

Report of the Supervisory Board on the 2022 Financial Year

Dear Shareholders,

2022 was the first full financial year for our Company following the formation of the independent Daimler Truck Group and the successful listing of December 2021. As one of the world's leading commercial vehicle manufacturers and a globally active enterprise, Daimler Truck assumed a key position in the transportation industry's transformation to zero emissions and in 2022 had some significant successes here. However, as part of our operational business, we also saw supply chain restrictions and increased energy costs as challenges, both of which are also effects of the COVID-19 pandemic and the war that has been raging in Ukraine since February 2022.

In 2022, our Company achieved significant milestones in spite of the challenging global situation. This included, in particular, the public listing of Daimler Truck Holding AG on the German Stock Index ("DAX40"). Another milestone was undoubtedly the large number of new products unveiled this year. They are intended to ensure that Daimler Truck plays a leading role, in particular in the area of sustainability.

Daimler Truck remains committed to fulfilling its social responsibility as a major company in the transportation sector. Sustainability has played a particularly important part, as in the prior year. The Supervisory Board will also continue to be thoroughly involved here.

The 2022 financial year has shown that Daimler Truck made the right decisions for the further development and positioning of our Company, even under challenging circumstances. This was made possible by the great work done by all employees, managers and the Board of Management and gave us reason to continue to look to the future with confidence.

In the following, we report to you on the work of the Supervisory Board and its committees in the 2022 financial year.

Responsibilities and working methods of the Supervisory Board

The Supervisory Board of Daimler Truck Holding AG fully performed the duties entrusted to it in the 2022 financial year. The responsibilities of the Supervisory Board are defined in particular by the German Stock Corporation Act (Aktiengesetz or "AktG"), the Articles of Incorporation of Daimler Truck Holding AG, and the Rules of Procedure for the Supervisory Board and its committees. As part of its activities, the Supervisory Board is naturally very concerned to take the recommendations and suggestions in the currently valid version of the German Corporate Governance Code ("DCGK") into account as far as possible.

As part of its responsibilities, the Supervisory Board continuously advised and supervised the Board of Management in their management of the Company and provided support on important topics relating to the strategic orientation and future development of the Company and the Daimler Truck Group.

In the 2022 financial year, the Supervisory Board also reviewed many business transactions requiring approval and granted its approval after comprehensive consultation. In many cases, these business transactions arose from Daimler Truck's strategic orientation and included product projects, sustainability issues, financial and investment projects and plans as well as other significant processes. The Supervisory Board was also provided with comprehensive and in-depth information by the Board of Management about further business transactions and other measures taken by corporate management, which it carefully examined and discussed with the Board of Management. This also included circumstances in the 2022 financial year resulting from significant geopolitical and economic changes.

Acting according to its statutory duties, the Supervisory Board also examined whether the annual- and consolidated financial statements, the combined management report with integrated non-financial statement for the Daimler Truck Group and the other financial and sustainability reports besides the non-financial statement were prepared in accordance with the applicable requirements and were in compliance with them.



Joe Kaeser, Chairman of the Supervisory Board of Truck Holding AG.

In the course of the 2022 financial year, the Supervisory Board also received regular reports and information from the Board of Management covering the important economic developments of the Daimler Truck Group and its segments. In this respect, the Board of Management kept the Supervisory Board informed on a continuous basis, in particular, about the intended business policy and other fundamental issues relating to corporate planning, in particular financial, investment and personnel planning; the liquidity and profitability of the Company and the Group; the position of the Company and the Group, including its segments and their specific revenue trends; as well as the course of business. The Board of Managements' reports also included developments in the procurement, sales and capital markets, the financial environment and shareholder structure. In view of the increasing importance of sustainability issues in the transport and logistics sector, the Board of Management informed the Supervisory Board several times on strategic-, technological- and planning measures as part of the sustainable development of the business model.

The members of the Supervisory Board made ongoing preparations for the meetings on the basis of documents that were made available to them by the Company in good time before these meetings. Preparation for the meetings also included separate preliminary discussions of shareholders and employees, in which members of the Board of Management also took part. The committees of the Supervisory Board worked intensively on the preparations for the meetings of the Supervisory Board within their particular areas of responsibility. Michael Brosnan, Chairman of the Audit Committee, and Joe Kaeser as the Chairman of the Supervisory Board, together with other members of the Supervisory Board, also held bilateral meetings with members of the Board of Management and management of the Company to exchange views.

