



SUSTAINABILITY REPORT - 2024

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FOREWORD

Dear Reader,

We are pleased to present to you our fifth Sustainability Report, for 2024. As a financial services company, we are committed to addressing the challenges surrounding sustainability, with transparent communication with our customers being a top priority.

Promoting e-mobility plays a central role in our sustainability strategy, as we firmly believe it can make a significant contribution to reducing CO₂ emissions.

The past few years have been challenging for the economy. Global uncertainties and economic upheavals have posed major challenges for many companies. In this phase of transformation, it is more important than ever to find sustainable and future-oriented solutions. We are proud to stand by our customers as a reliable partner during this time and to support them in transitioning to sustainable mobility solutions.

We are proud to implement sustainability measures not only within the framework of regulatory obligations but also beyond them. Through innovative ideas and services, we seize the opportunity to actively drive the transformation of our customers.

In the reporting year, we launched the innovative "Green Fleet Project," which enables our fleet customers to access comprehensive ESG data about their vehicle fleets. This allows them not only to

determine and manage the CO₂ footprint of their fleet, but also to use the necessary data for reporting under various regulatory requirements.

We aim to demonstrate our commitment to sustainability not only through our products and services but also in our internal processes and corporate culture. Therefore, environmentally friendly work processes - especially through digitalization and responsible resource management - are a clear focus. Additionally, we are actively committed to social responsibility and diversity across the group. A major milestone in terms of diversity was the appointment of our first female board member in the Porsche Bank Group in June of this year (an interview can be found in the report on page 90).

This report provides you with a comprehensive insight into our sustainability goals, the associated measures, and the progress we have already made.

We thank our employees, customers, and partners for their support and trust. Together, we can make a positive contribution to the environment and society. Let us continue to work together with confidence and determination toward a sustainable future.



Hannes Maurer
Board Member
Front Office
CEO
Porsche Bank AG

Alexander Nekolar
Board Member
Back Office
CFO
Porsche Bank AG

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Sustainability is a core component of our corporate strategy.





ABOUT THIS REPORT

ABOUT THIS REPORT

This report provides a comprehensive overview of the Porsche Bank Group's sustainability activities for the 2024 financial year. This includes non-financial information on sustainable products, energy and environmental management as well as social aspects, ESG risks and the governance of Porsche Bank. The reporting period runs from January 1st, 2024 to December 31st, 2024, and also contains selected information for the year 2025.

The Porsche Bank Group includes all fully and proportionately consolidated subsidiaries as well as companies accounted for using the equity method. These are institutions, financial institutions, providers of ancillary services, insurance companies and other companies. As a subsidiary of Porsche Holding Salzburg GmbH, Porsche Bank Group is part of the Porsche Holding Group, which in turn is a 100% subsidiary of Volkswagen AG.

Editorial notes

The Porsche Bank Group is referred to as "Porsche Bank" in this report. The Porsche Holding Group is referred to as "Porsche Holding". If an individual part of the group or corporation is concerned, this will be indicated in the text.

How our key figures are calculated

Where possible, KPI reporting is carried out at the country level. To support this, a monthly reporting system has been implemented in recent years, which is being gradually enhanced as part of the transformation process. The reporting of KPIs for vehicles financed by Porsche Bank is conducted at the level of the Porsche Bank consolidation group, which includes 15 international Porsche financial and leasing companies. The reporting of KPIs in the "Social" category is carried out for the Porsche Group consolidation group and includes not only the financial and leasing companies but also Porsche Versicherung, VVD, and ARAC.

The continuous improvement of data quality for sustainability reporting is being driven forward by a dedicated project involving all Porsche Bank countries. For KPIs in the area of energy management, we refer to the sustainability report of our parent company, Porsche Holding. This is because the collection and calculation of energy metrics for our buildings are centrally managed by Porsche Holding. As part of the integration of Porsche Bank into the sustainability strategy of Porsche Holding, individual KPIs have been adjusted to ensure standardized calculation methodologies.



Legal Notice

In accordance with § 267a (7) UGB (NaDiVeG) and Directive 2013/34/EU Article 19a (3) as well as §§ 243b (7) UGB (EU Taxonomy), the company is exempt from preparing a non-financial statement. Porsche Bank refers to the consolidated separate non-financial report of Volkswagen AG and the annual report of Volkswagen AG for the 2024 financial year, which are available on the company's website within the statutory deadline.

Strategic Outlook

Due to the declining market development, particularly the drop in sales of electric vehicles, a group-wide reduction of selected sustainability targets by 2030 was decided in the first half of 2025. As this report focuses on the year 2024, the targets applicable in 2024 are reported.

Sustainability in the Porsche Holding

This year, Porsche Holding published its third a groupwide sustainability report, for the 2024 financial year. Porsche Bank is integrated into the sustainability strategy of Porsche Holding and,

together with Porsche Corporate Finance, is responsible for the "Green Finance" focus field. As a financial institution, Porsche Bank is subject to different regulatory requirements and is strongly tied to the ever-growing interest in sustainability among its stakeholders. With this in mind, Porsche Bank is publishing an individually tailored sustainability report. Corresponding references have been included on some of the key topics that are the responsibility of Porsche Holding.



Sustainability report 2024
Porsche Holding

We would also like to refer to the annual report from Volkswagen, our parent company, which also describes the focus on "social sustainability in our supply chain" in detail:



Sustainability report 2024
Volkswagen Group
The Sustainability Report begins on page 228 ff. of the VW Annual Report 2024.



THE PORSCHE BANK GROUP - AN OVERVIEW

OUR VISION

DRIVING THE FUTURE
OF YOUR MOBILITY

PART OF THE
VW-GROUP &
PORSCHE
HOLDING

OVER
55
YEARS
OF KNOW-
HOW

ACTIVE

IN **15**

COUNTRIES

AT HOME
WORLDWIDE



**PASSION
FOR
MOBILITY**

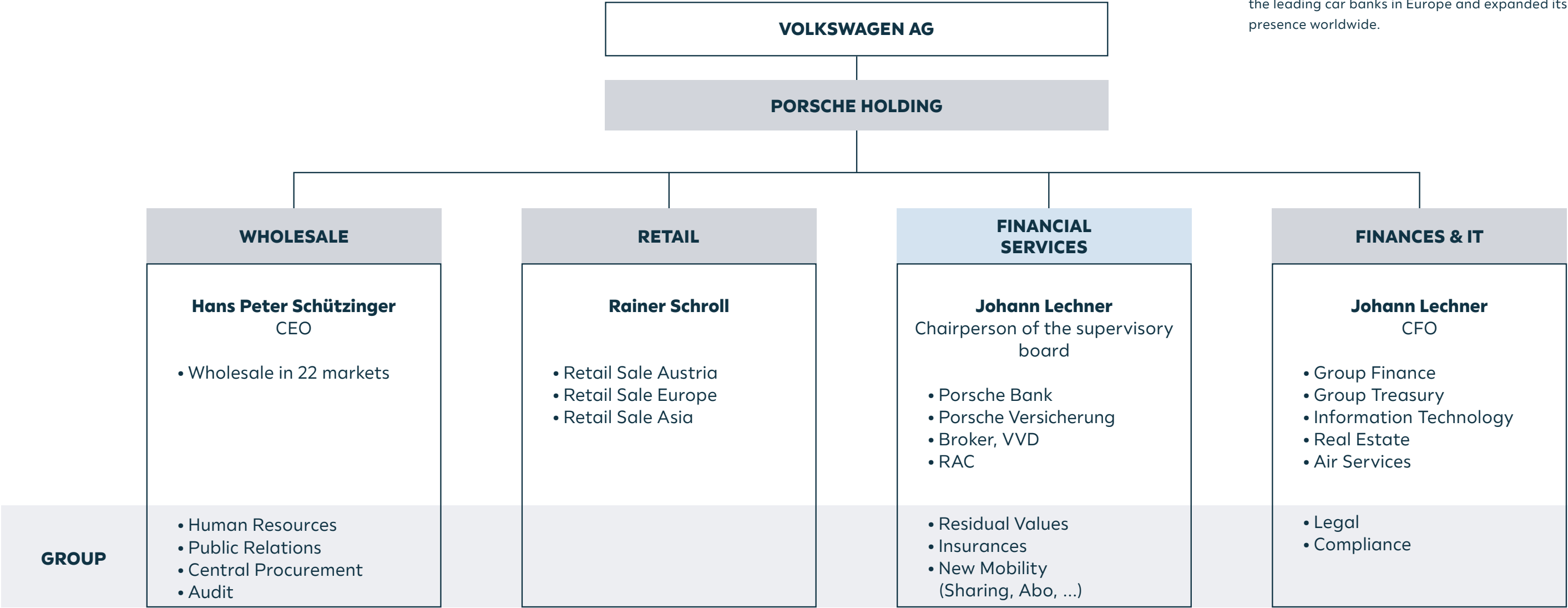
**THE PORSCHE BANK -
AN OVERVIEW**

WE ARE A PART OF VW & THE PORSCHE HOLDING

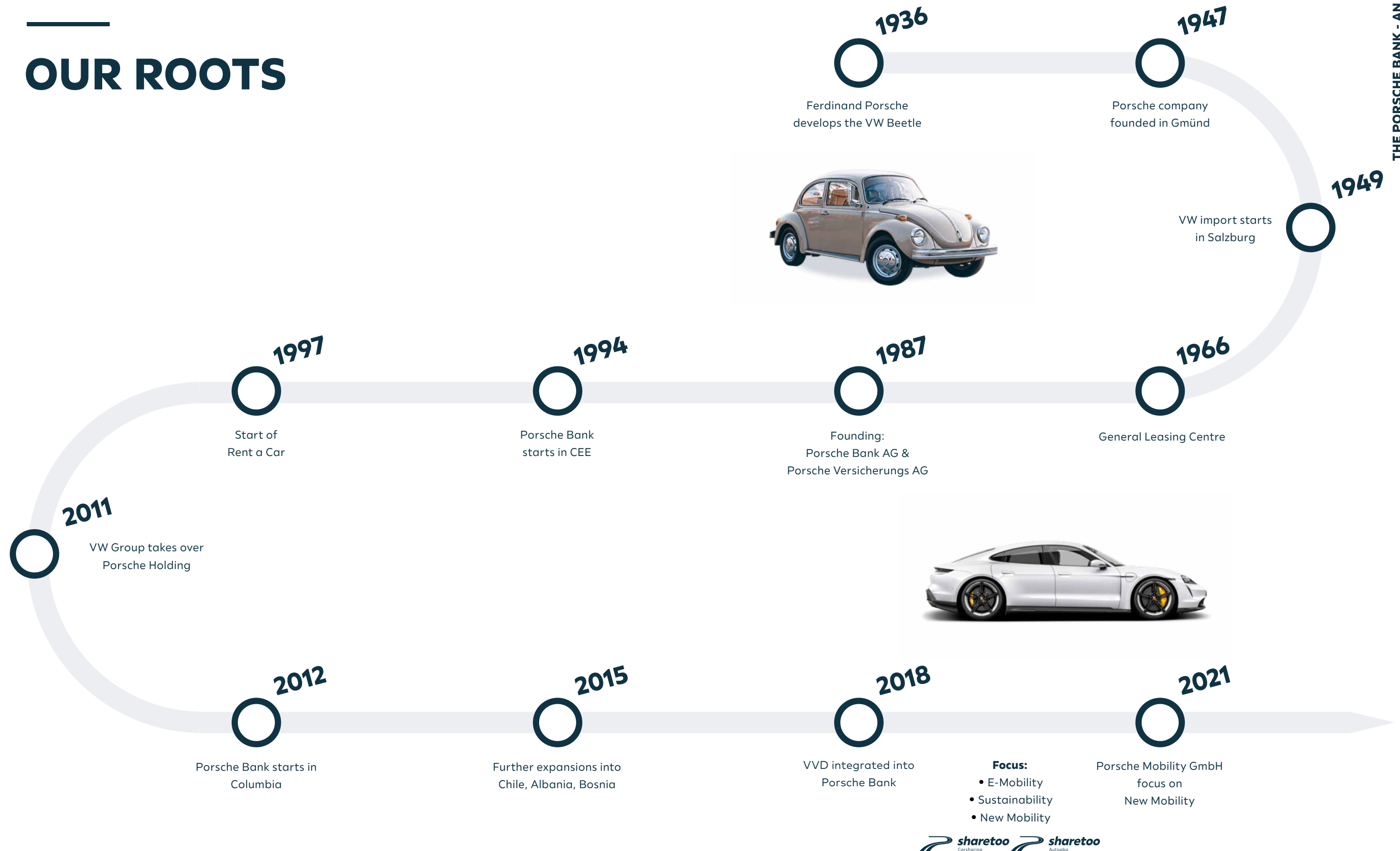
Porsche Bank is a 100% subsidiary of Porsche Holding GmbH and, as a financial services provider, represents one pillar of the three-pillar strategy of Porsche Holding Salzburg alongside the automobile, wholesale and retail trade. Within Porsche Holding Salzburg, financial services are positioned as an independent, profit-oriented business area. This makes Porsche Bank a profitable core area of Porsche Holding and an integral part of the "automobile and mobility" value chain.

In addition to the subsidiaries in the individual countries that handle financing activities, Porsche Bank AG in Austria also holds shares in the subsidiary ARAC GmbH, which is responsible for car rental. The subsidiaries Porsche Versicherungen AG and VVD GmbH are responsible for insurance issues. All of these companies belong to the Porsche Bank Group.

Porsche Bank has been specialized in financing vehicles since it was founded in 1966. Over the years, it has successfully established itself as one of the leading car banks in Europe and expanded its presence worldwide.



OUR ROOTS



HEADQUARTERS AND COUNTRIES

The headquarters of Porsche Bank AG is in Salzburg. Including the core market of Austria, Porsche Bank is represented in a total of 15 countries in Central and Eastern Europe, as well as in South America. These include Hungary, Slovenia, Slovakia, Croatia, Romania, Serbia, Bosnia and Herzegovina, Montenegro, North Macedonia, Albania, Bulgaria, Ukraine, Colombia and Chile. Increasing internationalization and geographical expansion have contributed to the company's success in recent decades. From a geographical perspective,

Porsche Bank essentially follows and accompanies the automobile wholesale business of Porsche Holding Salzburg.

On February 3, 2025, the Porsche Bank Group strengthened its presence in the CEE region through a share swap with VW sister companies. Porsche Bank AG acquired 100% of Volkswagen Finančné služby Slovensko s.r.o. and Volkswagen-Versicherungsdienst GmbH (Vienna). Shares in the South American subsidiaries were reallocated, resulting in Porsche Bank AG now holding 40% of the financial groups in Colombia and Chile. This has resulted in a simplified structure and a stronger focus on core markets.

ACTIVE IN 15 COUNTRIES

COLUMBIA

CHILE

AUSTRIA

SLOVAKIA

UKRAINE

HUNGARY

SI

CROATIA

ROMANIA

BOSNIEN
HERZEGOWINA

SERBIA

ME

BULGARIA

MK

AL

As of 06/2025

FINANCING	INSURANCE	FLEET MANAGEMENT	CAR RESELLING	BANK SERVICES	CAR RENTAL	NEW MOBILITY
• Vehicles • Dealers	• Own risk • Broker • VVD	• Car policy fleets - Financing - Maintenance - Reporting	• International usedcar platform	• Deposits	• Short-term rent • Europcar AT, HU • sharetoo rent	• sharetoo Carsharing - Carsharing private - Carsharing corporate • Autoabo
~ 487,000 CONTRACT PORTFOLIO	~ 1,067,000 CONTRACT PORTFOLIO	> 230,000 FIN. & MAINT. PORTFOLIO CONTRACT	~ 20,000 RESALES P.A.	~ 55,000 ACCOUNTS > 1.7 BILLION DEPOSITS	~ 85,000 RENTAL CONTRACTS P.A.	103 STATIONS ~ 82,000 APP USER





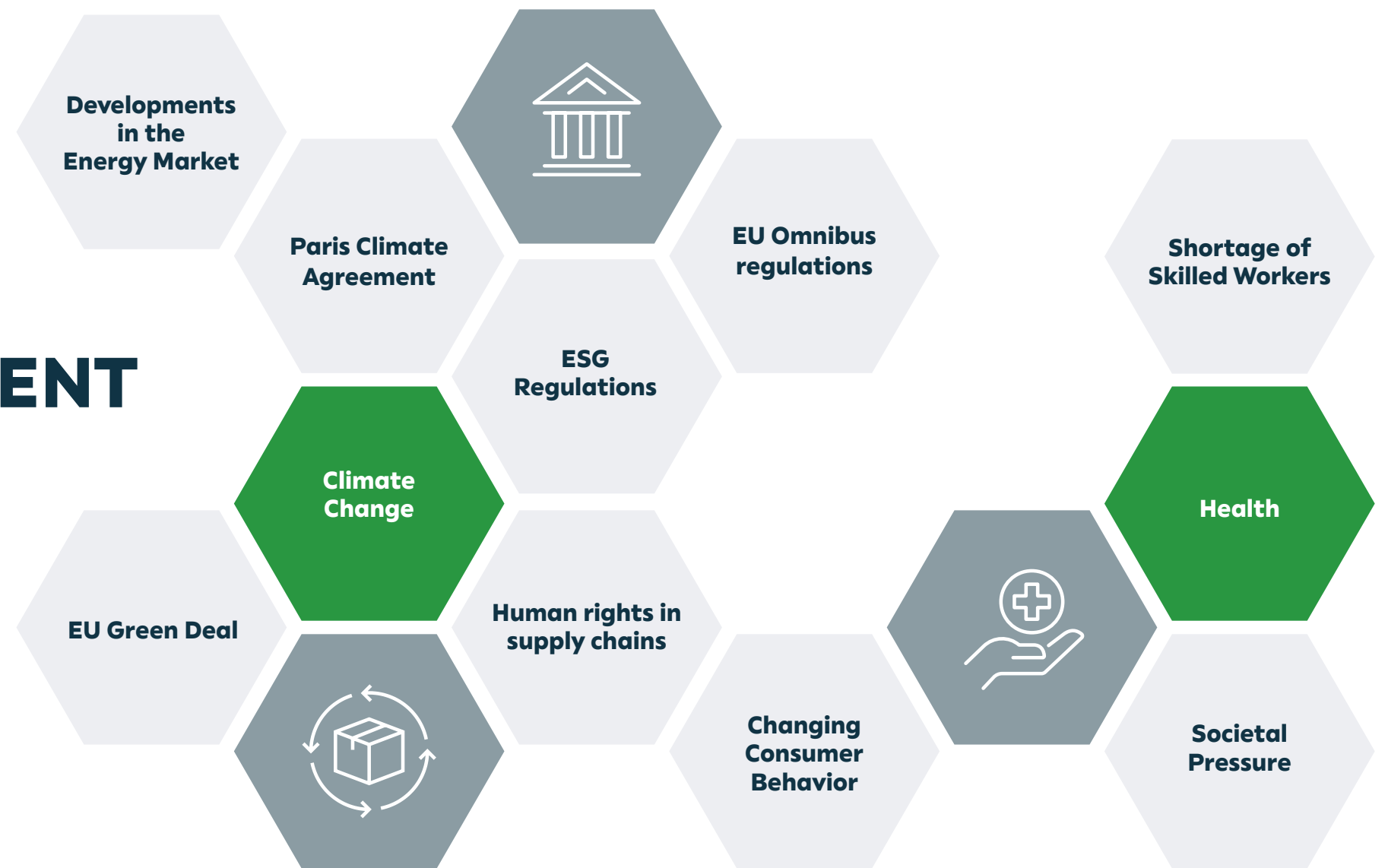









MEGATRENDS & STRATEGIC BUSINESS DEVELOPMENT



Impact of megatrends

Current ecological and social tensions, such as the containment of climate change, the loss of biodiversity and changing customer needs, create numerous global risks. The EU Green Deal and the Paris Agreement, with the aim of limiting global warming resulting from climate change to 1.5 degrees, present a significant change for the entire automotive industry.

Porsche Bank is addressing the impact of climate change on its business activities, both in terms of possible ecological risks and the demand for environmentally friendly financial products and services. In addition, developments in the energy market, the containment of greenhouse gas emissions and global value chains as well as increasing legal requirements, e.g. with regard to supply chains and reporting, play a central role

for Porsche Bank. The increasing focus on ecological sustainability and social responsibility requires Porsche Bank to increasingly take sustainable principles into account with regard to its activities and investments. Topics such as respect for human rights and a shortage of skilled workers are increasingly entering the focus of Porsche Bank.

The increasing regulatory requirements related to sustainability are also impacting vehicle operations and production. At the same time, the volatility of ESG regulations (such as the EU Omnibus Regulation) has a significant impact on customer needs as well as on the Porsche Bank's product portfolio and related measures. The transformation to sustainable mobility, the needs of a growing sharing economy, the increasing requirements for environmental sustainability, autonomous driving and increasing digitalization present

the company with new challenges. To meet these challenges, Porsche Bank is continuously developing its strategy with a focus on adapting the sales strategy and customer communication to changing mobility needs.

At the same time, in line with Porsche Holding's strategy, Porsche Bank supports Volkswagen AG's "New Auto" strategy, which consistently promotes the switch from combustion engines (ICE= Internal Combustion Engine) to fully electric vehicles. The increased marketing of BEVs (Battery Electric Vehicles) and the collaboration with brands affect Porsche Bank's range of financing and leasing. There is a need to develop innovative financing solutions that meet the requirements of electric vehicle customers and may take into account the special features of battery rental or leasing.

This strategy also relies on autonomous driving and takes into account environmental, social and governance (ESG) aspects in corporate management. The company recognizes the importance of the sharing economy and is working on new business models to serve these trends. It sees great opportunities in digitalization and the use of data to offer its customers innovative solutions and to position the company for the future.

"EVOLVE 2030" CORPORATE STRATEGY

As a subsidiary of Porsche Holding, Porsche Bank is also guided by its "Evolve 2030" strategy and the four pillars of the corporate strategy.

Evolve 2030 provides the framework for entrepreneurial action and outlines how the vision "We shape mobility for a better future" can be realized within the company. Sustainability is a core element of the strategy, which is why e-mobility is increasingly being integrated into the product portfolio of all brands within the Volkswagen Group. Porsche Bank, together with Porsche Holding and Volkswagen AG, aims to actively shape the transformation and take a leading role in the new world of mobility.

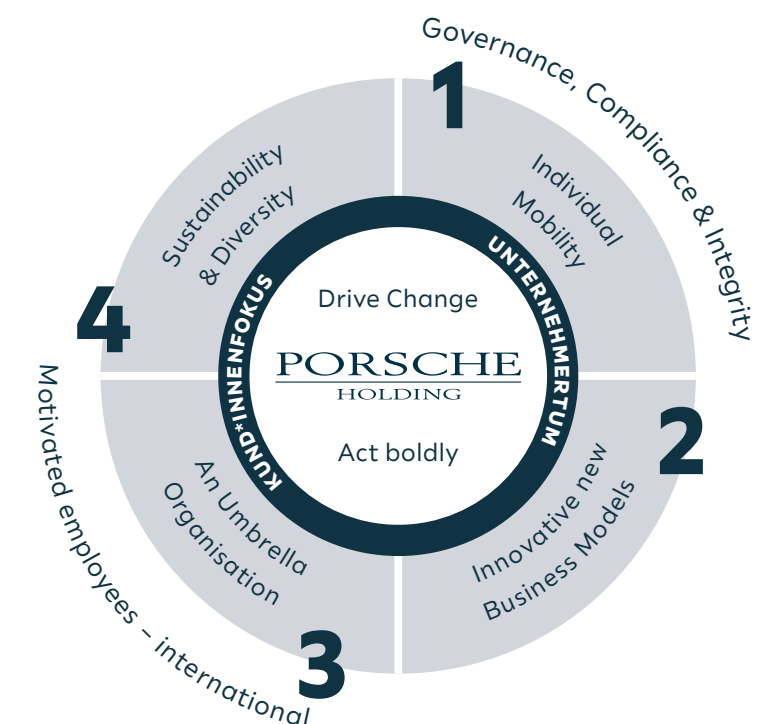
We place responsible and climate-conscious action at the center of our daily work – across all business areas and throughout the entire supply and value chain.



