

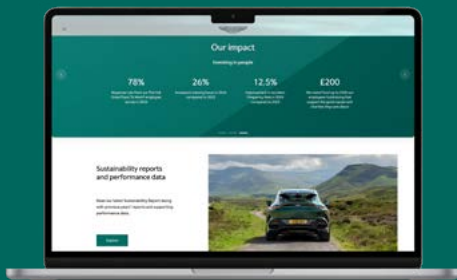


SUSTAINABILITY PERFORMANCE DATA REPORT

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# About this Report

This Sustainability Performance Data Report is an extract from the 'Performance data' and 'Methodology and scope' sections in Aston Martin Lagonda's 2025 Sustainability Report. It is intended to provide easy access to our 2025 sustainability performance data. More information about Aston Martin's sustainability strategy and performance can be found in the Sustainability Report, available on our website at



→ [www.astonmartin.com/corporate/sustainability](https://www.astonmartin.com/corporate/sustainability)

## Reporting period

This Report covers the period 1 January 2025 to 31 December 2025 and includes relevant historic data.

## Scope and boundaries

This Report covers the activities of Aston Martin Lagonda Global Holdings plc and its subsidiaries (referred to as Aston Martin for convenience in this Report) – all of which are outlined in the Aston Martin Lagonda Global Holdings plc Annual Report, available on our website at [www.astonmartin.com/corporate](https://www.astonmartin.com/corporate).

## Independent assurance

Selected performance data in this Report is subject to limited assurance and is conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). The Independent Limited Assurance Report sets out the specific data that has been assured and can be found in the Sustainability Report on pages 68-69.

# Performance data

**RG** Indicates a Racing. Green. KPI

## TACKLING CLIMATE CHANGE

Total greenhouse gas emissions (tCO <sub>2</sub> e)	2022	2023	2024	2025
Scope 1 GHG emissions	8,831.22	7,327.74	8,574.81	<b>8,023.12</b>
Scope 2 GHG emissions – location-based	6,011.58	6,289.76	7,160.25	<b>5,777.16</b>
Scope 2 GHG emissions – market-based	251.63	178.38	599.49	<b>5.70</b>
Total GHG emissions Scope 1 & 2 – location-based	14,842.80	13,617.49	15,735.06	<b>13,800.28</b>
Total UK Scope 1 & 2 – location-based	14,779.22	13,416.81	15,204.15	<b>13,040.46</b>
Total rest of world Scope 1 & 2 – location-based	182.37	260.14*	642.73*	<b>759.82</b>
Total GHG emissions Scope 1 & 2 – market-based	<b>RG</b> 9,082.85	7,506.12	9,174.30	<b>8,028.82</b>
Total Scope 3 GHG emissions	<b>RG</b> 1,089,327.33**	1,107,037.67**	1,185,473.47**	<b>1,076,848.04</b>
Total Scope 3 GHG emissions (excluding Use of sold products)	<b>RG</b> 405,364.47	487,990.74	688,681.55**	<b>536,263.78</b>
Scope 3 Category 1 – Purchased goods and services	334,948.24	404,538.52	591,994.16**	<b>468,659.70</b>
Scope 3 Category 11 – Use of sold products	683,962.86	619,046.92	496,791.92	<b>540,584.26</b>
Greenhouse gas emissions per unit (tCO <sub>2</sub> e)	2022	2023	2024	2025
Manufactured volume (units)	6,404	6,587	6,442	<b>5,257</b>
Total Scope 1 emissions per unit	1.38	1.11	1.33	<b>1.53</b>
Total Scope 2 location-based emissions per unit	0.94	0.95	1.11	<b>1.10</b>
Total energy consumption within organisation (MWh)	2022	2023	2024	2025
Electricity	30,764.90	30,073.08	33,645.15	<b>31,546.46</b>
Natural gas	40,518.26	32,255.10	38,806.84	<b>33,658.05</b>
Diesel	530.81	512.86	378.35	<b>349.57</b>
Petrol	4,717.14	5,121.31	5,950.36*	<b>6,279.46</b>
LPG	371.28	367.50	381.98	<b>374.80</b>
Propane	–	–	0.66	<b>13.16</b>
Total UK energy consumption	76,313.45	67,658.44	77,079.51	<b>69,356.79</b>
Total rest of world energy consumption	588.95	955.57*	2,143.54*	<b>2,864.71</b>
Total energy consumption	76,902.39	68,329.85	78,702.04	<b>72,221.50</b>
Renewable electricity consumption (manufacturing operations only)	100%	100%	100%	<b>100%</b>

\* Figures have been restated as the identification of additional rest of world emission sources exceeded our restatement policy. Only metrics exceeding this policy were updated; therefore, some aggregated values may not equal the sum of the restated sub-metrics.

