



# ESG key figures

**Audi Report** – Combined Annual and Sustainability Report 2025

Audi A6 Sportback e-tron: electric power consumption (combined):  
16.8–13.4 kWh/100 km; CO<sub>2</sub> emissions (combined): 0 g/km; CO<sub>2</sub> class: A.

# ESG key figures

In its combined annual and sustainability report (Audi Report), the Audi Group addresses aspects of the European CSRD (Corporate Sustainability Reporting Directive), in particular the required key figures, and reports in line with the topics that are material for Audi. The information reported on was chosen on the basis of the materiality analysis updated in the year under review.

AUDI AG commissioned the auditing firm EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft to review selected sustainability key figures for the 2025 reporting year. The information marked with “✓” in the following section “ESG key figures” corresponds to the audited values from the ESG data sheet. The key figures refer to the period from January 1 to December 31, 2025.

The following information refers to the Audi Group.<sup>1</sup> If the report refers to individual companies, sites or brands only, this is noted accordingly. The environmental key figures for the Brussels<sup>2</sup> site were estimated based on the production figures. Unless indicated otherwise, key figures for employees are as of the end of the respective year. The environmental key figures are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected.

To comply with ESRS reporting requirements, Audi has adjusted the calculation of individual key figures as of the 2024 and 2025 reporting years. As a result of the adjusted methodology, no prior-year figures can be disclosed for these key figures as comparability can no longer be ensured. ✓

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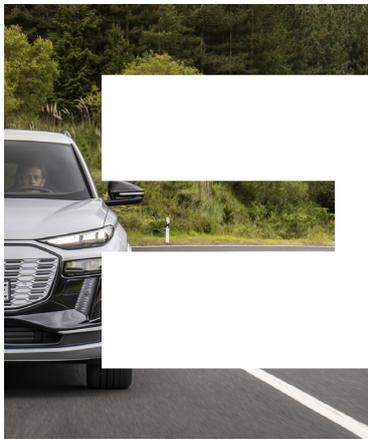
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<sup>1</sup> The Audi Group is equivalent to the Brand Group Progressive with the brands Audi, Bentley, Lamborghini and Ducati.

<sup>2</sup> Production at the Brussels plant was discontinued in the first quarter of 2025.



# Environmental key figures



## Climate change and energy efficiency<sup>1</sup>

Energy	Unit	2025	2024	2023
Reduction in energy consumption as a direct consequence of energy-saving and energy-efficiency initiatives	MWh	80,814	88,261	81,858
Electricity	MWh	26,120	43,207	34,046
Heat	MWh	33,393	18,780	13,287
Gaseous fuels	MWh	21,277	26,274	34,248
Oil	MWh	24	0	277

<sup>1</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center sites.

## Climate change and energy efficiency<sup>2</sup>

Energy	Unit	2025	2024	2023
Total energy consumption in connection with own business operations	MWh	2,598,375 ✓	2,737,772	–
from fossil sources	MWh	516,949 ✓	685,782	–
from nuclear sources	MWh	0 ✓	0	–
from renewable sources	MWh	2,081,426 ✓	2,051,990	–
from externally sourced electricity, heat, steam, cooling from renewable sources	MWh	1,341,714	–	–
from self-generated renewable energy	MWh	8,325 ✓	6,243	–
Energy consumption from coal products	MWh	0 ✓	0	–
Externally sourced electricity, heat, steam, cooling from fossil sources	MWh	192,622 ✓	213,402	–
<b>Energy intensity</b>				
Energy intensity	MWh/EUR	0.00004	–	–
<b>Energy production</b>				
Non-renewable energy production	MWh	115,312	142,569	–
Renewable energy production	MWh	372,949	321,838	–

Fuel use	Unit	2025	2024	2023
Total fuel use	MWh	926,004	950,523	1,031,624
from renewable sources	MWh	731,387	624,957	217,649
from biomethane	MWh	730,764	–	–
from natural gas	MWh	117,358 ✓	234,189	–
from petroleum products	MWh	207,087 ✓	–	–
from other fossil sources	MWh	0.89 ✓	–	–

