

Remuneration Report

The Remuneration Report details the individualized remuneration of the Board of Management and the Supervisory Board of Volkswagen AG, broken down into components, as well as individualized pension provision disclosures for the members of the Board of Management. In addition, we explain in this chapter the main elements of the variable remuneration system for the Board of Management.

PRINCIPLES OF AND CHANGES TO BOARD OF MANAGEMENT REMUNERATION

The full Supervisory Board resolves on the remuneration system and the total remuneration for each individual member of Volkswagen AG's Board of Management on the basis of the Executive Committee's recommendations. The remuneration of current members of the Board of Management complies with the requirements of the Aktiengesetz (AktG – German Stock Corporation Act) and the recommendations of the German Corporate Governance Code. In particular, the remuneration structure is focused on ensuring sustainable business growth in accordance with the Gesetz zur Angemessenheit der Vorstandsvergütung (VorstAG – German Act on the Appropriateness of Executive Board Remuneration) (section 87(1) of the AktG).

The remuneration system of the members of the Board of Management was approved by the 50th Annual General Meeting on April 22, 2010 by 99.44% of the votes cast. At the same time, the Volkswagen Group's positive business performance made it necessary in 2013 to modify and realign Board of Management remuneration and the comparative parameters on which it is based. The remuneration of the Board of Management was modified with the assistance of a remuneration consultant, whose independence has been assured by the Supervisory Board and by the Company.

The level of the Board of Management remuneration should be appropriate and attractive in the context of the Company's national and international peer group. Criteria include the tasks of the individual Board of Management member, their personal performance, the economic situation, the performance of and outlook for the Company, as well as how customary the remuneration is when measured against its peer group and the remuneration structure that applies to other areas of Volkswagen. In this context, comparative studies on remuneration are conducted on a regular basis.

COMPONENTS OF BOARD OF MANAGEMENT REMUNERATION

The remuneration of the Board of Management comprises non-performance-related and performance-related components. The non-performance-related components of the package ensure firstly a basic level of remuneration enabling the individual members of the Board of Management to perform their duties in the interests of the Company and to fulfill their obligation to act with proper business prudence without needing to focus on merely short-term performance targets. On the other hand, performance-related components, dependent among other criteria on the financial performance of the Company, serve to ensure the long-term impact of behavioral incentives.

Upper limits are in place for both the overall remuneration and the performance-related remuneration components.

The total amount shown in the Board of Management (Benefits received) tables in accordance with the German Corporate Governance Code comprises fixed remuneration, fringe benefits and performance-related remuneration, and corresponds to the definition of aggregate benefits under German GAAP.

Non-performance-related remuneration

The non-performance-related remuneration comprises fixed remuneration and fringe benefits. In addition to the basic level of remuneration, the fixed remuneration also includes differing levels of remuneration for appointments assumed at Group companies. The fringe benefits result from the grant of noncash benefits and include in particular the use of operating assets such as company cars and the payment of insurance premiums. Taxes due on these noncash benefits were mainly borne by Volkswagen AG.

The basic level of remuneration is reviewed regularly and adjusted if necessary.

Performance-related remuneration

The performance-related/variable remuneration comprises a business performance bonus, which relates to business performance in the reporting period and in the preceding year, and, since 2010, a Long-Term Incentive (LTI) plan, which is based on the reporting period and the previous three fiscal years. Both components of performance-related/variable remuneration are therefore calculated on a multiyear basis and reflect both positive and negative developments. Members of the Board of Management can also be awarded bonuses that reflect their individual performance.

The amounts shown in the Board of Management (Benefits received) tables in accordance with the German Corporate Governance Code correspond to the amounts paid out for the fiscal year in question.

The amounts shown in the Board of Management (Benefits granted) tables in accordance with the German Corporate Governance Code are based on a mean probability scenario.

The Supervisory Board may cap the performance-related/variable remuneration components in the event of extraordinary developments.

Bonus

The bonus rewards the positive business development of the Volkswagen Group.

