

Supplement to the Declaration of the Board of Management and the Supervisory Board of
VOLKSWAGEN AG
on the recommendations of the
“Government Commission of the German Corporate Governance Code”
pursuant to section 161 German Stock Corporation Act

The Board of Management and Supervisory Board declare the following:

- 1) The Board of Management and the Supervisory Board of VOLKSWAGEN AG declared by means of a Declaration of Conformity dated 17 November 2023 that, with the exception of the following numbers, they would in future comply with the recommendations of the “Government Commission of the German Corporate Governance Code” in the version dated 28 April 2022 (“GCGC”) published by the German Federal Ministry of Justice on 27 June 2022 in the official section of the Federal Gazette (*Bundesanzeiger*):
 - a) Recommendation B.3 (duration of first-time appointments to the Management Board)
 - b) Recommendation B.5 (age limit for members of the Management Board)
 - c) Recommendation C.5 (mandate ceiling regarding Management Board mandate)
 - d) Recommendation C.13 (disclosure regarding election proposals)
 - e) Recommendation G.6 (predominance of the long-term variable remuneration)
 - f) Recommendation G.10, sentence 2 (four-year commitment period)
 - g) Recommendation G.13, sentence 1 (severance cap).

- 2) On 1 March 2024, the Supervisory Board resolved to propose to the Annual General Meeting on 29 May 2024 that Dr. Hans Michel Piëch be elected for a further term of office as a member of the Supervisory Board of VOLKSWAGEN AG, even though he has passed the standard age limit of 75 years of age at the time of the election as laid down in the Rules of Procedure for the Supervisory Board. This means the following:

Recommendation C.2 (age limit for members of the Supervisory Board)

The Supervisory Board has set an age limit for members of the Supervisory Board in accordance with recommendation C.2: “As a rule, only persons under the age of 75 on the date of election shall be nominated for election as a member of the Supervisory Board.” On the date of the 2024 Annual General Meeting Dr. Piëch will have reached the age of 82, and was 77 years of age when last elected to the position. Nonetheless, the Supervisory Board has resolved to nominate Dr. Piëch for re-election as member of the Supervisory Board. Dr. Piëch is indirectly one of the largest individual shareholders of Volkswagen Aktiengesellschaft and – also based on his many years of work for VOLKSWAGEN AG, as well as for a large number of other companies of the Volkswagen Group – has special knowledge and experience in the business areas of the company which, the Supervisory Board is convinced, he will continue to contribute for the benefit and in the interest of the company in future as well. The Supervisory Board generally adheres to the standard age limit specified for Supervisory Board members. However, it cannot be ruled out that legal commentators would regard a company as having deviated from recommendation C.2 if the supervisory board proposes to the general meeting in

multiple chronologically linked cases that persons exceeding the age limit, which is specified as a rule, be elected. As a precaution, a deviation from recommendation C.2 is therefore declared.

Wolfsburg, 1 March 2024

For the Supervisory Board

For the Board of Management

Pötsch

Dr. Blume