

DAIMLER TRUCK

Australia Pacific



MODERN SLAVERY STATEMENT

(2025)

CONTENTS

Section 1. Introduction 3
Section 2. Overview of Supply Chain..... 6
Section 3. Identifying Potential Risks in Our Supply Chains..... 8
Section 4. Actions taken to Assess and Address Identified Risks..... 13
Section 5. How we assess the effectiveness of those actions taken..... 19
Section 6. Process of consultation with subsidiary entities in preparing the statement 21

A message from the CEO

As we present our 2025 Modern Slavery Statement, Daimler Truck Australia Pacific Pty Ltd (“DTAuP”) reaffirms its commitment to confronting the global issue of Modern Slavery in our operations and supply chains. This report represents our ongoing dedication to transparency and ethical business practices under the *Modern Slavery Act 2018* (Cth) (the “Act”).

DTAuP forms part of the wider Daimler Truck Group of companies (“Daimler Truck Group”). As part of this global organisation, DTAuP has locally incorporated and enacted global initiatives that have been implemented by our ultimate parent company, Daimler Truck Holding AG (“Daimler Truck”). DTAuP and the wider Daimler Truck Group of companies remain committed to respecting human rights and supporting the objectives of the Act.

We strive to foster a culture where ethical standards guide our decisions and where we actively collaborate with our partners to uphold the highest standards of integrity. To support this commitment, we communicate our expectations to suppliers through our Code of Conduct, Business Partner Standards, purchase order terms, tender processes and supplier agreements. These frameworks align with our core values of respect for human dignity and fairness.

DTAuP continues to enhance our systems and processes for identifying, mitigating, and reporting Modern Slavery risks, ensuring that these efforts evolve as the challenges and landscape of supply chains change. Our commitment to this cause remains strong, and we will strive to maintain a robust framework that supports accountability, continuous learning, and improvement in this critical area.

This statement was reviewed and approved by DTAuP’s Board of Management on 28 May 2026.



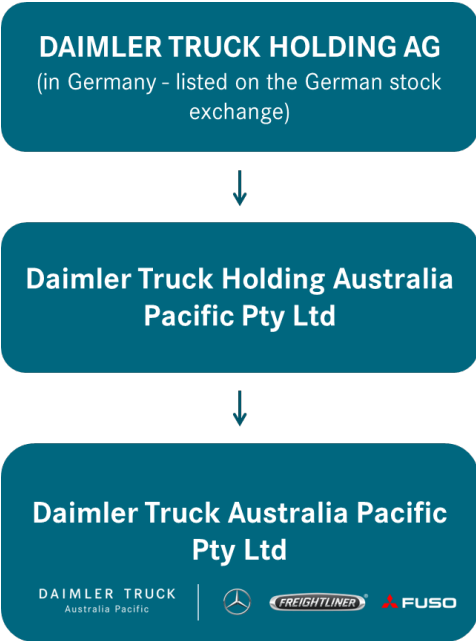
Daniel Whitehead
Chief Executive Officer
Daimler Truck Australia Pacific Pty Ltd

Section 1 - Introduction

This Modern Slavery statement is made pursuant to the *Act* and covers DTAuP activities over the financial year 1 January 2025 to 31 December 2025. It has been prepared in accordance with the mandatory reporting criteria set out in the *Act* and the guidance issued by the Australian Border Force under the publication *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities*.

DTAuP has operated in the Australian market since the 1970s and has operated under its current legal entity since 1 October 2017 following a corporate restructure in Australia. The company is responsible for importing, distributing and wholesaling component parts and vehicles from Mercedes-Benz, Freightliner and Fuso brands to Australian businesses and consumers. It is further responsible for importing, distributing and wholesaling component parts and vehicles from Mercedes-Benz and Freightliner brands to New Zealand businesses and consumers. DTAuP is part of the global Daimler Truck Group, with its ultimate parent company being Daimler Truck Holding AG based in Leinfelden-Echterdingen, Germany.

OVERVIEW OF STRUCTURE IN AUSTRALIA



DTAuP EMPLOYEE OVERVIEW IN AUSTRALIA

State/Territory	Number of employees
NSW	13
QLD	6
SA	1
VIC	170
Grand Total	190

DEFINING MODERN SLAVERY

For the purposes of this statement, the term “**Modern Slavery**” is used to describe the most serious forms of exploitation and encapsulates, including but not limited to:

- **Child slavery** – includes child trafficking, child soldiers, child marriage and child domestic slavery. Child slavery is often confused with child labour. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is exploited for someone else’s gain.
- **Debt bondage** – occurs when people borrow money they cannot repay and are required to work to pay off the debt. This causes people to lose control over the conditions of both their employment and the debt.
- **Descent-based slavery** – occurs when people are born into slavery because their ancestors were captured and enslaved and therefore they remain in slavery by virtue of descent.
- **Domestic servitude** – when employees work in private homes and are forced or coerced into serving and/or fraudulently convinced that they have no option to leave.
- **Forced and early marriage** – when someone is married against their will and cannot leave the marriage. Child marriages can be considered a form of slavery.
- **Forced labour** – involves any work or services which people are forced to do against their will under the threat of some form of punishment.
- **Human trafficking** – involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Sex trafficking** – involves people, including children, being forced into the commercial sex industry and held against their will by force, fraud or coercion.



