
DAIMLER TRUCK



ESG Factbook for Full Year 2024



April 17, 2025

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 2022-2024. Additionally, the ESG Factbook contains related supplementary KPIs, with no separate assurance by an external auditor.

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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.

1. Environmental certifications Daimler Truck Group

	Financial Year		
	2024	2023	2022
ISO 14001 coverage of relevant production sites ¹ (%)	94	94	92
ISO 50001 coverage of relevant production sites ¹ (%)	50	36	
ISO 14001 coverage of employees at relevant production sites ¹ (%)	99	99	99
ISO 50001 coverage of employees at relevant production sites ¹ (%)	87	62	

¹ Production, development and test track locations.

2. Decarbonization

	Financial Year			
	2024	2024	2023	2022
	Entire Group	Measured values (production sites)		
Total Scope 1 and Scope 2 emissions ¹ (1,000 t CO ₂ e)	630	568	659	696
Scope 1 GHG ² gross emissions (1,000 t CO ₂ e)	389	349	369	366
Scope 2 GHG ² emissions (1,000 t CO ₂ e)				
Scope 2, location-based	536	514	583	598
Scope 2, market-based	241	219	289	329
Total gross significant indirect Scope 3 GHG ² emissions (1,000 t CO ₂ e)	388,247			
Scope 3.1 Purchased goods and services	19,429			
Scope 3.11 Use of products sold	368,818			
CO ₂ e intensity per net sales revenue (t CO ₂ e/million €)				
Total CO ₂ e emissions (location-based) per net sales revenue ³	7,197			
Total CO ₂ e emissions (market-based) per net sales revenue ³	7,191			

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 2022 (location-based: 18.92 t CO₂e/million €, market-based 13.64 t CO₂e/million €) and 2023 (location-based: 17.03 t CO₂e/million €, market-based 11.77 t CO₂e/million €). For 2024 the Scope 3 emissions are included.

3. Air pollution

	Financial Year		
	2024	2023	2022
	Measured values (production sites)		
Solvent emissions (VOC) (t)	3,443	3,465	3,166
Nitrogen oxides (NO _x) (t)	691	791	665
Carbon monoxide (CO) (t)	223	270	243
Sulphur dioxide (SO ₂) (t)	26	29	32
Particulate matter (PM) (t)	349	261	254

4. Energy management

	Financial Year			
	2024	2024	2023	2022
	Entire Group	Measured values (production sites)		
Consumption from fossil sources (MWh)	2,284,233	2,063,914		
Consumption from nuclear sources (MWh)	76,151	72,479		
Total energy consumption from renewable sources (MWh)	982,195	948,146		
Total energy consumption (MWh)	3,342,579	3,084,539	3,410,987	3,500,668
Energy intensity per net sales ¹ (MWh/million €)	62	57	61	69

¹ Figures for the entire Group include both climate-intensive sectors and non-climate-intensive sectors.

5. Water management

	Financial Year		
	2024	2023	2022
	Measured values (production sites)		
Total water withdrawal (1,000 m ³)	5,048		
Public water supply	2,646		
Groundwater (well water)	2,115		
Stormwater	287		
Total water usage ¹ (1,000 m ³)	4,662	4,951	4,708
Public water supply	2,637	2,818	2,659
Groundwater (well water)	1,738	1,845	1,770
Stormwater used	287	288	279
Production-related water discharge (1,000 m ³)	3,468	3,428	3,277
Direct discharge	1,018	1,011	912
Indirect discharge	2,450	2,417	2,365

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

6. Waste management

	Financial Year			
	2024	2024	2023	2022
	Entire Group	Measured values (production sites)		
Total waste volume (1,000 t)	443	423	493	506
Hazardous waste¹ (in 1,000 t)	105	93	117	115
Diverted from disposal ¹	47	35	41	44
Directed to disposal ¹	58	58	76	71
Non-hazardous waste¹ (in 1,000 t)	337	330	181	195
Diverted from disposal ¹	334	327	177	191
Directed to disposal ¹	4	4	4	4
Scrap for recycling² (in 1,000 t)			195	194
Waste for recovery¹ (in 1,000 t)	381	361	413	429
Recovery rate¹ (in %)	86	85	84	85

¹ Excluding construction waste and excavated soil.

² New allocation of "scrap for recycling" to category "diverted from disposal" since 2024 according to CSRD reporting standard.

7. Recycled material

	Financial Year		
	2024	2023	2022
Percentage of secondary materials on total weight of the products	28.3		

8. Environmental protection in the supply chain

	Financial Year		
	2024	2023	2022
ISO 14001 coverage of targeted suppliers¹ (%)	79	72	
Percentage of targeted suppliers assessed in the CDP Climate Change questionnaire²	62	64	63

¹ Targeted suppliers are direct suppliers for production material. Calculation based on production material purchasing volume.

² Carbon Disclosure Project (CDP); Targeted suppliers are direct suppliers for production material. Calculation based on production material purchasing volume.

