# Agenda

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Corporate Bodies</td>
</tr>
<tr>
<td>2</td>
<td>Supervisory Board, Executive Board</td>
</tr>
<tr>
<td>3</td>
<td>Remuneration System</td>
</tr>
<tr>
<td>4</td>
<td>Diversity at Continental</td>
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<tr>
<td>5</td>
<td>Compliance</td>
</tr>
<tr>
<td>6</td>
<td>Sustainability at a glance</td>
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<tr>
<td>7</td>
<td>Cyber Security</td>
</tr>
<tr>
<td>8</td>
<td>Auditing</td>
</tr>
<tr>
<td>9</td>
<td>Annual Shareholders’ Meeting</td>
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</tbody>
</table>
Two-Tier Board System – Corporate Bodies

Corporate bodies of the company

Shareholders Meeting

Shareholders exercise their rights of participation and control

- Elects shareholder representatives
- Discharges
- Reports

Supervisory Board

- 20 members
- 10 shareholder representatives
- 10 employee representatives
- Involved in decisions of fundamental significance to the company.

Executive Board

- 7 members\(^1\)
- 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.
- Appoints
- Monitors
  - and advises
- Reports

Chairman’s Committee
Audit Committee
Nomination Committee
Mediation Committee
Related Party Transactions Committee
Special Emissions Committee
Special ContiTech Committee

\(^1\) Status as of November 2023
# Supervisory Board

<table>
<thead>
<tr>
<th>Shareholder representatives</th>
<th>Employee representatives</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Prof. Dr.-Ing. Wolfgang Reitzle</strong>&lt;br&gt;Chairman of the Supervisory Board&lt;br&gt;Born 1949, German&lt;br&gt;Elected since 2009</td>
<td><strong>Christiane Benner,</strong>&lt;br&gt;Deputy Chairwoman of the Supervisory Board&lt;br&gt;Born 1968, German&lt;br&gt;Elected since 2018</td>
</tr>
<tr>
<td><strong>Stefan E. Buchner</strong>, born 1960, elected since 2022</td>
<td><strong>Francesco Grioli</strong>, born 1972, elected since 2018</td>
</tr>
<tr>
<td><strong>Dr. Gunter Dunkel</strong>, born 1953, elected since 2009</td>
<td><strong>Michael Iglhaut</strong>, born 1964, elected since 2006</td>
</tr>
<tr>
<td><strong>Satish Khatu</strong>, born 1952, elected since 2019</td>
<td><strong>Carmen Löffler</strong>, born 1972, elected since 2021</td>
</tr>
<tr>
<td><strong>Isabel Corinna Knauf</strong>, born 1972, elected since 2019</td>
<td><strong>Dirk Nordmann</strong>, born 1960, elected since 2004</td>
</tr>
<tr>
<td><strong>Sabine Neuß</strong>, born 1968, elected since 2014</td>
<td><strong>Lorenz Pfau</strong>, born 1961, elected since 2019</td>
</tr>
<tr>
<td><strong>Prof. Dr. Rolf Nonnenmacher</strong>, born 1954, elected since 2014</td>
<td><strong>Jörg Schönfelder</strong>, born 1966, elected since 2004</td>
</tr>
<tr>
<td><strong>Klaus Rosenfeld</strong>, born 1966, elected since 2009</td>
<td><strong>Stefan Scholz</strong>, born 1965, elected since 2015</td>
</tr>
</tbody>
</table>

**Source:** Corporate Governance - Supervisory Board
Supervisory Board
Key Facts

20 board members

10 shareholder representatives

10 employee representatives

Supervisory board tenure

Age

Gender

Nationality

Independence of shareholder representatives

Source: Corporate Governance - Supervisory Board

1 Independence from controlling shareholder pursuant to German Corporate Governance Code (GCGC).
## Supervisory Board (SB)
### Nomination process for shareholder representatives

### Competencies for candidates
- Profile of skills and expertise
- Competence profile in accordance with recommendation C1 GCGC.
- Each competence area should be covered by at least one board member.

