



VOLKSWAGEN GROUP
WE: FOUNDATION
MOVING YOU. MOVING FORWARD.

**CORPORATE SOCIAL
RESPONSIBILITY REPORT**



VOLKSWAGEN GROUP

WE: FOUNDATION

MOVING YOU. MOVING FORWARD.

2018 - 2024

2018 2019 2020 2021 2022 2023 2024

Our CSR journey, which started seven years ago in 2018, will continue under the newly founded **Volkswagen Group WE: Foundation**.

**“Together with the Volkswagen Group
WE: Foundation, we embark on a
journey towards a sustainable future.”**



Dear Friends, Partners, and Colleagues,

It is with great pleasure and pride that I extend my warmest greetings to you on behalf of Volkswagen Group WE: Foundation.

Volkswagen Group WE: Foundation is a non-profit social contribution foundation established by Volkswagen Group Korea to create the sustainable future together. Inheriting Volkswagen Group Korea's efforts, the Volkswagen Group WE: Foundation will continue its journey fueled by inclusivity, innovation, and sustainability guided by our commitment to our corporate social responsibility.

Volkswagen Group WE: Foundation is dedicated to nurturing software talent to lead the automotive industry, contributing to creating a sustainable environment, and building better local communities. Through our collaborative efforts together, we are able to make meaningful contributions to society, promote inclusive growth, and to create a sustainable future.

As we embark on this journey as a Foundation, I extend my heartfelt gratitude to each and every one of you for your unwavering support and dedication to our endeavors so far. You inspire us to continue creating a positive impact in the world.

Volkswagen Group WE: Foundation will strive to create a better tomorrow for the next generation through purpose-driven initiatives and impactful actions. We kindly ask for your continued interest and support on our WE: Foundation's journey.

Warm regards,

A handwritten signature in black ink, appearing to read 'Till Scheer', written over a thin, curved line that serves as a signature separator.

Till Scheer

Chairman
Volkswagen Group WE: Foundation

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Moving you. Moving forward.

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Moving you.

We are creating the future together!

Empowering step towards
a sustainable tomorrow

Volkswagen Group Korea is launching the Volkswagen Group WE: Foundation in 2024. The Foundation reflects Volkswagen Group Korea's commitment to creating a sustainable future together as a reliable partner in Korea.

A society where exceptional automotive software talents excel in their respective roles, where people engage in everyday small actions for the environment, and where warm hands are extended to underprivileged neighbors.

This is the society and future envisioned by the Volkswagen Group WE: Foundation.

Moving forward.

Volkswagen Group WE: Foundation Represents a Journey Towards a Sustainable Future

The Volkswagen Group WE: Foundation is a non-profit organization dedicated to social contribution, established by Volkswagen Group Korea with the goal of building a sustainable future together. The Foundation strives to actively foster automotive software talents in Korea, create an environmentally sustainable future, and further engage in local community outreach programs.

Why "Woori(WE:)"?

"Woori" is a pure Korean word symbolizing cooperation, unity and inclusion.

Achieving real change and development for a sustainable future is not a solitary endeavor. Only through collective action and shared responsibility can we attain the desired transformation. In naming the Foundation, Volkswagen Group Korea demonstrated its commitment to striving for a better future for Korea with the word "WE."

The Volkswagen Group WE: Foundation will actively and consistently promote activities to enhance our well-being and contemplate a better tomorrow based on empathy and respect.



Volkswagen Group WE: Foundation's 3 Main Programs



WE: Learn

Efforts to nurture future leaders of the automotive industry

We support future leaders of the automotive industry to grow into talented individuals with knowledge, skills, and creativity related to future mobility through high-quality education.



WE: Preserve

Striving for a sustainable environment

By engaging in diverse activities centered around carbon neutrality and biodiversity, etc., we enhance awareness about the need to protect the environment and motivate individuals to take everyday actions.



WE: Share

Compassionate actions to build healthy communities

We contribute to building healthy communities through support programs for the underprivileged.



The Seed of the Volkswagen Group WE: Foundation

The corporate social responsibility(CSR) initiatives that became the seed of the Volkswagen Group WE: Foundation date back to 2018. In April 2018, Volkswagen Group Korea announced a new vision to become "a trusted partner for a sustainable future." Alongside this vision, it unveiled its CSR plan and undertook various activities aimed at contributing to the sustainable growth of Korean society.