¹ Information sourced from <https://www.walkfree.org/projects/global-estimates-of-modern-slavery/> on 9 January 2026

² Based on AFP report dated 30 July 2024, available at: <https://www.afp.gov.au/news-centre/media-release/world-day-against-trafficking-persons-12-cent-increase-reports-human> and <https://www.facebook.com/AusFedPolice/posts/reports-of-human-trafficking-to-the-afp-have-nearly-doubled-during-the-past-five/1310556081110713/>

Globally, it is Daimler Truck’s goal to bring transparency to its supply chains. This presents a great challenge, as transparency cannot be achieved automatically. For this reason, experts from various specialist departments at a global level, such as Procurement & Supplier Quality, Legal & Compliance (includes the Center of Competence for Human Rights), work closely together to progress the topic from a variety of perspectives. This strategy, both globally and locally, steers us in a positive direction with the aim of minimising human rights violations in our supply chains.

This statement outlines the measures we have taken in 2025 to strengthen our local policies and procedures to ensure we play our part in the detection and mitigation of Modern Slavery risks within our supply chains.

Section 2 - Overview of Supply Chain

DTAuP are committed to upholding respect for human rights, which is a central aspect of its sustainable business strategy. DTAuP endeavours to ensure these fundamental rights are respected and measures are implemented to address Modern Slavery both within its own business and throughout its supply chain.

The Daimler Truck Group are the importers, distributors and wholesalers of a range of component parts and vehicles.

Mercedes-Benz Trucks, Freightliner and Fuso commercial vehicles, as well as Mercedes-Benz and Fuso buses are distributed through DTAuP in Australia and New Zealand. These component parts and vehicles are sourced from three key suppliers' who are part of the Daimler Truck Group: Daimler Truck AG of Germany, Daimler Trucks North America LLC (“DTNA”) based in the United States of America, and Mitsubishi Fuso Truck and Bus Corporation (“MFTBC”) based in Japan.

These vehicles and parts were distributed to DTAuP's former warehouse in Laverton, its new warehouse in Truganina, as well as to 69 dealerships across Australia and 23 dealerships in New Zealand.

DTAuP DEALERSHIP NETWORK



From an operations perspective, locally DTAuP work collectively with suppliers for goods and services located both domestically and overseas.

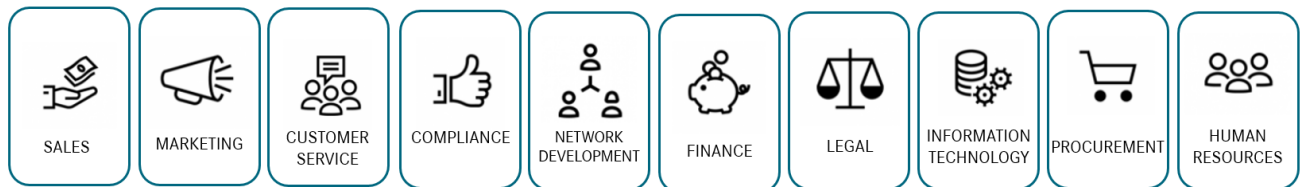
WORLDWIDE SUPPLY PARTNERS



1,758 ACTIVE SUPPLIERS ACROSS
DTAuP.

OVERVIEW OF OPERATIONS

These suppliers play an essential role to DTAuP’s internal operations as they help support business units, which include but are not limited to marketing and information technology, government departments, settlement payment dealers (dealers and third party suppliers) and operating expenses vendors.



These goods and services are sourced through a policy-defined process, where third party suppliers are issued purchase orders typically after a sourcing process.

Section 3 - Identifying Potential Risks in Our Supply Chains

To date, DTAuP has not identified any severe risks of modern slavery within its direct supply chains. However, we recognise that certain sectors and materials may present elevated risks. Generally, there is a low risk in our direct product line. However, risks may arise in broader supply categories such as:

- clothing
- food and hospitality services
- electronics
- vehicle components
- raw materials such as steel, rubber and plastics

Below is a snapshot of some potential risks we consider may be associated to our broader supply chain:

Risk	Description
Raw materials	There are a range of raw materials that are used in our products, which can include steel, rubber and plastic. Some of these materials have a heightened risk of Modern Slavery, such as child labour and debt bondage.
Lack of visibility	We recognise we have decreased visibility over contracted and subcontracted labour and third-party manufacturing, which increases the risk of Modern Slavery, such as forced labour.
Labour exploitation	Although not direct risks, we are aware and recognise the risks of labour exploitation in various sectors we are associated with, such as the resources and mining sector.