### Objectives for Supervisory Boards composition
- Specified targets
- In general composition of at least 30% women and 30% men

### Diversity goals
- §96 (2) AktG.
- In general composition of at least 30% women and 30% men

### Nomination/Election
- Nomination Committee examines potential candidates
- Results are presented to all members of the Supervisory Board
- Supervisory Board specifies targets for its composition
- Supervisory Board submits a proposal to the shareholders at the Annual General Meeting

### Composition
- 20 members total
- including: 10 shareholder representatives
  - Remaining 10 members: Employee Representatives
- Chairperson is one of the shareholders representatives

### Competencies for candidates

<table>
<thead>
<tr>
<th>Competencies</th>
<th>Requirement</th>
</tr>
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<tbody>
<tr>
<td>Internationality</td>
<td>The number of members who have the required international experience should at a minimum remain constant.</td>
</tr>
<tr>
<td>Industry experience</td>
<td>An appropriate number of members with industry experience should be maintained.</td>
</tr>
<tr>
<td>Financial experience</td>
<td>An appropriate number of members on the shareholder side whom it deems to be independent in accordance with the German Corporate Governance Code.</td>
</tr>
<tr>
<td>Corporate Governance &amp; Board experience</td>
<td>At least five shareholder representatives should be independent of the controlling shareholder, the IHO Group, headquartered in Herzogenaurach, Germany.</td>
</tr>
<tr>
<td>Sustainability expertise</td>
<td></td>
</tr>
<tr>
<td>Organizational &amp; Personnel development</td>
<td></td>
</tr>
</tbody>
</table>

### Objectives for Supervisory Boards composition

1. The number of members who have the required international experience should at a minimum remain constant.
2. An appropriate number of members with industry experience should be maintained.
3. An appropriate number of members on the shareholder side whom it deems to be independent in accordance with the German Corporate Governance Code.
4. At least five shareholder representatives should be independent of the controlling shareholder, the IHO Group, headquartered in Herzogenaurach, Germany.

### Diversity goals

- 30% women
- 30% men

### Composition

- 20 members total
- including: 10 shareholder representatives
  - Remaining 10 members: Employee Representatives
- Chairperson is one of the shareholders representatives

# Supervisory Board

## Overview of shareholder representatives

<table>
<thead>
<tr>
<th>Name</th>
<th>Initial Election</th>
<th>End of term</th>
<th>Member of Supervisory Board for &gt;12 years?</th>
<th>Financial experience</th>
<th>Corporate Governance and board experience</th>
<th>Sustainability expertise</th>
<th>Organizational and personnel development</th>
<th>Internatality</th>
<th>Internatality with regard to Asian markets</th>
<th>Industry experience</th>
<th>Age</th>
<th>Gender</th>
<th>Nationality</th>
<th>Independence in the meaning of C.7 (2) GCCG</th>
<th>Independence in the meaning of C.9 GCCG</th>
<th>Link to CV</th>
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<tbody>
<tr>
<td>Prof. Dr. Wolfgang Reitzle (Chair)</td>
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<td></td>
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<tr>
<td>Stefan E. Buchner</td>
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Source: [Continental Annual Report 2022, page 19](#)
## Supervisory Board

### Overview of employee representatives

<table>
<thead>
<tr>
<th>Name</th>
<th>Initial Election</th>
<th>End of term</th>
<th>Member of Supervisory Board for &gt;12 years?</th>
<th>Financial experience</th>
<th>Corporate Governance and board experience</th>
<th>Sustainability</th>
<th>Organizational and personnel development</th>
<th>Internatinality</th>
<th>Internatinality with regard to Asian markets</th>
<th>Industry experience</th>
<th>Age</th>
<th>Gender</th>
<th>Nationality</th>
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<th>Independence in the meaning of C.9 GCCG</th>
<th>Link to CV</th>
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<tr>
<td>Christiane Benner (Deputy Chair)</td>
<td>2018</td>
<td>2024</td>
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<tr>
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<td>n.a.</td>
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<tr>
<td>Jörg Schönfelder</td>
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<tr>
<td>Elke Volkmann</td>
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<td>f</td>
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<td>n.a.</td>
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</table>

