

DAIMLER TRUCK

Governance Roadshow 2023

March, 2023



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WKN: DTR0CK
Bloomberg Ticker: DTG:GR
Reuters Ticker: DTGGe.DE

Disclaimer

This document contains forward-looking statements that reflect our current views about future events. The words “aim”, “ambition”, “anticipate”, “assume”, “believe”, “estimate”, “expect”, “intend”, “may”, “can”, “could”, “plan”, “project”, “should” and similar expressions are used to identify forward-looking statements. These statements are subject to many risks and uncertainties, including an adverse development of global economic conditions, in particular a decline of demand in our most important markets; a deterioration of our refinancing possibilities on the credit and financial markets; events of force majeure including natural disasters, pandemics, acts of terrorism, political unrest, armed conflicts, industrial accidents and their effects on our sales, purchasing, production or financial services activities; changes in currency exchange rates, customs and foreign trade provisions; a shift in consumer preferences; a possible lack of acceptance of our products or services which limits our ability to achieve prices and adequately utilize our production capacities; price increases for fuel or raw materials; disruption of production due to shortages of materials, labour strikes or supplier insolvencies; a decline in resale prices of used vehicles; the effective implementation of cost-reduction and efficiency-optimization measures; the business outlook for companies in which we hold a significant equity interest; the successful implementation of strategic cooperations and joint ventures; changes in laws, regulations and government policies, particularly those relating to vehicle emissions, fuel economy and safety; the resolution of pending governmental investigations or of investigations requested by governments and the outcome of pending or threatened future legal proceedings; and other risks and uncertainties, some of which are described under the heading “Risk and Opportunity Report” in the current Annual Report or in the current Interim Report. If any of these risks and uncertainties materializes or if the assumptions underlying any of our forward-looking statements prove to be incorrect, the actual results may be materially different from those we express or imply by such statements. We do not intend or assume any obligation to update these forward-looking statements since they are based solely on the circumstances at the date of publication.

Governance Roadshow 2023

01 | Sustainable Business Strategy

02 | Supervisory Board

03 | Board of Management
(Focus: Remuneration System)

04 | Annual General Meeting



DAIMLER TRUCK'S VISION AND STRATEGY ARE CLEAR

Determined to lead the way to sustainable transportation

**LEADING
SUSTAINABLE
TRANSPORTATION**



**DUAL STRATEGY: BATTERY-ELECTRIC &
HYDROGEN-BASED DRIVES**

**RAISING PERFORMANCE
& VALUE CREATION**



**UNLOCK PROFIT AND FCF POTENTIAL:
LEVERAGE GLOBAL FOOTPRINT & HIGHER
RESILIENCE**

**IN PURSUIT OF PROFIT
AND TECHNOLOGY LEADERSHIP**

SUSTAINABILITY: BUILDING THE WAY FORWARD

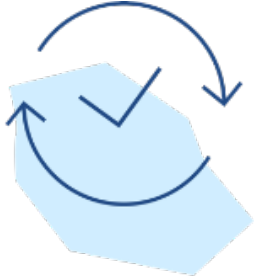
Daimler Truck has a holistic view on sustainability and focuses on nine topics



ENVIRONMENT



SOCIAL



GOVERNANCE



Green Products



Green Production



Green Supply Chain



Our People



Human Rights



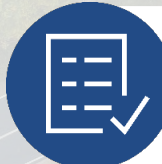
Traffic Safety



Responsible Governance



Compliance & ESG Risk Management



Reporting & Transparency

SUSTAINABILITY: WHAT WE FOCUS ON

Daimler Truck's ambitions



ENVIRONMENT

GREEN PRODUCTS



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.

GREEN PRODUCTION



We have realized CO₂-neutral production in Europe; in the US, Japan and India we strive for it in 2025 - and globally by 2039.

GREEN SUPPLY CHAIN



We strive together with our direct suppliers for CO₂-neutral products and services in Europe, the US and Japan by 2039 – and globally by 2050.



SOCIAL

OUR PEOPLE



We strive to be an employer of choice, and we foster a culture of diversity, equity and inclusion – leading to a sense of belonging across all levels and regions.

HUMAN RIGHTS



We are strongly committed to respect and support human rights and we expect the same from our business partners throughout the value chain.

TRAFFIC SAFETY



We strive for zero accidents with our trucks and buses.



GOVERNANCE

RESPONSIBLE GOVERNANCE



We follow corporate governance rules and integrate sustainability into our business targets and our management compensation.

COMPLIANCE & ESG RISK MANAGEMENT



We prevent and manage compliance and ESG risks with standardized systems.

