
DAIMLER TRUCK



ESG Factbook for Full Year 2025



March 12, 2026

The Daimler Truck ESG Factbook aims to specifically serve the information needs of the capital market and relevant ESG rating agencies. The information is sorted in three categories according to environmental, social and governance key figures. The ESG Factbook contains relevant KPIs from the audited non-financial statements 2023-2025. Additionally, the ESG Factbook contains related supplementary KPIs, with no separate assurance by an external auditor.

DAIMLER TRUCK

Table of contents

ESG Figures Environment

[Environmental management](#)
[Decarbonization](#)
[Air pollution](#)
[Energy management](#)
[Water management](#)
[Waste management](#)
[Material efficiency](#)
[Environmental protection in the supply chain](#)

ESG Figures Social

[Employee health and safety](#)
[Responsible working conditions for our employees](#)
[Training and professional development of our employees](#)
[Diversity](#)
[Freedom of association and the right to collective bargaining for our employees](#)
[Workers in the supply chain](#)

ESG Figures Governance

[Compliance](#)
[Corporate citizenship](#)
[Political engagement](#)

Disclaimer

[Key figures “Measured values \(production sites\)” and “Entire Group”](#)
[Definition “CO₂e”](#)
[Definition “employees”](#)

Disclaimer: Due to rounding, individual figures may not add up precisely to the totals shown and percentages presented may not accurately reflect the absolute values to which they relate.

DAIMLER TRUCK

ESG Key Figures Environment

1. Environmental management

	Financial Year		
	2025	2024	2023
ISO 14001 coverage of relevant production sites ¹ (%)	93.0	93.8	94.0
ISO 50001 coverage of relevant production sites ¹ (%)	65.1	50.0	36.0
ISO 14001 coverage of employees at relevant production sites ¹ (%)	99.4	99.5	99.0
ISO 50001 coverage of employees at relevant production sites ¹ (%)	92.5	86.7	62.0
Percentage of operational sites assessed on specific environmental risks ²	100.0	88.4	-

¹ Production, development and test track locations.

² Coverage rate at the end of the reporting year, as part of Environmental Due Diligence audits that are carried out every five years at all relevant production sites, rate reflects the coverage within the 5-years audit cycle.

2. Decarbonization

	Financial Year				
	2025	2025	2024	2024	2023
	Entire Group	Measured values (production sites)	Entire Group	Measured values (production sites)	
Total Scope 1 and Scope 2 emissions¹ (1,000 t CO₂e)	563	497	630	568	659
Scope 1 GHG² gross emissions (1,000 t CO₂e)	383	342	389	349	369
Scope 2 GHG² emissions (1,000 t CO₂e)					
Scope 2, location-based	517	487	536	514	583
Scope 2, market-based	180	155	241	219	289
Total gross significant indirect Scope 3 GHG² emissions (1,000 t CO₂e)	323,402	-	388,247	-	-
Scope 3, 1 Purchased goods and services	17,445	-	19,429	-	-
Scope 3, 11 Use of products sold	305,957	-	368,818	-	-
CO₂e intensity - emissions per net sales revenue (t CO₂e/million €)					
Scope 1 and Scope 2 emissions (location-based) per net sales revenue	18	17	17	16	17
Scope 1 and Scope 2 emissions (market-based) per net sales revenue	11	10	12	11	12
Scope 3 emissions per net sales revenue	6,548	-	7,180	-	-
Total CO ₂ e emissions (location-based) per net sales revenue ³	6,567	-	7,197	-	-
Total CO ₂ e emissions (market-based) per net sales revenue ³	6,560	-	7,191	-	-
Specific Scope 1 and Scope 2 emissions (location-based) per vehicle (t)					
Buses	-	2.9	-	-	-
Trucks	-	1.9	-	-	-
Specific Scope 1 and Scope 2 emissions (market-based) per vehicle (t)					
Buses	-	2.0	-	-	-
Trucks	-	1.1	-	-	-

¹ Data based on the market-related Scope 2 CO₂e emissions.

² Greenhouse gas (GHG).

³ Only Scope 1 and Scope 2 emissions from the production sites were calculated for 2023. For 2024 and 2025 the Scope 3 emissions for entire group are included.

DAIMLER TRUCK

ESG Key Figures Environment

3. Air pollution

	Financial Year		
	2025	2024	2023
	Measured values (production sites)		
Solvent emissions (VOC) ^{1,2} (t)	2,852	3,183	3,465
Nitrogen oxides (NOX) ¹ (t)	681	691	791
Carbon monoxide (CO) ¹ (t)	285	223	270
Sulphur dioxide (SO ₂) ¹ (t)	32	26	29
Particulate matter (PM) ¹ (t)	320	349	261

¹ The data represent estimates at the time of report.

