

PACCAR SASB-ESG Report

2024

SASB Standards Disclosure Table

Industrial Machinery & Goods Sustainability Accounting Standard Version 2023-12

Topic	Metric	Disclosure
Energy Management See TCFD-CDP Report: C8.2a	Total energy consumed	975,978 MWh
	Percent grid electricity	43.2%
	Percent renewables	6%
Employee Health & Safety	Total recordable incident rate	This document: p. 16
	Fatality rate	This document: p. 16
	Near miss frequency rate	Consistent with Total Recordable Incident rate.
Fuel Economy & Emissions in Use Phase	Sales weighted fleet fuel efficiency for medium and heavy duty vehicles (Gallons/1,000 ton-miles)	The latest models of Kenworth, Peterbilt, and DAF trucks have improved fuel efficiency by up to 7% compared to previous models (This document: p. 12-13). Kenworth and Peterbilt trucks will improve fuel efficiency by at least 19% by 2024, and 25% by 2027 when compared to 2017 levels. DAF trucks will improve fuel efficiency by at least 15% by 2025 and 30% by 2030 when compared to 2020 levels.
	Sales-weighted fuel efficiency for non road equipment (Gallons/hour)	Not applicable to PACCAR's business.
	Sales weighted fuel efficiency for stationary generators (Watts/gallon)	Not applicable to PACCAR's business.
	Sales weighted emissions of NOx for Marine diesel engines, locomotive diesel engines, on-road medium- and heavy duty engines, and other non road diesel engines	PACCAR products are low NOx and compliant with all NOx emissions regulations in all its markets.

	Sales weighted emissions of particulate matter for Marine diesel engines, locomotive diesel engines, on road medium- and heavy duty engines, and other non-road diesel engines	PACCAR products are low PM and compliant with all PM emissions regulations in all its markets.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	This document: p. 8, 20-22
Remanufacture Design & Services	Revenue from remanufactured products and remanufacturing services	PACCAR’s aftermarket parts division sells remanufactured engines and many other remanufactured components.
Activity Metrics	Number of units produced by product category	PACCAR delivered 204,200 new trucks in 2023
	Number of employees	32,400 as of December 2023

The Sustainability ESG disclosures in this report and at PACCAR.com are consistent with the SASB Industrial Machinery & Goods Sustainability Accounting Standard Version 2023-12.

Forward Looking / Cautionary Statements

This report may contain statements that are forward looking. These statements are based on current expectations and assumptions that are subject to risks and uncertainties, which may cause actual results to differ materially. A summary of risks and uncertainties is described in more detail in our periodic reports filed with the Securities and Exchange Commission (SEC). We undertake no duty to update or revise this presentation, whether as a result of new information, future events or otherwise. For the most recent financial, risk and other information about PACCAR, please see our SEC filings and most recent earnings release available on the Investor Relations page of www.paccar.com.

Contents

PACCAR SASB-ESG Report	1
SASB Disclosure Table.....	1
Forward Looking / Cautionary Statements.....	2
PACCAR Environmental, Social and Governance (ESG) Report.....	4
Environmental Leadership.....	4
Environmental Policy	4
Operations	5
Environmental Management System	5
Energy management.....	5
Climate Strategy	6
GHG Emissions.....	7
Science Based Targets	8
Supplier Sustainability Engagement	9
Products Innovation & Stewardship.....	9
Social Responsibility and Ethical Business Conduct	14
Code of Business Conduct	14
Talent Training & Development	16
Workplace Safety.....	17
Employee Well-Being.....	17
Cybersecurity and Systems Availability	18
Management and Training	18
Philanthropy	18
Community	19
Government Relations & Public Policy	19
Supplier Code of Conduct.....	21
Conflict Minerals and Critical Materials	22
Corporate Governance	23
Sustainability	23
Board of Directors	24
Executive Compensation	24
Shareholder Rights	25
Audit and Risk Oversight	26

PACCAR Environmental, Social and Governance (ESG) Report

PACCAR is a global technology leader in the design, manufacture and customer support of premium medium- and heavy-duty trucks under the Kenworth, Peterbilt and DAF nameplates. PACCAR also designs and manufactures advanced powertrains, provides financial services and information technology, and distributes aftermarket parts related to its principal business.

PACCAR conducts business to achieve above-average market returns for stockholders, reflect the highest ethical standards, fulfill our legal obligations, and meet our social responsibilities. We strive to gain the favorable regard of customers, shareholders, employees, regulatory authorities, and the general public through superior performance and effective communications.

PACCAR's Sustainability approach that enhances shareholder value is focused on:

- Environmental leadership
- Social responsibility and ethical business conduct
- Corporate governance practices

Environmental Leadership

Reducing the environmental impact of our activities and products is an integral part of our process of continuous improvement. Our commitment to the environment is demonstrated in our energy efficient operations and technologically advanced products.

PACCAR's global industrial leadership includes addressing the environmental challenges facing our own and future generations. PACCAR's environmental management system and policy are designed to focus on the reduction of the environmental impacts of the company's activities, products and services. A key premise of PACCAR's environmental policy can be stated simply: It is more environmentally prudent and cost effective to identify a problem before it occurs, than to correct or clean it up afterwards.

Environmental Policy

The following principles are used to implement PACCAR's environmental policy:

- Commitment to compliance with environmental laws.
- Development and implementation of prudent practices in company facilities around the globe that often go beyond regulatory compliance.
- Comprehensive industry leadership in policy, procedure, training programs and operation audits at all company facilities.
- Commitment to continual improvement.
- Prevent pollution by continued evaluation of our industrial processes and procedures.
- Proactively seek new information and training in order to create, initiate and advance new ideas and approaches to manage environmental exposures before they are mandated by regulations.

Operations

PACCAR has focused on responsible environmental stewardship since its founding in 1905. The Company is committed to environmental responsibility in the vehicle production process. Finding ways to reduce waste, reuse materials, conserve energy and reduce the environmental impact of our activities occurs daily in both small and significant ways across the Company. PACCAR is driving smart manufacturing into every aspect of its business because it helps the environment and makes good long-term business sense.

