

DAIMLER TRUCK



Business Partner Standards

Doing the Right Thing Together

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Diversity, equal opportunities and inclusion are important to us. For this reason, we use gender-neutral language throughout this document. In the interest of readability, we use the generic masculine form for terms with legal meaning. In these cases, the terms chosen include all gender identities without limitation.



Our Values Guide Us

Everyone who works for Daimler Truck[1] or works with us as a business partner knows: We work for all who keep the world moving. Our mission is to develop advanced technologies, build exceptional vehicles, and offer intelligent services, while striving to fulfill our social responsibility. We rely on values such as trust and integrity, applying them to every level of our operations. No matter the area of responsibility or hierarchy, every individual has a duty to act with **integrity**. To achieve meaningful results, this commitment extends to our business partners as well. Collaboration built on mutual trust is key to our success.

Our **Daimler Truck Code of Conduct** serves as the guiding principle for ethical behavior, and its provisions are binding for all employees. In addition, we expect similar ethical standards from our business partners, which is why we have established our **Daimler Truck Business Partner Standards** to complement the Daimler Truck Code of Conduct, our guideline to doing the right thing.

These **Daimler Truck Business Partner Standards** define our expectations for business partners, and adherence to them is essential for successful collaboration. Detailed requirements are also outlined in our **Daimler Truck Special Terms** and **Compliance Contractual Clauses**.



Our Understanding: Principles for all who keep the world moving

With our trucks and buses, we have laid the foundation stones for the modern transport industry. Today, we are one of the largest commercial vehicle manufacturers in the world. We act based on trust – among ourselves and with our customers, business partners, investors, and society as a whole. We are committed to leading our industry towards sustainable transportation:

- We want to contribute to the transformation and decarbonization of freight and passenger transport and its operation.
- We take responsibility for people, the environment and society based on a solid foundation of financial success.

Sustainability guides our strategic planning and environmental and social initiatives. Within our sustainability strategy we focus on three areas: **Planet, People and Performance**.

You will find more information about Sustainability at Daimler Truck on our website: daimlertruck.com/sustainability. To live up to our responsibilities, we are guided by our corporate principles:



We start with listening.

We start with examining questions and not just general answers. We foster a culture of collaboration where open exchange and feedback is appreciated and rewarded.

We are humbled by the fact that we know our work goes much further than we alone can see. In this way, we learn what strengths we already have, how we can further improve ourselves and our high-quality products and services, and what is particularly relevant for our customers on the road.



We build to solve.

Our customers, society and economies are constantly on the move, which is why we are continuously following them and adapting every solution to the current situation. To shape the future, we promote an environment in which we openly address errors and overcome them together.

Challenges make each of us want to tackle them successfully. We are empowered and encouraged to make decisions by carefully weighing up opportunities and risks. If we do not feel safe in a situation, we seek expert advice.



We lead with the long view.

Since we have been at our customers' sides for many generations now, we can draw on a wealth of experience. We think decades ahead and work for future generations. We use our past learnings to enhance our future opportunity to fulfill our responsibility to the people, environment and society in the best possible way. We are not striving for short-term success, but for the right and sustainable solution. This is reflected in our daily behavior and decision-making.

We develop innovations that enable safe, efficient, and reliable transport. Ultimately, our customers base their existence on our products and services. That is why we see ourselves as a partner for their economic success – we advise and support them throughout the entire shared journey.



We progress together.

A connected world thrives. If we combine our individual strengths and intelligence, we will achieve much more than we would alone. That is why we actively lend each other a helping hand. We are convinced that the combination of the different characteristics of our employees – for example, regarding gender, age, (cognitive) diversity, cultural background, and education level – will produce better results. We develop new technologies together.

Our mutual progress also moves our customers forward. For us, teamwork based on respect is a core part of our daily work. We learn from each other, whether it be across professions, departments, or countries. We also take care of each other, because people are what make our company. We are committed to respecting human rights and the rights of each individual. We have many brands within Daimler Truck – and behind them all is a strong family that shares the same motivation: creating progress for our customers' benefit.

