



DAIMLER TRUCK

GRI-Index 2022

This report has been prepared with the option “in accordance” with GRI standards. In this index, we refer to the material GRI standards based on our materiality analysis. We also refer to other relevant GRI standards. In addition to referring to  [content of the integrated sustainability report](#), we also refer to the  [annual report](#).

General disclosure

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 2	General Disclosures 2021		
2-1	Organizational details	Daimler Truck at a glance	
2-2	Entities included in the organization's sustainability reporting	About this report	
2-3	Reporting period, frequency and contact point	About this report Editorial note	
2-4	Restatements of information	What has changed in this report?	
2-5	External assurance	Non-financial statement of the Group	
2-6	Activities, value chain and other business relationships	Corporate Profile Economic Conditions and Business Development Risk and Opportunity Report	
2-7	Employees	Our people Employee data Table B.57 : Employees by segments	
2-8	Workers who are not employees	Our people Employee data	
2-9	Governance structure and composition	Daimler Truck at a glance	
2-10	Nomination and selection of the highest governance body	Daimler Truck at a glance Corporate Governance	
2-11	Chair of the highest governance body	Daimler Truck at a glance Corporate Governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Responsible corporate governance Corporate Governance	
2-13	Delegation of responsibility for managing impacts	Responsible corporate governance Corporate Governance	
2-14	Role of the highest governance body in sustainability reporting	Responsible corporate governance Corporate Governance	
2-15	Conflicts of interest	Report of the Supervisory Board on the 2022 Financial Year Corporate Governance	
2-16	Communication of critical concerns	Compliance organization Report of the Supervisory Board on the 2022 Financial Year Risk and Opportunity Report	
2-17	Collective knowledge of the highest governance body	Corporate Governance	
2-18	Evaluation of the performance of the highest governance body	Responsible corporate governance	

Standard	Disclosure	Reference	Additional information and reasons for omission
2-19	Remuneration policies	Responsible corporate governance Remuneration systems	
2-20	Process to determine remuneration	Remuneration systems	
2-21	Annual total compensation ratio	2022 Remuneration Report	
2-22	Statement on sustainable development strategy	Daimler Truck at a glance Sustainability at Daimler Truck	
2-23	Policy commitments	Human rights Principles and policies	
2-24	Embedding policy commitments	Human rights	
2-25	Processes to remediate negative impacts	Risk and opportunity management	
2-26	Mechanisms for seeking advice and raising concerns	Compliance-Program	
2-27	Compliance with laws and regulations	Compliance Reporting of rule violations via the BPO whistleblower system	
2-28	Membership associations	Industry associations and initiatives	
2-29	Approach to stakeholder engagement	Commitment Table B.31 : Ongoing stakeholder involvement	
2-30	Collective bargaining agreements	Cooperation with employee representatives and trade unions	

Material topics

1. Climate change mitigation

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 302	Energy 2016		
3-3	Management of material topics	Key environmental issues and our management approach	
302-1	Energy consumption within the organization	Table B.41 : Production-related energy consumption Table B.42 : Specific energy consumption per vehicle	302-1 c) Our Energy Monitoring Tool also records energy consumption by the energy carriers that Daimler Truck 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 Truck. 302-1 d) Sold energy is recorded as a transfer to third parties and is already subtracted in the published energy consumption. 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. 302-1 g) Conversion factors are taken from location-specific calculations (e.g. calorific values) or derived from standard accounting standards.
302-3	Energy intensity	Table B.42 : Specific energy consumption per vehicle	
302-4	Reduction of energy consumption	Energy-efficiency Table B.41 : Production-related energy consumption Table B.42 : Specific energy consumption per vehicle	
302-5	Reductions in energy requirements of products and services	Table B.41 : Production-related energy consumption Table B.42 : Specific energy consumption per vehicle	
GRI 305	Emissions 2016		
3-3	Management of material topics	Key environmental issues and our management approach	
305-1	Direct (Scope 1) GHG emissions	Table B.43 : Production-related CO ₂ -emissions from energy consumption Table B.44 : Specific CO ₂ -emissions per vehicle Production-related energy and environmental data	
305-2	Energy indirect (Scope 2) GHG emissions	Table B.43 : Production-related CO ₂ -emissions from energy consumption Production-related energy and environmental data	
305-4	GHG emissions intensity	Table B.43 : Production-related CO ₂ -emissions from energy consumption Table B.44 : Specific CO ₂ -emissions per vehicle Production-related energy and environmental data	
305-5	Reduction of GHG emissions	Table B.43 : Production-related CO ₂ -emissions from energy consumption Table B.44 : Specific CO ₂ -emissions per vehicle Green electricity and renewable energies	