\*\* Figures have been restated.

## CREATING A BETTER ENVIRONMENT

Water (m <sup>3</sup> )	2022	2023	2024	2025
Total water consumption	66,279.99	66,004.90	51,428.79	<b>50,387.95</b>
Total water consumption at manufacturing sites	54,956.17	57,360.75	46,230.73	<b>45,680.86</b>
Water consumption (at manufacturing sites) per car	<b>RG</b> 8.58	8.71	7.18	<b>8.69</b>
Biodiversity	2022	2023	2024	2025
Biodiversity metric for Gaydon	<b>RG</b> 88.87	86.99	87.46	<b>93.44</b>
Biodiversity metric for St Athan	<b>RG</b> –	86.21	87.83	<b>85.89</b>

**RG** Indicates a Racing Green KPI

Waste (tonnes)	2022	2023	2024	2025
Total	2,830.97	2,824.62	3,478.34	<b>2,426.95</b>
<b>UK Operations – non-hazardous</b>				
Recycled	1,201.89	1,480.08	1,948.70	<b>1,392.67</b>
Reused	–	–	–	<b>1.52</b>
Recovered – waste to energy	468.14	571.62	662.89	<b>454.82</b>
Incineration – not recovered	0.54	4.63	1.05	<b>3.75</b>
Treatment	–	–	10.84	–
Landfill	–	–	–	–
<b>UK Operations – hazardous</b>				
Recycled	189.55	192.35	152.39	<b>55.15</b>
Reused	–	–	1.30	<b>8.01</b>
Recovered – waste to energy	504.74	465.01	428.69	<b>369.89</b>
Incineration – not recovered	0.85	–	–	–
Treatment	0.50	31.14	196.98	<b>76.84</b>
Landfill	–	–	–	–
<b>Newport Pagnell</b>				
Recovered or recycled	–	–	49.67	<b>59.95</b>
Non-landfill	–	–	25.83	–
Landfill	<b>RG</b>	0.09	–	–
Uncategorised	–	–	–	<b>4.36</b>

In 2024, we changed our reporting format for waste and therefore previous year's data does not fully align. From 2024 onwards, waste data is reported separately for Newport Pagnell and 'UK Operations', which covers all other remaining UK sites to account for the differences in Newport Pagnell's waste management provider. See methodology (page 7) for further information on waste data. In 2025, there was 4.36 tonnes of waste at Newport Pagnell that was uncategorised at time of reporting.

Waste per car (tonnes)	2022	2023	2024	2025
Waste (from manufacturing sites) per car	<b>RG</b>	0.35	0.39	<b>0.42</b>

## INVESTING IN PEOPLE

Employees by gender (as at 31 December 2025)	Male	Female	% Female
Senior management team	9	0	<b>0</b>
Senior leadership team	68	13	<b>16%</b>
Other leadership	422	86	<b>17%</b>
Other employees	1,865	344	<b>16%</b>
Total	2,364	443	<b>16%</b>

Employees by region (as at 31 December 2025)	Male	Female	% Female
Asia Pacific	29	13	<b>31%</b>
EMEA	88	9	<b>9%</b>
UK	2,210	408	<b>16%</b>
Americas	37	13	<b>26%</b>
Total	2,364	443	<b>16%</b>

Average employee tenure by gender	Male	Female
Average employee tenure (years)	7.81	6.28

Average employee turnover by gender	Male	Female	Company
Average employee turnover (%)	0.09	0.15	0.10

**RG** Indicates a Racing. Green. KPI

<b>Newly-hired employees</b>		Male	Female		
Newly-hired employees		61	28		
<b>Gender Pay Gap</b>		2023	2024	2025	
Mean Gender Pay Gap favouring men (%)		10.3	12.0	8.8	
Median Gender Pay Gap favouring men (%)		5.2	4.8	3.4	
<b>Women in leadership</b>		2022	2023	2024	2025
Women in leadership roles (%)	<b>RG</b>	16.2	17.1	17.0	16.6
<b>Collective bargaining</b>			2024	2025	
Employees covered by collective bargaining agreements (%)			71.7	71.8	
<b>Apprentices</b>		2022	2023	2024	2025
New apprentices recruited		20	19	25	0
Apprentices completed training		43	4	0	0

Apprentices are hired periodically based on business requirement and complete a four-year programme. The fall in training completion from 2023 to 2025 is due to a recruitment pause during the Covid-19 pandemic.

