



# Corporate Governance Presentation Released July 2024

Updated November 11, 2024

Ticker: CON  
ADR-Ticker: CTTAY  
<http://www.continental-ir.com>

# Agenda

1	Corporate Bodies	3
2	Supervisory Board	5
3	Executive Board	16
4	Executive Board Remuneration 2023	20
5	Executive Board Remuneration System 2024	25
6	Diversity	30
7	Compliance	33
8	Sustainability	35
9	Cyber Security	40
10	Auditing	42
11	Annual Shareholders' Meeting	44

# Agenda

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<b>1</b>	<b>Corporate Bodies</b>	<b>3</b>
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# Corporate Bodies

## Two-Tier Board System

### Shareholders' Meeting

Shareholders' exercise their rights of participation and control

elects  
shareholder  
representatives

discharges



reports

discharges



reports

### Supervisory Board

20 members

10 shareholder representatives  
10 employee representatives

Involvement in decisions of fundamental significance to the company

appoints,  
monitors  
and advises

reports

### Executive Board

6 members

Responsible for managing the company in accordance with the law, the Articles of Incorporation, and the By-Laws of the Supervisory and Executive Boards, while taking into account the resolutions of the Shareholders' Meeting.

Chairman's Committee  
Audit Committee  
Nomination Committee  
Mediation Committee  
Committee for Related Party Transactions



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# Supervisory Board

## Shareholder representatives

### **Prof. Dr.-Ing. Wolfgang Reitzle<sup>1</sup>**

Chairman of the Supervisory Board

Born 1949, German

First elected 2009



**Dorothea von Boxberg<sup>2</sup>**, born 1974, first elected 2022

**Stefan E. Buchner<sup>2</sup>**, born 1960, first elected 2022

**Dr. Gunter Dunkel<sup>1</sup>**, born 1953, first elected 2009

**Satish Khatu<sup>1</sup>**, born 1952, first elected 2019

**Isabel Corinna Knauf<sup>2</sup>**, born 1972, first elected 2019

**Sabine Neuß<sup>1</sup>**, born 1968, first elected 2014

**Prof. Dr. Rolf Nonnenmacher<sup>2</sup>**, born 1954, first elected 2014

**Klaus Rosenfeld<sup>2</sup>**, born 1966, first elected 2009

**Georg F. W. Schaeffler<sup>1</sup>**, born 1964, first elected 2009

## Employee representatives

### **Christiane Benner<sup>3</sup>**,

Deputy Chairwoman of the Supervisory Board

Born 1968, German

First elected 2018



**Hasan Allak<sup>3</sup>**, born 1970, first elected 2019

**Dr. Kevin Borck<sup>3</sup>**, born 1986, first elected 2024

**Francesco Grioli<sup>3</sup>**, born 1972, first elected 2018

**Michael Iglhaut<sup>3</sup>**, born 1964, first elected 2006

**Carmen Löffler<sup>3</sup>**, born 1972, first elected 2021

**Dr. Matthias Ebenau<sup>3</sup>**, born 1984, first elected 2024

**Anne Nothing<sup>3</sup>**, born 1979, first elected 2024

**Jörg Schönfelder<sup>3</sup>**, born 1966, first elected 2004

**Matthias Tote<sup>3</sup>**, born 1988, first elected 2024

<sup>1</sup> Elected until 2026. <sup>2</sup> Elected until 2028. <sup>3</sup> Elected until 2029. [Corporate Governance - Supervisory Board](#)

# Supervisory Board

## Members

### Prof. Dr.-Ing. Wolfgang Reitzle

- › [Curriculum Vitae - Prof. Dr.-Ing. Wolfgang Reitzle](#)
- › First elected: 2009

### Dr. Gunter Dunkel

- › [Curriculum Vitae - Dr. Gunter Dunkel](#)
- › First elected: 2009

### Isabel Corinna Knauf

- › [Curriculum Vitae - Isabel C. Knauf](#)
- › First elected: 2019

### Klaus Rosenfeld

- › [Curriculum Vitae - Klaus Rosenfeld](#)
- › First elected: 2009

### Hasan Allak\*

- › [Curriculum Vitae - Hasan Allak](#)
- › First elected: 2019

### Dr. Matthias Ebenau\*

- › [Curriculum Vitae - Dr. Matthias Ebenau](#)
- › First elected: 2024

### Carmen Löffler

- › [Curriculum Vitae - Carmen Löffler](#)
- › First elected: 2021

### Georg F. W. Schaeffler

- › [Curriculum Vitae - Georg F.W. Schaeffler](#)
- › First elected: 2009

### Christiane Benner\*

- › [Curriculum Vitae - Christiane Benner](#)
- › First elected: 2018

### Francesco Grioli\*

- › [Curriculum Vitae - Francesco Grioli](#)
- › First elected: 2018

### Sabine Neuß

- › [Curriculum Vitae - Sabine Neuß](#)
- › First elected: 2014

### Jörg Schönfelder\*

- › [Curriculum Vitae - Joerg Schönfelder](#)
- › First elected: 2004

### Dorothea von Boxberg

- › [Curriculum Vitae - Dorothea von Boxberg](#)
- › First elected: 2022

### Michael Iglhaut\*

- › [Curriculum Vitae - Michael Iglhaut](#)
- › First elected: 2006

### Prof. Dr. Rolf Nonnenmacher

- › [Curriculum Vitae - Prof. Dr. Rolf Nonnenmacher](#)
- › First elected: 2014

### Dr. Kevin Borck\*

- › [Curriculum Vitae – Dr. Kevin Borck](#)
- › First elected: 2024

### Stefan E. Buchner

- › [Curriculum Vitae - Stefan E. Buchner](#)
- › First elected: 2022

### Satish Khatu

- › [Curriculum Vitae - Satish Khatu](#)
- › First elected: 2019

### Anne Nothing\*

- › [Curriculum Vitae - Anne Nothing](#)
- › First elected: 2024

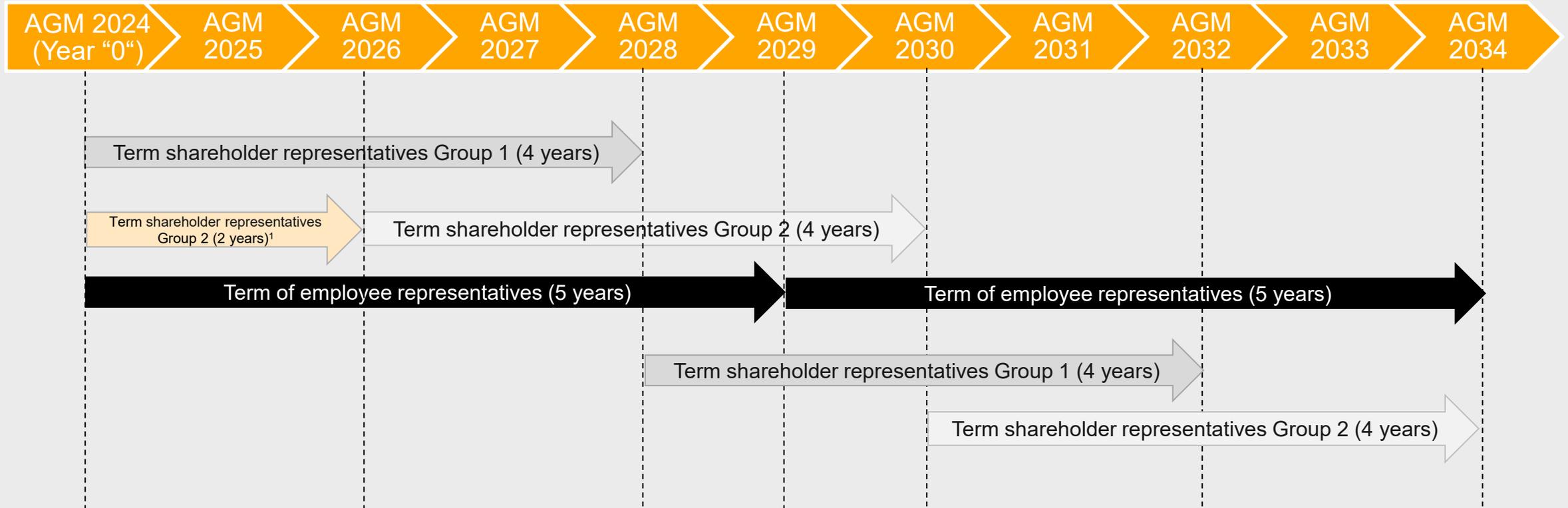
### Matthias Tote\*

- › [Curriculum Vitae - Matthias Tote](#)
- › First elected: 2024

The members are elected by the employees of Continental AG and its German subsidiaries. [Supervisory Board – Overview](#).

