



Sustainability Performance Data Report 2024

ASTON MARTIN LAGONDA

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 2024 Sustainability Report and is intended to provide easy access to our 2024 sustainability performance data. More information about Aston Martin's sustainability strategy and performance data can be found in the Sustainability Report, available on our website at www.astonmartin.com./corporate.

Reporting period: The Report covers the period 1 January 2024 to 31 December 2024. Regarding Scope 3 emissions, this report utilises 2023 data because of the significant data requirements and time needed to secure this data from the wider value chain.

Scope and boundaries: This Report includes the sustainability performance data for Aston Martin Lagonda Group 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 Group Holdings Plc Annual Report, available on our website at www.astonmartin.com./corporate.

Independent assurance: Selected performance data in this Report is subject to limited assurance. The independent assurance report is included within the Sustainability Report (pages 65-66). This assurance on selected information and key performance indicators is in accordance with the International Standard on Assurance Engagements ('ISAE') 3000. The statement sets out the data that is assured in this Report.

Performance data

TACKLING CLIMATE CHANGE

TOTAL GREENHOUSE GAS EMISSIONS (tCO₂e)

	2022	2023	2024
Scope 1 GHG emissions	8,831.22	7,327.74	8,574.81
Scope 2 GHG emissions – location-based	6,011.58	6,289.76	7,160.25
Scope 2 GHG emissions – market-based	251.63	178.38	599.49
Scope 3 GHG emissions	1,089,275*	1,145,621*	–
Total UK Scope 1 & 2 – location-based	14,779.22	13,416.81	15,204.15
Total Rest of World Scope 1 & 2 – location-based	182.37	200.68	530.90
Total GHG emissions Scope 1 & 2 – location-based	14,842.80	13,617.49	15,735.06

* In 2024, we refined our Scope 3 baseline for 2022 and created a full report of 2023 data across all relevant Scope 3 categories.

GREENHOUSE GAS EMISSIONS PER UNIT (tCO₂e)

	2022	2023	2024
Manufactured volume (units)	6,404	6,587	6,442
Total Scope 1 emissions per unit	1.38*	1.11	1.33
Total Scope 2 emissions per unit	0.94*	0.95	1.11

* Figure restated following further data review.

TOTAL ENERGY CONSUMPTION WITHIN ORGANISATION (MWh)

	2022	2023	2024
Electricity	30,764.90	30,073.08	33,645.15
Natural gas	40,518.26	32,255.10	38,806.84
Diesel	530.81	512.86	378.35
Petrol	4,717.14	5,121.31	5,489.07
LPG	371.28	367.50	381.98
Propane	–	–	0.66
Total UK energy consumption	76,313.45	67,658.44	77,079.51
Total Rest of World energy consumption	588.95	671.41	1,622.54
Total	76,902.39	68,329.85	78,702.04
Total renewable energy consumption*	–	29,708.21	32,432.54

* Figure included in electricity consumption.

VOLATILE ORGANIC COMPOUNDS ('VOCs') (tonnes)

	2024
VOCs	36.33

CREATING A BETTER ENVIRONMENT

WATER (m³)

	2022	2023	2024
Water consumption	66,279.99	66,004.90	51,428.79

BIODIVERSITY

	2022	2023	2024
Biodiversity Metric for Gaydon	88.87	86.99*	87.46
Biodiversity Metric for St Athan	–	86.21*	87.83

* Due to a change in DEFRA's Biodiversity Net Gain assessment framework, used to calculate our Biodiversity Metric, we have restated our score for Gaydon and St Athan in 2023 based on the updated score. Both sites continue to see a year-on-year improvement since the baseline assessment.

PERFORMANCE DATA CONTINUED

WASTE (tonnes)*

	2022	2023**	2024
Total	2,830.97	2,824.62	3,478.34
UK Operations – non-hazardous			
Recycled	1,201.89	1,480.08	1,948.70
Reused	–	–	0.00
Recovered – waste to energy	468.14	571.62	662.89
Incineration – not recovered	0.54	4.63	1.05
Treatment	–	0.00	10.84
Landfill	–	0.00	0.00
UK Operations – hazardous			
Recycled	189.55	192.35	152.39
Reused	–	–	1.30
Recovered – waste to energy	504.74	465.01	428.69
Incineration – not recovered	0.85	0.00	0.00
Treatment	0.50	31.14	196.98
Landfill	–	0.00	0.00
Newport Pagnell			
Recycled	–	–	5.72
Recovery	–	–	43.95
Non-landfill	–	–	25.83
Landfill	–	0.09	–

* In 2024, we changed our reporting format for waste and therefore previous year’s data does not fully align with the 2024 breakdown. For 2024, waste data is reported separately for Newport Pagnell and ‘UK Operations’, which covers all other remaining UK sites, excluding HPL, to account for the differences in Newport Pagnell’s waste management provider. See methodology (page 06) for further information on waste data.