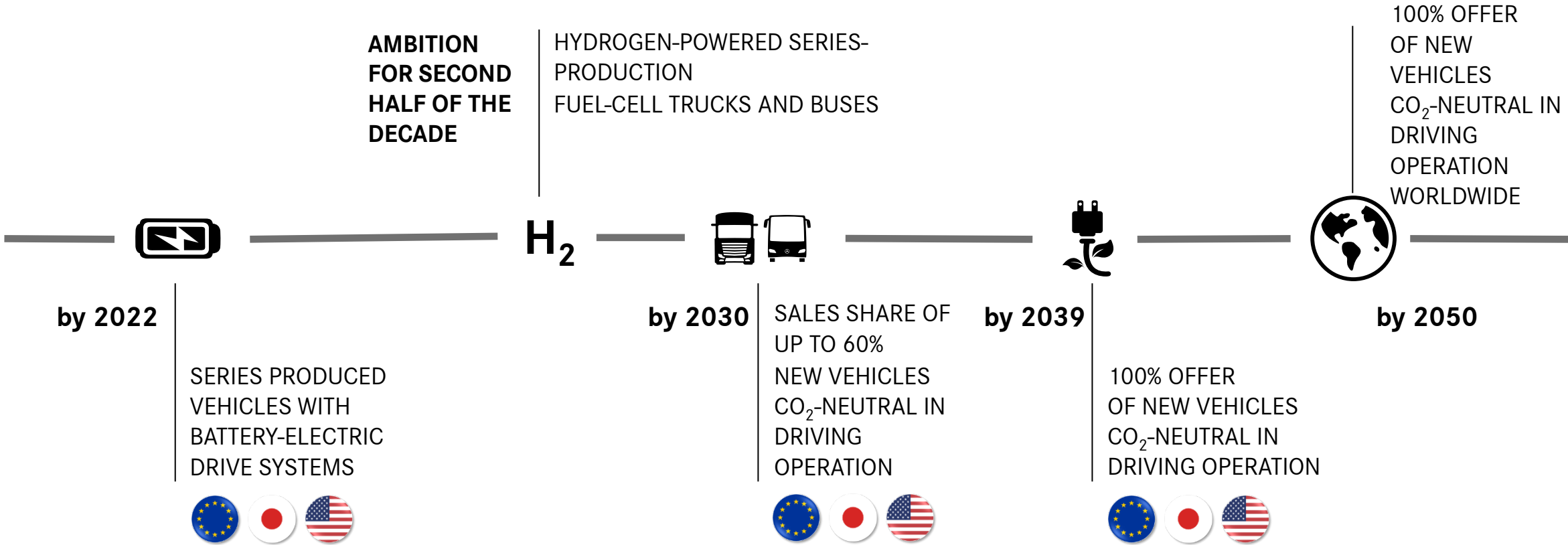
REPORTING & TRANSPARENCY



We deliver a transparent and reliable sustainability reporting and steer sustainability targets comprehensively.

PATH TO CO2-NEUTRAL TRANSPORT

Daimler Truck is committed to the Paris Climate Protection Agreement



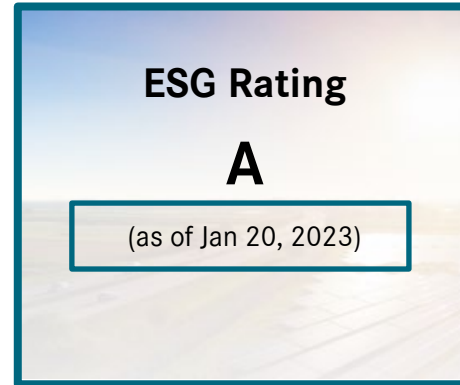
ESG REPORTING

Active engagement with ESG rating agencies in order to increase transparency

SUSTAINALYTICS

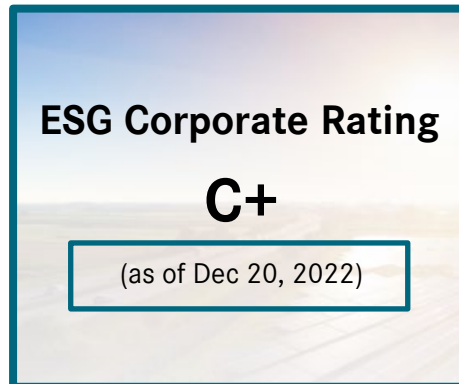


MSCI



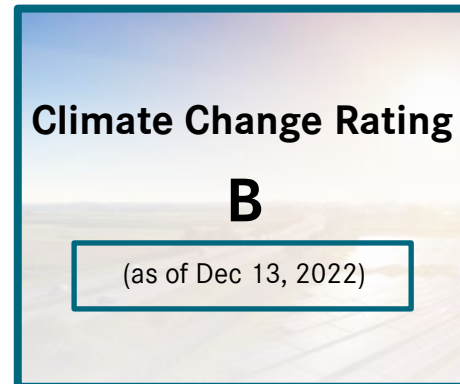
Scale: AAA to CCC

ISS ESG



Scale: A+ to D-

CDP



Scale: A to D-

- » We have the clear **ambition to lead the industry's transformation** with an uncompromising commitment to deliver sustainable solutions.
- » We are a **signatory of the UN Global Compact** and published a comprehensive **Sustainability Report** (integrated in the Annual Report) on March 10, 2023.
- » We have **received our first ratings** from well known ESG rating agencies.

Governance Roadshow 2023

01 Sustainable Business Strategy

02 Supervisory Board

03 Board of Management
(Focus: Remuneration System)

04 Annual General Meeting



RELEVANCE OF SUSTAINABILITY FOR CORPORATE GOVERNANCE

Highlights of the work of the Supervisory Board in 2022

In the course of 2022 the Supervisory Board dealt with and had resolutions on:

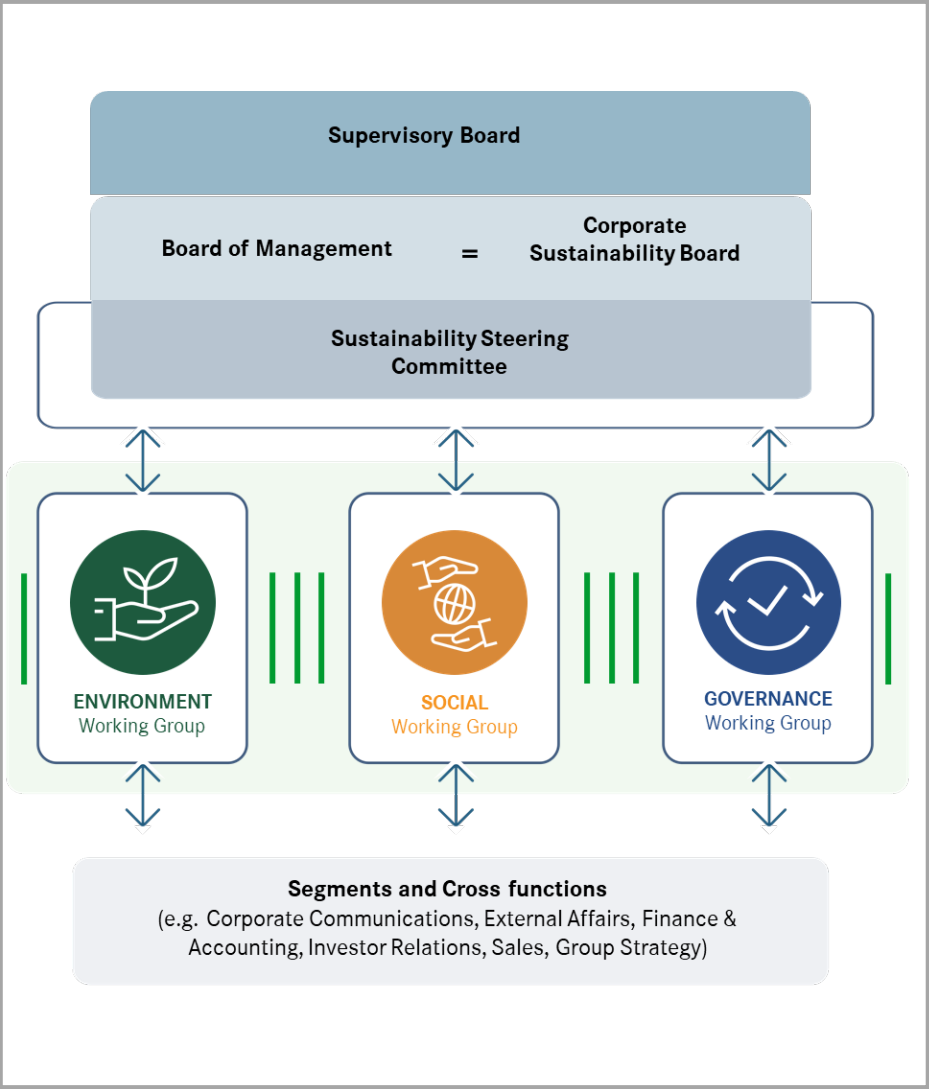
Sustainability	The Supervisory Board advises and monitors the Board of Management in its management in particular also with regard to sustainability issues .	Overall requirements profiles for the Board of Management and the Supervisory Board also include expertise on sustainability issues relevant to the company.	Responsibility Allocation to the Supervisory Board.
“Leading Sustainable Transportation”	Zero-emission vehicle technology: <ul style="list-style-type: none">• Battery-Electric and hydrogen-based drives• Product projects	Corporate Strategy taking into account social and environmental factors.	Daimler Truck Business Planning including corresponding financial and sustainability-related objectives.
Board of Management Remuneration System	New remuneration system for FY2023. ¹	Sustainability-related objectives within corporate strategy in the context of remuneration.	



