

Targets	Target horizon	Status as of 2023
Climate protection		
A fleet of new Mercedes-Benz vehicles that is net carbon-neutral along all stages of the value chain	2039	According to plan
Climate protection for vehicles		
Reduction of the CO ₂ emissions per car in the new vehicle fleet up to 50% along all stages of the value chain ^{1,2}	By the end of the decade	According to plan
Increase the proportion of electrified ³ vehicles in the fleet of new vehicles at Mercedes-Benz Cars to as high as 50% ¹	In the second half of the decade	20%
Electrify all new vehicle architectures ^{1,3}	In the second half of the decade	According to plan
Offer an electrified ³ variant for every model from Mercedes-Benz Cars ¹	In the second half of the decade	According to plan
Offer an electrified ⁴ alternative for every model from Mercedes-Benz Vans	2025	Target achieved
Increase the proportion of electrified ⁴ vehicles in the fleet of new vehicles at Mercedes-Benz Vans to more than 50% ¹	By the end of the decade	5%
Climate protection in the supply chain		
All production materials procured by Mercedes-Benz Cars and Mercedes-Benz Vans are net carbon-neutral	2039	84% of suppliers ⁵
Climate protection in production⁶		
Reduction of CO ₂ emissions (Scope 1 ⁷ and 2 ⁸) by 80% ⁹	2030	According to plan
Increase the share of energy from renewable sources to cover 100% of energy consumption	2039	According to plan
Milestone: increase the share of energy from renewable sources to cover energy consumption Cars: 70% Vans: 80%	2030	According to plan

1 The pace of transformation is determined by market conditions and customers.

2 Compared to 2020 (value chain stages: procured goods, production, logistics, fuel and energy generation, driving operation, disassembly and treatment processes).

3 Plugin hybrids and all-electric vehicles.

4 All-electric vehicles.

5 Measured on the basis of the annual procurement volume that, in turn, is based on target figures updated monthly, guaranteed by means of signatures.

6 In addition to the production sites of the consolidated subsidiaries, the production sites of the following non-consolidated subsidiaries are included: Transmission srl (Cugir, Romania), STARKOM, proizvodnja in trgovina d.o.o. (Maribor, Slovenia) and STARCAM s.r.o. (Most, Czech Republic).

7 Scope 1 emissions are direct CO₂ emissions from sources for which the company is directly responsible or that it directly controls.

8 Scope 2 emissions are indirect CO₂ emissions from purchased energy such as electricity and district heating that are generated externally but consumed by the company.

9 Compared to 2018.

Targets	Target horizon	Status
The entire new car fleet of the Mercedes-Benz Group is no longer to have any relevant effect on nitrogen dioxide pollution in urban areas.	2025	Target achieved in 2022

Targets	Target horizon	Status as of 2023
More resource-efficient vehicles		
Increase the share of secondary raw materials per vehicle ¹ Cars 40%	2030	According to plan
Resource conservation in production²		
Reduce energy consumption per vehicle ³ Cars -43% Vans -25%	2030	According to plan
Reduce water consumption per vehicle ³ Cars -35% Vans -28%	2030	According to plan
Reduce the amount of waste for disposal per vehicle ⁴ Cars -82% Vans -85%	2030	According to plan
Reduce the total amount of waste per vehicle ⁴ Cars -35% Vans -30%	2030	According to plan

1 On average for the Mercedes-Benz passenger car fleet without vans.

2 In addition to the production sites of the consolidated subsidiaries, the production sites of the following non-consolidated subsidiaries are included: Transmission srl (Cugir, Romania), STARKOM, proizvodnja in trgovina d.o.o. (Maribor, Slovenia) and STARCAM s.r.o. (Most, Czech Republic).

