



Report of the Supervisory Board on the 2024 Financial Year

Dear Shareholders,

The 2024 financial year was both a formative and challenging year for your Company. After the record year of 2023, the Company's economic performance in the increasingly difficult market environment was of central importance in the 2024 financial year.

This weakening became particularly evident in Europe and therefore at Mercedes-Benz Trucks. After a robust post-Covid economy in Europe, the past financial year saw a significant weakening. In the 2024 financial year, the effects on the whole Company were offset - at least in part - by a comparatively stable US market and the pleasing development of Daimler Buses. This shows once again the advantages of your Company's global presence. However, one of the lessons learned is that we need to become much more adaptable in the European environment.

Important steps were taken again to ensure the Company's strategic and sustainable direction. These include, in particular, strategic decisions in the area of CO₂e-free transport that were impressively supported by innovative product launches.





With the appointment of Karin Rådström as Chairwoman of the Board of Management and Eva Scherer as Chief Financial Officer, as well as Achim Puchert as responsible Member of the Board of Management and CEO for the Mercedes-Benz Trucks brand, personnel decisions of considerable importance for the future of your Company were also made. They mark a generational change and form together with the further Board of Management colleagues a convincing team for tackling the major future tasks of Daimler Truck. The Supervisory Board will continue to closely monitor the strategic direction of Daimler Truck - also under the new management. The Board of Management plans to present the new strategic targets within a Capital Market Day in July 2025 to the investors and the public.

The 2024 financial year has also shown that, given the ever-increasing challenges we face, we still have a lot to do as a globally acting company. This includes, in particular, increasing the resilience and profitability of Daimler Truck. In this regard customer satisfaction, innovation capabilities, productivity and focus are top priorities. However, a regulatory environment is also needed that promotes the ongoing development of sustainable mobility and gives the commercial vehicle industry the opportunity to continue to operate profitably in the face of competition. This is the only way we can achieve the goal of creating sustainable and superior value for society, the Company, our employees and shareholders. It is therefore important to work together with all representatives of the value chain, particularly in the European Union, to promote fair conditions for European suppliers in global competition.

A further guarantee of success is the commitment and the motivation of all employees in an increasingly complex and challenging environment. The Supervisory Board therefore expressly welcomes the constructive and interactive dialogue between Company management and the employees and their representatives.

Appreciation

The Supervisory Board expresses its thanks to all employees of the Daimler Truck Group as well as to management and the Board of Management for their commitment and dedication in the 2024 financial year and their active contribution to the Company's success. On behalf of the Supervisory Board I would also like to thank you, dear shareholders, for your loyalty to Daimler Truck.

» Significant foundations have been laid to ensure the long-term success of your Company. «

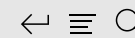
A thank you also goes to Roman Zitzelsberger, who has rendered exceptional services to Daimler Truck through his many years of commitment and dedication to the Supervisory Board and its committees and who retired from the Supervisory Board at the end of the 2024 financial year. Replacing him, Barbara Resch was appointed to the Supervisory Board, in his place with effect from January 01, 2025.

I would like to close by paying tribute to the impressive life's work of Martin Daum, who stepped down from the Board of Management of Daimler Truck at the end of the 2024 financial year and ended his role as Chairman of the Board of Management on September 30, 2024. Martin Daum has shaped the Company in many different roles and led it into its future as independent company. Daimler Truck is also his life's work. The Supervisory Board would like to express its many thanks to Martin Daum for this and especially for the many years of constructive collaboration.

Leinfelden-Echterdingen, March 2025

For the Supervisory Board

Joe Kaeser
Chairman



Report of the Supervisory Board

In the following, we report on the work of the Supervisory Board and its committees in the 2024 financial year. The report of the Audit Committee is also integrated into this report.

Responsibility and working methods of the Supervisory Board

The Supervisory Board of Daimler Truck Holding AG fully performed its duties in the 2024 financial year. The responsibilities of the Supervisory Board are defined in particular by the German Stock Corporation Act (AktG), the Articles of Incorporation of Daimler Truck Holding AG, and the Rules of Procedure for the Supervisory Board and its committees. In addition, the German Corporate Governance Code (DCGK) in its currently valid version represents an important set of rules, which the Supervisory Board naturally attaches great importance to observing as far as possible.