The business performance bonus is calculated on the basis of the average operating profit, including the proportionate operating profit in China, over a period of two years. A calculation floor below which no bonus will be paid is in place. This floor was set at €5.0 billion. In addition, a cap for extraordinary developments is explicitly provided for by limiting the maximum theoretical bonus which, subject to the individual performance-related bonus, is €6.75 million for the Chairman of the Board of Management and €2.5 million for the other members of the Board of Management. The system and the cap are regularly reviewed by the Supervisory Board to establish whether any adjustments are necessary.

In addition, the Supervisory Board may increase the theoretical business performance bonus, which is calculated on the basis of average operating profit, by up to 50% by applying individual adjustment factors that are not linked to the theoretical cap so as to reward members of the Board of Management for extraordinary individual performance (individual performance bonus). This may take into account extraordinary performance in the area of integration, or the successful implementation of special projects, for example.

Long-Term Incentive (LTI)

The amount of the LTI depends on the achievement of the targets laid down in the Strategy 2018. The target areas are:

- > Leader in customer satisfaction, measured using the Customer Satisfaction Index,
- > Leading employer, measured using the Employee Index,
- > Unit sales growth, measured using the Growth Index, and
- > Increase in the return on sales, measured using the Return Index.

The Customer Satisfaction Index is calculated using indicators that quantify the overall satisfaction of our customers with the delivering dealers, new vehicles and the service operations based on the previous workshop visit.

The Employee Index is determined using the “employment” and “productivity” indicators as well as the participation rate and results of employee surveys (“opinion surveys”, see also the Employees section on page 139 of this report).

The Growth Index is calculated using the “deliveries to customers” and “market share” indicators.

The Return Index is derived from the return on sales and the dividend per ordinary share.

The indices on customer satisfaction, employees and unit sales are aggregated and the result is multiplied by the Return Index. This method ensures that the LTI is only paid out if the Group is also financially successful. If the 1.5% threshold for the return on sales is not exceeded, the Return Index is zero. This would mean that the overall index for the fiscal year concerned is also zero.

The maximum LTI amount is capped at €4.5 million for the Chairman of the Board of Management and €2.0 million for the other members of the Board of Management and is based on the four-year average of the overall indices, i.e. the reporting period and the three preceding years.

Members of the Board of Management with contracts entered into on or after January 1, 2010 are entitled to payment of their normal remuneration for six to twelve months in the event of illness. Contracts entered into before that date grant remuneration for six months. In the event of disability, they are entitled to the retirement pension. Surviving dependents receive a widow's pension of 66 2/3% and orphans' benefits of 20% of the former member of the Board of Management's pension.

GROUP MANAGEMENT REPORT
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REMUNERATION OF THE MEMBERS OF THE BOARD OF MANAGEMENT (BENEFITS RECEIVED) IN ACCORDANCE WITH THE GERMAN CORPORATE GOVERNANCE CODE*

The figures shown here as benefits received under variable remuneration correspond to the amounts paid out for the fiscal year in question.

€	MARTIN WINTERKORN	
	Chairman of the Board of Management, Research and Development	
	2014	2013
Fixed remuneration	1,617,025	1,486,525
Fringe benefits	300,453	421,337
Total	1,917,478	1,907,862
One-year variable remuneration	3,148,000	3,001,000
Multiyear variable remuneration	10,796,000	10,097,000
Business performance bonus (two-year period)	6,296,000	6,002,000
LTI (four-year period)	4,500,000	4,095,000
Total	15,861,478	15,005,862
Pension expense	0	0
Total remuneration	15,861,478	15,005,862

€	FRANCISCO JAVIER GARCIA SANZ	
	Procurement	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	201,469	250,000
Total	1,279,486	1,241,017
One-year variable remuneration	1,169,000	1,116,500
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,786,486	6,410,517
Pension expense	582,686	582,246
Total remuneration	7,369,172	6,992,763

€	JOCHEM HEIZMANN	
	China	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	70,750	218,928
Total	1,148,767	1,209,945
One-year variable remuneration	701,400	669,900
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,188,167	5,932,845
Pension expense	1,043,832	1,039,420
Total remuneration	7,231,999	6,972,265

* All figures shown are rounded, so minor discrepancies may arise from addition of these amounts.

