

Management Report

The following management report is a combined management report as defined in Section 315 (5) of the German Commercial Code (*Handelsgesetzbuch - HGB*), as the future opportunities and risks of the Continental Group and of the parent company, Continental AG, are inextricably linked.

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Glossary of Financial Terms

The following glossary of financial terms applies to the management report and the consolidated financial statements.

Adjusted EBIT. EBIT before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects. Special effects include:

- › Impairment on goodwill, other intangible assets, property, plant and equipment, and investment property
- › Income and expenses from restructuring measures
- › Restructuring-related expenses
- › Severance payments
- › Gains and losses from disposals of companies and business operations
- › Other significant special effects from extraordinary events. These include one-off effects from acquisitions and disposals of companies and business operations or significant changes to the corporate structure (integration costs, spin-off costs, negative goodwill, purchase price refunds, valuation effects).

Since it eliminates one-off effects, adjusted EBIT can also be used to compare operational profitability between periods

Adjusted EBIT margin. Adjusted EBIT as a percentage of adjusted sales. Since it eliminates one-off effects, the adjusted EBIT margin can also be used to compare operational profitability between periods and, by using a percentage value, to compare specific units.

Adjusted free cash flow. Free cash flow adjusted for acquisitions and divestments of companies and business operations. Since it eliminates one-off effects, adjusted free cash flow can also be used to compare financial strength between periods.

Adjusted sales. Sales adjusted for changes in the scope of consolidation.

American depositary receipts (ADRs). ADRs securitize the ownership of shares and can refer to one, several or even a portion of a share. ADRs are traded on US stock exchanges in the place of foreign shares or shares that may not be listed on US stock exchanges.

Capital employed. The funds used by the company to generate its sales.

Cash conversion ratio. Ratio of adjusted free cash flow to net income attributable to the shareholders of the parent.

Changes in the scope of consolidation. Changes in the scope of consolidation include additions and disposals as part of share and asset deals as well as other transactions. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the prior year.

Continental Value Contribution (CVC). The absolute amount of additional value created. The delta CVC represents the change in absolute value creation compared with the prior year. The delta

CVC allows us to monitor the extent to which operating units generate value-creating growth or employ resources more efficiently.

The CVC is measured by subtracting the weighted average cost of capital (WACC) from the return on capital employed (ROCE) and multiplying this by the average operating assets for the fiscal year. The WACC calculated for the Continental Group corresponds to the required minimum return. The cost of capital is calculated as the weighted average ratio of the cost of equity and borrowing costs.

Currency swap. Swap of principal payable or receivable in one currency into similar terms in another currency. Often used when issuing loans denominated in a currency other than the functional currency of the lender.

Derivative instruments. Transactions used to manage interest-rate and/or currency risks.

Dividend payout ratio. The ratio between the dividend for the fiscal year and the earnings per share.

EBIT. Earnings before interest and tax. In Continental's financial reports, this abbreviation is defined as earnings before financial result and tax. It is the result of ordinary business activities and is used to assess operational profitability.

EBITDA. Earnings before interest, tax, depreciation and amortization. In Continental's financial reports, this abbreviation is defined as earnings before financial result, tax, depreciation and amortization. It equals the sum of EBIT; depreciation of property, plant and equipment; amortization of intangible assets; and impairment, excluding impairment on financial investments. This key figure is used to assess operational profitability.

Financial result. The financial result is defined as the sum of interest income, interest expense, the effects from currency translation (resulting from financial transactions), the effects from changes in the fair value of derivative instruments, and other valuation effects. The financial result is the result of financial activities.

Free cash flow. The sum of cash flow from operating activities and cash flow from investing activities. Also referred to as cash flow before financing activities. Free cash flow is used to assess financial performance.

Gearing ratio. Net indebtedness divided by equity. Also known as the debt-to-equity ratio. This key figure is used to assess the financing structure.

Gross domestic product (GDP). A measure of the economic performance of a national economy. It specifies the value of all goods and services produced within a country in a year.

Hedging. Securing a transaction against risks, such as fluctuations in exchange rates, by entering into an offsetting hedge transaction, typically in the form of a forward contract.

IAS. International Accounting Standards. Accounting standards developed and resolved by the IASB.

IASB. International Accounting Standards Board. Independent body responsible for setting accounting standards.

IFRIC. International Financial Reporting Interpretations Committee (predecessor of the IFRS IC).

IFRS. IFRS® Accounting Standards. The standards are developed and resolved by the IASB. In a broad sense, they also include the IAS, the interpretations of the IFRS IC or of the predecessor IFRIC as well as the former SIC.

IFRS IC. International Financial Reporting Standards Interpretations Committee.

Interest-rate swap. The exchange of interest payments between two parties. For example, this allows variable interest rates to be exchanged for fixed interest or vice versa.

Leverage ratio. The ratio of net indebtedness to EBITDA over the past 12 months. It is used to assess the company's financing structure.

Net indebtedness. The net amount of interest-bearing financial liabilities as recognized in the statement of financial position, the fair values of the derivative instruments, cash and cash equivalents, as well as other interest-bearing investments. This figure is the basis for calculating key figures of the capital structure.

Operating assets. The assets less liabilities as reported in the statement of financial position, without recognizing the net indebtedness, sale of trade accounts receivable, deferred tax assets, income tax receivables and payables, as well as other financial assets and debts. Average operating assets are calculated as at the end of the quarterly periods and, according to our definition, correspond to the capital employed.

Organic sales growth. Sales performance of a unit before changes in the scope of consolidation and exchange-rate effects. Therefore describes a unit's performance relying on its own resources.

PPA. Purchase price allocation. The process of breaking down the purchase price and assigning the values to the identified assets, liabilities and contingent liabilities following a business combination. Subsequent adjustments to the opening statement of financial position - resulting from differences between the preliminary and final fair values at the date of initial consolidation - are also recognized as PPA.

Rating. Standardized indicator for the international finance markets that assesses and classifies the creditworthiness of a debtor. The classification is the result of an economic analysis of the debtor by specialist rating companies.

Return on capital employed (ROCE). The ratio of EBIT to average operating assets for the fiscal year. The ROCE corresponds to the rate of return on the capital employed and is used to assess the company's profitability and efficiency.

SIC. Standing Interpretations Committee (predecessor of the IFRIC).

Tax rate. The ratio of income tax expense to the earnings before tax. It can be used to estimate the company's tax burden.

Unrestricted cash and cash equivalents. Cash and cash equivalents after the deduction of cash and cash equivalents that are subject to certain restrictions, as is the case, for example, with pledged amounts and balances in countries with foreign-exchange restrictions or other barriers to accessing liquidity. Taxes to be paid on the transfer of cash assets from one country to another are not usually considered to represent a restriction on cash and cash equivalents.

Weighted average cost of capital (WACC). The weighted average cost of the required return on equity and net interest-bearing liabilities.

Working capital. Inventories plus trade accounts receivable less trade accounts payable. Sales of trade accounts receivable are not included.

Corporate Profile

Structure of the Continental Group

Tires and ContiTech: the two strong champions of the Continental Group.

Organizational structure

The Continental Group is divided into two group sectors: Tires and ContiTech. Since January 1, 2026, these have comprised a total of eight business areas.

The spin-off of Aumovio - the former Automotive and Contract Manufacturing group sectors - was completed on September 17, 2025. On August 27, 2025, Continental also announced the signing of the agreement to sell the ContiTech business area Original Equipment Solutions (OESL). The sale was completed on February 2, 2026. The final steps of the Continental Group's realignment include the sale of the ContiTech group sector in 2026 and a sharpened focus on the tire business.

A group sector or business area with overall responsibility for a business, including its results, is classified according to product requirements, market trends, customer groups and distribution channels.

Business responsibility

Overall responsibility for managing the company lies with the Executive Board of Continental Aktiengesellschaft (AG). The Tires and ContiTech group sectors are each represented on the Executive Board.

Spanning the group sectors are the group functions of Continental AG, which are represented by the chairman of the Executive Board, the chief financial officer and the chief HR officer. These functions include Finance and Controlling, Integrity, Law, Compliance, Internal Audit, Human Relations, Sustainability and IT.

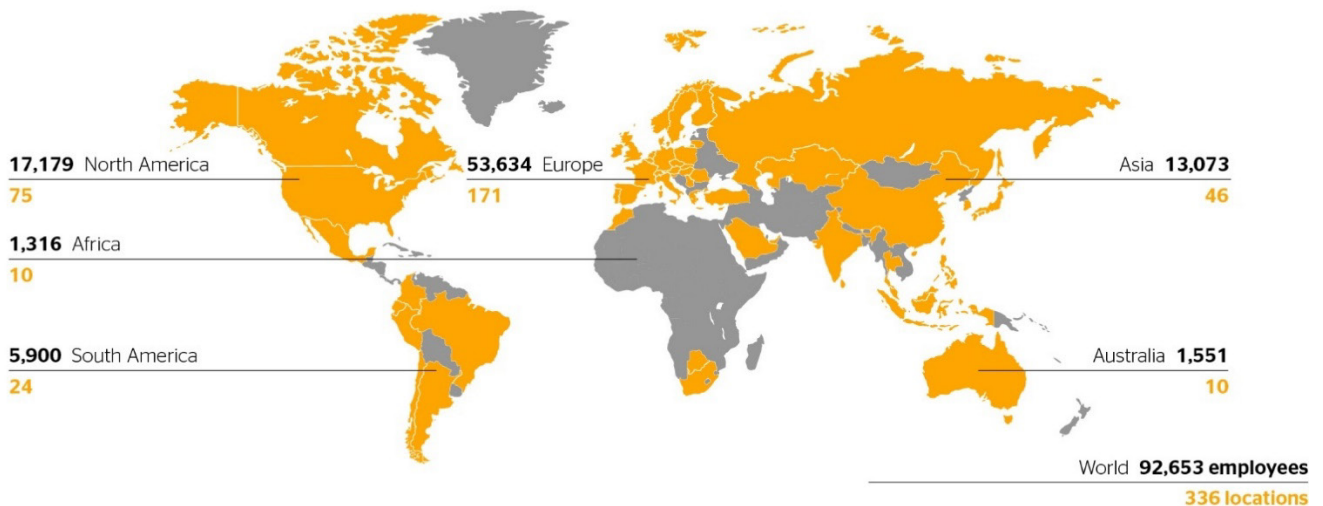
Customer structure

In the Tires group sector, sales to dealers and end users represent the largest share of the replacement-tire business. The ContiTech group sector's customer base includes the energy, mining, agriculture, construction, exterior and interior design, automotive and replacement industries. In total, 29% of consolidated sales in 2025 related to the automotive industry, excluding the replacement business, while 71% came from other industries as well as the replacement business.

