 295 | 0.03 | 154 | 0.11 | 498 | 0.04 | 301 | 0.20 |



Total and turnover rate by gender and age group

(GRI 401-1)

| | 2022 | | | | 2023 | | | | 2024 | | | |
|-----------------------------|------------|-------------|------------|-------------|------------|-------------|-----------|-------------|------------|-------------|------------|-------------|
| | Men | | Women | | Men | | Women | | Men | | Women | |
| | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) |
| Under 30 years old | 104 | 0.15 | 50 | 0.15 | 30 | 0.04 | 20 | 0.05 | 96 | 0.11 | 53 | 0.12 |
| Between 30 and 50 years old | 309 | 0.03 | 46 | 0.06 | 246 | 0.03 | 47 | 0.06 | 232 | 0.03 | 33 | 0.03 |
| Over 50 years old | 312 | 0.15 | 9 | 0.12 | 227 | 0.10 | 7 | 0.08 | 330 | 0.10 | 18 | 0.13 |
| Total | 725 | 0.06 | 105 | 0.09 | 503 | 0.04 | 74 | 0.05 | 658 | 0.06 | 104 | 0.07 |

Footnote:

In 2024, a consultation was conducted with the INSS to confirm the deaths still registered in the active base. As a result, there is a high rate of departures, with a total of 95 people over the age of 60.

Total and turnover rate by gender and region

(GRI 401-1)

| | 2022 | | | | 2023 | | | | 2024 | | | |
|--------------------------------------|------------|-------------|------------|-------------|------------|-------------|-----------|-------------|------------|-------------|------------|-------------|
| | Men | | Women | | Men | | Women | | Men | | Women | |
| | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) | Total | Rate (%) |
| Anchieta Factory | 413 | 0.07 | 52 | 0.07 | 261 | 0.04 | 51 | 0.06 | 410 | 0.07 | 65 | 0.07 |
| São José dos Pinhais Factory | 50 | 0.03 | 18 | 0.18 | 91 | 0.05 | 4 | 0.03 | 51 | 0.03 | 7 | 0.06 |
| São Carlos Factory | 38 | 0.05 | 8 | 0.09 | 14 | 0.02 | 2 | 0.02 | 36 | 0.05 | 5 | 0.05 |
| Taubaté Factory | 209 | 0.08 | 24 | 0.10 | 123 | 0.05 | 11 | 0.04 | 146 | 0.06 | 26 | 0.09 |
| VW Regional Offices | 14 | 0.11 | 2 | 0.11 | 12 | 0.09 | 5 | 0.26 | 13 | 0.12 | 0 | 0.00 |
| Vinhedo Parts and Accessories Center | 1 | 0.03 | 1 | 0.07 | 2 | 0.06 | 1 | 0.06 | 2 | 0.06 | 1 | 0.06 |
| Total | 725 | 0.06 | 105 | 0.09 | 503 | 0.04 | 74 | 0.05 | 658 | 0.06 | 104 | 0.07 |



Training

(GRI 404-1)

Volkswagen do Brasil increased its investments in team qualification and development in 2024. Leadership was the focus of three training initiatives, reaching 100% of professionals. These included a development journey for production leaders, created with the support of Crescimentum®, and a program for executives at supervisory level and above, supported by Great Leader® (part of the GPTW Brazil ecosystem), which trained them in humanized management tools and inclusive leadership modules.

Among the topics addressed for employees were strong actions against harassment and efforts to improve the work environment, aligned with diversity and inclusion initiatives. Training was also conducted on occupational safety and regulatory standards, reinforcing the importance of a strong accident prevention culture.

The company also stepped up the promotion and implementation of the VW Group's new values and behaviors, known as the People Profile, with 100% employee engagement. In 2024, a new training platform was launched within the Hello Success ecosystem, the company made progress in preparations for the implementation of the LXP (Learning Experience) platform, engagement in language courses increased by 60%, and specific training was conducted for new products. In addition, VWB launched its first development program for Black people and continued initiatives focused on gender equity. As a result of these efforts, the average training time per employee reached 29 hours in 2024.

Despite this solid average, employees expressed a demand for additional training and development in the Great Place to Work survey. New initiatives are already underway to improve this indicator in 2025.

Average annual training hours by gender

(GRI 404-1)

| | 2022 | | | 2023 | | | 2024 | | |
|--------------|---------------------------|----------------|---------------------------|---------------------------|----------------|---------------------------|---------------------------|------------------|---------------------------|
| | Total number of employees | Training hours | Average hours of training | Total number of employees | Training hours | Average hours of training | Total number of employees | Training hours | Average hours of training |
| Men | 11,611 | 478,292 | 41.19 | 11,589 | 518,417 | 44.73 | 11,475 | 958,117 | 83.5 |
| Women | 1,198 | 123,528 | 103.11 | 1,365 | 204,597 | 149.89 | 1,540 | 319,856 | 207.7 |
| Total | 12,809 | 601,820 | 46.98 | 12,954 | 723,014 | 55.81 | 13,015 | 1,277,973 | 98.19 |



Average annual training hours by gender and functional category

(GRI 404-1)

| | 2022 | | | 2023 | | | 2024 | | |
|--------------------------------------|---------------------------|-------------------|---------------------------|---------------------------|-------------------|---------------------------|---------------------------|---------------------|---------------------------|
| | Total number of employees | Training hours | Average hours of training | Total number of employees | Training hours | Average hours of training | Total number of employees | Training hours | Average hours of training |
| Executives | 429 | 15,631.00 | 36.44 | 433 | 27,908.00 | 64.45 | 588 | 18,577.00 | 31.59 |
| Women | 77 | 2,440.00 | 31.69 | 87 | 9,597.00 | 110.31 | 140 | 4,497.00 | 32.12 |
| Men | 352 | 13,191.00 | 37.47 | 346 | 18,311.00 | 52.92 | 448 | 14,080.00 | 31.43 |
| Employees on a monthly salary | 2,270 | 33,658.00 | 14.83 | 2,387 | 88,078.00 | 36.90 | 2,346 | 82,258.00 | 35.06 |
| Women | 516 | 7,852.00 | 15.22 | 564 | 39,644.00 | 70.29 | 597 | 20,146.00 | 33.75 |
| Men | 1,754 | 25,806.00 | 14.71 | 1,823 | 48,434.00 | 26.57 | 1,749 | 62,112.00 | 35.51 |
| Hourly workers | 10,110 | 552,531.00 | 54.65 | 10,134 | 607,028.00 | 59.90 | 10,081 | 1,177,138.00 | 116.77 |
| Women | 605 | 113,236.00 | 187.17 | 714 | 154,105.00 | 215.83 | 803 | 295,213.00 | 367.64 |
| Men | 9,505 | 439,295.00 | 46.22 | 9,420 | 452,923.00 | 48.08 | 9,278 | 881,925.00 | 95.06 |
| Total | 12,809 | 601,820.00 | 46.98 | 12,954 | 723,014.00 | 55.81 | 13,015 | 1,277,973.00 | 98.19 |

Transition programs

(GRI 404-2)

VWPP (Volkswagen Previdência Privada) initiatives include Financial and Pension Education actions, such as educational lectures, as well as Retirement Preparation Programs, which guide and prepare participants for the post-working phase. Support is also provided for retirees and pensioners, covering lifestyle changes, rules for accessing benefits, participation in Family Day events across all units, and informative webinars on investment profiles.



In 2024, the Pension Education Program was revamped and now includes a certified financial advisor, offering more qualified support to address questions and provide guidance on financial planning. Additionally, in-person lectures were held at the São Carlos, Taubaté, and Man Energy Solutions units, focusing on strategies for achieving financial balance.

VWPP also expanded its communication on financial planning through LinkedIn, offering content tailored to different audiences, including participants' family members. The goal is to reinforce the importance of private pension planning from the early stages of one's career, encouraging early enrollment in the plan to ensure a more secure future. These initiatives have strengthened participants' engagement with the Retirement Plan's products and services, enhancing financial awareness and experience for both active members and retirees.



Return to work and retention rates after maternity/paternity leave

(GRI 401-3)

Equitable maternity and paternity leave policies, along with other related rights, contribute to talent retention, strengthen employee engagement, and enhance workplace productivity. At Volkswagen, the return rate between men and women in 2024 was 100% and retention, i.e., staying for a year after leave, was 96.5% on average.

In 2024, 43 women went on maternity leave, which represents 2.8% of Volkswagen do Brasil's female workforce. Of these, 95% remained part of the workforce after the 12-month return period. All of the company's plants have collective bargaining agreements extending maternity leave by a total of 6 months. The number of paternity leave recipients represents 1.7% of the total number of male employees. The approval of the new collective agreement, in 2023, made it possible to extend paternity leave by up to 20 days.



| | | 2022 | 2023 | 2024 |
|--|-------|--------|--------|--------|
| Total number of employees entitled to maternity/paternity leave | Men | 11,611 | 11,589 | 11,475 |
| | Women | 1,198 | 1,365 | 1,540 |
| Total number of employees who went on maternity/paternity leave | Men | 225 | 199 | 197 |
| | Women | 58 | 51 | 43 |
| Total number of employees who returned to work after ending maternity/paternity leave | Men | 225 | 199 | 197 |
| | Women | 57 | 51 | 43 |
| Total number of employees who returned to work after maternity/paternity leave and were still employed 12 months after returning | Men | 218 | 196 | 193 |
| | Women | 56 | 49 | 41 |
| Return rate (employees who returned after their leave ended) | Men | 100% | 100% | 100% |
| | Women | 98% | 100% | 100% |
| Retention rate (staying at work after 12 months from the date of return from leave) | Men | 97% | 98% | 98% |
| | Women | 97% | 96% | 95% |

Health, safety, and ergonomics

(GRI 403-1)

Health, Safety and Ergonomics activities are organized and managed in such a way as to comply with both current legislation (Brazil's Ministry of Labor Ordinance No. 3.214 of 08/06/1978 and other applicable standards) and Volkswagen's highest engineering, medical and ergonomic standards.





Management is conducted through audits, inspections, workplace assessments and biological monitoring. To do this, the company has two tools: the Risk Management Program (PGR), aimed at preserving the health and integrity of workers by controlling existing risks or those that may arise, and the Occupational Health Medical Control Program (PCMSO), which prevents, tracks, and diagnoses work-related health problems at an early stage, in line with the Regulatory Norms (NRs).

It is up to the members of the Specialized Services in Occupational Safety and Medicine (SESMT) to provide the necessary advice for the development and application of preventive measures and, if necessary, corrective measures for occupational risks. Evaluating these measures and managing them makes workers more committed to preventive behavior, which is the main objective of Occupational Health at Volkswagen.

In 2024, the company's health-related absence rates saw a slight decrease compared to 2023, both in total days and in days lost by direct hourly workers. The decline is even more significant when compared to 2022, reflecting meaningful progress. This improvement is attributed to the implementation of a health data analysis system, which has enabled better governance and more strategic actions developed jointly with stakeholders in the production area.



Ergonomics

Volkswagen do Brasil's ergonomics work is based on specialized technical analyses, with the active participation of employees and indirect areas involved in production processes, in accordance with the EAWS (Ergonomic Assessment Worksheet) standard, a biomechanical risk assessment method developed by an international team of specialists, and relevant international standards (ISOs). The main objective is to act preventively, right from the product's conception/design phase, to ensure the best working conditions for employees, from the design of workstations to monitoring improvements in the established production process.

All product or process changes — including modifications to layout, tools, or operating methods — are assessed by the ergonomics team. To develop new activities, Volkswagen uses the 'Digital Factory,' a tool that integrates virtual reality and artificial intelligence to evaluate, simulate, and certify products and processes prior to their implementation in production. Once workstations are established and operational, the ergonomics team is responsible for identifying and managing risks, prioritizing improvements based on a priority management matrix. This matrix considers ergonomic score biomechanical impact, reported complaints, and the technical feasibility of engineering solutions. The actions aim not only to improve ergonomic conditions and job classification, but also to optimize the layout, reduce unnecessary movements, balance operations, minimize assembly errors, ensure product quality, and optimize resources such as investments, working hours, and physical space.

Viva Bem Volkswagen



Volkswagen do Brasil promotes a comprehensive approach to the health and well-being of its employees through Viva Bem Volkswagen, a program guided by six pillars:

- 1 Being Positive:** a pillar focused on mental health, aimed at promoting a culture of preservation and prevention of mental health disorders.
- 2 Being Active:** a pillar designed to create a healthy culture through physical activity and healthy eating.
- 3 Being Social:** a pillar focused on welcoming, supporting, and guiding employees and their families.
- 4 Being Safe:** a pillar aimed at cultural changes in health and safety aspects to prevent accidents and incidents.
- 5 Being Ergonomic:** a pillar that focuses on the design of new products, established production processes, and rehabilitation lines, with the goal of promoting working conditions that align health, quality, and productivity.
- 6 Being Caring:** a pillar that ensures attention and concern in assisting employees in a way that reflects empathy, support, help, and education, in order to guarantee the maintenance of overall well-being.

The Viva Bem Volkswagen program offers comprehensive support through a nationally covered health plan and an internal network of outpatient services operating 24/7 across all plants. Specialties include psychiatry, psychology, physiotherapy, and family health, along with partnerships with gyms and fitness centers.

In recent years, the company has intensified its focus on mental health by enhancing the early detection of emotional distress and expanding access to therapy, coaching and self-care through a digital wellness platform. In addition, 100% of leaders take part in targeted training to foster psychologically safe environments and promote self-care and team support. For these leaders, the company has implemented PAPE (High Emotional Performance Program), which, through individualized support and guidance from selected professionals, helps them develop self-awareness and find the best ways to integrate mental health care—both their own and their team's—into the daily work routine.



