



This report was prepared in accordance with the GRI Standards, applying the “Core” option. On behalf of the Materiality Disclosures Service, GRI Services verified that the GRI content index is well structured and that disclosures for 102-40 to 102-49 match the corresponding chapters in the report.

At the same time, we show how we are implementing the requirements of the United Nations Global Compact (UNGC) and are using the Sustainable Development Goals (SDG) as well as the criteria of the German Sustainability Code (DNK) as guidance.

Statements and references in the index refer to the fiscal year 2020 (from January 1 to December 31, 2020).

## GRI CONTENT INDEX

GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
GRI 101: Foundation 2016						
<b>GENERAL DISCLOSURES</b>						
GRI 102: General Disclosures 2016						
<b>ORGANIZATIONAL PROFILE</b>						
102-1	Name of the organization	10				
102-2	Activities, brands, products, and services	10–11 Annual Report 2020: Divisions				
102-3	Location of headquarters	10				
102-4	Location of operations	10–11				14
102-5	Ownership and legal form	10 Annual Report 2020: Structure and Business Activities				
102-6	Markets served	10–11 Annual Report 2020: Business Development				
102-7	Scale of the organization	10–11 Annual Report 2020: Divisions				
102-8	Information on employees and other workers	10, 90–92 Charter on Temporary Work Charter on Labour Relations Declaration on Social Rights ( <a href="http://www.volkswagenag.com/en/sustainability/policy.html">www.volkswagenag.com/en/sustainability/policy.html</a> )	No breakdown by employees and supervised workers nor within the individual categories by gender (level of coverage not material). The moderate use of temporary work represents an essential flexibility instrument for Volkswagen.	6	8	
102-9	Supply chain	10, 11				4

## GRI CONTENT INDEX

GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
102-10	Significant changes to the organization and its supply chain	Annual Report 2020: Structure and Business Activities				4
102-11	Precautionary Principle or approach	33–39 Annual Report 2020: Report on Risks and Opportunities		7		1
102-12	External initiatives	24–25				1
102-13	Membership of associations	18–20, 21 Volkswagen memberships (www.volkswagenag.com/en/sustainability/policy.html)				19

## STRATEGY

102-14	Statement from senior decision-maker	4–5				1
102-15	Key impacts, risks, and opportunities	4–5, 45–47				2

## ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	4–5, 18–20 Group Values, Model of Sustainable Development, Code of Conduct (www.volkswagenag.com/en/sustainability/policy.html)		10	16	5, 6, 7
102-17	Mechanisms for advice and concerns about ethics	33–39		10	17	20

## GOVERNANCE

102-18	Governance structure	18–20 Annual Report 2020: Group Corporate Governance Declaration				
102-19	Delegating authority	18–20 Annual Report 2020: Report of the Supervisory Board				
102-20	Executive-level responsibility for economic, environmental, and social topics	18–20 Annual Report 2020: Sustainable Value Enhancement				5
102-21	Consulting stakeholders on economic, environmental, and social topics	Annual Report 2020: Disclosures Required under Takeover Law, Shares and Bonds			16	9
102-22	Composition of the highest governance body and its committees	18–20 Annual Report 2020: Report of the Supervisory Board, Group Corporate Governance Declaration			5, 16	
102-23	Chair of the highest governance body	Annual Report 2020: Report of the Supervisory Board			16	