1. Employee health and safety

	Financial Year		
	2024	2023	2022
Number of fatalities resulting from work-related injuries			
Fatalities of employees	0	1	1
Fatalities of external workers ¹	0	1	0
Fatalities of workers from TEA ²	0	0	0
Recordable work-related accidents^{3,4}			
Number	1,891		
Rate	9.4		
Recordable work accidents according to LTIR^{3,4,5,6}			
Number	1,354	1,349	1,356
Rate	6.8	8.8	8.6
Absence from work due to work related accidents⁶			
Days away from work	24,883	26,266	30,278
Severity rate ⁷	124	170	193
ISO 45001 coverage of relevant production sites⁸ (%)			
	31.8	31.3	31.3
ISO 45001 coverage of employees⁹ (%)			
	32.3	37	39

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

² Temporary Employment Agencies (TEA).

³ The scope (2024) includes all locations worldwide. For smaller locations, an extrapolation logic is applied that is 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.

⁴ Key figure does not include commuting accidents.

⁵ Lost Time Injury Rate (LTIR); number of all occupational accidents resulting in at least one day of absence per 1 million hours of attendance.

⁶ New entity scope due to CSRD reporting in 2024. Compared to previous years, more entities are in scope.

⁷ Number of lost days per 1 million hours of attendance.

⁸ Production- and development sites.

⁹ The calculation of the percentage of ISO 45001 certification was adjusted according to ESRS specifications for 2024. The scope was expanded to include all employees and locations worldwide.

2. Responsible working conditions for our employees

	Financial Year		
	2024	2023	2022
Total number of employees	111,415	104,416	104,729
Full-time	108,196	101,475	101,947
Part-time	3,219	2,941	2,782
t/o part-time female employees	1,994	1,386	1,343
Total number of temporary employees¹	6,496	3,489	3,682
Total number of non-guaranteed hours employees	0		
Employee turnover rate² (%)	7.4	9.8	9.3
Gender pay gap unadjusted (%)	-15		
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation of employees	185		

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

3. Diversity

	Financial Year		
	2024	2023	2022
Percentage of women employed in the whole organization	16.7	15.0	14.4
Percentage of women in management (Level 1-4)	20.5	19.8	18.6
Percentage of women in top management (Level 1 and 2)	15.5		
Percentage of women within our Board of Management	25	14.3	12.5
Age distribution among employees			
Under 30 years	22,888		
Between 30 and 50 years	59,994		
Over 50 years	28,533		

4. Freedom of association and the right to collective bargaining for our employees

	Financial Year		
	2024	2023	2022
Collective agreement coverage in the EEA ¹	96%		

¹ European Economic Area (EEA).

5. Workers in the supply chain

	Financial Year		
	2024	2023	2022
Percentage of targeted suppliers assessed under SAQ ¹ (%)	75	60	
Number of targeted suppliers that have undergone a CSR on-site audit ²	5		
t/o suppliers engaged in corrective actions	3		
Percentage of purchasers at all locations who have received training on sustainable procurement ³ (%)	100	100	

¹ Sustainability Assessment Questionnaire (SAQ) from European automotive industry sustainability initiative Drive Sustainability; targeted suppliers are direct suppliers for production material; calculation based on production material purchasing volume.

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.

1. Compliance

	Financial Year		
	2024	2023	2022
Percentage of employees who participated in compliance training program¹	95	96	93
SpeakUp tip-offs received²	516		
t/o anti-corruption and bribery	5	0	2
t/o human rights in the value chain	14		
SpeakUp cases with corporate relevance newly created	18	24	19
t/o anti-corruption and bribery	5	0	2
SpeakUp cases with corporate relevance closed as "with merit/partially with merit"	11	20	15
t/o anti-corruption and bribery	4	0	0
Investigation by data protection supervisory authorities following complaints or reported incidents	2	0	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 Tip-offs from internal and external whistleblowers via SpeakUp platform; number represents actual tip-offs processed and assessed after sorting out spam.

2. Corporate citizenship

	Financial Year		
	2024	2023	2022
Donation total (millions of euros)¹	10	8	3
"ProCent" donation (millions of euros)²	0.27	0.35	0.12

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		
	2024	2023	2022
Donation to political parties (millions of euros)¹	0	0	0
Government grants and subsidies (millions of euros)	110	55	51

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

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 locations with low energy consumption, CO₂e emissions or waste volumes (all non-production locations), these were extrapolated on the basis of the number of employees (headcount) and included in the figure for the Group as a whole. The extrapolation of the administrative locations is based on the measured values of our location in Leinfelden-Echterdingen, Baden-Württemberg. The values for our sales locations were extrapolated on the basis of the measurement data from our German sales offices. The extrapolations for energy consumption and CO₂e emissions are based on the German electricity mix.

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 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.

In 2022, the definition of employees is based on full-time equivalent of the active workforce. The active workforce comprises 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, passive pre-retirement part-time work, and international assignments, partial retirement in the release phase and long-term illness.