Volkswagen Group Korea's social contribution programs are centered around nurturing automotive software talents who will lead Korea's automotive industry, care for the environment, and create a healthy community by supporting the underprivileged. Upholding this direction, the Volkswagen Group WE: Foundation will continue to implement diverse social contribution activities, accompanying the journey towards a sustainable future.

"Volkswagen Group WE: Foundation's social contribution programs are aligned with three of the United Nations Sustainable Development Goals."

At the 70th session of the United Nations General Assembly in 2015, member states resolved to address and implement 17 goals and 169 targets for sustainable development by 2030. The Sustainable Development Goals(SDGs) are the common goals of humanity that help us realize the ideology of sustainable development. The social contribution programs carried out by the Volkswagen Group WE: Foundation sympathize with the ideology of the UN SDGs and actively participate in them. In particular, it aligns with the 4th goal on quality education, the 11th goal on sustainable cities and communities, and the 13th goal on climate change response.



WE: Learn

Educational Programs

Efforts to nurture future leaders of the automotive industry

The Germany-based Volkswagen Group, the headquarters of Volkswagen Group Korea, is transforming into a software-driven mobility company. As automobiles become increasingly digital and connected, software is becoming the core brain of the car. As a result, highly trained software experts are needed, and the Volkswagen Group strives to cultivate automotive software talents.

The Volkswagen Group WE: Foundation is promoting efforts to nurture future leaders of the automotive industry through diverse educational programs.

SEA:ME PROGRAM

for University Students

SEA:ME (Software Engineering in Automotive and Mobility Ecosystems) is a master's-level curriculum focused on coding and mobility, founded by 42 Wolfsburg. 42 Wolfsburg is the German non-profit coding school established using funds from the Volkswagen Group to develop automotive software talents. The SEA:ME program, the first applied curriculum that takes a 360° approach to mobility, is an open-source educational resource developed with the participation of experts in the fields of mobility technology, research, and education and is continuously being updated.

In March 2022, Volkswagen Group Korea signed Memorandum of

Understanding (MOU) with Kookmin University, the leading university of the Future Automobile Consortium (COSS), a high-tech innovation convergence university project promoted by the Ministry of Education, and sent four Korean students as a pilot to take part in the SEA:ME program offered at 42 Wolfsburg.

Building on the successful operation of the pilot program, on April 13, 2023, Volkswagen Group Korea signed MOU with COSS, 42 Wolfsburg, and the German Embassy in Seoul to strengthen mutual cooperation in the field of fostering automotive software talents. On this basis, Kookmin University, the leading university of COSS, agreed to participate in the joint

development of the SEA:ME curriculum with 42 Wolfsburg and agreed to send 10 students from COSS to the 42 Wolfsburg campus each year for three years.

The selected students are presently learning three sub-modules under the SEA:ME program: Embedded Systems, Autonomous Driving Systems, and Mobility Ecosystem. In alignment with the ongoing trends in the automotive industry, the Automotive Cybersecurity Module is currently being developed with a target of officially being included in the SEA:ME curriculum in 2024. Students participating in the program are required to complete the Embedded Systems module first and then select one additional module, each of which spans

six months.

The program, designed to equip students with practical skills in a 12-month timeframe to work as a software developer in companies and institutions specializing in mobility software solutions, embraces peer learning. In addition, experts from diverse fields, including automotive manufacturers, mobility/sharing service providers, and global software companies that provide backbone mobility software, are participating as fellows. Professor Kim Jong-Chan of Kookmin University is contributing as a fellow from Korea.



Hwang Ji-hye, a Graduate of Kookmin University, who participated in the 1st cohort of the SEA:ME program

"Working on projects with peers through the SEA:ME program highlighted that communication and teamwork are as important as coding and programming language skills. My experience at 42 Wolfsburg has been invaluable, instilling in me the confidence and conviction about building my career as a software engineer."

CODING EDUCATION

for Elementary and Middle Students

Since 2019, Volkswagen Group Korea has conducted various coding education programs.

Coding Education Programs under the Free-semester System

Since March 2019, Volkswagen Group Korea has implemented a coding education program for elementary and middle schools under the theme of future mobility, "TOMOROAD School", under the free-semester system. Aligned with the free-semester system's goal of focusing on experience-based activities to allow students to contemplate their career paths, TOMOROAD School was designed to have students reflect on the evolving automobile industry as well as the associated social challenges, implement coding directly to mobile applications on autonomous vehicle functions such as autonomous parking, lane keeping, and collision avoidance or on the topic of mobility services; and learn about

various jobs in the automotive industry.