Locally, DTAuP continually aims to identify potential risks of Modern Slavery within its immediate supply chain. As part of this process, all new suppliers, as well as continuing suppliers, are subject to DTAuP’s due diligence processes which include the following:



1. Integrity Checks

As part of our compulsory pre-screening process, DTAuP conducts integrity checks on prospective suppliers through the Daimler Truck global supplier creation system. This process includes screening against applicable international sanctions lists and other relevant compliance and risk databases. The system incorporates automated controls that prevent the creation of a supplier profile where the required screening criteria are not satisfied, and triggers enhanced due diligence where the initial risk assessment identifies potential concerns.

2. Modern Slavery Supplier Questionnaire (included in the Vendor Creation Form)

Suppliers must complete a Vendor Creation Form before they can be established in DTAuP's payment systems. The form incorporates a Modern Slavery Supplier Questionnaire ("**Questionnaire**"), which forms part of DTAuP's mandatory pre-screening process to identify potential modern slavery risks prior to engagement and ensures all new suppliers established in our internal systems are captured and assessed.

The Questionnaire assists in assessing whether a supplier is aware of, and has identified, assessed, and addressed any risks of modern slavery within its supply chains.

In 2024, we reviewed and updated the Questionnaire to streamline the process while ensuring appropriate questions are asked and guidance is provided where necessary, including guidance to help potential suppliers determine whether they are legally required to prepare and submit a Modern Slavery Statement.

We also refined the internal review process so that the relevant business user engaging the supplier is responsible for the initial assessment of responses, rather than the procurement or accounting teams.

Under the process applied in 2025, if a supplier indicates any risk of modern slavery within its supply chain, or does not have a Modern Slavery Statement where legally required, the matter is escalated to the DTAuP Legal team and, if required, the Board of Management for further assessment. Each assess the circumstances on a case-by-case basis and determines whether to proceed with engaging the supplier, taking into account any relevant mitigating factors.

3. Top 15 External Suppliers

DTAuP revised its approach to the Modern Slavery Supplier Questionnaire, which had previously been distributed annually to all suppliers. In 2024, distribution was limited to DTAuP's top 15 suppliers (excluding government entities, banks, intercompany organisations, and dealers), primarily comprising logistics, transport, and parts suppliers. This change was made in response to consistently low response rates and to enable a more targeted and meaningful review.

Responses were assessed by the Modern Slavery Committee in 2025, with further enquiries undertaken where required. All 15 suppliers were ultimately assessed as presenting a low modern slavery risk.

4. Modern Slavery & Ethical Sourcing Annual Declaration

In 2025, DTAuP chose not to issue the Modern Slavery & Ethical Sourcing Annual Declaration introduced in 2024. This decision was based on low response rates.

This decision forms part of DTAuP's ongoing commitment to refining its modern slavery due diligence framework and transitioning toward more targeted, risk-based approaches to promote ethical sourcing and compliance with modern slavery obligations.

5. Modern Slavery Committee

In April 2022, DTAuP established a committee with members from across the business. The committee's membership has evolved over the years and is currently comprised of representatives from the following business sectors: (1) Legal; (2) Compliance; (3) Procurement; (4) Sales; (5) Aftersales; and (6) Finance. This committee was created as an internal initiative to serve as an ongoing project dedicated to upholding human rights. Its purpose is to collaborate as a group in implementing actions that identify, assess, and address Modern Slavery risks.

6. Industry Comparison

In 2025, the Modern Slavery Committee commenced an industry comparison of modern slavery statements to identify any gaps and areas in our processes that may need adaptation or improvement.

Globally, Daimler Truck values and is committed to respecting human rights. It has implemented the following initiatives across the Daimler Truck Group:

1. Human Rights Compliance Management System ("Human Rights CMS")

Daimler Truck rely on a systematic approach to fulfill human rights due diligence obligations through its Human Rights Compliance Management System (Human Rights CMS). This system applies to all Daimler Truck Group companies, majority shareholdings and its value chains. It is based on requirements of applicable laws and internationally recognised standards such as the UN Guiding Principles on Business and Human Rights, the International Labour Organisation (ILO) core labor standards, the Organisation for Economic Co-operation and Development (OECD) Guidelines for multinational enterprises and regulatory requirements, such as e.g. the German Supply Chain Due Diligence Act. Systematic risk analyses to identify adverse human rights impacts, as well as specific measures tailored to prevent and mitigate identified negative impacts, serve to fulfill our human rights due diligence

obligations. Supplier due diligence and the handling and processing of tip-offs related to potential human rights violations via the Group wide [whistleblowing system SpeakUp](#) are also an integral part of the Human Rights CMS. For more information on the Human Rights CMS, please refer to the [Daimler Truck global website](#) and [Annual Reports](#).

2. Human Rights Compliance Training

This training was sent to all active employees of the administration of Daimler Truck AG and controlled Daimler Truck Group companies in the areas of Purchasing, HR, Communication, Legal & Compliance and the CEOs of the local entities. The training provides information about human rights in general, the possible risks for human rights violations, and the relevance of human rights at Daimler Truck. This online training is sent to the aforementioned target employee group every three (3) years and is mandatory to complete within sixty (60) days of receipt.