As part of its responsibilities, the Supervisory Board continuously advised and monitored the Board of Management on the management of the Company and actively provided support on important issues related to the strategic direction and future development of the Company and the Daimler Truck Group. This applied in particular to active discussions in respect of the evaluation of financial performance in relation to the Company's own targets as well as benchmarked to competition as well as matters critical to the success of the transformation of the commercial vehicle industry such as autonomous driving.

In the 2024 financial year, the Supervisory Board also examined numerous business transactions under the existing rights of approval and, after extensive consultation, passed resolutions on each of them. In many cases, these business transactions arose from the strategic direction of Daimler Truck in respect of the ongoing transformation of the commercial vehicle industry and included product projects, sustainability issues as well as financial and investment projects and plans.

Within the framework of its legal responsibilities and after thorough preparation by the Audit Committee, the Supervisory Board also examined whether the annual financial statements and consolidated financial statements, the combined management report including the integrated Group Sustainability Statement for the Daimler Truck

Group and the other financial reporting were prepared in accordance with the applicable requirements and also complied with them in all respects.

During the 2024 financial year, the Supervisory Board also received regular reports and information from the Board of Management on significant economic developments at the Daimler Truck Group and its segments and discussed the content with the Board of Management and the management representatives. The reports included information on the intended business policy and other fundamental questions of corporate planning, including financial, investment and personnel planning, the liquidity and profitability of the Company and the Group, the situation of the Company and the Group, including its segments as well as information about the course of business. The Board of Management's reports also included updates about the procurement and sales markets. Additionally, and in the course of strategy discussions with the Board of Management, transformation and sustainability issues within the commercial vehicle industry as well as their potential technological, financial and economic impacts on the Company were discussed.

The members of the Supervisory Board prepared for the meetings on the basis of documents that were made available to them by the Company before the meetings. The preparation for the meetings also included separate preliminary discussions on the part of shareholder and employee representatives, some of which were attended by members of the Board of Management. The committees of the Supervisory Board intensively prepared for the meetings of the Supervisory Board in accordance with their respective responsibilities. In particular, Joe Kaeser as Chairman of the Supervisory Board as well as Michael Brosnan as Chairman of the Audit Committee regularly attended bilateral meetings with members of the Board of Management and the management of the Company to exchange views. This included regular meetings with the Chief Legal and Compliance Officer and the Head of Corporate Audit. The other members of the Supervisory Board made use of this on a subject-specific basis.

Topics in the 2024 financial year

In the 2024 financial year, the Supervisory Board of Daimler Truck Holding AG held seven meetings and passed one resolution without holding a meeting. Further information on the meeting modalities and

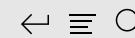
the members' participation in meetings can be found in the overview at the end of this report. [↗ A.01](#) [↗ A.02](#) [↗ A.03](#)

The meetings of the Supervisory Board were characterized by an open and constructive exchange. In addition to the intensive discussion of the relevant business transactions and measures, the Supervisory Board also focused on the exchange of information on key topics in regular Executive Sessions, which took place without the Board of Management being present. Topics discussed included succession planning questions as well as the evaluation of strategic issues of great importance and organizational matters.

At an extraordinary meeting on January 10, 2024, the Supervisory Board appointed Eva Scherer as a member of the Board of Management as Chief Financial Officer, effective April 01, 2024, for a period of three years, i.e. until March 31, 2027. Eva Scherer succeeded Martin Daum, who had held the function of Chief Financial Officer on an interim basis since the tragic passing of Jochen Goetz in August 2023. The appointment of Eva Scherer concluded the selection process initiated by the Supervisory Board in 2023, which included the participation of an international recruitment agency, to find a long-term successor for the important position of Board of Management member responsible for finance and controlling.

At its meeting on February 29, 2024, the Supervisory Board dealt with the Board of Management remuneration, the annual and consolidated financial statements and the combined management report, the integrated non-financial statement for the Daimler Truck Group, and the other financial and sustainability reporting. In addition to the Board of Management remuneration, which is dealt with separately, other topics included questions on the battery strategy and the preparation of the Annual General Meeting on May 15, 2024. The Supervisory Board also focused on discussing important sustainability issues and dealt in detail with sustainability reporting in this regard.

