

140 YEARS OF  
INNOVATION



# SUSTAINABILITY TARGETS AND METRICS FY 2025

Mercedes-Benz Group

# INTRODUCTION

This document provides a summary of selected information publicly available in the [Mercedes-Benz Group Annual Report 2025 with integrated Sustainability Report](#). It does not provide any further information. This document should only be read in conjunction with the Mercedes-Benz Group Annual Report 2025. We have indicated the sources and included weblinks in the publication, which were available and working properly at the time of inclusion. We cannot guarantee that the links will work at all times.

For the avoidance of doubt, the Sustainability Targets and Metrics document is not subject to approval by an external auditor.

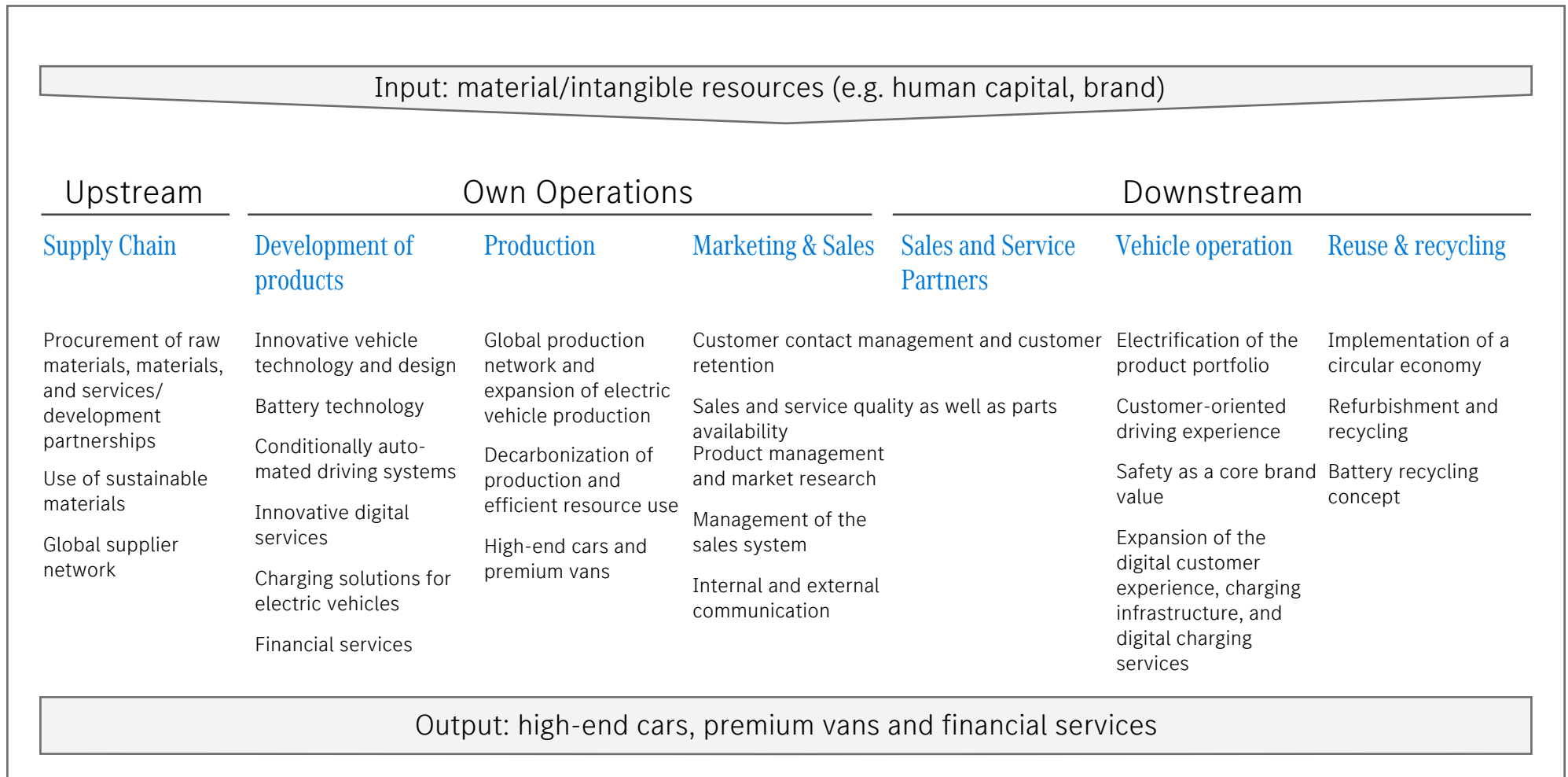
## **Forward-looking statements**

This document contains forward-looking statements that reflect current views of the Mercedes-Benz Group 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, material examples of which include (1) an adverse development of global economic conditions, in particular a negative change in market conditions in the most important markets e.g. a shift in consumer preferences towards smaller, lower-margin vehicles; a limited demand for all-electric vehicles; a possible lack of acceptance of products or services which limits the ability to achieve prices and adequately utilize production capacities; a decline in resale prices of used vehicles; (2) the business outlook for companies in which the Mercedes-Benz Group holds a significant equity interest; (3) the successful implementation of strategic cooperations and joint ventures; (4) a deterioration of refinancing possibilities on the credit and financial markets; (5) the effective implementation of cost-reduction and efficiency-optimization measures; and (6) 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 this Annual Report. Further examples for such risks include events of force majeure including natural disasters, pandemics, acts of terrorism, cyber-attacks, political unrest, armed or other conflicts, industrial accidents and their effects on 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 the communication regarding sustainability topics (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. 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. The Mercedes-Benz Group does 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.

## **Statements regarding consumption values**

Stated consumption values were determined in accordance with the prescribed WLTP (Worldwide harmonised Light vehicles Test Procedure) measurement procedure.

# VALUE CHAIN OF THE MERCEDES-BENZ GROUP



# ENVIRONMENTAL TARGETS

## ESRS E1-4 Climate Change | Targets related to climate change mitigation and adaptation

[Further information](#)

### Overarching ambition

- “Ambition 2039”: Create a net carbon-neutral<sup>1</sup> Mercedes-Benz new vehicle fleet along the entire value chain and over the entire life cycle.
- The market conditions, the infrastructure and the consumer behaviour determine the course of the transformation. The Group aims to reduce CO<sub>2</sub> emissions per passenger car in the new vehicle fleet up to 50% across all stages of the value chain over the entire lifecycle within the next decade<sup>2</sup>.

