

Sauber Group Statement regarding the Modern Slavery Act 2015

Introduction

The UK Modern Slavery Act 2015 (the '**Act**') requires certain organisations to prepare and publish a statement of the steps they have taken during the financial year to ensure that slavery and human trafficking is not taking place in its supply chains or any part of its own business.

This statement refers to the financial year ending 31 December 2025 and sets out the steps taken by the Group (as described below) to combat modern slavery during that financial year, while also reflecting certain measures that were implemented or further developed after the end of 2025.

Organizational Structure

The Sauber Group comprises several legal entities (Sauber Holding AG, Sauber Technologies AG, Audi Motorsport AG, Audi Campus AG, Audi Motorsport Technology Centre UK, together the "**Group**") engaged in motorsport and engineering activities, with its headquarters in Hinwil, Switzerland.

Within the Group, most employees are directly engaged in Switzerland and perform specialised functions that are not typically associated with heightened risks of modern slavery. Therefore, the Group's attention is primarily directed towards potential risks arising in its external business relationships, in particular within its supply chain and through contractors.

Our Policies

The Group takes a strict stance against any practices involving forced labour, slavery or human trafficking. Accordingly, business partners are expected to adhere to applicable legal requirements and recognised standards addressing these risks. Where breaches are identified, the Group may take decisive measures, including ending the respective business relationship and involving competent authorities where appropriate.

To that end, the Group has established a Code of Conduct for Business Partners, which forms an integral part of its contractual framework and is incorporated into its general terms and conditions. This Code of Conduct defines the Group's expectations towards its key business partners with regard to responsible and sustainable business practices.

The requirements, which are based, among others, on the OECD Guidelines for Multinational Enterprises and the OECD Due Diligence Guidelines for Responsible Business Conduct, cover key ESG aspects, including respect for human rights, the prohibition of child labour, modern slavery and human trafficking as well as compliance with applicable environmental and business ethics standards.

As a rule, by entering into contractual relationships with the Group, key business partners commit to adhering to these principles. The Group reserves the right to verify compliance and to take appropriate action in case of breaches, including measures relating to contractual enforcement and termination where necessary.

The Code of Conduct is part of a wider set of policies and procedures which demonstrate the Group's commitment to promoting responsible and ethical business practices. Whilst not all of these directly relate to modern slavery and/or people welfare matters, they do all contribute to a culture of compliance, transparency and risk awareness that the Group actively looks to foster at all times, and which is considered vital to combatting modern slavery risks in its working practices. The Group has in place a number of policies that together address its approach to these issues, including:

- › Sustainability and Business Partner Due Diligence
- › Anti-Fraud
- › Whistleblower System
- › Health and Safety
- › Avoidance of Corruption and Conflicts of Interest
- › Procurement
- › Human Resources
- › Money Laundering Prevention

Risk Assessment and Due Diligence

The Group conducts regular assessments to identify potential risks of child labour within its supply chain. As part of this approach, the Group engages an independent external advisory firm on an annual basis to perform targeted reviews and analyses.

These assessments are designed to detect potential risk indicators and to provide an objective perspective on supply chain exposure. The findings support the Group in continuously strengthening its due diligence processes and in implementing appropriate measures where necessary.

Whistleblowing and Grievance Mechanisms

The Group provides both a whistleblowing system and a dedicated grievance mechanism to enable internal and external stakeholders to raise concerns about potential misconduct, also within the supply chain of the Group, including risks related to human rights and modern slavery.

Together, these mechanisms support early identification of risks, facilitate appropriate remediation measures and contribute to the continuous improvement of the Group's due diligence processes.

Training and Awareness

The Group applies a risk-based approach to training and awareness in the area of supply chain due diligence. Employees with relevant exposure to procurement and supplier management processes receive targeted training to strengthen their understanding of ESG-related risks.

To support the development and delivery of these training measures, the Group has engaged an independent external advisory firm. This ensures that the training content reflects current regulatory expectations and best practices, while supporting employees in effectively identifying and managing potential risks within the Group's business relationships.

Approval

This statement reflects the commitment of the Group's leadership to uphold high standards of integrity, transparency and responsible business conduct and has been reviewed and approved by the Executive Management of Sauber Holding AG, Sauber Technologies AG, Audi Motorsport AG and Audi Campus AG and by the directors of Audi Motorsport Technology Centre UK.

Signed on behalf of the Group

Signed by:

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Mattia Binotto

23.06.2026

Signiert von:

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23.06.2026

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19.06.2026