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
102-24	Nominating and selecting the highest governance body	Annual Report 2020: Corporate Governance			5, 16	
102-25	Conflicts of interest	Annual Report 2020: Report of the Supervisory Board			16	
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report 2020: Report of the Supervisory Board, Corporate Governance				5
102-27	Collective knowledge of highest governance body	Annual Report 2020: Corporate Governance			4	
102-28	Evaluating the highest governance body's performance	Annual Report 2020: Corporate Governance				8
102-29	Identifying and managing economic, environmental, and social impacts	18–20 Annual Report 2020: Corporate Governance			16	5
102-30	Effectiveness of risk management processes	39–40 Annual Report 2020: Corporate Governance				5
102-31	Review of economic, environmental, and social topics	39–40 Annual Report 2020: Corporate Governance				5, 7
102-32	Highest governance body's role in sustainability reporting	18–20				5
102-33	Communicating critical concerns	Annual Report 2020: Corporate Governance				14
102-34	Nature and total number of critical concerns	Annual Report 2020: Report of the Supervisory Board				9
102-35	Remuneration policies	Annual Report 2020: Remuneration Report				8
102-36	Process for determining remuneration	74–75 Annual Report 2020: Remuneration Report				15
102-37	Stakeholders' involvement in remuneration	Annual Report 2020: Remuneration Report			16	
102-38	Annual total compensation ratio	Annual Report 2020: Remuneration Report				8
102-39	Percentage increase in annual total compensation ratio	Annual Report 2020: Remuneration Report				

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>STAKEHOLDER ENGAGEMENT</b>						
102-40	List of stakeholder groups	21				9
102-41	Collective bargaining agreements	72–73		3	8	14
102-42	Identifying and selecting stakeholders	21–23				9
102-43	Approach to stakeholder engagement	22				9
102-44	Key topics and concerns raised	Stakeholder expectations ( <a href="http://www.volkswagenag.com/en/sustainability/reporting.html">www.volkswagenag.com/en/sustainability/reporting.html</a> )				9
<b>REPORTING PRACTICE</b>						
102-45	Entities included in the consolidated financial statements	Annual Report 2020: Basis of Consolidation				
102-46	Defining report content and topic boundaries	15–16				
102-47	List of material topics	15				2
102-48	Restatements of information	7–8				
102-49	Changes in reporting	8, 15				2
102-50	Reporting period	7–8				
102-51	Date of most recent report	7–8				
102-52	Reporting cycle	7–8				
102-53	Contact point for questions regarding the report	96				
102-54	Claims of reporting in accordance with the GRI Standards	7	This report was prepared in accordance with the GRI Standards, applying the “Core” option.			
102-55	GRI content index	Stakeholder expectations ( <a href="http://www.volkswagenag.com/en/sustainability/reporting.html">www.volkswagenag.com/en/sustainability/reporting.html</a> )				
102-56	External assurance	94–95				

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>GRI STANDARDS: ECONOMIC TOPICS</b>						
<b>ECONOMIC PERFORMANCE</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	12–14				2, 4
103-2	The management approach and its components	12–14			1, 5, 8	3, 6
103-3	Evaluation of the management approach	33–39, 39–40				3, 7
GRI 201: Economic Performance 2016						
201-2	Financial implications and other risks and opportunities due to climate change	39–40		7	13	
<b>INDIRECT ECONOMIC IMPACTS</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	15, 18–20				
103-2	The management approach and its components	18–20				
103-3	Evaluation of the management approach	18–20				
GRI 203: Indirect Economic Impacts 2016						
203-1	Infrastructure investments and services supported	26–28			2, 5, 7, 9, 11	
203-2	Significant indirect economic impacts	19–20			1, 2, 3, 8, 10, 17	
<b>PROCUREMENT PRACTICES</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	64				2, 4
103-2	The management approach and its components	64–66				3, 4, 6
103-3	Evaluation of the management approach	39–40				3, 7
GRI 204: Procurement Practices 2016						
204-1	Proportion of spending on local suppliers	Annual Report 2020: Sustainable Value Enhancement	Percentage not indicated (data not collectable).		12	

