

Volkswagen Group at a Glance

Leading the Transformation

Disclaimer



The following presentations as well as remarks/comments and explanations in this context contain forward-looking statements on the business development of the Volkswagen Group. These statements are based on assumptions relating to the development of the economic, political and legal environment in individual countries, economic regions and markets, and in particular for the automotive industry, which we have made on the basis of the information available to us and which we consider to be realistic at the time of going to press. The estimates given entail a degree of risk, and actual developments may differ from those forecast.

At the time of preparing these presentations, it is not yet possible to conclusively assess the specific effects of the latest developments in the Russia-Ukraine conflict on the Volkswagen Group's business, nor is it possible to predict with sufficient certainty to what extent further escalation of the Russia-Ukraine conflict will impact on the global economy and growth in the industry in fiscal year 2022.

Any changes in significant parameters relating to our key sales markets, or any significant shifts in exchange rates, energy and other commodities or commodities relevant to the Volkswagen Group or the supply with parts, or deviations in the actual effects of the Covid-19 pandemic from the scenario presented will have a corresponding effect on the development of our business. In addition, there may be departures from our expected business development if the assessments of the factors influencing sustainable value enhancement and of risks and opportunities presented develop in a way other than we are currently expecting, or if additional risks and opportunities or other factors emerge that affect the development of our business.

We do not update forward-looking statements retrospectively. Such statements are valid on the date of publication and can be superseded.

This information does not constitute an offer to exchange or sell or an offer to exchange or buy any securities.

Table of Contents





Key Facts & History

Strategy

Operations

Financials

ESG

Share Information



Key Facts of Volkswagen Group

		Actual		Outlook
		2020	2021	2022
Deliveries to customers	m vehicles	9.3	8.9	Similar as prior year NEW
Sales Revenue	€bn	222.9	250.2	8% to 13% higher than the prior-year figure
Operating return on sales ¹	%	4.8	8.0	In the range of 7.0% to <u>8.5%</u>
Clean Net Cash Flow (Automotive) 2	€bn	10.1	15.5	In the range of € 13 - 15bn
Net Liquidity (Automotive)	€bn	26.8	26.7	Up to 15% higher than prior-year figure

Actual



















Outlook





9 car brands of5 European countries

Forward looking strategy

50% BEV share target by 2030 ³

on **3** BEV platforms (MEB, PPE and SSP) ⁴

Strong manufacturer

up to **250,000** cars produced per week

72 vehicle production plants worldwide

Global player

153 countries where vehicles are sold

668,000 employees in the whole Group

Powerful truck business

4 truck brands under one roof managed by TRATON SE

All service provider

Financial Services & Mobility Solutions

1 before special items 3 strategic target

2 ex diesel and M&A 4 MEB: modular electric-drive toolkit, PPE: premium platform electric, SSP: scalable systems platform

Škoda Enyaq: Power consumption in kWh/100 km: combined 16.8; CO2-emissions in g/km: 0 (combined) Cupra Born: Power consumption in kWh/100 km: combined 17.5; CO2-emissions in g/km: 0 (combined) Audi A6 Avant e-tron: Concept car

Bentley Continental GT: Fuel Consumption in I/100 m: combined 13.7 – 12.1; CO2-emissions in g/km: 311 – 275 (combined)
Porsche Taycan GTS Sport Turismo: Power consumption in kWh/100 km: combined 24.1 – 21.0; CO2-emissions in g/km: 0 (combined)
Porsche 911 Targa 45: Fuel Consumption in I/100 m: combined 11.1 – 10.4; CO2-emissions in g/km: 252 – 236 (combined)
Only consumption and emission values according to WLTP and not according to NEDC are available for the vehicles



Volkswagen history

From National Leader to Global Champion

1945 - 1949



The British military government takes over trusteeship. Their quality policy, customer service, sales network and export orientation lay the foundation for the company's success 1947 - 1953



Volkswagen goes international with the first exported car in 1947 and the opening of the first foreign sales company in Canada and the first production plant in Brazil

1965



The "Auto-Union GmbH" (later Audi) is transferred into the ownership of Volkswagen 1985 - 1991



Establishment of Chinese joint ventures creates basis for future success: Shanghai Volkswagen (1985) and FAW-Volkswagen (1991) 2012 - 2014







Integration of Porsche (2012) and MAN (2013) as well as the takeover of Ducati; successful offer for all outstanding Scania shares (2014) 2019

TRATON

IPO

2021

NAVISTAR'

Acquisition

The Beginnings

Internationalization & Mass Production

Stock Company & New Models

The globalized Automobile Group

New Auto

1938



Start of construction of the Volkswagen plant in Wolfsburg

1945



Series production of the Beetle begins with 55 vehicles 1960 - 1961



Volkswagen listed at stock exchange and issues shares for the first time in 1961 1986 - 2008



Acquisition of the brands SEAT (1985), ŠKODA (1991), Bugatti, Bentley, Lamborghini (1998) and Scania (2008) 1994 – 1995



Foundation of "Volkswagen Financial Services AG" and Volkswagen Commercial Vehicles brand 2014



Volkswagen achieves more than ten million deliveries in one year for the first time 2020



Volkswagen ID.3 introduced; first fully electric vehicle based on the MEB platform 2022