¹ New Remuneration System effective as of January 1, 2023 subject to approval by the Annual General Meeting on June 21, 2023

CORPORATE GOVERNANCE IN THE CONTEXT OF SUSTAINABILITY

Sustainability is managed through a strong governance structure



Supervisory Board

Overall responsibility in accordance with GCGC for advising and supervising the Board of Management in particular also with regard to sustainability issues.

- Supervision includes the sustainability-related aspects in corporate strategy and business planning and the internal control system, risk management system and compliance management systems.
- Its members have broad expertise in sustainability areas relevant to the company.

Committees deal with sustainability issues within their scope of responsibility.

- **Presidential and Remuneration Committee:** Sustainability-related objectives relevant for the Board of Management remuneration and target setting.
- **Audit Committee:** Supporting the Supervisory Board in supervision of sustainability reporting, accounting and accounting process. Financial experts with expertise also in sustainability reporting and its audit.

Board of Management

Regular meetings as Corporate Sustainability Board (led by CEO) on sustainability issues relevant to the company.

- Considers social and ecological objectives appropriately in the corporate strategy and business planning.
- The Board of Management further ensures that the internal control system, risk management system and compliance management systems also cover sustainability-related objectives.

Sustainability Steering Committee

Steers and coordinates important sustainability-related matters.

- Led by the Chief Legal and Compliance Officer.
- Including various working groups led by top management representatives.

SUPERVISORY BOARD OF DTH AG & DT AG

Shareholder representatives



*Chairman
SB, PRC*

Joe Kaeser

Chairman of the Supervisory Board of DTH AG & DT AG and of Siemens Energy AG



*Chairman
AC*

Michael Brosnan

Former CFO of Fresenius Medical Care AG & Co. KGaA



Jacques Esculier

Former CEO and Chairman of WABCO Holdings



Akihiro Eto

Former President and Global Chief Operating Officer of Bridgestone Corporation



Laura Ipsen

President and CEO Ellucian Company L.P.



Renata Jungo Brüngger

Member of the Board of Mercedes-Benz Group AG & Mercedes-Benz AG responsible for Integrity and Legal Affairs



John Krafcik

Former CEO of Waymo LLC



Martin Richenhagen

Former Chairman, President and CEO of AGCO Corporation



Marie Wieck

Former General Manager IBM Blockchain



Harald Wilhelm

Member of the Board of Mercedes-Benz Group AG & Mercedes-Benz AG responsible for Finance & Controlling/MB Mobility

SUPERVISORY BOARD DTH AG & DT AG

Employee representatives



*Deputy
Chairman
SB, AC,
PRC*

Michael Brecht

Chairman of the Group Works Council of DT AG. Chairman of the Central Works Council of DT AG. Chairman of the Works Council of the Mercedes-Benz Plant in Gaggenau



Bruno Buschbacher

Chairman of the Central Works Council of EvoBus GmbH. Chairman of the Works Council of the Mercedes-Benz Plant Mannheim



Thomas Zwick

Deputy Chairman of the Central Works Council of Daimler Truck AG. Chairman of the Works Council of the Mercedes-Benz plant Wörth



Jörg Lorz

Member of the Central Works Council of DT AG; Chairman of the Works Council of the Mercedes-Benz Kassel Plant



Carmen Klitzsch-Müller

Chairwoman of the Works Council of the Corporate Headquarter of DT AG, Stuttgart Location



Andrea Reith

Chairwoman of the Works Council of the EvoBus GmbH plant Ulm/Neu-Ulm. Deputy Chairwoman of the General Works Council of EvoBus GmbH



Andrea Seidel ¹

Deputy Chairwoman of the Central and Group Spokesperson's Committee of the Senior Executives at DT AG. Chairwoman of the Spokesperson's Committee of Senior Executives at DT headquarters Leinfelden-Echterdingen



Roman Zitzelsberger

German Metalworkers' Union (IG Metall), District Manager Baden-Württemberg



Jörg Köhlinger

German Metalworkers' Union (IG Metall), District Manager Central



Raymond Curry ¹

President of United Auto Workers (UAW)

SHAREHOLDER REPRESENTATIVES

Updated overall requirements profile for the Supervisory Board

		Kaeser (Chair)	Brosnan	Esculier	Eto	Ipsen	Jungo Brügger	Krafcik	Richenhagen	Wieck	Wilhelm
Educational & Professional Background	Technology			✓		✓		✓		✓	
	Finance	✓	✓ audit, acc. ¹	✓	✓						✓ acc. ¹
	Sustainability ²	E, G	G	S		S	S, G	S		S, G	G
Diversity	Gender quota ³ (SB: 30% male and 30% female)	male	male	male	male	female	female	male	male	female	male
	General age limit (max. 72 years at (re)election ⁴)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Generation mix (min. 8 in SB max. 62 years at (re)election)			✓	✓	✓	✓	✓		✓	✓
	Internationality (SR: min. 30% and total SB: 15%)		✓	✓	✓	✓	✓	✓	✓	✓	
Personal Suitability	Independence (>50% of SR) ¹	✓	✓	✓	✓	✓		✓	✓	✓	
	Time effort	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	No overboarding ⁵	(✓) ^{6,7}	✓	✓	✓	✓	(✓) ⁶	✓		✓	(✓) ⁶
General Limit for Membership Duration: 12 years max. ¹ (year of first election)		✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)	✓ (2021)

