

DAIMLER

GRI Index

GRI Index

GRI 102-55

This report has been prepared in accordance with the GRI Standards: Comprehensive option. The relevant indicators are directly shown in the texts and combined in the GRI Index.

- AR – Daimler Annual Report 2020
- SR – Daimler Sustainability Report 2020
- NFR – Non-financial declaration 2020 (part of the Daimler Annual Report 2020)

GRI 102: General Disclosures 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
102-1	Name of the organization	SR > Sustainable corporate governance SR > Imprint		no
102-2	Activities, brands, products, and services	SR > Sustainable corporate governance AR > Business model		no
102-3	Location of headquarters	SR > Sustainable corporate governance SR > Imprint		no
102-4	Location of operations	SR > Sustainable corporate governance Locations overview Daimler		no
102-5	Ownership and legal form	SR > Sustainable corporate governance AR > Business model AR > The role of Daimler AG		no
102-6	Markets served	AR > Business model AR > Automotive markets		no
102-7	Scale of the organization	SR > Sustainable corporate governance SR > Key figures Human Resources AR > Business model AR > Key Figures for the Daimler Group		no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
102-8	Information on employees and other workers	SR > Key figures Human Resources AR > Non-financial declaration		partially, NFR
102-9	Supply chain	SR > Supply chain AR > Non-financial declaration		partially, NFR
102-10	Significant changes to the organization and its supply chain	SR > Sustainable corporate governance SR > Supply chain AR > Important events AR > Non-financial declaration		partially, NFR
102-11	Precautionary Principle or approach	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-12	External initiatives	SR > Sustainable corporate governance SR > Partnerships		no
102-13	Membership of associations	SR > Sustainable corporate governance SR > Partnerships		no
102-14	Statement from senior decision-maker	SR > Foreword		no
102-15	Key impacts, risks, and opportunities	SR > Sustainable corporate governance SR > Sustainable corporate governance AR > Risk and opportunity management system		no
102-16	Values, principles, standards, and norms of behavior	SR > Sustainable corporate governance SR > Integrity AR > Non-financial declaration		partially, NFR
102-17	Mechanisms for advice and concerns about ethics	SR > Integrity AR > Non-financial declaration		partially, NFR
102-18	Governance structure	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
102-19	Delegating authority	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-20	Executive-level responsibility for economic, environmental, and social topics	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-21	Consulting stakeholders on economic, environmental, and social topics	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-22	Composition of the highest governance body and its committees	SR > Sustainable corporate governance AR > Corporate Governance		no
102-23	Chair of the highest governance body	SR > Sustainable corporate governance AR > The Supervisory Board		no
102-24	Nominating and selecting the highest governance body	AR > Composition and mode of operation of the Supervisory Board and its committees		no
102-25	Conflicts of interest	AR > Overall requirement profiles for the composition of the Board of Management and the Supervisory Board		no
102-26	Role of highest governance body in setting purpose, values, and strategy	SR > Sustainable corporate governance AR > Remuneration Report AR > Corporate Governance > Declaration on Corporate Governance		no
102-27	Collective knowledge of highest governance body	AR > Report of the Supervisory Board SR > Compliance Management		no
102-28	Evaluating the highest governance body's performance	SR > Sustainable corporate governance AR > Principles of Board of Management remuneration		no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
		AR > Remuneration of the Supervisory Board		
102-29	Identifying and managing economic, environmental, and social impacts	SR > Sustainable corporate governance SR > Sustainable corporate governance AR > Risk and opportunity management system		no
102-30	Effectiveness of risk management processes	SR > Sustainable corporate governance SR > Sustainable corporate governance AR > Risk and opportunity management system AR > Non-financial declaration		partially, NFR
102-31	Review of economic, environmental, and social topics	SR > Sustainable corporate governance SR > Sustainable corporate governance AR > Non-financial declaration		no
102-32	Highest governance body's role in sustainability reporting	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-33	Communicating critical concerns	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
102-34	Nature and total number of critical concerns	SR > Compliance Management AR > Non-financial declaration		partially, NFR
102-35	Remuneration policies	SR > Sustainable corporate governance SR > People AR > Remuneration Report		yes, AR
102-36	Process for determining remuneration	SR > Sustainable corporate governance SR > People		no
102-37	Stakeholders' involvement in remuneration	AR > Remuneration Report		yes, AR