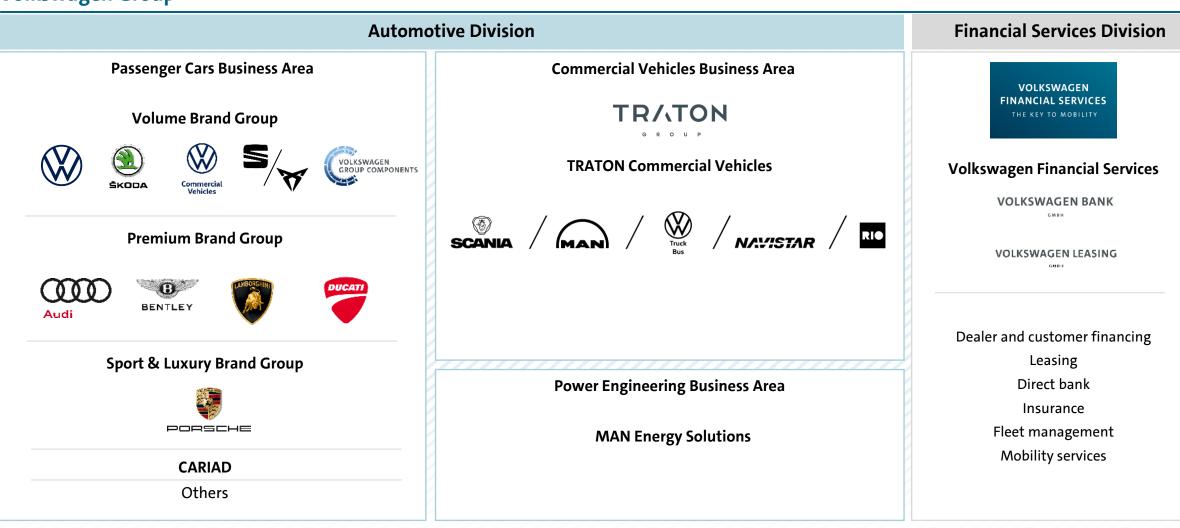


IPO



Fascinating Portfolio of Brands

Volkswagen Group





The Board of Management of Volkswagen Aktiengesellschaft



Dr. Oliver BlumeCEO of Volkswagen AG
and Porsche AG ¹

since September 1st 2022 till 2027



Dr. Arno AntlitzCOO and CFO²

since September 1st 2022 till 2027 ²



Hauke Stars

IT

since February 1st 2022 till 2025



Thomas Schäfer

Volume brand group

since July 1st 2022 till 2027



Thomas Schmall-von Westerholt

Technology

since January 1st 2021 till 2023



Markus Duesmann

Premium brand group

since April 1st 2020 till 2025



Ralf Brandstätter

China 3

since January 1st 2022 till 2026



Dr. Manfred Döss *Integrity and Legal Affairs*

since February 1st 2022 till 2027



Gunnar Kilian

Human Resources and

Truck & Bus

since April 13th 2018 till 2026

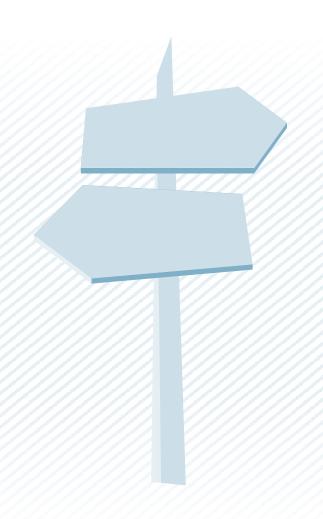
¹ CEO of Porsche AG since October 1st 2015

² CFO of Volkswagen AG since April 1st 2021

³ CEO of Volkswagen Passenger Cars since July 1st 2020 till December 31st, 2021

Table of Contents





Key Facts & History

Strategy

Operations

Financials

ESG

Share Information



TOP 10 Volkswagen Group Program

Responsible Board of Management Member



- PRODUCTS
 Schäfer, Duesmann, Blume, Levin ¹
- 3 CHINA
 Brandstätter
- 4 NORTH AMERICA
 Antlitz
- 5 CARIAD Blume

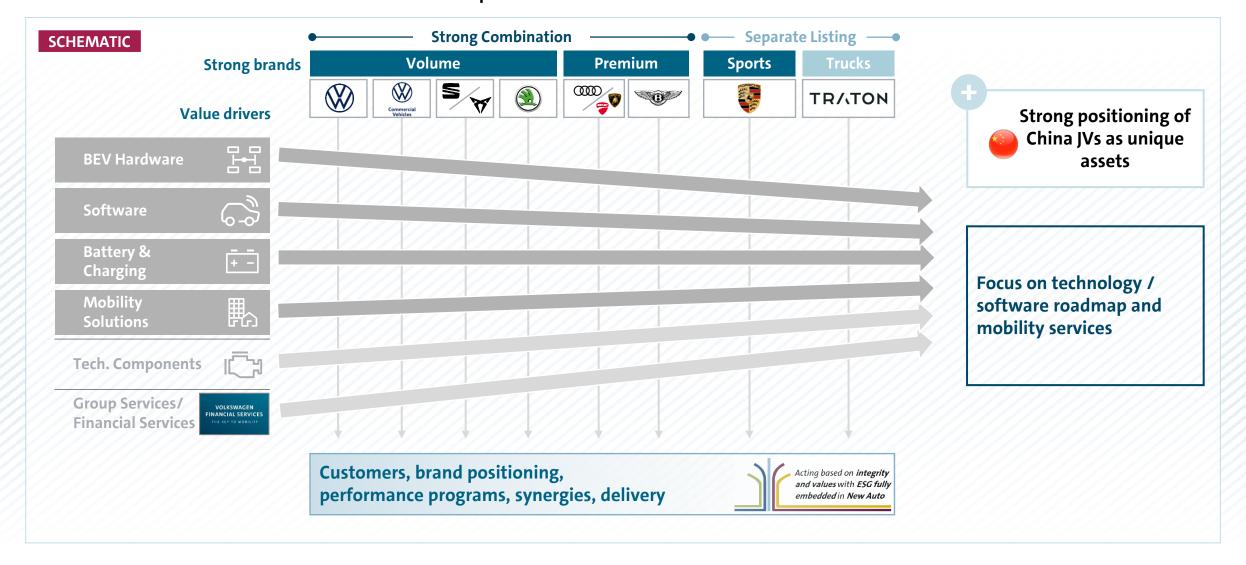
- SSP STRATEGY / TECHNOLOGY
 Blume
- 7 BATTERY / CHARGING / ENERGY
 Schmall
- 8 MOBILITY SOLUTIONS
 Wortmann
- 9 SUSTAINABILITY
 Döss
- 10 CAPITAL MARKET
 Antlitz

1 Christian Levin, CEO of TRATON SE



New Auto Strategy: Steering Matrix

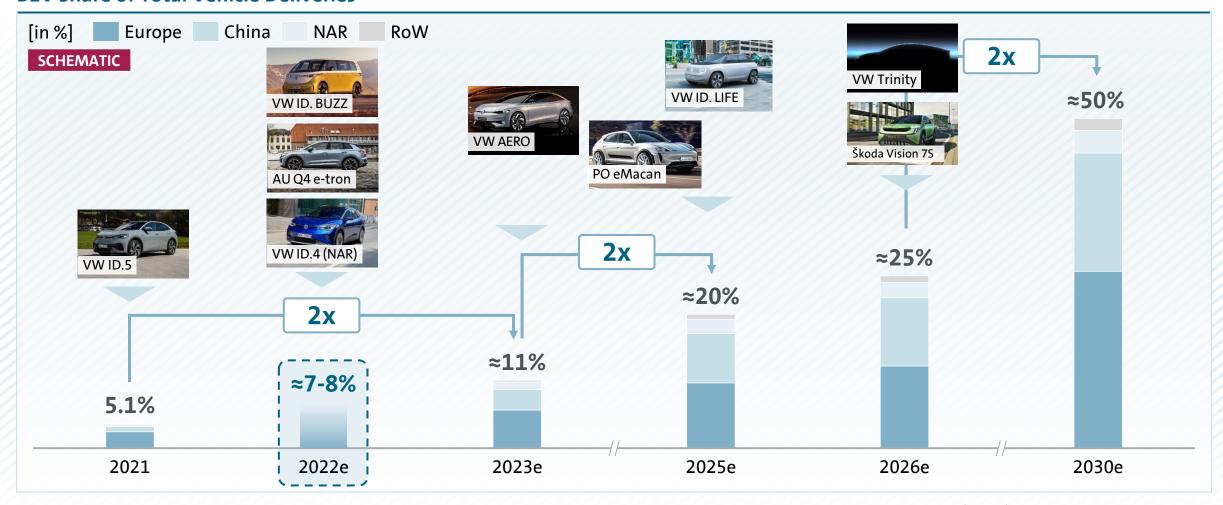
We shift the Focus towards Brand Groups and Value Drivers