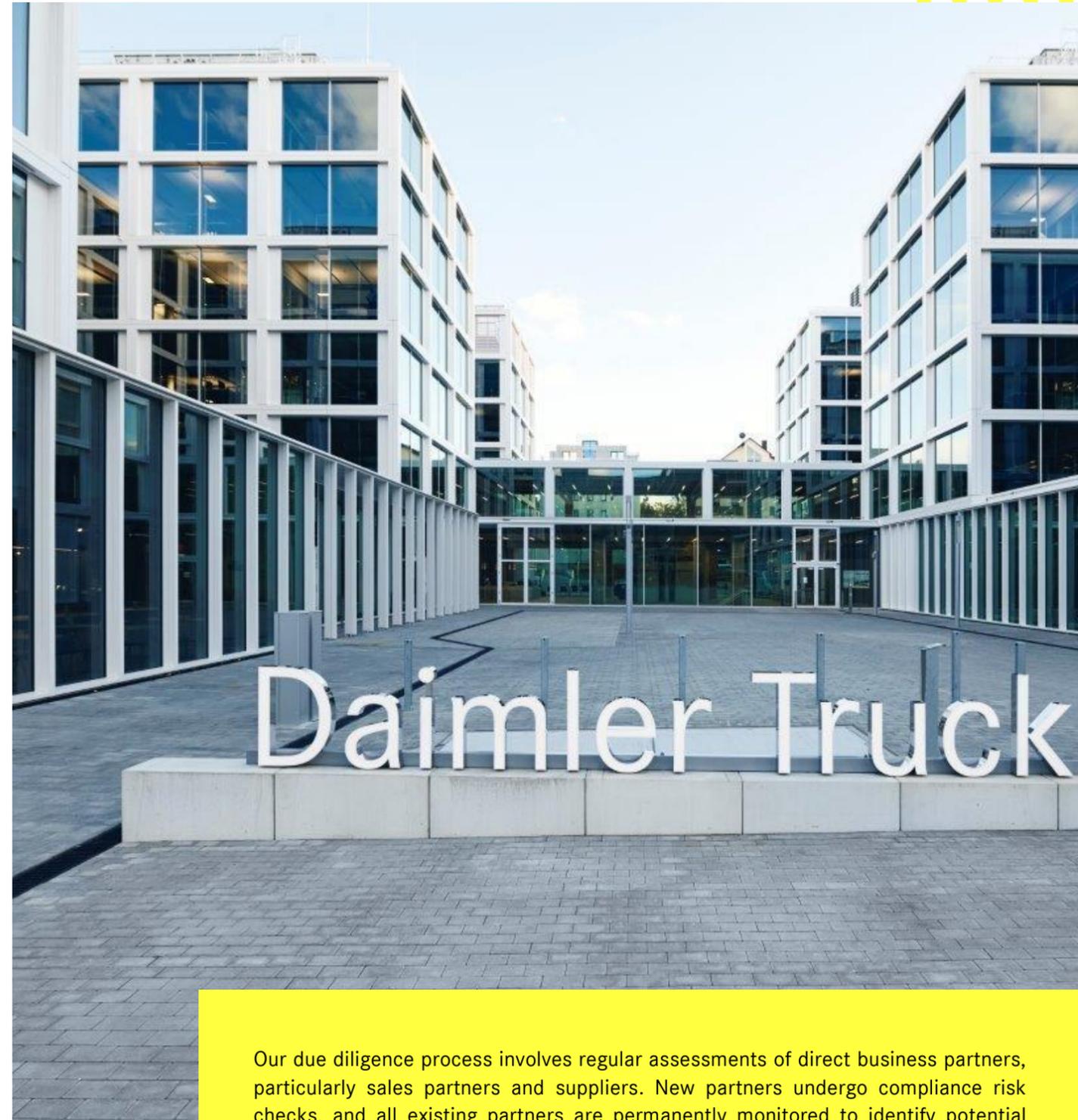
Requirements for Business Ethics

Daimler Truck expects its business partners, including suppliers and sales partners, as well as their entire value chain, to adhere to the Daimler Truck Business Partner Standards and comply with all applicable laws, regulations, and standards.

We conduct an integrity check before entering any contracts on a risk-based approach. We formulate our expectations regarding working conditions: the respect and protection of human rights, the environment as well as compliance. In line with these principles, we ask our business partners to inform their employees about the applicable laws, standards, guidelines, and our Daimler Truck Business Partner Standards as well. Furthermore, we ask our business partners to share these regulations with their own partners and ensure adherence.

Additionally, we offer a specially developed Compliance Awareness Module that assists our business partners in understanding and managing potential compliance risks. This module not only increases awareness of current requirements but also provides practical guidance for mitigating potential risks.

For more information, please refer to the module here: dt-compliance-awareness-module.com.



Our due diligence process involves regular assessments of direct business partners, particularly sales partners and suppliers. New partners undergo compliance risk checks, and all existing partners are permanently monitored to identify potential behavioral violations. We place particular emphasis on human rights, environmental and anti-corruption risks during the onboarding process of new suppliers, and we conduct periodic reassessments of existing suppliers to address any concerns through follow-up actions.

Should concerns arise regarding integrity or violations of laws and standards, these are reviewed collaboratively with the business partner. In case the issues remain unresolved, we reserve the right to take legal action, including the potential termination of the business relationship.



