



MISSION:ZERO

Audi Biodiversity Report 2025

The following report summarizes the progress made by AUDI AG in implementing the objectives set out in the Leadership Commitment at its German sites in Ingolstadt and Neckarsulm in the period from 2023 to 2025.

Preamble

Alongside climate change, the dramatic loss of biodiversity is one of the greatest challenges of the 21st century. The United Nations has therefore proclaimed the years 2021–2030 to be the Decade on Ecosystem Restoration.

Companies take on a special role in this context. They benefit from the products of nature that are provided free of charge, while frequently also having a negative impact on biodiversity. It is difficult or impossible to allocate the resulting costs to individuals responsible, and this is not taken into account in internal decision-making processes. Instead, they are borne by the general public – to the detriment of biodiversity. The external ecological costs caused by companies have been rising for many years and will also be the subject of future legislation.



Biodiversity and the automotive industry

Cause and effect often go unseen in the automotive industry. Unlike in the food industry, for example, the relationships tend to be more indirect.

With the exception of a few natural fibers, like rubber for tire manufacture or biomass for fuel production, the automotive industry is dependent on the regulating resources of nature like the supply of water for production purposes. Although the automotive industry might not appear to be especially reliant on the products of ecosystems at first glance, it makes a significant contribution to the drivers of biodiversity loss through its products, their production, and the resulting impact along the entire value chain. Examples include carbon dioxide and nitrogen oxide emissions or the depletion of mineral resources such as metals and rare earths – often in regions that are also biodiversity hotspots. Additionally, roads in combination with changes in land use lead to the fragmentation of habitats. All of these factors have a substantial negative impact on biodiversity.

Accordingly, the automotive industry’s responsibility for conserving biodiversity is far from negligible. Audi is aware of this and thus supports the biodiversity objectives of the United Nations. As a member of the “Biodiversity in Good Company” initiative, Audi also subscribes to its Leadership Commitment.

Leadership Commitment



All signatory companies acknowledge and support the three objectives of the International “Convention on Biological Diversity” (CBD):

- Conservation of biological diversity
- Sustainable use of its components
- Fair and equitable sharing of the benefits that arise out of the utilization of genetic resources

They undertake to:

1. Analyze impacts of corporate activities and current operational dependencies with regards to biological diversity;
2. Integrate the protection of biological diversity, the sustainable use of components and the equitable sharing of benefits derived from use (the three objectives of CBD) into sustainability management systems;
3. Appoint a responsible individual within the company to steer all activities in the biodiversity sector and report to the Managing Board;
4. Define realistic and measurable objectives to improve the protection of biological diversity and its sustainable utilization, to be monitored and adjusted every two to three years;
5. Publish activities and achievements related to biological diversity in the company’s annual, environmental or sustainability report;
6. Inform suppliers about the company’s biodiversity objectives and integrating suppliers accordingly and step by step;
7. Explore the potential for cooperation with scientific institutions, non-governmental organizations and/or governmental institutions with the aim of deepening dialogue and continuously improving the corporate biodiversity management system.

To demonstrate ongoing commitment, member companies shall provide the Initiative with a progress report every two years.