Target BEV Share Development of Total Vehicle Deliveries

BEV Share of Total Vehicle Deliveries



ID. Buzz Pro: Power consumption in kWh/100 km: combined 21.7 – 20.6; CO2-emissions in g/km: 0 (combined) Only consumption and emission values according to WLTP and not according to NEDC are available for the vehicles Audi A6 Avant e-tron: Concept car Volkswagen ID.7/AERO, ID. Life, Porsche eMacan, Škoda Vision 7S, VW Trinity: Vehicles are near-production concept cars

ID. Buzz Pro: Power consumption in kWh/100 km: combined 21.7 – 20.6; CO2-emissions in g/km: 0 (combined) Only consumption and emission values according to WLTP and not according to NEDC are available for the vehicles Audi A6 Avant e-tron: Concept car Volkswagen ID.7/AERO, ID. Life, Porsche eMacan, Škoda Vision 75, VW Trinity: Vehicles are near-production concept cars

11



Volkswagen Groups' unique situation – Keeping the relative scale with MQB and (sustained) margin and cash flows

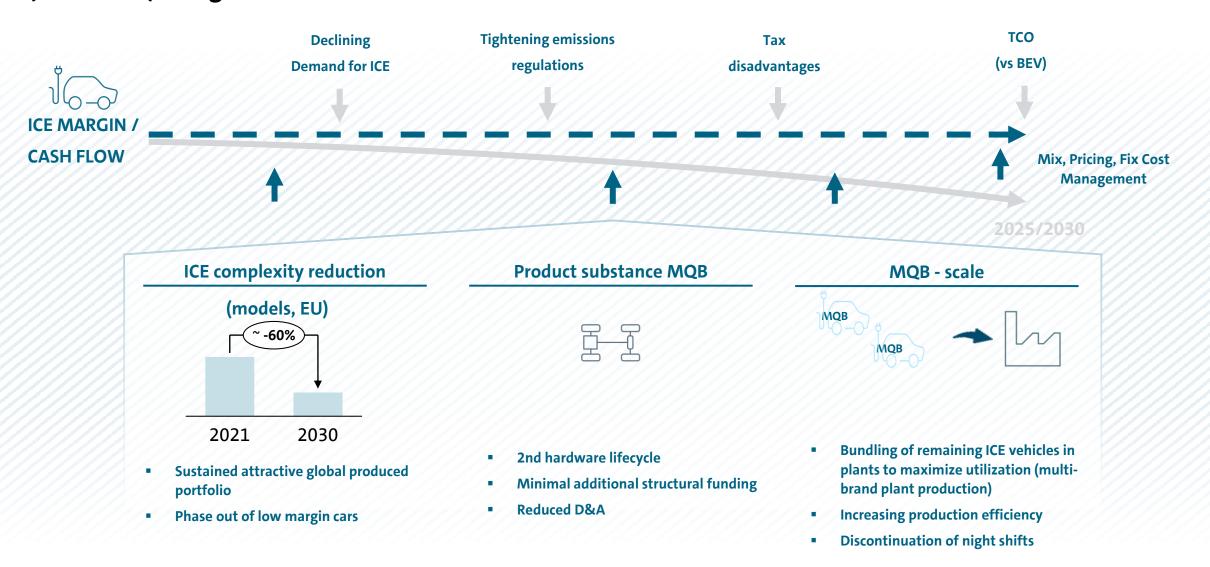


Table of Contents





Key Facts & History

Strategy

Operations

Financials

ESG

Share Information



VOLKSWAGEN FINANCIAL SERVICES

Production Plants and Employees with Brands Worldwide



258,000 173,000 46,000 15,000 **VW COMMERCIAL VEHICLES** 23,000 84,000 79,000 4,000 2,000 37,000 37,000 100,000 36,000 49,000 15,000 82,000 107,000

¹ Schematic Overview showing total of vehicle plants only. Total of component plants: engines, gearboxes or components: additional 44 plants 2 Asia: Thailand, Malaysia and Taiwan Note: Data as of 24 November 2021



Global Roll out of BEV production as of Q3 2022

Ramp up of re-tooled MEB plants Emden, Hanover and Chattanooga support scale







ID.3 Pro Performance: Power consumption in kWh/100 km: combined 16.3 - 15.2; CO2-emissions in g/km: 0 (combined) ID.4 Pro Performance: Power consumption in kWh/100 km: combined 18.6 - 16.3; CO2-emissions in g/km: 0 (combined) ID.5 Pro Performance: Power consumption in kWh/100 km: combined 18.6 - 16.3; CO2-emissions in g/km: 0 (combined) Audi Q4 e-tron: Power consumption in kWh/100 km: combined 20.3 - 16.6; CO2-emissions in g/km: 0 (combined) Cupra Born: Power consumption in kWh/100 km: combined 17.5; CO2-emissions in g/km: 0 (combined)

Škoda Enyaq: Power consumption in kWh/100 km: combined 16.8; CO2-emissions in g/km: 0 (combined)
Porsche Taycan GTS Sport Turismo: Power consumption in kWh/100 km: combined 24.1 – 21.0; CO2-emissions in g/km: 0 (combined)
ID. Buzz Pro: Power consumption in kWh/100 km: combined 21.7 – 20.6; CO2-emissions in g/km: 0 (combined)
Only consumption and emission values according to WLTP and not according to NEDC are available for the vehicles
China: Vehicles sold outside Germany



PowerCo established to bundle Group-wide battery activities and set up cell factories (Groundbreaking SalzGiga in July 2022)

3D Visualization



Key Takeaways

- Salzgitter cell Factory to be blueprint and starting point for global battery offensive
- Targeted start of production of Salzgitter plant in 2025
- Standard Factory concept, consisting of scalable standardized modules with a production capacity of ~40 GWh per year
- Standard Factory and unified cell enable rapid global rollout
- 240 GWh targeted by 2030
- Northvolt AB Lithium-Ion cell production in Skellefteå, Sweden since Dec 2021 ¹
- Two European locations already decided (Salzgitter, Germany and Valencia, Spain)

Benefits of the Standard Factory concept



European Standard

Standardized European Factory to minimize planning efforts



Lean line design

Factory design follows value stream concept from mixing to final inspection



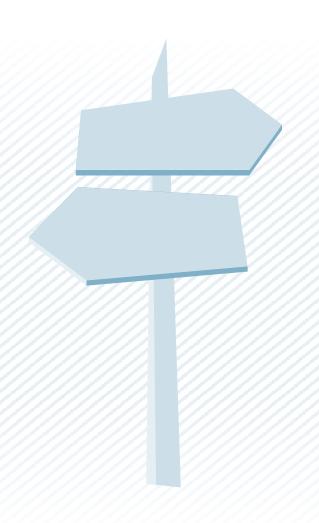
Flexible production footprint

Adaptable to different cell chemistries and formats

1 Northvolt AB Lithium-Ion cell production is owned and operated by Northvolt AB; minority shareholding of Volkswagen AG and cooperation agreement