■ Anti-Corruption Compliance

At Daimler Truck, we have a clear understanding of what kind of business we will or will not do. We do not give or take bribes. We convince our business partners and customers with our products and services and not through undue influence. We also do not allow others to exert undue influence on us. Instead, we make decisions for objective and verifiable reasons. We expect from our business partners to act in the same way.

Daimler Truck does not tolerate any corrupt conduct by its employees, business partners or customers. Decisions involving corruption distort competition, harm the company's assets and reputation, and go against the common good. To prevent possible harm to Daimler Truck and its partners, we avoid even the mere appearance of undue influence - for example, through monetary payments, non-cash rewards and other benefits. We follow this rule also when in contact with public officials even if such gifts are expected or supposedly customary for official business.

Daimler Truck prohibits facilitation payments. These payments, which are of low value, are generally made to public officials to facilitate or expedite a routine official act to which Daimler Truck or its business partner are legally entitled. We do not make facilitation payments, either directly or indirectly.

Through regular training, controls, audits and stringent whistleblowing system, we ensure that corrupt behavior is prevented, detected, and punished.

■ Conflicts of Interest

Daimler Truck avoids situations in which personal or private financial interests conflict with the interests of our company or business partners. Accordingly, we expect you, as our business partner, to **avoid** conflicts of interest as well.

Conflicts of interest can arise, for instance, if employees:

- accept, offer or grant gifts or invitations;
- are members of the governing bodies of other companies;
- pursue sideline activities; or
- invest in competitors.

Guidelines for accepting gifts and invitations:

- Advertising items and occasional gifts can be accepted if of reasonable value.
- Invitations to dinners or events from business partners can be accepted if:
 - They are given freely and serve a business purpose.
 - They are not excessively frequent.
 - They are appropriate for the occasion.
- Reference values for gifts and invitations:
 - Gifts from third parties: up to 70 euros.
 - Invitations from third parties: up to 120 euros.

■ Gifts, Hospitalities and Invitations

When dealing with business partners and customers, gifts and invitations (collectively referred to as "rewards") are common practice and permitted within appropriate limits. To prevent Daimler Truck and its partners from suffering damage to reputation or financial loss, we base our decisions on objective and verifiable reasons and are not influenced by inappropriate benefits-in-kind.

Daimler Truck employees **may not encourage, ask for or demand** gifts, invitations, personal services or favors. We reject rewards when they can give rise to even the mere appearance of undue influence. When granting or receiving discounts and rebates, we make sure they are appropriate. We expect our business partners and their employees to respect these rules as well and behave accordingly when doing business with us and/or with their partners.





■ Anti-Money Laundering and Counter Terrorist Financing Compliance

Daimler Truck does not tolerate any form of money laundering or terrorist financing within Daimler Truck and its controlled group companies as well as at our business partners. Therefore, global minimum standards, processes and safeguards are implemented throughout Daimler Truck and its controlled group companies. Likewise, Daimler Truck expects its business partners to have adequate risk management processes in place for ensuring compliance with the relevant laws and regulations. We are always vigilant and critically analyze customers and transactions. We timely raise red flags and report suspicious business activities according to local legal requirements.

■ Antitrust Compliance

Fair, well-functioning and unhampered competition is one of the fundamental pillars of our social and economic system. This creates growth and employment and ensures that, as consumers, we can all buy modern products and services at affordable prices. Daimler Truck and its partners complies with the applicable laws and therefore conducts its business in conformity with antitrust and competition laws. Compliance with laws that protect and promote competition is the basis for trusting partnerships and collaboration with us. Daimler Truck is committed to a competition based on marked and strict antitrust compliance. We expect our partners to obey antitrust laws and ensure fair and free competition as well.

■ Artificial Intelligence

As digitalization progresses, artificial intelligence (AI) will have an even greater impact on our products, services, and processes in the future. We rely on the responsible use of artificial intelligence, explainability, protection of privacy, security, and reliability.

We expect our business partners who develop and/or use AI systems to follow the same principles.



Competitively Sensitive Information and Business Secrets

Regardless of whether we are meeting with business partners or attending private events, we make sure that we do not disclose competitively sensitive information about Daimler Truck that allow people outside of Daimler Truck unauthorized insight into our business processes. We take **responsibility for how we handle** competitively sensitive **information** by applying general conditions for information security.

Competitively sensitive **business secrets** – for example new products or vehicle concepts – secure our advantage over our competitors. We therefore protect that information at a particularly high standard and expect our business partners to handle this information the same way. Our employees and our business partners are required to comply with internal regulations for protecting business secrets and respect the business secrets of competitors, business partners and customers.

Data Compliance

With our commitment to data responsibility, we have defined a clear framework of action for Daimler Truck on how we handle data based on the three guiding principles of “added value”, “business potential” and “responsible data use”.