To operate the TOMOROAD School, Volkswagen Group Korea signed MOU with three education offices in Seoul and offered a flexible curriculum of 4, 8, and 16 weeks catered to the diverse environments of the participating schools together with Funers, the official partner of Lego® Education.

Coding Education Program for Elementary School Students

Backed by the support of students, teachers, and parents of the schools participating in the TOMOROAD School, Volkswagen Group Korea diversified and expanded the TOMOROAD School to target elementary school students in grades 3 through 6.

Since October 2022, Volkswagen Group Korea has sponsored the "First® Lego® League," the world's largest robot competition, in partnership with the First

Foundation of the United States and LEGO® Education of Denmark.

As part of the education program to nurture software talents, the company held the "VWGK Open I.Dea Award," a special qualifying tournament in the Challenge Category of the "2022~2023 First® LEGO® League Korea Competition" held in October 2022, and sponsored the "First® LEGO® League Korea Finals" in January 2023. After winning the Korea Finals and qualifying for the world championship, with support from Volkswagen Group Korea, the RED team competed in the "First® Lego® League Open International Morocco 2023" and won.

Coding Education to Improve Education Accessibility

In 2020, Volkswagen Group Korea entered into a cooperation agreement with the National Institute of Special Education under the Ministry of Education and

implemented the "Barrier-Free TOMOROAD School" to advocate for the rights of hearing-impaired students by improving their access to education.

In 2021, Volkswagen Group Korea launched "TOMOROAD School On the Move" and provided free lending of teaching materials to elementary schools in regions with limited access to education for one semester. In 2022, a cooperation agreement was forged with the Jeollanam-do Creative Convergence Education Institute, which led to an education program aimed at nurturing future talents in the Jeollanam region.

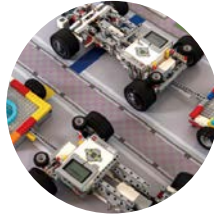
Upholding this direction, the Volkswagen Group WE: Foundation will make various efforts to foster automotive software talents.



Steps taken for the Software Talents Development Program

2018

- 12 Signed MOU with Seoul Seongbuk Gangbuk Office of Education to provide a coding education program under the free-semester system



2019

- 3 Implementation of coding education programs in earnest for 13 middle schools in Seoul under the free-semester system
- 4 Signed MOU with the Seoul Eastern Office of Education to provide a coding education program under the free-semester system
- 5 Signed MOU with Seoul Gangnam Seocho Office of Education to provide a coding education program under the free-semester system
- 8 Successfully hosted a coding camp for fifth and sixth grade elementary school students nationwide



2020

- 4 In the wake of COVID-19, completely revised the curriculum to online and launched TOMOROAD School for middle schools
- 12 Signed MOU with the National Institute of Special Education to promote barrier-free education and career education for students with disabilities Barrier-Free TOMOROAD School for students attending special education schools and those in special education classes within general schools



2021

- 3 Implementation of "TOMOROAD School On the Move" aimed at providing free lending of teaching materials for one semester to elementary schools located in regions with limited access to education
- 4 "Think! TOMOROAD Ontact Contest" was held for elementary students

2022

- 3 Signed MOU with 42 Wolfsburg and Kookmin University to forge a business-academia partnership for automotive software development Signed MOU with Jeollanam-do Creative Convergence Education Institute to nurture automotive software talents in the Jeollanam region
- 7 Started the SEA:ME pilot program
- 10 Hosted the "First® LEGO® League" qualifying tournament in Korea, the world's largest robot competition for elementary school students nationwide



2023

- 1 Hosted the "First® LEGO® League Korea Finals"
- 4 Signed MOU with COSS, 42 Wolfsburg and the German Embassy in Korea to foster software talents specialized in automobiles
- 5 RED(Robot Engineering Designer), who won the "First® LEGO® League Korea Finals", achieved victory at the "First® Lego® League Open International Morocco 2023"
- 7 Started the 2nd cohort of the SEA:ME program Held the SEA:ME Hackathon, sponsored by Volkswagen Group Korea, and organized by COSS Future Automobile Consortium and SHared AI-Robotics Education



Outcome of the Software Talents Development Program

About 10,000 students participated in coding education. Building on the remarkable results developed by Volkswagen Group Korea, the Volkswagen Group WE: Foundation will continue its coding education program to nurture automotive software talents.