Topics in the 2022 Financial Year

In the 2022 financial year, the Supervisory Board of Daimler Truck Holding AG held seven meetings and passed three written resolutions. The meetings of the Supervisory Board were also held as video conferences. The overview given at the end of this report contains more information about the meeting formats and the meeting participation of the members. The meetings of the Supervisory Board were characterized by an open and constructive dialog. In addition to the intensive discussion of the relevant business transactions and measures, the Supervisory Board focused further on the exchange of information at regular executive sessions held in the absence of the Board of Management.

At its meeting on March 23, 2022, the Supervisory Board dealt with the remuneration of the Board of Management, the annual and consolidated financial statements and the combined management report and additional financial reports including the non-financial statement of the Group and the Dependency Report prepared for the period before the demerger. Further topics included, in particular, important strategic matters in the area of truck drives and preparations for the Annual General Meeting on June 22, 2022. The Supervisory Board also focused on regulating the consideration of significant sustainability issues in corporate governance. This was carried out against the background of the ongoing amendment of the German Corporate Governance Code at this time.

Important projects in the field of transport, now focusing on battery-electric and hydrogen-powered vehicles, were also a key aspect of the May 17, 2022 meeting. The Supervisory Board also dealt with the interim report for the first quarter of 2022 for information purposes, received a corresponding financial update and once again discussed issues relating to sustainability in corporate governance.

The constituent meeting of the Supervisory Board which took place after the first Annual General Meeting of June 22, 2022 was dedicated entirely to corporate governance. Alongside the election of ten shareholder representatives by the Annual General Meeting, all ten employee representatives were appointed by court order, effective by the end of the Annual General Meeting. The constituent meeting therefore mainly dealt with the staffing of the committees and the election of the Chairman and Deputy Chairman of the Supervisory Board.

At the meeting held on August 11, 2022, in addition to the informational discussion of the interim report for the 1st half of 2022, the focus was on business transactions in the operating unit. Questions of sustainability and further planning were also of primary importance here for the further development of the structural autonomy of the Daimler Truck Group.

As well as dealing with issues of strategy, which will be addressed separately in this report, the agenda for the Supervisory Board meeting on September 30, 2022 as part of the Supervisory Board's Strategy Days already included planning measures of the Annual General Meeting in the 2023 financial year.

At its November 11, 2022 meeting, the Supervisory Board dealt thoroughly with issues relating to remuneration of the Board of Management, corporate governance and corporate planning. This report covers these topics separately. The Supervisory Board also discussed the Interim Report for the third quarter of 2022 and reviewed the information provided by the Board of Management on ongoing projects and the Company's expectations concerning the capital markets.

Corporate governance, Declaration of Compliance (with the German Corporate Governance Code), and requirements profile for the Board of Management and the Supervisory Board

In the 2022 financial year, the Supervisory Board consistently dealt with issues of corporate governance. At its August 11, 2022 meeting, the Supervisory Board discussed at length the content of the new German Corporate Governance Code ("GCGC 2022"), which came into effect at the end of June 2022, and the significance of it for its work, after it had already examined the GCGC 2022 in depth at its March 23, 2022 meeting, which at that time was still under consultation. At its constituent meeting on June 22, 2022, the Supervisory Board established a Mediation Committee within the meaning of the German Co-determination Act (Mitbestimmungsgesetz or "MitbestG") and amended its Rules of Procedure accordingly.

At its meeting on November 11, 2022, the Supervisory Board once again dealt in detail with corporate governance issues and with a first draft of the 2022 Declaration of Compliance.

The Supervisory Board also discussed questions about corporate governance with the Company's Chief Legal and Compliance Officer. In this context, the Supervisory Board also dealt with the implementation of the key recommendations of the GCGC 2022 and, in particular, the independence of shareholder representatives within the meaning of the GCGC.

