PORSCHE

Policy statement

on respect for and promotion of human rights

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Message from our Executive Board and the Group Works Council

Ladies and gentlemen,
dear colleagues,

No Porsche sports car comes into being without the people who build and design it. That is why, at Porsche, people are at the heart of everything we stand for.

We consider respect for human rights a key pillar of responsible corporate governance. Our aspiration is that human rights should be respected both in our group companies and by our business partners. Porsche's corporate responsibility does not end at our factory gates. Our clear objective is: our products should be produced without human rights violations. As a manufacturer of premium products we are rightly held to a very high standard. Our customers want to be able to identify unequivocally with Porsche.

We, the Executive Board and Group Works Council of Dr. Ing. h.c. F. Porsche AG, commit with this policy statement to respecting human rights and, in particular, to promoting good working conditions and fair trade. We have formulated clear rules – both relative to our own business activities and with regard to our global supply chains. This statement supplements and specifies our guidelines with regard to human rights and good working conditions.

The policy statement was developed by cross-departmental collaboration. We intend to keep our approach to human rights under continuous review in the future to reflect the latest developments.

Our business will only be able to achieve long-term success if the impact of our activities is in harmony with people and the environment. This policy statement is another step towards that goal. When it comes to putting this into practice, each and every one of us is called upon to help our company make the transition towards a sustainable future. Thank you in advance for your contribution!

A. Our commitment to respect for human rights

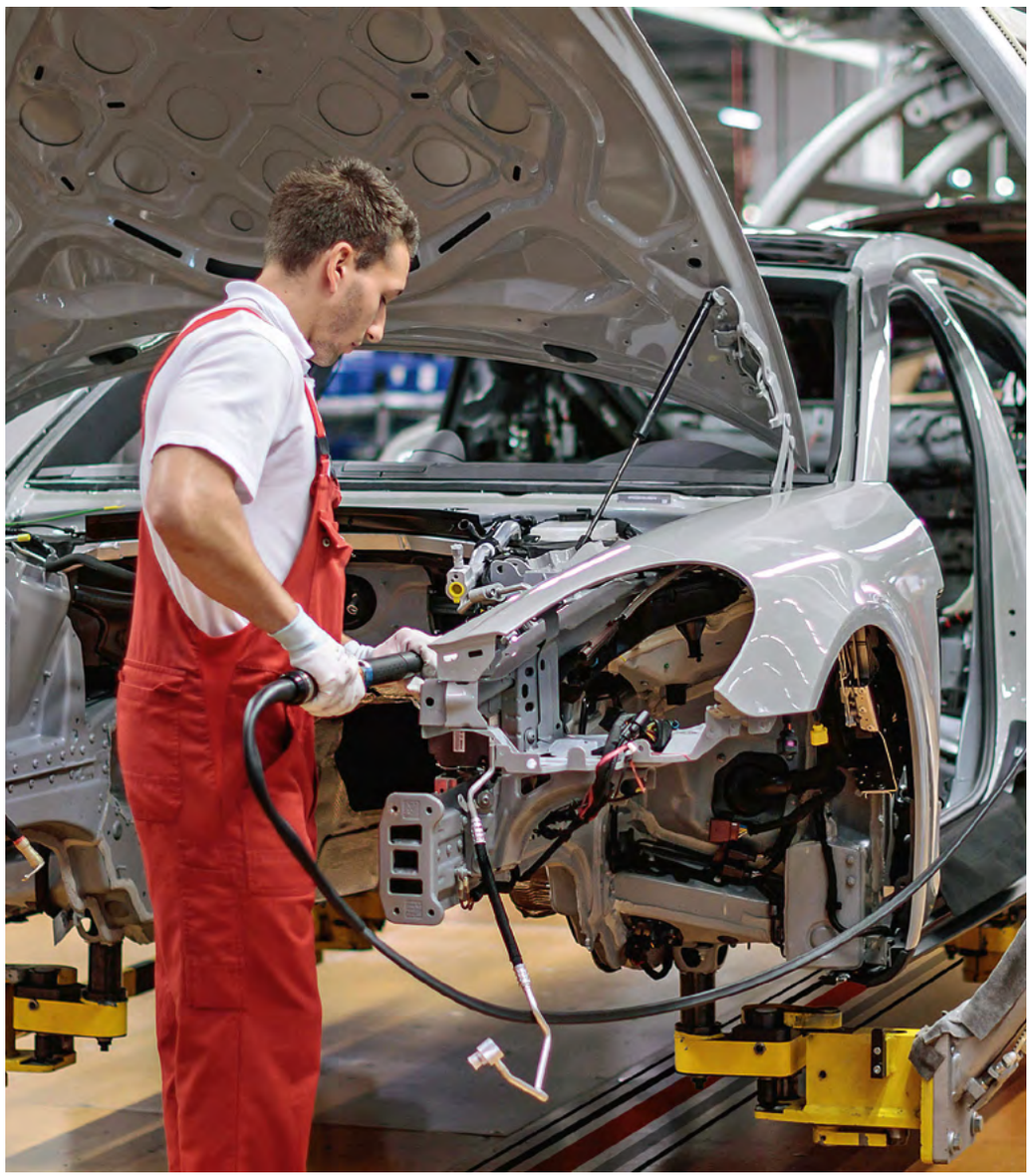
At Porsche (Dr. Ing. h.c. F. Porsche AG and its group companies[1] – together "Porsche" or "we"), we are aware of our corporate responsibility to respect human rights and have anchored this in our Code of Conduct.