Environmental Management System

PACCAR’s manufacturing locations are ISO 14001 certified providing assurance to management, employees, and shareholders that the environmental impact is being measured and managed. ISO 14001 certified management system measures, monitors and maintains compliance at each manufacturing site including:

- Air emissions – sites are monitoring and reporting local and federal jurisdiction air standards and maintaining compliance.
- Water consumption & discharge – monitoring and reporting local and federal jurisdictions water use and maintaining water standards.
- Energy usage – sites measure and monitor energy usage (electricity, natural gas, etc.) including access to renewable power options.
- Materials & waste – sites annually target achieving zero waste-to-landfill.

The table below contains environmental metrics monitored on an annual basis by PACCAR across the manufacturing sites.

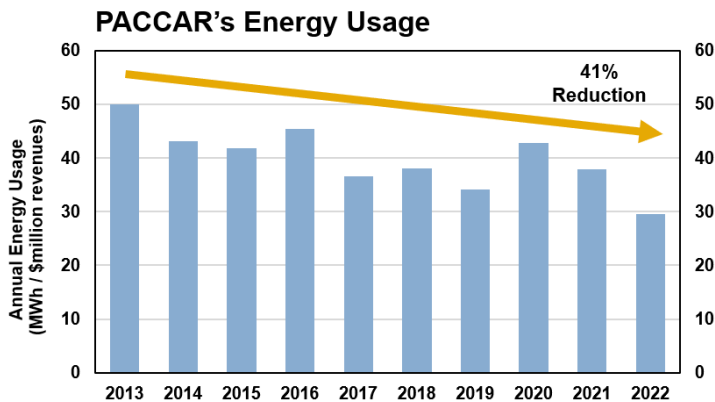
Manufacturing sites (%)	2022	2021	2020
ISO 14001 management certified	100%	100%	100%
Meeting air emissions standard	100%	100%	100%
Meeting water standard	100%	100%	100%
Zero waste-to-landfill	93%	87%	87%

Energy management

Energy use is measured and monitored across PACCAR manufacturing and non-manufacturing sites. The chart below contains the total energy usage across PACCAR locations.

Energy (MWh)	2022	2021	2020
Manufacturing & non-manufacturing locations	975,978	978,124	877,708

From 2013 to 2022, PACCAR reduced its energy usage 41% on a per revenue basis as shown below.



Climate Strategy

In 2023, PACCAR achieved an A- score from CDP on the Company's Task Force for Climate Related Financial Disclosures (TCFD) aligned climate transition plan, placing it in the leadership tier of over 21,000 companies reporting and demonstrating a robust approach to reducing greenhouse gas emissions in Kenworth, Peterbilt and DAF vehicles and from our global facilities. PACCAR has earned an "A" or "A-" rating for nine consecutive years.

The Company's TCFD-CDP Climate Transition Plan provides details including the governance, strategy, risk management and metrics & targets consistent with the TCFD framework as outlined below:

Governance

- Board level oversight
- Board expertise on climate change
- Senior management accountability & feedback mechanisms
- Executive remuneration linked to climate KPI's

Strategy

- 1.5°C world aligned transition plan within business strategy & shareholder feedback
- Link between climate related risks, opportunities & strategy
- Details of scenario analysis
- Financial planning details associated with climate transition
- Low carbon product & services
- Low carbon initiatives – direct operations
- Value chain engagement – suppliers and customers
- Alignment of public policy engagement with climate strategy

Risk Management

- Process for identifying and managing climate related risks and opportunities
- Climate related risks, potential financial impact, and response strategy

- Climate related opportunities, potential financial impact, and response strategy

Metrics and Targets

- Approved science-based targets
- Other climate related targets
- Net Zero target, in line with the latest climate science
- GHG Protocol annual Scope 1, 2, 3 GHG inventory (3rd party verified)

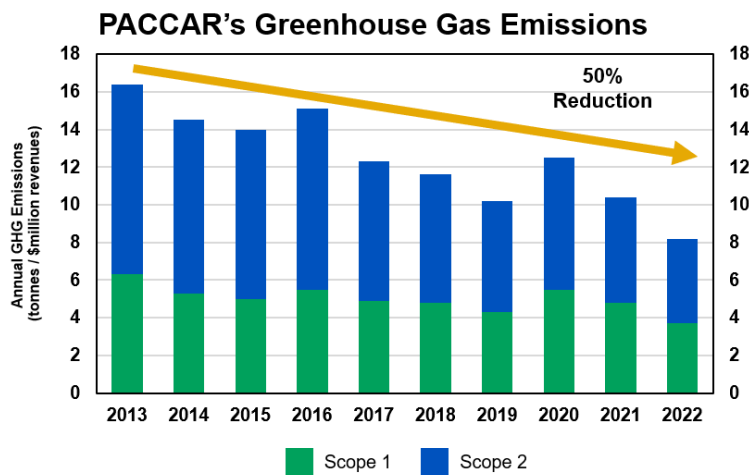
PACCAR’s CDP report is publicly available on the CDP website and PACCAR’s TCFD-CDP Climate Transition Plan Report available at <https://www.paccar.com/about-us/environmental-social-and-governance/>.

GHG Emissions

Scope 1 and 2 emissions at PACCAR locations include both purchased electricity, stationary and mobile sources of greenhouse gas emissions while performing business activities. Scope 3 emissions are upstream and downstream in PACCAR’s value chain as the Scope 1 and 2 emissions of suppliers, customers, partners etc. PACCAR regularly evaluates and updates its current and historical Scope 1, 2, and 3 emissions based on emerging science, feedback from stakeholders and market needs for greater environmental transparency. The chart below is the scope 1, 2, and consolidated Scope 3 greenhouse gas emissions. For more information, visit PACCAR’s annual CDP Report.

Tonnes CO2e (000’s)	2022	2021	2020
Scope 1 & 2 (location based)	271	279	257
Scope 3	114,542	99,312	76,313

PACCAR monitors both absolute greenhouse gas emissions and greenhouse gas emissions inventory per unit of revenue, which normalizes the data for fluctuations in our business that occur due to industry cyclicality. From 2013 to 2022, PACCAR reduced scope 1 and 2 greenhouse gas emissions 50% on a per revenue basis as shown below:



Science Based Targets

In 2021, PACCAR established greenhouse emissions reduction targets approved by the Science Based Targets Initiative (SBTi). SBTi works with over 7,480 companies worldwide to create a clearly defined path to reduce greenhouse gas emissions, with the goal to help limit global warming to well below 2 degrees Celsius compared to pre-industrial levels. PACCAR’s targets are publicly disclosed at <https://sciencebasedtargets.org/>.