# Supervisory Board

## Staggered Board - Term of Office and Election Cycle

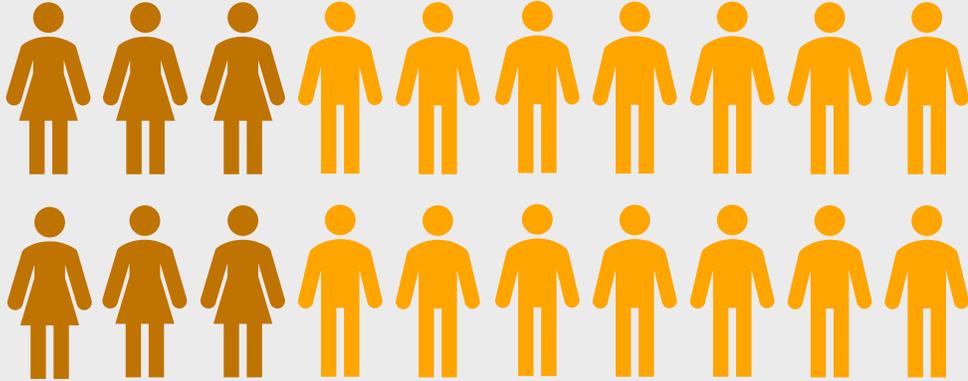


<sup>1</sup>In order to get into the 4-year cycle of a staggered board, a term of only 2 years is required for "Group 2" of the shareholder representatives in year "0"

# Supervisory Board

## Key Facts

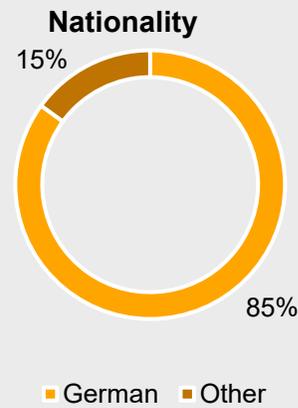
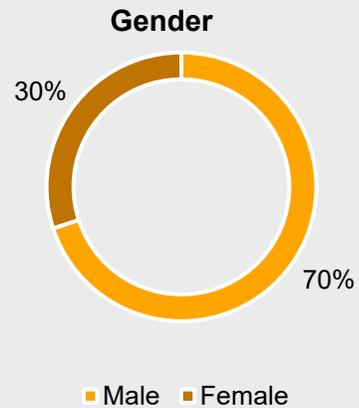
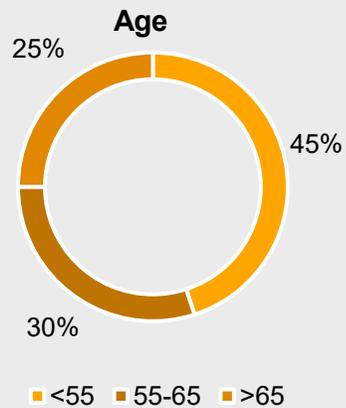
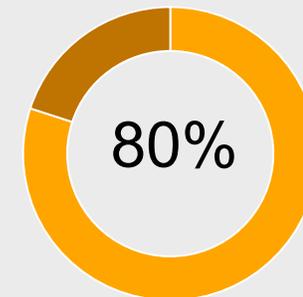
20 board members



Supervisory board tenure



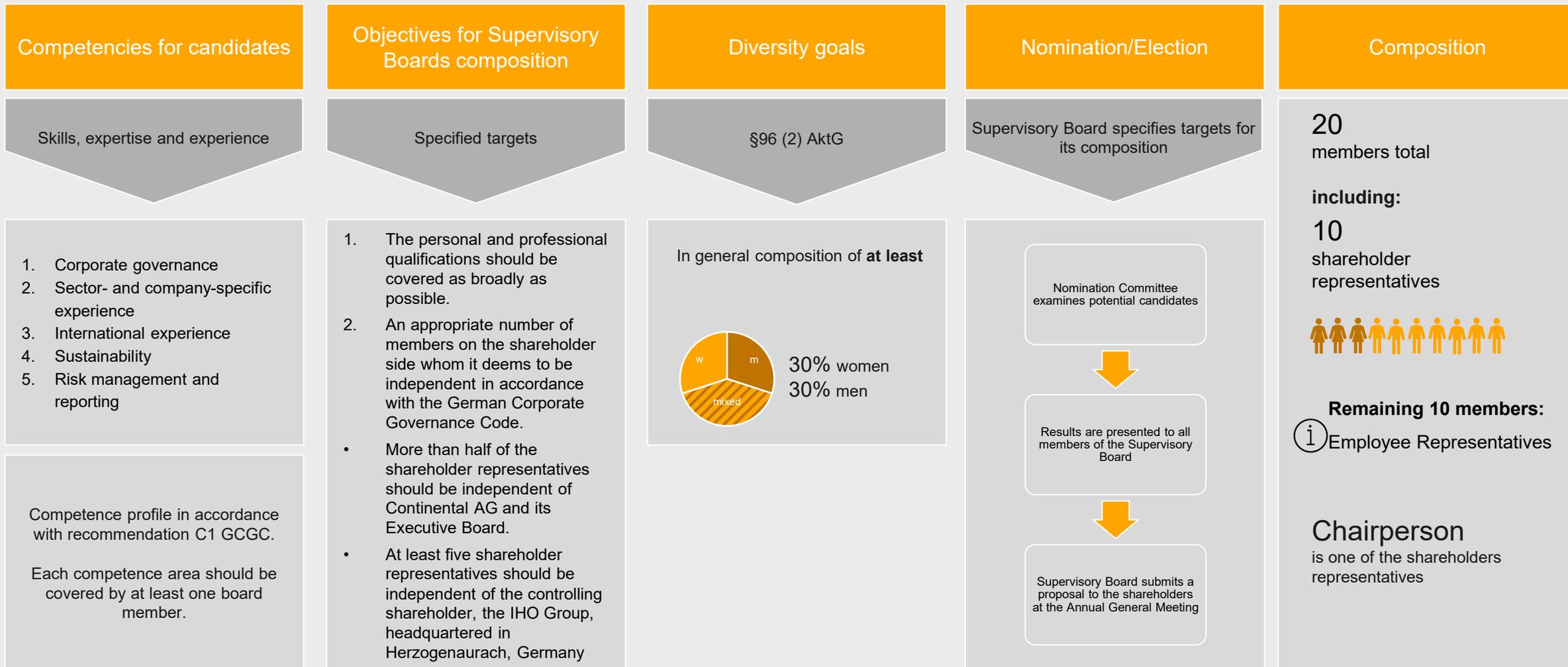
Independence of shareholder representatives<sup>1</sup>



