

CORPORATE GOVERNANCE DECLARATION

PURSUANT TO SECTION 289F AND SECTION 315D HGB

In the Corporate Governance Declaration, the Executive Board and Supervisory Board report on the company's corporate governance for the fiscal year 2023 in accordance with sections 289f and 315d of the German Commercial Code (HGB) and as stipulated in Principle 23 of the German Corporate Governance Code.

THE GERMAN CORPORATE GOVERNANCE CODE- A BLUEPRINT FOR SUCCESSFUL CORPORATE GOVERNANCE

Corporate governance provides the regulatory framework for corporate management and supervision. This includes a company's organization and values, and the principles and guidelines for its business policy. The German Corporate Governance Code (the Code) contains principles, recommendations, and suggestions for corporate management and supervision. Its principles, recommendations, and suggestions were prepared by a dedicated government commission on the basis of the material provisions and nationally and internationally accepted standards of sound, responsible corporate governance. In the interests of best practice, the government commission regularly reviews the Code's relevance in light of current developments and updates it as necessary. The Executive Board and the Supervisory Board of Porsche AG base their work on the principles, recommendations, and suggestions of the Code. For the Executive Board and Supervisory Board of Porsche AG, good corporate governance is a prerequisite and reflection of responsible corporate governance. They consider this to be a key prerequisite for achieving a lasting increase in the company's value. It helps strengthen the trust of our shareholders, customers, workforce, business partners, and investors in our work and enables us to meet the steadily increasing demand for information from national and international stakeholders. The Executive Board and Supervisory Board therefore aim to manage and monitor the company in line with nationally and internationally accepted standards in order to ensure sustainable value creation for the long term.

DECLARATION OF CONFORMITY

In December 2023, the Executive Board and the Supervisory Board of Dr. Ing. h.c. F. Porsche Aktiengesellschaft ("company") declare pursuant to section 161 of the German Stock Corporation Act (AktG) that the recommendations of the German Corporate Governance Code of the "Government Commission on the German Corporate Governance Code," as amended on April 28, 2022 and published by the Federal Ministry of Justice in the official section of the Federal Gazette on June 27, 2022 ("Code"), have been complied with in the period since submitting the last declaration of conformity in December 2022 and will continue to comply with in the future, with the following exceptions:

1. Age limit for Supervisory Board members (C.2 of the Code)

According to recommendation C.2 of the Code, an age limit should be specified for members of the Supervisory Board and disclosed in the Corporate Governance Statement. This recommendation has not been and is not complied with. The Supervisory Board continues to hold the view that the ability to monitor and advise the Executive Board in the management of the business does not cease upon reaching a certain age.

2. Maximum limit of Supervisory Board mandates (C.5 of the Code)

According to recommendation C.5 of the Code, members of the Executive Board of a listed company should not have, in aggregate, more than two Supervisory Board mandates in non-group listed companies or comparable functions and shall not accept the Chairmanship of a Supervisory Board in a non-group listed company. A deviation from this recommendation is declared with regard to one Supervisory Board member. The Supervisory Board member holds supervisory board mandates, each as chairman, in two listed companies, namely Volkswagen AG and Traton SE, as well as a supervisory board mandate in Bertelsmann SE & Co. KGaA and is also chairman of the management board of the listed company Porsche Automobil Holding SE. The company, Volkswagen AG, and Traton SE do not form a group within

the meaning of the German Stock Corporation Act with Porsche Automobil Holding SE. However, the Executive Board and the Supervisory Board are convinced that the Supervisory Board member has sufficient time available to exercise his mandate at the company.

3. Disclosure of election proposals (C.13 of the Code)

According to recommendation C.13 Sentence 1 of the Code, the Supervisory Board, in its election proposals to the Annual General Meeting, should disclose the personal and business relationships of every candidate with the company, the governing bodies of the company and any shareholders with a material interest in the company. The requirements of recommendation C.13 sentence 1 of the Code are vague and the definitions unclear. A deviation from this recommendation is therefore declared as a precautionary measure. Notwithstanding this, the Supervisory Board will make every effort to satisfy the requirements of recommendation C.13 sentence 1 of the Code.

4. Remuneration of the Executive Board (G.1, G.2, G.3, G.6 and G.10 sentences 1 and 2 of the Code)

During a transitional period lasting until the new Executive Board remuneration system comes into effect and the service contracts of the members of the Executive Board have been adjusted (see below under a)) and until the publication of the first remuneration report in accordance with section 162 AktG (see below under b)), various recommendations in section G. of the Code were temporarily not complied with. In addition, various recommendations in section G. of the Code with regard to the granting of an IPO bonus to the members of the Executive Board (see below under c)) were and will temporarily not be complied with.

In detail:

a) Temporary deviations until the validity of a new Executive Board remuneration system and the adjustment of the Executive Board service contracts (G.1, G.2 and G.10 sentences 1 and 2 of the Code)

Until the IPO on September 28, 2022, the company was not required to establish a remuneration system for the Executive Board in accordance with section 87a AktG. The provisions in the Executive Board service contracts existing at the time of the IPO did not fully comply with the recommendations in section G. of the Code. For this reason, the Supervisory Board resolved on September 14, 2022, with effect from January 1, 2023, a new Management Board remuneration system that complies with both the legal requirements and the recommendations of the Code. The new remuneration system was approved by the company's Annual General

Meeting on June 28, 2023 with a majority of 100%. Against this background, the following recommendations have temporarily not been complied with for the period until the end of December 31, 2022:

- Until the new remuneration system comes into effect, there was no systematic description of the declarations required under recommendation G.1 of the Code.
- Furthermore, the determination of a specific target total remuneration in the sense of recommendation G.2 of the Code was not provided for until the IPO. On September 14, 2022, the Supervisory Board determined a specific target total remuneration for the Executive Board members effective January 1, 2023.
- The long-term variable remuneration amounts granted to the members of the Executive Board in accordance with the remuneration system for the Executive Board valid until December 31, 2022 are agreed in performance share plans. In deviation from recommendation G.10 sentence 1 of the Code, these are based on the development of the preferred share issued by Volkswagen AG. In addition, the performance period for performance share plans commencing before January 1, 2023 is three years, in deviation from recommendation G.10 sentence 2 of the Code. New performance share plans commencing on or after January 1, 2023 are based on the development of the preference share issued by the company, and the performance periods are then four years. Recommendations G.10 sentences 1 and 2 of the Code with regard to performance periods for performance share plans that have begun since January 1, 2023 and will begin again in the future will therefore be complied with.

