Tesla Global Modern Slavery and Child Labor Transparency Statement

This statement is made on behalf of Tesla, Inc. and its subsidiaries, including reporting entities Tesla Motors Australia[1], Pty Ltd, Tesla Motors Limited[2], Tesla Motors Canada ULC[3], Tesla Toronto Automation ULC[4], and Tesla Norway AS[5] (together, "Tesla"), for Tesla's fiscal year ending on December 31, 2025. We are publishing this statement under the Australia Modern Slavery Act of 2018, the UK Modern Slavery Act of 2015, the California Transparency in Supply Chains Act of 2010, the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act of 2023, and the Norwegian Transparency Act (Åpenhetsloven) as a demonstration of our commitment to combat modern slavery and child labor and an affirmation of the values we hold and adopt across Tesla's business operations and supply chain.

Our commitment

The ethical treatment of all people and regard for human rights is core to Tesla's vision of a sustainable future for all. We are committed to ensuring that the way we conduct our business reflects our values and our belief that everyone should be treated with dignity and respect.

In line with Tesla's mission to build a world of amazing abundance, Tesla is committed to ensuring that its operations and those of the companies in our supply chain respect human rights and protect the environment. We strive to maximize the positive impact of our supply chain for people and the planet. Our goal is that wherever Tesla's supply chain has an impact, local conditions for stakeholders continuously improve because of our purchasing decisions and relationships.

Combatting modern slavery and eliminating child labor requires collaboration between governments, civil society, international organizations, and the private sector. Tesla is committed to pursuing a holistic approach to identify, mitigate, and remedy modern slavery and child labor risks in our supply chain and operations. We will continue to learn from our experience and improve our programs year over year.

Organizational structure, business operations, and supply chain

Organization and business operations

Tesla, Inc. is focused on bringing artificial intelligence ("AI") into the real world, through products and services like Full Self-Driving ("FSD") (Supervised) and Robotaxi, as well as working to develop and commercialize AI robots ("Bots") (including Optimus). We intend to leverage our current operations, in which we design, develop, manufacture, sell and lease high-performance fully electric vehicles and energy generation and storage systems that

[1] Tesla Motors Australia, Pty Ltd, an indirect wholly owned subsidiary of Tesla, Inc., is an Australian proprietary company that sells Tesla vehicles and energy products.

[2] Tesla Motors Limited, an indirect wholly owned subsidiary of Tesla, Inc., is a UK private limited company that sells Tesla vehicles and energy products

[3] Tesla Motors Canada ULC, an indirect wholly owned subsidiary of Tesla, Inc., is a Canadian unlimited company that sells Tesla vehicles and energy products.

[4] Tesla Toronto Automation ULC, a direct subsidiary of Tesla Motors Canada ULC and an indirect wholly owned subsidiary of Tesla, Inc., is a Canadian unlimited company that specializes in designing and building advanced automation equipment, primarily for the production of Tesla's battery cells and related manufacturing processes.

[5] Tesla Norway AS is a wholly owned subsidiary of Tesla International B.V., Amsterdam, The Netherlands. The ultimate parent is Tesla, Inc., Delaware, United States of America, which is listed on the NASDAQ stock exchange.

increasingly deliver AI-related and enhanced software and services to our customers, to achieve that objective. For more information about our business and organizations, please see our annual report on Form 10-K for the year ended December 31, 2025, filed publicly with the U.S. Securities and Exchange Commission ("SEC").

Tesla, Inc. is headquartered in Texas, USA. Our principal facilities include a large number of properties in the Americas, Europe, Asia and Australia/Oceania utilized for manufacturing and assembly, warehousing, engineering, retail and service locations. As of December 31, 2025, Tesla had 134,785 full-time employees located in our various entities around the world.

Supply chain
Tesla's supply chain has a unique hybrid of traditional automotive and high-tech industry suppliers from around the world. We purchase thousands of parts, which we source globally from thousands of suppliers. We are highly dependent on the information provided to suppliers by their downstream partners.