At the meeting on May 03, 2024, the Supervisory Board discussed the interim report for the first quarter of 2024 for information purposes, received a corresponding financial update, and discussed current developments in the field of hydrogen-powered trucks. Furthermore, the Board of Management resolved to reappoint Karl Deppen as a member of the Board of Management with responsibility for Trucks Asia for a further five years from the end of his current



appointment, i.e. until November 30, 2029. At this meeting, the Supervisory Board also decided not to extend Stephan Unger's appointment as a member of the Board of Management beyond its end on June 30, 2024. We are pleased that Stephan Unger was persuaded to continue to perform his duties as Head of the Financial Services segment within the Company.

A meeting held on May 14, 2024, the day before the Annual General Meeting of Daimler Truck Holding AG, was dedicated to succession planning for the Board of Management. In this regard, the Supervisory Board also dealt in particular with strategic issues.

At the meeting on August 01, 2024, the focus was on business transactions from the operational area and strategic measures in addition to the informational discussion of the half-yearly financial report 2024. In this regard, the Supervisory Board dealt in particular thoroughly with the development of autonomous trucks and again discussed in detail the current status of succession planning for the Board of Management.

At an extraordinary meeting on September 04, 2024, the Supervisory Board then decided to appoint Karin Rådström as Chairwoman of the Board of Management of Daimler Truck Holding AG with effect from October 01, 2024 for the duration of her appointment, which runs until January 31, 2029. She thus succeeded Martin Daum, who, after a unique career and outstanding service to Daimler Truck, in mutual agreement with the Supervisory Board, resigned from his position as Chairman of the Board of Management on September 30, 2024 and as a member of the Board of Management on December 31, 2024. Fortunately, Martin Daum had agreed to support the transition to Karin Rådström between October 01 and December 31, 2024 and to take on several key tasks from his previous area of responsibility beyond his resignation from the position of Chairman of the Board of Management. The Supervisory Board's decision to make a change in this crucial position in the Company was preceded by a comprehensive selection process, which was largely coordinated by the Presidential and Remuneration Committee with the involvement of an international recruitment agency and with regular reporting to the Supervisory Board.

By resolution of November 10, 2024, the Supervisory Board appointed Achim Puchert, previously Head of Mercedes-Benz do

Brasil and Latin America, as a member of the Company's Board of Management with responsibility for the Europe and Latin America regions and the Mercedes-Benz Trucks brand, effective December 01, 2024, for three years until November 30, 2027. Achim Puchert thus assumed the area of responsibility previously held by Karin Rådström even after her appointment as Chairwoman of the Board of Management.

Finally, the meeting of the Supervisory Board on December 06, 2024, dealt in particular with issues relating to the Board of Management remuneration, corporate planning and corporate governance, which are each reported on separately, as well as the reporting on significant strategic issues, including in the area of autonomous driving. The Supervisory Board also decided to extend the appointment of John O'Leary as member of the Board of Management responsible for the North America region and the Freightliner, Western Star and Thomas Built Buses brands until December 31, 2026, at the latest. In addition, the Supervisory Board dealt with the allocation of responsibilities within the Board of Management and approved adjustments planned for the 2025 financial year. The designations of responsibilities applicable since the 2025 financial year can be found in the section [The Board of Management](#).

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

The Supervisory Board continuously dealt with corporate governance issues in the 2024 financial year and was supported in this regard especially by the Presidential and Remuneration Committee. The Supervisory Board also exchanged views on these topics in particular with the Company's Chief Legal and Compliance Officer.

At its meeting on December 06, 2024, the Supervisory Board dealt in depth with issues of corporate governance and especially with the draft of the 2024 Declaration of Compliance with the DCGK. In this context, the Supervisory Board also discussed the implementation of key recommendations of the DCGK and, in particular, the independence of shareholder representatives within the meaning of the DCGK. The 2024 Declaration of Compliance with the DCGK in accordance with Section 161 of the German Stock Corporation Act (AktG) was adopted on December 06, 2024. With the exceptions justified therein, all recommendations of the Code are complied with.