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The figures shown here as benefits received under variable remuneration correspond to the amounts paid out for the fiscal year in question.

€	CHRISTIAN KLINGLER	
	Sales and Marketing	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	206,318	250,000
Total	1,284,335	1,241,017
One-year variable remuneration	935,200	893,200
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,557,535	6,187,217
Pension expense	749,097	746,040
Total remuneration	7,306,632	6,933,257

€	MICHAEL MACHT	
	Production	
	Left the Company as of July 31, 2014	
	2014	2013
Fixed remuneration	628,843	991,017
Fringe benefits	203,095	250,000
Total	831,938	1,241,017
One-year variable remuneration	545,533	669,900
Multiyear variable remuneration	2,530,500	4,053,000
Business performance bonus (two-year period)	1,363,833	2,233,000
LTI (four-year period)	1,166,667	1,820,000
Total	3,907,972	5,963,917
Pension expense	420,061	724,321
Total remuneration	4,328,033	6,688,238

€	HORST NEUMANN	
	Human Resources and Organization	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	131,027	250,000
Total	1,209,044	1,241,017
One-year variable remuneration	935,200	893,200
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,482,244	6,187,217
Pension expense	0	0
Total remuneration	6,482,244	6,187,217

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The figures shown here as benefits received under variable remuneration correspond to the amounts paid out for the fiscal year in question.

€	LEIF ÖSTLING	
	Commercial Vehicles	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	194,039	219,109
Total	1,272,056	1,210,126
One-year variable remuneration	935,200	669,900
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,545,256	5,933,026
Pension expense	1,140,852	1,088,849
Total remuneration	7,686,108	7,021,875

€	HANS DIETER PÖTSCH	
	Finance and Controlling	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	214,851	250,000
Total	1,292,868	1,241,017
One-year variable remuneration	1,169,000	1,116,500
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,799,868	6,410,517
Pension expense	0	1,453,433
Total remuneration	6,799,868	7,863,950

€	RUPERT STADLER	
	Chairman of the Board of Management of AUDI AG	
	2014	2013
Fixed remuneration	1,078,017	991,017
Fringe benefits	75,085	114,293
Total	1,153,102	1,105,310
One-year variable remuneration	935,200	893,200
Multiyear variable remuneration	4,338,000	4,053,000
Business performance bonus (two-year period)	2,338,000	2,233,000
LTI (four-year period)	2,000,000	1,820,000
Total	6,426,302	6,051,510
Pension expense	473,045	468,969
Total remuneration	6,899,347	6,520,479

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The figures shown here as benefits granted under variable remuneration are based on a mean probability scenario.

MARTIN WINTERKORN				
Chairman of the Board of Management, Research and Development				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	1,486,525	1,617,025	1,617,025	1,617,025
Fringe benefits	421,337	300,453	300,453	300,453
Total	1,907,862	1,917,478	1,917,478	1,917,478
One-year variable remuneration	2,885,000	3,001,000	0	3,375,000
Multiyear variable remuneration	9,710,000	10,097,000	0	11,250,000
Business performance bonus (two-year period)	5,770,000	6,002,000	0	6,750,000
LTI (four-year period)	3,940,000	4,095,000	0	4,500,000
Total	14,502,862	15,015,478	1,917,478	16,542,478
Pension expense	0	0	0	0
Total remuneration	14,502,862	15,015,478	1,917,478	16,542,478

FRANCISCO JAVIER GARCIA SANZ				
Procurement				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	250,000	201,469	201,469	201,469
Total	1,241,017	1,279,486	1,279,486	1,279,486
One-year variable remuneration	860,000	1,116,500	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	6,001,017	6,448,986	1,279,486	7,029,486
Pension expense	582,246	582,686	582,686	582,686
Total remuneration	6,583,263	7,031,672	1,862,172	7,612,172

JOCHEM HEIZMANN				
China				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	218,928	70,750	70,750	70,750
Total	1,209,945	1,148,767	1,148,767	1,148,767
One-year variable remuneration	645,000	669,900	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	5,754,945	5,871,667	1,148,767	6,898,767
Pension expense	1,039,420	1,043,832	1,043,832	1,043,832
Total remuneration	6,794,365	6,915,499	2,192,599	7,942,599

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The figures shown here as benefits granted under variable remuneration are based on a mean probability scenario.

