

AKTIENGESELLSCHAFT

We are redefining mobility.

Volkswagen Group

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Director Group Sales Management

J.P. Morgan Cazenove Annual European Automotive Conference, London, 13 June 2017



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Key Financials & Cash

Strategic Outlook & Milestones

Brands / Region

Diesel

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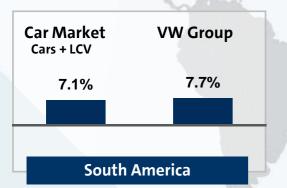
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World car market vs. Volkswagen Group car deliveries to customers 1)

(Growth y-o-y in deliveries to customers, January to April 2017 vs. 2016)













¹⁾ Figures excl. Volkswagen Commercial Vehicles, Scania and MAN Commercial Vehicles.



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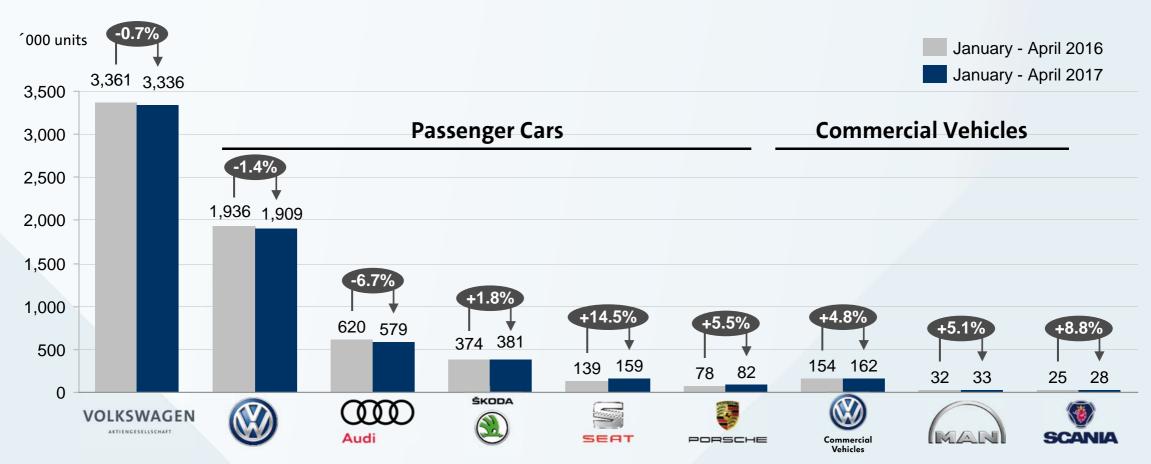
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Volkswagen Group – Deliveries to customers by brands

(January to April 2017 vs. 2016)



¹⁾ Incl. all brands of Volkswagen Group (Passenger Cars and Commercial Vehicles); -1.2% excl. Volkswagen Commercial Vehicles, Scania and MAN.

²⁾ MAN incl. MAN Latin America Trucks and Busses GVW > 5t



Key Financials & Cash

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Diesel

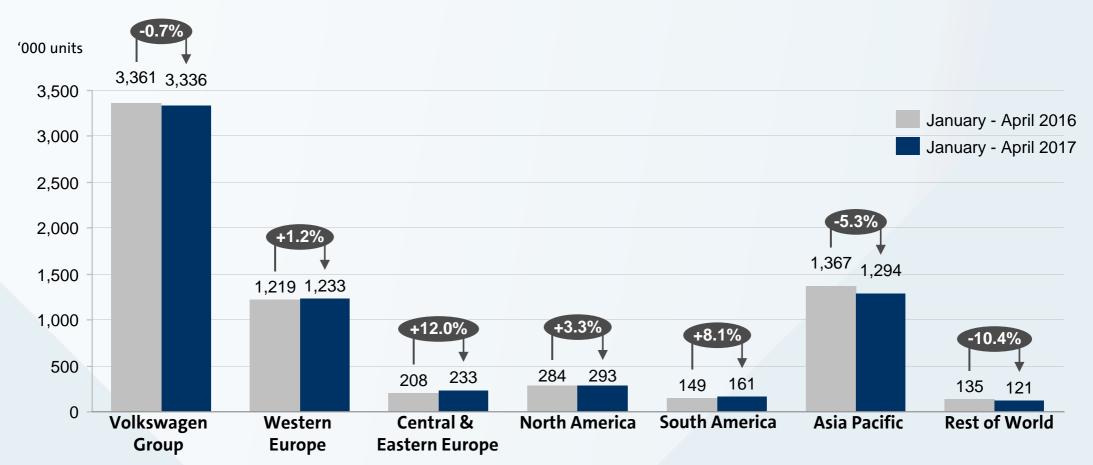
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Volkswagen Group – Deliveries to customers by markets 1)

(January to April 2017 vs. 2016)



¹⁾ Incl. all brands of Volkswagen Group (Passenger Cars and Commercial Vehicles); -1.2% excl. Volkswagen Commercial Vehicles, Scania and MAN.



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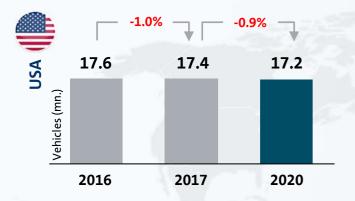
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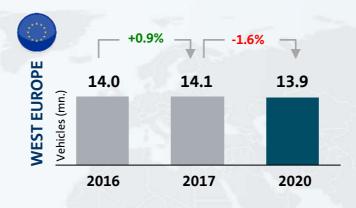
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Car Market Outlook 2020: Stagnation in USA and Europe; recovery in Brazil from a low base; slower growth rates in China; India with solid growth

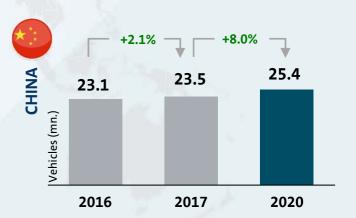














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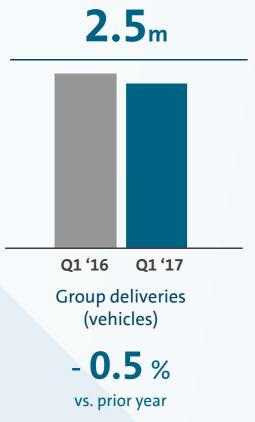
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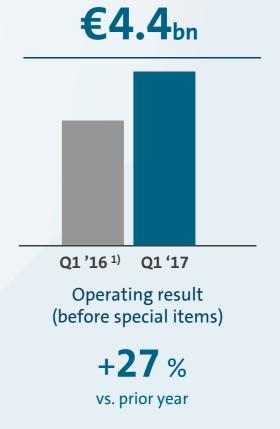
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Volkswagen Group started fiscal year 2017 on a strong footing







1) After special items



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Volkswagen Group – Key Financial Figures¹⁾

(January to March 2017 vs. 2016)	January ·	Change		
€ million	2016	2017	absolute	in %
Sales revenue	50,964	56,197	5,233	10.3
Operating result <u>before</u> special items	3,131	4,367	1,236	39.5
as a percentage of sales revenue	6.1	7.8	-	1.7 ²
Special items	309	-	-309	Х
Operating result	3,440	4,367	927	27.0
as a percentage of sales revenue	6.8	7.8	_	1.0 ²
Financial result	-237	256	493	X
Earnings before tax	3,203	4,623	1,420	44.3
Income tax expense	-838	-1,221	-383	-45.7
Earnings after tax	2,365	3,403	1,038	43.9
Earnings per share (Prefs)	4.64	6.71	2.07	44.6

¹⁾ All figures shown are rounded, so minor discrepancies may arise from addition of these amounts. Including allocation of consolidation adjustments between the Automotive and Financial Services divisions.

²⁾ Percentage points.