<sup>1</sup> Independence from controlling shareholder pursuant to German Corporate Governance Code (GCGC). [Corporate Governance - Supervisory Board](#)

# Supervisory Board

## Nomination Process for Shareholder Representatives



# Supervisory Board

## Overview of Shareholder Representatives

### Skills matrix

		Shareholder representatives									
		Prof. Dr.-Ing. Wolfgang Reitzle	Dorothea von Boxberg	Stefan E. Buchner	Dr. Gunter Dunkel	Satish Khattu	Isabel Knaut	Sabine Neuß	Prof. Dr. Rolf Nonnenmacher	Klaus Rosenfeld	Georg Schaeffler
<b>Corporate governance</b>	Executive board experience	●	●	●	●	●	●	●	●	●	●
	Supervisory board experience	●	●	●	●	●	●	●	●	●	●
	Strategy and management	●	●	●	●	●	●	●	●	●	●
	Mergers and acquisitions (M&A)	●	●	●	●	●	●	●	●	●	●
	Organizational development	●	●	●	●	●	●	●	●	●	●
	Strategic personnel planning	●	●	●	●	●	●	●	●	●	●
	Law and compliance	●	●	●	●	●	●	●	●	●	●
<b>Sector- and company-specific experience</b>	Industry (i.e. automotive and chemical industries)	●	●	●	●	●	●	●	●	●	●
	IT, software and telecommunications	●	●	●	●	●	●	●	●	●	●
	Mobility services and digital business models	●	●	●	●	●	●	●	●	●	●
<b>International experience</b>	Europe	●	●	●	●	●	●	●	●	●	●
	North and South America	●	●	●	●	●	●	●	●	●	●
	China	●	●	●	●	●	●	●	●	●	●
	Asia-Pacific	●	●	●	●	●	●	●	●	●	●
<b>Sustainability</b>	Environment	●	●	●	●	●	●	●	●	●	●
	Social responsibility	●	●	●	●	●	●	●	●	●	●
<b>Risk management and reporting</b>	Financial and sustainability reporting, control systems	●	●	●	●	●	●	●	●	●	●
	Auditing of financial statements	●	●	●	●	●	●	●	●	●	●

○ = No specific knowledge   ● = Basic knowledge   ● = Good knowledge   ● = Expert knowledge

# Supervisory Board

## Overview of Employee Representatives

Skills matrix

		Employee representatives									
		Christiane Benner	Hasan Allak	Francesco Grioli	Michael Iglhaut	Carmen Löffler	Dirk Nordmann	Lorenz Pfau	Jörg Schonfelder	Stefan Scholz	Elke Volkmann
<b>Corporate governance</b>	Executive board experience	●	○	●	○	○	●	○	○	●	●
	Supervisory board experience	●	●	●	●	●	●	●	●	●	●
	Strategy and management	●	●	●	●	●	●	●	●	●	●
	Mergers and acquisitions (M&A)	●	●	●	○	○	●	○	●	●	●
	Organizational development	●	●	●	●	●	●	●	●	●	●
	Strategic personnel planning	●	●	●	●	●	●	●	●	●	●
	Law and compliance	●	●	●	●	●	○	●	●	●	●
<b>Sector- and company-specific experience</b>	Industry (i.e. automotive and chemical industries)	●	●	●	●	●	●	●	●	●	●
	IT, software and telecommunications	●	●	○	○	●	○	●	●	●	●
	Mobility services and digital business models	●	●	○	○	○	○	○	●	●	●
<b>International experience</b>	Europe	●	●	●	●	●	●	●	●	●	●
	North and South America	●	○	○	○	○	○	○	●	●	○
	China	●	○	○	○	○	○	○	●	●	○
	Asia-Pacific	●	○	○	○	○	○	○	●	●	○
<b>Sustainability</b>	Environment	●	●	●	○	●	●	○	●	●	●
	Social responsibility	●	●	●	●	●	●	●	●	●	●
<b>Risk management and reporting</b>	Financial and sustainability reporting, control systems	●	●	●	●	●	●	○	●	●	○
	Auditing of financial statements	●	●	●	●	○	●	○	●	●	○

○ - No specific knowledge   ● - Basic knowledge   ● - Good knowledge   ● - Expert knowledge

# Supervisory Board

## Committees with Decision-Making Powers

	Chairman's Committee	Audit Committee	Nomination Committee	Mediation Committee	Committee for Related Party Transactions
<b>Members</b>	<ul style="list-style-type: none"> <li>▪ Prof. Dr. Wolfgang Reitzle (Chairman)</li> <li>▪ Hasan Allak</li> <li>▪ Christiane Benner</li> <li>▪ Georg F. W. Schaeffler</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prof. Dr. Rolf Nonnenmacher (Chairman)</li> <li>▪ Francesco Grioli</li> <li>▪ Michael Iglhaut</li> <li>▪ Klaus Rosenfeld</li> <li>▪ Georg F. W. Schaeffler</li> <li>▪ Matthias Tote</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prof. Dr. Wolfgang Reitzle (Chairman)</li> <li>▪ Isabel Corinna Knauf</li> <li>▪ Prof. Dr. Rolf Nonnenmacher</li> <li>▪ Georg F. W. Schaeffler</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prof. Dr. Wolfgang Reitzle (Chairman)</li> <li>▪ Hasan Allak</li> <li>▪ Christiane Benner</li> <li>▪ Georg F. W. Schaeffler</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prof. Dr. Wolfgang Reitzle (Chairman)</li> <li>▪ Prof. Dr. Rolf Nonnenmacher</li> <li>▪ Further members to be elected if necessary</li> </ul>
<b>Tasks</b>	<p>Key responsibilities are preparing the appointment of Executive Board members and concluding, terminating and amending their employment contracts and other agreements with them.</p> <p>However, the plenum of the Supervisory Board alone is responsible for establishing the total remuneration of the Executive Board members.</p>	<p>The Audit Committee's primarily deals with the audit of the accounts, the monitoring of the accounting process and the effectiveness of the internal control system, the risk management system and the internal audit system, the audit of the financial statements (including sustainability reporting and examination thereof) and compliance.</p>	<p>Responsible for nominating suitable candidates for the Supervisory Board to propose to the Annual Shareholders' Meeting for election.</p> <p>In addition, the committee must propose targets for the Supervisory Board's composition and profile of skills and expertise and review both regularly.</p>	<p>In accordance with Section 31 (3) Sentence 1 MitbestG, the Mediation Committee becomes active only if the first round of voting on a proposal to appoint a member of the Executive Board or to remove a member by consent does not achieve the legally required two-thirds majority.</p>	<p>Deals with transactions between Continental AG and a related person, where these transactions require the prior consent of Continental AG's Supervisory Board in accordance with Sections 111a and 111b AktG. Transactions in this case require the prior consent of the Supervisory Board.</p>



Only decision-making committees are listed in this table. All committees report to the plenary session on a regular basis.