Companies and locations

Continental AG is the parent company of the Continental Group. In addition to Continental AG, the Continental Group comprises 297 companies, including non-controlled companies. The Continental team is made up of 92,653 employees at 336 locations for production, research and development, and administration in 54 countries and markets. Added to this are distribution locations, with 807 company-owned tire outlets and a total of around 6,000 franchises and operations with a Continental brand presence.

336 locations in 54 countries and markets



Structure of the Continental Group in 2025

Continental Group

Tires

ContiTech

The **Tires group sector** offers a premium portfolio of innovative tire solutions for the passenger car, truck, bus, two-wheeler and specialty segments, as well as intelligent products and services related to tires. For specialist dealers and fleet managers, Tires provides digital tire monitoring and tire management systems, in addition to other services, which keep fleets mobile and increase their efficiency. With its tires, the group sector contributes to safe, efficient and convenient mobility. In the reporting year, 24% of sales in Tires related to business with vehicle manufacturers, and 76% related to the replacement-tire business. As part of a realignment, the former Original Equipment and Specialty Tires business areas were transferred to regional business areas. Since January 1, 2026, the group sector has therefore been divided into three business areas:

- › Americas
- › APAC
- › EMEA

The **ContiTech group sector** draws on its materials expertise to develop solutions for industrial applications made from rubber, metal and textiles. Its broad portfolio of hoses, conveyor belts, air springs and drive belts is designed for the operating conditions in industrial environments, which can be challenging. At the same time, ContiTech offers surface materials with an appealing look and feel for use in home and vehicle interiors. ContiTech's industrial growth areas are primarily in energy, mining, agriculture and construction, as well as exterior and interior design. In the reporting year, 42% of sales in ContiTech related to business with automotive manufacturers, excluding the replacement business - and 58% to business with other industries as well as the replacement business. The group sector is divided into five business areas:

- › Industrial Solutions Americas
- › Industrial Solutions APAC
- › Industrial Solutions EMEA
- › Original Equipment Solutions
- › Surface Solutions

Globally interconnected value creation

Continental processes a wide range of raw materials and semi-finished products. The purchasing volume in the reporting year totaled €11.6 billion, around €6.2 billion of which was attributable to production materials. Natural rubber, oil-based chemicals, synthetic rubber and carbon black are among the most important raw materials for the Tires and ContiTech group sectors, with around 62% of the total purchasing volume for production materials attributable to these material groups. For more information, see the Development of Raw Materials Markets section in the economic report.

Production and sales in the ContiTech group sector are organized across regions. For the Tires group sector, economies of scale play a key role when it comes to tire manufacturing. Low production costs coupled with large volumes and proximity to our customers or high rates of regional growth constitute key success factors. For this reason, manufacturing predominantly takes place at major locations in the dominant automotive markets, namely Europe, the USA and China. Tires are sold worldwide via a dealer network of tire outlets and franchises, as well as through tire trading in general.

Globally interconnected value creation

Purchasing

Production

Sales & Distribution

Diverse

€11.6 billion in volumes

Global

138 locations

Local

€19.7 billion in sales

Strategy of the Continental Group

Continental is undergoing a strategic transformation to become a pure-play tire manufacturer.

In 2025, Continental continued its most profound transformation to date on its path to increased value creation. The former Automotive and Contract Manufacturing group sectors were spun off and the remaining Tires and ContiTech group sectors were prepared for independence as part of the implementation of the company's strategic goals. Going forward, they will be able to assert themselves as strong companies in their respective markets, chart new paths and create sustainable value.

This strategic development is based on Continental's vision:

CREATING VALUE FOR A BETTER TOMORROW.
OUR TECHNOLOGIES. YOUR SOLUTIONS. POWERED BY THE PASSION OF OUR PEOPLE.

"CREATING VALUE": Continental aims to create value in everything it does. This can be financial value for its shareholders as well as value for its customers, its employees and the social environment in which it operates.

"A BETTER TOMORROW": With its products and services, Continental contributes to making the world a little better. It develops and produces the mobility of tomorrow in a way that is more convenient and comfortable, safer and more sustainable. At the same time, "a better tomorrow" means acting now and not in the distant future.

"OUR TECHNOLOGIES. YOUR SOLUTIONS": Continental is a technology company and believes that it will only be able to tackle the challenges of our time by rapidly developing the right technologies. Continental's technology should help its customers make their products even better and even more useful. Because Continental is customer-focused in everything it does.

"POWERED BY THE PASSION OF OUR PEOPLE": Continental stands for a certain culture. A culture of mutual respect. A culture of togetherness. And a culture of passion.

Fundamental to the independence of the group sectors and further progress toward this goal in the reporting year were the three pillars of Continental's corporate strategy:

› Strengthening operational performance

By strengthening its operational performance, Continental can ensure its future viability and competitiveness. The company is aligning its cost structure to global market conditions.

› Differentiating the portfolio

Continental continues to pursue the targeted differentiation of its product portfolio with a focus on growth and value.

› Turning change into opportunity

The focus of Continental's organizational structure helps it to

seize market opportunities and translate them into profit even more quickly. Transparent structures and a high level of autonomy make the company more flexible in an increasingly complex market environment.

In September 2025, Continental reached the most significant milestone to date in implementing its strategic goals with the successful spin-off of the Automotive and Contract Manufacturing group sectors – now Aumovio.

Another milestone in the realignment is the sale of ContiTech's Original Equipment Solutions (OESL) business area, comprising the automotive business of ContiTech, with the exception of surface solutions for vehicle interiors and drive belts for passenger cars. The sale was completed in February 2026.

Following completion of this transaction, Continental intends to sell the ContiTech group sector – which will now focus on the industrial business – in 2026. The Tires group sector – and therefore the future Continental Group – will subsequently emerge from the separation of the four strong independent company units as a pure-play tire manufacturer.

Tires: a leading tire manufacturer and pioneer with a resilient and strong market position

The Tires group sector describes its strategy and its path toward an even greater focus on customers in the tire business in its "Vision 2030":

Tires are our passion. We outperform the industry with our customer-centric solutions and operational excellence.

Our customers' ambitions are our driving force.

In the Tires group sector, Continental continues to focus on stable earnings from customer-centric solutions as well as operational excellence. More sustainable products and solutions, the transformation toward electric mobility and digital tire services will also create various opportunities for further profitable growth and exceptional value creation. The group sector aims to achieve this through four strategic focus areas:

› **Focus on high-value business:** We concentrate on value-creating business – across markets, products, customers and channels.

› **Driving operational excellence:** We continuously enhance our operational setup and optimize our production and supply chain network.

› **Active portfolio management:** We proactively improve our entire business portfolio by systematically expanding our presence in growth regions and attractive business areas and by continuously optimizing and critically reviewing our existing activities.

› **Creating a lean and agile organization:** We are creating an organization that is capable of making fast, data-driven business decisions and optimizing processes and resources across all functions to allow for efficient management.

The Tires group sector continually adapts its capacity and production technologies to changing market requirements. This enables it to benefit from major economies of scale and scope, with around 80% of its global production capacity consolidated in megafactories. Continental already offers passenger-car tires with a high share of renewable and recycled materials as well as high performance in terms of safety, efficiency (rolling resistance), durability and rolling noise. Growth is being driven by ultra-high-performance tires (UHP tires, 18 inches and above) and data-based tire services. In total, 17 of the world's 20 highest-volume manufacturers of electric vehicles put their trust in tires from Continental.

The Tires group sector continues to see growth potential particularly in the Asia-Pacific region as well as in North and South America. Production capacities in these regions are being optimized and expanded accordingly. The foundation for expected increases in sales and margins includes portfolio optimization, the global trend toward larger and higher-performance tires, ongoing efficiency gains and strict cost discipline.

ContiTech: group sector places strategic focus on industrial business

The ContiTech group sector is focused on reliable profitability thanks to material solutions made from rubber and plastics. This will be supported in 2026 by measures to adapt the cost structure to the persistently weak market environment.

In 2025, the group sector further strengthened its strategic focus on the industrial business. With the sale of the OESL business area, the share of sales generated by the industrial business will increase to around 80%. This development is being driven by greater penetration of existing and new markets, systematic expansion of the replacement market business and innovative product portfolio expansions.

ContiTech's industrial growth areas are primarily in energy, mining, agriculture and construction, as well as exterior and interior design. These industries place high demands on the materials and products used. Here, the group sector benefits from its high level of materials and technological production expertise, in combination with its broad product portfolio, which includes high-performance solutions for hoses, drive belts, conveyor belts and surfaces.

Successful increase in value creation

Continental's goal is to complete its most profound transformation to increase value creation in the coming fiscal years. The strategic course has been set, and major milestones have been achieved, including the successful spin-off of the former Automotive and Contract Manufacturing group sectors and the sale of OESL. With its transition to a pure-play tire manufacturer, Continental will conclude the most profound transformation in its more than 150-year history. This will mark the beginning of a new strategic chapter for the company.

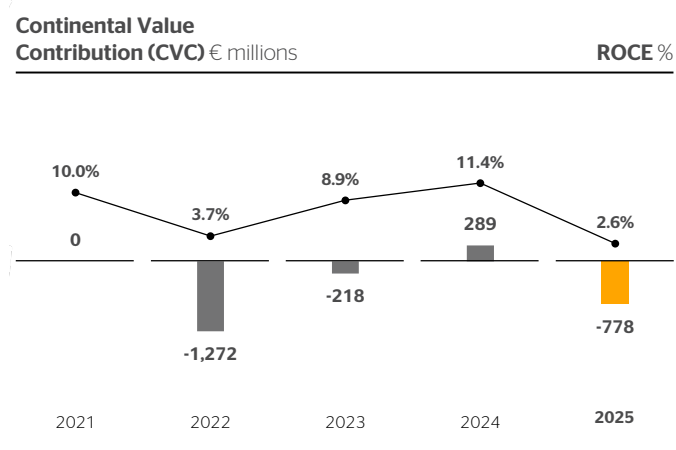
Corporate Management

The goal is the sustained increase in the Continental Group's value.

Value management

Value management at Continental is focused on value creation through profitable sales growth. The most significant financial performance indicators are sales, the adjusted EBIT margin, capital expenditure and adjusted free cash flow. For management purposes and to map interdependencies, we use key figures based on these financial performance indicators.

Another key figure as part of the value-driver system is return on capital employed. Our mid-term corporate objectives center on the sustainable enhancement of the value of each individual operating unit. This goal is achieved by generating a positive return on the capital employed that sustainably exceeds the associated equity and debt financing costs within each individual unit. Crucial to this is that the absolute contribution to value (the Continental Value Contribution (CVC)) increases year-on-year. This can be achieved by increasing the return on capital employed (with the costs of capital remaining constant), lowering the costs of capital (while maintaining the return on capital employed) or decreasing capital employed over time. The performance indicators used are earnings before income and tax (EBIT), capital employed and the weighted average cost of capital (WACC), which is calculated from the proportional weight of equity and debt costs.