Each year, the company has improved participation in the Mental Health Program, leading to a 61% increase in engagement among primary beneficiaries, 54% among dependents, and a 6% reduction in the severity of mental health-related medical certificates submitted in 2024. Overall, the number of absences related to mental health has increased, in line with a national trend. On the other hand, both the duration and severity of absences at VW have decreased, indicating the effectiveness of the measures implemented.

Among the physical health promotion initiatives, the Health Care Run stands out, an event held within the plants and open to the public. In 2024, the 5 km run and 3 km walk attracted 3,000 participants. To encourage healthy habits, a gamification program was also launched, allowing employees to accumulate points based on their wellness practices and compete for prizes, including travel. Among these habits, the following stand out: healthy eating, physical activity, regular checkups, and the practice of self-awareness. In the first three months, participation in the program reached 23.1%, resulting in 872 preventive medical consultations, 281 nutritional consultations, 32,043 mood logs, 408 attendees in health talks, 579 vaccination card updates, 625 participants in sporting events, and 25,000 healthy meal entries.

VW also offers programs that promote comprehensive health and proactive care for both employees and their dependents (through the primary, secondary, and tertiary care journey), such as the Maternity Program, which provides prenatal care, guidance, and benefits for pregnant women; and the Chronic Disease Management program, with support groups offering medical, nutritional, and physical health guidance. Other programs include Traveler's Health, Reviver (focused on substance dependency), Women's Health, and Men's Health.

Accidents at work

(GRI 403-9)

Volkswagen do Brasil is committed to strengthening its safety culture through initiatives that foster preventive behavior and raise employee awareness. To promote best practices, the company holds its annual Internal Accident Prevention Week (SIPAT) and runs the Safety Guardians campaign, which encourages employees to report situations that require attention as part of their daily routine. Suggestions are evaluated by a dedicated committee, which implements improvements and corrective actions in line with the company's zero-accident goal.

The company also invests in leadership development, offering training on risk perception and behavioral assessment techniques. In addition, the 10 Rules of the Game and the



Golden Rules of Workplace Safety were reinforced, guiding good practices and safe behavior within the organization. A the highlight: the São Carlos plant completed one year without any lost-time accidents, while the Curitiba plant reached 500 days — a historic milestone for the company.

In 2024, Volkswagen began implementing ISO 45001 certification across all its units. This certification will create opportunities for continuous improvement of the safety management system, further enhancing the company's standards for protection and accident prevention.

Accidents at work

(GRI 403-9)

| Indicators | 2022 | | 2023 | | 2024 | |
|---|------------|----------|------------|----------|------------|----------|
| | Number | Contents | Number | Contents | Number | Contents |
| Deaths resulting from accidents at work | 0 | - | 0 | - | 0 | - |
| Accidents at work with serious consequences (except fatalities) | 3 | 0.3 | 0 | 0 | 1 | 0.05 |
| Accidents at work that must be reported | 124 | 12.1 | 165 | 8.4 | 161 | 7.34 |
| Lost days rate | 1,375 | 134.3 | 809 | 41.0 | 1,853 | 84.43 |
| The number of hours worked | 10,238,551 | - | 19,742,072 | - | 21,946,776 | - |

In 2024, the company recorded a reduction in the number of accidents with lost time compared to the past years. The main accidents recorded were: cuts to hands and fingers, sprains, and minor trauma (without loss of limbs). The classification, recording, and monitoring of workplace accidents follow the criteria set out in Law 8213/1991 and NBR 14280. To reinforce the workplace safety culture, the automaker continued its 10 Rules of the Safety Game campaign, promoting safe practices through interactive engagement. Initiatives such as the Internal Accident Prevention Week (SIPAT) and the “Guardians of Safety” campaign stood out. The company also carried out Safety Walks at its units, hosted a Mega Safety Dialogue, and continued the implementation of ISO 45001, the standard that defines requirements for an Occupational Health and Safety (OHS) management system.



Dialogue with trade unions

(GRI 2-29, 2-30)

Union negotiations in 2024 focused on implementing the commitments established in the Collective Agreement signed in November 2023, which outlines the investment cycle through 2028. Throughout the year, discussions addressed adjustments and improvements to what had already been agreed upon.

Among the topics discussed were increasing productivity, hiring, expanding production and optimizing industrial operations. Examples of these initiatives include increasing the daily output of the Anchieta plant to 819 vehicles by adjusting working hours, and expanding production in Curitiba to 525 units per day. In addition, studies were conducted on sharing models between units, strategic outsourcing, and the implementation of new programs at SENAI.

Faced with operational challenges, Volkswagen do Brasil worked closely with union representatives to ensure the continuity of operations following the crisis in Rio Grande do Sul. Measures were adopted, such as vehicle recovery, volume resumption, and improved communication flow, enabling the swift resolution of operational issues. To optimize factory occupancy and ensure the continuation of two work shifts, tooling adjustments were made and production of the Virtus model was confirmed at the Curitiba plant.



Social and environmental impacts

The crisis in Rio Grande do Sul, caused by severe flooding that affected infrastructure, transportation, and various production chains in the state, directly impacted the supply of parts for the automotive industry. As a result, Volkswagen do Brasil had to temporarily suspend some operations to adjust its production pace.

To mitigate the impact on employees, the company, in collaboration with labor unions and making use of the flexibility mechanisms outlined in the Collective Bargaining Agreement, implemented a 10-day collective vacation at three units, ensuring the maintenance of salaries. In São José dos Pinhais, the increase in production allowed for the end of the layoff period and reduced working hours, bringing greater stability for workers.

Internal communication played a key role in this process. An explanatory video was produced and distributed to clarify any doubts and provide greater understanding of the measures taken. Transparency and joint coordination with the unions ensured the effective implementation of the actions, with no conflicts and full alignment among all parties involved.

Compensation policy

(GRI 202-1)

Volkswagen follows a compensation policy aligned with market practices, aimed at attracting and retaining talent, while also recognizing employee commitment and performance. Salaries are adjusted in accordance with the Collective Bargaining Agreements negotiated for each unit, taking regional particularities into account. In 2024, the percentage ratio between the minimum wage in force in Brazil at the time and the lowest wage paid by the automaker, considering all the plants, was 41%.

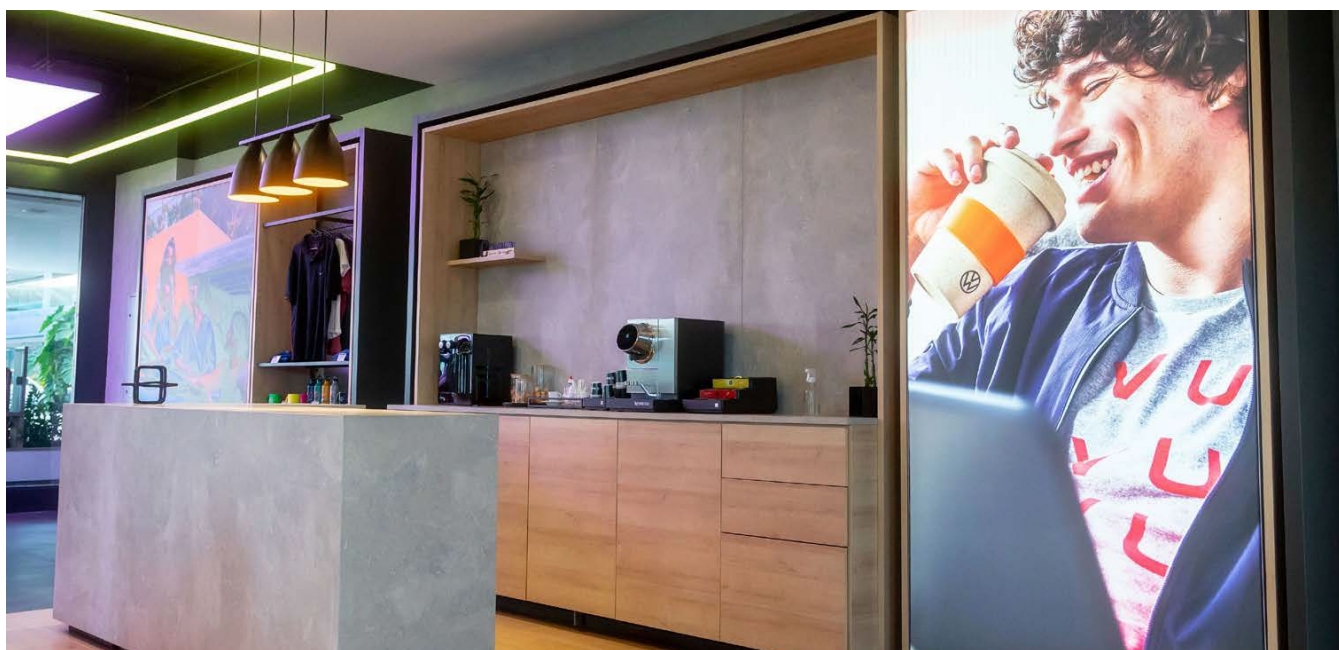
In addition to remuneration, the company offers a benefits package that includes health insurance, private pension plans, meals, chartered transportation, childcare assistance, among others. To enhance transparency and accessibility of information, employees have access to the Benefits Portal, which consolidates all available advantages and support programs.



Customer satisfaction

(GRI 3-3)

(Customers + Customer-Centricity)



Being “more customer-centric” is one of the key pillars of the ACELERA VW corporate strategy. In recent years, the company has expanded its service channels and invested in digitizing the customer journey, reinforcing its commitment to providing agile and personalized service.

Expanding digital communication has been one of Volkswagen do Brasil's main focuses, enabling customers to interact with the brand through apps, social media, and online platforms. This move aims to facilitate direct contact and provide quicker responses to consumer demands.

In the context of digitalization, Volkswagen has implemented solutions that make the sales and after-sales process more intuitive and accessible. Today, it's possible to configure vehicles, simulate financing options, and schedule services directly through the app. These innovations seek to optimize the customer experience and bring them even closer to the company.

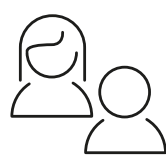
Personalization has also become an important pillar of VW's strategy. With the use of artificial intelligence, the company can analyze consumer profiles and preferences, offering products and services that are more aligned with their expectations. An example of this evolution is VW Play Conectado, an online multimedia system that provides enhanced connectivity, keeping pace with the growing consumer demand for integrated technological solutions.



In the after-sales area, the company has established satisfaction programs focused on the continuous improvement of service. Regular surveys help identify areas for improvement and ensure a high level of quality in the services provided.

In addition to these initiatives, Volkswagen invests in adapting its products to the Brazilian market, developing versions and customization options that cater to local consumer preferences. This strategy seeks to ensure that the vehicles offer features that align with the specific needs of customers in the country.

3 customer profiles



Contributors
(internal customers)



End customer
(both individuals and companies)



Partners
(Dealer network)

| Goals | Progress in 2024 |
|--|---|
| Provide better and faster service. | Currently, 99% of service requests are handled within 24 hours. |
| Solve the customer's problem within 7 days. | Over 70% of problems are resolved within 7 days. |
| Increasing customer satisfaction within the call center. | The company holds an "Excellent" reputation on the Reclame Aqui platform and has been awarded the RA1000 seal. |
| In the academy, there are goals for the certification of professionals and the qualification of the network. | Over 170,000 trainings for 15,000 professionals. |
| Top 1 in the CSI - Customer Satisfaction Index survey | VWB maintained its TOP 1 ranking in sales and after-sales processes due to good corporate practices and scaling models. |





ABT Award

Volkswagen won the Bronze Trophy in the "Innovation in Products and Customer Services" category at the XXIV ABT Awards with its case study "Assistência 24h VW: Transforming the Digital Experience". In the overall ranking, VWB was in the Top 3, ahead of 69 other companies ranked among the more than 260 entries.

Improved customer journey

For Volkswagen do Brasil, putting the customer at the center of everything means ensuring that consumers' needs, expectations, and perceptions are not only understood but also embedded in business decisions and the development of new products.

The Customer Experience department, established in 2022, fosters ongoing and collaborative dialogue with the Sales, After-Sales, Press, HR, Legal, Government Relations, Purchasing, Logistics, Engineering, Production, Quality, and Marketing departments. Regular meetings and structured feedback channels allow customer expectations to be presented in detail, enabling adjustments and improvements to internal processes. When a pattern of complaints regarding a specific technical aspect of a model is identified, the relevant teams analyze the information and evaluate possible improvements to the product or service. This dynamic and continuous process allows Volkswagen to keep its products in line with market demands.



Personalized experience and individual preferences

Based on the analysis of insights collected, Volkswagen do Brasil develops the personalization of the customer experience through four strategic fronts:

- **Service:** Volkswagen seeks a humanized relationship, respecting the needs and preferences of its customers. Dealers receive specific training to enhance interactions and identify individual demands, enabling them to recommend products and services tailored to each consumer's lifestyle.
- **Special products and projects:** Innovation plays a central role in personalizing the customer experience. The company promotes insights and strategic recommendations from the consumer's perspective, enabling different areas of the company to make decisions aligned with the public's expectations.
- **Events:** Participation in events is another key strategy for strengthening customer connections. Volkswagen sponsored Rock in Rio and the Sertanejo Circuit, creating brand experiences through exclusive interactions. The company also promoted the Volks Festival — a free, public event that travels across Brazil's capital cities, offering a variety of attractions and special sales conditions.
- **VW Collection & Accessories:** Personalization is also reflected in the VW Collection & Accessories line, which offers products tailored to customers' lifestyles. The collections cater to different consumer profiles, such as adventure-themed off-road items for Amarok owners and urban options for those who own a T-Cross. In addition, a wide range of accessories allows vehicles to be configured according to the individual needs of each owner.