<sup>2</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

## Climate change and energy efficiency<sup>2</sup>

Emissions <sup>3</sup>	Unit	2025	2024	2023
Greenhouse gas emissions (Scope 1 and 2) according to CSRD <sup>4</sup>	t CO <sub>2</sub> e	242,103	280,480	–
Greenhouse gas emissions (Scope 1 and 2) according to the Greenhouse Gas Protocol <sup>5</sup>	t CO <sub>2</sub> e	115,824	155,649	253,035
<b>Scope 1 (direct greenhouse gas emissions)</b>				
According to CSRD <sup>6</sup>	t CO <sub>2</sub> e	219,233 ✓	233,828	–
According to the Greenhouse Gas Protocol <sup>5</sup>	t CO <sub>2</sub> e	92,954 ✓	121,158	218,513
Percentage from emission trading schemes (Scope 1)	Percent	79.58 ✓	–	–
<b>Scope 2 (indirect greenhouse gas emissions)</b>				
Location-based	t CO <sub>2</sub> e	467,799 ✓	–	–
Market-based	t CO <sub>2</sub> e	22,870 ✓	–	–
According to the Greenhouse Gas Protocol <sup>5</sup>	t CO <sub>2</sub> e	22,870	–	–
<b>Scope 3 (other indirect greenhouse gas emissions)<sup>7</sup></b>				
Scope 3	Million t CO <sub>2</sub> e	46.70	48.60	–
CO <sub>2</sub> reductions in the supply chain	t CO <sub>2</sub> e	500,000	350,000	–
CO <sub>2</sub> reductions in logistics (green electricity for rail)	t CO <sub>2</sub> e	– <sup>9</sup>	11,093 <sup>10</sup>	8,346 <sup>11</sup>
CO <sub>2</sub> reductions in logistics (LNG ship) <sup>8</sup>	t CO <sub>2</sub> e	– <sup>9</sup>	7,489	4,229
CO <sub>2</sub> emissions of the European (EU 27+2) fleet of new passenger cars for the Audi brand; EU excl. UK since 2021 <sup>12</sup>	g CO <sub>2</sub> /km (WLTP)	106.29 ✓	121.16	122.59

<sup>2</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

<sup>3</sup> The process of selecting relevant emissions and the emission factors applied are anchored – like the entire key figure collection process – in the Volkswagen standard 98000. Generally, Audi uses the real emission factors of the energy suppliers. If this is not possible, calculations are made on the basis of the VDA's standard factors. Note: This footnote does not relate to the key figures for "CO<sub>2</sub>e reductions in the supply chain" and "CO<sub>2</sub> reductions in logistics."

<sup>4</sup> Calculated according to the Volkswagen CSRD Handbook. Scope 2 emissions were calculated on a market-related basis.

<sup>5</sup> The key figure was calculated in accordance with the Greenhouse Gas Protocol using the market-based method. The amount of natural gas used at the Ingolstadt, Münchsmünster, Neustadt, Neckarsulm, Győr, San Jose Chiapa and Crewe (Bentley) sites is quantitatively offset by purchasing biomethane certificates, with the biomethane being fed into the gas grid at another location.

<sup>6</sup> Calculated according to the Volkswagen CSRD Handbook, without taking biomethane certificates into account.

<sup>7</sup> A distinction is made in Scope 3 between upstream and downstream activities. Upstream activities relate, for example, to emissions generated on the supplier side (from manufacturing the product from raw materials up to the point of delivery to Audi, so-called cradle-to-gate). Business trips and waste produced are also included in this scope category. Downstream activities include, for example, emissions from transporting products sold and those generated by end customers in the use phase of sold goods.

<sup>8</sup> Use of LNG ships on North American routes.

<sup>9</sup> Since 2020, the key figure "CO<sub>2</sub> reductions in logistics" has only been reported in the following year. The reason for this is the change in the reporting process, as a result of which the key figure cannot be evaluated by the publication date at present.

<sup>10</sup> Use of green electricity in Germany, Austria and Poland.

<sup>11</sup> Use of green electricity in Germany and Austria.

<sup>12</sup> Subject to the official data of the European Commission in the annual CO<sub>2</sub> fleet monitoring report of the Volkswagen emissions pool.