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>ANTI-CORRUPTION</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	33		10		2, 4
103-2	The management approach and its components	33–34		10		3, 6
103-3	Evaluation of the management approach	34–39		10		3, 7
GRI 205: Anti-Corruption 2016						
205-1	Operations assessed for risks related to corruption	35–37	No breakdown by location (distribution is immaterial) and risks identified (confidential information).	10	16	20
<b>TAX</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	33–39				2
103-2	The management approach and its components	33–39			10, 16	3, 6
103-3	Evaluation of the management approach	33–39				7
GRI 207: Tax 2019						
207-1	Approach to tax	Tax and Duty Policy ( <a href="http://www.volkswagenag.com/en/sustainability/policy.html">www.volkswagenag.com/en/sustainability/policy.html</a> ) Annual Report 2020: Income Statement Disclosures		10	10, 16	6
207-2	Tax governance, control, and risk management	Tax and Duty Policy ( <a href="http://www.volkswagenag.com/en/sustainability/policy.html">www.volkswagenag.com/en/sustainability/policy.html</a> ) Annual Report 2020: Income Statement Disclosures		10	10, 16	6
<b>GRI STANDARDS: ENVIRONMENTAL TOPICS</b>						
<b>ENERGY</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	41–43		7, 8, 9		2, 4
103-2	The management approach and its components	41–43		7, 8, 9		3, 6, 10, 11, 12
103-3	Evaluation of the management approach	41–43		7, 8, 9		3, 7

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
GRI 302: Energy 2016						
302-1	Energy consumption within the organization	83–84		8	7, 12, 13	11, 12
302-4	Reduction of energy consumption	83–86		8, 9	7, 8, 12, 13	10, 12
EMISSIONS						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	41–43		7, 8, 9	12, 13, 14, 15	2, 4
103-2	The management approach and its components	41–43		7, 8, 9	12, 13, 14, 15	3, 6, 11, 12, 13
103-3	Evaluation of the management approach	41–43		7, 8, 9	12, 13, 14, 15	3, 7
GRI 305: Emissions 2016						
305-1	Direct (Scope 1) GHG emissions	87–89		8, 9	3, 12, 13, 14, 15	13
305-3	Other indirect (Scope 3) GHG emissions	88–89		8, 9	3, 12, 13, 14, 15	13
305-5	Reduction of GHG emissions	87		8, 9	13, 14, 15	13
EFFLUENTS AND WASTE						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	41–43		7, 9	12, 13, 14, 15	2, 4
103-2	The management approach and its components	41–43		7, 9	12, 13, 14, 15	3, 6, 11, 12
103-3	Evaluation of the management approach	41–43		7, 9	12, 13, 14, 15	3, 7
GRI 306: Effluents and Waste 2016						
306-2	Waste by type and disposal method	55–58, 84–86		8, 9	3, 6, 12	11, 12
ENVIRONMENTAL COMPLIANCE						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	41–43		7	12, 13, 14, 15	2, 4
103-2	The management approach and its components	41–43		7	12, 13, 14, 15	3, 6, 11, 12
103-3	Evaluation of the management approach	33–39		7	12, 13, 14, 15	3, 7
GRI 307: Environmental Compliance 2016						
307-1	Non-compliance with environmental laws and regulations	Annual Report 2020: Report on Risks and Opportunities		7	16	

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	64–68		7, 8, 9		2, 4
103-2	The management approach and its components	64–67		7, 8, 9		3, 6, 11, 12
103-3	Evaluation of the management approach	64		7, 8, 9		3, 7
GRI 308: Supplier Environmental Assessment 2016						
308-2	Negative environmental impacts in the supply chain and actions taken	64–66 Annual Report 2020: Report on Risks and Opportunities		8		4, 11, 12
<b>GRI STANDARDS: SOCIAL TOPICS</b>						
<b>LABOR / MANAGEMENT RELATIONS</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	70–72		3		2, 4
103-2	The management approach and its components	70–72		3		3, 6
103-3	Evaluation of the management approach	70–72		3		3, 7
GRI 402: Labor / Management Relations 2016						
402-1	Minimum notice periods regarding operational changes	70–72 Charter on Labor Relations ( <a href="http://www.volkswagenag.com/en/sustainability/policy.html">www.volkswagenag.com/en/sustainability/policy.html</a> )		3	8	14
<b>OCCUPATIONAL HEALTH AND SAFETY</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	70–72				2, 4
103-2	The management approach and its components	70–72				3, 6, 14
103-3	Evaluation of the management approach	70–72				3, 7
GRI 403: Occupational Health and Safety 2018						
403-9	Work-related injuries	79, 92–93			3, 8	16