² Adjustment of calculation method for 2025; the figure for 2024 was corrected due to a significant deviation between the estimate and the actual data.

4. Energy management

	Financial Year				
	2025	2025	2024	2024	2023
	Entire Group	Measured values (production sites)	Entire Group	Measured values (production sites)	
Consumption from fossil sources ¹ (MWh)	2,076,235	1,849,660	2,288,459	2,068,140	-
Consumption from nuclear sources ¹ (MWh)	105,242	97,675	71,925	68,253	-
Total energy consumption from renewable sources (MWh)	1,114,313	1,066,113	982,195	948,146	-
Total energy consumption (MWh)	3,295,790	3,013,447	3,342,579	3,084,539	3,410,987
Energy intensity per net sales revenue ² (MWh/million €)	67	61	62	57	61
Specific energy consumption per vehicle (MWh)					
Buses	-	11.6	-	-	-
Trucks	-	6.8	-	-	-
Annual reduction achieved from energy conservation programs implemented since 2015 (MWh/year)	-	387,110	-	-	-

¹ Figures for 2024 were changed due to an adjusted allocation of factors used.

² Figures for the entire Group include both climate-intensive sectors and non-climate-intensive sectors.

DAIMLER TRUCK

ESG Key Figures Environment

5. Water management

	Financial Year		
	2025	2024	2023
	Measured values (production sites)		
Total water withdrawal (1,000 m³)	4,945	5,048	-
Public water supply	2,488	2,646	-
Groundwater (well water)	2,140	2,115	-
Stormwater	317	287	-
Total water usage¹ (1,000 m³)	4,547	4,662	4,951
Public water supply	2,475	2,637	2,818
Groundwater (well water)	1,755	1,738	1,845
Stormwater used	317	287	288
Specific water use per vehicle (m³)			
Buses	24.4	-	-
Trucks	9.8	-	-
Production-related water discharge (1,000 m³)	3,258	3,468	3,428
Direct discharge ²	863	1,018	1,011
Indirect discharge ³	2,395	2,450	2,417
Water withdrawal intensity per net sales revenue (m³/million €)	100.1	93.3	-
Water use intensity per net sales revenue (m³/million €)	92.1	86.2	88.6
Water discharge intensity per net sales revenue (m³/million €)	66.0	64.1	61.3
Specific wastewater volumes per vehicle (m³)			
Buses	18.2	-	-
Trucks	7.0	-	-

¹ Total water withdrawal excl. ~8% of the water, which is transferred to third party companies, which are not part of Daimler Truck.

² Wastewater is discharged directly from the site into a public water body (e.g. river, lake, sea).

³ Wastewater is discharged via the public sewer system or municipal wastewater treatment.

DAIMLER TRUCK

ESG Key Figures Environment

6. Waste management

	Financial Year				
	2025	2025	2024	2024	2023
	Entire Group	Measured values (production sites)	Entire Group	Measured values (production sites)	
Total waste volume (1,000 t)	416	391	442	423	493
Hazardous waste¹ (in 1,000 t)	105	94	105	93	117
Diverted from disposal ¹	49	38	47	35	41
Directed to disposal ¹	56	56	58	58	76
Non-hazardous waste¹ (in 1,000 t)	311	297	337	330	181
Diverted from disposal ¹	307	294	334	327	177
Directed to disposal ^{1,2}	4	4	3	3	4
Waste intensity per net sales revenue (t/million €)	8.4	7.9	8.2	7.8	8.8
Specific waste per vehicle (t)					
Buses	-	1.5	-	-	-
Trucks	-	0.9	-	-	-
Scrap for recycling³ (in 1,000 t)	-	-	-	-	195
Waste for recovery¹ (in 1,000 t)	356	332	381	361	413
Recovery rate¹ (in %)	85.6	84.8	86.1	85.5	83.7

¹ Excluding construction waste and excavated soil.

² The values for 2024 were adjusted due to a significant deviation resulting from an improved classification of the waste.

³ New allocation of "scrap for recycling" to category "diverted from disposal" since 2024 according to CSRD reporting standard.

7. Material efficiency

	Financial Year		
	2025	2024	2023
Percentage of key raw materials (steel, iron, plastics/paint, aluminum and rubber) used in products on total inflow material	95.4	-	-
Percentage of secondary materials on total weight of the products	35.1	28.3	-
Percentage of recyclable materials on total weight of the products	93.6	93.0	-

8. Environmental protection in the supply chain

	Financial Year		
	2025	2024	2023
Percentage of procurement volume from suppliers with ISO14001¹	77.6	78.6	72.1
Percentage of procurement volume from suppliers assessed in the CDP Climate Change questionnaire²	63.6	62.4	64.0

¹ Calculation based on the planned procurement volume for production materials; reference date for value 2025 was Dec. 01.

