

# Remuneration Report of Volkswagen Bank GmbH

in accordance with section 16 of the Remuneration Ordinance for Institutions (Institutsvergütungsverordnung) in conjunction with Article 450 of Regulation (EU) No. 2019/876 (CRR II) of May 20, 2019 amending Regulation (EU) No. 575/2013 (CRR I) as of December 31, 2023

Volkswagen Bank GmbH (hereinafter VW Bank) was subject to supervision by the European Central Bank in 2023. VW Bank was therefore required to implement the Institutsvergütungsverordnung (InstitutsVergV – German Regulations Governing Remuneration at Institutions) as amended August 4, 2017 and in its third amended version of September 25, 2021 across the group.

Under section 16(1) InstitutsVergV, information regarding the remuneration policy and practices must be disclosed. The disclosure obligations are based on Article 450 of Regulation (EU) No. 2019/876 (CRR II) of May 20, 2019 amending Regulation (EU) No. 575/2013 (CRR I) as of December 31, 2021 and are supplemented by the EBA ITS/2020/04 implementing technical standards of June 24, 2020. Article 450 of the CRR specifies that certain quantitative and qualitative information must be disclosed for those categories of staff whose professional activities have a material impact on the risk profile of the organization (“risk takers”). This remuneration report includes the relevant information for fiscal year 2023.

Reporting is on an accrual basis. In other words, the report covers details of payments relating to expenses that were incurred in fiscal year 2023 for the Volkswagen Bank Group of consolidated companies for regulatory purposes. It therefore also includes payments, such as payments of variable remuneration, that were made in 2024 but that were incurred in fiscal year 2023. The remuneration report is published on the website of VW Bank.

## REMUNERATION GOVERNANCE

The senior management team, which comprises the managing directors of the institution, is responsible for the design of the employee remuneration system. The remuneration of the managing directors is specified in their respective employment contracts and is the responsibility of the Supervisory Board.

VW Bank follows the management remuneration system operated by Volkswagen AG. The basic principles of this system are enshrined in writing in organizational policies and are reviewed each year by VW Bank to ensure that they remain appropriate. The works council agreement on variable remuneration, which was drawn up in cooperation with employee representatives to implement the requirements laid down in the InstitutsVergV, establish a common understanding and create more transparency for employees, was also applied in 2023.

As external consulting firm Deloitte Legal Rechtsanwaltsgesellschaft mbH was brought in.

After consulting the Supervisory Board, a Remuneration Officer and a deputy were appointed for VW Bank. The primary responsibility of the Remuneration Officer is to ensure that there is appropriate,

permanent and effective monitoring and control of the remuneration systems and employee remuneration. Remuneration Officers have to monitor continuously the appropriateness of the remuneration of employees, who are not senior managers. This is documented in the annual Remuneration Control Report.

In addition, they have to support the Supervisory Board and the Remuneration Committee in the performance of their monitoring and design duties for all remuneration systems.

A report on the design of the remuneration system and its appropriateness is submitted once a year to the Supervisory Board of VW Bank. VW Bank has established a Remuneration Committee in accordance with section 25d(12) of the German Banking Act (Kreditwesengesetz, KWG).

The Remuneration Committee carries out the duties laid down in the KWG and in the InstitutsVergV. It supports the Supervisory Board in appropriately designing the Institution's remuneration systems for senior managers. Furthermore, it provides support in monitoring the appropriate design of the remuneration systems for employees, in particular for the heads of the risk control function and the compliance function as well as for the employees who have a significant influence on the overall risk profile of the company. It also evaluates how the remuneration systems affect risk, capital and liquidity management and is intended to ensure that the remuneration systems are aligned with the business and risk strategy, which takes into account corporate values and corporate sustainability risks. Furthermore, the Remuneration Committee supports the Supervisory Board in the proper inclusion of the internal control functions and all other relevant areas in the design of the remuneration systems.