**Source:** Continental Annual Report 2022, page 19
# Supervisory Board

## Committees with decision-making powers

<table>
<thead>
<tr>
<th>Chairman's Committee</th>
<th>Audit Committee</th>
<th>Nomination Committee</th>
<th>Mediation Committee</th>
<th>Committee for Related Party Transactions</th>
</tr>
</thead>
<tbody>
<tr>
<td>▪ <strong>Prof. Dr. Wolfgang Reitzle</strong> (Chairman)</td>
<td>▪ <strong>Prof. Dr. Rolf Nonnenmacher</strong> (Chairman)</td>
<td>▪ <strong>Prof. Dr. Wolfgang Reitzle</strong> (Chairman)</td>
<td>▪ <strong>Prof. Dr. Wolfgang Reitzle</strong> (Chairman)</td>
<td>▪ <strong>Prof. Dr. Wolfgang Reitzle</strong> (Chairman)</td>
</tr>
<tr>
<td>▪ Christiane Benner</td>
<td>▪ Francesco Grioli</td>
<td>▪ Isabel Corinna Knauf</td>
<td>▪ Christiane Benner</td>
<td>▪ Prof. Dr. Rolf Nonnenmacher</td>
</tr>
<tr>
<td>▪ Georg F. W. Schaeffler</td>
<td>▪ Michael Iglhaut</td>
<td>▪ Prof. Dr. Rolf Nonnenmacher</td>
<td>▪ Georg F. W. Schaeffler</td>
<td>▪ Further members to be elected if necessary</td>
</tr>
<tr>
<td>▪ Jörg Schönfelder</td>
<td>▪ Dirk Nordmann</td>
<td>▪ Georg F. W. Schaeffler</td>
<td>▪ Jörg Schönfelder</td>
<td>▪ Shareholder Representative</td>
</tr>
<tr>
<td>▪ Klaus Rosenfeld</td>
<td>▪</td>
<td>▪</td>
<td>▪</td>
<td>▪ Employee Representative</td>
</tr>
<tr>
<td>▪ Georg F. W. Schaeffler</td>
<td>▪</td>
<td>▪</td>
<td>▪</td>
<td></td>
</tr>
<tr>
<td>▪ Prof. Dr. Wolfgang Reitzle</td>
<td>▪</td>
<td>▪</td>
<td>▪</td>
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</tr>
</tbody>
</table>

**Members**

- Key responsibilities are preparing the appointment of Executive Board members and concluding, terminating and amending their employment contracts and other agreements with them.

- However, the plenum of the Supervisory Board alone is responsible for establishing the total remuneration of the Executive Board members.

**Tasks**

- 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.

- Responsible for nominating suitable candidates for the Supervisory Board to propose to the Annual Shareholders’ Meeting for election.

- In addition, the committee must propose targets for the Supervisory Board’s composition and profile of skills and expertise and review both regularly.

- 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.

- 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.