The 2022 Declaration of Compliance with the GCGC was adopted in December 2022 in accordance with Section 161 German Stock Corporation Act ("AktG"). With the justified exceptions provided therein, all recommendations of the Code are complied with. In the interest of good corporate governance, the members of the Supervisory Board of the Company are required to disclose conflicts of interest to the entire Supervisory Board. Such conflicts of interest may particularly arise from an advisory or board position with customers, suppliers or creditors of the Company or with other third parties. There were no such conflicts of interest during the reporting period.

Against the background of the changes to the 2022 GCGC, the Supervisory Board decided to make specific adjustments to the Rules of Procedure for the Supervisory Board and its committees. This adjustment takes into account, in particular, the increased focus of the Supervisory Board's supervisory and advisory role on sustainability in corporate governance as defined by the new GCGC 2022. These changes were approved at the November 11, 2022 Supervisory Board meeting.

At its meeting of November 11, 2022, the Supervisory Board also discussed the requirements profiles for the Board of Management and Supervisory Board. The composition of the Board of Management and Supervisory Board of Daimler Truck Holding AG is based on the principles of diversity in aspects such as educational and professional background, gender, and age. The Supervisory Board has combined these diversity concepts with the requirements of German legislation regarding equal participation of women and men in executive positions and other requirements relating to the expertise that members of these bodies need to possess. These combined requirements are presented in the overall requirements profiles for the composition of the Board of Management and Supervisory Board. In light of the new recommendations of the 2022 Corporate Governance Code on sustainability and financial expertise, the Supervisory Board decided, on the recommendation of the Presidential and Remuneration Committee, to include appropriate changes in the overall requirements profiles of the Board of Management and Supervisory Board. The most significant change for both requirements profiles concerns the requirement for expertise in sustainability issues relevant to Daimler Truck for the composition of both bodies. After preparation by the Presidential and Remuneration Committee, the Supervisory Board identified these sustainability issues and assessed the sustainability expertise of the Board of Management and Supervisory Board. In view of the Audit Committee having financial expertise as recommended by the 2022 GCGC, the Supervisory Board also made an addition to the overall requirements profile and spent time fulfilling this requirement.

Based on the requirements profile for the Supervisory Board, the Supervisory Board also created a qualification matrix reflecting the implementation status of the requirements profile and discussed its structure and intended publication in the Declaration on Corporate Governance.

As well as establishing the relevant requirements profiles by means of resolution, at its meeting of November 11, 2022, the Supervisory Board determined that the requirement profiles for the current composition of the respective bodies of the Company, which were established on the very same day, were fulfilled for both the Board of Management and the Supervisory Board. Following changes to the composition of the Supervisory Board during the course of the election of employee representatives on November 22, 2022, the Supervisory Board reassessed fulfillment on December 8, 2022 and approved the publication of the qualification matrix for the Supervisory Board in the Declaration on Corporate Governance.

According to Section 96 Subsection 2 of the German Stock Corporation Act ("AktG"), at least 30% of the members of the supervisory boards of listed companies subject to equal co-determination must be women and 30% men. This quota is to be met by the Supervisory Board as a whole. If the shareholder representatives or employee representatives object to the overall fulfillment to the Chairman of the Supervisory Board prior to the election, the minimum proportion for this election must be met separately by the shareholder representatives and the employee representatives. Since there was no objection to the overall fulfillment, the gender quota must be met in full by the Supervisory Board. Without prejudice to overall fulfillment, however, the shareholder and employee sides also met the minimum share for their respective side in financial year 2022 as a whole. In the period up to the implementation of Section 96 Subsection 2 of the German Stock Corporation Act ("AktG"), the Supervisory Board already decided on December 10, 2021, to set a target of at least 30% women and 30% men, which was met. The Supervisory Board's nominations to the 2022 Annual General Meeting also took into account the statutory provisions on gender quotas.

On December 31, 2022, the Supervisory Board of Daimler Truck Holding AG comprised 6 women (of which 3 were shareholder or employee representatives) and 14 men (of which 7 were shareholder or employee representatives).