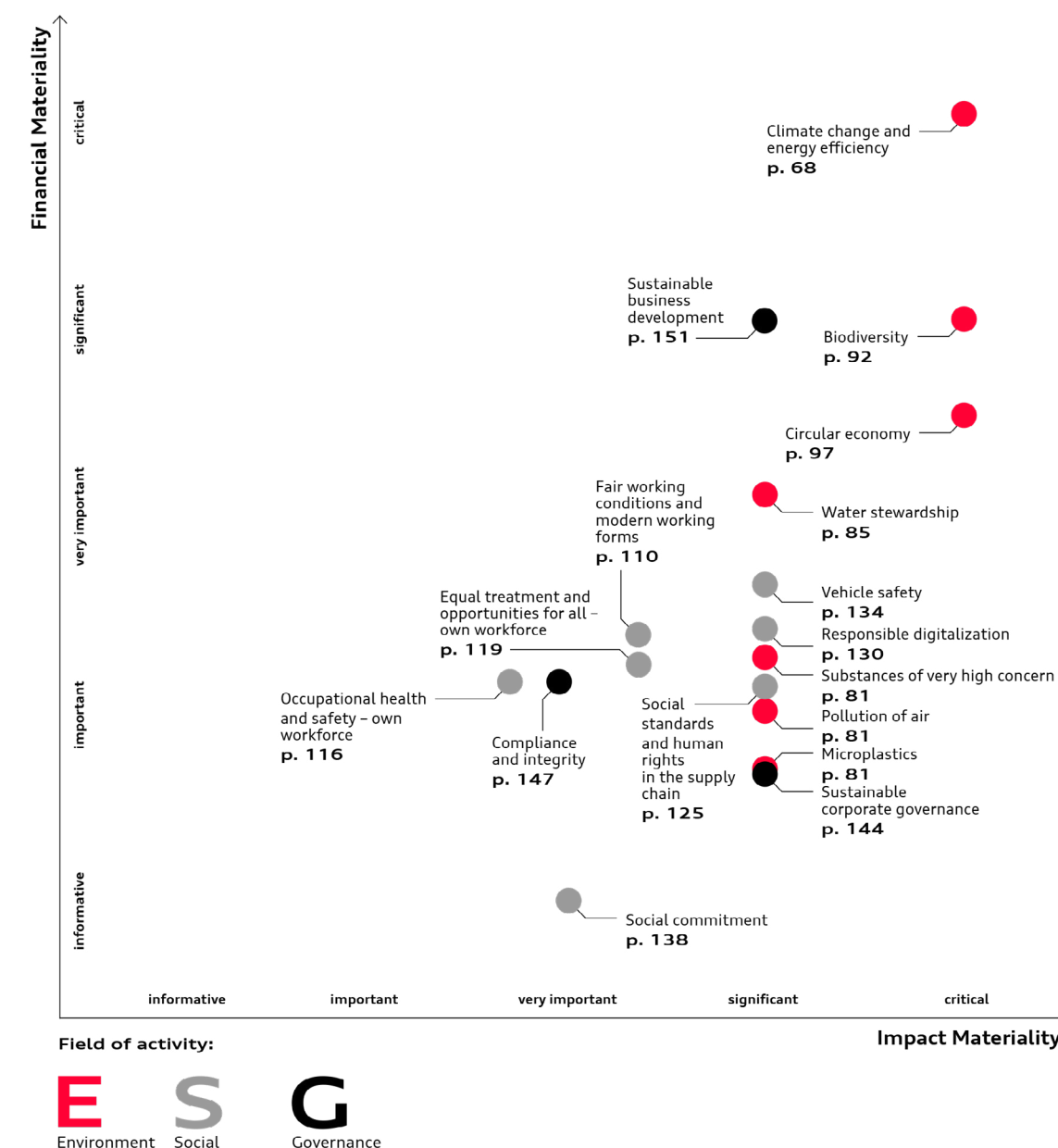
1. Analyzing impacts of corporate activities with regards to biological diversity

Cause and effect often go unseen in the automotive industry. Unlike in the food industry, for example, the relationships tend to be more indirect.

With the exception of a few natural fibers, like rubber for tire manufacture or biomass for fuel production, the automotive industry is dependent on the regulating resources of nature like the supply of water for production purposes. Although the automotive industry might not appear to be especially reliant on the products of ecosystems at first glance, it makes a significant contribution to the drivers of biodiversity loss through its products, their production, and the resulting impact along the entire value chain. Examples here include carbon dioxide and nitrogen oxide emissions or extraction of mineral resources such as metals and rare earths – often in regions that are regarded as biodiversity hotspots. Additionally, roads in combination with changes in land use lead to the fragmentation of habitats. All of these factors have a substantial negative impact on biodiversity.

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In a multi-stage analysis, Audi created the materiality matrix 2024, in which biodiversity was recorded as a material topic.



