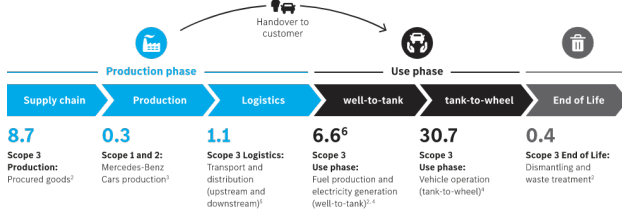


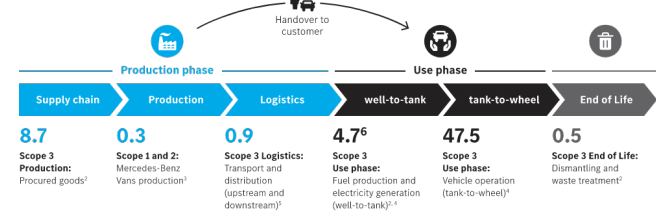
Targets	Target horizon	Status as of 2022
Climate protection in vehicles and services		
Mercedes-Benz offers battery-electric vehicles (BEVs) in all segments where the brand is represented	2022	13 models
Increase the share of plug-in hybrids and all-electric vehicles to up to 50% ¹	By mid-decade	Cars 16% Vans 4%
All new vehicle architectures are electric	2025	According to plan
There is an all-electric alternative for every model offered by Mercedes-Benz	2025	According to plan
Mercedes-Benz is all-electric — wherever market conditions allow	By the end of the decade	According to plan
Reduction of the CO ₂ emissions per car in the new vehicle fleet by at least 50% along all stages of the value chain ^{1, 2}	By the end of the decade	According to plan
A fleet of new Mercedes-Benz vehicles that are net carbon-neutral along all stages of the value chain	2039	According to plan
Climate protection in the supply chain		
Mercedes-Benz plans to procure only net carbon-neutral production materials	2039	86% of suppliers ³
Climate protection in production		
Net carbon-neutral production in company-owned Mercedes-Benz production plants worldwide	2022	Achieved
Reduce CO ₂ emissions in the Mercedes-Benz plants (Scope 1 and 2) by 50% ⁴	2030	Achieved
NEW: Reduce CO ₂ emissions in the Mercedes-Benz plants (Scope 1 and 2) by 80% ⁴	2030	
Increase the share of the energy requirement in own Mercedes-Benz production plants which is met through renewable energies: Cars 70% Vans 80%	2030	According to plan
NEW: All Mercedes-Benz production plants worldwide to run 100% on renewable energy with zero CO ₂ emissions	2039	

1 When market conditions allow. 2 Compared to 2020, based on the entire value chain. 3 Measured on the basis of the annual procurement volume and assured by signature. 4 Compared to 2018.

Scope 1, 2 and selected Scope 3 CO₂ emissions in t per vehicle, Mercedes-Benz Cars 2022^{1,7}



Scope 1, 2 and selected Scope 3 CO₂ emissions in t per vehicle, Mercedes-Benz Vans 2022^{1,7}



1 For calculation basis see appendix [Calculation and documentation of CO₂ emissions](#) and chapter [CO₂ emissions along the entire value chain](#)

2 See Life cycle assessments of vehicles and internal life cycle assessment studies

3 See [key figures environment](#)

4 Driving emissions of Mercedes-Benz Cars fleet (EU, China, USA and RoW) standardised, mileage: 200,000 km, for data basis see chapter [Development of CO₂ emissions](#)

5 Forecast value

6 Incl. Green Charging: Contribution per vehicle -0.08 t CO₂ (Mercedes-Benz Cars); Incl. Green Charging: Contribution per vehicle -0.03 t CO₂ (Mercedes-Benz Vans)

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

Targets	Target horizon	Status as of 2022
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	Achieved

Targets	Target horizon	Status as of 2022
Increase the share of secondary raw materials per vehicle ¹ Cars 40%	2030	According to plan
Reduce energy consumption per vehicle ² Cars -43% Vans -25%	2030	According to plan
Reduce water consumption per vehicle ² Cars -33% Vans -28%	2030	According to plan
Reduce the amount of disposal waste per vehicle ³ Cars -82% Vans -85%	2030	According to plan
Reduce the total amount of waste per vehicle ³ Cars -35% Vans -30%	2030	According to plan

1 On average for the Mercedes-Benz passenger car fleet excluding smart and Vans. 2 In production compared to average for 2013/2014

3 In production compared to 2018.

Sustainable
Urban Mobility

Targets	Target horizon
Improve traffic 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 sustainable mobility through the expansion of charging infrastructure and cyclical use concepts for transport systems	Ongoing

Traffic Safety

Targets	Target horizon
Further improve accident prevention systems	Ongoing
Make vehicles even safer for occupants during and after an accident	Ongoing
Make vehicles safer for other road users, for example pedestrians	Ongoing
Increase overall traffic safety through safety initiatives	Ongoing
Further automation of driving functions at SAE Levels 2-4	Ongoing
Continue integration of social and ethical aspects into automated driving Levels 2-4	Ongoing