(E) – Environment (S) – Social (G) – Governance (SB) – Supervisory Board (SR) – Shareholder Representative - (acc.) – Financial expert accounting - (audit) – Financial expert audit | ¹ As defined in GCGC | ² Expertise regarding sustainability issues relevant to Daimler Truck | ³ In accordance with German Stock Corporation Act ("AktG") | ⁴ SR election on June 22, 2022 | ⁵ Group mandates only counted once according to overall requirements profile | ⁶ Overboarding in accordance with GCGC despite fulfillment of overall requirements profile | ⁷ Overboarding in accordance with overall requirements profile ended on June 1, 2022 due to end of the mandate for NXP Semiconductors N.V.

EMPLOYEE REPRESENTATIVES

Updated overall requirements profile for the Supervisory Board

		Brecht (Deputy Chair)	Buschbacher	Curry	Klitzsch- Müller	Köhlinger	Lorz	Reith	Seidel	Zitzelsberger	Zwick
Educational & Professional Background	Technology	✓	✓			✓	✓	✓	✓	✓	✓
	Finance	✓		✓						✓	
	Sustainability ²	E, S, G	E	S	S	G	S		S	E, S, G	
Diversity	Gender quota ³ (SB: 30% male and 30% female)	male	male	male	female	male	male	female	female	male	male
	General age limit (max. 72 years at (re)election ⁴)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Generation mix (min. 8 in SB max. 62 years at (re)election)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Internationality (SR: min. 30% and total SB: 15%)			✓					✓		
Personal Suitability	Independence (>50% of SR) ¹	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	Time effort	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	No overboarding ⁵	✓	✓	✓	✓	(✓) ⁶	✓	✓	✓	✓	✓
General Limit for Membership Duration: 12 years max. ¹ (year of first election)		n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

(E) – Environment (S) – Social (G) – Governance (SB) – Supervisory Board - (ER) – Employee Representatives - (acc.) – accounting | ¹ As defined in GCGC | ² Expertise regarding sustainability issues relevant to Daimler Truck | ³ In accordance with German Stock Corporation Act ("AktG") | ⁴ ER election on November 22, 2022 | ⁵ Group mandates only counted once according to overall requirements profile | ⁶ Overboarding in accordance with GCGC despite fulfillment of overall requirements profile

HIGH DIVERSITY AND EXPERTISE IN SUPERVISORY BOARD

Shareholder Representatives and Employee Representatives

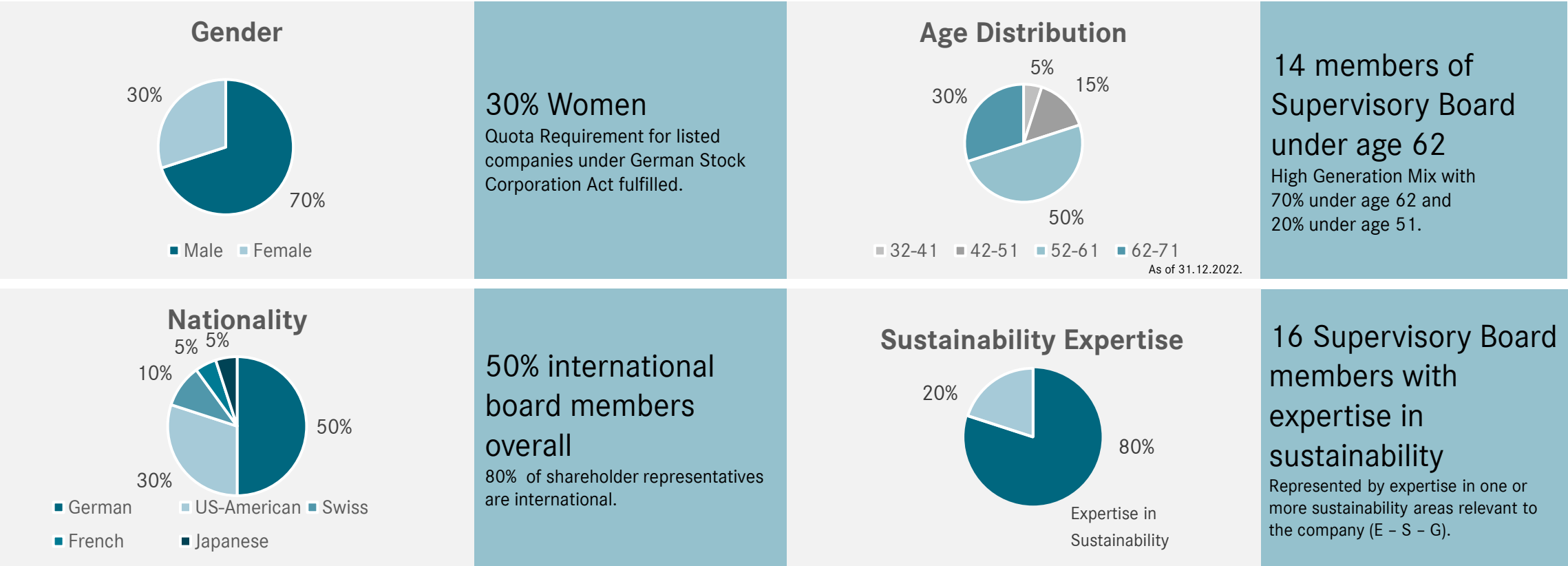
10 shareholder representatives

*elected by the Annual General Meeting
(Elected on June 22, 2023 until 2026)*



10 employee representatives

*elected by delegates of the employees from the Group's German operations
(Elected on November 22, 2022 until 2027)*