We publish an annual Impact Report that describes our efforts to identify and manage environmental and social risks in our global supply chain as well as disclose suppliers with whom we have a direct relationship in our battery supply chain. In 2025, we continued to map our supply chains. In the battery supply chain, we sourced many minerals directly from mines and refiners, or directed midstream suppliers to buy from specific sources, allowing for increased traceability and leverage. For non-directed supply, we required suppliers to provide supply chain maps, which we validated through audits and on-site spot checks of transport documentation. We also onboarded several priority supply chains to a digital traceability platform that provides precise batch-level tracking and expanded our supply chain mapping in graphite, iron, phosphate, and copper. While details on countries of origin and directly sourced materials can be found in our Impact Report, a high-level summary of prioritized materials and 2025 traceability coverage is provided in this statement under the sections *Identified Risk* and *Managing modern slavery risks in our supply chain.*

Risk management governance and oversight
Tesla maintains specialized Responsible Sourcing teams within its Supply Chain Organizations to lead human rights and environmental due diligence efforts. These efforts cover all of Tesla's subsidiaries throughout the world, including those in Australia, Canada, the UK and Norway. Our responsible sourcing efforts are overseen internally by executive representatives from Supply Chain. We regularly report on progress and review our responsible sourcing efforts with cross-functional representatives from Global Compliance, Environmental Health & Safety, Global Trade Compliance, Internal Audit, Investor Relations, Legal, and Sustainability, among others, to keep other areas of the organization informed of our efforts and support with prioritization of our efforts to maximize impact. In addition, our Board of Directors is informed of our policy updates and human rights efforts. We also engage external groups on a regular basis to provide feedback on our approach to responsible sourcing.

Policies and standards

Tesla recognizes the International Labour Organization ("ILO") definitions of forced labor, modern slavery, and human trafficking and is committed to combatting any form of such abuses, including debt bondage, indentured labor and compulsory prison labor. We are committed to ensuring that our supply chain – from raw materials to final products – is free of such abuses and we will not knowingly accept products or services from suppliers that include forced labor or human trafficking in any form.

Tesla also recognizes the Universal Declaration of Human Rights ("UDHR"), which focuses on dignity, respect and equality, without discrimination, for all people. In addition, we utilize the United Nations Guiding Principles on Business and Human Rights ("UNGPs") and the Organization for Economic Cooperation and Development ("OECD")

Guidelines for Multinational Enterprises. Tesla follows the OECD Due Diligence Guidance for Responsible Business Conduct, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas when identifying, mitigating and reporting risks within our value chain. We look to the OECD Due Diligence Guidelines to inform our process and use feedback from our internal and external stakeholders to find ways to continually improve it.

Our recruitment procedures comply with the relevant local regulations and standards; we adopt a fair and equitable approach when scouting for talent; and all wages are compliant with local laws and regulations. Tesla also advocates freedom of employment, which means all work should be done voluntarily. No employee should be forced to work against their will. We respect the rights of children and young workers.

Tesla prohibits child labor in our operations and supply chain. Tesla follows local and national laws restricting the employment of underage workers. In our efforts, we take care to respect those most vulnerable or marginalized, including certain groups like migrant workers, contract, agency, and temporary workers, ethnic/religious minorities, indigenous peoples, and young or student workers. Our suppliers agree to these terms in their contracts and during onboarding.

Tesla sets Responsible Sourcing standards through our Responsible Sourcing policies and drives supplier conformance with those standards through our contracts and supplier guidelines. We have three Responsible Sourcing policies — the Supplier Code of Conduct, Global Human Rights Policy, and Responsible Sourcing Policy (together, our "Policies") — which are applicable to all suppliers, regardless of supplier type, to ensure we are upholding our commitment to Responsible Sourcing throughout our extended value chain. These policies are translated into multiple languages and available to our suppliers on Tesla's website and through our Supplier Relationship Management Portal. They are annually communicated to all suppliers.

All of Tesla's supply chain partners, regardless of industry, region, materials or position in the supply chain, are subject to our Policies. Suppliers may be required to provide evidence of the existence of policies that address, among other things, social issues. Tesla continues to identify and do business with organizations that conduct their business with principles that are consistent with our policies.

- Our Supplier Code of Conduct outlines the principles that govern our suppliers' relationship with Tesla and how we expect them to operate their own business.
- Our Global Human Rights Policy recognizes the potential for forced labor, modern slavery, child labor, and young workers as salient human rights and salient responsible sourcing risks to Tesla.
- Our Responsible Sourcing Policy is applicable for all materials and all sourcing regardless of sourcing location, and therefore constitutes our policy for conflict minerals (columbite-tantalite (tantalum), cassiterite (tin), gold, wolframite (tungsten), and any derivatives of these, also known as "3TG")).