€	CHRISTIAN KLINGLER			
	Sales and Marketing			
	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	250,000	206,318	206,318	206,318
Total	1,241,017	1,284,335	1,284,335	1,284,335
One-year variable remuneration	860,000	893,200	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	6,001,017	6,230,535	1,284,335	7,034,335
Pension expense	746,040	749,097	749,097	749,097
Total remuneration	6,747,057	6,979,632	2,033,432	7,783,432

€	MICHAEL MACHT			
	Production			
	Left the Company as of July 31, 2014			
2013	2014	2014 (Minimum)	2014 (Maximum)	
Fixed remuneration	991,017	628,843	628,843	628,843
Fringe benefits	250,000	203,095	203,095	203,095
Total	1,241,017	831,938	831,938	831,938
One-year variable remuneration	430,000	669,900	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	5,571,017	5,554,838	831,938	6,581,938
Pension expense	724,321	420,061	420,061	420,061
Total remuneration	6,295,338	5,974,900	1,252,000	7,002,000

€	HORST NEUMANN			
	Human Resources and Organization			
	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	250,000	131,027	131,027	131,027
Total	1,241,017	1,209,044	1,209,044	1,209,044
One-year variable remuneration	860,000	893,200	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	6,001,017	6,155,244	1,209,044	6,959,044
Pension expense	0	0	0	0
Total remuneration	6,001,017	6,155,244	1,209,044	6,959,044

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The figures shown here as benefits granted under variable remuneration are based on a mean probability scenario.

LEIF ÖSTLING				
Commercial Vehicles				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	219,109	194,039	194,039	194,039
Total	1,210,126	1,272,056	1,272,056	1,272,056
One-year variable remuneration	645,000	669,900	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	5,755,126	5,994,956	1,272,056	7,022,056
Pension expense	1,088,849	1,140,852	1,140,852	1,140,852
Total remuneration	6,843,975	7,135,808	2,412,908	8,162,908

HANS DIETER PÖTSCH				
Finance and Controlling				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	250,000	214,851	214,851	214,851
Total	1,241,017	1,292,868	1,292,868	1,292,868
One-year variable remuneration	1,075,000	1,116,500	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	6,216,017	6,462,368	1,292,868	7,042,868
Pension expense	1,453,433	0	0	0
Total remuneration	7,669,450	6,462,368	1,292,868	7,042,868

RUPERT STADLER				
Chairman of the Board of Management of AUDI AG				
€	2013	2014	2014 (Minimum)	2014 (Maximum)
Fixed remuneration	991,017	1,078,017	1,078,017	1,078,017
Fringe benefits	114,293	75,085	75,085	75,085
Total	1,105,310	1,153,102	1,153,102	1,153,102
One-year variable remuneration	860,000	893,200	0	1,250,000
Multiyear variable remuneration	3,900,000	4,053,000	0	4,500,000
Business performance bonus (two-year period)	2,150,000	2,233,000	0	2,500,000
LTI (four-year period)	1,750,000	1,820,000	0	2,000,000
Total	5,865,310	6,099,302	1,153,102	6,903,102
Pension expense	468,969	473,045	473,045	473,045
Total remuneration	6,334,279	6,572,347	1,626,147	7,376,147

* All figures shown are rounded, so minor discrepancies may arise from addition of these amounts.