COMMITTEES SUPPORT THE WORK OF THE SUPERVISORY BOARD

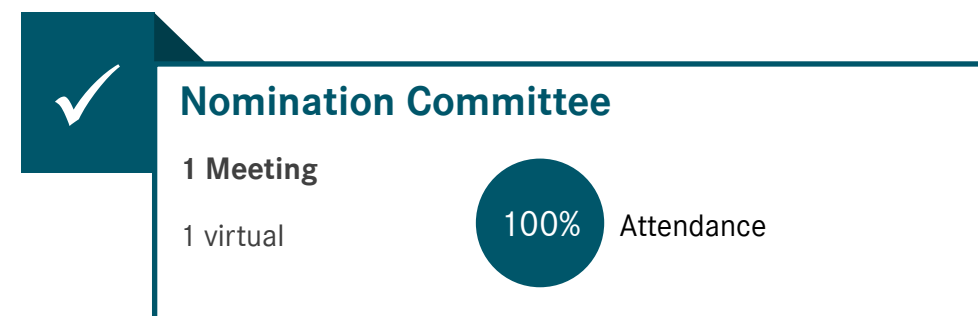
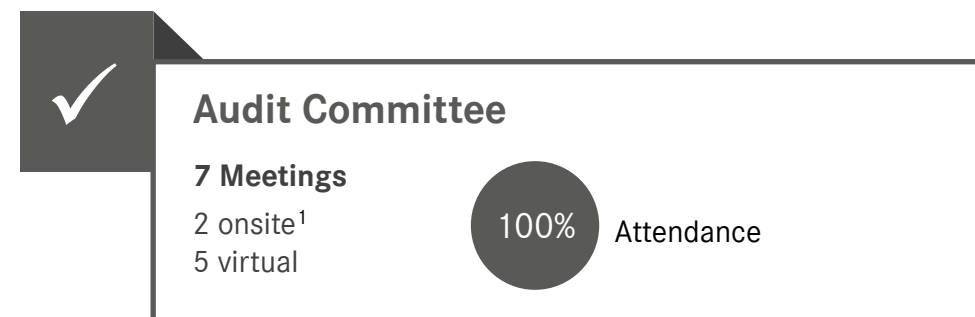
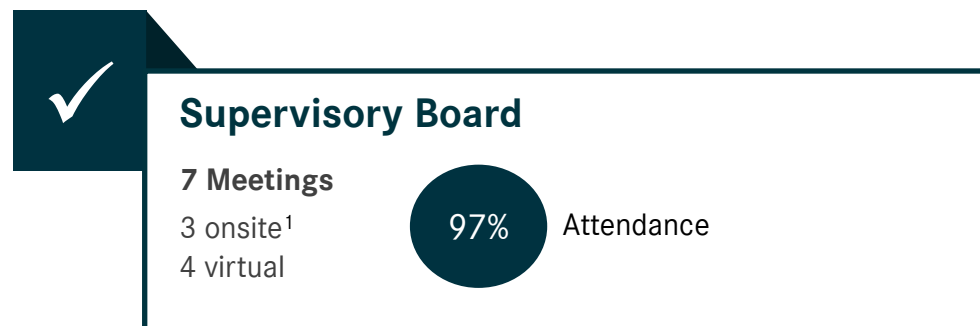
Committees at a glance with updated responsibilities based on GCGC 2022

<h2 style="text-align: center;">SUPERVISORY BOARD</h2>	<ul style="list-style-type: none"> • Advisory role, supervision, control function, in particular also in regard to <u>sustainability issues</u>. • Succession planning, remuneration, appointment of the Board of Management.
<h2 style="text-align: center;">AUDIT COMMITTEE</h2> <div style="display: flex; justify-content: space-around; align-items: center;">       </div>	<ul style="list-style-type: none"> • Recommendations to the Supervisory Board regarding examination of financial reporting, risk management, internal controls and <u>sustainability reporting</u>. • Selection, independence check, remuneration of the annual auditor. • Reports from Business Practices Office, Compliance, Legal, Corporate Audit, Data Protection.
<h2 style="text-align: center;">PRESIDENTIAL AND REMUNERATION COMMITTEE</h2> <div style="display: flex; justify-content: space-around; align-items: center;">     </div>	<ul style="list-style-type: none"> • Recommendations to the Supervisory Board for contractual issues, remuneration, appointment of the Board of Management members, <u>sustainability-related objectives</u> within Board of Management remuneration and target setting. • Approval of sideline activities of the Board of Management.
<h2 style="text-align: center;">NOMINATION COMMITTEE</h2> <div style="display: flex; justify-content: space-around; align-items: center;">    </div>	<ul style="list-style-type: none"> • Committee composed of shareholder representatives only. • Preparation of proposals for election of shareholder representatives to General Meeting according to overall requirements profile.
<h2 style="text-align: center;">MEDIATION COMMITTEE</h2> <div style="display: flex; justify-content: space-around; align-items: center;">     </div>	<ul style="list-style-type: none"> • Established pursuant to its obligations under § 31 (3) Co-Determination Act. • Only necessary if shareholder and employee representatives cannot align on the appointment of Board of Management members.

(I) - Independent

WAY OF WORKING IN THE SUPERVISORY BOARD

High attendance rate and interaction throughout all meetings



Separate **pre-discussions** for the preparation of the Supervisory Board meetings are held by the shareholder and employee representatives, supported by the Board of Management.

Ongoing dialogue between the Chairman of the Supervisory Board as well as the Chairman of the Audit Committee and the Board of Management.

Executive Sessions of the Supervisory Board without the involvement of the Board of Management, including feedback after every Supervisory Board meeting.

Dialogue between Supervisory Board members and Board of Management, first management level on specific topics.

¹ A meeting in person is a meeting to which the members of the Supervisory Board have been invited to participate onsite. However, attendance by video or telephone conference is also possible during a meeting in person.

FIXED REMUNERATION FOR SUPERVISORY BOARD MEMBERS

Remuneration is regulated as a function-related fixed remuneration

REMUNERATION SUPERVISORY BOARD MEMBERS¹

On June 22, 2022, the Annual General Meeting confirmed the existing provisions on the Supervisory Board members' remuneration in Article 10 of the Articles of Incorporation and adopted the remuneration system for the members of the Supervisory Board with a large majority of 99.84% under agenda item 7.

Each member of the Supervisory Board receives a fixed remuneration of €120,000 after the end of the financial year.

The Chairman of the Supervisory Board receives additional €240,000 and the Deputy Chairman of the Supervisory Board additional €120,000.

Each member of the Audit Committee receives additional €60,000 and the Chairman of the Audit Committee receives additional €120,000; each member of the Presidential and Remuneration Committee receives additional €50,000 and each member of the other committees of the Supervisory Board receives additional €24,000.