## Climate change and energy efficiency

Extended environmental key figures for all sites at which models of the Audi brand are produced<sup>13, 14</sup>

	Unit	2025	2024	2023
Total energy consumption	MWh	3,067,187	3,269,919 <sup>15</sup>	3,549,439
of which from renewable energy sources	MWh	1,951,885	1,946,099	–
Total energy consumption (specific)	MWh/veh.	1.89	1.96 <sup>15</sup>	1.83
Natural gas consumption (not from renewable sources)	MWh	483,221	581,629	–
Total GHG emissions (Scope 1 and 2) <sup>16</sup>	t CO <sub>2</sub> e	549,174	630,887 <sup>15</sup>	771,261
Total GHG emissions (Scope 1 and 2, specific)	t CO <sub>2</sub> e/veh.	0.34	0.38	0.40

<sup>13</sup> Figures refer to the Bratislava, Brussels, Győr, Ingolstadt, Martorell, Münchsmünster, Neckarsulm and Zwickau (Europe), San José Chiapa (North America), São José dos Pinhais (South America), Anting, Changchun with two production sites, Chhatrapati Sambhajanagar, Foshan, Ningbo, Qingdao and Tianjin (Asia) sites. Only car-producing sites including component manufacturing are considered for the specific key figures.

<sup>14</sup> The underlying key figures for each site are calculated on a pro rata basis according to the number of units of the Audi brand produced at the site.

<sup>15</sup> The prior-year figure was adjusted in accordance with the final data status.

<sup>16</sup> The process of selecting relevant emissions and the emission factors applied are anchored – like the entire key figure collection process – in the Volkswagen standard 98000. Generally, Audi uses the real emission factors of the energy suppliers. If this is not possible, calculations are made on the basis of the VDA's standard factors.

## Reduction in environmental pollution<sup>1</sup>

Emissions <sup>2</sup>	Unit	2025	2024	2023
Total amount of pollutants emitted to air <sup>3</sup>	t	1,302.2 ✓	1,458.4	–
Direct NO <sub>x</sub> emissions <sup>4</sup>	t	176.1	173.6	–
Sulfur dioxide	t	1.5	1.5	1.7
CO emissions	t	352.5	473.5	–
Dust	t	23.6	36.1	44.1
VOC emissions <sup>5</sup>	t	745.2	772.8	–
Emitted CHC	t	0.0	0.2	–
Emitted HFC, FC	t	3.3	4.8	–
<b>Substances of very high concern (SVHC)</b>				
Total amount of substances of very high concern that leave production facilities as emissions or as part of products, taking production volumes into account <sup>6</sup>				
Combustion vehicles	t	8,038.6	–	–
Electric vehicles	t	1,374.5	–	–

<sup>1</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

<sup>2</sup> The process of selecting relevant emissions and the emission factors applied are anchored – like the entire key figure collection process – in the Volkswagen standard 98000.

<sup>3</sup> The key figure includes NO<sub>x</sub>, SO<sub>2</sub>, CO, dust, VOC, CHC, HFC and FC.

<sup>4</sup> This key figure consists of NO<sub>x</sub> emissions caused by plant boiler houses, paint shops and the operation of test rigs.

<sup>5</sup> VOC emissions (volatile organic compounds): This key figure consists of emissions from paint shops, test rigs and other facilities.

<sup>6</sup> In accordance with the reference-vehicle logic, the calculation of the key figures is based on the 2025 production figures of the sites Ingolstadt, Neckarsulm, Zwickau, Győr, Brussels, San José Chiapa, Martorell, Bratislava and Chhatrapati Sambhajnagar, using the highest-volume models Audi Q3 and Audi Q4 e-tron. The analysis was conducted at product line level and follows the procedure applied by the Volkswagen Group. The evaluation assumptions are in accordance with SCIP reporting requirements.

## Water management<sup>1</sup>

Total consumption and efficiency	Unit	2025	2024	2023
Water intensity	m <sup>3</sup> /EUR	0.000015	–	–
Total water consumption <sup>2</sup>	m <sup>3</sup>	995,512 ✓	1,175,299	–
Total water recycled and reused	m <sup>3</sup>	962,359	959,189	–

Fresh water extraction by risk <sup>3</sup>	Unit	2025	2024	2023
Total fresh water extraction	m <sup>3</sup>	2,596,849	2,922,517	2,875,161
of which in regions with an extreme risk of water stress	m <sup>3</sup>	70,475	66,660	58,349
of which in regions with a high risk of water stress	m <sup>3</sup>	0	359,964	122,096
of which in regions with a medium risk of water stress	m <sup>3</sup>	1,721,019	1,752,430	1,946,305
of which in regions with a low risk of water stress	m <sup>3</sup>	805,355	784,743	749,838
percentage of regions with an extreme risk of water stress	Percent	3	2	2
percentage of regions with a high risk of water stress	Percent	0	12	4
percentage of regions with a medium risk of water stress	Percent	66	59	68
percentage of regions with a low risk of water stress	Percent	31	26	26

<sup>1</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

<sup>2</sup> Water consumption is calculated on the basis of fresh water usage less wastewater and results, for example, from evaporation, seepage, delivery to the product, etc.

