

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

Besides Continental AG, the group companies listed below must set target quotas of women and deadlines for achieving these targets pursuant to Sections 36 and 52 of the Limited Liability Companies Act (GmbHG) or Sections 76 (4) and 111 (5) of the Stock Corporation Act (AktG). These companies are not obliged to publish a management report (Lagebericht) as they make use of the exemptions stipulated in Section 264 (3) HGB. Therefore, according to Section 289f (4) Sentences 2 and 3 HGB, these companies are publishing 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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**Declaration of ADC Automotive Distance Control Systems GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ADC Automotive Distance Control Systems GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: 17 % for the quota of women on the Supervisory Board and 0% for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 29 % for the first management level and 20 % for the second management level.

## **Declaration of BENECKE-KALIKO AG pursuant to Section 289f (4) HGB**

In accordance with Section 111 (5) of the Stock Corporation Act (AktG), the Supervisory Board must set a target quota of women on the Supervisory Board and the Executive Board and a deadline for achieving these targets.

For the period until December 31, 2021, the Supervisory Board has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women on the Executive Board.

As required by law, the Executive Board set target quotas for women in the first two management levels below the Executive Board at the company within the stipulated time limit.

For the period until December 31, 2021, the Executive Board has set the following target quotas for women in the first two management levels below the management: 29 % for the first management level and 24 % for the second management level.

## **Declaration of Continental Automotive GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 2 of the Limited Liability Companies Act (GmbHG), the Supervisory Board of companies with limited liability that - such as Continental Automotive GmbH - must appoint a Supervisory Board under the German Co-Determination Act (MitbestG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the Supervisory Board has set the following target quotas: 25 % for the quota of women on the Supervisory Board and 0% for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 17 % for the first management level and 13% for the second management level.

**Declaration of Continental Engineering Services GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as Continental Engineering Services GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: 16 % for the quota of women on the Supervisory Board and 0 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 0 % for the first management level and 11 % for the second management level.

## **Declaration of Continental Reifen Deutschland GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 2 of the Limited Liability Companies Act (GmbHG), the Supervisory Board of companies with limited liability that - such as Continental Reifen Deutschland GmbH - must appoint a Supervisory Board under the German Co-Determination Act (MitbestG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets

For the period until December 31, 2021, the Supervisory Board has set the following target quotas: 17 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 0 % for the first management level and 21% for the second management level.

## **Declaration of ContiTech Antriebssysteme GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Antriebssysteme GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: over 30 % for the first management level and 12 % for the second management level.

**Declaration of ContiTech Elastomer-Beschichtungen GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Elastomerbeschichtungen GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: over 30 % for the first management level and 15 % for the second management level.



## **Declaration of ContiTech Luftfedersysteme GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Luftfedersysteme GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30% for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 15 % for the first management level and 17 % for the second management level.

## **Declaration of ContiTech MGW GmbH under pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech MGW GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 0 % for the first management level and 21 % for the second management level.

## **Declaration of ContiTech Schlauch GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Schlauch GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: over 30 % for the first management level and 0 % for the second management level.

## **Declaration of ContiTech Techno-Chemie GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Techno-Chemie GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 13 % for the first management level and 11 % for the second management level.

**Declaration of ContiTech Transportbandsysteme GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Transportbandsysteme GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 18 % for the first management level and over 30 % for the second management level.

## **Declaration of ContiTech Vibration Control GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as ContiTech Vibration Control GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 13 % for the first management level and 13 % for the second management level.

## **Declaration of Conti Temic microelectronic GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 2 of the Limited Liability Companies Act (GmbHG), the Supervisory Board of companies with limited liability that - such as Conti Temic microelectronic GmbH - must appoint a Supervisory Board under the German Co-Determination Act (MitbestG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets

For the period until December 31, 2021, the Supervisory Board has set the following target quotas: 16 % for the quota of women on the Supervisory Board and 30% for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 0 % for the first management level and 17% for the second management level.