For 2025, the figures for continuing operations are shown.

EBIT is the net total of sales, other income and expenses plus income from equity-accounted investees and from investments but before financial result and income tax expense. In the year under review, EBIT for continuing operations was €272 million.

Capital employed is the funds used by the company to generate its sales. At Continental, this figure is calculated as the average of operating assets as at the end of the quarterly reporting periods. In 2025, average operating assets for continuing operations amounted to €10.5 billion.

The return on capital employed (ROCE) represents the ratio of these two calculated values. Comparing a figure from the statement of income (EBIT) with one from the statement of financial position (capital employed) produces an integral analysis. We deal with the problem of the different periods of analysis by calculating the capital employed as an average figure over the ends of quarterly reporting periods. The ROCE for continuing operations amounted to 2.6% in 2025.

The WACC is calculated to determine the cost of financing the capital employed. Equity costs are based on the return from a risk-free alternative investment plus a market risk premium, taking into account Continental's specific risk. Borrowing costs are calculated based on Continental's weighted debt-capital cost rate. Based on the long-term average, the cost of capital for our company is about 10%.

Value is added if the ROCE exceeds the WACC. We call this value added, produced by subtracting the WACC from the ROCE multiplied by average operating assets, the Continental Value Contribution (CVC). In 2025, the CVC for continuing operations amounted to -€778 million.

EBIT, the ROCE and the CVC in 2025 were influenced in particular by special effects resulting from the spin-off of the former Automotive and Contract Manufacturing group sectors and the valuation of the OESL disposal group.

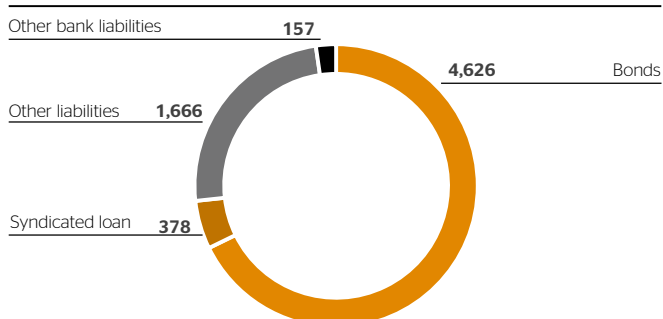
ROCE by group sector (%)	2025	2024	2024
		continuing operations	continuing and discontinued operations
Tires	23.3	24.9	24.9
ContiTech	-20.6	8.1	8.2
Automotive	-	-	2.6
Contract Manufacturing	-	-	12.6
Continental Group	2.6	19.4	11.4

Financing strategy

Our financing strategy aims to support the value-adding growth of the Continental Group while at the same time complying with an equity and liabilities structure adequate for the risks and rewards of our business.

The Finance & Treasury group function provides the necessary financial framework to finance corporate growth and secure the long-term existence of the company. The company's annual investment requirements are likely to be around 6% to 7% of sales in the coming years.

Composition of gross indebtedness (€6,826 million)



Our goal is to finance ongoing investment requirements from the operating cash flow. Other investment projects, such as major acquisitions, should be financed from a balanced mix of equity and debt depending on the debt ratio and the liquidity situation to achieve constant improvement in the respective capital market environment. In general, the ratio of net indebtedness to EBITDA over the past 12 months (leverage ratio) should be less than or equal to 1 in the medium term. If justified by extraordinary financing reasons or specific market circumstances, we can rise above this ratio under certain conditions. The leverage ratio has been reported in place of the gearing ratio as a new key figure for assessing the financing structure since mid-2025, since it reflects the relationship between debt and profitability, making it a more suitable performance indicator in Continental's opinion. The leverage ratio is also considered to be more relevant in capital market communication. The leverage ratio as at December 31, 2025, was 2.8. Another key figure of capital management is the equity ratio. It should exceed 30% in the medium term and amounted to 23.4% at the end of 2025.

Gross indebtedness amounted to €6,826 million as at December 31, 2025. Key financing instruments are the syndicated loan, adjusted in 2025, with a revolving credit line of €2.5 billion that has been granted until December 2027, and bonds issued on the capital market. Our gross indebtedness should be a balanced mix of

liabilities to banks and other sources of financing on the capital market. For short-term financing in particular, we use a wide range of financing instruments. As at the end of 2025, this mix consisted of bonds (68%), the syndicated loan (6%), other bank liabilities (2%) and other indebtedness (24%), based on gross indebtedness.

The syndicated loan was renewed ahead of schedule in December 2019. It consisted of a revolving tranche of €4.0 billion and had an original term of five years. As a result of exercising two options, each extending the term of the loan by one year, this financing commitment was ensured until December 2026. In the first half of 2025, the following amendments were agreed: Firstly, the term was extended by an additional year until December 2027, although one bank - with a share of €90 million - did not participate in the extension and will withdraw from the syndicated loan in December 2026. Secondly, it was agreed that the volume would be reduced upon completion of the spin-off of the former Automotive and Contract Manufacturing group sectors in September 2025. Since September 17, 2025, the volume of the syndicated loan has stood at €2.5 billion. Furthermore, its margin is no longer linked to the Continental Group's sustainability performance.

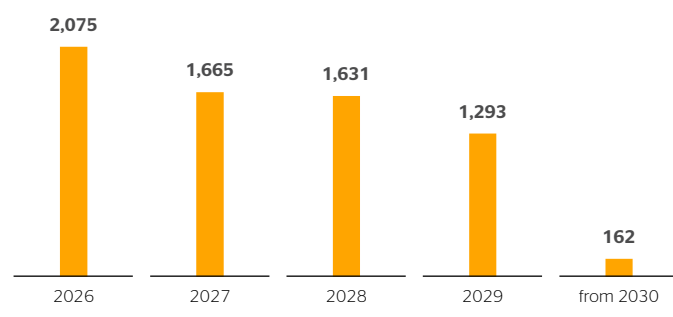
The company aims to have at its disposal unrestricted cash and cash equivalents of around €1.0 billion. These are supplemented by committed, unutilized credit lines from banks in order to cover liquidity requirements at all times. These requirements fluctuate during a calendar year, owing in particular to the seasonal nature of some business areas. Unrestricted cash and cash equivalents amounted to €1,424 million as at December 31, 2025. There were also committed and unutilized credit lines of €2,733 million.

As at December 31, 2025, €378 million of the revolving credit line of €2.5 billion had been utilized. Around 68% of gross indebtedness is financed on the capital market in the form of bonds. The interest coupons vary between 2.500% and 4.000% p.a. In 2025, Continental redeemed a maturing bond in the amount of €600 million. In conjunction with this, and in order to optimize the maturity profile of its indebtedness, Continental issued two new bonds in 2025. These bonds, one with a volume of €750 million and term of three and a half years and the other with a volume of €600 million and a term of three years and nine months, were both placed with investors at an interest rate of 2.875% p.a. In addition to the forms of financing already mentioned, there were also bilateral credit lines with various banks in the amount of €769 million as at December 31, 2025. Continental's corporate financing instruments currently also include sale-of-receivables programs and commercial paper programs. As in the previous year, Continental primarily had two commercial paper programs in 2025: in Germany and in the USA. At the end of 2025, the program in Germany had been utilized in the nominal amount of €630 million, and the program in the USA in the nominal amount of €51 million.

Maturity profile

Continental strives for a balanced maturity profile, particularly with respect to its capital market liabilities, in order to be able to repay the amounts due each year from free cash flow as far as possible. Aside from short-term indebtedness, most of which can be rolled on to the next year, one bond in the amount of €750 million will mature in 2026. The other bonds issued since 2022 require repayments of €1,125 million in 2027, €1,500 million in 2028 and €1,200 million in 2029.

Maturities of gross indebtedness (€6,826 million)



Continental's credit rating unchanged

In the reporting period, Continental AG was rated by the three credit rating agencies Standard & Poor's, Fitch and Moody's, each of which maintained their investment-grade credit ratings in 2025. In May 2025, the rating outlook at Standard & Poor's changed from developing to stable. The most recent rating adjustment took place in spring 2020, when all three credit rating agencies adjusted their long-term credit rating downward by one notch. Our goal in the medium term is a credit rating of BBB+.

Credit rating for Continental AG

	Dec. 31, 2025	Dec. 31, 2024
Standard & Poor's¹		
Long-term	BBB	BBB
Short-term	A-2	A-2
Outlook	stable	developing
Fitch²		
Long-term	BBB	BBB
Short-term	F2	F2
Outlook	positive	positive
Moody's³		
Long-term	Baa2	Baa2
Short-term	P-2	P-2
Outlook	stable	stable

¹ Contracted rating since May 19, 2000.

² Contracted rating since November 7, 2013.

³ Contracted rating since January 1, 2019.

Sustainability Management

Sustainability Ambition of the Continental Group

For Continental, sustainability means doing the right thing for people and our planet while driving innovation and business success.

In our group-wide sustainability ambition, which was updated in fiscal 2025, we outline how Continental intends to shape change in the key sustainability areas of people, climate and nature to reduce negative impacts, strengthen positive impacts, seize transformation opportunities and reduce transformation risks. The ambition provides the overarching framework for existing management approaches, strategies, programs, processes and targets, as well as their ongoing development.

The specific management approaches, strategies, programs, processes and targets are presented in a separate dedicated part of this management report, the sustainability report, starting on page 93. The entire ambition can be found online at

📄 www.continental.com under Sustainability.

Responsibility and Management

The Sustainability Steering Committee of the Continental Group is responsible for assessing cross-functional issues, weighing opportunities and risks and aligning on relevant Executive Board decisions in advance. In fiscal 2025, it consisted of the entire Executive Board, the Group Sustainability group function and other functions at the group and group sector levels. The committee is managed by Group Sustainability.

The Executive Board, senior executives and executives worldwide are evaluated based on progress made on specific sustainability metrics. Long-term remuneration components (long-term incentive - LTI) are linked to sustainability matters, among other factors. Short-term remuneration (short-term incentive - STI) may also include sustainability matters. A sustainability metric has been included in the STI since 2024. For the LTI, new tranches are launched each year. At the beginning of each tranche's term, the sustainability metrics used in that tranche are defined. The sustainability metrics used may differ between tranches.

For detailed information on the remuneration system, see the remuneration report on our website 📄 under Company/Corporate Governance/Executive Board.

Further information on sustainability metrics and their collection can be found in the sustainability report.

The most significant key performance indicators for the Continental Group are financial indicators and can be found in the corporate profile in the Corporate Management section and in the report on expected developments in the Outlook for the Continental Group section.