The Scope 1 and 2 science based target (SBT) is a 35% absolute reduction of CO2 emissions from PACCAR’s global facilities between a baseline year of 2018 and a target year of 2030 and is based on SBTi’s “other industry sectoral decarbonization approach (SDA) using the absolute contraction method for well below 2°C.

Scope 3 SBT is a 25% reduction in product use greenhouse gas emissions in grams of CO2e emissions per vehicle kilometer, well to wheel, from the heavy-duty vehicles PACCAR sells in the US, Canada and Europe, and the medium duty vehicles PACCAR sells in the US and Canada between a baseline year of 2018 and a target year of 2030. This SBT is a medium-term target for product use emissions based on the SDA Transport Tool for well below two degrees Celsius.

SBT Progress	2018 Baseline	2020	2021	2022	2030 Target
Scope 1 & 2 tonnes CO2e (000’s)	293	257	279	271	190
Scope 3, Category 11 (g CO2e/vkm WTW)	1006	996	1081	1059	754

In 2022, the Science Based Target Initiative (SBTi) paused target validations & updates recognizing there is currently not a viable SDA for transport sector allowing companies like PACCAR to align their use-phase emissions targets of new road medium and heavy duty vehicles with 1.5°C pathways. PACCAR’s well-below 2°C trajectory approved science based targets are granted extensions until an SDA is developed and approved at a later date.

For operational scope 1 and 2 emissions at PACCAR locations, the three main levers for decoupling greenhouse gas emissions from energy consumption are ISO 14001 aligned demand side energy efficiency, purchasing renewable power from local utilities, and electrifying diesel and gas equipment.

Product use phase, scope 3 category 11, emissions reductions are through continued technology investment and manufacturing of efficient diesel engines while transitioning, with customer demand, towards manufacturing zero emission battery electric and hydrogen fueled vehicles. Peterbilt, Kenworth and DAF lead the industry with nine battery electric vehicle models available for customers. Kenworth T680 and Peterbilt 579 models featuring Toyota’s hydrogen fuel cell powertrain kit have initial customer deliveries planned for 2025. DAF’s XF Hydrogen – a prototype of a hydrogen fueled heavy-duty truck with an internal combustion engine – won the European 2022 Truck Innovation Award.

Supplier Sustainability Engagement

PACCAR is driven to provide its customers with the highest quality truck with the lowest lifetime operating costs especially related to fuel economy, safety, reduced emissions, and next generation transport technology. PACCAR challenges all suppliers to improve vehicle fuel efficiency and reduce greenhouse gas emissions using cutting-edge technology. Active collaboration with the top 100 suppliers annually, which accounts for over 80% of PACCAR's total spend, is strategically focused on those suppliers who can best contribute to vehicle fuel economy improvements and reduced emissions. In addition, the top 100 suppliers are screened using the International Sustainability Standard Boards (ISSB, part of the International Financial Reporting Standards Foundation) to identify relevant ESG issues attributed to the industry sector associated with each supplier (<https://sasb.org/standards/materiality-finder/find/>); as well as evaluating each supplier's annual sustainability scoring for S&P Global CSA, Sustainalytics, and CDP Climate and noting Science-based Target Initiative (SBTi) greenhouse emission reduction targets commitments.

(% suppliers by procurement spend)	2023	2022	2021
Suppliers screened for industry sector ISSB Relevant Issues, SBT targets, and CDP Climate score	82%	82%	81%

PACCAR's Purchasing and Quality managers may then use the supplier specific sustainability information when evaluating supplier performance, contracts, and discussions during quarterly and annual reviews.

Products Innovation & Stewardship

A key element of PACCAR's environmental strategy is to offer our customers commercial vehicles that reduce environmental impacts. PACCAR invests in technologies that reduce greenhouse gas emissions such as fuel-efficient diesel engines, natural gas and biofuel engines, and next-generation battery- electric, hybrid, hydrogen combustion, and hydrogen fuel cell powertrains. To develop and manufacture these industry leading products and technologies, the Company makes significant investments in capital expenditures and R&D each year.

(\$ in millions)	2023	2022	2021
Capital Investment	\$698.0	\$505.0	\$511.8
R&D	\$411.0	\$341.2	\$324.9

Customer Engagement

PACCAR's commitments to making the highest quality, most sustainable vehicles, begins with continuous and intensive engagement with customers for ongoing feedback on vehicle performance and new specifications for future product designs. Our engineers use "Design for Environment" or Eco Design software to identify non-hazardous, lighter weight materials while improving overall vehicle recyclability rates to over 90% and material recoverability greater than

95%. In addition, scientists, engineers, and economist utilize evaluation tools for life-cycle assessment (LCA) modeling to incorporate effects on health, ecosystems, and resource consumption into design considerations.

Pathway towards zero emissions

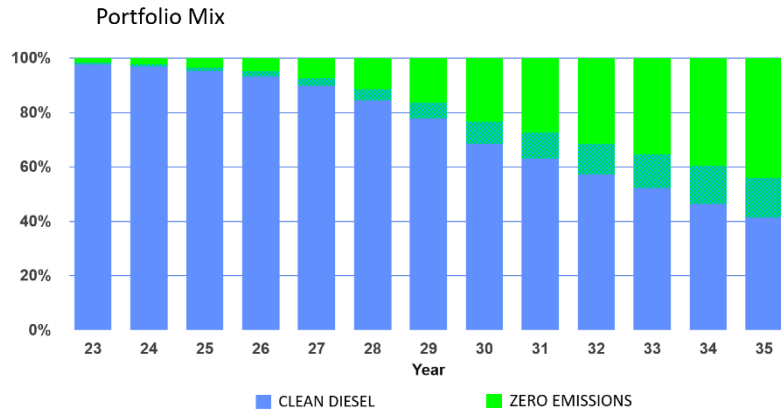
PACCAR's consistent long-term profits, strong balance sheet, and intense focus on quality, technology and innovation have enabled the company to invest \$7.8 billion in world-class facilities, next generation products and state of the art technologies during the past decade. PACCAR continues increasing its investment in next generation diesel, electric powertrain, and hydrogen powertrain technologies. PACCAR invested \$698 million in capital projects and \$411 million in research and development expenses in 2023. In 2024, capital expenditures are projected to be in the range of \$700-\$750 million and research and development expenses are estimated to be in the range \$460-\$500 million.

