

Audi in Ingolstadt

Facts & Figures (as of: December 31, 2022)

- Founded: 1949
- Production (2022): 332,981 cars
- Plant manager: Siegfried Schmidner
- Employees 40,118
- Site footprint: 2,861,692 square meters
- Good to know: largest production facility in the Audi Group

Current model series at location

Audi Q2, Audi A3, Audi A4, Audi A5

Profile of location

Audi has been building cars at the Ingolstadt site for more than 70 years. This is where AUDI AG has its headquarters and where 40,118 employees (as of December 31, 2022) work to achieve “Vorsprung durch Technik.”

From initial idea to finished car, the entire production process for the Audi Q2, Audi A3, Audi A4, and Audi A5 takes place at the Ingolstadt plant. The Audi Ingolstadt location continues to develop into a networked digital factory for the electrified future. Modern production systems and high-tech solutions enable highly efficient, sustainable manufacturing. The plant is preparing to ramp up production of the first all-electric model, the Audi Q6 e tron. Preparations for a battery assembly facility near the factory are also in full swing. By making the assembly lines more flexible across the board, the location is well prepared for the gradual shift to electric mobility and production of additional all-electric models.

The **largest production facility in the Audi Group** is the economic engine of the region and, as the primary plant and a high-tech site, it brings five locations together in one think tank:

- Audi Ingolstadt factory (headquarters with technical development)
- Münchsmünster manufacturing site (module/system production and press shop)
- Opening of Audi Neuburg high-tech area
 - Headquarters of Audi Sport racing technologies and Audi Formula Racing GmbH
 - Development site for the entire drive unit (power unit) for Audi’s Formula 1 project, with a new extension under construction
 - The Audi driving experience center

- Technical Development divisions with a focus on driver assistance systems and integrated safety (FAS/IS)
- Proving grounds Neustadt a. d. D. (high-security area of Technical Development)
- incampus technology park

The **Audi Forum Ingolstadt** is an attraction for people from the region and around the world in addition to customers who come to pick up their new cars there.

- It combines production, tradition, shopping, a cinema, dining facilities, driving enjoyment, exhibitions, and conference rooms. Audi delivers cars at the customer center.
- The Audi Forum Ingolstadt offers events and exhibitions as well as guided tours of the plant and the Audi museum mobile.
- The interactive online AudiStream provides virtual insights into the design processes and production sequences as well as Audi's history at the Ingolstadt location. Tour guides lead the online tour and answer questions via live stream.

incampus technology park: Audi is building for the future. IN-Campus GmbH, a joint venture of the city of Ingolstadt and AUDI AG, is investing in a campus with a focus on sustainability and the technologies of the future. The incampus is being built near the main factory in Ingolstadt on 75 hectares of remediated land. The collaboration between the public sector and a private company on the incampus project is an exemplary story of transformation.

- The city of Ingolstadt and Audi have used cutting-edge technology to revitalize and rehabilitate an industrial wasteland, a former refinery site, without sealing additional areas.
- This environmental restoration project is one of the biggest in Germany and unprecedented in Bavaria.
- Meanwhile, construction activities on the incampus site are well underway and going according to plan. All of the spaces in the project house have already been rented and talks about additional buildings are already in the works with interested potential renters.
- The IT Center and the Energy Control Center have started regular operations and are in use, as is the functional building. Work on the Vehicle Safety Center is in the final phase, and the crash arena is now being commissioned.
- The Energy Control Center supplies energy and is also the heart and brain of the energy system concept for the incampus. The LowEx network, a water-based piping network, acts as a heat source and a heat sink for all the buildings on the incampus. The energy concept is modular and highly flexible. In construction section 1, the incampus procures electricity and long-distance heating from outside.



The medium-term vision is a zero-energy campus that widely uses self-generated and regenerative energy and, to that end, integrates new innovation components again and again.

- CARIAD, which pools the Volkswagen Group's software competencies, has had a center of competency in the incampus since late 2020. The technology park offers IT experts from the software company an attractive environment for flexible work.