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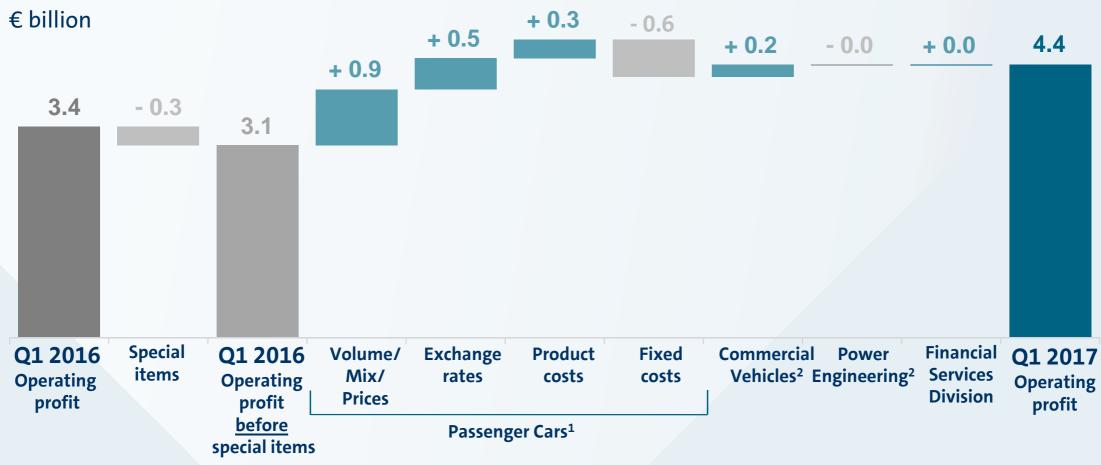
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Operating profit increased to €4.4 billion in Q1 2017





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Strong brands contributed to the operating profit of the Group in Q1 2017

	Vehicle	Vehicle sales		Sales revenue		Operating profit	
thousand vehicles/ € million	Q1 2017	Q1 2016	Q1 2017	Q1 2016	Q1 2017	Q1 2016	
Volkswagen Passenger Cars ²⁾	862	1,069	19,040	25,068	869	73	
Audi	375	388	14,378	14,511	1,244	1,302	
ŠKODA	252	207	4,334	3,379	415	315	
SEAT	148	127	2,487	2,070	56	54	
Bentley	2	2	361	376	-30	-54	
Porsche ³⁾	57	59	5,035	4,978	932	855	
Volkswagen Commercial Vehicles	119	118	2,875	2,716	205	142	
Scania ⁴⁾	21	19	3,084	2,551	324	244	
MAN Commercial Vehicles	25	23	2,572	2,291	93	65	
MAN Power Engineering	-	-	783	832	26	48	
VW China ⁵⁾	971	980	-	-	-	-	
Other ⁶⁾	-223	-415	-6,628	-14,421	-319	-405	
Volkswagen Financial Services ⁷⁾	-	-	7,876	6,612	551	492	
Volkswagen Group before Special Items	-	-	-	-	4,367	3,131	
Special Items	-	-	-	-	-	309	
Volkswagen Group	2,610	2,577	56,197	50,964	4,367	3,440	
Automotive Division ⁸⁾	2,610	2,577	47,825	43,530	3,768	2,850	
of which: Passenger Cars	2,445	2,417	38,640	35,219	3,299	2,603	
of which: Commercial Vehicles	165	160	8,402	7,478	499	256	
of which: Power Engineering	-	-	783	832	-30	-9	
Financial Services Division	-	-	8,372	7,434	600	591	

¹⁾ All figures shown are rounded, minor discrepancies may arise from addition of these amounts. 2) 2017 figures take account of the reclassification of companies; prior-year figures were not adjusted.

³⁾ Porsche (Automotive and Financial Services): sales revenue €5,489 (5,378) million, operating profit €967 (895) million. ⁴⁾ Including financial services.

⁵⁾ The sales revenue and operating profits of the joint venture companies in China are not included in the figures for the Group. These Chinese companies are accounted for using the equity method and recorded a proportionate operating profit of €1,112 (1,174) million. ⁶⁾ Prior year adjusted. In operating profit 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 for Scania, Porsche Holding Salzburg, MAN and Porsche. ⁷⁾ Starting January 1, 2017, Porsche's financial services business is reported as part of Volkswagen Financial Services. Prior-year figures were not adjusted. ⁸⁾ Including allocation of consolidation adjustments between the Automotive and Financial Services divisions.



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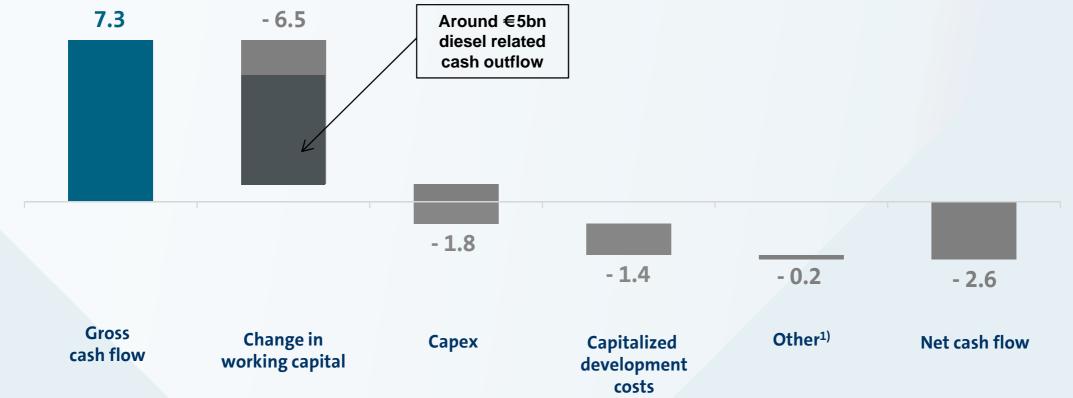
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Automotive Division net cash flow Q1 2017: impacted by cash outflows relating to the diesel issue

€ billion





Automotive Division net liquidity on a robust level

€ billion







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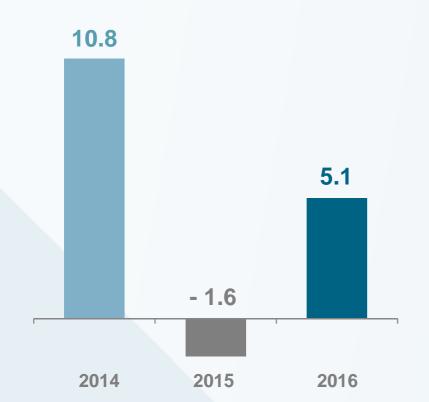
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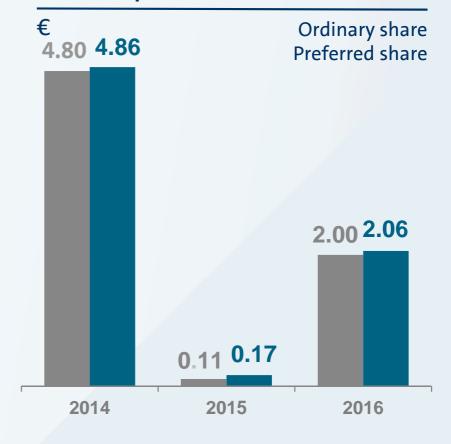
Dividend increases – distribution ratio 19.7%

Earnings attributable to Volkswagen AG shareholders





Dividend per share





Key Financials & Cash

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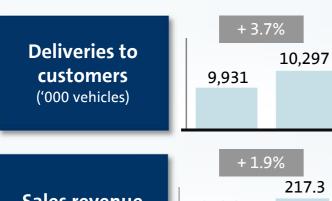
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Volkswagen Group – Outlook for 2017





