

DAIMLER

## Daimler Sustainability Dialogue

Stuttgart

Main topics addressed by the working groups from 2008 to 2019



## Working Group Environment

Year	Main topics
2008	<ul style="list-style-type: none"> <li>• Climate protection and air pollution</li> <li>• Emissions/immissions</li> </ul>
2009	<ul style="list-style-type: none"> <li>• Green luxury</li> <li>• CO2 target system and footprint</li> </ul>
2010	<ul style="list-style-type: none"> <li>• Electric mobility – key issues related to the supply of electricity generated from renewable sources</li> <li>• Sustainable mobility services and systems</li> </ul>
2011	<ul style="list-style-type: none"> <li>• Green power for electric mobility</li> <li>• New approaches for sustainable mobility services and systems</li> </ul>
2012	<ul style="list-style-type: none"> <li>• Green power for electric mobility – options for political implementation</li> <li>• NGOs' assessment of Daimler's environmental objectives, ratings, and rankings</li> <li>• Advancement of the Daimler environmental program</li> </ul>
2013	<ul style="list-style-type: none"> <li>• Resource efficiency and resource conservation</li> <li>• Environmental objectives: assessment possibilities from the stakeholder perspective</li> <li>• Air quality and mobility in urban areas</li> </ul>
2014	<ul style="list-style-type: none"> <li>• Resources: Usage and Conservation – Approach to define parameters and targets</li> </ul>
2015	<ul style="list-style-type: none"> <li>• Diesel Passenger Cars tailpipe emission</li> <li>• Resource efficiency: Methodological Challenges in automotive application</li> </ul>
2016	<ul style="list-style-type: none"> <li>• Development Emission and Air Quality Neckartor</li> <li>• Contribution for Regulation and Implication for the economic Region Stuttgart</li> <li>• Influence of Topography and existing Infrastructure on Options for alternative Traffic Control</li> </ul>
2017	<ul style="list-style-type: none"> <li>• Diesel Passenger Car NOx-Real Drive Emissions</li> <li>• Electric Mobility - Daimler Strategy and Product Range</li> <li>• Charging Infrastructure</li> </ul>
2018	<ul style="list-style-type: none"> <li>• CO<sub>2</sub> regulation heavy duty vehicles Europe</li> <li>• Acceleration of EV adoption</li> <li>• How can the automotive industry regain credibility?</li> <li>• CO<sub>2</sub>-targets in the mobility sector</li> </ul>

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2019

- Environmental aspects of people and goods transportation in urban areas
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## Working Group Employees

Year	Main topics
2008	<ul style="list-style-type: none"> <li>• Recruitment, employee development, and qualification</li> <li>• Demographic developments</li> </ul>
2009	<ul style="list-style-type: none"> <li>• Crisis and job security</li> <li>• Demographic change and talent management</li> </ul>
2010	<ul style="list-style-type: none"> <li>• Crisis and job security</li> <li>• Demographic change and talent management</li> </ul>
2011	<ul style="list-style-type: none"> <li>• Social networks – challenges for communications, recruitment, and data protection</li> <li>• Demographic developments and talent management</li> </ul>
2012	<ul style="list-style-type: none"> <li>• Generations management – with experience into the future</li> </ul>
2013	<ul style="list-style-type: none"> <li>• Sustainable qualification of specialists abroad</li> <li>• Genius – the young knowledge community of Daimler AG</li> </ul>
2014	<ul style="list-style-type: none"> <li>• Sustainability at contracts for work and services</li> </ul>
2015	<ul style="list-style-type: none"> <li>• Leadership impact of „megatrends“</li> <li>• Expectations towards Leadership and culture of leadership</li> <li>• Sustainability in Leadership Development and qualification</li> <li>• Design and challenges of change-processes and development of leadership</li> </ul>
2016	<ul style="list-style-type: none"> <li>• Changing Work Environment</li> <li>• New law for Contracts for work and services</li> <li>• Equal Pay Law</li> </ul>
2017	<ul style="list-style-type: none"> <li>• Exponential Developments</li> <li>• Talents</li> <li>• New Work Methodologies</li> </ul>
2018	<ul style="list-style-type: none"> <li>• HR aspects in digital transformation</li> </ul>
2019	<ul style="list-style-type: none"> <li>• (joined working group with “Integrity”) The transparent employee? - Ethical standards for the realization of entrepreneurial potentials of artificial intelligence in human resources.</li> </ul>



