

Non-financial group report

2022



## Non-financial group report

### Basis of reporting

The non-financial group report of Porsche Automobil Holding SE (“Porsche SE” or the “company”) aims to give internal and external readers a transparent presentation of the concepts, strategies and processes relating to non-financial aspects in the Porsche SE Group. In addition, the non-financial group report is intended to help analyze the opportunities and risks associated with these aspects.

This non-financial group report of Porsche SE for the fiscal year 2022 follows the commercial law requirements of Sec. 315b HGB [“Handelsgesetzbuch”: German Commercial Code] as well as the additional disclosure obligations of Article 8 of Regulation (EU) 2020/852 (EU Taxonomy Regulation). In accordance with Sec. 289d HGB, it was considered which national, European or international frameworks could be used for the preparation of the non-financial group report. The Porsche SE Group currently opts not to use such a framework on account of deviating definitions of materiality between the frameworks and the legal requirements as well as the unreasonable cost-benefit ratio in light of the current corporate structure. The future use of a framework is evaluated regularly; in particular, the current assessment may change with the acquisition of additional investments taking into account the principle of double materiality (“Doppelter Wesentlichkeitsvorbehalt”).

Reporting covers Porsche SE and the fully consolidated entities included in the consolidated financial statements of the Porsche SE Group in the reporting year. The Porsche SE Group does not have control over its other investments pursuant to IFRS 10, meaning that it can encourage sustainable corporate governance at these investments only through the shareholder dialog and board work.

Reporting on the Porsche SE Group mainly focuses on the non-financial aspects environmental matters, employee-related matters, social matters, respect for human rights and anti-corruption and bribery matters.

## Business model of the Porsche SE Group

Porsche SE is a holding company with investments in the areas of mobility and industrial technology. In particular, it holds the majority of the ordinary shares in Volkswagen Aktiengesellschaft ("Volkswagen AG" or "Volkswagen"), one of the world's leading automobile manufacturers. As the parent company of the Volkswagen Group, Volkswagen AG directly and indirectly holds investments in AUDI AG, SEAT S.A., ŠKODA AUTO a.s., Dr. Ing. h.c. F. Porsche AG ("Porsche AG"), TRATON SE, Volkswagen Financial Services AG, Volkswagen Bank GmbH as well as in numerous other companies in Germany and abroad. Porsche SE also holds a direct interest in Porsche AG. In addition to these two core investments, the Porsche SE Group holds non-controlling interests in nine technology companies based in North America, Europe and Israel (as of 31 December 2022).

The investment strategy of Porsche SE aims for sustainable value creation for its shareholders. This is based on the increase in value of assets under management as well as dividend distributions. The investments of Porsche SE fall into two categories. The first category includes the long-term core investments in Volkswagen AG and in Porsche AG. The second category comprises portfolio investments that Porsche SE generally holds for a temporary period of time. Typically, such investments are characterized by their high potential for growth and for increasing value during the holding period.

Before acquiring investments, Porsche SE considers both financial and non-financial aspects of the target company. The scope of these investigations depends considerably on the company's business model and market coverage.

In addition to the two core investments, the Porsche SE Group has invested over the past few years in several companies that have significant sustainability aspects anchored in their business models. With their software solutions and their data portfolio, European Transport Solutions S.à r.l. and INRIX Inc. aim to optimize traffic flows and transport routes, thereby making a significant contribution to reducing the consumption of resources and lowering emissions. A further example of contributing to sustainability is the innovative 3D printing solutions of our investments Markforged and Seurat Technologies, which will allow for a more efficient use of raw materials in development and a reduction of emissions by shortening supply chains.

## Materiality analysis

A materiality analysis has regularly been performed in accordance with the principle of double materiality during preparation of the non-financial group report of Porsche SE. As a result, the aspects employee-related matters and anti-corruption and bribery matters (compliance) remain classified as material for the Porsche SE Group. For further aspects, the analysis only revealed indirect effects on the Porsche SE Group and did not identify any direct significant influence of the Porsche SE Group on the aspects.

The Porsche SE Group also attaches great importance to the aspects environmental matters, social matters and respect for human rights. The companies relevant for the non-financial reporting solely comprise the fully consolidated companies of the holding operations and no companies from manufacturing or commodity- and energy-intensive industries, which is why these aspects have been classified as immaterial for the Porsche SE Group in this context. Nevertheless, the Porsche SE Group considers these aspects in its investment management and also takes all of these into account in due diligence activities before an investment.