- **Shareholder representative**
- **Employee representative**

# Supervisory Board

## Attendance at Board Meetings 2023

Supervisory Board Member	Attendance	
	Number of meetings	Attendance in %
Prof. Dr. Wolfgang Reitzle (Chairman)	7/7	100
Dorothea von Boxberg	7/7	100
Stefan Buchner	7/7	100
Dr. Gunter Dunkel	7/7	100
Satish Khatu	6/7	86
Isabel Corinna Knauf	7/7	100
Sabine Neuß	7/7	100
Prof. Dr. Rolf Nonnenmacher	7/7	100
Klaus Rosenfeld	7/7	100
Georg F. W. Schaeffler	7/7	100

7  
Meetings in total

Supervisory Board Member	Attendance	
	Number of meetings	Attendance in %
Christiane Benner	7/7	100
Hasan Allak	7/7	100
Francesco Grioli	7/7	100
Michael Iglhaut	7/7	100
Carmen Löffler	7/7	100
Dirk Nordmann	7/7	100
Lorenz Pfau	7/7	100
Jörg Schönfelder	7/7	100
Stefan Scholz	7/7	100
Elke Volkmann	5/7	71

97.85%  
Overall attendance

# Supervisory Board Attendance at Committee Meetings in 2023

Chairman's Committee Member	Number of meetings	Attendance in %
Prof. Dr. Wolfgang Reitzle (Chairman)	5/5	100
Christiane Benner	5/5	100
Georg F. W. Schaeffler	5/5	100
Jörg Schönfelder	5/5	100

Audit Committee Member	Number of meetings	Attendance in %
Prof. Dr. Rolf Nonnenmacher (Chairman)	4/4	100
Francesco Grioli	3/4	75
Michael Iglhaut	4/4	100
Dirk Nordmann	4/4	100
Klaus Rosenfeld	4/4	100
Georg F. W. Schaeffler	4/4	100

Nomination Committee Member	Number of meetings	Attendance in %
Prof. Dr. Wolfgang Reitzle (Chairman)	2/2	100
Isabel Corinna Knauf	2/2	100
Dirk Nordmann	2/2	100
Georg F. W. Schaeffler	2/2	100



The Mediation Committee as well as the Committee for Transactions with Related Persons (§ 111b (1) in conj. with §107 (3) sent. 4-6 Stock Corporation Act) were not required to convene for meetings.



There are no other decision-making committees.

**98.21%**  
Overall attendance

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# Executive Board



**Nikolai Setzer**  
Chairperson of the Executive Board

Group Communications and Public Affairs, Group Strategy, Group Purchasing, Contract Manufacturing, Market China, Group Information Technology

First appointed: August 2009  
Appointed until: March 2029



**Olaf Schick**  
Chief Financial Officer

Group Finance and Controlling, Group Compliance, Group Internal Audit, Group Law and Intellectual Property, Group Quality, technical Compliance, CBS and Environment, Group Risks and Controls

First appointed: May 2023  
Appointed until: April 2026



**Dr. Ariane Reinhart**  
Chief Human Relations & Sustainability Officer

Group Human Relations, Group Sustainability, Director of Labor Relations,

First appointed: October 2014  
Appointed until: September 2025



**Christian Kötz**  
Group Sector Tires

Group Sector Tires

First appointed: March 2019  
Appointed until: April 2027



**Philip Nelles**  
Group Sector ContiTech

Group Sector ContiTech

First appointed: June 2021  
Appointed until: May 2029



**Philipp von Hirschheydt**  
Group Sector Automotive

Group Sector Automotive

First appointed: May 2023  
Appointed until: April 2026

# Executive Board

## Candidate Profile



Candidate profiles must meet a variety of different criteria to be eligible for promotion to the Senior Executive Level, such as:

- Track record of performance
- Multiple career steps and accumulated experience (cross-functional, cross-organizational, international)
- Value-compliant
- Exemplary behavior
- Integrity
- Rule-compliant behavior



Assessment center  
based on EB  
Success Profile  
(supported by  
external provider)



Individual development  
measures tailored to  
candidates with coaching  
and networking events

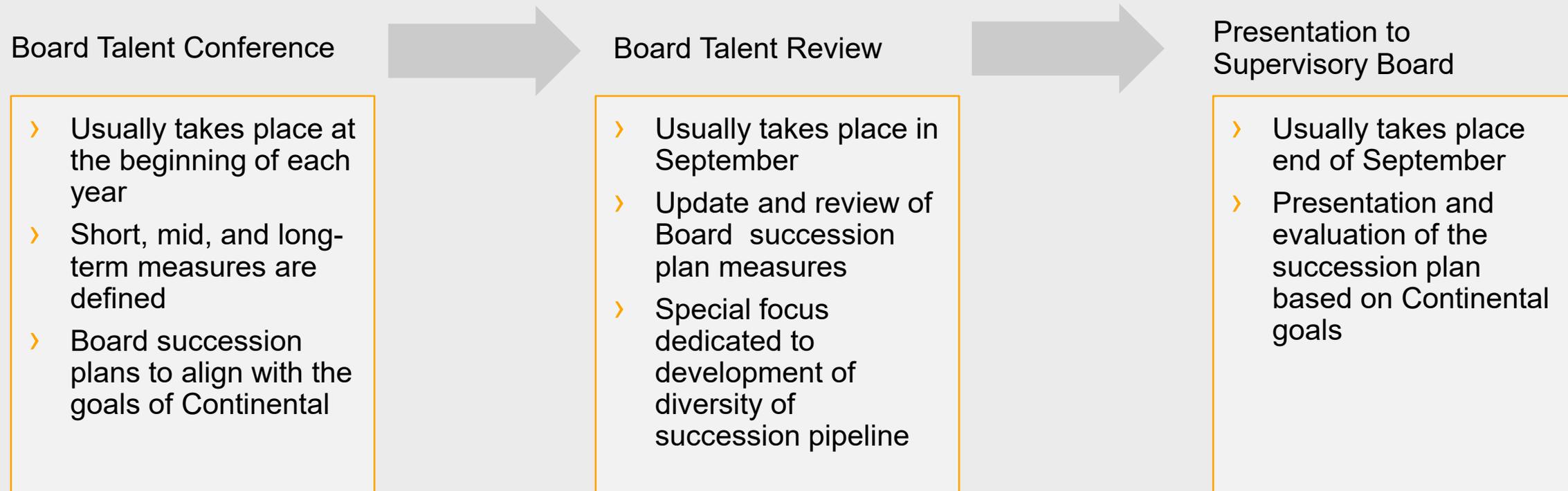


Candidates are then presented  
to the supervisory board for  
decision

Chairman of supervisory board conducts individual interviews with  
candidates

# Executive Board

## Appointment and Succession Process



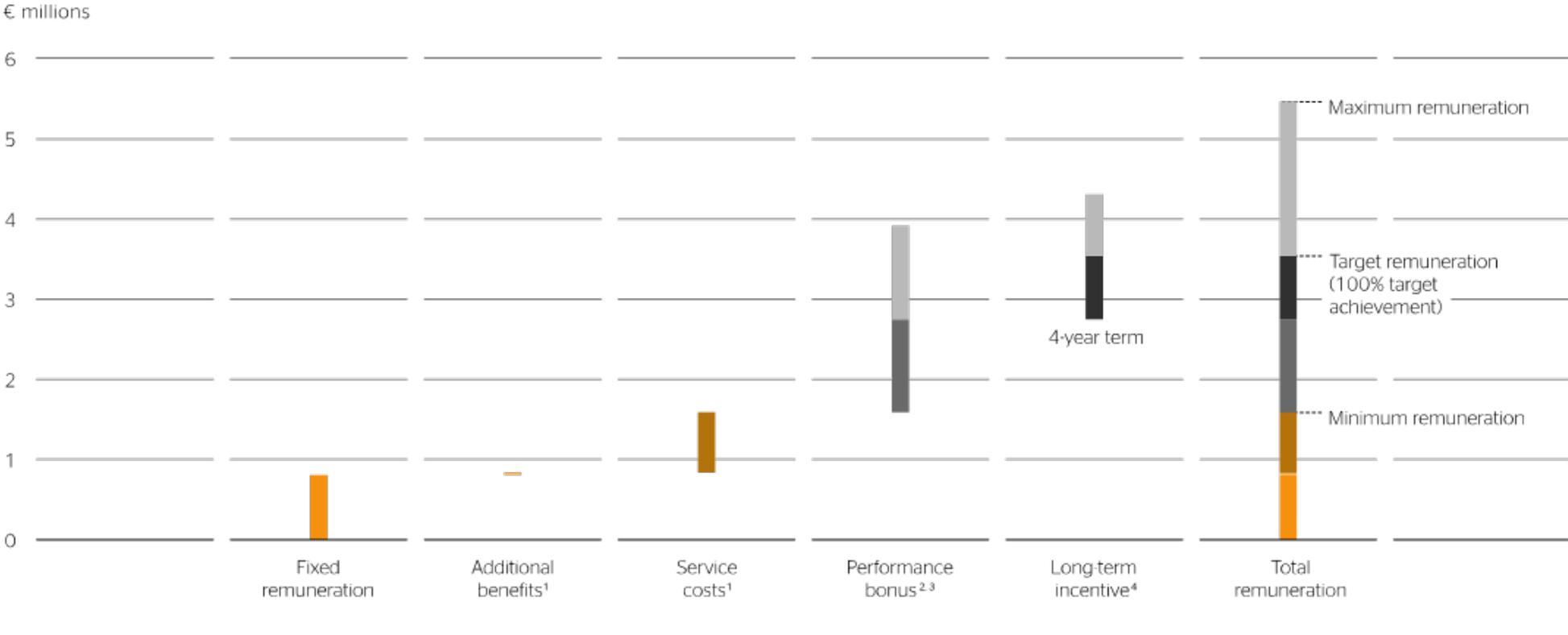
For their first appointment, Board members are appointed for 3 years. Afterwards usually extended for additional 5 years.

