



# **Report on Gender Equality and Equal Pay**

Published as an annex to  
the Management Report 2017

# REPORT ON GENDER EQUALITY AND EQUAL PAY

## MEASURES TO PROMOTE GENDER EQUALITY AND THEIR EFFECT

The German Act on Advancing Remuneration Transparency between Women and Men (Remuneration Transparency Act – EntgTranspG) took effect on July 6, 2017. The Act obliges employers which have more than 500 employees and are obliged to prepare a management report in accordance with Sections 264 and 289 of the German Commercial Code (HGB) to prepare a report on gender equality and equal pay. That report is to present measures to promote gender equality, their effect as well as measures to establish equal pay between women and men.

The report must contain figures on the average total number of employees as well as the average number of full-time and part-time employees, in both cases broken down by gender. We meet this statutory obligation in the following.

### / MEASURES TO PROMOTE EQUAL PAY AND THEIR EFFECT

Our employees are selected, hired and promoted exclusively on the basis of their qualifications and abilities.

AUDI AG does not differentiate according to gender when determining the individual remuneration of employees. Under the German Remuneration Transparency Act, we have actively

informed managers, personnel advisors and Works Council members of the statutory changes and the associated obligations.

### / MEASURES TO PROMOTE GENDER EQUALITY AND THEIR EFFECT

In addition, internal guidelines ensure that the statutory requirements on equal opportunities for men and women are known throughout the Company. They include the “Audi Code of Conduct” and the “Guidelines for equal opportunities and equality at AUDI AG.”

In accordance with the Equal Participation of Women and Men in Leadership Positions in the Private Sector Act, AUDI AG has set itself targets for the proportion of women in the first and second management tiers of 8 percent and 16 percent respectively by the year 2021. In 2017, the proportion of women in management at AUDI AG was 10.1 percent (2016: 9.5 percent).

The Company also offers measures targeted at promoting the balance of working and family life, as well as the “Sie und Audi” program series, to offer women specific support with planning their career path.

## STATISTICAL DISCLOSURES

### / STATISTICAL DISCLOSURES ON THE EMPLOYEES OF AUDI AG

Average for the year	2017	2016
<b>Number of employees</b>	<b>60,963</b>	<b>60,457</b>
of whom women	9,265	9,097
of whom men	51,698	51,360
<b>Number of full-time employees</b>	<b>57,279</b>	<b>57,090</b>
of whom women	6,666	6,662
of whom men	50,613	50,428
<b>Number of part-time employees</b>	<b>3,684</b>	<b>3,367</b>
of whom women	2,599	2,435
of whom men	1,085	932

**AUDI AG**

Personnel Communication

I/SG-4

Auto-Union-Straße 1

85045 Ingolstadt

Germany

email: [personalkommunikation@audi.de](mailto:personalkommunikation@audi.de)

[www.audi.com](http://www.audi.com)