Upstream value chain	Own business activities: Production <sup>3</sup>			Downstream value chain
	Target	Target horizon	Target status	
- All production materials procured by Mercedes-Benz Cars and Mercedes-Benz Vans are net carbon-neutral by 2039.	Reduce <sup>3</sup> CO <sub>2</sub> emissions in production (Scope 1 <sup>4</sup> and 2 <sup>5</sup> ) by 80% compared to 2018 <sup>6</sup> .	2030	According to plan	- Increase the share of electrified vehicles in the respective new car fleets of Mercedes-Benz Cars and Mercedes-Benz Vans to up to 50% in the second half of the decade.
	Increase the share of renewable energies in production by 100%.	2039	According to plan	
- Mercedes-Benz Cars and Mercedes-Benz Vans: Reduce CO <sub>2</sub> emissions in logistics by 60% by 2039 compared to 2021.	Milestone: Increase the share of renewable energies to cover energy consumption to 70% at Mercedes-Benz Cars and to 80% at Mercedes-Benz Vans	2030	According to plan	
	Mercedes-Benz Cars: Reduce the specific energy consumption in production per vehicle by 36% compared to 2023 <sup>7</sup> .	2030	According to plan	
	Mercedes-Benz Vans: Reduce the specific energy consumption in production per vehicle by 16% compared to 2023 <sup>8</sup> .	2030	According to plan	

<sup>1</sup> Net carbon-neutral means that carbon emissions that have neither been avoided nor reduced at the Mercedes-Benz Group are compensated for by certified offsetting projects.

<sup>2</sup> Compared to 2020.

<sup>3</sup> The set reduction target, to reduce CO<sub>2</sub> emissions in its own plants (Scope 1 and 2) by 50% compared to 2018 by 2030, was confirmed by the SBTi as 1.5°C-aligned according to the standard valid at the time in line with the Paris Climate Agreement. Further information is described in the section “Transition plan for climate change mitigation”. Since this target was already achieved in 2022, the Mercedes-Benz Group aims to further reduce CO<sub>2</sub> emissions in production (Scope 1 and Scope 2) and has increased its reduction target to minus 80%. Actions taken to achieve the target are described in the chapter “Climate change mitigation in own business activities”.

<sup>4</sup> Scope 1: emissions from sources that are directly responsible or controlled by the Group.

<sup>5</sup> Scope 2: indirect emissions from purchased energy, such as electricity or district heating, which is generated externally but consumed by the Group. The target is based on the market-based approach.

<sup>6</sup> The year 2018 was selected as the base year during the Science Based Targets initiative (SBTi) validation in 2019. The SBTi recommended choosing the most recent year for which data are available. In 2018, Scope 1 emissions amounted to 650,000 metric tons of CO<sub>2</sub> and Scope 2 emissions amounted to 1,040,000 metric tons of CO<sub>2</sub>. The reduction of Scope 2 emissions makes the greater contribution to achieving the target. Scope 1 and Scope 2 emissions in the reporting year are shown in the table “Further information on greenhouse gas emissions Scope 1 and Scope 2”.

<sup>7</sup> In 2023, the specific energy consumption in production at Mercedes-Benz Cars was 2.97 MWh/vehicle.

<sup>8</sup> In 2023, the specific energy consumption in production at Mercedes-Benz Vans was 2.26 MWh/vehicle.

# ENVIRONMENTAL TARGETS

## ESRS E3-3 Water and marine resources | Targets related to water and marine resources

[Further information](#)

Target	Target horizon	Status
Mercedes-Benz Cars: Reduce water supply per vehicle by 50% compared to 2023 <sup>1, 2, 3</sup> .	2030	According to plan
Mercedes-Benz Vans: Reduce water supply per vehicle by 19% compared to 2023 <sup>2, 3, 4</sup> .	2030	According to plan

1 In 2023, the water supply, excluding transfers to third parties, of Mercedes-Benz Cars was 4.03m<sup>3</sup>/vehicle.

2 This target applies to all of the Group's own production sites.

3 Voluntary goal.

4 In 2023, the water supply, excluding transfers to third parties, of Mercedes-Benz Vans was 3.32m<sup>3</sup>/vehicle.

## ESRS E5-3 Resource use and circular economy | Targets related to resource use and circular economy

[Further information](#)

Target	Target horizon	Status
Increase the use of secondary raw materials to 40% <sup>1</sup> in line with "Ambition 2039".	Within the next decade	According to plan
Reduce the total amount of waste per vehicle in production by 19% (Mercedes-Benz Cars) and 16% (Mercedes-Benz Vans) compared to 2023 <sup>2, 3</sup> .	2030	According to plan
Reduce the waste for disposal per vehicle in production by 54% (Mercedes-Benz Cars) and 71% (Mercedes-Benz Vans) compared to 2023 <sup>3, 4</sup> .	2030	According to plan

1 Voluntary goal.

2 In 2023, the total amount of waste per vehicle in production was 401.2 kg/vehicle (Mercedes-Benz Cars) or 103.3 kg/vehicle (Mercedes-Benz Vans).

3 The target refers to the first level of the waste hierarchy (prevention).

4 In 2023, the waste for disposal per vehicle in production was 3.5 kg/vehicle (Mercedes-Benz Cars) or 9.1 kg/vehicle (Mercedes-Benz Vans).

# ENVIRONMENTAL METRICS

## ESRS E1-5 Climate Change | Energy consumption and mix

[Further information](#)

### Total energy consumption (in GWh)

	2025	2024
Fuel consumption from coal and coal products	-	-
Fuel consumption from crude oil and petroleum products	343	413
Fuel consumption from natural gas	2,145	2,407
Fuel consumption from other fossil sources	10	10
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	472	460
<b>Energy consumption from fossil sources</b>	<b>2,970</b>	<b>3,290</b>
Share of fossil sources in total energy consumption (%)	53.4	55.6
<b>Energy consumption from nuclear sources</b>	-	-
Share of consumption from nuclear sources in total energy consumption (%)	-	-
Fuel consumption from renewable sources	30	33
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	2,502	2,551
Consumption of self-generated non-fuel renewable energy	64	42
<b>Energy consumption from renewable sources</b>	<b>2,596</b>	<b>2,626</b>
Share of renewable sources in total energy consumption (%)	46.6	44.4
<b>Total energy consumption</b>	<b>5,566</b>	<b>5,916</b>

# ENVIRONMENTAL METRICS

## Energy production<sup>1</sup> (in GWh)

	2025	2024
Non-renewable energy production	1,153	1,217
Renewable energy production	86	57
<b>Total energy production</b>	<b>1,239</b>	<b>1,274</b>

<sup>1</sup> Production of electricity and heat at own sites for further use in plants and transfer to third parties.