## Working Group Human Rights

Year	Main topics
2008	<ul style="list-style-type: none"> <li>• Global business and responsible business operations</li> <li>• Stakeholder expectations and company contributions</li> </ul>
2009	<ul style="list-style-type: none"> <li>• Ruggie-Framework</li> <li>• Implementation mechanisms</li> </ul>
2010	<ul style="list-style-type: none"> <li>• The company's role for the respect of human rights from the government perspective</li> <li>• Criteria for identifying potential threats to human rights worldwide</li> <li>• Case study: Egypt</li> </ul>
2011	<ul style="list-style-type: none"> <li>• Analysis of external reference documents for the systematic implementation of the "Corporate Responsibility to Respect Human Rights" (Ruggie Guiding Principles)</li> <li>• Presentation and discussion of the implementation of a Human Rights Compliance Assessment at Daimler</li> <li>• Egypt: case study update</li> </ul>
2012	<ul style="list-style-type: none"> <li>• Discussion of results of Human Rights Compliance Assessment in Germany, Mexico, and Egypt</li> <li>• Discussions in small groups based on concrete case studies: <ul style="list-style-type: none"> <li>○ Conflict minerals</li> <li>○ Pig iron and steel production in Brazil</li> <li>○ Exercising influence on business partners in the interest of more sustainability – how far does the responsibility go?</li> </ul> </li> </ul>
2013	<ul style="list-style-type: none"> <li>• Political developments and global 'level playing field'</li> <li>• Management of human rights, and results of the Human Rights Compliance Assessments in France, Spain, Hungary, and Japan</li> <li>• Stakeholder Dialog on Human Rights</li> <li>• Influence on sponsoring partners</li> </ul>
2014	<ul style="list-style-type: none"> <li>• "Daimler Human Rights Respect System"</li> <li>• Systematic determination of potential human rights risks</li> <li>• Human rights risks of the automotive sector</li> <li>• Definition of risk-adequate initiatives to prevent potential misconduct</li> <li>• Develop internal monitoring and reporting for human rights</li> </ul>
2015	<ul style="list-style-type: none"> <li>• National Actionplan (NAP) for Business and Human Rights</li> <li>• "Human Rights Respect System" (HRRS): Risk-adequate measures</li> <li>• Refugee crisis: Responsibility and challenge</li> </ul>
2016	<ul style="list-style-type: none"> <li>• Human Rights Respect System (HRRS)</li> <li>• Human Rights in Procurement</li> <li>• Human Rights in Sales</li> </ul>

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2017	<ul style="list-style-type: none"><li>• Human Rights Respect System @ Own Entities</li><li>• Human Rights Respect System @ Supply Chains</li><li>• Raw Materials &amp; Services Supply Chains</li></ul>
2018	<ul style="list-style-type: none"><li>• Human rights in supply chains</li><li>• Improving impacts on the ground</li></ul>
2019	<ul style="list-style-type: none"><li>• Human Rights Respect System: Program Implementation &amp; Reporting</li></ul>

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## Working Group Supply Chain