Remuneration of the Board of Management

The remuneration system applicable to the members of the Board of Management in the 2022 financial year was determined by the Supervisory Board at its constituent meeting of December 10, 2021. On the basis of this, the Supervisory Board set the targets for the 2022 financial year at its March 23, 2022 meeting on the recommendation of the Presidential and Remuneration Committee. The Supervisory Board also determined the target achievement for the 2021 financial year. The 2022 remuneration system was presented to the Annual General Meeting of Daimler Truck Holding AG on June 22, 2022 for approval pursuant to Section 120a Subsection 1 of the German Stock Corporation Act ("AktG"). Approval was given at the Annual General Meeting with a large majority of 96.20% being in favor. In November and December 2022 as

well as in February 2023, after preparation by the Presidential and Remuneration Committee and the Audit Committee, the Supervisory Board once again dealt in depth with the remuneration system for the members of the Board of Management and decided on amendments to this system. The modified Board of Management remuneration system will be submitted to the Annual General Meeting in 2023 in accordance with Section 120a Subsection 1 of the German Stock Corporation Act ("AktG") for approval. The adjustments are subject to the approval of the Board of Management remuneration system by the Annual General Meeting.

Supervisory Board Strategy Days

From September 26 to 30, 2022, the Supervisory Board held the first Strategy Days of Daimler Truck Holding AG, following the foundation of the Daimler Truck Group, at the headquarters of Daimler Truck North America LLC in Portland, USA. As part of this multi-day event, the Supervisory Board dealt extensively with the strategic orientation of the Daimler Truck Group, including the business strategy. Together with the responsible representatives of the management of the Daimler Truck Group and in particular the members of the Board of Management, the Supervisory Board discussed the plans for the further strategic direction and sustainability issues important to the Group in detail. Another special focus was on the technology transformation, in the context of which the Supervisory Board dealt in depth with the strategic planning in battery-electric and hydrogen-powered transport. In addition to detailed discussions on strategic issues, the Supervisory Board also used the time in Portland to hold a meeting on September 30, 2022.

Discussion and resolution on corporate planning (Daimler Truck Business Planning)

At its November 11, 2022 meeting, the Supervisory Board discussed and passed a resolution on Daimler Truck Business Planning for the coming financial years. The Supervisory Board had access to comprehensive documents for this purpose, which also highlighted the risks and opportunities including from sustainability-related objectives in the corporate planning in particular. In addition, the Supervisory Board turned its attention to the liquidity risk management framework developed by the Company.

Composition of the Supervisory Board and its committees

The Supervisory Board of Daimler Truck Holding AG consists of twenty Supervisory Board members. From the end of the first Annual General Meeting of Daimler Truck Holding AG on June 22, 2022, it was to be staffed by ten employee representatives and ten shareholder representatives, in accordance with the German Co-determination Act ("MitbestG"), following the conclusion of status proceedings initiated by the Board of Management. The term of office of twenty Supervisory Board members elected by the Annual General Meeting on December 2, 2021 before the Daimler Truck spin-off became effective ended upon the conclusion of the Annual General Meeting on June 22, 2022. Due to the court appointment of employee representatives and the election of shareholder representatives by shareholders at the Annual General Meeting, the Supervisory Board had an equal composition as of the end of the Annual General Meeting. The election procedure for employee representatives on the Supervisory Board was concluded on

November 22, 2022. Employees elected ten employee representatives to the Supervisory Board. Existing court-appointed positions of employee representatives expired upon this election. New members of the Supervisory Board who joined following their election were given specific support by the Company in their new tasks in a structured onboarding process.

By means of the resolution of December 10, 2021, the Supervisory Board of Daimler Truck Holding AG had already set up and staffed a Presidential, Audit and Nomination Committee. At its constituent meeting of June 22, 2022, the Supervisory Board also set up a Mediation Committee in accordance with the relevant provisions of the German Co-determination Act ("MitbestG"). At its meeting on November 11, 2022, the Supervisory Board passed a resolution to rename the Presidential Committee the Presidential and Remuneration Committee. Following the election of the employee representatives, the Supervisory Board turned its attention to the election of employee representatives in the committees by means of a written resolution. The committees had the following members in the financial year 2022:

Presidential and Remuneration Committee

At its June 22, 2022 meeting, the Supervisory Board elected Marie Wieck and Roman Zitzelsberger to be members of the Presidential and Remuneration Committee. In accordance with the Rules of Procedure, Joe Kaeser, as Chairman of the Supervisory Board is also Chairman of the Presidential and Remuneration Committee, and Michael Brecht is Deputy Chairman, also in accordance with the Rules of Procedure. After the renewed election as employee representative on November 22, 2022, Roman Zitzelsberger was again elected as a member of the Presidential and Remuneration Committee.