<sup>3</sup> All purchased and produced fresh water can be assigned to the category "fresh water (≤1000 mg/l total dissolved solids)." Information on the water stress risk according to the Maplecroft Water Stress Index.

## Water management<sup>1</sup>

Wastewater	Unit	2025	2024	2023
Volume of wastewater <sup>4</sup>	m <sup>3</sup>	1,601,337	1,748,301	1,716,552
Direct discharge <sup>5</sup>	m <sup>3</sup>	9,348	13,199	8,519
Indirect discharge <sup>6</sup>	m <sup>3</sup>	1,591,989	1,735,102	1,707,858

Pollutant emissions into water	Unit	2025	2024	2023
Total amount of pollutants emitted into water <sup>7</sup>	kg	196,363 ✓	232,315	-
<b>Wastewater load</b>				
Chemical oxygen demand	kg	579,271	678,296	548,815
Organic carbon	kg	193,090	226,099	-
Nitrogen	kg	73,239	74,431	65,836
Phosphorous	kg	8,140	8,022	7,297
Fluoride	kg	2,801	5,681	-
Nickel	kg	59	55	-
Zinc	kg	413	481	478

<sup>1</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

<sup>4</sup> All recycled water can be assigned to the category "fresh water ( $\leq 1000$  mg/l total dissolved solids)."

<sup>5</sup> Direct dischargers: Münchsmünster site (partial scopes).

<sup>6</sup> Indirect dischargers: Ingolstadt, Münchsmünster, Neckarsulm, Brussels, Győr, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Map Yang Phon (Ducati), Neuburg, Neustadt sites.

<sup>7</sup> Key figure includes organic carbon, fluoride, nickel and zinc.

## Water management

Extended environmental key figures for all sites at which models of the Audi brand are produced<sup>8, 9</sup>

	Unit	2025	2024	2023
Total fresh water consumption <sup>10</sup>	m <sup>3</sup>	4,294,327	4,480,088	5,107,946
Total fresh water consumption (specific) <sup>10</sup>	m <sup>3</sup> /veh.	2.64	2.68	2.64
Total volume of wastewater	m <sup>3</sup>	2,477,886	2,833,152	3,034,827
Total volume of wastewater (specific)	m <sup>3</sup> /veh.	1.53	1.70	1.57

<sup>8</sup> Figures refer to the Bratislava, Brussels, Győr, Ingolstadt, Martorell, Münchsmünster, Neckarsulm and Zwickau (Europe), San José Chiapa (North America), São José dos Pinhais (South America), Anting, Changchun with two production sites, Chhatrapati Sambhajanagar, Foshan, Ningbo, Qingdao and Tianjin (Asia) sites. Only car-producing sites including component manufacturing are considered for the specific key figures.

<sup>9</sup> The underlying key figures for each site are calculated on a pro rata basis according to the number of units of the Audi brand produced at the site.

<sup>10</sup> All purchased and produced fresh water can be assigned to the category “fresh water (≤1000 mg/l total dissolved solids).”

## Biodiversity

	Unit	2025	2024	2023
BLI – Biodiversity Land Use Indicator <sup>1</sup>	Percent	22.98	–	–

Production site	Size in m <sup>2</sup>	Region	Directly adjacent protected regions <sup>2</sup>		Protected regions within a radius of 4,500 meters	
			Number	Size in ha	Number	Size in ha (total)
Ingolstadt, DE	2,859,883	Europe	0	0	7	1,789,678
Neuburg, DE	465,690	Europe	0	0	1	19,076
Neustadt, DE	2,596,237	Europe	0	0	2	75
Münchsmünster, DE	540,594	Europe	0	0	4	11,058
Neckarsulm, DE	1,427,016	Europe	0	0	13	83,703
Győr, HU	5,161,153	Europe	1	2,881	1	171,830
Brussels, BE	560,413	Europe	0	0	3	401,757
San José Chiapa, MX	4,600,300	North America	0	0	3	1,110,656
Crewe, UK	551,074	Europe	0	0	1	1,598
Sant’Agata Bolognese, IT	519,257	Europe	0	0	2	4,580
Bologna, IT	129,195	Europe	0	0	2	19,531
Map Yang Phon, TH	96,288	Asia	0	0	2	397,801
<b>Audi brand group</b>		<b>Global</b>	<b>1</b>	<b>2,881</b>	<b>41</b>	<b>4,011,343</b>