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# Executive Board Remuneration 2023

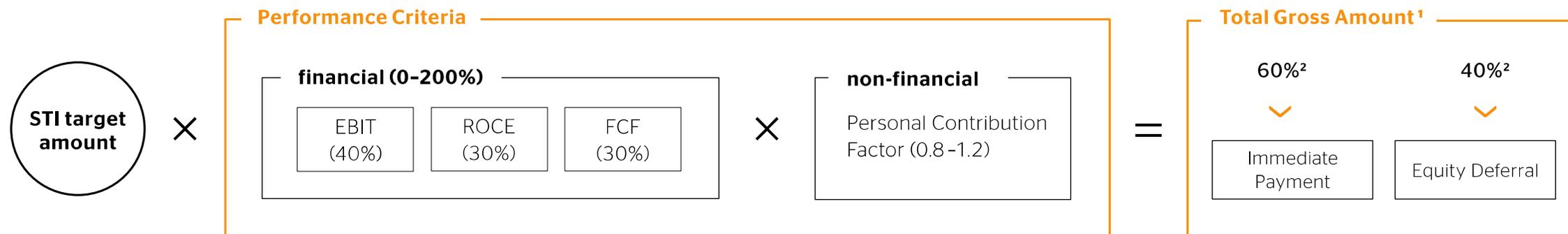
Example of Remuneration of an Executive Board Member responsible for a business area



<sup>1</sup> Average figure. <sup>2</sup> Based on a target amount (here €1.167 million) for 100% achievement of defined EBIT, ROCE and FCF targets as well as a personal contribution factor (PCF) of 1.0. A maximum of 200% of the target bonus can be achieved. <sup>3</sup> From the net inflow of the performance bonus, shares of Continental AG with a value of 20% of the total gross amount of the performance bonus must be purchased and held for a period of three years. <sup>4</sup> Based on the allotment value (here €783 million), which is converted into virtual shares of Continental AG. The payment amount depends on the relative total shareholder return, the sustainability criteria achieved and the share price before the payment. A maximum of 200% of the allotment value can be achieved. [Continental Integrated Sustainability Report 2023, page 96](#)

# Executive Board Remuneration 2023

## Structure of the Performance Bonus (Short-Term Incentive, STI)

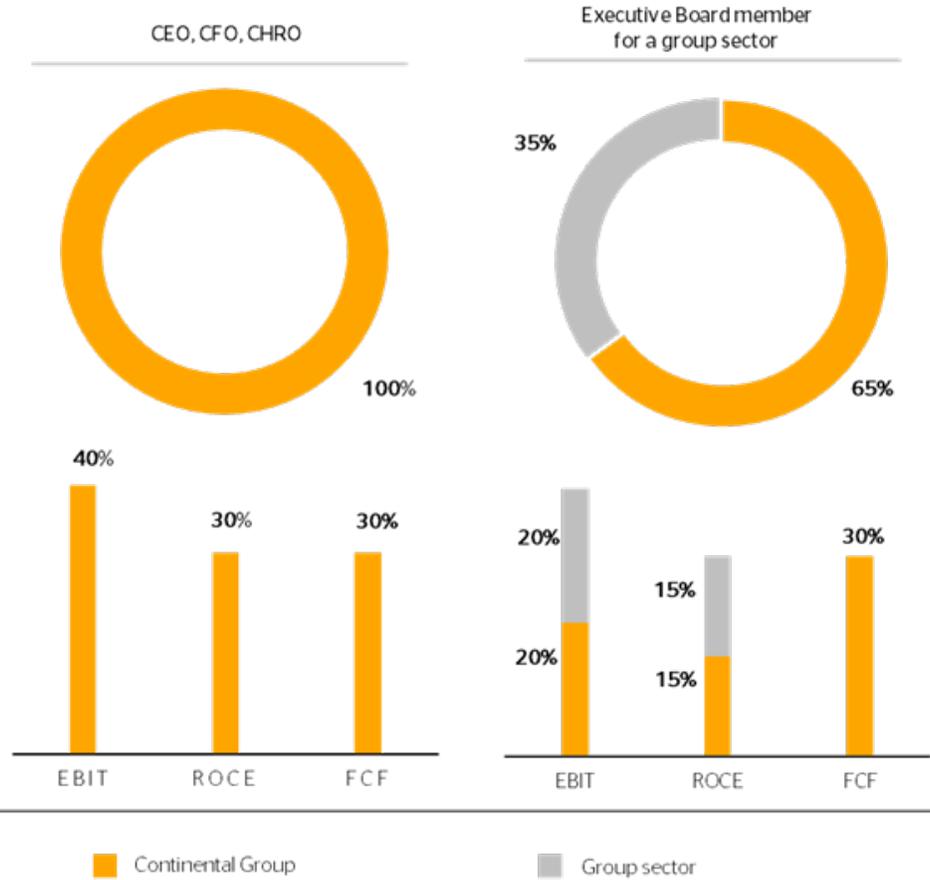


<sup>1</sup> A maximum of 200% of the target amount can be achieved. <sup>2</sup> Net amount: from the net inflow of the performance bonus, shares of Continental AG with a value of 20% of the total gross amount of the performance bonus must be purchased and held for a period of three years; the corresponding gross amount was calculated assuming a tax and contribution ratio of 50% flat. [Continental Integrated Sustainability Report 2023, page 97](#)

# Executive Board Remuneration 2023

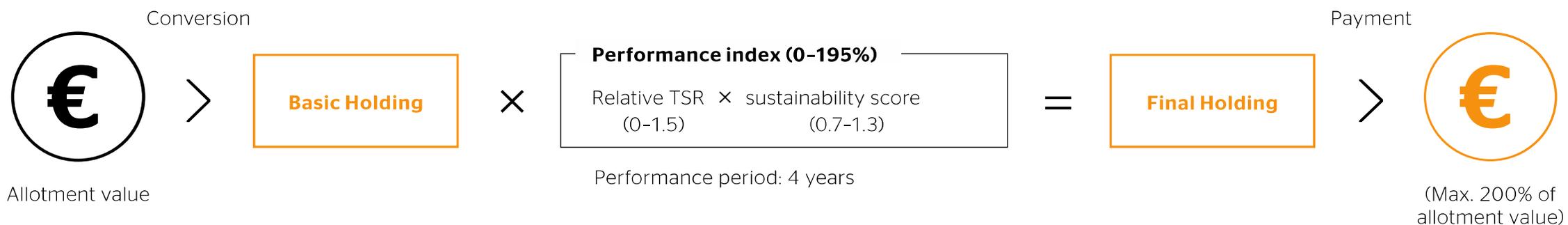
## Performance Bonus (STI)