The Remuneration Committee consists of the chairman of the Supervisory Board and two other members of the Supervisory Board, one of whom is an employee representative. According to the rules of procedure of the Committee, at least one member must have sufficient expertise and professional experience in the area of risk management and risk control, in particular with regard to mechanisms for aligning the remuneration systems with the overall risk tolerance and strategy and with the company's own capital resources. The Committee met four times in fiscal year 2023 and prepared relevant draft resolutions for the Supervisory Board.

#### **BASIC PRINCIPLES OF REMUNERATION**

The remuneration strategy is significantly shaped by the business and risk strategies, which take corporate culture and sustainability risks (ESG) into account. This fosters a responsible and risk-conscious behavior among employees.

The business and risk strategy is based on the overall MOBILITY 2030 strategy of the Group's Financial Services division, which also includes Volkswagen Bank. Within MOBILITY 2030, special attention is paid to the topic of ESG in the strategic dimension "Sustainability" with the overall goal "We drive the transition to emission-free mobility along the Volkswagen Group's ESG principals."

The remuneration policy ensures that customer and consumer rights and interests are taken into account. In addition, adequate staffing is ensured in terms of quality and quantity.

The remuneration policy for all employees is gender-neutral, i.e. employees are paid the same regardless of their gender for the same work or work of equal value (equal pay). For VW Bank, it can be said that the remuneration policy supports equal pay in practice. In addition to the application of the Pay Transparency Act, there are various internal committees to ensure equal pay (e.g. "Remuneration Committee" and "Remuneration Commission"). The neutral framework is formed by the company agreement "Variable Remuneration", the existing salary bands and the job evaluation. The remuneration processes stipulate that not a supervisor alone can decide on the remuneration of an employee, but that a remuneration adjustment is always decided on the principle of multiple control. In addition, awareness of the purposes of the German General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG) is raised in each individual round of remuneration. In addition, the Diversity Guideline applies, which, in addition to gender diversity, also considers the topics of age, cultural background, sexual identity and inclusion.

The remuneration system comprises fixed and variable components. There is a reasonable ratio between the components, ensuring that there are no incentives to take excessive risks. In general, the maximum ratio is 1:1. In this regard, the sole shareholder made a decision in accordance with section 6 of the InstitutsVergV in conjunction with section 25a(5) sentence 5 of the Kreditwesengesetz (KWG – German Banking Act) that there will be a maximum ratio of 1:2 between the fixed and variable remuneration components for the members of the management, of the upper management and top management, and the senior management team. These details have been communicated to BaFin.

The remuneration systems are designed such that they are not in conflict with the monitoring functions of the control units (e.g. risk management, compliance, back office and internal audit). In particular, there is no risk that a conflict of interests will arise. Overall, remuneration in the control units focuses on

the fixed remuneration component, enabling these units to have an appropriate level of human resources in terms of quantity and quality.

As a rule, employees are not granted any guaranteed variable remuneration or retention bonuses. Exceptions may be agreed in justified individual instances and in compliance with section 5(5) and (7) of the InstitutsVergV. If compensation or severance payments are made, they are in accordance with the long-term interests of VW Bank, section 5(6) of the InstitutsVergV and the severance payment framework. The corresponding payments are subject to the special deferral and payment conditions, if they fall within the scope of section 20 of the InstitutsVergV.

VW Bank recognizes a provision for variable remuneration in the fiscal year to which it is attributable based on the accrual principle. Variable remuneration is only measured and paid out when the criteria specified in section 7 of the InstitutsVergV are met at group level and are compatible with the annual results. Risk-bearing capacity, multi-year capital planning and financial performance are taken into account. VW Bank must ensure that it has adequate capital and liquidity, and that it maintains over the long term, or re-establishes, compliance with the combined capital buffer requirements in accordance with section 10i of the KWG. The total amount of variable remuneration comprises the variable remuneration at VW Bank and the equivalent remuneration at all the subsidiary institutions or branches in the group.

The employees are forbidden to limit or remove the risk focus of variable remuneration by means of hedging or other countermeasures. This includes both external hedging measures by colluding with third parties and internal collusion with other employees.