<sup>1</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels, Győr, San José Chiapa, Crewe (Bentley), Sant’Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. Prior-year data was used for the Brussels site. Biodiversity Land Use Indicator: Measures the impacts of land consumption at the company’s own production sites and their contribution to land enhancement through biodiversity actions.

<sup>2</sup> Data source: Kuyua. Prior-year data was used for the Brussels site.

## Resource management and circular economy<sup>1</sup>

<b>Weight of products used and of technical and biological materials</b>	<b>Unit</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>
Combustion vehicles	t	1,472,886	-	-
Electric vehicles	t	434,840	-	-
<b>Percentage of biological materials used for the manufacture of products</b>				
Combustion vehicles	Percent	0.10	-	-
Electric vehicles	Percent	0.09	-	-
<b>Weight of used, reused or recycled secondary components, products and materials</b>				
Combustion vehicles	t	251,848 – 384,876	-	-
Electric vehicles	t	49,320 – 93,976	-	-
<b>Proportion of used, reused or recycled secondary materials, products and materials as a percentage of total weight</b>				
Combustion vehicles	Percent	17.10 – 26.13	-	-
Electric vehicles	Percent	11.34 – 21.61	-	-

<sup>1</sup> In accordance with the reference-vehicle logic, the calculation of the key figures is based on the 2025 production figures of the sites Ingolstadt, Neckarsulm, Zwickau, Győr, Brussels, San José Chiapa, Martorell, Bratislava and Chhatrapati Sambhajnagar, using the highest-volume models Audi Q3 and Audi Q4 e-tron. The analysis was conducted at product line level and follows the procedure applied by the Volkswagen Group. The reference models are weighted by production volume and extrapolated based on the ratio of combustion engine vehicles to battery electric vehicles in order to determine resource inflows.

## Resource management and circular economy<sup>2</sup>

Amount of waste	Unit	2025	2024	2023
Total amount of waste	t	466,913 ✓	421,767	-
Total amount of non-hazardous waste	t	423,481	-	-
Total amount of hazardous waste	t	43,433 ✓	-	-
Total amount of radioactive waste	t	0 ✓	0	-
<b>Recycling</b>				
Total amount of recycled waste	t	428,011 ✓	371,822	-
Recyclable waste – preparation for reuse	t	18,579	-	-
Total amount of non-recycled waste	t	20,324	21,628	-
Percentage of non-recycled waste	Percent	4.35 ✓	5.13	-
Metallic waste	t	318,546	278,757	302,817
internal recycling	t	141,114	110,680	14,421
external recycling	t	177,423	168,069	287,893
Waste generated with other recovery operations	t	0	0	-
<b>Disposal</b>				
Disposable waste	t	2,813	-	-
Incineration waste	t	1,488	1,355	-
Landfill waste	t	1,326	1,010	-
Hazardous waste by weight disposed of by other disposal operations <sup>3</sup>	t	0	0	-

<sup>2</sup> Figures refer to the Ingolstadt, Münchsmünster, Neckarsulm, Brussels (estimate for 2025), Győr, San José Chiapa, Crewe (Bentley), Sant'Agata Bolognese (Lamborghini), Bologna (Ducati), Neustadt proving ground and Neuburg an der Donau driving experience center (included since 2024), Map Yang Phon (Ducati) (Amphoe Pluak Daeng before 2024) sites. The environmental key figures for the current year are data as of February 10, 2026. The figures may contain estimates if, for example, they are based on statements from energy suppliers that were not available when data was collected. If deviations between the actual values and the reported data are identified in the following year, the data is updated. The individual key figures for 2024 were updated in this report using the actual values for 2024. Recording of the key figures was partially changed due to new reporting criteria (ESRS).

<sup>3</sup> Includes power plant residues.