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

## Attendance at board meetings 2022

<table>
<thead>
<tr>
<th>Supervisory Board Member</th>
<th>Number of meetings</th>
<th>Attendance in %</th>
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</thead>
<tbody>
<tr>
<td>Prof. Dr. Wolfgang Reitzle (Chairman)</td>
<td>7/7</td>
<td>100</td>
</tr>
<tr>
<td>Dorothea von Boxberg (since April 29, 2022)</td>
<td>4/5</td>
<td>80</td>
</tr>
<tr>
<td>Stefan Buchner</td>
<td>7/7</td>
<td>100</td>
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<td>Dr. Gunter Dunkel</td>
<td>7/7</td>
<td>100</td>
</tr>
<tr>
<td>Satish Khatu</td>
<td>6/7</td>
<td>85.71</td>
</tr>
<tr>
<td>Isabel Corinna Knauf</td>
<td>7/7</td>
<td>100</td>
</tr>
<tr>
<td>Sabine Neuß</td>
<td>7/7</td>
<td>100</td>
</tr>
<tr>
<td>Prof. Dr. Rolf Nonnenmacher</td>
<td>6/7</td>
<td>85.71</td>
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<tr>
<td>Klaus Rosenfeld</td>
<td>7/7</td>
<td>100</td>
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<tr>
<td>Georg F. W. Schaeffler</td>
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<td>Schaeffler-Thumann, M.-E. (until April 29, 2022)</td>
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<table>
<thead>
<tr>
<th>Supervisory Board Member</th>
<th>Number of meetings</th>
<th>Attendance in %</th>
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<tr>
<td>Christiane Benner</td>
<td>7/7</td>
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<tr>
<td>Hasan Allak</td>
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<td>85.71</td>
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<tr>
<td>Francesco Grioli</td>
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<tr>
<td>Michael Ighaut</td>
<td>7/7</td>
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<tr>
<td>Carmen Löffler</td>
<td>7/7</td>
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<tr>
<td>Dirk Nordmann</td>
<td>7/7</td>
<td>100</td>
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<tr>
<td>Lorenz Pfau</td>
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<td>100</td>
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<tr>
<td>Jörg Schönfelder</td>
<td>7/7</td>
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<tr>
<td>Stefan Scholz</td>
<td>7/7</td>
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<tr>
<td>Elke Volkmann</td>
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</tbody>
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7 Meetings in total

97.01% Overall attendance

Source: Continental Annual Report 2022, page 10 et seq.
## Supervisory Board

### Attendance at committee meetings in 2022

<table>
<thead>
<tr>
<th>Chairman’s Committee Member</th>
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<th>Attendance in %</th>
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<td>Christiane Benner</td>
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<td>Georg F. W. Schaeffler</td>
<td>2/2</td>
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</tr>
<tr>
<td>Jörg Schönfelder</td>
<td>2/2</td>
<td>100</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Special Emissions Committee Member</th>
<th>Number of meetings</th>
<th>Attendance in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prof. Dr. Wolfgang Reitzle (Chairman)</td>
<td>2/2</td>
<td>100</td>
</tr>
<tr>
<td>Dirk Nordmann</td>
<td>2/2</td>
<td>100</td>
</tr>
<tr>
<td>Georg F. W. Schaeffler</td>
<td>1/2</td>
<td>50</td>
</tr>
</tbody>
</table>

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.

93,06% Overall attendance
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**

Appointent and Succession Process

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

- **Board Talent Conference**
  - Usually takes place at the beginning of each year
  - Short, mid, and long-term measures are defined.
  - Board Succession plans to align with the goals of Continental

- **Board Talent Review**
  - Usually takes place in September
  - Update and review of Board Succession plan measures
  - Special Focus dedicated to development of diversity of succession pipeline

- **Presentation to Supervisory Board**
  - Usually takes place end of September
  - Presentation and evaluation of the succession plan based on Continental Goals
Remuneration System
Remuneration of an Executive Board Member

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

1 Average figure.
2 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.
3 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.
4 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.

Source: Continental Integrated Sustainability Report 2022, page 97
Remuneration System
Short-Term Incentive (STI)

Consideration of Business Responsibility – from January 1, 2022

CEO, CFO, CHRO

Executive Board member for a group sector

EBIT ROCE FCF

EBIT ROCE FCF

Continental Group

Group sector

Source: Continental Integrated Sustainability Report 2022, page 99
For the 2021 STI (“granted” in 2022), the measurement of target achievement for the Executive Board member responsible for Powertrain was also based solely on the Continental Group’s key figures due to the spin-off.

