

Slavery and Human Trafficking Statement

Dr. Ing. h.c. F. Porsche AG

This statement has been prepared in accordance with section 54 of the United Kingdom Modern Slavery Act 2015 and relates to the fiscal year 2025 of Dr. Ing. h.c. F. Porsche AG.

Organization

Dr. Ing. h.c. F. Porsche AG (hereinafter "Porsche AG") is a joint stock corporation under German law with its registered office in Stuttgart, Germany. It manufactures motor vehicles and acts as the parent company of Porsche Group. The Porsche Group manufactures vehicles at its German sites in Stuttgart-Zuffenhausen and Leipzig. Porsche vehicles are also produced at the Volkswagen Group's multi-brand plant in Bratislava (Slovakia) as well as in Malaysia. The Porsche Group maintains a global presence through its distribution network in more than 120 markets worldwide.

To manufacture its products, Porsche AG procures goods and services globally. The primary focus of procurement and production is in Europe. To safeguard its business activities, Porsche AG operates an extensive and complex value chain, comprising more than 2,300 direct suppliers for production materials and more than 4,700 direct suppliers for non-production materials. The upstream supply chain encompasses the extraction of raw materials and the production of vehicle components and parts, and is characterized by multi-tiered, international structures.

Monitoring of Business & Human Rights Risk Management

The monitoring of human rights and environmental due diligence obligations under the German Supply Chain Due Diligence Act (LkSG) at Porsche AG is carried out through the so-called Business & Human Rights Council, an interdisciplinary body comprising representatives from relevant functions. The Business & Human Rights Council has its own office and staff to support its work. The Business & Human Rights Council reports to the Executive Board of Porsche AG as part of the regular reporting as well as occasion related. The main contents of the reporting include human rights and environment-relevant results from the continuous risk analysis as well as findings from the examination of complaints received.

Complaint Procedure

Porsche AG operates a complaint management system that provides internal and external complainants with confidential communication channels to report potential human rights violations and

breaches of environmental obligations. The reporting channels are publicly accessible and communicated to internal and external target groups in clear and understandable language. The reporting and handling of complaints, as well as any follow-up communication, are conducted anonymously upon request. Complaints regarding potential human rights violations and breaches of environmental obligations within Porsche AG's own business operations and supply chain are handled through a standardized process.

Internal measures

Porsche Group's Code of Conduct

Porsche Group's Code of Conduct summarizes the most important principles and expectations for lawful, moral and sustainable conduct for Porsche AG in a binding guideline for all managerial staff and employees. This includes, among other things, dealing with conflicts of interest, combatting corruption, appropriate and lawful conduct within Porsche AG, vis-a-vis customers, business partners and public officials as well as assuming responsibility for the economy, the environment and society. One element of Porsche Group's Code of Conduct is the commitment to respect human rights while categorically rejecting discrimination as well as child labor, forced labor and compulsory labor. This also applies to any form of modern slavery and human trafficking.

Policy statement on respect for and promotion of human rights

In its policy statement on respect for and promotion of human rights, the Executive Board and the Group Works Council of Porsche AG expressly commit to upholding human rights and to promoting fair working conditions and responsible trade. The defined areas of focus include, among others, the prohibition of forced and compulsory labor as well as the rejection of all forms of modern slavery.

Compliance with rules by employees

Porsche AG has taken preventive measures to promote compliance with rules within the company. The main preventive measures include adopting and communicating guidelines and policies, providing confidential advice on compliance through the "Compliance Helpdesk" as well as training and informing employees on the Porsche Code of Conduct. Employees also have access to further information and advice via various communication channels.

Risk analysis

As part of its risk analysis, Porsche AG utilizes a Compliance Risk Assessment for its own business operations, in which LkSG-relevant human rights and environmental risk areas, including modern slavery, are reflected.

In an initial step, potential risk drivers and their respective characteristics are identified for each protected legal good using risk scores. The risk assessment is conducted on an ad hoc and recurring basis

for Porsche AG as well as for relevant Group companies and forms the basis for the identification of appropriate measures.

Measures in the supply chain

Combating modern slavery in the supply chain is a focal point of Porsche AG's activities in the context of "Business & Human Rights". Within the scope of the superordinate concept "Sustainability in the Supply Chain" of the Volkswagen Group, Porsche AG pursues a three-tier approach to establishing sustainable supply chains in procurement:

- Sustainability requirements are rooted in contracts and product specifications with direct suppliers. Furthermore, training and qualification programs are offered to direct suppliers and are obliged to pass on the sustainability requirements to their suppliers.
- Sustainability risks in the supply chain are systematically identified. Human rights and environmental aspects, as well as compliance with the Code of Conduct for Business Partners are considered as a criterion in procurement decisions when selecting direct suppliers of production materials and certain direct suppliers of non-production materials (sustainability rating).
- Any risks or breaches that are identified are addressed systematically. The central goal is to remedy and prevent potential breaches. The primary objective is to identify, address, remediate and prevent potential violations, and to reduce LkSG-related risks as far as reasonably possible.

Setting sustainability requirements for suppliers and raising awareness

Trust-based cooperation between Porsche AG and its direct suppliers is based on common values. Within the "Code of Conduct for Business Partners" these values are described as specific requirements. The Code of Conduct for Business Partners governs the compliance of business partners with applicable laws and ethical principles in this context.