Porsche bases its corporate actions on the following internationally recognised standards:

- **Universal Declaration of Human Rights**
- **International Covenant on Civil and Political Rights**
- **International Covenant on Economic, Social and Cultural Rights**
- **International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work**
- **Tripartite Declaration of Principles concerning Multinational Enterprises and ILO Social Policy**
- **Ten Principles of the UN Global Compact**
- **OECD Guidelines for Multinational Enterprises**
- **The UN Guiding Principles on Business and Human Rights**

We respect these sets of rules for the protection of human rights worldwide as fundamental and universal guidelines and have derived the following focal points for our work from them.

[1] Group company means a controlled enterprise of Dr. Ing. h.c. F. Porsche AG as defined in Section 17 et seq. German Stock Corporation Act (AktG)



As part of its sustainability strategy, Porsche is committed to sustainable development in the areas of the environment, society and responsible corporate governance and strives to ensure social and environmental sustainability along the supply chains.

This policy statement sets out human rights and environmental due diligence requirements in our own business operations and offers recourse for those affected by human rights violations in connection with our business activities.

The human rights and environmental due diligence obligations defined thereafter apply not only to collaboration within Porsche. We also expect proper conduct from and towards our business partners,[2] especially relative to our direct suppliers. In addition, through our direct suppliers, we strive to ensure that our indirect suppliers also comply with these requirements by insisting on appropriate commitments. The resulting requirements and expectations are set out and defined in the Porsche AG requirements regarding sustainability in its relationships with business partners (Code of Conduct for Business Partners) and the relevant business processes.

[2] The term business partner includes all contractual partners of Porsche, including our direct suppliers.

B.

Topics

Porsche respects human rights. As part of our human rights and environmental risk management, we pay particular attention to risks to people that are directly or indirectly related to our business activities or the activities in our global supply chains.

The following topics are considered:

- **no child labour**
- **no forced/compulsory labour; rejection of all forms of modern slavery**
- **occupational health and safety and work-related health hazards**
- **freedom of association and collective bargaining**
- **no discrimination and no harassment, promotion of diversity and protection of vulnerable groups**
- **appropriate remuneration, compensation and benefits**
- **protection of physical integrity, prohibition of torture**
- **no eviction or unlawful deprivation of land, forests and waters**
- **protection against harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption**
- **environmental protection related to the management of mercury, persistent organic pollutants and hazardous waste.**

A particular focus is on the following groups of people whose human rights may potentially be affected by our business activities along our global supply chain:

- **Porsche's own employees at German and international sites, including employees of group companies over which Porsche AG exercises a decisive influence.**
- **workers employed by our direct suppliers.**

If we have factual indications that suggest a possible violation of a human-rights or environmental obligation at indirect suppliers, we also include indirect suppliers in the analysis (see "Remedy").

C.

Objectives

Porsche has derived the following human rights and environmental objectives from the above-mentioned topics, to which the Executive Board of Dr. Ing. h.c. F. Porsche AG is committed relative to Porsche employees and those of our business partners (including suppliers). In companies in which Porsche holds a non-controlling stake, Porsche aims to promote the same objectives.

No child labour

Child labour is prohibited.

