DAIMLER TRUCK

Daimler Truck

Business Partner Standards

Doing the Right Thing Together.

July 2023

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01 Introduction

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. We want to develop advanced technologies for our customers, build amazing vehicles and offer intelligent services. In addition, we strive to fulfill our social responsibility in an exemplary manner.

At Daimler Truck, we rely on values such as trust and integrity and on common principles about how we approach our work. The only way for us as a company to set an example on a global scale is to act in an ethically and legally responsible manner at local level – on every production floor and in every office – completely independent of the area of responsibility or hierarchy level: **Each and every one of us has a responsibility to act with integrity**. To make a real impact, it is essential that this goal is extended to our business partners as well.

We as Daimler Truck AG are a participant of the United Nations (UN) Global Compact[2] and we are strongly committed to respect and support human rights, in particular the rights of our employees and their representatives, as well as to protect the environment, enable fair competition and fight corruption.

Our commitment to excellence applies to how we treat our employees and how we do business with our customers and partners. We can only achieve our goals when we work together trustfully.

Our Daimler Truck Code of Conduct, our guideline to doing the right thing, defines the behavior that we expect from everyone in the Daimler Truck Group. As such, the provisions contained in that policy are binding for every one of us. However, we do not stop at our own front door; we expect correct behavior from our business partners. That is why we have developed our binding Daimler Truck Business Partner Standards, which are complementing our Daimler Truck Code of Conduct.

These Daimler Truck Business Partner Standards outline our commitment to and expectations towards our business partners. **Adherence to these standards** is the highest requirement for successful collaboration. Detailed provisions and specific conditions are set out in our contractual terms, particularly the Daimler Truck Special Terms.

[1] "Daimler Truck" refers to Daimler Truck Holding AG and its controlled Daimler Truck group companies.
[2] Explanation of highlighted terms in the glossary starting on p. 15.

02 What We Stand For: Our 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 are shaping the future of freight and passenger transport and its operation sustainably.
- We take responsibility for people, the environment and society.

Sustainability is an integral part of our corporate behavior. The framework we have set for our responsible actions is known as ESG. Accordingly, we concentrate on the three topics of "**E**nvironment", "**S**ocial" and "Corporate **G**overnance".

We also need to navigate through challenging situations brought about by changes to our industry. We comply with laws, internal and external rules as well as agreements with employee representatives, trade unions, and voluntary commitments.

In order to live up to our expectations, we are guided by our corporate principles:

We start with listening.

Before we start, let us get an overview. 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. In order 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. In particular, we are attentive to any conflicts of interest that may arise, we never tolerate corruption or fraud, and we enable fair competition.

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, with regard to 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 the Daimler Truck Group – and behind them all is a strong family that shares the same motivation: creating progress for our customers' benefit.

This motivation is based on a common goal: We do what we do for all who keep the world moving.

03 How We Work:
Our Behavior Guidelines

Principles for Working Together

Choosing business partners

The Daimler Truck Group expects its business partners, such as suppliers and sales partners, and their business partners along the entire value chain to adhere to the Daimler Truck Business Partners Standards and comply with applicable laws.

We conduct an integrity check before entering into any contracts on a risk-based approach. The employees responsible for choosing business partners are obligated to screen them to the extent allowed by law using a transparent selection process. This ensures that potential business partners comply with our Business Partner Standards.

We also expect our business partners to comply with our requirements after the contract has been concluded. They undertake to base their actions on these values and continuously reflect upon them.

In addition, our business partners are obliged to inform their employees about the applicable laws, guidelines and our Daimler Truck Business Partner Standards as well as the related requirements. Our business partners are also expected to share these regulations with their business partners and ensure compliance with them.

Concerns regarding integrity or possible violations of laws and/or the Business Partner Standards will be reviewed together with the business partner. If they cannot be resolved, we reserve the right to take legal action that may include terminating the business relationship.