We add value for our customers and business partners with data. By analyzing data, we continuously improve our products and can offer innovative digital services for the benefit of our customers and business partners. We inform our customers and their employees as well as our business partners transparently about the use of data.

We consider data as an asset to generate a sustainable increase in value for our company. Data and its systematic analysis are the basis for new business models, innovative technologies, and efficient internal processes. To this end, we ensure high quality, transparency, and availability of the collected data within our company.

We use data responsibly and protect the privacy of our employees, customers, and business partners to create sustainable trust. With our worldwide Data Compliance Management System, we ensure adherence to all data protection requirements. By continuously improving our high data privacy and data security standards, we create the basis for secure and responsible use of data.

We expect our business partners to comply with applicable laws and regulations governing data privacy and data security. It is important for us that our business partners handle data as responsibly and transparently as we have stipulated for our company.



Environmental Protection

General Environmental Responsibility

Environmental protection is one of Daimler Truck's main corporate objectives. At Daimler Truck, we therefore strive to achieve an exemplary environmental and energy balance worldwide and, with our corporate environmental and energy guidelines, we are committed to acting in an environmentally responsible manner in all our activities. We place special focus on applying and further developing technologies that conserve and reduce energy, water, and waste. We expect our business partners to commit themselves to environmental protection and to set ambitious goals in this regard.

Climate Protection

At Daimler Truck, we strive for our new trucks and buses to be CO₂e neutral on the road globally by 2050, and in Europe, and the US, and Japan by 2039. We have achieved CO₂e neutral production in Europe on the balance sheet – in the US, Japan, and India, we want to realize this in 2025. We strive for CO₂e neutrality globally by 2039. We strive together with our direct suppliers for CO₂e neutral products and services in Europe, the US, and Japan by 2039 – and globally by 2050.

Hazardous Materials

At Daimler Truck, we expect our business partners to identify chemicals and other substances that may pose a hazard when released into the environment. This includes establishing a system hazardous materials management outlining proper procedures so that the substances can be safely handled, transported, stored, recycled, reused and disposed of.

Export Control

Compliance with export control regulations is fundamental for a globally engaged company such as Daimler Truck and for its business partners. Export Control provisions must be observed when exporting both tangible and intangible goods as well as services.

Restrictions generally exist for military goods and civil products that can also be used for military purposes (Dual Use). Furthermore, certain goods and countries fall under special restrictions, such as arms or luxury goods embargoes. Every business partner of Daimler Truck has to ensure strict compliance with Export Control regulations of the United Nations, the United States of America, the United Kingdom and the European Union.



Human Rights Compliance

At Daimler Truck, we are deeply committed to respect and support internationally recognized human rights, guided by the UN Guiding Principles on Business and Human Rights, with special focus on the UN International Bill of Human Rights and the ILO's fundamental conventions. Our [Daimler Truck Declaration of Principles on Social Responsibility and Human Rights](#) reinforces this dedication and serves as the cornerstone of our social responsibility efforts. By aligning with global standards like the OECD Guidelines, Responsible Minerals Initiative (RMI), and the UN Global Compact's 10 Principles, we promote ethical and sustainable business practices throughout our operations.

We make every effort to ensure that not only we, but also our business partners – **especially suppliers and their subcontractors** – observe the standards in next pages:





■ Human Rights Due Diligence

We expect that also our business partners respect and support all internationally recognized human rights and are committed to prevent human rights violations. Accordingly, when engaging in commercial activities in their area of influence, Daimler Truck and its business partners shall carry out human rights due diligence to identify, prevent, mitigate, and account for how they address adverse human rights impacts of their business activities. This also encompasses due diligence regarding other issues that can be linked to human rights abuses, such as harm to the environment, digitalization and corruption. In particular, our business partners must ensure that they are not committing or, also, involved in human rights violations and that they have adequate processes in place to address adverse human rights impacts through adequate measures for their prevention, mitigation and, where appropriate, remediation.

■ Abolition of Child Labor

Daimler Truck and its business partners are committed to the effective and total abolition of child labor as defined by the relevant ILO Conventions^[2]. Children must not be inhibited in their development. Their health and safety must not be put at risk and must thus be protected by appropriate means.

■ Abolition of Forced Labor and Modern Slavery - Free Choice of Employment

Daimler Truck and its business partners reject all forms of modern slavery. We condemn the use of forced or compulsory labor as per the relevant ILO Conventions^[3] and want none of our business partners to profit from modern slavery. This includes, in particular, rejection of all forms of forced labor in our supply chain, whether that be in the form of child, prison, indentured, bonded, coerced/involuntary or as labor obtained through human trafficking or other forms of exploitation. All labor must be voluntary and provide workers with full freedom of movement with business partners not permitted to retain any personal identification, travel documents or wages as a condition of employment. All employees must have the freedom to terminate their employment while observing a reasonable period of notice. Employees must also be informed of the rights, responsibilities and obligations of their employment, including information pertaining to their wages, hours and earned time off.

