Declaration of the Board of Management and the Supervisory Board of
VOLKSWAGEN AG
pursuant to section 161 of the German Stock Corporation Act (AktG)

(Declaration Of Conformity)

The Board of Management and the Supervisory Board declare the following:

The recommendations of the Government Commission of the German Corporate Governance Code in the version dated 28 April 2022 that was published by the German Federal Ministry of Justice in the official section of the Federal Gazette (*Bundesanzeiger*) on 27 June 2022 have been complied with in the period since the last Declaration of Conformity dated 14 November 2025 and will continue to be complied with, with the exception of the recommendations listed below and for the reasons stated there.

a) Recommendation B.3 (duration of first-time appointments to the Management Board)

As it has done in the past, the Supervisory Board will determine the duration of first-time appointments to the Board of Management as it deems fit in each individual case and for the good of the company.

b) Recommendation B.5 (age limit for members of the Board of Management)

Pursuant to Recommendation B.5, an age limit is to be specified for members of the Board of Management and disclosed in the Corporate Governance Declaration. This has been complied with. In September 2023, the Supervisory Board re-appointed Dr Manfred Döss and in so doing exceeded the stipulated age limit by way of exception. The Supervisory Board considered this exception to be in the interest of the company in order to ensure that the topics in Dr Döss's area of responsibility (Integrity and Legal Affairs) are implemented as effectively and efficiently as possible within the scope of the transformation of the VOLKSWAGEN Group. The Supervisory Board otherwise adheres to the age limit specified for members of the Board of Management. It cannot, however, be ruled out that legal commentators would regard a company as having deviated from Recommendation B.5 even if it had exceeded a specific applicable age limit only once while the age limit as such remained in force. As a precautionary measure, a deviation is therefore being declared.

c) Recommendation C.2 (age limit for members of the Supervisory Board)

In line with Recommendation C.2, the Supervisory Board has stipulated an age limit for its members. According to this provision, "as a rule, only persons under the age of 75 on the date of election [...] shall be nominated for election" to the Supervisory Board. On the date of the 2024 Annual General Meeting, Dr Piëch was 82 years old and at the time of his previous appointment he was 77 years old. Despite this, the Supervisory Board resolved in 2024 to propose that Dr Piëch be reappointed to the Supervisory Board. Dr Piëch is one of the largest individual indirect shareholders of Volkswagen Aktiengesellschaft and has extensive experience and expertise in the company's business areas, thanks in part to his many years working for VOLKSWAGEN AG and for numerous other Volkswagen Group companies. The Supervisory Board is confident that

he will continue to apply this in the interest of the company. Mr Pötsch was 75 years old on the date of the 2026 Annual General Meeting. Despite this, the Supervisory Board resolved to propose Mr Pötsch for re-election to the Supervisory Board. Thanks in part to his many years working for VOLKSWAGEN AG and for numerous other Volkswagen Group companies, Mr Pötsch has extensive experience and expertise in the company's business areas. The Supervisory Board is confident that he will continue to apply this in the interest of the company in the future. It is also in the interest of the company for Mr Pötsch to continue contributing to the transformation of the Volkswagen Group in the role of Chair of the Supervisory Board. The Supervisory Board otherwise adheres to the standard age limit specified for members of the Supervisory Board. A deviation from Recommendation C.2 is nonetheless being declared as the Supervisory Board has proposed to the Annual General Meeting that it elect persons who have passed the specified standard age limit several times in recent years.

d) Recommendation C.5 (mandate ceiling regarding Board of Management mandate)

Mr Pötsch is on the supervisory boards of three listed companies of the VOLKSWAGEN Group, namely VOLKSWAGEN AG (as Chair), Dr. Ing. h.c. F. Porsche AG and TRATON SE (as Chair), as well as being on the Supervisory Board of Bertelsmann SE & Co. KGaA. He is also Chair of the Board of Management of Porsche Automobil Holding SE. Porsche Automobil Holding SE is not part of the same group as VOLKSWAGEN AG, Dr. Ing. h.c. F. Porsche AG and TRATON SE within the meaning of German stock corporation law. We are, however, confident that Mr Pötsch has sufficient time at his disposal to fulfil the duties related to his mandates.

e) Recommendation C.13 (disclosure regarding election proposals)

Under this recommendation, certain circumstances shall be disclosed when the Supervisory Board makes election proposals to the General Meeting, but the requirements are vague and the definitions unclear. Purely as a precautionary measure, we therefore declare a deviation in this respect. Notwithstanding this, the Supervisory Board will make every effort to satisfy the requirements of the recommendation.

f) Recommendation G.13 sentence 1 (severance cap)

The Supervisory Board of VOLKSWAGEN AG resolved by mutual agreement with Dr Diess to terminate his appointment as member and as Chair of the Board of Management with effect from the end of August 2022. According to the agreement reached with Dr Diess, his contract continued to run until the end of its regular term in October 2025 despite the premature termination of his appointment. In accordance with the agreement, Dr Diess did not and does not receive a severance payment, but might potentially receive his contractual remuneration for a period of more than two years following his departure from the Board of Management. It is not clear to us whether this recommendation refers only to severance payments or also to payments to a retired member of the Board of Management on the basis of an ongoing contract of service. In light of the variable remuneration components that have not yet been paid out, we are continuing to declare a deviation from Recommendation G.13 sentence 1 as a precautionary measure.

Wolfsburg, 20 November 2026

For the Supervisory Board For the Board of Management

Pötsch Blume