

Volkswagen Group of America, Inc. ("Volkswagen Group of America")

Supplier Diversity Program

APPENDIX G

Volkswagen Group of America Supplier Diversity Program

Goals and Objectives

- Achieve true inclusion of Minority ("MBE"), Women ("WBE"), Veteran ("VBE"), and LGBTQ business firms for the supply of construction, equipment, and services to our plant; as well as the supply of our vehicle components.
- Volkswagen Group of America Top Executives' commitment to achieving our MBE and WBE goals
- Work closely with our Tier 1 suppliers to have them implement the same approach

Our target

- It is Volkswagen Group of America's goal to commit 10% of its spend to qualified MBE suppliers, and 2% of its spend to qualified WBE suppliers. Volkswagen Group of America is also committed to ensuring business is committed to VBE and LGBTQ+ business firms. To ensure we meet this goal Volkswagen Group of America asks all potential Suppliers to verify their specific percentage of work with qualified MBE, WBE, VBE, and LGBTQ+ business firms for potentially awarded and/or awarded Volkswagen Group of America contracts.
- Any "Pass Through" spending to achieve our MBE and WBE goals will require review by Volkswagen Group of America.

Supplier Diversity – In Summary

Volkswagen Group of America values its suppliers as one of the most important elements in building superior, efficient, and responsible automobiles for the 21st century.

We especially value our supplier companies which embrace cultural diversity in ownership, management, and staff. The Volkswagen Group of America has a long, proud tradition of diversity and inclusion in our own company and we strongly encourage that policy in our suppliers.

At Volkswagen Group of America we wholeheartedly believe in the value of partnering with qualified, experienced, and value-driven suppliers of all backgrounds. We recognize a diverse supplier pool allows us to take advantage of innovative perspectives, unique talents, and cutting edge ideas.

If your business has received a MBE, WBE, VBE, or LGBTQ certification, or, has been certified by a regional affiliate of the National Minority Supplier Development Council or Women's Business Enterprise Council, we invite you to register with us at www.vwgroupsupply.com

Bidders are required to include MBE and WBE participation totaling a **minimum of 10%** of the total bid (base bid, alternates, and options) and to state the percentage of base bid and monetary amount allocated to each firm. Identify as joint venture, subcontractor/sub supplier, or material supplier as listed under column "type." Attach an additional schedule, if needed.

Bidder must submit herewith a valid certificate from the national council, or from a regional council of the National Minority Supplier Development Council, Women's Business Enterprise National Council, National Veteran Business Development Council (NVBDC), or National LGBT Chamber of Commerce (NGLCC) for each proposed MBE/WBE/VBE/LGBTQ joint venture, subcontractor or material supplier. **Submittal of certification with the quotation is a requirement for consideration of award.**