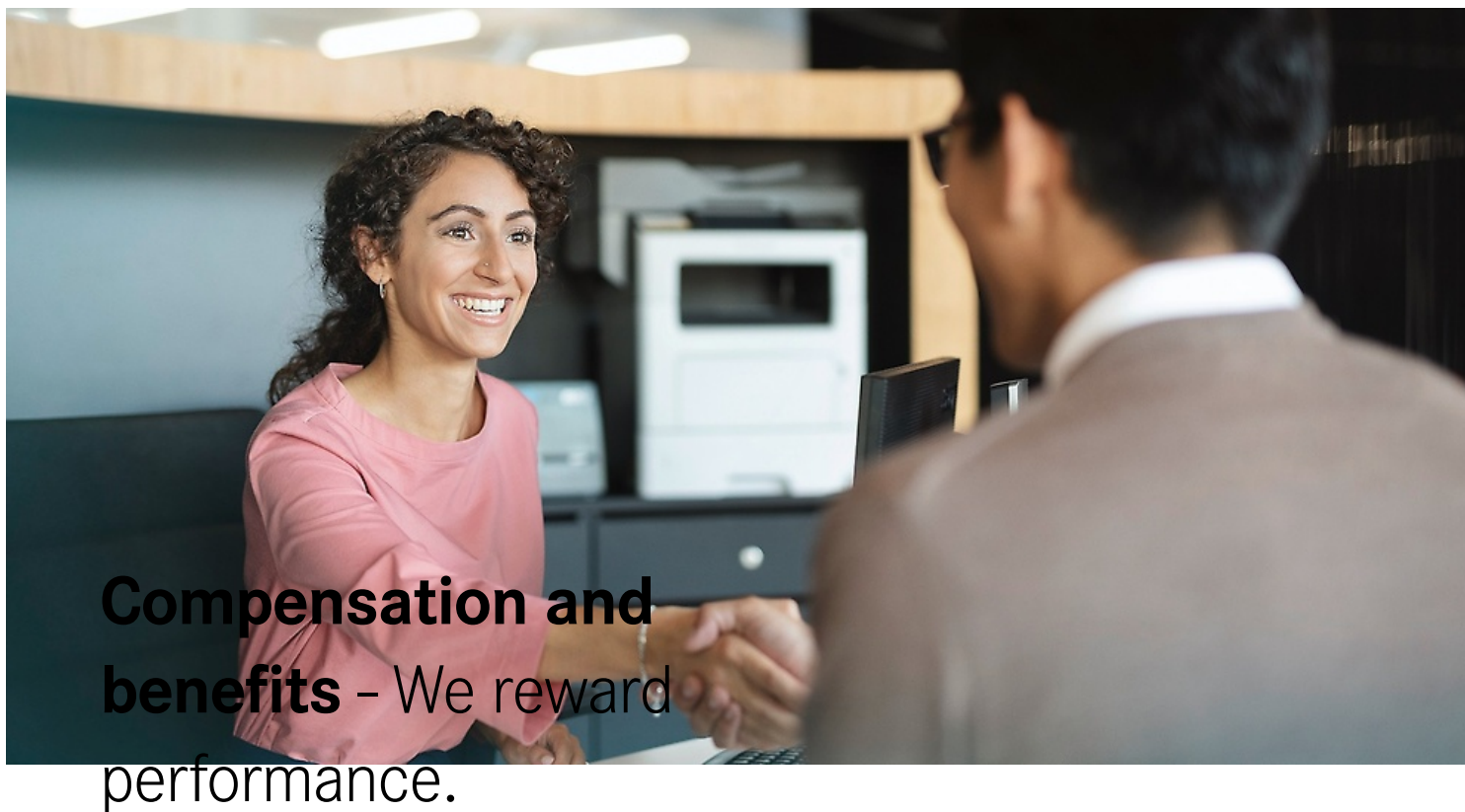


# DAIMLER



We rely on the know-how and deep commitment of our employees. What we give in return: a good work environment, creative team spirit, diverse options for assignments and developmental opportunities, and an attractive compensation and benefits package.

The fixed base salary is determined by the function and the level of the employee. This allows us to successfully eliminate discrimination. The amount of your final compensation is determined by an employee's tasks, performance, qualifications, and experience.

In addition, there are the many, often local, special benefits, like various company pension plans or company health insurance coverage.

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## Salary levels

Wherever in the world you work for Daimler, you can rely on the fact that all the Group's companies pay the standard rates for the market and industry they operate in. This means that salary levels are determined by collective agreements. Where there are obligations arising from collective bargaining, the Daimler companies normally offer additional voluntary benefits. Employees of Daimler AG in Germany currently receive compensation that is substantially above the level agreed by collective bargaining.

In order to maintain our high compensation standards, we carry out regular spot checks to audit local compensation and benefit systems.

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## Compensation for managers

At Daimler, we take it as read that assuming more responsibility should be reflected in levels of pay. Managers' salaries comprise a fixed basic salary and a variable compensation element. The more responsibility a manager's position involves, the higher the variable compensation component. Once the Group's business performance has been taken into account, variable compensation is based on a goal agreement process that is standardized for all managers at a global level.

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## Company benefits

We offer a wide range of company benefits. Employees' regular monthly salary is therefore just a part of their total compensation package. A spectrum of additional company offers, including services tailored to different life stages, complete the package. A key element of the benefits program is the company pension, which in the current climate is becoming increasingly important.

It is a firm tradition at Daimler that we make a significant contribution to our employees' future with a company-financed pension scheme and other attractive provisions to help employees provide for their own retirement. The general criteria for the company pension schemes are detailed in a Group-wide policy. This means that, depending on their country and the Daimler company they work for, staff can look forward to an attractive company pension being paid in their old age, or in the event of their death or serious injury, and in addition to whatever statutory or private scheme payouts they are entitled to.

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## Employee sales

As the inventor of the motor car, we make sure our staff have access to our diverse range of vehicles on terms that are hard to beat. With tailored offers and the exclusive conditions offered by the Daimler employee car sales scheme, you can fulfill your dream of owning a Mercedes-Benz or smart car, cheaply and hassle-free.

From two-seater to eight-seater, from sports cars to off-road vehicles, from family cars to sports cars, the choice is yours. You can lease a new vehicle for a year or buy a new or nearly-new vehicle. Test drives and part exchanges make it easier for you to get the keys to your first Daimler car. The exclusive offers available on the scheme will delight not just you, but the whole family.



## More Information

### Product Highlights



### Locations

Further information



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\* The figures are provided in accordance with the German regulation 'PKW-EnVKV' and apply to the German market only. Further information on official fuel consumption figures and the official specific CO<sub>2</sub> emissions of new passenger cars can be found in the EU guide 'Information on the fuel consumption, CO<sub>2</sub> emissions and energy consumption of new cars', which is available free of charge at all sales dealerships, from DAT Deutsche Automobil Treuhand GmbH and at [www.dat.de](http://www.dat.de).

\*\* Electric energy consumption and range have been determined on the basis of Regulation (EC) No. 692/2008. Electric energy consumption and range depend on the vehicle configuration.

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