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
102-38	Annual total compensation ratio	AR > Remuneration Report		yes, AR
102-39	Percentage increase in annual total compensation ratio	AR > Remuneration Report		yes, AR
102-40	List of stakeholder groups	SR > Sustainable corporate governance		no
102-41	Collective bargaining agreements	SR > People		no
102-42	Identifying and selecting stakeholders	SR > Sustainable corporate governance		no
102-43	Approach to stakeholder engagement	SR > Sustainable corporate governance SR > Sustainable corporate governance		no
102-44	Key topics and concerns raised	SR > Sustainable corporate governance SR > Sustainable corporate governance		no
102-45	Entities included in the consolidated financial statements	SR > About this report		no
102-46	Defining report content and topic Boundaries	SR > Sustainable corporate governance SR > About this report AR > Non-financial declaration		partially, NFR
102-47	List of material topics	SR > Sustainable corporate governance SR > Sustainable corporate governance SR > About this report		no
102-48	Restatements of information	SR > About this report		no
102-49	Changes in reporting	SR > About this report		no
102-50	Reporting period	SR > About this report		no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
102-51	Date of most recent report	SR > About this report		no
102-52	Reporting cycle	SR > About this report		no
102-53	Contact point for questions regarding the report	SR > About this report		no
102-54	Claims of reporting in accordance with the GRI Standards	SR > About this report		no
102-55	GRI content index	SR > GRI Index		no
102-56	External assurance	SR > About this report AR > Auditor's report		yes, partially

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Material topics: GRI 200 Economic

GRI 201: Economic Performance 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	AR > Objectives and Strategy		no
103-2	The management approach and its components	AR > Objectives and Strategy		no
103-3	Evaluation of the management approach	AR > Objectives and Strategy		no
201-1	Direct economic value generated and distributed	AR > Financial position AR > Key Figures for the Daimler Group		no
201-2	Financial implications and other risks and opportunities due to climate change	AR > Risk and Opportunity Report		yes, AR
201-3	Defined benefit plan obligations and other retirement plans	AR > Commitments upon termination of service SR > Key figures Human Resources		no
201-4	Financial assistance received from government	AR > Refinancing		no

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GRI 202: Market Presence 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	AR > Principles of Board of Management remuneration		yes, AR
103-2	The management approach and its components	AR > Principles of Board of Management remuneration		yes, AR
103-3	Evaluation of the management approach	AR > Principles of Board of Management remuneration		yes, AR
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		Information about the minimum wages in the countries where the Group's companies are located is not centrally available. The "standard entry salaries" are specific to particular groups within the workforce (e.g. industrial employees, university graduates, temporary workers during vacations etc.) As many of our companies are bound by collective bargaining agreements, and also because employee remuneration is market-oriented, the standard entry salaries do generally lie above the minimum wages.	no
202-2	Proportion of senior management hired from the local community		The proportion of senior managers who are recruited from a local community is defined locally in the respective sales market or at the production location. The percentage of managers in this category can currently not be determined centrally for the entire Group.	no

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GRI 203: Indirect Economic Impacts 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Corporate citizenship		no
103-2	The management approach and its components	SR > Corporate citizenship		no
103-3	Evaluation of the management approach	SR > Corporate citizenship		partially, key figures
203-1	Infrastructure investments and services supported	SR > Corporate citizenship SR > Climate protection & air quality		no
203-2	Significant indirect economic impacts		Comprehensive data about the indirect economic impacts are currently not available. We are steadily working to improve our knowledge about indirect economic impacts. As part of the materiality analysis conducted in 2020, we, among other things, comprehensively assessed the potential or actual positive and negative effects of our business operations on the UN Sustainable Development Goals.	no

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GRI 204: Procurement Practices 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Supply chain AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Supply chain AR > Non-financial declaration		partially, NFR

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-3	Evaluation of the management approach	SR > Supply chain AR > Non-financial declaration		partially, NFR
204-1	Proportion of spending on local suppliers		The cooperation with the suppliers at our locations is variable. It is governed by our central purchasing standards, which serve as orientation guidelines for the units that purchase production materials and non-production materials. Specific information about specific purchasing volumes cannot be provided by the current database.	no