Intangible Resources

Intangible resources are a key basis for value creation at Continental and are therefore essential to its business model. A number of high-value, non-financial factors are considered to be intangible resources. These are also partially recognized in the consolidated financial statements and include in particular:

› Management processes, production methods and processes

Continental has developed various business models to be successful in the market. These business models are managed through systematic processes. In our business models, we also rely on established and innovative production methods and processes. For more information, please refer mainly to the Corporate Management and Strategy of the Continental Group sections in the corporate profile, the Development of the Group Sectors section in the economic report and the corporate governance statement pursuant to Sections 289f and 315d HGB.

› Relationships with customers, suppliers and investors

Continental is part of a global value chain that depends on cooperation. As a tire manufacturer and supplier to the automotive industry and many other sectors, customers and their requirements are at the center of Continental's business models. In this regard, customer proximity, also in the geographical sense, is one of the company's key strengths. Continental processes a wide range of raw materials and semifinished products to manufacture its innovative products and solutions, which it sources from a global network of suppliers. This makes close and stable relationships with suppliers an equally important aspect of our business. As a listed company funded through the financial markets, trust-based collaboration with investors and lenders is also a valuable asset and a prerequisite for the company's long-term success. For more information, please refer mainly to the Structure of the Continental Group, Strategy of the Continental Group and Corporate Management sections in the corporate profile.

› Employees and corporate culture

Our employees are the foundation for the company's success, while also forming the backbone of other intangible resources such as innovative strength and relationships with customers, suppliers and investors. Healthy, qualified and motivated employees as well as good working conditions are therefore crucial for the company's performance. Additional comprehensive information on employee-related intangible resources can be found in the sustainability report. Continental's corporate values define a successful corporate culture. The globally applicable Code of Conduct provides binding guidance for the behavior of every employee. We measure the success of implementation against, among other things, the OUR BASICS Live Sustainable Engagement index, which is calculated on the basis of the annual employee survey. The index measures employee agreement on topics such as whether they personally support the company values and whether they are proud to work for Continental.

› Innovative strength

Continental's research and development activities and its resulting innovative strength are a driver of success in constantly changing markets. For more information, please refer mainly to the Strategy of the Continental Group and Research and Development sections in the corporate profile and also to the consolidated financial statements, particularly Note 13 on goodwill and other intangible assets.

Additional comprehensive information on sustainability-related intangible resources, the associated management approaches, interdependencies, impacts, risks and opportunities can be found in the sustainability report.

Reference to the Combined Non-Financial Statement

The combined non-financial statement in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e of the German Commercial Code (*Handelsgesetzbuch - HGB*) for the Continental Group and Continental AG for fiscal 2025 can be found in the sustainability report, which constitutes a separate part of this management report.

The sustainability report contains, in a separate section, the information that needs to be disclosed for fiscal 2025 in accordance with Art. 8 of EU Taxonomy Regulation (EU) 2020/852 in conjunction with Art. 10 (2) of Delegated Regulation (EU) 2021/2178.

Remuneration-related indicators regarding sustainability relevant for the reporting year

	2025 ¹	2024 ²
Combined own Scope 1 and market-based Scope 2 GHG emissions, in million tCO ₂ e ³	0.707	0.833
Waste for recovery quota, in % ⁴	87.2	87.2
Share of women in management positions (excl. USA), in % ⁵	23.6	20.6
Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours) ⁶	3.1	2.1
OUR BASICS Live Sustainable Engagement index, in % ⁷	80 ⁸	79
OUR BASICS Live Integrity Perception index, in % ⁷	81 ⁸	79

Definitions, assumptions and calculation methods:

1 Continuing operations.

2 As reported in the 2024 annual report.

3 Covers gross greenhouse gas emissions (GHG emissions) from Scope 1 and market-based Scope 2. The following greenhouse gases are covered: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); sulfur hexafluoride (SF₆); nitrogen trifluoride (NF₃); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs). Market-based gross Scope 2 GHG emissions from electricity consumption amounted to 0 tCO₂e in the reporting year. The accounting approach for electricity purchased from renewable energy sources is based on quality criteria aligned with RE100 requirements. Electricity is purchased through contractual instruments for renewable energy (on-site PPAs, off-site PPAs, green tariffs, energy attribute certificates) from wind, hydro, geothermal, and solid, liquid and gaseous biomass sources.

4 Waste for recovery quota: this metric is the total of hazardous and non-hazardous waste for recovery and energy recovery divided by the total amount of waste. Construction waste is not included. The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.

5 Share of women in management positions (excl. USA): includes employees of the Continental Group with a valid, active and permanent employment contract as of December 31 of the respective reporting year. Gender distribution is based on the information provided by employees in Continental's systems. The metric takes into account the female gender and the male gender. Senior executives and executives are defined by Continental's grading system. Relevant entities are included in the metric. Entities in the USA are excluded, so that this metric can be used in the remuneration system. The data is collected by the entities of the Continental Group. The metric is calculated by dividing the number of female senior executives and executives by the total number of senior executives and executives as of December 31 of the reporting year. The metric was renamed in the reporting year. Its content corresponds to the previously reported metric "Gender diversity - share of female senior executives and executives excluding the USA."

6 Accident rate of work-related accidents with lost workdays: includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective year. Interns, trainees and non-employees are not included. Work-related accidents are accidents that occur during working hours and are work-related. The accident must result in one or more days lost after the day of the accident to be counted. Working hours are defined as paid working time. The data is collected by the locations of the entities of the Continental Group. The number of work-related accidents is multiplied by one million and then divided by the total number of working hours.

7 OUR BASICS Live Sustainable Engagement index and Integrity Perception index: our OUR BASICS Live indexes are defined as the agreement of own employees with questions relating to the respective topic in the OUR BASICS Live employee survey. The survey is based on a representative random sample across all Continental locations worldwide.

8 At the time of the survey in June 2025, the Automotive and Contract Manufacturing group sectors were still part of the Continental Group. The indicator results including these group sectors remained unchanged for the Continental Group at 79% for the reporting year.

Further information on the specified indicators can be found in the sustainability report starting on page 93.

Research and Development

Continental develops safe, efficient and convenient mobility and material solutions for the future.

As a leading tire manufacturer and industry specialist, Continental develops and produces safe, efficient and convenient mobility and material solutions for automotive manufacturers as well as industrial and end customers worldwide. They range from the production of energy-efficient tires using renewable and recycled materials, to products for the vehicle interiors of the future and cutting-edge technologies along new value chains, such as high-pressure hoses for carbon capture and storage. Research and development expenses for continuing operations totaled €579 million in the reporting year (PY: €552 million), of which €359 million (PY: €349 million) was attributable to the Tires group sector and €220 million (PY: €203 million) to the ContiTech group sector.

Continental develops tires with a high share of renewable and recycled materials and is committed to safety, performance and efficiency

Continental was named "Tire Manufacturer of the Year" at the Tire Technology International Awards for Innovation and Excellence held at the beginning of March 2025. The jury praised its efforts to increase the share of renewable and recycled materials in tire production and implement high energy efficiency standards, noting that it has obtained international sustainability certifications for several plants. The Tires group sector is increasingly prioritizing the use of renewable and recycled production materials. Their share of purchased production materials for tires was 28.1% in 2025 and is expected to rise to at least 40% by 2030 (see the sustainability report, page 162). To achieve this, Continental uses substances such as synthetic rubber made from used cooking oil, silica derived from rice husk ash and polyester yarn extracted from recycled PET bottles, which are sourced exclusively from regions where there are no closed bottle recycling loops. Further information on this sustainability target can be found in the sustainability report in the Resource Use and Circular Economy (ESRS E5) section.

Increasing mileage and reducing abrasion

Continental is pushing forward with efforts to reduce tire wear by using innovative technologies, carrying out cutting-edge research and actively participating in various industry initiatives. According to a recent ADAC analysis of 160 products tested since 2023, Continental tires have consistently ranked among the lowest-wear products compared with the average competitor tire – clear evidence of the effectiveness of Continental's technologies and measures. In an internal series of tests, the EcoContact 6 tire line delivered about 30 percent less wear per kilometer compared with its predecessor. Under the conditions tested, it also delivered better mileage. These properties can help reduce tire wear and the associated operating costs, without sacrificing safety or performance. Further information on tire wear can be found in the sustainability report in the Emissions and Substances (ESRS E2) section.

ISCC PLUS certification for Continental tire plants

All Continental tire plants in Europe that manufacture new tires have earned the International Sustainability and Carbon Certification PLUS (ISCC PLUS). This globally recognized certification confirms Continental's compliance with specific documentation requirements regarding the use of renewable and recycled raw materials. It also confirms the transparent traceability of the raw materials used in the production process. Certification has also been obtained by the Hefei plant in China (Asia-Pacific region) and the Mount Vernon plant in Illinois, USA (Americas region).

Conti Urban HA 5 NXT bus tire for modern urban mobility

Continental is bringing the innovation of the UltraContact NXT passenger-car tire, comprising up to 65% renewable, recycled and mass-balance-certified materials, to the commercial vehicle segment. The launch of the Conti Urban HA 5 NXT marks a new era in modern urban mobility. Notably, the bus tire contains up to 60% renewable, recycled and mass-balance-certified materials. An internal comparison shows that the tire's rolling resistance has been reduced by 25% compared with its predecessor, which can lead to more efficient operation of electric buses and potentially increase range.

Strong market position for ultra-high-performance tires

Continental is continually expanding its strong position in the global market for ultra-high-performance (UHP) tires. UHP tires are technologically sophisticated, available in sizes from 18 inches and designed for safe and dynamic driving at high speeds. Between 2020 and 2025, Continental increased the sales volume of its UHP tires in the passenger car and light truck segment by an average of around 9% per year. Over the same period, the share of sales of UHP tires for all Continental brands rose by almost 13% annually. In 2025, UHP tires accounted for around 62% of sales for the core Continental brand, up from around 49% five years ago.

Outstanding performance: top marks for passenger-car tires in independent comparison tests

Continental's summer, winter and all-season tires once again performed exceptionally well in independent comparison tests in 2025. This was supported by an internal analysis in early February 2026. In four out of five international tire tests, Continental tires secured a spot in the top three (65 out of 77). This made 2025 Continental's most successful test season in the past five years. Continental emerged victorious in almost every other tire test in the EMEA region (32 out of 66).

The SportContact 7, for example, topped the rankings in eight out of 11 global summer-tire tests. The associations ADAC (Germany), ÖAMTC (Austria) and TCS (Switzerland) each awarded it top marks. In this year's ranking of the best sustainable, fuel-efficient summer tires, the UltraContact NXT was also rated "outstanding" by auto motor und sport. The PremiumContact 7 likewise scored highly in the current season, with the British magazines WhatCar? and Tyre Reviews each declaring it the winner of their summer tire tests. The WinterContact TS 870 P and AllSeasonContact 2 also earned top marks in independent tests.

Launch of hydrogen hose production

The ContiTech group sector launched a new production line for hydrogen hoses at its location in Korbach in 2025. This will enable ContiTech to offer safe and efficient solutions along the entire hydrogen value chain, ranging from the production and transportation of hydrogen through to its distribution and use in fuel cells and the refueling of cars, trucks, ships and aircraft.