The minimum age for employment and all employer practices are determined in accordance with ILO standards and requirements prohibiting hazardous child labour.[3]

No forced/compulsory labour; rejection of all forms of modern slavery

We strictly reject forced labour and all forms of slavery, including human trafficking.[4] This includes, in particular, work undertaken involuntarily under threat of a menace or penalty (e.g. bonded labour or forced prison labour).

[3] ILO Conventions Nos. 138 and 182
[4] ILO Conventions Nos. 29 and 105, and Protocol of 2014 to the Forced Labour Convention

Employment relationships must always be entered into on a voluntary basis and can be terminated at any time by employees of their own volition and in compliance with reasonable time limits.

Occupational health and safety and work-related health hazards

We place great importance on occupational health and safety. Therefore, we are committed to creating a safe working environment and ensuring healthy employment conditions. Our objective is to prevent operational accidents and illness. We have laid down our principles in relevant internal guidelines and requirements.

In our group companies, we ensure occupational health in the workplace free of charge for all employees, at a minimum within the framework of the relevant rules and regulations applicable at national level. Our occupational health and safety guideline describes the occupational health and safety requirements for Porsche Group companies worldwide. We take appropriate protective measures in this regard, and we ensure those measures are complied with and continuously improved through the existing occupational health and safety organisation in collaboration between management and labour.

Porsche recognises the principle that working hours must not exceed respective national statutory requirements or the rules applicable to the relevant national economic sectors. We promote social and community dialogue through collective bargaining where possible to ensure that working hours are humane and do not constitute a health hazard.

Freedom of association and collective bargaining

Porsche recognises the fundamental right of all employees to form and join trade unions or employee representative bodies.[5] We are committed to maintaining neutrality in this context. This precludes any form of discrimination based on trade union activities.[6]

Porsche recognises the right to collective bargaining.[7] We engage in social dialogue with trade unions and employee representatives and embrace a spirit of cooperation based on trust. Collective bargaining is a special form of this social dialogue.

Porsche respects the right to strike and the freedom of association. Where domestic legal systems restrict these rights, we advocate dialogue with workers.

No discrimination and no harassment, promotion of diversity and protection of vulnerable groups

Equality of opportunity and equal treatment are key pillars of fair, unprejudiced and open interactions. Porsche promotes respectful cooperation in a spirit of partnership, diversity and tolerance. We embrace diversity, actively promote inclusion and strive to create an environment that fosters each person's individuality in the interest of the company.

We are committed to cultural diversity, respecting the rights of ethnic, religious or other minority groups, and promoting mutual respect. In short, we reject any form of discrimination.

[5] ILO Convention No. 87
[6] ILO Convention No. 135
[7] ILO Convention No. 98

This applies in particular to discrimination on the basis of ethnic or national affiliation, gender, religion, ideology, age, disability, sexual orientation or identity, skin colour, social origin or other legally protected characteristics and political beliefs, insofar as these are based on democratic principles and tolerance towards those who hold different views. We respect and protect the rights of vulnerable groups.[8]

Porsche does not tolerate any form of violence or harassment occurring during, in connection with or as a result of work.[9] This applies in particular to sexual harassment. We believe it is essential to raise awareness and end such conduct by having adequate measures in place; indeed, this is a prerequisite for ensuring well-being at work. Our relevant guidelines set out the pertinent rules.

Appropriate remuneration, compensation and benefits

Porsche is committed to the principle of equal pay for work of equal value, irrespective of gender.[10]

Compensation and benefits must at least meet the applicable statutory minimum to be guaranteed under the relevant prevailing national law. In the absence of statutory or collectively agreed rules, compensation and benefits must be based on the industry-specific, customary local compensation and benefits that ensure a reasonable living for employees and their families, taking into account the cost of living, as well as social security benefits in the country concerned.

[8] ILO Convention No. 111
[9] ILO Convention No. 190
[10] ILO Convention No. 100

Protection of physical integrity, prohibition of torture

Everyone has the right to respect for their physical integrity, and we seek to ensure proper protection of this legal interest through adequate measures and within the scope of our duty of care. In this regard, we also look at security service providers and security guards who work for us.

Porsche is aware of its history and its historical responsibility and respects existing international human rights. We strictly reject any involvement or complicity in the arbitrary exercise of public power, abductions, torture, killings or the like.

