

## Our Group Whistleblower System

Complying with statutory regulations and internal rules, and the principles laid down in the Code of Conduct at Škoda Auto Group and the Code of Conduct for Business Partners, has top priority at Škoda X. 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 of the Volkswagen Group 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, 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 Škoda X will not be tolerated. Persons implicated are presumed innocent until the violation of applicable laws and/or internal regulations is proven. Investigations will be conducted with the utmost confidentiality. The information will be processed in a fair, fast and protected process.

### How do we process your report?

The qualified and experienced colleagues at the Central Investigation Office of the Volkswagen Group examine every report for potential misconduct by a Volkswagen Group employees thoroughly and follow it up systematically. If you report potential misconduct, you will get a confirmation of receipt first. The Central Investigation Office of the Volkswagen Group 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. Afterwards, the results of the investigation will be assessed by the Central Investigation Office of the Volkswagen Group 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 environment by direct and indirect suppliers, can also be reported to the Central Investigation Office of the Volkswagen Group - as well as reports requiring otherwise immediate action. The Central Investigation Office of the Volkswagen Group 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](#).

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

### Do you have any concern or feedback regarding a Škoda X product or service?

If you have from the customer's point of view any questions, inquiries, feedback or complaints about the products or services provided by Škoda X or its business partners, please contact Škoda X via the contact form on our website [www.skoda-x.cz](http://www.skoda-x.cz). Thank you for your understanding that our Whistleblower System is not primarily meant for questions or complaints of the customers.

### Making a report to our Whistleblower System

The Whistleblower System offers various channels to report potential employee misconduct that allow a swift review and reaction by our company if necessary.

However, this does not affect the statutory right to contact other designated authorities in the Czech Republic.

- **Nonstop Hotline** (availability 24x7)  
You can make a report at 365 days, 24 hours, using the international toll-free number: **+800 444 46300**.  
If your local telephone provider does not support the toll-free service, you can call the following chargeable number: **+49 5361 946300**.
- **Online Reporting Channel**  
You have also the option of using a [web-based communication platform](#) to contact the Central Investigation Office of the Volkswagen Group 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 Central Investigation Office of Volkswagen Group in any language via e-mail or mail.

- **Ombudspersons**  
The Volkswagen Group has appointed external lawyers to act as Ombudspersons. They advise on the Whistleblower System. Also, the Ombudspersons ensure that, if the whistleblower desires, the reports are forwarded anonymously to the Central Investigation Office of the

Volkswagen Group. If you want to get in contact with the Ombudsperson, you can find their contact details here:

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

- **E-mail**

You can get in contact with the Central Investigation Office of the Volkswagen Group via e-mail [io@volkswagen.de](mailto:io@volkswagen.de).

- **Central Investigation Office of the Volkswagen Group**

**Postal address:**

Central Investigation Office  
Box 1717  
38436 Wolfsburg, Germany  
(The report can be sent in any language.)

**In person:**

Central Investigation Office  
Porschestraße 1  
38440 Wolfsburg (downtown), Germany  
(In such case, please make an appointment in advance via [io@volkswagen.de](mailto:io@volkswagen.de)).

### **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 of the Volkswagen Group.

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 at Škoda Auto can also be addressed in all matters of the Whistleblower System for instance via the e-mail address [compliance@skoda-auto.cz](mailto:compliance@skoda-auto.cz).

### **External Reporting Channel of the Czech Republic**

With regard to applicable legislation of the Czech Republic, the designated authorities for external reporting channel have not been defined yet.

Download an overview of the Whistleblower System at Škoda Auto [here](#).