### REMUNERATION SYSTEM

The remuneration system comprises fixed and variable remuneration components, benefits and occupational pension benefits. Reasonable remuneration in line with customary market practices is paid.

The remuneration framework is based on the significance of the role undertaken by the person concerned. It takes into account the requirements relating to specified assessment criteria applicable throughout the Group and a classification based on employee level and salary group. These categories are allocated basic salary bands and a bonus framework relevant for all the functions in these employee levels and salary groups. The remuneration structure for control functions is also based on the significance of the function. Action is taken to ensure that responsibilities of the same significance are given the same remuneration structure and also that there are no limitations on control activities.

When determining the levels of remuneration, any evaluation takes into account both standard market rates and the remuneration levels and structures in the Volkswagen Group to ensure that employees can transfer between the companies. The remuneration framework is structured in such a way that there is no incentive to take excessive risks.

### FIXED (NON-PERFORMANCE-RELATED) REMUNERATION

The collective agreement between Volkswagen AG and IG Metall is applied by way of a follow-on collective agreement to those employees of VW Bank who are subject to the collective agreement.

The non-payscale employees of VW Bank are remunerated above the payscale. The individual monthly salary ensures a level of basic remuneration that is sufficient for the employees to meet their living expenses and that allows them to focus on the interests of the company without becoming dependent on variable remuneration. The basic remuneration recompenses the employees for their work. The underlying remuneration bands are reviewed on a regular basis and adjusted if required. Within this framework, VW Bank aims to pay remuneration at market rates to attract and retain employees with suitable skills and qualifications.

### VARIABLE (PERFORMANCE-RELATED) REMUNERATION

For payscale employees, variable (performance-related) remuneration is granted in accordance with the collective agreement. However, pursuant to section 1(4) of the InstitutsVergV, this does not represent variable remuneration within the meaning of this regulation.

The remuneration system rewards individuals for their contribution and enables employees to share in the success of the VW Bank and the Volkswagen Group as a whole. The variable remuneration within the meaning of the InstitutsVergV for salaried employees not covered by a collective agreement comprises two components: an annual bonus and a long-term bonus. The basis for variable remuneration is measured on an annual basis (annual bonus) and over a number of years (long-term bonus) and consists of performance at group / institution, organizational unit and individual levels. The relevant key performance indicators and metrics are derived from the business and risk strategy and take into account the

key figures specified for risk, capital and liquidity. Negative contributions to earnings reduce the amount of variable remuneration, including in situations in which employment contracts are terminated (prematurely). The bonus amount is accounted for and paid to employees after the relevant annual financial statements for the fiscal year concerned have been formally approved, generally in May of the subsequent year. The variable remuneration is granted to employees as a cash benefit; it is not a fixed component of the annual salary, but a voluntary benefit, allowing employees to share in the success of the business.

The annual bonus is a reward for the successful performance of VW Bank and, to some extent, also of VW AG. All employees entitled to this bonus participate according to their individual salary group. The amount depends on the performance of the institution or, for upper management, additionally on the Group performance and is determined on the basis of a one-year assessment period. The annual bonus is decided by the senior management team and approved by the company's sole shareholder. Performance is calculated using the normalized return on equity (ROE) of VW Bank or, for upper and top management, additionally using the operating return on sales (ROS) and the return on investment (ROI) of VW AG. In a second step, the preliminary level of target attainment/annual bonus is multiplied by a risk factor reflecting the utilization of the limit at Group and institution level. The risk factor is specified once a year by the Managing Directors and the Supervisory Board of VW Bank at their reasonable discretion, taking into account the utilization of the limit. The combination of ROE, ROS and ROI and risk factor ensures that both the financial performance and the level of risk taken on by the company are appropriately factored into the calculation of the annual bonus.