Dealer network

(GRI 2-6)



Region 1

(Greater São Paulo)

41 dealers



Region 4

(Rio de Janeiro, Espírito Santo, and Minas Gerais)

92 dealers



Region 2

(State of São Paulo)

80 dealers



Region 5

(Northeast, except for Maranhão)

74 dealers



Region 3

(South)

115 dealers



Region 6

(North, Center-West and Maranhão)

71 dealers



The Volkswagen Dealer Network has 473 points of sale in Brazil (as of January 2025).



goTOzero RETAIL: environmental seal for dealerships



Volkswagen do Brasil launched the goTOzero RETAIL seal in 2024, an initiative by the Volkswagen Group that recognizes dealerships committed to reducing environmental impacts. This initiative is part of the global Way to Zero strategy, which aims to achieve carbon neutrality by 2050.

In the debut of goTOzero RETAIL in South America, six Brazilian dealerships took part and were approved: Carbel Prado (Belo Horizonte/MG) and Importadora Veículos (Maceió AL), with the platinum seal; Belcar Veículos Portal (Goiânia/GO), Caraigá Morumbi (São Paulo/SP) and Luson Tarumã (Curitiba/PR), with the gold seal; and Germânica Volkswagen (São João da Boa Vista/SP), with the silver seal. Brazil was the first market to achieve the highest certification, platinum level, in the Volkswagen Group Dealer Network.

The initiative reinforces Volkswagen's efforts to extend its environmental responsibility throughout the entire value chain, engaging business partners in a sustainable ecosystem. The goTOzero RETAIL seal has four levels: Platinum (exceptional environmental standards), Gold (excellent environmental standards), Silver (high environmental standards), and Bronze (adequate environmental standards). The audit covers four topics, using a checklist of 70 questions scored across the following areas: Climate Change, Resources, Environmental Compliance and Ecosystems. The seal is valid for each certified store.



New Brand Design

(Customers + Customer-Centricity)

In partnership with dealers, Volkswagen do Brasil is modernizing all of its 473 stores nationwide with the New Brand Design, to make them increasingly human, close, digital, technological, cozy, comfortable and modern.

NBD is currently in 83% of the chain. The company aims to complete the revitalization of 100% of its stores.

City Store

In 2024, Volkswagen do Brasil opened the brand's first City Store in São Paulo, in partnership with the Caraigá Group. The City Store is an innovative concept and a key step forward in modernizing and digitalizing the dealership network. It aligns with the market trend toward more compact stores that can be installed in locations with limited physical space, prioritizing the use of technology to showcase the features of Volkswagen models.

With DDX (Digital Dealer eXperience), customers can explore the full Volkswagen portfolio and configure models on a touchscreen TV. This experience can be mirrored in the salesperson's tablet, which guides the customer through this digital journey. The City Store in São Paulo is the second in the brand's network in Brazil, which already has a location in Rio de Janeiro.



VEX 2024

The Volkswagen Experience Sales 2024 (VEX) brought together nearly 900 representatives from the brand's dealership network for a strategic event. The meeting strengthened the partnership between Volkswagen and its network, delivering 78 hours of intensive content in just two days through workshops, trade fairs, and business meetings. The initiative served as a platform to discuss the Brand's future and its next steps for 2025.

45 Years of the Volkswagen Group Foundation



In 2024, the Volkswagen Group Foundation (FGVW) announced social mobility as its top priority, marking a new chapter in its 45-year history. Funded in 1979, the FGVW has been conducting and supporting social and educational actions with resources from a fund set up by Volkswagen. Over these four and a half decades, more than 3 million Brazilians have benefited from the Foundation's initiatives.

Social mobility refers to the process by which individuals or groups shift between different socio-economic positions, either moving up or down the social ladder. The Volkswagen Group Foundation chose this singular cause in response to Brazil's challenging social mobility landscape. This is due to social inequality and income concentration, which hinder the upward mobility of most of Brazil's population. It is estimated that it takes nine generations for the poorest Brazilians to reach the middle class. Unequal access to quality education and barriers to entry in the job market are major obstacles.



Against this backdrop of strategic repositioning, the institution redefined its portfolio of programs and projects, concentrating its efforts on initiatives that promote productive inclusion, with a focus on employability, income generation, and capacity-building for the development of individuals and social organizations. In addition, the Foundation established an Institutional Relations and Advocacy front to strengthen its relationships and partnerships with public authorities, Volkswagen Group companies, other businesses, third-sector organizations, and additional stakeholders essential to achieving long-term social mobility. Projects such as Sewing the Future and CO.DE School, focused on productive inclusion, have been maintained and restructured. In addition, new programs are being developed, including initiatives focused on community entrepreneurship, vocational training for young people in vulnerable situations, and institutional development for civil society organizations, among others.

To maximize the impact of its initiatives, the Foundation has identified three priority territories based on criteria such as social vulnerability and proximity to Volkswagen Group factories and business units in Brazil: São Bernardo do Campo/SP (Montanhão region), Jabaquara (Favela Alba) in São Paulo/SP, and Resende/RJ (Barras region). In São Bernardo, in addition to Montanhão, the so-called Post-Balsa area, which includes rural properties, fishing and indigenous communities, will also receive special attention.

At the same time, the Foundation will continue to carry out initiatives in other regions where the Volkswagen Group is present: Salvador/BA, São Carlos/SP, São José dos Pinhais/PR, Taubaté/SP, and Vinhedo/SP, with social mobilization and support initiatives, including volunteering, technical support for organizations and public authorities, and funding for community projects.

Regarding the target audience, the institution has prioritized women of all ages, especially black women and young black individuals aged 15 to 29. Subsequently, other marginalized groups will be prioritized, such as the LGBTI+ community, black men of other age groups, indigenous communities, and people with disabilities. Income will be a primary criterion, focusing on individuals in situations of poverty or extreme poverty.

For more information about the Volkswagen Group Foundation, visit:

<https://fundacaogrupovw.org.br/transparencia/>



Company social investments by sector¹

(GRI 3-3, 203-1)

| Setor | 2022 | 2023 | 2024 |
|----------------|-------------------------|-------------------------|--------------------------|
| Culture | | | BRL 2,222,222.22 |
| Education | BRL 2,128,588.57 | BRL 2,220,114.51 | BRL 2,286,172.18 |
| Sport | BRL 200,000.00 | BRL 200,000.00 | BRL 1,088,888.88 |
| Social actions | BRL 265,195.27 | BRL 156,501.71 | BRL 1,201,795.44 |
| Health | BRL 3,192,882.86 | BRL 4,830,171.77 | BRL 9,053,510.42 |
| Others | | BRL 1,000,000.00 | |
| Total | BRL 5,786,666.70 | BRL 8,406,787.99 | BRL 15,852,589.14 |

Footnote:

1. These figures do not include the social investment made using the Foundation's own resources, which exceeded BRL 11 million in 2024.

Company social investments by source

| Setor | 2022 | 2023 | 2024 |
|-----------------------------------|-------------------------|-------------------------|--------------------------|
| Own resources / direct investment | BRL 304,666.00 | BRL 200,000.00 | BRL 800,000.00 |
| Tax incentives | BRL 5,321,471.43 | BRL 8,050,286.28 | BRL 14,895,238.14 |
| Employee donations to charities | BRL 160,529.27 | BRL 156,501.71 | BRL 157,351.00 |
| Total | BRL 5,786,666.70 | BRL 8,406,787.99 | BRL 15,852,589.14 |



Social investments promoted by Volkswagen do Brasil in 2023

| Description | Projects | CNPJ beneficiary | Values 2023 |
|---------------------------------|---|---|--------------------------|
| Tax incentives | Master Orchestra | 28.343.494/0001-26 | BRL 444,444.44 |
| | Brazil Solidarity Biennial Activity Plan 2024/2025 | 07.456.934/0001-81 | BRL 1,777,777.78 |
| | Em busca de uma estrela | 20.816.608/0001-04 | BRL 888,888.88 |
| | Quixote Jovem: Mundo do Trabalho | 97.537.776/0001-87 | BRL 444,444.44 |
| | Support for Upgrading Equipment in Hospitals Affiliated with the State Health Network | 76.562.198/0005-92 | BRL 2,110,000.00 |
| | Support for Upgrading Equipment in Hospitals Affiliated with the State Health Network | 76.591.569/0001-30 | BRL 3,323,510.42 |
| | Support for Upgrading Equipment in Hospitals Affiliated with the State Health Network | 75.403.287/0001-08 | BRL 1,820,000.00 |
| | Support for Upgrading Equipment in Hospitals Affiliated with the State Health Network | 78.209.558/0001-79 | BRL 1,800,000.00 |
| | Carretas do Conhecimento PR | 03.776.284/0001-09 | BRL 2,286,172.18 |
| Own resources | SBC Half Marathon | 17.853.047/0001-09 | BRL 200,000.00 |
| | Aid for flood victims in Rio Grande do Sul | 01.704.771/0001-22 | BRL 550,000.00 |
| | Aid for flood victims in Rio Grande do Sul | 20.541.528/0001-85 | BRL 50,000.00 |
| Employee donations to charities | 1 Hora para o Futuro Project | Centro Cultural Afro Brasileiro Francisco Solano Trindade CNPJ: 03.409.038/0001-00 | BRL 157,351.00 |
| | | Entidade Filantrópica Projeto Esperança São Pedro Apóstolo CNPJ: 04.960.194/0001-28 | |
| | | TOTAL | BRL 15,852,589.14 |



Support for the LGBTQIA+ community

Volkswagen do Brasil and the Volkswagen Group Foundation joined forces to support the NGO Casa Neon Cunha in São Bernardo do Campo (SP), the city where VW's Anchieta plant is located. The initiative included a BRL 70,000 donation from the Volkswagen Group Foundation to help sustain Casa Neon Cunha's operations, which provide shelter, as well as psychosocial and legal support, to the LGBTI+ population in vulnerable situations in the Greater ABC region.

Volkswagen do Brasil also offered Casa Neon Cunha a mentorship program coordinated by the social organization Parceiros Voluntários. This governance and institutional strengthening consultancy provided a framework for improving the organization's management, including governance practices, financial planning, and fundraising strategies. At Volkswagen, this project was created by the company's Diversity & Inclusion department, in partnership with the Colorindo dialogue group, a team of volunteer employees dedicated to supporting the LGBTI+ cause. For this initiative, Volkswagen was recognized in the ESG category of the Ser Humano Award, promoted by ABRH-SP (Brazilian Association of Human Resources) in São Paulo.





Factories





Factories

Volkswagen **invests BRL 16 billion** in Brazil



Volkswagen do Brasil will allocate BRL 16 billion by 2028 to projects focused on innovation and decarbonization at its four plants in the country.



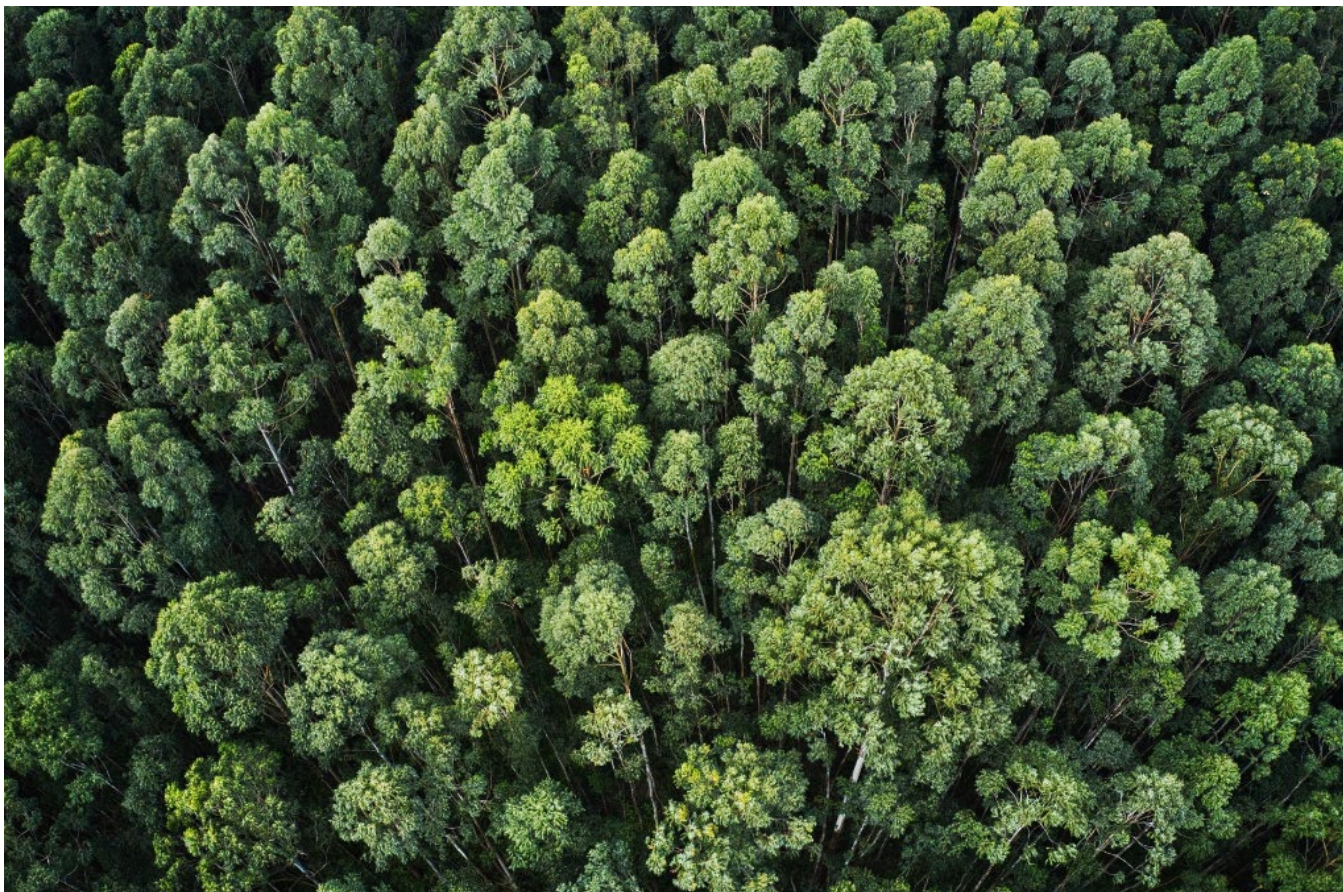
At the **Anchieta** plant (SP), two new vehicles will be launched, alongside the production of the New Nivus and the sporty Nivus GTS version, scheduled for the first half of 2025. Anchieta will also produce additional volumes of the Polo Track, as well as the Virtus and Saveiro, which are already manufactured at the site. In **Taubaté** (SP), the company will produce the SUVW Tera, a model fully developed in Brazil and set to launch in 2025, and will continue manufacturing the Polo.