9,156

Number of students participated in education program for elementary and middle school students



45

Number of students participated in education program for university students



Educational Exhibitions and Programs

In 2019~2023, Volkswagen Group Korea organized exhibitions and competitions aimed at exchanging various ideas after anticipating the future, which will be brought about by the changes in the automobile industry. "The Next Chapter" and "goTOzero" exhibitions enhanced our understanding of the future society and underscored the serious implications of climate change and the imperative to reduce carbon emissions.



Future Mobility Challenge

In 2019, Volkswagen Group Korea hosted the Future Mobility Challenge, an idea competition open to undergraduate and graduate students.

In anticipation of the hyper-connected and hyper-convergence era, the participants were tasked to present innovative ideas for future mobility services that can address issues like traffic congestion, accidents, and parking problems and ideas for digital services that conveniently move people and goods.

Students and the team mentors who won through preliminary rounds and finals were rewarded with a visit to the Audi and Volkswagen headquarters in Germany. They explored the smart factory in Ingolstadt, delved into the latest automobile production processes and technologies, and gained insights into the future of the Volkswagen Group through test drives of electric vehicles.



"The Next Chapter" Exhibition

Volkswagen Group Korea's "The Next Chapter" exhibition in 2019 was an activity-based educational exhibition designed to enhance the understanding of the next generation regarding the future society shaped by the advancement of future mobility and thereby contribute to sustainable growth. Through the docent tour, visitors had the opportunity to witness the evolution of automobiles spanning across the past, present, and future and also to listen to special lectures by notable speakers who addressed the future of automobiles, cities, and the consequential changes in our lives.



"goTOzero" Exhibition

In 2021, Volkswagen Group Korea organized the "goTOzero" exhibition to raise awareness about the severity of climate change and the imperative to reduce carbon emissions. The exhibition sought to foster social consensus by encouraging everyday actions. Hosted at the Seoul Wave Art, the exhibition was themed around "Zero Island," a virtual zero-carbon island, and it captured significant attention from visitors by offering them a glimpse look at the entire lifecycle of electric vehicles from production to usage, charging with green energy, and the recycling of batteries.

Outcome of Educational Exhibitions and Programs



14,596

Number of visitors
to educational exhibitions

Future Mobility Challenge



20

Number of mentors



105

Number of mentors

WE: Preserve

Environmental Programs

Strides towards a sustainable environment

Volkswagen Group Korea is striving to bequeath a safer and cleaner world for future generations. Diverse initiatives have been undertaken, including establishing school walkways, creating classroom forests, and restoring forests, all contributing to Korea's pursuit of carbon neutrality.

As the first automaker to join the Paris Climate Agreement in 2018, Volkswagen Group pledged to achieve carbon neutrality by 2050 at the latest and is also a member of the Biodiversity in Good Companies initiative, a coalition of companies that strives to protect and sustainably utilize biodiversity. They also support the United Nations Convention for Biodiversity.

In alignment with this direction, Volkswagen Group Korea has highlighted the significance of collective efforts in environmental protection, the pursuit of carbon neutrality, and the importance of biodiversity and has implemented a range of environmental programs to motivate individuals to engage in everyday actions. Continuing in this direction, the Volkswagen Group WE: Foundation will continue to spearhead diverse programs in the field of environment.

Green School Walkway

For three years, starting in 2019, Volkswagen Group Korea partnered with the Seoul Metropolitan Government to implement a program aimed at establishing green spaces near elementary schools. Through this program, about 1.3 million students enjoyed benefits such as emotional

stability, noise reduction, fine dust reduction, and more. In December 2021, Volkswagen Group Korea received the Seoul Citizens of Merit Award for contributing to the school walkway project. The positive impact of the Green School Walkway continues to this day.



Reforestation

The forest regeneration program aimed to reduce fine dust, enhance the forest landscape through tree planning, prevent landslides and rejuvenate forests to alleviate the urban heat island effect in order to secure biodiversity, restore forest functions, and preserve forest ecosystems. In 2020, Volkswagen Group Korea planted 6,300 trees in the wildfire-affected area of

Yangyang to aid Gangwon-do's forest fire recovery. In 2021, employees and volunteers participated in the "Carbon Neutral Forest Creation Project with Public Participation" to reforest aging forests in Taebaek, Gangwon-do, and in 2022, they also took part in a program aimed at recreating forests in Gangwon-do, which was severely impacted by forest fires.