In the 2023 financial year, Volkswagen Bank introduced an ESG factor. The ESG factor is made up of 50% of the environment (E) criterion at Group level and 50% of social (S) at brand level. The Governance (G) criterion is already taken into account by the culture and integrity component. The achievement of the targets for criterion E is determined annually by the Volkswagen Group and made available to the Group brands. The target achievement for criterion S is determined by the management or the supervisory board on the basis of the previously defined target values. The calculated value for the annual bonus is additionally multiplied by the ESG factor determined for the respective financial year and then results in the individual starting value for the annual bonus.

The long-term bonus takes into account internal and external success parameters and rewards the development of the Group's value and management performance. With the focus on earnings per share, share price and dividends, it links the profitability of the Group to investor interests on the basis of a three-year assessment period. All employees entitled to a bonus participate, depending on their individual salary group. The long-term bonus is limited in its absolute amount.

A personal performance factor rewards employees for their individual performance in the previous year and is determined by the attainment of targets specified in an individual target agreement and by an appraisal carried out by line managers. The overall bonus is thus based on quantitative and qualitative factors. Following the same approach used by Volkswagen AG, the standard process of holding special meetings to agree targets applies to all managers worldwide. These meetings are used not only to determine the targets for the forthcoming fiscal year but also to evaluate the extent to which the previous year's targets have been met. They also assess how well the manager has performed in terms of Innovation, Team, Result and Reflection. The personal performance factor is determined individually in a comparative review process from a number of angles involving the HR department, the line manager and the relevant member of the senior management team. The determination is made on the basis of firmly defined premises and orientation values for the various combinations of performance evaluation and degree of target achievement at reasonable discretion. This ensures that negative variances in the personal performance contribution reduce the variable remuneration and may even lead to it being forfeited altogether. The personal performance factor can fluctuate within specified upper and lower limits.

The payment of the variable remuneration components of an employee should not only depend on purely economic parameters, but also on compliance with the culture and integrity requirements that exist in the Volkswagen Group and at VW Bank. Against this background, a check is carried out to determine whether a correction needs to be made based on the culture and integrity requirements in the Volkswagen Group and at VW Bank ("culture and integrity corrective"). The decisive factor for the culture and integrity corrective is whether relevant misconduct occurred during the assessment period. The check is based on the factors of individual misconduct and organizational fault. Upper management is additionally subject to the rule that – if misconduct is subsequently discovered that, if it had been discovered at the outset, would have given rise to a culture and integrity corrective of 100% – the company has the right to claw back the full gross amount of the payout amount at its reasonable discretion.

## OTHER BENEFITS

In addition to fixed and variable remuneration components, VW Bank also grants social security benefits to its employees. These are non-discretionary arrangements that are based on Group- or Bank-wide regulations and therefore do not represent incentives to take inappropriate risks.

## REMUNERATION SYSTEM FOR SENIOR MANAGEMENT

The Supervisory Board of VW Bank is responsible for determining the remuneration of the senior managers of VW Bank. The remuneration of senior management comprises fixed and variable remuneration. In addition, other benefits are granted in line with customary market practice. The amount of the remuneration is commensurate with the duties and performance of the senior managers. The management remuneration system operated by the Volkswagen Group is used to measure the variable remuneration. This system is based on a multiyear assessment. The variable remuneration of senior managers is determined by the Supervisory Board in accordance with section 7 of the InstitutsVergV. In addition, the special requirements for risk takers are applied to senior managers.

## SPECIAL CONSIDERATIONS FOR RISK TAKERS

Special requirements in the InstitutsVergV apply to risk takers, i.e. those employees whose professional activities have a material impact on the overall risk profile. Each year, VW Bank must carry out its own independent risk analysis to identify the risk takers. The analysis encompasses all subsidiary companies and the branches of VW Bank.

The risk takers were identified for the financial year 2023 based on section 18 of the InstitutsVergV in conjunction with the Directive 923/2021/EU in addition to Directive 2013/36/EU. In Germany, 41 employees (including 4 senior managers and 14 members of the Supervisory Board) were identified as risk takers in this process. Outside Germany, 16 employees were assigned to this category.