Table of Contents





Key Facts & History

Strategy

Operations

Financials

ESG

Share Information



Group Financial Performance

Outlook 2022 and Strategic Targets 2025/2026

Key Figures Volkswagen Group

		2017	2018	2019	2020	2021	Δ (vs. 2020)	LTM ¹	Δ (vs. 2021)	Outlook 2022	Strategic Targets 2025/2026
/olume Data								I			
								·			
Total Deliveries	thsd. units	10,834	10,835	10,975	9,305	8,882	-4.5%	7,987	-10.1%	Similar level as prior year	
thereof BEV Deliveries	thsd. units				229	453	+97.8%	526	+16.1%	7% to 8% BEV-share	20% to 25% BEV-share
Jnit Sales	thsd. units	10,777	10,900	10,956	9,157	8,576	-6.3%	8,353 I	-2.6%		
Production	thsd. units	10,875	11,018	10,823	8,900	8,283	-6.9%	8,582	+3.6%		
Headcount	thsd. empl.	642.3	664.5	671.2	662.6	672.8	+1.5%	674.9 ²	+0.3%		
								¦ i			
Financial Data											
								'		8% to 13% higher than the prior-	
ales Revenue (Group)	€ million	230,682	235,849	252,632	222,884	250,200	+12.3%	266,598	+6.6%	year figure	
Operating Result (before special items)	€ million	17,041	17,104	19,296	10,607	20,026	+88.8%	23,327	+16.5%		
Operating return on sales (margin)	%	7.4%	7.3%	7.6%	4.8%	8.0%	+3.2ppt.	8.7%	+0.7ppt.	In the range of 7.0% to 8.5%	In the range of 8.0 to 9.0%
Operating Result (after special items)	€ million	13,818	13,919	16,960	9,675	19,275	+99.2%	22,419	+16.3%		
Earnings before tax	€ million	13,673	15,643	18,356	11,667	20,126	+72.5%	22,865 I	+13.6%		
Earnings after tax	€ million	11,463	12,153	14,029	8,824	15,428	+74.8%	16,842	+9.2%		
								! ;			
Automotive Division											
lean Net Cash Flow ³	€ million		5,588	13,500	10,045	15,492	+54.2%	12,302 l	-20.6%	In the range of € 13–15bn	>€ 15bn
Reported Net Cash Flow	€ million	-5,950	-306	10,835	6,357	8,610	+35.4%	6,966	-19.1%	Same level as in the previous year	
Automotive Net Liquidity	€ million	22,378	19,368	21,276	26,796	26,685	-0.4%	31,553 ² l	+18.3%	Up to 15% higher than prior-year figure	~10% of Group Sales Revenu

¹ LTM (Last Twelve Months) based on Q4/2021 - Q3/2022 figures as reported

² Data as of September 30, 2022

³ ex Diesel and M&A



Group Performance / Targets

Fully committed to ambitious targets with uplift potential (as of current planning round PR70) ¹

Key Financial Targets		2019 Actual	2020 Actual	2021 Actual	2022 Outlook	2025/26 Strategic Targets
Operating return on sales before Special Items	_	7.6	4.8	8.0	7.0-8.5	8-9
Return on investment Automotive Division before Special Items	in %	12.6	7.1	10.8	12-15	>15
Capex ratio Automotive Division		6.6	6.1	5.1	~5.5	~5
R&D cost ratio Automotive Division		6.7	8.0	7.6	~8	~6
Cash a) Clean Net Cashflow w/o Diesel and M&A	€bn	13.5	10.0	15.5	13-15	>15
Division b) Net Liquidity 2		21.3	26.8	26.7	up to 15% above prior year	~10% of Group sales revenue

¹ PR70 = Planning Round 70 – as of December 2021

² Before Porsche IPO Proceeds



Volkswagen Group – Analysis by Brand and Business Field January to September 2022 (9M)

	VEHICLE SALES	(`000)	SALES REVEN	JE (€ m)	OPERATING RES	ULT (€ m)	OPERATING MA	ARGIN (%)
_	9M 2022	9M 2021	9M 2022	9M 2021	9M 2022	9M 2021	9M 2022	9M 2021
Volume brand group	2,957	3,171	81,356	74,876	3,720	2,478	4.6	3.3
Volkswagen Passenger Cars	1,882	2,088	52,026	49,055	2,462	1,211	4.7	2.5
ŠKODA	646	596	15,181	13,329	856	900	5.6	6.8
SEAT	333	384	7,820	7,259	-10	-159	-0.1	-2.2
Volkswagen Commercial Vehicles	237	246	7,956	7,276	356	55	4.5	0.8
Tech. Components	_	_	12,655	12,803	-7	382	-0.1	3.0
Consolidation	-141	-143	-14,281	-14,847	64	90		
Audi (Premium brand group)	766	806	44,561	42,325	6,282	4,169	14.1	9.9
Porsche Automotive (Sport & Luxury brand group)	221	209	24,456	20,979	4,746	3,356	19.4	16.0
TRATON Commercial Vehicles ³	218	196	27,964	21,305	954	476	3.4	2.2
At equity accounted companies in China ⁴	2,339	2,156	_	_		_	_	
MAN Energy Solutions	_	_	2,517	2,338	210	123	8.3	5.2
CARIAD	_	_	422	255	-1,427	-750	_	
Volkswagen Financial Services	_	_	32,859	32,044	4,399	3,688	13.4	11.5
Other ⁵	-258	-74	-11,137	-7,521	-1,4282	6172	_	
Volkswagen Group before special items	_	_	_	_	17,457	14,157	8.6	7.6
Special Items	_	_	_	_	-360	-203	_	
Volkswagen Group	6,243	6,466	202,997	186,599	17,097	13,953	8.4	7.5
thereof:								
Automotive Division ⁶	6,243	6,466	168,183	152,869	12,907	9,986	7.7	6.5
Of which: Passenger Cars Business Area	6,025	6,269	137,702	129,226	11,744	9534	8.5	7.4
Commercial Vehicles Business Area	218	196	27,964	21,305	956	453	3.4	2.1
Power Engineering Business Area	_	_	2,517	2,338	207	-1	8.2	0.0
Financial Services Division	_	_	34,814	33,730	4,190	3,967	12.0	11.8

¹ The previous year's figures were calculated by means of a simple addition with the Bentley figures.
2 Porsche (including Financial Services): sales revenue € 26,741 (23,115) million, operating result € 5,048 (3,559) million.

³ Includes Navistar from July 1, 2021.