3 Compared to average for 2013/2014.

4 Compared to 2018.



ESG Targets Summary

Mercedes-Benz Group AG

	Targets	Target horizon	
More Sustainable Urban Mobility	Improve road safety for all road users in urban areas	ongoing	
	Make the flow of traffic in cities more efficient and optimise resource and infrastructure requirements	ongoing	
	Expand more sustainable mobility through the expansion of charging infrastructure and periodical use concepts for transport systems	ongoing	
Traffic Safety	Targets		Target horizon
	Vehicle and environmental safety		
	Further improving accident prevention systems	ongoing	
	Make vehicles even safer for occupants during and after an accident	ongoing	
	Making vehicles even safer for other road users, for example pedestrians	ongoing	
	Increasing general traffic safety through safety initiatives	ongoing	
	Automated driving		
Expanding the automation of driving functions in the SAE level 2-4 range	ongoing		
Continued integration of social and ethical aspects into automated SAE driving levels 2-4	ongoing		
Human Rights	Targets	Target horizon	Status as of 2023
	Define and implement protective measures for 100% of the Mercedes-Benz Group's production raw materials which pose an increased risk of human rights violations	2028	57%
	Milestone: Assessment of 70% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and definition of necessary remedial measures	2025	57%
	Milestone: Assessment of 50% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and definition of necessary remedial measures	2023	Target achieved
	Review of 100% of product groups sourced from service supply chains posing an increased risk of human rights violations	2026	54%
People	Targets	Target horizon	Status as of 2023
	HR work in the transformation		
	Shape the transformation of the Mercedes-Benz Group for its employees in a responsible, socially acceptable and future-oriented manner	ongoing	
	Ensure lasting constructive cooperation between the company and employee representatives	ongoing	
	Further develop the "People Principles" and embed them in the Group; create a common understanding of an agile and innovative leadership culture in the transformation process	ongoing	
	Ensure market-conformant salary structures through compliance with the Corporate Compensation Policy	ongoing	
	Support and further develop flexible and modern working time models	ongoing	
	Increase the Group's attractiveness as an employer for digitally talented people: Top 5 in the target ranking ¹	2030	
	Milestone: Top 7 in the target ranking ¹	2025	Top 9 (2023)
	Training and further qualification		
	Ensure a high-quality and a needs-based professional portfolio for training and dual study programmes	ongoing	
	Empower over 70% of employees to work successfully in the digital transformation ²	2030	
	Continuously develop the qualification programme for employees	ongoing	
	Diversity and inclusion		
	Improve inclusion for all employees in the Group	ongoing	
Milestone: Increase inclusion for all employees in the Group according to the approval rate for the "Inclusion Index" ³ to at least 75%	2030		
Increase the proportion of women in senior management positions ⁴ to 30%.	2030	25.7%	
Occupational health and safety			
Enable employees to work in a healthy and safe environment	ongoing		
Strengthen a sustainable safety culture by developing and communicating binding rules of conduct	ongoing		
Offer employees a medical health check	2025		
Provide the workforce in Germany with programmes to strengthen resilience and mental health	2023	Target achieved	
Use a globally uniform accident documentation system and introduce it at the German production sites	2023	Target achieved	
Further advance the digitisation of health management	ongoing		

1 Target ranking in study by "Trendence" (survey period from April 2022 to March 2023) among IT students (Germany). The survey results of the "Trendence" employer ranking 2023 do not take into account the split of the former Daimler AG at the end of 2021 into the two company groups Mercedes-Benz Group and Daimler Truck Group.
2 Employee survey (survey period from September 2023 to October 2023): approval rate for development of skills for the digital transformation.
3 Employee survey (survey period from September 2023 to October 2023): approval rate for fair treatment regardless of ethnicity, gender, age, disability or other differences unrelated to job performance.
4 Management level three and higher, Mercedes-Benz Group worldwide (headcounts, fully consolidated companies).



Integrity and Compliance

Targets	Target horizon
<p>With its integrity activities, the Mercedes-Benz Group pursues the following central goals:</p> <ul style="list-style-type: none"> – Minimising risks through knowledge of and compliance with the Integrity Code – Promoting ethical conduct – within the mandatory rules and frameworks and beyond – Employees and managers behave and act in an ethical and responsible manner – Defining integrity-related priorities and challenges and provide employees with guidance – Enhancing the culture of integrity in a targeted manner through feedback from integrity measurements 	ongoing
<p>With its compliance activities, the Mercedes-Benz Group particularly pursues the following central goals:</p> <ul style="list-style-type: none"> – Respect and uphold human rights – Comply with anti-corruption regulations – Preserve and promote fair competition – Ensure compliance with product requirements – Comply with data protection laws and strengthening customer trust by handling data responsibly – Comply with all applicable embargoes and sanctions – Prevent money laundering and terrorist financing 	ongoing

Data Responsibility

Targets	Target horizon	Status as of 2023
Evaluate the effectiveness of our Data Compliance Management System ¹	ongoing	Design: completely fulfilled Implementation: completely fulfilled Operational effectiveness: partially fulfilled
Strengthen customer confidence in Mercedes-Benz data processing	ongoing	

¹ Multi-stage evaluation methodology:
 1. Design – Is the system designed to meet the goals of the Compliance Management System?
 2. Implementation – Has the system, which is effective in its design, been implemented accordingly in practice?
 3. Operational effectiveness – Is the system as set up being used effectively?