Standard	Disclosure	Reference	Additional information and reasons for omission
305-6	Emissions of ozone-depleting substances (ODS)	Air pollution control Table B.45 : Production-related air emissions Table B.46 : Specific VOC emissions per vehicle	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Table B.45 : Production-related air emissions Table B.46 : Specific VOC emissions per vehicle	

2. Human rights

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 406	Non-discrimination 2016		
3-3	Management of material topics	Materiality analysis Human Rights	
406-1	Incidents of discrimination and corrective actions taken	Reporting of rule violations via the BPO whistleblower system	
GRI 407	Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	Materiality analysis Human Rights	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our approach in the supply chain	Our on-site inspections of Daimler Truck's direct suppliers did not reveal any specific suspected cases of child or forced labor or any indications of violations of the right to collective bargaining or freedom of association in the year under review.
GRI 408	Child Labor 2016		
3-3	Management of material topics	Materiality analysis Human Rights	
408-1	Operations and suppliers at significant risk for incidents of child labor	Our approach in the supply chain	Our on-site inspections of Daimler Truck's direct suppliers did not reveal any specific suspected cases of child or forced labor or any indications of violations of the right to collective bargaining or freedom of association in the year under review.
GRI 409	Forced or Compulsory Labor 2016		
3-3	Management of material topics	Materiality analysis Human Rights	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our approach in the supply chain	Our on-site inspections of Daimler Truck's direct suppliers did not reveal any specific suspected cases of child or forced labor or any indications of violations of the right to collective bargaining or freedom of association in the year under review.
GRI 414	Supplier Social Assessment 2016		
3-3	Management of material topics	Materiality analysis Human Rights	
414-1	New suppliers that were screened using social criteria	Our approach in the supply chain	All new suppliers are screened during on-site assessments.

3. Resource efficiency

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 301	Materials 2016		
3-3	Management of material topics	Key environmental issues and our management approach	
GRI 303	Water and Effluents 2018		
3-3	Management of material topics	Key environmental issues and our management approach	
303-1	Interactions with water as a shared resource	Use of water	
303-3	Water withdrawal	Table B.47 : Production-related water use	
303-4	Water discharge	Table B.48 : Production-related water discharge	
303-5	Water consumption	Table B.49 : Specific water use per vehicle	

4. Health & Safety

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 403	Occupational Health and Safety 2018		
3-3	Management of material topics	Materiality analysis Health, occupational safety and well-being	
403-1	Occupational health and safety management system	Health, occupational safety and well-being	All Group companies are covered by the Occupational Health and Safety Directive (A30.2). It applies to all employees and members of executive bodies of Daimler Truck AG and all controlled Group companies.
403-2	Hazard identification, risk assessment, and incident investigation	Assessment of hazards	Our employees 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 and risks in our system 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.
403-3	Occupational health services	Health, occupational safety and well-being	
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, occupational safety and well-being Organization, responsibilities, specifications and policies	At our locations we have established occupational protection committees in which employees can participate. At Daimler Truck, temporary employees are subject to the same regulations as regular employees. Temporary workers can also raise issues in the committees.
403-5	Worker training on occupational health and safety	Awareness of occupational safety	The disclosed information regarding employee health and safety training applies to employees and workers who are not employees but whose work and/or workplace is controlled by the organization.
403-6	Promotion of worker health	Health, occupational safety and well-being	The disclosed information regarding employee health and safety training applies to employees and workers who are not employees but whose work and/or workplace is controlled by the organization.

Standard	Disclosure	Reference	Additional information and reasons for omission
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, occupational safety and well-being	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 A30.2 – 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 Business Partner Standards (BPS) also describe safety and health-related requirements for the workstations of employees of business partners.
403-8	Workers covered by an occupational health and safety management system	Organization, responsibilities, specifications and policies	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.
403-9	Work-related injuries	Table B.58 : Accident frequency Table B.59 : Absence from work due to accidents at work Table B.60 : Fatalities due to accidents at work	