Future technology: high-pressure hose for carbon capture and storage

ContiTech is involved in one of the first European carbon capture and storage projects in the North Sea, supplying an approximately 430-meter high-pressure hose for the injection and storage of liquid CO₂ in deep geological formations. The high-pressure hose meets particularly high material requirements, making it ideally suited to extreme offshore conditions. It can also withstand a high internal pressure of 200 bar.

Premium cooling hoses for data centers

The ContiTech group sector also introduced new premium cooling hoses for data centers, which ensure stable server temperatures, reduce energy consumption and lower the risk of malfunction. The hoses are extremely heat-resistant and meet strict fire safety standards. They are designed for modern cooling methods, such as direct-to-chip single-phase cooling, and can thus help to reduce energy costs and carbon emissions in data centers.

Reduced carbon footprint of PVC-based products

ContiTech also continues to expand the use of products with reduced environmental impacts in its portfolio. The group sector now procures the crucial raw material PVC granulate predominantly from sources with an improved carbon footprint. In 2025, ContiTech switched over to NEOVYN PVC from supplier INEOS Inovyn.

The new PVC formulation is already used as standard in a range of Continental products worldwide – from functional and design-oriented surface solutions for vehicles, ships and buildings to food hoses, conveyor belts for mining and fasteners and seals for the chemical and construction industries.

New recycling technology to recover raw materials from waste rubber

The ContiTech group sector has invested in new pyrolysis technology that enables recycling of complex rubber compounds on an industrial scale, in turn reducing the need for fossil raw materials. For this purpose, ContiTech holds intellectual property rights for a thermal purification process and has commissioned a newly developed pilot facility for the production of purified pyrolysis oil.

The technology is based on a thermal process in which waste rubber is broken down into its basic chemical components. Among other things, this produces a high-quality oil that is comparable in quality to fossil crude oil and can serve as a basis for new rubber and plastic products in the future. The new purification facility uses a special method to process this oil for industrial use.

Economic Report

General Conditions

Macroeconomic Development

In 2025, the moderate global growth continued at roughly the same level as the previous year but remained shaped by geopolitical tensions, trade uncertainties and structural challenges. Inflation continued to ease in many regions, albeit at varying speeds, while productivity and structural reform remained sluggish in many regions. According to the January 2026 World Economic Outlook Update published by the International Monetary Fund (IMF), the global economy grew by 3.3% in 2025.

According to statistical office Eurostat, gross domestic product (GDP) in the eurozone rose by 1.5% year-on-year in 2025. For France and Italy, the IMF recorded growth rates of 0.8% and 0.5%, respectively, while Spain's economy grew by 2.9%. GDP in Germany rose by 0.2% according to the Federal Statistical Office. The United Kingdom achieved growth of 1.4% according to the IMF.

In North America, the USA posted GDP growth of 2.1% in 2025, according to the IMF. For Canada and Mexico, the IMF recorded growth of 1.6% and 0.6%, respectively. Other countries in the Americas also saw continued economic growth in 2025. For Brazil, for example, the IMF recorded GDP growth of 2.5%.

Asian countries also recorded a continued economic revival in the year under review, according to the IMF. Continued significant growth was achieved in 2025 by India's economy, with GDP growth of 7.3%, by China, with growth of 5.0%, and by the Association of Southeast Asian Nations (ASEAN), with GDP growth of 4.2%. After a negative growth rate in 2024, Japan recorded GDP growth of 1.1% according to the IMF.

Development of Key Customer Sectors and Sales Regions

The global replacement-tire business for passenger cars and commercial vehicles was Continental's most important market segment in fiscal 2025, accounting for 53% of sales for continuing operations (PY: 52%). Because passenger cars and light commercial vehicles make up a considerably higher share of the replacement-tire market, their development is particularly important to our economic success.

With a 29% share of sales for continuing operations (PY: 30%), the automotive industry – with the exception of the replacement business – continued to be an important customer group for Continental.

The third-biggest market segment was the global business with industrial customers and spare parts from the ContiTech group sector, with around 18% of sales for continuing operations (PY: 18%).

Continental's biggest sales region in the reporting year was again Europe, which accounted for 49% of sales (PY: 49%), followed by North America at 29% (PY: 30%) and Asia-Pacific at 16% (PY: 16%).

Development of replacement-tire markets for passenger cars and light commercial vehicles

The market volume for replacement tires for passenger cars and light commercial vehicles weighing less than 6 metric tons remained broadly stable overall, with only minor regional differences. In Europe, there was slight growth of around 1%. The decline in imports during the second half of the year was largely offset by higher imports in the first quarter of 2025. As a result, market development in Europe for the year as a whole was similar to the previous year. In North America, the market remained unchanged due to offsetting import and regional effects. China recorded moderate growth of around 1%, supported by a stronger second half of 2025. In all core markets, the trend toward larger tires in vehicle fleets continued. Worldwide, the replacement-tire market for passenger cars and light commercial vehicles weighing less than 6 metric tons grew by 1%.

Development of replacement-tire markets for medium and heavy commercial vehicles

In our core market of Europe (excluding Russia), demand for replacement tires for medium and heavy commercial vehicles weighing more than 6 metric tons rose slightly year-on-year in 2025, by 2%, with growth driven primarily by imports. In North America, demand rose by 6% year-on-year, supported both by imports and by structural offsetting effects in light of the weakening original equipment business.

Development of new passenger-car registrations

In 2025, the number of new passenger-car registrations remained stable overall or increased slightly across the major international automotive markets. Regional differences persisted, however, particularly in terms of registrations of electric vehicles as government subsidy programs continued to be modified or discontinued. The availability of many car models remained high compared with the previous year. Ongoing geopolitical tensions and continued consumer restraint nevertheless led to subdued demand in several core markets.

According to preliminary data from the German Association of the Automotive Industry (*Verband der Automobilindustrie, VDA*), 13.3 million new vehicles were registered in the European car market (EU27, EFTA and the United Kingdom) in 2025, around 2% more than in the previous year. In Germany, around 1% more cars were registered in 2025. New vehicle registrations were up slightly by around 2% in the USA and around 3% in Brazil and Japan.

In China – the world's largest car market – the VDA recorded growth in 2025. The number of newly registered vehicles rose by almost 5% to 23.9 million units, slightly underperforming the growth of the Chinese economy as a whole. In India, sales of new vehicles were up 5% to 4.5 million units in 2025.

Development of production of passenger cars and light commercial vehicles

Challenging economic conditions and a continued lack of planning certainty regarding regulatory requirements and government incentive programs affected demand for passenger cars and light commercial vehicles weighing less than 6 metric tons across the industry in 2025, dampening production. At the same time, many established automotive manufacturers were still ramping up new high-volume model series while older model lines were being phased out. This again particularly benefited newer manufacturers from Asia and North America, which were able to expand their market shares in dynamic segments.

According to preliminary data, Europe and North America both recorded a slight decline of 1% in the production of passenger cars and light commercial vehicles in the reporting year. China increased its production by 10% in 2025.

According to preliminary figures, global production for 2025 rose by 4% to 92.4 million units.

Development of production of medium and heavy commercial vehicles

Production of medium and heavy commercial vehicles weighing more than 6 metric tons developed differently across our core markets in the period under review. In Europe, production volumes were unchanged from the previous year due to subdued economic development, continued cost pressures and a recovery in the second half of the year.

In North America, production figures declined significantly in the reporting year. Weaker demand, due to economic and regulatory uncertainties, and continued restrictive financing conditions weighed heavily on the market, causing production to fall by around 23% year-on-year.

Development of industrial production

In addition to vehicle production and the replacement business for the automotive industry, the development of various other industries is crucial to the success of our ContiTech group sector. ContiTech products are used in particular in equipment, machinery and vehicles for railway transport, mining, agriculture and other key industries. As well as the general development of gross domestic product, the development of industrial production is therefore regarded as an important indicator for ContiTech's business with industrial customers.

In 2025, industrial production developed differently across the major economic regions. In the eurozone, industrial production improved year-on-year and returned to positive growth after a decline in 2024. In the USA as well, industrial production in 2025 was higher than in the previous year. In China, industrial production once again recorded significant growth.

Changes to vehicle production, the replacement-tire business and industrial production in 2025 (compared with 2024)

Passenger cars and light commercial vehicles	Replacement-tire business	Vehicle production	Industrial production	
Europe	1%	-1%	Eurozone	1.5%
North America	0%	-1%	USA	1.3%
China	1%	10%	China	5.8%
Worldwide	1%	4%		
Medium and heavy commercial vehicles	Replacement-tire business	Vehicle production		
Europe	2%	0%		
North America	6%	-23%		

Preliminary data.

Sources:

Replacement-tire business: LMC International Ltd. (Europe with Western, Central and Eastern Europe (excluding Russia) and Türkiye).

Vehicle production: S&P Global (Europe with Western, Central and Eastern Europe (excluding Russia) and Türkiye).

Industrial production: Bloomberg.

Development of Raw Materials Markets

Raw materials markets were characterized overall by declining prices in the areas relevant to Continental in 2025. Improved availability and significantly lower energy prices had a dampening effect on prices, particularly for crude-oil-based input materials. Market prices for natural rubber remained largely unchanged over the course of the year. Only prices for carbon steel slightly increased. The sharp decline in crude oil prices led to substantial price reductions for various input materials for synthetic rubber, especially butadiene and styrene. Overall, the more relaxed supply situation contributed to a stabilization of raw materials markets, even though certain raw materials continued to be subject to market-driven fluctuations.

Carbon steel, stainless steel and steel wire are input materials in many of Continental's products. Steel wire is used in particular in tire production as steel cord but also in conveyor belts and timing belts to increase tensile strength.

Prices for carbon steel in euros, which had fallen in the previous year, rose by approximately 9% on average in 2025.

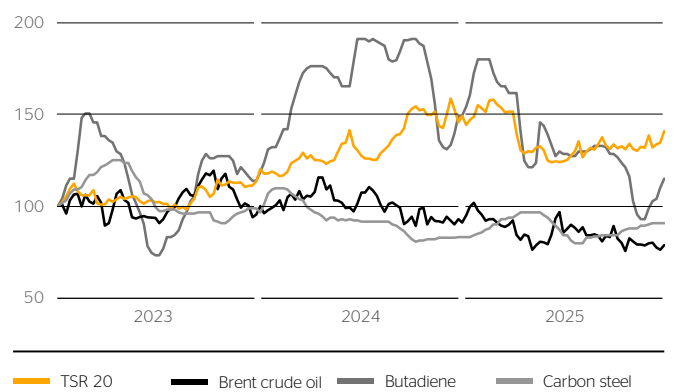
Continental uses natural and synthetic rubber in large quantities for the manufacture of tires and industrial rubber products. It also uses relatively large quantities of carbon black as a filler material and of steel cord and nylon cord as structural materials. Due to the high volumes and direct purchasing of raw materials, their price development has a significant influence on the earnings of the Tires and ContiTech group sectors.

