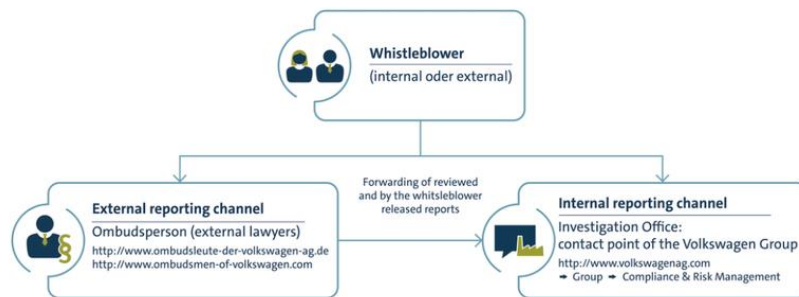


Our Whistleblower System

Fulfilling legal obligations and internal rules, as well as the principles set out in our Code of Conduct and the Code of Conduct for Business Partners, is a top priority at Porsche Kosova. The success of our company is built on Integrity and Compliance. To meet these standards, it is important to become aware of any potential misconduct by employees or suppliers and stop it. Therefore, we have entrusted the Central Investigation Office to operate an independent, impartial, and confidential Whistleblower System on our behalf.

A key pillar of our Whistleblower System is the principle of procedural fairness. It also guarantees the greatest possible protection for whistleblowers, implicated persons, and employees who contribute to the investigation of reported misconduct.

This also includes offering opportunities for anonymous reporting and communication. We ensure that no steps will be taken to identify anonymous whistleblowers, provided they do not misuse our Whistleblower System. Retaliation against whistleblowers and anyone contributing to investigations at Porsche Kosova will not be tolerated. Implicated persons are presumed innocent until proven guilty. Investigations will be conducted with complete confidentiality. The information will be processed in a fair, fast, and protected procedure. no steps will be taken to identify anonymous whistleblowers, provided they do not misuse our Whistleblower System.



How Do We Process Your Report?

The qualified and experienced colleagues at the Investigation Office thoroughly examine every report for potential misconduct by a Volkswagen Group employee and follow it up systematically. First, you will receive a confirmation of receipt. The Investigation Office will then assess your report. This includes gathering facts, particularly from the whistleblower. Only if this initial evaluation shows grounds for suspicion of a violation, an investigation by a dedicated Investigating Unit will be started. Afterward, the results of the investigation will be assessed by the Investigation Office, and appropriate measures will be recommended. Information about the status* and the outcome of the procedure will be given to you without undue delay.

Potential violations of the Code of Conduct for Business Partners by suppliers, including serious risks and violations of human rights and the environment by direct and indirect suppliers, can also be reported to the Investigation Office, as well as reports requiring immediate action. The Investigation Office will inform the responsible departments, who will process the issue accordingly. This particularly includes taking the necessary measures to minimize or end violations and/or risks.

Find more information on the procedural principles of the Volkswagen Group Complaints Procedure [here](#).

**Processing time varies depending on the subject of the procedure.*

Making a Report to Our Whistleblower System

The Whistleblower System offers various channels to report potential employee misconduct, allowing for swift review and reaction by our company if necessary.

However, this does not affect the statutory right to contact designated authorities as described below.

24/7 Voice Intake via Telephone

You can submit reports 24/7 by voice message:

Cost-free telephone number: **+355 4 530 1801**

Porsche Holding Salzburg Code: **122333**

Online Reporting Channel

You have the option of using a web-based communication platform to contact the Investigation Office in many languages. This system is confidential and technically secured. Even if your preferred language is not offered in the reporting channel, you can use any language to submit your report. You can also contact the Investigation Office in any language via email or mail:

Online Reporting Channel: <https://goto.speakup.report/phs>

Porsche Holding Salzburg Code: **122333**

Ombudspersons

Porsche Holding Salzburg has appointed external lawyers to act as Ombudspersons. They advise on the Whistleblower System or ensure that reports from whistleblowers are forwarded anonymously to the Investigation Office if desired.

If you want to contact the Ombudsperson, you can find their contact details [here](#):

<https://www.ombudsmen-of-volkswagen.com/>

Email

You can contact the Investigation Office of Porsche Holding Salzburg via email:
io@volkswagen.de

Central Investigation Office

Postal address:

Volkswagen AG, Central Investigation Office

Mailbox 1717

Berliner Ring 2

38436 Wolfsburg, Germany

In Person

Please make an appointment in advance by writing an email to io@volkswagen.de.

Speak Up APP

You can easily download the SpeakUp app using the QR code below and submit your comments directly via the app. Please use the Porsche Holding Salzburg company code: 122333.



When you are using the app for the first time please scan the QR code below to automatically enter the PHS organizational Code.



If you have any questions or concerns regarding a product or service from Porsche Kosova?

If you have questions or concerns about your new or used vehicle, comments, or complaints regarding the services provided by Porsche Kosova, please contact us via **info@porsche-kosova.com**. We kindly ask for your understanding that the Whistleblower System unfortunately cannot process customer complaints related to products or services.