3. Compliance Awareness Module for Sales Business Partners and Suppliers

To raise awareness about human rights among our business partners, especially our suppliers, we provide the "compliance awareness module" at www.dt-compliance-awareness-module.com/en. Depending on their risk rating, suppliers also receive the link to the compliance awareness module via email. The module includes content to raise awareness of human rights issues but also covers, among other things, topics such as data compliance, fair competition and corruption prevention. In 2024, the Supplier Welcome Pack was updated to include a reference to the Compliance Awareness Module.

4. The Center of Competence for Human Rights

The Center of Competence for Human Rights is responsible for developing and steering of the Human Rights Compliance Management System (Human Rights CMS). It is also responsible for providing legal advice on human rights issues within the Daimler Truck Group and works closely with departments that are responsible for the operational implementation of human rights due diligence within the Daimler Truck Group - in particular human resources and purchasing. It reports to the Human Rights Officer of the Daimler Truck Group, who oversees the risk management related to the fulfillment of human rights due diligence obligations. The Human Rights Officer of the Daimler Truck Group reports directly to the President & CEO and is responsible for ensuring the Board of Management of Daimler Truck Holding AG and Daimler Truck AG is regularly informed of the results of their work, at least once a year.

5. Code of Conduct

Daimler Truck Group's values and principles are anchored in an overarching Daimler Truck Code of Conduct which provides Daimler Truck Group employees with guidance on how the Group expects all employees to conduct themselves on a daily basis. It also includes information about the Group's commitment to human rights and raises general awareness of the corresponding risks. Web-based training on the Code of Conduct is assigned to all administrative staff every three years, with any new employees automatically assigned the

training upon commencement. The Code of Conduct is accessible at: <https://www.daimlertruck.com/en/company/compliance/daimler-truck-code-of-conduct>.

6. Declaration of Principles on Social Responsibility and Human Rights at Daimler Truck (“Declaration of Principles”)

The [Declaration of Principles](#), agreed upon by Daimler Truck, our General Works Council, the World Employee Committee and the IndustriALL Global Union, outlines Daimler Truck’s commitment to human rights. It establishes the framework for achieving our common goals, outlining our approach and our processes to respect and support human rights at Daimler Truck. It supplements our commitment to human rights in our [Daimler Truck Code of Conduct](#) and forms the basis for how we realize our social responsibility.

7. UN Global Compact Membership

As a participant in the **United Nations Global Compact**, we are committed to upholding clear principles: We respect human rights, safeguard the rights of employees and their representative bodies, and are dedicated to environmental protection.

8. Business Partner Standards and mandatory contractual clauses on social responsibility and environmental protection

The Daimler Truck [Business Partner Standards](#) define requirements for our business partners, including suppliers, in terms of respect for and support for human rights, good working conditions, environmental protection, and compliance with legal requirements. For example, the Group-wide binding clauses on social responsibility and environmental protection define clear standards and requirements for cooperation with suppliers. They also ensure the contractual implementation of the relevant human rights and environmental standards that are expressed in our Business Partner Standards for suppliers. In 2023, these criteria were incorporated into DTAuP’s local terms applicable to our standard supplier purchase orders. The Business Partner Standards can be accessed via the link [Business Partner Standards](#).

9. HR Compliance Framework

Daimler Truck follows Daimler Truck Group’s global HR compliance framework, which sets mandatory standards to ensure HR processes uphold legal, ethical and human rights expectations. This framework governs key areas such as recruitment, onboarding, employment documentation, background check requirements, training and ongoing monitoring, and supports the early identification of potential human rights or modern slavery related risks. These global standards apply across all Daimler Truck Group operations, including DTAuP, and reinforce our commitment to maintaining fair, transparent and compliant employment practices with international human rights principles and Australian workplace laws, including adherence to the Fair Work Act 2009 and work health and safety obligations.

Both locally and globally, due diligence processes continue to expand and improve to ensure respect for human rights and to identify potential risks of modern slavery within our supply chains.

Section 4 - Actions taken to Assess and Address Identified Risks

DTAuP has implemented the following processes, policies and practices to assess and address any potential and identified Modern Slavery risks.

MODERN SLAVERY COMMITTEE

As noted in Section 3, DTAuP established a committee in 2022 to oversee the identification, assessment, and management of modern slavery risks. The committee collectively monitors identified risks and collaborates on measures to reduce DTAuP's exposure, including conducting targeted reviews of the top 15 external suppliers.

PROCUREMENT

Supplier Due Diligence

Daimler Truck is committed to the responsible sourcing of production and non-production materials and services. Daimler Truck categorically rejects child labor, forced labor, modern slavery, and all other forms of human rights violations. Our objective is for suppliers to respect social and environmental standards and thereby support our sustainability efforts relating to human rights and environmental protection.

