

## **The Volkswagen Group Whistleblower System**

The Volkswagen Group fosters a corporate culture based on highest levels of integrity & ethics and strict compliance with regulations alongwith the Volkswagen Group Code of Conduct. This requires continuous vigilance by all employees and their willingness to report potential violations, wherever reasonable suspicions exist, without fear.

It is the endeavor of the Volkswagen Group to allow reporting and investigations of suspected misconduct in a fair, transparent and efficient manner through the Volkswagen Group Whistleblower System, while maintaining the whistleblower's protection against retaliation.

Group Policy on the Volkswagen Group Whistleblower System provides for raising hints in the nature of "serious regulatory violations" and "other regulatory violations" through the whistleblowing mechanism.

### **Details of Whistleblower Channels are mentioned below:**

#### **I. Central Investigation Office**

E-mail: [io@volkswagen.de](mailto:io@volkswagen.de)  
Phone: +800 444 46300, +49 5361 946300  
Mailing address:  
Volkswagen Group whistleblower system  
Postfach 1717  
38436 Wolfsburg  
Germany

#### **II. 24/7 hotline, available 365 days**



+49 5361 946300 (chargeable, internationally accessible)  
+800 444 46300 (toll-free international access may depend on callers' provider, + needs to be replaced by the international access code)

#### **III. Making report to Ombudsman:**

##### **Dr. Rainer Buchert:**

Phone: +49-69-710 33 330  
or +49-6105-92 13 55  
Fax: +49-69-710 34 444  
Email: [dr-buchert@dr-buchert.de](mailto:dr-buchert@dr-buchert.de)

##### **Mr. Thomas Rohrbach:**

Phone: +49-69-65 30 03 56  
Fax: +49-69-65 00 95 23  
Email: [rohrbach@ra-rohrbach.de](mailto:rohrbach@ra-rohrbach.de)

#### **IV. Vigil Mechanism (As required under the Indian Companies Act, 2013)**

##### **Mr. Justin Nolte**

Director – GASVL  
Phone: +91 22 3313 7183  
Email: [justin.nolte@volkswagen.co.in](mailto:justin.nolte@volkswagen.co.in)