**We design
mobility
for a better
future.**

Strategy areas and core competencies

Porsche Holding's business activities are influenced by the key factors of climate protection, new mobility needs, electromobility, diversity and digitalization. They also form the basis for the development of the four focus fields of individual mobility, innovative new business models, an overarching organization and sustainability & diversity. As a subsidiary of Porsche Holding, Porsche Bank also builds on the four pillars of the corporate strategy. The implementation is carried out in accordance with the core competencies of customer focus and entrepreneurship.





PORSCHE BANK CORPORATE STRATEGY

Vision

DRIVING THE FUTURE OF YOUR MOBILITY FOR EVERY MOMENT AND EVERY MILE

The challenges related to sustainability, especially the reduction of greenhouse gas emissions, should also be reflected in our financing products. The declared goal of Porsche Bank is to further expand innovative and customer-oriented mobility solutions.

Porsche Bank's core business and the key factor for the bank's profitability is vehicle financing, insurance and maintenance in Austria and the countries. The bank's tasks consist in particular of car financing, car rental and insurance.

Mission

- Meeting the mobility needs of our customers
- Promoting the sales of Volkswagen Group products
- Generating an appropriate return
- Commitment to sustainable corporate governance

Werte



Customers

Simple and convenient solutions



Employees

Make the difference



We embrace innovation

Competitiveness and innovation



Profitability

Earnings strength through increased productivity



ESG

Responsibility for a livable future

Porsche Bank Corporate Strategy

Based on the needs of our customers, products and services are continuously developed to best meet mobility requirements. Porsche Bank focuses on its core business: mobility. Sustainability and climate change are increasingly coming into focus, which is why an expanding product portfolio in the field of e-mobility has been established across all brands of the Volkswagen Group. This results in a clear mandate for Porsche Bank to develop innovative and customer-oriented financing products to enhance the attractiveness of electric vehicles. In addition, direct sales, especially via online platforms such as the Porsche Bank Shop and car4me, as well as through digital services, are being further expanded as a growing pillar of the sales strategy.

At the same time, the strategy aims to meaningfully expand the current ownership model with complementary offerings such as car sharing and multimodal mobility.

Further technical developments, such as connected cars, telematics, driving assistance systems and even independent driving, will also be integrated into Porsche Bank's business areas. The partnership with sister company MOON also sees a gradual expansion of synergies in the sense of financing e-mobility infrastructure solutions such as charging stations, battery storage and photovoltaic systems - further details about MOON as well as our various car sharing models and mobility subscriptions can be found in the chapter "Sustainable Products & Services".





SUSTAINABILITY STRATEGY & MANAGEMENT

“
The transport sector
is responsible for
around 20% of global
CO₂ emissions*



SUSTAINABILITY STRATEGY & MANAGEMENT

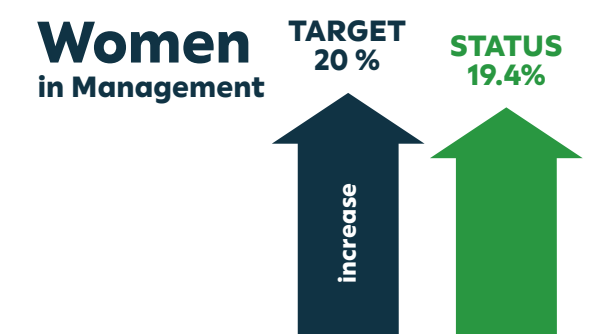
Sustainability means ensuring long-term, sustainable and intact ecological, social and economic systems at the global, regional and local level. In this spirit, Porsche Bank assumes responsibility and has established a comprehensive sustainability management system. This includes clearly defined key performance indicators and ambitious targets that make progress measurable.

Sustainability is a central component of the company's strategy. Building on the sustainability strategies of the Volkswagen Group and Porsche Holding, Porsche Bank has developed its own strategic concept that takes into account the company's specific requirements and potential.

Porsche Holding Sustainability Strategy

Consistently reducing our carbon footprint is a top priority for Porsche Holding. Given that the transport sector contributes significantly to global emissions, the company has set three key targets to be achieved by 2030 in order to actively support the transition to a low-carbon economy. The implementation of these targets is guided by seven focus areas, each with clearly defined measures, key performance indicators (KPIs), and additional sub-goals (see page 32 f.). At the same time, it becomes increasingly clear that sustainability is gaining importance and key factor for the long-term success of Porsche Holding.

THREE CENTRAL GOALS BY 2030



* Sources: IEA (2023) and Statista (2023)
 ** The KPI refers to CO₂ emissions from Scope 1 and Scope 2.

7 focus fields of the Porsche Holding Sustainability Strategy

For more information
Porsche Holding
sustainability report 2024
from page 25 onwards



		Summary	Vision	Goals/Measures
ZERO EMISSION MOBILITY		SIGNIFICANT REDUCTION in GHG emissions in our core business of mobility and a substantial increase in the share of e-mobility in all markets.	WE MAKE low-emission mobility accessible for all: for our customers, our employees, our planet.	INCREASE the share of BEVs sold to at least 50% by 2030 INCREASE the BEV share of company cars to 80% by 2030 SELL AND INSTALL PV systems to customers with a total annual capacity across all markets of 100 MWp by 2030 REDUCE CO ₂ emissions from mobility to -42% by 2030 (2021 baseline)
GREEN FINANCE		INVESTMENT IN SUSTAINABLE PROJECTS plus development of sustainable and innovative financing products.	WE PROVIDE our customers with access to "boundless mobility at the cutting edge" through sustainable investments as well as sustainable, customer-centric, innovative financing products.	INCREASE the proportion of green assets in the financial portfolio to 30% by 2030 AT LEAST 50% of newly financed vehicles to be BEVs by 2030 REDUCTION in average CO ₂ emissions from new financial contracts by 50% by 2030 (corresponds to a reduction to 72.8 g CO ₂ /km measured against the base year 2019)
CIRCULAR ECONOMY		REDUCTION OF ENVIRONMENTAL AND SOCIAL IMPACT throughout the supply chain as well as systematic reduction and recycling of materials.	WE WORK transparently with suppliers that uphold our supply chain standards. We ensure the use of recyclable products and packaging as well as sustainable services.	INCREASE the number of Purchasing employees who receive training in sustainability criteria to 100% by 2030
GREEN BUILDING		REDUCTION OF ENERGY AND RESOURCE CONSUMPTION as well as the environmental impacts on new and existing buildings.	WE CONSTRUCT and operate sustainable, resource-efficient buildings that are as free from harmful emissions as they can be.	REDUCE CO ₂ emissions in buildings and leaked refrigerants by 42% by 2030 (base year: 2021) CERTIFICATION for all new buildings to the German Sustainable Building Council (DGNB) Gold Standard or similar INCREASE buildings' efficiency ratings INCREASE the amount of energy produced by the company using PV systems to 31 GWh annually by 2030
GREEN OPERATIONS & DIGITAL BUSINESS		REDUCTION OF THE ECOLOGICAL FOOTPRINT OF PRODUCTION by lowering consumption of resources. Expansion of the integrally sustainable approach in the processes and products sold, supported by digital solutions.	WE SELL products and services that generate the lowest possible rates of emissions. We also design all processes relating to dealership sales so as to minimise emissions.	REDUCE energy consumption by 30% by 2030 REDUCE water consumption by 20% by 2030 INCREASE the percentage of recycled water used in car wash stations to 90% by 2030 IMPROVE the existing disposal and scrapping concepts
WORKFORCE TRANSFORMATION		PEOPLE AT THE CORE with a focus on employee development, health and safety in the workplace, and diversity.	A POWERFUL PLACE TO CREATE THE FUTURE OF MOBILITY: We are positioning ourselves in tomorrow's job market with a modern corporate culture in a safe working environment that focuses on diversity, team spirit, appreciation and developing our talents.	REDUCE the Lost Time Injury Rate to ≤ 10 by 2030 REDUCE the severity rate to ≤ 90 by 2030 INCREASE the proportion of women to 27.5% by 2030 INCREASE the proportion of women in management positions to 20% by 2030 INCREASE the rate of internationalization in upper management to 25% by 2030 INCREASE the implementation rate for annual employee appraisal interviews to 90% by 2030 REDUCE the Fluctuation Rate to ≤ 10% by 2030
GOVERNANCE		INTEGRATE GOVERNANCE, COMPLIANCE & INTEGRITY into all four strategic principles of the "Evolve 2030" Group strategy. Keeping to a clear set of values, we act dependably and in compliance with the regulations in all focus fields across all countries.	Our vision is to have STRONG AND CLEAR GOVERNANCE STRUCTURES . This ensures that we can seize opportunities to make environmental and social improvements and manage the impact on the company, the environment and society accordingly.	INCREASE training on the Code of Conduct, anti-corruption and data protection to over 90% of employees by 2030 RAISE awareness of integrity and risk management to over 80% by 2030 PREVENT data breaches

PORSCHE BANK'S SUSTAINABILITY STRATEGY

Porsche Bank takes responsibility for a future worth living in and is continually working to make its positive contribution in the areas of

- sustainable products,
- energy and environmental management,
- employees and
- governance.

Porsche Bank intends to contribute to a sustainable transformation process for the overall economy by offering a wide range of mobility solutions. Accordingly, Porsche Bank has developed innovative products in recent years and supplemented its offering with sustainable business areas, which are described in detail in the "Sustainable Products and Services" chapter. Porsche Bank will make a strong effort to promote electromobility by offer-

ring attractive financing and leasing options to its customers. As part of this initiative, Porsche Bank has defined three key ESG goals to be achieved by 2030: Increase the Green Asset Ratio, Reduce CO₂ emissions from new contracts, and Increase the share of electric vehicles in the financing portfolio. Further details on our KPIs are described on the following report pages, and in detail from page 52 onwards in the report. In addition, business processes and energy management are continuously optimized to significantly reduce GHG emissions from our own operations. This is achieved, among other things, through various digitalization measures and a significant reduction in paper consumption.

The United Nations' Sustainable Development Goals (SDGs) form the framework for Porsche Bank's sustainability strategy.

SDGs

In 2015, the member states of the United Nations (UN) adopted the UN 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals or "SDGs" (see the following figure). The Republic of Austria, as a member state of the United Nations, is committed to implementing

these sustainable development goals. This agenda contains 17 SDGs. The SDGs are aimed at governments, businesses and civil society worldwide.



In its business strategy, Porsche Bank is officially committed to the sustainability goals of the United Nations and is already actively making a contribution in this regard by pursuing its own goals for 2030. In order to comply with the SDGs, the

Porsche Bank Group has identified the goals on which it can make the greatest impact. In particular, these are the seven SDGs presented below:



Key SDGs and Contributions

Based on the SDGs, Porsche Bank has defined its key sustainability topics, where it can achieve the greatest influence, and has defined corresponding contributions. Further information on the respective contributions is provided in the Environment, Social and Governance chapters.

SDG	ESSENTIAL TOPICS	CONTRIBUTIONS
 4 QUALITY EDUCATION	Training Employees are offered the best possible training and further education opportunities.	• Internal training formats, external expert training • Targeted support for employees • Established trainee & apprentice programs • Corporate-tailored MBA program courses
 7 AFFORDABLE AND CLEAN ENERGY	Sustainable & regenerative energy Together with the MOON brand, Porsche Bank strives to develop sustainable and renewable energy concepts for both its operations and its customers.	• MOON partnership: photovoltaics, storage & charging solutions • Expansion of photovoltaic systems • Switching to green electricity
 8 DECENT WORK AND ECONOMIC GROWTH	Employee motivation Employee motivation is an integral factor for business success and is maintained accordingly and measured regularly.	• Attractive benefits and discounts for employees related to sports and wellness are available • Family-friendly business with a company kindergarten and part-time and home office working models • Nominated for "Top Female Workplace" (2025) • Employee representation through a strong works council • Maintaining a high and sustainable equity ratio
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Social & ecological innovation potential The industry-wide innovation potential is used to develop groundbreaking products that promote sustainability and to set new standards.	• Porsche Bank Shop – Digital application process • Mobile working – desk sharing • Access to financing opportunities for start-ups and innovative SMEs to promote innovation performance • Supporting industry and commerce in the transformation process to sustainable mobility solutions

SDG	ESSENTIAL TOPICS	CONTRIBUTIONS
 11 SUSTAINABLE CITIES AND COMMUNITIES	Innovative services for reducing traffic volume and particulate pollution We offer innovative services in urban and municipal areas to reduce traffic volume and particulate matter.	• sharetoo Carsharing: promoting car sharing through the use of an electric vehicle fleet • sharetoo Autoabo: mobility on demand • MOON partnership: photovoltaics, storage & charging solutions • Smart Driver App: Insurance tariff for low-consumption & safe driving • Lease a Bike – leasing of service bicycles
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Resource Conservation & Recycling Financing hybrid and electric vehicles with lower CO ₂ emissions during their operational phase is an integral part of the core business. Customers are encouraged to act sustainably through attractive mobility offers. Continuous conservation of resources in internal processes and appropriate recycling models are also a concern for Porsche Bank.	• Waste separation & disposal: effective recycling model & collection of hazardous waste • Continuous reduction of food waste & sourcing of ingredients from the region for the company canteen • Advising companies on sustainable mobility & energy solutions in cooperation with MOON • Integration of sustainability aspects in rating process for major customers • Reduced water, electricity & gas consumption
 13 CLIMATE ACTION	Climate protection Porsche Bank actively contributes to combating climate change through attractive financing offers for electric vehicles and educational campaigns, as well as through a focus on reducing energy consumption.	• E-mobility: promoting attractive full packages (financing, insurance, service) • Expansion of photovoltaic systems • Switching to green electricity • "Austrian Environmental Label" certification for sustainable financial products • Increasing sustainable fund shares in Porsche Insurance's total investment

SUSTAINABILITY METRICS AND GOALS

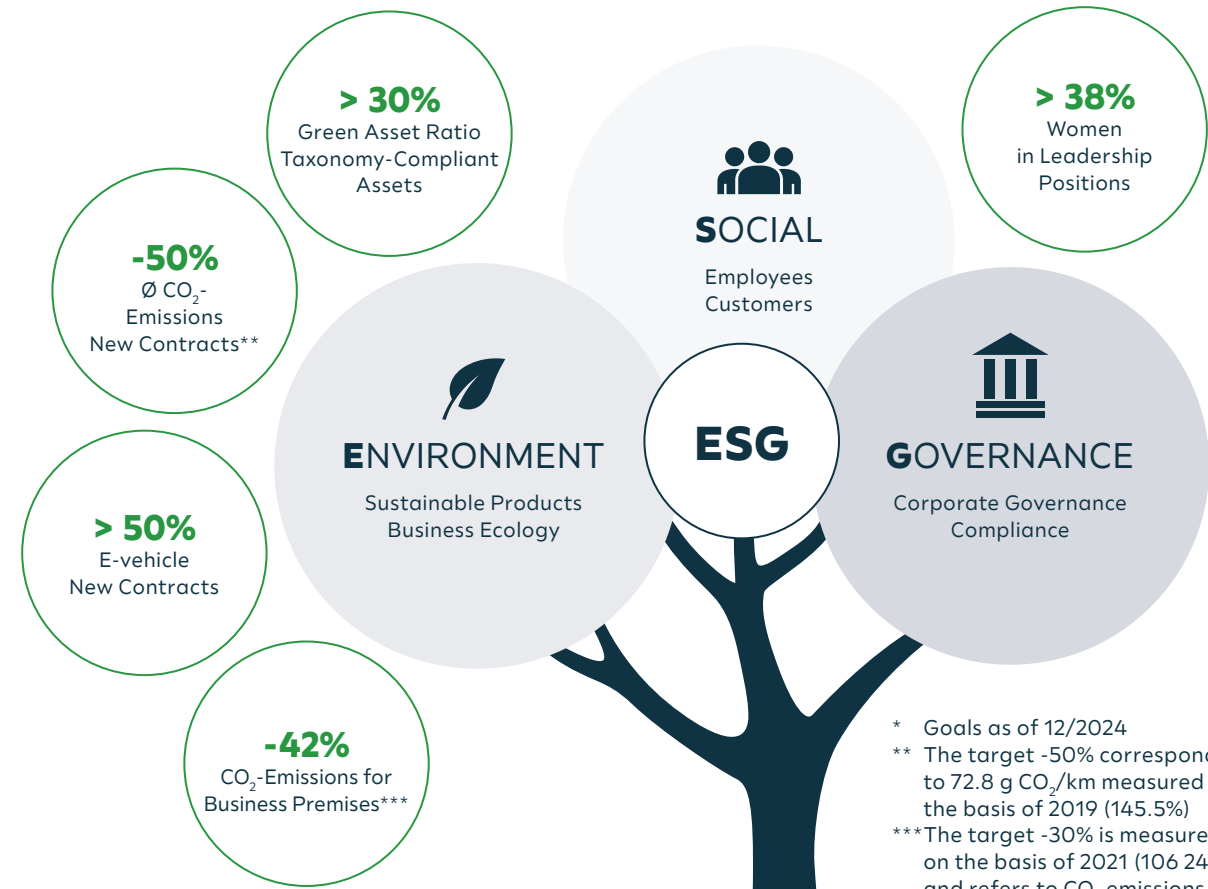
Porsche Bank has defined key non-financial objectives within its sphere of influence that are essential for sustainable business development. By actively driving product innovation, setting standards in corporate values, and supporting social initiatives, sustainability is comprehensively integrated into the company's approach.

The Volkswagen Group has set itself the goal of being CO₂ neutral by 2050. As part of the VW Group, Porsche Bank also supports this goal with specific measures.

Since Porsche Bank's portfolio has an average contract term of three to four years, the effect of changes to the portfolio are delayed for a certain period of time. Therefore, it is difficult to compare the goals of Porsche Bank with the goals of Porsche Holding and Volkswagen.

With the goals it has set, Porsche Bank is contributing to the EU goals of being climate-neutral by 2050 and only allowing emission-free cars and light commercial vehicles to be registered from 2035.

PORSCHE BANK GROUP GOALS FOR 2030*



* Goals as of 12/2024
** The target -50% corresponds to 72.8 g CO₂/km measured on the basis of 2019 (145.5%)
***The target -30% is measured on the basis of 2021 (106 246 t CO₂) and refers to CO₂ emissions from Scope 1 and Scope 2.

SDG	TOPICS
	Employee health Contributing to a balanced work-life experience for our employees through healthy food options (canteens available depending on location) as well as a variety of sports and health programs.
	Diversity & equal opportunities All employees are welcome and supported across national borders, regardless of religious, ethnic or cultural backgrounds. The Porsche Bank Group operates gender-independently and offers all employees and applicants equal opportunities. Diversity is actively encouraged and supported throughout the organization.
	Nature conservation & biodiversity As a traditional Austrian company, the protection of local nature and the promotion of biodiversity is important to Porsche Bank, which is why corresponding initiatives and projects are supported.
	Social responsibility Porsche Bank assumes its social responsibility by supporting aid organizations, charitable projects through sponsorships and is supported through donation partnerships and rotating active volunteer programs.
	Compliance & Corruption In the area of compliance and corruption prevention, the high level of integrity and best practices should be continually expanded.

SUSTAINABILITY ORGANIZATION

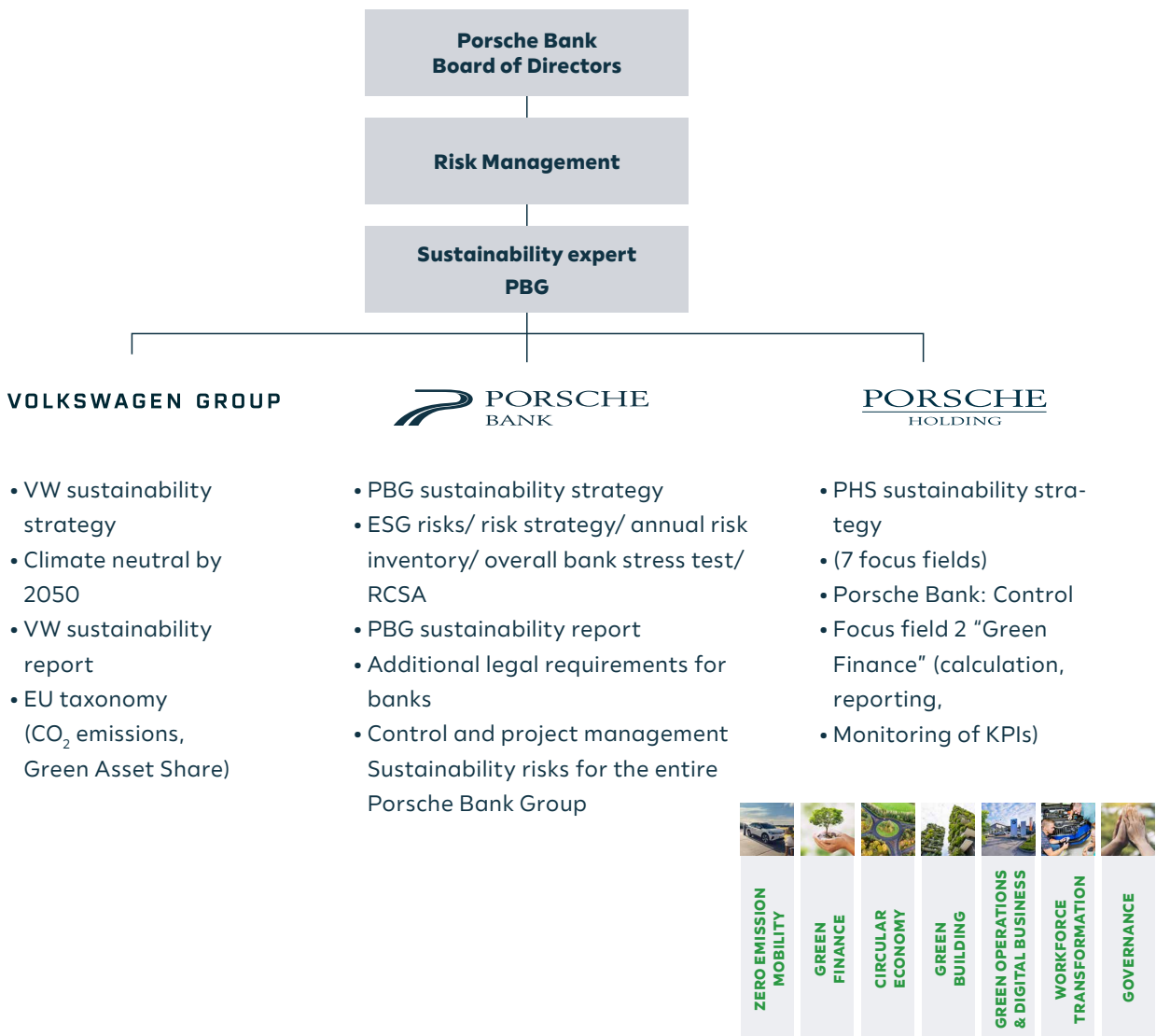
The Porsche Bank is based on a consistent sustainability organization that extends from the Board of Directors to the individual sub-divisions of the entire group. With the primary responsibility placed on the board of directors and a sustainability officer who acts as the central contact person for those seeking information and the operational implementation of sustainability topics, Porsche Bank is sending a clear signal on the topic of sustainable development.

