

SLAVERY & HUMAN TRAFFICKING STATEMENT FYE2025

PORSCHE CARS GREAT BRITAIN LIMITED AND PORSCHE RETAIL GROUP LIMITED

This statement is issued by Porsche Cars Great Britain Limited and Porsche Retail Group Limited ("Porsche GB") in accordance with Section 54 of the United Kingdom's Modern Slavery Act (2015), and cites those measures operated by Porsche GB during the financial year 1 January 2025 to 31 December 2025 to counter the occurrence of slavery and human tracking within its business activities.

STRUCTURE AND BUSINESS ACTIVITY

Dr. Ing. h.c.F. Porsche Aktiengesellschaft

Porsche AG is the manufacturer of new Porsche branded cars and Porsche original automotive parts, and the parent company of Porsche Cars Great Britain Limited. In the conduct of its business the company sources production materials and non-production materials from a global supply chain comprised of direct and indirect suppliers. The company distributes new Porsche branded cars and automotive parts to a global marketplace, including the United Kingdom and Ireland.

The Porsche AG corporate headquarter is established in Stuttgart, Germany. Counter measures implemented by Porsche AG to address the occurrence of slavery and human trafficking in its business activities and supply chain can be reviewed [here](#).

Porsche Cars Great Britain Limited

Porsche Cars Great Britain Limited is the authorised importer and distributor of new Porsche branded cars and automotive parts for the United Kingdom. Porsche Cars Great Britain Limited does not undertake any manufacturing. Finished Porsche cars and automotive parts are sourced from either Porsche AG or other members of the Porsche selective distribution network. Porsche Cars Great Britain Limited is a distributor, not a wholesaler. Automotive parts and other Porsche branded merchandise are distributed from a warehouse facility located within the United Kingdom, which is owned and operated by Porsche Cars Great Britain Limited. Porsche Cars Great Britain Limited distributes new Porsche sports cars and automotive parts to a network of authorised Porsche Centres established in the United Kingdom pursuant to a selective distribution system. Porsche Cars Great Britain Limited also

undertakes a number of marketing activities and events to promote Porsche products and services and the Porsche brand. With the exception of certain Porsche motorsport products and products and services sold from the Porsche Experience Centre, Porsche Cars Great Britain Limited does not undertake any sales or marketing activities as a retailer. In the conduct of its business the company's procurement is limited to the sourcing of non-production materials (for example, consultancy services, facilities management, office equipment etc.) from what it believes to be responsible suppliers established, for the most part, in the United Kingdom.

The Porsche Cars Great Britain Limited corporate headquarter is established in Reading, United Kingdom.

Since the last statement there have not been any material structural changes to the Porsche Cars Great Britain Limited organisation and its supply chain, consequently the company's low risk assessment remains unchanged.

Porsche Retail Group Limited

Porsche Retail Group Limited is a wholly owned subsidiary of Porsche Cars Great Britain Limited.

Porsche Retail Group Limited undertakes the sale and marketing activities, at a retail level, for new and pre-owned Porsche sports cars, new automotive parts, merchandising and automotive aftersales services. These retailing activities are undertaken from seven (7) authorised Porsche Centres with locations proximate to the City of London. Porsche Retail Group Limited does not undertake any manufacturing. Finished new Porsche sports cars, automotive parts and merchandising are sourced from either Porsche Cars Great Britain Limited or other members of the Porsche selective distribution network. Porsche Retail Group Limited also undertakes a number of marketing activities and events to promote Porsche products and services and the Porsche brand. Similar to Porsche Cars Great Britain, in the conduct of its business the company's procurement is limited to the sourcing of non-production materials (for example, consultancy services, facilities management, office equipment etc.) from what it believes to be responsible suppliers for the most part established in the United Kingdom.

The Porsche Retail Group Limited corporate headquarter is established in Reading, United Kingdom.

On 30 May 2025 Porsche Retail Group Limited acquired two additional Porsche Centres (being Porsche Centre East London and Porsche Centre South London), increasing its total number of Porsche Centres to seven. Despite this growth, there have been no changes to its supply chain. The two new Porsche Centres have been integrated into existing controls and processes. Consequently the company's low risk assessment of remains unchanged.

POLICY

Porsche GB does not support slavery or human trafficking in the organisation of labour within its own business or within its supply chain. Porsche GB is committed to the implementation of measures designed to counter the propensity for and occurrence of slavery and human trafficking in the conduct of its business.