In **São José dos Pinhais** (PR), a new pickup truck will soon enter production, while the Amarok will continue to be manufactured in Argentina. This plant, currently responsible for the T-Cross, will also produce additional volumes of the New Virtus starting in 2025. The engine plant in **São Carlos** (SP) will develop a new engine for hybrid vehicles.

Investments in Brazil include the introduction of the MQB Hybrid platform, which combines combustion engines with high-voltage electrification. This technology will enable enhanced connectivity, improved safety through ADAS (Advanced Driver Assistance Systems), and better interior space optimization.

Of the total investment, BRL 13 billion will be allocated to the São Paulo units: Anchieta, Taubaté, São Carlos, the Vinhedo Parts and Accessories Center (PAC), and the Design and Engineering Center, located at the Anchieta site and recognized as one of the most advanced within the VW Group globally. An additional BRL 3 billion will be invested in the São José dos Pinhais (PR) plant.





VW Brazil's environmental mission

Through the "goTOzero" Environmental Mission Statement, Volkswagen do Brasil commits itself to the vision of conscious, CO₂ - neutral consumption with minimal environmental impacts. The document guides the goals, internal policies, programs, indicators and performance measures of the Environmental Compliance and Energy Management System in all Volkswagen Group companies.

The statement is continually revised and adapted to new legal or internal requirements and contains four main objectives that are monitored during ISO 14001 audits: protect the climate, preserve resources, preserve ecosystems, and ensure environmental compliance.





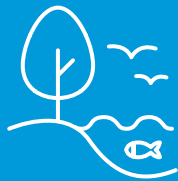
Protecting the climate

Volkswagen was the first car manufacturer in the world to sign the Paris Agreement, which stipulated an ambition level of 1.5° C (the limit on the increase in global temperature compared to pre-industrial levels). To this end, it has focused its efforts on the electrification of products, the decarbonization of the entire value chain and the use of renewable energy generation to supply sites and customers. The goal is to be a CO₂ neutral company by 2050.



Preserving resources

By using recyclable materials, recycled materials and renewable resources, Volkswagen aims to reduce the need for primary raw materials. To this end, the company has improved its energy and resource efficiency and established cycles for materials and water. Together with business partners, VW works to reduce the use of natural resources throughout the supply chain.



Preserving ecosystems

Volkswagen seeks to reduce harmful emissions into the air, soil, and water. It also wants to minimize the impact of its business activities on biodiversity and ecosystem services, promoting projects to preserve them.



Ensuring environmental compliance

Volkswagen do Brasil wants to be the benchmark of a modern, transparent, and successful company in terms of integrity and compliance, through effective environmental compliance management systems to identify and manage environmental risks and opportunities throughout the life cycle of mobility solutions. The company values an open dialog with stakeholders and considers their expectations when making decisions.

Zero Impact Factory

The Zero Impact Factory initiative sets environmental standards and targets for Volkswagen factories, aiming to reduce absolute CO₂ emissions by 50.4% by 2030, based on 2018, and achieve carbon neutrality (NetZero) by 2050 in all Group operations.



The program evaluates 11 environmental criteria, from energy efficiency to sustainable mobility, with regular audits conducted by independent bodies. Online monitoring and supervision from Headquarters ensure that factories operate according to global sustainability standards.

In 2024, Volkswagen do Brasil expanded its environmental management approach with the adoption of new tools and indicators, such as the **Site Checklist** and **Impact Points**. Impact Points is a quantitative system that measures the environmental performance of factories based on detailed metrics, while the Site Checklist consists of a qualitative assessment. The methodology was implemented throughout the year and is being monitored by Volkswagen in Germany to refine the targets according to the Brazilian plants.

With these changes, Volkswagen is replacing the traditional indicators of water consumption, waste generation, and energy use with more comprehensive metrics, which now include aspects such as wildlife control and impact on the external environment. This transition marks a new phase in the program, paving the way for the full implementation of the new parameters starting in 2025.

Assessment of natural resource consumption and gas and waste emissions

| Environmental indicators | Target per vehicle 2024 | Result per vehicle produced | Absolute numbers |
|---|-------------------------|-----------------------------|------------------|
| Energy consumption (kWh) | 1,343 | 1,343 | 620,261,498 |
| CO ₂ emissions (kg CO ₂) | 100.3 | 100.3 | 46,325 |
| Waste for thermal disposal or landfill (kg) | 0 | 0 | 0 |
| VOC emissions - volatile organic compounds (kg) | 3.77 | 4.65 | 2,145,732 |
| Water (m ³) | 3.06 | 3.08 | 1,422,237 |



Updated Environmental and Energy Policy Statement

Volkswagen do Brasil has revised its 2024 Environmental and Energy Policy Statement, aligning its guidelines more closely with its commitment to decarbonization, sustainability, and in line with the Paris Agreement. The new version reinforces the goal of minimizing greenhouse gas emissions and reducing environmental impacts throughout the life cycle of products.

Key updates to the objectives include advancing the goal of making the company's factories CO₂ neutral (Zero Impact Factory) to 2040. Additionally, a checklist was introduced with a target set for 2030 to improve the conditions of the production units. The São Carlos plant (engine factory) also began operating with specific targets, in line with the Brand's guidelines.

Mandatory training

The new version of the Environmental and Energy Policy included mandatory training for all employees. Available on Hello Success, the course was completed in December with 70% employee participation.





Reducing emissions in logistics operations

Volkswagen do Brasil has two programs aligned with the Group's global guidelines for reducing emissions in logistics: Zero Impact Logistics, focused on receiving components and production inputs, and Go to Zero Impact Logistics, related to vehicle distribution, which aim to reduce CO₂ emissions by 30% by 2030 (compared to 2018) and achieve neutrality by 2050.

The programs encourage actions in the factories to make processes more efficient, such as the introduction of new packaging concepts, route simulations in search of better alternatives, selection of the most suitable modes of transport and vehicles for each type of product and destination, and the energy migration of the logistics fleet working for Volkswagen, enabling the use of renewable fuels.

In 2024, Volkswagen expanded transportation with bitrains to reduce CO₂ emissions and promoted a workshop with transportation partners inbound (which brings the inputs to the factories) and outbound (which transports the finished car to the dealerships) to raise awareness of sustainable actions, such as replacing diesel with natural gas.

Actions implemented in 2024

| Project | tCO ₂ e Reduction |
|---|------------------------------|
| Expansion of routes served by Bitrem + CNG trucks | 991.30 |
| Modal shift from road to rail CSN Steel | 228.59 |
| Modal shift from road to rail Usiminas Steel | 567.40 |
| Modal shift from air to cabotage Visteon Manaus | 4,456.97 |
| TOTAL | 6,304.50 |



Quality management recertified

(Processes + Agile)

Volkswagen do Brasil underwent the annual maintenance and recertification audit of its Quality Management System (QMS), conducted by the IQA certification body (TÜV), in accordance with the company's guidelines and current regulations. The process ensured the renewal of the NBR ISO 9001 certification. This certificate, required by Senatran Ordinance 990, enables the company to sell and homologate new vehicles in the country.



Environmental and Energy Compliance Management System (SGCAE)

(GRI 3-3, 2-27)

Volkswagen do Brasil also strengthened its on-site presence during external audits to maintain its ISO 14001 (Environmental Management) and ISO 50001 (Energy Management) certifications. The return of in-person training sessions at the plants in 2024, replacing the on-line format, fostered greater interaction and process improvement. This practical and integrated approach contributed to the recertification of the Vinhedo plant and the maintenance of certifications across all factories, ensuring positive outcomes in the evaluation conducted by external auditors.





Environmental legislation is monitored with the support of a third-party company, which provides monthly updates. At the same time, the Environmental Risk Management Committee meets every four months to assess and prevent potential impacts. The Environmental and Energy Compliance Management System (SGCAE) also undergoes semiannual critical reviews to evaluate actions and enhance its effectiveness. At all three control levels (factory entry, production processes, and specific processes), Volkswagen has advanced in refining its efforts, implementing targeted actions to reduce the use of low-consumption energy operations and improve overall energy consumption results.

In the period covered by this report, no real adverse environmental impacts were identified.

Challenge of Brands: Brazilian factories awarded by the Group

Volkswagen's Brazilian factories stood out in the Challenge of Brands awards (formerly known as The Race), organized by the VW Group to recognize the performance of its production units around the world. The Anchieta factory won the "Fit for Finish" (F4F) award, which evaluates the reduction of rework hours per vehicle, while the Taubaté factory secured second place in the same category.



The Curitiba factory received the "Performer of the Year" award, which measures overall performance based on key indicators for Processes, Quality, and Production. It ranked first among Volkswagen's passenger car factories (PKW) and third in the overall global ranking.



Emissions

(GRI 3-3, 305)

Volkswagen do Brasil uses the greenhouse gas (GHG) emissions inventory to monitor atmospheric emissions and guide its environmental management. The company adopts the GHG Protocol model and voluntarily participates in the registration and public disclosure of GHG emissions in Brazil.

All indicators are monitored through the Corporate Environmental and Energy Compliance Management System (SGCAE), in accordance with internal standard KRL17, which follows environmental guidelines from the German headquarters, and with VW 98.000. The 2024 GHG inventory, included in this report, was independently audited in April 2025 to validate the data.



Gold Seal GHG Protocol

Volkswagen do Brasil has maintained the Gold Seal issued by the GHG Protocol. This certification is awarded to companies that meet all the criteria for transparency in publishing their atmospheric emissions inventory, with the data checked by an independent verification body. Since 2021, the company has made the reports public, in line with the Way to Zero global decarbonization strategy. The company has been preparing the GHG Protocol report for 15 years.

Direct greenhouse gas emissions (tCO₂ equivalent) – Scope 1

(GRI 305-1)

| | 2022 | 2023 | 2024 |
|---|----------|----------|--------|
| Generation of electricity, heat, or steam | 50,510.6 | 50,809.1 | 57,407 |
| Leakage emissions | 1,601.4 | 3,409.5 | 6,851 |
| Total gross emissions of CO ₂ | 52,112 | 54,219 | 50,556 |

| | 2022 | 2023 | 2024 |
|--|----------|----------|--------|
| Biogenic emissions CO ₂ (tCO ₂ equivalent) | 6,192.15 | 7,668.73 | 10,589 |

Footnote:

Base year: 2010 - Think Blue Program. Factory (total emissions in the base year: 75.052 tCO₂e/year) and 2018 - GHG Protocol (total emissions in the base year: 54,473 tCO₂e/year).

Indirect emissions from the acquisition of energy sources – Scope 2

(GRI 305-2)

After Volkswagen do Brasil decided in 2016 to exclusively use renewable sources to generate the electricity it uses, the CO₂ emissions generated by the electricity are now zero. From 2022, the I-REC (International Renewable Energy Certificate) certificate came into force, which proves that the electricity consumed comes from a renewable source, signaling the company's commitment to reducing its environmental impact.



| | 2022 | 2023 | 2024 |
|--|----------|----------|----------|
| Indirect emissions from energy purchases (tCO ₂ equivalent) | 14,403.9 | 13,681.9 | 15,036.2 |

Footnote:

Base year: 2010 - Think Blue Program. Factory (total emissions in the base year: 22.956 tCO₂ e/year) and 2018 - GHG Protocol (total emissions in the base year: 28.619 tCO₂ e/year).

Other greenhouse gas emissions - Scope 3 (tCO₂ equivalent)

(GRI 305-3)

| | 2022 | 2023 | 2024 |
|--|------------------|------------------|------------------|
| Goods and services purchased | 127.8 | 201.3 | 220.4 |
| Transportation and distribution of materials and parts | 18,786.5 | 6,324.1 | 8,853.74 |
| Business trips | 1,398.7 | 5,945.9 | 8,324.26 |
| Employee transportation | 4,820 | 55,692.28 | 61,261.2 |
| Vehicle transportation and distribution | 231,608.1 | 202,198.2 | 283,077.2 |
| Total | 256,741.4 | 270,361.8 | 361,736.8 |

Footnote:

Gases included in the calculation: CO₂, CH₄, N₂O.

Base year: 2018 - GHG Protocol (total emissions in the base year: 264.340 tCO₂ e/year).

Reducing greenhouse gas emissions (tCO₂ equivalent)

(GRI 305-5)

| | 2022 | 2023 | 2024 |
|--|--------|----------|----------|
| Reductions from indirect emissions from energy purchases (Scope 2) - I-REC Project | 14,404 | 13,681.9 | 15,036.2 |
| Total | | | |

Footnote:

Emissions avoided by using 100% of electricity from renewable sources with I-REC (SHP + plants).

Figures calculated according to actual consumption reported to Zero Impact Factory, VW 98000 and GHG Protocol.



Emissions of ozone depleting substances (SDO)

(GRI 305-6)

CFC-11 is not used at Volkswagen do Brasil.