¹ Remuneration of the Supervisory Board: Daimler Truck

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BOARD OF MANAGEMENT

With a broad competence profile and sustainability expertise

							
Martin Daum	Jochen Goetz	John O'Leary	Karin Rådström	Karl Deppen	Dr. Andreas Gorbach	Jürgen Hartwig	Stephan Unger
Chairman of the Board of Management	Responsible for Finance & Controlling	Responsible for region North America & the brands Freightliner, Western Star and Thomas Built Buses	Responsible for regions Europe and Latin America & the Mercedes-Benz Truck brand	Responsible for Truck China and regions Japan and India with brands FUSO and BharatBenz	Responsible for Truck Technology	Responsible for Human Resources, Labor Director	Responsible for Financial Services

EDUCATIONAL & PROFESSIONAL BACKGROUND:

at least two members with a technical background



EXPERTISE IN SUSTAINABILITY ¹: at least three members with expertise in sustainability issues relevant to the company from the areas Environment, Social and Governance

GENDER QUOTA: at least one woman and one man required



GENERAL AGE LIMIT: the age of 62 relative to the starting date of the (new) term of office is used as orientation



GENERATIONAL MIX: at least three members < 57 years of age at the beginning of the current appointment period



INTERNATIONALITY: at least one member of an international origin



GENERAL MAXIMUM NUMBER OF EXTERNAL MANDATES: in accordance with the German Corporate Governance Code, no more than two Supervisory Board mandates in listed companies or comparable functions and no supervisory chair in listed companies

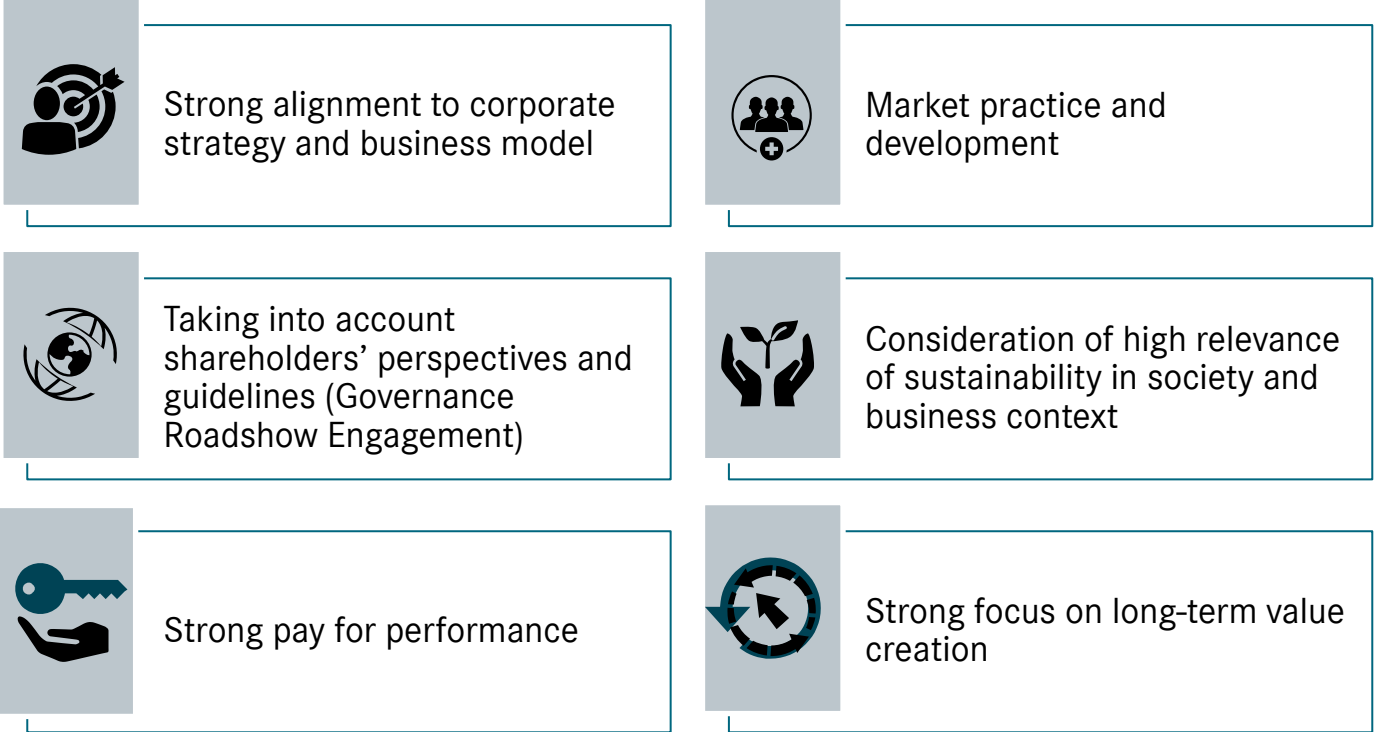


For further details on the overall requirements profile for the composition of the Board of Management see Annual Report p. 170f [Daimler Truck Annual Report 2022](#)

¹ Expertise in sustainability issues relevant to the company from the areas Environment, Social and Corporate Governance ("sustainability areas"). In this context, expertise in at least two focus topics within the sustainability areas must be given.

BOARD OF MANAGEMENT REMUNERATION SYSTEM

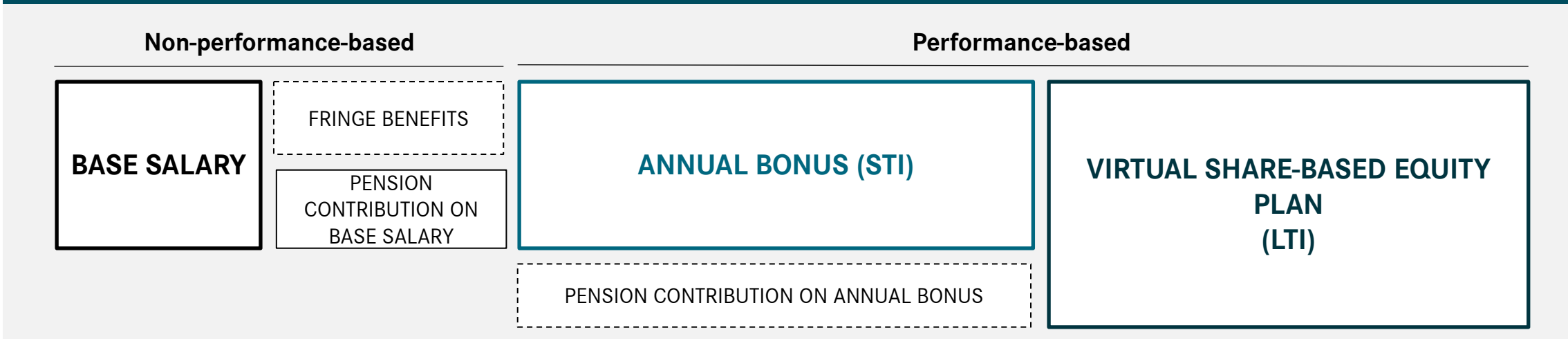
Drivers for further development of the system



