

MERCEDES-BENZ
GROUP

ESG

CONFERENCE

2024

Tomorrow drives Mercedes-Benz.

SUSTAINABLE PEOPLE PLAN

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Member of the Board of Management of Mercedes-Benz Group AG,
Human Relations & Labour Director



CHALLENGES ON OUR WAY TO A SUCCESSFUL TRANSFORMATION



DECARBONISATION



DEMOGRAPHIC CHANGE



DIGITALISATION

OUR SUSTAINABLE PEOPLE PLAN FOCUSES ON A JUST TRANSITION FOR OUR EMPLOYEES



RE-SHAPE

Streamlining our organisation
in a responsible way

RE-SKILL

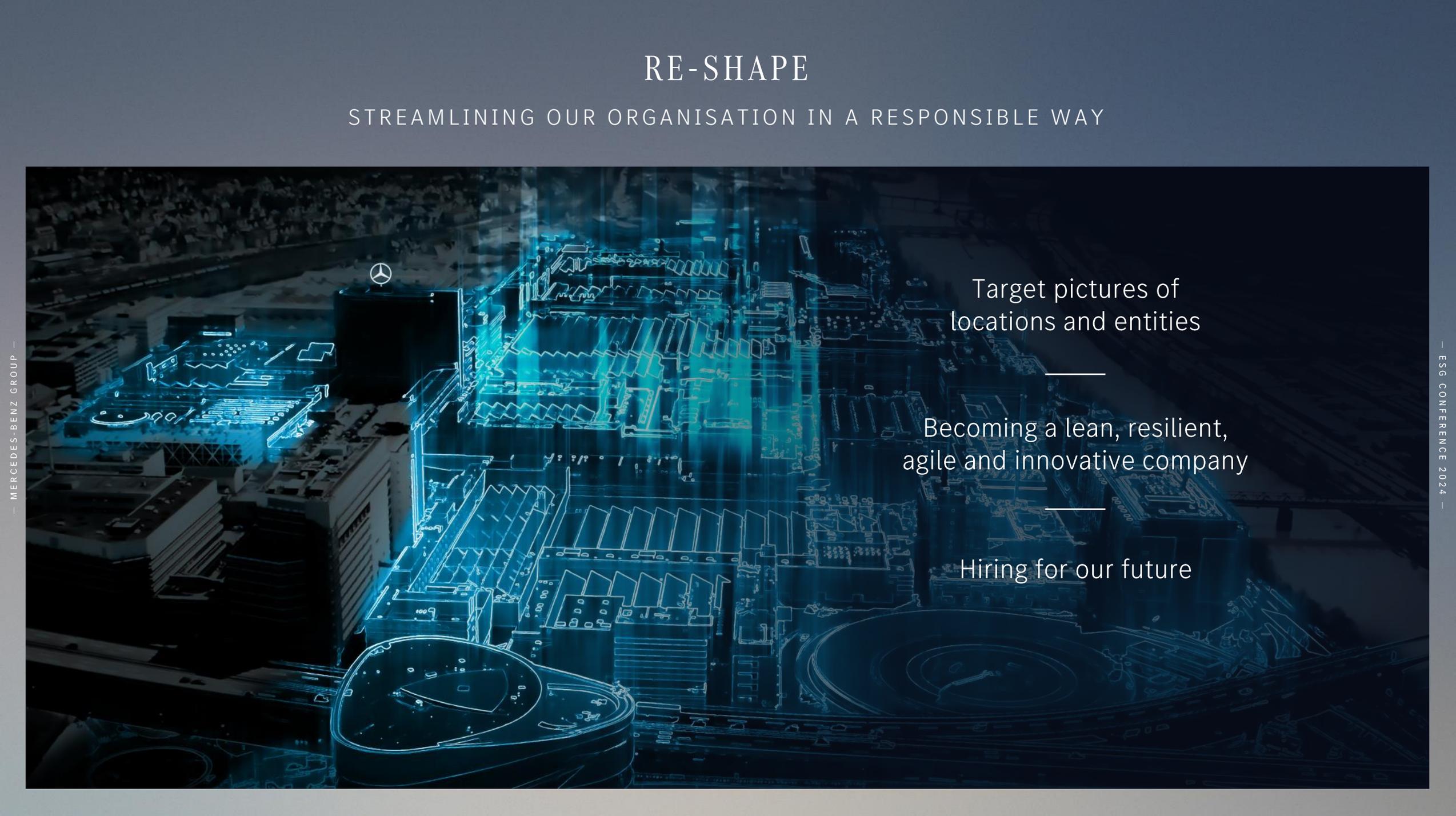
Cultivating learning and
future-ready development

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

RE-SKILL

CULTIVATE LEARNING AND FUTURE-READY DEVELOPMENT



27 K

participations in e-mobility trainings
in 2023 in Germany

142 K

participations in trainings in digitalisation
in 2023 worldwide

600

gained further qualifications
as data and AI specialists in 2023

RE-CHARGE

DEDICATED TO BEING THE EMPLOYER OF CHOICE FOR OUR TEAM MEMBERS AND FUTURE TALENT



PULSE 23

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



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.