<b>Graduates</b>		2022	2023	2024	2025
New graduate trainees recruited		23	12	30	0
Students joined on industrial placements		13	6	14	0
<b>Training – Aston Martin employees</b>		2022	2023	2024	2025
Hours of training delivered		19,646	23,515	29,743	15,486
Hours of initial EV-related instructor-led training delivered		3,344	2,377	2,880	2,846
<b>Training – Aston Martin dealerships</b>		2022	2023	2024	2025
Dealer employees trained*		2,757	3,008	2,786	2,796

\* In 2025, we updated the scope of this KPI (and rebaselined previous years) to also include e-learning as this is a growing delivery mode. See methodology (page 9) for further information.

<b>Health and safety</b>		2022	2023	2024	2025
Accident Frequency Rate ('AFR') per 100 workers	<b>RG</b>	0.53	0.40	0.35	0.30
Lost Time Accidents ('LTAs')		9	10	13	7
Lost Time Accidents – days lost		185	292	133	21
Reporting of Injuries, Diseases and Dangerous Occurrences ('RIDDOR')		9	7	5	0

## RESPONSIBLE BUSINESS

<b>Training – Code of Conduct</b>		2024	2025
Employees completing Code of Conduct training (%)	<b>RG</b>	81	90

# Methodology and scope

## Scope of reporting

The Aston Martin Lagonda 2025 Sustainability Report for the period 1 January 2025 to 31 December 2025 covers the activities of Aston Martin Lagonda Global Holdings plc and its subsidiaries – all of which are outlined in the Aston Martin Lagonda Global Holdings plc Annual Report, available on our website, along with this report, at [www.astonmartin.com/corporate](http://www.astonmartin.com/corporate)

Aston Martin Lagonda is a global business with operations in the following jurisdictions:

- ✦ China
- ✦ Germany
- ✦ Japan
- ✦ United Kingdom
- ✦ United States
- ✦ Spain

Our reporting boundaries are defined by operational control where the Company can influence resource use. Sites are only included for reporting where they have been under operational control at year-end. Unless otherwise stated, data includes all global sites. Where we have mentioned manufacturing sites, this includes Gaydon, St Athan and Wellesbourne (Units 1, 2 and 8).

## Reporting standards and formats

In this Report, we set out our sustainability strategy and the initiatives taken during the 2025 calendar year. The Report was drafted by the Sustainability team at Aston Martin under the supervision of the Company's Chief Financial Officer. Aston Martin has reported the information cited in the Global Reporting Initiative ('GRI') Content Index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards (GRI: Foundation 2021).

## Data quality

We believe it's important for both the business and readers of our Sustainability Report to track performance over time. If new information changes previously reported figures by 5% or more, we will restate prior years' data to ensure comparability.

Our sustainability data is subject to detailed scrutiny and analysis by relevant internal subject matter experts, as well as checks by external advisors. Selected performance data in this Report is subject to limited assurance. The Independent Limited Assurance Report is included within the Sustainability Report (pages 68 and 69).

## Racing. Green. targets

We have set several key targets within our Racing. Green. strategy to measure our progress against our strategy pillars. Below we set out our targets and how we measure against them.

### Target: Reduce absolute Scope 1, 2 and 3 greenhouse gas emissions (excluding Use of sold products) 42% by 2030 from a 2022 base year

Near-term target to reduce Scope 1, 2 (market-based) and 3 emissions by 42% by 2030. This target excludes Category 11 Use of sold products from Scope 3.

### Targets: Reduce absolute Scope 1, 2 and 3 greenhouse gas emissions 90% by 2050 from a 2022 base year

Long-term target to reduce emissions by 90% by 2050, in line with net zero. This target covers Scope 1, Scope 2 (market-based) and all of Scope 3 (including Category 11 Use of sold products).