BOARD OF MANAGEMENT REMUNERATION SYSTEM

Strong focus on long-term value creation and sustainability

New Remuneration System effective as of January 1, 2023 subject to approval by the Annual General Meeting on June 21, 2023



✓ **Advanced integration of sustainability targets**
Clearly defined and quantifiable sustainability KPIs both in STI and LTI
 New weighting of financial and sustainability targets in STI and LTI

✓ **Focus on long-term value creation**
Increased weighting of LTI and review of Virtual Share-based Equity Plan
 Strengthened Stock Ownership Guidelines

✓ **Review of financial target setting**
Strong truck business and performance focus
 New financial KPI in LTI strongly reflecting investors' perspective

✓ **LTI: New index to measure share price performance**
Price performance of DTH AG shares is measured against MSCI World Industrials Index

✓ **Introduction of “stay on board” regulation**
Introduction of a regulation for certain periods of absence of Board of Management members
 Payment of 50% of the base salary as part of these periods of absence incl. full fringe benefits

BOARD OF MANAGEMENT REMUNERATION

Incentivizing an ownership mentality with focus on sustainability

New Remuneration System¹

~28% BASE SALARY: Non-performance related

~30% ANNUAL BONUS (STI): Short-term incentive performance-based; 100 % cash-bonus

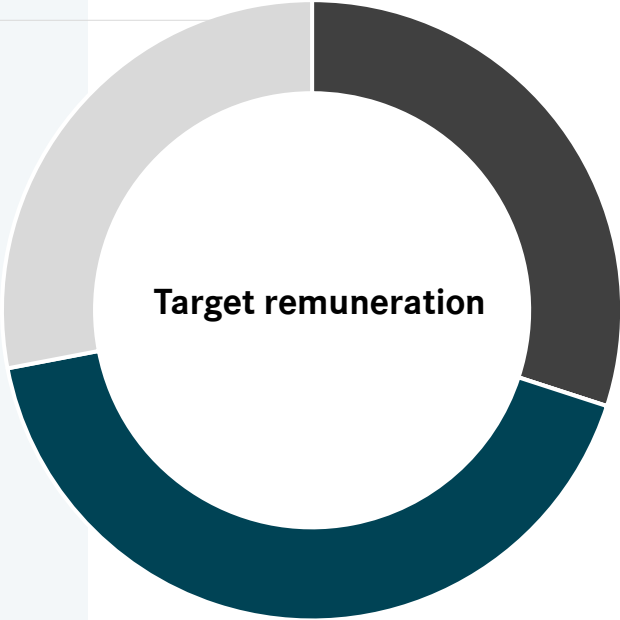
FINANCIAL TARGETS

SUSTAINABILITY TARGETS

~42% Virtual Share-based Equity Plan (LTI): Long-term incentive performance-based
(3 year performance period, 1 year retention period, 50% of payout to be invested in real shares)

FINANCIAL TARGETS

SUSTAINABILITY TARGETS



- Clawbacks and stock ownership requirements included
- Maximum remuneration cap: CEO 10.0 m EUR, Board of Management members 6.0 m EUR
- Fringe Benefits and Pension Benefits



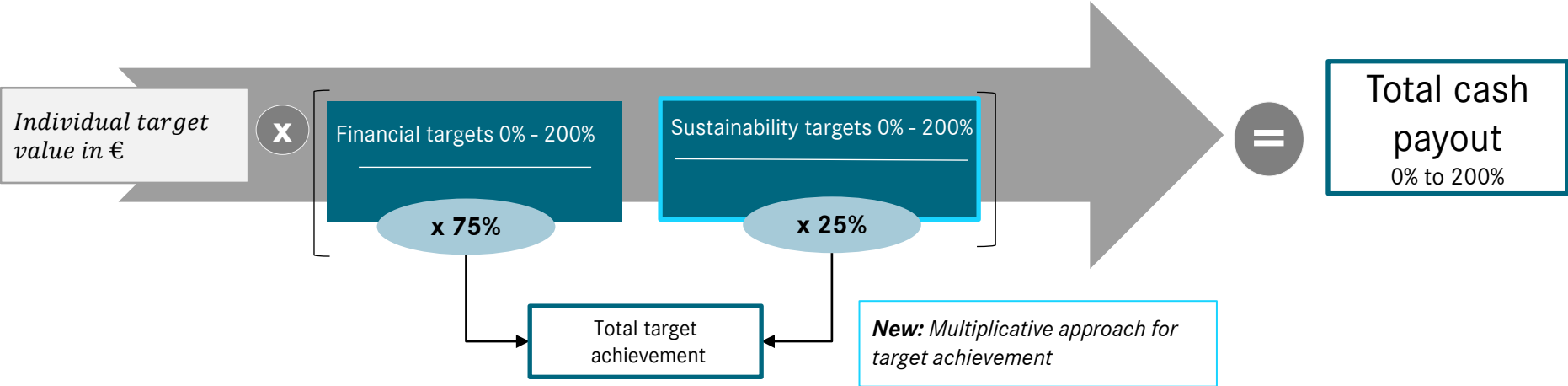
(STI) - Short-term incentive - (LTI) - Long-term incentive | ¹ For members of the Board of Management (other than CEO and CFO). Calculated without Fringe Benefits and Pension Contribution on base salary and annual bonus (STI) | [Remuneration Report 2022 \(daimlertruck.com\)](https://www.daimlertruck.com/remuneration-report-2022)

ELEMENTS OF THE ANNUAL BONUS (STI)

Short-term incentive with a strong focus on sustainability



~30% ANNUAL BONUS (STI): Short-term incentive performance-based; 100 % Cash-Bonus