Audit Committee

Michael Brosnan, Akihiro Eto, Harald Wilhelm, Michael Brecht, Jörg Köhlinger and Thomas Zwick were elected to the Audit Committee on June 22, 2022. On June 22, 2022, the Audit Committee elected Michael Brosnan as its Chairman and Michael Brecht as its Deputy Chairman. Michael Brecht, Jörg Köhlinger and Thomas Zwick were re-elected to the Audit Committee in December 2022, after the election of the employee representatives. The Audit Committee in turn re-elected Michael Brecht as its Deputy Chairman.

Nomination Committee

On June 22, 2022, the Supervisory Board elected Marie Wieck and Renata Jungo Brüngger as additional members of the Nomination Committee to join Joe Kaeser, who, as Chairman of the Supervisory Board, is also Chairman of the Nomination Committee in accordance with the Rules of Procedure.

Mediation Committee

The Supervisory Board established a Mediation Committee for the first time on June 22, 2022 and elected Marie Wieck and Roman Zitzelsberger as new members to the Mediation Committee. In accordance with the Rules of Procedure, Chairman of the Supervisory Board Joe Kaeser also occupies the position of Chairman of the Mediation Committee, and Michael Brecht is its Deputy Chairman, also in accordance with the Rules of Procedure. After re-election as an employee representative on November 22, 2022, Roman Zitzelsberger was re-elected as a member of the Mediation Committee.

Changes to the Board of Management and the Supervisory Board

The composition of the Supervisory Board of Daimler Truck Holding AG was subject to several changes in the 2022 financial year due to the impact of the German Co-determination Act ("MitbestG") on the Supervisory Board, in the course of the first Annual General Meeting and through the election of employee representatives. There were no changes to the Board of Management in the 2022 financial year.

The term of office of twenty Supervisory Board members elected by the Annual General Meeting on December 2, 2021 before the Daimler Truck spin-off became effective upon the conclusion of the Annual General Meeting on June 22, 2022.

At the first Annual General Meeting of Daimler Truck Holding AG on June 22, 2022, the following ten shareholder representatives were elected to the Supervisory Board by the shareholders with immediate effect and with a term of office lasting until the end of the Annual General Meeting in the 2026 financial year:

- Michael Brosnan, Osterville, Massachusetts, United States;
- Jacques Esculier, Saanen, Switzerland;
- Akihiro Eto, Tokyo, Japan;
- Laura Ipsen, Reston, Virginia, United States;
- Renata Jungo Brügger, Horgen, Switzerland;
- Joe Kaeser, Munich, Germany;
- John Krafcik, Austin, Texas, United States;
- Martin H. Richenhagen, Duluth, Georgia, United States;
- Marie Wieck, Cold Spring, New York, United States;
- Harald Wilhelm, Stuttgart, Germany.

Upon request, the Stuttgart District Court appointed the following ten employee representatives to the Supervisory Board effective the end of the Annual General Meeting on June 22, 2022, until the effective conclusion of the election procedure:

- Michael Brecht, Gernsbach, Germany;
- Bruno Buschbacher, Frankenthal, Germany;
- Harald Dorn, Münchweiler/Rodalb, Germany;
- Carmen Klitzsch-Müller, Weissach, Germany;
- Jörg Köhlinger, Frankfurt, Germany;
- Jörg Lorz, Warburg, Germany;
- Claudia Peter, Rastatt, Germany;
- Andrea Reith, Neu-Ulm, Germany;
- Roman Zitzelsberger, Stuttgart, Germany;
- Thomas Zwick, Landau, Germany.

At its constituent meeting of June 22, 2022, the Supervisory Board thereupon elected Joe Kaeser as its Chairman and Michael Brecht as its deputy.

The election procedure for employee representatives on the Supervisory Board was concluded on November 22, 2022. The employees elected the following ten employee representatives to the Supervisory Board with immediate effect with a term of office until 2027:

- Michael Brecht, Gernsbach, Germany;
- Bruno Buschbacher, Frankenthal, Germany;
- Raymond Curry, Detroit, Michigan, United States;
- Carmen Klitzsch-Müller, Weissach, Germany;
- Jörg Köhlinger, Frankfurt am Main, Germany;
- Jörg Lorz, Warburg, Germany;
- Andrea Reith, Neu-Ulm, Germany;
- Andrea Seidel, Stuttgart, Germany;
- Roman Zitzelsberger, Stuttgart, Germany;
- Thomas Zwick, Landau, Germany.