Our policies are updated based on business needs with input from diverse stakeholders. Our supplier guidelines address our policies on responsible sourcing of minerals and state our expectation that all Tesla suppliers are accountable for performing forced labor due diligence on their supply chains in accordance with international standards and legal requirements.

We foster compliance with our policies and supplier expectations by identifying potential risks in our extended supply chain, conducting assessments and audits at the Tier 1 and upstream level, and working in collaboration with suppliers to improve identified risks and mitigate potential future risks.

Risk assessments and due diligence

For human rights and environmental risks, Tesla uses a risk-based approach to supplier due diligence. The goal is to identify violation risks and work to mitigate them in operations and supply chains. The supply chain organization conducts both annual and ad-hoc risk analyses of suppliers where there are direct contractual relationships as well a periodic assessment of suppliers further upstream in the supply chain. These efforts to understand risk include, but are not limited to, looking at the industry in which suppliers are operating and the location of their facilities or source of workforce.

When weighing and prioritizing risks, Tesla considers multiple factors, e.g., the severity of potential violations, the potential reversibility of the violations, the probability of occurrence and the relationship with and influence over the supplier. Furthermore, we use multiple sources of information, including subject area experts, NGO, stakeholder and public reports and our involvement with organizations, to identify specific areas of concern on which we may need to conduct additional due diligence.

Supplier Self-Assessment Questionnaire
Launched in 2022, the Supplier Self-Assessment Questionnaire (SAQ) is a tool used to identify and assess the potential adverse impacts of Tesla's supply chain operations on people, the planet and society. By having suppliers affirm that they have policies, processes and controls in place at the manufacturing-site level consistent with Tesla's Supplier Code of Conduct requirements—including labor, health and safety, environment, ethics and supply chain responsibility—we identify potential risk areas. This systematic process enables us to identify risks at scale based on actual supplier practices, which allows Tesla teams to proactively prioritize more extensive due diligence for high-risk suppliers based on the extent of the potential impact on workers' health, safety or fundamental human rights and the number of workers and employees impacted at the supplier site. Results of the 2025 SAQ campaign can be found in our Impact Report.

The SAQ pushes Tesla's responsible sourcing due diligence beyond generalized, inherent risk associated with certain commodities and countries toward the identification of concrete risks by requiring each unique location providing production parts, materials or services to Tesla to submit their respective responses. Tesla leverages this approach for all direct supplier categories, including batteries, aluminum, chemicals and indirect materials and services, including service centers, construction and on-site contractors. Aggregated SAQ results can be found in our Impact Report.

Supplier responsibility audits
In 2025, we continued to deploy our own Supplier Responsibility (SR) Audit Program. Our SR Audit Program is the main way through which we assess suppliers' conformance with our Supplier Code of Conduct. The Program is also aligned with the Responsible Business Alliance (RBA) Code of Conduct and follows the RBA's audit guidance.

We continued to rely on independent third-party audit programs that result in Corrective Action Plans (CAPs) with clearly defined timelines for closure. These programs are important to us because of their independence and their multi-stakeholder governance (meaning civil society has a voice in how audits are conducted and what happens with their results). We also continued our support to the Better Mining monitoring system at artisanal and small-scale mines (ASM) in "conflict minerals", including 3TGand mica supply chains. The system provides transparency to downstream operators by ensuring responsible sourcing from ASM and relies on data collected by independent Better Mining staff continuously stationed at mines using a bespoke cellphone application. We publicly file with the SEC a Conflict Minerals Report with a description of our global due diligence efforts related to the sourcing of certain 3TGs.

To complement these audits, our responsible sourcing teams also went on site to see supplier operations for ourselves, at times accompanied by commercial purchasing teams. In 2025, Tesla's SR Audit program audited 212 supplier sites. Aggregated audit results can be found in the Impact Report.

Identified risks

In line with the UNGPs, identifying and prioritizing the most salient risks connected to Tesla's operations and supply chain is central to our human rights due diligence practices. In particular, the potential for child labor and forced labor continue to be salient risks for Tesla because of the potential for harm if such incidents were to occur.