Deliveries to customers

moderately above prior year





Sales revenue

Up to 4% above prior year level



*)before Special Items





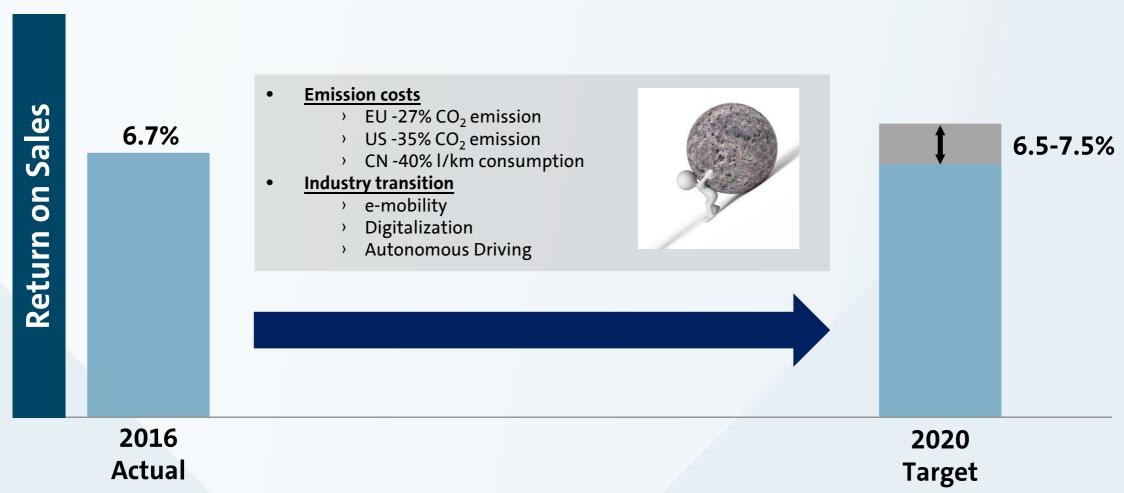
Operating return on sales

between 6.0% and 7.0%



Deliveries & Global Trends Key Financials & Cash Milestones Brands / Regions Diesel Remuneration Integrity & Compliance Commitment

Improving Group results despite significant challenges





Key Financials & Cash

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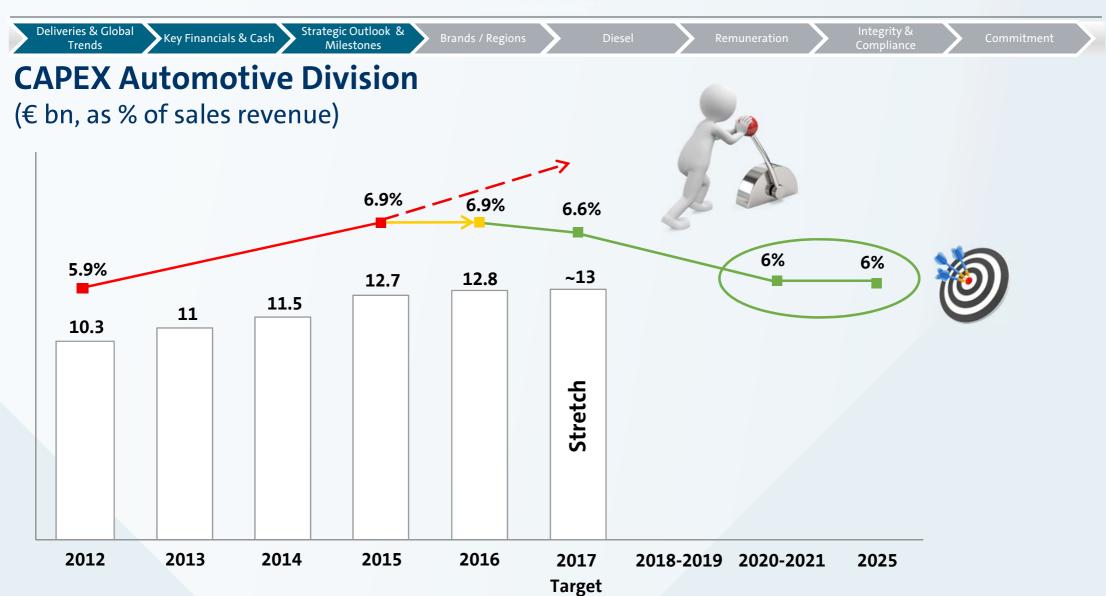
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Clear Financial Targets and Milestones

Key financia	al targets	2016 Actual	2017 Targets	2020 Targets	2025 Targets
Operating retu Before special items	rn on sales	6.7%	6-7%	6.5-7.5%	7-8%
Return on investigation		13.9%	11-13%	13-15%	>15%
Capex ratio Automotive Division		6.9%	6.6%	6% (2020/21)	6%
R&D cost ratio Automotive Divison		7.3%	6.7%	6% (2020/21)	6%
Cash Automotive Division	a) Net Cashflow	€ 4.3 bn	negative	positive ¹⁾	positive ¹⁾
	b) Net Liquidity	€ 27.2 bn	> 15 bn	≥€ 20 bn	~10% of Group turnover

¹⁾ after considering a strategic target of 30% Payout Ratio based on Group profit after tax







Deliveries & Global Trends Strategic Outlook & Milestones Key Financials & Cash **R&D Cost Automotive Divison** (€ bn, as % of sales revenue) 7.4% 7.3% 6.7% 6% 6% 13.6 13.7 13.1 ~13 5.5% 11.7 9.5 Stretch 2012 2018-2019 2020-2021 2013 2014 2015 2016 2017 2025 **Target**

Key Financials & Cash

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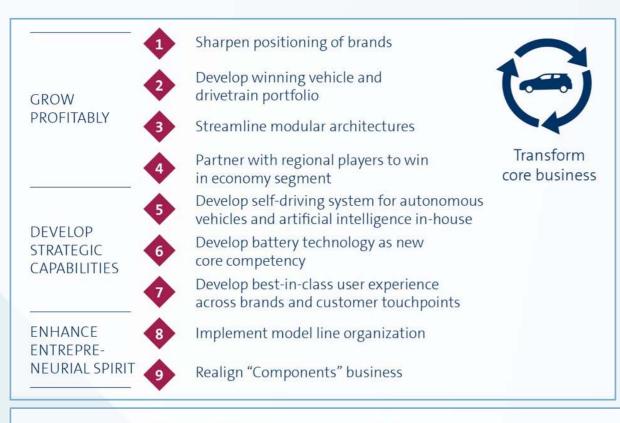
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STRATEGY 2025 – INITIATIVES AT A GLANCE





Build mobility solutions business



Develop and expand attractive and profitable smart mobility offering



Build mobility solutions business



Improve operational excellence



Optimize business portfolio



Secure funding







Strengthen innovation power



Better integrated and strategic planning process



Key Financials & Cash

Strategic Outlook & Milestones

Delivering on Core Principles

Accountability

Discipline

Reduced Complexity

Profitability

Modular Toolkits

MQB



Modular Transverse Toolkit

MNB



Modular Light Commercial **Vehicle Toolkit** **MLB**



Modular Longitudinal Toolkit

MMB



Modular Mid-engine **Toolkit**

MSB



Modular Standard Drivetrain Toolkit

MEB



Modular Electric **Toolkit**

Product Line Organization

(Example Volkswagen Brand)

► G1 – Small



► G2 – Compact



▶ G3 – Mid- & **Fullsize**



▶ G4 – e-Mobility





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Cascading Group Targets to Brands

Group KPIs

RoS

Rol

Capex

R&D

CF/Liquidity

























Brand KPIs

Top-Down Targets



Committed in Planning Rounds



Deliveries & Global

Key Financials & Cash

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Status update

- **✓** Group Strategy "Together 2025" applied to Brands with KPIs
- ✓ KPIs committed in Planning Round
- **✓** Product line management implemented
- **✓** Dramatic decrease in number of derivatives / complexity
- **✓** Right vehicles with regional focus (e.g. SUV's in Europe, China and NA)
- ✓ "Zukunftspakt" for <a>





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A strong Group with strong brands: 2016 highlights



TOGETHER – Strategy 2025 future program launched

MOIA mobility services company established

About **60 new Group models** brought to market









VOLKSWAGEN TRUCK & BUS

VOLKSWAGEN FINANCIAL SERVICES

- Deliveries increased to 6 million vehicles, despite diesel impact
- New TRANSFORM 2025+ strategy and Future Pact adopted
- Prior-year delivery and sales revenue records beaten
- First plant opened on North American continent
- Most profitable automaker in the world
- Digitalization center of excellence established
- Strong operating performance in 25th year in the Group
- New SUV series successfully launched with KODIAQ
- Volkswagen Truck&Bus on track to become global champion
- Navistar alliance opens door to US market
- Number of contracts raised to new record of 16.1m
- Comprehensive digitalization drive initiated