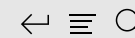
In the interests of good corporate governance, the members of the Company's Supervisory Board are obliged to disclose conflicts of interest to the Supervisory Board as a whole. Such conflicts of interest may arise in particular from an advisory or governing board position with customers, suppliers or lenders of the Company or other third parties. There were no such conflicts of interest during the reporting period.

In view of the positive working experience, the Supervisory Board decided to make only minor adjustments to the Rules of Procedure for the Supervisory Board and its committees. The Supervisory Board approved these adjustments at its meeting on December 06, 2024.

At its meeting on December 06, 2024, the Supervisory Board also discussed the requirements profiles for the Board of Management and the Supervisory Board and determined whether they had been fulfilled. The composition of the Board of Management and the Supervisory Board of Daimler Truck Holding AG is based in particular on diversity concepts with regard to aspects such as educational and professional background, gender and age. The Supervisory Board has combined these diversity concepts with the requirements of the Act on the Equal Participation of Women and Men in Management Positions (Second Management Positions Act or FÜPoG) and other requirements for the skills of the members of the executive bodies in overall requirement profiles for the Board of Management and the Supervisory Board. Following the positive experiences with the requirements for the knowledge and experience of the Supervisory Board members, which were most recently expanded in 2023, the Supervisory Board decided to focus on expanding the relevant skills and not to make any significant changes.

On the basis of the requirement profiles for the Board of Management and the Supervisory Board, the Supervisory Board also prepared qualification matrices reflecting the respective implementation status and discussed their structure and their planned publication in the [Declaration on Corporate Governance](#) at its meeting on December 06, 2024.

At the same meeting, the Supervisory Board also determined the fulfillment of the requirements profile of the Board of Management applicable during the reporting period for the current composition of the Board of Management.



According to Section 96 Subsection 2 German Stock Corporation Act (AktG), supervisory boards of listed companies subject to joint co-determination must consist of at least 30% women and 30% men. This quota must be met by the Supervisory Board as a whole. If the shareholder or employee representatives object to the overall fulfillment to the Chairman of the Supervisory Board before the election, the minimum quota for this election must be met separately by the shareholder and employee representatives. As the overall fulfillment was not objected to, the gender quota must be met by the Supervisory Board as a whole.

On December 31, 2024, the Supervisory Board of Daimler Truck Holding AG consisted of six women (of these, three were on the shareholder side and three on the employee side) and fourteen men (of these, seven were on the shareholder side and seven on the employee side). Notwithstanding the overall fulfillment, the shareholder and employee sides also fulfilled the minimum requirement for their respective sides throughout the 2024 financial year. Following the judicial appointment of Barbara Resch as member of the Supervisory Board with effect from January 01, 2025, the employee side exceeds the minimum quota.

Remuneration of the Board of Management

The remuneration system for the members of the Board of Management applicable in the 2024 financial year (Remuneration System 2023+) was determined by the Supervisory Board at its meeting on December 15, 2022 and specified in more detail most recently in December 2023. On this basis, the Supervisory Board set the targets for the 2024 financial year at its meeting on February 29, 2024, upon recommendation of the Presidential and Remuneration Committee. The Supervisory Board also determined the target achievement for the 2023 financial year. At its meeting on December 06, 2024, the Supervisory Board again dealt with the remuneration system for the members of the Board of Management in more detail after preparation by the Presidential and Remuneration Committee and prepared the decisions to be made in 2025 to set the targets for 2025 and on target achievement for 2024. Further details can be seen in the description of the remuneration system published on the Company's website at www.daimlertruck.com/en/company/corporate-governance/board-of-management/remuneration-of-the-board-of-management.

Dealing with the strategic direction of the Company

In the 2024 financial year, the Supervisory Board also dealt in depth on several occasions with the strategic direction of the Daimler Truck Group, including the sustainable 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 regularly discusses in detail the business planning for the further strategic direction and the economic developments expected from this for the Group. Another special focus is on the strategic direction of Daimler Truck in the area of battery-electric and hydrogen-powered transport. Most recently, the Supervisory Board dealt with the Company's strategic direction at its meeting on December 06, 2024. The Supervisory Board intends to hold a dedicated strategy meeting in the first half of 2025 together with the Board of Management led by the new Chairwoman of the Board of Management, Karin Rådström.