Tesla has identified the following potential supply chain risks via engagement with its procurement organization, multi-stakeholder and non-governmental organizations, industry and investor groups. These risks are common to companies operating within the automotive or technology industries and include:

- Indigenous rights
- Fair working conditions, including freely chosen employment and preventing child labor
- Occupational health and safety
- Co-existence between industrial and artisanal mining operations
- Violence and conflict

Our products are made up of several thousands of parts that come from an extensive network of suppliers. This requires us to prioritize which materials and issues we focus on. Based on our analysis of risk and impact potential, we prioritized the salient materials and issues relevant to modern slavery. The results of this prioritization can be found in our Impact Report. Once prioritized, we use a structured due diligence process to evaluate the likelihood, presence, and severity of impacts for each material and risk and develop appropriate responses.

Managing modern slavery risks in our supply chain

The U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor identifies several inputs to Tesla products as a risk. This section describes how we manage modern slavery and child labor risks in these supply chains.

We asked mining companies in our supply chain to show evidence of constructive engagement with affected communities and demonstrate Free, Prior and Informed Consent (FPIC). External audits also continued to show that our cobalt suppliers in the DRC do not use child labor or source ASM material. We also continued our expectation for adjustment of mining plans to protect areas for Indigenous Peoples and asked for FPIC documentation (e.g. independent studies and evidence for appropriate engagement) in Indonesia's nickel sector. Additionally, Tesla engaged major lithium producers in the South American lithium triangle to promote community engagement. All of Tesla's suppliers from this region are conformant with the Initiative for Responsible Mining Assurance (IRMA) Standard. One supplier completed a 10-month Indigenous Peoples consultation process across 28 local communities that resulted in a new value sharing model.

Our funding to the Fair Cobalt Alliance (FCA) and Better Mining program also supported formalization and improvement of conditions at cobalt, 3T (tantalum, tin and tungsten), and mica ASM sites in the DRC, Rwanda, and other parts of Africa. The FCA and Better Mining programs engage in activities including workshops to inform families of the dangers of mining activities for children and human rights trainings.

We require suppliers to have effective grievance mechanisms in place, including by monitoring performance against

our grievance mechanism checklist. In 2026, we will require data on number of grievances received, grievances resolved, and remedial action.

We are actively implementing living wage standards and have secured concrete salary adjustments from cobalt suppliers to meet benchmarks. Suppliers also increased oversight of labor firms via targeted audits. We validated that all Indonesian nickel smelters implemented improvements on worker safety (including relevant ISO certifications and comprehensive Occupational Health and Safety (OHS) training and accident reporting mechanisms), as demonstrated by reductions in reported and identified safety incidents. Site visits confirmed improved road safety, worker transit, and safety reporting. After having observed unsafe conditions during a site visit in 2024, we also worked with a graphite supplier to improve safety culture, which led to more regular OHS briefings and personal protective equipment (PPE) upgrades.

We increased the number of suppliers publicly committed to and enforcing a ban on recruitment fees across our battery supply chain and developed and distributed supplier-facing guidelines and checklists on worker recruitment, against which we monitor conformance. Tesla also conducted on-site reviews of suppliers' digital traceability systems and analyzed external audit reports to verify their robustness in preventing forced labor risks in high-risk materials sourcing. Battery cell suppliers are assessed for instances and risks of forced labor. All gaps are addressed via supplier-specific remediation plans.

In nickel-producing industrial parks in Indonesia, we also confirmed that workers' passport retention was not practiced and that all workers in our supply chain held appropriate visas. We continued to vet all suppliers for the solar supply chain via third-party tools specifically for forced labor risk. The results helped steer sourcing decisions for upstream materials and resulted in the removal of at-risk suppliers. The same vetting process was also used in the magnetics supply chains to identify sourcing strategies that presented lower risks of forced labor.

In addition to what is included in this statement, Tesla reports the aggregate results of our supplier risk assessment, due diligence, SR audits, additional programs and activities, and issues received via our grievance mechanism in our annual Impact Report.

Preventative and remedial measures

Trainings
Tesla has integrated its human rights commitments into all relevant business areas and established appropriate measures to ensure compliance. To ensure employee awareness of Tesla's corporate values and principles, the company provides trainings and information sessions. Trainings on Business Ethics and Anti-harassment are completed on an ongoing basis. Throughout 2025, we held monthly responsible sourcing trainings for the entire procurement team. These trainings included topics such as supply chain mapping, SR Audits, monitoring supply chain risk, and upstream positive impact. In 2025, we continued our capacity building training sessions at supplier facilities. More information about on-site human rights training and workshops for suppliers can be found in our Impact Report.

