DOING OUR PART

EMPOWERING OUR EMPLOYEES AND OUR ORGANISATION FOR A DIGITAL AND ELECTRIC FUTURE.
DOING OUR PART

PEOPLE PLAN

Sabine Kohleisen
Member of the Board of Management of Mercedes-Benz Group AG,
HR & Director of Labor Relations
TRANSFORMING OURSELVES AND THE WAY WE WORK
OUR PEOPLE PLAN FOCUSES ON A JUST TRANSITION FOR OUR EMPLOYEES

Re-shape
streamlining our organisation in a responsible way

Re-skill
developing future-oriented qualifications

Re-charge
defining the Mercedes-Benz way as an employer
HIRING FOR OUR FUTURE

3,000 positions for software engineers worldwide

3,750 apprentices and dual students in Germany
RE-SHAPE

NO ONE-SIZE-FITS-ALL SOLUTION

Individual target plans for our entities, plants and functions

Realignment of our global production network towards electric vehicles and digitalisation

Targeting further increases and improvements in the future flexibility and efficiency of our plants
RE-SKILL

Turn2Learn

WE EMPOWER OUR TEAM TO SHAPE A SUCCESSFUL TRANSFORMATION

>1.3 bn
investment in Turn2Learn qualification initiative in Germany 2022-2030

1.9 m
learning hours in 2022, up from 1.3 m in 2021
RE-SKILL

65,000 employees in Germany qualified in e-mobility since 2020
SPECIFIC IT TRAINING FOR STRATEGICALLY IMPORTANT DATA AND USE CASES
320 COLLEAGUES CURRENTLY IN TRAINING

Data Product Owner
Data Engineer
Data Analyst
Data Scientist
MERCEDES-BENZ IS EMPLOYER OF CHOICE

Becoming ... One of Us
RE-CHARGE

MODERN, FLEXIBLE AND DIVERSE WORKING ENVIRONMENT

24.7%

share of women in senior management positions

>200

job-sharing tandems across leaderships levels
ESG targets in short- and long-term incentives

From Managers to Board of Management

OUR EMPLOYEES SHARE IN THE COMPANY’S SUCCESS

Competitive salary

Profit-sharing bonus for tariff-scale employees

Employee shares

WE BASE OUR COMPENSATION NOT ONLY ON EBIT, BUT ALSO ON ESG TARGETS
TOGETHER AS A TEAM, WE CAN REACH OUR GOALS AND BRING OUR STRATEGY TO LIFE
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.