

Declarations of other group companies pursuant to Section 289f (4) of the German Commercial Code (HGB)*

In addition to Continental AG, the group companies mentioned below are obliged pursuant to Sections 36 and 52 GmbHG of the Limited Liability Companies Act (GmbHG) or Sections 76 (4) and 111 (5) of the Stock Corporation Act (AktG) to set targets for the proportion of women and deadlines for achieving them. These companies are not obliged to publish a management report (Lagebericht) as they make use of the exemptions stipulated in Section 264 (3) HGB. In accordance with Section 289f (4) Sentences 2 and 3 HGB, these companies therefore publish their respective declarations pursuant to Section 289f (1) Sentence 2 HGB with the determinations and information required by Section 289f (2) No. 4 HGB.

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* Convenience translation.

Declaration of ADC Automotive Distance Control Systems GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ADC Automotive Distance Control Systems GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: 17 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women among the managing directors. As of 31 December 2021, the proportion of women on the Supervisory Board was 33 % and among the managing directors 0 %.

For the period up to 31 December 2026, the shareholders' meeting set the following new targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 29 % for the first management level and 20 % for the second management level.

These targets were achieved for both levels of management (29 % women on the first management level, 22 % on the second management level).

For the period up to 31 December 2026, the managing directors have set the following new targets: 29 % for the first management level and 22 % for the second management level.

Declaration of Benecke-Kaliko AG pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 111 (5) of the German Stock Corporation Act (AktG), the Supervisory Board of the company is obliged to set targets for the proportion of women on the Supervisory Board and the Executive Board, as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the Supervisory Board has set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women on the Executive Board. With a proportion of women of 33 % this target was achieved for the Supervisory Board. For the Executive Board, the target was missed, it was 0 % as of 31 December 2021, as the only member of the Executive Board is male. A further member was to be appointed to the Executive Board during the reference period, but no adequate female manager could be found, so the Executive Board continued to consist of one person as of the reporting date.

For the period up to 31 December 2026, the Supervisory Board has set the following new targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women on the Executive Board.

The Executive Board of the company set targets for the proportion of women in the first two management levels of the company below the Executive Board.

For the period up to 31 December 2021, the Executive Board has set the following targets: 29 % for the first management level and 24 % for the second management level. Both targets were missed (at the first management level the proportion of women was 14 %, at the second management level 17 %). The targets were decided before Konrad Hornschuch AG and Elastomer Beschichtungs GmbH, together with Benecke-Kaliko AG, became part of the present Business Area Surface Solutions in the ContiTech Group Sector. As a result of these structural changes and further personnel changes, the proportion of women in these management levels decreased. The efforts to fill vacancies with women from the group were only partially successful, so that the target quotas set were missed.

For the period up to 31 December 2026, the Executive Board has set the following new targets: 29 % for the first management level and 28 % for the second management level.

Declaration of Continental Automotive GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

According to Section 52 (2) Sentence 2 of the Limited Liability Companies Act (GmbHG) for companies with limited liability in which – as in the case of Continental Automotive GmbH – a Supervisory Board is to be appointed under the German Co-Determination Act (MitbestG), the Supervisory Board sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving it.

For the period up to 31 December 2021, the Supervisory Board has set the following targets: 25 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women among the managing directors. The target for the Supervisory Board was achieved, and the target was exceeded among the managing directors with a proportion of women of 50 %.

For the period up to 31 December 2026, the Supervisory Board has set the following new targets: 25 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 17 % for the first management level and 13 % for the second management level. The target for the first management level was missed with a proportion of women of 7 %, while the target for the second management level with a proportion of women of 23 % was exceeded. The organizational changes in the Automotive Group Sector in 2021 have meant that the original intentions to fill the management levels in the company no longer apply. The promotion of women in management positions is reflected in the proportion of women at the second management level, which gives a good perspective for the further development of the proportion of women at the higher management level.

For the period up to 31 December 2026, the managing directors have set the following new targets: 7 % for the first management level and 23 % for the second management level.

Declaration of Continental Engineering Services GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of Continental Engineering Services GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: 16 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women among the managing directors. As of 31 December 2021, the proportion of women on the Supervisory Board was 17 % and on the Executive Board 0 %.