Further information on the materiality analysis of AUDI AG can be found in the Audi Report 2024.
[audi.com](https://www.audi.com): Audi Report 2024 – Audi on the offensive | [audi.com](https://www.audi.com)

Location-based analysis

As corporate biodiversity management typically begins with property management, AUDI AG had already arranged for its main location in Ingolstadt to be analyzed by external partner organizations with a view to ecological risks and, in particular, their impact on biodiversity even before it signed up to the initiative. Biomonitoring was also performed with a focus on paint solvent emissions and heavy metals. Following this, Audi arranged for habitats and various species to be analyzed on an ongoing basis. Brownfield instead of greenfield: In planning the expansion of its business activities at its Group headquarters in Ingolstadt, Audi conducted an impact analysis and subsequently chose to develop a former refinery site that was remediated in several phases over a number of years. As well as protecting natural capital by preventing intact green spaces from being sealed, Audi is laying the foundations for a positive natural capital account by revitalizing a highly contaminated industrial brownfield site and reintegrating it into the economic and natural cycle.



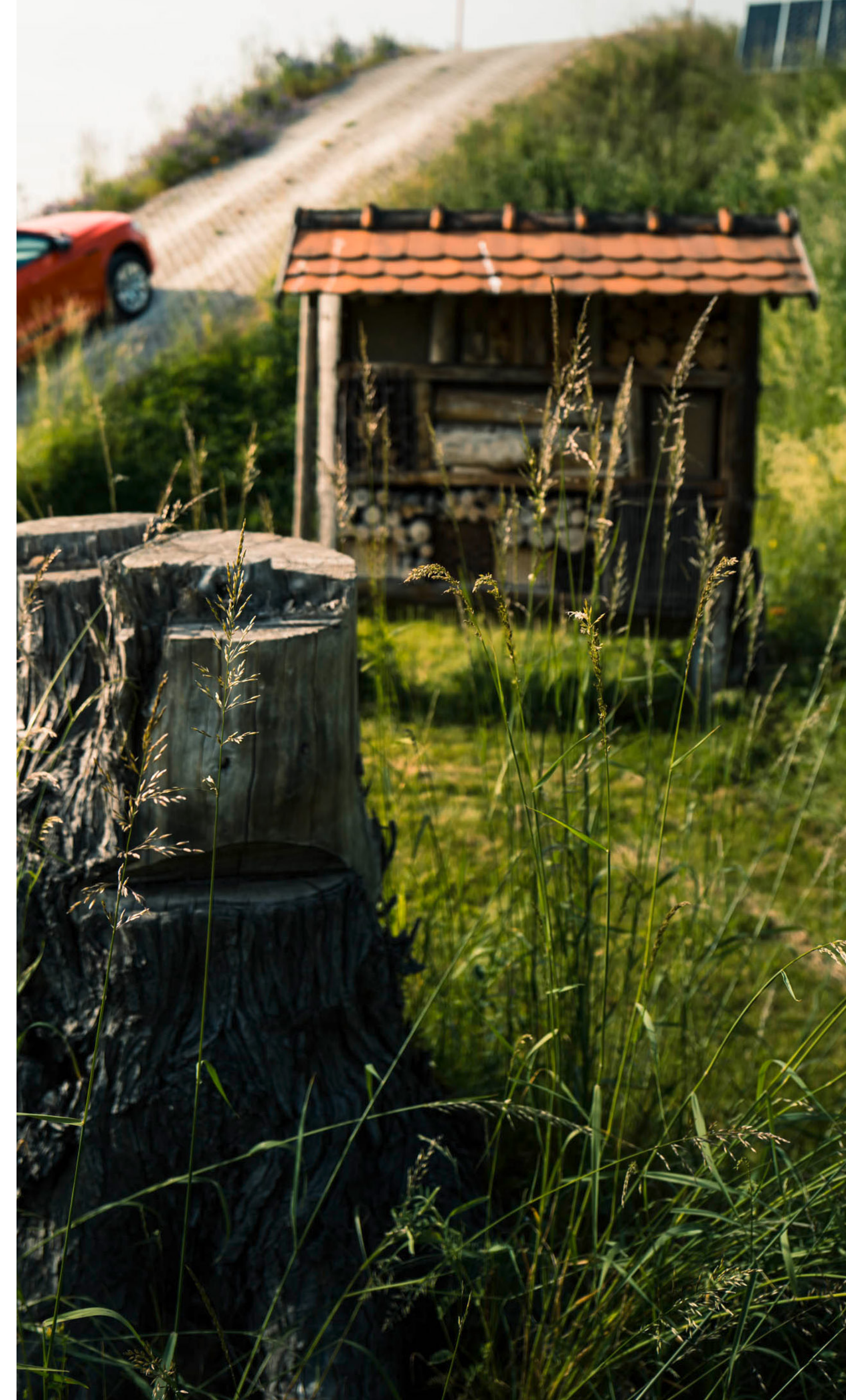
2. Integrating the protection of biological diversity and sustainable use into operational sustainability management

