

## **Órganos de Gobierno y Administración VOLKSWAGEN NAVARRA, S.A.U**

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 2023 o de la fecha de salida del Consejo de Administración de Volkswagen AG)

1. **Dr. Oliver Blume**, Presidente (desde el 1 de septiembre de 2022), grupo de marcas Sport Luxury, Presidente del Consejo de Administración del Dr. Ing. h.c. F. Porsche AG, 13 de abril de 2018, nombrado hasta 2028
2. **Arno Antlitz**, Finanzas y Operaciones, 1 de abril de 2021, nombrado hasta 2027
3. **Ralf Brandstätter**, China, Presidente del Consejo de Administración (CEO) de Volkswagen (China) Investment Co., Ltd. 1 de enero de 2022, nombrado hasta 2026
4. **Dr. Gernot Döllner**, Grupo de marca Progressive, Presidente del Consejo de Administración de AUDI AG (desde el 1 de septiembre de 2023) 1 de septiembre de 2023, nombrado hasta 2026
5. **Dr. Jur. Manfred Döss**, Integridad y Asuntos Legales 1 de febrero de 2022, nombrado hasta 2028
6. **Markus Duesmann**, Grupo de marca Progressive, Presidente del Consejo de Administración de AUDI AG (hasta el 31 de agosto de 2023) 1 de abril de 2020 – 31 de agosto de 2023
7. **Gunnar Kilian**, Grupo de marca Recursos Humanos y Camiones abril 13, 2018, nombrado hasta 2026
8. **Thomas Schäfer**, Grupo de marca principal, Presidente del Consejo de Administración de la marca Volkswagen Turismos, 1 de julio de 2022, nombrado hasta 2025
9. **Thomas Schmall-von Westerholt**, Tecnología, Presidente del Consejo de Administración de Volkswagen Group Components, 1 de enero de 2021, nombrado hasta 2028
10. **Hauke Stars**, IT 1 de febrero de 2022, nombrado hasta 2025

2.- La retribución de los miembros de este órgano de gobierno en el **año 2023** fue la siguiente:

|   | OLIVER BLUME <sup>1</sup>  |              |
|---|--|--------------|
|   | Chair,<br>Sport Luxury brand group,<br>Chair of the Executive Board of<br>Porsche AG |              |
|   | 2023   |              |
|   | €  | %            |
| <b>Fixed remuneration components</b>                                    |  |              |
| Base salary   |  |              |
| Volkswagen AG   | 1,300,000.00   | 14.9         |
| Porsche AG  | 800,000.00   | 9.2          |
| Fringe benefits   |  |              |
| Volkswagen AG   | 358,521.00   | 4.1          |
| Porsche AG  | -  | -            |
| <b>Total</b>  | <b>2,458,521.00</b>  | <b>28.2</b>  |
| <b>Variable remuneration components</b>                                 |  |              |
| One-year variable remuneration/annual bonus                             |  |              |
| Volkswagen AG   | 2,324,700.00   | 26.6         |
| Porsche AG  | 1,388,800.00   | 15.9         |
| Multi-year variable remuneration/long-term incentive (LTI) <sup>2</sup> |  |              |
| LTI (performance share plan) 2020-2022                                  | 1,914,757.98   | 21.9         |
| <b>Other remuneration</b>   |  |              |
| Special benefits paid to new Board of Management members                | -  | -            |
| Porsche AG IPO bonus  | 636,827.00   | 7.3          |
| <b>Total remuneration granted and owed</b>                              | <b>8,723,605.98</b>  | <b>100.0</b> |
| <b>Pension expenses</b>   |  |              |
| Volkswagen AG   | 663,530.00   | x            |
| Porsche AG  | 324,342.00   | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>9,711,477.98</b>  | <b>x</b>     |
| Maximum remuneration  | 15,000,000.00  | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | -  | x            |

1 Mr. Blume receives from Volkswagen AG 50% of the remuneration for the Chair of the Board of Management of Volkswagen AG and from Porsche AG 50% of the remuneration for the Chair of the Executive Board of Porsche AG. The table shows the remuneration components granted to Mr. Blume separately according to whether they were granted by Volkswagen AG or by Porsche AG.