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Overview Brand Targets (RoS, RoE)

Return on Sales in %	<u>2016</u>	<u>2017</u>	<u>2020</u>	<u>2025</u>
Volkswagen Group	6.7	6.0-7.0	6.5-7.5	7.0-8.0
Volkswagen Brand	1.8	2.5-3.5	≥4	≥6
Audi	8.2	8-10	8-10	8-10
Porsche	17.4	>15	>15	>15
ŠKODA	8.7	7-8	6-7	≥7
Volkswagen Commercial Vehicles	4.1	3-4	4-5	>6
Truck & Bus Business ¹⁾				
• Scania	9.5	<i>.</i>	0.2)	-2)
MAN Commercial Vehicles	2.3	6-7	9 ²⁾	9 ²⁾
Return on Equity (norm. 8%)	<u>2016</u>	<u>2017</u>	<u>2020</u>	<u>2025</u>
Volkswagen Financial Services	15.6%	14-16%	14-16%	20%

¹⁾ For peer-group analysis: Truck & Bus Business RoS is calculated as the sum of Scania and MAN Commercial Vehicles (equals ~6.1% in 2016)

²⁾ Through-cycle Target





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The "TRANSFORM 2025+" strategy will put the Volkswagen brand to the top of the automotive industry



^{*} Before special items



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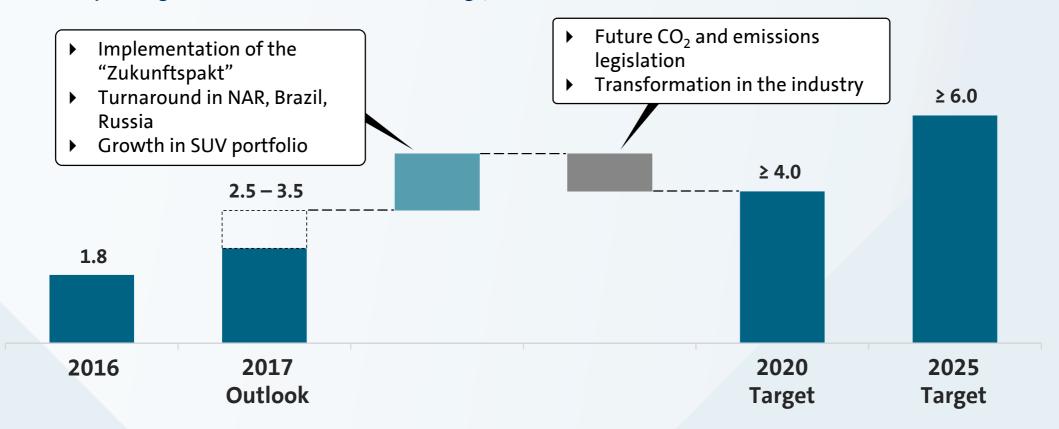
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Result outlook for 2017 follows TRANSFORM 2025+ strategy path

(Growth in operating return on sales as % of net earnings)







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Increase in competitiveness and safeguarding the future are the focus points of the Future Pact agreement

Working Group 1 Production

- Increase of productivity by 25%
- Reduction of plant costs

Working Group 2 Components

- Increase of productivity by 25%
- Discontinuation of unprofitable products

Working Group 3 Technical Development

- Reduction of hardware-oriented development work
- Increased efficiency in development processes

Working Group 4 Administration

Reduction of bureaucracy

Secure the Future

- 4 additional models:2 conventional and 2 MEB vehicles
- Investments in:
 - Electric drive trains
 - Pilot facility battery cell
 - Battery system
- Competency/capacity increase in autonomous driving, electrification, connectivity etc.
- Creation of employment in new business segments

Reduction in workforce based on demographic curve





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Reducing complexity leads to lower expenditure, frees up resources and increases productivity

Business field	Reduced number of variants
Sucessors / new vehicles	-30 to -60%
Platforms	-40%
Drivetrains	-30 to -40%

>15,000

fewer component variants



>€700 million

lower initial investment





Strategic Outlook & Milestones

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Volkswagen brand is planning a strong comeback in the USA

Focus on US Core Segments



Atlas



Tiguan LWB



Jetta



Passat

Key measures

- Extend SUV offering, focus on US core segments (SUVs, sedans)
- Market-oriented pricing
- Market-oriented alignment to local standards and customer expectations
- Reduce material, product and fixed costs
- "Electrify America": infrastructure and locally produced cars from 2021





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A product offensive will initiate a new growth phase in South America

Product offensive in South America



Polo Global



Polo Sedan Global



Small SUV Global

Key measures

- Restructuring: reduce capacities and fixed costs
- Increase productivity, align products to local requirements
- Product offensive, €2.5 bn investment
- New brand positioning
- New growth strategy for Latin America





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2017 will be shaped by a high product momentum







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The Volkswagen brand will implement Electro Architecture to make electric vehicles affordable and profitable



Key measures

- Concept determined by: customer benefit and package for cost-optimized implementation of e-components
- Electro Architecture: economies of scale from use of Electro Architecture across entire Group
- "Design for manufacturing": higher productivity, shorter manufacturing time
- Lower material and distribution costs
- Significant reduction in variants
- Early involvement of suppliers





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The ID family shows the future direction of Brand Volkswagen



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Volkswagen Group autonomous driving

- SEDRIC first Self-Driving Car in Volkswagen Group
- "Level 5": autonomous driving without steering wheel and pedals
- Formation of Autonomous Intelligent Driving GmbH
- Target: until 2021



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Core challenges in the commercial vehicle industry ...

Cyclical markets



Strong correlation to GDP in developed world

Not all regions hit by economic downturns at the same time

Further globalization



Local OEMs dominating in BRIC markets

Improving infrastructure, stronger regulations open opportunities for Volkswagen

Emission regulations



Europe with aggressive regulations, focus shifting to diesel lock-outs BRIC trailing behind, but with ambitious roadmap

Connectivity & digitalization



Platooning and partly-autonomous driving as transition solutions

Data management for customers and traffic of broad interest

After sales and new business opportunities



After sales increasingly important as alternative source of revenues

New business models (e.g. enhanced telematics) can stabilize revenues

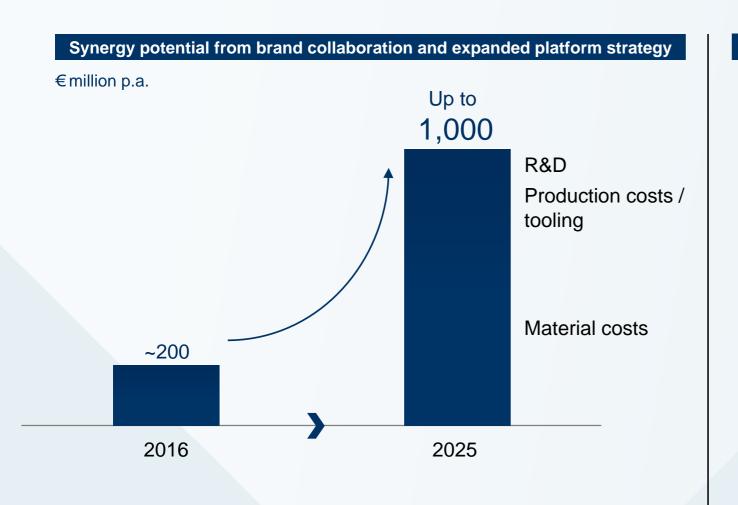
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Long-term synergy potential will enable savings of up to €1 bn p.a.