PACCAR is on the pathway of advanced technology, smart manufacturing capability, and training its industry leading labor force to deliver battery electric, hybrid, and fuel cell technology in DAF, Peterbilt, and Kenworth trucks. In production today are nine industry leading battery-electric-vehicle models and multiple hydrogen vehicle models in development.

There is encouraging activity in policy commitments and investments by major economies for the energy sector's physical infrastructure for generating low- or no-carbon energy supply, as well as fueling networks for battery electric and zero emission vehicles. For example, Europe's increased push for clean energy and other new policies, and the Infrastructure Investment and Jobs Act in the United States authorizing \$1.2 trillion in new infrastructure spending. However, the IEA World Energy Outlook 2022 forecasts the Net Zero Emissions by 2050 Scenario will require a tripling in spending on clean energy infrastructure to 2030, alongside a shift towards much higher investment in emerging markets and developing countries.

Currently, even with advancing zero emission truck technology, a fact-based long term 2050 pathway to zero emissions is not yet clear for the transportation sector primarily due to the energy sector's under-investment and lack of physical infrastructure necessary for supplying reliable and affordable low- or no-carbon electricity and hydrogen fuel.

PACCAR has communicated a progression through 2035 towards lower emissions when considering a combination of state and federal air quality standards, carbon regulations and zero emission vehicle sales and fleet mandates. From 2023 to 2035, a portfolio adoption mix may appear as below.



More information on PACCAR’s pathway to zero emissions may be found at investor.paccar.com Annual Report, SEC filings & Investor Presentations.

PACCAR’s Zero Emission Trucks

PACCAR's research and development efforts include several development projects for Kenworth, Peterbilt and DAF vehicles, including battery electric, hydrogen fuel cell, hydrogen combustion, and hybrid technologies.

PACCAR is currently selling nine different zero emissions truck products in the heavy and medium duty markets. Our zero-emissions vehicle portfolio covers applications ranging from refuse and drayage to regional haul and local pick-up and delivery. So far, PACCAR has received hundreds of orders. Production is underway and we are now delivering these products to customers around the world.



(# Models)	2022	2021	2020
Battery Electric Vehicle	9	7	3

Peterbilt has developed a battery electric Peterbilt 579EV for port and regional haul applications. Peterbilt has designed a battery electric Peterbilt 520EV truck for the refuse segment. The truck’s

100-mile range and quiet operation is an excellent solution for residential neighborhood refuse operations.

The zero-emissions Peterbilt 220EV and Kenworth K270E cabover trucks have a range of up to 200 miles. These trucks are designed for use in a variety of applications including local pickup and delivery and short regional haul operations.

DAF has developed battery electric DAF CF and DAF LF trucks, which offer zero emissions and ultra-low noise for heavy- and medium-duty urban distribution and refuse applications. The DAF CF Electric was named Green Truck Logistics Solution 2019, a prestigious award for the deployment of emerging technologies in Europe. The DAF LF Electric is a medium-duty truck with a modular battery pack that can be scaled to the range required by customers.

The DAF CF Hybrid has been developed for driving with zero emissions in urban areas, while offering a much longer range to operate beyond those urban areas, thanks to the efficient PACCAR MX-11 engine. The combination of electric and diesel power ensures the highest logistical efficiency.

PACCAR is developing hydrogen combustion and hydrogen fuel cell solutions. The DAF XF H2 technology demonstration truck uses an internal combustion engine powered by hydrogen and was designed for use in the long-haul segment. It was honored with the Truck Innovation Award 2022. Compared to the fuel cell hydrogen solution, the combustion engine option has transient capabilities (eliminating the need of a large energy storage system). Other advantages include the lower cooling capabilities needed and lower sensitivity to hydrogen purity. In addition, the Company has extensive knowledge and a comprehensive manufacturing footprint in the combustion engine technology.

PACCAR and Toyota Motor North America, Inc. (Toyota) partnered for several years on hydrogen fuel cell (FCEV) and announced an expansion of their joint efforts to develop and produce zero emissions FCEV Kenworth and Peterbilt trucks powered by Toyota's next-generation hydrogen fuel cell modules. The expanded agreement supports ongoing development and commercialized zero-emission versions of the Kenworth T680 and Peterbilt 579 models featuring Toyota's hydrogen fuel cell powertrain kit, with initial customer deliveries planned for 2025. Pictured below are Kenworth T680 and Peterbilt 579 Hydrogen Fuel Cell Trucks.



Low Carbon and Renewable Fuels

PACCAR is a market leader for natural gas heavy-duty vehicles. Based on the latest information from the research firms R.L. Polk and ACT Research, Kenworth and Peterbilt achieved market share of over 33% of compressed natural gas heavy-duty vehicle registrations in the U.S. and Canada in 2022.

(%, US and Canada market share)	2022	2021	2020
CNG heavy-duty vehicles	33.4%	29.0%	46.3%

PACCAR’s MX 13 and MX 11 engines are certified to use B10/B20/B30 and XTL biofuels in Europe and B20 biofuel in the U.S. Biofuel capable engines represent 52% of PACCAR's total global truck deliveries in 2022.

(% global truck deliveries)	2022	2021	2020
Engines certified for biofuels use	52%	49%	47%

Advanced Vehicles

PACCAR is participating in the Department of Energy’s SuperTruck 3 program, with the goal to electrify medium- and heavy-duty trucks, expand electric vehicle infrastructure and lower emissions for on- and off-road vehicles.

DAF is the only truck manufacturer to introduce a new generation of trucks fully utilizing the new European regulations for truck masses and dimensions, resulting in a range of highly attractive and aerodynamic trucks which feature industry-leading fuel efficiency, safety and a luxurious cab for driver comfort. DAF XF, XG and XG+ models were honored as International Truck of the Year 2022. These trucks are equipped with highly efficient PACCAR MX engines, a new compact after-treatment system, and sophisticated software and aerodynamic optimization, reducing fuel consumption and CO2 emissions by up to 10% compared with previous models.