There are currently no non-financial key performance indicators that are material for the business activities of the Porsche SE Group.

## Material non-financial aspects

### Employee-related matters

The qualification, motivation and efficiency of the Porsche SE's employees are key factors for its success. These factors will be strengthened by promoting a corresponding work culture among employees and management. Attracting and retaining qualified employees and promoting health and advanced training are main interests of Porsche SE.

In light of the Covid-19 pandemic, the protection of the health of the Porsche SE's employees continued to play a significant role in the fiscal year 2022. To this end, Porsche SE has taken and continues to take extensive measures. Rules of conduct updated to reflect the current situation were regularly communicated to all employees. Furthermore, the technical and organizational measures as well as internal processes in place to enable employees to largely work remotely were further optimized. Further concrete measures included in particular a test concept for all employees, the possibility of being vaccinated against Covid-19 by the company physician practice as well as the provision of protective masks.

Employee health is an important concern of Porsche SE. Offers include in particular occupational measures to promote healthcare, medical examinations and prevention programs as well as fitness programs.

Furthermore, a modern workplace concept has been implemented in accordance with the latest ergonomic and health and safety recommendations.

There are also concepts to promote other employee-related matters. A key pillar of this is the creation of a corporate culture based on mutual appreciation and respect. This includes protecting employee rights, supported by professional processes in HR. Other components include informing employees about central developments in the company as well as encouraging communication and cross-department dialog between employees by regularly holding various types of joint events.

A major factor in attracting and retaining employees is the attractiveness of Porsche SE as an employer. Alongside an attractive and fair remuneration, Porsche SE has also set up a company pension scheme with employer-funded contributions as well as the possibility of adding employee-funded components. More flexibility was created for employees by introducing a permanent arrangement regarding mobile working. Individual development opportunities are available for employees and management, comprising internal and external training and workshops, attending specialist events and conferences, selected subsidized in-service training programs, the use of personal coaching sessions as well as needs-based language courses.

## Compliance

Porsche SE is fully committed to compliance as part of its corporate culture. Compliance with laws, other legal standards, company directives and other internal company regulations is one of the basic principles of entrepreneurial activity at Porsche SE. Significant components are therefore ensuring and promoting conduct that is in line with the law, in particular combating corruption and bribery.

The Porsche SE Group fulfills its responsibilities through extensive activities in the area of compliance.

Porsche SE has implemented a compliance management system to manage compliance risks. The compliance management of Porsche SE comprises the compliance organization with defined roles and responsibilities as well as measures and processes set up in the company. These aim to preemptively ensure that employee conduct is in line with the rules and to avoid the consequences of compliance breaches as well as to clarify, to put an end to and to sentence potential instances of misconduct.

Within its compliance organization, Porsche SE has established a dedicated legal affairs and compliance board of management function. The Porsche SE's member of the board of management responsible for legal affairs and compliance is tasked with reporting to the whole board of management on all questions relating to compliance, taking preventive measures, managing these and also monitoring and encouraging compliance with regulations.

The member of the board of management responsible for legal affairs and compliance is also the company's compliance officer. In addition, Porsche SE has set up a compliance council, which comprises the member of the board of management responsible for legal affairs and compliance and executives from the key departments. The compliance council supports the member of the board of management responsible for legal affairs and compliance in performing his duties, in particular in monitoring compliance with the legal provisions applicable to the company and its employees as well as preventing potential breaches. One focus of the compliance council is on preventing potential compliance breaches and reacting to these. In addition to the further development of Porsche SE's compliance management system, the compliance council's meetings in the fiscal year 2022 primarily dealt with general compliance matters. An internal company directive of Porsche SE specifies the organizational units and decision makers responsible for procedures relating to compliance. The compliance organization is also supported by the Internal Audit function that is integrated in the risk management system.

Compliance is also ensured by a code of conduct that is binding for all employees including the board of management of Porsche SE. This code of conduct outlines the most important principles for acting in compliance with the law and rules and provides orientation for employees in their day-to-day dealings with colleagues, business partners and third parties. The code of conduct is supplemented and substantiated by internal company directives on compliance and other selected topics. In order to help its employees recognize potential breaches of legal standards and internal company rules and regulations at an early stage and to avoid these, Porsche SE also provided training and other information measures relating to compliance for its employees in the fiscal year 2022.