Risk management for suppliers (Supplier Compliance Due Diligence), including risk analysis, is an integral component of our Human Rights Compliance Management System (Human Rights CMS). Within this framework, we apply a comprehensive supplier compliance due diligence approach based on binding requirements, risk screenings, audits, as well as supplier information and qualification measures to increase transparency regarding (potential) negative impacts in the upstream value chain and support compliance with applicable human rights and environmental standards.

As part of our supplier compliance due diligence, direct suppliers are regularly assessed for potential negative human rights impacts in order to identify risks and, where necessary, address them effectively through appropriate measures. In doing so, we are guided by internationally recognized human and workers' rights, as outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This includes the issues of forced labor and child labor.

At a global level, risk identification is conducted in two steps. First, we create an abstract risk profile of our direct suppliers based on various risk indicators, in particular the location of suppliers and the use of critical raw materials or commodities. In a second step, suppliers identified as high

risk undergo an in-depth risk analysis using additional assessment tools, especially supplier questionnaires, to identify concrete potential or actual negative impacts. Information obtained through the processing of tip-offs is also taken into account. Where there is substantiated evidence of human rights violations involving indirect suppliers, we carry out ad hoc risk analyses further upstream in the value chain. Based on the findings, appropriate measures are defined to address identified risks or impacts.

Our approach prioritizes preventive measures, including contractual requirements on social responsibility and environmental protection as well as supplier training programs. Where violations are identified, we implement remedial measures by working with suppliers to develop and apply concepts to end and minimize negative impacts. If necessary, additional screening and control measures, particularly audits, are used.

Please see [Daimler Truck global website](#) and [Annual Reports](#) for further information.

How we address risks related to critical raw materials

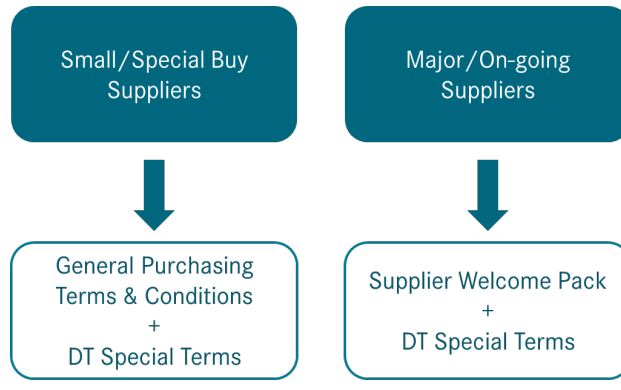
We recognize that certain raw materials may be mined or processed under conditions that pose heightened risks to human rights, including forced labor and other forms of exploitation. As part of our efforts to prevent and address potential negative human rights impacts in the upstream value chain, we place particular focus on raw materials associated with elevated human rights risks.

We are part of the **Responsible Minerals Initiative (RMI)**, which promotes responsible mineral sourcing and due diligence across supply chains for tin, tungsten, tantalum, and gold (3TG), as well as other minerals that may be associated with human rights risks.

To increase transparency in the upstream value chain, we conduct **supply chain assessments** with suppliers whose parts or components contain significant quantities of these raw materials. These assessments aim to identify relevant upstream production stages and potential human rights risks. Based on these assessments, targeted measures can be developed with suppliers to address identified risks, including e.g. the application of recognized external standards to certify mines or smelters, and control measures such as audits.

Please see our [Annual Reports](#) for further information.

All new suppliers, as well as continuing suppliers, are also subject to our local due diligence process.



Supplier Welcome Pack

After a supplier passes the compulsory integrity check outlined in Section 3 of this statement, they are issued with a ‘Supplier Welcome Pack’. This pack contains information regarding the Daimler Truck Group’s Code of Conduct (further information below), Business Partner Standards (as referenced above), the Compliance Awareness Module (as referenced in Section 3) and our General Purchasing Terms and Conditions.

General Purchasing Terms and Conditions

Supplier engagement is generally governed by our General Purchasing Terms and Conditions, the current version of which can be found using the link [general-purchasing-terms-and-conditions—dtaup-and-dtfs-feb26.pdf](#).

This document contains a clause requiring the supplier not to engage in Modern Slavery and/or child and forced labour. At the time of publication of this statement, suppliers are required to warrant that they:

- 1 Will **NOT ENGAGE IN MODERN SLAVERY** in performing the services;
- 2 **DO NOT PROCURE GOODS OR SERVICES** from organizations that engage in, or are reasonably believed to engage in, modern slavery;
- 3 Will implement appropriate measures to **CONTINUOUSLY IDENTIFY, ASSESS AND ADDRESS RISKS** of modern slavery in their supply chains;
- 4 Will **PROMPTLY NOTIFY US** if they become aware of suspected or actual modern slavery in their supply chains, in which case they will **TAKE ALL REASONABLE STEPS TO PROPERLY ASSESS AND ADDRESS** the actual or suspected modern slavery to our reasonable satisfaction;
- 5 Will place **SIMILAR CONTRACTUAL OBLIGATIONS** on their own suppliers and subcontractors.

