

TRATON

Declaration of the Executive Board and Supervisory Board

of TRATON SE

on the recommendations of the

“Government Commission of the German Corporate Governance Code”

pursuant to section 161 German Stock Corporation Act

“The Executive Board and Supervisory Board of TRATON SE declare the following by means of an update of the Declaration of Conformity of December 2021 in respect of the recommendations of the “Government Commission of the German Corporate Governance Code” in the version dated 16 December 2019 (“Code”) published by the German Federal Ministry of Justice on 20 March 2020 in the official section of the Federal Gazette (Bundesanzeiger):

According to recommendation G.8, subsequent changes to the target values or comparison parameters of the variable remuneration shall be excluded. On 9 June 2022, the Annual General Meeting of TRATON SE approved an adjusted remuneration system that provides, inter alia, for a reduction of the assessment period for the profit bonus from two years to one year. The Supervisory Board has resolved to implement the approved remuneration system retroactively as of 1 January 2022. Because of this changeover, a one-off subsequent change to the comparison parameters within the meaning of recommendation G.8 is to be assumed for 2022. In this respect, a deviation from recommendation G.8 is temporarily declared. This does not entail a change to the targets and target values for the profit bonus. It is envisaged that the Company will once again comply with this recommendation from next year.”

Munich, June 2022

On behalf of the Supervisory Board

On behalf of the Executive Board

Hans Dieter Pötsch
- Chairman of the Supervisory Board -

Christian Levin
- Chairman of the Executive Board -