Significant atmospheric emissions (t)

(GRI 305-7)

| | 2022 | 2023 | 2024 |
|-----------------------------------|---------|---------|---------|
| NOx | 141.6 | 145.2 | 151.5 |
| SOx | 0.1 | 1.4 | 10.7 |
| Volatile Organic Compounds (VOCs) | 1,514.3 | 1,580.6 | 2,091.3 |

Footnote:

Figures calculated according to actual consumption reported for Zero Impact Factory and VW 98000.

Interactions with water as a shared resource

(GRI 303-1)



Volkswagen do Brasil is committed to reducing water consumption, aligned with the global Zero Impact Factory initiative, with the goal of reducing the use of this resource by 30% by 2030 (compared to 2010).

The water used in production comes from various sources – external supply, underground collection, and rainwater – and is applied both in industrial processes and in auxiliary activities such as cooking and gardening. To optimize consumption and reduce environmental impacts, the water used in painting is treated by reverse osmosis and



reused. After use, it undergoes a rigorous treatment process before disposal, ensuring compliance with current regulations.

In 2024, Volkswagen expanded the osmosis tank at its Taubaté plant, increasing the facility's capacity to reuse liquid effluents. This initiative led to significant savings in potable water, reducing consumption at the Taubaté plant by approximately 96,000 liters (the equivalent of the average daily usage of 600 people) reinforcing the company's commitment to efficient water resource management.

Water consumption is monitored monthly through a digital management system that tracks implemented actions, expected gains, and execution timelines. In addition, the platform enables the generation of reports, benchmarking, and consultation of practices adopted in other VW Group factories. Every year, the environmental indicators are reported to the headquarters in Germany and subjected to external audits, reinforcing Volkswagen's commitment to sustainability.

Water collection (m³)

(GRI 303-3)

| | 2022 | 2023 | 2024 |
|------------------------|--------------------|--------------------|--------------------|
| Surface water (total)* | 271.1 | 2,750.0 | 2,201.0 |
| Groundwater (total) | 71,945 | 80,518.3 | 81,504.7 |
| Third-party water | 1,177,315.8 | 1,275,195 | 1,422,327.0 |
| Total funding | 1,249,531.9 | 1,358,463.3 | 1,506,032.7 |

Footnote:

* Rainwater harvesting was considered in the surface water indicator.

Total water consumption and total water disposal (m³)

(GRI 303-4 and 303-5)

| | 2022* | 2023 | 2024 |
|--|-----------|-----------|------------|
| Total water disposal | 929,695.9 | 831,616 | 872,649.5 |
| Total water consumption (= total water withdrawal - total water disposal) | 319,564.9 | 526,847.3 | 633,383.14 |

Footnote:

For utility water, the total consumption of the Anchieta, Taubaté, Curitiba and São Carlos plants was added up. There is no consumption of surface water or effluents from another organization.

Figures calculated according to actual consumption reported in m³ for Zero Impact Factory and VW 98000.

* In 2022, Volkswagen do Brasil discarded more water than it consumed due to the large volume of water stored in the factories.



Energy

(GRI 302-1, 302-2, 302-3, 302-4)

All Volkswagen do Brasil units use 100% electricity from renewable sources, with the International Renewable Energy Certificate (I-REC) or declarations recognized by the GHG Protocol.



VW Taubaté



VW Anchieta

Biomethane at Anchieta and Taubaté plants

(Battle 5: Sustainability + Carbon Neutral)

The Anchieta and Taubaté factories are the first in the automotive sector to incorporate biomethane (renewable natural gas) into their energy matrix. This innovative action is part of Volkswagen's global decarbonization strategy, Way to Zero, which aims for carbon neutrality by 2050 worldwide.

In October, the first month of operation, 620,000 m³ of biomethane were injected into these plants, resulting in an approximate reduction of 1,300 tons of CO₂, equivalent to planting 9,100 trees or covering seven Maracanã stadiums with vegetation. In one year, the expectation is to reach 6 million m³ supplied, reducing 12,400 tons of CO₂, which would correspond to 86,800 trees planted. Lined up, they would cover the distance between the Anchieta and Taubaté factories.

In 2027, Volkswagen will reach a peak supply of 8.1 million m³ per year, with 6.5 million for Anchieta and 1.6 million for Taubaté. The volume of biomethane is primarily directed to the body painting production process at both plants, enabling a reduction of up to 99% in CO₂ emissions in this process compared to the fossil alternative.



Energy intensity^{1 2 3}

(GRI 302-3)

The figures represent the consolidation of Volkswagen's four factories (Anchieta, Taubaté, São Carlos and São José dos Pinhais) and the Parts and Accessories Center (PAC) in Vinhedo (SP).

| | 2022 | 2023 | 2024 |
|--|-------------|-------------|--------------|
| Energy consumption within the organization (in GJ) | 2,161,809.8 | 2,241,294.8 | 2,423,052.03 |
| Energy consumption outside the organization (in GJ) | 17,680.9 | 11,228.8 | 11,545.7 |
| Total energy consumption of the organization (in GJ) | 2,179,490.6 | 2,252,523.6 | 2,434,597.73 |
| Energy intensity (within the organization) | 6.23 | 6.19 | 5.24 |
| Energy intensity (outside the organization) | 0.05 | 0.03 | 0.02 |
| Energy intensity (total organization) | 6.28 | 6.23 | 5.27 |

Footnote:

1. Energy intensity is the ratio of absolute energy consumption per vehicle produced.
2. Types of energy included in the intensity rate: electricity, natural gas, and diesel.
3. The energy intensity indicators increased in 2022 compared to 2021. There was a reduction in the number of vehicles produced per working day, which affected energy and environmental efficiency.

Energy consumed within the company (in GJ)¹

(GRI 302-1)

| | 2022 | 2023 | 2024 |
|--|-------------|-------------|-------------|
| Fuel from non-renewable sources (diesel and natural gas) | 881,451.6 | 879,062.1 | 968,931.7 |
| Consumption of fuels from renewable sources (biomethane) | - | - | 48,487.9 |
| Energy consumed (electricity) | 1,208,793.1 | 1,208,793.1 | 1,264,698.7 |
| Energy sold (electricity) | 71,564.9 | 97,053.04 | 38,196.00 |
| Total energy consumed | 2,161,809.7 | 2,241,294.8 | 2,461,248.0 |

Footnote:

1. Figures calculated according to actual consumption reported to Zero Impact Factory, VW 98000 and GHG Protocol.

Energy consumed outside factories (in GJ)^{1 2}

(GRI 302-2)

| 2022 | 2023 | 2024 |
|----------|----------|----------|
| 17,680.9 | 11,228.8 | 11,545.7 |

Footnote:

1. The figures correspond to the sums of the energy consumed at the Jabaquara financial office in São Paulo and at the Parts and Accessories Center in the city of Vinhedo.
2. The value reported in 2022 remained close to the 2021 value due to the continuity of the hybrid work installed in 2021.



Reductions in energy consumption as a result of implemented improvements (in GJ)^{1 2}
(GRI 302-4)

| | 2022 | 2023 | 2024 |
|---|-----------------|----------------|-----------------|
| Reduction of hot water temperature (Curitiba) | 8,693.3 | 1,871.6 | 29,174.29 |
| Replacement of air conditioning units (Anchieta) | 19,470.2 | 1,722.2 | 11,480.40 |
| Optimization of electricity consumption at Substation 04 (São Carlos) | 7,229.2 | 556.6 | 1,465.92 |
| Replacement of the DZ tower valve in the stamping plant (Taubaté) | 7,920 | 1,892.2 | 1,289.16 |
| Total | 43,312.6 | 6,042.6 | 43,409.7 |

Footnote:

1. The largest reductions for the year 2023 were chosen (one per plant). The sum of all the reduction actions can be identified in GRI 302-1.
2. Only the figures reported for 2024 relate to the new stocks included in the index. The actions relating to the 2022 and 2023 figures can be found in previous editions of the report.

Volkswagen maintains the Zero Waste multisite certification



Volkswagen do Brasil was the first automaker in the country to achieve the Zero Waste multisite certification. The certification, granted by the Zero Waste Brazil Institute and recognized by the Zero Waste International Alliance (ZWIA), was obtained in 2023 and maintained in 2024 due to sustainable actions in waste management. Among the initiatives that contributed to this recognition are the adoption of the Zero Landfill concept, the use of shredded wood as biomass for steel furnaces, and the Sewing the Future social project, which reuses leftover automotive fabrics.



Waste generated (t)

(GRI 306-3)

| | 2022 | 2023 | 2024 |
|--|----------|----------|----------|
| Total weight of waste generated (metric tons) | 74,593.8 | 75,905.8 | 78,374 |
| Hazardous waste | 4,012.9 | 3,733.9 | 4,491.6 |
| Non-hazardous waste | 70,580.9 | 72,171.9 | 73,882.4 |

The majority of the waste generated by Volkswagen do Brasil is non-hazardous compounds sent for recycling, of which metals are the largest part. The remaining waste is sent for reuse, recycling, composting, thermal processing, or landfill. Disposal is conducted directly by the company or by third parties, or confirmed directly by VW.

Waste not destined for disposal by recovery operation (t)

(GRI 306-4)

| Hazardous Waste | 2022 | 2023 | 2024 |
|------------------------|----------------|--------------|--------------|
| Reuse | 318.6 | 153.3 | 70.5 |
| Recycling | 754.1 | 655.8 | 708 |
| TOTAL | 1,072.7 | 809.1 | 778.5 |

| Non-hazardous waste | 2022 | 2023 | 2024 |
|----------------------------|---------------|-----------------|-----------------|
| Reuse | 1,620.9 | 12,426.4 | 566.7 |
| Recycling | 66,912 | 57,994.4 | 70,933 |
| Composting | 251.1 | 0.00 | 0.00 |
| TOTAL | 68,784 | 70,420.8 | 71,499.7 |



Waste destined for final disposal (t)

(GRI 306-5)

| Hazardous waste | 2022 | 2023 | 2024 |
|--|----------------|----------------|----------------|
| Incineration (with energy recovery) | 2,937.8 | 2,921.8 | 3,711.6 |
| Incineration (without energy recovery) | 2.4 | 3.04 | 1.6 |
| Confinement in landfill | 0.0 | 0.00 | 0.00 |
| TOTAL | 2,940.2 | 2,924.8 | 3,713.2 |

| Non-hazardous waste | 2022 | 2023 | 2024 |
|--|----------------|-----------------|----------------|
| Incineration (with energy recovery) | 1,734.8 | 1,659 | 2,294 |
| Incineration (without energy recovery) | 0.00 | 0.00 | 0.00 |
| Confinement in landfill | 62.2 | 92.1 | 88.7 |
| TOTAL | 1,796.9 | 1,751.14 | 2,382.7 |

Footnote:

Due to the effects of the pandemic, the semiconductor shortage, and its consequences, such as plant closures for a few months, reduced production, and others, the total indicators were strongly influenced.

Reuse of materials and circular economy

Volkswagen do Brasil is making progress in implementing circular economy initiatives through new actions to reduce waste and reuse materials in its production processes. One of the highlights is the reuse of inserts and drills at the São Carlos plant, where machining tools are returned to the supplier after use, closing a sustainable cycle.

Another ongoing initiative is the reuse of paint residues, which are destined for cement production, avoiding improper disposal and promoting material reuse. In addition, the company already recycles glue to produce second-use paints, which are used for wall painting.

Volkswagen has also implemented measures to reduce plastic usage, especially in parts logistics. This strategy is integrated into the development of new projects, ensuring more sustainable processes from the product design stage. Between 2023 and 2024, 175 tons of plastic were eliminated by removing disposable materials used in the transport of components and in vehicle interior protection.



From past to the future: 65 years of Anchieta, 25 years of São José dos Pinhais and 20 years of the Vinhedo PAC



Inaugurated in 1959, Anchieta was Volkswagen's first factory outside Germany, marking the beginning of the brand's global expansion. The plant, which celebrated its 65th anniversary in 2024, has already produced more than 14.7 million vehicles, accounting for 57% of the 25.7 million vehicles Volkswagen has manufactured in Brazil over the past 71 years. In addition to being a full-scale industrial complex, Anchieta also stands out as a hub for research, planning, and the development of new products, driven by advanced technology and innovation.

In October, the plant began production of the New Nivus, a model that marks a new era of connectivity for Volkswagen do Brasil, featuring the new 10.1-inch VW Play Connect system and the updated My VW 2.0 app. It is one of 16 launches planned by the brand through 2028, reinforcing its strategy in hybrid, electric, and Total Flex vehicles. The plant will also be responsible for producing the Nivus GTS, expected to launch in the Brazilian market in the first half of 2025.

Historically, the Anchieta factory, located in São Bernardo do Campo (SP), has been responsible for the production of several models that have made their mark on Brazilian streets and garages, such as the VW Beetle, Kombi, Variant, Brasília, Passat, Gol, Voyage, Saveiro, Parati, Santana and Polo, among others. The unit also houses the Volkswagen SENAI (National Industrial Training Service) Vocational Training Center, which celebrated its 51st anniversary in 2024, with more than 7,000 graduates.



A benchmark in environmental sustainability

Inaugurated in January 1999, the Volkswagen factory in São José dos Pinhais (PR) celebrated its 25th anniversary in 2024. Recognized for its efficiency and sustainability in production processes, the plant covers a total area of 1,300,000 m², with 273,000 m² of built-up space, and has already produced more than 3 million vehicles.

It currently manufactures the New T-Cross, Brazil's best-selling SUV. Its production portfolio has also included the Golf, Fox, CrossFox, SpaceFox, and Saveiro. Committed to sustainability, the factory stands out for its innovative environmental practices, such as the pioneering use of water-based paint, which reduces solvent emissions, and an advanced effluent treatment system. The unit makes extensive use of natural lighting and features a weather station that monitors climatic conditions to optimize energy and natural gas usage.