For the period up to 31 December 2026, the shareholders' meeting set the following new targets: 17 % for the proportion of women on the Supervisory Board and 33 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 0 % for the first management level and 11 % for the second management level. At the end of the reference period, at both management levels no women were represented, so that the target for the second management level was missed. Despite great efforts in the selection process, it has not been possible to fill a sufficient number of positions at the second management level with women. It should be taken into account that the absolute number of positions at this management level varied in the reference period due to reorganizations. It is planned to increase the proportion of women at the second management level in the company to 17 % by 2026 through targeted personnel development and cross-moves within the Automotive Group Sector. Furthermore, it is also planned that further positions in the second management level will be created in the company.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 17 % for the second management level.

Approval for the target of 0 % for first management level: The company is organizationally assigned to the research and development unit he[a]t within the Group Sector Automotive. Employees of the first management level report to the head of this unit. There is currently only one person at the company who belongs to the first management level within the Continental Group. This person is male, took up his position in 2020 and will fill it until further notice. It is not planned that further positions will be created in the company that can be attributed to the first management level.

Declaration of Continental Reifen Deutschland GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

According to Section 52 (2) Sentence 2 of the Limited Liability Companies Act (GmbHG) for companies with limited liability in which – as in the case of Continental Reifen Deutschland GmbH – a Supervisory Board is to be appointed under the German Co-Determination Act (MitbestG), the Supervisory Board sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving it.

For the period up to 31 December 2021, the Supervisory Board has set the following targets: 17 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a proportion of women of 33 % on the Supervisory Board and 33 % among the managing directors, both targets were achieved or exceeded.

For the period up to 31 December 2026, the Supervisory Board has set the following targets: 17 % for the proportion of women on the Supervisory Board and 33 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 0 % for the first management level and 21 % for the second management level. With a proportion of women of 18 % at the first management level and a proportion of women of 20 % at the second management level, the target figure was clearly exceeded at the first management level and only very narrowly missed at the second level. The missed target results from the fact that after a change of personnel, a previously female position has been eliminated without replacement.

For the period up to 31 December 2026, the managing directors have set the following targets: 18 % for the first management level and 22 % for the second management level.

Declaration by ContiTech Antriebssysteme GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Antriebssysteme GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a 40 % share of women on the Supervisory Board and an all-female management at the end of the reference period, the targets set were exceeded.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: Over 30 % for the first management level and 12 % for the second management level. With a proportion of women of 44 % at the first management level and 18 % at the second management level, these targets were exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 44 % for the first management level and 25 % for the second management level.

Declaration by ContiTech Elastomer-Beschichtungen GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Elastomerbeschichtungen GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. In the Supervisory Board, with 33 % women the target was achieved, but it was missed among the managing directors. At the end of the reference period, the management consisted of one male managing director. A further member of the management board was to be appointed during the reference period, but no adequate female manager could be found, so the management continued to consist of one person as of the reporting date.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: Over 30 % for the first management level and 15 % for the second management level. There are no women employed at both management levels, so both targets have been missed. Following the adoption of the targets, the company became part of the Surface Solutions Business Area within the ContiTech Group Sector. This internal restructuring, which also included other companies, meant that ContiTech Elastomer-Beschichtungen GmbH did not have a position that is attributable to the first management level in accordance with the rules applicable at Continental for determining the management levels. Furthermore, according to these rules, there is only one position, filled by a man, in the company, which is attributable to the second management level.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 0 % for the second management level.

Justification for the targets of 0 %: The company is part of the Surface Solutions Business Area within the ContiTech Group Sector. This business area comprises several companies in Germany and abroad. Due to the structure of it, there is no position in the company that can be attributed to the first management level in accordance with the rules applicable at Continental for determining the management levels. Furthermore, according to these rules, there is only one position in the company that can be attributed to the second management level. This position is currently filled by a man and it is not intended to fill the position otherwise. In principle, the strategy of the ContiTech Group Sector aims at increasing the proportion of women in management levels. It is planned to achieve this goal by increasing the proportion of women at the first two management levels in the larger companies of the ContiTech Group Sector, which have a significantly larger number of management positions.

