

DAIMLER TRUCK

Daimler Truck Holding AG

Synopsis of Article 10 of the Articles of Incorporation

Annual General Meeting
on May 27, 2025



Covenience translation.
The German text is legally binding.

Article 10 (§ 10)

Remuneration of the Supervisory Board, Liability Insurance

- (1) The members of the Supervisory Board shall receive a fixed basic remuneration for each full financial year in the amount of EUR ~~120~~ 160,000.00 for each individual member.
- (2) ~~The~~ In deviation from paragraph (1), the basic remuneration for the Chairman of the Supervisory Board shall ~~receive an additional amount to~~ EUR ~~240~~ 360,000.00; in deviation from paragraph (1), for the Deputy Chairman of the Supervisory Board ~~an additional~~ it shall amount to EUR ~~120~~ 240,000.00 ~~as remuneration~~.
- (3) Members of a committee of the Supervisory Board shall receive the following additional remuneration for each full financial year:
 - the Chairman of the Audit Committee shall receive an additional EUR ~~120~~ 150,000.00, and each other member of the Audit Committee shall receive an additional EUR ~~60~~ 70,000.00;
 - ~~each~~ the Chairman of the Presidential and Remuneration Committee shall receive an additional EUR 80,000.00, and ~~each other~~ member of the Presidential and Remuneration Committee shall receive an additional EUR 50,000.00;
 - ~~each~~ the Chairman of other committees shall receive an additional EUR 50,000.00, and ~~each other~~ member of other Supervisory Board committees shall receive an additional EUR ~~24~~ 30,000.00.

Functions on committees shall only be taken into account for a maximum of three committees; if a member of the Supervisory Board has functions in more than this maximum number of Supervisory Board committees, the three highest-paid committee functions shall be relevant. Functions on committees shall only be remunerated for a financial year if the relevant committee has held at least one meeting in discharge of its duties during that period.

- (4) The members of the Supervisory Board and its committees shall receive an attendance fee of EUR ~~1,100~~ 500.00 for each meeting of the Supervisory Board and its committees that they attend as members. Attendance by telephone or via a video conference or any other similar customary means of telecommunication shall be considered as attendance of a meeting. The attendance fee shall only be paid once for multiple meetings of the Supervisory Board and/or its committees on one calendar day.
- (5) The remuneration and the attendance fee shall be payable within two months of the end of each financial year.
- (6) If any members of the Supervisory Board resign from the Supervisory Board during a financial year, or if any members are appointed during a financial year, they shall

receive the remuneration on a pro rata temporis basis. If a member of the Supervisory Board resigns from a function for which there is additional remuneration or assumes such a function during the year, the previous sentence shall apply mutatis mutandis in respect of the remuneration for the relevant function. Pro rata remuneration for functions on committees shall require that the relevant committee has held at least one meeting in discharge of its duties during the respective part of the financial year.

- (7) The members of the Supervisory Board shall be reimbursed for all their expenses and the value-added tax payable on the Supervisory Board remuneration.
- (8) The members of the Supervisory Board shall be covered by insurance against pecuniary damage, taken out by and in the interest of the Company in an appropriate amount for corporate bodies and certain senior executives, to the extent such insurance coverage exists. The insurance premiums shall be paid by the Company.

- (9) The provisions in this Article 10 shall be applied for the first time for the financial year beginning on January 1, 2026; with regard to the remuneration of the members of the Supervisory Board for financial years before this point in time, the provisions of the Articles of Incorporation in the version of November 6, 2024, shall apply.

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