

Framework Agreement for Information and Consultation with Employees and Employee Representatives in the Local European Operations of DaimlerChrysler AG

Preamble

In its Corporate Social Responsibility Principles, DaimlerChrysler declares its intention to maintain a constructive working relationship with employees, employee representatives and labor unions. In doing so, the company aims to strike an even balance between its own economic interests and the interests of its employees. Even in contentious debates, the goal always remains to maintain a sustainable and constructive working relationship.

Communication with employees is a fundamental management tool and contributes considerably towards staff motivation. It is the company's objective to include, inform and involve the individual employee as directly as possible.

To this end and based on the Directive 2002/14/EC of the European Parliament and the Council of 11 March 2002, DaimlerChrysler and the European works council have agreed to the following minimum standards for communicating with employees and employee representatives about relevant local and commercial affairs in the European operations of DaimlerChrysler AG. Existing national regulations and agreements with labor unions and employee representatives remain unaffected.

Content of information and consultation

Information to be communicated and consultation include

- the current as well as the future economic and financial development of the company or establishment (e.g. commercial, production or sales situation)
- the employment situation, employment structure and planned employment development in the company or its establishments
- significant planned changes to one or more establishments
- significant changes to labor organization (e.g. new work and production processes), working conditions, or employment contracts
- the planning and implementation of professional qualification measures for employees
- other significant issues that affect employees and employee representatives.

Practical arrangements for information and consultation

Employees and employee representatives are to be informed regularly and in a timely manner.

Information of employee representatives will occur via suitable written documents in line with regularly occurring communication events (at least twice yearly). There will also be adequate time to exchange opinions at these events.

Information and consultation will take place at a time which enables employee representatives, in particular, to adequately examine the information, to prepare a hearing, as the case may be, and, in the context of a trusting working relationship, to be able to influence decisions by expressing opinions.

Final provisions

Details about the form of information and consultation are to be agreed upon a local level between company management and existing employee representations; this also applies for communication with employees in these locations of the company who do not have employee representations and for information of the employees by the employee representatives.

Stuttgart, May 2006

DaimlerChrysler



Günther Fleig

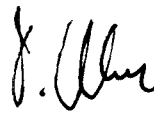


Walter Weißmüller

European works council



Erich Klemm



Dr. Thomas Klebe
(also on behalf of the European
Metalworker`s Federation)