

# DOING OUR PART

ENABLING A SUSTAINABLE TRANSFORMATION THROUGH CORPORATE GOVERNANCE.

# SUSTAINABLE CORPORATE GOVERNANCE

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Member of the Board of Management of Mercedes-Benz Group AG, Integrity & Legal Affairs

## ROLE OF OUR SUPERVISORY BOARD

#### INTENSIFIED DIALOGUE ON ESG AND SUSTAINABILITY TOPICS





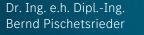












Ergun Lümali

Sari Baldauf

Michael Bettag

Ben van Beurden

Nadine Boguslawski

Michael Brecht















Marco Gobbetti

Dr. Martin Brudermüller

Liz Centoni

Dame Polly Courtice

Michael Häberle

Timotheus Höttges

Olaf Koch



Roman Romanowski



Prof. Dr. Helene Svahn



Monika Tielsch



Elke Tönjes-Werner



Dr. Frank Weber



Roman Zitzelsberger





STRONGER INTEGRATION OF ESG CRITERIA

Streamlined decision making and empowered committees

Facilitated ESG reporting with central data dashboard

Updated Compliance Management System, Risk Management and Integrity Standards



# VARIABLE COMPONENTS

Short-Term Incentive (STI)

Long-Term Incentive (LTI)

Annual bonus

Performance Phantom Share Plan (PPSP)

### EXECUTIVE REMUNERATION

#### FURTHER ANCHORING OF ESG CRITERIA

#### ANNUAL BONUS FY 20231

PPSP 20231

ENVIRONMENT



SOCIAL

— MERCEDES-BENZ —



GOVERNANCE



Contribution to CO<sub>2</sub> emissions reduction, to increasing road safety and continuous development of the Group's ESG activities across the company and with external stakeholders



xEV share of unit sales (worldwide)



Assessed high-risk materials

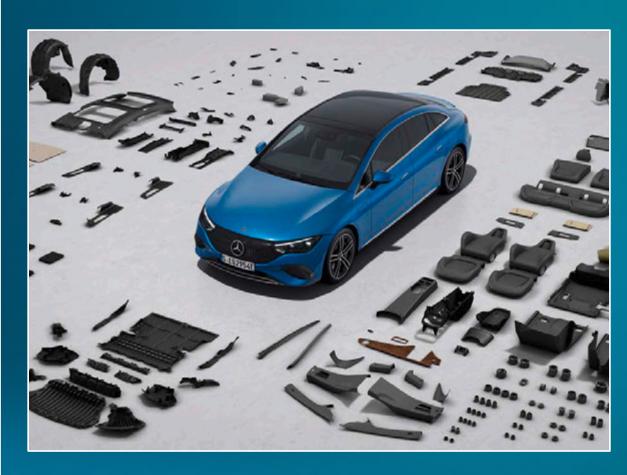


Diversity & inclusion

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

# FROM STRUCTURES TO SERVICES, FROM PROCESSES TO PRODUCTS

#### ESG IS ABOUT CREATING SUSTAINABLE VALUE IN A HOLISTIC WAY





#### DISCLAIMER

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 decline of demand 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; a shift in consumer preferences towards smaller, lower-margin vehicles; a possible lack of acceptance of our products or services which limits our ability to achieve prices and adequately utilize our production capacities; price increases for fuel or raw materials; disruption of production due to shortages of materials or energy, labour strikes or supplier insolvencies; 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; changes in laws, regulations and government policies, particularly those relating to vehicle emissions, fuel economy and safety; 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 the current Annual Report or in the current Interim 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.