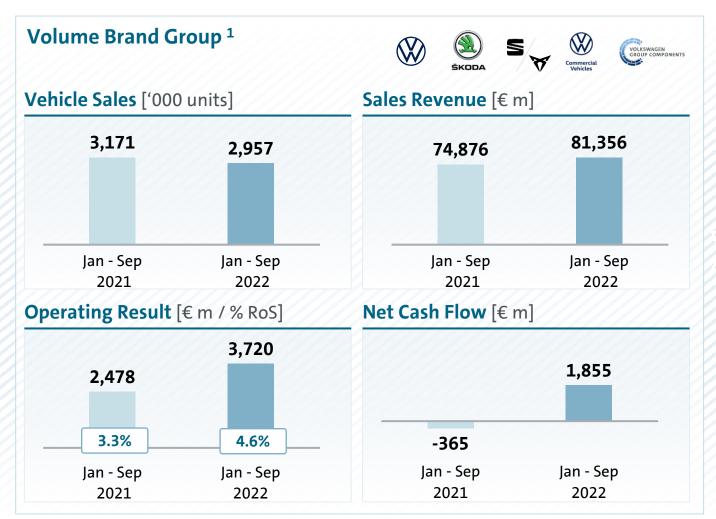
⁴ The sales revenue and operating result of the equity-accounted companies in China are not included in the consolidated figures; the share of the operating result generated by these companies amounted to € 2,558 (1,962) million.

⁵ In the operating result, mainly intragroup items recognized in profit or loss, in particular from the elimination of intercompany profits; the figure includes depreciation and amortization of identifiable assets as part of purchase price allocation, as well as companies not allocated to the brands. 6 Including allocation of consolidation adjustments between the Automotive and Financial Services divisions.

Volume Brand Group Performance

VOLKSWAGEN AKTIENGESELLSCHAFT

January to September 2021 vs. 2022



- VW Brand: 4.7% 9 months margin, Q3 at 3.2% margin seasonally weak; burdened by material costs. Positive contribution from price and mix as well as impact of regions NAR and SAR
- Skoda: Continued decent performance, delivering solid 5.6% 9 months margin, but Q3 margin down to 3.6% in light of Russian business closure and ongoing ramp up of our Indian business at Skoda (non-recurring items of € -0.3bn booked in Q3)
- SEAT: Came in with a negative result of € -10m after 9 months burdened by restructuring costs of € 244m booked in Q2
- Light Commercial vehicles at 4.5% 9 months margin, 5.8% Q3 margin
- Group Components business at break-even, impacted by supply chain issues and increased material costs

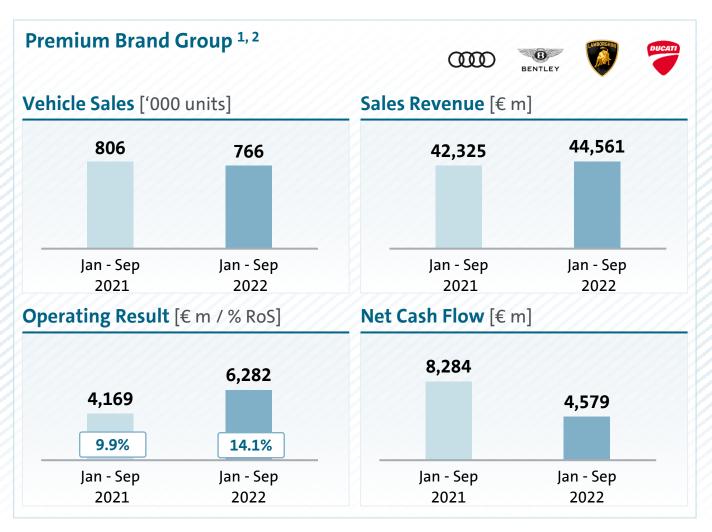


Premium Brand Group Performance

AKTIENGESELLSCHAFT

VOLKSWAGEN

January to September 2021 vs. 2022



- Premium Brand Group well under way;
 Lamborghini and Bentley performed strong
- Audi Brand: 12.8% 9 months margin, operating profit continued to be solid; fair value effects
 € 561m after 9 months
- Resilient demand for well-equipped premium vehicles, strong order bank
- Bentley: 22.7% Q3 margin, 23.1% 9 months margin
- Lamborghini: 24.4% Q3 margin, 29.6% 9 months margin
- Net Cash Flow muted because of investment in new NEV factory and substantial working capital build up (inventories and vehicles in transit)

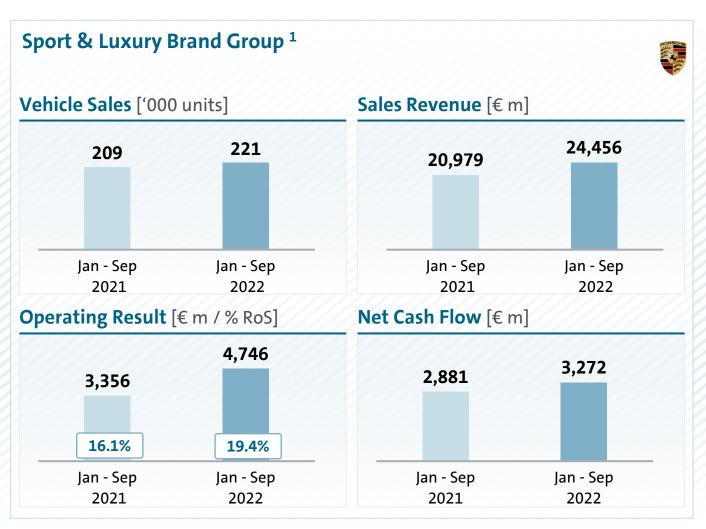


¹ Before special items 2 The previous year's figures were calculated by means of a simple addition with the Bentley figures Audi A6 Avant e-tron: Concept car

Sport & Luxury Brand Group Performance

January to September 2021 vs. 2022





Key Takeaways

- Porsche's operating margin advanced to 19.4% on higher volume, improved pricing and better product mix as well as positive FX effects
- Average price per vehicle at € 110,000
- Automotive Net Cash Flow up substantially
- BEV share amounted to over 11% of total deliveries

 Successful launch of Porsche 911 GT3 RS and 911 Carrera T

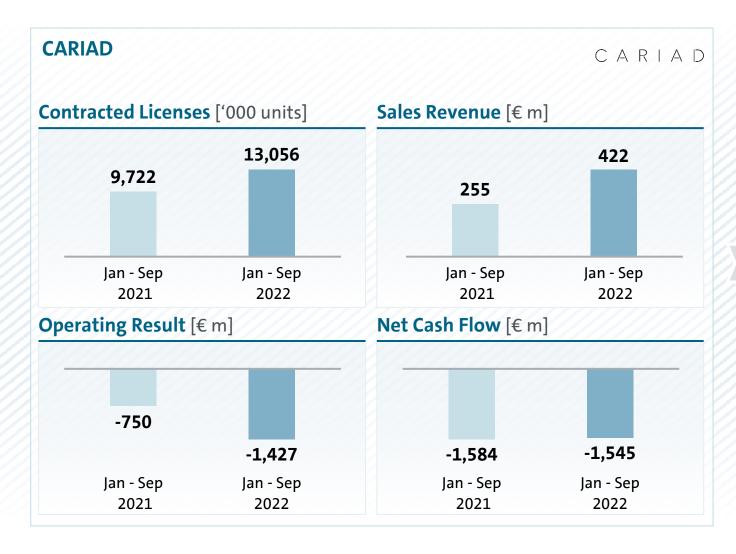


¹ Before special items



Software – CARIAD

January to September 2021 vs. 2022



- Sales Revenue improved by 65% driven by license revenues with brand groups
- Operating Result impacted by higher development costs and personnel costs
- Net Cash Flow at previous year's level due to further investments in software platforms