Financial targets

EBIT
Target/actual Comparison

FCF (Free Cash Flow)
Target/actual Comparison

Sustainability targets

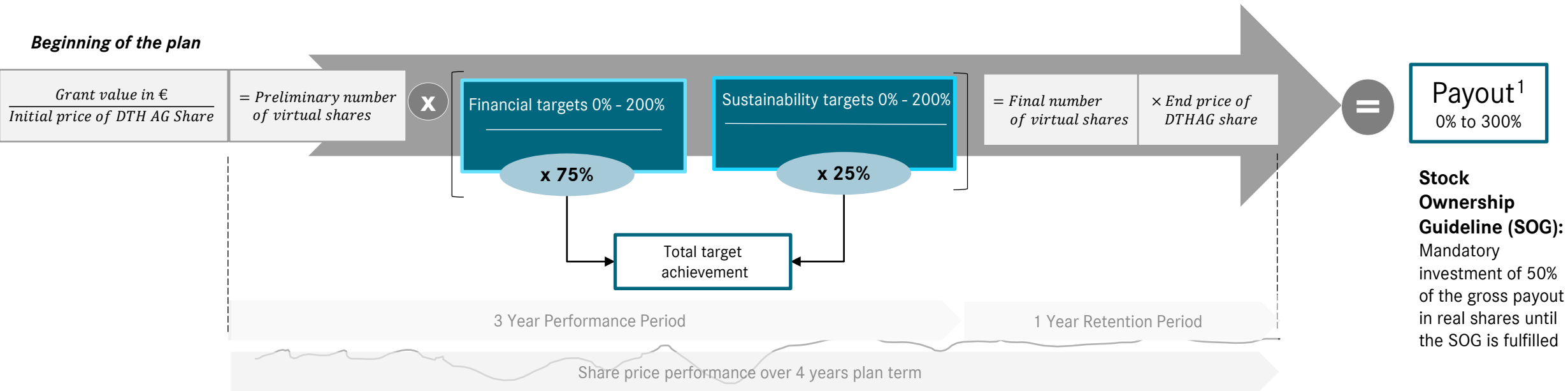
- Non-Financial performance criteria from the sustainability areas Environment, Social and Governance.
- The performance criteria are clearly defined by the Supervisory Board for each financial year to set new ambitious targets annually based on those already achieved and to be able to react flexibly to changes in the business environment.
- Only clearly measurable and unambiguous non-financial performance criteria are used for the exact quantification of target achievement.

ELEMENTS OF THE VIRTUAL SHARE-BASED EQUITY PLAN (LTI)

Strong focus on long-term value creation



~42% Virtual Share-based Equity Plan (LTI): Long-term incentive performance-based



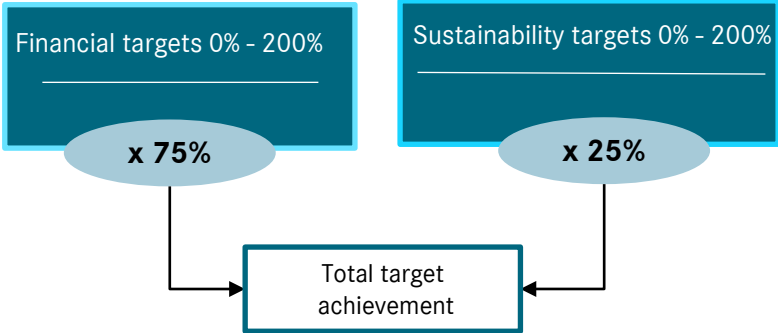
(STI) - Short-term incentive - (LTI) - Long-term incentive - (DTH AG) - Daimler Truck Holding AG
¹ Reduction of payout in case the total maximum remuneration exceeds its predefined maximum limit

ELEMENTS OF THE VIRTUAL SHARE-BASED EQUITY PLAN (LTI)

Strong focus on long-term value creation



~42% Virtual Share-based Equity Plan (LTI): Long-term incentive performance-based



Financial targets			<i>New Remuneration System</i>		
2022	2023	2024 onwards	2022	2023	2024 onwards
Relative Return on Sales (in relation to peer group)	Relative Share Performance (in relation to MSCI World Industrials Index)	Relative Share Performance (in relation to MSCI World Industrials Index)			
Relative Share Performance (in relation to peer group)			Further financial performance criteria to measure capital efficiency e.g. ROCE – Return on Capital Employed (in relation to target)		

- Sustainability targets**
- Non-financial performance criteria from the sustainability areas Environment, Social and Governance.
 - The performance criteria are clearly defined by the Supervisory Board for each financial year to set new ambitious targets annually based on those already achieved and to be able to react flexibly to changes in the business environment.
 - Only clearly measurable and unambiguous non-financial performance criteria are used for the exact quantification of target achievement.

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02 Supervisory Board

03 Board of Management
(Focus: Remuneration System)

04 Annual General Meeting



ANNUAL GENERAL MEETING

This year's Annual General Meeting will take place on June 21, 2023

Agenda items

#	Topic
1	Presentation of the adopted annual financial statements of DTH AG, the approved consolidated financial statements, the combined management report for DTH AG and the Group and the report of the Supervisory Board for the 2022 financial year
2	Resolution on the allocation of distributable profit
3	Resolution on ratification of Board of Management members' actions in the 2022 financial year
4	Resolution on ratification of Supervisory Board members' actions in the 2022 financial year
5	Resolution on the appointment of the auditor
6	Resolution on the approval of the remuneration system for Board of Management members
7	Resolution on the approval of the remuneration report
8	Resolutions on authorization to opt for a virtual Annual General Meeting and amendments to the Articles of Incorporation in this context <ul style="list-style-type: none">• 8.1 Authorization of Board of Management to determine that Annual General Meetings be held in a virtual format• 8.2 Authorization of Supervisory Board members to participate virtually in virtual Annual General Meetings

Daimler Truck Holding AG Annual General Meeting 2023 will take place on June 21, 2023 in virtual format

- Leveraging **positive first Annual General Meeting experience** of 2022.
- Virtual Annual General Meeting **very efficient** from an organizational, resource, cost and health safety perspective.
- Enhanced new virtual format provides for **equivalent rights of shareholders** as in presence format, e.g. possibility of live questions and statements during virtual Annual General Meeting.

Proposal on dividend payment

- Dividend proposal of EUR 1,30 per share (equals a 40% pay-out ratio¹)