Individual biodiversity targets are regularly defined in the location-specific environmental programs within the environmental management system. They are reviewed annually and updated for the individual locations. Work has also begun on the development of biodiversity standards in the areas of property management and plant planning in order to ensure that biodiversity is enshrined in the activities of the plant sites in the long term.



3. Appointing a responsible individual within the company to steer all activities in the biodiversity sector and report to the Board of Management

Overall responsibility for biodiversity activities is borne by the Environmental Protection Officers at AUDI AG's locations (I/P2-1I, N/P2-1N), who report to the Head of Environmental Protection (I/P2-1). In turn, the Head of Environmental Protection reports to the Head of Corporate Protection/Real Estate (I/P2), who reports directly to the Board Member for Production and Logistics. Furthermore, the biodiversity activities at all international locations are coordinated as part of the Audi environmental program Mission:Zero.



4. Defining realistic and measurable objectives to improve the protection of biological diversity and its sustainable utilization, to be monitored and adjusted every two to three years

Audi stands for sustainability in its vehicles and services throughout the entire value chain. For Audi, sustainable action means considering the ecological, economic and social consequences of every decision. This is the only way for the brand with the Four Rings to be a good employer over the long term, remain competitive, delight its customers, protect the environment and assure a livable future for generations to come. To this end, Audi is pushing forward the development of innovative drive technologies and pursuing the principles of a sustainable circular economy. In other words, sustainable action starts with the procurement process and extends right up to the recycling of the vehicle.