POST-EMPLOYMENT BENEFITS

In the event of regular termination of their service on the Board of Management, the members of the Board of Management are entitled to a pension, including a surviving dependents' pension as well as the use of company cars for the period in which they receive their pension. The agreed benefits are paid or made available on reaching the age of 63.

The retirement pension is calculated as a percentage of the basic level of remuneration. Starting at 50%, the individual percentage increases by two percentage points for each year of service. In specific cases, credit is given for previous employment periods and retirement pensions earned. The Supervisory Board has defined a maximum of 70%. These benefits are not broken down any further into performance-related components and long-term incentive components. Mr. Winterkorn, Mr. Garcia Sanz, Mr. Heizmann, Mr. Macht, Mr. Neumann and Mr. Pötsch have a retirement pension entitlement of 70%, and Mr. Klingler and Mr. Stadler of 60% of their basic level of remuneration as of the end of 2014.

Mr. Östling has a pension entitlement based on the deferred compensation arrangements administered by Volkswagen Pension Trust e.V. The benefits include a retirement pension on reaching the age of 70 and a surviving dependents' pension. Volkswagen AG provides an annual remuneration-linked company contribution for Mr. Östling, which goes toward a pension module at the end of each year.

On December 31, 2014 the pension obligations for members of the Board of Management in accordance with IAS 19 amounted to €138,046,434 (€107,676,518); €8,229,691 (€9,416,406) was added to the provision in the reporting period in accordance with

IAS 19. Other benefits such as surviving dependents' pensions and the use of company cars are also factored into the measurement of pension provisions. The pension obligations measured in accordance with German GAAP amounted to €95,992,020 (€88,704,661); €16,616,016 (€13,259,160) was added to the provision in the reporting period in accordance with German GAAP. Current pensions are index-linked in accordance with the index-linking of the highest collectively agreed salary insofar as the application of section 16 of the Gesetz zur Verbesserung der betrieblichen Altersversorgung (BetrAVG – German Company Pension Act) does not lead to a larger increase.

Retired members of the Board of Management and their surviving dependents received €22,792,616 (€9,977,972) or €22,111,951 (€9,977,972) in accordance with German GAAP in the past year. Obligations for pensions for this group of persons measured in accordance with IAS 19 amounted to €165,668,945 (€140,165,675), or €129,456,621 (€125,376,525) measured in accordance with German GAAP.

The following rule applies to Board of Management contracts entered into for the first term of office before August 5, 2009: the retirement pension to be granted after leaving the Company is payable immediately if membership of the Board of Management is not prolonged by the Company, and in other cases on reaching the age of 63. Any remuneration received from other sources until the age of 63 is deductible from the benefit entitlement up to a certain fixed amount.

The following general rule applies to contracts for the first term of office of members of the Board of Management entered into after August 5, 2009: the retirement pension to be granted after leaving the Company is payable on reaching the age of 63.

EARLY TERMINATION BENEFITS

If membership of the Board of Management is terminated for cause through no fault of the Board of Management member, the claims under Board of Management contracts entered into since November 20, 2009 are limited to a maximum of two years' remuneration, in accordance with the recommendation in article 4.2.3(4) of the German Corporate Governance Code (severance payment cap). For Board of Management members who are commencing their third or later term of office, existing rights under contracts entered into before November 20, 2009 are grandfathered.

No severance payment is made if membership of the Board of Management is terminated for a reason for which the Board of Management member is responsible.

The members of the Board of Management are also entitled to a pension and to a surviving dependents' pension as well as the use of company cars for the period in which they receive their pension in the event of early termination of their service on the Board of Management.

