

With regard to their letter of 4 December 2018, we expressly regret that IndustriALL intends to terminate the declaration on social rights and industrial relations at Volkswagen ("Social Charta").

Volkswagen is clearly committed to recognizing and implementing these rights anchored throughout the world. That also applies to Volkswagen in Chattanooga.

Following an unsuccessful election in February 2014 for blue-collar workers in Chattanooga, in December 2015 the UAW held a certification election in the area of maintenance workers. Volkswagen has always believed that employee representation in Chattanooga should be consistent for all employees. The review of the legality of the elections has, unfortunately, continued to this day. Since the Dec 26, 2017 the procedure has been referred back to the NLRB. The decision of the NLRB is still pending.

The Board of Management of the Volkswagen Group has repeatedly made it clear that it will accept the upcoming decisions and not take any further legal action. Therefore, I can assure you once again that Volkswagen GoA will, without further delay, start collective bargaining for the area of maintenance workers if the NLRB is able to give legal certainty to the elections of December 3/4, 2015.

After the UAW failed to obtain the required majority to represent the blue collar workers in February 2014, we also implemented a Community Organizational Engagement (COE) arrangement. In light of US legislation, we offer the employee representation a unique opportunity of involvement in the US.

I would also like to point out that we are currently consulting the World Group Works Council on a possible extension of this social charter, for example on supplier relations. It would be unfortunate if this important process would stall due to the termination the Social Charter by IndustriALL.