

Adjustments to the remuneration system 2023+

Following the approval of the remuneration system 2023+ for the members of the Board of Management of Daimler Truck Holding AG by the Annual General Meeting on June 21, 2023, the Supervisory Board resolved the following non-material adjustments to the remuneration system:

Long-term variable remuneration instrument (LTI)

As in the financial year 2023, in the financial year 2024 and subsequent years - subject to a deviating resolution by the Supervisory Board - only the relative share price performance will be used as a financial performance criterion in the LTI. The "further financial performance criterion" provided for in section 4.2.2. from 2024 onwards will not be applied until further notice. In addition to the existing regulations on the forfeiture of remuneration entitlements in Section 5.1 of the remuneration system, entitlements from the LTI may also be forfeited in certain constellations if the employment relationship ends because the member of the Board of Management does not agree to its extension. The Supervisory Board passed the corresponding resolutions in December 2023.

Post-contractual non-competition clause; compensation for non-competition

The members of the Board of Management are subject to a post-contractual non-competition clause for a period of 12 months after termination of their employment. During this period, the members of the Board of Management receive compensation for non-competition for each month in the amount of 100 percent of their last monthly base remuneration. The company can waive compliance with the non-competition clause with the effect that it is released from the obligation to pay the compensation for non-competition six months after the waiver has been declared. The Supervisory Board passed the corresponding resolution in June 2023.