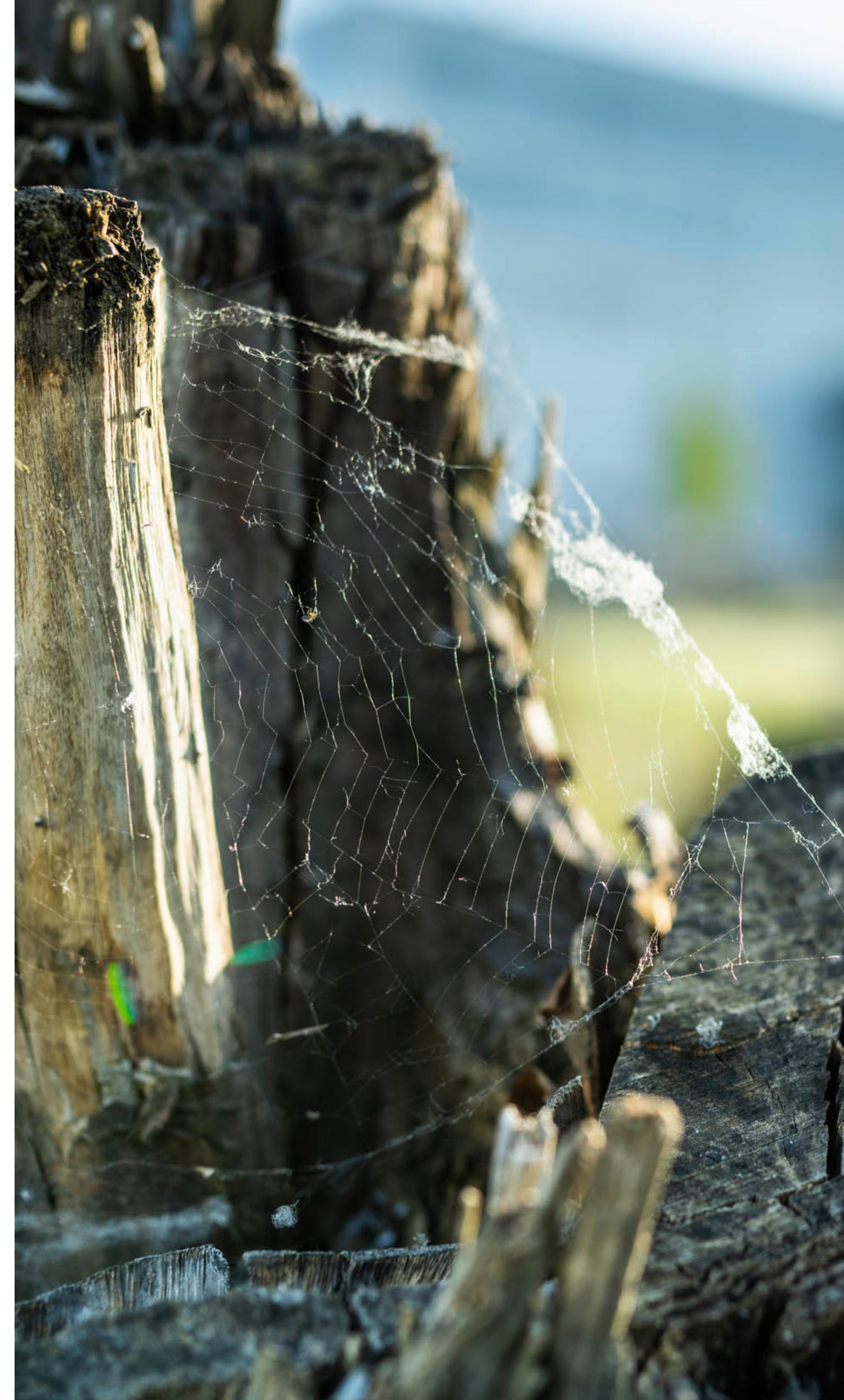
The company further intensified the implementation of the Audi environmental program Mission:Zero at the worldwide Audi locations in the reporting period with a view to achieving consistently sustainable production. All activities and measures for reducing the ecological footprint at the Audi sites worldwide in Production and Logistics are bundled in Mission:Zero. The focus is on Audi's key challenges of decarbonization, water use, resource efficiency, and biodiversity. One important objective is to achieve net carbon-neutral production locations by 2025. To

measure biodiversity at its locations, AUDI AG has developed a biodiversity index together with the Volkswagen Group that was optimized further and intensified in the 2023–2025 reporting period. Various measures are specified in the environmental programs at the individual AUDI AG locations and reviewed annually.

In order to illustrate and further promote the results of our measures to preserve and protect biodiversity and ecosystems at our environmentally relevant locations, a new Biodiversity Land Use Indicator (BLI) was introduced by the Volkswagen Group in 2024. When developing this KPI, reference was made, among other things, to the [EMAS Guidance on Biodiversity \[1\]](#) (in German only) and the IUCN publications on [No Net Loss and Net Positive Impact Approaches to Biodiversity \[2\]](#). Biodiversity in relation to the production locations is an aspect that has to be considered locally. The natural open spaces on the plant premises and those within a 30-kilometer radius of the location that belong to the Volkswagen Group are included and evaluated by this indicator. The evaluation draws on a specially developed factor, which reflects not only the size but also the quality of the area. The BLI is calculated by this weighting of the area relative to the total plant premises. The overriding objective of the



production locations is therefore to avoid additional land sealing and to upgrade areas within the perimeter fence or to use areas in the immediate vicinity as compensation on the same scale as the company's own sealed plant area (100%) or higher (>100%, positive). The indicator was rolled out worldwide in 2024 at all production locations for passenger cars and light commercial vehicles including component manufacturing locations. That same year, a BLI of just under 28 percent was recorded [3]. The BLI will continue to be reported for the production locations in the future with further targeted improvements up to the year 2035.