Similar warranties have also been included in our standard form supplier agreement and tender documentation and process to ensure that any new suppliers and relationships align with the Business Partner Standards.

The Supplier Welcome Pack and our contractual clauses relating to Modern Slavery are continuously reviewed and updated to ensure they meet legal and regulatory requirements and to ensure the latest regulations and expectations of DTAuP are reflected.

Mandatory contractual clauses on social responsibility and environmental protection

An important part of the Daimler Truck Group's human rights due diligence is ensuring that our suppliers are contractually required to respect our human rights expectations as defined in our Business Partner Standards. These requirements are set out in the Group wide mandatory clauses on social responsibility and environmental protection.

In 2023, these criteria were incorporated into DTAuP's local terms applicable to our standard supplier purchase orders. The clauses define the standards and criteria that Daimler Truck's suppliers must meet, including the prohibition of child labour and forced labour. The contractual arrangement makes it possible to legally enforce our expectations towards suppliers if necessary. It serves both to ensure compliance with legal requirements and to promote social and environmental standards along the upstream value chain. The clauses provide DTAuP with audit rights to confirm a supplier's compliance with their Modern Slavery obligations.

DAIMLER TRUCK GROUP POLICIES & TRAINING

Daimler Truck Group is committed to identifying, preventing, and addressing forced labour and modern slavery in its own operations and throughout its value chain. This commitment is implemented through robust human rights due diligence processes.

Daimler Truck Code of Conduct

Daimler Truck Group's values and principles are anchored in an overarching Daimler Truck Code of Conduct which provides all Daimler Truck Group employees with guidance how the Group expects all employees to conduct themselves on a daily basis. It also includes information about the Group's commitment to human rights. The Code of Conduct is available to view at: <https://www.daimlertruck.com/en/company/compliance/daimler-truck-code-of-conduct>.

The Code covers all laws and regulations related to our business as well as providing a guideline for corporate principles and behaviour including:

- respect for human rights;
- environmental protection;
- protection of personal data;
- maintaining appropriate relationships with government officials and suppliers;
- protection of company assets; and
- corporate social responsibility.

Whistleblowing Policy

The Whistleblower System was established by Daimler AG in 2006 and adopted by Daimler Truck from December 2021 following the global restructure of companies. More information on the policy can be found using link [Whistleblowing System SpeakUp | Daimler Truck](#).

In addition, as mandated by section 1317A1 of the *Corporations Act 2001* (Cth) (“**Corporations Act**”), DTAuP has a policy outlining the protections that will be afforded to employees, directors and/or suppliers who report serious wrongdoing at DTAuP in accordance with Part 9.4AAA of the Corporations Act.

The Daimler Truck Group [whistleblowing system SpeakUp](#) enables employees, third parties, and workers in the value chain to raise concerns about suspected misconduct or rule violations worldwide and at any time. This includes potential breaches of human rights and environmental obligations involving direct and indirect suppliers..

Employees may elect to report violations to their manager or HR, or if they wish to remain anonymous, employees and external whistleblowers are able to report via mail, phone or online utilising the SpeakUp whistleblowing platform (“**SpeakUp**”) which can be accessed via the link <https://www.speakupfeedback.eu/web/daimlertruck>.

After receipt of the report, the SpeakUp team conducts an initial risk-based assessment of the potential violation. For all high-risk reports to SpeakUp, an initial legal review of the report is carried out. If the review finds that the suspicions are substantiated, the case is assigned to the appropriate Daimler Truck investigative unit with specific orders to conduct an investigation into and report on the matter.

Training Measures

- **Business Partners:** To raise awareness about human rights among our business partners, especially our suppliers, we provide the "compliance awareness module" at www.dt-compliance-awareness-module.com/en. Depending on their risk rating, suppliers also receive the link to the compliance awareness module via email. The module includes content to raise awareness of human rights issues but also covers, among other things, topics such as data compliance, fair competition and corruption prevention. In 2024, the Supplier Welcome Pack was updated to include a reference to the Compliance Awareness Module
- **Employees:** Furthermore, we provide internal training to raise employee awareness of human rights issues. The aim is to give them a basic understanding of corporate due diligence and social responsibility. In critical departments, such as the central Procurement Department, specialized formats like the Expert Module "Human Rights Compliance" convey human rights content within the respective work context. By doing so, we enhance our employees' capacity to detect any adverse human rights impacts along the value chain at an early stage and to effectively address them. The training also empowers them to consistently uphold human rights standards when selecting and evaluating suppliers. During the reporting year, the following training courses were offered or conducted at the Group level.