The risk management department at Porsche Bank AG is responsible for the development, validation and optimization of the methods and processes for measuring and controlling ESG risks. The validation and aggregation of the country data into a central PBG overall report is also carried out by central risk management. The responsible risk manager takes on the role of a central contact person for all companies in the Porsche Bank Group and provides appropriate support for questions related to sustainability.

Porsche Bank also manages and is responsible, together with Porsche Corporate Finance, for focus field 2 "Green Finance", which was created as part of Porsche Holding's sustainability strategy. The responsibility of the focus field management includes, among other things, the implementation of projects, special requests and regular reporting of chosen ESG KPIs. The strategies of Porsche Holding and the VW Group must also be taken into account for all decisions regarding the management of sustainability risks. However, the risk management department of Porsche Bank Salzburg is responsible for measurement, active control, method development and reporting.

The Supervisory Board of Porsche Bank AG in Austria is regularly informed about significant developments in the field of sustainability.

Through a decentralized management approach, the local managing directors of the subsidiaries bear responsibility for managing sustainability risks in the respective country. This includes the implementation of the specifications for goals, the sustainability strategy, the operational implementation of measures, monitoring and analysis of the defined KPIs, as well as active participation in projects or special analyses on the topic of sustainability and regular communication with central risk management. In order to ensure seamless communication and collaborative collaboration, contact persons and responsibilities are specified in each country unit. The respective coordination of the sustainability agenda is handled primarily by the local risk management departments with the involvement of the respective stakeholders. Various projects related to sustainability are also organized and carried out decentrally in the foreign companies and business areas of Porsche Bank, and the status is reported to the central risk management department at regular intervals. Central communication with the companies in partner countries takes place via monthly meetings, which are used to implement new standards and necessary data collection. There is also regular exchange with the department "Sustainability, Energy and Environment" of Porsche Holding – both with regard to group-wide initiatives and within the scope of responsibilities in Focus Area 2.



In November 2024, the Porsche Bank Group hosted its third international sustainability conference, bringing together sustainability experts from 13 countries at MOONCITY Salzburg. The event was extensively used to discuss current challenges in risk and sustainability management and to provide insights into ongoing and upcoming

sustainability-related projects. The conference was further enriched by inspiring keynote speeches from renowned guest speakers from the Volkswagen Group. This year, a particular focus was placed on upcoming regulatory challenges.

SUSTAINABILITY IN RISK MANAGEMENT

Sustainability risks, also known as ESG risks, are events or conditions in the environmental, social and governance areas, the occurrence of which actually or potentially have a significant negative impact on a company's assets, financial position, results of operations and reputation. The goal of sustainability risk management is to identify, assess, and derive appropriate measures for existing and potential ESG risks at an early stage. The focus is particularly on monitoring and managing sustainability risks within the Porsche Bank

Group. At the same time, the achievement of the sustainability objectives anchored in the business strategy is to be systematically monitored and supported.

ESG risks can have implications for a variety of risk types. To make these interconnections transparent, Porsche Bank has identified potential impacts of sustainability risks using an ESG heatmap.



IMPACT OF ESG RISKS ON INDIVIDUAL RISK TYPES

		Short-term 3 Years	Medium-term 3 - 5 Years	Long-term 10 + Years
SUSTAINABILITY RISKS	Residual Value Risk			↓
	Regulatory Risk	↑		
	Credit Risk	↓		↑
	Liquidity Risk			
	Reputational Risk			
	Operation Risk			
	Strategic Risk	↑		
	Equity Investment Risk		↑	

high moderate low ↓ development

In summary, the annual review of the ESG risk heatmap revealed that residual value risk and regulatory risk are the key risks for the Porsche Bank Group.

The residual value risk is significant because the current financing portfolio contains a high proportion of combustion engine vehicles, which could become stranded assets under stricter environmental regulations. At the same time, the residual values of BEV (Battery Electric Vehicle) models also pose challenges, as older BEV models tend to be less marketable in the used car market. This is due to technological leaps (e.g., range, battery life) and customer uncertainty regarding battery longevity.

The increased regulatory risk arises from new ESG legislation, disclosure requirements, and growing supervisory expectations for banks. Regulatory changes in the automotive sector have a noticeable impact on customer demand – for example, through the elimination of subsidies, new tax frameworks, or potential driving bans for less environmentally friendly models.

Taking ESG into account when granting loans

Taking into account sustainability risks when granting loans is a key aspect for Porsche Bank.

ESG risk in the lending process

For corporate clients in particular, physical and transitional environmental risks can impact the business models of Porsche Bank borrowers. The "Social" and "Governance" dimensions may also negatively affect a company's assets, financial position, and earnings.

To address this, Porsche Bank has developed a concept that incorporates the assessment of sustainability risks (ESG risks) into the loan approval process. This assessment is differentiated by customer category and considers defined threshold values. For major clients, ESG risks are evaluated using soft factors within the internal rating tool. Porsche Bank sees a direct link between ESG risk and a customer's creditworthiness. Integrating ESG soft factors influences the customer's rating, with a particular focus on environmental risks. Sectors especially affected by climate change or contributing significantly to it have been identified. These classifications are based on Eurostat data on greenhouse gas emissions. An annual and event-driven validation is carried out, with adjustments made as needed. The ESG soft factor serves as an additional tool for individual customer risk provisioning. If a higher ESG risk is identified during the credit assessment, a more in-depth qualitative analysis is conducted by operational credit risk management, and rating deductions may be applied. Conversely, customers with business models that actively promote climate neutrality may receive positive rating adjustments. In this way, Porsche Bank supports customers committed to sustainable business practices.

ESG risk in the credit portfolio

As an additional control mechanism, portfolio-level ESG risk monitoring has been implemented and is conducted quarterly. This involves identifying exposures to customers operating in high-risk sectors, allowing for the detection of potential concentrations and serving as a basis for further risk management measures. In line with the new EBA guidelines on ESG risk management published in January 2025, Porsche Bank is adapting its ESG risk assessment processes.

This year, data processes—particularly those related to identifying, recording, and managing risk positions in sectors significantly contributing to climate change—will be refined in accordance with Commission Delegated Regulation (EU) 2020/1818.

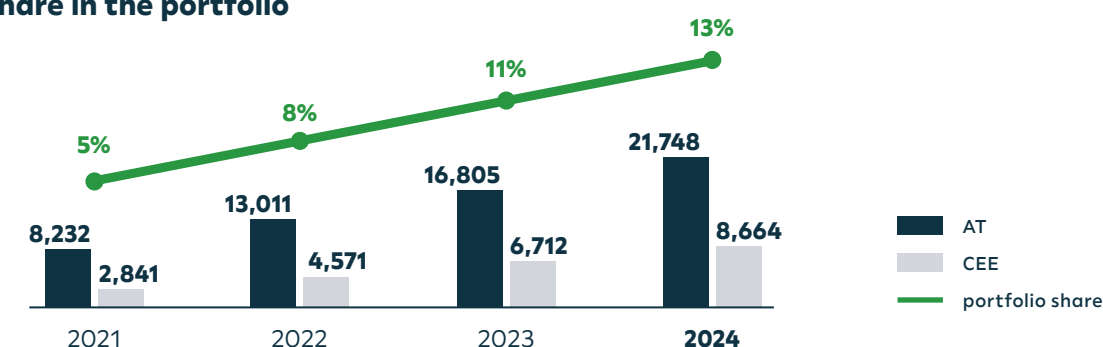


Porsche Versicherungs AG Risk Management

Derived from the considerations of sustainability risks in Porsche Bank's risk management, Porsche Versicherungs AG's (in the following "Porsche Insurance") independent risk management constantly develops the review of its ESG risks based on the analyzed impacts. Key indicators include natural catastrophe risks, reinsurance risks and market risks. In addition, the development of the electric and hybrid portfolio, pricing and any reputational impacts are monitored. Further integration of sustainability risks into regular risk monitoring and reporting is being promoted.

A particular focus of Porsche Insurance is the development of the BEV portfolio, which has shown steady growth in recent years in line with the group strategy and now accounts for around 13% of the overall portfolio. This means that over 30,000 fully electric vehicles are covered by comprehensive insurance through Porsche Insurance. Due to the overall portfolio distribution, the majority of these vehicles are located in the Austrian market.

BEV share in the portfolio

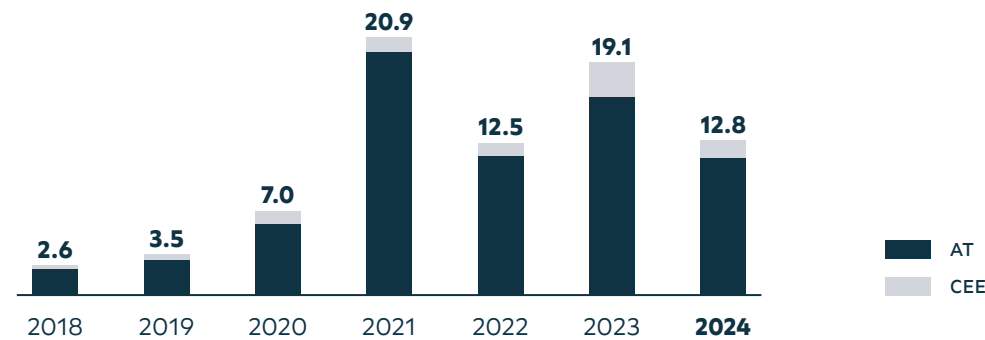


Risk Factor: Natural Disasters

Physical risks related to sustainability considerations play a particularly important role in comprehensive insurance, given the exposure of insured vehicles to natural disasters. Customers are primarily affected by hailstorms and wind damage, with flooding also playing a significant role in some areas. Our data analyses show an increasing frequency of such damage in recent years.

However, the strong portfolio growth—especially over the past decade—makes it difficult to draw precise conclusions about the extent to which climate change is contributing to this trend. Losses from natural disasters are particularly evident in Austria, which is attributable both to the size of the portfolio and to the region's higher exposure to hail events along the Alpine region.

Costs related to natural disasters (Mio EUR)



Porsche insurance invests exclusively in assets whose risks can be appropriately identified, measured, monitored, managed, and reported, and which can be adequately considered in the assessment of overall solvency needs. Investment decisions must ensure the security, quality, liquidity, and profitability of the entire portfolio, while also maintaining availability. As such, the investment spectrum is focused on deposits with Porsche Bank AG and Porsche Corporate Finance GmbH, German government bonds, several mixed funds, and a bond fund.

Particular emphasis is placed on continuity and sustainability in the selection of mixed funds.

Investments are made in funds that incorporate ecological, social, and ethical criteria. Currently, Porsche Insurance is invested in the IQAM Balanced Aktiv, IQAM ShortTerm EUR, IQAM Balanced Protect 95, IQAM SRI Spartrust M, and the Spängler DLT MultiAsset30. All IQAM funds received the "Gold" rating in the 2023 Telos ESG Check, meeting high standards in the area of ESG. The IQAM SRI Spartrust M fund has also been awarded the Austrian Ecolabel for sustainable financial products and the European SRI Transparency logo. According to the 2024 disclosures, all funds demonstrate a sufficient alignment with ecological or social characteristics.

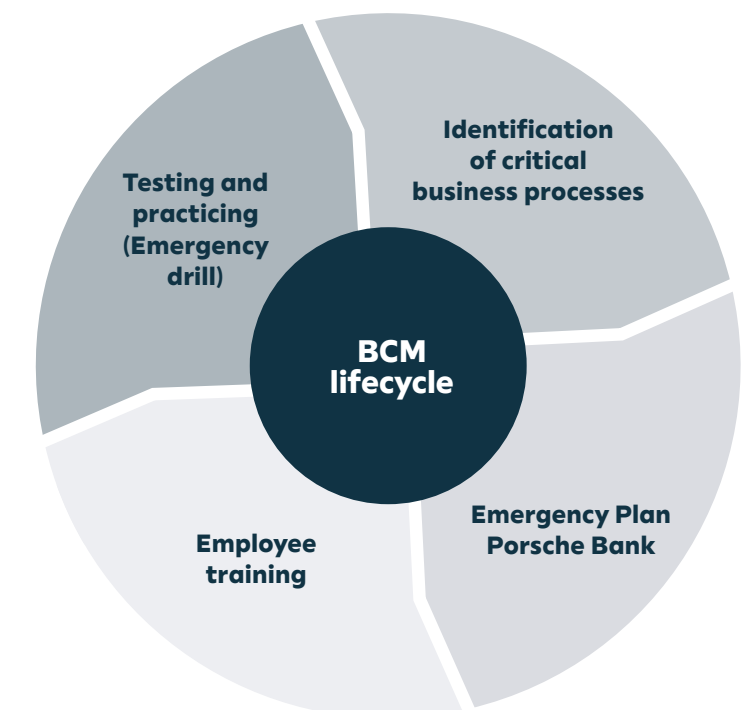
Business Continuity Management (BCM)

Extensive emergency and business continuity measures were introduced at Porsche Bank in 2015 and continuously improved by implementing annual lifecycles. The current lifecycle is based on the internationally recognized ISO 22301-Standard and BSI 200-4 and is currently divided into the following steps:

- I. Identification of critical business processes including internal and external dependencies as well as resource strategies. Location-related planning process to identify relevant risks and threats, as well as develop appropriate business continuity and recovery plans.
- II. Awareness-promoting measures in the form of face-to-face and online training to raise awareness of possible dangers, precautions and applicable emergency plans.
- III. Emergency drills are conducted to practice procedures and to evaluate the effectiveness of established business continuity and recovery plans. All identified deficiencies are documented and promptly addressed with corrective actions, tracked, and resolved.

In order to be able to respond to serious business interruptions, Porsche Bank Group established an effective Business -Continuity Strategy.

The immediate risk potential from climate and environmental events such as storms, hail, floods and mudslides, in combination with serious impacts, continues to be classified as having a low probability of occurrence - this applies to both Austria and the other countries of the Porsche Bank Group. Furthermore, when war broke out in Ukraine in February 2022, the established business continuity and crisis management strategies were implemented. Since then, employees have been able to primarily work from their home office.





ENVIRONMENT

ENERGY AND ENVIRONMENTAL MANAGEMENT

Porsche Bank's energy and environmental management is co-managed by Porsche Immobilien GmbH, which manages the properties for the entire parent company, Porsche Holding GmbH. Among other things, consumption data is consolidated, processed, and controlled there to reduce internal energy consumption and the resulting CO₂ emissions.

Energy consumption is known for the entire building and is recorded monthly by Porsche Holding, then reported quarterly via an ESG dashboard. Porsche Bank does not own any buildings; it only rents office space.

Porsche Holding has set a combined CO₂ emissions reduction target for Scope 1 and Scope 2, aiming to reduce energy consumption by 42% compared to the 2021 base year. These CO₂ emissions are divided into three categories: Buildings, mobility (own fleet), refrigerants. Various reduction pathways have been defined, and measures have been developed for each focus area. Due to the shared use of buildings, these targets also apply to Porsche Bank.



Porsche Holding has not yet defined a reduction target for Scope 3 gross GHG emissions. In the reporting year, Porsche Holding's carbon footprint for Scope 1 and 2 was 92,953 tons of CO₂, representing a 12.8% reduction compared to the base year. The first step is to avoid and reduce emissions as much as possible; only unavoidable emissions are offset.

Porsche Holding published its Sustainability Report for the 2024 reporting year in July 2025. Detailed information on energy and environmental management, as well as the carbon footprint, can be found starting on page 57 of the Sustainability Report.



CO₂-EMISSIONS FROM OUR FINANCING

Porsche Bank recognizes that financed vehicles significantly contribute to CO₂ emissions in the overall balance sheet. In light of current developments, the shift toward low-emission mobility has been given top priority. The Volkswagen Group's strategy for comprehensive electrification of its product portfolio provides the strategic framework for this transition.

The transition to electromobility presents a challenge in light of current market dynamics – particularly with regard to the residual value development of battery electric vehicles (BEVs). Nevertheless, increasing the share of BEV financing offers a significant opportunity to reduce Scope 3 greenhouse gas emissions. However, there is a strong dependency on the product portfolio of the Group brands as well as on customer demand.

Against this background, Porsche Bank has set two central goals for new business:

A significant increase in the share of financing for fully electric and hybrid vehicles.

A consistent reduction in the average CO₂ emissions of the newly financed vehicle fleet.

To track these goals, monthly reporting is carried out on the share of electrified vehicles and the average CO₂ emissions in new contracts and in the overall portfolio. The reporting system used for fuel types and emission values was introduced as a standardized Group-wide system back in 2020.

Due to its affiliation with Volkswagen AG, Porsche Bank Group is exempt from the direct application of the EU Taxonomy Regulation. Nevertheless, it voluntarily complies with specific requirements for credit institutions, such as the calculation of the Green Asset Ratio. This commitment underscores Porsche Bank's ambition to actively promote sustainable financing practices and ensure transparency regarding its green assets.

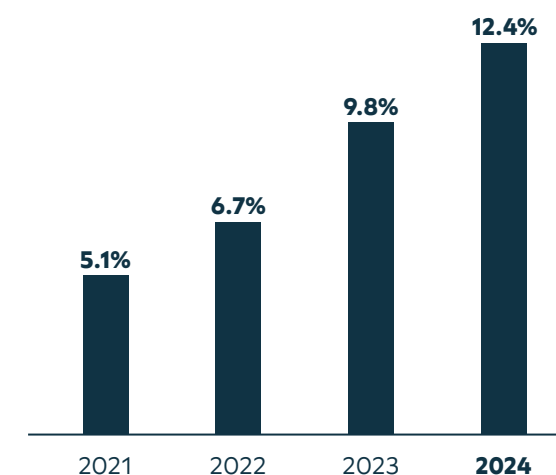
With this proactive approach, Porsche Bank supports the Group's overarching sustainability goals and makes an important contribution to environmental responsibility within the financial sector.

Green Asset Ratio

The Green Asset Ratio is based on current values and measures the share of assets that meet the criteria of the EU taxonomy. Taxonomy-compliant assets of Porsche Bank include electric vehicles and hybrid vehicles with < 50 g CO₂/km according to the WLTP standard. Porsche Bank has set itself the ambitious goal of increasing the Green Asset Ratio to at least 30% by 2030.

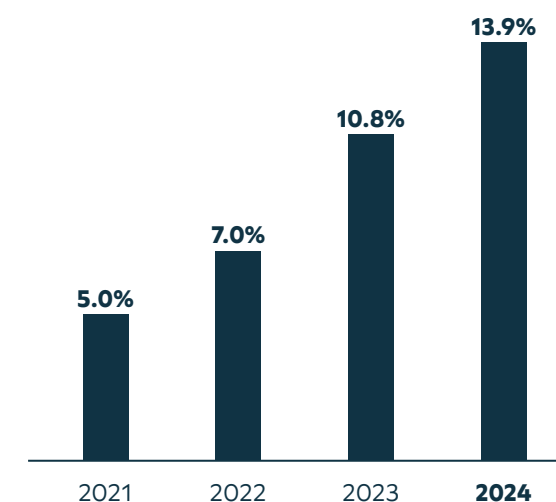
This goal underscores Porsche Bank's commitment to sustainability and its active role in promoting environmentally friendly vehicle financing. By increasing the share of green assets, Porsche Bank contributes to the reduction of CO₂ emissions and to the achievement of climate targets.

Green Asset Ratio PB Group




GAR quota:
30%

Green Asset Ratio PB Austria



 Porsche Bank is included in the consolidated group reporting of the Volkswagen Group, which exempts it from a separate reporting obligation under the EU Taxonomy Regulation. Against this background, voluntary reporting is carried out in accordance with the requirements of the EU Taxonomy Regulation for 'Economic Activity 3.3'.



Overview of Financing by Fuel Type

The fuel types are divided into five categories: diesel, petrol, electric, hybrid and other. Porsche Bank has set the goal of achieving a BEV share (share of fully electric vehicles) of at least 50% in new contracts by 2030.

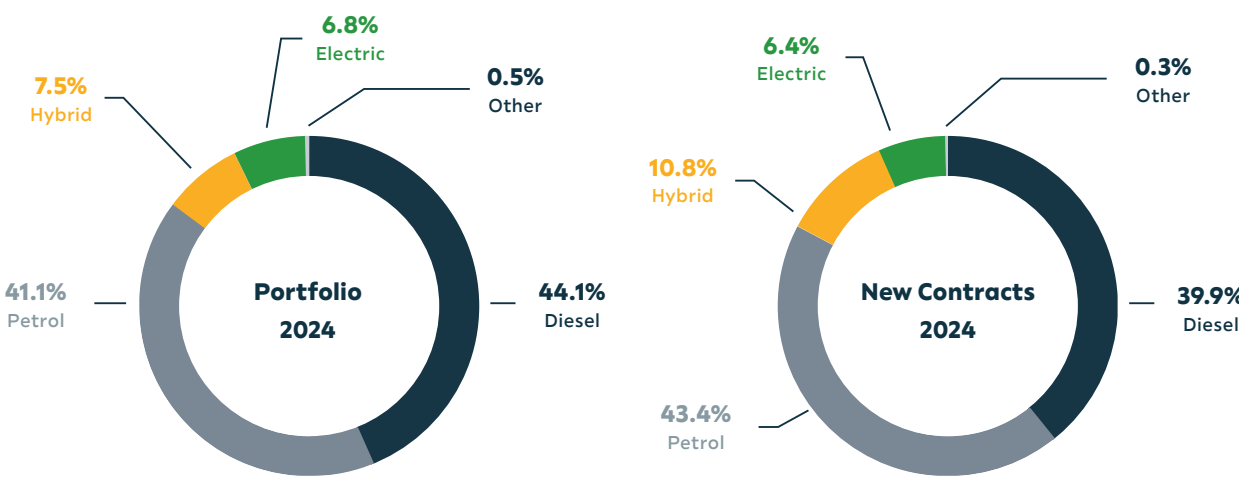
KPI: BEV

New Contracts	2022	2023	2024	2030 goals
Porsche Bank Group	7.3%	8.3%	6.4%	> 50%

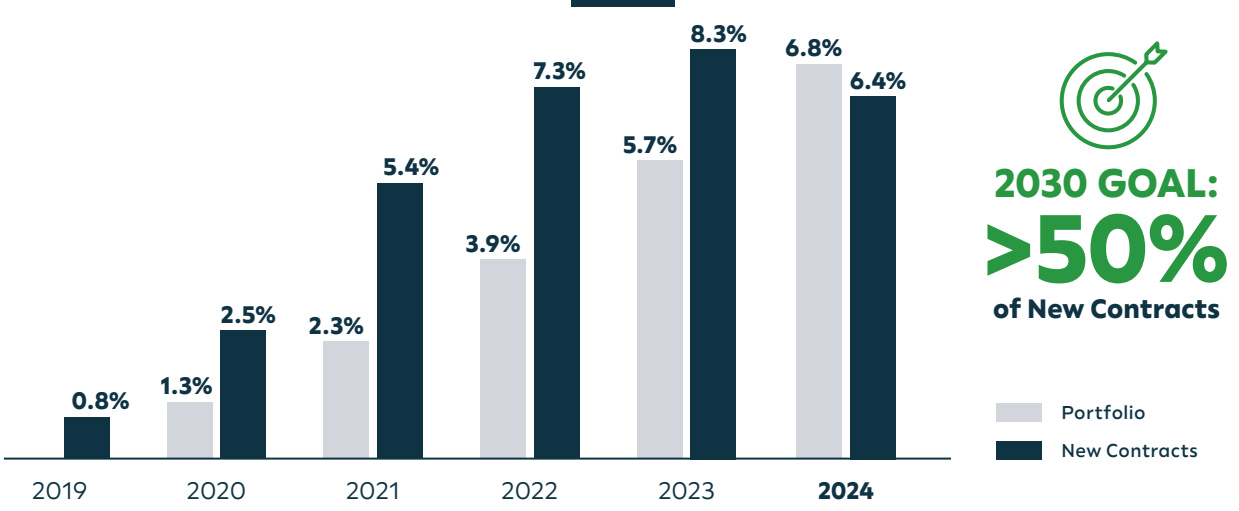
Porsche Bank Group

The overall share of financed battery electric vehicles (BEVs) in the countries of the Porsche Bank Group was increased from 5.7% in 2023 to 6.8% in 2024. However, we are aware that the transformation process can only take place gradually and are therefore implementing further measures that contribute to achieving our goals by 2050. In 2024, for the first time since the KPI was introduced, a slight decline in BEV new financing was recorded – from 8.3% to 6.4%. This can be attributed to the volatile regulatory and economic environment.