Consideration of Business Responsibility from January 1, 2022



# Executive Board Remuneration 2023

## Structure of the Long-Term Incentive (2022-2025 LTI)

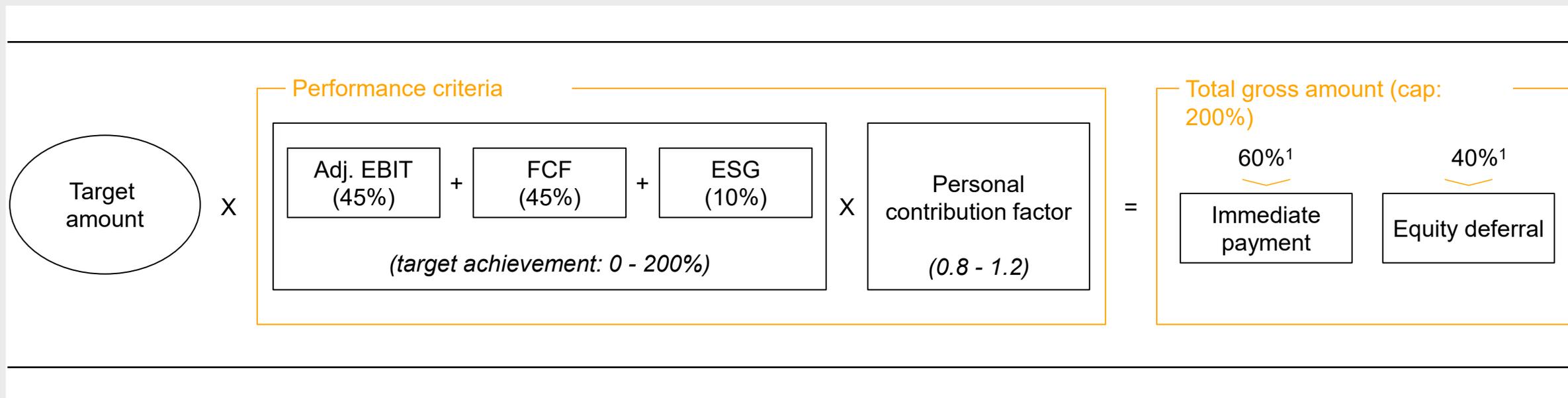


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# Executive Board Remuneration System 2024

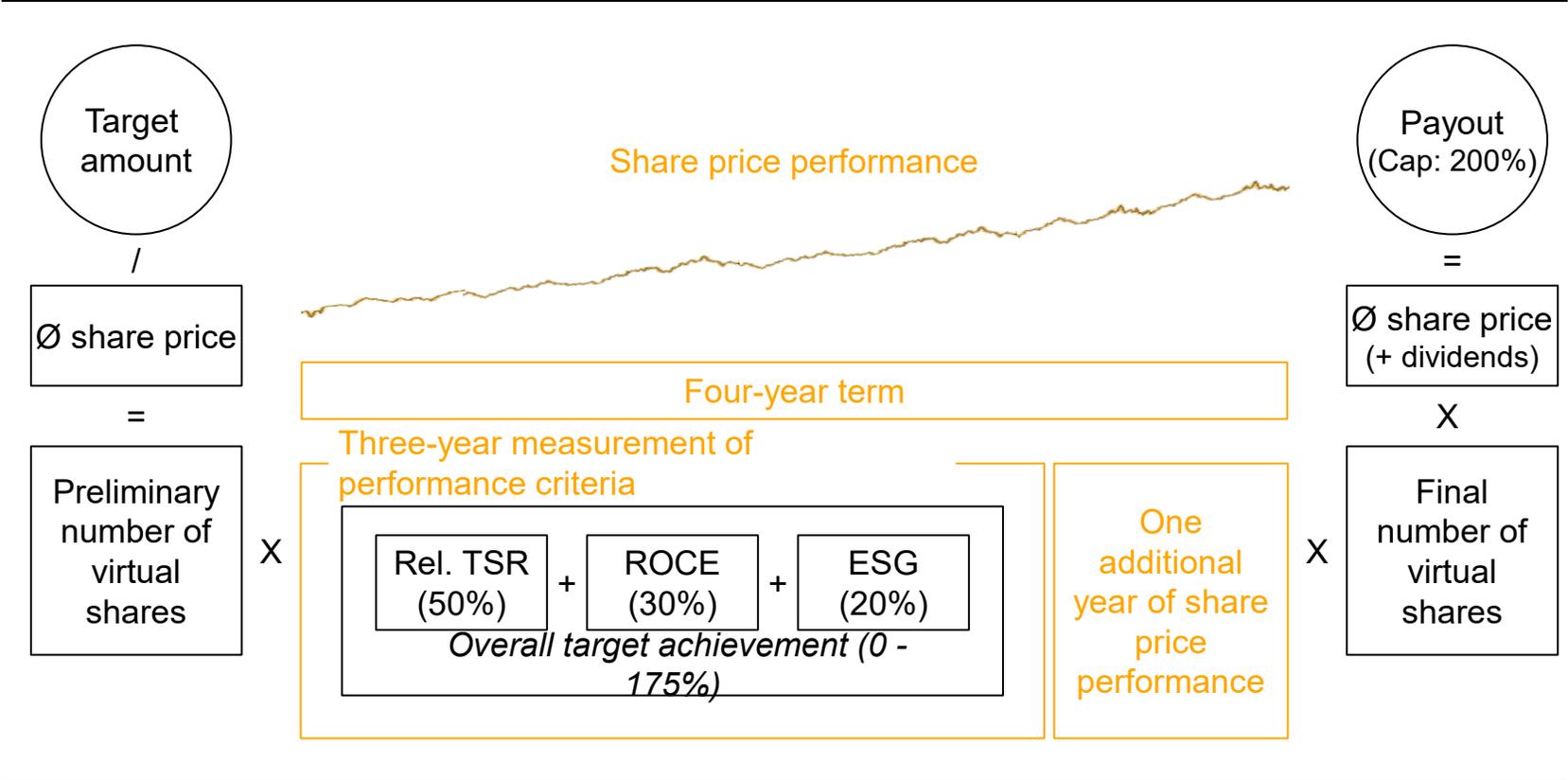
## New Structure of the Performance Bonus (STI)



<sup>1</sup> Net amount: from the net inflow of the performance bonus, shares of Continental with a value of 20% of the total gross amount of the performance bonus must be purchased and held for a period of three years; the corresponding gross amount was calculated assuming a tax and contribution ratio of 50% flat. [Continental AG | Remuneration System Executive Board 2024, page 8](#)

# Executive Board Remuneration System 2024

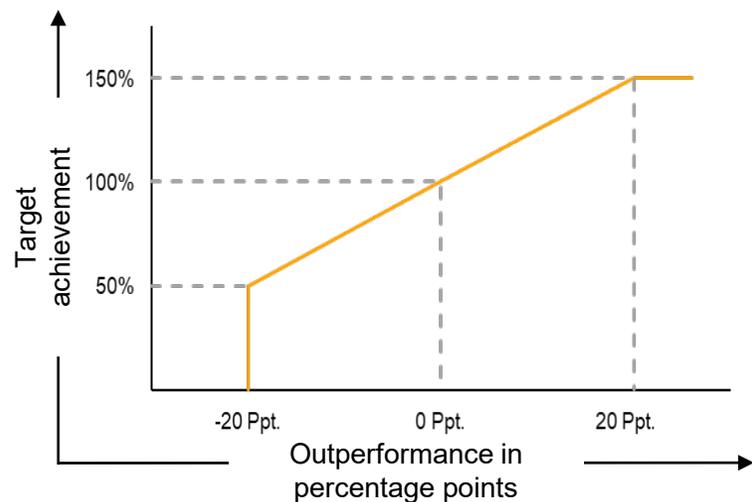
## How the New Long-Term Incentive (LTI) Works