### Target: Improve biodiversity year-on-year at our main manufacturing sites (measured by the Biodiversity Index Score)

Improve the Biodiversity Index Score of our Gaydon and St Athan sites against the previous year's figure.

### Target: 30% reduction in water consumption per car by 2030

Reduction in water consumed at our manufacturing sites per car built (using pass to sales figures), from a 2022 base year.

### Target: Zero waste to landfill

Yearly target to avoid waste being sent to landfill. This target covers all our UK sites where we have operational control.

### Target: Reduce the amount of waste per car built by 3% each year

Reduction in total waste produced at our manufacturing sites per car built, using pass to sales figures, by 3% each year, from a 2022 base year.

### Target: Zero accidents in our business

Yearly target to achieve zero accidents across all of our operating sites, measured by Accident Frequency Rate per 100 employees.

### Target: Aim for women in 30% of leadership positions by 2030

Target to improve diversity across leadership positions by the end of the 2030 reporting period. Leadership is defined to include the following Aston Martin reporting definitions: 'Other leadership', 'Senior leadership' and 'Senior management'.

### Target: Secure accreditation as a Great Place to Work® by 2030

Secure the Great Place to Work® accreditation by achieving 65% or more in the Trust Index™ employee survey by the end of the 2030 reporting period. In 2025, the achievement date of this target was updated from 2025 to 2030.

### Target: In line with international best practice on business ethics, 100% of employees to complete Aston Martin's annual Code of Conduct training

Target for all eligible employees to complete the annual Code of Conduct internal training, which is mandatory for all staff and new joiners to complete within their probation period (see page 9 for methodology and scope).

## Tackling climate change

### Energy use

#### Parameter: Energy consumption

**Definition:** total amount of energy consumed within all our assets. This is reported as follows:

- ✘ Energy consumption split by UK, rest of world and total
- ✘ Diesel
- ✘ Electricity
- ✘ LPG
- ✘ Natural gas
- ✘ Petrol
- ✘ Propane

**Scope:** we aim to collect aggregate data from all sites covering 100% of the total headcount from 1 January to 31 December 2025.

**Units:** megawatt hour (MWh).

**Method:** sum of energy data reported per site, converting to kWh (subsequently MWh) where not already reported in that unit. UK Government's DEFRA Greenhouse Gas Conversion Factors for Company Reporting (2025) fuel property values were used for conversions. Where we were not able to collect data for the full 12-month period for a site that was functional for the full 12-month period, we pro-rated the data to compensate for the missing information. We then estimate for 100% of site-based staff, by calculating an up-rated value for sites where actual data is not available. We first attempt to up-rate based on the consumption and headcount of a site in the same country or, if unavailable, Company-wide values. Headcount data is from HR as of 31 December 2025.

**Source:** collected directly from sites through utility bills, meter readings and a fuel card system.

### GHG emissions

#### Parameter: Scope 1 and 2 GHG emissions

**Definition:** total amount of carbon dioxide equivalent (CO<sub>2</sub>e) emitted through the energy used within all our assets. This is reported as follows:

- ✘ Scope 1 (direct) emissions from energy used in Company-owned or controlled facilities and vehicles. This includes diesel, LPG, natural gas, petrol, propane and refrigerant gas losses.
- ✘ Scope 2 (indirect) location-based emissions from purchased electricity.
- ✘ Scope 2 (indirect) market-based emissions from purchased electricity.
- ✘ Scope 1 and Scope 2 (location-based) GHG emissions, split by UK, rest of world and total.
- ✘ Scope 1 and Scope 2 (market-based) GHG emissions.
- ✘ GHG emissions per manufactured volume (units). This is defined as the total absolute Scope 1 and 2 emissions (tonnes CO<sub>2</sub>e) divided by the total volume of manufactured units.

**Scope:** we aim to collect aggregate data from all sites covering 100% of the total headcount from 1 January to 31 December 2025.

