MERCEDES-BENZ GROUP

ESG CONFERENCE 2024
Tomorrow drives Mercedes-Benz.

SUSTAINABLE PEOPLE PLAN

SABINE KOHLEISEN
Member of the Board of Management of Mercedes-Benz Group AG,
Human Relations & Labour Director
OUR SUSTAINABLE PEOPLE PLAN FOCUSES ON A JUST TRANSITION FOR OUR EMPLOYEES

RE-SHAPE
Streamlining our organisation in a responsible way

RE-SKILL
Cultivating learning and future-ready development

RE-CHARGE
Driving the best people experience
RE-SHAPE
STREAMLINING OUR ORGANISATION IN A RESPONSIBLE WAY

Target pictures of locations and entities

Becoming a lean, resilient, agile and innovative company

Hiring for our future
RE-SKILL
CULTIVATE LEARNING AND FUTURE-READY DEVELOPMENT

2 BN
investment in Turn2Learn qualification initiative worldwide 2022–2030

2.3 M
learning hours in 2023, +19% compared to 2022
participations in e-mobility trainings in 2023 in Germany

27K

participations in trainings in digitalisation in 2023 worldwide

142K

gained further qualifications as data and AI specialists in 2023

600
86% participation rate in our worldwide employee survey
+8% compared to 2021

77% are satisfied working at Mercedes-Benz
+3% compared to 2021
MERCEDES-BENZ NURTURES A WORKING ENVIRONMENT THAT VALUES DIVERSITY, EQUITY AND INCLUSION

WOMEN IN SENIOR MANAGEMENT POSITIONS

2020: 20.5%
2023: 25.7%
2030 goal: 30%
WE EMPOWER OUR EMPLOYEES IN BECOMING THE BEST VERSION OF THEMSELVES TO SUCCEED IN THE DIGITAL AND ELECTRIC FUTURE
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 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 ESG reporting (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 all-electric 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 the current 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.