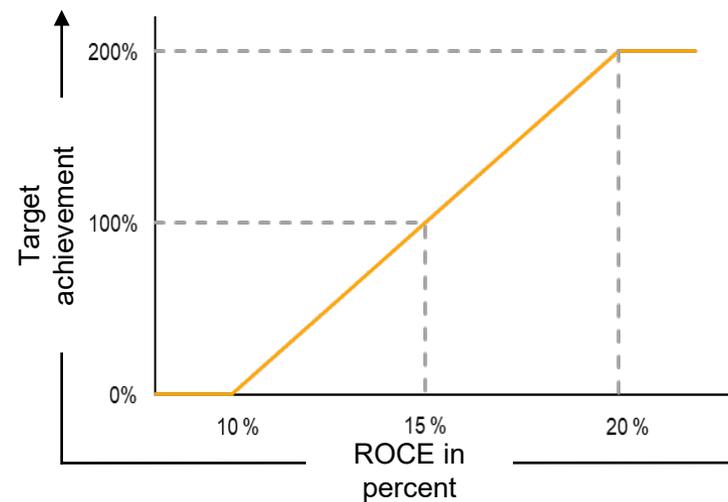
# Executive Board Remuneration System 2024

## TSR and ROCE: Target Achievement Curves

Relative TSR: target achievement curve



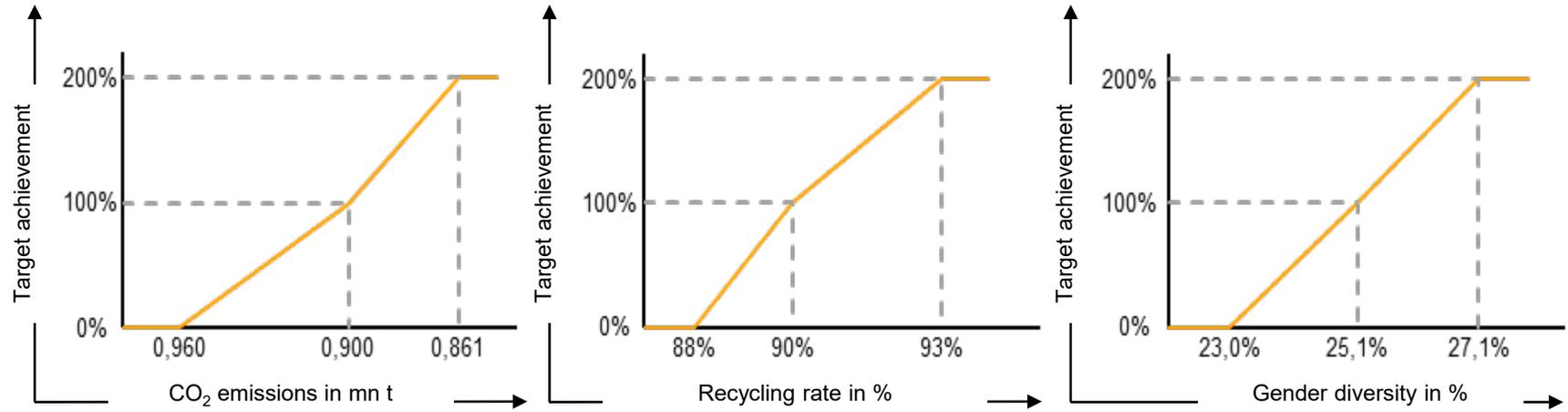
ROCE: target achievement curve



# Executive Board Remuneration System 2024

## ESG Targets: Target Achievement Curves

ESG targets: target achievement curves



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# Diversity

## Women's Target Quota - Pursuant to Section 76 (4) AktG

	Executive Board	First level below Executive Board	Second level below Executive Board
Target Ratio	<p><b>28.6%</b> </p> <p>is the target quota for women on the Executive Board until July 31, 2022<sup>1</sup></p>	<p><b>37%</b>  ①</p> <p>is the target rate for women in the first level below the Executive Board. until December 31, 2026</p>	<p><b>33%</b>  ②</p> <p>is the target rate for women in the second level below the Executive Board. until December 31, 2026</p>
Status 31.12.2023	<p><b>28.6%</b> </p> <p>women on the Executive Board of Continental.</p>	<p><b>30%</b>  ①</p> <p>women in the first level below the Executive Board of Continental.</p>	<p><b>30%</b>  ②</p> <p>women in the second level below the Executive Board of Continental.</p>

<sup>1</sup> Since August 1, 2022, the minimum participation requirement pursuant to Art. 76 par. 3a German Stock Corporation Act applies; this requirement is met by Continental AG. [Continental Annual Report 2023](#)

# Diversity

## Women's Target Quota and Internationality – Continental Group

- › Continental is committed to equal opportunities for all employees, regardless of age, gender, nationality, religion, skin color or sexual orientation.
- › This attitude is also reflected in our corporate guidelines and in our signing of the German Diversity Charter.
- › Continental counts on the diversity of its employees. The current focus of its commitment to promote diversity is on internationality and a balanced gender ratio.
- › *The measures and programs to promote internationality and women in management positions also serve succession planning for the Executive Board, for which the Supervisory and Executive Boards are jointly responsible.*

25%



by 2025 is our corporate target to increasing share of women in management positions.<sup>1</sup>

30%



by 2030 is our corporate target to increasing share of female executives and senior executives.

~ 20%



in 2023 is the proportion of women in management positions.

~ 49%



of the Continental Group's Executives and Senior Executives in 2023 came from countries other than Germany

27.3%



*female employees of the total workforce.*

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# Compliance

## Integrity: With Heart and Hand

### Objective

Helping Continental ensure the observance of all applicable laws, internal rules, as well as binding product requirements.

### Focus Areas

Business ethics incl. anti-corruption, antitrust, technical compliance, anti-money laundering, as well as data compliance.



### Integrity Culture

Fostering an active integrity and ownership culture is at the heart of every activity that Group Compliance engages in.

### Compliance Risk Assessment

A state-of-the-art compliance risk assessment ensures that compliance risks are identified and mitigated in a standardized, efficient and cost-effective way.

### Modern Rules

Revised policies and procedures ensure a reliable and transparent framework for developing industry leading products and doing business with integrity.

### Regional Presence

More than 100 Compliance Officers and Coordinators in all regions and business sectors are close to our stakeholders – providing them with actionable support and practical training.

### Business Partner Integrity

A new Business Partner Code of Conduct, together with a new approach to business partner due diligence, ensures, business is done according to the same ethical standards.