The new DAF XD truck earned the International Truck of the Year 2023 award. The new DAF XD truck represents a new generation of distribution and vocational vehicles. The versatile DAF XD is available as a tractor or rigid truck with a high-performance PACCAR engine. DAF also introduced the DAF XDC truck, which is designed specifically for construction and vocational segments and features two-, three- or four-axle configurations with single or double drive axles

Peterbilt and Kenworth recently introduced major enhancements to the Peterbilt 579 and the Kenworth T680 trucks, which reduce fuel consumption and CO2 emissions by up to 7% over previous models. Enhancements included a new aerodynamic design, the PACCAR Powertrain, a quieter cab, customizable 15” digital display, connectivity technology, and new ADAS safety features.

Remanufacturing

Remanufacturing is the industrial process of returning a previously used component to “like- new”

condition. Remanufacturing helps the environment by reducing waste. PACCAR's aftermarket parts division sells remanufactured engines and many other remanufactured components.

Connected Trucks and Driver Training

PACCAR Connect is a new state-of-the-art global connected truck platform. This configurable system consists of proprietary hardware and software that provides robust data security, over the air software updates and advanced fleet management tools, while enabling customers to cost effectively integrate their existing fleet management systems and applications. PACCAR began installing PACCAR Connect on DAF XF, XG and XG+ trucks in October 2021. The information provided by this system enables customers to improve fleet operating efficiency and reduce fuel consumption and CO2 emissions.

PACCAR announced a new collaboration to integrate Platform Science's Virtual Vehicle technology in Kenworth and Peterbilt trucks using the PACCAR Connect telematics system. The integrated PACCAR Connect and Virtual Vehicle solution will offer customers a state-of-the-art telematics operating system and application store, enabling customers to access software solutions, real-time vehicle data, and third-party applications. The new PACCAR system will reduce the requirement of multiple telecommunications devices and will enhance customers' productivity. PACCAR will continue collaborating with the Platform Science team to create the industry's most user-friendly, customizable and productive connected truck solution.

PACCAR has introduced technologies that train drivers to operate vehicles more efficiently. Kenworth and Peterbilt's Driver Performance Assistant offers interactive in-dash coaching to drivers to reduce fuel consumption and CO2 emissions. DAF's EcoDrive Training enhances driver efficiency, resulting in up to 5% reduced fuel consumption and CO2 emissions from every properly trained driver.

Social Responsibility and Ethical Business Conduct

Code of Business Conduct

The manner in which PACCAR conducts its business, and the opinion of our shareholders, employees, customers and the public, are very important to the continued success of PACCAR. PACCAR has a long history of achieving high standards of performance related to human rights and compliance with laws and regulations in countries where the Company does business. Over the years PACCAR, through its commitment to integrity and honesty as demonstrated by PACCAR's directors, officers and employees, has earned an excellent reputation as a responsible corporate citizen. It is the responsibility of each director, officer and employee of PACCAR to review the Code of Business Conduct and become familiar with how it applies to specific business situations. PACCAR employees receive ongoing training regarding the Code of Conduct and are expected to comply with the law and the highest standards of honest and ethical conduct.

The PACCAR Code of Business Conduct contains information explaining how employees can confidentially report violations of the Code through a hotline, and PACCAR's anti-retaliation policy. Continuous PACCAR employee development and training includes mandatory training focusing on

aspects of the Code of Business including:

Commitment to Integrity

- Harassment Free Workspace
- Dedication to Diversity & Inclusion
- Appropriate workplace behavior
- Anti-violence

Commitment to Human Rights

- Expect employees, dealers, partners, suppliers to uphold human rights
- Everyone should be treated with dignity, fairness, and respect
- No tolerance for slave or child labor, human trafficking, unsafe working conditions
- Commitment to compliance with human rights laws

Commitment to Environment, health, and safety

- Environmental responsibility is one of PACCAR's core principles.
- Maintain the highest standards and to put safety first – without exception.
- PACCAR drives for excellence, safety, and integrity in everything it does.

Honest and Ethical Business Practice

- Antitrust and Fair Competition
- Anti-Bribery and Corruption
- Anti-Money Laundering
- Business Hospitality – Gifts, Entertainment and Travel
- Conflicts of Interest
- Charitable and Political Contributions

Financial Integrity

- Accurate Financial Results
- Disclosure Requirements
- Use of Company Assets
- Retaining Proper Business Records

Interaction with PACCAR Partners

- Customer Interaction and Information
- Dealers, Suppliers, and Other Partners
- Government Business and Contracting

Global Trade Compliance

- Import and Export
- Trade Sanctions and Embargos
- Economic Boycotts

Responsibility to Investors and Shareholders

- Confidential Information
- Protecting Company Assets
- Audits and Investigations
- Intellectual Property
- Cybersecurity and Electronic Communications
- Inside Information
- Privacy
- Interactions with the Media, Investors, and the Public
- Use of social media

PACCAR Resources

- Reporting Concerns
- EthicsLine Reporting System
- EthicsLine 1.800.300.1826
- EthicsLine.PACCAR.com

PACCAR’s complete Code of Business Conduct can be found at <https://www.paccar.com/media/3106/code-of-conduct-2021-final.pdf>

Talent Training & Development

PACCAR’s employee training and development programs are extensive and comprehensive. New employees receive an orientation and training for their specific positions. Ongoing job- related training is available to meet employees’ and the Company’s needs. Training programs include professional and technical skills training, compliance training, leadership development and management training. Many PACCAR divisions offer apprenticeship and tuition assistance programs to enhance skills through education. PACCAR also offers extensive internship programs to attract future employees.

Training on PACCAR’s Global Code of Conduct topics as well as employee development occurs in multiple setting annually and throughout the career of employees from regular on-line interactive instructional and refresher courses to development opportunities like PACCAR Institute for Management Leadership (PIML), Executive Leadership Program, Leadership Development Rotational Program, and Situational Leadership Program.

(# employees)	2023	2022	2021
Global employees as of Dec. 31	32,400	31,100	28,000

Continuous Improvement

Employee development drives continuous improvement at PACCAR. Six Sigma, data analytics, machine learning, Industry 4.0 and lean process development are integrated into business activities at PACCAR as well as at many of its suppliers, dealers and customers. These tools help to

continuously enhance the creation of state-of-the-art new product designs, customer services and manufacturing processes. Thousands of PACCAR employees have been trained in the use of these tools and have delivered billions of dollars in savings in all areas of the company.