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GRI 205: Anti-corruption 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Integrity & Compliance AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Integrity & Compliance AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Integrity & Compliance AR > Non-financial declaration		partially, NFR
205-1	Operations assessed for risks related to corruption	SR > Integrity & Compliance SR > Integrity & Compliance	The reason why the information is not categorized according to the plant/business activity is that the point of reference for our risk assessment is the level of the entity – in other words, the legal unit or the management unit. As a result of the risk assessment, Daimler assigns each controlled unit a final risk level that is based on all of that unit's business activities. Our risk analyses	no

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Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*
205-2	Communication and training about anti-corruption policies and procedures	SR > Integrity & Compliance SR > Integrity & Compliance	no
		<p>show that the risk of corruption is especially high in the case of sales activities in high-risk countries and of business relations with wholesalers and general agents worldwide. Accordingly, one focus of our anti-corruption activities is on sales companies in high-risk countries and on business relations with wholesalers and general agents worldwide, where we implement targeted risk-minimization measures.</p>	
		<p>A differentiation or breakdown of the data by region would not be meaningful, because the existence of three legally independent units (Mercedes-Benz AG, Daimler Truck AG, and Daimler Mobility AG) under the umbrella of Daimler AG means that the Daimler Group is organized by division and not by region.</p>	
		<p>205-2 a and d) The central governance body of Daimler AG is the Supervisory Board. The work of the Supervisory Board is not organized according to regions but rather according to functional criteria. As a result, differentiating the information about training courses on anti-corruption activities according to regions would not provide any additional information. The members of the Supervisory Board bear sole responsibility for taking part in the educational and training measures that they need in order to perform their duties, and they receive support for these activities from Daimler AG.</p>	
		<p>205-2 c) We also formulate clear compliance requirements for our business partners. For strategic reasons, we do not communicate specific key figures regarding our business partners and their anti-corruption measures.</p>	
		<p>205-2 e) We publish the absolute number of employees who were trained in corruption-prevention methods during the reporting year. The defined cycles for these training</p>	

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Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*
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courses are oriented according to the regularly assessed need for them. In line with this information, Daimler pursues a target group-specific and risk-based training strategy. Because of this systematic training strategy, we do not believe that publishing the percentage of participating workers compared to our total workforce would be meaningful. Not all of our employees have the same need for these training courses, and therefore such figures should not be used as the basis for determining the rate of participation in corruption-prevention training courses.

205-2 e) When we are determining training needs and planning the courses, we do not differentiate by region, but rather by aspects such as a unit's business model, its location in a specific high-risk country, and its function (this is a target group-oriented and risk-based approach). That's why we believe that a differentiation according to employee categories and regions would not be meaningful enough to help us make a contextual assessment of the measures carried out to prevent corruption.

205-3	Confirmed incidents of corruption and actions taken	SR > Integrity & Compliance SR > Integrity & Compliance	<p>205-3 a) The number of cases of corruption is reported in the "Compliance Management" chapter. Additional information about the type of corruption is not provided. We do not give any details about the cases, due to the need to protect the privacy of the individuals affected and of the people who provide the information.</p> <p>205-3 b and d) Generally, Daimler does not provide any information about human resources measures taken against employees. We are convinced that providing such information would contravene our employees' personal rights as well as our duty of care as an employer. Because of the small number of cases of corruption that are publicly reported, it would be possible to</p>	no
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Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*
		deduce the human resources measures taken against individuals affected. Irrespective of this policy, Daimler does not receive any information about the outcome of any criminal proceedings against employees. The company is not a participant in such criminal proceedings. As a result, we cannot make any statements as to whether or not an accusation of corruption has been confirmed in criminal proceedings.	
		205-3 c) Daimler generally does not make any statements about the total number of confirmed cases in which it terminated or refused to extend contracts with business partners either extraordinarily or in connection with corruption. Because of the small number of individual cases – in relation to the entire sales network of the Daimler Group – it would be possible to identify the business partner in question in a certain region. Such a procedure would not be compatible with the professional confidentiality provisions regarding business partners.	

