

# VOLKSWAGEN

DE MEXICO

**Volkswagen de Mexico (VWM) has carried out its activities in a responsible manner during the COVID-19 pandemic, taking into consideration –before any other condition- the health of our workforce.**

**Therefore, our company has observed all the relevant regulations issued by our Government during the sanitary emergency.**

**It is important to mention that, by means of the resolutions of the Mexican Federal Government published in the Official Gazette on May 14<sup>th</sup> and 15<sup>th</sup>, the Automotive Industry –among others- was declared as an essential industry. In said resolutions, the referred authority established that said industry could restart operations whenever the relevant companies could prove that they had submitted the statement of fulfilment of the sanitary protocols established by the authorities. Any automotive industry accomplishing those conditions would be authorized to restart activities on June 1<sup>st</sup>, 2020, even if the sanitary “traffic light” were marked as RED.**

**Notwithstanding that our company duly complied with the above mentioned requirements –and implemented many additional sanitary measures- before the end of May, VWM decided to delay its ramp up until June 16<sup>th</sup>, taking into consideration both the arguments and resolutions established by our local/State Government as well as the commitments agreed with them, including an intensive training program during the last two weeks of June, which were key to implement and carry out the strict sanitary measures which were taken up from VW operations across the world.**

**The result of this was a permit from the State Authorities to restart operations upon the staggered ramp-up plan presented before them. Therefore, the ramp-up actions were duly coordinated with the Government, the workers Union and VWM.**

**As we have already mentioned, VWM has implemented numerous sanitary measures to pursue the best conditions for the ramp-up, exceeding those established by the Governmental authorities. Concerning your reference to the deceased workers, the cited article is baseless. The real number of tragic losses were made public by VWM, and these were the result of infections that occurred during the shutdown period and therefore without relation to their labor activities.**

**A good example of the measures established by VWM is the implementation of quick tests as well as PCR lab tests applied to the workforce during the first days of the**

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ramp-up. These were applied before the workers entered into the workplace, resulting in the timely identification of positive cases, thus preventing the spread of infection.

All of these actions have been recognized by the three levels of Government as being exemplary in these complicated times, including the positive results of the audits/inspections carried out by the Authorities.

In order to provide you with additional context, attached hereto you can find the relevant Press Releases issued by VWM about these issues.

VWM emphasizes that it has, and will continue honoring all applicable legal regulations, pursuing transparency and due respect to the human rights in all its actions.

For Volkswagen de México our most import asset is our people. Every loss of a colleague is irreparable and painful for our Company. During this pandemic, no cost has been spared to protect each and every member of our Volkswagen Family, implementing every measure currently available to mitigate this global pandemic, which will continue being a general risk until a vaccine and/or cure is available. We work tirelessly every day to continue upholding our more than 100 hygienic and preventive measures, thus reassuring that all our colleagues at VWM live and feel as safe as in their own homes when coming to work.

Volkswagen will not release any position regarding press articles.

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Press release

June 22<sup>th</sup>, 2020

### **Volkswagen de México takes measures to provide a COVID-19-free workplace to their employees**

- *The company is applying quick tests before resuming their production activities; the entire workforce will have the opportunity to be tested.*
- *More than 98% percent of the workforce is free of an infection caused by SARS- CoV-2; nearly 2 percent shows an active presence of the virus, but with no symptoms*

**Puebla. Pue.** Since past March 16<sup>th</sup> Volkswagen de México has strengthened its response capacity in regard to the sanitary emergency amid COVID-19 by applying quick tests to their personnel who have been outside the Plant since March 30<sup>th</sup> and is coming back gradually starting on June 16<sup>th</sup> to participate on the resuming plan within the factory, focused on training and preparation for the restart of production activities.

The purpose of these tests is to identify the presence of specific antibodies against SARS-CoV-2. The test has over 90 percent of specificity and accuracy, which is interpreted as their capacity to identify to the health and sick subjects respectively, giving the opportunity to those who are free of this virus to get back to normal activities.

From the total workforce at the Puebla plant more than 98 percent has resulted as NEGATIVE for an active presence of the virus; which means that they show no presence of the virus responsible from the COVID-19 disease. A little less of the 2 percent has been put under a protocol which includes home isolation over a period of 14 days and a monitoring program to follow their health evolution. It was also confirmed that the majority of this group are asymptomatic carriers of COVID-19.

Volkswagen de México reinforces its commitment to provide a COVID-19-free work environment to their personnel. It is the responsibility of the entire team to maintain it that way, by strictly following the prevention and hygienic measures, not just in their organization but also in their private life.

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Press release

June 10, 2020

### **Volkswagen de México reports results regarding the established health protocols and COVID-19 cases outside of the plant during the shutdown amid the sanitary emergency**

*• During more than 70 days of shutdown, with around 5 percent of the personnel attending for basic activities, to our knowledge there were no infections reported so far.*

*• Unfortunately 17 employees who remained at home during the contingency, were reported dead.*

**With a resuming plan on course, Volkswagen de México has presented a report regarding the effects of the COVID-19 pandemic on their personnel, both those who have been working on site and those who have been remaining at home. The company has not been operating since March 30th.**

In an internal message delivered by the Board of Management to the management team it was informed that the company succeeded in implementing the sanitary protocols for both factories, where a daily attendance of around 5 percent of the total workforce was registered to work on basic activities such as protection of the premises and maintenance. During these days more than 100 hygienic measures were designed and put in place with a result of to our knowledge zero infections within the factories.