## Total energy consumption per net revenue in high climate impact sectors (in MWh/million euros)

	2025	2024
Total energy consumption per net revenue	50.5	48.6

**Reconciliation of net revenues from high climate impact sectors to the Group's revenues in million euros**

	2025	2024
Net revenue from activities in high climate impact sectors used to calculate energy intensity <sup>1</sup>	<b>110,182</b>	121,640
Net revenue (other)	<b>22,032</b>	23,954
Total net revenue <sup>2</sup>	<b>132,214</b>	145,594

1 Includes the scope of economic activity 3.3 Manufacture of low-CO<sub>2</sub> transport technologies.

2 The net revenue refers to Revenue in the Consolidated Statement of Income.

**Further information on energy consumption (in GWh) – company-specific**

	2025	2024
Energy consumption in production <sup>1</sup>	<b>4,177</b>	4,296
Transfer of non-renewable energy production to third parties	<b>98</b>	144

1 Without fuels.

**Energy consumption in production<sup>1</sup> per vehicle (in MWh/vehicle) – company-specific**

	2025	2024
Mercedes-Benz Cars	<b>2.70</b>	2.65
Mercedes-Benz Vans	<b>2.37</b>	2.31

1 Without fuels.

# ENVIRONMENTAL METRICS

## ESRS E1-6 Climate Change | Gross Scopes 1, 2, 3 and Total GHG emissions

[Further information](#)

### Mercedes-Benz Group greenhouse gas emissions - Scope 1, Scope 2 and Scope 3<sup>1,2</sup>

	2025	2024
<b>Greenhouse gas emissions - Scope 1</b>		
Greenhouse gas emissions - Scope 1 (in million t CO <sub>2</sub> e)	<b>0.5</b>	0.6
Percentage of Scope 1 greenhouse gas emissions from regulated emission trading schemes (in %)	<b>78.3</b>	77.4
<b>Greenhouse gas emissions - Scope 2 (in million t CO<sub>2</sub>e)</b>		
Greenhouse gas emissions - Scope 2 - location-based	<b>0.9</b>	1.0
Greenhouse gas emissions - Scope 2 - market-based	<b>0.1</b>	0.1
<b>Greenhouse gas emissions - Scope 3<sup>3</sup> (in million t CO<sub>2</sub>e)</b>		
Greenhouse gas emissions - Scope 3	<b>118.8</b>	133.5
Category 1 - Purchased goods and services <sup>4</sup>	<b>25.9</b>	28.6
Category 2 - Capital goods <sup>4</sup>	<b>1.3</b>	0.8
Category 3 - Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	<b>0.4</b>	0.4
Category 4 - Upstream transportation and distribution	<b>1.8</b>	2.3
Category 5 - Waste generated in operations	<b>0.2</b>	0.1
Category 6 - Business travelling	<b>0.04</b>	0.1
Category 7 - Employee commuting	<b>0.2</b>	0.2
Category 8 - Upstream leased assets	<b>n. s.</b>	n. s.
Category 9 - Downstream transportation	<b>n. s.</b>	n. s.
Category 10 - Processing of sold products	<b>0.1</b>	0.1

Category 11 – Use of sold products	<b>86.5</b>	97.0
Category 12 – End-of-life treatment of sold products	<b>1.0</b>	1.0
Category 13 – Downstream leased assets	<b>n. s.</b>	n. s.
Category 14 – Franchises <sup>5</sup>	<b>1.1</b>	2.5
Category 15 – Investments	<b>0.3</b>	0.4
<b>Total greenhouse gas emissions – Scope 1, 2 and 3 (in million t CO<sub>2</sub>e)</b>		
Total greenhouse gas emissions – location-based	<b>120.2</b>	135.1
Total greenhouse gas emissions – market-based	<b>119.4</b>	134.2

1 The table contains the applicable columns for the Mercedes-Benz Group according to ESRS.

2 Non-significant categories are marked with n.s.

3 Including the unit sales of the Beijing Benz Automotive Co., Ltd. (BBAC), which is an equity-method investment, and the joint venture Fujian Benz Automotive Co., Ltd. (FBAC).

4 Due to adjustments in the calculation methodology, the value for 2024 was recalculated. Compared to the methodology applied in the prior year, the value of emissions from purchased goods and services for 2024 increased by 6.7 million t CO<sub>2</sub>e, while the value for capital goods decreased by 2.1 million t CO<sub>2</sub>e.

5 The reduction in emissions is due to an adjustment in the calculation methodology.

### Biogenic CO<sub>2</sub> emissions Scope 1, Scope 2 and Scope 3 (in million t CO<sub>2</sub>)

	2025	2024
<b>Total biogenic CO<sub>2</sub> emissions</b>	<b>5.80</b>	7.23
Biogenic CO <sub>2</sub> emissions – Scope 1	<b>0.007</b>	0.008
Biogenic CO <sub>2</sub> emissions – Scope 2 <sup>1</sup>	<b>0.004</b>	0.004
Biogenic CO <sub>2</sub> emissions – Scope 3	<b>5.79</b>	7.22

1 Due to an adjustment of the actual values, the value for the year 2024 was recalculated, resulting in an increase in emissions of 0.002 million t CO<sub>2</sub>.

**Greenhouse gas emissions Scope 1, 2 and 3<sup>1</sup> per net revenue<sup>2</sup> in t CO<sub>2</sub>e/million euros**

	2025	2024
Greenhouse gas emissions (location-based) per net revenue	<b>909</b>	896
Greenhouse gas emissions (market-based) per net revenue	<b>902</b>	890

1 Including the unit sales of the Beijing Benz Automotive Co., Ltd. (BBAC), which is an equity-method investment, and the joint venture Fujian Benz Automotive Co., Ltd. (FBAC).

2 Net revenue refers to Revenue in the Consolidated Statement of Income.

**Mercedes-Benz Cars greenhouse gas emissions – Scope 1, Scope 2 and Scope 3<sup>1</sup> emissions in the Mercedes-Benz Cars value chain – company-specific**

	Absolute CO <sub>2</sub> e emissions (in million t CO <sub>2</sub> e)		Absolute CO <sub>2</sub> emissions (in million t CO <sub>2</sub> )		Specific CO <sub>2</sub> emissions per car (in t CO <sub>2</sub> /vehicle)	
	2025	2024	2025	2024	2025	2024
<b>Greenhouse gas emissions – Scope 1 and 2 in production<sup>2</sup> – market-based</b>	<b>0.3</b>	0.3	<b>0.3</b>	0.3	<b>0.2</b>	0.2
<b>Greenhouse gas emissions – Scope 3</b>	<b>90.5</b>	101.5	<b>82.6</b>	93.3	<b>46.5</b>	46.5
Category 1 – Purchased goods and services <sup>3</sup>	<b>21.9</b>	24.3	<b>19.8</b>	21.9	<b>11.1</b>	10.9
Category 4 – Upstream transportation and distribution	<b>1.5</b>	2.0	<b>1.5</b>	2.0	<b>0.9</b>	1.0
Category 11 – Use of sold products (WtW)	<b>66.3</b>	74.4	<b>60.5</b>	68.6	<b>34.1</b>	34.2
Category 12 – End-of-life treatment of sold products	<b>0.8</b>	0.8	<b>0.8</b>	0.8	<b>0.4</b>	0.4
<b>Total greenhouse gas emissions – Scope 1, 2 and 3</b>						
Total of Mercedes-Benz Cars value chain	<b>90.8</b>	101.8	<b>82.9</b>	93.6	<b>46.7</b>	46.7

