

## Órganos de gobierno y administración del Grupo Volkswagen

1.- Volkswagen Navarra pertenece al Grupo Volkswagen cuyo órgano máximo ejecutivo es el Board of Management, compuesto por los siguientes miembros:

(Nombramientos: a partir del 31 de diciembre de 2022 o de la fecha de salida del Consejo de Administración de Volkswagen AG)

1. **Dr. Oliver Blume**, Chair (since September 1, 2022), Sport & Luxury brand group
2. **Murat Aksel**, Purchasing (until August 31, 2022)
3. **Arno Antlitz**, Finance, IT (until January 31, 2022)
4. **Ralf Brandstätter**, Volkswagen Passenger Cars (until June 30, 2022)
5. **Dr.-Ing Herbert Diess**, Chair (until August 31, 2022)
6. **Dr. Jur. Manfred Döss**, Integrity and Legal Affairs (since February 1, 2022)
7. **Markus Duesmann**, Premium brand group
8. **Gunnar Kilian**, Human Resources and Truck & Bus
9. **Thomas Schäfer**, Volume brand group (since September 1, 2022)
10. **Thomas Schmall-von Westerholt**, Technology, Chair of the Board of Management of Volkswagen Group Components
11. **Hauke Stars**, IT (since February 1, 2022)
12. **Hiltrud Dorothea Werner**, Integrity and Legal Affairs (until January 31, 2022)
13. **Hildegard Wortmann**, Sales (until August 31, 2022)

2.- La retribución de los miembros de este órgano de gobierno en el **año 2022** fue la siguiente:

OLIVER BLUME		
Chair (since September 1, 2022) Sport & Luxury brand group Chair of the Executive Board of Dr. Ing. h.c. F. Porsche AG		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,691,666.64	26.4
Fringe benefits	186,181.00	2.9
<b>Total</b>	<b>1,877,847.64</b>	<b>29.3</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	3,138,685.00	49.0
Multi-year variable remuneration/long-term incentive (LTI) LTI (performance share plan) 2019 – 2021	1,392,871.72	21.7
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>6,409,404.36</b>	<b>100.0</b>
Pension expenses	977,063.00	x
<b>Total remuneration including pension expenses</b>	<b>7,386,467.36</b>	<b>x</b>
Maximum remuneration	8,666,666.67	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x
MURAT AKSEL		
Purchasing (until August 31, 2022)		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	946,666.64	36.6
Fringe benefits	166,201.00	6.4
<b>Total</b>	<b>1,112,867.64</b>	<b>43.0</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,473,079.31	57.0
Multi-year variable remuneration/long-term incentive (LTI) LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>2,585,946.95</b>	<b>100.0</b>
Pension expenses	709,917.51	x
<b>Total remuneration including pension expenses</b>	<b>3,295,864.46</b>	<b>x</b>
Maximum remuneration	4,666,666.67	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	ARNO ANTLITZ	
	Finance, IT (IT until January 31, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,420,000.00	37.2
Fringe benefits	180,689.00	4.7
<b>Total</b>	<b>1,600,689.00</b>	<b>42.0</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	2,212,650.00	58.0
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>3,813,339.00</b>	<b>100.0</b>
Pension expenses	1,008,397.00	x
<b>Total remuneration including pension expenses</b>	<b>4,821,736.00</b>	<b>x</b>
Maximum remuneration	7,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	RALF BRANDSTÄTTER	
	Volkswagen Passenger Cars (until June 30, 2022), Chair of the Board of Management of the Volkswagen Passenger Cars brand (until June 30, 2022) China (since August 1, 2022) Chair of the Board of Management of Volkswagen (China) Investment Co. Ltd. (since August 1, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary		
Volkswagen	887,499.98	21.9
VCIC <sup>1</sup>	532,499.99	13.1
Fringe benefits		
Volkswagen	115,363.00	2.8
VCIC <sup>2</sup>	311,601.00	7.7
<b>Total</b>	<b>1,846,963.96</b>	<b>45.5</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus		
Volkswagen	1,382,906.25	34.1
VCIC <sup>1</sup>	829,743.75	20.4
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>4,059,613.96</b>	<b>100.0</b>
Pension expenses	696,524.00	x
<b>Total remuneration including pension expenses</b>	<b>4,756,137.96</b>	<b>x</b>
Maximum remuneration	7,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

1 Mr. Brandstätter receives 90% of the remuneration of a regular Board of Management member of Volkswagen AG from Volkswagen (China) Investment Company Limited (VCIC) for his work as CEO of VCIC. VCIC accounts for Mr. Brandstätter as if he received his remuneration from Volkswagen AG in Germany. These amounts are disclosed here. The actual gross expense incurred by VCIC may differ on account of Chinese tax law.