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GRI 206: Anti-competitive Behavior 2016

Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1 Explanation of the material topic and its Boundary	SR > Integrity & Compliance		no
103-2 The management approach and its components	SR > Integrity & Compliance		no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-3	Evaluation of the management approach	SR > Integrity & Compliance		no
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR > Integrity & Compliance SR > Integrity & Compliance		no

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GRI 207: Tax 2019

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
207-1	Approach to tax	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
207-2	Tax governance, control, and risk management	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR
207-3	Stakeholder engagement and management of concerns related to tax	SR > Sustainable corporate governance AR > Non-financial declaration		partially, NFR

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Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*
207-4	Country-by-Country-Reporting	<p>In line with OECD guidelines, Daimler AG has been submitting to Germany's Federal Central Tax Office a country-by-country (CbC) report as the "Ultimate Parent Entity" for the entire Daimler Group since financial year 2016. The CbC report is distributed to all participating tax authorities around the globe on the basis of bilateral and multilateral agreements. Also in line with OECD guidelines, the current Council Directive (EU) 2016/881 and German tax law, Daimler chooses to forgo general publication of its CbC reports, as the required transparency vis-à-vis fiscal authorities, which are able to appreciate the content of the figures and data, has already been guaranteed.</p>	no

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Material topics: GRI 300 Environmental

GRI 301: Materials 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Resource conservation		no
103-2	The management approach and its components	SR > Resource conservation		no
103-3	Evaluation of the management approach	SR > Resource conservation		no
301-1	Materials used by weight or volume	SR > Resource conservation	We are currently measuring the use of metals and non-metals in our vehicles. At the moment it is not yet possible for the Group as a whole to break down the total weight of its vehicles into renewable and non-renewable materials. In the future we want to continually expand the use of renewable materials and integrate them into our calculation methods.	
301-2	Recycled input materials used	SR > Resource conservation		no
301-3	Reclaimed products and their packaging materials	SR > Resource conservation	No information about recycled products and their packaging materials is available, because our vehicles are delivered without any packaging material.	no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Resource conservation		no
103-2	The management approach and its components	SR > Resource conservation		no
103-3	Evaluation of the management approach	SR > Resource conservation		no
302-1	Energy consumption within the organization	SR > Climate protection & air quality SR > Key figures environment	<p>302-1 c) Our Energy Monitoring Tool also records energy consumption by the energy carriers that Daimler purchases externally. Other energy conversions within the plants to final energy in the form of cold, heat, steam, compressed air, etc. (ii-iv) are not specified further. The conversion losses are all recorded at Daimler.</p> <p>302-1 d) Sold energy is recorded as a transfer to third parties and is already subtracted in the published energy consumption.</p> <p>302-1 f) Energy consumption is recorded worldwide by a data collection tool and aggregated for reporting purposes. The data basis is provided by calculations or measurements. Expert estimates are taken into account for individual cases if calculations or measurements are not (yet) available.</p> <p>302-1 g) Conversion factors are taken from location-specific calculations (e.g. calorific values) or derived from standard accounting standards.</p>	partially, key figures
302-2	Energy consumption outside of the organization		Because there is currently no international guideline for the determination of energy consumption in Scope 3, we have no such data at Daimler at present. We want to create a possible data collection and calculation system in the medium term. We collect information about	no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
			the energy consumption outside the Group indirectly via the Scope 3 emissions. Our ascertainment of the Scope 3 emissions complies with the international guideline according to the Greenhouse Gas Protocol.	
302-3	Energy intensity	SR > Resource conservation SR > Key figures environment	The specific values are calculated on the basis of our consolidated production locations' quotient of absolute energy consumption (excluding fuels) and the number of vehicles produced, with regard to the respective division. In the category of energy consumption we also take into account our production locations for major assemblies, components, and CKD vehicles. The numbers of units refer only to Daimler vehicles (they do not include production for other companies).	no
302-4	Reduction of energy consumption	SR > Resource conservation		no
302-5	Reductions in energy requirements of products and services	SR > Resource conservation		no

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GRI 303: Water and Effluents 2018

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Resource conservation		no
103-2	The management approach and its components	SR > Resource conservation		no