Workplace Safety

Continued focus on workplace safety keeps our employees and contractors safe and our facilities profitable. Safety is a key priority during employee orientation at facilities and safety is the responsibility of every PACCAR employee. PACCAR’s major manufacturing facilities are equipped with safety and health departments staffed with trained medical personnel.

Company managers address safety enhancements every day in morning meetings; they provide regular and ongoing safety training; and they use displays located in factories to provide employees with safety-related information. Senior management demonstrates its commitment to workplace safety by awarding the President's Cup for Excellence in Safety at an annual Company ceremony attended by senior executives from Company locations. Additional investments in safety include implementing PACCAR Safety College training to enhance safety leadership, a project to create enhanced safety standards and training for working on battery electric vehicles and deploying safety software across the company to support tracking and reporting safety data.

See the chart below for safety metrics for PACCAR employees and contractors:

(Recordables per 200,000 hrs. worked)	2022	2021	2020
OSHA Injury / Illness employees & contractors	1.9	1.6	1.4
US Heavy Duty Truck Manufacturing	3.9	4.3	4.8

PACCAR's consistent focus on workplace safety has resulted in a fatality rate of zero, and a recordable injury/illness rate lower than the U.S. industry average as seen in the table above.

Employee Well-Being

PACCAR provides robust benefits packages that support physical, emotional and financial well-being. Employee satisfaction and engagement are measured through periodic surveys that result in quantitative metrics leading to workplace enhancements. PACCAR is committed to hiring, developing and promoting the most talented people and ensuring that our employees represent the diversity present in the global community. PACCAR is proud to have been honored for the past several years as a Top Company for Women to Work for in Transportation by the Women in Trucking Association.

PACCAR is an equal opportunity employer and provides a workplace free from discrimination and harassment. PACCAR recruits and develops a diverse workforce and supports their careers with resources such as the PACCAR Women’s Association, Diversity Councils, and training designed to develop leadership opportunities. PACCAR values workplace diversity. PACCAR diversity councils operate throughout PACCAR’s global businesses. The diversity councils’ goals are to enhance business success through diverse and inclusive workplaces. The PACCAR Women’s Association

seeks to increase women in PACCAR leadership roles by providing educational, networking and mentoring opportunities to employees at all levels. More information about PACCAR's commitment to diversity and inclusion can be found at:

<https://www.paccar.com/media/3106/code-of-conduct-2021-final.pdf>.

Cybersecurity and Systems Availability

Management and Training

The Company maintains a robust and comprehensive cybersecurity management and governance program. Our information security management system is based upon the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF). As part of its cybersecurity program, the Company engages internal and external auditors and other third parties to assess the program. The Company conducts penetration and compromise assessment tests, implements detection and prevention tools, monitors cyber events and has active disaster recovery plans. For third-party IT services, the Company conducts an architectural, privacy and security analysis of their solutions. If gaps are identified, the third-party remediates or mitigates the risk. The Company simulates potential cyber-attacks and performs incident responses to test preparedness. These exercises are used to train and update the Company's Incident Response plan.

The Company conducts annual information security training for executive management and non-executive employees. PACCAR conducts ongoing phishing tests that result in more frequent, additional cybersecurity training for employees as appropriate.

Oversight and Governance

The Company's Security Risk Council, including the Chief Information Security Officer, meets regularly to discuss risks, plans and updates to the security program, and to receive advanced training such as breach simulation exercises. It briefs the Board of Directors and/or the Audit Committee of the Board of Directors on technology and information security matters. Members of PACCAR's Board of Directors with technology/cybersecurity experience and skills include:

- Barbara B. Hulit
- Roderick C. McGeary
- Ganesh Ramaswamy
- Gregory M. E. Spierkel

Management and the Board of Directors receive periodic updates on the status of cybersecurity investments. If a security incident were to occur, the Company's Security Risk Council and Management would evaluate its significance and brief the Board of Directors.

The Company has not experienced a material security breach, and as a result, has not incurred any net expenses, penalties and settlements from such a breach, in the last five years. Certain independent dealers and suppliers have reported they have experienced information security breaches in the last year, which have not caused any material impact to the Company.

Philanthropy

PACCAR charitable giving	2023	2022	2021
Grants approved (#)	162	146	178
Total (\$ millions)	\$10.3	\$8.7	\$6.4

PACCAR's proud tradition of giving back to the community began with the founding of the company and continues today through PACCAR and the PACCAR Foundation. PACCAR has contributed over \$240 million to educational, social services and arts organizations since 1951. PACCAR makes these grants in locations in which its employees work and live worldwide. PACCAR has recently contributed over \$2 million to nonprofit organizations that promote diverse and inclusive communities, including UNCF, Special Olympics USA Games, YWCA, Landesa, Northwest African American Museum and Lighthouse for the Blind. More information can be found at <https://www.paccar.com/about-us/philanthropy/>

Community

PACCAR and its employees are leaders in our communities. Strong communities assist those less fortunate with a range of social services. Employees organize support for various charities and civic organizations such as United Way, Juvenile Diabetes Research Foundation, Race for the Cure, and local food banks. To prepare school-age children for the skills to succeed in the 21st century workforce, PACCAR and its many committed employee volunteers support literacy and other educational programs. This includes purchasing books for children in need and contributing funds and volunteer time to supplemental education programs such as Junior Achievement.

Government Relations & Public Policy

As a manufacturer of trucks, PACCAR is subject to the National Traffic and Motor Vehicle Safety Act and Federal Motor Vehicle Safety Standards promulgated by the National Highway Traffic Safety Administration as well as environmental laws and regulations in the United States. PACCAR is subject to similar regulations in all countries where it has operations and where its trucks are distributed. In addition, PACCAR is subject to certain other licensing requirements to do business in the United States and Europe.

Public Dialogue is an Important Civic Responsibility

PACCAR engages with government agencies and policymakers seeking public comment and technical input on legislative, regulatory, and other public policy issues affecting supply chains, manufacturing, sales, and operations of medium- and heavy-duty commercial vehicles. This public input is important for elected officials and civil servants who rely on the expertise of engineers, scientists, economists, business analysts, and other industry professionals to ensure that the public policies they are pursuing will achieve positive real-world outcomes.