Since submitting the last declaration of conformity, the company has concluded new Executive Board service contracts with all Executive Board members with retroactive effect from January 1, 2023, in which the remuneration was set in accordance with the new remuneration system. Since then, the recommendations in section G. of the Code have been complied with, unless a deviation is declared below under c).

b) Peer group disclosure (G.3 of the Code)

In order to assess whether the specific total remuneration of Executive Board members is in line with usual levels compared to other companies, in accordance with recommendation G.3 sentence 1, first half-sentence of the Code the Supervisory Board uses a peer group of other third-party entities. In accordance with recommendation G.3 sentence 1, second half-sentence of the Code, the composition of this peer group was

disclosed for the first time in the remuneration report for the fiscal year 2022. Until the disclosure of the remuneration report for the fiscal year 2022 on March 13, 2023, recommendation G.3 of the Code was therefore not complied with for a transitional period. Since the disclosure of the remuneration report for the fiscal year 2022, the company complies fully with recommendation G.3 of the Code.

c) IPO bonus (G.6 and G.10 sentence 2 of the Code)

On July 20, 2022, the Supervisory Board agreed with the members of the Executive Board on the granting of a bonus ("IPO bonus") in the event of a successful IPO. The IPO bonus was granted in the form of virtual shares. These virtual shares will be converted into cash amounts in three tranches over periods of one, two, and three years, depending on the development of the stock market price of the preference share issued by the company in the respective period, and these cash amounts paid to the Executive Board members. With regard to the IPO bonus, the following recommendations are not fully complied with:

- According to recommendation G.6 of the Code, the share of variable remuneration achieved as a result of reaching long-term targets should exceed the share from short-term targets. As a precautionary measure, the Supervisory Board assumes that the first two one-year and two-year tranches of the IPO bonus are to be allocated to the short-term variable remuneration and the last tranche of the IPO bonus to the long-term variable remuneration of the Executive Board members. As a result, the target value of the short-term variable remuneration promised to the Executive Board members for the fiscal year 2022 exceeds the target value of the long-term variable remuneration. The IPO bonus granted in the fiscal year 2022 was not yet fully settled in the current fiscal year 2023 either. Against this background, a deviation from recommendation G.6 of the Code continues to be declared as a precautionary measure. Nevertheless, the remuneration of the Executive Board overall continues to be oriented toward the company's sustainable and long-term development. The payment of the IPO bonus in three tranches over one, two, and three years leads, in the view of the Supervisory Board, to a purposeful and appropriate incentive for the members of the Executive Board, which is not limited to preparations for the IPO, but also takes into account how successful the IPO over the long term is.

- Finally, the members of the Executive Board can dispose of the third tranche of the IPO bonus as part of the long-term variable remuneration after three years and not after four years as recommended in G.10 sentence 2 of the Code. The payment of the IPO bonus in three tranches over one, two, and three years leads, as described above, in the opinion of the Supervisory Board, to a purposeful and appropriate incentivization of the Executive Board members.

The joint declaration of conformity by the Executive Board and Supervisory Board can also be found on the company's website at <https://investorrelations.porsche.com/en/corporate-governance>.

EXECUTIVE BOARD

The Porsche AG Executive Board has sole responsibility for managing the company in the company's best interests, in accordance with the Articles of Association and the Rules of Procedure for the Executive Board issued by the Supervisory Board. The business activities of the Executive Board are divided into eight divisions. In addition to the Chairman of the Executive Board, the other Board positions are: Procurement, Car-IT, Research and Development, Finance and IT, Human Resources and Social Affairs, Production and Logistics as well as Sales and Marketing. Information on the composition of the Executive Board and additional information about the members of the Executive Board, including their CVs, can be found on Porsche AG's website at

<https://investorrelations.porsche.com/en/corporate-governance>.

Working Procedures of the Executive Board

In accordance with Article 8 (1) of the Articles of Association, Porsche AG's Executive Board is composed of at least two people, with the precise number determined by the Supervisory Board. As of December 31, 2023, there were eight members of the Executive Board.

The Executive Board meets regularly. Meetings of the Executive Board are convened by the Chairman of the Executive Board. The Chairman is required to convene a meeting if requested by any member of the Executive Board. The Chairman of the Executive Board—or, if he is unable to do so, the Deputy Chairman—presides over the Executive Board meetings. In matters of material or fundamental importance as well as certain matters specifically listed in the Rules of Procedure for the Executive Board, the decisions are taken by the entire Executive Board. The Executive Board takes decisions only after prior debate, generally in meetings. It may also take decisions using the written voting procedure if none of the members of the Executive Board request without undue delay that an Executive Board meeting be held. Resolutions of the Executive Board are adopted by a simple majority of votes cast by its members, unless the law or the Rules of Procedure for the Executive Board stipulate a unanimous decision. In the event of a tie, the Chairman of the Executive Board casts the deciding

vote. Each Executive Board member manages his Board position independently, without prejudice to the collective responsibility of the Executive Board. All Executive Board members must inform each other of major events and measures within their Board position. The Porsche AG Group companies are managed solely by their respective management. The management of each individual company takes into account not only the interests of their own company but also the interests of the group in accordance with the framework laid down by law. Executive Board committees exist on the following topics: products, investments, digitalization as well as product quality and customer satisfaction. Alongside the responsible members of the Executive Board, the relevant central departments and the relevant functions of the divisions are represented on the committees.

Cooperation with the Supervisory Board

The Executive Board and the Supervisory Board cooperate closely for the good of the company. The Chairman of the Executive Board coordinates the cooperation with the Supervisory Board and its members. He is responsible for ensuring that the Supervisory Board is informed in a timely, conscientious, and comprehensive manner. In addition, he is responsible for ensuring the basis for the prosperous development of the company through a constant exchange with the Chairman of the Supervisory Board and through ongoing consultation with him.

The Executive Board reports to the Supervisory Board at least once a year on the intended business policy and other fundamental questions relating to business planning (particularly with regard to financial planning, investment planning and human resources planning) as well as the profitability of the company. The Executive Board also regularly informs the Supervisory Board about the progress of business, particularly sales revenue and the position of the company. Transactions that could be significant for the company's profitability or liquidity must be reported to the Supervisory Board by the Executive Board as promptly as possible, giving the Supervisory Board the opportunity to issue a statement on the transaction before it takes place. The Chairman of the Executive Board must also immediately inform the Chairman of the Supervisory Board about other important matters.

With the exception of the immediate reports by the Chairman of the Executive Board to the Chairman of the Supervisory Board on matters of particular importance, the Executive Board reports to the Supervisory Board in text form as a rule.

Key decisions by the Executive Board, such as the annual planning round, a major realignment of the company's business activities, significant financial transactions, larger acquisitions, and financial measures as well as the establishment, relocation, and dissolution of branches and certain production sites, are subject to the approval of the Supervisory Board.

Diversity Concept and Succession Planning for the Executive Board

The Supervisory Board is mindful of diversity in the composition of the Executive Board. The Supervisory Board understands diversity, as an assessment criterion, to mean in particular different yet complementary specialist profiles and professional and general experience, also in the international domain, with all genders being appropriately represented. The Supervisory Board also takes the following aspects into account in this regard, in particular:

- Members of the Executive Board should have many years of management experience.
- Members of the Executive Board should—if possible—have experience based on different training and professional backgrounds.
- The Executive Board as a whole should have technical expertise, especially knowledge of and experience in the manufacture and sale of vehicles and engines of any kind as well as other technical products, and experience in the international domain.
- The Executive Board as a whole should have many years of experience in research and development, procurement, production, sales, finance and human resources management, as well as law and compliance.
- At least one Executive Board position should be held by a woman.
- The Executive Board should also have a sufficient mix of ages.

