

# Audi Corporate Regulations

Statements of Principle | Guidelines | Process Standards | Detailed Regulations

## Common Corporate Policy

### I. Preamble

AUDI AG develops and produces vehicles worldwide and organizes their distribution as well as various mobility services. Our goal is to become a leading provider of sustainable mobility and to be a role model in the use of natural resources in order to position our company in a sustainable and future-proof way. Our products and services are designed to help our customers reduce their environmental footprint. This also makes a significant contribution to maintaining our competitiveness and securing jobs.

At the same time, AUDI AG is committed to sustainable and responsible action and to occupational health and safety, always guided by clear quality standards. Product integrity remains an inviolable basic principle.

The members of the Board of Management, managers and all employees are guided by the corporate values set out, for example, in the Code of Conduct. They comply with legal and regulatory requirements as well as voluntary commitments and internal regulations. In their function as role models, the Board of Management and managers undertake to comply with the corporate policy and values.

The Board of Management ensures that the requirements for quality, occupational health and safety, as well as the environment and energy are implemented in the company via corresponding internal regulations and that the necessary information is available. The resources required to maintain the management systems must be made available. All employees are made aware of this and responsibilities and roles are assigned and communicated. Our managers ensure that all employees are informed and qualified for the tasks assigned to them.

The following are of crucial importance:

- » Compliance with fundamental ethical principles and human rights
- » Compliance with legal and regulatory requirements
- » Requirements of our customers
- » Needs of society and of employees
- » Compliance with voluntary commitments

It is important to us to involve our employees, customers, suppliers, legislators, authorities and other interest groups. We want to better understand their expectations and requirements. We take their suggestions into account in our management systems, evaluate them carefully, and incorporate them into our processes, products and services.

We derive our targets for quality, occupational health and safety, the environment and energy from our corporate strategy. These goals are actively pursued across all levels of the company. Each division is responsible for the realization and management of these goals.

The Board of Management, managers and employees of AUDI AG are called upon to actively contribute to the issues of quality, occupational health and safety, as well as the environment and energy. We strive for continuous improvement in our daily work, including our management systems, and the constant optimization of our processes and results.

All employees at all sites, in all divisions across all hierarchical levels, participate in our processes in accordance with their responsibilities and thus contribute to the maintenance and further development of the individual management systems.

## **II. Specific part**

### **1. Quality**

Our aim is to inspire our customers with tangible premium quality and not just meet their expectations, but exceed them. By implementing standardized and controlled processes, we ensure that our products always meet the conformity requirements and that product conformity is guaranteed.

We rely on continuous customer feedback and the efficient use of quality data to achieve sustainable improvements and continuously develop our products and services. This is how we create trust and long-term satisfaction for our customers.

### **2. Occupational health and safety**

Prevention of work-related accidents and illnesses by providing a safe and healthy working environment as well as maintenance, promotion and support for restoring health are important elements of sustainable corporate governance.

AUDI AG supports all employees by preventively promoting their health and safety and by designing workplaces that are safe, healthy and conducive to performance. The strengthening of physical and mental health within the framework of integrated occupational health management is taken into account in the same way as the minimization and avoidance of work-related hazards and risks.

Together, we strive to create a culture in which work is not only carried out according to rules and regulations, but in which each person also takes care of their own health and safety and that of others on their own initiative.

### **3. Environment and Energy**

We are committed to the Paris climate goals and we are aware of our responsibility for our products and actions and of the effects of our business operation on the environment and society. We use our globally networked innovative strength to reduce our ecological footprint and counter the associated challenges over the entire life cycle of our vehicles.

Our managers at all organizational levels of AUDI AG are aware of the environmental risks that arise from their business activities. Through words and actions, they confirm their commitment to and stance on acting in accordance with the law and the company and accepting their function as role models with regard to the environment. They are responsible for ensuring that the requirements described in this document are implemented and complied with in their area of responsibility.

In their areas of responsibility, our managers create an appropriate framework in which employees and business partners can communicate sensitive environmental and energy issues openly and without fear of negative consequences. In corporate decisions, the environment and energy are considered together with other company-relevant criteria.

Our energy and environmental compliance management systems ensure that ecological aspects and obligations in our business activities are identified and appropriately considered. This includes the prevention of incidents and the limitation of their consequences as well as the aspects of plant safety and of energy consumption. Environment-related misconduct and intentional disregard or deception are treated as regulatory violations, in accordance

with our organizational policies and operational regulations, and may result in consequences under labor law. The conformity of our actions with the requirements of this document and other environmentally relevant company requirements is evaluated annually and reported to the Board of Management of AUDI AG.

We follow a life cycle-based approach of reducing environmental risks and seizing opportunities to protect our environment. These include among other things the progressive integration of renewable energies, decarbonization, sustainable supply chains, resource efficiency (e.g., by applying principles of a circular economy) and improving energy efficiency. We seek to achieve a reduction in the ecological impact of our products while at the same time taking into account economically sustainable feasibility. Our understanding of sustainability means bringing our activities with regard to environmental, social and governance matters into harmony such that our actions also make us successful in economic terms. That is the only way we can continue to produce innovative technologies. To prove that we have achieved our goals, we disclose key environmental indicators (KPIs) annually and report transparently on the progress of our efforts.

We provide comprehensible information in our reports and in our communications with stakeholders.

As part of our efforts to continuously improve the environmental impact of our products, services, processes and production facilities and to optimize them in terms of energy, our internationally recognized energy and environmental compliance management systems are validated by independent auditors. This includes the obligation to continuously improve the control of incident risks. This ensures that environmental and energy requirements are taken into account not only in our core businesses but also in our decision-making processes. We use our global network of experts from our site locations around the world to be able to identify and put in place best practices in environmental technologies and environmental management. We seek a leading role in up-and-coming environmental developments and regulations in science and technology.

### III. Commitment

Our commitment to quality, occupational health and safety, as well as the environment, and energy forms the equal foundation for a long-term corporate strategy.

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