The BEV share of financed vehicles within the subsidiaries of the Porsche Bank Group varies. These differences are partly due to the fact that some countries already have a well-developed infrastructure for electromobility – for example, in terms of charging infrastructure and government incentive programs (e.g., in Albania and Austria). In other countries such as Bosnia and Herzegovina, Chile, or Colombia, this infrastructure is currently less developed. Especially outside the European Union, it is evident that customers are currently only partially opting for electromobility. The framework conditions and market circumstances play a decisive role in this.



BEV Share at the Porsche Bank Group



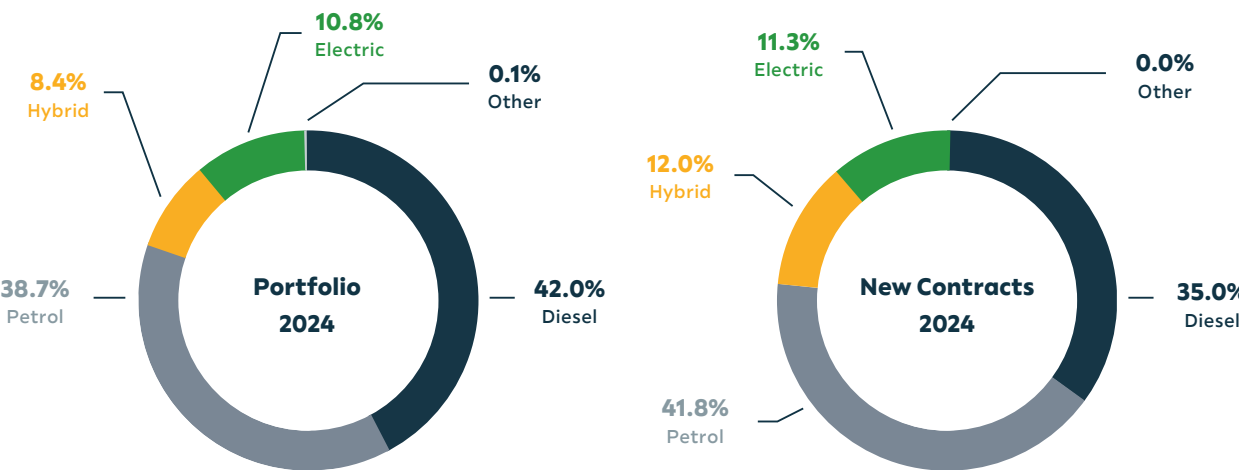
The complete tables with our group values at country level can be found in the appendix.



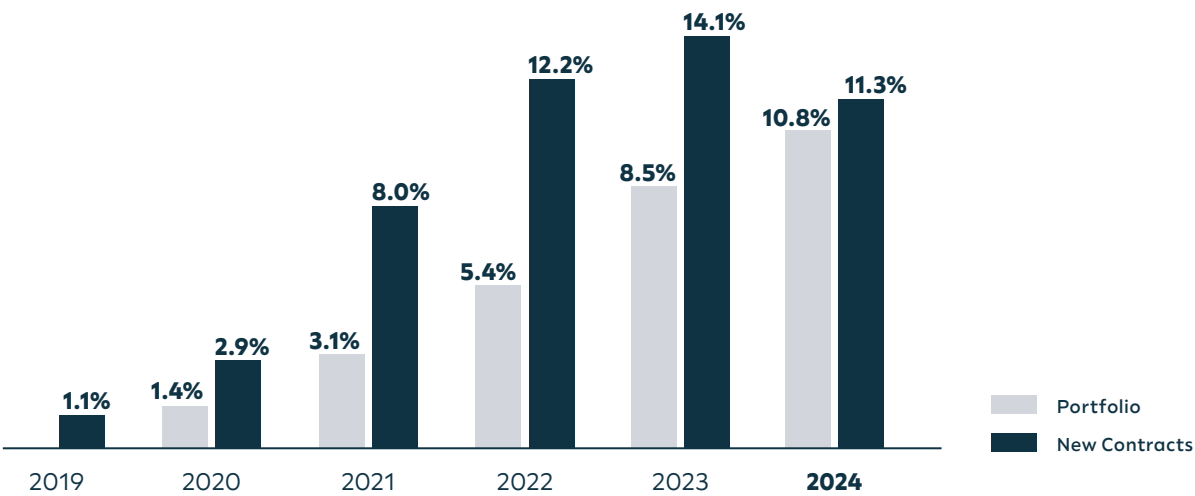
Overview of Financing by Fuel Type

Porsche Bank AG, Austria

The proportion of combustion engines in the portfolio of Porsche Bank AG, Austria, is 80.7% for the 2024 reporting year - the proportion of combustion engines in the portfolio was therefore reduced by 4% compared to 2023. The portfolio overview shows that, instead, an increase in the share of hybrid models was recorded – from 6.6% to 8.4% – and the share of BEVs rose from 8.5% to 10.8%. In the portfolio of new contracts of Porsche Bank AG Austria from the year 2023, combustion engine vehicles accounted for 76.8%, hybrids for 12%, and electric vehicles for 14.1%. The share of new financing for BEV and hybrid models slightly declined from 2023 to 2024. On a positive note, the overall portfolio shows a clear trend toward more environmentally friendly fuel types.



BEV Share at Porsche Bank Austria



The complete tables with our group values at country level can be found in the appendix.

Average CO₂ Emissions of Financed Vehicles

Porsche Bank Group

Average CO₂ emissions are based on WLTP measurement method. The Porsche Bank’s goal is to reduce average CO₂ emissions for new contracts by at least 50% until 2030. This goal was defined based on reference year 2019, where the average value of CO₂ emissions was 145.5 g CO₂/ km.

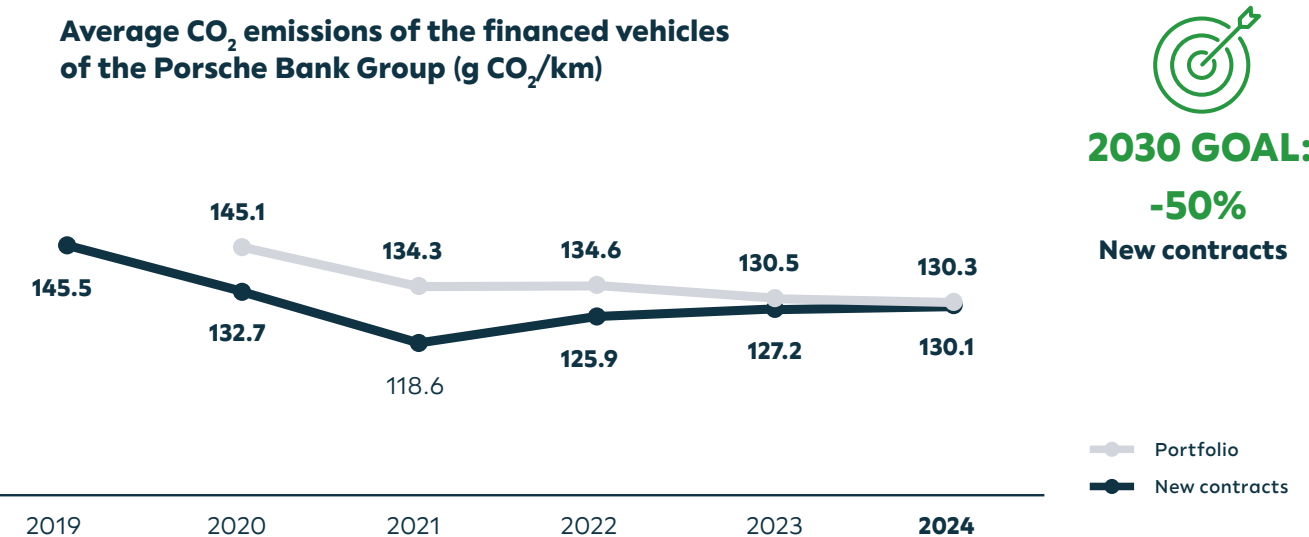
KPI: Porsche Bank Emissions 

	Status 2022	Status 2023	Status 2024	Goal 2030
for financed vehicles				
Ø CO ₂ Emissions – New-contracts (g CO ₂ /km)	125.9	127.2	130.1	72.8*
Reduction in %	-13.4%	-12.6%	- 12.6%	-50%

The average CO₂ emissions of the Porsche Bank financing portfolio remained at a consistently high level from 2023 to 2024. A slight increase was recorded in new contracts, which can be attributed, among other things, to the limited availability of new vehicles and BEVs over the past two years. The increased demand for combustion engine models – particularly in the used car segment – is reflected in higher emission values in the overall result. The attached graphic shows that CO₂ emissions of the overall portfolio have been reduced in recent years. Looking ahead to 2025, a clearly positive development in the average CO₂ emissions of the financing portfolio can already be observed. This development is primarily due to the increasing number of BEVs and low-emission hybrid models since the beginning of the year.

The average CO₂ emissions vary by country. In many markets, the share of BEVs and low-emission hybrid vehicles is still low, resulting in a generally higher emissions level. In particular, Chile and Colombia show potential for infrastructure development, which is also reflected in a growing demand for electrified vehicle models.

Average CO₂ emissions of the financed vehicles of the Porsche Bank Group (g CO₂/km)



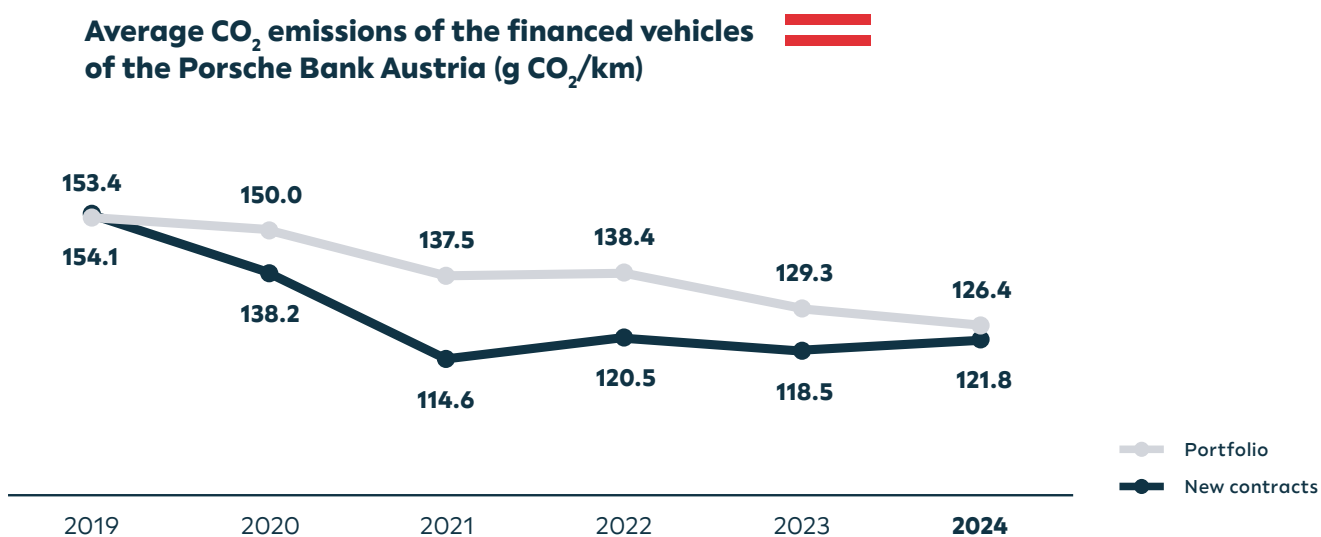
ID.3 GTX

Available in two performance levels: 210 kW (286 hp) and 240 kW (326 hp), WLTP range of up to 600 km

Porsche Bank AG, Austria

At Porsche Bank AG, a slight increase in CO₂ emissions from new contracts was also recorded between 2023 and 2024. All the more encouraging is the fact that Porsche Bank AG Austria was able to visibly reduce CO₂ emissions in its existing overall portfolio. This is mainly due – as is the case at group level – to the growing share of low-emission hybrid models and BEVs in the portfolio.

Average CO₂ emissions of the financed vehicles of the Porsche Bank Austria (g CO₂/km)



CO₂ EMISSIONS FROM COMPANY CARS

In 2024, diesel consumption of the Porsche Bank fleet amounted to 67,226 liters, while gasoline consumption totaled 36,205 liters. Electricity usage at charging stations reached a total of 141,596 minutes, equivalent to 41,151 kWh. In the reporting year, a total of 298 tons of CO₂ were emitted by the Porsche Bank AG fleet.

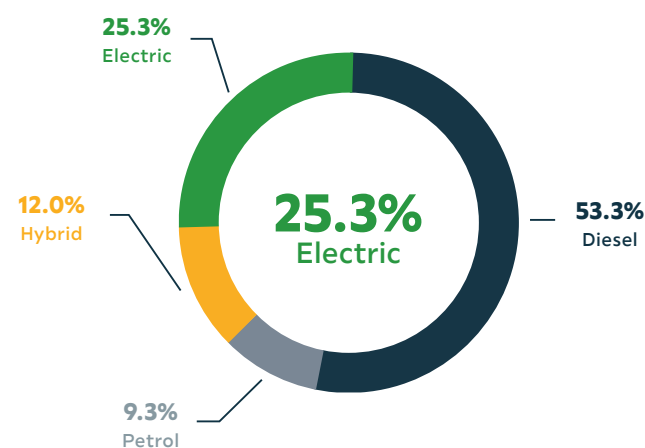
In Austria, company car consumption data is collected via fuel cards (e.g., Routex, Shell, and OMV). The survey was revised in 2023 and corrected retroactively for the previous year to achieve even greater accuracy. Additionally, reporting on CO₂ emissions from charging stations for electric vehicles was expanded. The increase in our total consumption from 2022 to 2023 is mainly due to the inclusion of additional consumption components in the calculation.

CO₂ Emissions of Company Cars*

(Tons of CO ₂)	2022	2023	2024
Diesel	173.8	202.0	181.2
Petrol	87.6	110.6	92.1
Electric: Charging stations on site (Green electricity)*	n.a	0	0
Electric: Charging stations off-site	n.a.	43.2	91.8
Porsche Bank Austria	261.4	355.7	298.0

* The numbers shown refer only to the Porsche Bank AG fleet, excluding other members of the Porsche Bank consolidation group.

Porsche Bank Fleet by fuel type**



** The reporting date is December 31, 2024, with a total of 75 vehicles in the fleet of Porsche Bank AG.

FIRST GREEN REFINANCING

On May 13, 2024, Porsche Finance Group Romania secured a credit facility of EUR 30 million to refinance eligible environmentally friendly assets, thereby supporting the transition to sustainable mobility and the reduction of CO₂ emissions in the economy.

Eligible assets (Green Assets) include: 100% emission-free passenger and commercial vehicles under leasing contracts, the corresponding charging infrastructure for e-mobility (e-charging stations), and solar panels as a supporting component for the generation of renewable energy.

The green financing benefits have been in effect since August 1, 2024, and will run until October 28, 2028.

BENEFITS OF GREEN REFINANCING CO₂ REDUCTION THROUGH BEV FINANCING

- ✓ **Approximately 4,000 tons of CO₂ are saved annually**
through the financing of Battery Electric Vehicles (BEVs).
- ✓ **Lower refinancing costs**
for green assets
- ✓ **Expansion of renewable energy**
and solar-powered charging
- ✓ **Commitment to sustainability**
and e-mobility through innovative financial solutions



E-MOBILITY OUR PRODUCTS & SERVICES



Whether it's financing of fully electric vehicles, the Smart Driver app or our sharetoo products – Sustainability is a priority in the Porsche Bank Group and forms an important component of our strategy and range of products.

Alexander Nekolar, CFO Porsche Bank

	Fully electric vehicles (E-cars, commercial vehicles, Lease a Bike)	Special offers for private/business customers regarding financing, insurance and service products for fully electric vehicles
	Insurance (Smart Driver)	App-supported telematics tariff from Porsche Insurance
	Autoabo	Flexible long-term rental products with a high proportion of fully electric vehicles
	Carsharing	App-supported car sharing for municipalities, companies and private customers
	Partnership with MOON	Financing of PV systems, charging stations for BEVs and accessories



ID. Buzz
ID. Buzz (NWB): Combined electricity consumption in kWh/100 km: 20.6 – 21.4 (WLTP); combined CO₂ emissions in g/km: 0; WLTP range: 402 to 423 km
 **Nutzfahrzeuge**

Financing of E-vehicles and Electric Commercial Vehicles

Development from a pure financial services provider to a full mobility service provider continues to advance. Porsche Bank is increasingly focusing on offering flexible mobility solutions that are sold both traditionally and digitally.

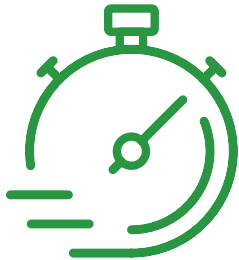
"The goal is to provide our customers with mobility ranging from ten minutes to several years. In this way, we provide access to the individually tailored solution for the particular point in time," says Hannes Maurer, CEO of Porsche Bank.

Sustainability is an important part of Porsche Bank's strategy. The range of financing, insurance and service products for electric vehicles has been continuously expanded in recent years and is available for all leasing and credit product variants. The sale of e-vehicles is promoted through financing, insurance, and service bonuses for certain e-models. In addition, Porsche Bank offers customers the opportunity to finance the company's charging solutions via the MOON brand.

Since December 2022, it has been possible to finance the ID. Buzz and ID. Buzz Cargo electronic commercial vehicles. Whether as an electric van for family, leisure, business, or as a delivery vehicle for companies – it is a zero-emission all-rounder.



The goal is to provide our customers with mobility ranging from ten minutes to several years.



Insurance for Electric Vehicles

In addition to passenger accident, motor legal protection, unemployment, and extended warranty insurance, Porsche Insurance offers motor comprehensive insurance as its core product. In line with its strong commitment to sustainable mobility, this insurance has been specifically tailored to meet the needs of electric vehicle customers, providing optimal coverage for e-mobility. This ensures customers enjoy a worry-free electric driving experience. Naturally, customers also benefit from the "insurance bonus" and the "comprehensive insurance level 00" campaign. By the end



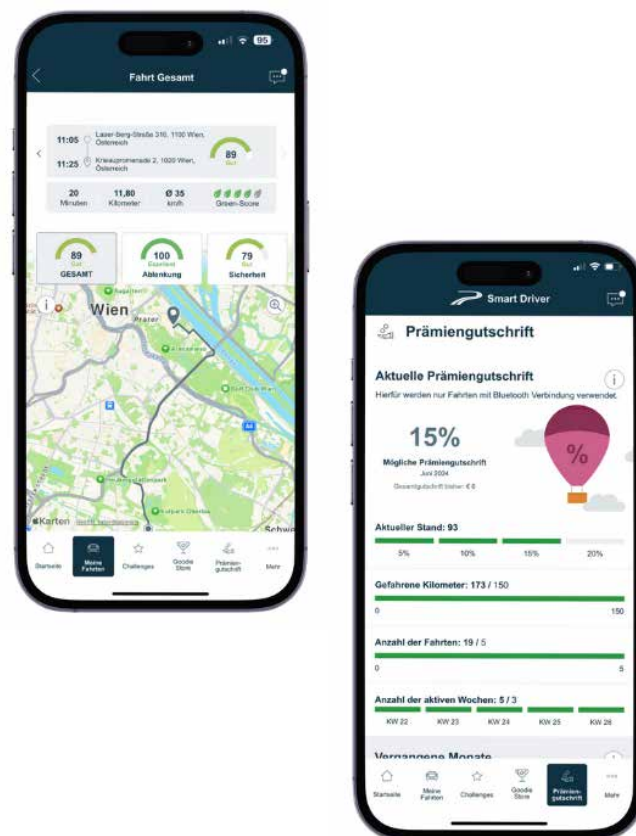
of 2024, Porsche Insurance's portfolio included a share of 13.3% electric and hybrid vehicles, marking an increase of around 25% compared to the previous year. The trend continues to rise sharply.

Further information about our current products can be found here:



Smart Driver

With the Smart Driver App, Porsche Insurance has created an innovative product that rewards safe, sustainable, and anticipatory driving. Using the app, customers can measure and actively improve their driving behavior in terms of acceleration, braking, cornering, and speed—saving up to 20% on their monthly comprehensive insurance premiums. This creates an incentive system for sustainable driving, as fuel consumption and emissions are positively influenced by anticipatory driving. Introduced in autumn 2024, the Green Score allows users to instantly see how environmentally friendly their trip was.



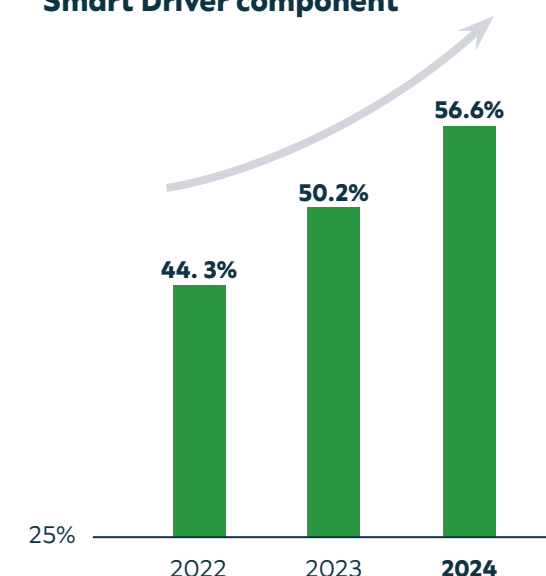
With the Smart Driver app customers can measure their acceleration-, braking- and cornering behavior just like their speed and use of cell phone while driving.

Customer feedback and usage show continued enthusiasm and reflect seasonal driving patterns. The average score is at an outstanding level—95 out of 100 points—demonstrating that anticipatory driving helps prevent accidents and benefits the environment.

And the environmental impact goes even further: users can redeem collected points not only for exciting rewards but, since July 2025, also to plant trees. With 2,000 points, users can have a tree planted through a new partnership with klimaschutzwald.at, supporting reforestation of protective forests in Austria. Experienced forestry experts handle the selection, planting, and care of the trees to ensure long-term climate impact. In the first month alone, 100 trees were redeemed.

By the end of 2024, 56.6% of comprehensive insurance policyholders had opted for the Smart Driver component—an increase of 6 percentage points compared to the previous year.