**Units:** tonnes of CO<sub>2</sub>e (tCO<sub>2</sub>e).

**Method:** GHG emissions are accounted for in line with GHG protocol as follows:

- ✘ Scope 1: multiplying energy and refrigerant loss data by appropriate available emission factors from DEFRA (2025). Refrigerant loss data is currently only sourced from our two largest sites, Gaydon and St Athan, UK.
- ✘ Scope 2 location-based: multiplying energy data by appropriate available emission factors from DEFRA (2025) and the International Energy Agency ('IEA') (2025).
- ✘ Scope 2 market-based: multiplying energy data by supplier-specific emission factors where renewable energy is purchased. For remaining energy, we use residual mix factors from the Association of Issuing Bodies ('AIB') European Residual Mix AIB (2024) and Green-E (2024) where available or IEA data otherwise. Any purchased renewable electricity certificates (RECs), where applicable, are included in AML's Scope 2 market-based emissions calculations.
- ✘ Pro-rated and uprated energy data was used for the GHG calculations.

**Source:** energy consumption collected directly from sites through utility bills, meter readings and a fuel card system.

#### Parameter: Scope 3 GHG emissions

As per the GHG Protocol, Scope 3 covers all indirect emissions (not included in Scope 2) that occur in the value chain of the Company, including both upstream and downstream emissions. We began by assessing the 15 categories outlined in the GHG Protocol Corporate Value Chain (Scope 3) Standard to determine which were relevant to our business. Categories 8, 10, 13, and 15 were deemed irrelevant and therefore excluded from our Scope 3 footprint, while the remaining categories were included. To calculate our Scope 3 GHG emissions, we use a combination of activity data, and financial data. We continue to work towards reducing spend-based calculations and improving the share of emissions covered by actual data.

## Creating a better environment

### Waste

#### Parameter: Total waste

**Definition:** total amount of waste produced in our UK operations by destination. This is reported as follows under non-hazardous and hazardous headings:

- ✘ Reuse
- ✘ Recycled
- ✘ Recovered (waste to energy)
- ✘ Incineration (not recovered)
- ✘ Treatment
- ✘ Landfill
- ✘ Newport Pagnell reports under Recovered or recycled, Landfill and Non-landfill destinations due to different waste collectors. This year we had to report a small amount of waste as uncatagorised.

**Scope:** all UK sites for where we have operational control, from 1 January to 31 December 2025.

**Units:** tonnes (UK).

**Method:** sum of waste reported for all our sites in the UK.

**Source:** waste data collected by our main waste contractor provider for all UK operations, excluding Newport Pagnell. For Newport Pagnell, waste data is collected directly from waste collection invoices and consignment notes.

### Water

#### Parameter: Water consumption

**Definition:** total amount of water consumed within all our assets.

**Scope:** we aim to collect aggregate data from all sites covering 100% of the total headcount from 1 January to 31 December 2025.

**Units:** cubic metres (m<sup>3</sup>).

**Method:** sum of water use data reported for each asset. Where data did not cover the full 12-month period for a site that was functional for this time, we pro-rated the data to compensate. Where no data on usage was available, we up-rated based on Company-wide water values and headcount of the site. Headcount data is from HR as of 31 December 2025.

**Source:** collected directly from sites through utility bills and meter readings.

### Biodiversity

#### Parameter: Biodiversity metric

**Definition:** Biodiversity Index Score, measuring the biodiversity value of habitats out of 100.

**Scope:** Gaydon and St Athan UK sites.

**Units:** habitat units.

**Method:** calculating the number of biodiversity units using UK Government's DEFRA Biodiversity Metric 1.03 Ecological Baseline Condition Assessment.

**Source:** assessment conducted by external assessor as part of an independent Annual Monitoring Review.

## Investing in people

For the purposes of this Report, unless otherwise stated, 'employees' refer to all workers who are employed by and directly paid by Aston Martin Lagonda, regardless of location.

### Parameter: Employees by gender

**Definition:** number of employees recorded by management level and gender (female and male), as well as percentage of female employees as at 31 December 2025. Management level is split by 'Senior management team', 'Senior leadership', 'Other leadership' and 'Other employees'. Senior management team refers to our Executive Committee Members ('Chiefs'). Senior leadership team refers to our 'Director and SP3' population, which sits below the Senior management population. Other leadership includes employees in a managerial position that sit below Directors, such as Senior managers and Managers. Other employees refer to all other grades of the organisation excluding Chiefs and Directors, Senior Managers, and Managers – this includes SP2 and SP1 Experts, grades 4–9 and technician grades A–C, Graduates, Industrial Placements and Apprentices.

**Scope:** all employees in Aston Martin Lagonda on 31 December 2025.

**Units:** number of employees, percentage (%).

**Method:** sum of female employees by management level (same applies for male). Sum of female employees by management level as a percentage of the total employee number in that management level.