The management remuneration system operated by the Volkswagen Group is also used to measure the variable remuneration for the risk takers. The special requirements laid down in the InstitutsVergV apply to the payment of this variable remuneration. Some of it must be extended over a number of years and also linked to the long-term performance of the business. An amount of 40% of the variable remuneration for risk takers is granted immediately. The remaining 60% is deferred over a retention period of four to five years, respectively. In the case of members of the senior management team, the retention period is five years. If the variable remuneration computed for a fiscal year is below the exemption limit for the fiscal year specified by the competent supervisory authority, the bonus amount is treated as a cash amount for immediate payment. In the case of risk takers, the variable remuneration determined for a fiscal year does not give rise to the establishment of any claim for a corresponding bonus or the establishment of a corresponding entitlement. The bonus value is solely a value for use in calculations and only confers a right to have the bonus determined without error. A proportion of 50% of the portions granted or deferred depends on a sustained change in the enterprise value of VW Bank (sustainability component). The amount paid out from the sustainability component is based on a KPI-related determination of enterprise value that reflects the changes in adjusted Tier 1 capital. It is subject to an additional holding period of twelve months.

The deferred portion of variable remuneration for risk takers is subject to a penalty review before it is paid out. It is possible for the variable remuneration to be reduced or withdrawn altogether, depending on the findings of the penalty review, e.g. in cases of improper conduct or breaches of duty. In addition to the penalty review, back testing is also performed, i.e. a subsequent review of whether the variable remuneration originally determined is still applicable.

The senior management team decides at its discretion whether deferred tranches will be reduced or withdrawn. For senior managers, this decision is taken by the Supervisory Board.

In addition, the remuneration system for risk takers at VW Bank specifies that variable remuneration already paid can be claimed back under certain conditions and entitlements to payment expire if there is negative deviation in the contribution to profit pursuant to section 18(5) of the InstitutsVergV (claw-back).

The malus review in respect of the deferred payments for risk takers in accordance with section 20(5) of the InstitutsVergV was applied in the 2023 fiscal year. The payments of deferred portions of variable remuneration relating to prior years were unabridged.

## DISCLOSURE OF REMUNERATION DETAILS

The details required in accordance with the disclosure obligations specified in section 16 of the InstitutsVergV in conjunction with Article 450 of Regulation (EU) No. 575/2013 are presented below. The tables include discrepancies caused by rounding. Aggregate figures are reported in order to comply with

the requirements relating to materiality, data protection and confidentiality, as specified in section 26a of the KWG.

Aggregated Quantitative Disclosures on Remuneration, Broken Down by Division (Number of Employees as of December 31, 2023)

INFORMATION ON REMUNERATION IN ACCORDANCE WITH SECTION 16(1) NO. 3 OF THE INSTITUTSVERGV

Fiscal year 2023 in Number/€	Supervisory Board <sup>1)</sup>	Executive Board	Investment banking	Retail banking	Asset management	Corporate functions	Independent control functions	Other divisions	Total
<i>Number of members</i>	14	4							
<i>Total number of employees measured in FTE</i>			-	298	40	109	163	681	1,295
<b>Total remuneration</b>	<b>128,100</b>	<b>3,049,408</b>	-	<b>35,686,424</b>	<b>4,896,581</b>	<b>13,129,028</b>	<b>20,60,443</b>	<b>111,914,277</b>	<b>189,409,261</b>
of which total fixed remuneration	128,100	1,522,608		29,913,105	4,104,416	11,005,025	17,271,912	97,651,124	161,596,290
of which total bonus	-	1,526,800	-	5,773,319	792,165	2,124,003	3,333,531	14,263,153	27,812,971

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The table includes discrepancies caused by rounding.

- 1) The members of the Supervisory Board who are not employees of the Volkswagen Group are generally entitled to annual remuneration in accordance with a resolution of the shareholders' meeting. This remuneration is independent of the company's success. The members of the Supervisory Board who are employees of the Volkswagen Group receive a lump-sum remuneration from Volkswagen Bank GmbH. Insofar as they are also members of other supervisory boards of Volkswagen AG Group companies, the remuneration received for these functions is offset against the entitlement.