Declaration by ContiTech Luftfedersysteme GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Luftfedersysteme GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. For the Supervisory Board, the target figure was exceeded with a proportion of women of 50 %, for the managing directors the target was missed, it amounted to 0 % as of 31 December 2021, as the only managing director is male. A further member was to be appointed to the management during the reference period, but no adequate female manager could be found, so the management continued to consist of one person as of the reporting date.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 50 % for the proportion of women on the Supervisory Board and also 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the management directors have set the following targets: 15 % for the first management level and 17 % for the second management level. With a 20 % share of women at both management levels, the targets were achieved.

For the period up to 31 December 2026, the management directors have set the following targets: 33 % for the first management level and 27 % for the second management level.

Declaration by ContiTech MGW GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as with ContiTech MGW GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a proportion of women on the Supervisory Board of 33 %, this target was achieved, but the target for the managing directors was missed due to a pure male management. During the reference period, there was a new appointment to the management. Despite great efforts, no female candidate suitable for the position profile could be identified. In principle, the strategy of the ContiTech Group Sector aims at increasing the proportion of women among the managing directors and taking this into account accordingly in the event of new appointments.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 0 % for the first management level and 21 % for the second management level. Both targets were achieved, exceeding the target for the second management level with a proportion of women of 29 %.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 29 % for the second management level.

Justification for the target of 0 % at the first management level: At the company, there is only one position that can be attributed to the first management level in accordance with the rules applicable at Continental for determining the management levels. This is the head of research and development for the Mobile Fluid Systems business unit within the ContiTech Group Sector. This position is currently filled with a man, changes to this position are currently not planned and this is not expected to change until 2026. Basically, the strategy of the ContiTech division is aimed at increasing the proportion of women in management levels. It is planned to achieve this goal by increasing the proportion of women at the first two management levels in the larger companies of the ContiTech Group Sector, which have a significantly larger number of management positions.

Declaration by ContiTech Schlauch GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Schlauch GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. For the Supervisory Board, the target was exceeded with a proportion of women of 50 %, among the managing directors the target was missed, as at the end of the reference period all managing directors were male. During the reference period, two managing directors were newly appointed. Despite great efforts, no female candidate adequate for the job profile could be identified. In principle, the strategy of the ContiTech Group Sector is to increase the proportion of women among the managing directors and to take this into account in the event of new appointments.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 50 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: over 30 % for the first management level and 0 % for the second management level. With a proportion of women of 0 % at both management levels, the target for the proportion of women at the first management level was missed. This is due to the fact that, contrary to the assumption when setting the target, ContiTech Schlauch GmbH did not have a position at the end of the reference period that can be attributed to the first management level.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 50 % for the second management level.

Justification for the target of 0 % at the first management level: There is currently no position at the company that can be attributed to the first management level according to the rules applicable at Continental for determining the management levels. The creation of such positions is not planned. In principle, the strategy of the ContiTech division aims at increasing the proportion of women in management levels. It is planned to achieve this goal by increasing the proportion of women at the first two management levels in the larger companies of the ContiTech Group Sector, which have a significantly larger number of management positions.

Declaration by ContiTech Techno-Chemie GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Techno-Chemie GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a proportion of women of 33 % on the Supervisory Board and 100 % among the managing directors, these targets were exceeded.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 13 % for the first management level and 11 % for the second management level. With a proportion of women of 13 % at the first management level and 32 % at the second management level, the set targets were achieved or significantly exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 25 % for the first management level and 36 % for the second management level.

Declaration by ContiTech Transportbandsysteme GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of ContiTech Transportbandsysteme GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a proportion of women of 33 % on the Supervisory Board and 50 % among the managing directors, the targets set were exceeded.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 18 % for the first management level and over 30 % for the second management level. With a proportion of 20 % women at the first management level and 32 % at the second management level, the targets were slightly exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 30 % for the first management level and 36 % for the second management level.

Declaration by ContiTech Vibration Control GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as with ContiTech Vibration Control GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a 50 % share of women on the Supervisory Board, the target was exceeded. Due to fact that both managing directors are male, the target for the management directors was missed. When the managing directors were appointed, there were no female applicants who had fulfilled the specific requirement profile for the tasks as managing directors.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 50 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 13 % for the first management level and 13 % for the second management level. With a proportion of women of 20 % at the first management level and 24 % at the second management level, the targets were exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 20 % for the first management level and 25 % for the second management level.