No eviction or unlawful deprivation of land, forests and waters

Porsche rejects unlawful forced evictions and unlawful deprivation of land, forests and water.

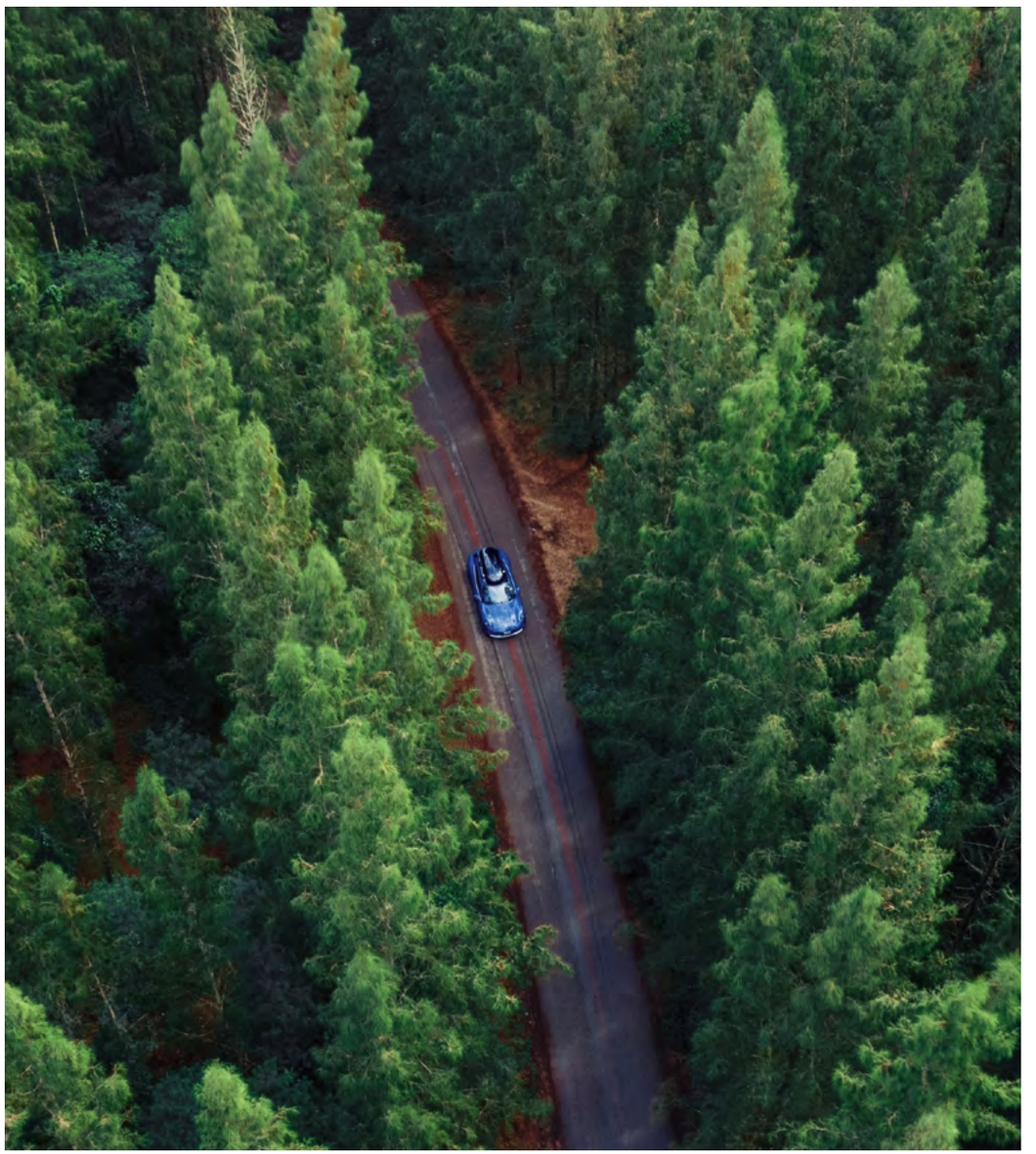
Environmental protection

Environmental and climate protection are among the greatest global challenges. Porsche is aware of the impact of its business activities on the environment. One of Porsche's objectives is to reduce adverse environmental impacts associated with business activities and also to support international efforts to solve global environmental protection problems and to act in accordance with international conventions on persistent organic substances,[11] hazardous waste[12] and mercury.[13]

The environmental impacts of recordable operational activities and processes as well as the vehicles manufactured are considered holistically and included in entrepreneurial thinking and action. For example, we pay attention to the careful use of resources such as energy and water and the reduction of emissions.