5. Publishing activities and achievements related to biological diversity in the company's annual, environmental or sustainability report

Environmental programs are published in the company's environmental declarations and updated accordingly. In addition, biodiversity topics and all other environmental issues are addressed in the Audi Report, which is prepared in accordance with the current guidelines of the Global Reporting Initiative (GRI) and the European Corporate Sustainability Reporting Directive (CSRD).



6. Informing suppliers about the company's biodiversity goals and integrating them step by step

The aim of AUDI AG's procurement policy is to select suppliers who meet the company's quality requirements in all areas. In order to make optimum use of synergy potential, Audi chooses suitable business partners in cooperation with the Volkswagen Group. The entire Volkswagen Group's procurement management has been based on the concept of "sustainability in supplier relationships" since 2006. These sustainability requirements are clearly defined in the "Volkswagen Group requirements regarding sustainability in its relationships with business partners" and have been anchored in supplier contracts since 2014. The Volkswagen Group's Environmental Policy is binding. The suppliers of Volkswagen AG are also provided with online information about the company's sustainability policy and its expectations regarding its partners adopting a similar policy via the business-to-business platform www.vwgroupsupply.com.

Audi began rolling out the Sustainability Rating to relevant first-tier suppliers in 2017 and has prioritized and significantly expanded its on-site checks in the years since. From 2019 onward, Audi introduced a supplier sustainability rating in order to examine how potential suppliers implement sustainability requirements and identify areas for development. Where necessary, specific measures are implemented in partnership with suppliers in order to improve sustainability performance even before the company signs a supply contract. Proposals to include biodiversity in the rating were developed in the 2017–2019 reporting period in the form of biodiversity criteria for raw materials, and further efforts to include biodiversity criteria for the supply chain were intensified in the last reporting

period. AUDI AG is also a member of the Aluminium Stewardship Initiative. This industry-led initiative is aimed at promoting sustainability throughout the entire aluminum value chain and also takes the conservation of biodiversity into account. Audi is the first car manufacturer to be awarded the "Chain of Custody" certificate of the initiative. It certifies that Audi can comply with the material flow chain for sustainably produced aluminum in accordance with the ASI standard and can introduce the material certified in this manner into the "Aluminum Closed Loop" with its suppliers. The sustainability level certified by ASI is therefore fully retained not only for the vehicle components but also for the process cuttings from the Audi press shops that are managed in the cycle.

Recertification in accordance with both the ASI Chain of Custody Standard (2024) and the ASI Performance Standard (2025) was achieved in the reporting period.

In 2023, Audi became the first premium car manufacturer to become a member of the Alliance for Water Stewardship (AWS). This global association comprising companies, NGOs and the public sector aims to ensure the responsible utilization of water resources throughout the value-adding chain. Audi demonstrates its commitment to the AWS through its involvement in the AWS Biodiversity Working Group, which was newly established in 2024. As part of the Audi Water Stewardship Program, the company addresses risks in the supply chain with a view to ensuring the regional availability of clean water.



This approach was piloted in Mexico in 2024, since this location is in a region with a high level of water stress. Based on an analysis of the material groups and components that require a significant amount of water to manufacture, relevant suppliers were identified, trained and their water management approach examined in order to collectively develop sustainable water management solutions.



