

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

Since submission of the last Compliance Declaration in December 2024, Mercedes-Benz Group AG has complied with the recommendations of the German Corporate Governance Code in the Code version, dated April 28, 2022 ("Code"), published by the Federal Ministry of Justice and Consumer Protection in the official section of the German Federal Gazette on June 27, 2022, with the exception of Recommendations C.4 and C.5 (Maximum number of Supervisory Board mandates) and will continue to observe the recommendations with the aforesaid deviations in the future.

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 the Chair of a Supervisory Board in a non-group listed company.

Rather than setting a strict limit, it is more suitable to assess on a case-by-case basis whether the total number of Supervisory Board mandates held by members of the Management Board and Supervisory Board at non-group listed companies and comparable functions appears to be appropriate, in particular because it is not always possible to clearly define the mandates that should be taken into consideration. The individual workload expected as a result of the total number of mandates held may differ from case to case and does not necessarily increase in proportion to their number.

Stuttgart, December 2025

For the Supervisory Board
Dr. Martin Brudermüller
Chairman

For the Board of Management
Ola Källenius Chairman
Chairman