Government Relations Oversight

PACCAR's engagement at the local, state, and national levels is managed with the oversight of the General Counsel. The General Counsel reports to the Chief Executive Officer, who is a member of the Board of Directors. All government relations and public policy engagements are made in support of company objectives and not based on the personal preferences of directors, officers, or employees.

Company Contributions

PACCAR corporate contributions to:	2023	2022	2021
Candidates, political parties, and political committees	\$0	\$0	\$0
Section 527 organizations	\$0	\$0	\$0
Ballot measure groups	\$0	\$0	\$0
Independent expenditures for communication, i.e., advertisement	\$0	\$0	\$0
501(c)(4) groups	\$0	\$0	\$0

The Benefits of Trade Associations

PACCAR is a member of U.S. trade associations including the Truck and Engine Manufacturers Association, National Association of Manufacturers, American Trucking Associations, Truck Renting and Leasing Association, U.S. Chamber of Commerce, and state manufacturing and business associations where PACCAR facilities are located. Trade associations provide an industry perspective and bring additional expertise to inform public policy debates and rulemaking activities in areas such as vehicle safety, electrification, emissions reduction, alternative fuels, tax and trade policies, automation, and driver assistance technologies.

The table below provides a list of U.S. trade association memberships with 2023 fees greater than \$25,000. Overall, PACCAR's U.S. trade associations fees in 2023 were approximately \$1M or 0.003% of PACCAR 2023 total revenues. The percentage of the 2023 fees that are non-deductible under United States Internal Revenue Code §162(e) is provided by each trade association below:

U.S. trade associations with 2023 fees greater than \$25,000	% fee lobbying
American Trucking Associations	14%
National Association of Manufacturers	28%
Truck and Engine Manufacturers Association	0%
United States Chamber of Commerce	35%

Proactive Climate Engagement

PACCAR's operations and products are subject to extensive statutory and regulatory requirements governing greenhouse gas and other emissions in the markets in which it operates.

PACCAR evaluates and publicly discloses its direct and indirect (i.e., through industry trade associations) climate policy engagement activities. These activities are aligned with the goals of the Paris Climate Agreement and are publicly disclosed through PACCAR's annual environmental

report to CDP (formerly Climate Disclosure Project). PACCAR's current CDP report is available at PACCAR's and CDP's website. The relevant section of the CDP report is C12.3.

Employee Political Action Committee

PACCAR employees may make voluntary contributions to the PACCAR Inc Employees Organized for Political Leadership and Education Political Action Committee (PEOPLE PAC) that is registered with the Federal Election Commission. All contributions are reported per the FEC required filing schedule and information is available at www.fec.gov.

Supplier Code of Conduct

PACCAR expects its suppliers to comply with the standards set forth in its Supplier Code of Conduct, and all laws, rules and regulations in the countries in which they operate. PACCAR selects suppliers after detailed reviews of their operations. PACCAR conducts periodic on-site supplier visits, announced and unannounced, for various reasons, including verification and auditing of contract compliance. These expectations apply to all PACCAR suppliers, their affiliates and locations worldwide. Suppliers who fail to meet these standards risk the loss of all existing and future business with PACCAR. PACCAR suppliers will:

- Comply with all applicable laws concerning minimum employment age, working conditions, compensation and benefits; never employ slave, indentured or forced labor, or engage in human trafficking.
- Treat employees with dignity and respect; never discriminate on the basis of race, color, gender, gender identity or expression, sexual orientation, nationality, religion, age, or marital status.
- Respect the laws of each country governing the right of employees to join or not to join lawful organizations.
- Enhance employee safety and health through proper workplace design, operational controls, preventative maintenance, and safe work procedures.
- Comply with anti-corruption laws in every country in which they do business. Never directly or indirectly receive or offer bribes, kickbacks, or other corrupt payments, to or from any person or organization including government and private organizations, their officials, agents and employees.
- Accurately record and disclose information regarding business activities and performance in accordance with applicable laws and regulations as well as prevailing industry business practices.
- Respect intellectual property rights and safeguard customer information and technologies by implementing processes that protects those rights.
- Use due diligence to avoid the possibility of inclusion of conflict minerals in their products.
- Establish product design and manufacturing processes that assure the integrity and safety of their products and inform PACCAR immediately if a question arises concerning the safety

of a product sold to PACCAR.

- Implement processes to protect the confidentiality of employees who in good faith report potential unethical or illegal activity.
- Use, maintain and dispose of hazardous and non-hazardous waste as required by applicable laws and regulations.
- Minimize production of solid waste, wastewater, and hazardous air emissions by implementing appropriate conservation measures.
- Notify PACCAR immediately of any violation of these standards.

State of California Transparency in Supply Chains Act

PACCAR is committed to ensuring that its suppliers do not use slave labor or engage in human trafficking. PACCAR's Supplier Code of Conduct prohibits suppliers from using forced labor of any kind.

PACCAR suppliers certify that they comply with laws regarding minimum employment age, working conditions and compensation, and do not engage in slavery or human trafficking. Noncompliance is grounds for termination and elimination from the PACCAR supply base.

Conflict Minerals and Critical Materials

PACCAR is committed to complying with the Dodd-Frank Act's disclosure requirements concerning "Conflict Minerals" – tin, tungsten, tantalum, and gold – whose sourcing has been identified with human rights abuses in the Democratic Republic of Congo and adjoining countries (the "Conflict Area"). PACCAR has developed a due diligence process, based on the guidance provided by the Organisation for Economic Cooperation and Development (OECD), to mitigate the risk of inclusion of Conflict Minerals in its products. This process requires the Company and its suppliers to perform due diligence and document either (1) that the Conflict Minerals used to manufacture products for PACCAR originate outside the Conflict Area or come from recycled or scrap sources, or (2) if sourced from within the Conflict Area that they come from mines or smelters certified by an independent third party not to benefit armed groups ("Conflict-Free"). PACCAR is participating in the Automotive Industry Action Group and the Conflict-Free Smelter Program developed by the Electronic Industry Citizenship Coalition, Incorporated and Global e-Sustainability Initiative to identify the sources of Conflict Minerals in its products. If any sources within the Conflict Area are identified, PACCAR will work with its suppliers, in accordance with OECD guidance, to take reasonable steps to verify that they are Conflict-Free.