2 The LTI paid out in fiscal year 2023 was for work performed in fiscal year 2020. Mr. Blume did not receive any long-term variable remuneration from Porsche AG in fiscal year 2020 that would have to be counted towards the remuneration he receives from Volkswagen AG. Instead, Mr. Blume received 100% of the 2020 LTI from Volkswagen AG.

|   | ARNO ANTLITZ           |              |
|---|------------------------|--------------|
|   | Finance and Operations |              |
|   | 2023                   |              |
|   | €                      | %            |
| <b>Fixed remuneration components</b>                                    |                        |              |
| Base salary   | 1,500,000.00           | 40.8         |
| Fringe benefits   | 185,752.00             | 5.0          |
| <b>Total</b>  | <b>1,685,752.00</b>    | <b>45.8</b>  |
| <b>Variable remuneration components</b>                                 |                        |              |
| One-year variable remuneration/annual bonus                             | 1,992,600.00           | 54.2         |
| Multi-year variable remuneration/long-term incentive (LTI)              |                        |              |
| LTI (performance share plan) 2020-2022                                  | -                      | -            |
| <b>Other remuneration</b>   |                        |              |
| Special benefits paid to new Board of Management members                | -                      | -            |
| <b>Total remuneration granted and owed</b>                              | <b>3,678,352.00</b>    | <b>100.0</b> |
| Pension expenses  | 602,272.00             | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>4,280,624.00</b>    | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00           | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | -                      | x            |

|   | RALF BRANDSTÄTTER   |              |
|---|---|--------------|
|   | China,<br>Chair of the Board of<br>Management (CEO)<br>of Volkswagen (China) Investment<br>Co. Ltd. |              |
|   | 2023  |              |
|   | €   | %            |
| <b>Fixed remuneration components</b>                                    |   |              |
| Base salary   |   |              |
| Volkswagen AG   | 150,000.00  | 3.6          |
| VCIC <sup>1</sup>   | 1,350,000.00  | 32.0         |
| Fringe benefits   |   |              |
| Volkswagen AG   | 25,768.00   | 0.6          |
| VCIC <sup>2</sup>   | 696,628.00  | 16.5         |
| <b>Total</b>  | <b>2,222,396.00</b>   | <b>52.7</b>  |
| <b>Variable remuneration components</b>                                 |   |              |
| One-year variable remuneration/annual bonus                             |   |              |
| Volkswagen AG   | 199,260.00  | 4.7          |
| VCIC  | 1,793,340.00  | 42.5         |
| Multi-year variable remuneration/long-term incentive (LTI)              |   |              |
| LTI (performance share plan) 2020-2022                                  | -   | -            |
| <b>Other remuneration</b>   |   |              |
| Special benefits paid to new Board of Management members                | -   | -            |
| <b>Total remuneration granted and owed</b>                              | <b>4,214,996.00</b>   | <b>100.0</b> |
| Pension expenses  | 599,577.00  | -            |
| <b>Total remuneration including pension expenses</b>                    | <b>4,814,573.00</b>   | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00  | 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 expenses). Assignment-specific fringe benefits are not counted against the fringe benefit allowance provided by VCIC.