## Resource management and circular economy

Extended environmental key figures for all sites at which models of the Audi brand are produced<sup>4,5</sup>

	Unit	2025	2024	2023
Total waste (production-specific)	t	119,847	110,168 <sup>6</sup>	112,920 <sup>6</sup>
Total recyclable waste (production-specific)	t	115,942	105,494 <sup>6</sup>	104,385
Total disposable waste (production-specific)	t	3,905	4,674 <sup>6</sup>	8,535 <sup>6</sup>
Total waste (production-specific, specific)	t/veh.	0.074	0.066 <sup>6</sup>	0.058

<sup>4</sup> Figures refer to the Bratislava, Brussels, Győr, Ingolstadt, Martorell, Münchsmünster, Neckarsulm and Zwickau (Europe), San José Chiapa (North America), São José dos Pinhais (South America), Anting, Changchun with two production sites, Chhatrapati Sambhajanagar, Foshan, Ningbo, Qingdao and Tianjin (Asia) sites. Only car-producing sites including component manufacturing are considered for the specific key figures.

<sup>5</sup> The underlying key figures for each site are calculated on a pro rata basis according to the number of units of the Audi brand produced at the site.

<sup>6</sup> The prior-year figure was adjusted in accordance with the final data status.



# Social key figures



## Fair working conditions and modern working forms<sup>1,2,3</sup>

Workforce, Audi Group	Unit	2025	2024	2023
Audi Group	Number	84,184 ✓	88,604	-
Domestic companies	Number	56,046	56,428	-
AUDI AG	Number	55,055	55,413	-
Foreign companies	Number	28,138	32,176	-
Audi Brussels S.A./N.V.	Number	0	2,855	-
Audi Hungaria Zrt.	Number	10,917	11,431	-
Audi México S.A. de C.V.	Number	4,989	5,660	-
Automobili Lamborghini S.p.A.	Number	3,166	2,872	-
Bentley Motors Ltd.	Number	4,327	4,254	-
Ducati Motor Holding S.p.A.	Number	1,646	1,862	-
<b>Structural data, Audi Group</b>				
Female employees	Number	14,577	14,978	-
Male employees	Number	69,605	73,625	-
Other employees	Number	2	1	-
Permanent employees	Number	83,258 ✓	86,611	-
female employees	Number	14,389	14,565	-
male employees	Number	68,867	72,046	-
other employees	Number	2	0	-
Temporary employees	Number	926 ✓	1,993	-
female employees	Number	188	413	-
male employees	Number	738	1,579	-
other employees	Number	0	1	-
Full-time employees	Number	77,041	81,718	-
female employees	Number	10,650	11,217	-
male employees	Number	66,389	70,500	-
other employees	Number	2	1	-

<sup>1</sup> Recording of the key figures was changed from 2024 due to new reporting criteria (ESRS).

<sup>2</sup> As of December 31 of the year under review.

<sup>3</sup> Impacted by the closing of the Brussels plant in 2025.

## Fair working conditions and modern working forms<sup>1,2,3</sup>

Structural data, Audi Group	Unit	2025	2024	2023
Part-time employees	Number	7,143	6,886	-
female employees	Number	3,927	3,761	-
male employees	Number	3,216	3,125	-
other employees	Number	0	0	-
Employees without guaranteed working hours	Number	0	0	-
female employees	Number	0	0	-
male employees	Number	0	0	-
other employees	Number	0	0	-
New hires	Number	2,664	4,585	4,662
Turnover	Number	5,451	2,760	-
employees leaving voluntarily	Number	1,357 ✓	1,304	-
employees leaving due to dismissal	Number	3,140 ✓	398	-
employees leaving due to retirement	Number	870 ✓	964	-
employees leaving due to death	Number	84 ✓	94	-
Turnover rate	Percent	6.36	3.13	-
Non-employees	Number	2,484	3,997	-
Employees earning below the adequate wage benchmark <sup>4</sup>	Number	0 ✓	0	-
Percentage of employees earning below the adequate wage benchmark <sup>4</sup>	Percent	0	0	-

<sup>1</sup> Recording of the key figures was changed from 2024 due to new reporting criteria (ESRS).

<sup>2</sup> As of December 31 of the year under review.

<sup>3</sup> Impacted by the closing of the Brussels plant in 2025.

<sup>4</sup> In countries with a statutory minimum wage, the statutory minimum wage is used as the reference value for an adequate wage. Broken down by countries, which all reported a "zero value:" Belgium, Brazil, Canada, China, France, Germany, Hungary, Italy, Japan, Mexico, Netherlands, Singapore, Spain, Switzerland, Thailand, United Kingdom, USA.