² Carbon Disclosure Project (CDP); Calculation based on the planned procurement volume for production materials; reference date for value 2025 was Dec. 01.

DAIMLER TRUCK

ESG Key Figures Social

1. Employee health and safety

	Financial Year		
	2025	2024	2023
Number of fatalities resulting from work-related injuries			
Fatalities of employees	1	0	1
Fatalities of external workers ¹	3	0	1
Fatalities of workers from TEA ²	0	0	0
Recordable work-related accidents³			
Number	1,831	1,891	-
Rate	9.3	9.4	-
Recordable work accidents according to LTIR^{3,4,5}			
Number	1,334	1,354	1,349
Rate	6.8	6.8	8.8
Absence from work due to work related accidents⁵			
Days away from work	23,366	24,883	26,266
Severity rate ⁶	119	124	170
ISO 45001 coverage of relevant sites⁷ (%)	39.5	31.8	31.3
ISO 45001 coverage of employees⁸ (%)	38.4	32.3	37.0
Health and safety risk assessment coverage of relevant sites⁷ (%)	100.0	100.0	100.0

¹ External workers are workers with a plant or service contract.

² Temporary Employment Agencies (TEA).

³ The scope as of 2024 includes all locations worldwide. For smaller locations, an extrapolation logic is applied based on accident indicators published by OSHA and assigned to the business purpose of the respective location. Locations to which this logic is applied represent a maximum of 10% of the total number of employees. Key figure does not include commuting accidents.

⁴ Lost Time Injury Rate (LTIR); number of all occupational accidents resulting in at least one day of absence per 1 million hours of attendance.

⁵ New entity scope due to CSRD reporting as of 2024. Compared to 2023, more entities are in scope.

⁶ Number of lost days per 1 million hours of attendance.

⁷ Production- and development sites.

⁸ The calculation of the percentage of ISO 45001 certification was adjusted according to ESRS specifications as of 2024. The scope was expanded to include all employees and locations worldwide.

DAIMLER TRUCK

ESG Key Figures Social

2. Responsible working conditions for our employees

	Financial Year		
	2025	2024	2023
Total number of employees	108,476	111,415	104,416
Full-time	105,325	108,196	101,475
Part-time	3,151	3,219	2,941
t/o part-time female employees	1,949	1,994	1,386
Total number of temporary employees¹	7,237	6,496	3,489
Total number of non-guaranteed hours employees	10	0	-
Employee turnover rate² (%)	7.6	7.4	9.8
Gender pay gap unadjusted (%)³	-5	-15	-
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation of employees	74	185	-

¹ As of 2024 larger entity scope compared to previous years due to CSRD reporting.

² Employee turnover includes all permanent employees who left the Company during the financial year voluntarily or due to dismissal, retirement or death. The turnover rate represents this number in relation to the average number of permanent employees in the reporting year. As of 2024 larger entity scope compared to previous years due to CSRD reporting.

³ The difference compared to the prior year is primarily due to the change in methodology.

3. Training and professional development of our employees

	Financial Year		
	2025	2024	2023
Average number of training hours per employee (h)	9.3	-	-
Percentage of employees with access to digital learning offerings	100.0	-	-
Percentage of all employees that participated in performance and career development reviews¹	38.2	-	-
Percentage of employees in management that participated in performance and career development reviews	100.0	-	-
Percentage of employees in administration that participated in performance and career development reviews¹	87.7	-	-

¹ Certain employee groups (e.g., production staff, interns) not fully captured in IT systems or participating voluntarily in performance and career reviews under local agreements.

DAIMLER TRUCK

ESG Key Figures Social

4. Diversity	Financial Year		
	2025	2024	2023
Percentage of women employed in the whole organization	16.9	16.7	15.0
Percentage of women in management	21.3	20.5	19.8
t/o percentage of women in top management	16.2	15.5	-
Percentage of women within Board of Management	28.6	25.0	14.3
Age distribution among employees			
Under 30 years	21,548	22,888	-
Between 30 and 50 years	58,512	59,994	-
Over 50 years	28,416	28,533	-

5. Freedom of association and the right to collective bargaining for our employees	Financial Year		
	2025	2024	2023
Collective agreement coverage in the EEA¹ (%)	94.7	96.0	-

¹ European Economic Area (EEA).

6. Workers in the supply chain	Financial Year		
	2025	2024	2023
Percentage of procurement volume from suppliers assessed under SAQ¹	76.2	75.4	59.6
Number of targeted suppliers that have undergone a CSR on-site audit²	2	5	-
t/o suppliers with audit findings related to child or/and forced labor	0	-	-
t/o suppliers engaged in corrective actions	2	3	-
Percentage of purchasers at all locations who have received training on sustainable procurement³	100.0	100.0	100.0
Percentage of Daimler Truck Group companies covered by annual human rights risk assessment	100.0	-	-

¹ Sustainability Assessment Questionnaire (SAQ) from European automotive industry sustainability initiative Drive Sustainability; calculation based on the planned procurement volume for production materials; reference date for value 2025 was Dec. 01.