Human Rights

Targets	Target horizon	Status as of 2022
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	
Milestone: Assess 70% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and define necessary remediation measures	2025	
Milestone: Assess 50% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and define necessary remediation measures	2023	
Milestone: Assess 40% of all production raw materials used by the Mercedes-Benz Group with an increased risk of human rights violations and define necessary remediation measures	2022	41%
Assess 100% of commodities sourced from service supply chains posing an increased risk of human rights violations	2026	36%

People

Targets	Target horizon	Status as of 2022
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. The aim is to create a common understanding for an agile and innovative management culture in the transformation	Ongoing	
Ensure market-conformant salary structures through compliance with the global remuneration policy	Ongoing	Target achieved
Support and further develop flexible and contemporary working time models	Ongoing	
Increase the Group's attractiveness as an employer for digitally talented people: Top 5 in the target ranking ¹	2030	Target achieved
Milestone: Top 7 in the target ranking ¹	2025	Target achieved
Training and professional development		
Ensure a high-quality, 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	
Milestone: Enable 60-65% of employees to work successfully in the digital transformation ²	2025	Target achieved
Restructure and regularly develop the training available to employees	Ongoing	
Diversity and inclusion		
Improve equal opportunities for all employees in the Group according to the "Inclusion Index" ³	2030	
Milestone: 70% approval rate of the "Inclusion Index" ³	2025	Target achieved
Increase the quota of women in senior management positions ⁴ to 30%.	2030	
Health and occupational safety		
Enable employees to work in a healthy and safe environment	Ongoing	
Further promote the digitisation of health management	Ongoing	
Use a uniform accident documentation system worldwide and introduce it at the German production locations	2023	Target achieved

1 Target ranking in [Trendence](#) study (survey period from October 2021 to February 2022) among IT college graduates (Germany).

2 Employee survey (survey period from September 2021 to October 2021), agreement rate on development of skills for the digital transformation.

3 Employee survey (survey period from September 2021 to October 2021), approval rate regarding fair treatment regardless of ethnicity, gender, age, disability or other differences

4 Management level 3 and higher, Mercedes-Benz Group worldwide (headcounts, fully consolidated companies).

Integrity and Compliance

Targets

With its integrity activities, the Mercedes-Benz Group pursues the following central goals:

- Minimise risks through knowledge of and compliance with the Integrity Code
- All employees and managers behave and act in an ethical and responsible manner
- Exchange and dialogue on current integrity priorities
- Feedback from integrity analyses is incorporated into measures designed to strengthen the culture of integrity

Ongoing

With its compliance activities, the Mercedes-Benz Group particularly pursues the following central goals:

- Respect and uphold human rights
- Comply with anti-corruption regulations
- Engage in and promote fair competition
- Compliance of products with technical and regulatory requirements
- Observe data protection laws
- Comply with all applicable embargoes and sanctions
- Prevent money laundering and terrorist financing

Ongoing

Data Responsibility

Targets

Target horizon

Status as of 2022

Evaluate the effectiveness of the Data Compliance Management System¹

Ongoing

Design:
completely fulfilled
Implementation:
completely fulfilled
Operational
effectiveness: partially
fulfilled

Strengthen customer trust in Mercedes-Benz data processing

Ongoing

Partnerships

Targets

Target horizon

Status as of 2022

Use political advocacy responsibly to achieve sustainable corporate goals and to facilitate the opinion-forming process at national and international level

Ongoing

Target achieved

Milestone: Support sustainable corporate goals with regard to “Electric only” and locally emission-free production through political representation of interests

2039

Target achieved

Milestone: Realign partnership portfolio to achieve sustainable business objectives

2023

Strengthen the credibility of the Mercedes-Benz Group through transparency of political positions on sustainability issues

Ongoing

Target achieved

Milestone: Update the “Mercedes-Benz Group Climate Policy Report”

2023

Target achieved

Make lobbying activities comprehensible and verifiable on the basis of defined evaluation criteria

2022

Target achieved

Milestone: Continue stakeholder interviews and derive necessary measures for future political representation of interests

2022

Target achieved

Executive Remuneration


VARIABLE COMPONENTS

Short-Term Incentive (STI)

Long-Term Incentive (LTI)


ANNUAL BONUS FY 2023¹PPSP 2023^{1,2}


ENVIRONMENT

 **CO₂ emissions**
(passenger cars + vans fleet worldwide)


 **xEV share of unit sales**
(worldwide)

SOCIAL

 **Safety innovation**

 **Assessed high-risk materials**

GOVERNANCE

 **ESG stakeholder engagement**

 **Diversity & inclusion**

Contribution to CO₂ emissions reduction, to increasing road safety and continuous development of the Group's ESG activities across the company and with external stakeholders

Contribution to increasing xEVs on the road, to ensuring a supply chain that is fair, transparent and promotes human rights and to promoting diversity in the workplace and guaranteeing that all receive fair treatment regardless of background

¹ Amendment partly to be submitted to AGM for approval ² PPSP – Performance Phantom Share Plan