

Mercedes-Benz Group

SUSTAINABILITY

TARGETS AND METRICS FY 2024

INTRODUCTION

This document provides a summary of selected information publicly available in the Mercedes-Benz Group Annual Report 2024 with integrated Sustainability Report. It does not provide any further information. This document should only be read in conjunction with the Mercedes-Benz Group Annual Report 2024. We have indicated the sources and included weblinks in the publication, which were available and working properly at the time of inclusion. We cannot guarantee that the links will work at all times.

For the avoidance of doubt, the Sustainability Targets and Metrics document is not subject to approval by an external auditor.


Forward-looking statements

This document contains forward-looking statements that reflect our current views about future events. The words “anticipate”, “assume”, “believe”, “estimate”, “expect”, “intend”, “may”, “can”, “could”, “plan”, “project”, “should” and similar expressions are used to identify forward-looking statements. These statements are subject to many risks and uncertainties, including an adverse development of global economic conditions, in particular a negative change in market conditions in our most important markets; a deterioration of our refinancing possibilities on the credit and financial markets; events of force majeure including natural disasters, pandemics, acts of terrorism, political unrest, armed conflicts, industrial accidents and their effects on our sales, purchasing, production or financial services activities; changes in currency exchange rates, customs and foreign trade provisions; changes in laws, regulations and government policies (or changes in their interpretation), particularly those relating to vehicle emissions, fuel economy and safety or to the communication regarding sustainability topics (environmental, social or governance topics); price increases for fuel, raw materials or energy; disruption of production due to shortages of materials or energy, labour strikes or supplier insolvencies; a shift in consumer preferences towards smaller, lower-margin vehicles; a limited demand for allelectric vehicles; a possible lack of acceptance of our products or services which limits our ability to achieve prices and adequately utilize our production capacities; a decline in resale prices of used vehicles; the effective implementation of cost-reduction and efficiency-optimization measures; the business outlook for companies in which we hold a significant equity interest; the successful implementation of strategic cooperations and joint ventures; the resolution of pending governmental investigations or of investigations requested by governments and the outcome of pending or threatened future legal proceedings; and other risks and uncertainties, some of which are described under the heading “Risk and Opportunity Report” in this Annual Report. If any of these risks and uncertainties materializes or if the assumptions underlying any of our forward-looking statements prove to be incorrect, the actual results may be materially different from those we express or imply by such statements. We do not intend or assume any obligation to update these forward-looking statements since they are based solely on the circumstances at the date of publication.

Statements regarding consumption values

Stated consumption values were determined in accordance with the prescribed WLTP (Worldwide harmonised Light vehicles Test Procedure) measurement procedure.

VALUE CHAIN OF THE MERCEDES-BENZ GROUP

[Further information](#) 

Input: material / immaterial resources (e.g. human capital, brand)


UPSTREAM	OWN OPERATIONS			DOWNSTREAM		
Supply Chain	Development of products	Production	Marketing & Sales	Sales & Service Partners	Vehicle operation	Reuse & recycling
Procurement of raw materials, materials, and services/ development partnerships	Innovative vehicle technology and design	Global production network and expansion of electric vehicle production	Customer contact management and customer retention	Sales and service quality as well as parts availability	Electrification of the product portfolio	Implementation of a circular economy
Use of sustainable materials	Battery technology	Net carbon-neutral ¹ production and efficient resource use	Product management and market research	Management of the sales system	Customer-oriented driving experience	Refurbishment and recycling
Global supplier network	Conditionally automated driving systems	High-end cars and premium vans	Internal and external communication		Safety as a core brand value	Battery recycling concept
	Innovative digital services				Expansion of the digital customer experience, charging infrastructure, and digital charging services	
	Charging solutions for electric vehicles					
	Financial and mobility services					

Output: high-end cars, premium vans and financial and mobility services

¹ Net carbon-neutral means that carbon emissions that are not avoided or reduced at Mercedes-Benz are compensated for by certified offsetting projects.

ENVIRONMENTAL TARGETS

ESRS E1-4 Climate Change | Targets related to climate change mitigation and adaptation

Further information 

OVERARCHING AMBITION

- **“Ambition 2039”:** Create a net carbon-neutral¹ Mercedes-Benz new vehicle fleet along the entire value chain and over the entire life cycle.
- The market conditions, the infrastructure and the consumer behaviour determine the course of the transformation. The Group aims to reduce CO₂ emissions per passenger car in the new vehicle fleet up to 50% across all stages of the value chain over the entire lifecycle within the next decade².

LEVER³ UPSTREAM VALUE CHAIN

- All production materials procured by Mercedes-Benz Cars and Mercedes-Benz Vans are net carbon-neutral by 2039.
- Mercedes-Benz Cars and Mercedes-Benz Vans: Reduce CO₂ emissions in logistics by 60% by 2039 compared to 2021.

