

***Declaration of the Board of Management and Supervisory
Board of Daimler AG
on the Compliance with the German Corporate Governance
Code according to Section 161 of the German Stock
Corporation Act***

Daimler AG maintains compliance with the recommendations of the German Corporate Governance Code published in the official section of the German Federal Gazette on March 20, 2020 in the Code version, dated December 16, 2019, with the exception of Recommendations C.4 and C.5 (Maximum number of Supervisory Board mandates), as well as Recommendations G.8 and G.12 (Subsequent changes to the targets and comparison parameters of the variable components of the Board of Management remuneration), and has observed the recommendations with the aforesaid deviations since the issuance of the last Compliance Declaration in July 2021. Daimler AG will continue to observe the recommendations with the aforesaid deviations.

Maximum number of Supervisory Board Mandates (C.4 and C.5). According to Recommendation C.4, Supervisory Board members who are not members of any Management Board of a listed company shall not accept more than a total of five Supervisory Board mandates in non-group listed companies or comparable functions, whereby a mandate as Supervisory Board Chair counts twice. According to Recommendation C.5, members of the Management Board of listed companies shall not have a total of more than two Supervisory Board mandates in non-group listed companies or comparable functions, and shall not accept Chairmanship of a Supervisory Board in a non-group listed company. Whether the number of mandates held by members of the Management Boards and Supervisory Boards of listed companies still appears to be appropriate is to be assessed more appropriately on a case-by-case basis than by a rigid upper limit. The individual workload expected of a member of the Management Board as a result of the total number of mandates held does not necessarily increase in proportion to their number.

Target values and comparison parameters of the variable components of the Management Board remuneration (G.8 and G.12). According to Recommendation G.8, subsequent changes to the target values or comparison parameters of the Management Board remuneration shall be excluded. According to Recommendation G.12, if the contract of a Management Board member is terminated, the disbursement of any remaining variable remuneration components attributable to the period up to the contract termination are to be based, among others, on the originally agreed targets and comparison parameters. On October 1, 2021, the Extraordinary Shareholders' Meeting of Daimler AG approved the spin-off of a majority interest in Daimler Truck AG. The spin-off comes into effect with the registration in the Commercial Register of Daimler AG. Consequently, the commercial vehicle business is separated from the Daimler Group. The effects of the spin-off of a significant part of the company are not reflected in the target values and comparison parameters for the annual bonus (short-term and medium-term variable remuneration component) and the performance phantom share plans (long-term variable remuneration component). That is why the target values and comparison parameters for the annual bonuses and performance phantom share plans that are not yet due as of the effective date of the spin-off must be adjusted. This also applies with

regard to any member of the Management Board who leaves the company on the occasion of the spin-off and to their variable remuneration components that are still outstanding at the time of his/her departure.

Stuttgart, December 2021

For the Supervisory Board
Dr. Bernd Pischetsrieder
Chairman

For the Board of Management
Ola Källenius
Chairman