In addition to production innovations, the factory maintains a 300,000 m² reforestation area, with more than 85,000 trees planted, including 10,000 araucarias. This area is home to around 20 species of mammals and 200 species of birds, some of which are endangered.





The largest parts and accessories distribution center in Latin America

With 25 million parts in storage and annual revenue of over BRL 2 billion, the Vinhedo Parts and Accessories Center (PAC) is responsible for supplying 472 Volkswagen dealerships across Brazil. Each year, more than 1,200 40-foot containers with parts destined for 22 countries are exported from the Vinhedo PAC. The center, which celebrated its 20th anniversary in 2024, receives 11,000 order lines per day, 3,000 of which are urgent, with 90% invoiced on the same day.

The Vinhedo PAC was the first company unit to operate on 100% renewable electricity and earned the multisite Zero Waste Certificate with the highest score ever granted by the Zero Waste Institute Brazil (99.9%). The center maximizes box reuse within the production flow, significantly reducing cardboard and wood consumption. The unit will soon begin distribution via maritime cabotage to the Northeast and via river transport to the city of Manaus (AM). Coastal shipping will reduce fuel consumption and cut annual CO₂ emissions, generating environmental benefits equivalent to planting 19,000 trees.



Product

New Product Strategy

(Products + Digital)

In 2024, Volkswagen do Brasil announced a product offensive of 16 new vehicles by 2028, including hybrid, electric, and Total Flex models. Initially, the investment includes the development and production of innovative projects with a focus on decarbonization for four factories: four new vehicles, including a pick-up truck, a more efficient engine for hybrid vehicles, and a flexible, sustainable technological platform (MQB Hybrid).

The investments are aligned with the global Way to Zero strategy, which aims for carbon neutrality across all Volkswagen operations by 2050. The new projects also mark the introduction of a new platform in Brazil: the MQB Hybrid project. Innovative, high-tech, flexible, and sustainable, the new platform integrates the most advanced combustion and electrification systems, powered by a high-voltage setup. Volkswagen's new MQB Hybrid project features a revamped electronic architecture that enables greater connectivity and enhanced safety through ADAS (Advanced Driver Assistance System) technology. It also provides more comfort and increased interior space.

Developed with the involvement of Volkswagen do Brasil's Engineering team specifically for the SAM (South America) Region, the new platform is being built using advanced virtual simulation technologies. The project investments include enhanced team training and highly technological production processes.

In 2024, Volkswagen has already completed 3 of the 16 planned launches: New T-Cross, New Amarok and New Nivus.



Product line in 2024



Vehicle safety

(GRI 416-1 and 416-2)

Vehicle safety is one of the key pillars in the development of new products at Volkswagen do Brasil, which continually invests in technology and process improvements. Since the creation of its Vehicle Safety Laboratory in 1971, the company has played a pioneering role in bringing innovations to the Brazilian market, such as front airbags, ABS brakes, and crash tests. The laboratory currently evaluates active safety systems and driver assistance technologies, and invests in digitalization to enhance protection for drivers, passengers, and pedestrians.

All vehicles developed by Volkswagen do Brasil comply with strict safety criteria aligned with both national and international regulations, as well as the company's internal standards. Model safety is also assessed by independent institutions such as Latin NCAP.

The company has a committee responsible for analyzing impacts and implementing corrective actions. It also continuously promotes training for its engineering team and fosters partnerships with suppliers specializing in the development of safety components. The testing infrastructure has been enhanced as well, with the Vehicle Safety Laboratory achieving ISO 17025 accreditation for some of its processes.

In 2024, no non-conformities related to product safety or impacts on customer health were identified. The disposal of tested vehicles and components complies with the company's environmental standards, ensuring proper material handling and disposal. With the installation of new active safety components, such as lane-keeping assist and blind spot monitoring, the expectation is to reduce the incidence of accidents and, consequently, the associated social and economic impacts.

Five stars for safety

(GRI 3-3 and 416-1)

Volkswagen has the largest number of vehicles for sale in Brazil with a five-star safety rating from Latin NCAP (New Car Assessment Program), the independent new car assessment program for Latin America and the Caribbean. According to the assessment, the New Virtus, Nivus, New T-Cross, and Taos models were awarded five stars for occupant protection.



In 2024, the New T-Cross repeated its 2019 achievement, earning top marks in all Latin NCAP safety categories. The model has received upgrades in the 2025 lineup, including autonomous emergency braking with pedestrian recognition, a fatigue sensor, and a seatbelt alert in all versions. The Highline version offers an optional ADAS package, featuring a parking assistant, blind-spot detector, and active lane change assist. The SUV is equipped with adaptive cruise control, six airbags, ISOFIX® child seat anchors, electronic stability and traction control, ABS brakes with electronic brakeforce distribution, and hill-start assist.

The Latin NCAP protocol (2020-2024) is divided into four assessment groups: Adult Occupant Protection, Child Occupant Protection, Pedestrian Protection and Driver Assistance Systems. The overall score is defined by the lowest index among the groups. The tests follow strict protocols to provide consumers with impartial information on the level of protection offered by the evaluated models.



Regulated product emissions: MOVER, PL7 and Rota 2030

(GRI 302, 302-5)

Volkswagen do Brasil played an active role in the formulation and implementation of the MOVER Program (Green Mobility and Innovation), a government initiative focused on the sustainable transition of the automotive sector. From the early stages of the project, the company took part in discussions with the Ministry of Development, Industry, Trade and Services (MDIC) and actively participated in more than 100 meetings held by the National Association of Motor Vehicle Manufacturers (Anfavea) to help shape the policy.

The program presents significant challenges, including strict energy efficiency targets, new vehicle safety requirements, and commitments to decarbonization. Additionally, recycling and recyclability are becoming central elements, with objectives to be established in the program's regulations.

Volkswagen also stands out in meeting the goals of the Rota 2030 program, which sets energy efficiency and safety standards for the automotive sector in Brazil. The company not only meets the minimum program requirements but also achieves the so-called "challenge goals" in various categories. Within its product portfolio, several models exceed the required standards, reflecting the brand's commitment to innovation and safety.

In 2024, the company advanced in incorporating active safety technologies based on European regulations, even before these requirements were implemented by the National Traffic Council (CONTRAN). Among the technologies implemented are Automatic Emergency Braking (AEB) systems and Lane Departure Warning (LDW) systems, which provide more protection for both occupants and pedestrians. These initiatives also enable Volkswagen to receive bonuses under the program, further solidifying its position as a leader in safe and efficient mobility.



Sustainability in product development

(GRI 302-5)

At Volkswagen do Brasil, environmental sustainability is at the core of new product development, influencing everything from in-house production to the supply chain and technical areas. This commitment involves marketing guidelines, life cycle analysis and stringent environmental requirements.

Each new vehicle is designed with clear energy efficiency goals, directly linked to CO₂ emissions from combustion engines. From the earliest stages of development, Volkswagen sets strategic objectives that balance innovation, market demand, and regulatory compliance. To achieve these goals, criteria such as weight optimization, aerodynamic enhancements, and the adoption of off-cycle technologies are established, always evaluating the best combination of conventional solutions and innovations.

Vehicle efficiency is precisely measured in a laboratory, following the NBR7024 standard, and the fleet's energy consumption is calculated according to the guidelines of the Rota 2030 program. These calculations are carried out using an internal tool, and the results are validated by an order from the Secretariat for the Development of Industry, Trade, and Services, ensuring transparency and compliance with national standards.

Volkswagen also tracks an average fleet energy consumption indicator, reported annually, and makes projections for the coming years to support its strategy for new products and technologies (learn more in the Zero Impact Factory section). As part of its ongoing commitment to decarbonization, a methodology is being developed to calculate an average decarbonization index for the fleet, considering the CO₂ emissions over the entire product life cycle. This index will be essential in guiding the company's future strategies for reducing its environmental impact.

Complete industrial complex

(GRI 302-5)

The Design and Engineering Center, located at the Anchieta plant in São Bernardo do Campo (SP), is one of the company's main development hubs in Latin America. Since its founding in 1965, it has been the first Volkswagen center outside Germany to encompass all stages of vehicle development, from design to production.

Volkswagen do Brasil's engineering department employs more than 1,000 professionals across the Anchieta, Taubaté, and Pacheco (Argentina) plants. In 2024, over 120 engineers were hired to strengthen the Innovation and Technology teams. The center has 85% local





expertise for the development of global products and is the only Volkswagen center with expertise in Total Flex engines.

The Design and Engineering Center’s infrastructure includes laboratories equipped with advanced technology, such as dynamometers, crash-test facilities, prototyping workshops, a virtual and augmented reality lab, a weathering chamber, hydro-pulsers, simulators, and an environment dedicated to user experience (UX). The Anchieta plant stands out as a complete industrial complex, encompassing research, planning, new product development, production, and testing.

In addition to the facilities in São Bernardo do Campo, Volkswagen do Brasil has a Proving Ground in Taubaté, where performance and safety tests are conducted. These initiatives reinforce the company’s efforts to find innovative and sustainable solutions for mobility.



SoLiSi: innovation in solar simulation

In 2024, Volkswagen do Brasil's Engineering department inaugurated SoLiSi (Sonnenlichtsimulation - Sunlight Simulation Room), the most advanced solar radiation simulation equipment of the Volkswagen Group in the Americas. Installed at the weathering test center at Anchieta, the simulator was designed to recreate solar radiation conditions throughout the day, with controlled temperature and humidity.

SoLiSi allows two key types of tests to be conducted: weathering and aging of parts. With this technology, evaluations that previously took up to a year are now completed in 25 days, ensuring higher quality, speed, and safety in the brand's products.



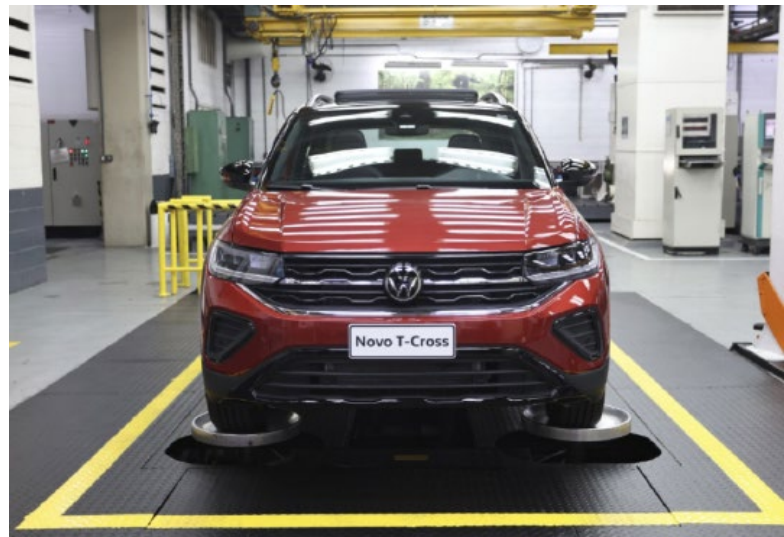
Digital labs and processes

A pioneer in vehicle safety in Brazil, Volkswagen established its **Vehicle Safety Laboratory** in 1971 and conducted the first crash-test in Latin America. The laboratory is located at the Anchieta plant and serves as a benchmark within the Volkswagen Group. Anchieta is also home to Volkswagen do Brasil's **Vehicle Emissions Laboratory**, the first of its kind to be inaugurated in the country, in 1977.

Volkswagen do Brasil's **Tool and Die Shop** at the Anchieta plant has been a benchmark for quality, productivity, and high technical capability for over 65 years in the country. With an entrepreneurial spirit, the department supplied tooling for the production of the SUVW Taos in Argentina and Mexico. It has also produced tools for Germany — including the fully electric VW ID.4 and ID.3 — as well as for Mexico, Argentina, China, and Hungary, and welding devices for countries such as Mexico and Argentina.



Volkswagen do Brasil also has **Virtual and Augmented Reality Laboratories** to support, in an innovative and totally digital way, the development of new vehicles, the creation of virtual prototypes, functional and visual evaluations combining physical and virtual elements and ergonomic workstations for the production process. In the laboratories, simulations are conducted in a digital environment, optimizing processes, reducing costs, and achieving excellence. Thus, when development vehicles or workstations are physically built, they have already been validated in the digital environment, ensuring assertiveness.



Digitalization, new business models and vehicle connectivity

(GRI 3-3)

The launch of the New Nivus marked a new era of connectivity for Volkswagen, with the introduction of VW Play Connect, an infotainment system developed entirely in Brazil. This new technology enables a direct connection between the vehicle and its owner, without the need for pairing with a smartphone or a Wi-Fi network. In addition, VW Play Connect transmits vehicle data directly to the My VW app, which reached version 2.0 in 2024.