LEVER OWN BUSINESS ACTIVITIES: PRODUCTION

- **Target:** Reduce CO₂ emissions in production (Scope 1⁴ and 2⁵) by 80% by 2030 compared to 2018^{6,7,8}.
- **Target:** Increase the share of renewable energies in production to 100% by 2039⁸.
 - **Milestone:** Increase the share of renewable energies to cover energy consumption to 70% at Mercedes-Benz Cars and to 80% at Mercedes-Benz Vans by 2030⁸.
- **Target:** Mercedes-Benz Cars – Reduce the specific energy consumption in production per vehicle by 36% by 2030 compared to 2023^{8,9,10}.
- **Target:** Mercedes-Benz Vans – Reduce the specific energy consumption in production per vehicle by 16% by 2030 compared to 2023^{8,9,11}.

LEVER DOWNSTREAM VALUE CHAIN

- Increase the share of electrified vehicles¹² in the respective new car fleets of Mercedes-Benz Cars and Mercedes-Benz Vans to up to 50% in the second half of the decade¹³.

¹ Net carbon-neutral means that carbon emissions that are not avoided or reduced at Mercedes-Benz are compensated for by certified offsetting projects.

² Compared to 2020

³ The levers for decarbonizing its business model are described by the Mercedes-Benz Group in the transition plan

⁴ Scope 1: direct emissions from sources that are directly responsible or controlled by the Group.

⁵ Scope 2: Indirect emissions from purchased energy, such as electricity or district heating, which is generated externally but consumed by the Group. The target is based on the market-based approach.

⁶ The year 2018 was selected as the base year during the SBTi validation in 2019. The SBTi recommended choosing the most recent year for which data are available. In 2018, Scope 1

emissions amounted to 650,000 metric tons of CO₂, and Scope 2 emissions amounted to 1,040,000 metric tons of CO₂. The reduction of Scope 2 emissions makes the greater contribution to achieving the target. Scope 1 and Scope 2 emissions in the reporting year, see table “Further information on greenhouse gas emissions Scope 1 and Scope 2”.

⁷ The set reduction target, to reduce CO₂ emissions in its own plants (Scope 1 and 2) by 50% compared to 2018 by 2030 was confirmed by the SBTi as 1.5°C-aligned in line with the Paris Climate Agreement. Since this target was already achieved in 2022, the Mercedes-Benz Group aims to further reduce CO₂ emissions in production (Scope 1 and Scope 2) and has increased its reduction target to minus 80%. Actions taken to achieve the target are described in the chapter “Climate change mitigation in own business activities”.

⁸ Status in the reporting year; according to plan.

⁹ Revision of target system, adjustment of base year from 2013/14 to 2023, degree of tension

maintained/increased.

¹⁰ In 2023, the specific energy consumption in production at Mercedes-Benz Cars was 2.97 MWh/vehicle.


¹¹ In 2023, the specific energy consumption in production at Mercedes-Benz Vans was 2.26 MWh/vehicle.

¹² Mercedes-Benz Cars: plug-in hybrids and all-electric vehicles, Mercedes-Benz Vans: all-electric vehicles.

¹³ The transformation is determined by the market conditions, the infrastructure and the consumer behaviour

ENVIRONMENTAL TARGETS

ESRS E3-3 Water and marine resources | Targets related to water and marine resources

[Further information](#) 

- Mercedes-Benz Cars has set itself the goal of reducing water consumption per vehicle by 50% by 2030 compared to 2023^{1,2,3,4}.
- Mercedes-Benz Vans has set itself the goal of reducing water consumption per vehicle by 19% by 2030 compared to 2023^{2,3,4,5}.

¹ In 2023, Mercedes-Benz Cars' water consumption was 4.03 m³/vehicle.


² This is a voluntary target set by the Mercedes-Benz Group, which applies to all of the Group's own production sites.

³ Revision of target system, adjustment of base year from 2013/2014 to 2023, level of tension maintained/increased.

⁴ Status in the reporting year: according to plan.

⁵ In 2023, the water consumption of Mercedes-Benz Vans was 3.32 m³/vehicle.

ESRS E5-3 Resource use and circular economy | Targets related to resource use and circular economy

[Further information](#) 

- Using secondary raw materials of 40% within the next decade in line with the "Ambition 2039"^{1,2}.
- Reduce the total amount of waste per vehicle in production by 19% (Mercedes-Benz Cars) and 16% (Mercedes-Benz Vans) by 2030 compared to 2023^{2,3,4,5}.
- Reduce the waste for disposal per vehicle in production by 41% (Mercedes-Benz Cars) and 65% (Mercedes-Benz Vans) by 2030 compared to 2023^{2,4,5,6}.

¹ Voluntary goal.

² Status in the reporting year: according to plan.

³ In 2023, the total amount of waste per vehicle in production was 401.2 kg/vehicle (cars) or 103.3 kg/vehicle (vans).