Percentage with Smart Driver component



We have already planted over

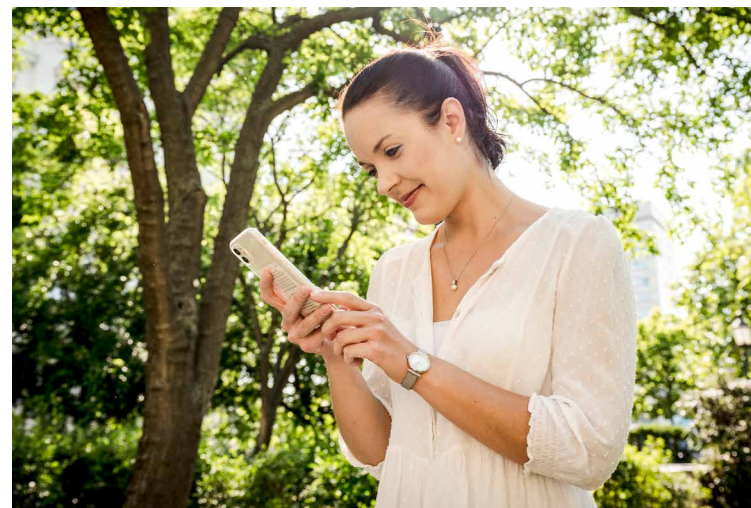
100 trees



sharetoo: New Mobility by Porsche Bank

With sharetoo, Porsche Bank offers tailor-made mobility solutions for various needs - from minutes to days to months. Car sharing, car rental and car subscriptions guarantee full flexibility for our customers. sharetoo car sharing is ideal if a car is only needed occasionally for errands and excursions. Changing requirements for the vehicle can be perfectly met with the sharetoo Autoabo.

In addition to serving the Austria market, the range of sharetoo products is also offered internationally in other Porsche Bank countries.



sharetoo Carsharing: Using Instead of Owning

With the innovative sharetoo e-car sharing concept, Porsche Bank has established a new brand that offers a flexible mobility solution for companies, cities, municipalities, property developers, car dealers and private individuals.

Sharetoo Carsharing combines sustainable mobility with the latest technology and offers customers everything from a single source: vehicles, car sharing software and hardware, 24/7 customer service and, if necessary, operational running as well as other services such as billing for car sharing trips. It is station-based e-car sharing, which means there are fixed locations where vehicles are picked up and returned. This eliminates having to search for a parking space and a car and allows customers to use vehicles spontaneously or reserve them in advance.



sharetoo is one of the largest e-car sharing providers in Austria and is growing steadily. Customers only need to register once to gain access to the Austria-wide sharetoo services. In total, several hundred thousand kilometers are covered purely electrically with sharetoo every year. In 2024, well over 4 million kilometers in Austria were driven purely electrically. Around 70.000 car sharing customers and strong B2B partners such as municipalities, cities, companies, energy suppliers and business parks trust sharetoo mobility solutions.



Owning a car was yesterday. Mobility is increasingly becoming a service.

Hannes Maurer, CEO Porsche Bank AG

MINUTES
Carsharing

DAYS
Rent a Car

MONTHS
Autoabo



Short Trips

New Mobility (B2C)
Sharing for Private
Customers in Vienna

Sharing corporate (B2B)
Sharing for companies,
municipalities...



Multi-day Trips

- Europcar in AT & HU
- sharetoo rent in CEE



Long-Term Rental

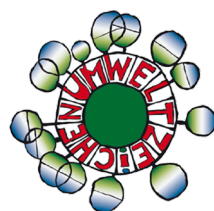
- Can be changed monthly
- All costs incl.



**well over
4 Mio. km
driven purely
electrically in
2024**



Award of the Austrian Environmental Badge for sharetoo (left Hannes Maurer CEO Porsche Bank AG, center Steffen Gersch Managing Director Porsche Mobility, right Federal Minister Leonore Gewessler)



On January 18, 2023, sharetoo was awarded the Austrian Environmental Badge in the mobility/ car sharing category. The prestigious award was presented by the Federal Minister for Climate Protection, Environment, Energy, Mobility, Innovation and Technology, Leonore Gewessler.

Hannes Maurer, CEO of Porsche Bank AG, is proud of this prestigious award:



The certification of sharetoo Carsharing is the result of the consistent implementation of our sustainability goals. An environmentally friendly use of resources is part of our corporate philosophy.

sharetoo Carsharing in Vienna & Partnerships with Wiener Linien

In Vienna, sharetoo Carsharing offers a comprehensive range of services at 100 locations. Over 100 electric vehicles from the VW Group in various categories, from compact cars to station wagons to vans, are available.

The partnership with Wiener Linien started in September 2022. Under the brand 'WienMobil Auto', sharetoo operates e-car sharing on behalf of Wiener Linien. This means that local public transport is perfectly complemented by e-car sharing.



100% digital and intuitive for users



1 central customer account for every mobility need



100 locations across Vienna



Fully electric fleet in operation



Partnership with Wiener Linien to complement public transport



sharetoo Carsharing for B2B Partners

In addition to private customers, a large number of B2B partners such as municipalities, cities, companies, housing developers and public institutions rely on sharetoo car sharing. For communities, especially in rural areas, Porsche Bank's mobility solution can be a valuable addition to existing public transport and can also promote the expansion of infrastructure, improve the individual ecological footprint and strengthen the community spirit.

Corporate car sharing is also a dimension of mobility that promises high growth potential. Because the advantages are clear: Instead of operating an expensive fleet individually for employees, an appropriate car pool, that is more fully utilized, can be operated. The fact that mobility is available on demand and that vehicles are used efficiently also strengthens the sustainable corporate image. The digital, efficient and cost-optimized management of pool vehicles also contributes to contemporary and efficient fleet management. In addition, log-books can be kept completely electronically and tracked using digital reporting. Combined business and private usage models are also easy to implement.

Internal corporate e-car sharing for employees of Porsche Bank and all Porsche Holding group companies at the company location in Salzburg has been very well received in recent years and continues to be a success. The purely electric vehicles on offer, such as a VW ID.3, are being driven several hundred thousand kilometers a year.

Sharetoo mobility solutions can also be offered to residential developers and urban development areas to ease the burden on individual traffic and save on parking spaces. Residents can use e-car sharing in their residential complexes to help reduce local CO₂ and particulate levels.

sharetoo Carsharing – International

The sharetoo mobility range – from car sharing to car rental to car subscription – is also offered internationally across the Porsche Bank Group. sharetoo car sharing has been launched in Hungary, Slovenia and Romania, and other countries.





sharetoo Autoabo Car Subscription



Sharetoo Autoabo is one of Porsche Bank's latest products, designed to meet customers' flexible mobility needs. It rounds off the product portfolio, bridging the gap between classic car rental with a high flexibility factor and a leasing model spanning several years. In this way, Porsche Bank has created a low-threshold entry into e-mobility. With the sharetoo car subscription, users can test flexibly and without a long-term commitment for 3 to 24 months to see whether this mobility of the future suits them and their life situation.

The sharetoo Autoabo is a resource-saving mobility alternative. Thanks to high flexibility in booking periods, it helps to ensure that vehicles are utilized more efficiently.

For example, if a car is only needed in winter, while a bicycle is often used in summer, the car can be driven by other users during the summer. In addition, the sharetoo Autoabo is suitable as a bridging solution or in exceptional situations, for example if delivery times for an ordered vehicle are unexpectedly long or the mobility needs of a company's employees for business trips increase due to seasonal peaks. This optimizes the use of resources and promotes more efficient mobility. There are currently around 45 models across 4 vehicle classes available on the website, with the proportion of electric models being 63%.

Digital Mobility Access with the Porsche Bank Shop

With the Porsche Bank Shop, Porsche Bank has created a digital platform that enables efficient and resource-saving access to mobility solutions. The entire process – from product selection to financing and contract signing – is carried out entirely online.

By digitizing these processes, physical steps are eliminated, saving time and reducing CO₂ emissions. The use of digital identification methods (video identification) and electronic signatures in the sales process ensures secure and reliable transactions. At the same time, resources are conserved, supporting the sustainable orientation of business operations.

The Porsche Bank Shop integrates key future-oriented topics such as connectivity, sustainable mobility, and process optimization into a single digital service, making a measurable contribution to the ecological transformation of Porsche Bank's mobility sector.

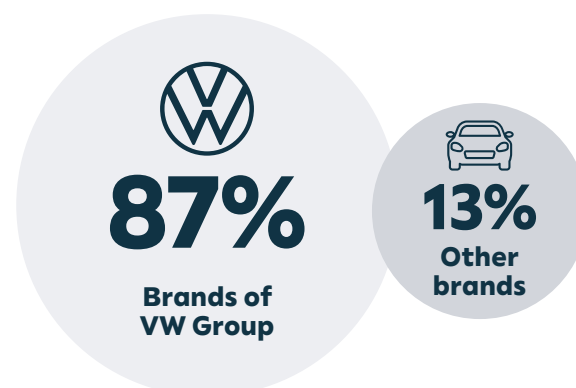


Fleet Management – Porsche Bank

Sustainable solutions are a top priority in Porsche Bank's fleet management. Porsche Bank actively supports fleet customers on their journey toward a sustainable future and provides comprehensive advice on converting their vehicle fleets to more environmentally friendly options.

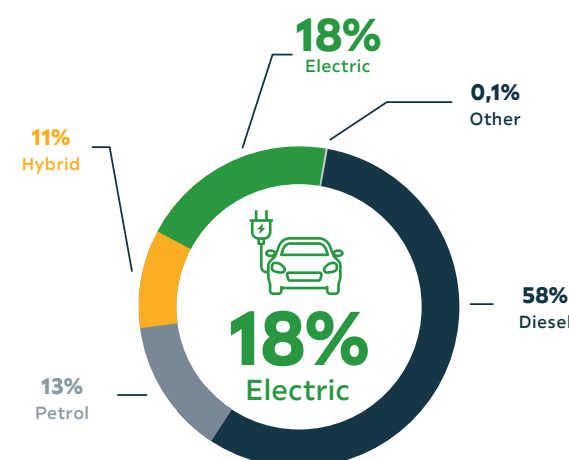
Within the wide range of models offered by the Volkswagen Group, there is a suitable electric vehicle for every application – including tailored charging infrastructure. The graphic "Vehicles in our fleet by fuel type" provides insight into the composition of our corporate customers' fleets.

The graphic "Average CO₂ emissions of fleet vehicles" clearly shows that the average CO₂ emissions of newly financed fleet vehicles in Austria have been significantly reduced since 2019. This is due to the growing demand for BEVs and low-emission hybrid models. In the reporting year 2024, BEVs already accounted for 18% of the total fleet.

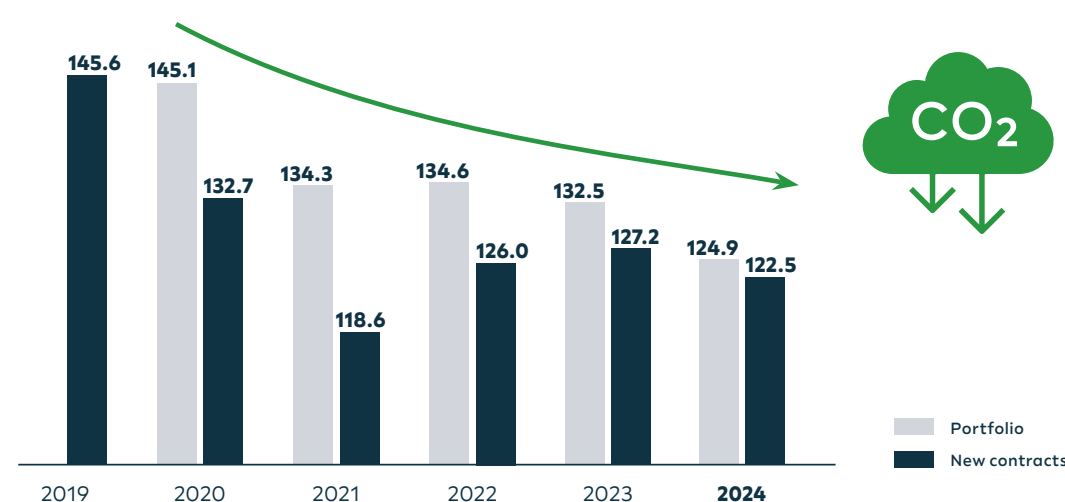


As of 31.12.2024

Fleet customer vehicles by fuel type
New contracts Fleet Management (AT), Status 12/2024



Average CO₂ emissions of fleet vehicles (g CO₂/km)



FLEET EXPERTISE FOR YOUR VEHICLE FLEET



E-Consulting

We work with you to develop a customized concept tailored to your individual fleet needs.



All-Inclusive packages

We create a customized and client-specific overall package.



Digital Tools

We implement current trends through our digital solutions and innovative products.



E-Charging Card

Our charging cards offer seamless access to an extensive charging infrastructure across national and international locations.



Charging infrastructure

We offer the ideal solution for charging and energy management.



Digital Customer Card

Easy and seamless cash-free management for your e-fleet.

Company Bike Leasing



Since 2023, Porsche Bank has been enabling companies to lease bicycles and e-bikes through its Lease a Bike product.

"With company bike leasing, we aim to reach a wide range of customers and fulfill our role as a future-oriented mobility provider," says Roland Leitner, Head of Fleet Management at Porsche Bank. "Employees choose their preferred bike from a local dealer, use it for private or business purposes, and have the option to purchase the bike after a minimum leasing period of 36 months." Customers can choose from a wide selection of bicycles – ranging from city bikes and mountain bikes to cargo bikes, racing bikes, and e-bikes.



Franz Müllner, Head of Fleet Management Sales,
Roland Leitner, Head of Fleet Management (f.l.)

Digital Fleet Management

Digital at the Wheel:

Rethinking Fleet Management

With innovative digital solutions such as the Porsche Bank Fleet App and the Fleet Information System (FIS), fleet managers always have a clear overview and can manage their fleets efficiently.

The demands on fleet managers are constantly increasing: rising mobility costs, sustainability goals, and an increasingly complex vehicle landscape require innovative fleet management solutions. Where Excel spreadsheets and email queries once dominated, Porsche Bank now relies on digital intelligence – with tools that not only reduce workload but fundamentally restructure the entire process.

The Digital Co-Pilot for Fleet Management

Whether for small or large companies, managing multiple vehicles involves significant administration, cost control, maintenance, and documentation. This is precisely where Porsche Bank's digital solutions come in – especially the Porsche Bank Fleet App and the Fleet Information System (FIS). These two applications complement each other perfectly and offer a comprehensive platform for modern fleet management. "Process automation not only saves a tremendous amount of time but also reduces sources of error – leading to greater efficiency across the entire fleet strategy," says Roland Leitner, Head of Fleet Management at Porsche Bank.

FIS – Real-Time Transparency

The Fleet Information System (FIS) is the central, web-based platform for anyone in the company who needs to keep track of their fleet. It provides a structured view of all relevant information and supports real-time fleet control and analysis. Customizable dashboards allow key data to be displayed at a glance.

In addition to numerous predefined standard reports on all active contracts – such as insurance, fuel, or maintenance – users can create their own evaluations and export them as needed. With the international extension iFIS, fleet management can also be coordinated across borders – thanks to a unified data structure and harmonized processes.

Green Fleet Project – Targeted ESG Data Preparation

In August 2024, the Porsche Bank Group launched the Green Fleet project with the primary goal of providing fleet customers with targeted ESG data related to their vehicle fleets. A key component of the project is the expansion of the existing FIS platform to include all sustainability-relevant data from customer fleets.

With the new FIS ESG Dashboard, we take over the preparation of fleet data, making it easier for our customers to meet ESG reporting requirements arising from CSRD, the EU Taxonomy, or transition planning. Additionally, by enabling targeted monitoring of fleet CO₂ emissions, we support customers in achieving their individual sustainability goals.

In the initial phase, the dashboard will display the fleet's carbon footprint and the development of average CO₂ emissions.

Looking ahead, the Green Fleet project offers significant potential for expansion as data availability continues to grow.



Sustainable Vehicle Recycling After Contract End – Opportunity Instead of Challenge

At the end of financing contracts, numerous vehicles are returned – along with the responsibility for their resource-efficient reuse. Efficient recycling of these returned vehicles is not only economically beneficial but also a key contribution to the circular economy.

Porsche Bank distinguishes between three types of vehicle recycling:

Returns from Operating Lease Contracts

In general, Porsche Bank sells all vehicles from operating lease contracts, unless customers exercise their purchase option. Additionally, Porsche Bank supports customers in marketing their own used vehicles through:

- Professional used car marketing by trained specialists
- Recycling based on the best-bidder principle via the digital used car platform UCS (Used-Car-Sales)

- A powerful and tightly-knit network of over 500 recycling partners
- Experience from processing around 10,000 vehicles per year (as of 2024)

Sale of Total Loss Vehicles

Vehicles classified as total losses are also marketed to dealers via the UCS platform. These vehicles are either sold to customers in repaired condition or used as a source of spare parts if repair is no longer economically viable.

End-of-life Vehicles

For vehicles classified as "waste" according to expert assessments, proper disposal must be ensured. In such cases, Porsche Bank works exclusively with certified disposal companies that guarantee environmentally sound recycling – positively impacting the environment.

Porsche Bank Fleet Management in a Leading Position

As the market leader in fleet management in Austria, with a portfolio of over 60,000 vehicles for around 1,000 customers, Porsche Bank Fleet Management is the first point of contact for corporate clients.

At the 10th Fleet Convention, the brands of the Volkswagen Group, Porsche Bank, and Porsche Insurance successfully stood out against strong competition and achieved top rankings in the BEST4FLEET Awards. The awards ceremony took place at the Hofburg Palace in Vienna, as is the tradition.

In the "Fleet Management" category, Porsche Bank secured the top spot on the podium for the third consecutive year on June 24, 2025. The award was proudly accepted by Roland Leitner, Head of Fleet Management at Porsche Bank.

The BEST4FLEET Awards are exclusively voted on by Austrian fleet managers and company car drivers, making them a true reflection of everyday fleet operations in Austria.



Cooperation with the Federal Ministry of the Interior

With the start of the new framework agreement with the Federal Ministry of the Interior (BMI), e-mobility is now making its way into the police force:

Fully electric models and plug-in hybrid vehicles are now part of police operations, making a significant contribution to climate protection.

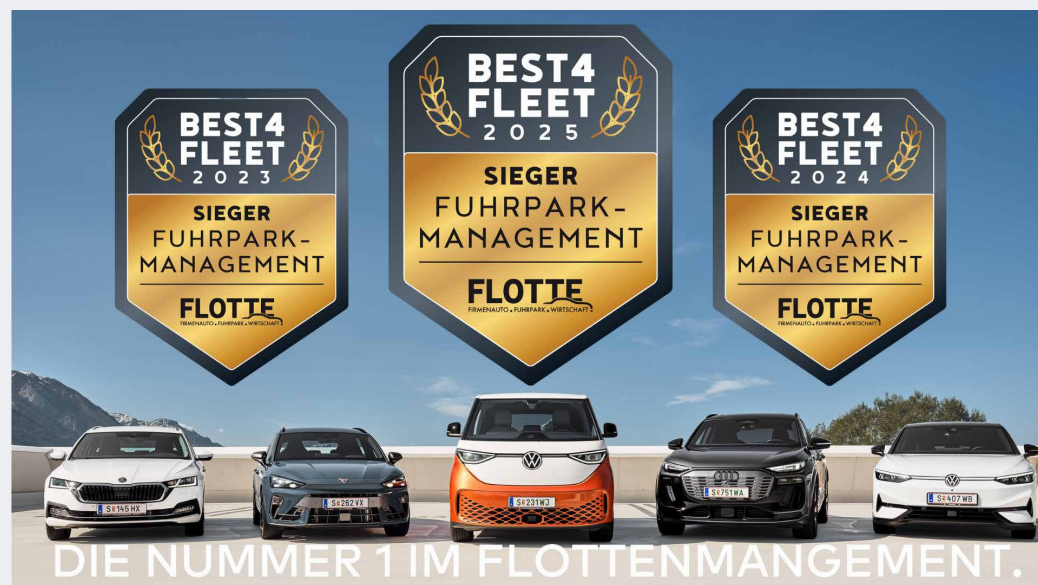
"Public service plays a major role in setting an example and guiding sustainable economic practices. As a major emergency service organization, the police take this responsibility seriously and are exploring available options for switching to zero-emission vehicles," said Franz Ruf, Director General for Public Security.

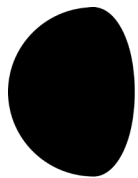
The electric vehicles will be tested across the full range of police operations – from patrol duty and securing accident scenes to pursuit driving. Key aspects under evaluation include performance, charging management, and safety. A practical test involving 22 electric vehicles from Volkswagen (ID.3 and ID.4 models) is scheduled to be completed by the end of 2025. The analysis and evaluation of the results will follow in 2026.

Hannes Maurer, CEO of Porsche Bank AG, commented during the handover:

"We are pleased that the police are increasingly embracing e-mobility and are now conducting a large-scale practical test to examine the robustness and functionality of electric vehicles. (...) Because only by working together can we successfully navigate the path toward a CO₂-neutral future."

Great success at the BEST4FLEET Awards





MOON
Driven by energy.

MOON Partnership

One of the most important measures being taken to make e-mobility more widespread is the development of the international concept of MOONCITIES. The idea is to make potential customers feel enthusiastic about e-mobility. MOONCITIES provide comprehensive information about e-mobility and access to the latest e-models from the Volkswagen Group brands. Advice is also given there on funding opportunities and the necessary charging infrastructure.

International MOONCITIES

The headquarters of the MOON POWER brand and the venue for over 100 events per year, MOONCITY Salzburg is more than just a competence center: it is a hotspot for e-mobility and an inspiring place for everyone who wants to explore the future of mobility across different brands. MOONCITIES have opened in places like Salzburg, Zagreb, Lubiana and Bucharest. In June 2023 the company opened another MOONCITY in Budapest, and there are plans to expand the concept further. The flagship store opened in Salzburg in December 2019 was redesigned in 2024 and turned into Austria's biggest city-centre fast-charging park. MOONCITY Salzburg has received the "Green Location" Austrian Ecolabel from the Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology.

MOON Commander

Positioning a MOON Commander in most Porsche Holding dealerships in Austria also serves to increase the number of BEVs sold. These specialists are on hand to advise customers about all things e-cars, charging infrastructure, funding and other general questions.

Financing of Photovoltaic Systems and Accessories

An e-mobility pioneer, MOON offers its customers sustainable, intelligent and data-driven complete energy solutions. MOON POWER's product portfolio includes photovoltaic systems, charging infrastructure and energy storage. Extensive service, support and maintenance services round off the range. These products are financed by Porsche Bank.

With a photovoltaic system, customers can generate environmentally friendly solar power themselves to charge their fully electric vehicles. It can then either be used by the producer, fed into the public power grid in return for a feed-in tariff, or consumed in their own fully electric vehicle.

Charging options in the form of permanently installed charging stations can usually be found in parking lots of companies and car dealerships, public facilities. Fast charging stations may be found beside motorways or in charging parks and in the city. They help promote the spread of fully electric vehicles and reduce the use of fossil fuels, which in turn improves air quality.

In addition to public charging stations, there are wallboxes that can be installed at home, in parking garages or at companies. This means that charging is also possible independently of public charging stations.

In addition to the charging infrastructure for fully electric vehicles and a photovoltaic system, a holistic energy concept also includes the appropriate energy storage system. It reduces reliance on the network operator and enables self-sufficiency. In addition, self-generated electricity is cheaper. Furthermore, the energy storage system relieves the load on the network by reducing the load peaks in electricity consumption.



MOON POWER Charger HYC 50, a compact wallbox for fast charging of one vehicle with up to 50 kW or two vehicles with 25 kW each

Outlook

Greenhouse gas bonus in cooperation with OMV
Together with OMV, the international oil, gas and chemical company headquartered in Vienna, Moon is offering a GHG bonus¹ for e-car drivers and operators of public and semi-public charging structures for saved CO₂ emissions since September 2023. Depending on the registration date of the vehicle, e-car drivers receive a bonus of up to 90 euros when they submit the vehicle – regardless of whether it is a newly registered vehicle or a used car. The purely electric drive of the vehicle is crucial.