Key common powertrain platforms



Base engine



After-treatment



Transmission



Axles



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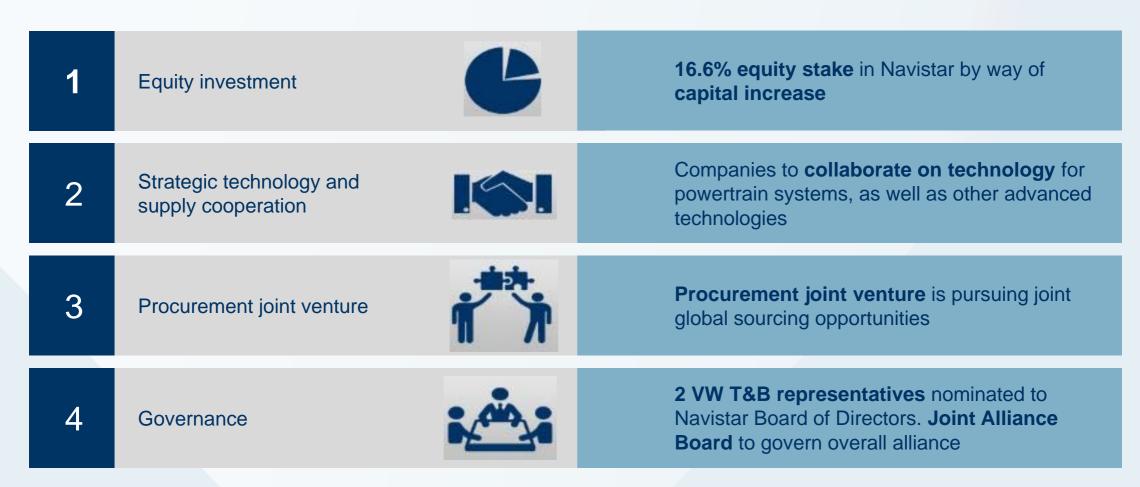
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Global expansion on track with Navistar alliance



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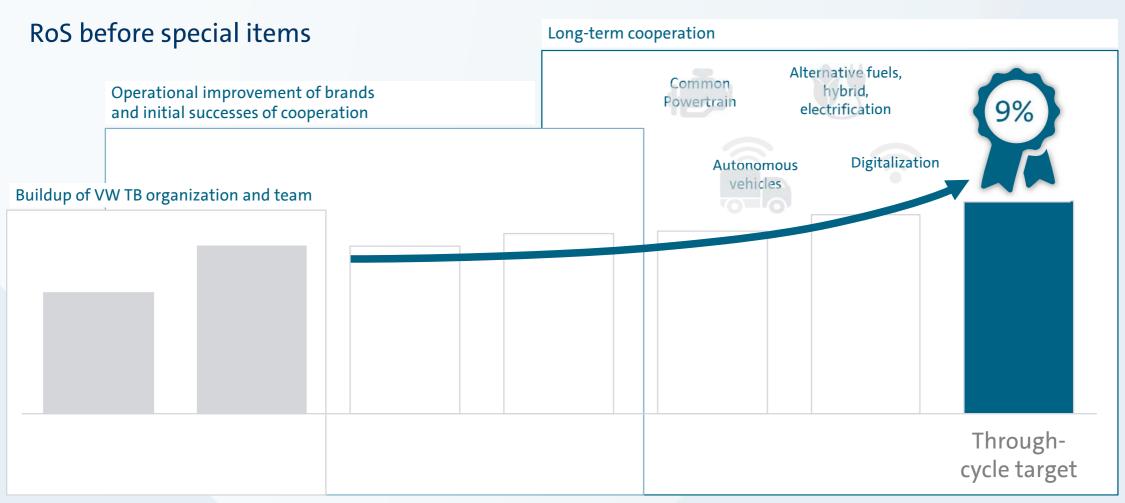
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RoS target of 9 percent to be reached through combination of measures







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Strong operating result for the Volkswagen Group in China

	2012	2013	2014	2015	2016
Deliveries to customers (in '000 units)	2,815	3,271	3,675	3,549	3,982
Production (in '000 units)	2,643	3,135	3,528	3,420	3,897
Operating profit (in € million)	8,424	9,569	12,077	11,937	11,094
Prop. Operating profit (in € million)	3,678	4,296	5,182	5,214	4,956





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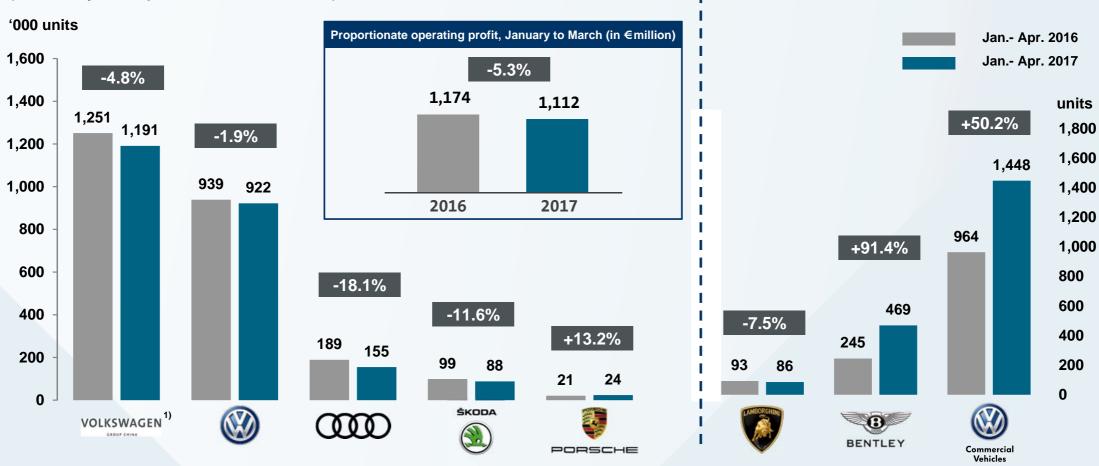
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Volkswagen Group China performance

(January to April 2017 vs. 2016)







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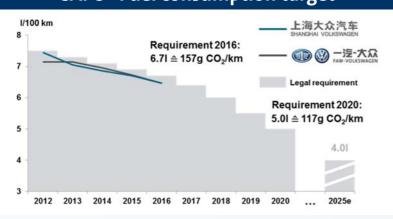
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Regulatory environment in China

CAFC - Fuel consumption target



China 6 regulation

Emission regulation China 6 for gasoline engines

Implementation on national level for **C6a** from **July 2020**, for **C6b** from **July 2023**

Beijing and Shanghai may start with similar regulation in **2018** and other key regions in 2019

MIIT proposal for NEV credit system

NEV credit point ratio

2017	2018	2019	2020
None	8%	10%	12%

NEV Credit Point Attribution per NEV Type

	BEV			PHEV	FCEV		
E-Range (in km)	80 - 150	150 - 250	250 - 350	>350	>50	250 - 350	>350
Credit Point	2	3	4	5	2	4	5

NEV subsidies scheme

New Requirement on national subsidies for NEVs

- raise the entry threshold
- may be adjusted dynamically

Direct national subsidy (20% reduced in 2017)

(up to 44,000 RMB for BEV and 24,000 RMB for PHEV)

Additional subsidies from local provinces

(≤50% of national subsidy)





Key Financials & Cash

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We will be prepared to deliver around 400,000 NEVs by 2020 and 1,500,000 by 2025

Introduction of locally produced NEV

Mass market BEV cooperation

Phase 1

Plug-in hybrids based on current toolkits











Phase 2

Pure electric vehicles based on current toolkits **1** + **4**









Phase 3

Pure electric vehicles based on scalable electric toolkit













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Strategic Outlook & Milestones

Brands / Regions

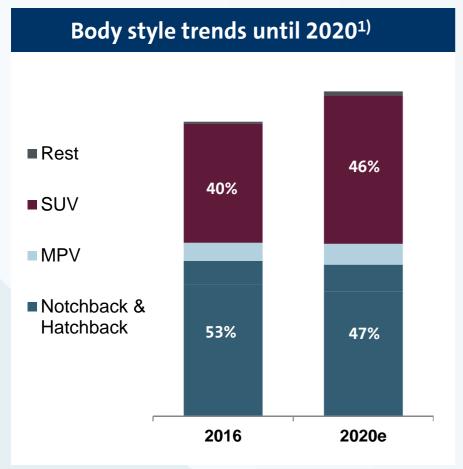
Diesel

Remuneratior

Integrity & Compliance

ommitment

New product offering with an expanded SUV offering 1)



New vehicle launches 2017 and to follow²⁾ SUV Teramont **KODIAQ Tiguan LWB KAROQ** Others locally produced imported Phideon PHEV **Panamera** A5 Coupé TT Lavida Turbo **R8 Spyder** Q7 e-tron **Panamera Variant GTE** Bora LWB