Classroom Forest & Environmental Education

The "Classroom Forest" was designed to provide environmental benefits to schools facing limitations in participating in the Green School Walkway program. Elementary school students are considered a group with heightened vulnerability to fine dust, attributable to their developing immune systems compared to adults. In this context, Volkswagen Group Korea introduced companion plants into the classrooms to shield students from fine dust and harmful substances while making air purification possible. Moreover, environmental education content covering topics such as trees, biodiversity, and the significance of carbon neutrality and environmental education kits that allowed the students to plant their own companion trees were provided.

The Classroom Forest, which first started in 2020, was implemented in six elementary schools in Seoul, reaching a total of 4,740 students across 170 classes.

Since the first half of 2022, environmental education content emphasizing the importance of carbon neutrality was developed and offered to 2,600 students and teachers from nationwide elementary schools taking part in the government's carbon neutrality project as a pilot.

The "Remember Me" campaign and associated environmental education were launched in the second half of 2023, reflecting Volkswagen Group Korea's commitment to contributing to the preservation of biodiversity in Korea. By incorporating endangered wild plants from Korea into the environmental education content, it aimed to enhance students' empathy and understanding that they can participate in biodiversity conservation efforts simply by remembering endangered wildlife.

The Volkswagen Group WE: Foundation will continue to conduct related programs moving forward.

Outcome of Environmental Programs

Volkswagen Group Korea contributed to the planting of over 50,000 trees through environmental programs, positively impacting more than 160,000 people.



57,071

Number of trees planted or donated through environmental programs



134,863

Number of students benefited from environmental programs



5,402

Number of students engaged in environmental education



WE: Share

Community Outreach Programs

Compassionate movement for healthy communities

The Volkswagen Group WE: Foundation supports the underprivileged who require social attention and engage in sharing activities to create a healthy community.

The main programs are Secret Santa and the Winter Warm Kit.

In 2018, Volkswagen Group Korea and its employees launched the Secret Santa program to support socially disadvantaged children through a 1:1 matching fund. Secret Santa continues to this day, and alongside this, sharing activities are extended to socially vulnerable groups, including the elderly living alone.

Secret Santa

Secret Santa, which has been running since 2018, is one of Volkswagen Group Korea's main social contribution programs for local communities. The program was conceived to support the dreams and hopes of children who will lead the future. The needed funds for the event are being raised through voluntary donations from employees plus the company's 1:1 matching fund.

Volunteers are provided with wish lists from the children, and employees, who are recruited as volunteers to be their secret Santa, deliver the requested gifts to the children. The volunteers also have a great time with their children through recreational activities. The Secret Santa program is organized to aid children in areas that have experienced significant damage from natural disaster.



Winter Warm Kit

The Winter Warm Kit is a community outreach program initiated by Volkswagen Group Korea in 2018. The program aims to deliver a kit containing cold-weather

essentials and nutritious food to the underprivileged who spend winter alone in freezing sub-zero conditions.



Green Gift Box

In 2020, Volkswagen Group Korea conducted a sharing activity for underprivileged children residing in a confined space at a group shelter. To alleviate the "corona depression" that

affected the children during the prolonged COVID-19, green gift boxes containing companion plants and tissue-type hand sanitizer were delivered.



Outcomes of Community Outreach Programs

Volkswagen Group Korea supported over 6,000 neighbors through community outreach activities. In particular, since 2020, by paying more attention to the newly created social problems stemming from COVID-19, Volkswagen Group Korea seeks to ensure that the children do not lose their dreams and that a warm hand is extended to the elderly amid an isolated environment. Volkswagen Group WE: Foundation will continuously provide support so that underprivileged neighbors feel greater respect while not losing hope.












6,386

Number of socially vulnerable groups supported through community outreach programs

Accreditation

Volkswagen Group Korea received awards in various categories for establishing education, environmental, and cultural infrastructure to foster future software talents and achievements it secured for its social contribution programs that contributed to the local community.

-  Grand Prize in the Business Category for CSR(2019/2020)
-  CSR Award from the Ministry of Education in Educational Social Contribution Category
-  CSR Award from the Ministry of Culture, Sports and Tourism in Educational Social Contribution Category
-  Best Practice for Educational Donations certified by the Ministry of Education and the Korea Foundation for the Advancement of Science & Creativity
-  Grand Prize for the Best Education Donation
-  Grand Prize in Academic Education Category
-  Grand Prize in CSR Category
-  CSR Award from the Ministry of Economy and Finance in Educational Social Contribution Category
-  Commendation for Meritorious Citizens for Contributions to Urban Greening hosted by the Seoul Metropolitan Government





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