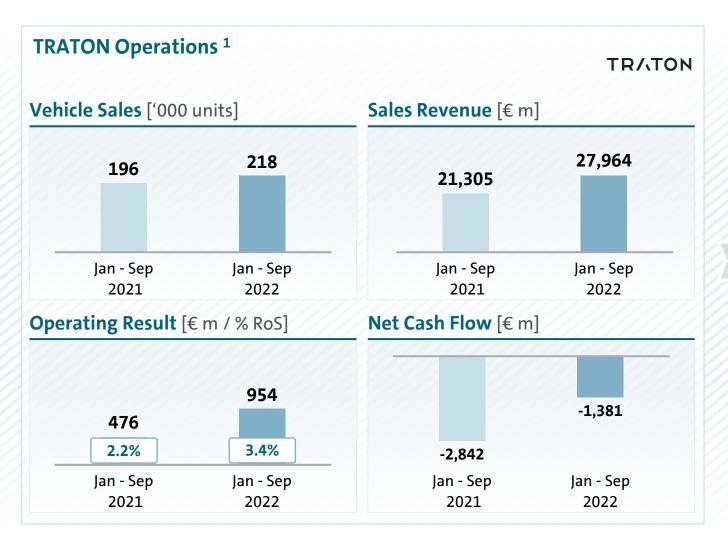




Commercial Vehicles – TRATON Operations

VOLKSWAGEN
AKTIENGESELLSCHAFT

January to September 2021 vs. 2022



- Unit sales up 11%, supported by Navistar consolidation (-13% excl. Navistar²)
- Results significantly affected by supply shortages and production stops at MAN as well as impairments in relation to disposal of sales businesses in Russia of € -0.2bn in Q3
- Lower capacity utilization and higher costs for raw materials burdened 9 months results while price and mix were positive
- Net Cash Flow impacted by outflows relating to legal proceedings (ca. € 1.4bn) and working capital movements



¹ excluding Scania FS

² Navistar consolidated since July 1, 2021

Financial Services Division Performance

January to September 2021 vs. 2022





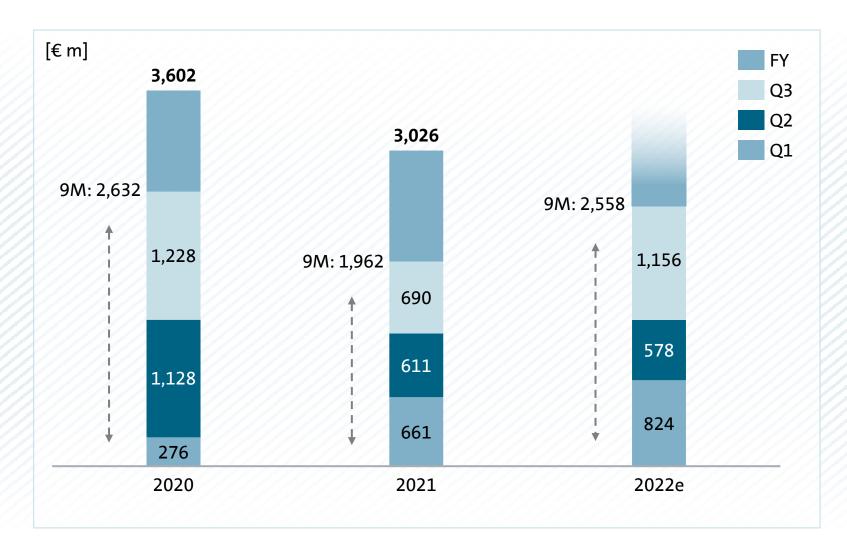
- Stable number of contracts and solid growth in leasing business despite supply constraints
- No significant increase in credit risks recognizable but closely monitored as expected to increase slightly in the future due to inflation and rising interest rates
- Used car prices stay at high level
- Strong operating result sustaining return on equity on high level
- Q3 Operating Result of the division impacted by impairments related to financial services business in Russia (€ 0.5bn)

China Joint Ventures

Proportionate Operating Result 2020, 2021 and Q3 2022







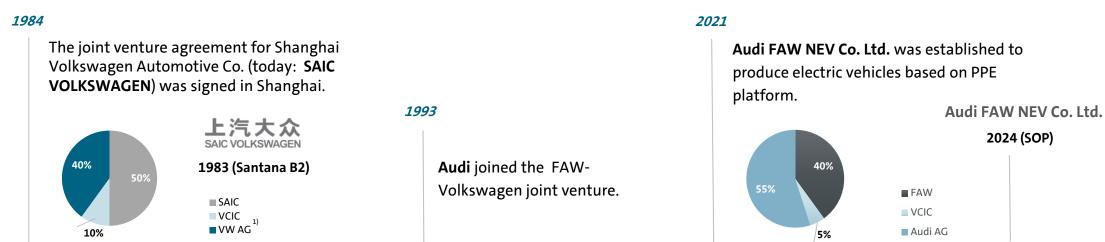
- 9 months proportionate Operating Result clearly above 2021 and close to 2020 levels
- Improvement in Q3 driven by chip availability, boost from government incentives & pent up sales from Covid related lockdowns
- FAW-VW continued its solid performance in the first 9 months, while SAIC Volkswagen reaccelerated in Q3 on back of strong product and sales performance
- 9 months BEV sales close to 113K units, more than twice as many as 9 months 2021





China: Milestones and shareholder structure of Chinese joint ventures





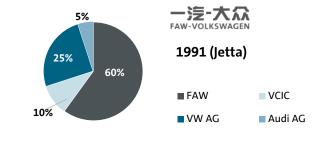
The Beginnings

1991

First contact with China - the Chinese government identified and chose Volkswagen as a partner.

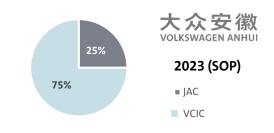
1978

FAW-Volkswagen was established.



Modernization and Portfolio Expansion

Volkswagen and JAC established a new joint venture for electric vehicles.



cariad's first subsidiary outside Europe was established.

2017 2022

Note: VCIC 100% owned by Volkswagen AG 1 VW AG includes the stakes held by ŠKODA AUTO a.s. and Audi AG.