Conflicts of interest

The Daimler Truck Group and its partners respect the individual interests and personal lives of their employees. Every employee has to make sure that personal and private financial interests do not influence business decisions.

Therefore, we avoid 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.

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 the Daimler Truck Group 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.

We as Daimler Truck employees **may not encourage, ask for or demand** gifts, invitations, personal services or favors for ourselves or others from business partners. 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.

Advertising items and occasional gifts given voluntarily can be accepted if they are of reasonable value. We accept invitations from business partners to dinners or events only if they are given freely, serve a business purpose, do not occur with excessive frequency and if the invitation is appropriate for the occasion. We have set a reference value of 50 euros for gifts from third parties as an amount that can be seen as appropriate, and 100 euros for invitations from third parties.

The employees of Daimler Truck and its partners obtain approval for taking up official responsibilities in other companies. Participating on the management board, supervisory board, advisory board or other governing body of any other company could lead to conflicts of interest. For that reason, employees are not permitted to take on such duties until they have been approved.

All parties involved including their employees can only acquire and hold shares and interests in each other or competitors if it is a small-scale investment and the possibility of a conflict of interest or the appearance of a conflict of interest has been ruled out. This rule may not be circumvented by having a third party hold the shares on behalf of the employee or business partner.

Information security and business secrets

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.

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

Most notably, **business secrets** – for example, inventions, 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 the information the same way. Our employees and you, as our partner, are required to comply with laws and internal regulations for protecting business secrets and respect the business secrets of competitors, business partners and customers.

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

Compliance with Laws & Regulations

Product safety and compliance with technical regulations

The quality of our products and services has a high priority for us at Daimler Truck. We are doing our utmost at every level within our company to make the mobility of the future as safe as possible. Throughout the product life cycle, we ensure the legal and regulatory conformity of our products.

We expect our business partners to guarantee the same. Upon delivery, all products and services must meet the **contractually defined criteria** for quality as well as active and passive safety standards, and they must be safe to use for their intended purpose.
Our business partners and we are obliged to notify users of our products, in a suitable manner, about the use and **possible risks** involved in handling the product.

To fulfill these requirements, it is essential to obey all relevant **laws and regulations** as well as to take into consideration possible consequences of one's personal conduct throughout the product life cycle. If the legal framework conditions are unclear, you can provide your employees with orientation by establishing appropriate **structures and procedures**.

If you identify potential risks in the interpretation of any laws or regulations, we expect you to address them **directly and openly** with us.

Further, we expect **immediate notification** from our business partners in case of facts that substantiate suspicions of a violation of legal requirements or regulations regarding regulatory conformity, emission and product safety with implications for Daimler Truck.

Tax and customs regulations

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.

Antitrust law

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 respect **fair competition**. Compliance with laws that protect and promote competition is the basis for trusting partnerships and collaboration with us. We expect you to obey antitrust laws and ensure fair and free competition.

Foreign trade legislation

Compliance with foreign trade regulations is fundamental for a globally engaged company such as the Daimler Truck Group and for its business partners. Foreign trade 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. 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 regulations under foreign trade laws applicable to their area of responsibility.

Economic sanctions and money laundering

We comply with all applicable national and supra-national economic sanctions and support the community of states to fight against money laundering and terrorism financing. The Daimler Truck Group and its business partners comply with all relevant legal requirements. Our business processes must be designed in such a way that all forms of white-collar crime are

prevented. We observe the above requirements applicable to our area of responsibility. This includes, in particular, the current sanction lists.

Daimler Truck expects its business partners to have adequate risk management processes in place for ensuring compliance with relevant laws and regulations. Violations of sanctions as well as anti-money laundering laws can result in fines, imprisonment, reputational risks, the freezing of assets or cause companies to be placed on sanction lists themselves.

Intellectual property protection

Daimler Truck and its 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.