Declaration of Conti Temic microelectronic GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of Conti Temic microelectronic GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the Supervisory Board has set the following targets: 16 % for the proportion of women on the Supervisory Board and 30 % for the proportion of women among the managing directors. With a proportion of women of 25 % on the Supervisory Board and 50 % among the managing directors, these targets were exceeded.

For the period up to 31 December 2026, the Supervisory Board has set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 0 % for the first management level and 17 % for the second management level. With a proportion of women at the first management level and 25 % at the second management level, the targets were achieved or exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 25 % for the second management level.

Justification for the target of 0 % at the first management level: According to current planning, by the end of 2026 there will no longer be a person in the company who can be attributed to the first management level in accordance with the rules applicable at Continental for determining the management levels. Currently, one person can be assigned to the first management level in the company. This person is male, a change on this position is currently not planned.

Declaration of Elektrobot Automotive GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of Elektrobot Automotive GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: 16 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women among the managing directors. With a proportion of women of 33 % on the Supervisory Board and 50 % among the managing directors, these targets were exceeded.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 0 % for the first management level and 0 % for the second management level. With a proportion of women of 100 % at the first management level and 43 % at the second management level, the targets were exceeded.

For the period up to 31 December 2026, the managing directors have set the following targets: 100 % for the first management level and 43 % for the second management level.

Declaration of Konrad Hornschuch AG pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 111 (5) of the German Stock Corporation Act (AktG), the Supervisory Board of the Company is obliged to set targets for the proportion of women on the Supervisory Board and the Executive Board, as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the Supervisory Board has set the following targets: over 30 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women on the Executive Board. As of 31 December 2021, the proportion of women on the Supervisory Board was 50 % and on the Executive Board 0 %.

For the period up to 31 December 2026, the Supervisory Board has set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women on the Executive Board.

The Executive Board of the company sets targets for the proportion of women in the first two management levels of the company below the Executive Board.

For the period up to 31 December 2021, the Executive Board has set the following targets: 20 % for the first management level and 28 % for the second management level. With a proportion of women of 33 % at the second management level, this target was exceeded. At the first management level, there was only one position at the end of the reference period. This position is filled by one man, so that the target size was missed. The targets were decided before Konrad Hornschuch AG and ContiTech Elastomer-Beschichtungs GmbH, together with Benecke-Kaliko AG, became part of the current Surface Solutions Business Area in the ContiTech Group Sector. As a result of the restructuring and integration within the Continental Group and the Group Sectors, there was only one – male – position at the first management level as of the reporting date, so that the set target was missed. In principle, the strategy of the ContiTech division aims at increasing the proportion of women and taking this into account accordingly in the event of new appointments.

For the period up to 31 December 2026, the Executive Board has set the following targets: 0 % for the first management level and 33 % for the second management level.

Justification for the target of 0 % at the first management level: At the company, there is only one position that is attributable to the first management level in accordance with the rules applicable at Continental for determining the management levels. The position is currently filled with a man. Changes to that position are currently not planned and this is not expected to change until 2026. In principle, the strategy of the ContiTech Group Sector aims at increasing the proportion of women in management levels. It is planned to achieve this goal by increasing the proportion of women at the first two management levels in the larger companies of the ContiTech Group Sector, which have a significantly larger number of management positions.

Declaration of Phoenix Compounding Technology GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as with Phoenix Compounding Technology GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and over 30 % for the proportion of women among the managing directors. With a proportion of women on the Supervisory Board of 33 %, the target figure was exceeded. Due to both managing directors being male, the target for the management directors was missed. In 2020, both positions were advertised internally and externally. Despite intensive efforts, there were no female applicants who fulfilled the expected broad profile for the specific positions.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 30 % for the first management level and 26 % for the second management level. With a proportion of women of 27 % at the second management level, this target was achieved. At the first management level, there was only one person, a man, at the end of the reference period. Therefore the target was missed. Despite great efforts, no female candidate matching the job profile could be identified when filling the position in 2020.

Basically, the strategy of the ContiTech Group Sector aims at increasing the proportion of women, and we will take this into account in the event of new appointments.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 27 % for the second management level.