For the 2021 STI (“granted” in 2022), this weighting was not applied because an Executive Board member with sole responsibility for one group sector was not appointed.

Consideration of Business Responsibility – until December 31, 2021

Source: Continental Integrated Sustainability Report 2022, page 99
Remuneration System
Structure of the Performance Bonus (STI)

1 A maximum of 200% of the target amount can be achieved.
2 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.

Source: Continental Integrated Sustainability Report 2022, page 98
Remuneration System
Consideration of TSR and Sustainability for Long-Term Incentive (LTI)

Adjusted to fulfill the DCGK legal requirements and investor’s expectations

1. **Relative TSR**
   - TSR = Total Shareholder Return = Share price appreciation + Dividends paid.
   - Relative TSR is calculated as follows:
     
     
     

2. **Sustainability Score**
   - Adjusted to fulfill the DCGK legal requirements and investor’s expectations.
   - Number of Virtual Shares Granted × Performance Index (PI) = Number of Virtual Shares Vested
   - CAG^2 TSR – SXAGR^3 TSR
   - avg. price of CAG shares 2 months prior to the Term
   - No. of Sustainability criteria achieved

3. **Selected sustainability criteria, e.g. for LTI 2021-2024:**
   - Own CO2 emissions (Climate Protection)
   - Share of recycled waste in production (Circular Economy)
   - Gender Diversity (Corporate Governance)
   - Accident rate – Own employees (green and safe factories)
   - BASICS LIVE | Sustainable Engagement Index (good working conditions)

4. **4-year Performance Period (Term)**

---

Source: Continental Integrated Sustainability Report 2022, page 100 et. seq.
Remuneration System
Structure of the 2022 Long-Term Incentive (2022-2025 LTI)

Conversion

Allotment value

Basic Holding

Performance index (0-195%)

Relative TSR × sustainability score (0-1.5) (0.7-1.3)

Performance period: 4 years

Final Holding

Payment

(Max. 200% of allotment value)

Source: Continental Integrated Sustainability Report 2022, page 101
## Diversity at Continental

**Women’s Target Quota - Executive Board and below**

pursuant to Section 76 (4) AktG

<table>
<thead>
<tr>
<th>Target Ratio</th>
<th>Executive Board</th>
<th>First level below Executive Board</th>
<th>Second level below Executive Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Status</strong></td>
<td><strong>Target Ratio</strong></td>
<td><strong>Target Rate</strong></td>
<td><strong>Target Rate</strong></td>
</tr>
<tr>
<td><strong>31.12.2022</strong></td>
<td>28.6%</td>
<td>is the target quota for women on the Executive Board until July 31, 2022(^1)</td>
<td>37% is the target rate for women in the first level below the Executive Board until December 31, 2026</td>
</tr>
<tr>
<td></td>
<td>40%</td>
<td>women on the Executive Board of Continental. From June 1, 2023: 28.57% women on the Executive Board of Continental.</td>
<td>33% is the target rate for women in the second level below the Executive Board until December 31, 2026</td>
</tr>
<tr>
<td></td>
<td>35%</td>
<td>women in the first level below the Executive Board of Continental.</td>
<td>30.3% women in the second level below the Executive Board of Continental.</td>
</tr>
</tbody>
</table>

1. 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.
Diversity at Continental

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.
- 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.¹

---

**30%**

by 2030 is our corporate target to increasing share of female executives and senior executives.¹

---

**19.1%**

in 2022 is the proportion of women in management positions.¹

---

**~ 43%**

of our employees are based outside of Europe.²

---

**~ 49%**

of the Continental Group’s Executives and Senior Executives came from countries other than Germany.¹

---

**~ 75%**

of our employees work at locations outside Germany.²

---

Source: ¹ Continental Annual Report 2022, page 20 & 45, ² Employee Diversity and Equal Opportunities
Compliance at Continental
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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Integrity: With Heart and Hand

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Sustainability Management
Steering of Sustainability in the Continental Group

Strategic coordination

- Group Functions
- Group Sustainability
- Sustainability Functions of the Group Sectors
- Business Functions

Steering and implementation

- Group Sustainability Steering Committee
  - All Executive Board Members
  - Group Sustainability
  - Sustainability Heads of the Group Sectors
  - Relevant Group Functions

Decision-making

- Executive Board of Continental AG

Supervision/Oversight

- Supervisory Board of Continental AG

Source: Continental Integrated Sustainability Report 2022, page 16
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.

