

PORSCHE NORGE AS STATEMENT ON THE NORWEGIAN TRANSPARENCY ACT (2025)

1 INTRODUCTION

Porsche Norge AS ("**Porsche Norge**" or "**we**") consider respect for human rights a key pillar of responsible corporate governance and we are committed to promoting good working conditions. Our aspiration is that human rights should be respected in our own business operations in Porsche Norge, as well as by our business partners.

This statement has been prepared in accordance with the Norwegian Transparency Act (the "**Transparency Act**") section 5. The purpose of the statement is to give the public insight to Porsche Norge's policies and procedures with respect to safeguarding human rights and decent working conditions, including measures to stop, prevent or mitigate negative consequences based on our priorities and assessments.

2 ABOUT PORSCHE NORGE AS

2.1 Group structure and area of operations

Porsche Norge is a subsidiary of Dr. Ing. h.c. F. Porsche AG ("**Porsche AG**") and a part of the worldwide Porsche group companies ("**Porsche**" or "**Porsche Group**"/"**Group**"), one of the world's most successful luxury sports car manufacturers. Porsche Group is also a part of the Volkswagen Group. Whereas Porsche is dedicated to the design, development and production of automobiles, Porsche Norge's services consist mainly of import and sale of automobiles including marketing, parts sales, public relations and other related services. In 2025, Porsche Norge had 36 employees and sales revenue on NOK 1.562.739.047.

2.2 Policies and procedures

Porsche Norge is committed to respecting all fundamental human rights and decent working conditions as set out in the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the United Nations Guiding Principles on Business and Human Rights, the ILO Conventions on Fundamental Principles and Rights at Work, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the ILO Social Policy, the Ten Principles of the United Nation Global Compact and the OECD Guidelines for Multinational Enterprises (together "**International Human Rights**"). Porsche Group has anchored the responsibility to respect International Human Rights in global policies that apply to all aspects of the Group's operations, including the operations of Porsche Norge. We are equally committed to promoting responsible business conduct and sustainable practices, even though we may not be directly involved in all aspects of the Group's operations, such as manufacturing.

Porsche Group's Policy Statement on Respect for and Promotion of Human Rights sets out requirements related to International Human Rights in the Group's own business operations and offers recourse for those affected by International Human Rights violations in connection with the Group's business activities.

Such International Human Rights and environmental requirements apply not only to collaboration within Porsche Group. Porsche also expects proper conduct from and towards the Group's business partners, especially relative to Porsche's direct suppliers. In addition, through Porsche's direct suppliers, the Group strives to ensure that its indirect suppliers also comply with such requirements by insisting on appropriate commitments. The resulting requirements, expectations and escalation mechanisms are set out and defined in the Code of Conduct for Business Partners (the "**Code for Business Partners**"). The Code for Business Partners establishes minimum and reasonable standards for ethical and responsible behaviour by Porsche's business partners, including compliance with relevant laws and regulations, and protection of International Human Rights, labour standards, environment, and business practice. Before the start of any business relationship, business partners must acknowledge the Code for Business Partners.

Furthermore, Porsche Group has established a Whistleblower System that enables employees, business partners and other third parties to report information about potential violations of Porsche's policies or applicable law and regulations. The Whistleblower System provides a confidential channel for reporting potential violations of International Human Rights. Any indication of any potential violation is carefully considered and any identified violations will be dealt with fairly. Porsche protects the confidentiality of whistleblowers, and reports can be made anonymously. Whistleblowers do not have to fear sanctions or other disadvantages when submitting tips to the Whistleblower System.

3 RISK ANALYSIS

3.1 In Porsche Group

Porsche Group is part of an overarching risk analysis within the Volkswagen Group conducted to identify areas of significant importance with regard to International Human Rights and environment-related topics within the Group's operations and in connection with Porsche's business partners. Porsche has appointed a Business and Human Rights Council to monitor the duty of care in terms of human rights and environmental matters, which reports regularly and on an ad hoc basis to Porsche AG's executive board.

Within Porsche, the segment of the Group's supply chain that involves the production of components and extraction of raw materials, such as minerals, metals and rubber, carries the highest risk of International Human Rights violations. As vehicles are increasingly electrified, the level of demand for high-risk raw materials is also growing. Amongst the prevalent risks identified in the supply chain of car manufacturing companies are child labour, forced and compulsory labour, modern slavery and human trafficking. Extraction of raw materials like cobalt and rubber, which are materials that are used in production of automobiles, often happens in regions where International Human Rights are not respected.

3.2 In Porsche Norge

Porsche Group is Porsche Norge's primary supplier, making the Group's supply chain also Porsche Norge's primary supply chain. In addition, Porsche Norge has local suppliers and business partners providing products and services directly to Porsche Norge. These consist primarily of office related equipment, services, IT etc. With regard to the local suppliers, we expect other types of risks than those that are connected to the supply chain of Porsche Group in which production of automobiles is included.