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-3	Evaluation of the management approach	SR > Resource conservation		no
303-1	Interactions with water as a shared resource	SR > Resource conservation SR > Resource conservation	One of the central themes of our environmental management is the responsible use of water with regard to its sourcing, consumption, discharge, and effects due to wastewater and process water. Examples of our measures for the efficient use of water are described in the chapter "We are using water more and more efficiently." The status of our international data regarding water does not currently allow us to provide a more differentiated overall account of process water-related impacts. We are planning to standardize and improve the data situation in the medium term.	no
303-2	Management of water discharge-related impacts	SR > Resource conservation	To ensure the quality of the wastewater discharge, we not only comply with legal provisions (e.g. wastewater treatment, regular wastewater checks and their documentation, etc.) but also take additional measures in order to improve water quality and minimize the risk of water pollution. In order to initiate targeted measures at the locations, we have, for example, developed the standard "Storm Water Protection – Pollutant Discharge Elimination" and applied it for many years. This standard serves as a basis for the targeted improvement of water quality.	no
303-3	Water withdrawal	SR > Resource conservation	Information about the sourcing of water comes from various sources, and this information is collected at Daimler's production locations all over the world. That includes water from public utilities, well water, surface water, rainwater, and groundwater from site remediation. Seawater is not used. All amounts are for fresh water. This data is available in the overview of the key indicators of our corporate environmental protection measures.	partially, key figures

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
303-4	Water discharge	SR > Resource conservation		no
303-5	Water consumption	SR > Resource conservation	Information regarding water consumption is primarily included in the key figures for the specific water usage per vehicle produced.	no

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GRI 305: Emissions 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Climate protection		no
103-2	The management approach and its components	SR > Climate protection		no
103-3	Evaluation of the management approach	SR > Climate protection		no
305-1	Direct (Scope 1) GHG emissions	SR > Climate protection SR > key figures environment	The data for biogenic CO ₂ emissions were not collected separately for 2020, because these emissions are only produced in a small amount. It is expected that Ambition 2039 will lead to an increase in the use of biogenic fuels at the company. We therefore plan to record biogenic CO ₂ emissions beginning in 2021.	partially, key figures
305-2	Energy indirect (Scope 2) GHG emissions	SR > Climate protection SR > key figures environment		partially, key figures
305-3	Other indirect (Scope 3) GHG emissions	SR > Climate protection (PDF:) Scope 3 emissions Mercedes-Benz Cars		yes

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
305-4	GHG emissions intensity	SR > Appendix		no
305-5	Reduction of GHG emissions		<p>We have reached our goals of reducing our greenhouse gas emissions by 20 percent in absolute terms and by 66 percent specifically between 1990 and 2020.</p> <p>Numerous energy efficiency and CO₂ reduction projects have helped to reduce our CO₂ emissions. All of them are stored in our Group-wide database. Precisely detailed CO₂ reductions resulting from these measures cannot be provided reliably on account of contrary effects (e.g. production increases, increased floor space etc.) and the technical difficulty of measuring the reductions. However, the decrease of absolute CO₂ emissions does include these reductions.</p>	no
305-6	Emissions of ozone-depleting substances (ODS)		<p>The legal regulations concerning the emission of ozone-depleting substances are complied with at all Daimler production sites. However, we cannot exclude the possible emission of very small amounts of ozone-depleting substances. These emissions would be within the legally permissible limits, and we therefore do not separately collect the relevant data.</p>	no
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SR > Key figures environment	<p>No slowly degradable organic substances are collected at our locations.</p>	yes

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Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Resource conservation		no
103-2	The management approach and its components	SR > Resource conservation		no
103-3	Evaluation of the management approach	SR > Resource conservation		no
306-1	Waste generation and significant waste-related impacts	SR > Resource conservation		no
306-2	Management of significant waste-related impacts	SR > Resource conservation		no
306-3	Waste generated	SR > Key figures environment		yes, key figures
306-4	Waste diverted from disposal	SR > Resource conservation SR > Key figures environment	306-4 d) At present, no data is collected as to whether waste is treated for further processing on site or elsewhere.	partially, key figures
306-5	Waste directed to disposal	SR > Resource conservation SR > Key figures environment	306-5 d) In general, the waste is collected by a waste disposal company and an approved waste processing firm then processes the waste at a different location.	partially, key figures