² Corporate Social Responsibility (CSR); targeted suppliers are direct suppliers for production material, in particular, suppliers rated as high-risk; all audits are third-party audits performed by RSCI (Responsible Supply Chain Initiative e.V.) audit program that assess compliance with social and environmental standards.

³ Central production material purchasers, as part of the Expert Module - Compliance@Procurement training course, including social and environmental standards.

DAIMLER TRUCK

ESG Key Figures Governance

1. Compliance

	Financial Year		
	2025	2024	2023
Percentage of employees who participated in compliance training program¹	91.5	95.5	96
SpeakUp complaints received²	522	516	-
t/o discrimination, sexual harassment and racism related complaints concerning own workforce	7	3	-
t/o other human rights related complaints concerning own workforce ³	266	245	-
t/o human rights related complaints concerning the value chain ³	17	15	-
Human rights related SpeakUp cases concerning the value chain closed as substantiated	4	-	-
Corruption and bribery related SpeakUp cases closed as substantiated^{3,4}	0	2	0

¹ Completion rate at the end of the reporting year; mandatory Legal & Compliance trainings have to be repeated every three years; rate reflects the coverage within the lifecycle of those trainings; content including anti-corruption, human rights compliance, diversity equity & inclusion, anti-money laundering, data privacy, antitrust, corporate governance, product compliance, insider law.

² Complaints from internal and external whistleblowers via SpeakUp platform; number represents actual complaints processed and assessed after sorting out spam.

³ Retrospective adjustment of the figures for 2024 due to a subsequent review and categorization.

⁴ Corruption and bribery cases include both active and passive corruption; the cases reported in 2024 were exclusively passive corruption cases.

2. Corporate citizenship

	Financial Year		
	2025	2024	2023
Donation total (millions of euros)¹	5.3	10.4	8.0
t/o cash donation	5.2	5.9	7.7
t/o donation in kind	0.1	4.5	0.3
"ProCent" donation (millions of euros)²	0.28	0.27	0.35

¹ Disbursement at national and international level to non-profit organizations and supporting projects with a charitable purpose.

² Employees in Germany can donate the cents of their monthly salary; amounts are doubled by the Company and flow into a support fund for national and international projects with a charitable purpose.

3. Political engagement

	Financial Year		
	2025	2024	2023
Donation to political parties (millions of euros)¹	0	0	0
Government grants and subsidies (millions of euros)	75	110	55

¹ Donations, either monetary or in kind, to political parties world wide.

DAIMLER TRUCK

Disclaimer

1. Key figures "Measured values (production sites)" and "Entire Group"

We report measured values for energy consumption, CO₂e emissions and waste volumes at the production sites. For the sites with low energy consumption, CO₂e emissions and waste volumes (all non-production sites), values were extrapolated for the financial year 2024 based on the number of employees (headcount) and included in the value for the entire group. For the year 2025, the extrapolation is based on the areas of the locations. The extrapolation for the administrative sites is based on the measured values of our site in Leinfelden-Echterdingen. The values for our sales sites were extrapolated based on the measurement data from our German sales offices. Furthermore, our logistics centers outside of Germany are extrapolated based on measurement data from our logistics centers in the USA. We use the German electricity mix as a basis for these extrapolations. Moreover, our logistics centers and our own sales offices in Germany are not extrapolated; instead, the measured values are taken into account.

2. Definition "CO₂e"

CO₂e stands for carbon dioxide equivalent and refers to the total amount of greenhouse gases released by a particular activity or process. It takes into account not only carbon dioxide, but also other greenhouse gases such as methane (CH₄), nitrous oxide (N₂O) and ozone (O₃) by relating their climate impact to CO₂. Since these gases have different effects on the climate, CO₂e enables a holistic view of the climate effect of a particular activity.

3. Definition "employees"

The definition of employees in the reporting year 2024 and 2025 is based on all persons with an active fixed-term or permanent contract with a Group company, measured by headcount, including senior managers, part-time employees, domestic employees, international employees, trainees and interns including doctoral students, master's and bachelor's students and students conducting research in the Company as part of a thesis, as well as employees on maternity leave and long-term sick leave.

In 2023, the definition of employees is based on full-time equivalent of the active workforce. The active workforce is comprised of all persons with active non-permanent or permanent employment contracts excluding trainees, interns, diploma students, doctoral candidates, working students, senior experts, holiday workers, temporary workers and without inactive employment contracts, such as parental leave, sabbaticals, international assignments and partial retirement in the release phase.