⁴ Revision of target system, adjustment of base year from 2018 to 2023, level of tension maintained/increased.

⁵ The voluntary target refers to the first level of the waste hierarchy (prevention).

⁶ In 2023, the waste for disposal per vehicle in production was 3.5 kg/vehicle (cars) or 9.1 kg/vehicle (vans).

ENVIRONMENTAL METRICS


ESRS E1-5 Climate Change | Energy consumption and mix

Further information 

Total energy consumption (in GWh)	2024
Fuel consumption from coal and coal products	0
Fuel consumption from crude oil and petroleum products	413
Fuel consumption from natural gas	2,407
Fuel consumption from other fossil sources	10
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	460
Energy consumption from fossil sources	3,290
Share of fossil sources in total energy consumption (%)	55.6
Energy consumption from nuclear sources	0
Share of consumption from nuclear sources in total energy consumption (%)	0
Fuel consumption from renewable sources	33
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	2,551
Consumption of self-generated non-fuel renewable energy	42
Energy consumption from renewable sources	2,626
Share of renewable sources in total energy consumption (%)	44.4
Total energy consumption	5,916

ENVIRONMENTAL METRICS

ESRS E1-5 Climate Change | Energy consumption and mix

Further information 

Energy production ¹ (in GWh)	2024
Non-renewable energy production	1,217
Renewable energy production	57
Total energy production	1,274

¹ Production of electricity and heat at own sites for further use in plants and transfer to third parties.

Total energy consumption per net revenue in high climate impact sectors (in MWh/million euros)	2024
Total energy consumption per net revenue	48.6
Reconciliation of net revenues from climate-intensive sectors to the Group's revenues in million euros	2024
Net revenue from activities in high climate impact sectors used to calculate energy intensity	121,640
Net revenue (other)	23,954
Total net revenue¹	145,594

¹ The net revenue refers to Revenue in the Consolidated Statement of Income/Loss.

Further information on energy consumption (in GWh) – company-specific	2024
Energy consumption in production ¹	4,296
Transfer of non-renewable energy production to third parties	144


¹ Without fuels.

Energy consumption in production ¹ per vehicle (in MWh/vehicle) – company-specific	2024
Mercedes-Benz Cars	2.65
Mercedes-Benz Vans	2.31

¹ Without fuels.

ENVIRONMENTAL METRICS


ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions

Further information 

Mercedes-Benz Group greenhouse gas emissions – Scope 1, Scope 2 and Scope 3 ¹	2024
Greenhouse gas emissions – Scope 1	
Greenhouse gas emissions – Scope 1 (in million t CO ₂ e)	0.6
Percentage of Scope 1 greenhouse gas emissions from regulated emission trading schemes (in %)	77.4
Greenhouse gas emissions – Scope 2 (in million t CO₂e)	
Greenhouse gas emissions – Scope 2 – location-based	1.0
Greenhouse gas emissions – Scope 2 – market-based	0.1
Greenhouse gas emissions – Scope 3² (in million t CO₂e)	
Greenhouse gas emissions – Scope 3	128.9
Category 1 – Purchased goods and services	21.9
Category 2 – Capital goods	2.9
Category 3 – Fuel and energy-related activities (not included in Scope 1 or Scope 2)	0.4
Category 4 – Upstream transportation and distribution	2.3
Category 5 – Waste generated in operations	0.1
Category 6 – Business travelling	0.1
Category 7 – Employee commuting	0.2
Category 8 – Upstream leased assets	-
Category 9 – Downstream transportation	-

ENVIRONMENTAL METRICS

ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions

[Further information](#) 

Category 10 – Processing of sold products	0.1
Category 11 – Use of sold products	97.0
Category 12 – End-of-life treatment of sold products	1.0
Category 13 – Downstream leased assets	-
Category 14 – Franchises	2.5
Category 15 – Investments	0.4
Total greenhouse gas emissions – Scope 1, 2 and 3 (in million t CO₂e)	
Total greenhouse gas emissions – location-based	130.5
Total greenhouse gas emissions – market-based	129.6

¹ The table contains the applicable columns for the Mercedes-Benz Group according to ESRS.

² Including the unit sales of the Beijing Benz Automotive Co., Ltd, an associate valued at-equity (BBAC) and the joint venture Fujian Benz Automotive Co., Ltd. (FBAC).


Biogenic CO₂ emissions Scope 1, Scope 2 and Scope 3 (in million t CO₂)	2024
Total biogenic CO₂ emissions	7.32
Biogenic emissions – Scope 1	0.008
Biogenic emissions – Scope 2	0.002
Biogenic emissions – Scope 3	7.22
Greenhouse gas emissions Scope 1, 2 and 3¹ per net revenue² in t CO₂e/million euros	2024
Greenhouse gas emissions (location-based) per net revenue	896
Greenhouse gas emissions (market-based) per net revenue	890

¹ Including the unit sales of the Beijing Benz Automotive Co., Ltd, an associate valued at-equity (BBAC) and the joint venture Fujian Benz Automotive Co., Ltd. (FBAC).