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 307: Environmental Compliance 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Climate protection & air quality		no
103-2	The management approach and its components	SR > Climate protection & air quality		no
103-3	Evaluation of the management approach	SR > Climate protection & air quality		no
307-1	Non-compliance with environmental laws and regulations	SR > Climate protection & air quality		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 308: Supplier Environmental Assessment 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Supply chain		no
103-2	The management approach and its components	SR > Supply chain		no
103-3	Evaluation of the management approach	SR > Supply chain		no
308-1	New suppliers that were screened using environmental criteria	SR > Supply chain	We require all our suppliers of production materials to operate with an environmental management system that is certified according to ISO 14001, EMAS or other comparable standards. This also applies to all of our new suppliers of	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard Disclosure	Reference	Additional information and reasons for omission	External assurance*	
308-2	Negative environmental impacts in the supply chain and actions taken	SR > Supply chain SR > Supply chain	<p>production materials. This applies to services on a risk- and tender-dependent basis. In 2020 we conducted a total of 658 on-site reviews at suppliers of production materials in order to check whether the respective suppliers had an environmental management system according to ISO 14001 in place. In the medium term we are planning to cooperate even more closely with our suppliers and sensitize them to environmental issues.</p> <p>Due to the large number of suppliers, no the complexity of the entire supply chain, and the challenging task of gaining an overview, we cannot provide any absolute and percentage data regarding actual or potential negative environmental impacts by our suppliers. As part of our efforts to make our supply chains more transparent, we are also continuing to strive to gain a better overview of any negative impacts on the environment.</p>	

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Material topics: GRI 400 Social

GRI 401: Employment 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
401-1	New employee hires and employee turnover	SR > People SR > Key figures Human Resources	Our human resources system does not currently track information on new employee hires according to age groups or regions.	no
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR > People SR > Key figures Human Resources		no
401-3	Parental leave	SR > People SR > Key figures Human Resources	Our human resources system does not currently track the total number of employees who were still employed twelve months after their return to work from parental leave or the retention rates of these employees.. However, we have numerous measures in place to ensure job security as well as opportunities for further professional development for all of our employees returning from parental leave.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 402: Labor/Management Relations 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
402-1	Minimum notice periods regarding operational changes		According to the German Works Council Constitution Act, the works council must be informed about major operational changes in a timely manner. However, this Act does not define a precise deadline for providing this information.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 403: Occupational Health and Safety 2018

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
403-1	Occupational health and safety management system	SR > People SR > People AR > Non-financial declaration	The Daimler Group operates on the basis of globally uniform guidelines for risk prevention. Our occupational	partially, NFR

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
			<p>health and safety policy (A30.2) and our occupational health and safety guidelines serve as overarching, internationally valid Group regulations. They are based on international standards and national laws and emphasize the managers' obligation to act responsibly. However, they also underscore the employees' own responsibility. Policy A30.2 covers all Group companies. It is binding on all employees and members of governance bodies at Daimler AG and our controlled Group companies.</p>	
403-2	Hazard identification, risk assessment, and incident investigation	SR > People SR > People	<p>All of our employees have to take on personal responsibility for health and occupational safety by performing their work in a safety-conscious manner. We respect the employees' right to withdraw from work situations in which they can understandably assume that they face a clear and present danger to their lives or health. In such situations, they are protected against unjustified consequences. Unsafe conditions and near accidents must be reported to the location's manager and are addressed on the shop floor. We record information about work accidents, risks, and near accidents in our systems medAS and SAFE. We have our employees contribute to the design of their workstations, their working environments, and their work processes in order to continuously improve them.</p>	no
403-3	Occupational health services	SR > People SR > Key figures Human Resources		no
403-4	Worker participation, consultation, and communication on occupational health and safety	SR > People	<p>At each of our locations we have established occupational protection committees in which employees can participate. At Daimler, temporary employees are subject to the same regulations as regular employees. Temporary workers can also raise issues in the committees.</p>	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
403-5	Worker training on occupational health and safety	SR > People		no
403-6	Promotion of worker health	SR > People SR > Key figures Human Resources		no
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR > People	In order to prevent and mitigate negative impacts on occupational safety in external companies, we adhere to a variety of safety regulations, such as our “A30 – Occupational and Health Protection” policy, as well as the applicable legal regulations. The process of instructing and monitoring external companies with external employees is being implemented as required. In addition, the Daimler Business Partner Standards (DBPS) also describe safety and health-related requirements for the workstations of employees of business partners.	no
403-8	Workers covered by an occupational health and safety management system	SR > People	The Scope of application of the occupational health and safety policy (A30.2) ensures that all employees are covered by a management system for occupational health and safety. External companies are also instructed and monitored in this respect.	no
403-9	Work-related injuries	SR > People SR > Key figures Human Resources	As part of our local risk management process for occupational safety risks, the Corporate Safety unit conducts safety risk management measures at our Group-owned production facilities. Together with Corporate Environmental Protection, safety engineers from the Corporate Safety Department conduct due diligence audits at all of our Group-owned production facilities every five years. The audit covers the implementation of our corporate policy for occupational and health protection; external employees and external companies are also included in the auditing scope. For reasons of confidentiality, the figures regarding risk management are not published.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
403-10	Work-related ill health		Data on work-related ill health are not gathered at the international level. For Germany, these data are held by the employers' liability insurance association, which does not break down the data according to individual companies.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 404: Training and Education 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
404-1	Average hours of training per year per employee	SR > People SR > Key figures Human Resources		no
404-2	Programs for upgrading employee skills and transition assistance programs	SR > People AR > Non-financial declaration		partially, NFR
404-3	Percentage of employees receiving regular performance and career development reviews	SR > People		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 405: Diversity and Equal Opportunity 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
405-1	Diversity of governance bodies and employees	SR > People SR > Key figures Human Resources AR > Overall requirement profiles for the composition of the Board of Management and the Supervisory Board AR > Non-financial declaration		partially, NFR
405-2	Ratio of basic salary and remuneration of women to men	SR > People	In the companies that are covered by a collective bargaining agreement, the respective collective wage agreements apply. In line with our global remuneration policy, the remuneration agreements and the collective bargaining agreements are gender-neutral. The remuneration systems are company-specific. As a result, a comparison of these systems is possible only for selected individual companies or workforce groups, but not for the Group as a whole. The total remuneration may consist of other components in addition to the monthly remuneration; for this reason, these total amounts cannot be compared. As part of our implementation of the Transparency in Wage Structure Act at Daimler AG, Mercedes-Benz AG, and Daimler Truck AG, each employee has been given online access to detailed and current information about the amount and the various components of his or her remuneration in comparison to the respective data for his or her comparison groups (for women and for men).	