Footnotes see next table

**Mercedes-Benz Vans greenhouse gas emissions – Scope 1, Scope 2 and Scope 3<sup>4</sup> emissions in the Mercedes-Benz Vans value chain – company-specific**

	Absolute CO <sub>2</sub> e emissions (in million t CO <sub>2</sub> e)		Absolute CO <sub>2</sub> emissions (in million t CO <sub>2</sub> )		Specific CO <sub>2</sub> emissions per van (in t CO <sub>2</sub> /vehicle)	
	2025	2024	2025	2024	2025	2024
<b>Greenhouse gas emissions – Scope 1 and 2 in production<sup>2</sup> – market-based</b>	<b>0.1</b>	0.1	<b>0.1</b>	0.1	<b>0.3</b>	0.3
<b>Greenhouse gas emissions – Scope 3</b>	<b>24.7</b>	27.5	<b>22.2</b>	25.0	<b>60.8</b>	61.8
Category 1 – Purchased goods and services <sup>5</sup>	<b>4.0</b>	4.4	<b>3.7</b>	4.0	<b>10.1</b>	9.9
Category 4 – Upstream transportation and distribution	<b>0.2</b>	0.3	<b>0.2</b>	0.3	<b>0.7</b>	0.8
Category 10 – Processing of sold products	<b>0.1</b>	0.1	<b>0.1</b>	0.1	<b>0.3</b>	0.3
Category 11 – Use of sold products (WtW)	<b>20.2</b>	22.5	<b>18.0</b>	20.4	<b>49.2</b>	50.3
Category 12 – End-of-life treatment of sold products	<b>0.2</b>	0.2	<b>0.2</b>	0.2	<b>0.5</b>	0.5
<b>Total greenhouse gas emissions – Scope 1, 2 and 3</b>						
<b>Total of Mercedes-Benz Vans value chain</b>	<b>24.8</b>	27.6	<b>22.3</b>	25.1	<b>61.1</b>	62.1

1 Including the unit sales of the Beijing Benz Automotive Co., Ltd. (BBAC), which is an equity-method investment.

2 Without fuels.

3 Due to adjustments in the calculation methodology, the value for 2024 was recalculated. Compared to the methodology applied in the prior year, the value for 2024 of absolute CO<sub>2</sub>e emissions increased by 6 million t CO<sub>2</sub>e; of absolute CO<sub>2</sub> emissions by 5.1 million t CO<sub>2</sub>; and of specific CO<sub>2</sub> emissions per car by 2.5 t CO<sub>2</sub>/vehicle.

4 Including the unit sales of Fujian Benz Automotive Co. (FBAC), which is an equity-method investment.

5 Due to adjustments in the calculation methodology, the value for 2024 was recalculated. Compared to the methodology applied in the prior year, the value for 2024 of absolute CO<sub>2</sub>e emissions increased by 0.8 million t CO<sub>2</sub>e; of absolute CO<sub>2</sub> emissions by 0.7 million t CO<sub>2</sub>; and of specific CO<sub>2</sub> emissions per car by 1.7 t CO<sub>2</sub>/vehicle.

**Further information on greenhouse gas emissions Scope 1 and Scope 2 (in 1,000 t CO<sub>2</sub>e) - company-specific**

	2025	2024
<b>Total greenhouse gas emissions Scope 1 and 2 - market-based</b>	<b>600</b>	<b>684</b>
Thereof CO <sub>2</sub> emissions in production <sup>1</sup>	400	423
Thereof CO <sub>2</sub> emissions from self-generated non-renewable energy transferred to third parties <sup>2</sup>	20	29

<sup>1</sup> Without fuels.

<sup>2</sup> These CO<sub>2</sub> emissions result from energy that the Mercedes-Benz Group produces but does not itself consume.

CO<sub>2</sub> emissions of the new vehicle fleet in Europe**Mercedes-Benz CO<sub>2</sub> emissions on average passenger cars and light commercial vehicles in Europe (in g/km) - company-specific**

	2025	2024
Passenger cars <sup>1</sup>	<b>106</b> <sup>2,3</sup>	103 <sup>2,3</sup>
Light commercial vehicles	<b>183</b> <sup>2</sup>	204 <sup>2</sup>

<sup>1</sup> The slight increase in the CO<sub>2</sub> fleet value is due to, among other things, the new PHEV certification and changes in the sales structure in the CO<sub>2</sub> pool.

<sup>2</sup> Internal value.

<sup>3</sup> Taking into account the vehicles of the joint venture smart Automobile Co., Ltd. in the Mercedes-Benz CO<sub>2</sub> pool.

CO<sub>2</sub> emissions of the new vehicle fleet in the United States**Mercedes-Benz greenhouse gas figures passenger cars, light-duty trucks and medium-duty vehicles in the United States (in g CO<sub>2</sub>/mi) – company-specific**

	2025	2024
Passenger cars <sup>1</sup>	215 <sup>2</sup>	180 <sup>2</sup>
Light-duty trucks	229 <sup>2</sup>	265 <sup>2</sup>
Medium-duty vehicles	396 <sup>2</sup>	413 <sup>2</sup>

<sup>1</sup> The increase is attributed to a decline in the share of battery-electric vehicles in sales, among other things, due to the removal of tax benefits.

<sup>2</sup> Internal value.

## Fuel consumption of the new vehicle fleet in China

**Mercedes-Benz fleet consumption passenger cars (imported) in China (in l/100 km) – company-specific**

	2025	2024
Passenger cars	8.32 <sup>1,2</sup>	8.38 <sup>2</sup>

<sup>1</sup> Internal value.

<sup>2</sup> Value with off-cycle technologies.

# ENVIRONMENTAL METRICS

## ESRS E1-7 Climate Change | GHG removals and GHG mitigation projects financed through carbon credits

[Further information](#)

### Carbon credits cancelled in the reporting year

	2025	2024
<b>Total amount (in 1,000 t CO<sub>2</sub>e)</b>	<b>600</b>	684
Share of removal projects <sup>1</sup> (in %)	<b>6</b>	3
Share of reduction projects (in %)	<b>94</b>	97
Recognized quality standard: Gold Standard (in %)	<b>94</b>	97
Recognized quality standard: Puro.Earth (in %)	<b>0.6</b>	0.3
Recognized quality standard: Verified Carbon Standard (in %)	<b>5.4</b>	2.7
Share issued from projects in the EU (in %)	-	-
Share that qualifies as a corresponding adjustment under Article 6 of the Paris Climate Agreement (in %)	-	-

<sup>1</sup> Thereof 90% from biogenic and 10% from technological sinks.