MOON POWER is currently focussed on the following projects:

- ✓ **2nd Life Storage:**
Increase the lifespan of batteries and reduced the costs for the customers.
- ✓ **TRUCK & BUS Charging**
Electromobility does not stop at heavy-duty transport. MOON provides the right charging solutions for it.
- ✓ **Bi-Directional Charging:**
Fully electric vehicles can create redundancy and security for the energy supply.

FACTBOX MOON

Headcount

Countries > 25
Employees² 80

Finances

2024 turnover € Mio 67
Turnover increase 2023 vs. 2024 +34%

¹The GHG quota stands for greenhouse gas reduction quota and is intended to help reduce CO₂ emissions. CO₂-intensive industries must demonstrate a savings rate and can achieve this, for example, through quota trading. As a result, companies buy the emissions savings from other companies and private individuals. Since 2023, an eQuote (or GHG quota) can also be traded in Austria.

²AT & MOON International, as of 12/2024

Group-wide Environmental Projects

In addition to specific measures that make a positive contribution to the environment, Porsche Bank also participates in group-wide initiatives and projects. These include, for example, the organization of the Vienna Electric Days to promote e-mobility, and group-wide projects such as #Project1Hour and the Porsche Bank Sustainability Conference.

Outlook: Project 1#Hour 2025

The Project 1#Hour initiative was first launched by the VW Group in 2021 to raise employee awareness around sustainability on Earth Day. This year, the Sustainability, Energy & Environment department of Porsche Holding, together with the sustainability officer of Porsche Bank, is organizing a series of activities for the first time under the banner of corporate volunteering. Employees at the Salzburg location were offered a selection of four different activities, all scheduled for April 25:

1. Combating invasive plant species to preserve biodiversity
2. Trash collection campaign in cooperation with Lebenshilfe Salzburg
3. Art workshop with Lebenshilfe Salzburg
4. Raising environmental awareness among children and parents in cooperation with the Porsche Holding company kindergarten

Further details on each activity will be shared with readers in the upcoming sustainability report.



Salzburg Business Run 2024

With 111 registered teams and over 300 participants, Porsche Holding once again demonstrated a strong presence at this year's Business Run. It's wonderful to see the high level of motivation and enthusiasm for sports and physical activity among our colleagues. For Hannes Maurer, Thomas Beran, and Robert Erlinger, the focus is not only on athletic performance, but above all on fun and shared experiences. Porsche Bank, Audi, and Porsche Inter Auto have been supporting the running event for many years, and the trio is looking forward to continuing as main sponsors in 2025.

Vienna Electro Days 2024

Together with numerous partners, the Wiener Elektro Tage once again took place in September 2024, transforming Vienna's Heldenplatz into the center of e-mobility for three days. More than 40,000 visitors explored the exhibitions to learn about e-mobility and took the opportunity to attend keynotes by industry leaders. Despite the event being cut short due to weather conditions, we can look back on many highlights.

Further information and a comprehensive review of the event can be found in the official magazine of the Wiener Elektro Tage:



Climate Protection & Research Project in Austria and Colombia



In addition to the various measures to reduce its own CO₂ emissions, Porsche Holding is involved in a major climate protection project in Austria and Colombia. The project is supported by scientists from the Austrian Institute for Sustainable Development (OIN) in cooperation with BOKU Wien and the Universidad Javeriana Bogota.

The project in Colombia is not registered under any official forest protection standard, but it strictly follows the guidelines of the Verified Carbon Standard (VCS). This has been confirmed by two universities. The project is scientifically monitored and pursues goals such as CO₂ sequestration, sustainable agriculture and forestry, biodiversity conservation, and the prevention of deforestation.

"El Triunfo" nature conservation project

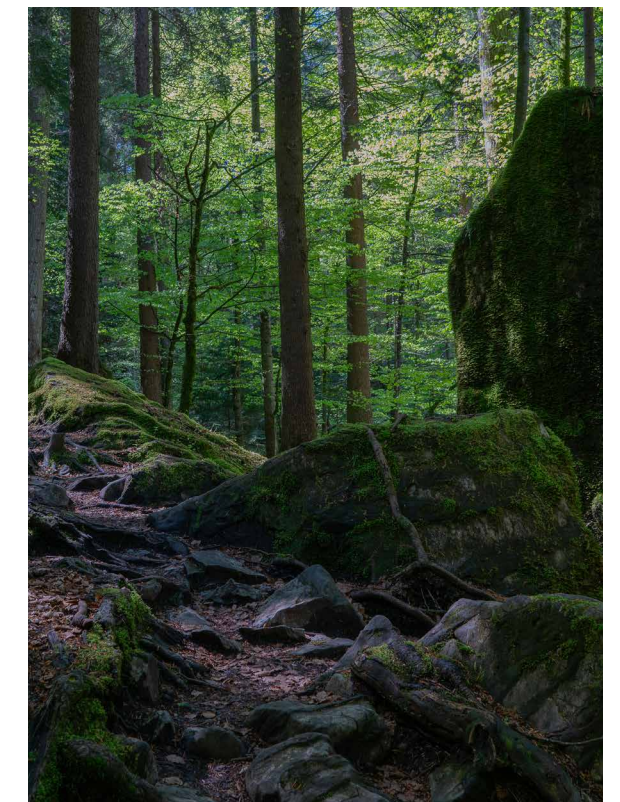
The "El Triunfo" nature conservation project operates on a total area of over 5,800 hectares, in order to permanently protect the world's most endangered tropical dry forest (Bosque Seco Tropical) with its aquatic, animal and plant life. Although the area could be used intensively for agriculture and forestry, the forest area will be preserved as a nature reserve for posterity thanks to long-term nature conservation agreements.

This includes the establishment of ecotourism in the region and the development of model agriculture in which classic cattle fattening is replaced by better adapted water buffalo.

5.800 Hectares of valuable tropical dry forest are permanently protected as a climate and nature reserve

"Dunkelsteinerwald" Nature Culture Project in Wölbling, Lower Austria

As part of the "Dunkelsteinerwald" project, large areas of commercial forest are leased for several decades and deliberately withdrawn from forestry use. The goal is to allow these forest areas to regenerate naturally, thereby actively promoting biodiversity and contributing to climate protection. All legally required forest management and necessary forestry measures continue to be carried out. This enables the forest to regenerate over several decades, improving biodiversity and allowing organic carbon to be stored for the long-term in trees, shrubs, and forest soil.





SOCIAL

EMPLOYEES & SOCIAL SUSTAINABILITY

The most valuable resource for Porsche Bank is its employees, who ensure ongoing business success through their daily commitment and expertise. At the same time, they invest a significant amount of their valuable time, which is why Porsche Bank wants to be an attractive employer that creates a pleasant working atmosphere for its employees. This should be guaranteed through a balanced work-life balance and meaningful perspectives. The topics relating to employees, such as employment, corporate culture and values as well as diversity, are mainly located in the “Human Resources Organization & Transformation” area of Porsche Holding. In addition, Porsche Bank has established its own training department to offer its employees the best possible training and further education opportunities.

In the “Top Female Workplace 2025” ranking by sheconomy and kununu, Porsche Bank was recognized for its efforts. This award honors the company’s commitment to gender equality and equal opportunities for women, as well as its dedication to creating a work environment characterized by appreciation and respect.



¹No diverse employees were reported in the reporting year
²Trainees are not hired directly via Porsche Bank, but via Porsche Holding
³For our Austrian employees with dual citizenship, only Austrian citizenship is recorded here. Some nationalities may therefore not be included.

EMPLOYEES¹



8 TRAINEES



in the Porsche Bank Group in 2024
(Austria and international)²

EMPLOYEES OF 25 NATIONALITIES



active for the
Porsche Bank Group³

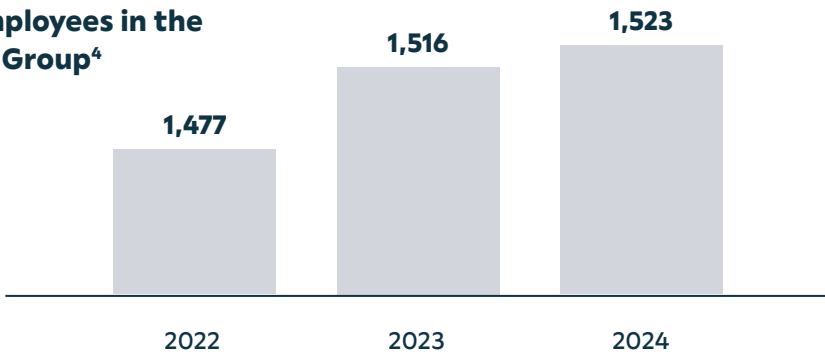
PROPORTION OF WOMEN



of the Porsche Bank
consolidation group



Number of Employees in the Porsche Bank Group⁴



Country	2022	2023	2024
Albania	7	7	7
Bosnia and Herzegovina	22	34	34
Bulgaria	52	57	53
Chile	57	55	58
Columbia	48	50	51
Croatia	93	98	101
Macedonia	16	16	16
Montenegro	10	10	10
Austria	560	611	649
Romania	160	172	148
Serbia	70	71	73
Slowenia	156	105	98
Hungary	172	184	179
Ukraine	54	46	46
Total	1,477	1,516	1,523

⁴The number of employees in the total workforce includes all employees of the entire Porsche Bank Group, as well as the employees of the leasing and insurance companies, ARAC GmbH and VVD, excluding temporary workers, compulsory interns and holiday interns

Women in Leadership Positions

Gender-specific barriers that can impact the application process or the awarding of management positions are successively being reduced at Porsche Bank. Please note that team leaders are not included in the KPI for women in leadership positions. In 2024 there were 47 female employees in management positions. This means that 34.5% of management positions are held by women.

Porsche Bank Sustainability KPI	2023 status	2024 status	2030 goals
Proportion of women in leadership positions	33.6%	34.6%	> 38 %

Within the Porsche Bank consolidation group, the proportion of women among all employees was 56% as of December 31, 2024. Here, too, there are already numerous employees who are preparing for future management positions with team leadership functions.

Proportion of women in leadership positions	2021	2022	2023	2024
Bulgaria	40.0%	40.0%	50.0%	50.0%
Chile	33.3%	33.3%	33.3%	50.0%
Serbia* Financial Group	55.0%	52.6%	52.6%	55.6%
Columbia	20.0%	20.0%	20.0%	20.0%
Croatia	30.0%	33.3%	33.3%	33.3%
Austria	25.9%	21.3%	19.1%	20.8%
Romania	52.4%	52.6%	52.6%	66.7%
Slovenia	33.3%	30.0%	30.0%	27.3%
Ukraine	40.0%	37.5%	42.9%	40.0%
Hungary	31.8%	22.2%	27.8%	23.5%
Porsche Bank Group	34.2%	32.9%	33.6%	34.6%

Establishment of an international women's network

Even though more and more women are working in the automotive industry, it is still traditionally male-dominated. In order to specifically promote women and at the same time highlight career paths and opportunities, Porsche Holding founded the network "The Female Link x PHS". In 2022 the project was expanded to the upper management circle of managing directors and main department heads and finally rolled out internationally at department management level in autumn 2023. The network organizes regular meetings, workshops and lectures attended for all female leaders starting from department head level.

Porsche Holding HR STRATEGY

The areas of responsibility for human resources, including HR strategy, diversity, as well as health protection and occupational safety, are organizationally assigned to the HR manager at Porsche Holding.

- L** Leading by example
excellent managers who act as role models and move the company forward
- I** International drive
exploiting international synergies and international career opportunities
- F** Finding and keeping the best talents
retaining the best people with attractive working conditions and opportunities within the company
- E** Excellence in expertise
professional excellence and a focus on building the skills of the future
- @** Digital Employee Journey
digital support for employees on their journey within the company

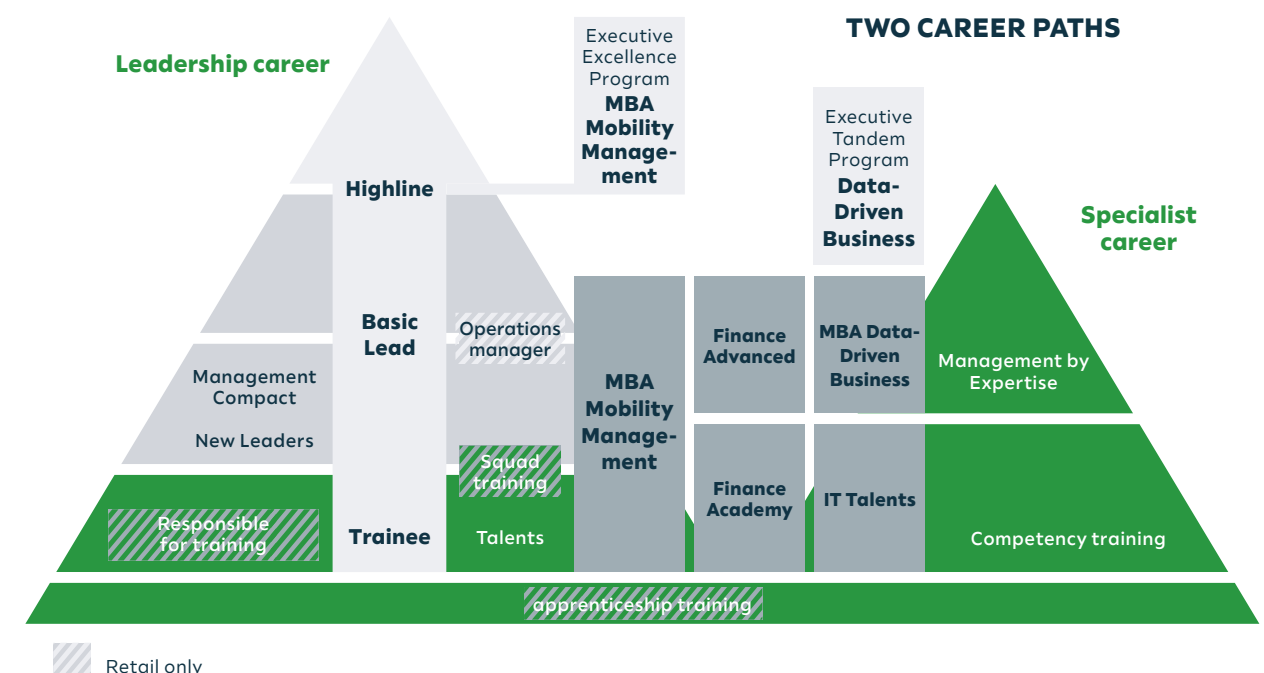


Further information on the personnel strategy is available in the Porsche Holding sustainability report from page 69 ff.

The personnel strategy LIFE@Porsche focuses on the development and retention of employees. It builds on nurturing young talent from within the company and aims to train future leaders and experts internally and sustainably. Targeted measures in the areas of health protection and occupational safety ensure that employees are protected and provided with a safe working environment. In doing so, the company maintains a trusting collaboration with employee representatives and the works council.

Programs for Targeted Employee Development

Porsche Holding Salzburg and Porsche Bank offer extensive employee development programs, including subject-specific and personal training as well as partnerships with universities such as the Vienna University of Economics and Business or the "HEC Paris" business school. The company is constantly updating and adding to its training portfolio. In the new in-house MBA program "Data Driven Business" taught in partnership with the Vienna University of Technology involves participants from all PHS countries dealing with this topic of the future at an academic level. For young academics, Porsche Holding offers an annual internal trainee program to provide an attractive route into the company.



* Porsche Financial Group Serbia (FFGS) includes the Porsche Bank subsidiaries in Albania, Bosnia & Herzegovina, Montenegro, North Macedonia and Serbia

Interview with Cornelia Hofer - the first female board member within the Porsche Bank Group

On June 1, 2025, Cornelia Hofer (33) assumed her position as the first female board member within the Porsche Bank Group. We are delighted to conduct the first official interview with her.



Can you tell us about your professional background and how you came to your current position?

I studied Business Law in Vienna and worked part-time at the Financial Market Authority (FMA) during my studies. After graduating, I spent two years at the FMA before joining Porsche Bank in Salzburg in 2018 initially in the legal department, which I had the privilege of leading from 2021 onward.

The legal department is closely connected to the board and serves an advisory role within the Porsche Bank Group, which gave me deep insights into key company-wide topics. So, stepping into a role with broader decision-making responsibilities felt like a natural next step.

What motivated you to apply for the board position at Porsche Insurance?

I'm always looking for new challenges and opportunities to grow. Porsche Insurance offers an ideal environment for that—with a diverse product portfolio, an international market presence, and a fantastic team. It's a role that allows for creativity, responsibility, and active contribution.

Since starting as a board member—has anything changed?

I'd say the tasks have changed, but I remain the same person at my core. Of course, you grow with new challenges, but my personal values and approach to leadership and responsibility have stayed consistent.

What particular challenges have you faced as a woman in leadership, and how have you overcome them?

Leadership is challenging in general—regardless of gender. You need assertiveness, resilience, and the ability to make tough decisions. There are occasional biases, mostly regarding my age, but I've learned to handle them. The key is not to let it shake your confidence, to stay authentic, and to keep moving forward on your path.

What changes would you like to see in the industry to promote gender equality?

I don't currently have caregiving responsibilities, but I see how important it is to create supportive structures. I'd like to see more targeted support from politics and society to strengthen gender equality—especially through structural measures like widespread access to high-quality childcare. Another important aspect is self-perception: women often tend to be more self-critical. We need more awareness and personal development opportunities to build confidence and presence. Mentoring programs can also make a real difference.

Do you feel that the perception of women in leadership has changed in recent years?

Yes, definitely. The number of women in leadership roles is increasing, and diversity is being valued more. Progress is slow, but the shift is noticeable.

It brings more perspectives into discussions, making them richer. Within the Porsche Bank Group, the topic is being visibly embraced—we're already quite advanced in this regard.

What are your goals for Porsche Insurance, and how do you plan to achieve them? What role does sustainability play?

My goal is for Porsche Insurance to remain a stable and reliable partner for our customers and the Group. We aim to continuously develop our products, foster innovation, and strategically expand our international branches.

Sustainability plays a central role. We're seeing clear changes—among our customers, who are increasingly turning to e-mobility, and in the rising number of claims due to natural disasters, especially severe storms in recent years.

Sustainability is integrated into many areas, such as our investment strategy and our "Smart Driver" program, which rewards environmentally conscious driving behavior. (Details can be found on page 64 ff.).

Who or what has inspired you most in your career?

There isn't one specific person I can name. It's more a mindset that inspires me: people who want to make a difference and are committed to driving things forward. People who bring about positive change with conviction and keep the bigger picture in mind.



How do you balance the demands of your professional role with your personal life?

I love spending time in the mountains and hiking. What I enjoy most is being rewarded with stunning views and finding peace in nature.

Since the beginning of the year, I've also taken up boxing. A colleague recommended it, and I was surprised by how much I enjoy it. I also love traveling.

What has been your favorite travel destination so far?

Colombia—definitely one of the most fascinating countries I've visited. The culture is different, very vibrant and warm. I truly believe that broadening your horizons is essential to realizing that our own perspective isn't always the only or the right one.

How do you practice sustainability in your everyday life—any personal tips for our readers?

I try to live sustainably in small ways—for example, I buy my vegetables directly from local farmers and focus on seasonal produce. It's often the little things that make a big difference, like remembering to turn off the lights when leaving the office at the end of the day.

And finally, what advice would you give to young women just starting their careers?

Be open-minded, curious, and don't be afraid to take risks or try something new. You grow and learn by jumping into the deep end.

So: just be brave!



Health Protection and Occupational Safety

Continuous Training and Risk Analyses are the Basis

So as to ensure health protection and occupational safety as well as a safe working environment for all employees, Porsche Bank relies on ongoing training, for example on identifying and avoiding hazards, site inspections for risk analysis and analyses of work accidents. In order to effectively integrate health protection and occupational safety into the company, certification according to ISO 45001 is scheduled to be rolled out for larger and strategically important locations from 2024.

Additional Services to Promote Health

In addition, vaccination campaigns, health days and training courses for dealing with psychological stress are offered. All of these measures help to improve the health and safety of employees, which in turn increases productivity and well-being in the workplace.

Training and Further Education

The well-founded training and continuous further education of employees is a core component of Porsche Bank's success. In Austria, the "Training & Development" department at Porsche Bank accompanies employees from day one until they are fully integrated into operational processes, and during role and function changes.

Onboarding

Given the challenging labor market and the high willingness of young talents to embrace change, a structured onboarding process is a top priority at Porsche Bank.

From the moment the contract is signed, a standardized onboarding process supports new employees in their transition. Managers are supported with a leadership guideline, training plan templates, and regular feedback discussions. All materials are accessible at any time via the training homepage.

From the very first working day, trainers from the Training & Development department provide foundational knowledge about products, processes, and systems, as well as insights into the structure of Porsche Bank and its integration within Porsche Holding.

Specialist Training Modules

Functional and role-appropriate training modules for the core processes of private customers, SMEs and fleet business ("Daily Business Modules") through to in-depth training on special topics and core system training for power users ensure well-founded specialist training that is continuously adapted to changes in departmental structures and process organization. With the help of a training plan, every manager can determine a targeted training plan with the respective employees, evaluate the level of training in annual employee reviews and agree on the completion of further training courses as required.

Backstage Events

Through backstage events, interested employees can also gain insights into areas outside their own field of specialisation.

Bank Academy

Employees who have been with the company for two years or more complete the "Banking Academy" (mandatory), which was developed specifically for Porsche Bank in cooperation with the Vienna University of Economics and Business. Participants gain a comprehensive overview of the various sectors of the banking and insurance business and deepen their knowledge of the regulatory framework and legal basis for the business areas of Porsche Bank and Insurance.

Personality and Team Development

In addition to the courses offered group-wide in presentation skills, negotiation techniques, and communication, Porsche Bank provides a targeted program for team and personal development through its training format Profi Time. The program consists of three modules focusing on self-reflection, team communication, and stress and time management. These measures sustainably promote personal growth, collaboration, and resilience.

Networking Specials, Promoting Belonging and Loyalty

“Experience the car dealership live” (visit to the car dealership with insights into the processes in a car dealership and the working world of salespeople, service advisors and workshop employees), visits to the parts distribution center enable cross-departmental networking between employees, promote enthusiasm for the business areas of the VW Group and thus support the feeling of belonging and build loyalty to the company.

At the “board breakfast” and “apprentice breakfast”, employees from their 4th month of work and apprentices meet with the board members, representatives of the human resources department and the works council to get to know each other, with the opportunity to ask questions and raise topics for discussion. There are also annual workshops for managers.

Development Programs for Employees of the Porsche Holding

With regard to dedicated horizontal and vertical development opportunities in the sense of specialist or management careers, Porsche Holding offers various standardized programs in order to be able to offer existing employees, but also school and university graduates, career entry points with prospects. Using a potential analysis, the human resources department examines and selects high potentials and unsolicited applications from employees for the respective career programs at least every 2 years.

Vertical leadership development programs relevant to Porsche Bank include:

Highline

The Highline Development Program is Porsche Holding's top management program. In cooperation with one of the world's leading academic partners for management development, HEC Paris, a meeting with around 30 participants takes place approximately every two years. The program is aimed at anyone who has set high goals for themselves and has the potential to become a manager.

Basic Lead

The Basic Lead development program is a leadership development program for everyone who is already in a leadership position or is about to enter one.

New Leaders & Management Compact

Porsche Holding offers the New Leader program for employees who are taking on their first management role, particularly as a team leader. In this internal development program, the essential tasks and changes involved in taking on a management function are conveyed in a compact format.

International Trainee Programm

The International Trainee Program is aimed at all Bachelor and Master graduates who want to achieve high goals and have the potential and drive to start an (international) management career in the Porsche Holding and Porsche Bank Group.

In the areas of sales, finance, IT & digitalization and HR, the program offers the opportunity to get to know the different company areas, build a unique network, gain experience abroad and help shape the future of Porsche Holding through self-directed projects and topics.