Contractual obligations
Our contractual terms with suppliers require compliance with our Policies and all applicable local regulations, including those regarding forced labor, modern slavery, and child labor in the countries where they are doing business. Our contracts include language and restrictions related to supply chain traceability and the removal of high-risk entities in the supply chain, and we require new suppliers to acknowledge Tesla's Supplier Code of Conduct during onboarding which includes anti-forced labor provisions and make anti-forced labor commitments.
Tesla responsible sourcing policies are available on our public website and in our Supplier Relationship Management

Portal. Our Supplier Code of Conduct and policies are translated into multiple languages, available on our website, the Supplier Relationship Management portal, and annually communicated to all suppliers. We also require our Tier 1 suppliers to agree that their materials incorporated into Tesla products comply with applicable laws.

Stakeholder engagement
Our mission extends far beyond our factory walls. It requires transforming complex supply chains that provide essential materials for our industry, and no single company can solve these systemic challenges alone. That is why we are deeply engaged in industry-wide efforts, working with partners like the Responsible Business Alliance (RBA), Initiative for Responsible Mining Assurance (IRMA), the Global Battery Alliance (GBA), the Automotive Industry Action Group (AIAG), and other groups to establish and enforce higher standards for responsible sourcing, better understand how we can enhance our efforts, contribute to others' understanding of best practices, stay up-to-date with industry trends and best practices, and support shared solutions.

We also continued to engage with non-governmental and/or civil society organizations that can help us better understand the perspectives of communities impacted by our suppliers' operations. For example, at the end of 2025, we funded a research project by a coalition of non-governmental organizations (NGOs) based in Southern Democratic Republic of the Congo (DRC) to investigate the environmental, social, and economic impacts of mining on communities in the region.

Grievance mechanism
Tesla can receive concerns related to modern slavery, forced and child labor through a variety of channels, including our Integrity Line. Our Integrity Line is available 24 hours a day, seven days a week and allows employees, contractors and third parties, including suppliers, their employees, community members, civil society organizations and other stakeholders or affected persons, to report concerns anonymously and without fear of retaliation. All matters are promptly and appropriately investigated by the relevant teams. Concerns related to responsible sourcing and human rights are directed to Tesla's Responsible Sourcing teams. Information on issues received by the grievance mechanism can be found in the Impact Report.

Remediation policies and processes
Where we find violations of our policies, we take appropriate actions to address the issue and improve supplier operations and conditions for workers. Tesla considers indicators of forced and child labor to be the highest severity of non-conformances and thereby prioritizes responding to these risks. Generally, we work in partnership with suppliers to review root causes, and as appropriate, approve plans to improve, remediate, and monitor evidence of improvement and worker engagement. If appropriate, Tesla may disengage with a supplier and not re-engage until evidence of remediation is provided and the supplier has strengthened its management systems to prevent future violations.

Assessing the effectiveness of our actions

In 2025, Tesla continued to expand the scope and breadth of its responsible sourcing efforts to look at how we are sourcing our materials and to better understand the potential risks of those sourcing decisions. Our supply chain organization strives to continually improve in our efforts to identify and respond to issues within our supply chain and track improvements over time.

In order to track our activities and progress, we collected extensive data from our supply chains. This includes expanding the use of our own SAQs which requires suppliers to confirm what environmental and social conditions and processes are in place for each unique supplier site.

To complement data received directly from suppliers, we also continue to review information from external stakeholders. This includes grievances received via our Integrity Line (which is open to any supply chain stakeholder to submit a grievance) and other channels like the Responsible Business Alliance's Grievance Mechanism and the Responsible Minerals Initiative's Grievance Mechanism. We also continue to engage with non-governmental and/or civil society organizations that can help us better understand the perspectives of communities impacted by our suppliers' operations.

The following non-exclusive and demonstrative list of performance and activities' metrics were tracked in 2025 to assess program effectiveness across our operations and supply chain. Further results can be found in our Impact Report.