Partnerships

Targets	Target horizon	Status as of 2023
<p>Responsible political advocacy for the key issues to achieve the sustainable business goals. The topics are:</p> <ul style="list-style-type: none"> – Climate protection and adaption to climate change – Emission reduction – Resource conservation – More sustainable urban mobility – Traffic safety – Respect of human rights 	ongoing	On schedule (milestones reached in 2023)
Strengthen the credibility of the Mercedes-Benz Group through transparency of its political positions on sustainability issues	ongoing	On schedule (milestone reached in 2023)
Milestone: Update the “Mercedes-Benz Group Climate Policy Report”	ongoing	Target achieved

Electrified vehicles Mercedes-Benz Cars	Unit sales		in % of unit sales (total)	
	2023	2022	2023	2022
Worldwide				
Electrified vehicles (xEV)	401,943	333,490	20%	16%
Plug-in hybrid electric vehicles (PHEV)	161,275	184,263	8%	9%
Battery-electric vehicles (BEV)	240,668	149,227	12%	7%
MBC unit sales (total)¹	2,044,051	2,040,719		

Europe²				
Electrified vehicles (xEV)	254,038	236,678	39%	38%
Plug-in hybrid electric vehicles (PHEV)	134,230	142,022	20%	23%
Battery-electric vehicles (BEV)	119,808	94,656	18%	15%
MBC unit sales (total)¹	658,604	618,904		

¹ Group sales Mercedes-Benz Cars (incl. smart).
² European Union, United Kingdom, Switzerland and Norway.

Electrified vehicles Mercedes-Benz Vans	Unit sales		in % of unit sales (total)	
	2023	2022	2023	2022
Worldwide				
Electrified vehicles (xEV)	22,666	15,003	5%	4%
MBV unit sales (total)¹	447,790	415,344		

Europe²				
Electrified vehicles (xEV)	22,280	14,847	8%	6%
MBV unit sales (total)¹	279,408	259,436		

¹ Group sales Mercedes-Benz Vans.
² European Union, United Kingdom, Switzerland and Norway.

Revenue	2023						2022
	Taxonomy-aligned revenue ¹		Total revenue	Proportion of Taxonomy-aligned revenue ¹		Total revenue	Proportion of Taxonomy-aligned revenue ¹
	in millions of euros		in millions of euros	in %		in millions of euros	in %
Revenue according to IFRS 15	20,223	136,987	15%	14,419	136,008	11%	
Other revenue	800	16,231	5%	575	14,009	4%	
Total	21,023	153,218	14%	14,994	150,017	10%	

¹ The key figures were audited in order to obtain limited assurance.

Capital expenditure	2023						2022
	Taxonomy-aligned capital expenditure ¹		Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure ¹		Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure ¹
	in millions of euros		in millions of euros	in %		in millions of euros	in %
Intangible assets	2,764	4,513	61%	1,874	3,480	54%	
Property, plant and equipment	1,768	3,718	48%	1,507	3,421	44%	
Right-of-use assets	130	469	28%	391	923	42%	
Equipment on operating leases	558	12,771	4%	285	10,545	3%	
Total	5,220	21,471	24%	4,057	18,369	22%	

¹ The key figures were audited in order to obtain limited assurance.

Operating expenditure	2023						2022
	Taxonomy-aligned operating expenditure ¹		Total operating expenditure	Proportion of Taxonomy-aligned operating expenditure ¹		Total operating expenditure	Proportion of Taxonomy-aligned operating expenditure ¹
	in millions of euros		in millions of euros	in %		in millions of euros	in %
Non-capitalised research and development cost	2,089	6,230	34%	2,149	5,602	38%	
Other operating expenditure	247	1,076	23%	191	1,062	18%	
Total	2,336	7,306	32%	2,340	6,664	35%	

¹ The key figures were audited in order to obtain limited assurance.