Employees of Porsche SE and third parties can use defined communication channels to report any suspected breaches of the law within the company, anonymously if desired.

### Risk assessment

Significant non-financial aspects are taken into account in the Porsche SE Group's risk management system. In particular, the risk area "Compliance" in the risk management system comprises risks from non-compliance with the statutory requirements as well as company-internal guidelines for the Porsche SE Group. As of the reporting date, these risks are considered low.

Based on current estimations, there are no significant risks from the Porsche SE Group's business activities and no significant risks associated with the Porsche SE Group's business relationships, products or services that are very likely to have serious consequences for the non-financial aspects.

## EU Taxonomy

### Introduction

As part of the EU Commission's European Green Deal, with the primary aim of climate neutrality by 2050, the EU Taxonomy Regulation and its delegated acts (EU Taxonomy) have entered into force since July 2020 as a key measure of the action plan for the financing of sustainable growth.

In this context, Porsche SE is required to expand its non-financial group report to include the disclosure obligations pursuant to Article 8 of the EU Taxonomy Regulation. In particular, information has to be provided on how and to what extent the economic activities of the Porsche SE Group are associated with economic activities classified as environmentally sustainable economic activities as defined by the EU Taxonomy. For this purpose, the respective proportions of capital expenditures (CapEx) and operating expenses (OpEx) are to be disclosed. The figures reported relate to the companies included in the Porsche SE Group's financial statements by means of full consolidation. The Porsche SE Group is made up of the fully consolidated subsidiaries Porsche Beteiligung GmbH, Porsche Zweite Beteiligung GmbH, Porsche Dritte Beteiligung GmbH and Porsche Vierte Beteiligung GmbH.

For the fiscal year 2021, under the exemptions applicable for first-time adoption, the economic activities only had to be classified

in terms of their fundamental taxonomy-eligibility in accordance with the delegated acts to the first two environmental objectives "climate change mitigation" and "climate change adaptation" and disclosed together with the associated key performance indicators (KPIs). For the fiscal year 2022, the economic activities classified as taxonomy-eligible have to be evaluated in terms of their taxonomy-alignment and the associated KPIs have to be disclosed. The EU Commission has yet to define the technical screening criteria for the remaining four environmental objectives of the EU.

The wording and terminology used in the EU Taxonomy are still subject to a degree of uncertainty in interpretation, which could lead to changes in the future reporting, if it is subsequently clarified by the EU Commission. The application of the EU Taxonomy by Porsche SE is described below. All clarifications of the EU Commission published in 2022 have been taken into account in the reporting of the Porsche SE Group for the fiscal year 2022. For the fiscal year 2022, Porsche SE reports on taxonomy-alignment for the first time. The KPIs to be reported are presented below using the templates set out in Delegated Regulation (EU) 2021/2178 Annex II.



**Template I: Proportion of turnover from products or services associated with taxonomy-aligned economic activities – disclosure covering fiscal year 2022**

Economic activities (1)	Code(s) (2)	Absolute turnover (3) € million	Proportion of turnover (4) % <sup>1</sup>	Substantial contribution criteria										DNSH criteria ("Do No Significant Harm")								
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) <sup>2</sup> %	Circular economy (8) <sup>2</sup> %	Pollution (9) <sup>2</sup> %	Biodiversity and ecosystems (10) <sup>2</sup> %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover, 2022 (18) % <sup>1</sup>	Taxonomy-aligned proportion of turnover, 2021 (19) <sup>3</sup> % <sup>1</sup>	Category „enabling activity“ (20) E	Category „transitional activity“ (21) T		
<b>A. Taxonomy-eligible activities</b>																						
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																						
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)</b>																						
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total (A.1 + A.2)</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>B. Taxonomy-non-eligible activities</b>																						
Turnover of taxonomy-non-eligible activities (B)	-	-	-																			
<b>Total (A + B)</b>	-	-	-																			

<sup>1</sup> The percentages relate to the total revenue of the Porsche SE Group as defined by the EU Taxonomy.

<sup>2</sup> Criteria for a substantial contribution to environmental object not yet defined.