Justification for the target of 0 % at the first management level: The company is organizationally assigned to the Central Function Material, Technologies and Operations. Employees at the first management level report to the head of this central function. In the company, there is currently only one person at the first management level. This person is male and will fill the position until further notice. It is not planned that further positions will be created in the company that can be attributed to the first management level.

Declaration of Vergölst GmbH pursuant to Section 289f (4) of the German Commercial Code (HGB)

Pursuant to Section 52 (2) Sentence 1 Limited Liability Companies Act (GmbHG), for companies with limited liability where – as in the case of Vergölst GmbH – a Supervisory Board is to be appointed in accordance with the DrittelbG, the shareholders' meeting sets a target for the proportion of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period up to 31 December 2021, the shareholders' meeting set the following targets: over 30 % for the proportion of women on the Supervisory Board and 0 % for the proportion of women among the managing directors. With a share of women of 33 % on the Supervisory Board and 50 % in the Executive Board, these targets were exceeded.

For the period up to 31 December 2026, the shareholders' meeting set the following targets: 33 % for the proportion of women on the Supervisory Board and 50 % for the proportion of women among the managing directors.

In accordance with Section 36 GmbHG, the managing directors of the company are obliged to set targets for the proportion of women in the first two management levels below the management as well as deadlines for achieving these targets.

For the period up to 31 December 2021, the managing directors have set the following targets: 14 % for the first management level and 26 % for the second management level. With a proportion of women of 0 % each, these targets were missed because, according to the rules applicable at Continental for determining the management levels, as of 31 December 2021, there is no person employed at the company who is attributable to the first or second management level.

For the period up to 31 December 2026, the managing directors have set the following targets: 0 % for the first management level and 0 % for the second management level.

Justification for the target of 0 % at both management levels: The management of the company is composed of two persons, one person is female. Since this person's employment contract is not with the company, she is not to be attributed to the first or second management level in accordance with the rules applicable at Continental for determining the management levels. In addition, there are no other positions in the company that are attributable to the first or second management level in accordance with the rules applicable at Continental for determining the management levels. Furthermore, it is not planned to create such positions.

Annex

Rules for determining the two management levels below the Executive Board in accordance with Section 76 (4) Sentence 1 AktG or below the managing directors, Section 36 GmbHG

The Continental Corporation is organized into four Group Sectors (Automotive, Tires, ContiTech and Contract Manufacturing) with 17 Business Areas. The Executive Board of the parent company, Continental AG, consists of those responsible for the Automotive Group Sector (currently in personal union with the Chairman of the Executive Board being responsible for Contract Manufacturing as well), Tires and ContiTech as well as the Chairman of the Executive Board, the Executive Board member for Finance, Controlling and IT and the Executive Board member for Human Resources and Sustainability/Director of Labor Relations.

For the companies of the Continental group that are required to set targets for the proportion of women in the first two management levels below the Executive Board and the managing directors in accordance with Section 76 (4) sentence 1 AktG and Section 36 GmbHG respectively, membership of the management levels is determined on the basis of the following criteria:

In the case of jointly co-determined GmbHs (co-determination pursuant to the MibestG), when determining the first management level, the persons who are directly reporting to the member of the Management Board who is responsible for the Group Sector to which the company is operationally assigned are taken into account. The second management level is defined as the persons who are directly reporting to a member of the first management level of the Group Sector. At Continental AG, the two management levels consist of the persons who are directly reporting to the Chairman of the Executive Board, the Board member for Finance, Controlling and IT, and the Director of Labor Relations/the Board member for Human Resources and Sustainability.

In the case of group companies that are subject to the One-Third Participation Act (DrittelbG), the persons who are directly reporting to the responsible head of the Business Area, the Central Function or a comparable function of the Group Sector to which the activities of the respective group company are assigned are taken into account when determining the first management level. The second management level is defined as the persons who are directly subordinate to a member of the first management level of the respective business area.

However, only those persons in both management levels who have management/personnel responsibility for other employees of the group and an employment contract with the respective group company are taken into account.

Deviations from the above provisions may be made in individual cases with the consent of the Board Member for Human Resources and Sustainability/Labor Director if these regulations lead to improper results, in particular due to changes in the group structure.

Date: 21 March 2022