Finance Academy

This program was developed for young talents in the financial sector and offers the right combination of specialist and personality modules to foster personal and professional development and to sharpen the holistic view of financial and business processes.

Management by Expertise

This program was developed for employees who take on professional management tasks without having disciplinary personnel responsibilities. The focus of the program is to strengthen them in their roles as experts, project managers or specialist supervisors and to provide useful tips and tools that are helpful in lateral leadership.

IT Talents

This IT Talents development program is aimed at young talents in the IT sector and includes a combination of specialist and personality modules in order to develop personally and professionally. In cooperation with the Upper Austria University of Applied Sciences, participants from various business areas gain insights into highly relevant current and future IT topics.

Other career programs, such as the “Mobility Management” MBA program, are aimed primarily at employees in Porsche Holding sales units.



Training and Further Education Hours per Employee per Year

The training department of Porsche Bank is responding to the ongoing transformation in knowledge delivery by increasingly integrating digital and innovative learning formats. While traditional in-person trainings are being designed to be more compact and interactive, pure knowledge transfer is increasingly handled through digital formats such as e-learning, videos, and podcasts. Our digital self-learning center provides all employees with flexible, time- and location-independent access to a wide range of learning content, promoting self-directed and adaptable learning. The training hours presented below therefore represent only a portion of the overall learning activities undertaken by our employees.

Training hours per employee	2022	2023	2024
Albania	8	9	1
Bosnia and Herzegovina	8	7	7
Bulgaria	13	12	12
Chile		24	22
Columbia	47	22	9
Croatia	10	9	8
Montenegro	17	8	6
North Macedonia	8	7	7
Austria	19	19	16
Romania	28	10	18
Serbia	8	7	7
Slovenia	11	11	12
Ukraine	10	15	14
Hungary	28	15	11
Porsche Bank Group	21	12.5	10.7

Diversity

In a dynamic and constantly changing world, diversity and inclusion are key components of sustainable corporate development. Porsche Bank recognizes the importance of these topics and is committed to fostering a diverse and inclusive workplace culture. Especially in times of transformation, it is essential to create an environment where talents—regardless of age, gender, origin, or cultural background—can contribute their individual skills and perspectives. This is based on an open, appreciative, and collaborative corporate culture, supported by inspiring and responsible leadership. Such a culture positively influences employee motivation and engagement, as well

as customer satisfaction. Discrimination of any kind is strictly rejected. Porsche Bank stands for diversity, respect, tolerance, and equal opportunity - regardless of ethnic origin, skin color, gender, disability, beliefs, religion, nationality, sexual orientation, social background, or political views, provided these are based on democratic principles and tolerance toward differing opinions. Our code of conduct sets out clear rules in this regard; violations are subject to sanctions. Every employee and every leader is therefore responsible for fostering a collaborative environment and taking targeted action in the event of rule violations.



Prevention of Sexual Harassment in the Workplace

In addition to the topic of Diversity & Inclusion, Porsche Holding placed a strong focus on the prevention of sexual harassment in the workplace during the reporting year. Mandatory training sessions were held for all managers. Following these sessions, managers informed their teams about the topic. This international campaign was supported by communication measures at all company locations.

LGBTIQ+ Initiative

Porsche Holding promotes an inclusive work environment in which all employees are safe and respected. This includes, for example, the support of the initiative by employees to establish a regular informal LGBTIQ+ meeting. This takes place monthly and offers a safe and inclusive space for LGBTIQ+ employees.

On July 5th, as part of Pride Month, an open discussion round took place at the Cloud 9 Café in Salzburg. Colleagues had the opportunity to share personal experiences and engage in dialogue, because open conversations foster understanding, break down prejudices, and strengthen our sense of togetherness.

Company Childcare in the Salzburg Headquarters

In August 2019, the Porsche company kindergarten was established at the headquarters in Salzburg, Austria. Due to high demand, the facility has been expanded several times. Since October 2024, the CO₂-neutral new building offers 900 m² of indoor and 1,100 m² of outdoor play space. With this expansion, care for a total of 96 children is now possible.

The company childcare facility enables employees to better balance family and work — one of the company's top priorities.

Works Council

Employee representation is guaranteed by the works council - there is a works council committee for the PIA locations and one at the Salzburg headquarters. In addition, employee representatives are elected at some international locations. The works councils in Salzburg are in direct and regular contact with the other committees, and in particular their chairpersons. The Salzburg works council is also firmly anchored in the global and European works council of Volkswagen AG and has full voting rights. The employee representation is committed to ensuring that the rights and interests of employees are protected. This happens, for example, by helping to shape working conditions and working hours as well as by promoting equal opportunities and diversity within the company.

Climate Ticket for employees

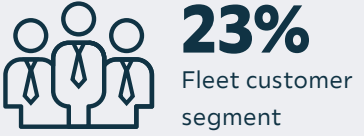
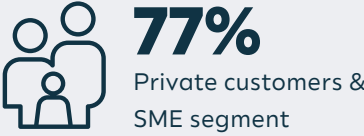
With the climate ticket, Porsche Holding Salzburg supports the sustainable mobility of employees. Since June 2023, the cost of a climate ticket up to €340 per year is covered by the employer on a voluntary basis. Apprentices from Porsche Holding Salzburg received the Austria-Ticket for young people worth €821 for free. The regional climate ticket allows you to use public transport in your respective area for one year – and in your leisure time too. “With the climate ticket we are breaking new ground and showing that we are open to mobility. In this way, we are making a sustainable contribution to deal with climate change and hope to be a role model for other companies, within but also outside of the automotive industry,” says Paul Gahleitner, Head of Human Resources at Porsche Holding Salzburg.



Opportunity of "lease a car" & "lease a bike" salary conversion option

Since December 2023, employees have the opportunity of a salary conversion in the form of “lease a car” and “lease a bike”. With “lease a car” certain models from our group brands can be leased as part of a rental agreement. With salary conversion, the leasing rate for the leasing vehicle is deducted from the gross salary and granted as a benefit in kind, which in turn leads to tax savings. The savings always depend on the salary. The “lease a bike” offer includes an annual service budget, theft and damage protection, and a 24/7 mobility guarantee. The company bike can be used to an unlimited extent for commuting to work and in your free time. Employees are free to choose from 800 partners throughout Austria, from all brands and various types such as e-bikes, mountain bikes, city bikes, etc. In principle, the salary conversion is linked to certain conditions: the amount must be above the respective collective agreement minimum salary or, after deducting the usage fee for the e-vehicle, must not be lower.

VOLUME BUSINESS 2023



Our Customers

A significant part of Porsche Bank's success and growth over the last few decades is owed to the trust of our customers. Their satisfaction and opinion about our products and services is our top priority. Our aim is to continue to ensure a high level of quality in the future and to respond individually to customer needs.

Customer Inquiries and Complaint Handling

Porsche Bank treats criticism and complaints with the greatest attention and care. Incoming complaints are responded to as quickly as possible, but no later than within 5 to 10 working days from the time all necessary documents are available. Every complaint is documented in accordance with the Banking Act (BWG), the guidelines of the European Securities and Markets Authority (ESMA) and the European Banking Authority (EBA), the Insurance Supervision Act 2016 (VAG)

and the guidelines of the European Insurance and Occupational Pensions Authority (EIOPA). Complaint Processing is documented and resolved optimally for the customer. Porsche Bank continually invests in process efficiency and optimization of service quality in this area.

Customer Calls and Tickets in Austria

The increase in the complaint rate from 2022 to 2023 resulted from improved tracking and a more precise definition of what constitutes a complaint. As a result, further improvement measures were implemented, including a review by the Financial Market Authority (FMA) at the end of 2023. In the reporting year 2024, the complaint rate remained stable. The absolute number of complaints slightly decreased, while both the customer base and the number of contracts saw a modest increase.

Complaints rate - Austria	2022	2023	2024
Contract level	0.09%	0.18%	0.17%
Customer level	0.10%	0.20%	0.19%

Social Commitment

Donations, Sponsorship & Social Commitment

Porsche Bank is strongly committed to social sponsorship across the group. In this context, it supports selected institutions that, among other things, are dedicated to children and people with disabilities. Below is a selection of Porsche Bank's projects and collaborations.



Bulgaria

Recycling in Everyday Business

Employees at PFG Bulgaria practice waste separation at their site. Plastic bottles, caps, and beverage cans are collected and donated to the foundation Kapachki za budeshite ("Caps for the Future"), which uses the proceeds to fund ambulances, incubators, and other medical equipment. This initiative actively contributes to reducing sin-



gle-use plastic and promotes responsible resource management.



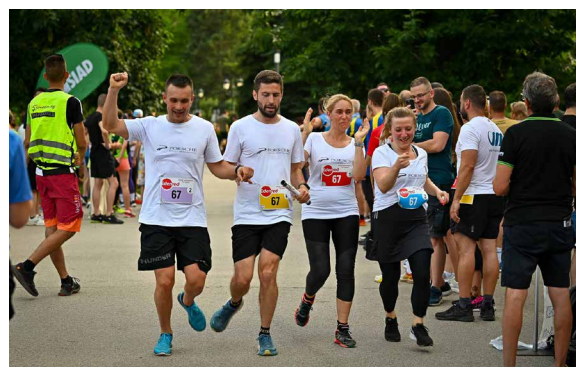
Donation Campaign for International Women's Day

To mark International Women's Day on March 8, 2024, PFG Bulgaria supported the crisis center Samaryanska Kashta in Stara Zagora with a monetary donation. The center provides protection and assistance to women and children affected by violence, human trafficking, and exploitation.



Participation in "Edenred RUN 2024"

In 2024, PFG Bulgaria took part in the charity run Edenred RUN with a dedicated team. A portion of the funds raised will be used to purchase medical equipment for the children's clinic at MBAL Hospital in Burgas, Bulgaria.



Christmas Charity

Annual Christmas Donation Campaign

As part of its annual Christmas donation campaign, PFG Bulgaria contributed both financial and material donations to various social institutions. These included children's and youth homes, a senior residence, and a center for early childhood development.



Chile



Environmental Initiative "Ruta Azul" Continued in Chile

In April 2024, PFG in Chile continued the environmental initiative Ruta Azul – a program by the Volkswagen Group that has highlighted the company's strong commitment to sustainability and ecological responsibility for several years. At the heart of the initiative is the cleanup of unused and heavily polluted areas – places that are often overlooked but suffer significantly from waste accumulation.

Over time, Ruta Azul has become a symbol of the company's hands-on approach to environmental protection. It is far more than a simple cleanup campaign – it embodies the company's vision for a sustainable and responsible future. The initiative regularly brings together employees, volunteers, and local residents to actively participate in sustainable cleaning efforts. This strengthens awareness among employees for responsible waste disposal, recycling, and environmental protection.



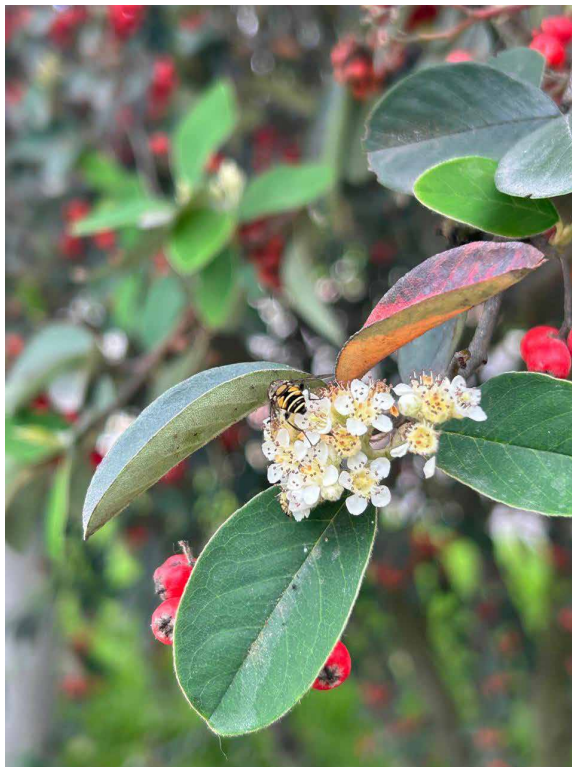
Colombia

Photo Contest for Tree Day: "Trees in Our Lives"

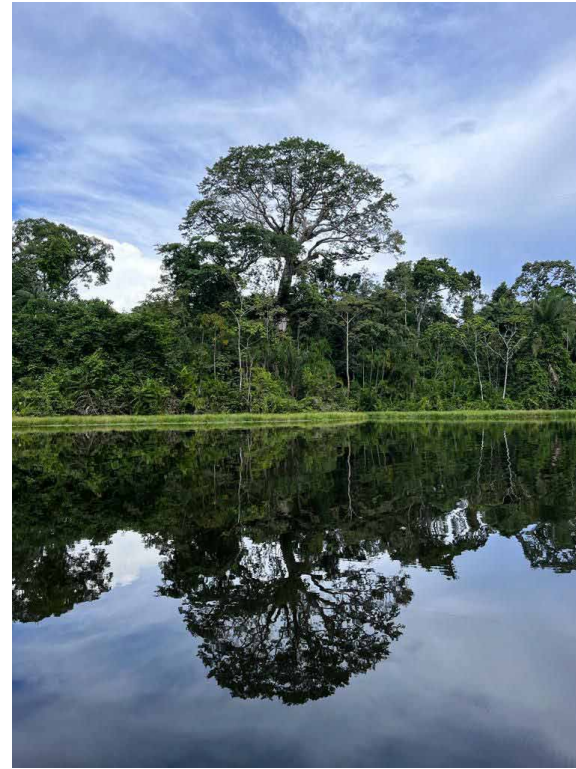
To mark International Arbor Day, Porsche Movilidad in Colombia organized an internal photo contest titled "Trees in Our Lives." The competition was divided into three main categories: landscape photography, urban environment, and macro photography, focusing on details such as leaves, blossoms, or bark. Participants were invited to capture the beauty and significance of trees in their natural surroundings. The photos were not only meant to be visually appealing but also to raise awareness about the importance of protecting and caring for trees.

First and second place were awarded for each category. The winning photos were selected by a professional photographer. Winners received a Madre Tierra voucher worth approximately €20 for first place. Madre Tierra is a clothing company that uses recycled materials and follows an ecologically sustainable production process aimed at maximizing resource efficiency.

1. place



Macro Category
Queen bee on flower
Andrea del Pilar Chitiva



Landscape Category
Lo que y siempre seremos
Andre Carolina Valenvia



Urban Category
Serpiente y Arbol
Oscar Leonardo Arciniegas

Croatia

Christmas Joy for Children - Donation Campaign by PFG Croatia

In December 2024, PFG Croatia made a strong statement of solidarity and compassion. As part of a lovingly organized donation campaign, employees supported the Dom Laduč institution, which cares for children in difficult life situations. With great care and personal commitment, employees put together individual gift packages for more than 30 children. The campaign not only brought bright smiles and genuine Christmas joy, but also conveyed warmth, appreciation, and the feeling of being seen and supported.

Promoting Employee Health

For the first time, employees were given the opportunity to join the MultiSport Program – a nationwide initiative designed to promote health and well-being. The MultiSport card grants access to over 450 sports and leisure facilities across Croatia, encouraging regular physical activity. The options include gyms, swimming pools, yoga sessions, and dance classes. In addition, the MyMultiSport platform provides online training sessions led by professional instructors, making it easier for employees to stay active and healthy, both on-site and remotely.



Lebenshilfe Salzburg

Lebenshilfe Salzburg, Austria, was founded in 1967 and supports people with intellectual disabilities in living self-determined and fulfilling lives in the midst of our society. As a company that stands for social equality and inclusion, Porsche Bank supports Lebenshilfe Salzburg with a financial contribution.

Looking ahead to 2025, we are pleased that, in celebration of Earth Day 2025, we were able to implement two sustainability-focused activities together with Lebenshilfe Salzburg (see Project 1#Hour for details).



Porsche Bank has supported the work of the Kinderschutzzentrum Salzburg (Child Protection Center) since it was founded in 1987. In the first few years the rent for the premises was covered. Porsche Bank also provided office furniture, computers and other donations in kind and money. Porsche Bank CFO Dr. Alexander Nekolar would like to continue the donation partnership in the coming years: "Every company has a certain level of social responsibility. We are aware of this and see the donation partnership as a wonderful opportunity to do good in the long term and support children and young people in need. Many underage victims of abuse and violence would not be able to come to terms with their terrible experiences without the help of the Child Protection Center. Especially in times of crisis, it is extremely important that there are counseling and therapy centers such as the Child Protection Center."



Kinder-Krebs-Sozialhilfe-Mission "Hoffnung" (Children with Cancer Social Assistance Mission Hope) helps children with cancer and their families throughout Austria. As in previous years, the organization received financial support from Porsche Bank in 2022.



Sport is the best way for people with disabilities to improve health and mobility, increase independence and quality of life and promote integration into society. Porsche Bank therefore helps the **Österreichischer Behindertensportverband** (Austrian Disabled Sports Association) with financial contributions.



Austrian Welfare Organization for the Blind

In 2024, Porsche Bank AG made a donation to the Austrian Welfare Organization for the Blind (ÖBW), a specialized institution in Vienna that has been supporting blind and severely visually impaired individuals since 1825. It offers a residential and nursing home with various living models and places great emphasis on humanity, personalized care, and an active community life.



With the donation to the **Wiener Hilfswerk**, in particular to the homeless assistance organization, Porsche Bank AG supported the "youth care" project in the homeless assistance sector. Young people whose families are often affected by homelessness and poverty should be given needs-based and individual help.

Romania

Sustainability Initiatives in Romania

In 2024, PFG Romania continued its sustainability efforts across four key areas: children's health, education, support for socially disadvantaged groups, and environmental protection.

Beautifying a Children's Day Center

A group of dedicated employees from PFG Romania volunteered their time to support a day center for socially disadvantaged children in Bucharest. The goal of the initiative was not only to visually enhance the outdoor area of the center but also to improve its functionality – creating a space where children can feel comfortable and thrive. With great commitment and team spirit, the employees carried out a series of beautification measures: thuja trees and colorful flowers were planted, and existing trees were professionally treated to protect them from pests. Benches and fences received a fresh coat of paint, and a new weatherproof canopy was installed on the pavilion to provide additional protection from wind and rain. The initiative concluded with a shared lunch with the children, offering a space for exchange and connection, and strengthening the sense of community.

Promoting Education

PFG Romania donated part of the furniture for a library at a rural school. Employees also contributed books to support the initiative. In addition,



students from FABIZ gained insights into risk assessment at Porsche Finance Group Bulgaria as part of an educational project in collaboration with universities.

Participation in the Bucharest Half Marathon

By participating in the Bucharest Half Marathon, PFG Romania employees supported the construction of a new palliative care hospital for children with severe, incurable illnesses.





Porsche Finance Group Serbia



20 Years of Porsche Finance Group Serbia: A Symbolic Anniversary

In September 2024, Porsche Finance Group Serbia celebrated its 20th anniversary with a symbolic night hike to the summit of Mount Rtanj. The joint ascent represented core company values such as dedication, teamwork, and trust—principles that shape both daily operations and community engagement. The event served as a reminder that with determination and collaboration, any goal can be reached—whether in nature or in business.

Part of the anniversary activity was dedicated to environmental protection. In line with the company's sustainability goals, the team planted 21 roses in "Greta's Rose Garden." This symbolic gesture highlights how even small actions can lead to meaningful change.



Slovakia

Project "Dobrá flotila"

As part of its ESG initiatives, PFG Slovakia launched the new project "Dobrá flotila" (translated as "Good Fleet") in 2024, in cooperation with Volkswagen and Volkswagen Commercial Vehicles, to support non-profit organizations. Ten selected organizations will each receive a vehicle free of charge for 12 months, with the option for continued financing. The aim is to improve mobility and facilitate the daily operations of these organizations. The application phase runs until July 2025 and requires that organizations operate in the social sector and meet specific criteria regarding usage needs, organizational capacity, transparency, and activities. The winners will be selected based on a points system.



Supporting People in Crisis Situations

In addition, the company is committed to supporting organizations that help people in crisis situations. Notable partnerships include those with IPčko and Človek v ohrození, which provide psychological assistance to individuals affected by serious accidents, tragic events, or displacement due to war. This support helps people stabilize more quickly under difficult conditions and develop new perspectives.



Slovenia

PFG Slovenia actively promotes sustainable development as a foundation for a healthy future. In 2024, several initiatives were implemented that combined ecological responsibility, social support, and employee well-being.

Together for a Better Quality of Life: Cooperation with the Cerebral Palsy Association. One particularly impactful project in the area of social engagement was the collaboration with the Cerebral Palsy Association. As part of this partnership, the company supported the organization of a multi-day camp for individuals affected by cerebral palsy, including financial contributions. The camp offered participants a variety of therapeutic and social activities specifically designed to improve their quality of life and strengthen the sense of community.



Initiative "Join The Movement"

The new initiative Join The Movement combined physical activity with social engagement: employees collected kilometers by cycling, running, and walking, which were converted into a donation. As a result, three families were able to enjoy a seaside vacation – an experience that would otherwise have been out of reach for them.

In 2024, employee mental health was also a key focus. In addition to targeted workshops, regular morning yoga sessions were held. This was further complemented by the Porsche Health Week, which promoted a healthy lifestyle through daily activities.



Ukraine

Psychological support measures in times of crisis.

In response to the ongoing impacts of war and the associated psychological strain on employees, the company introduced targeted psychological support measures. These initiatives aimed to strengthen emotional resilience and promote long-term mental well-being.

As part of these efforts, practical training was offered, including: "Coping with Stress in Times of Crisis", "Building Emotional Resilience", and "Psychological First Aid for Teams". These programs provided concrete strategies and everyday tools to help manage stress, anxiety,

and uncertainty. They were designed for both individuals and teams, encouraging open dialogue about mental health in the workplace.

The trainings not only helped strengthen individual resilience but also supported the development of an empathetic corporate culture characterized by mutual understanding and solidarity. In doing so, they made a valuable contribution to a more sustainable, people-centered work environment.



Hungary

In January 2024, a two-day strategy workshop was held at Lake Balaton with the leadership team of PFG Hungary. Key topics included the strategic future of the company, innovation, and the growing importance of sustainability. During the sustainability segment, the increasing relevance of ecological aspects for corporate strategy was thoroughly explored. Particular focus was placed on concrete measures to reduce CO₂ emissions, identified as a key lever for achieving climate goals.

The leadership team engaged in an intensive discussion on practical and effective actions to sustainably improve the company's environmental footprint. Both short-term initiatives and long-term strategies were discussed to support the consistent implementation of company-wide ESG goals.



At the end of 2024, Porsche Finance Group Hungary also continued its traditional charitable initiative. Numerous donations – including toys, books, sweets, and clothing – were collected to support children and families in need. The lovingly prepared surprise packages brought joy and relief to the recipients' everyday lives and spread smiles throughout the community.





