Mercedes-Benz Group ESG targets

Area of action	Targets	Target horizon	Status as of 2021
Climate protection	**Climate protection as it relates to our vehicles and services**		
	Mercedes-Benz offers battery electric vehicles (BEVs) in all the divisions in which the brand is represented.	**2022**	10 models
	We increase the share of plug-in hybrids and all-electric vehicles to as high as 50 per cent.	**2025**	12 per cent
	All new vehicle architectures are exclusively electric.	**2025**	According to plan
	Customers are offered the choice of at least one all-electric vehicle in every segment.	**2025**	According to plan
	SBTI: The CO_2 emissions pertaining to the use phase (well-to-wheel) of Mercedes-Benz's fleet of new vehicles are reduced by more than 40 per cent.[1]	**2030**	According to plan
	NEW: We aim to reduce CO_2 lifecycle emissions per vehicle of Mercedes-Benz cars by more than 50 per cent.[2]	**2030**	
	Mercedes-Benz is all-electric — wherever market conditions allow.	**By the end of this decade**	According to plan
	A fleet of new Mercedes-Benz vehicles that are CO_2 neutral along all stages of the value chain.	**2039**	According to plan
	Climate protection in the supply chain		
	Mercedes-Benz plans to procure only CO_2 neutral production materials.	**2039**	89 per cent of all suppliers[4]
	Climate protection in production		
	The manufacturing operations in our Mercedes-Benz production plants are CO_2 neutral worldwide.	**2022**	According to plan
	Mercedes-Benz to reduce CO_2 emissions at its plants (Scope 1 and 2) by 50 per cent.[3]	**2030**	85 per cent[5]
	NEW: We plan to cover 70% of our energy needs through renewable sources.	**2030**	
	NEW: We aim to generate 15% of our energy needs from solar and wind generated at our own sites.	**2030**	
Air Quality	Our objective is to ensure that our entire new vehicle fleet no longer has any relevant impact on nitrogen dioxide pollution in urban areas.	**2025**	
Resource conservation	**Proportion of secondary raw materials per vehicle[6]**	**2030**	
	Cars 40%		
	Energy consumption per vehicle[7]	**2030**	
	Cars – 43%		
	Vans – 25%		
	Water consumption per vehicle[7]	**2030**	
	Cars – 33%		
	Vans – 28%		
	Waste for disposal per vehicle[8]	**2030**	
	Cars – 82%		
	Vans – 85%		
Sustainable urban mobility	Improving road safety for all road users in urban areas.	**Ongoing**	
	Making the traffic flow in cities more efficient and optimising resource and infrastructure needs.	**Ongoing**	
	Expanding sustainable mobility by extending the charging infrastructure and cyclical use concepts for traffic systems.	**Ongoing**	
	Providing all city dwellers with unobstructed access to mobility.	**Ongoing**	
Traffic safety	Further improve accident-prevention systems.	**Ongoing**	
	Make vehicles even safer for occupants during an accident and afterwards.	**Ongoing**	
	Make vehicles even safer for other road users, such as pedestrians.	**Ongoing**	
	Increase overall traffic safety by means of safety initiatives.	**Ongoing**	
Data responsibility	Evaluate the effectiveness of our Data Compliance Management System.[9]	**2022**	Design: completely fulfilled Implementation: completely fulfilled Effectiveness[10]
Human Rights	**Define and implement appropriate protective measures for addressing 100 per cent of our 24 production raw materials that harbour a higher risk of human rights violations.**	**2028**	
	Milestone: Review 70 per cent of all the production raw materials we use that pose an increased risk of human rights violations and define any necessary remediation measures.	**2025**	
	Milestone: Examine 40 per cent of all raw materials posing an increased risk.	**2022**	
	Milestone: Examine 30 per cent of all raw materials posing an increased risk.	**2021**	31 per cent
	Review 100 per cent of the 27 commodities from the services supply chains that pose an increased risk of human rights violations.	**2026**	24 per cent
Integrity and compliance	**Our integrity-related activities are designed to help us reach the following key targets:**	**Ongoing**	
	Knowledge of and compliance with the Integrity Code.		
	All employees and managers behave and act in an ethical and responsible manner.		
	Discussions and dialogue concerning current key integrity topics and the risks associated with unethical behaviour.		
	Feedback from integrity analyses is incorporated into measures designed to strengthen the culture of integrity.		
	Our compliance-related activities are designed to help us reach the following key targets:	**Ongoing**	
	Respect for and protection of human rights.		
	Compliance with corruption prevention regulations.		
	Maintenance and promotion of fair competition.		
	Compliance of our products with technical and regulatory requirements.		
	Adherence to data protection laws.		
	Compliance with sanctions.		
	Prevention of money laundering.		
	Prevention of the financing of terrorism.		