¹⁾ Source: IHS 2) Schematic overview – does not show all models



Key Financials & Cash

Strategic Outlook & Milestones

Brands / Regions

iesel

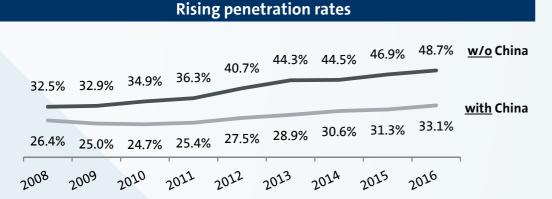
emuneration

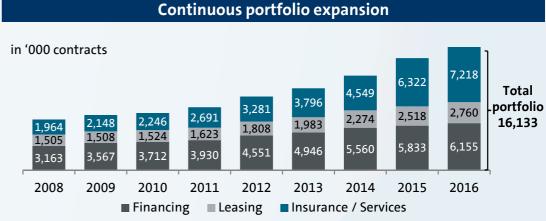
Integrity & Compliance

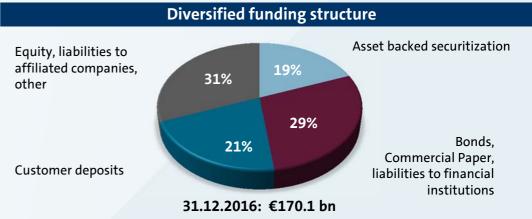
Commitment

Volkswagen Financial Services¹⁾: global, well diversified and successful









¹⁾ Excluding Financial Services activities of Scania, Porsche AG and Porsche Holding Salzburg; including MAN Financial Services



Key Financials & Cash

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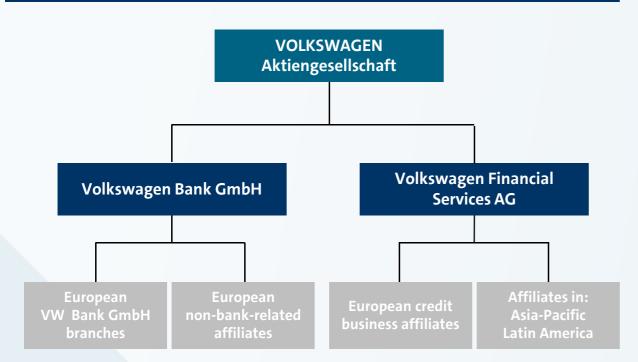
Integrity & Compliance

Commitment

Optimized structure for Financial Services Business

(implementation scheduled for year-end 2017)

Future structure of Volkswagen Financial Services



Advantages:

- Optimized capital requirements
- Reduced complexity & improved transparency
- Supports future growth path

Change of legal structure

- VW Bank GmbH will be separated from VWFS AG and become a subsidiary of VW AG (wholly-owned and with direct reporting line)
- VW Bank GmbH, that is regulated by the European Central Bank (ECB), will comprise all credit & deposit business within the European Economic Area
- The noncredit business in Europe and all business in overseas will continue to be part of VWFS AG



Deliveries & Global Trends

Key Financials & Cash Strategic Outlook & Milestones

Brands / Regions Diesel Remuneration Compliance Compliance

Special Items: Diesel related and other

(In € bn)	Diesel		Other		Total
2015	Legal Other items	7.0 9.2 16.2	Restructuring: Truck Business Passenger Cars South America Airbags Takata	0.2 0.2 0.3 0.7	16.9
2016	Mainly legal risks	6.4	Scania Anti-Trust Proceedings Others	0.4 0.7 1.1	7.5
Total to date		22.6		1.8	24.4

No material special items in Q1 2017. A significant amount of the Diesel dollar-related provisions are hedged and a further substantial amount of the provisions have been utilized as we had cash outflows of around €3bn in Q4 2016 and around €5bn in Q1 2017.



2016.

Key Financials & Cash

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Commitmen

US Diesel-related settlements (status 31 May 2017)

Issue	2.0L TDI	3.0L TDI	Criminal & civil-related claims	VW-Branded Franchise Dealers
Scope	• ~475,000 vehicles	• ~78,000 vehicles	• 2.0L + 3.0L TDI	2.0L, 3.0L and other matters asserted concerning the value of the franchise
With whom?	 US Federal & State Regulators (DOJ, EPA, CARB, FTC) Private Plaintiffs represented through Plaintiffs' Steering Committee (PSC) 	 US Federal & State Regulators (DOJ, EPA, CARB, FTC) Private Plaintiffs represented through Plaintiffs' Steering Committee (PSC) 	DOJ (incl. on behalf of EPA), Customs & Border Protection	644 VW-Branded Franchise Dealers
Claims status	 As of May 25, 2017, Volkswagen has completed around 275,000 buyback or lease termination transactions; around 8,000 phase 1 modifications for vehicles with Generation 3 engines; and around 12,000 non-vehicle claims. 	Judge Charles R. Breyer verbally approved settlement on May 11, 2017. Court Order was issued on May 17,2017	 Finalized; plea agreement accepted on April 21, 2017 and consent decree approved on April 13, 2017 	 As of February 14, 2017, 91% of class members submitted individual releases to receive initial payment, and Volkswagen has already paid out half of the settlemen proceeds
Approval status	 Per October 2016 max funding pool of \$10bn eligible for: Buyback/Lease terminations or Emissions modifications (~150k vehicles approved per May '17) + Cash payments for affected customers Pay \$2.7bn over 3 years to environmental trust Invest \$2bn over 10 years in zero emission infrastructure Resolution with 44 states, the District of Columbia and Puerto Rico (~\$603m incl. 3.0L) Approval from regulators for VW-Branded Franchise Dealers to resell 2.0L TDI vehicles with Generation 3 engines in the U.S. after receiving an approved emissions modification 	 Pay up to ~ \$1.2 billion total benefits in settlement program to: Recall and repair ~58,000 vehicles to originally certified emissions standards Offer buyback, trade-in, lease termination or emissions modifications for ~20,000 older vehicles + cash payments for all eligible class members Pay \$225m into environmental trust, \$25m to CARB to support ZEV in CA Final approval hearing took place on May 11, 2017. 	o Independent monitor o Federal environmental and customs- related civil claims \$1.45bn o DOJ civil FIRREA penalty \$50m • Plea hearing took place on March 10, 2017	Final Approval granted on January 23, 2017



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Commitment

Technical solution in Europe/RoW simple and relatively easy to implement



Predominantly software-only solution



- Technical solution already generally confirmed for all concepts by KBA¹
- Gradual approval of clusters after cluster-specific KBA inspection¹
- Software update in < 30 min. for 2.0L and 1.2L TDI; also simple, very cost-effective hardware solution "flow rectifier" for 1.6L TDI in < 60 min.

Over 4.9m units have been updated (status end May 2017)

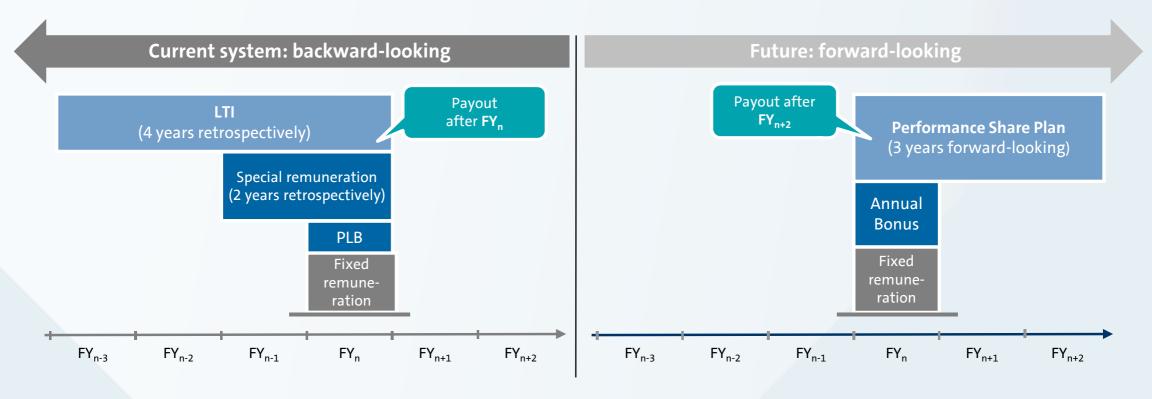
Update status

¹ KBA approval relevant for EU28 and ECE user states (e.g., Turkey)





The new remuneration system is designed to be completely forward-looking



Adjusted recommendation of no. 4.2.3 sec. 2 German Corporate Governance Code

"Variable remuneration components shall generally be based on a multi-year assessment, which shall be materially related to the future."