- **Expert Module "Human Rights Compliance":** The aim of the training is to clarify the relevance of human rights in everyday work life. The training is mandatory for all active employees of the administration of Daimler Truck AG and controlled Daimler Truck Group companies in the areas of Procurement, HR, Communications and Legal & Compliance, the Legal & Compliance network as well as the CEOs of the local units across the Group. The training is assigned automatically to these employees and must be repeated every three years.
- **Training on fulfilling human rights due diligence obligations for functional areas in Procurement:** The training courses held online across the Group conveyed an understanding of the importance of human rights due diligence obligations and explained the associated impact on the role and tasks of buyers. In particular, the obligations under the German Supply Chain Due Diligence Act were covered.
- **Expert Module "Compliance@Procurement":** In addition, the purchasing functions were assigned the Company's own web-based "Expert Module Compliance@Procurement" in 2025, which also covers human rights issues. Employees in these functions must complete the online training every three years. The 'front-line' nature of the work of our procurement team makes them one of the most important layers of protection for DTAuP in assessing the risk of Modern Slavery to our business. As such, we recognise the need to educate and empower our team to identify risks or instances of Modern Slavery and take the actions required to assess and/or escalate these findings appropriately.
- **All staff training on the Code:** Every DTAuP employee must complete a compulsory e-Learning module on the Code (which includes a Human Rights chapter) once every three (3) years. In addition, every DTAuP employee must sign a confirmation that they will comply with the Code before commencing their employment.
- **General training for top executives of DTAuP:** Outside of the procurement team, DTAuP also sees the need for the executive management team and senior managers of DTAuP to be aware of the risks of Modern Slavery to our business. Accordingly, initial executive training was completed in 2021 to coincide with the commencement of the modern slavery legislative requirements, in order to educate and empower the group to identify risks or instances of Modern Slavery and take the actions required to assess and/or escalate these findings appropriately. Furthermore, targeted executive employee awareness on the risks of Modern Slavery to our business is ongoing with training being rolled out to new executive employees and a comprehensive annual update being provided to the Board of Management. These senior employees are responsible for ensuring their teams are aware of Modern Slavery risks and the reporting process which applies to all employees.

The training covers the following:

- an **OVERVIEW OF MODERN SLAVERY** and the forms this can take;
- the **NEW LEGISLATION** and **MANDATORY REPORTING CRITERIA** in Australia;
- a snapshot of our **CORE MANUFACTURER PARENT COMPANY INITIATIVES** in Germany, North America and Japan;
- GENERAL UPDATES** to [internal documents](#) and [supplier terms](#); and
- the **ESCALATION PROCESS** if any Modern Slavery risks are [identified](#)

The Daimler Truck Human Rights CMS

As mentioned in Section 3 above, the Human Rights CMS helps the Daimler Truck Group identify and address systemic risks in our supply chains and potential negative consequences of our business activity on human rights.

The Human Rights CMS is part of our group-wide Compliance Management System and consists of seven elements which build on each other as follows:

- Compliance Values
- Compliance Objectives
- Compliance Organisation
- Compliance Risk
- Compliance Program
- Communication and Training
- Monitoring and Improvement

More information on the Human Rights CMS can be found using link [Human Rights Compliance Management System | Daimler Truck](#).

Section 5 - How we assess the effectiveness of those actions taken

DTAuP and the Daimler Group take a multifaceted approach to mitigating the risks of Modern Slavery within our supply chains. Some of the ways we assess the effectiveness of those actions are outlined below.

Annual Effectiveness Review

The annual effectiveness review of programs, processes, and measures, including Supplier Compliance Due Diligence, is conducted uniformly across Daimler Truck Group entities, in line with that of other compliance fields. This annual effectiveness testing, part of the Annual

Effectiveness Evaluation, assesses the adequacy, implementation, and effectiveness of all elements of the Human Rights CMS across the Daimler Truck Group.

