

## **Equal Participation**

*Information regarding the Act on the Equal Participation of Women and Men in Executive Positions*

### **Proportion of women in management positions at Mercedes-AMG GmbH**

The law stipulates that the Supervisory Board of Mercedes-AMG GmbH shall determine targets for the proportion of women on the Supervisory Board and the Management Board, along with deadlines for their achievement. The Management Board of Mercedes-AMG GmbH for its part must define such target figures and deadlines for the two management levels directly below it.

The Supervisory Board of Mercedes-AMG GmbH has in 2023 set a target of 25 % (3 out of 12 members) for the proportion of women on the Supervisory Board and December 31, 2025 as the deadline for achieving it. As of December 31, 2023, the proportion of women on the Supervisory Board of Mercedes-AMG GmbH was with 4 women out of 12 members at 33.3 %.

The Supervisory Board has also set a target for the proportion of women on the Management Board of 20%, as well as the deadline of 31 December 2025. On the basis of the assumption of a total of 5 members of the Management Board as of December 31, 2025, the target rate of 20% results in a target of 1 woman.

As of December 31, 2023, the Management Board of Mercedes-AMG GmbH, which consisted of four members, did not belong a woman; the proportion of women on the Management Board at that time was thus zero %.

The Management Board of Mercedes-AMG GmbH has, by the end of 2023, set targets for the proportion of women at the first and second management level below the Management Board of 25%, as well as a deadline for achieving these targets of December 31, 2025.

On the basis of the assumption of a total of 10 executives at the first management level and a total of 43 executives at the second management level below the Management Board of Mercedes-AMG GmbH as of December 31, 2025, the target rate of 25% results in a target of 3 women for the first management level and the target rate of 25% results in a target of 11 women for the second management level below the Management Board.

As of December 31, 2023, three women were represented at the first management level below the Management Board, consisting of a total of 10 executives, and the proportion of women was therefore 30%. At the second management level below the Management Board, 9 of the 43 executives were female as of December 31, 2023, corresponding to a share of 20.9%.

Notice: All percentages are rounded down to one decimal place.