### Integrity Hotline

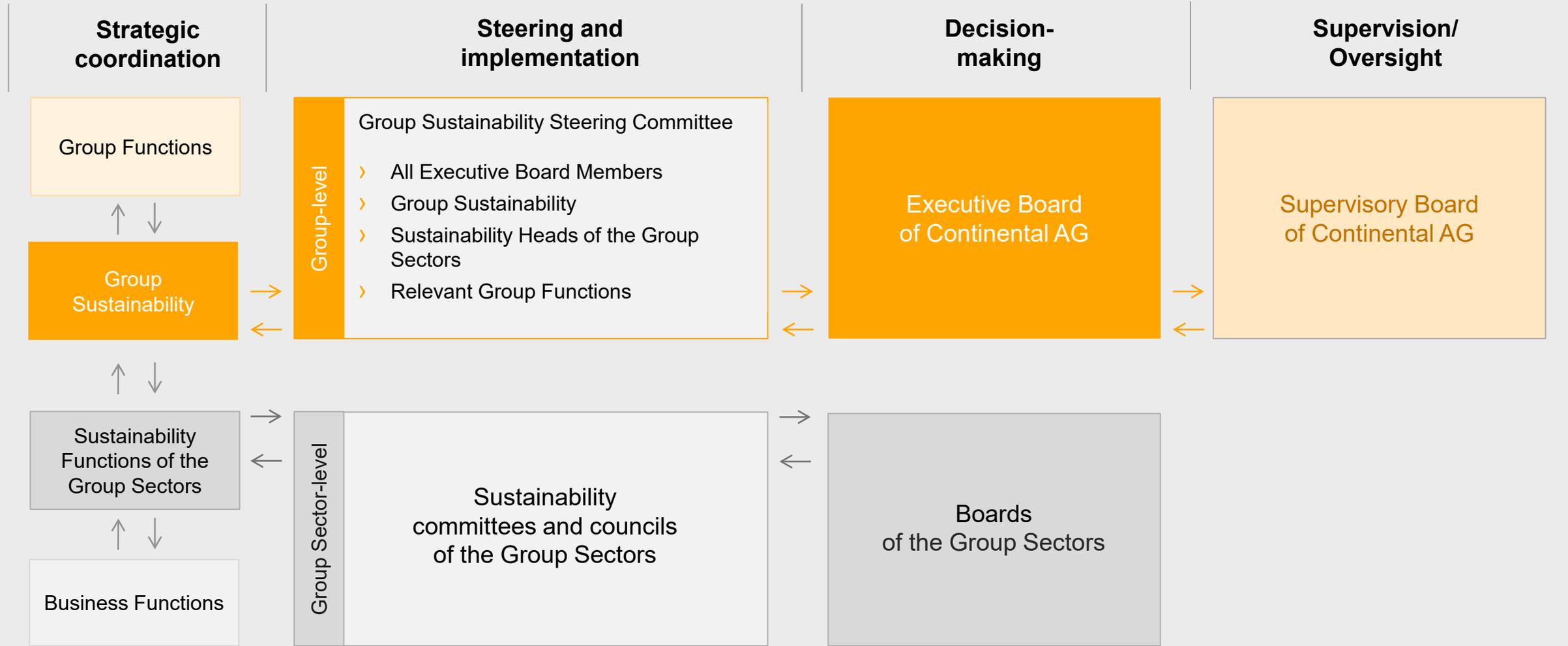
Group Compliance maintains a worldwide, 24/7 whistleblowing channel, where internal and external individuals can report concerns of non-compliance – also anonymously.

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# Sustainability

## Steering of Sustainability in the Continental Group



# Sustainability

## Information on Reporting



**Dr. Ariane Reinhart**

Chief Human Relations & Sustainability Officer  
Group Human Relations, Director of Labor Relations  
and Sustainability

### Our Reporting is based on...

- Accounting Standard Global Reporting Initiative
- UN Global Compact
- UN Sustainable Development Goals
- Task Force on Climate Related Financial Disclosures
- Sustainability Accounting Standards Board

[Continental Integrated Sustainability Report 2023](#)

### Main medium...

for our sustainability reporting is our Integrated Sustainability Report. This report brings together information, in a modular format, from the company's combined non-financial statement, management report, consolidated financial statements and other sources, as well as additional information.

### Material topics...

of the sustainability strategy, and therefore our sustainability reporting were identified in 2019 based on a survey with more than 1700 stakeholders, as well as additional analyses.

### Continental's Integrated Sustainability Report...



encompasses the same scope of consolidation as for the consolidated financial statements.

# Sustainability

## Continental's Sustainability Ambition

### Guiding rails in a complex environment

#### Our Key Ambitions

- 
**100%** **Carbon Neutrality**  
 along our entire value chain
  - 
**100%** **Emission-free mobility & industry**  
 (no harmful emissions)
  - 
**100%** **Circular Economy**
  - 
**100%** **Responsible Value Chain**
-  by 2050 at the latest
-  and together with our value chain partners

#### + 8 Essentials

-  Good working conditions
-  Green and safe factories
-  Innovations and digitalization
-  Benchmark in quality
-  Safe mobility
-  Long-term value creation
-  Sustainable management practices
-  Corporate citizenship



We will provide solutions matching the speed of transformation of our customers, industries and markets.

# Sustainability

## Detailed overview for Continental's ambitions



### Carbon Neutrality

We strive for 100% carbon neutrality along our entire value chain.

> [Find out more](#)

Significantly limiting the average global warming to below two degrees Celsius is essential for protecting our climate. For this, companies need to operate carbon-neutrally. Continental is aiming for 100% carbon neutrality by 2050 at the latest – with ambitious intermediate targets.



### Emission-Free Mobility and Industry

We strive for 100% emission-free mobility and industries.

> [Find out more](#)

100% emission-free driving, emission-free industrial products and factories by 2050 are the main goals of our sustainability ambition. In doing so, we are committed to clean air and a better quality of life for all.



### Circular Economy

We strive for 100% closed resource and product cycles.

> [Find out more](#)

By 2050 at the latest, Continental plans to close its product and resource cycles and to avoid waste at the end of the product's service life. Circular economy will be the economic model of the future, because waste is just material in the wrong place.



### Responsible Value Chain

We strive for 100% responsible sourcing and business partnerships.

> [Find out more](#)

By 2050, the Continental value chain is to be designed based on responsible sourcing and business partnerships. For Continental, responsibility along the value chain means that each partner creates ecological, economic and social value for society.

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# Cyber Security

## General Information

### Our goal...

is to prevent attacks or unintentional activities that violate the confidentiality, integrity, or availability of data. Attacks and unintentional activities include both theft and manipulation or sabotage of data.

### Cyber Security Management...

at Continental is based on the industry standards of the ISO 27001 standard for information security. A corporate cybersecurity policy and a specific supplementary policy for non-office areas define the guidelines and several manuals and standards govern the design and implementation of specific topics.



### Preventive checks...

include the secure configuration of hardware and software, controlled access to devices and identities based on necessary knowledge, software updates, vulnerability management, defense against malware, and user education.

### Detective checks...

are, for example, the collection and examination of data, processing of incidents, measurement of external risk potential, as well as site checks, service checks and penetration tests.

### Responsive checks...

are, for example, incident handling and protective system changes and emergency management.

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# Auditing

## General Information

Auditor for FY 2023

PricewaterhouseCoopers GmbH (PwC)

since 2021

Lead auditors

Sven Rosorius<sup>1</sup> and Dr. Arne Jacobi

since 2021 & 2022  
respectively

Auditors' Fees

€ millions	2023	2022
Audit of financial statements	7.4	5.7
Other assurance services	1.2	0.1
Tax advisory services	-	0.0
Other services provided to the parent company or its subsidiaries	0.1	0.2
<b>Total</b>	<b>8.7</b>	<b>6.0</b>

<sup>1</sup>Until June 30, 2024 [Continental Annual Report 2023, page 121 & 214](#)

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# Annual Shareholders' Meeting



The Annual Shareholders' Meeting took place **on April 26, 2024**, in the form of a presence meeting.

All agenda items were agreed upon by a range between 64.99% and 99.99%.

Further Information can be found on the [Continental Investor Relations Page / Annual Shareholders' Meeting](#)

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**Continental** 

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