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Revision talks underway – Volkswagen AG to terminate several collective agreements at year-end

- The situation throughout the automotive industry is extremely challenging. To secure the necessary room to maneuver, Volkswagen AG has followed IG Metall in invoking the reopener clause of the collective bargaining agreement for the future.
- The two parties met in Hanover today for initial negotiations. The company's objective is to systematically implement the previously agreed measures and fully exhaust all options for a socially responsible headcount reduction.
- In light of the current economic challenges, Volkswagen AG has also given formal notice to terminate several collective agreements, effective December 31, 2026.
- The collective bargaining agreement for the future – including its job security provisions – is expressly excluded from these measures.

Hanover, September 30, 2026. The automotive industry is currently undergoing the most profound transformation in its history. Geopolitical tensions, trade barriers and increasing competition, primarily from China, are impacting the entire sector and have significantly exacerbated the financial situation of Volkswagen AG in recent years.

Against this backdrop, representatives of Volkswagen AG and IG Metall met today in Hanover. The two parties had previously invoked the reopener clause of the collective bargaining agreement for the future. The agreement expressly contemplates this process if there have been significant changes in the assumptions or economic conditions underlying the agreement of January 1, 2025. Volkswagen AG believes this to be the case.

The company's objective is to systematically implement the previously agreed measures and fully exhaust all other options for a socially responsible headcount reduction.

Arne Meiswinkel, Chief Human Resources Officer of the Volkswagen brand and member of the Extended Executive Committee, said: "In the past 18 months, there has been a massive shift in the economic environment for the automotive industry and thus also for Volkswagen. These market changes are structural in nature and deep-reaching. Among other factors, Chinese manufacturers are increasingly pushing into Europe with competitively priced exports. This has placed enormous pressure on prices and significantly intensified competition. We therefore need to implement the Future Plan's measures (Group Target Picture 2030) quickly and systematically to boost our competitiveness. Given the news from the automotive sector as a whole, I think everybody

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understands that we need to act now."

In light of the extremely tense market environment, IG Metall's demand for a 5 percent pay rise at the upcoming collective bargaining round is not compatible with the current situation of the company or the industry. On the contrary – it is even more important than before that Volkswagen reduces its overhead costs and adjusts them to a competitive level.

Volkswagen AG is giving formal notice to terminate several collective agreements, effective December 31, 2026, as the company considers various provisions in these agreements to require adjustment given the current cost pressure. By serving notice on the collective agreements, the company is creating negotiating space for further discussions.

The collective agreements remain in effect in accordance with statutory requirements, which means that nothing will change for Volkswagen AG employees for the time being. **The collective bargaining agreement for the future – including its job security provisions – is expressly excluded from these measures.**

Volkswagen AG and IG Metall have agreed to meet for further talks in the second half of October.

Volkswagen AG comprises Volkswagen Passenger Cars, Volkswagen Commercial Vehicles, Volkswagen Group Components and the Group divisions.

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About the Volkswagen Group:

The Volkswagen Group is one of the world's leading car makers, headquartered in Wolfsburg, Germany. It operates globally, with 111 production facilities in 16 European countries and 10 countries in the Americas, Asia and Africa. With around 663,000 employees worldwide. The Group's vehicles are sold in over 150 countries.

With a comprehensive portfolio of strong global brands, leading technologies at scale, innovative ideas to tap into future profit pools and an entrepreneurial leadership team, the Volkswagen Group is committed to shaping the future of mobility through investments in electric and autonomous driving vehicles, digitalization and sustainability. The goal: As a "Global Automotive Tech Driver", to make the best automotive technologies accessible to customers worldwide - from entry-level mobility to the luxury segment.

In 2025, the total number of vehicles delivered to customers by the Group globally was 9.0 million (2024: 9.0 million). Group sales revenue in 2025 totaled EUR 321.9 billion (2024: EUR 324.7 billion). The operating result in 2025 amounted to EUR 8.9 billion (2024: EUR 19.1 billion).

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