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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>TRAINING AND EDUCATION</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	70		6		2, 4
103-2	The management approach and its components	70–72		6		3, 6, 15
103-3	Evaluation of the management approach	70–72		6		3, 7
GRI 404: Training and Education 2016						
404-1	Average hours of training per year per employee	92		6	4, 5, 8	16
404-2	Programs for upgrading employee skills and transition assistance programs	76–78		6	8	16
404-3	Percentage of employees receiving regular performance and career development reviews	33–34, 78	Every employee of Volkswagen AG, Volkswagen Financial Services AG and Volkswagen Immobilien Service GmbH has an individual appraisal with their supervisor once a year.	6	5, 8	16
<b>NON-DISCRIMINATION</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	75–76		1, 2, 6		2
103-2	The management approach and its components	75–76		1, 2, 6		3, 6, 14, 15
103-3	Evaluation of the management approach	75–76		1, 2, 6		3, 7
GRI 406: Non-Discrimination 2016						
406-1	Incidents of discrimination and corrective actions taken	76		1, 2, 6	5, 16	17
<b>FORCED OR COMPULSORY LABOR</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	64–66		1, 2, 4		2, 4
103-2	The management approach and its components	64–66		1, 2, 4		3, 6, 14, 17
103-3	Evaluation of the management approach	64–66		1, 2, 4		3, 7
GRI 409: Forced or Compulsory Labor 2016						
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	65–66		1, 2, 4	8	17

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>HUMAN RIGHTS ASSESSMENT</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	60–63		1, 2, 3, 4, 5, 6		2, 4
103-2	The management approach and its components	60–63		1, 2, 3, 4, 5, 6		3, 6, 14, 17
103-3	Evaluation of the management approach	60–63		1, 2, 3, 4, 5, 6		3, 7
GRI 412: Human Rights Assessment 2016						
412-1	Operations that have been subject to human rights reviews or impact assessments	65–68		1, 2, 3, 4, 5, 6		17, 18
412-2	Employee training on human rights policies or procedures	64–68	No indication of the number of hours or percentage of employees (data not collectable).	1, 2, 3, 4, 5, 6		17, 18
<b>SUPPLIER SOCIAL ASSESSMENT</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	64–66		1, 2, 3, 4, 5, 6		2, 4
103-2	The management approach and its components	64–66		1, 2, 3, 4, 5, 6		3, 4, 6
103-3	Evaluation of the management approach	64–66		1, 2, 3, 4, 5, 6		3, 7
GRI 414: Supplier Social Assessment 2016						
414-2	Negative social impacts in the supply chain and actions taken	64, 66–67	No details stated for individual sub-points (data not obtainable).	1, 2, 3, 4, 5, 6	5, 8, 16	17, 18
<b>PUBLIC POLICY</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	23				2, 4
103-2	The management approach and its components	23				3, 6
103-3	Evaluation of the management approach	23				3, 7
GRI 415: Public Policy 2016						
415-1	Political contributions	23		10	16	19

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GRI Standard	Disclosure	Reference	Comments	UN GC	SDG	DNK
<b>CUSTOMER HEALTH AND SAFETY</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	28–30				2, 4
103-2	The management approach and its components	28–30				3, 4, 6
103-3	Evaluation of the management approach	28–30				3, 7
GRI 416: Customer Health and Safety 2016						
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Annual Report 2020: Report on Risks and Opportunities			16	
<b>SOCIOECONOMIC COMPLIANCE</b>						
GRI 103: Management Approach 2016						
103-1	Explanation of the material topic and its boundary	33–39				2, 4
103-2	The management approach and its components	33–39				3, 4, 6
103-3	Evaluation of the management approach	33–39				3, 7
GRI 419: Socioeconomic Compliance 2016						
419-1	Non-compliance with laws and regulations in the social and economic area	Annual Report 2020: Report on Risks and Opportunities			16	14, 20

Key:

SDG = Sustainable Development Goals

UN GC = United Nations Global Compact

DNK = German Sustainability Code