### Carbon credits planned to be cancelled in the future<sup>1</sup> (in 1,000 t CO<sub>2</sub>e)

	2025	2024
Total amount until 2032	<b>3,980</b>	4,507

<sup>1</sup> Based on contractual agreements.

# ENVIRONMENTAL METRICS

## ESRS E1-8 Climate Change | Internal carbon pricing

[↗ Further information](#)

To evaluate internal decision-making processes, the Mercedes-Benz Group uses internal carbon pricing systems.

In product development (the focus is on efficiency measures in vehicle projects), the Mercedes-Benz Group takes into account different fleet emissions regulations depending on the region. For example, if the legally defined EU fleet limit for passenger cars of 93.6 g CO<sub>2</sub>/km is exceeded, the Mercedes-Benz Group must pay penalties to the EU of €95 per vehicle sold for each gram. For vehicles and regions where fleet emission regulations apply, around 52 million tons of the greenhouse gas emissions of the Mercedes-Benz Group in 2025 (Scope 1, 2 and 3) are attributable to vehicle operation (tank-to-wheel). This corresponds to approximately 43%.

In its own production, the Group takes into account the CO<sub>2</sub> emission rights of the EU emissions trading system for energy-related projects (e.g. plant supply, energy production, and new energy consumers). This is a key climate policy instrument in Europe. In the reporting year, the price for exchange-traded EU emission rights was between €60 and €90/t CO<sub>2</sub>. Currently, approximately 253 kilotons of CO<sub>2</sub> of the emissions caused by the Mercedes-Benz Group in Scope 1 and 2 are covered under the EU Emissions Trading System. This corresponds to approximately 43%. In addition to these emission trading prices, CO<sub>2</sub> prices from the German Fuel Emissions Trading System (€55 per ton of CO<sub>2</sub> in 2025) are also considered as far as applicable for the project.

# ENVIRONMENTAL METRICS

## ESRS E2-4 Pollution | Pollution of air, water and soil

[Further information](#)

### Emissions to air (in t)

	2025	2024
Solvents - VOC	2,913	3,296
Nitrogen oxides - NO <sub>x</sub>	109	207
Zinc - Zn	- <sup>1</sup>	2

<sup>1</sup> No exceedance of the threshold value according to the European Pollutant Release and Transfer Register (E-PRTR) Annex II.

# ENVIRONMENTAL METRICS

## ESRS E3-4 Water and marine resources | Water consumption

[Further information](#)

### Water consumption in own operations (in 1,000 m<sup>3</sup>) - Calculation in accordance with ESRS

	2025	2024 <sup>1</sup>
Water consumption <sup>1</sup>	<b>2,159</b>	2,091
Water consumption in areas at water risk <sup>2</sup>	<b>1,051</b>	994
Water recycled and reused <sup>3</sup>	<b>2,488</b>	2,571
Water stored <sup>4</sup>	-	-

Footnotes see next page

### Water consumption per net revenue<sup>5</sup> (in m<sup>3</sup>/millions of euros) - Calculation in accordance with ESRS

	2025	2024
Water consumption per net revenue	<b>16.3</b>	14.4

Footnotes see next page

**Further information on water supply (in 1,000 m<sup>3</sup>) - company-specific**

	2025	2024
<b>Mercedes-Benz calculation method</b>		
Water supply in own operations	<b>7,170</b>	7,471
thereof in production	<b>5,892</b>	6,238

**Water supply in production per vehicle (in m<sup>3</sup>/vehicle) - company-specific**

	2025	2024
<b>Mercedes-Benz calculation method</b>		
Mercedes-Benz Cars <sup>6</sup>	<b>3.81</b>	3.79
Mercedes-Benz Vans	<b>3.35</b>	3.56

1 The increase compared to the prior year is due to water-intensive construction measures, underground water pipe breaks and the change in the quantity measurement method of a public water supplier.

2 Including areas of high water stress.

3 Due to a correction in the methodology for determining the value, the figure for 2024 was recalculated. Compared to the methodology used in the prior year, the value increased by 2,425,000 m<sup>3</sup>.

4 Water storage according to ESRS does not occur at Mercedes-Benz locations.

5 The net revenue refers to Revenue in the Consolidated Statement of Income.

6 The increase in vehicle-specific water supply compared to the prior year is mainly due to the decrease in the number of units.

# ENVIRONMENTAL METRICS

## ESRS E5-4 Resource use and circular economy | Resource inflows

[Further information](#)

### Resource inflows Mercedes-Benz Group

	2025	2024
Total weight of products and technical and biological materials used during the reporting period (in 1,000 t)	<b>3,890</b>	4,096
Share of certified biological materials (in %) <sup>1</sup>	<b>0</b>	0
Weight of secondary materials (in 1,000 t)	<b>686</b>	711
Share of secondary materials (in %)	<b>17.6</b>	17.4

<sup>1</sup> Rounded value.

### Waste in production per vehicle (in kg/vehicle) – company-specific

	2025	2024
<b>Waste Mercedes-Benz Cars</b>		
Total amount of waste in production	<b>358.1</b>	367.5
thereof waste directed to disposal	<b>1.9</b>	2.4
<b>Waste Mercedes-Benz Vans</b>		
Total amount of waste in production	<b>83.9</b>	88.6
thereof waste directed to disposal	<b>5.3</b>	8.1

<b>Waste (in 1,000 t)</b>	<b>2025</b>	<b>2024</b>
Hazardous waste: Preparation for reuse	0.3	0.2
Hazardous waste: Recycling	18.6	21.3
Hazardous waste: Other recovery	23.7	24.7
<b>Total amount of hazardous waste diverted from disposal</b>	<b>42.6</b>	<b>46.2</b>
Non-hazardous waste: Preparation for reuse <sup>1</sup>	5.3	2.7
Non-hazardous waste: Recycling <sup>1</sup>	716.4	561.3
Non-hazardous waste: Other recovery <sup>1</sup>	101.4	85.1
<b>Total amount of non-hazardous waste diverted from disposal<sup>1</sup></b>	<b>823.1</b>	<b>649.1</b>
<b>Total amount of waste diverted from disposal<sup>1</sup></b>	<b>865.7</b>	<b>695.3</b>
Hazardous waste: Incineration	2.0	2.3
Hazardous waste: Landfill	1.6	8.8
Hazardous waste: Other disposal operations <sup>1</sup>	8.3	2.6
<b>Total amount of hazardous waste directed to disposal</b>	<b>11.9</b>	<b>13.7</b>
Non-hazardous waste: Incineration <sup>2</sup>	0.7	1.1
Non-hazardous waste: Landfill <sup>1</sup>	19.7	5.7
Non-hazardous waste: Other disposal operations <sup>1</sup>	4.4	3.6
<b>Total amount of non-hazardous waste directed to disposal<sup>1</sup></b>	<b>24.8</b>	<b>10.4</b>
<b>Total amount of waste directed to disposal<sup>1</sup></b>	<b>36.7</b>	<b>24.1</b>
<b>Total amount of waste<sup>1</sup></b>	<b>902.4</b>	<b>719.4</b>
thereof non-recycled waste <sup>1, 3</sup>	161.9	134.0
thereof percentage of non-recycled waste in %	17.9	18.7
thereof radioactive waste	-	-

<sup>1</sup> The increase compared to the prior year is due to one-off construction and demolition measures and concerns non-production-related waste generated in operations.