The aim of the diversity concept is for the Executive Board members to embody a range of expertise and perspectives. This diversity promotes a good understanding of Porsche AG's organizational and business affairs. Particularly, it enables the members of the Executive Board to be open to innovative ideas and to avoid groupthink. In this way, it contributes to the successful management of the company. In deciding who should be appointed to a specific Executive Board position, the Supervisory Board takes into account the interests of the company and all the circumstances of the specific case. In taking this decision and in long-term succession planning, the Supervisory Board orients itself on the diversity concept. The Supervisory Board is of the view that the diversity concept is reflected by the current composition of the Executive Board. The members of the Executive Board have many years of professional experience, also in an international context, and cover a broad spectrum of educational and professional backgrounds. The Executive Board as a whole has outstanding technical knowledge and many years of collective experience in research and development, procurement, production, sales, finance and human resources management, as well as law and compliance. In addition, the Executive Board has a sufficient mix of ages that corresponds to the requirements set by the Supervisory Board; the gender balance also meets the requirements set by the Supervisory Board up to now and the legal requirements. Long-term succession planning within the meaning of Recommendation B.2 of the Code is achieved

through regular discussions between the Chairman of the Executive Board and the Chairman of the Supervisory Board as well as regular discussions in the Executive Committee. The contract terms for existing Executive Board members are discussed, along with potential extensions and potential successors. In particular, the discussions look at what knowledge, experience, and professional and personal competencies should be represented on the Executive Board with regard to the corporate strategy and current challenges, and to what extent the current composition of the Executive Board already reflects this. Long-term succession planning is based on the corporate strategy and corporate culture and takes into account the diversity concept determined by the Supervisory Board. As a rule, members of the Executive Board should be appointed for a term of office ending no later than their 65th birthday; the Supervisory Board can vote to deviate from this in justified cases.

SUPERVISORY BOARD

The Supervisory Board fulfills the tasks imposed on it in accordance with the requirements stipulated by law, the Articles of Association, and the Rules of Procedure for the Supervisory Board. It works on the basis of the recommendations and suggestions of the Code. It advises and monitors the Executive Board with regard to the management of the company and, through the requirement for the Supervisory Board to provide consent, is directly involved in decisions of fundamental importance to the company.

Information on the composition of the Supervisory Board and the Supervisory Board committees and their chairmen as well as on the terms of office of the individual Supervisory Board members can be found under the headings "Our Supervisory Board" and "Committees of the Supervisory Board of Porsche AG" on the company's website at

➤ <https://investorrelations.porsche.com/en/corporate-governance>. Further information on the work of the Supervisory Board can be found in the Report of the Supervisory Board in the → **To our shareholders** chapter of the Annual and Sustainability Report 2023, which is available on the company's website at

➤ <https://investorrelations.porsche.com/en/financial-figures>.

Overview

The Supervisory Board of Porsche AG consists of 20 members, half of whom are shareholder representatives elected by the Annual General Meeting. The other half of the Supervisory Board consists of employee representatives elected by the employees in accordance with the German Co-Determination Act (MitbestG). A total of seven of these employee representatives are company employees elected by the workforce; the other three employee representatives are trade union representatives elected by the workforce.

The Chairman of the Supervisory Board is generally a shareholder representative, and the Deputy Chairman is

generally an employee representative. Both are elected by the other members of the Supervisory Board.

A dedicated office of the Supervisory Board Chairman is equipped with corresponding personnel resources in order to help the Chairman of the Supervisory Board perform his duties and to manage the business of the Supervisory Board.

The Supervisory Board appoints the Executive Board members and, on the basis of the Executive Committee's recommendations, decides on a clear and comprehensible system of remuneration for the Executive Board members. It presents this system to the Annual General Meeting as a resolution for approval every time there is a material change, but at least once every four years.

Each member of the Supervisory Board is obliged to act in the company's best interests and discloses any conflicts of interest to the Chairman of the Supervisory Board without delay. In its report to the Annual General Meeting, the Supervisory Board informs the Annual General Meeting of any conflicts of interest among Supervisory Board members that have arisen and how these were dealt with.

Supervisory Board members should not hold board or advisory positions at major competitors of the company and should not be in a personal relationship involving a major competitor.

Members of the Supervisory Board receive appropriate support from the company upon induction as well as with respect to education and training. Education and training measures are outlined in the Report of the Supervisory Board.

Working Procedures of the Supervisory Board

As a rule, the Supervisory Board adopts its resolutions in (in-person) meetings. It must hold at least two meetings in both the first and second halves of the calendar year. The number of meetings held in fiscal year 2023 and their main topics can be found in the Report of the Supervisory Board at

➤ <https://investorrelations.porsche.com/en/corporate-governance>.

The Chairman of the Supervisory Board coordinates the work within the Supervisory Board and presides over the Supervisory Board meetings. He represents the Supervisory Board externally and in dealings with the Executive Board. The Executive Board generally attends the Supervisory Board meetings, unless the Supervisory Board has resolved otherwise in a specific case.

The Supervisory Board also meets regularly without the Executive Board. In the event the auditor is called as an expert to the meeting, the Executive Board does not participate in the meeting for the duration of the auditor's presence unless the Supervisory Board deems their participation to be necessary. The Chairman of the Supervisory Board convenes and presides

over the Supervisory Board meetings. If he is unable to do so, the Deputy Chairman performs these tasks.

The Supervisory Board is quorate if all members of the Supervisory Board have been duly invited and at least half of its total members of which it has to be composed participate in the adoption of the resolution. The Chairman determines the order of the agenda items and the voting procedure. Resolutions may also be passed outside of meetings in writing or using electronic media (that is, by fax, email or another standard form of telecommunications as well as any combination of these), provided that the Chairman announces this within a reasonable period of time and no Supervisory Board member objects to this procedure within that reasonable period of time. Absent Supervisory Board members or those not participating in the conference call or those participating remotely may also participate in the resolution of the Supervisory Board by submitting their vote in writing through another Supervisory Board member. They may also submit their vote orally, by telephone, in writing, or by electronic media prior to the meeting, during the meeting, or—at the discretion of the Chairman—within a reasonable period after the meeting to be determined by the Chairman of the Supervisory Board.

Supervisory Board resolutions are adopted by a simple majority of votes cast, unless otherwise provided by law. If a vote results in a tie, the Chairman of the Supervisory Board has the casting vote pursuant to section 29 (2) and section 31 (4) MitbestG; any member of the Supervisory Board can demand that the vote be repeated in accordance with these provisions. However, the casting vote is never granted to the Deputy Chairman of the Supervisory Board. The Supervisory Board meetings as well as the resolutions adopted in these meetings must be recorded in minutes which must be signed by the Chairman. The minutes must state the place and date of the meeting, the participants, the items on the agenda, the essential contents of the discussions, and the resolutions of the Supervisory Board. Resolutions made outside of meetings must be recorded in the minutes by the Chairman in writing and sent to all members of the Supervisory Board without delay.

Supervisory Board Committees

The Supervisory Board can form committees from among its members and, to the extent legally permissible, also delegate decision-making powers to these committees. Each committee established by the Supervisory Board must include at least one shareholder representative of Porsche Automobil Holding SE. Committees adopting resolutions are only quorate if half of the members—however, at least three members and all four members in the Mediation Committee—participate in the adoption of the resolution. Otherwise, the provisions of the Articles of Association and the Rules of Procedure for the Supervisory Board as a whole apply mutatis mutandis for the convening, meetings and the adoption of resolutions by the committees. The committee chairmen regularly report on the

discussions and resolutions of their respective committees to the Supervisory Board.