** Waste data for all sites covered under UK Operations restated following further data review.

INVESTING IN PEOPLE

EMPLOYEES BY GENDER (AS AT 31 DECEMBER 2024)

	Male	Female	% Female
Senior management team	10	0	0.0
Senior leadership team	78	12	13.3
Other leadership	322	72	18.3
Other employees	2,115	397	15.8
Total	2,525	481	16.0

EMPLOYEES BY REGION (AS AT 31 DECEMBER 2024)

	Male	Female	% Female
Asia Pacific	30	15	33.3
EMEA	89	9	9.2
UK	2,367	447	15.9
Americas	39	10	20.4
Total	2,525	481	16.0

AVERAGE EMPLOYEE TENURE BY GENDER

	Male	Female
Average employee tenure (years)	6.80	5.29

AVERAGE EMPLOYEE TURNOVER BY GENDER

	Male	Female	Company
Average employee turnover (%)	9.03	13.10	9.68

PERFORMANCE DATA CONTINUED

NEWLY-HIRED EMPLOYEES

	Male	Female
Newly-hired employees	393	82

Note: Data by gender and region is shown for 3,006 permanent Company employees only

GENDER PAY GAP

	2023	2024
Mean Gender Pay Gap favouring men (%)	10.3	12.0
Median Gender Pay Gap favouring men (%)	5.2	4.8

COLLECTIVE BARGAINING

	Company
Employees covered by collective bargaining agreements (%)	71.7

APPRENTICES

	2022	2023	2024
New apprentices recruited	20	19	25
Apprentices completed training	43	4*	0*

* Apprentices are hired periodically based on business requirement and complete a four-year programme. The fall in number for 2023 and 2024 is due to a recruitment pause during the Covid-19 pandemic.

GRADUATES

	2022	2023	2024
New graduate trainees recruited	23	12	30
Students joined on industrial placements	13	6	14

STEM

	2022	2023	2024
Visits to schools, colleges and universities	20	54	59

TRAINING – ASTON MARTIN EMPLOYEES

	2022	2023	2024
Hours of training delivered	19,646	23,515	29,743
Hours of initial EV-related instructor-led training delivered	3,344	2,377	2,880

TRAINING – ASTON MARTIN DEALERSHIPS

	2022	2023	2024
Dealer employees trained in classroom courses	1,689	1,979	1,389

HEALTH & SAFETY

	2022	2023	2024
Accident Frequency Rate ('AFR')	0.53 accidents per 100 workers	0.40 accidents per 100 workers	0.35 accidents per 100 workers
Lost Time Accidents ('LTAs')	9 LTAs with a total of 185 days lost	10 LTAs with a total of 292 days lost	13 LTAs with a total of 133 days lost
Reporting of Injuries, Diseases and Dangerous Occurrences ('RIDDOR')	9	7	5

RESPONSIBLE BUSINESS

TRAINING – CODE OF CONDUCT

	2024
Employees completing Code of Conduct training (%)	81

Selected performance data on pages 01-03 is subject to limited assurance by ERM CVS; the Independent Limited Assurance Report detailing the scope of limited assurance is included within the Sustainability Report on pages 65 and 66.

Methodology and scope

SCOPE OF REPORTING

The Aston Martin Lagonda 2024 Sustainability Report for the period 1 January 2024 to 31 December 2024 covers the activities of Aston Martin Lagonda Group Holdings plc and its subsidiaries – all of which are outlined in the Aston Martin Lagonda Group Holdings plc Annual Report, available on our website, along with this report, at www.astonmartin.com/corporate.

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

- China
- Germany
- Japan
- United Kingdom
- United States

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, unless otherwise stated, 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 2024 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 2024 to 31 December 2024 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 65 and 66).

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.

Targets: Reduce absolute Scope 1, 2 and 3 greenhouse gas emissions 42% and 90% by 2030 and 2050, respectively, from a 2022 base year

We have committed to near- and long-term emission reductions in line with science-based net zero with SBTi and are currently waiting for validation of these targets.

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

Improve the biodiversity metric, which is referred to as 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 passed to sales figures, from a 2022 base year.

Target: Zero waste to landfill

Yearly target to avoid all waste being sent to landfill covering all 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 passed 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.

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

Aim for 30% of female employees to hold leadership positions, which includes 'Other leadership', 'Senior leadership' and 'Senior management' by then end of the 2030 reporting period.