Smart City and mobility of the future: Audi is planning for the future and working together with the city of Ingolstadt and other partners on innovations for mobility in the Ingolstadt region. The spectrum ranges from measures for attractive cycling to initiatives for local public transport and the use of 5G technology. In collaboration with partners such as CARIAD and the Ingolstadt University of Technology, the IN2LAB project is developing a system for safeguarding automated driving functions. IN2Lab plays a key role in setting up the digital test field for automated and connected driving in Ingolstadt. The test section connects the IN Campus with the Ingolstadt-Süd freeway junction and thus leads seamlessly to the Digital Test Field Motorway on the A 9, where connected and automated driving functions are being tested on the section between Nuremberg and Munich. Another exemplary project is the Audi Traffic Light Information service, which helps optimize traffic flow. Thanks to digital traffic infrastructure, Ingolstadt is the first city in Europe where production models have been networked with traffic lights. The data collected in the process will form the basis for further projects. For example, traffic light data is being supplemented with sensor data and, with the help of artificial intelligence, used to help to optimize the flow of traffic on another test field in the Ingolstadt area.

Audi is also involved in setting up a virtual test field for connected, autonomous driving in urban traffic, using Ingolstadt as the foundation. Under the project name SAVeNoW, the project partners are investigating aspects of traffic such as efficiency and safety, while also testing the benefits of autonomous driving functions in a realistic model. The simulations also make it possible to analyze and evaluate innovative ideas for traffic planning and to verify the benefits based on extensive sensor data.

Audi is also involved in initiatives for optimized bus and rail traffic. With the Ingolstadt Audi train stop, there has been a station directly at the plant premises since 2019. The joint project of the Free State of Bavaria, the city of Ingolstadt, Deutsche Bahn and AUDI AG sustainably improves the mobility offer. Employees at Audi from the surrounding area can get to work by train in an environmentally friendly way without traffic jams and without having to search for a parking space.

With a specially developed digital tool, Audi is supporting a project to make local public transport in the region even more attractive. The so-called "residential cluster" records commuter flows at Audi and is also available to the project partners. The project leverages these values the tool collects, which, together with supplemented mobility data, help to expand local public transport services in targeted ways.

Audi has also been advancing future-oriented mobility at its locations in Germany since 2018 thanks to a network with charging infrastructure for electric vehicles. Building on the first charging points created in 2018, the company is continuing to expand this network at the Ingolstadt location as well. By mid-2023, more than 3,000 charging points are slated to be in operation at Audi's German locations. This includes both internal charging points (e.g., for research vehicles) and charging points for employees and visitors. At the Ingolstadt location, external charging points are available in AUDI AG parking garages and near the Audi Forum Ingolstadt. Audi is also promoting the addition of additional charging facilities in Ingolstadt. For example, the local utility company plans to build a quick-charging park on the incampus grounds.

Münchsmünster

Audi packs high technology efficiently into a 54-hectare site in Münchsmünster in the Competence Center for high-tech suspension parts, aluminum structural parts, and pressed parts. Since 2013 this site has been using innovative production methods to produce form-hardened sheet metal items and aluminum die castings for lightweight construction. The module/system assembly operations and press shop in Münchsmünster are an important aspect of automotive manufacturing in Ingolstadt. Around 830 employees work there on a three-shift basis. In 2020, approximately 21.3 million automotive parts were manufactured.

Neuburg

Audi Neuburg is home to Audi Sport racing technologies and, since December 2022, to Audi Formula Racing GmbH. The organization is developing the drive unit for Audi's Formula 1 project, in the future in a new 3,000-square-meter (3,500 sq yd) building, which is currently being constructed on the Audi Neuburg location. The building will primarily house additional test stands for testing the drive unit. The energy center is also being expanded to supply the new test building with power. Parts of the Ingolstadt location's Technical Development team, those focusing on driver assistance systems and integrated safety, are also located at Audi in Neuburg. The high-tech area, which opened in 2014, is also home to the Audi driving experience center, which offers various training and driving experience programs. The headquarters of Ducati Motor Deutschland GmbH, which has also been located there since 2021, manages the brand's sales activities and dealerships in Germany.

Technical Development

The **Technical Development (TE)** division of AUDI AG has its headquarters in Ingolstadt. Around 10,500 people work here on innovations for the cars of the future.

Employees from areas ranging from design to engineering shape the entire product creation process – from design, new vehicle concepts, the development of engines and transmissions, powertrain electrification, as well as of electrical and electronic systems, all the way to car bodies and developing suspension systems.

Inter-disciplinary collaboration enables customer-focused solutions for strategic fields of innovation, such as digitalization, sustainable drive types, and premium mobility experiences. Technical Development works on software development hand-in-and with CARIAD, the Volkswagen Group's software company.