Additional guidance on these and other factors reflective of forced labor in the supply chain that all business partners are required to adhere to, may be found in the ILO's publication entitled **ILO Indicators of Forced Labor**.

^[2] ILO Convention No. 138 and No. 182.

^[3] ILO Convention No. 29 (including the 2014 protocol) and No. 105.



■ Diversity, Equal Opportunities and Non-Discrimination

At Daimler Truck, we appreciate the uniqueness of our employees. Their diversity is the driving force behind our ideas, innovations and ingenuity. This is why diversity, equal opportunities and inclusion are part of our corporate strategy, which addresses the conscientious leveraging of diversity and individuality. Since we are a global company, this is crucial for our success.

That happens by creating a culture of mutual respect and appreciation. Any form of discrimination, harassment or bullying has no place at Daimler Truck.

We expect our business partners to respect diversity and equal opportunity in employment and prohibit any form of discrimination or bullying. Any discrimination **against individuals** based, in particular, on their national or social origin, religion or belief, political or union activity/membership, gender identity, gender expression, sexual identity or sexual orientation, family status, age, physical characteristics, disability, medical condition or pregnancy or any other unlawful factor under applicable law is **unacceptable** to us.

All decisions associated with hiring, promotion, compensation, benefits, discipline and termination must only consider the individual's skills, ability, experience and performance and cannot be arrived at as a result of discriminatory intent. This includes determinations made on the basis of the factors listed in the paragraph above.

Freedom of Association and Right to Collective Bargaining

Daimler Truck and its business partners respect their employees' rights to associate, enter into collective bargaining and discuss working conditions openly with management without fear of retaliation. In particular, we respect the right of employees to come together in groups, join a trade union recognized under applicable law, appoint a representation and be elected for such a representation. When freedom of association and collective bargaining are restricted by law, we seek alternative ways to best respect the principles of ILO Conventions No. 87 and No. 98 in accordance with local laws.

Health and Safety

Daimler Truck ensures the health and safety of its employees in the workplace, at a minimum, in line with the applicable **national regulations**. One of our main approaches to occupational health and safety is **systematic prevention**. Therefore, we support continuous advancements in improving working conditions with the aim of having no work-related accidents or illnesses.

We expect our business partners to also strive to meet this standard in their workplaces. Business partners shall ensure that the work environment remains safe and healthy, including ensuring that employees are protected against any physical or operational hazard. This relates to occupational health and safety as well as ergonomic aspects and health promotion in the workplace. Employees should be properly trained on all equipment, provided with any required safety or operational gear and apprised of applicable occupational health and safety policies and procedures including those pertaining to emergency evacuation. A safe and healthy working environment also includes ready access to potable drinking water, adequate lighting, ventilation and sanitation as well as, where applicable, safe and healthy company living quarters.

No Corporal Punishment

Daimler Truck and its business partners condemn all forms of corporal punishment. Neither corporal punishment nor any other form of physical or psychological coercion, threatened or otherwise, shall be used against employees.





■ Fairness in Pay, Working Hours and Social Benefits

Daimler Truck and its business partners pay wages and provide social benefits equal to or better than mandated locally or consistent with industry standards. The adequate living wage amounts to at least the minimum wage as laid down by the applicable law and, apart from that, is determined in accordance with the law applicable at the place of employment. It must enable employees to at least secure their livelihood.

Our business partners are expected to have working hours that, at a minimum, comply with applicable laws, industry standards or, at least, with the ILO Conventions applicable at the place of employment, in particular ILO Conventions No. 1 and No. 30. In particular, employees should be compensated for any overtime work with overtime limited to that humane for the work conditions. Employees should also be provided with at least one day off in seven, as well as adequate rest breaks consistent with local legal requirements. Payments for all wages earned must be made in legal tender, on a regular basis and in a timely manner.

■ Minimum Requirements for the Use of Security Personnel

Where Daimler Truck and its partners employ or commission security forces to protect their facilities and operations, they make sure adequate processes and measures are in place to ensure that security personnel respect internationally recognized human rights during their engagement.

