AUDI REPORT

ON GENDER EQUALITY AND EQUAL PAY

MEASURES TO PROMOTE GENDER EQUALITY AND THEIR EFFECT

In 2017, the German Act on Advancing Remuneration Transparency between Women and Men (Remuneration Transparency Act – EntgTranspG) came into force, requiring employers to prepare a report on gender equality and equal pay. That report is to present measures to promote gender equality and 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 sections below.

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 by gender when determining the individual remuneration of employees.

Under the German Remuneration Transparency Act, we have actively informed managers, HR officers and members of the Works Council of the statutory changes and the associated obligations.

MEASURES TO PROMOTE GENDER EQUALITY AND THEIR EFFECT

In addition, internal company 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 set itself targets for the proportion of women in the first and second management tiers of 8 percent and 16 percent respectively for the year 2021. Audi has achieved these targets. At the end of 2021, women accounted for 16.8 percent of the second management tier and 8.6 percent of the first management tier. Now it is time to take the next step. By the end of 2025, the proportion of women is to be gradually increased to 20.0 percent in the second management tier and 12.0 percent in the first management tier. To this end, the Audi Diversity Strategy must be implemented consistently. That means introducing flexible working models, expanding job-sharing options, especially at the management level, and placing a clear focus on empowerment.

As of December 31, 2021, the proportion of women on the Supervisory Board stood at 35 percent, thus already exceeding the target of 30 percent by 2025. This target is to be met separately on the shareholder and the employee side. The Supervisory Board has set a formal target of 25 percent women on the Board of Management by 2025. As of the end of 2021, two out of seven members of the Board of Management of AUDI AG were already women.

STATISTICAL DISCLOSURES

STATISTICAL DISCLOSURES ON THE EMPLOYEES OF AUDI AG

Average for the year	2021	2020
Number of employees*	**55,936**	**57,437**
of whom women	8,724	8,830
of whom men	47,212	48,607
Number of full-time employees	**51,334**	**52,842**
of whom women	5,679	5,826
of whom men	45,655	47,016
Number of part-time employees	**4,602**	**4,596**
of whom women	3,045	3,004
of whom men	1,557	1,592

* Average total workforce excluding trainees