Self-assessment of the Supervisory Board

In accordance with the corresponding recommendation of the DCGK, the Supervisory Board last carried out a self-assessment in the 2023 financial year. Important results from this measure were also incorporated into the work of the Supervisory Board in the 2024 financial year. The next self-assessment is currently planned for the 2025 financial year.

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

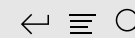
At its meeting on December 6, 2024, the Supervisory Board discussed and approved the corporate planning, the Daimler Truck Business Planning. For this purpose, the Supervisory Board had appropriate documents at its disposal, which also took sustainability-related aspects, such as the unit sales of zero-emission vehicles, into account in corporate planning. Throughout the 2024 financial year, the Supervisory Board dealt in depth with planning issues and, in particular, with competition benchmarks. In addition, the Supervisory Board dealt with the framework for liquidity risk management developed by the Company.

Composition of the Supervisory Board and its committees

The Supervisory Board of Daimler Truck Holding AG consists of twenty members. In accordance with the provisions of the German Co-Determination Act, it is to be composed of ten employee representatives and ten shareholder representatives. The term of office of the ten Supervisory Board members elected by the 2022 Annual General Meeting ends in 2026, the term of office of the employee representatives elected by the workforce in November 2022 ends in 2027, with one employee representative appointed by the court in October 2023 and one employee representative in January 2025. According to this, Supervisory Board is equally composed. The Supervisory Board of Daimler Truck Holding AG has established and appointed a Presidential and Remuneration Committee, an Audit Committee, a Nomination Committee and a Mediation Committee in accordance with the relevant provisions of the German Co-Determination Act. The committees were staffed as follows in the 2024 financial year:

Presidential and Remuneration Committee

In accordance with the Rules of Procedure, Joe Kaeser, as Chairman of the Supervisory Board, also chairs the Presidential and Remuneration Committee, and Michael Brecht, as Deputy Chairman of the Supervisory Board, is also Deputy Chairman of the Presidential and Remuneration Committee in accordance with the Rules of Procedure. Additionally, the Supervisory Board elected Marie Wieck and Roman Zitzelsberger as members of the Presidential and Remuneration Committee. After Roman Zitzelsberger resigned from the Supervisory Board with effect from December 31, 2024, the Supervisory Board elected Barbara Resch, who had been appointed by the court with effect from January 01, 2025, 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 in 2022. The Audit Committee elected Michael Brosnan as its Chairman and Michael Brecht as its Deputy Chairman. As Chairman of the Audit Committee, Michael Brosnan is independent of Daimler Truck Holding AG and its Board of Management within the meaning of the corresponding recommendation of the DCGK. With Harald Wilhelm and Michael Brosnan, the Audit Committee has two members with financial expertise within the meaning of Section 100 Subsection 5 German Stock Corporation Act (AktG) and the corresponding recommendation of the DCGK.

Nomination Committee

In accordance with the Rules of Procedure, Joe Kaeser, as Chairman of the Supervisory Board, also chairs the Nomination Committee. In 2022, the Supervisory Board elected Marie Wieck and Renata Jungo Brüngger as further members of the Nomination Committee.

Mediation Committee

The Supervisory Board set up a Mediation Committee for the first time in 2022 and elected Marie Wieck and Roman Zitzelsberger as further members of the Mediation Committee. In accordance with the Rules of Procedure, Joe Kaeser, as Chairman of the Supervisory Board, also chairs the Mediation Committee and Michael Brecht, as Deputy Chairman of the Supervisory Board, is also Deputy Chairman of the Mediation Committee. By resolution of the employee representatives in the Supervisory Board, Barbara Resch was elected to the Mediation Committee in place of Roman Zitzelsberger with effect from January 01, 2025.