## COMPENSATION GRANTED TO RISK TAKERS FOR THE FINANCIAL YEAR BY TYPE OF COMPENSATION (REM1)

In Number/€		MB Supervisory function <sup>1)</sup>	MB Management function	Other Senior management	Other Identified staff
<b>Fixed remuneration</b>	<i>Number of identified staff</i>	14	4	31	8
	<b>Total fixed remuneration</b>	<b>128,100</b>	<b>1,565,180</b>	<b>5,621,786</b>	<b>858,802</b>
	Of which: cash-based	128,100	1,565,180	5,621,786	858,802
	Of which: shares or equivalent ownership interests	0	0	0	0
	Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
	Of which: other instruments	0	0	0	0
	Of which: other forms	0	0	0	0
<b>Variable remuneration</b>	<i>Number of identified staff</i>	14	4	31	8
	<b>Total variable remuneration</b>	-	<b>1,526,800</b>	<b>3,092,788</b>	<b>487,581</b>
	Of which: cash-based	-	763,400	1,546,394	243,790
	Of which: deferred	0	458,040	927,836	146,274
	Of which: shares or equivalent ownership interests	0		0	0
	Of which: deferred	0		0	0
	Of which: share-linked instruments or equivalent non-cash instruments	0	763,400	1,546,394	243,790
	Of which: deferred	0	763,400	1,546,394	243,790
	Of which: other instruments	0		0	0
	Of which: deferred	0		0	0
	Of which: other forms	0		0	0
	Of which: deferred	0		0	0
	<b>Total remuneration</b>	<b>128,100</b>	<b>3,091,980</b>	<b>8,714,574</b>	<b>1,346,383</b>

The table includes discrepancies caused by rounding.

- 1) The members of the Supervisory Board who are not employees of the Volkswagen Group are generally entitled to annual remuneration in accordance with a resolution of the shareholders' meeting. This remuneration is independent of the company's success. The members of the Supervisory Board who are employees of the Volkswagen Group receive a lump-sum remuneration from Volkswagen Bank GmbH. Insofar as they are also members of other supervisory boards of Volkswagen AG Group companies, the remuneration received for these functions is offset against the entitlement.

## SPECIAL PAYMENTS TO RISK TAKER (REM2)

in Number/€	MB Supervisory function	MB Management function	Other Senior management	Other Identified staff
<b>Guaranteed variable remuneration awards</b>				
<i>Guaranteed variable remuneration awards - Number of identified staff</i>	0	0	0	0
<b>Guaranteed variable remuneration awards - Total amount</b>	0	0	0	0
Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
<b>Severance payments awarded in previous periods, that have been paid out during the financial year</b>				
<i>Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff</i>	0	0	0	0
<b>Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount</b>	0	0	0	0
<b>Severance payments awarded during the financial year</b>				
<i>Severance payments awarded during the financial year - Number of identified staff</i>	0	0	0	0
<b>Severance payments awarded during the financial year - Total amount</b>	0	0	0	0
Of which paid during the financial year	0	0	0	0
Of which deferred	0	0	0	0
Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
Of which highest payment that has been awarded to a single person	0	0	0	0