In order to discharge the duties entrusted to it, the Supervisory Board has currently established five committees: the Executive Committee, the Nomination Committee, the Mediation Committee established in accordance with section 27 (3) MitbestG, a Related Party Committee and the Audit Committee.

The Executive Committee is currently made up of three shareholder representatives and three employee representatives. The Chairman of the Executive Committee is Dr. Wolfgang Porsche. The Nomination Committee is made up of the Chairman of the Supervisory Board and two additional shareholder representatives. The Mediation Committee comprises the Chairman of the Supervisory Board, the Deputy Chairman as well as one member each to be elected by the Supervisory Board members representing the employees and by the Supervisory Board members representing the shareholders. The Supervisory Board set up the Related Party Committee in order to deal with related party transactions. This committee is made up of three shareholder representatives and two employee representatives. The Audit Committee comprises six members: three from the ranks of shareholders and three from the ranks of employees.

More information about the members, their relevant experience and expertise and the composition of the Supervisory Board and the Supervisory Board committees can be found under the headings “Our Supervisory Board” and “Committees of the Supervisory Board of Porsche AG” on the company’s website at <https://investorrelations.porsche.com/en/corporate-governance>.

The duties generally transferred to the respective committees by the Supervisory Board are described below. This does not rule out the possibility that the Supervisory Board may—if legally permissible—transfer additional duties to the committees on a case-by-case basis.

The Executive Committee coordinates the work in the Supervisory Board and, at its meetings, diligently prepares the resolutions of the Supervisory Board, discusses the composition of the Executive Board, and takes decisions on matters such as contractual issues concerning the Executive Board other than remuneration and consent to ancillary activities by members of the Executive Board. The Executive Committee supports and advises the Chairman of the Supervisory Board. It works with the Chairman of the Executive Board to ensure long-term succession planning for the Executive Board, taking diversity into account. For this purpose, the Executive Committee and the Chairman of the Supervisory Board have prepared a succession matrix.

The Nomination Committee proposes suitable candidates for the Supervisory Board to recommend to the Annual General

Meeting for election. It develops and regularly reviews the requirement profiles for the shareholder representatives on the Supervisory Board and observes suitable personalities. Together with the Chairman of the Supervisory Board, it is primarily involved in developing a profile of requirements for at least two shareholder representatives that should be independent of a controlling shareholder.

The Mediation Committee has the task of submitting proposals to the Supervisory Board for an appointment or revocation of appointment of Executive Board members if in a first vote the Supervisory Board fails to reach a majority for the measure concerned.

Among other things, the Audit Committee discusses the auditing of accounting, including the annual and consolidated financial statements, as well as monitoring of the financial reporting process and the audit. It also discusses compliance, the effectiveness of the risk management system, internal control system, and internal audit system. In addition, the Audit Committee discusses interim financial information with the Executive Board.

A more detailed description of the duties and responsibilities of the individual committees can be found in the Rules of Procedure for the Supervisory Board, which are available on the company's website at

➤ <https://investorrelations.porsche.com/en/corporate-governance>.

Concrete Objectives for the Composition of the Supervisory Board, Diversity Concept, and Skill Set for the Full Board

In view of the company's specific situation, its purpose, its size, and the extent of its international activities, the Supervisory Board of Porsche AG strives to achieve a composition that takes the company's ownership structure and the following aspects into account:

General requirements:

- Each member of the Supervisory Board must meet the requirements provided by law and the Articles of Association for membership in the Supervisory Board (see in particular sections 100 (1) to (4), 105 AktG).
- At least one member of the Supervisory Board must have specialist knowledge in the area of accounting and at least one other member of the Supervisory Board must have specialist knowledge in the area of auditing; the members as a whole must be familiar with the sector in which the company operates (section 100 (5) AktG).

- The Supervisory Board must be made up of at least 30% women and at least 30% men. The minimum participation of the genders must be fulfilled by the Supervisory Board as a whole. If, prior to the election, the side of the shareholder representatives or the side of the employee representatives raises an objection with the Chairman of the Supervisory Board, based on a resolution adopted by a majority, against the fulfillment of the minimum participation of the genders by the Supervisory Board as a whole, the minimum participation of the genders for that election will have to be fulfilled separately by the side of the shareholder representatives and by the side of the employee representatives (section 96 (2) sentences 1 to 3 AktG).

The Supervisory Board has set the following concrete objectives for its composition:

- Each member of the Supervisory Board must be reliable and have the knowledge and skills required to properly perform the duties assigned to them.
- At least two shareholder representatives should, in the opinion of the shareholder representatives, be considered independent of the company and its Executive Board and independent of a controlling shareholder within the meaning of recommendation C.6 of the Code.
- No more than two former members of the Executive Board should be members of the Supervisory Board.
- Supervisory Board members should not hold board or advisory positions at major competitors of the company and should not be in a personal relationship involving a major competitor.
- All members of the Supervisory Board must ensure that they have sufficient time available to discharge their duties.
- The diversity concept described below should be implemented.

With regard to its composition, the Supervisory Board strives for sufficient diversity in terms of personality, internationality, professional background, skills, and experience as well as age and takes the following diversity criteria into account for its composition:

- At least two members of the Supervisory Board should have international experience, either because of their origin or an educational or professional activity abroad over several years.
- A range of age groups should be represented on the Supervisory Board. At least twelve members of the Supervisory Board should have not reached their 65th birthday at the time of their election.
- The members of the Supervisory Board should complement each other in terms of their cultural origin, professional experience, and skills, so that the Supervisory Board can draw upon as broad a range of different experiences and specialist skills as possible.

In addition, the Supervisory Board has decided on the following skill set for the full Board. The Supervisory Board as a whole must collectively have the knowledge, skills, and professional expertise required to properly perform its supervisory function and assess and monitor the business conducted by the company. For this, the members of the Supervisory Board must collectively be familiar with the sector in which the company operates. The key skills and requirements of the Supervisory Board as a whole include, in particular:

- (1) Knowledge of and skills and professional experience in the manufacture and sale of all types of vehicles and engines or other technical products.
- (2) Knowledge of and skills and professional experience in the automotive industry and its transformation—especially with view to the topics of electromobility and mobility services—the business model and the market, as well as product expertise.
- (3) Knowledge of and skills and professional experience in the field of research and development, particularly of technologies with relevance for the company.
- (4) Knowledge of and skills and professional experience in leadership positions and supervisory bodies of companies, including holding companies and start-ups, or large organizations.
- (5) Knowledge of and skills and professional experience in the areas of governance, law, or compliance.
- (6) Knowledge of and skills and professional experience in the areas of finance, accounting, and auditing, primarily knowledge of and experience in the application of accounting principles and internal control and risk management systems and in sustainability reporting as well as the audit and review of sustainability reporting (financial experts).
- (7) Knowledge of and skills and professional experience in the capital markets as well as knowledge of and skills and professional experience in the areas of controlling, risk management, and internal control system.