5. Pollution prevention

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 306	Waste 2020		
3-3	Management of material topics	Key environmental issues and our management approach	
306-1	Waste generation and significant waste-related impacts	Transparency on the environmental impacts of the supply chain of our vehicle parts Sourcing sustainable production materials Waste	
306-2	Management of significant waste-related impact	Battery development The circular economy The five “Rs” Waste	
306-3	Waste generated	Table B.50 : Production-related waste according to waste type Table B.51 : Production-related specific waste per vehicle	
306-4	Waste diverted from disposal	Table B.50 : Production-related waste according to waste type Table B.51 : Production-related specific waste per vehicle	
306-5	Waste directed to disposal	Table B.50 : Production-related waste according to waste type Table B.51 : Production-related specific waste per vehicle	

6. Green supply chain

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 204	Procurement Practices 2016		
3-3	Management of material topics	Key environmental issues and our management approach	
204-1	Proportion of spending on local suppliers	Waste	The cooperation with the suppliers at our locations is variable. It is governed by our Daimler Truck Business Partner 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.
GRI 308	Supplier Environmental Assessment 2016		
3-3	Management of material topics	Key environmental issues and our management approach	
308-1	New suppliers that were screened using environmental criteria	Green supply chain	We require all suppliers who supply us with production material to have a certified environmental management system in accordance with ISO 14001, EMAS or comparable standards. For production material, this also applies to all new suppliers.
308-2	Negative environmental impacts in the supply chain and actions taken	Transparency on the environmental impacts of the supply chain of our vehicle parts	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 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.

7. Compliance

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 205	Anti-corruption 2016		
3-3	Management of material topics	Materiality analysis Compliance	
205-1	Operations assessed for risks related to corruption	Compliance	The information is not categorized according to the plant/business activity because 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, the Daimler Truck Group assigns each controlled unit a final risk level that is based on all of that unit's business activities.
GRI 206	Anti-competitive Behavior 2016		
3-3	Management of material topics	Materiality analysis Compliance	
206-1	Legal actions for anticompetitive behavior, anti-trust, and monopoly practices	Compliance	
GRI 207	Tax 2019		
3-3	Management of material topics	Materiality analysis Compliance	
207-1	Approach to tax	Compliance	
207-2	Tax governance, control, and risk management	Tax obligations Risk and Opportunity Report Reporting of rule violations via the BPO whistleblower system	
207-3	Stakeholder engagement and management of concerns related to tax	Tax obligations Stakeholders under the spotlight Dialog with politics and society	
GRI 418	Customer Privacy 2016		
3-3	Management of material topics	Materiality analysis Compliance	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance	In 2022, no substantiated complaints were received regarding the breach of data protection or loss of customer data.

8. Traffic safety

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 416	Customer Health and Safety 2016		
3-3	Management of material topics	Materiality analysis Traffic safety	
416-1	Assessment of the health and safety impacts of product and service categories	Traffic safety	All our vehicles are tested for safety through the application of strict quality management systems and controls.

Further topics

9. Diversity, equity & inclusion

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 405	Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and Employees	Corporate Governance Table B.71 : Employees by age groups	
405-2	Ratio of basic salary and remuneration of women to men		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 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).

10. Talent empowerment

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 404	Training and Education 2016		
404-1	Average hours of training per year per employee	Qualification Table B.63 : Apprenticeship	
404-2	Programs for upgrading employee skills and transition assistance programs	Qualification Promoting diversity throughout the employee journey	
404-3	Percentage of employees receiving regular performance and career development reviews	Remuneration systems	

11. Biodiversity

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 304	Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity	
304-3	Habitats protected or restored	Biodiversity	

12. Partnerships & engagement

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 304	Biodiversity 2016		
304-3	Habitats protected or restored	Biodiversity	
GRI 201	Economic Performance 2016		
201-1	Direct economic value generated and distributed	Profitability, Liquidity and Capital Resources, Financial Position	
201-2	Financial implications and other risks and opportunities due to climate change	Key environmental issues and our management approach	
201-4	Financial assistance received from government	Refinancing	
GRI 203	Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Corporate citizenship	
GRI 415	Public Policy 2016		
415-1	Political contributions	Dialog with politics and society	

13. Employees

Standard	Disclosure	Reference	Additional information and reasons for omission
GRI 401	Employment 2016		
401-1	New employee hires and employee turnover	Employee data Table B.67 : External hires rate Table B.68 : Employee turnover rate Tabelle B.69 : Employee turnover rate self-motivated termination	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee data Table B.61 : Retirement benefits at the Daimler Truck Group	
401-3	Parental leave	Employee data Table B.62 : Parental leave	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.

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