Although we were successful on containing the virus at our plants it is still affecting our community, the results for the employees who stayed at home during the same period of time, are not as optimal. The unfortunate death of 17 people were reported, Ten of them confirmed as a result of the COVID-19 infection and 7 of them are waiting on the results for the cause of death.

Volkswagen de México's CEO Steffen Reiche, expressed his deepest condolences to the relatives of the personnel who passed away. "We deeply regret the death of our dear colleagues who were unable to recover from this illness". Reiche also stressed: "This new normality faces all of us with the necessity to assume the highest precautions and to urge our employees to adopt them as part of their lives, both inside and outside of the factories".

The company also informed that among the "stay-at-home-employees", for both factories, Puebla and Guanajuato, there are nine active cases of COVID-19, and three waiting for a diagnosis confirmation, and 9 cases that fortunately have been reported as recovered.

In the internal report it was emphasized that none of the deaths, active cases and/or recovered patients were attending the plants to work on the essential activities approved by the authorities.

Volkswagen de México is setting up more than 100 hygienic and preventive measures as part of their resuming plan; a contention plan and sanitary check points have been established for those employees who arrive to the premises with visible symptoms. By doing this, the company is ensuring a safe work environment.

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June 1, 2020

## Volkswagen de México on the road towards a safe and organized resuming of activities

*More than 100 hygiene and precautionary measures have been established to mitigate possible health risks for the employees, their families and the public in general.*

*Transportation for the personnel will be offered, hereby contributing to a reduction in the urban mobility.*

Volkswagen de México is ready to resume its manufacturing activities June 15<sup>th</sup>, after a temporary suspension in both factories which started on March 30<sup>th</sup>, as a precautionary measure for the Coronavirus SARS-COV2 pandemic.

In agreement with the federal government's guidelines and accepting the observations from the government of the state of Puebla, the German carmaker will resume its production lines in the factory in Puebla, as well as the factory in Silao.

Volkswagen ask employees to comply with the sanitary measures, to stay at home as much as possible and to reinforce these measures with their family and friends to ensure a safe return to the activities over the next two weeks.

"After more than two months of production halt we are ready to come back just as strong as before. Our main objective is to protect the health of our team, their families and our community as much as possible. In order to achieve this, the comeback is going to be gradual, with no more than 30% of our workforce initially and putting in place more than 100 hygiene and precautionary measures", declared Steffen Reiche, CEO of Volkswagen de México.

Reiche, who is also responsible for the Volkswagen Brand production in the North American region, mentioned that over the coming months the evolution of the sanitary situation will be followed-up on very closely in all the critical locations, as well as the performance of the markets. This will determine how fast the production volumes will recover.

Regarding the resuming of activities, the health care of the employees will begin at home. Before heading towards the physical workplace, each employee must measure their temperature by using a thermometer provided by the company; they also have to fill out a questionnaire to make sure there are no signs of any SARS-COV2 symptoms.

To ensure a safe commute to work, and to contribute to the reduction of the urban mobility, Volkswagen will nearly double the capacity of the personnel transportation. In every bus sanitizing gel stations will be installed; also, all passengers must wear protective glasses and masks.

Volkswagen will hand out around fifteen thousand welcome kits which include, among other items, a thermometer, a manual on the resuming of activities, a temperature registration table and the questionnaire, to be filled out every day before leaving for work.

"Our commitment is to provide our team with all the necessary tools to be able to self-manage their health care. We are confident that the Volkswagen team is composed of responsible citizens, who take care not only of themselves but also of the people around them", mentioned Kai Linnenkohl, Executive Vice President responsible for Human Resources and Organization.

Furthermore, a task force will be responsible to ensure all the measures are implemented as planned.

The main entrances to the factories will be divided in entrance and exit zones, avoiding interceptions during the shift changes; thermographic monitoring will continue and social distance marks will be put in place not only at the doors but also in work stations, canteens and locker rooms.

Within the production halls, sanitizing gel dispensers and cleaning stations have been installed. For the manufacturing processes that require more than two workers at the same time, safe distance parameters will be marked and the usage of PPE (Personal Protection Equipment) will be obligatory.

"Volkswagen de México has a robust production chain which is completely aligned with the protection standards established by the Volkswagen Brand for their factories around the world" stressed Steffen Reiche, who added: "We have complete faith that, with consistency and discipline, our team will take care of themselves and their colleagues, ensuring a safe work environment for everyone"

With these measures mentioned before, Volkswagen de México is the leading company in the state of Puebla regarding occupational health standards, hoping that these and further practices will be put in place by other public and private organizations in benefit of the general public.

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May, 25. 2020

## Volkswagen de Mexico informs:

As previously mentioned, Volkswagen de México has undertaken all the necessary efforts to meet the protocols and requirements the Federal Authorities have put in place regarding the sanitary crisis. This, to receive authorization for a gradual restart of operations, which procures the safety of our employees and the community.

The Company is considering around 100 hygienic and preventive measures to set up a secure work environment for its personnel. From the point of view of the Government of the State of Puebla these efforts have not been enough to fulfill the premises of maximum alert that they established during this health situation.

In this respect, the conditions to release any statement regarding operation topics are not given. The company will therefore not announce this information until the circumstances allow it, and until the State Government decree ceases to have effects. Meanwhile, the Company will stay alert to the options set forth by Law which permit it to carry out its activities, taking into consideration the very difficult situation already faced by its supply chain and the clients of diverse components and products in Mexico and abroad.

From this point on, any information regarding Volkswagen de México and their operations in the state of Puebla will not be considered as valid if it does not come from Company's official sources.