Porsche Norge has conducted due diligence assessments of our main business partners and 30 biggest suppliers and business partners based on yearly invoiced amounts. As a desktop analysis, we have considered each supplier based on different factors such as industry risks, geographical risks, severity, publically available information regarding handling of risks in own operations and supply chain, as well as Porsche Norge's leverage on the various suppliers.

In the desktop analysis described above, we have identified six suppliers which can potentially be linked to some sort of risk of adverse impact, for instance due to inherent risks related to industry and products such as IT-equipment (batteries and metal). We have followed up potential high-risk business partners and suppliers with tailored questionnaires to gather further insight into how they handle risks in own operations and supply chain. We will revise the preliminary risk assessment based on questionnaire responses. Should further evaluation of any supplier be necessary, we will determine the most suitable approach, including direct communication with our supplier contact if warranted.

4 MEASURES TO PREVENT OR MITIGATE RISK OF IMPACT

4.1 In Porsche Group

In 2022, Porsche AG's executive board signed off on a declaration to respect and promote human rights.

Porsche Group leverages business partners to implement measures and to prevent and mitigate adverse impact in their supply chains. Porsche uses the sustainability rating (S-rating) to assess the sustainability activities of its direct suppliers of production materials as well as, on the basis of risk, its suppliers of non-

production materials and to set minimum standards. This also includes compliance with human rights standards along every step of the value chain. By 2030, Porsche aims to procure 90% of its production materials from direct suppliers that meet the highest quality standards in terms of sustainability and are in the top assessment category (A) in the S-rating.

In addition, Porsche relies on artificial intelligence (AI) to increase transparency in the supply chain and recognize risks, for instance, in raw material supply chains.

Porsche considers the adherence to the Code for Business Partners as essential for each contractual relationship. If the business partners do not comply with the principles of this guideline, Porsche is justified to terminate the business relationship. It is at the Group's discretion to pass on such consequences and take alternative measures instead, if the business partner can credibly assure and prove that he has taken countermeasures immediately to avoid future violations. Porsche Norge is committed to actively collaborating with suppliers and business partners, where appropriate, to implement effective risk-reducing measures.

Furthermore, adequate and effective complaint management, for instance through Porsche's Whistleblower System, is an important part of Porsche's measures to prevent and remedy potential adverse International Human Rights and environmental impacts caused by the Group's business activities.

Porsche will review the effectiveness of the Group's measures both annually and on an ad hoc basis in the event of significant changes or increases in risk exposure in the supply chain, for instance through the introduction of new products, projects or a new business field. Porsche will take a risk-oriented approach (including compliance monitoring) in order to avoid and mitigate adverse International Human Rights impacts. This includes a risk-oriented review of compliance with policies, the reporting channel's functionality and whether reported complaints regarding potential human rights violations have been addressed.

Workplace safety is a top priority for Porsche and its employees. All employees are required to take part in occupational safety training at least once a year. Porsche aims to avoid accidents, physical and mental stress and work-related illnesses to the greatest extent possible and has implemented a number of initiatives and measures in this regard.

The results of the due diligence assessments that are carried out on group level are further described in Porsche's [Annual and Sustainability Report](#).

4.2 Porsche Norge

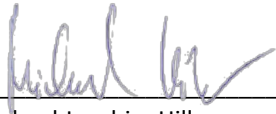
Throughout 2026, Porsche Norge will continue to carry out the due diligence assessments and procedures described above. These procedures include performing International Human Rights due diligence in our own operations and in those of our business partners. Moreover, we will publicly account for our due diligence, as well as provide information to third parties upon request.

Porsche Norge is committed to acting promptly and without delay if identifying any potential or actual adverse impact on International Human Rights. The results of the risk analysis performed throughout 2026, will be incorporated into our corporate decision-making and form the basis for identifying appropriate measures regarding safeguarding International Human Rights. We will also use the results of the analysis as a basis to create and, where necessary, cease or correct the relevant activity. This includes reviewing internal policies, routines and contracts, provide training to employees and strengthen our management systems. If Porsche Norge causes or contributes to an adverse impact on International Human Rights, corrective measures will be implemented to prevent, stop or mitigate the extent of the violation, and stakeholders impacted by the activity will be engaged in dialogue.

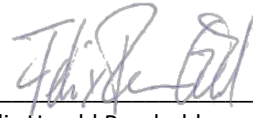
Upholding International Human Rights requires long-term and continuous effort. Porsche Norge is motivated to diligently working towards upholding International Human Rights.

5 SIGNATURE

The statement is signed on 18 June 2026.

A handwritten signature in blue ink, appearing to read 'Michael Hiller', written over a horizontal line.

Michael Joachim Hiller
Chairman of the Board and CEO

A handwritten signature in blue ink, appearing to read 'Felix Harald Rembold', written over a horizontal line.

Felix Harald Rembold
Board member