Direct suppliers are prohibited from knowingly tolerating any use of forced or compulsory labor, as well as any form of modern slavery, human trafficking and child labor. Business partners undertake to comply with the applicable minimum age requirements and to ensure fair and transparent recruitment practices in their operations and supply chains.

Direct suppliers are required to refrain from discrimination, violence, intimidation and harassment in the workplace. This includes unequal treatment based on personal characteristics as well as safeguarding the physical and mental integrity of employees.

Direct suppliers are required to respect freedom of association, including the right to form and join trade unions and employee representative bodies, to engage in collective bargaining and to pursue collective interests without fear of retaliation.

In addition, the Code of Conduct sets out minimum standards on remuneration, working hours as well as health and safety, including access to water, sanitation and a safe working environment.

The Code of Conduct for Business Partners is also part of the supply contract. In addition, direct suppliers are required to pass on the sustainability requirements of the Code of Conduct for Business Partners to their own suppliers in the upstream supply chain and to establish appropriate control measures for verification. These requirements are based, among others, on the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and the relevant conventions of the International Labor Organization (ILO).

To raise awareness and inform direct suppliers accordingly, information materials are available on the Volkswagen group "ONE.Konzern Business Plattform". In addition, the Volkswagen Group conducts centralized sustainability training and workshops on specific topics with selected direct suppliers. Workshops are conducted both on site and online. In addition, a web-based e-learning module is available, which is offered in eight languages.

Identifying sustainability risks systematically

Porsche AG's objective is to identify sustainability risks in the supply chain and to address and mitigate them effectively.

As a steering instrument for the supply chain, Porsche AG applies a sustainability rating—the Sustainability Rating (S-rating)—within its procurement processes for direct suppliers of production materials and selected direct suppliers of non-production materials. Based on defined criteria, Porsche AG assesses human rights and environmental aspects as well as compliance with the Code of Conduct for Business Partners.

The S-Rating is based on a supplier self-assessment covering clearly defined sustainability criteria. In addition, suppliers are selected for on-site audits on a risk-based basis. These audits are conducted by external sustainability auditors. If the auditor identifies any irregularities, the supplier receives a negative assessment.

In such cases, a corrective action plan is established jointly with the supplier to ensure that identified risks are addressed in a timely manner. The implementation of these measures is subject to central review. Affected suppliers are not considered in award processes until they meet the sustainability requirements.

Achieving improvements together

There are various measures available to respond to risks that are identified in the supply chain as well as potential breaches of regulations by suppliers and consequently improve procedures or put a stop to misconduct at an early stage.

The "Supply Chain Grievance Mechanism" applies when there are (potential) breaches of the sustainability requirements. This process is used to investigate potential breaches of which Porsche AG becomes aware, e.g. through media reports, hints from third parties or through the supplier's employees. Porsche AG reserves the right to terminate an ongoing business relationship in particularly serious

cases or if the party concerned refuses to implement measures and to block the supplier from future awards.

Furthermore, as part of its supplier management, Porsche AG focuses on the raw material supply chains. In general Porsche AG itself does not procure raw materials directly but it works together closely with direct suppliers for this purpose to make raw material supply chains as sustainable as possible. In this context, a raw material due diligence management system was established. With the aid of this management system potential human rights risks are identified for a total of 18 selected raw materials and risk mitigation measures are developed jointly within the Volkswagen Group. Porsche AG participates directly and indirectly through the Volkswagen Group in industry-specific and cross-industry initiatives.

In implementing human rights due diligence processes, Porsche AG follows the procedures described in the UN Guiding Principles on Business & Human Rights and the OECD Guidelines for Multinational Enterprises. Further guiding principles regarding raw material supply chains are found in the requirements of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Progress report

Porsche AG does not tolerate human rights violations. Porsche AG also intends to adapt its standards to current developments in the future.

The Volkswagen Group-wide methodology for the regular risk analysis of direct suppliers in accordance with the LkSG was further refined and updated during the reporting year. This methodology enables a structured identification and prioritization of both abstract and specific risks related to protected legal goods among direct suppliers. The abstract risk analysis primarily considers country risks, product and service groups, as well as the complexity of the supply chain. In the concrete analysis, the previous results are further specified using internal and external insights (especially industry studies and raw material risks) and risk factors. The assignment of the resulting risks is based on defined risk factors for each legally protected good. Finally, the identified risks are prioritized using the appropriateness criteria of the LkSG.

During the reporting year, the Volkswagen Group conducted a renewed assessment of the 18 raw materials identified as particularly high risk. These include the battery raw materials cobalt, lithium, nickel and graphite; the conflict minerals tin, tungsten, tantalum and gold; as well as cotton, magnesium, aluminium, copper, leather, mica, steel, natural rubber, platinum group metals and rare earth elements. In this context, the Volkswagen Group publishes an annual "Responsible Raw Materials Report", which outlines the key findings and measures.

Porsche AG participates in the Automotive Industry Dialogue (Branchendialog Automobilindustrie), which has been continued within the framework of the UN Global Compact Network Germany e.V. since

July 2025. As a multi-stakeholder forum, the dialogue brings together representatives from companies, associations, trade unions, civil society and the German Federal Government. Since 2025, Porsche AG has been represented in the dialogue's working group on working conditions in road transport logistics.

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