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 securities issued by Daimler Truck or the respective partner (for example stock or shares of Daimler Truck Holding AG or the partner), then you are **prohibited from sharing the information in question without authorization or using it for securities transactions**. This applies as long as the information in question was not published in the manner prescribed by law (ad-hoc announcement).

Corruption prevention

In the Daimler Truck Group, 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.

The Daimler Truck Group 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 the Daimler Truck Group and its partners, we avoid even the mere appearance of undue influence.

Daimler Truck and its partners also act in accordance with the Daimler Truck Code of Conduct and Business Partner Standards when in contact with public officials. We avoid even the mere

appearance of undue influence – for example, through monetary payments, non-cash rewards and other benefits. We follow this rule even when such gifts are expected or supposedly customary for official business.

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

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

Each of us plays an important role in complying with laws and internal regulations. The prerequisite for this is that all of our employees and business partners know which regulations are relevant for their own area.

Handling data

With our commitment to data responsibility, we have defined a clear framework of action for the Daimler Truck Group 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 a valuable asset to generate a sustainable increase in value for our company. Data and its systematic analysis is 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 thus create sustainable trust among our customers, employees, and business partners. 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 you, as our partner, handle data as responsibly and transparently as we have stipulated for our company.

Social Responsibility and Environmental Protection

At Daimler Truck, we underline our responsibility for the society and environment with a strong, forward-looking corporate governance.

We also take responsibility for society and our employees. Where we can make a contribution, change something for the better, we do it.

We are committed to the Paris Climate Protection Agreement. We want to make CO2-neutral transport a success and thus contribute to combat climate change. Having CO_2-neutral transport on the road by 2050 is our ultimate goal.

In this regard, we expect our business partners to agree to support the following:

Respect for human rights

Daimler Truck has made a commitment to respect and support all internationally recognized human rights as defined by the UN Guiding Principles on Business and Human Rights. We therefore place special importance on the rights expressed in the UN **International Bill of Human Rights** and the **International Labor Organization's (ILO)** fundamental conventions.

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

Human Rights Due Diligence
Daimler Truck and its partners respect and support all internationally recognized human rights and are committed to prevent human rights violations. This also and especially applies during crises and encompasses due diligence with regard to other issues that can be linked to human rights abuses, such as harm to the environment, digitalization and corruption. When engaging in commercial activities in their area of influence, our partners are required to carry out human rights due diligence to identify, prevent, mitigate and account for how they address adverse human rights impacts of their business activities. In particular, they take care that they are not committing or, also, involved in human rights violations and that they have processes in place to enable the remediation of any adverse human rights impacts that may have occurred.

Condemnation of child labor
Daimler Truck and its partners are committed to the effective and total abolition of child labor as defined by the relevant ILO Conventions[3]. 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.

[3] ILO Convention No. 138 and No. 182.

No forced labor - Free choice of employment

Daimler Truck and its partners reject all forms of modern slavery. We condemn the use of forced or compulsory labor as per the relevant ILO Conventions[4] 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 must be in compliance with, may be found in the ILO's publication entitled ***ILO Indicators of Forced Labor***.

Freedom of association and right to collective bargaining

Daimler Truck and its partners respect their employees' rights to associate, enter into collective bargaining and discuss working conditions openly with management without fear of reprisals. 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.

Diversity, equal opportunity 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 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.

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

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.

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 the workplaces of our business partners to strive to meet this standard. 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.

Fairness in pay, working hours and social benefits

Daimler Truck and its 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.

No Corporal Punishment

Daimler Truck and its 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.

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, the 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 in order to identify and take appropriate action to address such risks.

Environmental protection

Environmental protection is one of the 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 expect our business partners to commit themselves to environmental protection and to set ambitious goals in this regard.

General environmental responsibility
We expect our business partners to act in accordance with the precautionary principle with regard to environmental protection, take initiatives to promote greater environmental responsibility and promote the development and diffusion of environmentally friendly technologies.