MEASURES

To counter the propensity and occurrence of slavery and human trafficking during 2024 Porsche GB operated the following measures:

Porsche Values

At Porsche GB employee behaviour and business activities are steered and moderated by reference to positive community-based values, such as those published in the Porsche Group's Code of Conduct and other internal company documents steering good governance at Porsche GB. A key element of Porsche Group's Code of Conduct is the commitment to respect human rights while categorically rejecting discrimination, child labour, forced or compulsory labour and any form of modern slavery and human trafficking. This also extends to the commitment to cultivate an inclusive culture, with diversity and equal opportunities, rejecting any unequal treatment such as harassment and bullying.

Porsche Code of Conduct refresher training was administered to all Porsche GB and Porsche Retail Group Limited staff in 2025, together with a 'tone from the top' message issued by the Porsche Car Great Britain HR Director and Local Compliance Officer to all staff within Porsche GB, reiterating the importance of the Code of Conduct.

Recruitment Controls

Porsche GB operates a range of controls targeting recruitment and employment of labour in conformity with applicable laws and to ensure respect for employee rights. Candidates seeking to become employees are required to establish their right to work, satisfy minimum age requirements and their suitability for available roles. The company additionally monitors legal developments including, for example, change to minimum wage laws to ensure ongoing compliance. Since 2021, Porsche GB has operated with a set of competency-based interview questions specifically designed to assess a candidate's fit against company values.

Compliance Management System

Porsche GB operates a Compliance Management System which, since 2016 has included the topic of slavery and human trafficking.

The Compliance Management System is steered according to agreed targets, which are reviewed on an annual basis to reflect changing requirements and risks. The Modern Slavery topic continues to be managed within the regular process of the Compliance Management System and, in 2025, the company completed its biennial risk assessment for the Business and Human Rights/Modern Slavery topic to ensure the implemented Company controls remain fit for purpose. This risk assessment was undertaken by the Compliance function in consultation with the Procurement Department and all department managers.

As a minimum control within the Compliance Management System, Porsche GB has implemented, and continues to maintain, an internal Modern Slavery Directive.

Since 2023 Porsche GB has implemented an internal Business and Human Rights Directive to implement Germany's new Supply Chain Due Diligence Act. For 2025, Porsche GB's management of the modern slavery topic will continue to be one element of Porsche GB's Business and Human rights agenda.

Whistleblowing

Porsche GB operates a whistleblowing system. The whistleblowing system is accessible by employees and non-employees, [here](#).

Porsche GB also operates an internal compliance management incident reporting system via the company's Compliance Helpdesk.

Additionally, since 2022, Porsche AG has operated a complaint management system for "Business & Human Rights" issues. Internal and external complainants, including those in the UK, can use this channel to report potential violations of human rights and/or environmental obligations confidentially. Porsche AG publishes the reporting channels on its website. Porsche AG handles incoming complaints by means of a standardized process.

In 2025, a 'tone from the top' message was issued by the respective CEOs of Porsche Cars Great Britain and Porsche Retail Group reminding all staff of the existence of these important reporting channels.

Procurement

Porsche GB operates a written procurement process designed to project transparency and cost effectiveness over the procurement process. The supplier due diligence process includes a contractor declaration addressing existence or not of a supplier operated Modern Slavery Policy. Additionally, since 2023 Porsche GB has implemented a requirement for suppliers to align to the Porsche Code of Conduct for Business Partners, which sets out the details of compliance with environmental, social and human rights standards by business partners.

Adoption and use of the company's business partner checking tool, introduced since 2017, allows the company to undertake further supplier due diligence. In 2025, training was delivered to users of the business partner checking tool across Porsche GB and Porsche Retail Group Limited to ensure ongoing awareness and understanding.

All Contractor appointments will continue to be reviewed on a risk-based approach and are subject to contract terms requiring compliance with laws.

During 2025, the company completed an internal review of all compliance policies and delivered awareness measures as part of the company's implementation of the new Economic Crime and Corporate Transparency Act 2023.

Training

The topic of Modern Slavery is included within the company's systemic compliance training plan, to achieve a greater sensitisation, awareness and use of the company's controls for managing the Modern Slavery topic. Refresher training for in-scope staff is scheduled for 2026.

Human Rights

Porsche GB strives to respect the human rights of all persons. We believe in this objective and publish this goal in our Code of Conduct as follows: *"We respect, protect, and promote applicable human rights regulations worldwide as fundamental and universally applicable principles. We reject the use of child, forced, and compulsory labour, as well as forms of modern slavery and human trafficking. This applies not only to the cooperation within our company, but also to the behaviour of and toward business partners."* (Section 1.1 Human Rights: We take responsibility for human rights). All managers and employees at Porsche GB are required to support and to honour this objective.

This statement is approved by the Board of Directors

Wolfgang Ratheiser
CFO

Krishan Bodhani
CEO