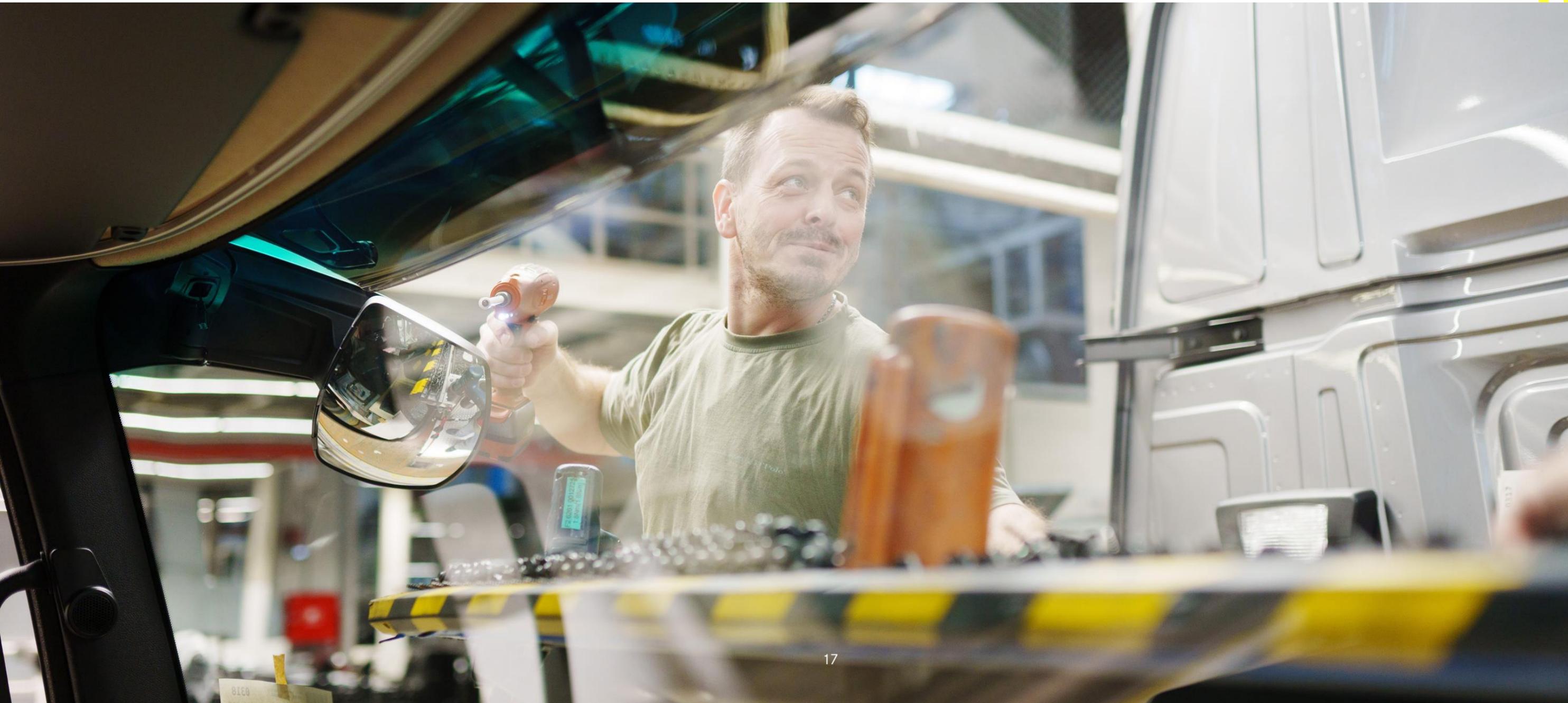
■ Recognition of the Importance of Minority Rights, Rights of Local Communities and Indigenous Peoples

Daimler Truck is aware that members of minorities require special protection. At Daimler Truck, we therefore respect the rights of minorities and expect our business partners to do the same.

Daimler Truck and its partners respect the rights of local communities and indigenous peoples and take into account the local impact of our operations.

■ Respect for the Role of Human Rights Defenders

At Daimler Truck, we are aware of the important role of human rights defenders in respecting and promoting human rights and we thus expect our business partners to reject all forms of threat, intimidation, defamation and criminalization of human rights defenders.





■ Responsible Sourcing of Conflict Minerals

At Daimler Truck, we are aware that in certain parts of the world the mining and trade of raw materials is linked to the most serious human rights abuses as well as the funding of violent conflicts. Daimler Truck expects all suppliers of raw materials originating from conflict-affected and high-risk areas or transported through conflict-affected areas and suppliers using such raw materials in their products to effectively meet their due diligence obligations in the mineral supply chain to identify and take appropriate action to address such risks.





Information and Cyber Security

We treat information responsibly because it is one of our most important assets. Information security and safeguarding are therefore extremely important to Daimler Truck and our partners.

We expect our business partners to live by information and cyber security strategy and implement respective technical and organizational measures accordingly: e.g. a comprehensive Information Security Platform, Incident Management and Reporting, Identity and Access Management and Awareness Trainings.

It is also important how we as humans act in our daily routines (e.g. share only necessary information only with reliable business partners using secure ways of information exchange). If our business partners suspect or observe security incidents in their business sphere which impact us or might do so (e.g. information breaches or cyber-attacks), we expect our business partners to inform us in a timely manner.