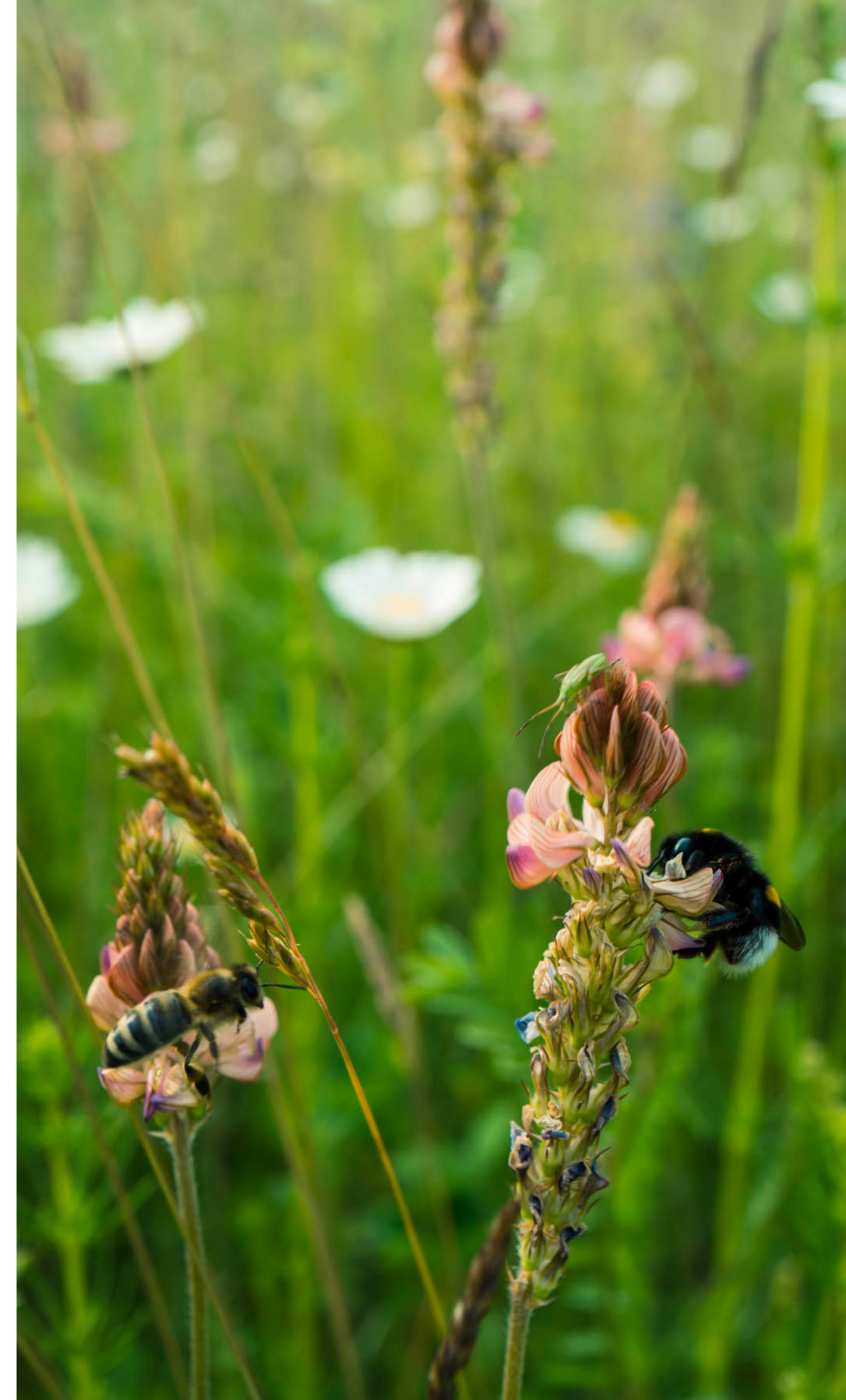
7. Exploring the potential for cooperation with scientific institutions, non-governmental organizations and/or governmental institutions with the aim of deepening dialogue and continuously improving management