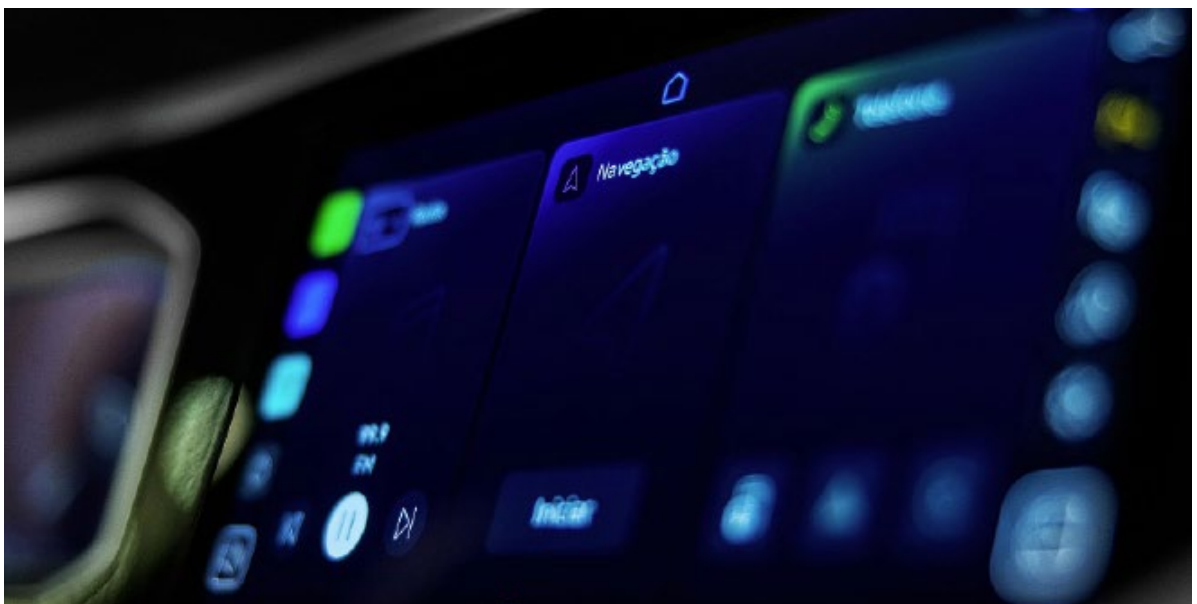
The platform offers 15 features designed to enhance the user experience, including remote locking and unlocking, real-time vehicle location, horn and indicator activation, valet mode, perimeter control, and time-based restrictions. The system also enables vehicle health management, issuing more than 90 alerts related to component performance.





In addition to VW Play Connect, Volkswagen continues to expand its digital engagement with consumers through the Abasteça Consciente app. This app was developed to help drivers adopt more fuel-efficient habits by providing insights on refueling and driving behavior. The platform offers personalized tips to optimize fuel consumption and suggestions to improve the vehicle's energy efficiency, contributing to more sustainable driving practices.

All these digital tools comply with strict validation protocols, including internal testing, prototyping, and continuous monitoring. After the launch, Volkswagen conducts continuous monitoring to implement corrections and improvements, using analytical data, customer feedbacks, and market intelligence. Performance metrics include the number of downloads, registrations, interactions, and time spent on digital platforms, ensuring the effectiveness of innovations.



Details at every stage

(GRI 3-3 and 416-1)



Product predevelopment

From the start of the project, aspects such as safety, performance and design are extremely important. Pedestrian protection, for example, is an essential item right from the start of product development.



Development

All vehicle components are designed and tested under the most modern laboratory processes - using resources such as vehicle prediction simulations - during emissions, crash, performance, durability, noise, electronic integration tests etc.



Certification

Volkswagen vehicles have several certifications that guarantee their high standard of quality, exceeding the requirements of Brazilian legislation and standards. Latin NCAP certification, for example, is obtained through exceptional results in destructive crash-tests, an essential stage prior to their release to the market. During the process, the latest generation of anthropometric dummies certify the biomechanical values obtained from vital organs. The 5-star results exceed the safety standards required by law.



Manufacturing and production

The automaker starts manufacturing the product only after certifying the efficiency of the components and the complete vehicle. The model must meet the specifications approved in the project.



Marketing and communication

The Marketing and Technical Assistance areas are responsible for disseminating vehicle safety aspects to consumers, guiding them on how to use the available resources.



Product use



Guidance on the safety features available and their correct use is a constant concern of the automaker. This is described in detail in the media and in the owner's manual. In addition to this, Volkswagen provides customers with vehicle safety guidelines and a safe driving booklet, with instructions for adjusting safety components in order to obtain the ergonomically safest driving position and achieve the best system performance in the event of a collision.



ISO 9001

All the stages that make up the life cycle of Volkswagen do Brasil's products and services are structured on the basis of the company's Quality Management System (ISO 9001), which adds to other internal standards.

Information available to consumers

(GRI 417-1, 417-2)

(Customers + Customer-Centered)

All products are identified by means of labels and engravings, which comply with legal requirements (product safety, the environment, quality, and telecommunications) and include complementary information from Volkswagen do Brasil itself on the functionality and correct use of certain equipment and vehicle maintenance. The VW Guide, also known as the Owner's Manual, is made available (in digital format) to all customers, with information presented in a didactic manner to facilitate correct use by consumers, guaranteeing their safety.

With a focus on process optimization, cost reduction and environmental awareness, the After Sales team sought common information between vehicles to unify the document. Currently, a manual has been implemented for the entire range of domestic vehicles, one for those exported to Argentina and another for imported vehicles. For the LAM and North African markets, the strategy is under development. By establishing connections with digital platforms, it has been possible to create leaner printed manuals (just 60 pages), which cover safety and legislation issues. The texts direct the reader to find out more on the VW website or in the My VW App, with exclusive digital manuals per model with the full content (up to 350 pages). In addition to the information available in the instruction manual and the Volkswagen Guide, customers also have access to the Cognitive Manual, which uses artificial intelligence to understand and answer questions.





Suppliers





Suppliers

Sustainability throughout the supply chain

Volkswagen do Brasil has developed a series of initiatives to make its supply chain more sustainable, reducing emissions and optimizing logistics processes. In 2024, the company aimed to implement measures to reduce the time, cost, and environmental impact of transporting and delivering parts and components.

Key actions included the use of coastal shipping (cabotage) for suppliers in the Manaus Free Trade Zone, a shift in transportation mode for steel, and the adoption of bitrucks powered by compressed natural gas (CNG). These initiatives were carried out by Volkswagen do Brasil in partnership with its suppliers and other stakeholders in the logistics chain.

In addition to transportation changes, the company is focused on reducing Scope 3 emissions (indirect emissions, such as those from suppliers). As part of this effort, initiatives mapped by the Sustainable Chain program are forwarded to internal teams that assess and enable their implementation. In 2024, actions focused on circularity were carried out, with an emphasis on material recyclability and the recirculation of parts and raw materials, a trend expected to grow in the coming years.

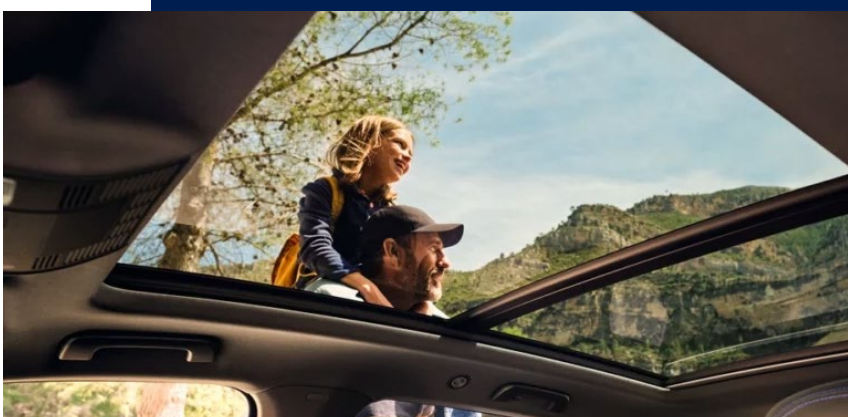


Volkswagen Sustainable Chain

The Volkswagen Sustainable Chain project, led by the Sustainability in Procurement department, aims to deepen knowledge of sustainable practices in the regional automotive supply chain and promote the implementation of ESG projects. In 2024, individual meetings with approximately 40 strategic partners were held both virtually and in person, including tech days and dedicated sessions. These interactions helped identify innovative sustainability initiatives and map out opportunities for collaboration.



Key topics raised during the meetings included decarbonization, circular economy, and supply chain engagement. Volkswagen do Brasil also made progress in collecting Scope 3 data, essential for its decarbonization goals, and identifying synergies for potential strategic partnerships.



ESG measures for the value chain

1. Internal policies

3. S-Rating

5. Grievance Mechanism

2. Training

4. Media Screening



Internal policies

Volkswagen do Brasil's procurement processes are guided by the ethical principles outlined in the Code of Conduct and the new Sustainability Policy. These documents present the company's current procurement standards, as well as the guidelines for conducting negotiations and potentially directly contracting a supplier, taking into account ESG (environmental, social, and governance) factors, as well as the economic aspects of the business, which serve as criteria for selecting new suppliers. In 2024, the company published the 2nd edition of the Diversity and Inclusion Handbook for VW Business Partners, a tool created to raise awareness and promote the continuous improvement of inclusive practices with Volkswagen do Brasil's business partners.

Training

In 2024, the company carried out internal and external training with the aim of disseminating knowledge about sustainability, S-Rating and human rights.

Internally, 100% of new buyers took part in sustainability training. For suppliers, four dedicated workshops on the S-Rating and sustainability were held, involving more than 700 partner companies. Additionally, human rights training was provided to suppliers operating in sectors identified as having higher social risk, as defined in collaboration with Volkswagen AG. These training sessions, conducted by Volkswagen do Brasil on behalf of all Group companies in the country, reached 400 suppliers across four rounds.

Throughout the year, the company ensured that 100% of critical suppliers were invited to participate in the human rights training sessions. In total, over 300 hours of individual training were recorded.



S-Rating

Since 2019, Volkswagen do Brasil has had a system for evaluating suppliers (S-Rating) with sustainability criteria and providing feedbacks to help partners progress and improve their ESG performance. A positive S-Rating (A or B) is mandatory for the appointment of suppliers.

The company's goal is to have 85% of suppliers with an A grade by 2025. In 2024, this index has already reached 84%, demonstrating significant progress and a favorable outlook for achieving this goal, considering the continuous evolution of evaluations and the dynamism of the rating of suppliers.

Currently, 808 suppliers in Volkswagen do Brasil's purchasing base have A or B grades in S-Rating, an essential criterion for appointment. In December 2023, this figure was 687, representing an 18% increase in the number of qualified suppliers. This progress was driven by ongoing training for both internal and external audiences.

The S-Rating is a dynamic questionnaire, made up of 22 questions that accompany sustainability-related updates. Every time a new criterion is added to the scope and is demanded of suppliers, the company anticipates and trains the partners who will be impacted by the update. In 2024, ISO 14001 certification became mandatory (a requirement effective since October 2023), and the assessment of the supply chain by direct suppliers gained more weight in the ranking. Additionally, throughout the year, discussions were held on adaptations for the implementation of S-Rating 2.0, which foresees significant changes in the visibility and evaluation of suppliers. The new version is scheduled to be implemented throughout 2025.

Media Screening

It's a system that tracks social media and global content to identify possible infringements of the company's principles. When a supplier is flagged, the Group company with the largest volume of business with it conducts an investigation to verify the occurrence of irregularities and define corrective actions. The main objective is to educate and guide partners towards necessary adjustments, which may, in extreme cases, result in the termination of the business partnership.



Grievance Mechanism

The Volkswagen Group has a specific methodology for dealing with deviations. The "Grievance Mechanism" works as soon as a report is received through one of the whistleblowing channels and aims to verify possible violations of human rights and the environment by direct and indirect suppliers.

The system, implemented in accordance with Group guidelines and adapted to the national context, has proven to be robust, agile, and efficient, enabling the prompt handling of complaints in close collaboration with business partners. This agility has also raised awareness and driven improvements in the whistleblowing systems of Volkswagen do Brasil's key partners. Involved in complaints related to indirect suppliers, they followed the work of VWB's grievance team and went on to replicate the approach in their own processes. In 2024, 18 cases were monitored, nine of which were assessed by the Grievance team in Brazil.



The **five stages** of the supplier development program

To become part of the VW partner network, all suppliers undergo a five-stage Sustainability Rating which verifies the company's environmental, social and compliance standards.

1

Inputs

Identification of potential suppliers by evaluating quality, logistics, engineering, and sustainability indicators.

2

Awareness

Contact the supplier to detail a possible development plan. Once accepted, the goals, procedures and scope of the project are defined.

3

Assessment

Drawing up the Current Value Stream Map of the part or process previously defined.

4

Workshop

Evaluation of the production process in search of optimizations and thus build an Optimized Value Stream Map.

5

Implementation

Phase in which the optimized process is put into practice, carrying out follow-up to implement the improvement actions identified.





The One

In May 2024, Volkswagen do Brasil brought together around 120 suppliers to recognize the best sustainable practices and projects in its value chain. The event was held in the same structure as the launch of the New T-Cross and gave participants first-hand contact with the model, as well as aligning strategies.

The event highlighted best practices in 12 categories: Supply Security, Technical Development & Innovation, Quality, Social & Diversity, Aftersales, Volkswagen Argentina Partnership, Serviços & Investimentos Partnership, Connectivity Commodity Partnership, Powertrain Commodity Partnership, Internal Chemical Commodity Partnership, External Chemical Commodity Partnership, Metallic Commodity Partnership.

Sustainability conference - Sustainable Chain

As part of Sustainability Week, Volkswagen do Brasil held a virtual workshop with more than 200 partner companies to share the achievements of the "VW Sustainable Chain 2024" project, celebrate good sustainability practices in the automotive market, and encourage cooperation on ESG projects within the supply chain. During the meeting, an overview of ESG regulations was presented, and the company's main sustainability initiatives were shared. The event also marked the launch of the second edition of the Diversity and Inclusion Primer for VW Business Partners.





Supplier profile

(GRI 3-3, 2-6, 204-1)

With an annual purchasing volume of BRL 28.1 billion in 2024, including direct purchases (parts) and general purchases, Volkswagen do Brasil continues to have a significant economic impact on the automotive sector and across various regions of the country. Compared to 2023, BRL 7.1 billion more was invested in suppliers. This reflects in the local economy, with coverage in communities near the business units, states, and other regions.

The nationalization of components and the search for local suppliers have been a constant at Volkswagen do Brasil in recent years, aiming to improve the domestic industry and reduce supply risks associated with geopolitical issues outside Brazil. Another key factor in the region's development is purchasing items and services from micro, small, and medium-sized enterprises whenever possible.

