



VOLKSWAGEN GROUP
WE: FOUNDATION

MOVING YOU. MOVING FORWARD.

**CORPORATE SOCIAL
RESPONSIBILITY REPORT**



VOLKSWAGEN GROUP

WE: FOUNDATION

MOVING YOU. MOVING FORWARD.

2018 - 2025

2018 2019 2020 2021 2022

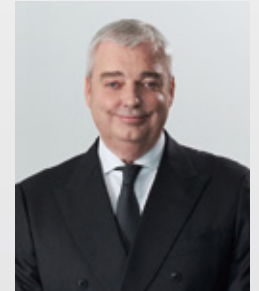
2023

2024

2025

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.

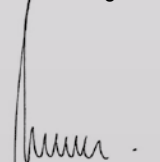
Volkswagen Group WE: Foundation is a non-profit social contribution foundation established by Volkswagen Group Korea to create the sustainable future together. Inheriting Volkswagen Group Korea's efforts, the Volkswagen Group WE: Foundation will continue its journey fueled by inclusivity, innovation,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



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 the development and expansion of diverse educational programs and scholarship initiatives.

Developing Educational Programs for the Future of Automotive Technology

SEA:ME PROGRAM – Module and Project Development

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 on behalf of other participating universities consortium, 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 the Consortium, 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 Consortium, agreed to participate in the joint development of the SEA:ME curriculum with 42 Wolfsburg.

As a result of the collaboration with Kookmin University, three core modules were successfully developed: Embedded Systems, Autonomous Driving Systems, and Mobility Ecosystem. In 2023, two additional modules—Mobility Cyber Security and Safety-Critical System—were created in response to evolving industry trends and have since been incorporated into the official curriculum. As of 2025, a truck platooning project is underway to further advance the Autonomous Driving Systems module.

Curriculum development is supported by a diverse group of fellows, including experts from automotive manufacturers, mobility and ride-sharing service providers, and global software companies that offer backbone mobility solutions. From Korea, contributors include Professor Kim Jong-Chan of Kookmin University, Hyun-Taek Hong of LG Electronics, and Si-Hyung Jung of Samsung Electronics.



Scholarships

SEA:ME @Germany

Through this partnership, the Volkswagen Group WE: Foundation has committed not only to co-developing the curriculum, but also to sending ten students annually from the consortium to the 42 Wolfsburg campus over a period of three years.

As part of the SEA:ME program, selected students begin by completing the Embedded Systems module, followed by one additional module of their choice. Each module lasts six months.

This peer-learning-based program is

designed to equip participants with practical skills to become software developers in companies and institutions focused on mobility software solutions—all within just 12 months.

As of 2025, a total of 34 students have been selected. Graduates from the first and second cohorts have launched careers in the automotive and mobility software industries, both in Korea and abroad. The third cohort is currently undergoing training in Germany, while ten new students selected for the fourth cohort are set to begin their studies at 42 Wolfsburg later this year.

Implementation and nationwide rollout of the program in Korea

SEA:ME @Korea

To expand access to the SEA:ME program, the Volkswagen Group WE: Foundation has launched SEA:ME @Korea—an adapted version of the original curriculum customized for the Korean education system.

SEA:ME Hackathon

The SEA:ME Hackathon is a mobility software development competition focused on autonomous driving, hosted by the consortium of universities focusing on future automotive and intelligent robotics, and sponsored by the Volkswagen Group WE: Foundation. In 2023, the competition focused on the development of in-vehicle infotainment systems. In 2024, the theme shifted to core autonomous driving functions such as track-based navigation,

traffic light stop missions, and obstacle avoidance involving both dynamic and static elements.

Inspired by the program's peer-learning method, the SEA:ME Hackathon incorporates both expert judges' evaluations and peer assessments to determine the final rankings.

SEA:ME Club

The Volkswagen Group WE: Foundation supports student-led clubs at SEA:ME participating universities that focus on developing future mobility software. At present, the foundation provides equipment and educational resources to enable student clubs at Kookmin University to carry out selected projects from the SEA:ME @Germany curriculum.



Jae-hyeong Park, Kookmin University graduate and 2nd cohort participant of SEA:ME @Germany

"Applying theoretical concepts to real-world projects helped me gain a much clearer understanding of what I had learned in class. Taking the lead on projects with my peers allowed me to realize that communication and teamwork are just as essential as coding and programming skills when it comes to learning and expanding knowledge. My time at 42 Wolfsburg not only solidified my career path as a software engineer but also became a meaningful period of personal growth and self-discipline."

CODING EDUCATION

for Elementary and Middle Students

MOBILITY SOFTWARE EDUCATION for Elementary and Middle Students

Inheriting a successful initiative started by Volkswagen Group Korea in 2019, the Volkswagen Group WE: Foundation has been spearheading coding education for elementary and middle school students since 2024. Building on this legacy, the foundation continues to expand access to learning opportunities and is dedicated to nurturing future talent in mobility software.

Future Mobility Education Program at the Seoul RAIM

To further its commitment to future mobility education, the Volkswagen Group WE: Foundation has expanded its reach by anchoring the program within a permanent learning space.