Key Financials & Cash

rategic Outlook Milestones

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Commitmen

The new remuneration system harmonizes the interests of different stakeholder groups

- ✓ ... is based on clear remuneration policy guidelines
- ... constitutes a core element of the realignment of the Group
- ✓ ... integrates strategic objectives of the TOGETHER strategy 2025
- ✓ ... is capital market-oriented and reflects human resource-related transformation objectives
- ✓ ... sets ambitious objectives for sustainable corporate development
- ✓ ... incorporates a higher long-term orientation
- ✓ ... reflects no past events and is therefore completely forward-looking
- ... is based on a transparent target remuneration approach
- ... incorporates a total cap noticeably lower than the individual caps
- ✓ ... is transparent and is easy to comprehend
- ✓ ... is **common market practice** and conforms to regulatory requirements





Key Financials & Cash

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Commitment

High focus on Compliance and Risk Management activities

Group-wide whistle-blower system & improved risk management system

We have improved our group-wide whistle-blower system to increase awareness, acceptance, transparency and confidence

- ✓ New reporting channels were set up
- ✓ Better protection for whistle-blowers has been established.
- ✓ Information on the new whistle-blower system is internally and externally available
- ✓ Further communication campaign is planned

We have improved our risk management system

✓ Additional quarterly reports on top-risks and mitigating activities established to foster open and active discussion of risks throughout the group



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Commitment

"Golden Rules" were derived to enhance the processes and organization of product development and product approval

Process optimization

A total of 31 measures were defined in the Group Internal Audit Report. The majority of them were implemented by the end of 2016

Specific sustainable actions were proposed by Group Internal Audit for the weaknesses; so called "**Golden Rules**" Key elements of the "**Golden Rules**" process optimization include for example:

- ✓ Introduction of multiple controls for approvals in the product development process
- ✓ Reorganization within Development for the purpose of segregated duties between Development and official Type Approval
- ✓ Uniform process standards and work instructions give those involved legal certainty
- ✓ **Regular reporting to the Group Board of Management** creates transparency in relation to the implementation status of this process optimization

Adaption of the "Golden Rules" for other vehicle development processes within the Group





In Summary:



We know we have to earn your trust!



We are only promising what we have commitments for!



We will improve our targets once we make visible progress!



We have a plan and strongly believe in it!



Key Financials & Cash

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Commitment

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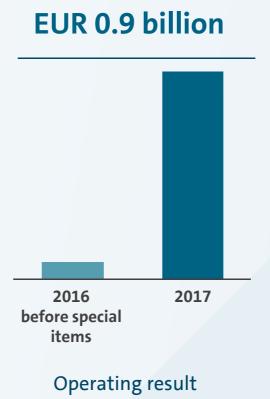




Successful operating performance in Q1 2017



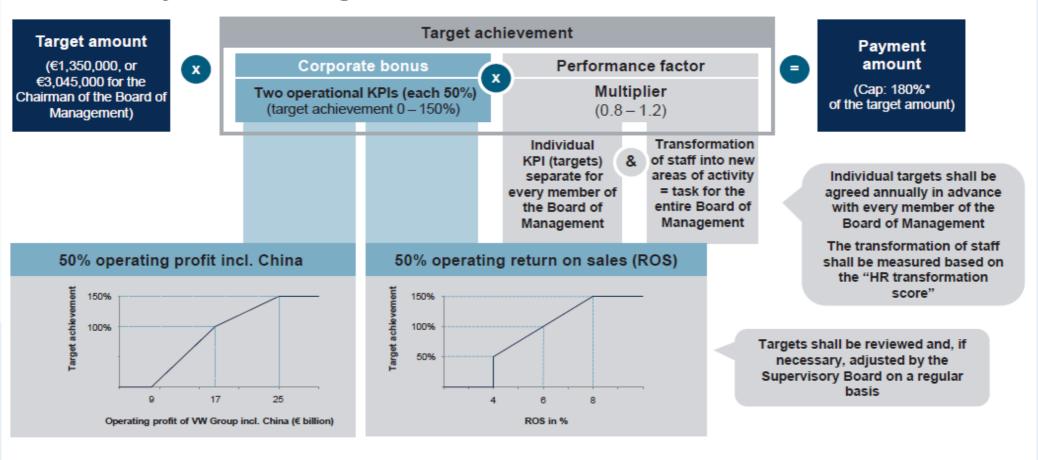






New remuneration system for the Board of Management 2017

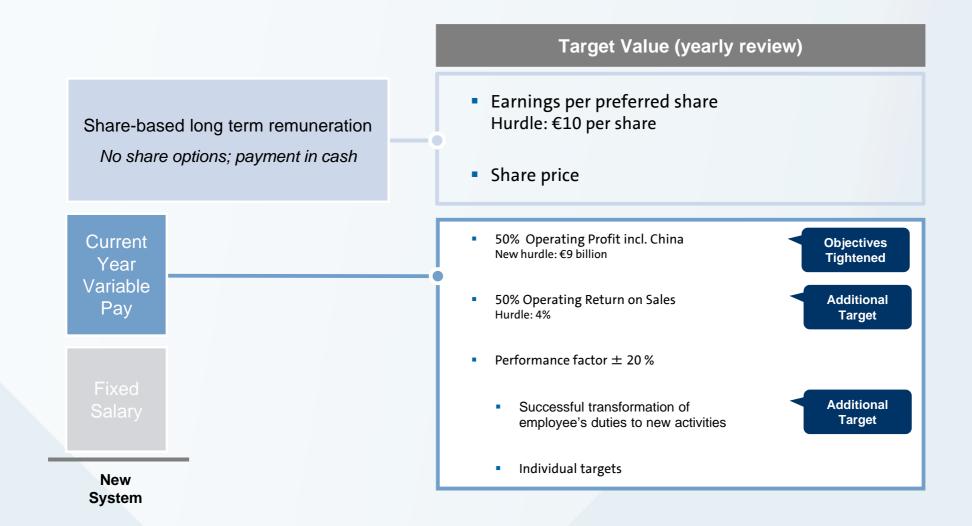
Functionality of determining the annual bonus amount



^{*} Cap of 180% arises from 150% of the maximum financial target achievement and a performance factor up to a maximum of 1.2



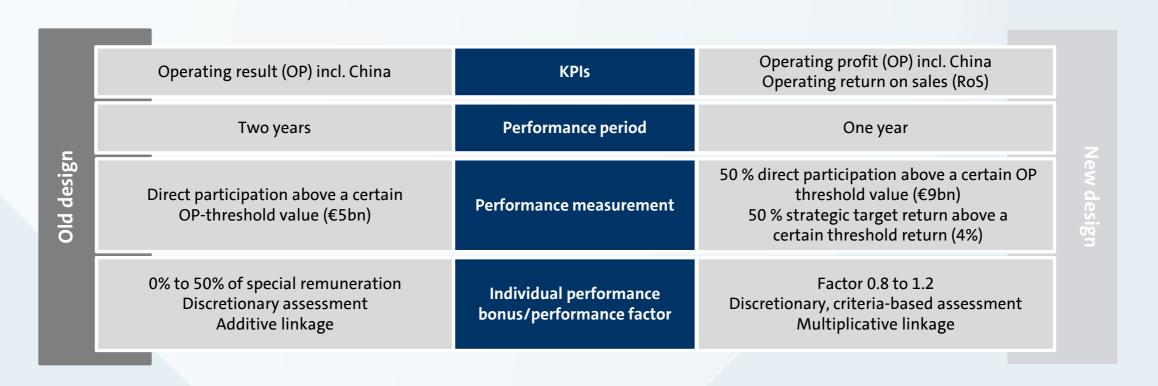
Target Values take into account Shareholder and Employee interests