2 The fringe benefits presented by VCIC include, in particular, the benefits paid by VCIC for Mr. Brandstätter's assignment to China (such as housing, flight

	HERBERT DIESS	
	Chair (until August 31, 2022), Volume brand group (until August 31, 2022), China (until July 31, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,490,000.00	21.8
Fringe benefits	166,201.00	2.4
<b>Total</b>	<b>1,656,201.00</b>	<b>24.2</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,158,419.71	17.0
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	4,018,246.96	58.8
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>6,832,867.67</b>	<b>100.0</b>
Pension expenses	1,069,163.33	x
<b>Total remuneration including pension expenses</b>	<b>7,902,031.00</b>	<b>x</b>
Maximum remuneration	8,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	MANFRED DÖSS <sup>1</sup>	
	Integrity and Legal Affairs (since February 1, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	976,250.00	37.3
Fringe benefits	120,892.00	4.6
<b>Total</b>	<b>1,097,142.00</b>	<b>41.9</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,521,196.88	58.1
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>2,618,338.88</b>	<b>100.0</b>
Pension expenses	665,163.00	x
<b>Total remuneration including pension expenses</b>	<b>3,283,501.88</b>	<b>x</b>
Maximum remuneration	4,812,500.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

1 Mr. Döss receives remuneration in the amount of 75% of the remuneration of a regular member of the Board of Management of Volkswagen AG.

MARKUS DUESMANN		
Premium brand group, Chair of the Board of Management of AUDI AG		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,420,000.00	37.1
Fringe benefits	197,300.00	5.2
<b>Total</b>	<b>1,617,300.00</b>	<b>42.2</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	2,212,650.00	57.8
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		–
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed <sup>1</sup></b>	<b>3,829,950.00</b>	<b>100.0</b>
Pension expenses	993,152.00	x
<b>Total remuneration including pension expenses</b>	<b>4,823,102.00</b>	<b>x</b>
Maximum remuneration	7,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

1 Mr. Duesmann received remuneration of €99,860 from FC Bayern München AG for a Supervisory Board appointment. This remuneration was offset in full against the reported variable remuneration granted by Volkswagen AG for fiscal year 2022.

GUNNAR KILIAN		
Human Resources and Truck & Bus		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,420,000.00	25.0
Fringe benefits	182,139.00	3.2
<b>Total</b>	<b>1,602,139.00</b>	<b>28.2</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,247,128.28	21.9
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	2,832,871.72	49.9
<b>Other remuneration</b>		–
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>5,682,139.00</b>	<b>100.0</b>
Pension expenses	1,137,688.00	x
<b>Total remuneration including pension expenses</b>	<b>6,819,827.00</b>	<b>x</b>
Maximum remuneration	7,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

THOMAS SCHÄFER		
Volume brand group (since September 1, 2022), Chair of the Board of Management of the Volkswagen Passenger Cars brand (since July 1, 2022)		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	709,999.98	37.2
Fringe benefits	91,089.00	4.8
<b>Total</b>	<b>801,088.98</b>	<b>42.0</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,106,325.00	58.0
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>1,907,413.98</b>	<b>100.0</b>
Pension expenses	388,544.00	x
<b>Total remuneration including pension expenses</b>	<b>2,295,957.98</b>	<b>x</b>
Maximum remuneration	3,500,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

THOMAS SCHMALL-VON WESTERHOLT		
Technology, Chair of the Board of Management of Volkswagen Group Components		
2022		
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,420,000.00	37.2
Fringe benefits	182,040.00	4.8
<b>Total</b>	<b>1,602,040.00</b>	<b>42.0</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	2,212,650.00	58.0
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>3,814,690.00</b>	<b>100.0</b>
Pension expenses	885,829.00	x
<b>Total remuneration including pension expenses</b>	<b>4,700,519.00</b>	<b>x</b>
Maximum remuneration	7,000,000.00	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	HAUKE STARS	
	IT (since February 1, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	1,301,666.63	37.2
Fringe benefits	166,031.00	4.7
<b>Total</b>	<b>1,467,697.63</b>	<b>42.0</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	2,028,262.50	58.0
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>3,495,960.13</b>	<b>100.0</b>
Pension expenses	542,174.00	x
<b>Total remuneration including pension expenses</b>	<b>4,038,134.13</b>	<b>x</b>
Maximum remuneration	6,416,666.67	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	HILTRUD DOROTHEA WERNER	
	Integrity and Legal Affairs (until January 31, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	118,333.33	25.1
Fringe benefits	30,328.00	6.4
<b>Total</b>	<b>148,661.33</b>	<b>31.5</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	86,768.36	18.4
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	236,072.64	50.1
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>471,502.33</b>	<b>100.0</b>
Pension expenses	111,831.00	x
<b>Total remuneration including pension expenses</b>	<b>583,333.33</b>	<b>x</b>
Maximum remuneration	583,333.33	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

	HILDEGARD WORTMANN	
	Sales (February 1 to August 31, 2022)	
	2022	
	€	%
<b>Fixed remuneration components</b>		
Base salary	828,333.31	36.2
Fringe benefits	172,870.00	7.6
<b>Total</b>	<b>1,001,203.31</b>	<b>43.8</b>
<b>Variable remuneration components</b>		
One-year variable remuneration/annual bonus	1,285,155.62	56.2
Multi-year variable remuneration/long-term incentive (LTI)		
LTI (performance share plan) 2019 – 2021	–	–
<b>Other remuneration</b>		
Special payments	–	–
Special benefits paid to new Board of Management members	–	–
<b>Total remuneration granted and owed</b>	<b>2,286,358.93</b>	<b>100.0</b>
Pension expenses	291,581.90	x
<b>Total remuneration including pension expenses</b>	<b>2,577,940.82</b>	<b>x</b>
Maximum remuneration	4,083,333.33	x
Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG	–	x

Y para que así conste, se expide la presente en Arazuri, a 08 de noviembre de 2023.