**Source:** extracted from the Company's HR system.

### Parameter: Employees by region

**Definition:** number of employees recorded by region and gender as a number, as well as a percentage of female employees as at 31 December 2025. Region refers to employee's working location and are reported as follows: Asia Pacific, EMEA, UK and Americas.

**Scope:** all employees in Aston Martin Lagonda on 31 December 2025.

**Units:** number of employees, percentage (%).

**Method:** sum of female employees in each region (same applies for males). Sum of female employees by region as a percentage of the total employee number in that region.

**Source:** extracted from the Company's HR system.

### Parameter: Average employee tenure by gender

**Definition:** average years of service for employees as at 31 December 2025, recorded by gender.

**Scope:** all employees in Aston Martin Lagonda on 31 December 2025.

**Units:** years.

**Method:** sum of years of service for all employees divided by total number of employees. Sum of all female employees divided by total number of female employees (same applies for males).

**Source:** extracted from the Company's HR system.

**Parameter: Average employee turnover by gender**

**Definition:** percentage of employees who have left the Company (voluntarily and involuntarily).

**Scope:** all employees in Aston Martin Lagonda in the year from 1 January to 31 December 2025.

**Units:** percentage (%).

**Method:** sum of employees who have left the Company divided by the total employee number. Sum of female employees who have left the Company divided by the total female employee number (same applies for males).

**Source:** extracted from the Company's HR system.

**Parameter: Newly-hired employees**

**Definition:** total number of employees hired in the Company.

**Scope:** all employees in Aston Martin Lagonda in the year from 1 January to 31 December 2025.

**Units:** number of employees.

**Method:** sum of employees who were hired in the year.

**Source:** extracted from the Company's HR system.

**Gender pay gap****Parameter: Gender pay gap favouring men**

**Definition:** gender pay gap in hourly pay as a percentage of men's pay at the snapshot date of 5 April 2025, reported as mean and median pay gap. The mean pay gap shows the difference between the average hourly pay of men and women in UK-based roles at Aston Martin. The median pay gap shows the difference in hourly pay between the 'middle' man and the 'middle' woman, if all employees in the UK were ranked in order of their pay.

**Scope:** UK permanent employees only as per regulatory requirements on 5 April 2025.

**Units:** percentage (%).

**Method:** mean hourly pay gap is calculated by adding up the hourly pay of all full-pay relevant male and female employees and dividing by the total number of males and females respectively. The median hourly pay gap is calculated by identifying the middle hourly pay value for all full-pay relevant male and female employees. In both cases, the gap is calculated as the percentage difference between the two numbers.

**Source:** extracted from the Company's HR system.

**Collective bargaining****Parameter: Employees covered by collective bargaining agreements**

**Definition:** percentage of employees covered by collective bargaining agreements.

**Scope:** all employees in Aston Martin Lagonda in the year 1 January to 31 December 2025.

**Units:** percentage (%).

**Method:** sum of employees covered by collective bargaining agreement as a percentage of the total employee number.

**Source:** extracted from the Company's HR system.

**Apprentices****Parameter: New apprentices recruited**

**Definition:** total number of apprentices who have been recruited. Apprentice refers to anyone on a four-year fixed term contract who spends 20% off the job working towards an academic qualification.

**Scope:** all employees in an apprentice position in Aston Martin Lagonda from 1 January to 31 December 2025.

**Units:** number of employees.

**Method:** sum of apprentices who were recruited in the year.

**Source:** extracted from the Company's HR system.

**Parameter: Apprentices completed training**

**Definition:** total number of apprentices completing the requirements of their apprenticeship agreement and receiving a relevant qualification award from the associated training provider.

**Scope:** all employees in an apprentice position in Aston Martin Lagonda in the year from 1 January to 31 December 2025.

**Units:** number of employees.

**Method:** sum of apprentices who completed training in the year.

**Source:** collected from internal systems, managed by Aston Martin HR and the Company's HR system.

**Graduates****Parameter: New graduate trainees recruited**

**Definition:** total number of graduates who have been recruited. Graduate refers to anyone on a two-year programme with rotations across business functions.