Since August 2024, the Volkswagen Group WE: Foundation has contributed to future mobility education at the Seoul Robot and AI Museum (Seoul RAIM) by donating a series of educational programs.

Participants discover how robotics and AI are transforming future mobility, urban environments, and the way we live.

They also gain hands-on experience by programming autonomous vehicle robots using LEGO® SPIKE™ Prime kits.

Coding Education Program for Middle Schools under the Free-Semester System

Since March 2019, Volkswagen Group Korea has implemented a coding education program for middle school students themed around future mobility. Designed in line with the goals of the free-semester system—which emphasizes experiential learning to support career exploration—the program helps students understand the transformation of the automotive industry and its broader social implications. Participants applied what they learned by developing mobile applications simulating key autonomous driving functions such as self-parking, lane keeping, and collision avoidance, as well as exploring concepts related to mobility services. The curriculum also introduced students to a wide range of career paths within the automotive sector. To operate the program, Volkswagen Group Korea signed MOUs with three education



offices in Seoul. In collaboration with Funers, the official Korean partner of LEGO® Education, the company developed and provided flexible modules in 4-, 8-, and 16-week formats tailored to different school environments.

Coding Education Program for Elementary School Students

Encouraged by the positive response from students, teachers, and parents involved in the middle school program, Volkswagen Group Korea expanded the initiative to include elementary school students in grades 3 to 6.

Since October 2022, Volkswagen Group Korea has supported the "First® LEGO® League (FLL)," the world's largest robotics competition, in partnership with the First Foundation in the United States and LEGO® Education of Denmark.

As part of its efforts to nurture future software talent, the company launched the "VWKG Open I.Dea Award," a special qualifying round held in October 2022 within the Challenge category of the 2022-

2023 FLL Korea competition. In January 2023, Volkswagen Group Korea also sponsored the FLL Korea Finals. The winning team, RED, went on to win the 2023 FLL Open International in Morocco with support from Volkswagen Group Korea, and in 2025, placed third overall among more than 160 teams at the FLL World Festival.

Coding Education to Improve Accessibility

In 2020, Volkswagen Group Korea signed a cooperation agreement with the National Institute of Special Education to implement a barrier-free coding education program aimed at improving educational access for hearing-impaired students.

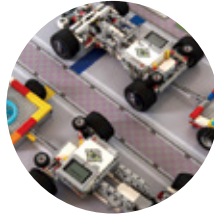
In 2021, the company provided free teaching materials to elementary schools located in underserved areas for one semester. In 2022, Volkswagen Group Korea signed an agreement with the Jeollanam-do Creative Convergence Education Institute to implement a regional program aimed at nurturing future talent in the Jeollanam area.



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, launched an online coding education program for middle school students
- 12 Operated a barrier-free coding education program for students with disabilities

2021

- 3 Provided free lending of coding education materials for one semester to elementary schools in underserved regions
- 4 Hosted a nationwide coding contest for elementary school 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

- 7 Opened SEA:ME Lab

2024

- 6 Held SEA:ME Hackathon
- 7 Started the 3rd cohort of the SEA:ME program
- 8 Operated future mobility educational program for elementary and middle school students at the Seoul RAIM



2025

- 2 Selected 4th cohort of SEA:ME program

Outcome of the Software Talents Development Program

More than 26,000 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.



26,184

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



123 (as of 2024)

133+ (as of 2025)

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.

Cheonggye Atti

The Volkswagen Group WE: Foundation has joined the effort to enhance the environment surrounding the Cheonggyecheon. Under a partnership established in 2024 with the Seoul Facilities Corporation, the foundation is carrying out activities under the name of Cheonggye Atti. The foundation has donated wall-mounted flowerpots and actively participates in environmental improvement activities, including decorating wall spaces and planting flowers along the stream.



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

Over 3,170 flowerpots were donated through environmental programs, along with the planting of more than 50,000 trees, benefiting over 160,000 people.



3,170

Number of flowerpots donated through environmental programs



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, launched in 2018, is one of Volkswagen Group Korea's flagship social contribution programs for local communities. Now continued by the Volkswagen Group WE: Foundation, the initiative aims to support the dreams and aspirations of children who will shape the future.

The program is funded through voluntary donations from employees across Volkswagen Group Korea and its four

brands—Volkswagen, Audi, Lamborghini, and Bentley—with the company matching all contributions 1:1. Volunteers become "Secret Santas" by selecting gifts from children's wish lists. Beyond gift-giving, they engage in recreational activities that foster meaningful connections. The Secret Santa program also provides support to children in areas affected by natural disasters.



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

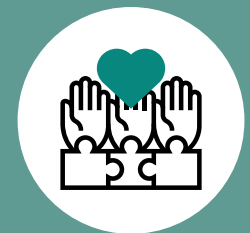
In 2020, Volkswagen Group Korea conducted a sharing activity for underprivileged children residing in a confined space at a group shelter. To alleviate the "corona depression" that

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.












6,520

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





Address 15F, 41, Cheonggyecheon-ro, Jongno-gu,
Seoul 03188 Korea

Telephone +82 2 6009 0059

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