Human Rights CMS effectiveness testing

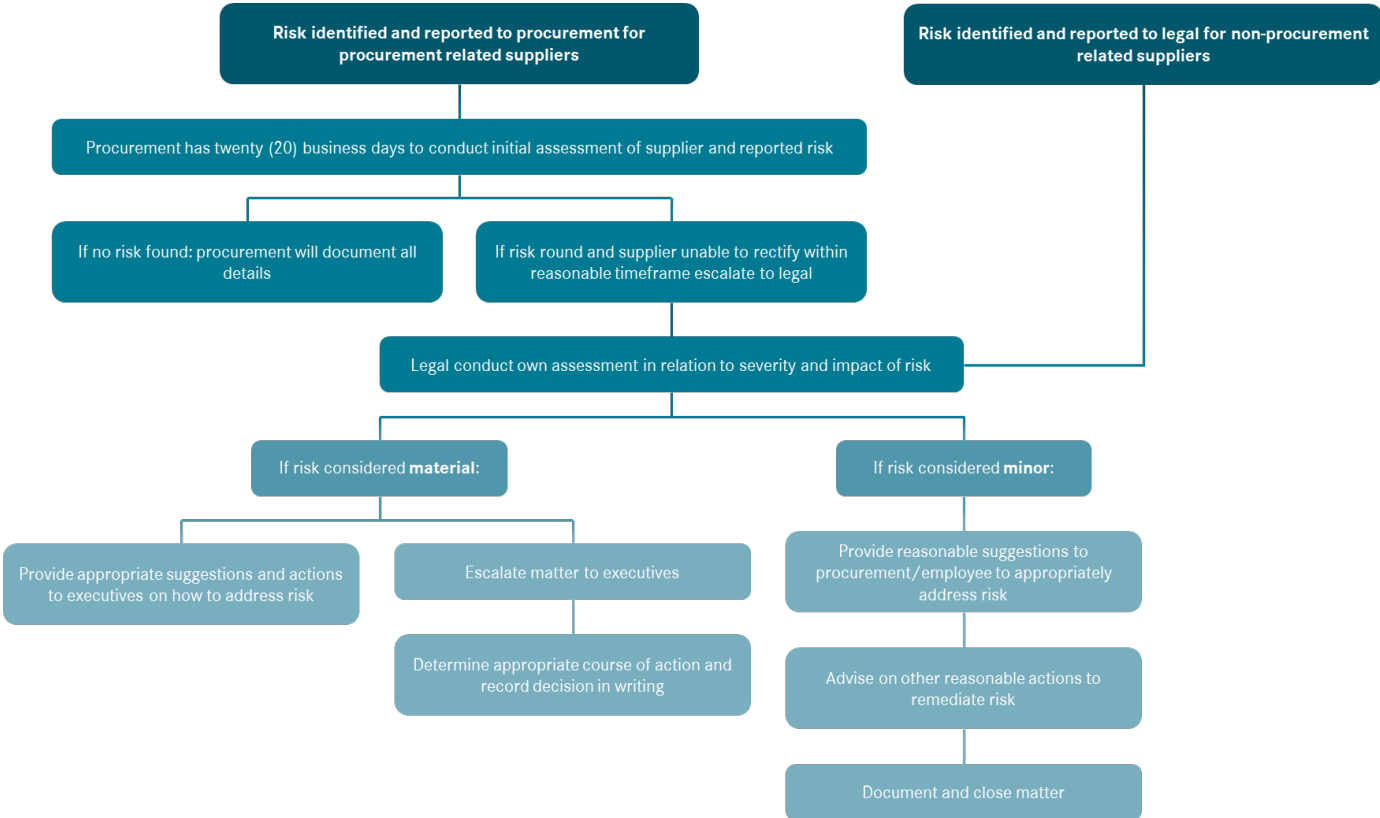
Part of the Human Rights CMS involves effectiveness testing of the human rights measures assigned to entities within the Daimler Truck Group. This effectiveness testing is completed annually across the Daimler Truck Group as part of an Annual Effectiveness Evaluation and measures the adequacy, implementation and effectiveness of the Human Rights CMS.

Modern Slavery Risk Reporting Process

Outside of the Human Rights CMS process, DTAuP has implemented a Modern Slavery Risk Reporting process and conducts active and ongoing reviews of every Questionnaire response we receive from a supplier as part of new Vendor creation process.

DTAuP is committed to investigating, assessing, and appropriately handling Modern Slavery risks within its business, including any infiltration through its supply chain. Our Modern Slavery Risk Reporting Process has been developed to provide a uniform understanding on what constitutes a Modern Slavery risk and the process for reporting and handling such risks.

At a high level, the process is as follows:



PROCUREMENT AND LEGAL MUST JOINLY CONDUCT A 'POST-INCIDENT' AND REVIEW AND ASSESSMENT OF RISK AND EFFECTIVENESS OF THE ACTIONSTAKEN

Section 6 - Process of consultation with subsidiary entities in preparing the statement

DTAuP does not have any subsidiary entities but has consulted with representatives from its parent company, Daimler Truck Group (the team at Centre of Competence for Human Rights at Daimler Truck AG), in preparing this statement.

Both DTAuP and the Daimler Truck Group recognise the need for a coordinated approach to addressing the risk of Modern Slavery in its distinct and shared work force and supply chains.

Section 7 - Our strategy for the future

At the time of drafting this Statement, DTAuP's priorities for the 2026 reporting period include the following initiatives (some of which are continuing initiatives from this reporting period):

- Further engagement of the internal Modern Slavery Committee in developing new initiatives to manage modern slavery risks across the business;
- Raising further awareness by providing an overview of modern slavery to all new starter employees as part of induction training delivered by the legal and compliance team and the introduction of a lunch and learn session for employees involved in procuring services and goods on behalf of DTAuP;
- Drafting and introduction of local Modern Slavery Business Standards for DTAuP employees;
- Scoping and inclusion of HR anti-modern slavery initiatives in 2025 Modern Slavery Statement;
- Ongoing monitoring of internal policies and procedures to manage modern slavery risks;
- Distribution of modern slavery questionnaire to top suppliers and review of responses.
- Continuation of new supplier questionnaires to identify and assess modern slavery risks; and
- Completing annual Human Rights CMS (as mentioned in Section 3) for local entities.