Year	Main topics
2008	<ul style="list-style-type: none"> <li>• Global business and responsible business operations</li> <li>• Stakeholder expectations and company contributions</li> </ul>
2009	<ul style="list-style-type: none"> <li>• Expectations of selected suppliers on responsible supply chain management</li> <li>• Expectations of NGOs on responsible supply chain management</li> </ul>
2010	<ul style="list-style-type: none"> <li>• Success factors for monitoring and controlling complex supply chains</li> <li>• Handling violations of the law and complaints by NGOs</li> </ul>
2011	<ul style="list-style-type: none"> <li>• Supplier audits and assessments</li> <li>• Supplier trainings</li> </ul>
2012	<ul style="list-style-type: none"> <li>• Improvement and advancement of monitoring tools</li> <li>• Supplier monitoring and training, standardization, cooperation</li> <li>• Discussions in small groups based on concrete case studies:</li> <li>• Conflict minerals</li> <li>• Pig iron and steel production in Brazil</li> <li>• Exercising influence on business partners in the interest of more sustainability – how far does the responsibility go?</li> </ul>
2013	<ul style="list-style-type: none"> <li>• No separate working group in 2013; sustainability aspects of the supply chain were treated in other working groups.</li> </ul>
2014	<ul style="list-style-type: none"> <li>• No separate working group in 2014; sustainability aspects in the supply chain were treated in other working groups and presented at a topic market place.</li> </ul>
2015	<ul style="list-style-type: none"> <li>• No separate working group in 2015 but a topic marketplace.</li> <li>• Daimler procurement measures to comply with supply chain sustainability standards:</li> <li>• Sustainability targets in procurement</li> <li>• Supplier trainings and communication</li> <li>• Supplier audits and assessments</li> <li>• Compliance and culture of integrity</li> </ul>
2016-2019	<ul style="list-style-type: none"> <li>• No separate working group in 2016-2018, sustainability aspects in the supply chain were treated in the working group on human rights.</li> </ul>



## Working Group Data Protection

Year	Main topics
2013	<ul style="list-style-type: none"><li>• Key topic “Connected Car” – the networked vehicle:<ul style="list-style-type: none"><li>○ Rights to vehicle data</li><li>○ Autonomous driving</li><li>○ Services</li><li>○ Intelligent transport systems</li></ul></li></ul>
2014	<ul style="list-style-type: none"><li>• Data protection and automobile<ul style="list-style-type: none"><li>○ Data protection principles</li><li>○ Services</li><li>○ Intelligent transport systems</li><li>○ Autonomous driving</li></ul></li></ul>
2015	<ul style="list-style-type: none"><li>• Data protection and automobile<ul style="list-style-type: none"><li>○ Data protection principles</li><li>○ Connected driving</li><li>○ Autonomous driving</li><li>○ Intelligent transport systems</li></ul></li></ul>
2016	<ul style="list-style-type: none"><li>• Transparency</li><li>• OEM as Gatekeeper of Data Protection</li><li>• Regulation of a Data Recorder for Automated Driving</li></ul>
2017	<ul style="list-style-type: none"><li>• Data Sovereignty</li><li>• The Customer View on Data Protection</li></ul>
2018	<ul style="list-style-type: none"><li>• Fundamental rights as ethical standards for EU</li><li>• Cultural differences</li><li>• Trust</li></ul>
2019	<ul style="list-style-type: none"><li>• Data Protection Principles and their implementation in the context of</li><li>• Artificial Intelligence (AI)</li></ul>