Changes to the Board of Management and Supervisory Board

The composition of the Supervisory Board did not change in the 2024 financial year. Roman Zitzelsberger resigned from his mandate as a member of the Supervisory Board for personal reasons with effect from December 31, 2024. Subsequently, upon application of the Board of Management, Barbara Resch was appointed to the Supervisory Board as an employee representative by the Stuttgart District Court with effect from January 01, 2025. In the 2025 financial year, Andrea Reith resigned from her mandate with effect from June 30, 2025. A judicial appointment of a successor is initiated.

At an extraordinary meeting on January 10, 2024, the Supervisory Board appointed Eva Scherer to the Board of Management as Chief Financial Officer, effective April 01, 2024, for a term of three years, i.e. until March 31, 2027.

At its meeting on May 03, 2024, upon recommendation of the Presidential and Remuneration Committee, the Supervisory Board reappointed Karl Deppen, responsible for Trucks Asia, as a member of the Board of Management for a further period of five years from December 01, 2024, i.e. until November 30, 2029.

Also at this meeting, the Supervisory Board decided not to extend the appointment of Stephan Unger as a member of the Management Board, which expired on June 30, 2024, and approved the continuation of Stephan Unger's duties within the Chairman of the Board of Management's area of responsibility.

At an extraordinary meeting on September 04, 2024, the Supervisory Board resolved on the previously mentioned appointment of Karin Rådström as Chairwoman of the Board of Management of Daimler Truck Holding AG with effect from October 01, 2024, as the successor to Martin Daum, who left the Board of Management on December 31, 2024.

By resolution of November 10, 2024, the Supervisory Board appointed Achim Puchert as a member of the Board of Management with responsibility for the Europe and Latin America regions and the Mercedes-Benz Trucks brand for a term of three years from December 01, 2024, and thus until November 30, 2027. At its meeting on December 06, 2024, the Supervisory Board additionally resolved to extend the appointment of John O'Leary as a member of the Board of Management responsible for the North America region and the Freightliner, Western Star and Thomas Built Buses brands until December 31, 2026, at the latest.

There were no further changes to the Board of Management in the 2024 financial year.

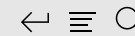
Work of the Audit Committee

The Audit Committee held a total of six meetings in the 2024 financial year and passed one resolution outside a meeting. In

compliance with the relevant legal and other requirements, the member of the Board of Management responsible for Finance and Controlling and representatives of the auditor in particular attended the meetings as regular guests. The Audit Committee regularly consulted with the auditor without the Board of Management. Representatives of the management also attended the meetings on individual agenda items. The Chairman of the Audit Committee held regular individual meetings with the members of the Committee, the member of the Board of Management responsible for Finance and Controlling and the aforementioned representatives of the management of the Daimler Truck Group, particularly to prepare for and follow up on the meetings. Michael Brosnan also regularly exchanged information with the representatives of the auditor on important issues relating to the audit and informed the members of the Committee about these.

During the course of the 2024 financial year, the Audit Committee discussed the annual and consolidated financial statements, the combined management report and the results of the respective audits, the interim financial reports and the results of the respective audit reviews prior to their publication with the responsible member of the Board of Management, the Head of Accounting and representatives of the auditor. The reports from the Corporate Audit, Compliance and Legal departments also supplemented the regular content of the meetings. The Audit Committee received regular reports about ongoing legal proceedings, the legal risk situation, the compliance management system and information on internal and external reports received in the Group's internal whistleblower system "SpeakUp" (formerly the Business Practices Office, BPO) and the measures taken to deal with them. Another particular focus of the Audit Committee's work in the 2024 financial year was the Company's readiness to comply with the requirements for sustainability reporting in accordance with the EU Corporate Sustainability Reporting Directive (CSRD).