| GERNOT DÖLLNER  |                     |              |
|---|---------------------|--------------|
| Progressive brand group,<br>Chair of the Board of Management of<br>AUDI AG<br>(since September 1, 2023) |                     |              |
| 2023  |                     |              |
|   | €                   | %            |
| <b>Fixed remuneration components</b>  |                     |              |
| Base salary   | 500,000.00          | 39.8         |
| Fringe benefits   | 90,885.00           | 7.2          |
| <b>Total</b>  | <b>590,885.00</b>   | <b>47.1</b>  |
| <b>Variable remuneration components</b>   |                     |              |
| One-year variable remuneration/annual bonus   | 664,200.00          | 52.9         |
| Multi-year variable remuneration/long-term incentive (LTI)  |                     |              |
| LTI (performance share plan) 2020-2022  | -                   | -            |
| <b>Other remuneration</b>   |                     |              |
| Special benefits paid to new Board of Management members  | -                   | -            |
| <b>Total remuneration granted and owed</b>  | <b>1,255,085.00</b> | <b>100.0</b> |
| Pension expenses  | 232,883.00          | x            |
| <b>Total remuneration including pension expenses</b>  | <b>1,487,968.00</b> | <b>x</b>     |
| Maximum remuneration  | 2,833,333.33        | 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   |                     |              |
| 2023  |                     |              |
|   | €                   | %            |
| <b>Fixed remuneration components</b>                                    |                     |              |
| Base salary   | 1,125,000.00        | 40.8         |
| Fringe benefits   | 137,139.00          | 5.0          |
| <b>Total</b>  | <b>1,262,139.00</b> | <b>45.8</b>  |
| <b>Variable remuneration components</b>                                 |                     |              |
| One-year variable remuneration/annual bonus                             | 1,494,450.00        | 54.2         |
| Multi-year variable remuneration/long-term incentive (LTI)              |                     |              |
| LTI (performance share plan) 2020-2022                                  | -                   | -            |
| <b>Other remuneration</b>   |                     |              |
| Special benefits paid to new Board of Management members                | -                   | -            |
| <b>Total remuneration granted and owed</b>                              | <b>2,756,589.00</b> | <b>100.0</b> |
| Pension expenses  | 445,500.00          | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>3,202,089.00</b> | <b>x</b>     |
| Maximum remuneration  | 6,375,000.00        | 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   |              |
|---|---|--------------|
|   | Progressive brand group,<br>Chair of the Board of Management of<br>AUDI AG<br>(until August 31, 2023) |              |
|   | 2023  |              |
|   | €   | %            |
| <b>Fixed remuneration components</b>                                    |   |              |
| Base salary   | 1,000,000.00  | 29.4         |
| Fringe benefits   | 120,538.00  | 3.5          |
| <b>Total</b>  | <b>1,120,538.00</b>   | <b>32.9</b>  |
| <b>Variable remuneration components</b>                                 |   |              |
| One-year variable remuneration/annual bonus                             | 1,328,400.00  | 39.0         |
| Multi-year variable remuneration/long-term incentive (LTI)              |   |              |
| LTI (performance share plan) 2020–2022                                  | 957,403.83  | 28.1         |
| <b>Other remuneration</b>   |   |              |
| Special benefits paid to new Board of Management members                | –   | –            |
| <b>Total remuneration granted and owed<sup>1</sup></b>                  | <b>3,406,341.83</b>   | <b>100.0</b> |
| Pension expenses  | 408,474.67  | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>3,814,816.49</b>   | <b>x</b>     |
| Maximum remuneration  | 5,666,666.67  | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | –   | x            |

1 Mr. Duesmann received remuneration of €75,000 from FC Bayern München AG in fiscal year 2023 for his mandate on its Supervisory Board appointment. This remuneration was counted in full toward the reported variable remuneration granted by Volkswagen AG for fiscal year 2023. Mr. Duesmann also received remuneration of €40,000 for a mandate on the Board of Directors of Bentley Motors Ltd. This remuneration was counted in full toward the reported base salary granted by Volkswagen AG.

|   | GUNNAR KILIAN                             |              |
|---|---|--------------|
|   | Human Resources and Trucks brand<br>group |              |
|   | 2023                                      |              |
|   | €   | %            |
| <b>Fixed remuneration components</b>                                    |   |              |
| Base salary   | 1,500,000.00                              | 26.8         |
| Fringe benefits   | 185,026.00                                | 3.3          |
| <b>Total</b>  | <b>1,685,026.00</b>                       | <b>30.1</b>  |
| <b>Variable remuneration components</b>                                 |   |              |
| One-year variable remuneration/annual bonus                             | 1,992,600.00                              | 35.6         |
| Multi-year variable remuneration/long-term incentive (LTI)              |   |              |
| LTI (performance share plan) 2020–2022                                  | 1,914,757.98                              | 34.2         |
| <b>Other remuneration</b>   |   |              |
| Special benefits paid to new Board of Management members                | –   | –            |
| <b>Total remuneration granted and owed</b>                              | <b>5,592,383.98</b>                       | <b>100.0</b> |
| Pension expenses  | 601,860.00                                | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>6,194,243.98</b>                       | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00                              | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | –   | x            |