The price trend for natural rubber varied. While the average price of natural rubber TSR 20 in US dollars was down 6% year-on-year in 2025, the anticipated implementation of the EU Deforestation Regulation led to an increase in purchase prices for natural rubber and related input materials, and thus to increased procurement costs for Continental.

Crude oil is the most important basic building block for synthetic-rubber input materials such as butadiene and styrene as well as for carbon black, various other chemicals and plastics. Crude oil prices were down sharply year-on-year in 2025. The annual average price of Brent crude oil in US dollars fell by 14% year-on-year.

As a result of lower crude oil prices, prices for various input materials for synthetic rubber fell in 2025, and for butadiene in particular. The average prices in US dollars for butadiene and styrene fell by 23% and 17%, respectively. Plastic resins, as technical thermoplastics, are required by Continental and our suppliers in particular for the manufacture of various plastic parts in the ContiTech group sector. Prices for resins were down overall in 2025, by between 4% in euros and 0% in US dollars.

TSR 20, crude oil, butadiene and carbon steel Indexed to January 1, 2023



Sources:

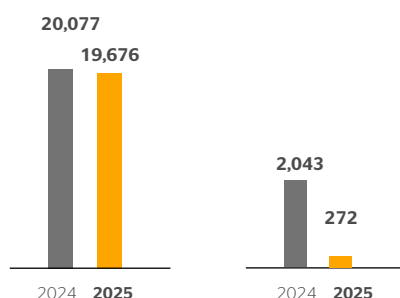
TSR 20: rolling one-month contracts from the Singapore Exchange (US \$ cents per kg).
 Crude oil: European Brent spot price from Bloomberg (US \$ per barrel).
 Butadiene: South Korea spot price (FOB) from PolymerUpdate.com (US \$ per metric ton).
 Carbon steel: hot-rolled coil Northern Europe ex works, from Kallanish Commodities (€ per metric ton).

Earnings, Financial and Net Assets Position

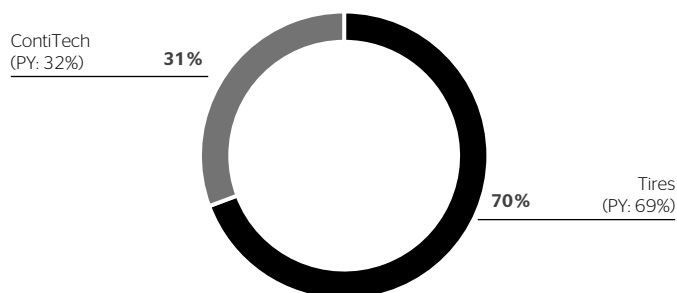
- › Sales down 2.0% to €19.7 billion
- › Organic sales up 0.8%
- › Adjusted EBIT margin at 10.3%

Sales; EBIT

€ millions

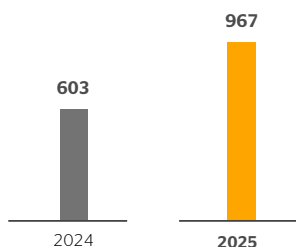


Sales by group sector



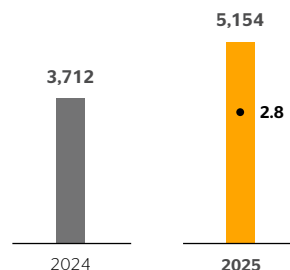
Free cash flow

€ millions



Net indebtedness € millions

Leverage ratio



The spin-off of the former Automotive and Contract Manufacturing group sectors resulted in the application of IFRS 5, *Non-current Assets Held for Sale and Discontinued Operations*. These parts represent discontinued operations. In the following, the term “Continental Group” refers to continuing operations. Unless indicated otherwise, the following figures are reported for earnings, financial and net assets position:

- › for earnings position, the figures for the Continental Group in the reporting and comparative periods;
- › for net assets position, the figures for the Continental Group in the reporting period - whereby the assets and liabilities of the Original Equipment Solutions (OESL) disposal group are included in assets and liabilities held for sale - and the figures for continuing and discontinued operations in the comparative period;
- › for financial position, pertaining to the statement of cash flows in the reporting and comparative periods, and pertaining to carrying amounts in the statement of financial position in the reporting period, the figures for the Continental Group - whereby the assets and liabilities of the OESL disposal group are included in assets and liabilities held for sale - and the figures for continuing and discontinued operations in the comparative period;
- › for reporting on the group sectors, the figures for continuing operations in the reporting and comparative periods. In preparation for the spin-off, a small number of business activities were transferred from Automotive and Contract Manufacturing to Tires and ContiTech and to the holding company. The comparative period was adjusted accordingly.

These principles also apply to the charts above.

Earnings Position

- > Sales down 2.0%
- > Sales up 0.8% before changes in the scope of consolidation and exchange-rate effects
- > Adjusted EBIT down 8.0%

The following table shows the figures for continuing operations in the reporting and comparative periods.

Continental Group in € millions	2025	2024	Δ in %
Sales	19,676	20,077	-2.0
EBITDA	1,858	3,154	-41.1
in % of sales	9.4	15.7	
EBIT	272	2,043	-86.7
in % of sales	1.4	10.2	
Depreciation and amortization ¹	1,586	1,111	42.7
thereof impairment ²	514	7	7,448.7
Capital expenditure ³	1,316	1,251	5.2
in % of sales	6.7	6.2	
Operating assets as at Dec. 31	9,545	10,320	-7.5
Operating assets (average)	10,499	10,532	-0.3
ROCE in %	2.6	19.4	
Number of employees as at Dec. 31 ⁴	92,653	97,418	-4.9
Adjusted sales ⁵	19,666	20,066	-2.0
Adjusted operating result (adjusted EBIT) ⁶	2,035	2,212	-8.0
in % of adjusted sales	10.3	11.0	
Free cash flow	967	603	60.6

¹ Excluding impairment on financial investments.

² Impairment also includes necessary reversals of impairment losses.

³ Capital expenditure on property, plant and equipment, and software.

⁴ Excluding trainees.

⁵ Before changes in the scope of consolidation.

⁶ Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects.

The following table shows the figures for continuing and discontinued operations in the reporting and comparative periods.

Continuing and discontinued operations in € millions	2025	2024	Δ in %
Sales	33,090	39,719	-16.7
EBITDA	2,532	4,498	-43.7
in % of sales	7.7	11.3	
EBIT	723	2,287	-68.4
in % of sales	2.2	5.8	
Net income attributable to the shareholders of the parent	-165	1,168	-114.1
Basic earnings per share in €	-0.83	5.84	-114.1
Diluted earnings per share in €	-0.83	5.84	-114.1
Capital expenditure ¹	1,752	2,204	-20.5
in % of sales	5.3	5.5	
Free cash flow	775	1,114	-30.4

¹ Capital expenditure on property, plant and equipment, and software.

Business and sales performance

Consolidated sales fell by €401 million or 2.0% year-on-year in 2025 to €19,676 million (PY: €20,077 million). Before changes in the scope of consolidation and exchange-rate effects, sales increased organically by 0.8%. Exchange-rate effects dented sales performance by €562 million, while changes in the scope of consolidation had only a negligible impact.

In the Tires group sector, growth in the global replacement markets for passenger-car tires and continued positive mix effects in sales were more than offset by negative exchange-rate effects coupled with weak demand in the original-equipment business for passenger cars and in the truck-tire segment. Sales therefore decreased slightly by 0.5%, despite organic sales growth of 2.4%.

In the ContiTech group sector, negative exchange-rate effects combined with the downtrend in the automotive original-equipment business in Europe and North America and persistently weak markets, particularly in the industrial segment and in the commercial-vehicle and off-highway businesses, likewise depressed sales.

Sales from discontinued operations until the spin-off of the former Automotive and Contract Manufacturing group sectors amounted to €13,415 million, compared with the prior-year figure of €19,642 million for the full 2024 fiscal year. For continuing and discontinued operations, sales thus totaled €33,090 million (PY: €39,719 million).

The regional distribution of sales in 2025 was as follows:

Sales by region in %	2025	2024
Germany	14	14
Europe excluding Germany	35	35
North America	29	30
Asia-Pacific	16	16
Other countries	6	6

Adjusted EBIT

Adjusted EBIT for the Continental Group fell by €177 million or 8.0% year-on-year in 2025 to €2,035 million (PY: €2,212 million), corresponding to 10.3% (PY: 11.0%) of adjusted sales.

EBIT

EBIT was down by €1,771 million year-on-year in 2025 to €272 million (PY: €2,043 million), a decrease of 86.7%. The return on sales fell to 1.4% (PY: 10.2%), with the cost of sales likewise decreasing by €207 million to €14,565 million (PY: €14,772 million) in line with lower sales. The operating result was heavily encumbered by expenses in connection with the deconsolidation of foreign companies of the former Automotive and Contract Manufacturing group sectors and the valuation of the OESL disposal group, as well as by restructuring expenses. Higher US import tariffs and exchange-rate effects, particularly in the Tires group sector, as well as the persistently weak industrial environment in the ContiTech group sector also had a negative impact.

EBIT from discontinued operations was €451 million (PY: €244 million), resulting in total EBIT for continuing and discontinued operations of €723 million (PY: €2,287 million), with a return on sales of 2.2% (PY: 5.8%).

The amortization of intangible assets from purchase price allocation (PPA) reduced the EBIT of the Continental Group's continuing operations by €45 million in the reporting year (PY: €54 million).

The ROCE was 2.6% (PY: 19.4%).

Special effects in 2025

Total consolidated expense from special effects in 2025 amounted to €1,718 million. Tires accounted for €89 million of this, ContiTech for €832 million and the holding for €797 million.

The valuation of the OESL disposal group resulted in impairment on goodwill of €124 million, impairment on other intangible assets and property, plant and equipment of €367 million and other expenses of €71 million.

In addition, Tires recorded impairment on property, plant and equipment of €8 million and ContiTech of €1 million, while the holding recognized impairment on other intangible assets of €3 million, resulting in total impairment on property, plant and equipment and other intangible assets of €379 million. These figures do not include impairment and reversals of impairment losses that arose in connection with restructuring.

Severance payments resulted in a special effect totaling €73 million (Tires €16 million; ContiTech €36 million; holding €21 million).

The Tires group sector incurred restructuring expenses of €55 million, including impairment on property, plant and equipment in the amount of €8 million. There was also income in connection with restructuring totaling €1 million.

The ContiTech group sector incurred restructuring expenses of €197 million, including impairment on property, plant and equipment in the amount of €3 million. There was also income in connection with restructuring totaling €5 million.