² Net revenue refers to Revenue in the Consolidated Statement of Income/Loss.

ENVIRONMENTAL METRICS

ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions


Further information 

Mercedes-Benz Cars greenhouse gas emissions – Scope 1, Scope 2 and Scope 3 ¹ emissions in the Cars value chain – company-specific	Absolute CO ₂ e emissions (in million t CO ₂ e)	Absolute CO ₂ emissions (in million t CO ₂)	Specific CO ₂ emissions per car (in t CO ₂ /vehicle)
	2024	2024	2024
Greenhouse gas emissions – Scope 1 and 2 in production ² – market-based	0.3	0.3	0.2
Greenhouse gas emissions – Scope 3	95.5	88.2	43.9
Category 1 – Purchased goods and services	18.3	16.8	8.4
Category 4 – Upstream transportation and distribution	2.0	2.0	1.0
Category 11 – Use of sold products (WtW)	74.4	68.6	34.2
Category 12 – End-of-life treatment of sold products	0.8	0.8	0.4
Total greenhouse gas emissions – Scope 1, 2 and 3			
Total of Cars value chain	95.9	88.5	44.2

¹ Including the unit sales of the Beijing Benz Automotive Co., Ltd, an associate valued at-equity (BBAC).² Without fuels.

ENVIRONMENTAL METRICS

ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions


Further information 

Mercedes-Benz Vans greenhouse gas emissions – Scope 1, Scope 2 and Scope 3 ¹ emissions in the Vans value chain – company-specific	Absolute CO ₂ e emissions (in million t CO ₂ e)	Absolute CO ₂ emissions (in million t CO ₂)	Specific CO ₂ emissions per car (in t CO ₂ /vehicle)
	2024	2024	2024
Greenhouse gas emissions – Scope 1 and 2 in production ² – market-based	0.1	0.1	0.3
Greenhouse gas emissions – Scope 3	26.8	24.4	60.1
Category 1 – Purchased goods and services	3.6	3.3	8.2
Category 4 – Upstream transportation and distribution	0.3	0.3	0.8
Category 10 – Processing of sold products	0.1	0.1	0.3
Category 11 – Use of sold products (WtW)	22.5	20.4	50.3
Category 12 – End-of-life treatment of sold products	0.2	0.2	0.5
Total greenhouse gas emissions – Scope 1, 2 and 3			
Total of Vans value chain	26.9	24.5	60.4

¹ Including the unit sales of the Fujian Benz Automotive Co., Ltd, a joint venture valued at-equity (FBAC).² Without fuels.

ENVIRONMENTAL METRICS

ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions

Further information 

Further information on greenhouse gas emissions Scope 1 and Scope 2 (in 1,000 tCO ₂ e) – company-specific	2024
Total greenhouse gas emissions Scope 1 and 2 – market-based	684
Thereof CO ₂ emissions in production ¹	423
Thereof CO ₂ emissions from self-generated non-renewable energy transferred to third parties ²	29

¹ Without fuels.

² These CO₂ emissions are caused from final energy that is produced by the Mercedes-Benz Group but not consumed by itself.

CO₂ emissions of the new vehicle fleet in Europe

Mercedes-Benz CO ₂ emissions on average passenger cars and light commercial vehicles in Europe (in g/km) – company-specific	2024
Passenger cars	103 ^{1,2}
Light commercial vehicles	204 ¹

¹ Internal value.

² Taking into account the vehicles of the joint venture smart Automobile Co., Ltd. in the Mercedes-Benz CO₂ pool.


CO₂ emissions of the new vehicle fleet in the United States

Mercedes-Benz greenhouse gas figures passenger cars, light-duty trucks and medium-duty vehicles in the US (in g CO ₂ /mi) – company-specific	2024
Passenger cars	180 ¹
Light-duty trucks	265 ¹
Medium-duty vehicles	413 ¹

¹ Internal value.

ENVIRONMENTAL METRICS

ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions

Further information 

CO₂ emissions of the new vehicle fleet in China

Mercedes-Benz fleet consumption passenger cars (imported) in China (in l/100 km) – company-specific	2024
Passenger cars	8.38 ^{1,2}

¹ Internal value.

² Value with off-cycle technologies.

ESRS E1-7 Climate Change | GHG removals and GHG mitigation projects financed through carbon credits

Further information 

Carbon credits cancelled in the reporting year	2024
Total amount (in 1,000 t CO ₂ e)	684
Share of removal projects ¹ (in %)	3
Share of reduction projects (in %)	97
Recognised quality standard: Gold Standard (in %)	97
Recognised quality standard: Puro.Earth (in %)	0.3
Recognised quality standard: Verified Carbon Standard (in %)	2.7
Share issued from projects in the EU (in %)	0
Share that qualifies as a corresponding adjustment under Article 6 of the Paris Climate Agreement (in %)	0


¹ Thereof 90% from biogenic and 10% from technological sinks.

