

Mercedes-Benz Group

# **SUSTAINABILITY UPDATE 2025**



# DEEP DIVE PEOPLE

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THE SUSTAINABLE PEOPLE PLAN IS OUR WAY TO ENABLE  
THE MERCEDES-BENZ TEAM TO DRIVE THE TRANSFORMATION

A central image showing the Mercedes-Benz logo (a three-pointed star in a circle) resting on a dark, reflective surface. Several hands wearing white work gloves are arranged around the logo, with some hands touching it. The gloves have the Mercedes-Benz logo and the word 'Mercedes' printed on them. The background is dark and slightly blurred, suggesting a factory or workshop setting.

## RE-SHAPE

Streamlining our organisation  
in a responsible way

## RE-SKILL

Cultivating learning and  
future-ready development

## RE-CHARGE

Driving the best people experience

OUR AMBITION IS TO SHAPE THE TRANSFORMATION TOGETHER  
IN A FUTURE-ORIENTED, SOCIALLY ACCEPTABLE AND RESPONSIBLE MANNER

## ORGANISATIONAL STREAMLINING

Shaping future-oriented  
personnel positioning

## FLEXIBILITY & AGILITY

Getting people with the  
right skills at the right positions

## INCLUSIVE WORKING ENVIRONMENT

Fostering learning,  
development & engagement

# 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.