Volkswagen Group China operations



Headquarter and Production Facilities



Note: excl. MAN, ICS and 8 Gotion plants Vehicles sold outside Germany





Facts and Figures

40 production plants in China in 2021

- 6 FAW-Volkswagen vehicle plants
 - Changchun (2 plants)
 - Chengdu
 - Foshan (1 MEB plant)
 - Qingdao
 - Tianjin
- 9 SAIC VOLKSWAGEN vehicle plants
 - Shanghai (3 MQB plants + 1 MEB plant)
 - Nanjing
 - Yizheng
 - Ningbo
 - Urumqi
 - Changsha
- Volkswagen (Anhui) Automotive Co. Ltd., Hefei MEB plant (in construction)
- 23 component plants (incl. battery system plant)

CARIAD China subsidiary established in 2022









Table of Contents





Key Facts & History

Strategy

Operations

Financials

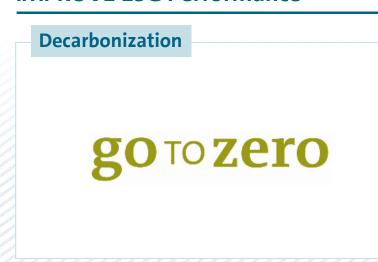
ESG

Share Information



Decarbonization, Circular Economy, Responsibility in Supply Chain & Business, Diversity, People & Transformation and Integrity are our current ESG focus areas

IMPROVE ESG Performance









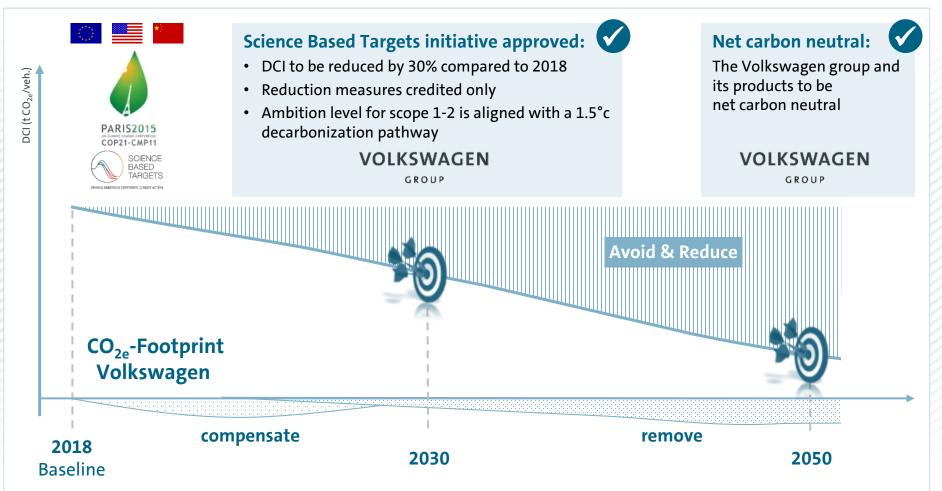






In our Group decarbonization program, emission reduction targets are set on a life cycle basis & measured by the DKI – net carbon neutrality to be reached by 2050

Volkswagen Group Decarbonization Path until 2050 (Scope: Passenger Cars and Light Duty Vehicles) How we act





Sustainable Financing as part of our DNA





We believe that Green Debt Instruments are effective tools to channel investments to projects that demonstrate climate benefits and thereby contribute to the achievement of the Paris Climate Agreement and the United Nations' Sustainable Development Goals ("UN SDGs").



We target to increase the use of Green Debt Instruments in the coming years significantly. All our future Green Bond transactions will (re-) finance our EU taxonomy aligned capital expenditures.



We want to stay in regular contact and exchange with you – our investors – on further developments in the field of sustainable and green debt instruments. We appreciate the dialogue with you and have the clear ambition to match or exceed your expectations.



Workforce transformation as central strategic objective of Volkswagen in the forthcoming decade

ILLUSTRATIVE

Product strategy affects needed skills and quantity of work







Workforce expects side by side process of growth, re-location and dismantling **Restructuring programs** ZUKUNFTS **PAKT**





Roadmap: **Digitale** Transformation



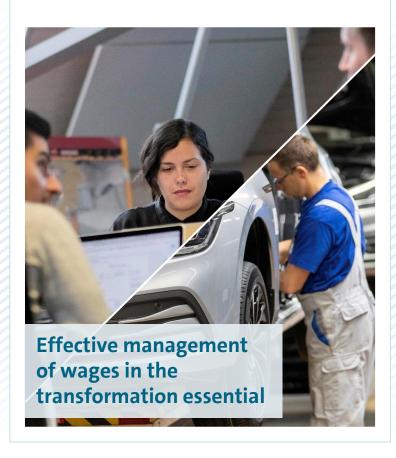
New business fields







Labour costs as massive impact factor



ID.3 Pro Performance: Power consumption in kWh/100 km: combined 16.3 - 15.2; CO2-emissions in g/km: 0 (combined) Golf eHybrid: Fuel consumption in I/100 km: combined 1.6-1.4; power consumption in kWh/100 km: combined 10.8-10.1; CO₂-emissions in g/km: 36-33 (combined) Volkswagen ID.7/AERO: Vehicles is a near-production concept car

Only consumption and emission values according to WLTP and not according to NEDC are available for the vehicles



Strategic workforce planning is starting point for sustainable workforce transformation

Objectives



Transparency of qualitative staffing development



Dealing with strategic personnel and competence requirements

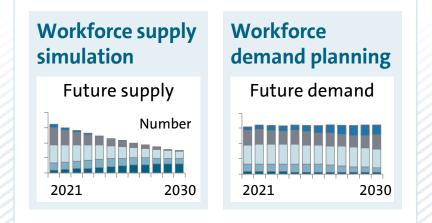


Identify fields of action & derivation of measures



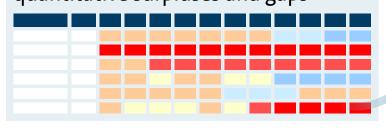
Support for transformation

Process



Gap-Analysis

Identification of qualitative and quantitative surpluses and gaps



Measures

HR-Measures

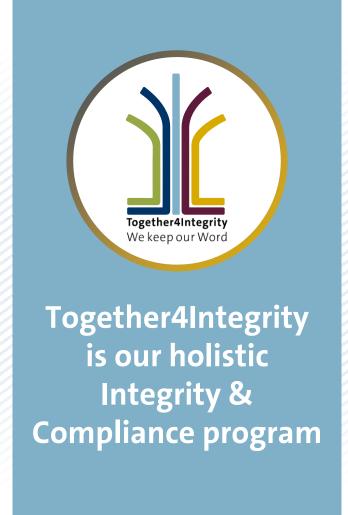
Possible approaches

- Qualification and training strategy
- Restructuring
- Flexibilization of capacity
- Recruiting
- Employer Branding
- Own contribution / outsourcing
- •••

VW Group Values









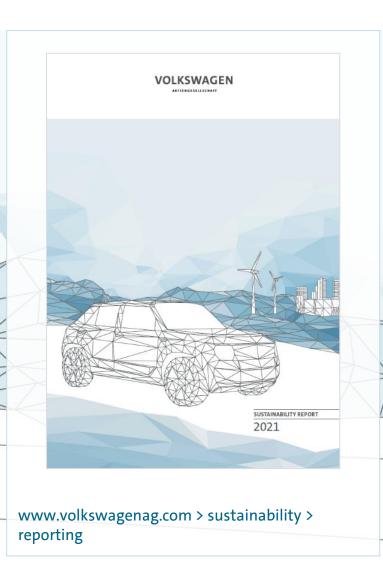
ESG targets - integral part of annual bonus of Board of Management members since 2021