Carbon credits planned to be cancelled in the future ¹ (in 1,000 t CO ₂ e)	2024
Total amount until 2032	4,507

¹ Based on contractual agreements.

ENVIRONMENTAL METRICS

ESRS E1-8 Climate Change | Internal carbon pricing

Further information 

- To evaluate internal decision-making processes, the Mercedes-Benz Group uses internal carbon pricing systems. In product development (the focus is on efficiency measures in vehicle projects), the Mercedes-Benz Group takes into account different fleet emissions regulations depending on the region.
- For example, if the legally defined EU fleet limit of 95 g CO₂ /km is exceeded in the EU, the Mercedes-Benz Group must pay penalties to the EU of €95 per vehicle sold for each gram. For vehicles and regions where fleet emission regulations apply, around 61 million tons of the greenhouse gas emissions of the Mercedes-Benz Group in 2024 (Scope 1, 2 and 3) are attributable to vehicle operation (tank-to-wheel), which corresponds to about 47%.
- In its own production, the Group takes into account the CO₂ emission rights of the EU emissions trading system for energy-related projects (e.g., plant supply, energy production, and new energy consumers), which is a key climate policy instrument in Europe.
- In the reporting year, the price for exchange-traded EU emission rights was between €50 and €80/t CO₂. Currently, approximately 269 kilotons of CO₂ emissions caused by the Mercedes-Benz Group in Scope 1 and 2 are covered under the EU Emissions Trading System, which corresponds to about 52%. In addition to these emission trading prices, CO₂ prices from the German Fuel Emissions Trading System (€45 per ton of CO₂ in 2024) are also considered as far as applicable for the project.


ESRS E2-4 Pollution | Pollution of air, water and soil

Further information 

Emissions to air (in t)	2024
Solvents – VOC	3,296
Nitrogen oxides – NO _x	207
Zinc – Zn	2

ENVIRONMENTAL METRICS

ESRS E3-4 Water and marine resources | Water consumption

[Further information](#) 

Water consumption in own operations (in 1,000 m ³) – Calculation in accordance with ESRS	2024
Water consumption	2,091 ¹
Water consumption in areas at water risk ²	994
Water recycled and reused	146 ³
Water stored	0 ⁴

¹ More than 90% of the data required to calculate the water consumption is based on the invoice and measured values. For the rest, extrapolations and best estimates are used.

² Including areas of high-water stress

³ More than 95% are based on best estimates.

⁴ Water storage according to ESRS does not take place at Mercedes-Benz locations.

Water consumption per net revenue ¹ (in m ³ /millions of euros) – Calculation in accordance with ESRS	2024
Water consumption per net revenues	14.4

¹ The net revenue refers to Revenue in the Consolidated Statement of Income/ Loss.

Further information on water consumption (in 1,000 m ³) – company-specific	2024
Mercedes-Benz calculation method	
Water consumption in own operations	7,471
thereof in production	6,238
Water consumption in production per vehicle (in m ³ /vehicle) – company-specific	2024
Mercedes-Benz calculation method	
Mercedes-Benz Cars	3.79
Mercedes-Benz Vans	3.56

ENVIRONMENTAL METRICS

ESRS E5-4 Resource use and circular economy | Resource inflows

[Further information](#)

Resource inflows Mercedes-Benz Group	2024
Total weight of products and technical and biological materials used during the reporting period (in 1,000 t)	4,096
Share of certified biological materials (in %)	0
Weight of secondary materials (in 1,000 t)	711
Share of secondary materials (in %)	17.4


ESRS E5-5 Resource use and circular economy | Resource outflows

[Further information](#)

Waste (in 1,000 t)	2024
Hazardous waste: Preparation for reuse	0.2
Hazardous waste: Recycling	21.3
Hazardous waste: Other recovery	24.3
Total amount of hazardous waste diverted from disposal	46.2
Non-hazardous: Preparation for reuse	2.7
Non-hazardous: Recycling	561.3
Non-hazardous: Other recovery	85.1
Total amount of non-hazardous waste diverted from disposal	649.1
Total amount of waste diverted from disposal	695.3

ENVIRONMENTAL METRICS

ESRS E5-5 Resource use and circular economy | Resource outflows

[Further information](#) 


Hazardous waste: Incineration	2.3
Hazardous waste: Landfill	8.8
Hazardous waste: Other disposal operations	2.6
Total amount of hazardous waste directed to disposal	13.7
Non-hazardous: Incineration	1.5
Non-hazardous: Landfill	5.7
Non-hazardous: Other disposal operations	3.6
Total amount of non-hazardous waste directed to disposal	10.9
Total amount of waste directed to disposal	24.6
Total amount of waste	720.0
thereof non-recycled waste ¹	134.4
thereof percentage of non-recycled waste in %	18.7
thereof radioactive waste	0

¹ The definition of recycling is based on the requirements of the ESRS. This includes the volumes under the category "Recycling" and the volumes under the category "Preparation for Reuse".