Networked development through systems engineering:

- New forms of collaboration across different company divisions are creating the conditions for mastering highly complex technical systems. The focus is on production requirements and functions.
- **The Design Center is a digital design factory.** Audi has developed a new, innovative design process that combines the advantages of cutting-edge 3D visualization with the strengths of traditional handcrafted modeling. The teams work here in an area of approximately 37,180 square meters (*400,202 sq. ft.*).
- **The Power Unit Center** is a workplace for engineers, and it houses a variety of test equipment and measuring technology. All drive types are developed and thoroughly tested here.
- **The “High-Voltage Battery” project house** was opened in 2012 as a competence center integrating Technical Development, Production and partner companies.
- **Powered up at the Electronics Center:** All electrical devices, cables, sensors, and control units are subjected to comprehensive tests at an early stage here to enable realizing digitalization in the vehicle.
- **Design check for the virtual Audi “to go”:** In the virtual reality (VR) studio, development teams analyze realistic vehicle models that are true to detail before they are made.
- **The Lighting Assistance Center** is a 120 meter (*394 ft.*) long light tunnel that cars can drive through. This is where Audi's pioneering lighting technology is created – from xenon plus headlights and matrix LED headlights all the way to laser light.
- **Wind-resistant at the wind tunnel center** with the aeroacoustics, thermal, and climate wind tunnels. Experts work on optimal aerodynamics at speeds of up to 300 kilometers per hour (*186 mph*).

Audi as an attractive employer

Audi offers its employees a modern work environment, space for innovation, and diverse possibilities for individual development with attractive salaries and a high level of job security. Audi employees are actively helping to shape future topics such as electric mobility and digitalization. The corporate values of appreciation, openness, trust, and integrity are a mainstay of the company's culture.

Training and further education

Recognizing that the transformation demands new key competencies, Audi is helping build them in its workforce.

- Audi is the largest employer in the region: There are 40,118 people at the Ingolstadt site (as of December 31, 2022). Of those more than 1,350 are trainees and more than 82 are cooperative education students studying the future of mobility.
- As a future-oriented company, AUDI AG offers many trainee positions in the region: In the fall of 2022, 386 young people began their vocational training with Audi in Ingolstadt.
- In early October 2022, 55 young people began a program at the Technische Hochschule Ingolstadt university of applied sciences and worked at Audi during their practicum phase.
- To promote lifelong learning, Audi is focusing on the targeted qualification and advanced training programs for its employees during the transformation. A training budget of half a billion euros has been set aside for this purpose up through 2025.

A modern working environment

Audi is committed to a modern culture of collaboration and attractive working conditions. The brand with the four rings exemplifies a culture characterized by personal responsibility and trust.

- In October 2022, Audi's "Hybrid Working" company agreement took effect, affording employees even more flexibility. They are free to choose where they work, and there are no requirements for in-office attendance.
- All employees are entitled to work remotely, provided that doing so is consistent with the type of work they do.
- In this way, Audi also promotes new, agile forms of collaboration.

Health

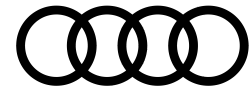
The health of its employees is a top priority at Audi.

- The company cares about the physical and mental health of its employees and managers.
- Audi's gastronomy service is committed to providing a healthy diet through company catering.

Work-life balance

Audi has various programs to help its employees to better balance work and family life.

- Audi employees can create individual work schedules to promote a good work-life balance. In addition, Audi supports its employees in their individual life plans by offering extended breaks such as sabbaticals.
- Mobile working offers employees a great deal of flexibility during the workday and makes it easier to combine work, family, and other areas of life.



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Work and family

As the location of its headquarters, AUDI AG is committed to Ingolstadt.

- Childcare slots for employees' children in partnered childcare centers
- Holiday childcare with Audi Summer Kids in the summer holidays and shorter holidays throughout the year.
- Flexible short-term care for off-peak times and last-minute childcare needs

Work and care

- Audi supports its employees who care for family members. In 2021, the company received the "Otto Heinemann Prize for achieving balance between work and care," making it "a model of a care-friendly working environment."
- In Ingolstadt, Audi works with a care facility run by AWO Kreisverband IN-EI e.V. that takes over support for Audi employees' family members who need care, for instance during vacation or periods of illness (prevention care)
- Audi care time: Care-giving employees can take a leave of partial or complete absence for up to three years – with a guarantee of reinstatement for four more years.
- Event series on various topics are offered, for instance on precautions/prevention, dementia, or self-care for employees with family members who need care.
- In collaboration with Audi BKK and famPLUS GmbH, there are free programs for Audi employees: personalized assistance by telephone, online care counseling days, online care dialog, and online care lectures.
- Audi is a dementia partner: The company works with the German Alzheimer Association and the Alzheimergesellschaft Ingolstadt e.V. (Alzheimer Society of Ingolstadt) to raise awareness of the topic and offer online training for employees.