At the level of the holding, there were further restructuring expenses of €1 million.

Restructuring-related expenses resulted in an expense of €13 million (Tires €9 million; ContiTech €4 million).

Gains and losses from disposals of companies and business operations at the level of the holding mainly include losses in connection with the deconsolidation of foreign companies of the former Automotive and Contract Manufacturing group sectors in the amount of €680 million. The Tires group sector also incurred expenses of €1 million in connection with the sale of certain operations in the Replacement EMEA business area.

Expenses of €34 million arose for the ContiTech group sector in connection with the Original Equipment Solutions (OESL) business area being made organizationally independent.

At the level of the holding, the spin-off of the former Automotive and Contract Manufacturing group sectors led to expenses of €40 million, and measures to make the ContiTech group sector organizationally independent led to expenses of €17 million.

The spin-off of the former Automotive and Contract Manufacturing group sectors triggered the dissolution of a tax group, which in turn led to expenses of €12 million at the level of the holding. Provisions of €22 million were also set aside for reimbursements to Aumovio, as per the conditions of the corporate separation agreement.

The liquidation of a company resulted in expenses of €4 million (ContiTech €3 million, holding €1 million).

Special effects in 2024

Total consolidated expense from special effects in 2024 amounted to €114 million. Tires accounted for €27 million of this, ContiTech for €85 million and the holding for €3 million.

Impairment on property, plant and equipment led to expenses totaling €2 million (Tires €0 million; ContiTech €1 million). These figures do not include impairment and reversals of impairment losses that arose in connection with restructuring.

The Tires group sector incurred restructuring expenses of €4 million, including impairment on property, plant and equipment in the amount of €2 million. In addition, the reversal of restructuring provisions resulted in income of €9 million.

The ContiTech group sector incurred restructuring expenses of €32 million, including impairment on property, plant and equipment in the amount of €3 million. In addition, the reversal of restructuring provisions resulted in income of €20 million.

Restructuring-related expenses resulted in an expense totaling €23 million (Tires €21 million; ContiTech €2 million).

Severance payments resulted in a negative special effect totaling €49 million (Tires €10 million; ContiTech €41 million). The reversal of provisions additionally generated income of €1 million at the level of the holding.

The sale of certain operations in the Replacement EMEA business area resulted in expenses of €3 million.

A company acquisition in the Tires group sector resulted in income of €1 million.

In the ContiTech group sector, the Original Equipment Solutions business area was made organizationally independent. This resulted in expenses of €29 million.

The spin-off of the Automotive and Contract Manufacturing group sectors led to expenses of €4 million for the holding.

Procurement

After a period of elevated raw material prices at the beginning of the year coupled with increased costs resulting from import tariffs introduced in the USA, the prices for numerous raw materials fell in the second half of 2025, easing the pressure on the Tires and ContiTech group sectors.

Reconciliation of EBIT to net income

€ millions	2025	2024	Δ in %
Tires	1,776	1,870	-5.1
ContiTech	-556	259	-314.9
Other/Holding/Consolidation	-948	-86	-1,003.3
EBIT	272	2,043	-86.7
Financial result	-303	-287	-5.4
Earnings before tax from continuing operations	-31	1,756	-101.7
Income tax expense	-384	-398	3.3
Earnings after tax from continuing operations	-415	1,358	-130.5
Earnings after tax from discontinued operations	280	-159	276.3
Net income	-135	1,200	-111.2
Non-controlling interests	-30	-32	5.0
Net income attributable to the shareholders of the parent	-165	1,168	-114.1

Reconciliation of sales to adjusted sales and of EBITDA to adjusted operating result (adjusted EBIT) in 2025

€ millions	Tires	ContiTech	Other/ Holding/ Consolidation	Continental Group
Sales	13,798	6,005	-127	19,676
Changes in the scope of consolidation ¹	–	-9	–	-9
Adjusted sales	13,798	5,995	-127	19,666
EBITDA	2,595	195	-932	1,858
Depreciation and amortization ²	-819	-751	-16	-1,586
EBIT	1,776	-556	-948	272
Amortization of intangible assets from purchase price allocation (PPA)	4	41	–	45
Changes in the scope of consolidation ¹	0	0	0	0
Special effects				
Impairment on goodwill ³	–	124	–	124
Impairment ⁴	8	368	3	379
Restructuring ⁵	55	192	1	248
Restructuring-related expenses	9	4	–	13
Severance payments	16	36	21	73
Gains and losses from disposals of companies and business operations ⁶	1	–	680	681
Other ⁷	–	108	92	199
Adjusted operating result (adjusted EBIT)	1,870	316	-151	2,035

1 Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the prior year.

2 Excluding impairment on financial investments.

3 Impairment on goodwill relates to impairment in connection with the valuation of the OESL disposal group in the amount of €124 million.

4 Impairment also includes necessary reversals of impairment losses. It mainly comprises impairment on other intangible assets and property, plant and equipment in the amount of €367 million in connection with the valuation of the OESL disposal group. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

5 Includes restructuring-related impairment losses totaling €11 million (Tires €8 million; ContiTech €3 million).

6 Gains and losses from disposals of companies and business operations mainly include losses in connection with the deconsolidation of foreign companies of the former Automotive and Contract Manufacturing group sectors in the amount of €680 million.

7 Mainly includes expenses in connection with the spin-off of the former Automotive and Contract Manufacturing group sectors, the plans to make the ContiTech group sector organizationally independent, and the valuation and sale of the OESL disposal group. Also includes expenses in connection with reimbursements to Aumovio and in connection with the dissolution of a tax group.

Reconciliation of sales to adjusted sales and of EBITDA to adjusted operating result (adjusted EBIT) in 2024

€ millions	Tires	ContiTech	Other/ Holding/ Consolidation	Continental Group
Sales	13,861	6,387	-171	20,077
Changes in the scope of consolidation ¹	-11	–	–	-11
Adjusted sales	13,850	6,387	-171	20,066
EBITDA	2,663	562	-70	3,154
Depreciation and amortization ²	-792	-303	-16	-1,111
EBIT	1,870	259	-86	2,043
Amortization of intangible assets from purchase price allocation (PPA)	6	48	–	54
Changes in the scope of consolidation ¹	0	–	0	0
Special effects				
Impairment on goodwill	–	–	–	–
Impairment ³	0	1	–	2
Restructuring ⁴	-5	11	–	6
Restructuring-related expenses	21	2	–	23
Severance payments	10	41	-1	49
Gains and losses from disposals of companies and business operations	3	–	–	3
Other ⁵	-1	29	4	32
Adjusted operating result (adjusted EBIT)	1,903	392	-83	2,212

¹ Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the prior year.

² Excluding impairment on financial investments.

³ Impairment also includes necessary reversals of impairment losses. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

⁴ Includes restructuring-related impairment losses of €5 million (Tires €2 million; ContiTech €3 million).

⁵ Mainly includes expenses in connection with the OESL business area being made organizationally independent.

Research and development

Research and development expenses rose by €27 million year-on-year to €579 million (PY: €552 million). Of this total, €359 million (PY: €349 million) was attributable to the Tires group sector and €220 million (PY: €203 million) to the ContiTech group sector. Due to the spin-off of the former Automotive and Contract Manufacturing group sectors, and the research and development expenses for the Continental Group as a whole becoming much less relevant as a result, reporting on research and development expenses (net) – which deducted reimbursements and subsidies related to research and development expenses – was discontinued in the reporting year.

Depreciation and amortization

Depreciation and amortization increased by €475 million to €1,586 million (PY: €1,111 million), equivalent to 8.1% of sales (PY: 5.5%). It included impairment totaling €514 million in 2025 (PY: €7 million), mainly due to impairment in connection with the valuation of the OESL disposal group.

Financial result

The negative financial result increased by €16 million year-on-year to €303 million in 2025 (PY: €287 million).

Interest income rose by €15 million year-on-year to €77 million (PY: €62 million).

Interest expense totaled €352 million in 2025 and was thus €13 million lower than the previous year's figure of €365 million. Interest expense from long-term employee benefits and expected income from long-term employee benefits and from pension funds amounted to a net expense of €48 million in the reporting year (PY: €44 million). These interest effects do not include the interest income from the plan assets of the pension contribution funds or the interest expense from the defined benefit obligations of the pension contribution funds. Interest expense, resulting mainly from bank borrowings, capital market transactions and other financing instruments, was €304 million (PY: €321 million). Interest expense on lease liabilities accounted for €21 million of this (PY: €20 million). The bonds issued led to expenses of €140 million (PY: €111 million). Interest expense in connection with the utilization of the syndicated loan totaled €21 million (PY: €32 million).

Effects from currency translation resulted in a negative contribution to earnings of €40 million in the reporting year (PY: positive contribution to earnings of €48 million). Effects from changes in the fair value of derivative instruments, and other valuation effects resulted in income of €12 million (PY: expenses of €32 million). Of this, other valuation effects accounted for expenses of €10 million (PY: income of €4 million). Taking into account the sum of the effects from currency translation and changes in the fair value of derivative instruments, earnings in 2025 were negatively impacted by €18 million (PY: positively impacted by €12 million).

Income tax expense

Income tax expense in fiscal 2025 amounted to €384 million (PY: €398 million). The tax rate was 52.0%, compared with 22.6% in the previous year. The current-year tax rate was adjusted for the permanent effects resulting from the impairment recognized on goodwill and the deconsolidation of foreign companies of the former Automotive and Contract Manufacturing group sectors.

As in the previous year, foreign tax rate differences as well as incentives and tax holidays had positive effects in the year under review. Conversely, the tax rate was negatively impacted by non-cash allowances on deferred tax assets totaling €49 million (PY: €212 million), of which €4 million (PY: €243 million) was for previous years. Furthermore, as in the previous year, the tax rate was negatively affected by non-deductible expenses and non-imputable foreign withholding taxes of €181 million (PY: €177 million). In the year under review, there was further tax relief from local income taxes with a different tax base and the reversal of provisions for minimum tax regulations, while additional tax burdens arose from prior-year taxes and effects from changes in tax rates.

Net income attributable to the shareholders of the parent

Net income attributable to the shareholders of the parent decreased by €1,333 million in 2025 to -€165 million (PY: €1,168 million). Basic earnings per share amounted to -€0.83 (PY: €5.84), while basic earnings per share from continuing operations amounted to -€2.10 (PY: €6.72). The figures for basic earnings per share were the same as for diluted earnings per share.

Employees

The number of employees in the Continental Group as at December 31, 2025, was 92,653, down 4,765 from 97,418 in the previous year.

The number of employees in the Tires group sector fell by 882. This was primarily due to adjustments to demand-driven production.

In the ContiTech group sector, adjustments to production volumes led to a reduction in the number of employees by 3,207.