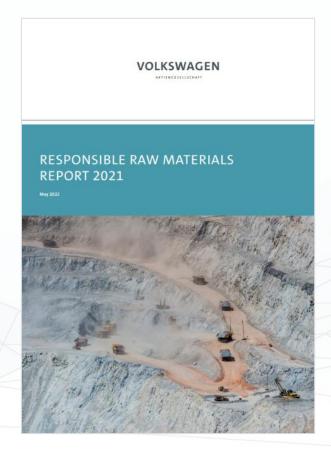
Functionality of the annual bonus **Target achievement** Return On Sales **Operating Result ESG-Performance** (ROS) **Payout Target value** (Cap: 180 % **ESG-Performance** of the target value) **Environment (E)** Social (S) **Governance (G)** Opinion Index / Decarbonization Factor Compliance / Index **Diversity Index** Integrity

- **Key facts**
- Basic continuation of the previous system (introduced in 2017)
- Starting with 2021 financial year, ESG multiplier is added as new dimension
- Defines a balance between financial key performance indicators and ESG targets
- Performance measures reflect Volkswagen's NEW AUTO strategy and transformation process

ESG relevant reports & sources of information







www.volkswagenag.com/presence/nachhaltigkeit/documents/supply-chain/Volkswagen-Group-Responsible-Raw-Materials-Report-2021.pdf

"The Green Finance Framework consistently links our corporate objective of carbon neutrality in 2050 with our financing strategy."



Green Finance Report www.volkswagenag.com > investor relations > fixed income > green finance *



www.volkswagenag.com > Investor Relations > Corporate Governance > ESG Controversies

Table of Contents





Key Facts & History

Strategy

Operations

Financials

ESG

Share Information



Volkswagen Share Information

Shareholder Structure as of December 31, 2021

As a percentage of subscribed capital



Porsche Automobil Holding SE 31.4
Foreign institutional investors 27.0
Qatar Holding LLC 10.5
State of Lower Saxony 11.8
Private shareholders/Others 16.0
German institutional investors 3.3

ESG Rating Coverage and Memberships

ESG:

MSCI World SRI

Sustainalytics

Institutional Shareholder Services (ISS)

Standard & Poor's (S&P)

Moody's ESG Solutions

Memberships:

United Nations Global Impact

Volkswagen	Share Data	a and Indices	

	Ordinary shares	Preferred shares
ISIN	DE0007664005	DE0007664039
WKN	766400	766403
Deutsche Börse/Bloomberg	VOW	VOW3
Reuters	VOWG.DE	VOWG_p.DE
		DAX, CDAX,
		EURO STOXX,
		EURO STOXX 50,
		EURO STOXX
	CDAX, Prime All	Automobiles & Parts,
	Share, MSCI Euro,	Prime All Share,
Primary market indices	S&P Global 100 Index	MSCI Euro
	Berlin, Dusseldorf,	Frankfurt, Hamburg,
Exchanges	Hanover, Mu	nich, Stuttgart, Xetra



Investor Relations Team

We are pleased to answer your inquiries regarding Volkswagen shares and other capital market related questions



Rolf Woller
Head of Group Treasury & Investor Relations
E-Mail: rolf.woller@volkswagen.de
Telephone: +49 5361 9 24184



Julian Krell
Head of Group Investor Relations
E-Mail: julian.krell@volkswagen.de
Telephone: +49 5361 9 13257



Helen Beckermann
Senior Investor Relations Manager
E-Mail: helen.beckermann@volkswagen.de
Telephone: +49 5361 9 49015



Monika Dühring
Investor Relations Manager | Equity
E-Mail: monika.duehring@volkswagen.de
Telephone: : +49 5361 9 31106



Andreas Buchta
Senior Investor Relations Manager | Equity & Key Contact USA
E-Mail: andreas.buchta@volkswagen.de
Telephone: +49 5361 9 40765



Björn-Michael Piesch

Senior Investor Relations Officer | Equity

E-Mail: bjoern-michael.piesch@volkswagen.de

Telephone: +49 5361 9 196310



Ulrich Hauswaldt
Senior Investor Relations Officer | Equity, Debt & ESG
E-Mail: ulrich.hauswaldt@volkswagen.de
Telephone: +49 5361 9 42224



Christopher Macke
Senior Investor Relations Officer | Equity
E-Mail: christopher.macke@volkswagen.de
Telephone: +49 5361 9 14756



Alexander Hunger
Senior Investor Relations Manager | Equity & ESG
E-Mail: alexander.hunger@volkswagen.de
Telephone: +49 5361 9 47420



Lai Wang (Beijing Office)
Investor Relations Manager | Equity & Key Contact China/Asia-Pacific
E-Mail: lai.wang@volkswagen.com.cn

Telephone: +86 10 6531 5356

The official website of Volkswagen Group Investor Relations. Company topics, brandchannels, innovation and informations.

Backup

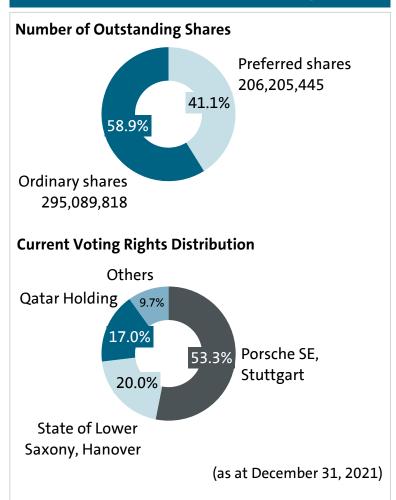




The Shareholder Structure, Supervisory and Management Board



Shareholder Structure of Volkswagen AG



Supervisory Board of Volkswagen AG

Chairman	Hans Dieter Pötsch
Members	Dr. Hessa Sultan Al Jaber Mansoor Bin Ebrahim Al-Mahmoud Daniela Cavallo * Mathías Carnero * Julia Willie Hamburg Marianne Heiß Jörg Hofmann * Dr. Arno Homburg * Simone Mahler * Peter Mosch * Daniela Nowak * Dr. jur. Hans Michel Piëch Dr. jur. Ferdinand Oliver Porsche Dr. rer. comm. Wolfgang Porsche Jens Rothe *
	Jens Rothe *
	Conny Schönhardt * Stephan Weil
	Werner Weresch *

Management Board of Volkswagen AG ¹

Chairman of the Manageme	nt Dr. Oliver Blume
Board of Volkswagen AG and Ing. h.c. F. Porsche AG	d Dr.
Finance & Operations	Dr. Arno Antlitz

Member of the board of	Ralf Brandstätter
Volkswagen AG for China	Kali Didilustatlei

Human Resources and Brand	Gunnar Kilian
Group 'Truck & Bus'	

CEO of the Volkswagen	Thomas Schäfer
Passenger Cars Brand, Member	
of the Valkeyyagen AC Board of	•

of the Volkswagen AG Board of Management in charge of the Brand Group Volume

Technology Thomas Schmall

-von Westerhold

IT Hauke Stars