A standardised procedure and defined responsibilities for environmental and energy management are determined in a Group directive for Porsche companies. This also regulates the systematic identification, compliance and verification of binding obligations and provides a framework for environmental objectives.

[11] Stockholm Convention of 23 May 2001
[12] Basel Convention 22 March 1989
[13] Minamata Convention of 10 October 2013



D. Our approach to implementing human rights and environmental due diligence obligations

Anchoring responsibilities for human rights and environmental due diligence at Porsche

We have defined clear responsibilities for the implementation of and compliance with our human rights and environmental due diligence obligations.

The Executive Board of Porsche AG ensures that human rights and environmental obligations are respected in our business activities.

The Executive Board of Porsche AG has delegated the monitoring of human rights and environmental due diligence obligations at Porsche to the Business & Human Rights Council, a body for human rights and environmental obligations, with members from across all Porsche departments, and which reports directly to the Executive Board. The Business & Human Rights Council has its own office and staff to support its work.

The Business & Human Rights Council reports regularly (at least once a year) and on an ad hoc basis to Porsche's Executive Board. Key aspects of this reporting include human rights and environmental findings from our regular risk analyses, findings from the review of complaints reported and information on the effectiveness of our remedial and preventive measures.

Risk analysis

Part of our duty of care is to identify and assess human rights and environmental risks in our company and at our direct suppliers, and to define adequate measures to minimise risks. If we have factual indications that a violation of a human rights or environmental obligation by indirect suppliers appears possible, we also include the respective indirect suppliers in our risk analysis.

For our supply chains, we have systematically supplemented our company-wide risk and supplier management with processes and measures to ensure respect for human rights and the environment in our supply chains. For our own business, we use our compliance risk assessment, in which we include and analyse human rights and environmental risks within Porsche and define preventive and remedial measures.

The results of the analysis of human rights and environmental risks and impacts are incorporated into our corporate decision-making processes in terms of supplier selection, business partner management, product stewardship and development, and investment management. The risk analysis forms the basis for identifying appropriate measures. We also use the results as a basis to create and, where necessary, adapt internal compliance documents, processes and training to reflect the changing demands on our due diligence processes.

We carry out the analysis of human rights and environmental risks and impacts using standardised and IT-supported questionnaires. It is conducted on an annual basis, but also ad hoc in the event of significant changes or increases in risk exposure in the supply chain, for example through the introduction of new products, projects or a new business field.

To further refine the risk analysis, Porsche incorporates findings from audits and complaints reported as well as external experts, among other inputs.

Sector Dialogue Automotive Industry: Porsche participates in the Sector Dialogue Automotive Industry on Germany's National Action Plan on Business and Human Rights (NAP). The NAP implements the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles) in Germany, with the aim of improving the human rights situation along global supply and value chains.
The Sector Dialogue Automotive Industry is a multi-stakeholder forum comprising relevant stakeholders from the automotive industry and civil society with expertise in human rights risks in automotive supply and value chains.
The German Federal Ministry of Labour and Social Affairs established the forum in 2020. Since July 2025, its members have continued the Sector Dialogue Automotive Industry on a self-funded basis under the umbrella of the UN Global Compact Network Germany.

Effectiveness control

We review the effectiveness of our measures both annually and on an ad hoc basis, taking a risk-oriented approach (including compliance monitoring) in order to avoid and mitigate adverse human rights and environmental impacts. This includes a risk-oriented review of compliance with our Code of Conduct and our Code of Conduct for Business Partners, and whether reported complaints regarding potential human rights violations have been addressed.

In our supply chains, we check the effectiveness of measures, for example by contractually reserving audits to our direct suppliers, including on-site inspections, and carrying them out on a risk-based basis. Wherever possible, potentially affected individuals or at least their representatives are involved and, with regard to the aforementioned audits, rights holders are consulted.

Complaint procedure

We reject all forms of human rights violations. Adequate and effective complaint management is an important part of our due diligence processes to prevent and remedy potential adverse human rights and environmental impacts caused by our company and business activities.