<sup>3</sup> First-time reporting on taxonomy-alignment for the fiscal year 2022

**Template II: Proportion of CapEx from products or services associated with taxonomy-aligned economic activities – disclosure covering fiscal year 2022**

Economic activities (1)	Code(s) (2)	Absolute CapEx (3) € million	Proportion of CapEx (4) % <sup>1</sup>	Substantial contribution criteria							DNSH criteria ("Do No Significant Harm")							Taxonomy-aligned proportion of CapEx, 2022 (18) % <sup>1</sup>	Taxonomy-aligned proportion of CapEx, 2021 (19) <sup>3</sup> % <sup>1</sup>	Category „enabling activity“ (20) E	Category „transitional activity“ (21) T
				Climate change mitigation (5) %	Climate change adaptation (6) %	Water and marine resources (7) <sup>2</sup> %	Circular economy (8) <sup>2</sup> %	Pollution (9) <sup>2</sup> %	Biodiversity and ecosystems (10) <sup>2</sup> %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N					
<b>A. Taxonomy-eligible activities</b>																					
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																					
3.3 Manufacture of low carbon technologies for transport <sup>4</sup>	C.29.1	0	7.6	100.0	-	-	-	-	-	-	Y	Y	Y	Y	Y	Y	7.6	-	E	-	
<b>CapEx of environmentally sustainable activities (taxonomy) (A.1)</b>	-	<b>0</b>	<b>7.6</b>	<b>100.0</b>	-	-	-	-	-	-	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>7.6</b>	-	<b>E</b>	-	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)</b>																					
3.3 Manufacture of low carbon technologies for transport <sup>4</sup>	C.29.1	1	88.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)</b>	-	<b>1</b>	<b>88.3</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Total (A.1 + A.2)</b>	-	<b>1</b>	<b>95.9</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>B. Taxonomy-non-eligible activities</b>																					
CapEx of taxonomy-non-eligible activities (B)	-	0	4.1																		
<b>Total (A + B)</b>	-	<b>1</b>	<b>100.0</b>																		

<sup>1</sup> The percentages relate to the total CapEx of the Porsche SE Group as defined by the EU Taxonomy.

<sup>2</sup> Criteria for a substantial contribution to environmental object not yet defined.

<sup>3</sup> First-time reporting on taxonomy-alignment for the fiscal year 2022

<sup>4</sup> CapEx of taxonomy-non-eligible activities relating to the purchase of output of a taxonomy-eligible or taxonomy-aligned economic activity (Delegated Regulation (EU) 2021/2178 Annex I 1.1.2.2. Category c)

**Template III: Proportion of OpEx from products or services associated with taxonomy-aligned economic activities – disclosure covering fiscal year 2022**

Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial contribution criteria								DNSH criteria ("Do No Significant Harm")								Category "enabling activity" (20)	Category "transitional activity" (21)
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7) <sup>2</sup>	Circular economy (8) <sup>2</sup>	Pollution (9) <sup>2</sup>	Biodiversity and ecosystems (10) <sup>2</sup>	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, 2022 (18)	Taxonomy-aligned proportion of OpEx, 2021 (19) <sup>3</sup>			
		€ million	% <sup>1</sup>	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	% <sup>1</sup>	% <sup>1</sup>	E	T
<b>A. Taxonomy-eligible activities</b>																					
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																					
OpEx of environmentally sustainable activities (taxonomy) (A.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>A.2 OpEx of environmentally sustainable activities Tätigkeiten (nicht taxonomiekonforme Tätigkeiten)</b>																					
3.3 Manufacture of low carbon technologies for transport <sup>4</sup>	C.29.1	0	38.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)	-	0	38.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total (A.1 + A.2)</b>	-	<b>0</b>	<b>38.5</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>B. Taxonomy-non-eligible activities</b>																					
CapEx of taxonomy-non-eligible activities (B)	-	1	61.5																		
<b>Total (A + B)</b>	-	<b>1</b>	<b>100.0</b>																		

<sup>1</sup> The percentages relate to the total OpEx of the Porsche SE Group as defined by the EU Taxonomy.

<sup>2</sup> Criteria for a substantial contribution to environmental object not yet defined.

<sup>3</sup> First-time reporting on taxonomy-alignment for the fiscal year 2022

<sup>4</sup> OpEx of taxonomy-non-eligible activities relating to the purchase of output of a taxonomy-eligible economic activity (Delegated Regulation (EU) 2021/2178 Annex I 1.1.3.2. Category c)

## Economic activities

The identified economic activities of the Porsche SE Group are activities in its function as a holding company. As defined by the EU Taxonomy, these economic activities do not make a substantial contribution to the EU's first two environmental objectives and are therefore classified as taxonomy-non-eligible.