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 406: Non-discrimination 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People		no
103-2	The management approach and its components	SR > People		no
103-3	Evaluation of the management approach	SR > People		no
406-1	Incidents of discrimination and corrective actions taken	SR > People	For reasons of confidentiality, we do not publish any statistical information about cases of discrimination.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 407: Freedom of Association and Collective Bargaining 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > People AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > People AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > People AR > Non-financial declaration		partially, NFR
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR > People SR > Supply chain		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 408: Child Labor 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Supply chain		no
103-2	The management approach and its components	SR > Supply chain		no
103-3	Evaluation of the management approach	SR > Supply chain		no
408-1	Operations and suppliers at significant risk for incidents of child labor	SR > Supply chain		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 409: Forced or Compulsory Labor 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Supply chain		no
103-2	The management approach and its components	SR > Supply chain		no
103-3	Evaluation of the management approach	SR > Supply chain		no
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR > Supply chain		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 410: Security Practices 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Human rights		no
103-2	The management approach and its components	SR > Human rights		no
103-3	Evaluation of the management approach	SR > Human rights		no
410-1	Security personnel trained in human rights policies or procedures	SR > Human rights	<p>In general, the topic area of security personnel and their conduct is considered to be associated with risks. We deal with the area of security and the implementation of concrete security measures within the framework of our specific management approach to human rights. During the reporting year, the Regional Security Officers were offered a web-based training course about human rights risks in a business context. This course also includes a chapter dedicated specifically to human rights risks in the field of security. We do not currently record the percentage of employees who are trained in the organization's specific human rights processes and their application in the area of security.< br></p> <p>In the area of security services, we work with service providers. These service providers are obligated to respect human rights in accordance with our sustainability standards. All of our external service providers have access to our Compliance Awareness module, which includes a special chapter dealing with corporate responsibility in the area of human rights. We do not publish any information (in absolute figures or percentages) about completion of the Compliance Awareness module by external service providers. We want to ensure that the relevant managers, their employees, and the providers of security services are well-versed</p>	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
			regarding Daimler's requirements with respect to human rights. Accordingly, we include these policies in our standard internal regulations and in our existing contracts with suppliers and providers of security services. We also continually review these contracts.	