In preparation for the meeting of the Supervisory Board on the same day, the Audit Committee, at its meeting on February 29, 2024, intensively examined and discussed the annual and consolidated financial statements and the combined management report, each audited with an unqualified auditor's opinion, including the non-financial statement of the Group audited with limited assurance and



the further sustainability reporting for the 2023 financial year, the Declaration on Corporate Governance and the proposal to the Annual General Meeting for the appropriation of profits and the remuneration report. The auditor's representatives reported in detail on the results of the audit and in this report addressed in particular the audit focus areas, the "Key Audit Matters", and the respective audit procedures, including the conclusions drawn in each case, and were available to the Committee to answer questions and provide additional information. The auditor's reports on the annual and consolidated financial statements (including the particularly important audit matters in the audit opinions issued), on the internal control system and on significant transactions relating to the financial statements were discussed with the auditor's representatives. In addition, the Audit Committee also dealt with the Company's risk management system. After an in-depth examination and discussion, the Audit Committee recommended that the Supervisory Board approve the prepared financial statements, the combined management report including the non-financial statement of the Group and the further sustainability reporting, the Declaration on Corporate Governance and the proposal regarding the appropriation of profits to the Annual General Meeting. The Audit Committee also approved its report on the 2023 financial year.

With regard to the Company's auditor, the Audit Committee particularly addressed their independence. After analyzing the quality of the audit, the Audit Committee also addressed the recommendation to the Supervisory Board regarding the proposal to the Annual General Meeting to appoint KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, as auditor, Group auditor and auditor for the review of interim financial reports for the 2024 financial year and for the interim financial reports for the 2025 financial year in the period up to the next Annual General Meeting in the 2025 financial year. After the Annual General Meeting on May 15, 2024, following the appointment by the Annual General Meeting, the Audit Committee assigned KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, with the audit of the annual and consolidated financial statements, the internal control systems and the audit review of the interim financial reports for the 2024 financial year and authorized Michael Brosnan to sign the corresponding engagement letters and the fee agreement.

In the 2024 financial year, the Audit Committee decided to prepare for a change of auditor from the 2027 financial year and to initiate the necessary selection process by means of an audit tender. The initiation of this process had become necessary due to an

announcement by the responsible German authority regarding the recognition of audits carried out in the former Daimler Group before the establishment of Daimler Truck Holding AG.

Work in the further committees

The **Presidential and Remuneration Committee** met ten times in the 2024 financial year. The Committee's work focused on issues of corporate governance and Board of Management remuneration. Another particular focus was the succession planning for the Board of Management, on which the Presidential and Remuneration Committee made recommendations to the Supervisory Board. The Presidential and Remuneration Committee also supported the Chairman of the Supervisory Board in his work and dealt with the assumption of external and other mandates by Board of Management members, personnel matters and directors' and officers' insurance (D&O insurance).



Michael Brecht, Deputy Chairman, and Joe Kaeser, Chairman of the Supervisory Board of Daimler Truck Holding AG.



The **Nomination Committee** met once in the 2024 financial year. The purpose of this meeting was to address the overall requirements profile for the composition of the Supervisory Board and the terms of office of the shareholder representatives on the Supervisory Board. In this regard, the Nomination Committee also dealt already with the upcoming elections of the shareholder representatives by the Annual General Meeting in the 2026 financial year.

There was no reason to convene the **Mediation Committee** in the 2024 financial year.

Audit of the annual and consolidated financial statements for the 2024 financial year

The annual financial statements of Daimler Truck Holding AG and the combined management report for 2024 for Daimler Truck Holding AG and the Group have been duly audited by KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin, and have been provided with an unqualified audit opinion. This also applies to the 2024 consolidated financial statements prepared in accordance with IFRS, the combined management report including the Group Sustainability Statement for the Daimler Truck Group.

At its meeting on March 13, 2025, the Supervisory Board dealt with the annual and consolidated financial statements and the combined management report, each of each audited with an unqualified auditor's opinion, including the Group Sustainability Statement for the Daimler Truck Group audited with "limited assurance", the Declaration on Corporate Governance and the proposal to the Annual General Meeting for the appropriation of profits and the remuneration report.

The Supervisory Board members were provided with extensive draft documents for preparation, including the annual report, the consolidated financial statements prepared in accordance with IFRS, the combined management report, the Group Sustainability Statement for the Daimler Truck Group to be audited by the auditor with limited assurance, as well as the Declaration on Corporate Governance, the annual financial statements of Daimler Truck Holding AG, the Board of Management's proposal for the appropriation of profits, 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 had also dealt with the aforementioned topics in depth.