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’s Integrated Sustainability Report…

encompasses the same scope of consolidation as for the consolidated financial statements.
Sustainability
Continental’s Sustainability Ambitions

Providing the framework to turn change into opportunities

Our Key Ambitions

Carbon Neutrality
100% Carbon Neutrality along our entire value chain

Emission-free mobility & industry
100% Emission-free mobility & industry (no harmful emissions)

Circular Economy
100% Circular Economy

Responsible Value Chain
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

Of central importance for our ambition are the requirements and speed of transformation of our customers, industries and markets.

Source: Investors Presentation, June 2022, page 122
Sustainability
Detailed overview for Continental’s ambitions

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

Emission-Free Mobility and Industry
We strive for 100% emission-free mobility and industries.

Circular Economy
We strive for 100% closed resource and product cycles.

Responsible Value Chain
We strive for 100% responsible sourcing and business partnerships.

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.

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.

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.

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.

Source: Continental Sustainability
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.

Source: Continental Integrated Sustainability Report 2021, page 31
Auditing
General Information

Auditor for FY 2022
PricewaterhouseCoopers GmbH (PwC)
since 2021

Lead auditors
Sven Rosorius and Dr. Arne Jacobi
since 2021 & 2022 respectively

Auditors’ Fees

<table>
<thead>
<tr>
<th>Service</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit of financial statements</td>
<td>5.7</td>
<td>4.3</td>
</tr>
<tr>
<td>Other assurance services</td>
<td>0.1</td>
<td>0.0</td>
</tr>
<tr>
<td>Tax advisory services</td>
<td>0.0</td>
<td>0.2</td>
</tr>
<tr>
<td>Other services provided to the parent company or its subsidiaries</td>
<td>0.2</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>6.0</strong></td>
<td><strong>5.0</strong></td>
</tr>
</tbody>
</table>

Source: Continental Annual Report 2022, page 114 & 211
The Annual Shareholders' Meeting took place on April 27, 2023, in the form of a virtual meeting without the physical presence of shareholders or their proxy holders. The electronically connected shareholders had the opportunity to exercise their right to speak and information at the meeting by means of video communication.

All agenda items were agreed upon by a range between 89,13% and 99,61%

Further Information can be found on the Continental Investor Relations Page / Annual Shareholders’ Meeting.
Investor Relations
Contact

Vahrenwalder Str. 9
30165 Hanover
Germany

e-mail: ir@conti.de
Fax: +49 511 938-1080
www.continental-ir.com

Anna-Maria Fischer
Head of Investor Relations (IR)
Phone: +49 511 938 12203
e-mail: anna-maria.fischer@conti.de

Jana Maddison
Assistant to the Head of IR,
Roadshow and Conference Organization
Phone: +49 511 938 1163
e-mail: jana.maddison@conti.de

Rachel Arellano
Director - Investor Relations
phone: +49 511 938 10478
e-mail: rachel.arellano@continental.com

Andrea Kraft
Analysts and Institutional Investors
phone: +49 511 938 1880
e-mail: andrea.kraft@conti.de

Sabine Reese
ASM, Capital Market Disclosure Requirements, IR Website,
Sustainability
phone: +49 511 938 1027
e-mail: sabine.reese@conti.de

Max Westmeyer
Analysts and Institutional Investors
phone: +49 511 938 13650
e-mail: max.2.westmeyer@conti.de

www.continental-ir.com

visit us online

Source: Continental-Investors-Contact
Public
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