

Ilka Horstmeier

until August 31, 2026

**Member of the Board of Management of BMW AG
People and Real Estate, Labour Relations Director**



1969	Born in Duisburg, Germany
1988-1994	Studied at Saarland University in Saarbrücken; degree in Business Administration
1995	Joined BMW Group as a trainee
1995–1997	Section manager, Human Resources and Organisational Development, Plant Munich
1997–1998	Head of Project Office Work Structures and Steering Bodyshop, Plant Munich
2001–2004	Head of Strategy Development, Production Concepts, BMW Group Research and Innovation Centre
2005–2009	Various management positions in production and logistics at Plants Dingolfing and Regensburg
2010–2011	Head of Engine Production Munich
2012–2013	Head of company-wide initiative “Future employment structures”
2013–2018	Senior Vice President Production and Planning Engines and E-Powertrain
2018– 31 October 2019	Managing Director BMW Group Plant Dingolfing
01 November 2019– 31 August 2026	Member of the Board of Management of BMW AG People and Real Estate, Labour Relations Director