

Mercedes-Benz Group

SUSTAINABILITY UPDATE 2025



DEEP DIVE HUMAN RIGHTS

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Member of the Board of Management of Mercedes-Benz Group AG
Integrity, Governance & Sustainability

NAVIGATING THE WINDING ROAD OF REGULATIONS IN TURBULENT TIMES



OUR COMMITMENT TO HUMAN RIGHTS REMAINS



TURBULENT TIMES REQUIRE PROACTIVE ACTIONS

STRENGTHENING OUR RESILIENCE SYSTEMATICALLY



65%
ACHIEVED

Al ALUMINIUM	Fe IRON	Mo MOLYBDENUM	Pt PLATINUM	Sn TIN	L LEATHER
Cr CHROMIUM	Li LITHIUM	Ni NICKEL	Rh RHODIUM	W TUNGSTEN	M MICA
Co COBALT	Mg MAGNESIUM	Nb NIOBIUM	Si SILICON	Au GOLD	R RARE EARTH ELEMENTS
Cu COPPER	Mn MANGANESE	Pd PALLADIUM	Ta TANTALUM	C GRAPHITE	R RUBBER

AHEAD OF THE WAVE IN THE RAW MATERIAL SUPPLY CHAINS



PREVENTIVE

Resilience through assessments, transparency, audits and control

PROACTIVE

Responding to geopolitical challenges and safeguarding the company's interests

EXTERNALLY CHALLENGED

Exchanges with stakeholders and affected rights holders to strengthen our approaches

SAFEGUARDING OUR INTERESTS WHILE TAKING ACTION ON THE GROUND

Mercedes-Benz Group | Raw Material Report 2024

METHODOLOGY INITIATIVES SPOTLIGHTS RAW MATERIALS ANNEX

Aluminium Cobalt Copper Graphite Leather Lithium Mica Nickel PGMs REEs Silica Sand and Silicon 3TG

Al Aluminium

Aluminium is the most abundant metal in the Earth's crust and is extracted from bauxite. It is increasingly replacing steel in vehicle manufacturing because its light weight can make a significant contribution to improving fuel efficiency and decreasing carbon emissions by reducing the overall vehicle weight.

Raw Material Risks

Mining and Beneficiation

Main bauxite mining countries according to global market share¹

- Australia 25%
- Guinea 25%
- China 24%
- Brazil 8%
- India 6%

Smelting and Refining

Main processing countries²

- China 59%
- Australia 14%
- Canada 8%
- India 6%
- Russia 2%

Identified Salient Risks

- Working conditions, including occupational health and safety
- Modern slavery, including forced labour
- Community and indigenous peoples' rights
- Environmental risks with impact on human rights

Focus Parts/Commodities

- Body in white / direct sourcing of raw material
- Wheels
- Battery compartment

Risk Analysis

Scope	Minor	Moderate	Major	Critical
Minor				
Moderate				
Major				
Critical				

¹ Based on USGS 2024, Bauxite
² USGS 2024

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AL ALUMINIUM

CORRIDOR PROGRAM



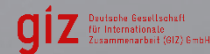
Building resilient supply chains through effective risk management

WE COLLABORATE WITH PARTNERS TO PROMOTE SECTOR-WIDE SOLUTIONS

FOCUS ON TRANSPORT LOGISTICS



CROSS SECTORAL GRIEVANCE MECHANISM



WE CREATE REAL IMPACT

SETTING HIGH STANDARDS

ENGAGING IN MEANINGFUL PARTNERSHIPS

TAKING RESPONSIBILITY FOR OUR VALUE CHAIN



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.