GOVERNANCE

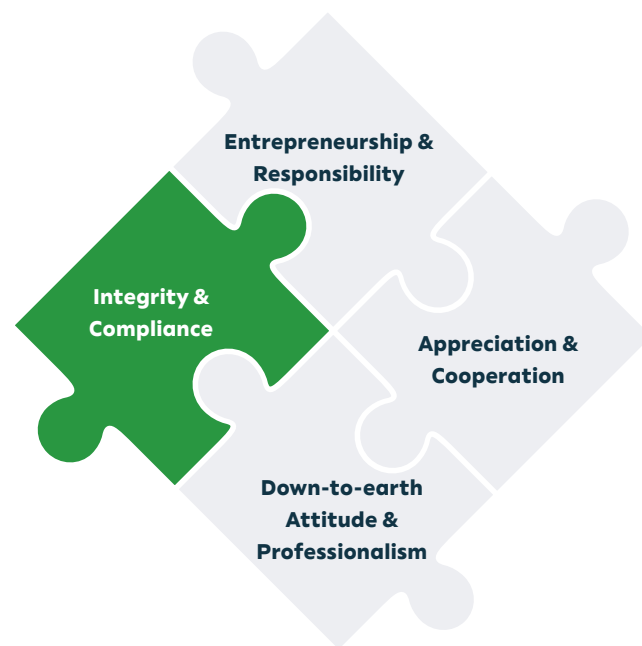
CORPORATE CULTURE AND VALUES

The fundamental principles guiding Porsche Bank's actions are anchored in four core corporate values: Entrepreneurship & Responsibility, Appreciation & Collaboration, Groundedness & Professionalism, and Integrity & Compliance. These values form the foundation for trustworthy cooperation and responsible conduct within the company.

Integrity & Compliance, in particular, play a crucial role in the pursuit of sustainable business practices. Porsche Bank aims not only to offer high-quality products and services but also to uphold the highest ethical standards. To this end, clear principles have been defined and measures implemented to foster a corporate culture shaped by a strong awareness of integrity.

Another key focus is on maintaining corporate security and managing risks responsibly – especially in challenging times. Long-term success depends significantly on board members, executives, and employees acting honestly, with integrity, and in an ethically sound manner. This also includes transparent, complete, and timely communication – both internally and externally.

The company's social responsibility requires strict compliance with applicable laws and regulations. In all business decisions, adherence to the relevant legal framework is mandatory. This self-understanding is also reflected in the Group strategy "Evolve 2030."



Group Policy Platform

The Policy Portal of Porsche Bank provides employees with centralized access to current information about the organization and operations of the Porsche Bank Group.

Each domestic and international subsidiary maintains its own local portal, while the Group portal provides access to group-wide policies issued by Porsche Holding.

To ensure all policy documents remain up to date, an automated system notifies the responsible individuals well in advance of expiration. This ensures that all content is regularly reviewed and updated in a timely manner – providing a reliable

and consistently current information base across the Group. The Policy Portal is continuously developed in close collaboration with subsidiaries in Austria and abroad to best meet the diverse requirements within the Porsche Bank Group.

Code of Conduct – Principles of Conduct

In addition to laws, international conventions, and internal regulations, the corporate values of Porsche Bank—such as respect, trust, and groundedness—form the foundation of all actions. These values have always been embedded in the success story of Porsche Bank and will continue to serve as the basis for all future decisions.

Together with Porsche Holding and Volkswagen AG, Porsche Bank defines the principles of conduct for all employees through its Code of Conduct. This Code serves as a binding guideline for everyday professional life. It not only outlines the company's compliance principles but also expresses Porsche Bank's social responsibility, forming the ethical and value-based foundation for acting with integrity and in accordance with regulations.

As a company, we are committed to upholding universal human rights within the business context. These rights form the basis for all business relationships and are firmly anchored within the organization.

Code of Conduct for Employees

Through the principles of conduct defined in its Code of Conduct, Porsche Bank promotes employee awareness of responsible behavior. The Code also provides guidance for making decisions with integrity across various areas, such as fair competition, financial reporting, donations and sponsorships, and environmental protection. If needed, appropriate contact persons are made available. As a foundation for compliant behavior within the company, the Code of Conduct is integrated into employment contracts and is therefore binding for all employees. Additionally, it is a topic discussed during the annual employee review.



Hier geht es zu unserem vollständigen Code of Conduct

Failure to comply with the Code of Conduct can lead to significant harm—not only to the company, but also to employees, business partners, and other stakeholders. Violations of the Code of Conduct will not be tolerated. Anyone who breaches the Code must expect appropriate consequences, which—depending on the severity of the violation—may range from employment-related measures to civil claims for damages and even criminal sanctions.

Integrity

The company aims to take a leading role in this area, strengthening the trust of its employees, customers, shareholders, and partners.

To ensure this, Porsche Bank has introduced not only a Code of Conduct but also group-wide principles that guide the company and its employees in their daily actions. Clearly defined regulations, structured processes, and a lived corporate culture form the foundation on which all employees can base their decisions and behavior.

For Porsche Bank, integrity means always doing the right thing out of personal conviction.

This principle must be upheld even in difficult situations, such as under economic or social pressure. Integrity provides orientation, especially when explicit rules are missing or when conflicting goals arise. Integrity encompasses not only the personal behavior of each individual but also the organizational stance of the company. As an intangible value, it strengthens stakeholder trust and significantly contributes to Porsche Bank's attractiveness as an employer and business partner.

Compliance

The compliance strategy covers key focus areas including principles of conduct, competition and antitrust law, anti-corruption, prevention of money laundering and fraud or embezzlement, as well as human rights. The Internal Compliance Risk Assessment (ICRA) serves to identify and evaluate the current risk landscape.

Prevention of Money Laundering and Terrorist Financing

Like all credit and financial institutions, Porsche Bank faces the challenge of money laundering and terrorist financing. The task of combating these threats involves preventing such activities within Porsche Bank. Based on the legally required risk analysis, specific measures and guidelines are defined, including customer identity verification, collection of beneficial ownership information, and documentation of the source of funds. Poten-

tial cases of money laundering are identified and reported to the relevant authorities as suspicious transaction reports. Compliance with legal requirements is ensured through appropriate strategies, regulations, procedures, and systems. Targeted weekly or monthly transaction monitoring is conducted to prevent money laundering.

Porsche Bank is also committed to complying with sanctions regulations. The Sanctions Compliance Policy ensures that no transactions are carried out with individuals or entities listed on sanctions registers. As part of the risk analysis, potential violations of sanctions within Porsche Bank AG's business areas are assessed and preventive measures are implemented accordingly.

Prevention of Fraud and Corruption

Porsche Holding maintains a zero-tolerance policy toward both active and passive corruption. The risk of fraud and corruption is reviewed annually and subjected to a risk assessment, from which appropriate countermeasures are derived. Fraud and corruption prevention is also integrated into the company's communication and training strategy. Additional measures include internal guidelines for handling gifts and invitations, which define appropriate and reasonable practices for giving and receiving benefits to prevent abuse and misconduct. To avoid conflicts of interest and ensure consistent behavior in relation to donations and sponsorships, written policies are also in place.

Porsche Bank has established a group-wide loss database as part of its operational risk management. This database documents all relevant loss events and associated mitigation measures, including all cases of fraud. In terms of external fraud, Porsche Bank is primarily exposed to vehicle theft by financing customers. Through effective receivables management and the engagement of external debt collection agencies, appropriate measures are taken across the group to minimize resulting losses.

Fit & Proper Training for Staff in Leadership Positions

The Fit & Proper Guideline represents the written definition of the strategy for the selection and process for assessing the suitability of members of the management board, members of the supervisory board, and employees in key functions. It is consistent with the professional values and long-term interests of Porsche Bank. The aforementioned persons must pass a comprehensive Fit & Proper Assessment before assuming their roles. Due to the many years of activity of the Supervisory Board members in the automotive, financial, and banking sectors, they have the necessary skills and experience for the functions listed. In addition, annual training courses on current regulatory topics take place as part of the Porsche Bank Academy.

Whistleblower system

It is important to identify potential misconduct on the part of individual employees so action can be taken to stop it in the interests of maintaining high standards for integrity and compliance. It was on that basis that the Volkswagen AG Central Investigation Office was charged with operating an independent, impartial and confidential whistleblower system for Porsche Holding which also includes Porsche Bank.

The concept of a fair trial is at the heart of the whistleblower system to provide maximum protection is for whistleblowers, people affected and employees who report misconduct or are involved in investigating misconduct. Whistleblowers can also choose to remain anonymous when they report misconduct and in all communications in the interests of a fair trial. It is binding to preserve this principle at any time.



Further information on the whistleblower system is available on the website:



Training

All employees are required to regularly complete training on the Code of Conduct, Whistleblower System, and Anti-Corruption in accordance with standardized guidelines. During the reporting period, 100% of Porsche Bank employees held a valid e-learning certification on the topic “Code of Conduct & Whistleblower System.”

Likewise, 100% of employees held a valid e-learning certification on the topic “Anti-Corruption.” The content of all trainings is regularly updated by Volkswagen AG. In addition, so-called focus groups receive in-person training on specific topics. By using relevant case studies, a practical connection is established, ensuring that employees are well prepared for critical situations.

Protection of Customer Data Data Protection

Porsche Bank places the highest importance on data protection and fulfills its related responsibilities with the utmost care.

By implementing the requirements of the General Data Protection Regulation (GDPR) and group-wide policies, Porsche Bank has established the foundation for data protection-compliant operations. As a result, data protection officers have been appointed who report directly to the management. Operational implementation is ensured by data protection coordinators in each department. Requests concerning data subject rights are reviewed, responded to accordingly, and documented.

In the event of a personal data breach, the responsible data protection officer is informed immediately. If necessary, a report is submitted to the data protection authority and to the affected

individuals to ensure transparency and legal compliance. Furthermore, Porsche Bank consistently implements GDPR requirements across its IT systems. When engaging data processors, Porsche Bank ensures compliance with GDPR and the protection of data subject rights through appropriate contractual agreements.

To document and assess potential risks, a comprehensive record of all processing activities is maintained. An established risk management system and an effective internal control system ensure responsible handling of data protection-related risks. All employees are informed of their data protection responsibilities through targeted training measures and are sensitized to the responsible handling of personal data. Data subjects are transparently informed about the processing of their data in accordance with legal requirements.

To protect data subject to banking secrecy under § 38 of the Austrian Banking Act (BWG), all Porsche Bank employees are required to sign a confidentiality agreement. By doing so, they commit to maintaining banking secrecy – indefinitely and comprehensively for credit, leasing, and deposit business.

External partners and service providers who receive confidential information are also obligated to uphold banking secrecy. In 2024, no data protection complaints were reported to the Austrian Data Protection Authority by customers, employees, or data protection organizations.

Responsible Business Partnerships

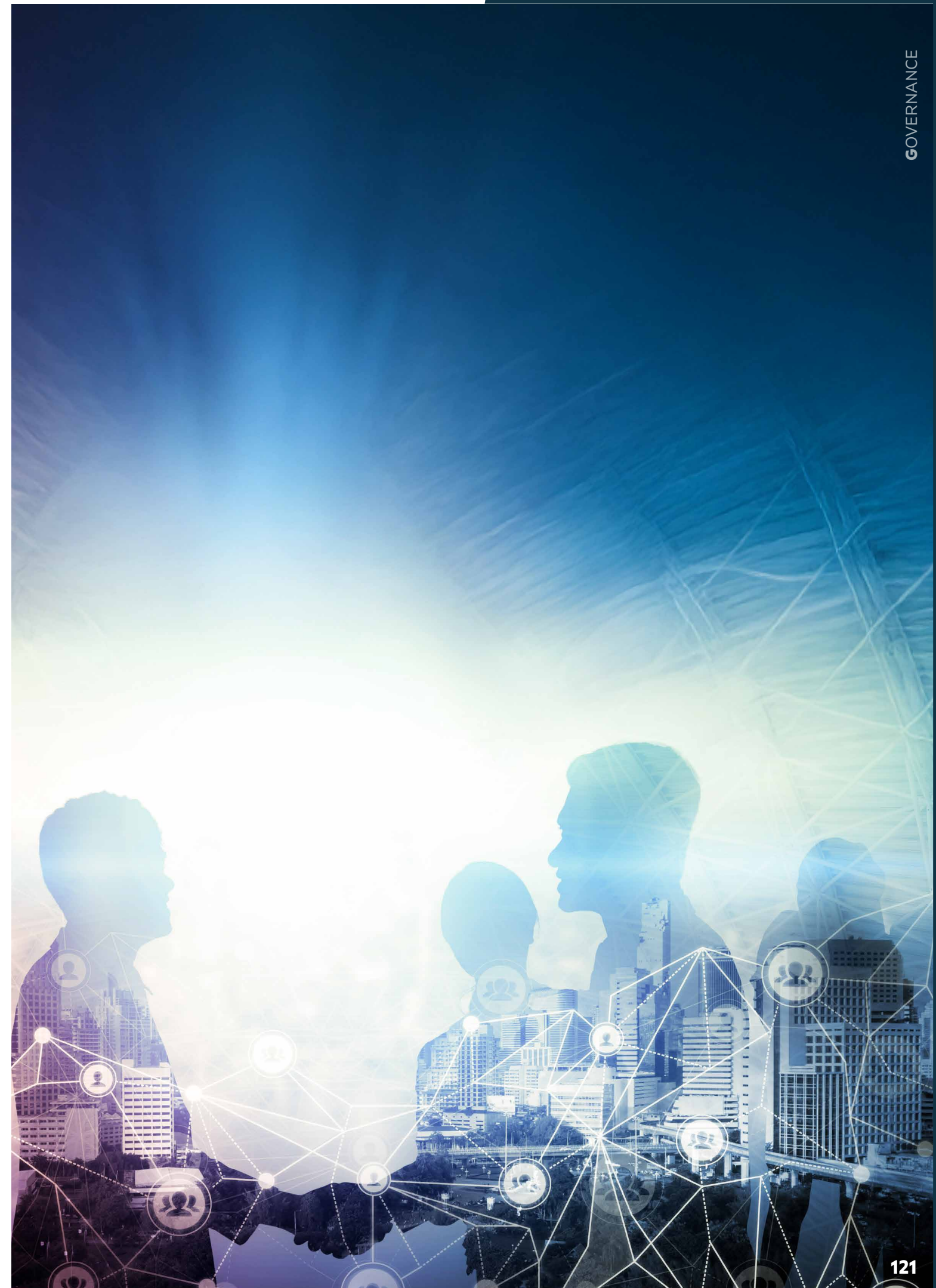
Before awarding contracts, Porsche Holding requires its business partners to comply with the standards set by Volkswagen AG, as outlined in the Code of Conduct for Business Partnerships. As part of the selection process, potential suppliers are assessed for both business-related and company-specific risks. Depending on the intended contract volume and relevant product categories, risk-based assessment methods are applied. These include: Sustainability ratings in accordance with the German Supply Chain Due Diligence Act, Creditworthiness checks and detailed analyses of product categories and business models with increased exposure to corruption and integrity risks (Business Partner Due Diligence). The Compliance function supports the operational units in conducting Business Partner Due Diligence. The goal is to identify and prevent potential risks such as legal violations, corruption, or disregard for ethical standards at an early stage. Where necessary, risk mitigation measures are defined and implemented jointly with the business partners. If this is not possible, the business relationship is either terminated or not initiated at all. Throughout the entire business relationship, continuous monitoring is carried out regarding sustainability risks and compliance with legal and ethical standards.

Outsourcing

The selection of external service providers is carried out with the utmost care. In our collaboration, security, professionalism, and the highest quality are paramount. Our goal is to ensure economically sustainable and responsible business practices across the Porsche Bank Group at all times. When selecting an outsourcing service provider, particular attention is paid to whether the provider has the necessary qualifications, capacity, and secure processes to deliver the required services. If necessary, the central procurement department conducts a tender process to ensure optimal contract awarding.

Special emphasis is placed on responsible, resource-efficient, and environmentally conscious working practices by the service provider. The performance of the outsourced service is regularly evaluated, and the associated risks are continuously monitored. The Head of the "Legal & Compliance" department acts as the Outsourcing Officer and is responsible for the overall outsourcing management of the Porsche Bank Group.

If irregularities are identified during control routines that question the proper execution of the outsourced activity, appropriate measures are taken immediately. Operational loss events related to outsourcing are continuously considered, and risk potentials are regularly assessed. At a higher level, general management risks in the context of outsourcing are evaluated within a dedicated Governance, Risk, and Compliance process and reported to the parent company, Volkswagen AG.



ANNEX

Our numbers in detail

Fuel Proportions of Financed Vehicles - Portfolio

Fuel Proportions of Financed Vehicles - Portfolio

	Diesel	Petrol	Hybrid	Electric	Other
Albania	42.2%	45.3%	1.2%	10.8%	0.4%
Bosnia and Herzegovina	48.4%	48.4%	1.0%	0.7%	1.6%
Bulgaria	49.8%	42.1%	3.3%	4.3%	0.6%
Chile	1.4%	98.4%	0.0%	0.0%	0.0%
Columbia	0.5%	93.7%	5.3%	0.5%	0.0%
Croatia	60.6%	32.6%	5.4%	1.2%	0.2%
North Macedonia	41.3%	45.9%	4.0%	0.5%	8.3%
Montenegro	52.6%	40.0%	2.8%	1.2%	3.5%
Austria	42.0%	38.7%	8.4%	10.8%	0.1%
Romania	44.3%	38.4%	13.2%	3.1%	1.1%
Serbia	46.0%	47.3%	2.4%	1.0%	3.4%
Slovenia	48.4%	44.5%	3.2%	3.9%	0.0%
Hungary	43.5%	42.1%	9.7%	4.7%	0.0%
Ukraine	39.6%	57.7%	0.4%	1.3%	1.1%
Porsche Bank Group	44.1%	41.1%	7.5%	6.8%	0.5%

Fuel Proportions of Financed Vehicles – New Contracts 2024

Fuel Proportions of Financed Vehicles – New Contracts 2024

	Diesel	Petrol	Hybrid	Electric	Other
Albania	36.4%	52.7%	2.3%	8.3%	0.3%
Bosnia and Herzegovina	49.4%	48.6%	1.0%	0.6%	0.3%
Bulgaria	48.8%	44.4%	3.6%	3.1%	0.2%
Chile	0.9%	98.9%	0.0%	0.0%	0.0%
Columbia	0.2%	90.2%	9.0%	0.6%	0.0%
Croatia	53.9%	37.0%	7.7%	1.3%	0.0%
North Macedonia	36.6%	51.7%	5.7%	0.9%	5.10%
Montenegro	52.1%	35.2%	4.1%	2.1%	6.40%
Austria	35.0%	41.8%	12.0%	11.3%	0.0%
Romania	42.0%	37.7%	17.7%	1.7%	0.9%
Serbia	46.0%	49.0%	2.7%	1.3%	1.0%
Slovenia	42.7%	46.6%	6.4%	4.3%	0.0%
Hungary	43.6%	36.7%	14.6%	5.0%	0.0%
Ukraine	41.0%	57.0%	0.5%	1.5%	0.0%
Porsche Bank Group	39.9%	43.4%	10.8%	6.4%	0.3%

Average CO₂ Emissions - Financed Vehicles

Ø CO ₂ Emissions - Portfolio			
Average CO ₂ Emissions Portfolio (g CO ₂ /km)	2022	2023	2024
Albania	120.9	118.1	117.8
Bosnia and Herzegovina	128.4	126.7	128.5
Bulgaria	141.2	142.7	143.5
Chile	162.4	160.5	160.3
Columbia	165.8	162.5	161.0
Croatia	121.0	123.6	125.0
North Macedonia	123.8	123.7	125.0
Montenegro	127.6	134.3	133.1
Austria	138.4	129.3	126.4
Romania	124.7	131.2	134.9
Serbia	129.1	132.4	133.2
Slovenia	128.8	128.9	130.1
Ukraine	154.8	152.0	160.8
Hungary	134.8	133.8	140.4
Porsche Bank Group	134.6	130.5	130.3

Average CO₂ Emissions - New Contracts

New Contracts			
Average CO ₂ Emissions - New Contracts (g CO ₂ /km)	2022	2023	2024
Albania	114.4	114.0	117.2
Bosnia and Herzegovina	131.8	121.7	131.5
Bulgaria	143.6	142.6	144.8
Chile	162.0	158.8	160.2
Columbia	166.6	160.4	158.2
Croatia	122.5	128.3	127.3
North Macedonia	123.5	123.3	133.7
Montenegro	128.0	138.5	127.2
Austria	120.5	118.5	121.8
Romania	127.2	138.1	142.1
Serbia	128.6	133.0	129.3
Slovenia	129.8	129.2	132.6
Ukraine	136.7	157.8	169.4
Hungary	130.7	126.6	139.9
Porsche Bank Group	125.9	127.2	130.1

Employee numbers - International

Employee numbers - Gender Proportions

	2022			2023			2024		
			Total			Total			Total
Albania	4	3	7	4	3	7	4	3	7
Bosnia and Herzegovina	11	11	22	15	19	34	14	20	34
Bulgaria	26	29	55	28	29	57	28	25	53
Chile	28	29	57	29	26	55	34	24	58
Columbia	29	19	48	31	19	50	32	19	51
Croatia	67	32	99	63	35	98	61	40	101
Macedonia	12	4	16	12	4	16	12	4	16
Montenegro	6	4	10	6	4	10	6	4	10
Austria	299	288	587	316	295	611	320	329	649
Romania	120	51	171	119	53	172	112	36	148
Serbia	44	26	70	45	26	71	45	28	73
Slovenia	66	36	102	69	36	105	68	30	98
Ukraine	31	23	54	25	21	46	26	20	46
Hungary	99	80	179	102	82	184	98	81	179
Sum total	842	635	1477	864	652	1516	860	663	1523

Number of employees - Generation Proportions

	2022				2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Albania	1	5	1	7	2	5		7	1	6		7
Bosnia and Herzegovina	2	16	4	22	7	23	4	34	10	20	4	34
Bulgaria	8	45	2	55	8	46	3	57	7	43	3	53
Chile	17	40	0	57	19	36		55	21	37		58
Columbia	13	34	1	48	16	32	2	50	19	30	2	51
Croatia	13	76	10	99	15	73	10	98	25	70	6	101
Macedonia	1	14	1	16	1	14	1	16	1	14	1	16
Montenegro		10		10		10		10	1	9		10
Austria	171	309	107	587	204	313	94	611	221	335	93	649
Romania	26	131	14	171	27	131	14	172	30	108	10	148
Serbia	7	53	10	70	9	52	10	71	14	49	10	73
Slovenia	15	73	14	102	16	74	15	105	17	68	13	98
Ukraine	1	52	1	54	10	35	1	46	9	36	1	46
Hungary	37	110	32	179	43	107	34	184	45	103	31	179
Sum total	312	968	197	1477	377	951	188	1516	421	928	174	1523

Female Proportion in 2024

Country	Total Employees	Female Employees	Total Managers	Female Managers	Total Female Proportion
Albania	7	4	1	1	57.1%
Bosnia and Herzegovina	34	14	3	1	41.2%
Bulgaria	53	28	6	3	52.8%
Chile	58	34	2	1	58.6%
Columbia	51	32	5	1	62.8%
Croatia	101	61	8	2	60.4%
Macedonia	16	12	1	1	75.0%
Montenegro	10	6	1	1	60.0%
Austria	649	320	53	10	49.3%
Romania	148	112	13	10	75.7%
Serbia	73	45	12	6	61.6%
Slovenia	98	68	11	3	69.4%
Ukraine	46	26	5	2	56.5%
Hungary	179	98	16	4	54.8%
Total	1.523	860	137	46	15.9%

DEFINITIONS

BCM	Business Continuity Management
BEV	Battery Electric Vehicle (Fully Electric Vehicle)
CEE	Central & Eastern Europe
CO₂	CO ₂ equivalent – unit for measuring the climate impact of greenhouse gases
ESG	Environmental, Social, Governance
ICE	Internal Combustion Engine
FGS	Financial Group Serbia
FM	Fleet Management – Companies with a fleet of more than 20 vehicles
KPI	Key Performance Indicator
Volume Business	Private customers and small and medium-sized companies
New contracts	All vehicle contracts concluded in 2021
PFG	Porsche Financial Group
Portfolio	All vehicle contracts active in 2021
RAC	Rent A Car
VVD	Volkswagen Insurance Service
GHG	Greenhouse gas
WLTP	Worldwide Harmonised Light-Duty Vehicles Test Procedure
SME	Small and medium enterprise

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