
Media information

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Collective bargaining at Volkswagen AG continues

- **Second round of negotiations on the new collective bargaining agreement at Volkswagen AG took place in Wolfsburg on November 9**
- **Volkswagen chief negotiator Arne Meiswinkel: Transformation and shortage of skilled labor necessitate a different use of partial retirement and alignment of vocational training more closely with our future needs**

Wolfsburg, November 9, 2022 – The negotiating commissions of Volkswagen AG and IG Metall Lower Saxony and Saxony-Anhalt today continued the collective bargaining process in Wolfsburg. Opening the second round of negotiations, Volkswagen AG’s chief negotiator and Chief Human Resources Officer of the Volkswagen Passenger Cars brand Arne Meiswinkel presented the situation of the company amid a challenging global backdrop. He said that the stated goal was to negotiate a collective agreement with IG Metall for the company and its employees that will ensure long-term stability. Volkswagen will make an offer in the next round of negotiations. Meiswinkel said this would depend on achieving a common understanding of the company’s overall situation and other important topics such as the future use of partial retirement and the forward-looking allocation of the 1,400 annual training places specified in the collective bargaining agreement.



“Our transformation into a sustainable, software-centric mobility company requires Volkswagen to maintain its strict cost discipline so that the company can continue to invest in its future viability and hence in secure, attractive jobs,” commented Volkswagen AG’s chief negotiator Arne Meiswinkel after the second round of negotiations had concluded in Wolfsburg.

Meiswinkel underlined that the present crises are also having an impact on Volkswagen and will further exacerbate the challenges the company is already facing: “Energy and raw material prices are still heading north. We are also keeping a close eye on the deteriorating economic situation and how this affects inflation.” To overcome these challenges, he said it was imperative that the current difficult economic conditions and the resulting global uncertainty be taken into consideration in the collective bargaining.

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“For Volkswagen, competitiveness and job security are two sides of the same coin,” Meiswinkel added. “As a responsible employer, we offer a wide range of voluntary benefits for employees and secure jobs with a high social standard even during crises.”

Regarding the collective agreement on partial retirement that is about to expire, Meiswinkel explained, “We have used partial retirement very successfully at Volkswagen AG for decades and plan to continue doing so. Whereas in the past partial retirement was primarily used as a tool for safeguarding jobs, now we will harness it to accelerate our transformation. This requires using this instrument in a different way – something which is absolutely fundamental, particularly in view of the growing shortage of skilled labor and the continuous evolution of fields of work and forward-looking areas.” The collective agreement on partial retirement is due to expire on December 31, 2022.

In addition to partial retirement, Meiswinkel said that Volkswagen also planned to tailor its vocational training more closely to future requirements. “Volkswagen is committed to vocational training. To make our transformation successful in the long term, counteract the shortage of skilled workers and promote loyalty to the company among young talent from an early stage, it is essential to align the allocation of annual apprenticeships with our future needs.” This was also on the agenda of today’s collective bargaining, he pointed out.

The next round of negotiations will take place on November 22, 2022. The duty to refrain from industrial action ends on November 30, 2022.

Volkswagen AG’s collective bargaining agreement applies to around 125,000 workers at the plants in Wolfsburg, Braunschweig, Hanover, Salzgitter, Emden and Kassel and also covers employees at Volkswagen Financial Services AG, Volkswagen Immobilien GmbH and dx.one GmbH.

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About the Volkswagen Group:

The Volkswagen Group, with its headquarters in Wolfsburg, is one of the world's leading automobile manufacturers and the largest carmaker in Europe. The Group comprises ten core brands from seven European countries: Volkswagen Passenger Cars, Audi, SEAT, CUPRA, ŠKODA, Bentley, Lamborghini, Porsche, Ducati and Volkswagen Commercial Vehicles. The passenger car portfolio ranges from small cars all the way to luxury-class vehicles. Ducati offers motorcycles. In the light and heavy commercial vehicles sector, the products range from pick-ups to buses and heavy trucks. Every weekday, 672.800 employees around the globe are involved in vehicle-related services or work in other areas of business. The Volkswagen Group sells its vehicles in 153 countries.

In 2021, the total number of vehicles delivered to customers by the Group globally was 8.9 million (2020: 9.3 million). Group sales revenue in 2021 totaled EUR 250.2 billion (2020: EUR 222.9 billion). Earnings after tax in 2021 ended amounted to EUR 15.4 billion (2020: EUR 8.8 billion).