**Scope:** all employees in a graduate position in Aston Martin Lagonda in the year from 1 January to 31 December 2025.

**Units:** number of employees.

**Method:** sum of graduates who were recruited in the year.

**Source:** extracted from the Company's HR system.

**Parameter: Students joined on industrial placements**

**Definition:** total number of students on industrial placement who have been recruited. Industrial placements refer to students completing the university industrial placement scheme.

**Scope:** all employees in an industrial placement position in Aston Martin Lagonda.

**Units:** number of employees.

**Method:** sum of industrial placements who were recruited in the year from 1 January to 31 December 2025.

**Source:** extracted from the Company's HR system.

## Training

### Parameter: Hours of training delivered

**Definition:** total number of hours spent on training by employees.

**Scope:** all training completed by employees on Aston Martin's learning management system, in the year from 1 January to 31 December 2025.

**Units:** number of hours.

**Method:** sum of hours spent on training.

**Source:** extracted from the Company's learning management system.

### Parameter: Hours of EV-related instructor-led training delivered

**Definition:** total number of hours on IMI Level 2 and 3 instructor-led training in EV Safety delivered to eligible employees.

**Scope:** all instructor-led training delivered to eligible employees for IMI Level 2 and 3 in the year from 1 January to 31 December 2025.

**Units:** number of hours (rounded to the nearest hour).

**Method:** sum of hours of training delivered.

**Source:** managed by Aston Martin Training team and extracted from the Company's learning management system.

### Parameter: Dealer employees trained

**Definition:** total number of dealer employees registered in the training academy who completed classroom courses. Classroom courses include face to face, virtual/online and e-learning.

**Scope:** all dealer employees who had access to and were registered in the training academy in the year from 1 January and 31 December 2025.

**Units:** number of dealer employees.

**Method:** sum of dealer employees completing training in classroom courses.

**Source:** extracted from internal systems, managed by Aston Martin Global Dealer Training.

## Health and safety

### Parameter: Accident Frequency Rate ('AFR')

**Definition:** total number of recordable injuries (any injury resulting in medical treatment beyond first aid, lost time, or restricted work duties for GRI 403 standard), sustained by full-time equivalent ('FTE') per 200,000 hours worked (equivalent to 100 employees).

**Scope:** recordable injuries as per GRI 403 for all UK-based FTEs in the year 1 January to 31 December 2025.

**Units:** accidents per 100 workers.

**Method:** sum of recordable injuries divided by sum of worked hours (including overtime) based on monthly FTE headcount multiplied by number of working days in month, multiplied by contracted working hours, adjusting for paid time off.

**Source:** data extracted from internal systems managed by Aston Martin Health and Safety and from the Company's HR system.

### Parameter: Lost Time Accidents ('LTAs')

**Definition:** total number of workplace accidents that resulted in a worker being unable to perform their duties for at least one full day after the day of the incident. Lost days refer to the total number of workdays that are lost because of the worker injury or illness.

**Scope:** all accidents which result in LTAs for all UK-based FTEs in the year 1 January to 31 December 2025.

**Units:** number of LTAs and days lost.

**Method:** sum of accidents that result in LTA and sum of lost days due to LTAs.

**Source:** collected from internal systems managed by Aston Martin Health and Safety and the Company's HR system.

### Parameter: Reporting of Injuries, Diseases and Dangerous Occurrences ('RIDDOR')

**Definition:** total number of incidents which meet the UK RIDDOR reporting standard.

**Scope:** all RIDDOR incidents for all UK-based FTEs in the year 1 January to 31 December 2025.

**Units:** number of reported incidents under RIDDOR.

**Method:** sum of RIDDOR incidents.

**Source:** collected from internal systems managed by Aston Martin Health and Safety and the Company's HR system.

## Responsible business

### Training – Code of Conduct

#### Parameter: Employees completing Code of Conduct training

**Definition:** percentage of eligible employees completing the Code of Conduct training. The mandatory training is rolled out annually via a training campaign and to any new joiners to complete within their probation period. The 2025 training campaign ran from 27 October 2025 to 30 January 2026.

**Scope:** all eligible employees who are setup on the learning management system, excluding employees who are within their probation period when the reporting period ends and employees on long-term absence over the reporting period.

**Units:** percentage (%).

**Method:** sum of employees completing training divided by total number of in scope employees at the end of the 2025 campaign period.

**Source:** extracted from the Company's learning management system and from the Company's HR system.