Insider Trading Legislation and Ad-Hoc Announcements

Collaboration between Daimler Truck and its partners can generate important **information for the capital market**. If that information could influence the market price of financial instruments issued by Daimler Truck or the respective partner (for example stock or shares of Daimler Truck Holding AG or the partner), then the Business Partner is **prohibited from sharing the information in question or using it for any transactions related to the concerned financial instruments transactions**. This applies as long as the information in question was not published in the manner prescribed by law (ad-hoc announcement).

Product Compliance

Safety, Regulatory Conformity and Emissions

Product Compliance is one of the key elements of Daimler Truck's commitment to compliance and one of the cornerstones of our corporate values. Product Compliance consists of the three elements safety, regulatory conformity and emissions. It means that our products adhere to all applicable laws, technical standards and other applicable product requirements regarding safety and emissions but not limited thereto.

Throughout the product life cycle, we ensure the compliance of our products and have established adequate structures and procedures. We expect the same from our business partners. In the course of determining, interpreting and implementing product requirements, business partners should take into account the state of the art in science and technology as well as the high quality and safety standards of Daimler Truck.

If our business partners identify potential risks regarding product compliance (e.g. in the interpretation of laws), we expect them to address such risks directly and openly with us.

Further, we expect immediate notification from our business partners if products already delivered to Daimler Truck could be non-compliant.

Intellectual Property Protection

Daimler Truck and its business partners observe all applicable laws on protecting intellectual property. We ensure that we possess all the required rights of usage and licenses so that we avoid any property rights violations. Intellectual property encompasses all registered and unregistered intellectual property, including patents, trademarks, designs, domains and copyrights. Fair competition requirements such as counterfeit protection serve the protection of intellectual property and must be complied with.





Sanction Compliance

We at Daimler Truck comply with national and applicable international sanctions. We observe and fulfill the requirements applicable for the areas of responsibilities. This includes, in particular, the current sanction lists. Daimler Truck expects its business partners to have adequate processes in place for ensuring compliance with the sanction regimes of the United Nations, European Union, the United States of America, the United Kingdom and applicable national sanction regimes as well. Infringements of sanctions regulations can result in imprisonment of the responsible persons, fines for the respective companies, their listing on sanctions lists themselves, which can result in a market exclusion, or an asset freeze as well as reputational risks.

Tax Compliance

Daimler Truck ensures strict adherence to all applicable **laws concerning the import and export** of goods, services and information as well as compliance with all locally applicable **tax laws**. Compliance with these laws is mandatory for our business partners.

Dangerous Goods Compliance

Dangerous Goods are materials, preparations and objects containing substances, which may present a public health hazard when transported by road, rail, sea, inland waterway or air.

Any transport of Dangerous Goods requires a basic organizational setup and minimum standards for performing the duties and obligations pertaining to the transport of dangerous goods arising from international agreements and national regulations.

At Daimler Truck, we expect our business partners to maintain appropriate organizational and procedural standards to comply with applicable legislation on the transport of dangerous goods.

Reporting Potential Misconduct

Treatment of Potential Violations

Potential violations of laws, regulations, and other standards, in particular, our Daimler Truck Business Partner Standards, must be detected in a timely manner to prevent Daimler Truck and its business partners as well as affected persons from suffering harm and to ensure fair treatment.

SpeakUp – Whistleblowing System

The Whistleblowing System **SpeakUp** is the central point of contact for all Daimler Truck employees, business partners and third parties who wish to report potential violations of laws or regulations. Potential violations of our Daimler Truck Business Partner Standards, including potential violations of human rights and environmental obligations by our direct and indirect suppliers, can also be reported via *SpeakUp*.

Our Whistleblowing System aims to ensure a fair and transparent process that considers the principle of proportionality for the affected parties, while also ensuring protection of whistleblowers. If you have concrete indications of potential misconduct by Daimler Truck employees or any of your own employees working with Daimler Truck, please speak up.

For more information, please visit our SpeakUp website at:

www.daimlertruck.com/en/company/compliance/whistleblowing-system-speakup



Glossary



Ad-hoc announcement Public announcement by a stock exchange listed company. It contains insider information, i. e. Information pertaining to the disclosing company that could affect the stock market price of securities related to that company.

Artificial intelligence There is no universally consistent definition of Artificial Intelligence (AI). We have the following understanding: “Artificial Intelligence includes various methods that attempt to automate intelligent skills. The broad term “AI” is often used today in the narrow sense of the current advances in machine learning. Machine learning (ML) is a subset of AI methods and is based on mathematical methods that find complex patterns in datasets. Deep learning is another sub-area of ML. It makes it possible to find complex patterns in very large amounts of data using (deep) neural networks.”

Bullying Prolonged, successive and overarching animosity, victimization or discrimination hurting the affected person.

