

Whistleblowing and Internal Complaints Rules of Procedure

This document is a translation of the German “Verfahrensordnung” which can be accessed here:

<https://www.continental.com/de/unternehmen/corporate-governance/integrity-hotline/>

In case of discrepancy between this and the German document, the German document shall prevail.

Objective of this Document

This document outlines procedures regarding Continental AG’s whistleblowing and internal complaints system. It therefore takes into account § 8 sec. 2 of the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG).

These Rules of Procedure are publicly available through Continental AG’s website as well as through the Integrity Platform maintained by a third-party service provider, EQS Group AG.

Scope of the Whistleblowing and Internal Complaints System

Continental AG’s whistleblowing and internal complaints system is open to everyone with substantiated concerns regarding unethical and/or unlawful behavior by Continental, Continental personnel, and/or third parties including direct and indirect suppliers. Reports may be made for others and the concern reported doesn’t need to directly or indirectly affect the reporter.

This includes reports with regards to the following:

- Accounting and finance manipulation
- Antitrust
- Fair and ethical conduct (related to business partners), conflicts of interest
- Corruption/bribery
- Discrimination, harassment, psychological harm
- Environmental rights
- Export and import regulation incl. sanctions
- Human rights
- Information and trade secret protection
- The integrity of the whistleblower system, such as whistleblower retaliation, a violation of confidentiality or a violation of the duty to report
- IT security/Cyber crime
- Labor rights incl. individual and collective rights
- Market manipulation incl. insider trading
- Misuse of company property/services and theft
- Money laundering/terrorist financing
- Personal data compliance
- Physical harm
- Sabotage and vandalism
- Terrorism, extremism, organized crime
- Safety and health
- Sexual harassment
- Tax evasion and tax fraud
- Technical compliance (Product compliance)
- (Cyber)fraud, embezzlement, other enrichment offences

For reports concerning the following reporting categories, the individual report will be discussed between the whistleblower and a Continental contact person:

- Child labor (e.g. employing people below the permissible minimum age)
- Forced labor and (modern) slavery
- Disregard of labor law, freedom of association, health and safety, and adequate wage
- Air, water, and/or land pollution
- Unlawful eviction and disregard of land rights
- Assault initiated by security personnel
- Production and consumption of mercury including improper treatment of mercury waste
- Unlawful treatment of (hazardous) waste
- Other cases with relevance to the Act on Corporate Due Diligence Obligations in Supply Chains

Reporting Channels

Under the name “Integrity Hotline” Continental offers an online platform as well as a telephone hotline which can be used to report concerns anonymously. With the “Integrity Email”, Continental offers a mailbox which can be used to contact the Continental Compliance Case Management team directly.

You can access the reporting channels here:

Online Platform (“Integrity Platform”): <https://continental.integrityplatform.org/>

Telephone-Hotline (international): +49 1802 73 76 78 (EUR 0,06 per call originating from German landline network; the amount charged can vary from cellphone or other networks) (additional, local phone numbers may be found [here](#))

Integrity Email: integrity@continental.com

The Integrity Hotline is available 24/7 in multiple languages and managed by a third-party service provider.

The Integrity Email is available 24/7, available in German and English language and managed by the Continental Group Compliance Case Management Team.

Continental recommends consulting the respective public authorities for contact details to external reporting channels if you wish to report outside of Continental’s whistleblowing and internal complaints system.

Process of the Whistleblowing and Internal Complaints System

1. Report and Confirmation

After submitting a concern via the Integrity Hotline, the whistleblower receives a confirmation of reception no later than seven days from the date submitted. The confirmation will be sent from an electronic mailbox. The whistleblower receives login credentials that enable the person to access the mailbox for further communication.

2. Subsequent Communication

An electronic mailbox is created for the whistleblower both when using the online platform as well as the telephone hotline. Using the received login credentials, the whistleblower can log in to the mailbox anytime to receive information on the current state of their report. Continental uses the mailbox to communicate with the whistleblower. In case you submitted your report through the Integrity Email, Continental communicates via email with you. Unless you explicitly mention another form of contact, Continental uses the email address of your first submission.



Important: Whistleblowers should set aside the login credentials safely and log in to their electronic mailbox regularly, as it is the whistleblowing and internal complaints system's only communication channel.

3. Anonymity and Confidentiality

Whistleblowers can choose to stay anonymous. If they do, further communication is performed using **either** the electronic mailbox **or email if the initial report was submitted via the Integrity Email**, whilst maintaining the whistleblower's anonymity.

4. Further Case Work

Case coordination is performed by the qualified departments Group Compliance, Group Internal Audit, Group Security and Group Human Relations. For cases reported by telephone, sound recordings will be transcribed and deleted after successful transcription. The transcript record (created verbatim) can be accessed, read, corrected, and approved in the Integrity Platform. After an initial review the department responsible for case coordination will forward the report/complaint to an investigating department, if applicable.

Continental recommends whistleblowers to stay in contact with Continental so that questions can be answered.

Feedback on the current state of the whistleblower's report will be provided no later than three months after initial reporting.

5. Corrective Action

If a deeper investigation into the case is launched, it is at Continental's discretion to close it, define results, and take corrective action. If necessary, Continental will initiate corrective action without delay.

Responsibility

Continental AG's Chief Compliance Officer is responsible for the Whistleblowing and Internal Complaints System.

Group Compliance is tasked with coordinating incoming reports and complaints. Group functions "Group Internal Audit", "Group Security", and "Group Human Relations" are tasked with investigating incoming reports and complaints. Further functions may be informed, consulted, or requested for support depending on the facts of the case.

Whistleblower Protection

Reported concerns will, in accordance with applicable law, be treated confidentially.

Continental does not tolerate retaliatory measures against whistleblowers by Continental personnel or Continental suppliers.

Individuals who willfully and knowingly report false or misleading information are not covered by whistleblower protection.