Further information on waste (in 1,000 t) – company-specific	2024
Total amount of waste	720.0
thereof in production	518.0

ENVIRONMENTAL METRICS


ESRS E5-5 Resource use and circular economy | Resource outflows

Further information 

Waste in production per vehicle (in kg/vehicle) – company-specific	2024
Waste Mercedes-Benz Cars	
Total amount of waste in production	367.5
thereof waste directed to disposal	2.4
Waste Mercedes-Benz Vans	
Total amount of waste in production	88.6
thereof waste directed to disposal	8.1

EU TAXONOMY

Revenue

[Further information](#) 

Revenue proportion/total revenue ¹	Taxonomy-alignment per objective	Taxonomy-eligibility per objective
Climate change mitigation (CCM)	13%	86%
Climate change adaption (CCA)	0%	0%
Water and marine resources (WTR)	0%	0%
Circular economy (CE)	0%	0%
Pollution prevention and control (PPC)	0%	0%
Biodiversity and ecosystems (BIO)	0%	0%

¹ The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution. Climate change adaption: CCA, water and marine resources: WTR, pollution prevention and control: PPC, biodiversity and ecosystems: BIO.

Breakdown of revenue	2024			2023 (adjusted)		
	Taxonomy-aligned revenue	Total revenue	Proportion of Taxonomy-aligned revenue	Taxonomy-aligned revenue	Total revenue ¹	Proportion of Taxonomy-aligned revenue
	in millions of euros	in millions of euros	in %	in millions of euros	in millions of euros	in %
Revenue according IFRS 15	17,740	128,477	14%	20,223	136,159	15%
Other revenue	989	17,117	6%	800	16,231	5%
Total	18,729	145,594	13%	21,023	152,390	14%

¹ The previous year's figures have been corrected in accordance with IAS 8. Further information is included in [Note 3](#) (Notes to the Consolidated Financial Statement, Annual Report 2024).

EU TAXONOMY

Capital expenditures

[Further information](#)


Proportion of capital expenditure/total capital expenditure ¹	Taxonomy-alignment per objective	Taxonomy-eligibility per objective
Climate change mitigation (CCM)	30%	70%
Climate change adaption (CCA)	0%	0%
Water and marine resources (WTR)	0%	0%
Circular economy (CE)	0%	0%
Pollution prevention and control (PPC)	0%	0%
Biodiversity and ecosystems (BIO)	0%	0%

¹ The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution. Climate change adaption: CCA, water and marine resources: WTR, pollution prevention and control: PPC, biodiversity and ecosystems: BIO.

Breakdown of capital expenditure			2024		2023	
	Taxonomy-aligned capital expenditure	Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure	Taxonomy-aligned capital expenditure	Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure
	in millions of euros	in millions of euros	in %	in millions of euros	in millions of euros	in %
Intangible assets	3,170	4,626	69%	2,764	4,513	61%
thereof capitalized development costs	3,084	4,137	75%	2,653	3,812	70%
Property, plant and equipment	2,570	4,039	64%	1,768	3,718	48%
Right-of-use assets	105	456	23%	130	469	28%
Equipment on operating leases	1,271	14,499	9%	558	12,771	4%
Total	7,116	23,620	30%	5,220	21,471	24%

EU TAXONOMY

Operating expenditure

[Further information](#) 


Proportion of operating expenditure/total operating expenditure ¹	Taxonomy-alignment per objective	Taxonomy-eligibility per objective
Climate change mitigation (CCM)	36%	64%
Climate change adaption (CCA)	0%	0%
Water and marine resources (WTR)	0%	0%
Circular economy (CE)	0%	0%
Pollution prevention and control (PPC)	0%	0%
Biodiversity and ecosystems (BIO)	0%	0%

¹ The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution. Climate change adaption: CCA, water and marine resources: WTR, pollution prevention and control: PPC, biodiversity and ecosystems: BIO.