We require our business partners who supply components and/or production material to implement a certified environmental management system in accordance with ISO 14001, EMAS or comparable standards no later than two years after concluding a respective supply contract.

Comply with environmental regulations for environmentally friendly production and products

At Daimler Truck, we consider an integrated environmental protection approach in every stage of the value chain – from extraction of resources to development and production up to the utilization phase and disposal of products. As a consequence, our business partners have to comply with all applicable environmental regulations for production and products. This includes permit conditions.

In particular, we expect our business partners to meet the provisions of the Minamata Convention on mercury as of 10 October 2013, the Stockholm Convention on persistent organic pollutants as of 23 May 2001 and of the Basel Convention on waste as of 22 March 1989 in its current versions.

Climate protection

At Daimler Truck, we strive for our new trucks and buses to be CO2-neutral on the road in Europe, the US and Japan by 2039 – and globally by 2050. We have realized CO2-neutral[5] production in Europe; in the US, Japan and India we strive for it in 2025 - and globally by 2039. We expect our business partners, in particular our direct suppliers, to agree to support us on our path towards climate neutrality.

Environmentally friendly production and resource efficiency

At Daimler Truck, we ensure that optimum environmental protection is guaranteed during every phase of production. We take a proactive approach to preventing and minimizing the impact of accidents that may harm the environment and avoid or reduce the use and consumption of resources. We place special focus on applying and further developing technologies that conserve and reduce energy, water and waste. We therefore require our business partners to use strategies and measures in avoiding and reducing the use and consumption of resources, reducing emissions (air and noise) and enabling materials to be recycled and reused.

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 zardous materials management outlining proper procedures so that the substances can be safely handled, transported, stored, recycled, reused and disposed of.

[5] Among other things through the procurement of CO_2-free electricity from solar, wind and hydropower and through procurement of certificates.

04 Complying with the Business Partner Standards

For Daimler Truck, above standards are not optional, but serve as a guide for our conduct. We expect the same from our partners, who are required to communicate these standards to their employees as well as to share them with their suppliers and actively promote compliance with them.

Those who are not committed to our Business Partner Standards cannot be our partners.

Treatment of violations

Violations of laws, regulations and other standards, in particular, our 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.

There are a number of channels for reporting such violations and request assistance. These channels include the Daimler Truck World Employee Committee and Industry, all Global Union as well as, in particular, our whistleblowing system *SpeakUp*.

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 violations of laws or regulations. Potential violations of our Business Partner Standards, including in particular violations of human rights and environmental obligations by our direct and indirect suppliers, can also be reported via *SpeakUp*. *SpeakUp* will forward these reports to the internal unit responsible for handling related cases.

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

For more information, please visit our website at
www.daimlertruck.com/en/company/compliance/whistleblowing-system-speakup

Support and assistance

In addition to these Business Partner Standards, we have made other information sources available to you.

Daimler Truck offers you as our business partner a web-based module (**Compliance Awareness Module**) with content related to these Business Partner Standards. The Compliance Awareness Module includes, among other things, topics such as corruption prevention or the establishment of a value-based corporate culture.

- Please find the module for **sales business partners** and **suppliers** here: dt-compliance-awareness-module.com
- As a **supplier**, you will additionally find all relevant regulations and key information about your partnership with Daimler Truck at supplier.daimlertruck.com

You will find more information about sustainability at Daimler Truck AG on our website: daimlertruck.com/sustainability

We look forward to a mutually beneficial partnership with you.

05 Glossary

Ad-hoc announcement	Public announcement by a listed company relating to inside information, i.e. information that might 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. A subset of machine learning is deep learning. 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 the Daimler Truck Group, which is open to all employees, business partners and other third parties in order 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 the Daimler Truck Group 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 the Daimler Truck Group'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 in the context of product safety and conformity to technical regulations refers to compliance with national and international legal requirements, technical norms and standards, the state of the art in science and technology, and Daimler Truck guidelines; in as far as they stipulate technical standards.
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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