<sup>2</sup> Due to an adjustment of the actual values, the value for the year 2024 was recalculated, reducing the amount of non-hazardous waste for incineration by 400 t.

<sup>3</sup> The definition of recycling is based on the requirements of the ESRS. This includes the volumes under the category "Recycling" and the volumes under the category "Preparation for reuse".

**Further information on waste (in 1,000 t) – company-specific**

	2025	2024
Total amount of waste <sup>1</sup>	<b>902.4</b>	719.4
thereof in production	<b>484.8</b>	518.0

<sup>1</sup> The increase compared to the prior year is due to one-off construction and demolition measures and concerns non-production-related waste generated in operations.

# EU TAXONOMY

## Proportion of revenue, capital expenditure and operating expenditure from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities (summary of KPIs)

[Further information](#)

KPI	2025													2024	
	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Breakdown by environmental objectives of Taxonomy-aligned activities						Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities <sup>1</sup>	Proportion of Taxonomy-aligned activities <sup>1</sup>
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity					
	in millions of euros	in %	in millions of euros	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	in millions of euros	in %
Revenue	132,214	94.1%	18,838	14.2%	14.2%	—%	—%	—%	—%	—%	13.6%	—%	4.9%	18,729	12.9%
CapEx	25,115	99.4%	7,381	29.4%	29.4%	—%	—%	—%	—%	—%	25.4%	—%	0.6%	7,116	30.1%
OpEx	6,931	100.0%	2,274	32.8%	32.8%	—%	—%	—%	—%	—%	32.8%	—%	—%	2,365	35.7%

<sup>1</sup> In the 2024 financial year, Taxonomy-aligned activities included also economic activities 3.18 and 6.15, which were considered as non-material in the 2025 financial year.

## Proportion of revenue from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities

[Further information](#)

Economic activities	Code <sup>1</sup>	Taxonomy-eligible revenue (Proportion of Taxonomy-eligible revenue)	Taxonomy-aligned revenue	Taxonomy-aligned revenue (Proportion of Taxonomy-aligned revenue)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
		in %	in millions of euros	in %	in %	in %	in %	in %	in %	in %	E/in %	T/in %	in %
Manufacture of low-carbon technologies for transport	CCM 3.3	79.1%	18,038	13.6%	13.6%	—%	—%	—%	—%	—%	E		17.2%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	15.0%	800	0.6%	0.6%	—%	—%	—%	—%	—%			4.0%
Sum of alignment per objective					14.2%	—%	—%	—%	—%	—%			
Total revenue		94.1%	18,838	14.2%	14.2%	—%	—%	—%	—%	—%	13.6%	—%	15.1%

<sup>1</sup> The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective. CCM (Climate change mitigation).

## Breakdown of revenue

[Further information](#)

	2025			2024		
	Taxonomy-aligned revenue	Total revenue	Proportion of Taxonomy-aligned revenue	Taxonomy-aligned revenue	Total revenue	Proportion of Taxonomy-aligned revenue
	in millions of euros	in millions of euros	in %	in millions of euros	in millions of euros	in %
Revenue according IFRS 15	<b>17,521</b>	<b>115,033</b>	<b>15.2%</b>	17,740	128,477	13.8%
Other revenue	<b>1,317</b>	<b>17,181</b>	<b>7.7%</b>	989	17,117	5.8%
Total	<b>18,838</b>	<b>132,214</b>	<b>14.2%</b>	18,729	145,594	12.9%

## Proportion of capital expenditure from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities (activity breakdown) – 2025

[Further information](#)

Economic activities	Code <sup>1</sup>	Taxonomy-eligible capital expenditure (Proportion of Taxonomy-eligible capital expenditure)	Taxonomy-aligned capital expenditure	Taxonomy-aligned capital expenditure (Proportion of Taxonomy-aligned capital expenditure)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
		in %	in millions of euros	in %	in %	in %	in %	in %	in %	in %	E/in %	T/in %	in %
Manufacture of low-carbon technologies for transport	CCM 3.3	40.6%	6,386	25.4%	25.4%	—%	—%	—%	—%	—%	E		62.6%
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	58.8%	995	4.0%	4.0%	—%	—%	—%	—%	—%			6.7%
Sum of alignment per objective					29.4%	—%	—%	—%	—%	—%			
Total capital expenditure		99.4%	7,381	29.4%	29.4%	—%	—%	—%	—%	—%	25.4%	—%	29.6%

<sup>1</sup> The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective. CCM (Climate change mitigation).

## Breakdown of capital expenditure

[Further information](#)

	2025			2024		
	Taxonomy-aligned capital expenditure	Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure	Taxonomy-aligned capital expenditure	Total capital expenditure	Proportion of Taxonomy-aligned capital expenditure
	in millions of euros	in millions of euros	in %	in millions of euros	in millions of euros	in %
Intangible assets	<b>2,851</b>	<b>4,260</b>	<b>66.9%</b>	3,170	4,626	68.5%
thereof capitalized development costs	<b>2,707</b>	<b>3,625</b>	<b>74.7%</b>	3,084	4,137	74.5%
Property, plant and equipment	<b>3,447</b>	<b>5,482</b>	<b>62.9%</b>	2,570	4,039	63.6%
Right-of-use assets	<b>110</b>	<b>613</b>	<b>17.9%</b>	105	456	23.0%
Equipment on operating leases	<b>973</b>	<b>14,760</b>	<b>6.6%</b>	1,271	14,499	8.8%
Total	<b>7,381</b>	<b>25,115</b>	<b>29.4%</b>	7,116	23,620	30.1%

## Proportion of operating expenditure from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities (activity breakdown) – 2025

[Further information](#)

Economic activities	Code <sup>1</sup>	Taxonomy-eligible operating expenditure (Proportion of Taxonomy-eligible operating expenditure)	Taxonomy-aligned operating expenditure (Proportion of Taxonomy-aligned operating expenditure)	Environmental objective of Taxonomy-aligned activities						Enabling activity	Transitional activity	Proportion of Taxonomy-aligned in Taxonomy-eligible	
				Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity				
		in %	in millions of euros	in %	in %	in %	in %	in %	in %	in %	E/in %	T/in %	in %
Manufacture of low-carbon technologies for transport	CCM 3.3	100.0%	2,274	32.8%	32.8%	—%	—%	—%	—%	—%	E		32.8%
Sum of alignment per objective					32.8%	—%	—%	—%	—%	—%			
Total operating expenditure		100.0%	2,274	32.8%	32.8%	—%	—%	—%	—%	—%	32.8%	—%	32.8%

<sup>1</sup> The Code constitutes the abbreviation of the relevant environmental objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective. CCM (Climate change mitigation).

