

AUDI 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 Audi Hungaria. The success of our company is based on Integrity and Compliance. To meet this standard, it is important to learn of potential employee or supplier misconduct and to put a stop to it. Therefore, the Audi Investigation Office was entrusted to operate an independent, impartial and confidential Whistleblower System on our behalf. The qualified and experienced colleagues at the Audi Investigation Office examine every report thoroughly and follow it up systematically.

Protection for all concerned

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 AUDI Hungaria 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.

How do we process your report?

The qualified and experienced colleagues at the Audi Investigation Office examine every report for potential misconduct by an Audi Hungaria employee thoroughly and follow it up systematically. First, you will get a confirmation of receipt. The Audi 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. Afterwards, the results of the investigation will be assessed by the Audi Investigation Office and appropriate measures will be recommended. Information about the status¹ 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 Audi Investigation Office - as well as reports requiring otherwise immediate action. The Audi Investigation Office will inform the responsible departments, who will process the issue

¹ *The processing time varies depending on the subject of the procedure*

accordingly. This particularly includes taking the necessary measures to minimize or end violations and/or risks.

Make a report – but right!

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

Upon receipt of the hint, cases are processed in compliance with all necessary procedural principles (for example confidentiality, protection of the whistleblower). It is important that the report is formulated as precisely and concretely as possible. It is helpful if you consider the five W-questions when making a report:

Who? - Who is it? Who is affected?

What? - What happened? Description of the facts.

When? – When was the incident?

What kind of? - How often did it happen?

Where? – Where did the incident take place?

Whistleblowers should ensure that their descriptions can also be understood by non-specialists. For this purpose, it is helpful if you are available for further questions. If you are willing to do so but you would like to maintain anonymity, you can use the anonymous reporting channels.

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

If you have any questions or inquiries regarding your new or used vehicle, feedback or complaints about services provided by Audi or our business partners (e.g. car dealerships, workshops), please contact the [customer care service](#). We kindly ask for your understanding that the Whistleblower System unfortunately cannot process customer complaints.

Potential regulatory violations can be reported via the following channels

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 designated authorities as described below.

Reporting channels at Audi Hungaria and Audi Hungaria Ahead

If you wish to make a report, you can contact us at compliance@audi.hu, compliance.ahead@audi.hu or you can also contact the state authorities named in the Hungarian bill XXV. of 2023.

If you wish to make a report in person, please schedule an appointment in advance at compliance@audi.hu or compliance.ahead@audi.hu.

Questions or suggestions for improvement concerning the Whistleblower System can also be addressed to the Audi 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.

Questions concerning the Whistleblower System at Audi Hungaria can also be addressed to our Compliance Officer via compliance@audi.hu.

Reporting channels of the AUDI Investigation Office

E-mail: whistleblower-office@Audi.de

Post: AUDI AG, Hinweisgebersystem 85045 Ingolstadt

In person: Audi Aufklärungs-Office AUDI AG I/GC-C 85045 Ingolstadt

Please make an appointment prior to your visit via whistleblower-office@audi.de.

The following **phone number** is accessible 24 hours a day: 06 809 845 89.

After entering the phone number, you will be prompted to enter the organization code (122203). Then, you can submit your report as a voice recording.

Reports can be done via an **online communication platform (SpeakUp)** with name or anonymously in many languages. This system is confidential and technically secured.

Audi SpeakUp: <https://goto.speakup.report/audi>

Reports can be done via an **App** called “**SpeakUp - Listen for a change**“ by People Intouch (personal devices only) to access the secure reporting system. To download the app, you can scan the following QR code.



Through this app, you can submit your report in writing or leave a voice message (also anonymously). You will need the organization code (122203) to take a report via this App.

Ombudsmen of the Volkswagen Group

The extern ombudsmen in contract with the Volkswagen Group receive reports of potential regulatory violations as neutral parties. They advise on the Whistleblower System or ensure that reports from whistleblowers are forwarded anonymously to the Audi Investigation Office if desired.

Further information about the Ombudsmen and contact: <https://ombudsmen-of-volkswagen.com/>

The Audi Whistleblower System complies with the Hungarian law about handling whistleblower reports and the data protection regulations.