## DEFERRED REMUNERATION OF RISK TAKER (REM3)

in €	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
<b>MB Supervisory function</b>								
Cash-based	-	-	-	-	-	-	-	-
Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
Share-linked instruments or equivalent non-cash instrument	-	-	-	-	-	-	-	-
Other instruments	-	-	-	-	-	-	-	-
Other forms	-	-	-	-	-	-	-	-
<b>MB Management function</b>	<b>4,814,249</b>	<b>1,099,649</b>	<b>3,714,599</b>	-	-	<b>11,516</b>	<b>1,111,165</b>	<b>703,170</b>
Cash-based	1,881,105	375,390	1,505,714	-	-	-	375,390	-
Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
Share-linked instruments or equivalent non-cash instrument	2,933,144	724,259	2,208,885	-	-	11,516	735,775	703,170
Other instruments	-	-	-	-	-	-	-	-
Other forms	-	-	-	-	-	-	-	-
<b>Other senior management</b>	<b>9,534,892</b>	<b>2,899,949</b>	<b>6,634,943</b>	-	-	<b>31,509</b>	<b>2,931,458</b>	<b>1,473,364</b>
Cash-based	3,500,344	919,555	2,580,790	-	-	-	919,555	-
Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
Share-linked instruments or equivalent non-cash instrument	6,034,548	1,980,394	4,054,153	-	-	31,509	2,011,903	1,473,364
Other instruments	-	-	-	-	-	-	-	-
Other forms	-	-	-	-	-	-	-	-
<b>Other identified staff</b>	<b>2,053,152</b>	<b>796,584</b>	<b>1,256,568</b>	-	-	<b>7,721</b>	<b>804,304</b>	<b>405,821</b>
Cash-based	737,519	312,146	425,373	-	-	-	312,146	-
Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
Share-linked instruments or equivalent non-cash instrument	1,315,633	484,438	831,195	-	-	7,721	492,158	405,821
Other instruments	-	-	-	-	-	-	-	-
Other forms	-	-	-	-	-	-	-	-
<b>Total amount</b>	<b>16,402,293</b>	<b>4,796,182</b>	<b>11,606,110</b>	-	-	<b>50,746</b>	<b>4,846,927</b>	<b>2,582,355</b>

## INFORMATION ON RISK TAKER REMUNERATED EUR 1 MILLION OR MORE PER FINANCIAL YEAR (REM4)

Number	Identified staff that are high earners as set out in Article 450(i) CRR
1 000 000 - 1 500 000	1
1 500 000 - 2 000 000	0
2 000 000 - 2 500 000	0
2 500 000 - 3 000 000	0
<b>Total</b>	<b>1</b>

## INFORMATION ON REMUNERATION OF RISK TAKER (REM5)

	Management body remuneration			Business areas						Total
	MB Supervisory function <sup>1)</sup>	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	
<b>Total number of identified staff</b>	<b>14</b>	<b>4</b>	<b>18</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>21</b>	<b>57</b>
<i>Of which: members of the MB</i>	14	4	18							
<i>Of which: other senior management</i>				0	3	1	6	5	16	
<i>Of which: other identified staff</i>				0	2	0	0	1	5	
<b>Total remuneration of identified staff</b>	<b>128,100</b>	<b>3,091,980</b>	<b>3,220,080</b>	<b>0</b>	<b>1,358,888</b>	<b>n.a. <sup>2)</sup></b>	<b>1,591,839</b>	<b>1,684,418</b>	<b>5,425,812</b>	<b>16,501,117</b>
<i>Of which: variable remuneration</i>	0	1,526,800	1,526,800	0	539,400	n.a. <sup>2)</sup>	501,800	552,100	1,987,069	6,633,969
<i>Of which: fixed remuneration</i>	128,100	1,565,180	1,693,280	0	819,488	n.a. <sup>2)</sup>	1,090,039	1,132,318	3,438,743	9,867,148

The table includes discrepancies caused by rounding.

- 1) The members of the Supervisory Board who are not employees of the Volkswagen Group are generally entitled to annual remuneration in accordance with a resolution of the shareholders' meeting. This remuneration is independent of the company's success. The members of the Supervisory Board who are employees of the Volkswagen Group receive a lump-sum remuneration from Volkswagen Bank GmbH. Insofar as they are also members of other supervisory boards of Volkswagen AG Group companies, the remuneration received for these functions is offset against the entitlement.
- 2) In order to maintain confidentiality in accordance with the interpretation of § 16 of the Institute Compensation Regulation, the information is reported in aggregated form if required, in case that certain information could be attributed to one or two individual persons and would therefore result in the disclosure of personal data of natural persons.