## Breakdown of operating expenditure

[Further information](#)

	2025			2024		
	<b>Taxonomy-aligned operating expenditure</b>	<b>Total operating expenditure</b>	<b>Proportion of Taxonomy-aligned operating expenditure</b>	Taxonomy-aligned operating expenditure	Total operating expenditure	Proportion of Taxonomy-aligned operating expenditure
	<b>in millions of euros</b>	<b>in millions of euros</b>	<b>in %</b>	in millions of euros	in millions of euros	in %
Research and non-capitalized development costs	<b>2,108</b>	<b>6,055</b>	<b>34.8%</b>	2,154	5,580	38.6%
Other operating expenditure	<b>166</b>	<b>876</b>	<b>18.9%</b>	211	1,048	20.1%
Total	<b>2,274</b>	<b>6,931</b>	<b>32.8%</b>	2,365	6,628	35.7%

# SOCIAL TARGETS

## ESRS S1-5 Own Workforce | Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Training and further qualification [↗ Further information](#)

Target	Target horizon	Status
Enable more than 70% of employees to work successfully in the digital transformation <sup>1</sup> .	2030	According to plan

<sup>1</sup> The status is measured based on the evaluation of the following statement in the employee survey: "My immediate work environment helps me to broaden my skill set for digital transformation". The approval rate was 61% in 2025.

Occupational health and safety [↗ Further information](#)

Target	Target horizon	Status
Certification of the OH&S management system (occupational health and safety) according to ISO 45001 at all (100%) German production sites and logistics centres.	2027	According to plan

Equal treatment and equal opportunities [↗ Further information](#)

Target	Target horizon	Status
Achieve an Inclusion Index <sup>1</sup> of 75%.	2030	According to plan
Milestone of 70%	2025	achieved
30% women in senior management positions at levels 1-3 worldwide <sup>2</sup> .	2030	According to plan

<sup>1</sup> The approval rate is measured based on the rating of the following statement in the employee survey: "Everyone in this Company is treated fairly - regardless of ethnicity, gender, age, disability or other differences that have nothing to do with professional performance". The approval rate was 74% in 2025.

<sup>2</sup> Targets are only applicable in locations where this is consistent with applicable law.

# SOCIAL TARGETS

## ESRS S2 Workers in the value chain | ESRS 2.17 Application of the simplification “Quick Fix” related to value chain workers

[Further information](#)

Target	Target horizon	Status
Define preventive actions for 100% of the Mercedes-Benz Group’s production raw materials that pose an increased risk of human rights violations.	2028	According to plan
Milestone: by the end of the year 2025, review 70% of all production raw materials used by the Mercedes-Benz Group that pose an increased risk of human rights violations and define necessary preventive actions.	2025	achieved
Review the appropriateness of prevention measures for service and non-production material commodities relevant for value creation with the most significant human rights or environmental risks and derive areas for optimization.	2027	According to plan

## ESRS S3 Affected communities | ESRS 2.17 Application of the simplification “Quick Fix” related to affected communities

[Further information](#)

The Mercedes-Benz Group has set itself targets for the implementation of its human rights due diligence obligations.

Within its scope to influence upstream value chains, the Mercedes-Benz Group strives to prevent negative impacts on affected communities along the value chain through comprehensive due diligence. Accordingly, the targets outlined in “ESRS S2 Workers in the value chain” regarding the verification of raw materials and services also apply in “ESRS S3 Affected communities”.

# SOCIAL METRICS

## ESRS S1-6 Own Workforce | Characteristics of the undertaking's employees

[↗ Further information](#)

The key figures in this chapter consider the active workforce including holiday workers, in the fully consolidated companies as of 31 December 2025. Trainees, thesis writers, interns, working students, PhD students and senior experts are not included. Deviating or specific reporting is explained in the footnotes of individual tables.

### Number of employees (headcount) by region and country<sup>1</sup>

	At 31 December	
	2025	2024
Europe	<b>130,061</b>	137,610
thereof Germany	<b>107,889</b>	114,741
North America	<b>12,738</b>	13,321
Asia	<b>17,578</b>	18,740
Other markets	<b>3,743</b>	5,593
Total number of employees <sup>2</sup>	<b>164,120</b>	175,264

<sup>1</sup> For countries in which the Mercedes-Benz Group has 50 or more employees, representing at least 10% of the total number of employees.

<sup>2</sup> Data has been audited with reasonable assurance.

**Number of employees (headcount) by gender<sup>1</sup>**

	At 31 December	
	2025	2024
Female	<b>39,240</b>	41,605
Male	<b>124,880</b>	133,659
Total number of employees <sup>2</sup>	<b>164,120</b>	175,264

<sup>1</sup> In the current Sustainability Statement, the gender identity of employees is shown in the categories female and male due to the current data collection systems. Mercedes-Benz Group AG is working on expanding its systems in order to take additional gender identities into account in the reports in the future. The HR department is available to all employees for individual concerns and questions regarding gender identities.

<sup>2</sup> Data has been audited with reasonable assurance.

**Number of employees (headcount) by type of contract**

	At 31 December	
	2025	2024
<b>Number of employees<sup>1,2</sup></b>	<b>164,120</b>	175,264
Female	<b>39,240</b>	41,605
Male	<b>124,880</b>	133,659
<b>Number of full-time employees</b>	<b>152,528</b>	163,132
Female	<b>31,615</b>	33,538
Male	<b>120,913</b>	129,594
<b>Number of part-time employees</b>	<b>11,592</b>	12,132
Female	<b>7,624</b>	8,067
Male	<b>3,968</b>	4,065
<b>Number of permanent employees<sup>3</sup></b>	<b>160,334</b>	169,476
Female	<b>38,273</b>	40,045
Male	<b>122,061</b>	129,431
<b>Number of temporary employees</b>	<b>3,786</b>	5,788
Female	<b>967</b>	1,560
Male	<b>2,819</b>	4,228
<b>Number of non-guaranteed hours employees<sup>4,5</sup></b>	<b>650</b>	600
Female	<b>203</b>	196
Male	<b>447</b>	404

1 Data has been audited with reasonable assurance.

2 Active workforce on an annual average basis based on quarters: 169,240 employees (2024: 179,291). Further information is available in the Notes to the Consolidated Financial Statements in the note "Functional costs".