Commitment and environment

Audi environmental program Mission:Zero encourages more environmental protection

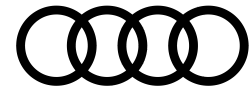
Mission:Zero is the Audi environmental program for consistently sustainable production. All activities and measures for reducing our ecological footprint at Audi sites worldwide, in Production, and in Logistics are bundled here. The focus is on Audi's key challenges of decarbonization, water use, resource efficiency, and biodiversity. One key objective is to achieve carbon-neutral production locations by 2025.

Mission:Zero at the Ingolstadt site:

On the path to a carbon-neutral site: Audi has been producing cars in Ingolstadt using only green electricity since early 2012. In addition, photovoltaic modules have been installed on an area of approximately 23,000 square meters (247,570 sq. ft.). Nearby industrial facilities supply the location with net carbon-neutral waste heat, for example from a neighboring refinery and the municipal waste recycling plant. Thanks to its energy management, the location was also able to save nearly 35,449 megawatt hours of energy and avoid over 5,416 metric tons of carbon emissions in 2022.

Audi is also focusing on consistently reducing emissions outside the plant gates: since 2017, the company has been operating carbon-free rail logistics in Germany with DB Cargo. The “green train” has already been traveling from Ingolstadt to the port of loading in Emden on the North Sea since 2010, making Audi the first company to use trains that run on green power. In addition, two modern plug-in hybrid locomotives are used at the Ingolstadt site for shunting work. The company is also working continuously to increase the proportion of rail traffic and the use of alternative drives for truck shipments.

- **Water use:** To use water even more efficiently, Audi has operated a process water supply center with a membrane bioreactor in Ingolstadt since 2019. Wastewater is converted into high-quality process water by passing through three treatment stages, thereby reducing the need for fresh water in production by up to a third.
- **Resource efficiency:** Audi has been operating a highly environmentally sound paint shop in Ingolstadt since 2016. Air circulation, dry separation of the paint particles, and exhaust air treatment result in significant reductions in thermal energy and water consumption as well as CO₂ emissions as compared to conventional systems. Emissions of volatile organic compounds (VOCs) are reduced by over 90 percent.
- **Land remediation:** IN-Campus GmbH, a joint venture between the city of Ingolstadt and AUDI AG, has remediated a 75-hectare area of industrial wasteland in the east of Ingolstadt, thus creating the conditions for a technology park – without consuming new land. Fifteen hectares of the total area have been designated as compensation area for nature and landscape, a near-natural riparian forest and calcareous grassland are to establish themselves here, forming an ecologically valuable buffer between the high-tech zone and nature.
- **Biodiversity:** As a member of the “Biodiversity in Good Company” initiative, Audi is involved in protecting biological diversity with projects at all Audi locations. The open spaces at the external site in Münchsmünster, which are designed to remain close to their natural form, are the largest measure currently underway. A habitat for numerous animal and plant species has been created on around 17 hectares of the plant grounds.



Social commitment

Living responsibly is a deeply rooted principle in Audi's strategy. As the largest employer in the Ingolstadt region, the Audi Group wants to improve the quality of life locally and therefore regularly works with the city, local businesses, associations, educational institutions, and social services providers.

- **“Audi Volunteers”:** Audi bundles social activities together under this motto and supports employees' volunteer engagement.
- **Focus on education and research:** Audi is committed to Ingolstadt and the region, including with scientific cooperation, the public lecture series “Wissenschaft im Dialog” (Science in Dialog), and programs for schoolchildren (Jugend forscht [German youth science competition] and Girls' Day).
- **Shaping mobility:** Audi is working with the Ingolstadt public transit company (INVG) and Deutsche Bahn, among others, to reduce traffic around the site. The people living in the region also benefit from the expansion of the bus network and the new “Ingolstadt Audi” train stop right by the plant premises.
- **The Audi experience in sports:** Audi reliably supports sports in the region. The company maintains partnerships with the ERC Ingolstadt ice hockey club, FC Ingolstadt 04, VfB Eichstätt, and the Ingolstadt Dukes American football club, among others. Audi attaches particular importance to the promotion of youth and young talent (e.g. Audi Schanzer Football School and Audi Sports Academy).
- Audi also supports many other regional clubs and sporting events, such as the Ingolstadt Half Marathon and the Audi Triathlon Ingolstadt, which the company has sponsored as main sponsor since its inception. Audi has also been the title sponsor of the sporting event since 2022.
- **The Audi experience in culture:** Audi has been sponsoring cultural activities for more than 60 years. The Audi Philharmonic Wind Orchestra, a factory orchestra that began as an employee initiative, was the starting point for the company's cultural involvement. The company now bundles a diverse cultural program under the heading Audi ArtExperience. Concert highlights in the region include the Audi Summer Concerts, the Audi Christmas Concert at the Audi Forum Ingolstadt, and performances by the Audi Young Persons' Choral Academy. AUDI AG is also a partner and sponsor of the Ingolstadt Museum and Foundation for Concrete Art and Design. Additionally, Audi is involved in other ways, such as the season partnership with the Ingolstadt Municipal Theater as well as collaborations with the international short film festival 20minmax and the jazz festival “Ingolstädter Jazztage”.