Skills and Expertise Supervisory Board

	Dr. Wolfgang Porsche	Dr. Arno Antlitz	Dr. Christian Dahlheim	Melissa Di Donato Roos	Micaela le Divelec Lemmi	Dr. Hans Michel Piëch	Dr. Ferdinand Oliver Porsche	Hans Dieter Pötsch	Dr. Hans Peter Schützinger	Hauke Stars	Jordana Voigtatzki	Harald Buck	Akan Isik	Nora Leser	Knut Lofski	Vera Schalwig	Stefan Schaumburg	Carsten Schumacher	Wolfgang von Dühren	Ibrahim Aslan
(1) Manufacture and sale	•	•	•			•	•	•	•	•		•	•		•	•		•	•	•
(2) Automotive sector and transformation	•	•	•			•	•	•	•	•		•	•		•	•		•	•	•
(3) Research and development				•			•			•									•	
(4) Management/supervision experience	•	•	•	•	•	•	•	•	•	•	•	•				•	•	•	•	
(5) Governance/legal/compliance	•	•	•	•	•	•	•	•	•	•	•					•				
(6) Finance, accounting/auditing		•	•	•	•		•	•	•			•		•					•	
(7) Capital market, controlling, and risk management	•	•	•	•	•	•	•	•		•										•
(8) Personnel expertise and remuneration	•	•		•		•	•	•	•		•	•				•	•	•		
(9) Co-determination	•	•	•	•		•	•	•		•	•	•	•	•	•	•	•	•	•	•
(10) Sustainability		•		•	•			•	•					•						
(11) Digital		•	•	•	•				•	•			•							
(12) Luxury goods sector	•	•			•	•	•									•				•

The qualification matrix is based on the Supervisory Board's own assessment. "Excellent knowledge" resulting from qualifications, knowledge, experience, or advanced training is designated as such. The categories in the left column of the qualification matrix summarize the key skills, expertise, and requirements that are enumerated individually in the profile of skills shown above and below for the entire Supervisory Board.

- (8) Knowledge of and skills and professional experience in the area of human resources (particularly the search for and selection of members of the Executive Board, and the succession process) and knowledge of incentive and remuneration systems for the Executive Board.
- (9) Knowledge of and skills and professional experience in the areas of co-determination, employee matters, and the working environment in the company.
- (10) Knowledge of and skills and professional experience in the areas of the environment, society, and sustainable corporate governance including the risks descendant from these areas (Environmental, Social, Governance: ESG), in particular, expertise in the sustainability questions that are particularly relevant to the company, for example with regard to resources, supply chains, energy supply, corporate social responsibility, sustainable technologies, and related business models.
- (11) Knowledge of and skills and professional experience in the area of digital transformation.
- (12) Knowledge of and skills and professional experience in the luxury goods industry.

The qualifications of the Supervisory Board members are captured and regularly reviewed in a self-assessment, which shows that the key skills and requirements are fulfilled by the Board as a whole.

The members of the Audit Committee, in particular its Chairman, Dr. Christian Dahlheim, as well as Ms. Micaela Le Divelec Lemmi and Dr. Ferdinand Oliver Porsche, each have specialist knowledge both in the field of accounting, including sustainability reporting, and in the field of auditing, including the audit of sustainability reporting.

The Chairman of the Audit Committee, Dr. Christian Dahlheim, has special knowledge and experience in the application of accounting principles and internal control and risk management systems as well as in the auditing of financial statements due to his many years working in various management and board positions, including at Volkswagen Financial Services AG, and his work on the supervisory boards of various banks.

Ms. Micaela Le Divelec Lemmi worked for an audit firm for several years during the course of her professional career. In addition to various management functions in the financial sector, Ms. Micaela Le Divelec Lemmi has also held various management positions, including Chief Financial Officer at Gucci and CEO of the Salvatore Ferragamo Group. She therefore has special knowledge and experience in the application of accounting principles and internal control and risk management systems as well as in the auditing of financial statements.

Dr. Ferdinand Oliver Porsche has been a member of the audit committees of various listed companies for many years and worked for an audit firm for several years. As part of his work on audit committees, he was also involved in the audit of non-

financial statements relating to sustainability in the form of material environmental and social issues. Dr. Ferdinand Oliver Porsche also follows and supports current developments in the field of sustainability reporting and contributes his expertise to Porsche AG's Audit Committee.

More information about the members, their relevant experience and expertise can be found in the Report of the Supervisory Board and under the heading → **Our Supervisory Board** on the company's website at

↗ <https://investorrelations.porsche.com/en/corporate-governance>.

Numerous members of the Supervisory Board also embody the criterion of internationality to a particularly high degree; various nationalities are represented on the Supervisory Board and numerous members have international professional experience. Several members of the Supervisory Board contribute to the Board's diversity to a particularly high degree, especially Ms. Micaela Le Divelec Lemmi, Ms. Melissa Di Donato Roos, and Ms. Jordana Vogiatzi. The Supervisory Board also comprises members of various age groups.

The shareholder representatives on the Supervisory Board are of the opinion that four shareholder representatives are currently independent within the meaning of recommendation C.6 of the Code. These are Ms. Micaela Le Divelec Lemmi, Ms. Melissa Di Donato Roos, Dr. Christian Dahlheim, and Dr. Hans Peter Schützinger.

Members of the Supervisory Board Dr. Hans Michel Piëch, Dr. Ferdinand Oliver Porsche, Dr. Wolfgang Porsche, and Hans Dieter Pötsch have all belonged to the Supervisory Board for more than twelve years and thus fulfill one of the indicators set out in recommendation C.7 of the Code for lack of independence from the company and the Executive Board. Taking all the circumstances of the specific case into account, the shareholder side still considers these members of the Supervisory Board to be independent of the company and the Executive Board. The work of the Supervisory Board and its committees shows that Dr. Hans Michel Piëch, Dr. Ferdinand Oliver Porsche, Dr. Wolfgang Porsche, and Mr. Hans Dieter Pötsch continue to unreservedly possess the required critical distance from the company and its Executive Board to allow them to appropriately monitor and assist the Executive Board in managing the company.

Self-Assessment of the Supervisory Board

The Supervisory Board regularly assesses how effectively the Board and its committees are performing their tasks (self-assessment). In addition to the quality criteria to be determined by the Supervisory Board, the subject of the self-assessment mainly covers the procedures in the Supervisory Board and the flow of information between the committees and the plenum as well as the timely provision of sufficient information to the Supervisory Board.

The Supervisory Board performed a self-assessment in fiscal year 2023. For the self-assessment, a questionnaire was first distributed for the Supervisory Board members to give their evaluation and suggest possible improvements. However, in order to identify further potential for optimization—in the sense of a continuous improvement process—the Supervisory Board resolved to conduct individual interviews in addition to a traditional assessment using a questionnaire. From the Supervisory Board's perspective, this approach offers the opportunity to discuss individual issues in detail, set individual priorities and thus ensure a comprehensive exchange of information. The interviews were held at the beginning of 2024. External support was obtained for part of the process, specifically the preparation of the self-assessment and upstream training.

Following a comprehensive analysis of the feedback from questionnaires and interviews, the Supervisory Board discussed the results and suggestions for optimization options at the next regular meeting of the full Board. The analysis for the fiscal year 2023 shows a high level of satisfaction among Supervisory Board members, particularly with the organization and conduct of the meetings. Cooperation within the Supervisory Board and with the Executive Board is perceived as trusting and constructive. The composition of the Supervisory Board and the committees is deemed to be effective and efficient. The results also show an adequate supply of information. Measures derived from the results to optimize the Supervisory Board's work will be adopted in a timely manner.