3 Permanent employees are part of the active workforce with a permanent contract and correspond to the core workforce.

4 Non-guaranteed hours employees on an annual average basis based on quarters: 602 (2024: 580).

5 Non-guaranteed hours employees are part of temporary employees who were flexibly deployed throughout the year, mainly at the Mercedes-Benz AG locations. The work contracts are made after mutual agreement and in the interest of both parties. These are not on-call employees.

**Turnover<sup>1, 2</sup>**

	2025	2024
Employees who have left the Group (headcount)	<b>22,663</b>	22,601
Turnover (in %)	<b>13.4</b>	12.9

1 Active workforce who have left the Mercedes-Benz Group voluntarily or due to dismissal, retirement or death.

2 Starting with the reporting year 2025, the calculation is based on the annual average of the active workforce (quarterly), instead of the reporting date of 31 December 2025, in order to improve industry comparability. Even when applying the new calculation methodology, the value for 2024 remains unchanged at 12.9%.

The core workforce (employees with a permanent contract) is used as a parameter for calculating company-specific turnover. In contrast to the active workforce (according to the ESRS), temporary employees and holiday workers are not taken into account due to their time-limited activities.

**Turnover – company-specific<sup>1, 2</sup>**

	2025	2024
Employees who have left the Group (headcount)	<b>13,391</b>	11,006
Turnover (in %)	<b>8.2</b>	6.3

1 Permanent employees (core workforce with permanent contracts) who have left the Mercedes-Benz Group voluntarily or due to dismissal, retirement or death.

2 Starting with the reporting year 2025, the calculation is based on the annual average of the core workforce (quarterly), instead of the reporting date of 31 December 2025, in order to improve industry comparability. Using the calculation method applied in the prior year, the fluctuation rate for 2024 amounted to 6.5 %.

# SOCIAL METRICS

## ESRS S1-8 Own Workforce | Collective bargaining coverage and social dialogue

[Further information](#)

91.9% of all employees in the European Economic Area<sup>1</sup> are covered by collective bargaining agreements (2024: 92.3%). There is also an agreement on the representation of employees by the European Works Council. It serves to facilitate the Europe-wide exchange of information and opinions between the Group management and the employees.

Coverage Rate <sup>1, 2</sup>	Collective Bargaining Coverage <sup>3</sup>	Social Dialogue
0-19%		
20-39%		
40-59%		
60-79%		
80-100%	Germany	Germany

<sup>1</sup> For countries in which the Mercedes-Benz Group has 50 or more employees, representing at least 10% of the total number of employees.

<sup>2</sup> Reference date 31 December 2025.

<sup>3</sup> Through multiple collective bargaining agreements.

<sup>1</sup> European Economic Area (EEA) = EU including Iceland, Liechtenstein, Norway.

## ESRS S1-9 Own Workforce | Diversity metrics

[Further information](#)

### Gender distribution at top management level (1-2)<sup>1</sup>

	At 31 December	
	2025	2024
<b>Gender distribution at top management level (absolute)</b>		
Male	<b>294</b>	330
Female	<b>94</b>	100
<b>Gender distribution at top management level (in %)</b>		
Male	<b>75.8</b>	76.7
Female	<b>24.2</b>	23.3

<sup>1</sup> Top Management level is the first two levels directly below the Board of Management.

The Mercedes-Benz Group is taking a more comprehensive approach to calculating the gender distribution of the top management level, as the aim is to increase the proportion of women in all senior management positions, not just in top management.

### Gender distribution at senior management level 1-3<sup>1,2</sup> – company-specific

	At 31 December	
	2025	2024
<b>Gender distribution at senior management level (absolute)</b>		
Male	<b>1,505</b>	1,656
Female	<b>547</b>	593
<b>Gender distribution at senior management level (in %)</b>		
Male	<b>73.3</b>	73.6
Female	<b>26.7</b>	26.4

<sup>1</sup> Data have been audited with reasonable assurance.

<sup>2</sup> Management levels 1 - 3 are the first three levels directly below the Board of Management.

### Age distribution of own workforce (in %)

	At 31 December	
	2025	2024
Under 30 years	<b>11.8</b>	13.1
30 - 50 years	<b>57.6</b>	56.8
Over 50 years	<b>30.6</b>	30.1

## ESRS S1-10 Own Workforce | Adequate Wages

[Further information](#)

All employees receive adequate wages in accordance with applicable reference values.

The analysis of adequate wages checks whether the basic wage of employees corresponds to an adequate wage in comparison with officially valid benchmarks (such as national minimum wages and other comparable international reference values). The basic salary consists of the basic wage (excluding variable remuneration components such as overtime, incentive payments and allowances unless they are guaranteed) and all fixed guaranteed additional payments.

## ESRS S1-14 Own Workforce | Health and safety metrics

[Further information](#)

### Share of employees covered by the occupational health and safety management system<sup>1</sup> (in %)

	2025	2024
Share of covered employees	100	100

<sup>1</sup> Based on legal requirement and in accordance with ISO 45001.

### Recordable work-related accidents<sup>1</sup>

	2025	2024
Number of recordable work-related accidents	815	989
Rate of recordable work-related accidents <sup>2</sup>	2.8	3.2

<sup>1</sup> Number of all reportable occupational accidents according to local legislation (excluding commuting accidents).

<sup>2</sup> Per 1 million hours of attendance.

**Number of fatalities as a result of work-related injuries**

	2025	2024
Own workforce	-	-
Other workers who worked at a Mercedes-Benz Group site	1	2

**Number of fatalities as a result of work-related ill health<sup>1</sup>**

	2025	2024
Own workforce	-	-
Other workers who worked at a Mercedes-Benz Group site	-	-

<sup>1</sup> The information relates to cases of work-related ill health that were reported to the Mercedes-Benz Group or identified as part of medical monitoring during the reporting period. In accordance with local legal regulations, no cases were reported to the Group in the reporting year. In Germany, for example, cases of work-related ill health are recorded by the employers' liability insurance association.

## ESRS S1-16 Own Workforce | Compensation metrics (pay gap and total compensation)

[Further information](#)

### Pay gap and total remuneration

	2025	2024
Gap in pay between female and male employees (in %)	3.9	4.8
Ratio between the highest paid individual and the median annual total remuneration for all employees (x:1)	135	175

## ESRS S1-17 Own Workforce | Incidents, complaints and severe human rights impacts

[Further information](#)

### Incidents and complaints related to discrimination and other labour law issues

	2025	2024
Number of reported serious cases of discrimination <sup>1</sup>	11	21
Number of complaints reported via internal complaint channels <sup>2</sup>	300	334
Number of complaints reported via national contact points	-	-

<sup>1</sup> This number essentially includes serious cases of discrimination, sexual harassment, racism, and violations of physical/psychological integrity.

<sup>2</sup> Disciplinary cases from the human resources department concerning working conditions, equal treatment and equal opportunities, as well as other work-related rights that have been documented in writing will be addressed.