## **Declaration of Elektrobit Automotive GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as Elektrobit Automotive GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG) must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: 16 % for the quota of women on the Supervisory Board and 0 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 0 % for the first management level and 0 % for the second management level.



## **Declaration of Konrad Hornschuch AG pursuant to Section 289f (4) HGB**

In accordance with Section 111 (5) of the Stock Corporation Act (AktG), the Supervisory Board must set a target quota of women on the Supervisory Board and the Executive Board and a deadline for achieving these targets.

For the period until December 31, 2021, the Supervisory Board has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and 0 % for the quota of women on the Executive Board.

As required by law, the Executive Board set target quotas for women in the first two management levels below the Executive Board at the company within the stipulated time limit.

For the period until December 31, 2021, the Executive Board has set the following target quotas for women in the first two management levels below the management: 20 % for the first management level and 28 % for the second management level.

**Declaration of Phoenix Compounding Technology GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as Phoenix Compounding Technology GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and over 30 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 30 % for the first management level and 26 % for the second management level.

## **Declaration of Vergölst GmbH pursuant to Section 289f (4) HGB**

Pursuant to Section 52 (2) Sentence 1 of the Limited Liability Companies Act (GmbHG), the shareholders' meeting of companies with limited liability that - such as Vergölst GmbH - must appoint a Supervisory Board under the German One-Third Participation Act (DrittelbG), must set a target quota of women on the Supervisory Board and among the managing directors and a deadline for achieving these targets.

For the period until December 31, 2021, the shareholders' meeting has set the following target quotas: over 30 % for the quota of women on the Supervisory Board and 0 % for the quota of women among the managing directors.

Pursuant to Section 36 GmbHG, the managing directors must set target quotas for women in the first two management levels below the management and deadlines for achieving these targets.

For the period until December 31, 2021, the managing directors have set the following target quotas for women in the first two management levels below the management: 14 % for the first management level and 26 % for the second management level.

## **Annex**

### **Rules for determining the two management levels below the Executive Board according to Section 76 (4) Sentence 1 AktG, Section 111 (5) AktG or below the managing directors, Section 36 GmbHG**

The Continental Corporation is organized in four Business Areas (Autonomous Mobility and Safety, Vehicle Networking and Information, Tires and ContiTech) with 18 business units. The Executive Board of the parent company, Continental AG, consists of the heads of the Business Areas Autonomous Mobility and Safety, Vehicle Networking and Information, Tires and ContiTech as well as the Chairman of the Executive Board and Chairman of the Automotive Board, the board member in charge of Finance, Controlling, Compliance, Law and IT, the Director of Labor Relations/the board member in charge of Human Relations and Sustainability.

For those companies of the Continental Corporation that must set target quotas for women pursuant to Section 76 (4) Sentence 1 AktG, Section 111 (5) AktG and Section 36 GmbHG for the first two management levels below the Executive Board or the managing directors, the belonging to the management levels is based on the following criteria:

For the limited liability companies subject to co-determination pursuant to the MitbestG (Continental Automotive GmbH, Conti Temic microelectronic GmbH, Continental Reifen Deutschland GmbH), those persons were taken into account when defining the first management level, who report directly to a member of the Executive Board that is responsible for the Business Area in which the respective company is operating. The second management level comprises those persons who report directly to a member of the first management level of the Business Area. Accordingly, at Continental AG, the two management levels consist of those persons who report to the Chairman of the Executive Board, the board member in charge of Finance, Controlling, Compliance, Law and IT and the Director of Labor Relations/the board member in charge of Human Relations and Sustainability.

For group companies subject to the One-Third Representation Act (DrittelbG), those persons were taken into account when defining the first management level, who report directly to the responsible head of the business unit the respective group company is operating in. The second management level comprises those persons who report directly to a member of the first management level of the respective business unit.

However, only those persons were taken into account in the two management levels who have management/human relations responsibility for other employees of the Corporation and who have an employment contract with the respective group company.

Date: 01.10.2021