LEGISLATION ON THE EQUAL PARTICIPATION OF WOMEN AND MEN IN MANAGEMENT POSITIONS

When putting the Supervisory Board of Porsche AG together, the minimum quota requirement introduced with the German Act on the Equal Participation of Women and Men in Management Positions in the Private Economy and the Public Sector (FüPoG) was observed, according to which the supervisory board of listed and parity co-determined companies must be made up of at least 30% women and at least 30% men. This quota is fulfilled by the Supervisory Board as a whole (overall fulfillment). A total of six women (30%) belong to the company's Supervisory Board, three of them shareholder representatives and three of them employee representatives. In addition, a total of 14 men (70%) belong to the Supervisory Board, seven of whom are shareholder representatives and seven of whom are employee representatives. The legal requirement to set a target for the proportion of women on the Supervisory Board does not apply due to the validity of the statutory minimum proportion requirement on the Supervisory Board.

According to the German Act to Supplement and Amend the Regulations for the Equal Participation of Women and Men in Management Positions in the Private Economy and the Public Sector (FüPoG II), Porsche AG is also subject to the minimum

participation requirement of section 76 (3a) AktG, under which the members of the executive board of the company must include at least one woman and at least one man. When putting the Executive Board of Porsche AG together, this was observed. Ms. Barbara Frenkel has already been a member of the company's Executive Board since June 2021. The statutory requirement to set a target for the proportion of women on the executive board does not apply due to the legal validity of the participation requirement.

In addition, the executive board of a listed or co-determined company has to determine targets for the percentage of women in management positions at the two levels directly below the executive board. If the share of women is below 30% when the executive board sets the target, the targets may no longer be lower than the share already achieved. At the same time as setting the targets, deadlines for their achievement within five years also have to be determined.

By resolution dated November 2021, the Executive Board of Porsche AG set itself the targets of 20% women in the first level of management below the Executive Board and 18% women in the second level of management below the Executive Board. A deadline of December 31, 2025 was set for achieving each of the targets.

REMUNERATION REPORT AND REMUNERATION SYSTEM FOR THE EXECUTIVE BOARD AND SUPERVISORY BOARD

The remuneration report for the last fiscal year and the auditor's report pursuant to section 162 AktG can be found in the Annual and Sustainability Report for fiscal year 2023, which is available on the company's website at

➤ <https://investorrelations.porsche.com/en/financial-figures>. The remuneration report is also available at:

➤ <https://investorrelations.porsche.com/en/corporate-governance>.

Furthermore, the remuneration report contains detailed explanations about the remuneration system and the individual remuneration of the members of the Executive Board and Supervisory Board. The remuneration system for the Executive Board can also be viewed separately at the following link:

➤ <https://investorrelations.porsche.com/en/corporate-governance>.

The remuneration system for the Executive Board and the Supervisory Board remuneration were submitted to the company's Annual General Meeting 2023 for approval pursuant to section 120a (1) AktG and for resolution pursuant to section 113 (3) AktG. The Annual General Meeting passed these two say-on-pay resolutions on June 28, 2023, each with 100% of the votes cast. The most recent remuneration resolution in accordance with section 113 (3) AktG is available at the following link: ➤ <https://investorrelations.porsche.com/en/general-meeting-23/>. Additional information on remuneration can be found under ➤ **Notes to the consolidated financial statements** and in the notes to the Porsche AG financial statements for 2023.

RELEVANT DISCLOSURES ON CORPORATE GOVERNANCE PRACTICES

Compliance and Risk Management

To ensure the Porsche AG Group's lasting success, the company uses forward-looking risk management and a uniform group-wide framework. This includes:

- **Compliance:** Compliance at Porsche is adherence to statutory provisions, internal company policies and Porsche's Code of Conduct which are publicly accessible at the following link:
➤ <https://www.porsche.com/germany/aboutporsche/overview/compliance/overview/>
- **Whistleblower system:** Adherence to statutory requirements, internal company policies, and the Code of Conduct has utmost priority at Porsche. In order to counter potential risks of compliance breaches at an early stage, the company set up a whistleblower system, where any violations against the rules by employees of the Porsche group can be reported. Incoming reports are treated independently and confidentially in Porsche's whistleblower system.
- **Business and human rights:** Porsche is committed to respecting human rights, and in particular promoting good working conditions and fair trade. The company has formulated clear rules about this—both in terms of its own operating activities and its global supply chains. Porsche bases its entrepreneurial actions on the ten principles of the UN Global Compact and the United Nations Guiding Principles on Business and Human Rights. The contents of these, which draw largely from the Universal Declaration of Human Rights and the ILO (International Labor Organization) Declaration on Fundamental Principles and Rights at Work, can be found on the respective websites of the United Nations and the ILO.

- **Risk management and internal control system:** Promptly identifying the risks and opportunities arising from operating activities and taking a forward-looking approach to managing them is crucial to the long-term success of the Porsche AG Group. The responsible management of business risks to achieve our objectives is just as important as the timely identification of opportunities to ensure competitiveness. For this purpose, the Porsche AG Group has management and control systems in place that are embedded in a comprehensive risk and opportunities management system. The Porsche AG Group has implemented a comprehensive risk management system (RMS) and internal control system (ICS). The aim is to identify potential risks at an early stage and manage them using suitable measures or controls. In this way, the threat of loss to the company should be averted and any risks that might jeopardize its continued existence recognized in good time.

Voluntary Commitments and Principles

The Porsche AG Group has made a commitment to sustainable, transparent, and responsible corporate governance.

The company coordinates its sustainability activities across the entire group and has put in place a forward-looking risk management system and a clear framework for dealing with environmental issues, for employee responsibility and for social commitment in a future-oriented manner. Voluntary commitments and principles that apply across the group are the basis and backbone of our sustainability management. These documents are publicly accessible in the Porsche Newsroom in the "Sustainability" section at the following link:
➤ <https://www.newsroom.porsche.com/en/nachhaltigkeit.html>.

MEMBERS OF THE EXECUTIVE BOARD

Members of the Executive Board

Dr. Oliver Blume (*1968)

Chairman (since 2015)
 Chairman of the Board of Management of Volkswagen AG
 Beginning of membership of the Executive Board: 2013
 Nationality: German

Lutz Meschke (*1966)

Deputy Chairman (since 2015)
 Finance and IT
 Beginning of membership of the Executive Board: 2009
 Nationality: German, Croatian

Membership on supervisory boards and other control bodies

Membership of statutory supervisory boards in Germany

CARIAD SE, Wolfsburg (Chairman)¹

Membership of statutory supervisory boards in Germany

Porsche Leipzig GmbH, Leipzig²

Comparable appointments in Germany and abroad

European Transport Solutions S.à r.l., Luxembourg¹
 FlexFactory GmbH, Munich (until November 30, 2023)¹
 MHP Management und IT-Beratung GmbH, Ludwigsburg (Chairman)²
 Porsche Consulting GmbH, Bietigheim-Bissingen (Chairman)²
 Porsche Deutschland GmbH, Bietigheim-Bissingen²
 Porsche Digital GmbH, Ludwigsburg (Chairman until October 31, 2023)²
 Porsche eBike Performance GmbH, Ottobrunn (Chairman)²
 Porsche Engineering Group GmbH, Weissach²
 Porsche Engineering Services GmbH, Bietigheim-Bissingen²
 Porsche Enterprises Inc., Atlanta²
 Porsche Financial Services GmbH, Bietigheim-Bissingen (Chairman)²
 Porsche Investments Management S.A., Luxembourg (Chairman) (since April 1, 2023)²
 Porsche Lifestyle GmbH & Co. KG, Ludwigsburg (Chairman)²
 Porsche Werkzeugbau GmbH, Schwarzenberg (until January 16, 2023)²
 P3X GmbH & Co. KG, Gilching (until December 31, 2023)²
 Rimac Group d.o.o., Sveta Nedelja¹

