



Duty to Provide Information under the European Union's General Data Protection Regulation (EU GDPR)

Protecting your personal data is our top priority. This privacy statement provides you with a detailed survey of how Mercedes-Benz Group AG processes your personal data. The term "personal data" means any information relating to an identified or identifiable natural person. This privacy statement will inform you about the nature, scope and purposes for which Mercedes-Benz Group AG collects your personal data and what we do with that information. We will also inform you of what rights you have with respect to the processing of your personal data.

1. To whom does this privacy statement apply?

This privacy statement applies to all individuals who report tip-offs to the whistleblower system of Mercedes Benz Group, Business & People Protection Office (BPO) or whose data was collected by a third party as part of work done by the BPO.

2. Who is responsible for processing my data, and whom can I contact with questions about data protection?

The controller responsible for processing personal data as described below is the entity named below:

Mercedes-Benz Group AG Mercedesstrasse 120

70372 Stuttgart

E-Mail: dialog@mercedes-benz.com

The contact information for the Chief Officer Corporate Data Protection are as follows:

Sebastian Gress

Chief Officer Corporate Data Protection Mercedes-Benz Group AG

HPC E600

70546 Stuttgart

E-Mail: data.protection@mercedes-benz.com

3. What will my data be used for (purpose of processing), and on what legal basis does that happen?

Your information is processed within the Mercedes-Benz Group whistleblower system. We receive and process tip-offs regarding violations of laws and policies (investigation and punishment of violators). Data processing for these purposes is lawful in accordance with Art. 6, para. 1f of the EU GDPR. Under certain circumstances, we will anonymise your personal data according to our legitimate interest under Art. 6, para. 1f of the EU GDPR. In that case, the data will not contain any information about, or identifiers related to, specific individuals.

The company's legitimate interest in data processing under Art. 6, para. 1f of the EU GDPR is derived from its justifiable concern with investigating and punishing past misconduct.

4. How long will be data be stored?

The data collected about employees and third parties will be deleted three years after the end of the procedure. Deviating deadlines may result from country-specific laws or official requirements.

5. Will my data be forwarded?

The following individuals and departments may become involved in the BPO process:

- (1) The manager of the affected employee
- (2) The departments necessary for determining the disciplinary action
- (3) Additional decision makers (for the special risk process) whenever the employee affected by the accusation is a member of management level 1 or higher, a member of the Board of Management or Supervisory Board, or some other member of the governing bodies of controlled Group companies that are included in the consolidated financial statements of Mercedes-Benz Group AG when the allegations concern active bribery, antitrust law, export control or money laundering
- (4) Members/employees of the units responsible for conducting the investigation.

6. Will my data be shared?

Your personal data will be transmitted to a third country only if doing so is necessary for the investigation of the matter. This is generally the case whenever the events take place in a third country. In such instances, transfers of personal information to third countries are carried out only within the Group.

7. What rights do you have as a data subject?

You have the following rights in connection with the processing of your personal data:

- Under Art. 15 of the GDPR, you have the right to request access to the data we have stored.
- Under Art. 16 of the GDPR, you have the right to have incorrect data rectified.
- Under Art. 17 of the GDPR, you have the right to have your data deleted unless we have a legal reason for continued storage of the data.
- Under Art. 18 of the GDPR, you have the right to restrict processing of your data. This means that your data will continue to be stored but only under limited conditions (e.g., with your consent or to establish legal claims).
- Under Art. 20 of the GDPR, you have the right to data portability of all data that you have made available to us. This means that we are required to provide you with the data in a structured, commonly used and machine-readable format.

To exercise these rights, please send us an e-mail at this address: bpo@mercedes-benz.com.

You have the right to lodge a complaint with the data protection officer or data protection supervisory authority if you believe the processing of your personal data is in violation of the GDPR or other laws (Art. 77 of the GDPR).