Target: Secure and maintain accreditation as a Great Place to Work® by 2025

Secure the Great Place to Work® accreditation by achieving 65% or more in the Trust Index™ employee survey by the end of the 2025 reporting period and maintaining every year.

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 08 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 that are site based in the year from 1 January to 31 December 2024.

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 (2024) 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 2024.

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: amount of carbon dioxide equivalent (CO₂e) 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.
- GHG emissions per manufactured volume (units). This is defined as the total absolute Scope 1 and 2 emissions (tonnes CO₂e) divided by the total volume of manufactured units.

Scope: we aim to collect aggregate data from all sites covering 100% of the total headcount that are site based in the year from 1 January to 31 December 2024.

Units: tonnes of CO₂e (tCO₂e).

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 (2024). 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 (2024) and the International Energy Agency ('IEA') Emissions from electricity generation data (2024).
- 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 (2023) and Green-E (2023) where available or IEA data otherwise.
- 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 used a combination of actual data, activity data, and financial data. Last year, we published our baseline total Scope 3 GHG emissions for 2022. This year, we have disclosed our 2023 emissions, reinforcing our commitment to transparency and progress. Scope 3 emissions remain a key focus for us, and we look forward to sharing more details in the future.

VOCs

Parameter: Volatile Organic Compounds ('VOCs').

Definition: total amount of VOCs emitted during vehicle manufacturing.

Scope: VOCs from vehicle manufacturing at our main manufacturing facilities, St Athan and Gaydon. Covering the period from 1 January to 31 December 2024.

Units: metric tonnes (tonnes).

Method: sum of site-level VOCs. Site-level VOCs are measured by two methods, direct and indirect measurement. The selection of the appropriate method for calculating VOC emissions depends on the requirements of the site's permit. St Athan follows the direct method, whereby the emitted VOC quantities are recorded as per the requirements of the site's permit. In line with Gaydon's permit, an indirect method is used, which calculates all VOC-containing substances brought onto site. All solvent quantities that are recovered and therefore not emitted are subtracted from the amount of solvent brought in. Where we have VOC-containing compounds on any of our sites, we comply with local regulations and the site permit.

Source: extracted from internal systems managed by Aston Martin Environment team.

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 Recycled, Recovery, Landfill and Non-landfill destinations due to different waste collectors

Scope: all UK Operations (including Newport Pagnell), excluding HPL in the year from 1 January to 31 December 2024.

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. 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 that are site based in the year from 1 January to 31 December 2024.

Units: cubic metres (m³).

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 2024.

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

Biodiversity

Parameter: Biodiversity metric

Definition: biodiversity metric, measuring the biodiversity value of habitats.

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 2024.

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 & 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 2024.

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 2024. 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 2024.

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 2024, recorded by gender.

Scope: all employees in Aston Martin Lagonda on 31 December 2024.

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 2024.

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 2024.

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 2024, 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 2024.

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 2024.

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 2024.

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 2024.

Units: number of employees.

Method: sum of Apprentices who completed training in the year.

Source: collected from internal systems, managed by Aston Martin HR team 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 2024.

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: total number of employees.

Method: sum of Industrial Placements who were recruited in the year from 1 January to 31 December 2024.

Source: extracted from the Company's HR system.

STEM

Parameter: Visits to schools, colleges and universities

Definition: total number of visits to schools, colleges and universities. Visits to schools, colleges and universities refer to any science, technology, engineering and mathematics ('STEM') related engagements completed.

Scope: all reported STEM related engagements with schools, colleges and universities involving Aston Martin employees in the year from 1 January to 31 December 2024.

Units: number of visits.

Method: sum of visits to schools, colleges and universities.

Source: collected from internal systems, managed by Aston Martin HR and Sustainability team.

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 2024.

Units: number of hours.

Method: sum of hours spent of 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 & 3 instructor-led training in EV Safety delivered to eligible employees.

Scope: all instructor-led training delivered to eligible employees for IMI Level 2 & 3 in the year from 1 January to 31 December 2024.

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 in classroom courses

Definition: total number of dealer employees registered in the training academy who completed classroom courses.

Scope: all dealer employees who had access to and were registered in the training academy in the year from 1 January and 31 December 2024.

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 team.

Health & 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 2024.

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 team 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 2024.

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 team 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 2024.

Units: number of reported incidents under RIDDOR.

Method: sum of RIDDOR incidents.

Source: collected from internal systems managed by Aston Martin Health and Safety team 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 internal training. This is phase one of our new mandatory training, rolled out annually via a training campaign and to any new joiners to complete within their probation period. For the first campaign, this ran from 14 October 2024 to 21 February 2025.

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 number of employees completing training type divided by total number of in scope employees at the end of the 2024 campaign.

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