The Audit Committee and the Supervisory Board discussed these documents in detail and in the presence of the auditor, who reported on the results of his audit and, in particular, addressed the key audit matters and the respective audit procedures, including the conclusions made, and was available for additional questions and information. Following the final result of the examination by the Audit Committee and its own examination, the Supervisory Board endorsed the result of the audit by the auditor, determined that no objections were to be raised and approved the financial statements prepared by the Board of Management and the combined management report, including the Group Sustainability Statement for the Daimler Truck Group audited with limited assurance. The Company's 2024 annual financial statements were thus approved. On this basis, the Supervisory Board endorsed the Board of Management's proposal for the appropriation of profits. Additionally, the Supervisory Board endorsed the determination of the Audit Committee that there were no indications that the internal control system, the risk management system, the compliance management system and the internal audit system were ultimately not appropriate or not effective.

The Supervisory Board also approved the report of the Supervisory Board, the Declaration on Corporate Governance and the remuneration report prepared together with the Board of Management in accordance with Section 162 German Stock Corporation Act (AktG).

2024 Annual General Meeting and preparations for the 2025 Annual General Meeting

The Annual General Meeting of Daimler Truck Holding AG was held as a virtual Annual General Meeting in accordance with the relevant provisions of stock corporation law on May 15, 2024 in Stuttgart.

At its meeting on February 29, 2024, the Supervisory Board adopted the agenda and proposed resolutions for the Annual General Meeting. In the run-up to the Annual General Meeting, the Chairman of the Supervisory Board held in-depth discussions with investors and proxy advisory as part of the so-called Governance roadshows. These meetings provided valuable information on shareholders'

expectations and about potential improvements in interaction with the Company's owners.

At the Annual General Meeting, the management's proposed resolutions were each adopted by large majorities. These included, in particular, the discharge of the members of the Supervisory Board and the Management Board for the 2023 financial year.

At its meeting on March 13, 2025, the Supervisory Board also adopted the agenda and proposed resolutions for the 2025 Annual General Meeting.

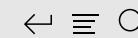
Leinfelden-Echterdingen, March 2025

For the Supervisory Board

Joe Kaeser
Chairman

For the Audit Committee

Michael Brosnan
Chairman

**A.01**

Individualized disclosure of participation in meetings by the members of the Supervisory Board of Daimler Truck Holding AG in the 2024 financial year - Supervisory Board

	Participation	Attendance (%)
2024		
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
Jacques Esculier	7/7	100
Akihiro Eto	7/7	100
Laura Ipsen	7/7	100
Renata Juno Brüngger	7/7	100
Carmen Klitzsch-Müller*	7/7	100
Jörg Köhlinger*	7/7	100
John Krafcik	6/7	86
Jörg Lorz*	7/7	100
Andrea Reith*	7/7	100
Martin H. Richenhagen	7/7	100
Andrea Seidel*	7/7	100
Shintaro Suzuki*	7/7	100
Marie Wieck	7/7	100
Harald Wilhelm	7/7	100
Roman Zitzelsberger*	7/7	100
Thomas Zwick*	7/7	100

*Employee representative

A.02

Individualized disclosure of participation in meetings by the members of the Supervisory Board of Daimler Truck Holding AG in the 2024 financial year - Committees of the Supervisory Board

	Participation	Attendance (%)
2024		
Presidential and Remuneration Committee		
Joe Kaeser (Chairman)	10/10	100
Michael Brecht*	10/10	100
Marie Wieck	10/10	100
Roman Zitzelsberger*	10/10	100
Audit Committee		
Michael Brosnan (Chairman)	6/6	100
Michael Brecht*	6/6	100
Akihiro Eto	6/6	100
Jörg Köhlinger*	6/6	100
Harald Wilhelm	6/6	100
Thomas Zwick*	6/6	100
Nomination Committee		
Joe Kaeser (Chairman)	1/1	100
Renata Jungo 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	/

*Employee representative

A.03

Disclosure of the session mode

	Number of meetings	thereof as face-to-face ¹	thereof as video or telephone conferences
2024			
Supervisory Board	7	4	3
Presidential and Remuneration Committee	10	4	6
Audit Committee	6	4	2
Nomination Committee	1	1	0
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.