The following employee representatives resigned from the Supervisory Board with effect from November 22, 2022:

- Harald Dorn, Münchweiler/Rodalb, Germany;
- Claudia Peter, Rastatt, Germany.

Following the election of employee representatives, the Supervisory Board re-elected Michael Brecht as Deputy Chairman of the Supervisory Board.

Work in the committees

The **Presidential and Remuneration Committee** held five meetings in the 2022 financial year. The committee's work focused in particular on issues relating to corporate governance and the remuneration of the Board of Management. The Presidential and Remuneration Committee also gave its support to the Chairman of the Supervisory Board in his work and turned its attention to taking on external and other mandates by members of the Board of Management, HR matters and Directors and Officers' insurance ("D&O insurance").

The **Audit Committee** held seven meetings in the 2022 financial year. Further details can be found in the report of the Audit Committee.

The **Nomination Committee** held one meeting in the 2022 financial year. The subject of this meeting was, in particular, the preparation of the Supervisory Board's nominations for the Annual General Meeting on June 22, 2022 for re-election of the ten shareholder representatives on the Supervisory Board. As part of this activity, the Nomination Committee took into account in particular the overall requirements profile and diversity concept and competence profile for the Supervisory Board integrated within it. The recommendations on the election proposals of the Supervisory Board adopted by the Nomination Committee aimed to meet the aforementioned requirements.

There was no reason to convene the **Mediation Committee** in the 2022 financial year.

Audit of the annual and consolidated financial statements for the 2022 financial year

The annual financial statements of Daimler Truck Holding AG and the combined management report for Daimler Truck Holding AG and the Group for 2022 were duly audited by KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, and received an unqualified audit opinion. This also applies to the 2022 Consolidated Financial Statements compiled in accordance with IFRS.

At its meeting on March 9, 2023, the Supervisory Board discussed the annual financial statements of the Company, the consolidated financial statements, the combined management report and the proposal on the appropriation of distributable profits, each of which was issued with an unqualified audit opinion by the auditors, the non-financial statement of the group integrated in the combined management report, which was reviewed by the auditors with limited assurance as well as further unaudited sustainability reporting integrated into the combined management report.

The members of the Supervisory Board had extensive draft documents at their disposal for preparation purposes, including the Annual Report with the consolidated financial statements compiled in accordance with IFRS, the combined management report, including the non-financial statement of the Group, further sustainability reporting, the Declaration on Corporate Governance, the annual financial statements of Daimler Truck Holding AG, the proposal for the appropriation of distributable profits of the Board of Management, the Remuneration Report and the audit reports of KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, for the annual financial statements of Daimler Truck Holding AG, the consolidated financial statements including the combined management report and the reporting on the accounting-related internal control system, as well as the draft report of the Supervisory Board and the recommendations of the Audit Committee, which also dealt in detail with the aforementioned topics.

The Audit Committee and the Supervisory Board dealt with these documents in detail and discussed them intensively in the presence of the auditors, who reported on the results of their audit and particularly addressed the key audit matters and the relevant audit procedures, including the conclusions drawn, and were available to answer additional questions and provide information. Following the final review of the audit by the Audit Committee and its own review, the Supervisory Board endorsed with the findings of the external audit. It determined that there were no objections to be raised and adopted the financial statements compiled by the Board of Management and the combined management report, including the non-financial statement audited with limited assurance. The 2022 financial statements of the Company were thus adopted. On this basis, the Supervisory Board endorsed the proposal of the Board of Management concerning the appropriation of distributable profits.

The Supervisory Board also adopted the report of the Supervisory Board, the Declaration on Corporate Governance and the Remuneration Report, which was prepared together with the Board of Management in accordance with Section 162 of the German Stock Corporation Act ("AktG").

