

DAIMLER TRUCK

Declaration of the Board of Management and the Supervisory Board of Daimler Truck Holding AG pursuant to § 161 of the German Stock Corporation Act (*Aktiengesetz*) regarding the German Corporate Governance Code

Since the last declaration of compliance with the German Corporate Governance Code in December 2021, Daimler Truck Holding AG has complied with the recommendations of the Government Commission on the German Corporate Governance Code in the version of 16 December 2019 published in the electronic Federal Gazette on 20 March 2020 (hereinafter referred to as »GCGC 2019«) with the following exceptions:

- Recommendation B.3 GCGC 2019 states that initial appointments of board members should be for a maximum of three years. Already prior to the stock exchange listing of Daimler Truck Holding AG, Martin Daum was appointed as a member of the Board of Management of Daimler Truck Holding AG until 28 February 2025, Jochen Goetz until 30 June 2026, and Jürgen Hartwig until 30 November 2026. The longer appointment period took into account, in particular, that Daimler Truck Holding AG acts as the management holding company of Daimler Truck AG and that Martin Daum, Jochen Goetz and Jürgen Hartwig have already been members of the Board of Management of Daimler Truck AG since 1 October 2019. The appointment of the other members of the Board of Management was in accordance with the recommendation. Pursuant to the Rules of Procedure of the Supervisory Board adopted on 10 December 2021, the initial appointment of members of the Board of Management shall in future be for a maximum of three years so that the identical recommendation B.3 of the GCGC 2022 (as defined below) will in future be complied with.
- According to Recommendation C.4 GCGC 2019, a Supervisory Board member who is not a member of any management board of a listed company shall not accept more than five supervisory board mandates at non-group listed companies or comparable functions, with an appointment as chair of the supervisory board counting twice. According to Recommendation C.5 GCGC 2019, members of the management boards of listed companies shall not accept in total more than two supervisory board mandates at non-group listed companies or comparable functions and shall not accept the chairmanship of a supervisory board at a non-group listed company. Instead of observing the recommended total number of mandates for members of the Board of Management and the Supervisory Board as a rigid upper limit, it should be possible to consider each individual case in order to assess whether the number of mandates held, which are relevant within the meaning of the Code, appears appropriate. In this context, the individual workload to be expected as a result of the mandates accepted should be taken into account, which may vary depending on the mandate.
- According to Recommendation D.13 GCGC 2019, the Supervisory Board shall assess, at regular intervals, how effective the Supervisory Board as a whole and its committees fulfill their tasks. The Supervisory Board shall report in the Declaration on Corporate Governance if and how the self-assessment was conducted. An efficiency review can meaningfully only take place once the co-determined Supervisory Board has been constituted and has taken up its work. The co-determined Supervisory Board was constituted after the Annual General Meeting 2022. In order to be able to consider a sufficiently long period of time in the context of the efficiency review, the first efficiency review is then planned to take place in the 2023 financial year. Against this

background, an efficiency review has not yet taken place; the identical recommendation D.12 GCGC 2022 will in future be complied with.

- According to recommendation F.2 GCGC 2019, inter alia the mandatory interim financial information shall be made publicly accessible within 45 days from the end of the reporting period. The Interim Report for the 1st Quarter 2022 was not made publicly accessible on 16 May 2022, but on 17 May 2022; for the rest the identical recommendation F.2 GCGC 2022 was and will in future be complied with.

Daimler Truck Holding AG complies and will in future comply with the recommendations of the Government Commission on the German Corporate Governance Code in the version of 28 April 2022 published by the Federal Ministry of Justice and Consumer Protection in the electronic Federal Gazette on 27 June 2022 (herein referred to as »GCGC 2022«) with the following exceptions:

- The recommendations C.4 and C.5 GCGC 2022, which are identical to recommendations of the GCGC 2019, will in future not be complied with due to due reasons mentioned before.

Leinfelden-Echterdingen, December 2022
Daimler Truck Holding AG

On behalf of the Supervisory Board
Joe Kaeser
Chairman

On behalf of the Board of Management
Martin Daum
Chairman