Mercedes-Benz Group ESG targets

Area of action	Targets	Target horizon	Status as of 2021
People	**Partnership with the employees**		
	Ensure permanently constructive cooperation between company and employee representative bodies.	**Ongoing**	
	Ensure remuneration structures in line with market rates through compliance with our global Corporate Compensation Policy.	**Ongoing**	No significant violations are known
	Further develop our leadership principles and culture in order to boost our agility, increase the pace of innovation and safeguard the stability of business operations.	**Ongoing**	
	Support and enhance flexible and modern working-time arrangements in order to exploit the advantages of new forms of work. The focal topic this year is hybrid work.	**Ongoing**	Target achieved
	Training and professional development		
	Ensure the high quality of our training programmes.	**Ongoing**	
	NEW: We will invest more than €1.3 billion in the qualification, training and continuing education of our employees in Germany alone.	**2030**	
	Empower more than 70 per cent of the employees to work successfully within the digital transformation.[11]	**2030**	
	Milestone: Empower 60–65 per cent of the employees to work successfully within the digital transformation.[11]	**2025**	Target achieved
	Enhance the culture of learning and introduce innovative types of instruction — implemented during the reporting year in a few pilot projects and test measures.	**Ongoing**	Target achieved
	Increase the Group's attractiveness as an employer for digitally talented people: Top 5 in the target ranking.[12]	**2030**	
	Milestone: Top 7 in the target ranking.[12]	**2025**	Target achieved: Top 6[15]
	Diversity and equal opportunity		
	Improve equal opportunity for all of the employees in this company, as measured by the agreement rate to the Inclusion Index.[13]	**2030**	
	Milestone: 70 per cent by agreement rate to the "Inclusion Index".	**2025**	Target achieved
	NEW: We plan to increase the proportion of women in leading management positions[14] to 30%.	**2030**	22.5 per cent
	Health and occupational safety		
	Curb the spread of covid-19 and maintain business operations.	**2021**	Target achieved: effective measures taken
	Ensure measures for health management and occupational safety are updated daily.		
	Maintain existing medical services.		
	Continue information campaign for covid-19.		
	Continue vaccination campaign for the protection of the employees.		
	Ensure employees can work in a safe and healthy environment.	**Ongoing**	
	Continue to promote the digitalisation of health management in line with current conditions.	**Ongoing**	In 2021, we offered additional digital prevention measures, including a new health app.
Partnerships	Make lobbying activities transparent and verifiable on the basis of defined evaluation criteria.	**2022**	
	Milestone: Continue stakeholder interviews and derive necessary measures for future political representation of our interests.	**2022**	
	Milestone: Develop an evaluation concept to determine the current situation.	**2021**	Target achieved: - Concept developed - Initial stakeholder interviews conducted

1 Compared to 2018 and pertaining to the use phase (well-to-wheel); corresponding to the target of the Science Based Targets initiative (SBTi).
2 Compared to 2020
3 Compared to 2018. This target has been confirmed by the Science Based Targets initiative (SBTi).
4 Measured on the basis of the annual procurement volume and assured by signature.
5 Target achievement level
6 On average for the Mercedes-Benz car fleet without smart and vans
7 In production, as compared to the average for 2013/2014
8 In production, as compared to 2018
9 Multi-stage assessment method for the continual improvement of:
  a. Design — is the system designed to ensure that the goals of the Compliance Management System are achieved?
  b. Implementation — has the system that has an effective design also been implemented as planned?
  c. Effectiveness — is the implemented system being used effectively?
10 The effectiveness of the Data Compliance Management System cannot be reliably determined until at least six months after it has been successfully implemented. This component will therefore not be assessed until 2022.
11 Employee survey, agreement rate regarding their empowerment for the digital transformation
12 Ranking of goals in the Trendence study of college graduates in the field of IT (Germany)
13 Employee survey, agreement rate regarding fair treatment regardless of ethnicity, gender, age, disability or other differences
14 Management Level 3 and above of the Mercedes-Benz Group worldwide (headcounts, fully consolidated companies)
15 Result relates to the former Daimler Group in Germany