CapEx and OpEx for taxonomy-non-eligible economic activities of the holding operations of the Porsche SE Group relating to the purchase of output of taxonomy-eligible or taxonomy-aligned economic activities are reported as taxonomy-eligible or taxonomy-aligned CapEx and OpEx pursuant to Delegated Regulation (EU) 2021/2178 Annex I 1.1.2.2. Category c and 1.1.3.2. Category c ("Category c").

Neither the core investments in Volkswagen AG and Porsche AG nor the portfolio investments are included in the consolidated financial statements of Porsche SE by way of full consolidation. Their economic activities are therefore not to be included in Porsche SE's disclosures.

## KPIs and calculation

### Denominators

The quantitative information was determined based on the IFRS consolidated financial statements of Porsche SE for the fiscal year 2022. The allocation to the respective denominator was made in accordance with Delegated Regulation (EU) 2021/2178 Annex I to the EU Taxonomy Regulation.

According to this, revenue as defined by the EU Taxonomy corresponds to the revenue as defined by IAS 1.82(a) reported in the IFRS consolidated financial statements. The Porsche SE Group did not generate any revenue in the reporting period. Calculating the proportion of taxonomy-aligned, taxonomy-eligible and taxonomy-non-eligible economic activities in total revenue is hence not possible.

CapEx as defined by the EU Taxonomy comprise the additions to tangible and intangible assets before amortization, depreciation and any re-measurements pursuant to the respective IFRSs. OpEx as defined by the EU Taxonomy comprise the direct and non-capitalized expenses within the meaning of the delegated act.

CapEx relating to the Porsche SE Group comprise additions to right-of-use assets under IFRS 16 as well as additions to property, plant and equipment under IAS 16 and other intangible assets under IAS 38 totaling €1 million. These are reported under property, plant and equipment and intangible assets in the IFRS consolidated balance sheet for the fiscal year 2022.

There were no additions to goodwill in the reporting period that would have had to be excluded from the calculation of CapEx as defined by the EU Taxonomy.

The OpEx of the Porsche SE Group contain expenses in connection with leases as well as for maintenance and repair totaling €1 million. These are reported in note [6] of the notes to the IFRS consolidated financial statements for the fiscal year 2022 under other operating expenses as part of sundry other operating expenses. In the reporting period, no expenses were incurred that relate to research and development or building renovation measures.

#### **Numerators**

The CapEx and OpEx relate entirely to the holding operations of the Porsche SE Group in the reporting period and are thus allocated to taxonomy-non-eligible economic activities.

The CapEx of the Porsche SE Group contain expenses of €1 million for right-of-use assets from vehicle leasing contracts. The manufacture of vehicles is subsumed under the economic activity 3.3 “Manufacture of low-carbon technologies for transport” and could therefore make a substantial contribution to climate change mitigation as an enabling activity, which is why it is considered a taxonomy-eligible economic activity.

These CapEx thus relate to the purchase of output of a taxonomy-eligible economic activity and are to be disclosed as a taxonomy-eligible proportion of CapEx (Category c). The same applies for the expenses in connection with vehicle leasing contracts of (rounded) €0 million included in the OpEx of the Porsche SE Group (Category c).

The taxonomy-alignment of Category c CapEx and OpEx is assessed, taking the technical screening criteria into account, at the level of the manufacturer instead of the level of the Porsche SE Group. The manufacturer must also assess compliance with no cause of significant harm to the other environmental objectives and the minimum safeguards. As proof of taxonomy-alignment of the CapEx in connection with the purchase of all-electric vehicles within the meaning of Delegated Regulation (EU) 2021/2139 Annex I Section 3.3.(f) (i), the published reporting on the EU Taxonomy of the respective manufacturer for the fiscal year 2022 was furnished.

The CapEx relating to the purchase of output of a taxonomy-aligned economic activity amounted to (rounded) €0 million. There were no taxonomy-aligned OpEx in the reporting period.

**KPIs**

The proportion of CapEx relating to taxonomy-aligned activities was 7.6%, relating to taxonomy-eligible but taxonomy-non-aligned activities was 88.3% and relating to taxonomy-non-eligible activities was 4.1% in the fiscal year 2022.

The proportion of OpEx relating to taxonomy-aligned activities was zero, relating to taxonomy-eligible but taxonomy-non-aligned activities was 38.5% and relating to taxonomy-non-eligible activities was 61.5% in the fiscal year 2022.

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