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 412: Human Rights Assessment 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Human rights AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Human rights AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Human rights AR > Non-financial declaration		partially, NFR
412-1	Operations that have been subject to human rights reviews or impact assessments	SR > Human rights AR > Non-financial declaration	Since 2019, risks to human rights within our Group companies have been addressed by the Social Compliance department. During the reporting year, 100 percent of the Group companies in which Daimler has a majority holding were subjected to an initial risk assessment. The companies that this assessment identified as having a high risk were thereafter subjected to a more in-depth analysis.	partially, NFR
412-2	Employee training on human rights policies or procedures	SR > Human rights AR > Non-financial declaration		partially, NFR

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		For reasons of confidentiality regarding our business partners, we do not publish any specific details about investment agreements and contracts with our partners.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 413: Local Communities 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Corporate citizenship		no
103-2	The management approach and its components	SR > Corporate citizenship		no
103-3	Evaluation of the management approach	SR > Corporate citizenship		no
413-1	Operations with local community engagement, impact assessments, and development programs	SR > Sustainable corporate governance SR > Corporate Citizenship	Daimler is active at all major business locations. Most of the societally and socially beneficial activities of the employees at our business locations are decentrally organized and implemented. As a result, there is no central collection of data that could be used to calculate the percentage of business locations where measures that involve local communities have been implemented. All activities are recorded in our donation and sponsorship database. Information about centrally coordinated activities can be found in the "Corporate Citizenship" section of this report.	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
413-2	Operations with significant actual and potential negative impacts on local communities	SR > Sustainable corporate governance		no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 414: Supplier Social Assessment 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Supply chain AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Supply chain AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Supply chain AR > Non-financial declaration		partially, NFR
414-1	New suppliers that were screened using social criteria	SR > Supply chain AR > Non-financial declaration		partially, NFR
414-2	Negative social impacts in the supply chain and actions taken	SR > Supply chain AR > Non-financial declaration	Due to the large number of suppliers, the complexity of the entire supply chain, and the challenging task of gaining an overview, we cannot provide any absolute or percentage data regarding actual or potential human rights violations by our suppliers. As part of our efforts to make our supply chains more transparent, we are also continuing to strive to gain a better overview of any impacts on society.	partially, NFR

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 415: Public Policy 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Partnerships AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Partnerships AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Partnerships AR > Non-financial declaration		partially, NFR
415-1	Political contributions	SR > Partnerships AR > Non-financial declaration		partially, NFR

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 416: Customer Health and Safety 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Traffic safety		no
103-2	The management approach and its components	SR > Traffic safety		no
103-3	Evaluation of the management approach	SR > Traffic safety		no
416-1	Assessment of the health and safety impacts of product and service categories	SR > Traffic safety	We use strict quality management systems and checks to determine the safety of all of our vehicles.	no
416-2	Incidents of non-compliance		Our technical Compliance Management System (tCMS) ensures	no

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
	concerning the health and safety impacts of products and services		that our products conform to regulations and legal requirements. The tCMS is a preventive system for avoiding any potential non-compliance with technical regulations as well as for identifying and actively counteracting possible risks. If vehicles held by customers exhibit anomalies with regard to safety, conformity or emissions, our processes for evaluating and regulating such situations in the field come into play. We respond to such situations by performing customer service activities, for example, or by recalling vehicles, if necessary.	

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 418: Customer Privacy 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Data responsibility		no
103-2	The management approach and its components	SR > Data responsibility		no
103-3	Evaluation of the management approach	SR > Data responsibility		no
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR > Data responsibility	There is no total number of submitted and substantiated complaints of customer data privacy violations at the global level, because this abstract figure is of no significance for the company.	

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).

GRI 419: Socioeconomic Compliance 2016

Standard	Disclosure	Reference	Additional information and reasons for omission	External assurance*
103-1	Explanation of the material topic and its Boundary	SR > Compliance Management AR > Legal and tax risks and opportunities AR > Non-financial declaration		partially, NFR
103-2	The management approach and its components	SR > Compliance Management AR > Legal and tax risks and opportunities AR > Non-financial declaration		partially, NFR
103-3	Evaluation of the management approach	SR > Compliance Management AR > Legal and tax risks and opportunities AR > Non-financial declaration		partially, NFR
419-1	Non-compliance with laws and regulations in the social and economic area	SR > Compliance Management AR > Legal and tax risks and opportunities AR > Notes to the Consolidated Financial statements > Legal proceedings AR > Non-financial declaration		partially, NFR

* The external assurance was carried out on the basis of the corresponding PDF documents and the overview of key figures. The key figure audit exclusively covered the online key figure overview "Key figures environment" (absolute numerical values, not specific values).