SpeakUp Whistleblowing system of Daimler Truck, which is open to all employees, business partners and other third parties to address potential misconduct, law and rule violations.

Child labor For purposes of these standards, child labor refers to the employment of persons under the age 15 or under the legal age of employment in the local community, whichever is greater.

Commitment to excellence Aspiration to create exceptional services and products to become a market leader in the respective sector.

Conflict-affected and high-risk areas Conflict-affected and high-risk areas are identified by the presence of armed conflict, widespread violence or other risks of harm to people. Armed conflict may take a variety of forms, such as a conflict of international or non-international character, which may involve two or more states, or may consist of wars of liberation, or insurgencies, civil wars, etc. High-risk areas may include areas of political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure and widespread violence. Such areas are often characterized by widespread human rights abuses and violations of national or international law. (OECD definition)

Conflict of interests A conflict of interest may arise whenever personal or individual financial interests collide with those of Daimler Truck or its business partners. If the conflict of interest cannot be resolved, an individual may need to be removed from a certain office or function. Examples of scenarios, which might involve a conflict of interests, include gifts, invitations, sideline activities, or involvement with competitors.

Corruption Abuse of an office or position in order to obtain an advantage. One common example of corruption is bribery.

Design Design registration provides protection for the appearance of a product. Any industrial or handicraft item can be protected.

Discrimination Applying categories (such as social background, gender, skin color, religion, etc.) to create, explain and justify unequal treatment without an objective reason.

Diversity Individual differences within a group of people like gender, age, origin, sexual orientation and other characteristics.

Embargo Government order prohibiting trade with a specific country.

Employee For the purposes of these standards, the term employee includes, but is not limited to, part-time and temporary agency workers, apprentices, interns, student trainees. The term "employee" also includes managers at all levels as well as members of managing bodies.

Equal opportunity Employ, promote and develop all employees regardless of gender, age, origin, religion or other individual characteristics according to their skills, abilities and performance.

Global Compact United Nations initiative for responsible corporate management The Global Compact pursues the objectives of an inclusive and sustainable world economy based on ten universal principles on human rights, labor standards, environment, anti-corruption and sustainable development goals.

Harassment For the purposes of these standards, the term harassment relates to any conduct or comments that create, encourage or permit an offensive or intimidating work environment. This includes verbal or physical harassment, sexual harassment, power harassment, racism, inappropriate humor and other actions that offend or cause distress.

Human rights defender Human rights defenders, also known as human rights activists, are people and groups who work non-violently to protect and promote human rights.

ILO's fundamental conventions ILO conventions covering subjects that are considered to be fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; the elimination of discrimination in respect of employment and occupation as well as ensuring a safe and health working environment. For more information, please see: www.ilo.org

Inclusion The conscious, integrative and appreciative handling of diversity with the aim of including and treating all employees equally.

Integrity check Measures to verify that potential and existing business partners comply with Daimler Truck's value standards and, for example, do not engage in inappropriate or illegal practices.

International Bill of Human Rights The International Bill of Human Rights consists of the [Universal Declaration of Human Rights](#) (adopted in 1948), the [International Covenant on Civil and Political Rights](#) (ICCPR, 1966) and the [International Covenant on Economic, Social and Cultural Rights](#) (ICESCR, 1966).

Money laundering Channeling of illegally generated funds into the legal economic cycle.

Patent This is an intellectual property right for innovative products, technologies and procedures. A patent guarantees its owner the exclusive right to decide whether and how third parties may use the protected invention. The maximum protection period of German patents is 20 years.

Product life cycle All phases a product passes through, from design, production and use, to disposal and recycling.

Regulatory conformity Regulatory conformity refers to laws, technical standards and other applicable product requirements.

Sanctions Sanctions are measures imposed by both individual states (e.g. the USA) and supranational organizations recognized under international law (UN or EU) as economic policy measures against individuals and/or states. Sanctions usually consist of trade restrictions against states (so-called embargoes) and/or business prohibitions against individuals (so-called sanctions lists).

Sustainability Both present and future-oriented operating principles aimed at reconciling economic, ecological and social aspects.

Terrorism financing Provision of (legal and illegal) assets to persons or organizations in a terrorist environment that can be used to carry out terrorist activities.

Trademark Trademarks are signs that distinguish products and services of an enterprise from those of other enterprises. Words, pictures, sounds, three-dimensional shapes, colors or other signs can be registered as trademarks in the Register of the DPMA (German Patent and Trade Mark Office), provided they can be represented graphically. German trademarks last for ten years and can be renewed indefinitely after.

UN Guiding Principles on Business and Human Rights The UN Guiding Principles on Business and Human Rights are a set of international guidelines for preventing human rights violations in the context of business activities. They address the responsibility of business enterprises in this context.

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