Breakdown of operating expenditure			2024		2023	
	Taxonomy-aligned operating expenditure	Total operating expenditure	Proportion of Taxonomy-aligned operating expenditure	Taxonomy-aligned operating expenditure	Total operating expenditure	Proportion of Taxonomy-aligned operating expenditure
	in millions of euros	in millions of euros	in %	in millions of euros	in millions of euros	in %
Research and non-capitalized development costs	2,154	5,580	39%	2,089	6,230	34%
Other operating expenditure	211	1,048	20%	247	1,076	23%
Total	2,365	6,628	36%	2,336	7,306	32%

SOCIAL TARGETS

ESRS S1-5 Own Workforce | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Further information 

PERSONNEL STRATEGY

- The ambition of an employee participation rate of at least 70% in employee surveys by 2030. The rate is based on industry benchmarks of comparable companies and was achieved in the last employee survey in 2023.
- The measurement of employer attractiveness in Germany with regard to students in IT and engineering:
 - IT students: a placement among the top 5 by 2030 (top 5 in the target ranking) with the milestone of the top 7 by 2025 (Trendence study).
 - Engineering: a placement in the top 5 by 2025.

TRAINING AND FURTHER QUALIFICATION

- Enable more than 70% of employees to work successfully in the digital transformation by 2030. The basis for this is the employee survey¹.

OCCUPATIONAL HEALTH AND SAFETY

- The certification of the OH&S management system (occupational health and safety) according to ISO 45001 at all (100%) German production sites and logistics centres by 2027².

EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

- Achieve an Inclusion Index³ of 75% by 2030.
- 30% women in senior management positions at levels 1-3 worldwide by 2030⁴.

¹ The status is measured by the evaluation of the following statement in the employee survey: "My direct work environment supports me in exercising my skills for digital transformation." Status in the reporting year: according to plan.


² Status in the reporting year: according to plan.

³ The approval rate is measured using the evaluation of the following statement in the employee survey: Everyone in this Company is treated fairly – regardless of ethnicity, gender, age, disability or other differences that have nothing to do with professional performance. Status in the reporting year: according to plan.

⁴ Status in the reporting year: according to plan.

SOCIAL TARGETS

ESRS S2-5 Workers in the value chain | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Further information 

- By the year 2028, define preventive actions for 100% of the Mercedes-Benz Group's production materials that pose an increased risk of human rights violations¹.
 - Milestone: by the end of the year 2025, review 70% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and define necessary preventive actions.
- By the year 2027, review the appropriateness of prevention measures for service and non-production material commodities relevant for value creation with the most significant human rights or environmental risks and derive areas for optimization¹.

¹ Status in the reporting year: according to plan.


ESRS S3-5 Affected communities | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Further information 

- Within its scope to influence upstream value chains, the Mercedes-Benz Group pursues the ambition to prevent negative impacts on affected communities through comprehensive due diligence. The targets with regard to the review of raw materials and services specified under ESRS S2-5 Workers in the value chain also apply to the potential impacts in the value chain that relate to affected communities.

SOCIAL METRICS

ESRS S1-6 Own Workforce | Characteristics of the undertaking's employees

[Further information](#) 

The metrics reported in the chapter Own Workforce take into account the active workforce including holiday workers, excluding thesis writers, interns, working students, PhD students, senior experts and trainees. Deviating or specific reporting are explained in the footnotes of individual tables.

Number of employees (headcount) by region	At 31 December 2024
Europe	137,610
North America	13,321
Asia	18,740
Other markets	5,593
Total number of employees	175,264

Number of employees (headcount) by gender	At 31 December 2024
Female	41,605
Male	133,659
Others ¹	-
Not reported ¹	-
Total number of employees	175,264


¹ In the current Sustainability Statement, the gender identity of employees is shown in the categories female and male due to the current data collection systems. Mercedes-Benz Group AG is working on expanding its systems in order to take additional gender identities into account in the reports in the future. In principle, the HR department is available to all employees for individual concerns and questions.

Number of Employees (headcount) by country ¹	At 31 December 2024
Germany	114,741

¹ For countries in which the Mercedes-Benz Group has 50 or more employees, representing at least 10% of the total number of employees.

SOCIAL METRICS

ESRS S1-6 Own Workforce | Characteristics of the undertaking's employees


[Further information](#) 

Number of employees (headcount) by type of contract		At 31 December 2024
Number of employees ¹		175,264
Female		41,605
Male		133,659
Number of fulltime employees		163,132
Female		33,538
Male		129,594
Number of parttime employees		12,132
Female		8,067
Male		4,065
Number of permanent employees ²		169,476
Female		40,045
Male		129,431
Number of temporary employees		5,788
Female		1,560
Male		4,228
Number of non-guaranteed hours employees ^{3,4}		600
Female		196
Male		404

¹ Active workforce on an annual average basis based on quarters: 179,291. Further information is available in the Notes to the Consolidated Financial Statements in the note [Functional costs](#). ² Permanent employees are part of the active workforce with a permanent contract and correspond to the core workforce. ³ Non-guaranteed hours employees on an annual average basis based on quarters: 580. ⁴ Non-guaranteed hours employees are part of temporary employees who were flexibly deployed at the Mercedes-Benz AG and Mercedes-Benz Ludwigsfelde GmbH locations in the course of 2024. The work contracts are made after mutual agreement and in the interest of both parties.

