

AUGUST 2021

CORPORATE SOCIAL RESPONSIBILITY REPORT

Representing the Mercedes-Benz three-pointed star at the pinnacle of global motorsport, we have a fantastic opportunity to make a positive impact on society through our decisions and our actions. Whilst we continue to fight for and enjoy success on track, the last year has been a very decisive and informative one for our off-track activities.

In June 2020, we made the decision to change the livery of our race cars and make a commitment to becoming a more diverse and inclusive team. Since then, we have learnt a great deal through listening to our employees, talking to experts in the field and establishing new partnerships. We have taken our first steps on the journey towards improving access to our team to those in under-represented groups through the establishment of our Accelerate 25 programme.

At the same time, we have continuously been working to drive change for a more sustainable future. With our parent company leading the way in sustainable mobility, we are well-positioned to be a case study for innovative technology which can subsequently transfer from the race track to production vehicles. We are very excited to be at the forefront of this initiative and have started making changes to the way that we operate at our factory and at the races to become more sustainable.

We have made good progress over the past 12 months, but there's still a long way to go.



Toto Wolff
Team Principal and CEO



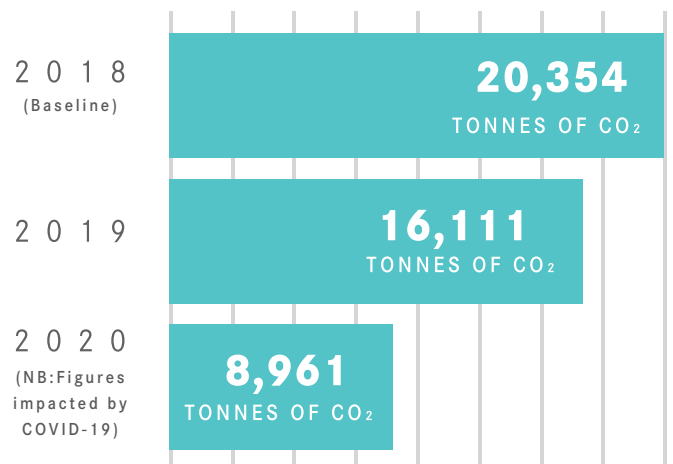
S U S T A I N A B I L I T Y

In March 2020, Mercedes-Benz announced a sustainable business strategy for its motorsport activities and ambitious steps towards carbon neutrality.

Driven by innovation, efficiency and new technologies, the plan includes a commitment to significantly reduce the carbon footprint of the Mercedes F1 team.

2020 was a unique year owing to the COVID-19 pandemic. A year which saw an extended factory shutdown and a revised race calendar with fewer long-haul races outside Europe led to one-time positive effects on our overall carbon footprint. Nonetheless, our CO₂ emissions show an encouraging trend towards achieving our aim.

C O ₂ E M I S S I O N S



T A R G E T S

Beyond 2022, the team is working to establish ambitious targets to become Net Zero, the stated objective of Formula One for 2030, and engaging actively in discussions for a more sustainable power unit from 2025, including the introduction of advanced 100% sustainable fuel.

M A K I N G P R O G R E S S

Our team's operations are carbon neutral, through a combination of emissions reduction and offsetting, and our factory in Brackley has used 100% renewably sourced energy since the final quarter of 2019.

Our aim is to reduce our CO₂ emissions by 50% by 2022, compared to the baseline set in 2018.

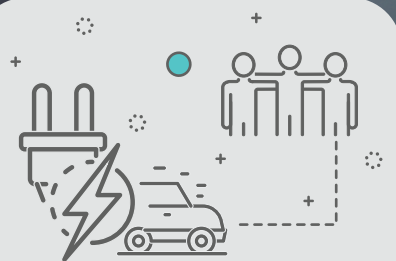
We have worked with external consultants to analyse our carbon footprint, maximise the reduction opportunities available and are identifying gold-standard carbon offsetting solutions for all unavoidable CO₂ emissions.



HYBRID TECHNOLOGY

Our Formula One power unit, designed and built in Brixworth, continues to be a development laboratory for hybrid technology which is increasingly moving down to the road car industry.

Innovative technologies such as an electric exhaust gas turbocharger has been developed for use in Mercedes-AMG high-performance cars, using knowledge and technology from F1's ERS and MGU-H systems.



Where possible, travelling Team members are using Hybrid vehicles



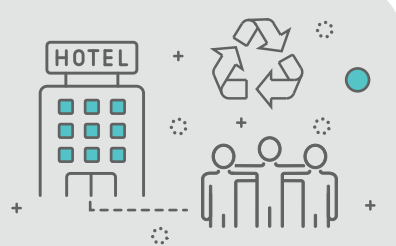
Removal of single-use plastic from our factory cafeteria and trackside hospitality areas



Reusable drinks bottles have been distributed to all employees



Removal of just under 3,000kg from our air freight



Implementation of low-impact hotel stays for travelling team members

DIVERSITY

In June 2020, our team took the bold step of changing our livery to signal our commitment to greater diversity and inclusion within our sport and our team. A few months later in October 2020, we formalised our aims through Accelerate 25.

ACCELERATE 25

A five-year programme of action which commits to an ambition of at least 25% of all new employees at our team coming from under-represented groups in each year up to and including 2025.

To deliver Accelerate 25, the team has begun internal and external initiatives to increase our learning, benchmark our processes and to reach talent pools we have not previously accessed.



