



Volkswagen
Slovakia

Whistleblower System

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Whistleblower System

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1. Our Whistleblower System

- ✓ Complying with statutory regulations and internal rules, and the principles laid down in our Code of Conduct and the Code of Conduct for Business Partners, has top priority at Volkswagen Slovakia, a.s.
- ✓ The success of our company is based on Integrity and Compliance. To meet these standards, it is important to learn of potential employee or supplier misconduct and to put a stop to it. Therefore, we entrusted the Central Investigation Office to operate an independent, impartial and confidential Whistleblower System on our behalf.



1. Our Whistleblower System

- ✓ A key pillar of our Whistleblower System is the principle of procedural fairness. It also guarantees the greatest possible protection for whistleblowers, persons implicated and employees contributing to the investigation of reported misconduct.
- ✓ This also includes offering opportunities for anonymous reporting and communication. We assure not to perform any steps in order to identify anonymous whistleblowers, who do not misuse our Whistleblower System. Retaliation of whistleblowers and all persons who contribute to investigations at Volkswagen Slovakia, a.s. will not be tolerated. Persons implicated are presumed innocent until the violation is proven. Investigations will be conducted with the utmost confidentiality. The information will be processed in a fair, fast and protected process.



1. Our Whistleblower System

How do we process your report? 1/3

- ✓ The qualified and experienced colleagues at the Investigation Office examine every report for potential misconduct by a Volkswagen Group employee thoroughly and follow it up systematically.
- ✓ First of all, you will get a confirmation of receipt.
- ✓ The Investigation Office then assesses 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.



1. Our Whistleblower System

How do we process your report? 2/3

- ✓ Afterwards, 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.

** The processing time varies depending on the subject of the procedure*

1. Our Whistleblower System

How do we process your report? 3/3

- ✓ Potential violations of the Code of Conduct for Business Partners by suppliers, including serious risks and violations of human rights and environment by direct and indirect suppliers, can also be reported to the Investigation Office - as well as reports requiring otherwise 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](#).*

* https://www.volkswagenag.com/presence/konzern/compliance-und-risikomanagement/compliance/Volkswagen_Group_Complaints_Procedure.pdf

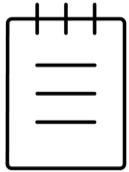
2. Do you have any concern or feedback regarding a product or service of Volkswagen Slovakia, a.s.?

- ✓ If you have any questions or inquiries regarding your new or used vehicle, feedback or complaints about services provided by Volkswagen Slovakia, a.s., or our business partners (e.g. car dealerships, workshops), please contact the e-mail pinfo@porsche.sk
- ✓ We kindly ask for your understanding that the Whistleblower System unfortunately cannot process customer complaints.



3. Making a report to our Whistleblower System

- ✓ The Whistleblower System offers various channels to report potential employee misconduct or potential violations of the Code of Conduct for Business Partners by suppliers in our Supply Chain, that allow a 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 Hotline

- ✓ You can make a report at 365 days, 24 hours, using the following toll-free telephone number: **0800-002576**.

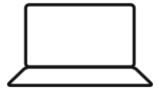


- ✓ If your telephone provider does not support the toll-free service, you can call the following chargeable telephone number: **02-33325602**.

3. Making a report to our Whistleblower System

Online Reporting Channel

- ✓ You have the option of using a web-based communication platform



<https://www.bkms->

[system.com/bkwebanon/report/clientInfo?cin=22vwgroup16&c=-1&language=slo](https://www.bkms-system.com/bkwebanon/report/clientInfo?cin=22vwgroup16&c=-1&language=slo)

to contact the Investigation Office in Slovak language. The system is confidential and technically secured.

E-mail

- ✓ 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 e-mail io@volkswagen.de or mail.



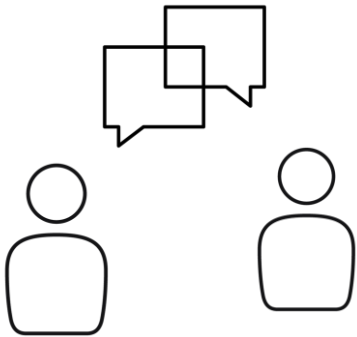
3. Making a report to our Whistleblower System

Postal address



Volkswagen AG
Central Investigation Office
Mailbox 1717
Berliner Ring 2
38436 Wolfsburg, Germany

In person

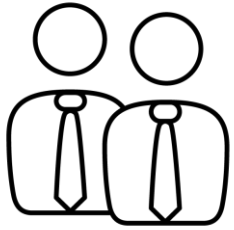


Please make an appointment in advance by writing an E-mail to io@volkswagen.de.



3. Making a report to our Whistleblower System

Ombudspersons



- ✓ The Volkswagen Group 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 get in contact with the Ombudsperson you can find their contact details here: <http://www.ombudsmen-of-volkswagen.com/>



4. Do you have further questions or do you need a local contact?

- ✓ Questions or suggestions for improvement concerning the Whistleblower System can also be addressed to the Central Investigation Office.
- ✓ If you have been interviewed in terms of an investigation, you have the possibility to give feedback to the Ombudsperson as independent body.
- ✓ Furthermore, our local Compliance Officer/ responsible function can also be addressed in all matters of the Whistleblower System via **compliance@volkswagen.sk**.



5. External Reporting Channel for the Slovak Republic

- ✓ On the territory of the Slovak Republic, we have at our disposal the Whistleblower Protection Office.
- ✓ The Whistleblower Protection Office was established to provide advice and support to those who report unfair activities that threaten the public interest. These are mainly crimes and offenses that have a negative impact on society and go beyond the interest of the individual.
- ✓ As an external reporting channel, the Office also receives information on potential misconduct. External reporting channel is: <https://www.oznamovatelia.sk/en/chcem-oznamit/>
- ✓ In addition to the Whistleblower Protection Office, the authority competent to receive a hint is also the Public Prosecutor's Office or the relevant administrative or other authority or institution within the meaning of the Act on the Protection of Whistleblowers.

