

Profile of skills and expertise, targets for its composition and qualification matrix of the Supervisory Board of Continental AG

Profile of skills and expertise for the Supervisory Board

In accordance with recommendation C.1 of the German Corporate Governance Code, the Supervisory Board has prepared a profile of skills and expertise and specified targets for its composition. The Supervisory Board updated the current profile of skills and expertise in the reporting year and adopted it by circular resolution in February 2024.

The Supervisory Board as a whole should possess the skills and expertise noted below. It is not expected that all Supervisory Board members possess all of the skills and expertise noted below. Instead, each area of expertise must be covered by at least one Supervisory Board member. The profile of skills and expertise assumes that all Supervisory Board members possess the knowledge and skills required for the proper performance of their duties and the characteristics necessary for successful Supervisory Board work in an internationally active, capital market-oriented company. In particular, these include integrity, commitment, capacity for discussion and teamwork, sufficient availability and discretion.

The Supervisory Board members should collectively cover all skills, expertise and experience deemed to be significant in view of Continental's business activities. These include in particular:

- › Skills, expertise and experience related to **business management**, particularly in the areas of:
 - › Executive board experience
 - › Supervisory board experience
 - › Strategy and management
 - › Mergers and acquisitions (M&A)
 - › Organizational development
 - › Strategic personnel planning
 - › Law and compliance
 - › **Sector- and company-specific expertise**, particularly in the areas of:
 - › Industry (i.e. automotive and chemical industries)
 - › IT, software and telecommunications
 - › Mobility services and digital business models
 - › **International experience**, particularly in the regions of:
 - › Europe
 - › North and South America
 - › China
 - › Asia-Pacific
 - › Skills, expertise and experience related to **sustainability**, particularly in the areas of:
 - › Environment
 - › Social responsibility
 - › Skills, expertise and experience related to **risk control and reporting**, particularly in the areas of:
 - › Financial and sustainability reporting, control systems
 - › Auditing of financial statements
- The Supervisory Board has also specified the following targets for its composition:**
- › **Professional skills and expertise:** The personal and professional qualifications defined in the profile of skills and expertise should be covered as broadly as possible by the candidates proposed for election. The progress achieved to date in implementing the profile of skills and expertise can be viewed in the qualification matrix.
 - › **Independence:** The Supervisory Board should have an appropriate number of members on the shareholder side whom it deems to be independent in accordance with the German Corporate Governance Code. Taking into account the ownership structure, a Supervisory Board member is therefore considered independent if they are independent of the company and its Executive Board, and also independent of a controlling shareholder. The Supervisory Board has specified the following targets for this purpose:
 - › More than half of the shareholder representatives should be independent of Continental AG and its Executive Board.
 - › At least five shareholder representatives should be independent of the controlling shareholder, the IHO Group, headquartered in Herzogenaurach, Germany.
 - › **Term of office:** In its nominations for election to the Supervisory Board, the Supervisory Board as a rule does not nominate candidates who at the time of election have already been a member of the Supervisory Board for 12 years.
- In its nominations of candidates for election to the Supervisory Board, the Supervisory Board takes into account the requirements of the profile of skills and expertise for the board as a whole as well as the aforementioned targets.

Qualifications matrix

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

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

Qualifications matrix

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

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