¹ Appointment outside the group

² Appointment within the group

Barbara Frenkel (*1963)

Procurement

Beginning of membership of the Executive Board: 2021

Nationality: German

Andreas Haffner (*1965)

Human Resources and Social Affairs

Beginning of membership of the Executive Board: 2015

Nationality: German

Sajjad Khan (*1973)

Car-IT

Beginning of membership of the Executive Board: 2023

Nationality: German

Detlev von Platen (*1964)

Sales and Marketing

Beginning of membership of the Executive Board: 2015

Nationality: German, French, USA

Albrecht Reimold (*1961)

Production and Logistics

Beginning of membership of the Executive Board: 2016

Nationality: German

Dr. Michael Steiner (*1964)

Research and Development

Beginning of membership of the Executive Board: 2016

Nationality: German

Comparable appointments in Germany and abroad

Porsche Deutschland GmbH, Bietigheim-Bissingen²
 Stiftung Münchner Sicherheitskonferenz GmbH, Munich (since June 26, 2023)¹

Membership of statutory supervisory boards in GermanyPorsche Leipzig GmbH, Leipzig²**Comparable appointments in Germany and abroad**

Porsche Dienstleistungs GmbH, Stuttgart (Chairman)²
 Porsche Werkzeugbau GmbH, Schwarzenberg²
 Porsche Consulting GmbH, Bietigheim-Bissingen²
 MHP Management und IT-Beratung GmbH, Ludwigsburg²

Comparable appointments in Germany and abroad

Porsche Digital GmbH, Ludwigsburg (Chairman) (since November 1, 2023)²
 Porsche Engineering Group GmbH, Weissach (since November 1, 2023)²

Membership of statutory supervisory boards in GermanyPorsche Leipzig GmbH, Leipzig²**Comparable appointments in Germany and abroad**

Porsche Deutschland GmbH, Bietigheim-Bissingen (Chairman)²
 Porsche Digital GmbH, Ludwigsburg²
 Porsche Enterprises Inc., Atlanta²
 Porsche Financial Services GmbH Bietigheim-Bissingen²
 Porsche Lifestyle GmbH & Co. KG, Ludwigsburg²
 Porsche Logistik GmbH, Stuttgart²
 P3X GmbH & Co. KG, Gilching (Chairman) (until December 31, 2023)²

Membership of statutory supervisory boards in GermanyPorsche Leipzig GmbH, Leipzig (Chairman)²**Comparable appointments in Germany and abroad**

FlexFactory GmbH, Munich (until November 30, 2023)¹
 KS HUAYU AluTech GmbH, Neckarsulm¹
 Porsche Werkzeugbau GmbH, Schwarzenberg (Chairman)²
 Porsche Logistik GmbH, Stuttgart (Chairman)²
 Smart Press Shop GmbH & Co. KG, Halle¹
 Volkswagen Osnabrück GmbH, Osnabrück¹

Membership of statutory supervisory boards in GermanyCARIAD SE, Wolfsburg¹**Comparable appointments in Germany and abroad**

Cellforce Group GmbH, Tübingen (Chairman)²
 Group14 Technologies, Inc., Woodinville¹
 HIF Global LLC, Delaware¹
 Porsche Digital GmbH, Ludwigsburg²
 Porsche Engineering Group GmbH, Weissach (Chairman)²
 Porsche Engineering Services GmbH, Bietigheim-Bissingen (Chairman)²
 Porsche E-Bike Performance GmbH, Ottobrunn²

¹ Appointment outside the group² Appointment within the group

MEMBERS OF THE SUPERVISORY BOARD AND COMPOSITION OF THE COMMITTEES

Members of the Supervisory Board

Dr. Wolfgang Porsche (*1943)

Chairman
Business administration graduate
Member since: 2009
Nationality: Austrian

Jordana Vogiatzi (*1976)

Deputy Chairwoman
Managing Director of Members and Finance of IG Metall Stuttgart
Member since: 2014
Nationality: German, Greek

Dr. Arno Antlitz (*1970)

Member of the Board of Management of Volkswagen AG for Finance and Operations
Member since: 2021
Nationality: German

Ibrahim Aslan (*1973)

Member of the works council Zuffenhausen/Ludwigsburg/Sachsenheim; head of representatives body
Member since: 2022
Nationality: German

Membership on supervisory boards and other control bodies

Membership of statutory supervisory boards in Germany

Porsche Automobil Holding SE, Stuttgart (Chairman)^{1,3}
Volkswagen AG, Wolfsburg^{1,3}
AUDI AG, Ingolstadt¹

Comparable appointments in Germany and abroad

Porsche Holding Gesellschaft m.b.H., Salzburg¹
Familie Porsche AG Beteiligungsgesellschaft, Salzburg (Chairman)¹
Schmittenhöhebahn AG, Zell am See¹

Membership of statutory supervisory boards in Germany

Porsche Leipzig GmbH, Leipzig (since February 13, 2023)²

Membership of statutory supervisory boards in Germany

Volkswagen Financial Services AG, Braunschweig (Chairman)¹
Volkswagen Financial Services Europe AG, Braunschweig (Chairman)¹
PowerCo SE, Salzgitter¹

Comparable appointments in Germany and abroad

Volkswagen Group of America, Inc., Herndon (Chairman)¹
Volkswagen (China) Investment Co., Ltd., Beijing¹
Porsche Austria Gesellschaft m.b.H., Salzburg (Deputy Chairman)¹
Porsche Holding Gesellschaft m.b.H., Salzburg (Deputy Chairman)¹
Porsche Retail Gesellschaft m.b.H., Salzburg (Deputy Chairman)¹

¹ Appointment outside the group

² Appointment within the group

³ Listed company

Harald Buck (*1962)

Chairman of the works council
Zuffenhausen/Ludwigsburg/
Sachsenheim
Chairman of Porsche general and group works council
Member since: 2019
Nationality: German

Dr. Christian Dahlheim (*1968)

Chairman of the Board of Volkswagen Financial
Services AG
Member since: 2020
Nationality: German

Micaela le Divelec Lemmi (*1968)

Member of the Supervisory Board at De Longhi Group
Member of the Supervisory Board at Aeroporti di
Roma S.p.A. (until April 30, 2023)¹
Member since: 2022
Nationality: Italian

Melissa Di Donato Roos (*1972)

Chair & Chief Executive Officer at Kyriba
Member since: 2022
Nationality: USA, British

Wolfgang von Dühren (*1962)

Head of International VIP & Special Sales Porsche AG
Member since: 2014
Nationality: German

Akan Isik (*1971)

Works council Zuffenhausen
Member of Porsche general and group works council
Member since: 2019
Nationality: German