A critical material is defined as a material both essential in use and subject to the risk of supply restriction. PACCAR uses a limited number of critical materials in its business, including platinum group metals. PACCAR does not directly source any critical materials. Rather, these materials are present primarily in exhaust aftertreatment system components provided by suppliers.

PACCAR mitigates risk from critical materials by entering long-term agreements with high quality, reputable suppliers that adhere to PACCAR’s Code of Supplier Conduct. PACCAR is also prepared to work with alternative suppliers in the case of supply disruption of critical materials.

Corporate Governance

PACCAR has excellent corporate governance policies and practices that enhance stockholder returns. Its policies ensure that the Company is governed in accordance with the highest standards of integrity and in the best interest of its stockholders.

Sustainability

The Board of Directors and the Nominating & Governance Committee hold responsibility for environmental, social, and governance strategy. The Executive Operating Committee, pictured below, has responsibility for executing the sustainability strategy.



PACCAR Executive Operating Committee

First Row Left to Right: Harald Seidel, Paulo Bolgar, Preston Feight, Darrin Siver, Jason Skoog, Mike Walton.

Second Row Left to Right: Lily Ley, Harry Wolters, Kevin Baney, Mike Dozier, Harrie Schippers, Todd Hubbard, Laura Bloch, John Rich, Brice Poplawski.

The sustainability strategy is delivered by Corporate Functions working collaboratively with PACCAR Divisions performing task including ESG risk and opportunity assessments, scenario analysis, planning, project delivery and collaboration across a matrix of directors and managers.



Board of Directors

PACCAR's Board of Directors is comprised of 12 directors who bring a diversity of perspectives, skills and business experience relevant to the Company's global operations. Each director has achieved significant success in business, education or public service and has demonstrated the highest ethical standards and integrity as well as mature judgment, objectivity, practicality and a willingness to ask difficult questions. The directors are committed to work together to reach consensus for the betterment of the stockholders and the long-term viability of the Company. In selecting nominees for the Board of Directors, the Nominating and Governance Committee recognizes the importance of having a diversity of gender, heritage and backgrounds to ensure that a variety of opinions and perspectives are represented on the Board; accordingly, initial lists of candidates from which new director nominees are chosen will include qualified female and racially/ethnically diverse candidates.

PACCAR's Corporate Governance Guidelines are available at <https://www.paccar.com/about-us/board-of-directors/governance-guidelines/> and are structured to ensure the Board has the necessary authority and practices to evaluate business operations and to make decisions independent of PACCAR's management. Each director is expected to act with integrity, understand the importance of representing the entire shareholder constituency and increasing shareholder value, contribute actively and objectively at Board and Committee meetings and participate in management evaluation and succession planning.

Key facts about the Board of Directors include:

- 75% of PACCAR's directors are independent.
- 3 of 12 directors are women.
- 9 of 12 directors have been CEO and/or Chair
- 17% of directors are racially/ethnically diverse
- One director serves as the lead independent director.
- The Board is required to evaluate its performance on an annual basis.
- Directors are required to own PACCAR stock and/or deferred stock units in an amount equal to five times their annual cash retainer.
- All directors on the Compensation, Nominating & Governance and Audit Committees are independent.
- The average compensation of non-employee directors is comparable to the median of company peers.
- The Board has a mandatory retirement age of 74.

Executive Compensation

PACCAR's compensation programs are directed by the Compensation Committee of the Board of Directors, which is composed exclusively of independent directors. The objective of the

programs is to attract and retain high-quality executives, link incentives to the Company's performance and align the interests of management with those of stockholders. The Company emphasizes pay for performance and uses equity-based incentive programs designed to compensate executives for generating outstanding performance for stockholders. Each of the Company's Say-on-Pay proposals was approved by 90% or more of the shares voted in 2011, 2014, 2017, 2020, and 2023.

Key compensation practices include:

- PACCAR does not have an employment agreement with its CEO or any other officer.
- No employees are eligible for multi-year guaranteed bonuses.
- PACCAR does not discount, backdate, reprice or retroactively grant equity awards and prohibits the buy-out of underwater options.
- The Company prohibits the hedging or pledging of Company stock or purchasing of stock on margin by executive officers.
- Executive Officers do not have golden parachutes.
- The CEO is required to own PACCAR stock in an amount equal to five times the CEO's annual base salary.
- PACCAR discloses information on the performance measures used in the long-term incentives granted to executives. <https://www.paccar.com/investors/sec-filingsdata-archive/>
- The Company does not provide for excise tax gross-ups on change-in-control payments.

Shareholder Rights

The Company's corporate governance structure provides for meaningful and significant stockholder input in director elections and governance. Stockholders have the opportunity to include their own proposals and director nominees for election in the Company's proxy and to present them at the annual meeting of stockholders. The Nominating and Governance Committee of the Board of Directors regularly reviews developments in corporate governance and recommends governance enhancements to the Board of Directors.

PACCAR's excellent stockholder rights and corporate governance practices include:

- PACCAR has one class of stock with equal voting rights.
- All common shareholders are entitled to vote for all current director nominees.
- Directors are elected annually.
- Shareholders have a proxy access right.
- Shareholders holding 25% of PACCAR's total outstanding shares may convene a special meeting.
- There are no material restrictions on shareholders' right to call special meetings.
- The Company does not have a controlling shareholder.
- The Company does not have a poison pill in effect.

Audit and Risk Oversight

The Company's audit committee is made up of four independent directors. The committee reviews the Company's annual and quarterly financial statements, monitors the integrity and effectiveness of the audit process and reviews the corporate compliance programs. It also monitors the Company's system of internal controls over financial reporting and oversees the internal audit function and risk management.

- There are four financial experts serving on PACCAR's audit committee.
- The Company has not restated its financial statements for any period within the past five years.
- The Company has timely released all financial disclosure filings in the past five years.
- The Company has disclosed no material weaknesses in its internal controls in the past five years.
- Non-audit fees represented 11.3% of total auditor fees in 2022.
- A regulator has not taken action against a director or officer of the company in the past five years.
- The Nominating and Governance Committee Charter states that the Committee has responsibility for environmental, social and governance matters.

Additional governance information can be found at <https://www.paccar.com/about-us/board-of-directors/governance-guidelines/> and in PACCAR's Proxy Statement at <https://www.paccar.com/investors/sec-filingsdata-archive/>.