SOCIAL METRICS

ESRS S1-6 Own Workforce | Characteristics of the undertaking’s employees

Further information 

Turnover ¹	2024
Employees who have left the Group (absolute)	22,601
Turnover (in %)	12.9

¹ Active workforce who have left the Mercedes-Benz Group voluntarily or due to dismissal, retirement or death.

The core workforce (employees with a permanent contract) is used as a parameter for calculating company-specific turnover. In contrast to the active workforce (methodological specification of the ESRS), temporary employees and holiday workers are not taken into account due to their time-limited activities.

Turnover – company-specific ¹	2024
Employees who have left the Group (absolute)	11,006
Turnover (in %)	6.5

¹ Permanent employees (core workforce with permanent contracts) who have left the Mercedes-Benz Group voluntarily or due to dismissal, retirement or death.

ESRS S1-8 Own Workforce | Collective bargaining coverage and social dialogue

Further information 

Coverage Rate ¹	Collective Bargaining Coverage ^{2,3}	Social Dialogue ²
0-19%		
20-39%		
40-59%		
60-79%		
80-100%	Germany	Germany


¹ For countries in which the Mercedes-Benz Group has 50 or more employees, representing at least 10% of the total number of employees.

² Reference date 31.12.2024.

³ Multiple collective bargaining agreements..

SOCIAL METRICS

ESRS S1-9 Own Workforce | Diversity metrics

[Further information](#) 

Gender distribution at top management level (1-2) ¹		At 31 December 2024
Gender distribution at top management level (absolute)		
Male		330
Female		100
Gender distribution at top management level (in %)		
Male		76.7
Female		23.3

¹ Top Management level is the first two levels directly below the Board of Management.


The Mercedes-Benz Group has taken a more comprehensive approach to calculating the gender distribution of the top management level, as the aim is to increase the proportion of women in all senior management positions, not just in top management.

Gender distribution at senior management level 1-3 ¹ – company-specific		At 31 December 2024
Gender distribution at senior management level (absolute)		
Male		1,656
Female		593
Gender distribution at senior management level (in %)		
Male		73.6
Female		26.4

¹ Management levels 1-3 are the first three levels under the Board of Management.


SOCIAL METRICS

ESRS S1-9 Own Workforce | Diversity metrics

[Further information](#) 

Age distribution of own workforce (in %)		At 31 December 2024
Under 30 years		13.1
30-50 years		56.8
Over 50 years		30.1

ESRS S1-14 Own Workforce | Health and safety metrics

[Further information](#) 

Share of employees covered by the occupational health and safety management system (in %)		2024
Share of covered employees		100
Recordable work-related accidents ¹		2024
Number of recordable work-related accidents		989
Rate of recordable work-related accidents ²		3.2

¹ Number of all reportable occupational accidents according to local legislation (excluding commuting accidents).


² Per 1 million hours of attendance.

Number of fatalities as a result of work-related injuries		2024
Own workforce		0
Other workers who worked at a Mercedes-Benz Group site		2
Number of fatalities as a result of work-related ill health ¹		2024
Own workforce		0
Other workers who worked at a Mercedes-Benz Group site		0

¹ The information relates to work-related ill health that were reported to the Mercedes-Benz Group or identified as part of medical monitoring during the reporting period. In accordance with local legal regulations, no cases were reported to the Group in the reporting year. In Germany, for example, work-related ill health are recorded by the employers' liability insurance association.


SOCIAL METRICS

ESRS S1-10 Own Workforce | Adequate Wages

Further information 

- The Mercedes-Benz Group pays all its employees worldwide adequate wages in accordance with applicable reference values. Adequate wages indicate whether the basic wage of employees corresponds to adequate wage in comparison with officially valid benchmarks (such as national minimum wages and other comparable international reference values). If the basic wage of an employee is lower than the benchmark value, it shows the countries and the percentage of employees that are affected.
- The basic salary consists of the basic wage (excluding variable remuneration components such as overtime, incentive payments and allowances unless they are guaranteed) and all fixed guaranteed additional payments.

ESRS S1-16 Own Workforce | Compensation metrics (pay gap and total compensation)

Further information 

Gender pay gap and total remuneration		2024
Gap in pay between female and male employees (in %)		4.8
Ratio between the highest paid individual and the median annual total remuneration for all employees		175

ESRS S1-17 Own Workforce | Incidents, complaints and severe human rights impacts

Further information 

Incidents and complaints relating to discrimination and other labour law issues		2024
Number of severe incidents of discrimination ¹		21
Number of complaints filed through internal channels ²		334
Number of complaints filed through national contact points		0

¹ This figure essentially includes serious cases of discrimination, sexual harassment, racism and violations of physical/psychological integrity.
² Disciplinary cases in the human resources department regarding working conditions, equal treatment and equal opportunities and other work-related rights that have been documented in writing are addressed.