2022 Annual General Meeting and preparations for the 2023 Annual General Meeting

The first Annual General Meeting of Daimler Truck Holding AG as a listed company took place in Stuttgart on June 22, 2022 as a virtual Annual General Meeting within the meaning of Section 1 of the Act on Measures in the Law on Company, Cooperative, Association, Foundation and Home Ownership to Combat the Effects of the COVID-19 Pandemic ("COVMG").

At its meeting on March 23, 2022, the Supervisory Board approved the agenda and proposed resolutions for the Annual General Meeting. In the run-up to the Annual General Meeting, Joe Kaeser, Chairman of the Supervisory Board, held in-depth discussions with investors and voting proxies on the role of the Supervisory Board in corporate governance during the self-styled "governance roadshows".

At the Annual General Meeting, the resolutions proposed by the Supervisory Board were adopted by a large majority. This included, in particular, the individual election of shareholder representatives explained above and the discharge of members of the Supervisory Board for the 2021 financial year.

In preparation for the 2023 Annual General Meeting, on September 30, 2022, the Supervisory Board passed a resolution on the conditions for staging the Annual General Meeting. At its meeting on March 9, 2023, the Supervisory Board also approved the agenda and the proposed resolutions for the 2023 Annual General Meeting.

Appreciation

The Supervisory Board would like to express its thanks to all employees of the Daimler Truck Group and the members of the management and the Board of Management for their commitment and hard work in the 2022 financial year and their active contribution to the Company's success.

Special thanks should also be given to Claudia Peter and Harald Dorn who made a particularly outstanding contribution to Daimler Truck through their hard work and commitment to the Supervisory Board and who left the Supervisory Board in the 2022 financial year.

Leinfelden-Echterdingen, March 2023

The Supervisory Board



Joe Kaeser
Chairman

A.01**Individualized disclosure of participation in meetings by the members of the Supervisory Board of Daimler Truck Holding AG in the 2022 financial year**

	Participation	Attendance (%)
2022		
Supervisory Board		
Joe Kaeser (Chairman)	7/7	100
Michael Brecht (Deputy chairman)*	7/7	100
Michael Brosnan	7/7	100
Bruno Buschbacher*	7/7	100
Raymond Curry* (since November 22, 2022)	1/1	100
Jacques Esculier	5/7	71
Akihiro Eto	7/7	100
Laura Ipsen	6/7	86
Renata Juno Brüngger	7/7	100
Carmen Klitzsch-Müller*	6/7	86
Jörg Köhlinger*	7/7	100
John Krafciik	7/7	100
Jörg Lorz*	7/7	100
Andrea Reith*	7/7	100
Martin Richenhagen	7/7	100
Andrea Seidel* (since November 22, 2022)	1/1	100
Marie Wieck	7/7	100
Harald Wilhelm	7/7	100
Roman Zitzelsberger*	7/7	100
Thomas Zwick*	7/7	100
Harald Dorn* (until November 22, 2022)	6/6	100
Claudia Peter* (until November 22, 2022)	6/6	100
*Employee representative		
Presidential and Remuneration Committee		
Joe Kaeser (Chairman)	5/5	100
Michael Brecht	5/5	100
Marie Wieck	5/5	100
Roman Zitzelsberger	5/5	100
Audit Committee		
Michael Brosnan (Chairman)	7/7	100
Michael Brecht	7/7	100
Akihiro Eto	7/7	100
Jörg Köhlinger	7/7	100
Harald Wilhelm	7/7	100
Thomas Zwick	7/7	100
Nomination Committee		
Joe Kaeser (Chairman)	1/1	100
Renata Juno Brüngger	1/1	100
Marie Wieck	1/1	100
Mediation Committee		
Joe Kaeser (Chairman)	0/0	/
Michael Brecht	0/0	/
Marie Wieck	0/0	/
Roman Zitzelsberger	0/0	/

A.02**Disclosure of the session mode**

Committee	Number of meetings	thereof as face-to-face ¹	thereof as video or telephone conferences
Supervisory Board	7	3	4
Presidential and Remuneration Committee	5	3	2
Audit Committee	7	2	5
Nomination Committee	1	0	1
Mediation Committee	0	0	0

¹ A face-to-face meeting is a meeting to which members of the Supervisory Board have been invited to participate on site. Attendance by video or telephone link is also possible during an in-person meeting however.