

Profile of skills and expertise for and targets for the composition of the Supervisory Board of Continental AG

A. Fields of competence

Definition	* Professional training or work abroad or with a strong connection to foreign markets.	* desirable	* Digitalization, information technology, telecommunications, mobility services, electric mobility, or related areas	* Experience in corporate management or as a senior manager of a business or experience in a managerial role at other large organizations or associations.	* Financial knowledge and experience, namely in the areas of accounting, control and risk management systems and the audit of financial statements. The Chairman of the Audit Committee must have in-depth knowledge in these areas.	* Experience as a member of the supervisory board or executive board of a German listed company or as a member of such a body of a foreign listed company.
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Goals for composition	at least 7 members	appropriate number (at least 50%)
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	Fields of Competence							
	Internationality*	Internationality with regard to Asian markets*	Industry experience in existing business areas	Industry experience in new business areas*	Management experience	Financial experience*	Corporate Governance and board experience*	Female quota
Shareholder representatives								
Prof. Dr. Wolfgang Reitzle	✓		✓		✓		✓	
Dr. Gunter Dunkel	✓				✓	✓	✓	
Satish Khata	✓	✓	✓	✓	✓			
Isabel Corinna Knauf	✓	✓			✓		✓	✓
Sabine Neuß	✓	✓	✓		✓		✓	✓
Prof. Dr. Rolf Nonnenmacher					✓	✓	✓	
Klaus Rosenfeld			✓		✓	✓	✓	
Georg F. W. Schaeffler	✓		✓		✓		✓	
Maria-Elisabeth Schaeffler-Thumann			✓		✓		✓	✓
Prof. KR Ing. Siegfried Wolf	✓		✓		✓		✓	
Total for shareholder representatives	7	3	7	1	10	3	9	3
Employee representatives								
Christiane Benner	✓		✓		✓		✓	✓
Hasan Allak			✓		✓		✓	
Francesco Grioli			✓		✓		✓	
Michael Iglhaut			✓		✓			
Dirk Nordmann			✓		✓		✓	
Lorenz Pfau			✓		✓			
Jörg Schönfelder			✓		✓		✓	
Stefan Scholz	✓		✓		✓	✓	✓	
Kirsten Vörkel			✓		✓			✓
Elke Volkmann			✓		✓			✓
Total for employee representatives	2		10		10	1	6	3
Total for Supervisory Board	9	3	17	1	20	4	15	6

B. Further goals for composition

more than half of the shareholder representatives minimum of 5 shareholder representatives minimum of 3 shareholder representatives minimum of 3 employee representatives in general no 3 completed terms at the time of election

	Further goals for composition			
	Independence from the company and its management board in the meaning of Recommendation C.7 (2) GCCG (further details see below)	Independence from controlling shareholder in the meaning of Recommendation C.9 GCCG	Female quota	Duration of term in Supervisory Board
Prof. Dr. Wolfgang Reitzle	✓	✓		2009
Dr. Gunter Dunkel	✓	✓		2009
Satish Khatu	✓	✓		2019
Isabel Corinna Knauf	✓	✓	✓	2019
Sabine Neuß	✓	✓	✓	2014
Prof. Dr. Rolf Nonnenmacher	✓	✓		2014
Klaus Rosenfeld	✓			2009
Georg F. W. Schaeffler	✓			2009
Maria-Elisabeth Schaeffler-Thumann	✓		✓	2009
Prof. KR Ing. Siegfried Wolf	✓	✓		2010
Total shareholder representatives	10	7	3	

	Indicators for independence from the company and its management board in the meaning of Recommendation C.7 (2) GCCG			
	Was the shareholder representative member of the CAG's Management Board in the two years prior to appointment?	Is the shareholder representative currently maintaining (or has maintained) a material business relationship with the company or one of the entities dependent upon the company (e.g. as customer, supplier, lender or advisor) in the year up to his/her appointment, directly or as a shareholder, or in a leading position of a non-group entity	Is the shareholder representative a close family member of a Management Board member?	Has the shareholder representative been a member of the Supervisory Board for more than 12 years?
Prof. Dr. Wolfgang Reitzle	not applicable	not applicable	not applicable	not applicable
Dr. Gunter Dunkel	not applicable	not applicable	not applicable	not applicable
Satish Khatu	not applicable	not applicable	not applicable	not applicable
Isabel Corinna Knauf	not applicable	not applicable	not applicable	not applicable
Sabine Neuß	not applicable	not applicable	not applicable	not applicable
Prof. Dr. Rolf Nonnenmacher	not applicable	not applicable	not applicable	not applicable
Klaus Rosenfeld	not applicable	not applicable	not applicable	not applicable
Georg F. W. Schaeffler	not applicable	not applicable	not applicable	not applicable
Maria-Elisabeth Schaeffler-Thumann	not applicable	not applicable	not applicable	not applicable
Prof. KR Ing. Siegfried Wolf	not applicable	not applicable	not applicable	not applicable