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

**Stuttgart**

**Publication of the resolution on the confirmation of the remuneration and  
on the remuneration system for Supervisory Board members pursuant to  
Sections 113 para. 3 sentence 6, 120a para. 2 of the German Stock Corporation Act (AktG)**

On 28 June 2023, the Annual General Meeting of Dr. Ing. h.c. F. Porsche Aktiengesellschaft resolved, as proposed by the Executive Board and Supervisory Board under agenda item 7, to confirm the existing provisions of Article 18 of the Articles of Association regarding the Supervisory Board members' remuneration and to adopt the remuneration system for Supervisory Board members as published in the invitation to this Annual General Meeting in the Federal Gazette on 15 May 2023 (see section II.2 "Additional information on the agenda"). The resolution was adopted with the following result:

455,500,000	votes cast (= 100% of the registered voting share capital)
455,500,000	votes in favor (= 100%)
0	votes against (= 0%)
0	abstentions (= 0%)

The relevant versions of Article 18 of the Articles of Association of the Company and the remuneration system for the members of the Supervisory Board are set out below.

**Stuttgart, in June 2023**

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

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**Article 18 of the Articles of Association of Dr. Ing. h.c. F. Porsche Aktiengesellschaft reads as follows:**

- (1) The Supervisory Board members shall receive a fixed remuneration of EUR 130,000.00 per financial year in addition to the reimbursement of their expenses and any value added tax payable on the Supervisory Board remuneration.
- (2) In deviation from paragraph (1), the Chairperson of the Supervisory Board shall receive twice the amount, and the Deputy Chairperson shall receive one-and-a-half times the amount of the fixed remuneration specified in paragraph (1) above.
- (3) In addition, each member of the Supervisory Board shall receive an additional fixed remuneration of EUR 50,000.00 per committee per financial year for his or her work in a committee of the Supervisory Board if the respective committee has met at least once a year to perform its duties. The chairpersons of the committees shall receive twice the amount of the additional remuneration received by a member of the respective committee. A membership in the Nomination Committee shall not be taken into account. Committee activities on a maximum of two committees shall be included in calculating the remuneration.
- (4) Members of the Supervisory Board who have been members of the Supervisory Board or a committee of the Supervisory Board for only part of a financial year shall receive a compensation pursuant to paragraphs (1) to (3) and (5) pro rata temporis.
- (5) The members of the Supervisory Board shall receive a flat rate of EUR 9,000.00 per financial year, which shall cover all attendances at Supervisory Board and committee meetings.
- (6) The remuneration and the flat rates shall be payable after the end of each financial year and expenses shall be reimbursed upon presentation of auditable documents.
- (7) The members of the Supervisory Board shall be included in an insurance against pecuniary damage, taken out by and in the interest of the Company in an appropriate amount for corporate bodies (Directors & Officers Insurance), to the extent such insurance coverage exists. The insurance premiums shall be paid by the Company.

**Remuneration system for Supervisory Board members of Dr. Ing. h.c. F. Porsche Aktiengesellschaft**

The remuneration of Supervisory Board members of Dr. Ing. h.c. F. Porsche Aktiengesellschaft is laid down in article 18 of the Company's Articles of Association. The remuneration consists of only a fixed remuneration plus a lumpsum attendance fee. Accordingly, Supervisory Board members of Dr. Ing. h.c. F. Porsche Aktiengesellschaft will receive fixed remuneration in the amount of €130,000.00 per financial year. The Chairperson of the Supervisory Board will receive fixed remuneration in the amount of €260,000.00, his or her Deputy will receive fixed remuneration in the amount of €195,000.00.

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Furthermore, Supervisory Board members will receive additional fixed remuneration per financial year for their activities on the Supervisory Board committees, provided that the relevant committee has met at least once a year for the purpose of performing its duties. The fixed remuneration for the chairperson of the committee amounts to €100,000.00 and to €50,000.00 for each of the other members of a committee. Membership in the Nomination Committee will not be taken into account. If a Supervisory Board member holds office in more than one committee, that member will only receive remuneration for the two offices for which the highest fixed remuneration per financial year is granted. Supervisory Board members who have been members of the Supervisory Board and/or its committees for only part of a financial year will receive their remuneration on a *pro rata temporis* basis.

Thus, the terms of the Supervisory Board members' remuneration are in line with the recommendations and suggestions of the German Corporate Governance Code. According to the German Corporate Governance Code, supervisory board remuneration should consist of fixed remuneration components. Furthermore, the German Corporate Governance Code recommends that the higher commitment of time of the chairperson, the deputy chairperson and of the chairpersons and members of the committees should be adequately taken into account when determining the remuneration of supervisory board members.

Additionally, each Supervisory Board member will receive a lump-sum attendance fee in the amount of €9,000.00 per financial year that will cover all attendances at Supervisory Board and committee meetings.

In addition to the fixed remuneration and the lump-sum attendance fee, Supervisory Board members will be reimbursed for expenses incurred in connection with their work and for any VAT payable on their Supervisory Board remuneration.

Each the remuneration and the lump-sum attendance fee will be payable after the end of a financial year.

Furthermore, the Supervisory Board members will be covered by a directors and officers liability insurance (D&O insurance) taken out by the Company if such insurance is in place.

Former Supervisory Board members will not receive any remuneration from Dr. Ing. h.c. F. Porsche Aktiengesellschaft for their former activities on the Supervisory Board after they have ceased to hold office.

The remuneration of Supervisory Board members determined in accordance with the remuneration system described above is commensurate with their duties and the Company's situation. The fact that it is limited to fixed remuneration strengthens the independence of the Supervisory Board in advising and monitoring the Executive Board. It provides an incentive for Supervisory Board members to perform

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their supervisory and advisory duties by adequately questioning the Executive Board's management without primarily focusing on the performance of key operating figures.

Moreover, the structure and amount of the fixed remuneration make an important contribution to the competition for outstanding personalities to be appointed as Supervisory Board members, thus ensuring that highly qualified persons can be proposed to the General Meeting as nominees for the Supervisory Board also in the future. In comparison with other major listed companies in Germany, the Supervisory Board members' remuneration is market standard. Therefore, the Supervisory Board members' remuneration generally contributes to the Supervisory Board being able to perform its duties of supervising and providing advice to the Executive Board adequately and competently, which contributes to the Company's sustainable development over the long term.

A systematic consideration of the employees' remuneration and employment terms and conditions is not provided for in the Supervisory Board Members' remuneration system. Remuneration of Supervisory Board members is granted to the Supervisory Board members for performing their monitoring and advising duties. Such duties are fundamentally different from the activities performed by employees of the Company. A so-called vertical comparison with the remuneration of employees is therefore not to be carried out.

The remuneration system as a whole and the specific remuneration provisions will be regularly reviewed for adequacy by the Supervisory Board. Independent external remuneration advisors may be involved in the reviewing process.

The General Meeting resolves on the Supervisory Board members' remuneration at least every four years and in the event of proposals by the Executive and the Supervisory Board to amend the remuneration provisions. The General Meeting may confirm the Supervisory Board remuneration system in force at the relevant time or pass a resolution to amend the system by amending the Articles of Association. Based on the statutory allocation of competencies, relevant draft resolutions will be proposed to the General Meeting by both the Executive Board and the Supervisory Board in order to ensure the mutual control of both corporate bodies. The responsibility for deciding on the terms of the remuneration system and the amount of remuneration lies with the General Meeting.