## Fair working conditions and modern working forms<sup>1</sup>

Structural data, AUDI AG	Unit	2025	2024	2023
New hires	Number	723	1,261	-
Audi profit share per employee <sup>5</sup>	EUR	1,740	5,310	8,840
Employees covered by collective bargaining agreements	Number	51,551	51,934	-
Percentage of employees covered by collective bargaining agreements	Percent	93.64 ✓	93.80	-
<b>Training figures, AUDI AG</b>				
Training hours offered to and completed by employees	Hours	764,734	936,740	-
female employees	Hours	125,333	155,782	-
male employees	Hours	639,401	780,958	-
Average training time per employee	Hours	13.90	16.93	-
female employees	Number	13.24	16.51	-
male employees	Number	14.04	17.01	-
production employees	Hours	10.56	13.12	-
non-production employees	Hours	16.87	21.16	-
employees in management positions	Hours	11.26	13.63	-

<sup>1</sup> Recording of the key figures was changed from 2024 due to new reporting criteria (ESRS).

<sup>5</sup> Payment in the following year; average figure for a skilled worker at AUDI AG. In addition a benefit provision of EUR 1,100 is established for each full-time employee.

## Occupational health and safety<sup>1</sup>

Key figures, Audi Group	Unit	2025	2024	2023
Employees covered by health and safety management system	Number	83,516	87,849	-
Recordable work-related accidents for employees	Number	1,440	1,335	-
Rate of work-related accidents in own workforce (TRIR)	Events/ million h	11.5 ✓	10.5	-
Rate of work-related accidents resulting in lost work time in own workforce (LTIFR)	Events/ million h	4.5	4.5	-
Fatalities as a result of work-related injuries of employees	Number	0	1	-
Fatalities as a result of work-related injuries of non-employees	Number	0	0	-
Fatalities as a result of work-related injuries of other workers working at the company's sites	Number	2	0	-

<sup>1</sup> Recording of the key figures was changed from 2024 due to new reporting criteria (ESRS).

## Corporate culture and equal opportunities<sup>1,2,3</sup>

<b>Workforce, Audi Group</b>	<b>Unit</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>
Workforce, Audi Group	Number	84,184 ✓	88,604	–
Apprentices	Number	2,510	2,585	–
Average age	Years	42.6	42.0	–
Employees under 30 years old	Percent	14.0	15.0	–
Employees between 30 and 50 years old	Percent	57.5	57.8	–
Employees over 50 years old	Percent	28.6	27.1	–
<b>Management, Audi Group</b>				
Top management employees <sup>4</sup>	Number	75 ✓	82	–
female employees	Number	12 ✓	10	–
percentage of female employees	Percent	16.0	12.2	–
male employees	Number	63 ✓	72	–
percentage of male employees	Percent	84.0	87.8	–
other employees	Number	0 ✓	0	–
percentage of other employees	Percent	0	0	–
<b>Proportion of women, Audi Group</b>				
Audi Group	Percent	17.3	16.9	–
AUDI AG	Percent	17.2	17.1	–
Audi Brussels S.A./N.V.	Percent	–	7.9	–
Audi Hungaria Zrt.	Percent	13.0	13.0	–
Audi México S.A. de C.V.	Percent	15.8	16.6	–
Automobili Lamborghini S.p.A.	Percent	21.3	20.6	–
Bentley Motors Ltd.	Percent	19.7	19.8	–
Ducati Motor Holding S.p.A.	Percent	18.3	18.1	–

<sup>1</sup> Recording of the key figures was changed from 2024 due to new reporting criteria (ESRS).

<sup>2</sup> As of December 31 of the year under review.

<sup>3</sup> Impacted by the closing of the Brussels plant in 2025.

<sup>4</sup> Top management: top management (including brand board members) excluding upper management and management.