Volkswagen do Brasil's purchasing strategy prioritizes the development of the supply chain, encouraging the participation of small and medium-sized companies in the selection process, as long as they are properly registered in the LDB (Liferant Database). In 2024, the number of registered suppliers grew, reinforcing the company's commitment to expanding opportunities and social development. Last year, suppliers located in Brazil accounted for 85% of the automaker's purchasing costs.

To ensure that its suppliers meet global sustainability standards, Volkswagen do Brasil maintains an ongoing assessment using the SAQ 5.0 (Self-Assessment Questionnaire), which analyzes environmental, social, and compliance criteria. Currently, 70% of suppliers are eligible for nomination and, among those already qualified, 84% (based on revenue) hold an A Rating.

As part of its continuous improvement efforts and in compliance with current legislation, Volkswagen do Brasil has implemented training programs and educational events targeting its network of suppliers and buyers. These initiatives aim to disseminate information about legal requirements and promote best practices within the organization and across its business partnerships.



Expenses with local suppliers¹

(GRI 204-1)

| | 2022 | 2023 | 2024 |
|---|-------|-----------|-----------|
| Budget for suppliers (BRL billions) | 13.82 | BRL 17.88 | BRL 25.00 |
| Amount invested in local suppliers (BRL billions) | 11.53 | BRL 15.27 | BRL 21.25 |
| % of budget invested in local suppliers | 83.4% | 85.40% | 85.00% |

Footnote:

1. Data referring to the four Volkswagen do Brasil plants and the Parts and Accessories Center. All parts produced in Brazilian factories, as well as goods and services supplied, are classified as local.



Environmental assessment of suppliers

(GRI 308-1, 308-2)

Volkswagen do Brasil also conducts thorough environmental assessments throughout its supply chain. Aligned with the VW Group's Environmental and Energy Policy, this initiative is designed to ensure compliance with regulations, strengthen the Environmental and Energy Compliance Management System (SGCAE), and drive the continuous improvement of suppliers' environmental and energy performance.

The assessment combines documentary and/or face-to-face audits, prioritizing suppliers with critical environmental risks. When negative impacts are identified, partners are guided to implement corrective actions within a set timeframe. The best-performing suppliers are invited to share their sustainable practices in exclusive workshops. In addition, Volkswagen do Brasil adopts a consultative approach, supporting suppliers in improving their environmental ratings.



The audit encompasses 'Tier 01' and 'Critical Non-Productive' suppliers, such as those responsible for the transportation and treatment of waste and effluents. The frequency of assessments is determined based on the level of risk, considering factors such as pollution potential and strategic relevance.

As part of a global effort, Volkswagen do Brasil also maintains ongoing dialogue with high-emission suppliers to map production processes and develop emission reduction strategies.

In 2024, the company made progress in the assessment process, ensuring greater accuracy in risk management. To this end, the company worked with the environmental management team to review the supplier base and enhance the analysis of specific environmental criteria. This initiative enabled a more targeted process and broader reach in identifying and mitigating environmental risks.

Despite the complexity and scale of the supply chain, Volkswagen has continued to promote a sustainability mindset among its partners. In 2024, this progress was reflected in both the increased number and improved quality of suppliers committed to responsible environmental practices.

New suppliers selected based on environmental criteria (GRI 308-1)

| | 2022 | 2023 ¹ | 2024 |
|--|-------|-------------------|-------|
| New suppliers considered for contract | 919 | 769 | 713 |
| New suppliers contracted on the basis of environmental criteria | 412 | 376 | 496 |
| Percentage of new suppliers contracted based on environmental criteria (%) | 44.8% | 48.9% | 69.6% |

Footnote:

1. Reduction in the number of registered and contracted suppliers due to the consolidation strategy.

There was an increase in the number of suppliers eligible for nomination on Volkswagen do Brasil's platforms in 2024. This was driven by expanded training on sustainability requirements and closer alignment with the VW Sustainable Chain project. For the productive suppliers that are actually contracted (suppliers with active turnover), all of them have been environmentally and socially assessed, but this assessment is only applied at the time of sourcing for appointment, which reduces the percentage of contracted suppliers in relation to the suppliers considered.



Suppliers with potential and actual negative environmental impacts

(GRI 308-2)

| | 2022 | 2023 | 2024 |
|--|-------|-------|-------|
| Assessed suppliers ¹ | 116 | 73 | 63 |
| Identified suppliers | 52 | 37 | 35 |
| Significant negative environmental impacts identified ² | 12 | 6 | 233 |
| Suppliers with agreed improvements as a result of the assessment | 16 | 6 | 11 |
| Percentage of suppliers with agreed improvements as a result of the assessment | 30.8% | 16.2% | 31.4% |
| Identified suppliers with whom relations were terminated as a result of the assessment | 1 | 0 | 0 |
| Percentage of identified suppliers with whom relations were terminated as a result of the assessment | 1.9% | 0% | 0% |
| Reasons why relationships were terminated with suppliers | N.A. | | |

Footnote:

1. The evaluated suppliers are located in Brazil. Those considered critical are mostly located in the states of São Paulo, Minas Gerais, and Paraná. The change in the service provider contract for environmental assessments impacted the number of evaluations conducted in 2024. A recovery plan has been drawn up.

2. In 2024, the scope for reporting significant environmental impacts (both potential and actual) was reviewed and expanded. The assessment now includes compliance with environmental legal requirements such as waste management, effluents, atmospheric emissions, noise, vibrations, environmental liabilities and other conditions, environmental infractions, as well as AVCB and IBAMA regulations. Additionally, it includes compliance with Volkswagen's specific requirement: ISO 14001 environmental certification.

Social impacts

(GRI 2-27, 408-1, 409-1, 414-1, 414-2)

Volkswagen do Brasil applies strict social responsibility criteria across its supply chain. Contracts such as the Special Conditions of Purchase for Sustainable Sourcing and the Sustainability Terms establish formal obligations to eradicate child and forced labor, ensuring that partners comply with the required standards.

The company follows international conventions and guidelines that prioritize ethics, respect for human rights and corporate transparency, such as the ILO Declaration on Fundamental Principles and Rights at Work and the LKSG (German due diligence law) in the supply chain.

Volkswagen do Brasil provides ESG guidance to its suppliers through the Sustainability in Supplier Relations Handbook. The company's Compliance Policy establishes regular audits to ensure adherence to these principles. Social criteria were decisive in the selection



of all new suppliers in 2024. During the period, 496 partners were assessed, five of whom presented significant actual or potential negative social impacts. In such cases, corrective measures were implemented by mutual agreement.

In all audits, including those focused on quality, environmental management, and sustainability, Volkswagen do Brasil also verifies the presence of child labor practices. The company maintains external communication channels to receive reports of potential irregularities. If violations are identified, the Grievance Mechanism is activated.

In 2024, a workshop was held exclusively for companies in the transportation sector—a segment considered high-risk for labor conditions analogous to slavery due to the long working hours required. The initiative, conducted in partnership with Volkswagen do Brasil's Logistics department, aimed to raise awareness and strengthen ties with these strategic partners.

Also in 2024, specific training on human rights was provided to selected suppliers based on the criticality of their sector and activities. The training addressed ESG topics with an emphasis on social issues such as working hours, health and safety, non-discrimination, and harassment, as well as the prohibition of child and forced labor. Environmental impacts that could pose health risks to workers and nearby communities were also discussed.

Throughout 2024, Volkswagen do Brasil recorded no significant risks related to child labor, forced labor, or non-compliance with labor legislation in its operations.





GRI Summary



GRI content summary

(GRI 102-55)

| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2023 |
|--------------|----------|--|---|-------------------------------|------------------------|
| | 2-1 | Organization details | Volkswagen do Brasil Strategy and Management | | |
| | 2-3 | Reporting period, frequency and point of contact | Presentation | | |
| | 2-4 | Rephrasing information | Presentation | | |
| | 2-6 | Activities, value chain and other business relationships | Volkswagen do Brasil People Suppliers | | |
| | 2-7 | Employees | People | 8 | |
| | 2-9 | Governance structure | Strategy and Management | | |
| | 2-22 | Declaration on sustainable development strategy | Message from the CEO | | |
| | 2-23 | Policy commitments | Strategy and Management | 16 | |
| | 2-26 | Mechanisms for advice and raising concerns | Strategy and Management | | |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|---|---|-------------------------------|--|
| | 2-27 | Compliance with laws and regulations | Strategy and Management Factories Suppliers | 9, 10 | Social and environmental responsibility |
| | 2-29 | Stakeholders engagement approach | Presentation People | 17 | |
| | 2-30 | Collective negotiation agreements | People | 8 | |
| | 3-1 | Process of defining material topics | Presentation | | |
| | 3-2 | List of material topics | Presentation | 17 | |
| | 3-3 | Managing material issues | People Factories Suppliers | | Customer satisfaction Digitalization, new business models and vehicle connectivity Organizational climate Social and environmental responsibility |
| 201-1 | | Direct economic value generated and distributed | Volkswagen do Brasil | 8 | Company performance and economic viability |
| 202-1 | | Ratio between the lowest wage and the local minimum wage, broken down by gender | People | 1, 5, 8 | |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|--|-------------------------|-------------------------------|---|
| 202-2 | | Proportion of board members hired from the local community | Strategy and Management | | |
| 203-1 | | Investments in infrastructure and support services | People | 9, 10 | Social and environmental responsibility |
| 204-1 | | Proportion of spending with local suppliers | Suppliers | 12 | Sustainable supply chain |
| 205-1 | | Operations assessed for risks related to corruption | Strategy and Management | 16 | Ethical and transparent conduct |
| 205-2 | | Communication and training on policies and procedures to combat corruption | Strategy and Management | 16 | Ethical and transparent conduct |
| 205-3 | | Confirmed cases of corruption and measures taken | Strategy and Management | 16 | Ethical and transparent conduct |
| 206-1 | | Legal actions for unfair competition, trust, and monopoly practices | Strategy and Management | 16 | |
| 302 | | Energy | Factories | 7, 8, 11, 12, 13 | Reduced emissions from vehicle use |
| 302-1 | | Energy consumption within the organization | Factories | 7, 8, 11, 12, 13 | |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|--|---------------|-------------------------------|------------------------------------|
| 302-2 | | Energy consumption outside the organization | Factories | 7, 8, 11, 12, 13 | |
| 302-3 | | Energy intensity | Factories | 7, 8, 11, 12, 13 | |
| 302-4 | | Reduction of energy consumption | Factories | 7, 8, 11, 12, 13 | |
| 302-5 | | Reductions in the energy requirements of products and services | Factories | 7, 8, 11, 12, 13 | Reduced emissions from vehicle use |
| 305-1 | | Direct emissions (Scope 1) of greenhouse gases (GHG) | Factories | 3, 12, 13, 15 | |
| 305-2 | | Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases | Factories | 3, 12, 13, 15 | |
| 305-3 | | Other indirect emissions (Scope 3) of greenhouse gases (GHG) | Factories | 3, 12, 13, 15 | Reduced emissions from vehicle use |
| 305-5 | | Reducing greenhouse gas (GHG) emissions | Factories | 3, 12, 13, 15 | Reduced emissions from vehicle use |
| 305-6 | | Emissions of ozone depleting substances (SDO) | Factories | 3, 12, 13, 15 | |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|---|---------------|-------------------------------|--------------------------|
| 305-7 | | NOX, SOX, and other significant atmospheric emissions | Factories | 3, 12, 13, 15 | |
| 306-3 | | Waste generated | Factories | 12 | |
| 306-4 | | Waste not destined for final disposal | Factories | 12 | |
| 306-5 | | Waste destined for final disposal | Factories | 12 | |
| 308-1 | | New suppliers selected based on environmental criteria | Suppliers | 8, 12 | Sustainable supply chain |
| 308-2 | | Negative environmental impacts of the supply chain and measures taken | Suppliers | 8, 12 | Sustainable supply chain |
| 401-1 | | New hires and employee turnover | People | 5, 8 | |
| 401-3 | | Maternity/paternity leave | People | | |
| 403-1 | | Occupational health and safety management system | People | 3, 8 | |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|---|---------------|-------------------------------|-----------------------------------|
| 403-9 | | Accidents at work | People | | |
| 404-1 | | Average hours of training per year, per employee | People | 4, 5, 8 | Employee development and training |
| 404-2 | | Programs for improving employee skills and career transition assistance | People | 4, 5, 8 | Employee development and training |
| 408-1 | | Operations and suppliers with a significant risk of child labor cases | Suppliers | 8, 16 | |
| 409-1 | | Operations and suppliers with a significant risk of cases of forced or compulsory labor | Suppliers | 8 | |
| 414-1 | | New suppliers selected based on social criteria | Suppliers | 8, 12 | Sustainable supply chain |
| 414-2 | | Negative social impacts of the supply chain and measures taken | Suppliers | 5, 8, 16 | Sustainable supply chain |
| 416-1 | | Assessment of health and safety impacts caused by categories of products and services | Factories | 3, 16 | Vehicle safety and quality |



| GRI Standard | GRI 2021 | Announcement | Where to find | Sustainable Development Goals | Material topic in 2022 |
|--------------|----------|--|-------------------------|-------------------------------|----------------------------|
| 416-2 | | Cases of non-compliance in relation to health and safety impacts caused by products and services | Factories | 3, 16 | Vehicle safety and quality |
| 417-1 | | Requirements for product and service information and labeling | Factories | 12 | |
| 417-2 | | Cases of non-compliance in relation to product and service information and labeling | Factories | | |
| 417-3 | | Cases of non-compliance in relation to marketing communication | Strategy and Management | | |
| 418-1 | | Verified complaints regarding breach of privacy and loss of customer data | Strategy and Management | | |





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