



Press Release

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World Employee Committee in constructive and critical dialogue with Daimler Truck Board of Management



At the end of June, 21 delegates from 14 countries met for a conference of the European Works Council and World Employee Committee (EWC/WEC) in Gaggenau, southwest Germany. Main topic in the discussion: the possible merger of Mitsubishi Fuso with Japanese competitor Hino.

"Having the possible huge impact on employees across many countries and continents in mind, the committee offers the ideal platform for informing and coordinating employee interests worldwide. We will continue working closely together in this area. Our clear message: such a merger must also bring advantages for the employees of the two companies," says Michael Brecht, Chairman of the EWC/WEC and the General Works Council of Daimler Truck.

Karl Deppen, who is in the Board of Management responsible for Asia, explained in detail the reasons for the project: "With the possible merger of Fuso and Hino, we could strengthen our business in Southeast Asia. The merger would offer significant synergies, but also has risks. We have to evaluate and decide on these."

At the same time, he asked the delegates to be patient in the face of many questions about employment and products. The Japanese employee representatives reported a basically positive view of the possible merger among Fuso employees.

Human and trade union rights in the supply chain were also discussed intensively in the committee. "Daimler Truck has distinguished itself with the Declaration of Principles on Social Responsibility and Human Rights as well as the European Works Council and World Employee Committee in connection with the whistle-blower system and has positioned itself at an early stage," said Ralf Götz, who is responsible for cross-border corporate policy at German industrial trade union IG Metall. The exchange with Turkey, where the processes have already proven their worth, is going well. Michael Brecht wished for even more intensive cooperation regarding the other countries and locations.

In addition to Karl Deppen, Chairman of the Board of Management Martin Daum as well as John O'Leary (Daimler Truck North America), Karin Rådström (Mercedes-Benz Trucks), Jochen Götz (Finance) and Jürgen Hartwig (Human Resources) also reported on their department in keynote speeches and answered questions from the participants, which was well received and noted by the delegates.

After two days of intensive and constructive discussions with each other and with the board, the participants of the EWC/WEC drew a positive balance. It was not a matter of course and a sign of appreciation for this body that so many board members were present or connected on site, the delegates underlined. Jürgen Hartwig was also satisfied: "I am a friend of open communication. That's why the openness in the discussion was good and important."

The EWC/WEC represents the interests of all employees of the Daimler Truck Group worldwide. Currently, 23 countries are represented according to their number of employees and have sent a total of 34 representatives. The EWC/WEC is headed by a chairperson and a deputy, who are elected by the members. A five-member Presidium is responsible for coordinating European affairs. Global issues are coordinated by a six-member Executive Committee.

"Following the establishment of the new EWC/WEC in November 2022, the committee is now fully in working mode. Face-to-face meetings in contribute particularly to this. The direct exchange with the Executive Board is also extremely valuable," says Jörg Lorz, Deputy EWC Chairman and Chairman of Works Council in the Kassel powertrain plant located in Germany's geographical center.

**Contact:**

Matthias Krust
Head of Communication General Works Council
Spokesperson of Chairman of General Works Council

+49 160 8653505

matthias.krust@daimlertruck.com

Further information from the General Works Council and the labor representatives of Daimler Truck is available on the Internet:

<https://www.daimlertruck.com/works-council>

The General Works Council of Daimler Truck AG

The General Works Council (GWC) of Daimler Truck AG represents the interests of more than 33,000 employees in Germany. The GWC makes general works agreements with the company management, which then apply to the entire workforce of Daimler Truck AG. The body consists of 13 members who are elected for a term of four years. The basis for this is the Works Constitution Act. The central concern of the GWC is the preservation and expansion of jobs and the creation of good and fair working conditions. The GWC also takes a stand on the design of framework conditions that go beyond everyday business life, as well as on political and social issues.