- Number of SAQ results received and year-over-year increase
- Number of responses received to our GHG survey
- Number of life-cycle assessments received and reviewed for suppliers at all tiers of the battery supply chain
- Number of supplier sites audited by Tesla's SR Audit program and number of workers represented
- Number of mines and refiners/smelters in our lithium, nickel, cobalt and graphite supply chains who completed third-party audits
- Percentage of SR Audit risks resolved, as facilitated by internal monthly risk forums
- Percentage of suppliers in the battery supply chain confirmed to have grievance mechanism
- Number of supplier workers whose recruitment fees were reimbursed and total USD amount of reimbursements since 2023
- Number of cases received through Tesla's grievance mechanisms

We translate this data into concrete actions in our supply chain. Before we sign contracts with new suppliers, Tesla considers environmental and social criteria. All contracts include commitments to our Supplier Code of Conduct and other applicable policies. After contracts are awarded, Tesla – on an ongoing basis – collects and analyzes the data previously described in the sections above (SAQs, GHG Surveys, audits, LCAs, Integrity Line, and direct stakeholder engagement, etc.) and translates it into supplier-specific action plans with concrete timelines as may be appropriate. In some instances, we included these action plans as conditions of doing business with Tesla in new and existing supplier relationships. We reserve the right to translate suppliers' performance against these action plans into commercial decisions such as awarding new business or increasing/decreasing volumes. Where we do not source materials directly from mines and refiners, we require suppliers to cascade our requirements to their sub-suppliers. Where we find breaches to our policies, or where identified risks are not sufficiently addressed after several rounds of engagement, we consider the possibility of removing suppliers from our supply chain, an action we have taken previously if it was appropriate.

In 2025, we also piloted an internal monthly risk forum across our purchasing organization to escalate and resolve suppliers' non-conformance with our standards. This led to targeted risk mitigation in collaboration with Tesla supply chain leadership and supply chain managers.

Tesla continues to improve upon its responsible sourcing program in line with the company's growth and supply chain developments.

A more detailed overview of Tesla's supply chain human rights and environmental due diligence can be found in Tesla's publicly available Impact Report.

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This statement is given on behalf of Tesla, Inc. and its subsidiaries, including Tesla Motors Limited, for Tesla's financial year ending 31 December 2025. This statement sets out our evaluation of risks of modern slavery in our business and the actions taken during the financial year to address these risks and prevent modern slavery and human trafficking in our operations and supply chains. For purposes of compliance with the UK's Modern Slavery Act 2015, this statement has been approved by the Tesla Motors Limited Board of Directors and is signed by a director of that entity on the date indicated below.

By: _____
Name: Joseph Gruber
Title: Director
Date: May 27, 2026

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This statement is given on behalf of Tesla, Inc. and its subsidiaries, including Tesla Motors Australia, Pty Ltd, for Tesla's financial year ending 31 December 2025. This statement sets out our evaluation of risks of modern slavery in our business and the actions taken during the financial year to address these risks and prevent modern slavery and human trafficking in our operations and supply chains. For purposes of compliance with Australia's Modern Slavery Act 2018, this statement has been approved by the Tesla Motors Australia, Pty Ltd Board of Directors and is signed by two directors of that entity on the date indicated below.

By: _____
Name: David Jon Feinstein
Title: Director
Date: May 27, 2026

By: _____
Name: Thom Drew
Title: Director
Date: May 27, 2026

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In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the statement for Tesla Motors Canada ULC and its subsidiary Tesla Toronto Automation ULC. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the statement is true, accurate and complete in all material respects for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, for the reporting year listed above.

I have the authority to bind Tesla Motors Canada ULC and Tesla Toronto Automation ULC.

By: _____
Name: David Jon Feinstein
Title: Director
Date: May 27, 2026

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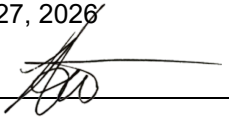
This report is publicly available on Tesla Norway AS's official website: https://www.tesla.com/no_no/legal/additional-resources#tesla-transparency-reports. A reference to this report is also provided in the company's annual report. This Report has been finalized as of June 30, 2026, subsequently submitted and has been electronically signed by each of the Directors of Tesla Norway AS.

By:

Name: Harpert van Dijk
Title: Chair of the Board
Date: May 27, 2026

By: 

Name: Axel Tangen
Title: Board Member
Date: May 27, 2026