History

The heart of the Audi Group beats at the Ingolstadt site. When the Auto Union GmbH was founded in Ingolstadt more than 70 years ago, it opened a new chapter in the history of the automobile manufacturer, which was previously based in the German state of Saxony.

In buildings of the former Ingolstadt Fort, the company began producing spare parts, motorcycles, and DKW vehicles.

1945	Founding of “Zentraldepot für Auto Union Ersatzteile Ingolstadt GmbH” in Ingolstadt, at Schrankenstrasse 3, on December 3
1946	Start of spare parts production
1948	Removal of the “old” Auto Union from commercial register in Chemnitz; start of development of a delivery truck in Ingolstadt
1949	Founding of Auto Union GmbH as a production company on September 3 in Ingolstadt, Start of production of the DKW Schnellaster van and DKW RT 125 W motorcycle
1954	Inauguration of the new motorcycle plant in Ingolstadt
1958	On April 24, acquisition of majority share in Auto Union by Daimler-Benz AG; wholly owned subsidiary through end of 1964 Cornerstone laid for new automobile factory in Ingolstadt; end of motorcycle production
1959	First DKW Junior from the new plant in Ingolstadt
1962	In June 1962, sale of facilities in Düsseldorf to Daimler-Benz AG; vehicle production primarily in Ingolstadt
1964	Acquisition of majority share in Auto Union by Volkswagenwerk AG (wholly owned VW subsidiary since late 1966)
1965	The first post-war Audi built in Ingolstadt; successive discontinuation of production of DKW models
1969	Merger of Auto Union GmbH and NSU Motorenwerke AG: Audi NSU Auto Union AG, headquartered in Neckarsulm



1980	Start of production of the Audi quattro at the Ingolstadt site
1985	Company renamed AUDI AG with headquarters in Ingolstadt, product and company have borne the same name ever since
2009	Centenary of the Audi brand, 60th anniversary of the Ingolstadt site
2013	Opening of the manufacturing site in Münchsmünster (module and system production and Münchsmünster press shop) near Ingolstadt
2014	Opening of Audi Neuburg: Audi driving experience and Competence Center Motorsport/Audi Sport, Audi Sport customer racing
2015	Opening of Audi Akademie in downtown Ingolstadt
2016	Land acquired for future incampus technology park, new topcoat paint shop
2017	New Design Center New production and logistics hall at the Logistics Center in Ingolstadt
2018	Start of remediation of incampus grounds
2019	Foundation stone laid for incampus technology park Opening of "Ingolstadt Audi" train stop
2020	First tenants move into offices at incampus technology park
2021	Conclusion of structural soil remediation on the incampus grounds Completion of Energy Control Center and functional building on the incampus
2022	Preparations for the production ramp-up of the Audi Q6 e-tron at the Ingolstadt location Start of regular operations at the Energy Control Center and the IT Center on the incampus



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The Audi Group is one of the most successful manufacturers of automobiles and motorcycles in the premium and luxury segment. The brands Audi, Ducati, Lamborghini, and Bentley produce at 21 locations in 13 countries. Audi and its partners are present in more than 100 markets worldwide.

In 2022, the Audi Group delivered 1.61 million Audi vehicles, 15,174 Bentley vehicles, 9,233 Lamborghini vehicles, and 61,562 Ducati motorcycles to customers. In the 2022 fiscal year, AUDI Group achieved a total revenue of €61.8 billion and an operating profit of €7.6 billion. Worldwide, more than 87,000 people worked for the Audi Group in 2022, over 54,000 of them at AUDI AG in Germany. With its attractive brands, new models, innovative mobility offerings and groundbreaking services, the group is systematically pursuing its path toward becoming a provider of sustainable, individual, premium mobility.