|   | THOMAS SCHÄFER   |              |
|---|--|--------------|
|   | Core brand group,<br>Chair of the Board of Management of<br>the<br>Volkswagen Passenger Cars brand |              |
|   | 2023   |              |
|   | €  | %            |
| <b>Fixed remuneration components</b>                                    |  |              |
| Base salary   | 1,500,000.00   | 40.8         |
| Fringe benefits   | 185,978.00   | 5.1          |
| <b>Total</b>  | <b>1,685,978.00</b>  | <b>45.8</b>  |
| <b>Variable remuneration components</b>                                 |  |              |
| One-year variable remuneration/annual bonus                             | 1,992,600.00   | 54.2         |
| Multi-year variable remuneration/long-term incentive (LTI)              |  |              |
| LTI (performance share plan) 2020–2022                                  | –  | –            |
| <b>Other remuneration</b>   |  |              |
| Special benefits paid to new Board of Management members                | –  | –            |
| <b>Total remuneration granted and owed</b>                              | <b>3,678,578.00</b>  | <b>100.0</b> |
| Pension expenses  | 605,432.00   | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>4,284,010.00</b>  | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00   | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | –  | x            |

|   | THOMAS SCHMALL-VON<br>WESTERHOLT  |              |
|---|---|--------------|
|   | Technology,<br>Chair of the Board of Management of<br>Volkswagen Group Components |              |
|   | 2023  |              |
|   | €   | %            |
| <b>Fixed remuneration components</b>                                    |   |              |
| Base salary   | 1,500,000.00  | 40.8         |
| Fringe benefits   | 186,694.00  | 5.1          |
| <b>Total</b>  | <b>1,686,694.00</b>   | <b>45.8</b>  |
| <b>Variable remuneration components</b>                                 |   |              |
| One-year variable remuneration/annual bonus                             | 1,992,600.00  | 54.2         |
| Multi-year variable remuneration/long-term incentive (LTI)              |   |              |
| LTI (performance share plan) 2020–2022                                  | –   | –            |
| <b>Other remuneration</b>   |   |              |
| Special benefits paid to new Board of Management members                | –   | –            |
| <b>Total remuneration granted and owed</b>                              | <b>3,679,294.00</b>   | <b>100.0</b> |
| Pension expenses  | 600,719.00  | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>4,280,013.00</b>   | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00  | x            |
| Clawback in accordance with section 162(1) sentence 2 no. 4 of the AktG | –   | x            |

|   | HAUKE STARS         |              |
|---|---------------------|--------------|
|   | IT                  |              |
|   | 2023                |              |
|   | €                   | %            |
| <b>Fixed remuneration components</b>                                    |                     |              |
| Base salary   | 1,500,000.00        | 40.8         |
| Fringe benefits   | 183,558.00          | 5.0          |
| <b>Total</b>  | <b>1,683,558.00</b> | <b>45.8</b>  |
| <b>Variable remuneration components</b>                                 |                     |              |
| One-year variable remuneration/annual bonus                             | 1,992,600.00        | 54.2         |
| Multi-year variable remuneration/long-term incentive (LTI)              |                     |              |
| LTI (performance share plan) 2020-2022                                  | -                   | -            |
| <b>Other remuneration</b>   |                     |              |
| Special benefits paid to new Board of Management members                | -                   | -            |
| <b>Total remuneration granted and owed</b>                              | <b>3,676,158.00</b> | <b>100.0</b> |
| Pension expenses  | 622,567.00          | x            |
| <b>Total remuneration including pension expenses</b>                    | <b>4,298,725.00</b> | <b>x</b>     |
| Maximum remuneration  | 8,500,000.00        | 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 18 de marzo de 2025