The annual bonus is based on the Operating Profit incl. China and the Return on Sales; the payment amount is adjusted by a performance factor

Annual bonus





The Performance Share Plan ensures an orientation towards a sustainable corporate development

Performance Share Plan

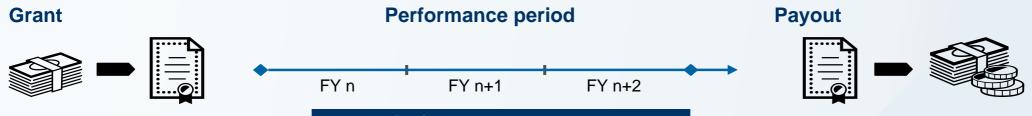
	Multiple-year bonus	Plan type	(Virtual) Performance Share Plan
design	Top customer satisfaction, top employer, sales volume, Profit before Tax return	Key performance indicators	Earnings per share (EPS)
Old des	4 sub-indices with a total of 10 indicators, threshold: 1.5 % return on sales	Calibration/calculation	€10 EPS = 50 % of shares €20 EPS = 100 % of shares €30 EPS = 150 % of shares
	Four years backward-looking	Performance period	Three years forward-looking



The payout amount depends on the development of the share price and the EPS target achievement

Performance Share Plan

Functionality: virtual shares granted; quantity changes depending on the EPS-target achievement



- Conversion of contractually defined target value in virtual preferred shares based on the share price at grant
- Share price at grant is defined as the average closing price of the last 30 trading days before the grant
- Target definition for EPS (100 % target achievement at an EPS of €20)

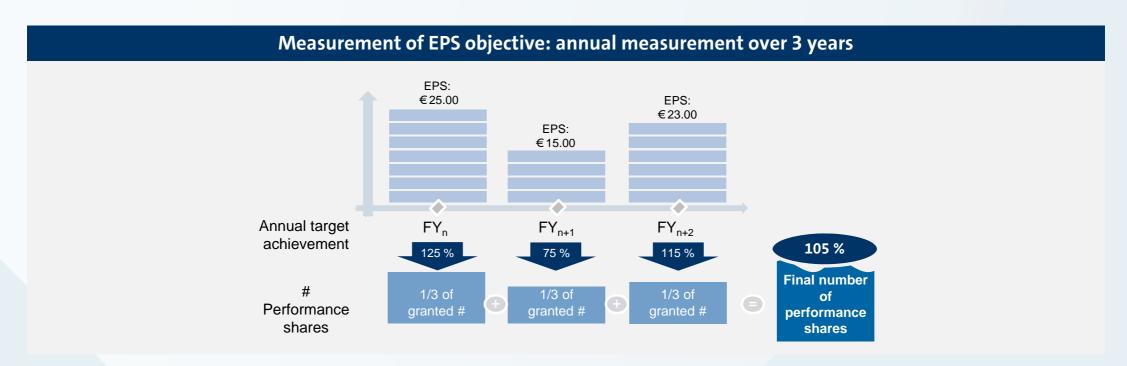
Performance measurement

- Value of shares changes based on the share price development
- Number of shares changes based on the EPS target achievement (annual "lock-in")

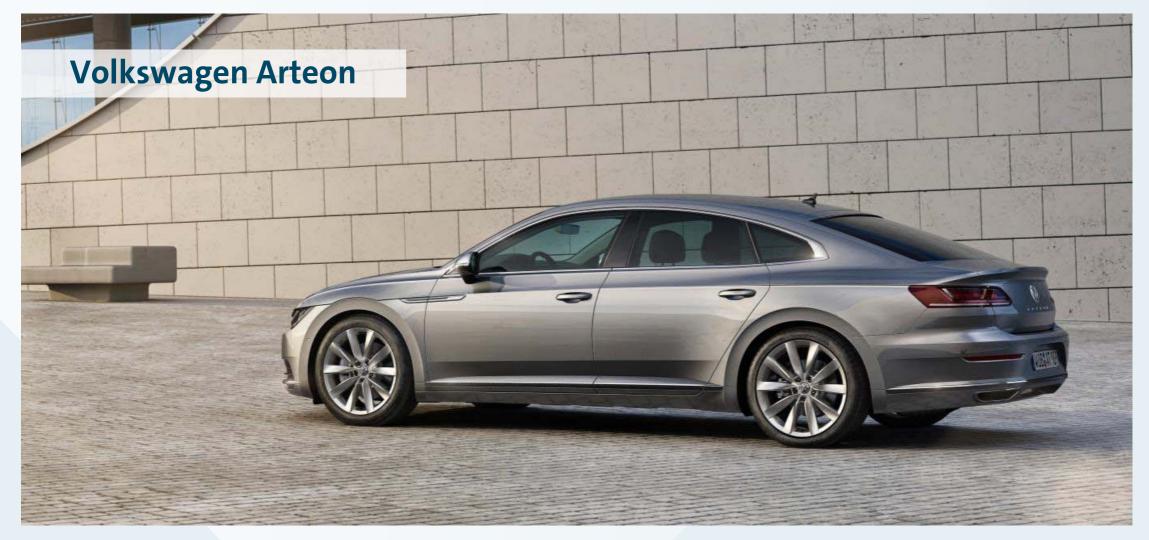
- Determination of the final number of virtual shares based on the target achievement
- Determination of the closing price (equal to the average closing price of the last 30 trading days before the end of the performance period)
- Payout in cash incl. dividend equivalents for the final number of shares
- Caps: 150 % target achievement, max. payout of 200 % of target value



Achievement of the EPS objective is measured annually over the three-year term of the tranches



- Annual EPS performance measurement for 1/3 of the respective virtual performance shares granted
- Incentive effect throughout the plan term



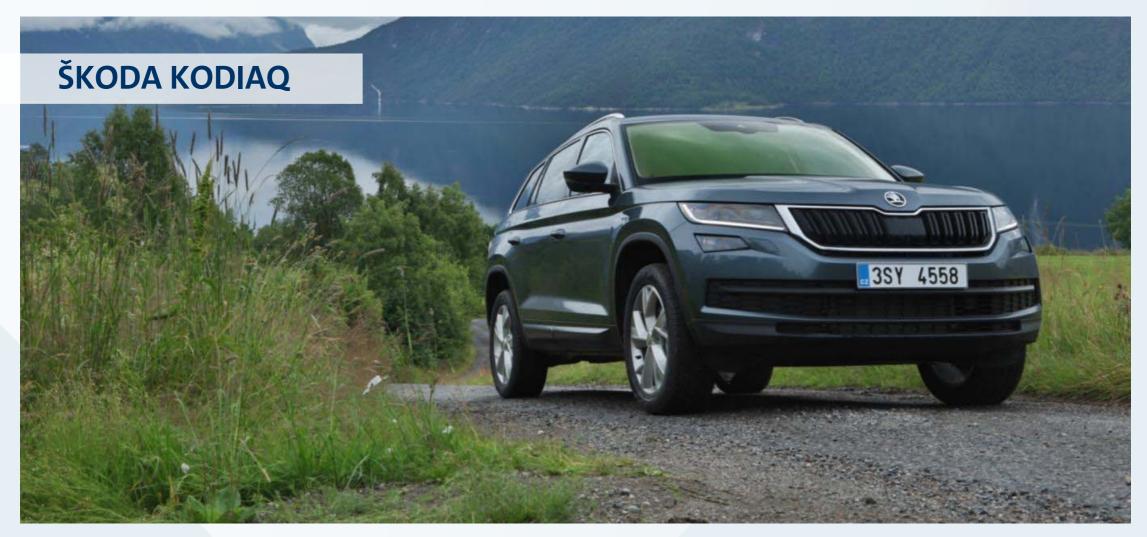
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We are redefining mobility.

Volkswagen Group

Dr Axel Kalthoff

Director Group Sales Management

J.P. Morgan Cazenove Annual European Automotive Conference, London, 13 June 2017