## Corporate culture and equal opportunities

Discrimination and harassment, Audi Group	Unit	2025	2024	2023
Serious regulatory violations involving discrimination and harassment	Number	2	0	–

AUDI AG Ideas Program	Unit	2025	2024	2023
Total benefit	EUR million	51.64	59.67	68.80 <sup>5</sup>
Implementation quota	Percent	53.10	56.60	58.00

Persons in the organization's governance bodies from the following diversity categories <sup>2</sup>	Unit	2025 <sup>6</sup>	2024	2023
<b>Supervisory Board</b>				
Proportion of women	Percent	32.0	35.0	40.0
Proportion of men	Percent	68.0	65.0	60.0
<b>Age</b>				
Under 30 years old	Percent	0	0	0
Between 30 and 50 years old	Percent	26.0	30.0	30.0
Over 50 years old	Percent	74.0	70.0	70.0
<b>Board of Management</b>				
Proportion of women	Percent	0	14.3	28.6
Proportion of men	Percent	100.0	85.7	71.4
<b>Age</b>				
Under 30 years old	Percent	0	0	0
Between 30 and 50 years old	Percent	17.0	28.6	14.3
Over 50 years old	Percent	83.0	71.4	85.7

<sup>2</sup> As of December 31 of the year under review.

<sup>5</sup> Statistical recognition of the total benefit was changed in 2023. With the change, ideas with a total benefit of > EUR 30,000 are not statistically recognized until after the first year of use, when the total benefit of the idea has actually been realized, rather than as before in the month following completion of the idea.

<sup>6</sup> The Supervisory Board had 19 of 20 members and the Board of Management 6 of 7 members in office. The key figures are reported as actual values.

## Responsibility in the supply chain

	Unit	2025	2024	2023
Number of direct Audi <sup>1</sup> suppliers	Number	> 12,300	> 12,400	> 14,000
<b>Responsible Supply Chain System<sup>2</sup></b>				
Direct suppliers with completed self-assessment questionnaire (SAQ)	Number	> 20,900	> 19,000	> 14,900
Percentage of new suppliers that were screened using social and environmental criteria <sup>3</sup>	Percent	6	20	26
Improvements at direct suppliers, based on the SAQ	Number	7,050	8,093	9,357
Revenue share of direct suppliers with a positive S-Rating of the total procurement volume	Percent	87	83	79
Audits (on-site) carried out in the course of the S-Rating	Number	144	85	89
Reports from the Supply Chain Grievance Mechanism	Number	180	213	219
Suppliers that received training on the subject of sustainability	Number	> 6,400	> 9,800	> 7,700
Procurement employees who participated in training on the subject of sustainability	Number	5,102	5,129	-

<sup>1</sup> Number based on global production sites of Audi vehicles.

<sup>2</sup> Within the Volkswagen Group.

<sup>3</sup> This key figures shows the percentage of suppliers who, in the reporting year, filled out and completed the SAQ for the first time and shared it with the Volkswagen Group.

## Corporate citizenship

	Unit	2025	2024	2023
Employee donations <sup>1</sup>	EUR	945,771	1,237,156	953,815
Expenditure on corporate citizenship	EUR million	33.8	40.0	46.8
Percentage of AUDI AG employees engaging in volunteer work <sup>2</sup>	Percent	5.1	4.3	5.9

<sup>1</sup> Includes AUDI AG Christmas donation, flood donation, "Last Cents" campaign and special donations.

<sup>2</sup> Participation in activities offered by Audi; repeated involvement by an employee counts multiple times.



# Governance key figures



## Compliance and integrity

Compliance and anti-corruption measures and training	Unit	2025	2024	2023
Completed training on the Audi Code of Conduct within AUDI AG	Percent	97.5	99.5	98.8
Completed training on anti-corruption policies and procedures and on dealing with public officials within AUDI AG	Percent	97.3	99.8	99.2
<b>Anti-corruption and money laundering</b>				
Support for international majority participations with combating corruption through consulting services	Number	71	68	56
Operations assessed for risks related to corruption	Number	0	0	-
<b>Reports of compliance violations</b>				
Total number of reports received <sup>1</sup>	Number	419	360	341
<b>Penalties and political contributions</b>				
Amount of monetary fines for violations of corruption and bribery regulations	EUR	0	0	-
Number of convictions for violations of corruption and bribery regulations	Number	3	0	-
Party donations <sup>2</sup>	EUR	0	0	-

<sup>1</sup> Definition of the key figure has been adjusted. The figures provided include reports of suspicious activity only and exclude customer or dealer complaints submitted to the Audi Investigation Office.

<sup>2</sup> Donations to political parties are not permitted in line with the funding criteria set out in the AUDI AG "Support Guidelines for Corporate Citizenship." Further information can be found at: [Support Guidelines for Corporate Citizenship](#).

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Read how AUDI AG lives sustainability  
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