## Working Group Community Relations

Year	Main topics
2008	<ul style="list-style-type: none"> <li>• Global business and responsible business operations</li> <li>• Stakeholder expectations and company contributions</li> </ul>
2009	<ul style="list-style-type: none"> <li>• 125th anniversary of the automobile and festivities at our production locations: What expectations does the environment place on us?</li> <li>• Forms of information sharing and communication between companies and local communities/cities in the realization of social and cultural projects</li> </ul>
2010	<ul style="list-style-type: none"> <li>• Possible introduction of a Group-wide Corporate Volunteering Program: expectations and social requirements of the central stakeholder groups in the regional and local environment of the company</li> </ul>
2011	<ul style="list-style-type: none"> <li>• Corporate volunteering: potential implementation at Daimler AG</li> <li>• Discussion concerning the focus of corporate volunteering at the company</li> </ul>
2012	<ul style="list-style-type: none"> <li>• Communication as part of large-scale industrial projects using the example of the planned Immendingen Testing and Technology Center</li> </ul>
2013	<p>Immendingen, Proving ground and Technology Center</p> <ul style="list-style-type: none"> <li>• Further intensification of the dialog with the municipality and the region</li> <li>• Basic factors for successful location development in Immendingen</li> <li>• Focus on nature/tourism: detailed deliberations about the construction of a walking trail in Immendingen together with all stakeholders</li> </ul>
2014	<p>Immendingen, Proving ground and Technology Center</p> <ul style="list-style-type: none"> <li>• Activities/design of communications during the construction phase</li> <li>• Enhancing the profile of the Immendingen Community</li> <li>• Advancement of the social sponsoring commitment</li> </ul>
2015	<ul style="list-style-type: none"> <li>• Stuttgart region today: necessary conditions for a competitive location</li> <li>• Stuttgart region tomorrow: future ways of life and mobility</li> </ul>
2016	<ul style="list-style-type: none"> <li>• Results of External Studies on Air Quality Stuttgart</li> <li>• Results Think Tanks: Private and Commercial Transport</li> <li>• Results Think Tanks: Corporate Mobility Management</li> </ul>
2017	<ul style="list-style-type: none"> <li>• Mobility concepts for employees</li> <li>• Mobility concept for project "Vaihingen"</li> <li>• Corporate Mobility Management 2.0</li> </ul>

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2018

- Extension of A 81 – a chance for corporate mobility management
- Park & Shuttle as important element of corporate mobility management

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2019

- Stuttgart & its region 2030+ - urban, mobile, sustainable
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## Working Group Autonomous Driving

Year	Main topics
2015	<ul style="list-style-type: none"><li>• Co-Creation of “Adventure room”</li><li>• Raising public awareness</li><li>• Legal framework for highly automated driving</li><li>• Data access vs. vehicle and traffic safety</li></ul>
2016	<ul style="list-style-type: none"><li>• Behavior of autonomous vehicles in emergency situations</li><li>• Benefits of the technology, potential reservations and dealing with remaining risks</li></ul>
2017	<ul style="list-style-type: none"><li>• Integrating Practical Ethics into the Design of Automated Vehicles</li><li>• Legal Aspects of Autonomous Driving and Artificial Intelligence</li></ul>
2018	<ul style="list-style-type: none"><li>• Risk acceptance in autonomous driving</li></ul>
2019	<ul style="list-style-type: none"><li>• Ethics @ Autonomous Driving: beyond stereotypes Anticipating the consequences of autonomous mobility on urban societies</li></ul>

## Working Group Social Responsibility

Year	Main topics
2016	<ul style="list-style-type: none"><li>• Trends/challenges and expectations towards Daimler</li><li>• Impacts analysis/measurements</li><li>• New channels of communication</li></ul>
2017	<ul style="list-style-type: none"><li>• Implementation of “DaimlerWeCare”</li><li>• Sustainable Development Goals (SDGs)</li><li>• Disaster Relief</li></ul>
2018	<ul style="list-style-type: none"><li>• Digital Transformation – Chances for corporate social responsibility and partner NGOs</li><li>• Reputation – The impact of negative publicity on corporate citizenship activities and partner NGOs</li></ul>
2019	<ul style="list-style-type: none"><li>• Strengthen the Sustainable Impact: How can effective Corporate Citizenship commitment be reconciled with our core business?</li></ul>

## Working Group Integrity

Year	Main topics
2018	<ul style="list-style-type: none"><li>• Identifying challenges &amp; opportunities</li><li>• Ethical positioning</li></ul>
2019	<ul style="list-style-type: none"><li>• (joined working group with “Employees”) The transparent employee?<ul style="list-style-type: none"><li>- Ethical standards for the realization of entrepreneurial potentials of artificial intelligence in human resources.</li></ul></li></ul>