Porsche AG has established a complaint management system that provides internal and external complainants with confidential communication channels for reporting potential violations of human rights and environmental obligations..

We communicate the reporting channels for our complaint management system to both internal and external audiences in comprehensible language on our website. There is a standardised process in place to handle any complaint regarding possible human rights violations and violations of environmental obligations in our own business and our supply chains.

This process safeguards the confidentiality and anonymity of complainants. All complaints are handled in a neutral and fair manner. Any breaches of the rules detected are promptly remedied and appropriately sanctioned. We endeavour, where possible and within our sphere of influence, to ensure that complainants are protected from adverse treatment in relation to the reports they submit.

We review the existing reporting channels of the complaint procedure annually as well as occasion-related, e.g. in the event of significant changes in the risk situation or if there are specific indications that the reporting channels' functionality is limited.

Further information on the complaint procedure can be found on our website: https://newsroom.porsche.com/humanrights

Remedy

If we become aware that a violation of a human rights or environmental obligation has occurred or is imminent in our own business or at one of our direct suppliers, we will take immediate action to prevent, stop or minimise the extent of the violation.

If we have factual indications that suggest the possibility of a violation of a human rights or environmental obligation at indirect suppliers, we will take immediate measures to prevent or end such violations or to minimise the extent of the violation based on the options available to us in law and in fact.

Depending on the severity of the violation, we reserve the right to react appropriately in connection with our business partners, up to and including termination of the business relationship.

Documentation and reporting

We document our measures in the area of environment and human rights internally as part of the respective processes. As part of our sustainability reporting, we provide information on how human rights due diligence obligations are implemented at Porsche.

Other human rights and environmental measures

To fulfil our responsibility to ensure respect for human rights, we have taken further measures. The aim is to improve the situation of (potentially) affected individuals and to prevent, end or minimise the extent of potentially adverse effects of our corporate actions.

We involve rights holders or their legitimate representatives in the further development of our preventive measures and regularly engage with relevant stakeholders on this topic, including through the Sector Dialogue Automotive Industry on Germany's National Action Plan on Business and Human Rights. We also participate in social projects, initiatives and other dialogue formats.

In order to sensitise our employees to respect human rights and environmental due diligence obligations and to provide the necessary knowledge for the effective implementation of human rights due diligence processes in the relevant business areas, we provide regular training in our group companies.

As a matter of principle, new Porsche business partners and portfolio companies undergo a risk-based integrity check (also including human rights standards) before entering into a business relationship.

With the sustainability rating (S-Rating), sustainability is also an important criterion when selecting direct suppliers for production material and selected non-production material. The S-Rating covers environmental and social aspects, including respect for human rights, and verifies compliance with ethically correct conduct.

S-RATING: As part of the S-Rating process, relevant direct suppliers are required to complete a self-assessment against defined sustainability criteria, based on a standardized questionnaire established within the automotive industry. If the self-assessment results in an insufficient rating, the supplier is not eligible for the award of new business. Based on a risk-based approach, selected direct suppliers additionally undergo an on-site assessment conducted by an external sustainability auditor. If any issues are identified during the assessment, the supplier receives a negative rating. A so-called "Corrective Action Plan" is then developed jointly with the supplier, requiring the identified risks to be addressed in a timely manner. Implementation of the measures is subject to central monitoring. Suppliers concerned are not considered for the award of new business until they meet the sustainability requirements. In addition, substantiated complaints and, where relevant, the acceptance of additional raw material-specific sustainability requirements affect the eligibility of direct suppliers for the award of new business.

E. Commitment to the continuous development of our human rights and environmental due diligence processes

Respecting human rights and implementing human rights and environmental due diligence in our operational processes is an important contribution we can make to improving the human rights situation along global supply chains. We are committed to continuously developing our human rights and environmental due diligence processes.

We attach great importance to effective due diligence processes. We are committed to ongoing dialogue with people whose rights are potentially adversely affected by impacts of our business activities and along our supply chain. In this way, we identify human rights and environmental risks and continuously enhance the effectiveness of our measures to prevent, mitigate and remedy adverse human rights impacts.

Definitions of terms/abbreviations

ILO	International Labour Organisation
NAP	National Action Plan for Business and Human Rights
OECD	Organisation for Economic Co-operation and Development
S-Rating	Sustainability rating for suppliers
UN	United Nations

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https://newsroom.porsche.com/humanrights

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