As a member of the Biodiversity Working Group of the Bavarian Environmental Pact, a joint initiative between the Bavarian State Government and Bavarian businesses, Audi was actively involved in developing measures for promoting biodiversity together with other companies. “Natur auf Zeit” is an important project that was launched in 2017. It aims to create a legal framework for promoting biodiversity on unused factory areas. With the support of the Bavarian State Ministry of the Environment and following intensive preparations with the authorities responsible, the contract between AUDI AG and the conservation authorities for a potential expansion site at the Münchsmünster plant, near its headquarters in Ingolstadt, was signed in the first quarter of 2019. It is one of the first public-law “Natur auf Zeit” contracts in Germany to take legal effect. In the current reporting period, the AUDI AG subsidiary IN-Campus GmbH signed an additional “Natur auf Zeit” contract with the relevant authorities extending to just under 40 hectares. These areas, which are located roughly 10 kilometers south of the main plant, will be made available for the promotion of biodiversity until further

development of the site takes place. Even though the areas at the incampus are only to be temporarily turned over to nature until they are built on, Audi is in this way making an important contribution to promoting biodiversity.

If the underlying concept of this dynamic nature conservation is considered at a higher level, it is clear how effective it can be: The more players involved, the more temporary natural areas that are created. And while these areas will eventually be built on, new areas are continually being created on existing industrial sites. The end result is an overall increase in the available natural habitats.

The reporting period from 2023 to 2025 also saw intensive contact with various conservation organizations, such as LBV Bavaria, with a view to optimally designing compensatory areas for the new incampus site or realizing joint project concepts in urban areas and at Audi sites, among other things.



Voluntary projects for the protection of biodiversity

In the area of property management, Audi has taken extensive efforts to promote biodiversity and an awareness for it at the respective plant sites.

For example, biodiversity and conservation concepts for selected characteristic species at the different locations have been developed and biodiverse plant lists have been created. The progress of development is documented in the form of regular monitoring by external species experts. One focal point in Ingolstadt and the surrounding plants is support for wild bees. Here, intensive five-year monitoring, which was completed in 2019, showed a significant quantitative and qualitative increase in wild bee species. For example, two species that were thought to be extinct were recorded for the first time in the corresponding natural area.

In June 2019 and again in June 2022, the “Blühpakt Bayern” scheme initiated by the Bavarian State Ministry of the Environment recognized the Münchsmünster site near Ingolstadt as a “Blühender Betrieb” (Flourishing Company). Audi had developed a comprehensive biodiversity concept for the entire plant site in order to combat the loss of species diversity. The plant site covers 31 hectares, of which 17 hectares were designed to be biodiverse right from the very start of development at the location in 2013. The result is a habitat for 165 plant species that is typical of extensive meadowland, as well as for around 100 wild bee species. During the reporting period, ephemeral ponds were also created to encourage amphibians.

The open space plans for the plants also took account of biodiversity in the form of biodiversity modules and plant lists. In 2020, new habitats for insects were established for the first time at the Ingolstadt site across an area of around 4,000 square meters. The areas were expanded to a total of 14,000 square meters in the reporting period. Flowering areas

were cultivated at the Neckarsulm plant to also encourage insects, with greening on facades and replacement of non-native plants by indigenous plants. In the reporting period, the roofs of bus shelters and smoker booths were landscaped, new habitats were created with dead wood and stones and further habitats for amphibians and reptiles developed in cooperation projects with the surrounding communities.

Employee awareness

One important objective of Audi’s biodiversity strategy is to secure employees as external multipliers for biodiversity. To this end, numerous employee campaigns were held in the reporting period with the aim of promoting biodiversity on the company premises, but also in municipal areas, and discovering biodiversity in their own surroundings at home, making insect hotels and bat boxes, and thereby generating enthusiasm for biodiversity. A wide range of presentations on biodiversity topics have also been delivered as part of training.

Internal and external communication has been continued further, particularly around the International Day for Biological Diversity that takes place annually on May 22. In addition, the company restaurants have increasingly started offering biodiversity menus (organic, regional, seasonal and animal-free) accompanied by corresponding information.



Publishing details

Would you like more information?

The environmental department looks forward to hearing from you:

AUDI AG
Dr. Rüdiger Recknagel
Head of Environmental Protection
85045 Ingolstadt
Germany
ruediger.recknagel@audi.de

The next Progress Report will be submitted in 2027.