MULBERRY STEM ACADEMY

IN PARTNERSHIP WITH 
MERCEDES-BENZ GRAND PRIX

A joint initiative between Mercedes F1 and the Mulberry Schools Trust, the STEM Academy is an extra-curricular provision for a place of learning, inspiration and innovation for up to 180 young people per year, from the ages of 7 to 18, to develop their passion and aptitude for STEM subjects. The STEM Academy will give students access to the team's inspirational role models, imaginative teaching and a variety of industry experiences.

STEMettes[®] ♥ ★ # +

The Student to Stemettes programme matches young women passionate about STEM with our team members for a mentoring programme. Stemettes also have the opportunity to participate in CV workshops, mock interviews and Q&As.

IGNITE

Together with Lewis Hamilton, we have created a joint charitable initiative with the mission of supporting greater diversity and inclusion within motorsport. Ignite will focus its work on increasing the pipeline of more diverse talent aiming to enter the motorsport industry - and igniting and inspiring enthusiasm for motorsport through STEM education.



Working together with AFBE-UK, we aim to build awareness and access to future engineering roles, particularly with our team, for Black and minority ethnic engineers.



Active collaborations with Girls on Track to inspire and connect girls with an interest in motorsport as a career.



Sponsorship of International Women in Engineering Day for the fourth consecutive year, supporting the work of the Women's Engineering Society to attract more women into engineering-based roles.

ACCELERATE 25 ACTIONS

- External analysis of recruitment and development processes
- Equality, Diversity and Inclusion Diagnostic Report
- Extensive internal learning programme
- Diversity and Inclusion embedded within our business intent
- Internal sharepoint site to support and invite contributions from our employees
- Strengthening our data monitoring and understanding
- Closer monitoring of our progress through our quarterly employee engagement survey
- Dedicated Diversity and Inclusion Coordinator
- Broadening and targeting the visibility of our vacancies to access new talent pools
- Creation of an internal Diversity and Inclusion Forum
- Celebrating Pride Month for the first time as part of our Accelerate 25 programme



Inclusive Leadership
training for all managers



Unconscious Bias
training for over 200 managers
responsible for recruitment



Accelerate Inclusion
training for all team members

COMMUNITY

2020

JUNE

- Charity Partnership agreement with Alzheimer's Research UK
- Official Sponsor of International Women in Engineering Day
- Donation of auction prizes to Race Against Covid raising over £50,000

JULY

- Launch of Run the Track employee fundraising challenge for Alzheimer's Research UK
- Nomination of local charities to the INEOS Community Trust with successful awards for KidsAid (£5,000), Brackley Community Hospital (£10,000), Brackley Food Bank (£2000) and Mental Health Friends Brackley (£1000)

OCTOBER

- Donation of Lewis Hamilton signed suit to RTL We Help Children Charity

NOVEMBER

- Donation of £1,500 to seven local Brackley Schools to purchase STEM equipment

DECEMBER

- Donation of £2,400 to the Brackley Food Bank to enable relocation to larger premises and provide an enhanced service to the community during the COVID-19 pandemic

JANUARY

2021

- Donation of 34 laptops to the Mulberry Schools Trust and local Brackley Schools to enable remote learning for students who do not have access to a laptop at home

FEBRUARY

- £9,000 participation fee from Virtual Grand Prix donated to Alzheimer's Research UK
- Chocolates donated to two Brackley care homes
- Zwift Ride with Valtteri Bottas in aid of Alzheimer's Research UK

MARCH

- Launch of #MGPRidesForResearch employee cycling challenge in aid of Alzheimer's Research UK
- Team member participation in International Women's Day activity for the FIA's Girls on Track campaign

APRIL

- Sponsorship of 130 Easter Feast meals for the elderly in Brackley
- Mercedes F1 race car liveries provided to F1 in Schools for the new Primary Class car models

MAY

- Virtual Meet & Greet and goodie bags for Starlight Foundation families in Monaco
- Donation of Lewis Hamilton signed boots Starlight auction

JUNE

- Award sponsorship and provision of prizes for the F1 in Schools World Finals
- Official Sponsor of International Women in Engineering Day for the fourth consecutive year
- Donation of Lewis Hamilton signed race suit to Make A Wish Foundation UK auction

ALZHEIMER'S RESEARCH UK

Our Official Team Charity for 2020 to 2021, chosen by our employees, is Alzheimer's Research UK. Our employees have raised over £25,000 so far to support the charity and help make breakthroughs in dementia research possible.



Auction of signed memorabilia and factory tours



Run the Track Challenge



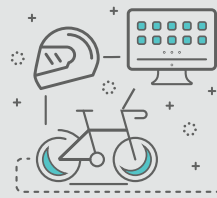
Donation of Virtual Grand Prix and Driver Appearance fees



Employee sponsored activities



Last Hour of Pay donations



Zwift Ride with Valtteri Bottas



Chiltern Ultra Challenge

RENAISSANCE FOUNDATION

Over the past 10 years, the team have supported the Renaissance Foundation in its work with young people through special visits to the team at the factory and at the British Grand Prix. Most of the young people are from diverse communities, face income deprivation and have challenges as a young patient or carer. Through the visits to the race track and more recently on virtual calls with our drivers, we are pleased to have been able to help inspire education decisions, life choices and provide a motivation boost to those facing difficulties.



CORPORATE SOCIAL RESPONSIBILITY REPORT



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FORMULA ONE TEAM

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