PENSIONS OF THE MEMBERS OF THE BOARD OF MANAGEMENT IN 2014 (PRIOR-YEAR FIGURES IN BRACKETS)¹

€	Pension expense	Present value as of December 31 ²
Martin Winterkorn	–	28,565,183
	–	(22,075,213)
Francisco Javier Garcia Sanz	582,686	18,088,648
	(582,246)	(12,134,132)
Jochem Heizmann	1,043,832	19,444,333
	(1,039,420)	(13,696,821)
Christian Klingler	749,097	7,228,262
	(746,040)	(3,693,690)
Michael Macht (left the Company as of July 31, 2014)	420,061	–
	(724,321)	(10,632,210)
Horst Neumann	–	23,654,054
	–	(17,470,333)
Leif Östling	1,140,852	2,954,833
	(1,088,849)	(1,355,439)
Hans Dieter Pötsch	–	20,901,411
	(1,453,433)	(15,994,320)
Rupert Stadler	473,045	17,209,710
	(468,969)	(10,624,360)
Total	4,409,573	138,046,434
	(6,103,278)	(107,676,518)

¹ All figures shown are rounded, so minor discrepancies may arise from addition of these amounts.

² The amount is reported in the total amount for defined benefit plans reported in the balance sheet (see note 29 to the consolidated financial statements).

SUPERVISORY BOARD REMUNERATION

Under Article 17 of Volkswagen AG's Articles of Association, the remuneration of Volkswagen AG's Supervisory Board is composed of a fixed component (plus attendance fees) and a variable component that depends on the amount of the dividend paid. The duties performed by the respective member on the Supervisory Board are also taken into account. Several members of the Supervisory Board are also members of the supervisory boards of subsidiaries. The remuneration received there is based on the provisions of the

relevant Articles of Association and also comprises a fixed component and a variable component that is linked to the amount of the dividend paid. This remuneration is contained in the following figures. In fiscal year 2014, the members of the Supervisory Board received €12,149,450 (€9,774,530). Of this figure, €808,500 (€528,671) related to the fixed remuneration components (including attendance fees) and €11,340,950 (€9,245,859) to the variable remuneration components.

REMUNERATION OF THE MEMBERS OF THE SUPERVISORY BOARD¹

€	FIXED	VARIABLE	TOTAL	TOTAL
			2014	2013
Ferdinand K. Piëch	171,500	1,303,800	1,475,300	1,189,300
Berthold Huber ²	38,000	899,000	937,000	773,567
Hussain Ali Al-Abdulla	11,000	387,500	398,500	331,833
Ahmad Al-Sayed	10,000	387,500	397,500	167,140
Jürgen Dorn ²	47,000	435,150	482,150	408,833
Annika Falkengren	15,000	581,250	596,250	494,250
Hans-Peter Fischer ²	12,000	387,500	399,500	331,833
Uwe Fritsch ²	12,000	387,250	399,250	331,833
Babette Fröhlich ²	15,000	581,250	596,250	495,250
Olaf Lies ³	12,000	387,500	399,500	287,802
Hartmut Meine ²	12,000	387,500	399,500	331,833
Peter Mosch ²	30,500	674,250	704,750	571,156
Bernd Osterloh ²	15,000	581,250	596,250	495,250
Hans Michel Piëch	97,000	449,500	546,500	405,533
Ursula Piëch	23,000	449,500	472,500	368,458
Ferdinand Oliver Porsche	95,500	868,000	963,500	752,967
Wolfgang Porsche	150,000	643,250	793,250	577,950
Stephan Weil ³	15,000	581,250	596,250	428,068
Stephan Wolf ²	15,000	581,250	596,250	484,356
Thomas Zwiebler ²	12,000	387,500	399,500	331,833
Supervisory Board members who left in the previous year	–	–	–	215,484
Total	808,500	11,340,950	12,149,450	9,774,530

1 All figures shown are rounded, so minor discrepancies may arise from addition of these amounts.

2 These employee representatives have stated that they will transfer their Supervisory Board remuneration to the Hans Böckler Foundation in accordance with the guidelines issued by the German Confederation of Trade Unions (DGB).

3 Under section 5(3) of the Niedersächsisches Ministergesetz (Act Governing Ministers of the State of Lower Saxony), these members of the Supervisory Board are obliged to transfer their Supervisory Board remuneration to the State of Lower Saxony as soon as and to the extent that it exceeds €6,200 per annum. Remuneration is defined for this purpose as Supervisory Board remuneration and attendance fees exceeding the amount of €200.