Nora Leser (*1981)

Trade union secretary of IG Metall—Stuttgart office
Member since: 2021
Nationality: German

Knut Lofski (*1963)

Chairman of the works council Porsche Leipzig;
Member of Porsche group works council
Member since: 2019
Nationality: German

Comparable appointments in Germany and abroad

Volkswagen AG, Wolfsburg^{1,3}

Membership of statutory supervisory boards in Germany

Volkswagen Bank GmbH, Braunschweig¹

Comparable appointments in Germany and abroad

Porsche Bank AG, Salzburg¹
Volkswagen Finance (China) Co., Ltd., Beijing¹
VW New Mobility Services Investment Co., Ltd., Shanghai¹
VDF Faktoring A.S., Istanbul (Chairman)¹
VDF Filo Kiralama A.S., Istanbul (Chairman)¹
VDF Sigorta Aracılık Hizmetleri A.S., Istanbul (Chairman)¹
VDF Servis ve Ticaret A.S., Istanbul (Chairman)¹
Volkswagen Dogus Finansman A.S., Istanbul (Chairman)¹
Volkswagen Semler Finans Danmark A/S, Brøndby (Chairman)¹
Volkswagen Participações Ltda., São Paulo (Chairman)¹

Comparable appointments in Germany and abroad

Pitti Immagine S.r.l., Florence (until July 31, 2023)¹
De Longhi S.p.A., Treviso^{1,3}
Aeroporti di Roma S.p.A., Rome (until April 30, 2023)¹
Non-executive member of the Board of Directors of Benetton S.p.A.
(since April 30, 2023)¹

Comparable appointments in Germany and abroad

Independent, non-executive member of the Board of Directors of
JPMorgan Chase^{1,3}

Comparable appointments in Germany and abroad

Thales Deutschland GmbH, Ditzingen¹

Membership of statutory supervisory boards in Germany

Porsche Leipzig GmbH, Leipzig (Deputy Chairman)²

¹ Appointment outside the group

² Appointment within the group

³ Listed company

Dr. Hans Michel Piëch (*1942)

Attorney at law
Member since: 2009
Nationality: Austrian

Membership of statutory supervisory boards in Germany

AUDI AG, Ingolstadt¹
Volkswagen AG, Wolfsburg^{1,3}
Porsche Automobil Holding SE, Stuttgart (Deputy Chairman)^{1,3}

Comparable appointments in Germany and abroad

Porsche Holding Gesellschaft m.b.H., Salzburg¹
Schmittenhöhebahn AG, Zell am See¹

Dr. Ferdinand Oliver Porsche (*1961)

Member of the Board of Management of Familie
Porsche AG Beteiligungsgesellschaft
Member since: 2010
Nationality: Austrian

Membership of statutory supervisory boards in Germany

Porsche Automobil Holding SE, Stuttgart^{1,3}
AUDI AG, Ingolstadt¹
Volkswagen AG, Wolfsburg^{1,3}

Comparable appointments in Germany and abroad

Porsche Holding Gesellschaft m.b.H., Salzburg¹
Porsche Lifestyle GmbH & Co. KG, Ludwigsburg¹

Hans Dieter Pötsch (*1951)

Chairman of the Board of Management of
Porsche Automobil Holding SE
Chairman of the Supervisory Board of Volkswagen AG
Member since: 2010
Nationality: Austrian

Membership of statutory supervisory boards in Germany

AUDI AG, Ingolstadt¹
Volkswagen AG, Wolfsburg (Chairman)^{1,3}
Bertelsmann Management SE, Gütersloh¹
Bertelsmann SE & Co. KGaA, Gütersloh¹
TRATON SE, Munich (Chairman)^{1,3}
Wolfsburg AG, Wolfsburg¹

Comparable appointments in Germany and abroad

Autostadt GmbH, Wolfsburg¹
Porsche Austria Gesellschaft m.b.H., Salzburg (Chairman)¹
Porsche Holding Gesellschaft m.b.H., Salzburg (Chairman)¹
Porsche Retail GmbH, Salzburg (Chairman)¹
VfL Wolfsburg-Fußball GmbH, Wolfsburg (Deputy Chairman)¹

Vera Schalwig (*1979)

Head of Human Resources Zuffenhausen
Member since: 2021
Nationality: German

Stefan Schaumburg (*1961)

Trade Union Secretary/Head of the Functional Area of
Collective Bargaining at the Board of Management of IG Metall
Member since: 2021
Nationality: German

Membership of statutory supervisory boards in Germany

Jenoptik AG, Jena (until December 31, 2023)^{1,3}

¹ Appointment outside the group

² Appointment within the group

³ Listed company

Carsten Schumacher (*1987)

Chairman of the works council Weissach
 Member of Porsche general and group works council
 Member since: 2019
 Nationality: German

Dr. Hans Peter Schützinger (*1960)

Spokesperson for the management of
 Porsche Holding GmbH
 Member since: 2016
 Nationality: Austrian

Hauke Stars (*1967)

Member of the Board of Management of Volkswagen AG
 for IT
 Member since: 2022
 Nationality: German

Membership of statutory supervisory boards in Germany

CARIAD SE, Wolfsburg¹

Membership of statutory supervisory boards in Germany

Volkswagen Financial Services AG, Braunschweig¹

Comparable appointments in Germany and abroad

Porsche Hungaria Kereskedelmi Kft., Budapest¹
 Volkswagen Finančné služby Slovensko s.r.o., Bratislava¹
 Porsche Versicherungs AG, Salzburg¹
 Porsche Bank AG, Salzburg¹
 Din Bil Sverige AB, Stockholm¹
 Gletscherbahnen Kaprun AG, Kaprun¹
 Schmittenhöhebahn AG, Zell am See¹

Membership of statutory supervisory boards in Germany

AUDI AG, Ingolstadt¹
 CARIAD SE, Wolfsburg¹
 RWE AG, Essen^{1,3}
 PowerCo SE, Salzgitter¹

Comparable appointments in Germany and abroad

Kühne + Nagel International AG, Schindellegi^{1,3}

¹ Appointment outside the group

² Appointment within the group

³ Listed company

COMMITTEES OF THE SUPERVISORY BOARD OF PORSCHE AG AS OF DECEMBER 31, 2023**Members of the Executive Committee**

Dr. Wolfgang Porsche (Chairman)
 Dr. Arno Antlitz
 Hauke Stars
 Jordana Vogiatzi
 Harald Buck
 Carsten Schumacher

Members of the Audit Committee

Dr. Christian Dahlheim (Chairman)
 Micaela le Divelec Lemmi
 Dr. Ferdinand Oliver Porsche
 Carsten Schumacher
 Nora Leser
 Harald Buck

Members of the Mediation Committee pursuant to section 27 (3) of the German Co-Determination Act (MitbestG)

Dr. Wolfgang Porsche (Chairman)
 Hauke Stars
 Jordana Vogiatzi
 Harald Buck

Members of the Nomination Committee

Dr. Wolfgang Porsche (Chairman)
 Dr. Arno Antlitz
 Hauke Stars

Members of the Related Party Committee

Dr. Hans Michel Piëch
 Micaela le Divelec Lemmi
 Hauke Stars
 Wolfgang von Dühren
 Akan Isik