Employees by region in %	2025	2024
Germany	21	21
Europe excluding Germany	37	36
North America	19	19
Asia-Pacific	16	16
Other countries	8	8

Financial Position

- › Free cash flow at €967 million
- › Net indebtedness at €5.2 billion

Reconciliation of cash flow

The following information on reconciliation of cash flow relates to the continuing operations of the Continental Group. The figures for the comparative period have been adjusted accordingly.

At €2,014 million in 2025, cash flow from operating activities was €386 million higher than the previous year's figure (PY: €1,628 million), accounting for 10.2% of sales (PY: 8.1%). The previous year was severely impacted by the payment to buy back shares in ContiTech AG (now operating under the name ContiTech Deutschland GmbH). EBIT decreased by €1,771 million to €272 million (PY: €2,043 million), mainly due to non-cash effects resulting from the spin-off of the former Automotive and Contract Manufacturing group sectors and the valuation of the OESL disposal group. Restructuring expenses, tariffs on imports to the USA and exchange-rate effects also had a negative impact.

The cash-effective increase in working capital led to a cash outflow of €231 million (PY: €69 million), primarily driven by a decrease in operating liabilities of €337 million (PY: increase of €53 million). This was offset by a decrease in inventories of €89 million (PY: increase of €97 million) and a reduction in operating receivables of €17 million (PY: increase of €25 million).

Interest payments fell by €27 million to €293 million (PY: €320 million). Income tax payments rose by €5 million to €562 million (PY: €557 million).

Cash flow from investing activities amounted to an outflow of €1,047 million (PY: €1,026 million). Capital expenditure on property, plant and equipment, and software was up €16 million from €1,056 million to €1,072 million before the capitalization of borrowing costs and right-of-use assets from leases.

The net amount from the acquisition and disposal of companies and business operations led to a cash inflow of €9 million in 2025 (PY: €5 million), mainly attributable to the sale of business activities in the Tires group sector.

These effects resulted in free cash flow of €967 million (PY: €603 million) for fiscal 2025, corresponding to a year-on-year increase of €365 million.

Free cash flow for discontinued operations amounted to -€192 million (PY: €511 million), meaning that free cash flow for continuing and discontinued operations combined amounted to €775 million in the reporting year, compared with €1,114 million for 2024.

Capital expenditure (additions)

Capital expenditure for continuing operations rose by €65 million to €1,316 million (PY: €1,251 million). The capital expenditure ratio was 6.7% (PY: 6.2%).

For continuing and discontinued operations, additions to property, plant and equipment, and software amounted to €1,752 million in 2025 (PY: €2,204 million). The capital expenditure ratio was 5.3% (PY: 5.5%).

Financing and indebtedness

At €5,154 million, net indebtedness at the end of fiscal 2025 was €1,442 million higher than at the end of 2024 (PY: €3,712 million), mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors in September 2025.

The leverage ratio has been reported in place of the gearing ratio as a new key figure for assessing the financing structure since mid-2025, since it reflects the relationship between debt and profitability, making it a more suitable performance indicator in Continental's opinion. The leverage ratio is also considered to be more relevant in capital market communication. The leverage ratio as at the end of December 2025 was 2.8.

Gross indebtedness amounted to €6,826 million as at the end of 2025 (PY: €6,909 million), down €83 million on the previous year's level.

Based on quarter-end values, 69.7% (PY: 68.5%) of gross indebtedness after hedging measures had fixed interest rates on average over the year.

The carrying amount of the bonds increased from €3,861 million in the previous year to €4,626 million as at the end of fiscal 2025. Under the Debt Issuance Programme (DIP), Continental AG issued one listed euro bond on May 22, 2025, with an issue volume of €750 million. The issue price of this bond, which has a term of three and a half years and a fixed interest rate of 2.875% p.a., was 99.610%. A further listed euro bond of Continental AG was issued on September 9, 2025, with an issue volume of €600 million. The issue price of this bond, which has a term of three years and nine months and the same fixed interest rate of 2.875% p.a., was 99.494%. In addition, the €600-million euro bond of Continental AG that matured on June 27, 2025, was redeemed at a rate of 100.000%. This bond had an interest rate of 0.375% p.a. and a term of five years and nine months.

In April 2025, Continental Tire Andina S.A., Cuenca, Ecuador, issued two US dollar bonds with a total volume of USD 15 million, fixed interest rates of 7.500% p.a. and 7.750% p.a. and terms of four and five years, respectively. The carrying amount of the bonds was €11 million as at December 31, 2025.

Bank loans and overdrafts amounted to €534 million (PY: €1,042 million) as at December 31, 2025, and were therefore €508 million below the previous year's level. This can be explained by an amended contract regulating an existing cash pool between subsidiaries and a financial institution. The amended contract resulted in Continental AG, in the fourth quarter of 2025, having a legal entitlement to offset the associated cash and cash equivalents as well as loans and overdrafts with this financial institution. Consequently, offsetting in accordance with IAS 32.42 was applied for the first time in 2025, with an offsetting effect of €484 million.

The syndicated loan was renewed ahead of schedule in December 2019. It consisted of a revolving tranche of €4,000 million and had an original term of five years. As a result of exercising two options, each extending the term of the loan by one year, this financing commitment was ensured until December 2026. In the first half of 2025, the following amendments were agreed: Firstly, the term was extended by an additional year until December 2027, although one bank - with a share of €90 million - did not participate in the extension and will withdraw from the syndicated loan in December 2026. Secondly, it was agreed that the volume would be reduced upon completion of the spin-off of the former Automotive and Contract Manufacturing group sectors in September 2025. Since September 17, 2025, the volume of the syndicated loan has stood at €2,500 million. Furthermore, the margin is no longer linked to the Continental Group's sustainability performance. As at December 31, 2025, Continental AG had utilized €250 million (PY: —) of this revolving

loan of €2,500 million and Continental Rubber of America, Corp., Wilmington, Delaware, USA, had utilized €128 million (PY: —).

Other indebtedness decreased by €340 million to €1,666 million as at the end of 2025 (PY: €2,005 million). This was primarily due to lower lease liabilities and other liabilities with the character of loans. As at the end of 2025, the utilization of sale-of-receivables programs was down on the previous year at €238 million (PY: €299 million). Two sale-of-receivables programs with a financing volume of €350 million were used within the Continental Group as at the end of 2025, compared with three programs totaling €400 million in the previous year.

Cash and cash equivalents, derivative instruments and interest-bearing investments were down by €1,525 million at €1,672 million (PY: €3,197 million), mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors in September 2025.

As at December 31, 2025, the Continental Group had liquidity reserves totaling €4,236 million (PY: €7,931 million), consisting of cash and cash equivalents of €1,503 million (PY: €2,966 million) and committed, unutilized credit lines of €2,733 million (PY: €4,966 million). As at December 31, 2025, a total of €1,424 million (PY: €2,720 million) of the cash and cash equivalents specified above were unrestricted. The assessment of any restrictions related to cash and cash equivalents is made on each respective reporting date.

Reconciliation of net indebtedness

€ millions	Dec. 31, 2025	Dec. 31, 2024
Long-term indebtedness	4,751	4,112
Short-term indebtedness	2,075	2,797
Long-term derivative instruments and interest-bearing investments	-31	-81
Short-term derivative instruments and interest-bearing investments	-138	-151
Cash and cash equivalents	-1,503	-2,966
Net indebtedness	5,154	3,712

Reconciliation of change in net indebtedness

€ millions	2025	2024
Net indebtedness of continuing and discontinued operations at the beginning of the reporting period	3,712	4,038
Cash flow from operating activities	2,193	2,934
Cash flow from investing activities	-1,418	-1,821
Cash flow before financing activities (free cash flow)	775	1,114
Dividends paid	-500	-440
Other ¹	-494	-345
Exchange-rate effects	-128	-3
Change in net indebtedness	-346	326
Less surplus of cash and cash equivalents of discontinued operations at the time of disposal	-1,095	-
Net indebtedness at the end of the reporting period	5,154	3,712

¹ Mainly includes dividends paid to and cash changes from equity transactions with non-controlling interests, as well as non-cash changes.

Net Assets Position

- > Equity at €4.2 billion
- > Equity ratio at 23.4%

Spin-off of former Automotive and Contract Manufacturing group sectors

The spin-off of the former Automotive and Contract Manufacturing group sectors reduced Continental's net assets by €10,014 million. This therefore had a significant influence on its net assets position in fiscal 2025.

Total assets

At €17,792 million (PY: €36,966 million), total assets as at December 31, 2025, were €19,174 million lower than on the same date in the previous year.

Non-current assets

Non-current assets decreased by €10,701 million year-on-year to €8,315 million (PY: €19,016 million). Goodwill declined by €2,309 million to €856 million (PY: €3,165 million), while other intangible assets fell by €504 million to €115 million (PY: €619 million). Property, plant and equipment decreased by €5,619 million to €6,179 million (PY: €11,798 million). Deferred tax assets were down €1,616 million to €907 million (PY: €2,523 million).

Current assets

Current assets decreased by €8,473 million to €9,477 million (PY: €17,950 million). Inventories fell by €3,046 million in the reporting year to €3,067 million (PY: €6,113 million). Trade accounts receivable declined by €3,875 million to €3,228 million (PY: €7,104 million). At €1,503 million, cash and cash equivalents were down €1,462 million from €2,966 million on the same date in the previous year. Assets held for sale amounting to €782 million (PY: —) mainly comprised the assets of the OESL disposal group.

Equity

Total equity (including non-controlling interests) was €10,640 million lower than in the previous year at €4,158 million (PY: €14,798 million). This is reflected in particular in the decrease in retained earnings of €8,291 million, which was mainly due to the recognition of non-cash dividends in connection with the spin-off of the former Automotive and Contract Manufacturing group sectors. Other comprehensive income increased by €320 million to -€1,482 million (PY: -€1,801 million). The equity ratio decreased to 23.4% (PY: 40.0%). In place of the gearing ratio, Continental has reported the leverage ratio as a new key figure for assessing the financing structure since mid-2025. For information on the leverage ratio, please refer to the subsection on financing and indebtedness in the Financial Position section.

Non-current liabilities

At €6,238 million, non-current liabilities were down €1,661 million from €7,899 million in the previous year. Long-term employee benefits declined by €1,901 million to €1,214 million (PY: €3,116 million), while long-term provisions for other risks and obligations fell by €335 million to €187 million (PY: €522 million). This was offset by long-term indebtedness, which increased by €639 million to €4,751 million (PY: €4,112 million).

Current liabilities

At €7,396 million, current liabilities were down €6,872 million from €14,269 million in the previous year. This was attributable to a reduction in trade accounts payable of €4,121 million to €2,349 million (PY: €6,471 million) as well as a decrease in short-term employee benefits of €697 million to €683 million (PY: €1,380 million). Short-term provisions for other risks and obligations were lower by €685 million to €279 million (PY: €964 million). At €2,075 million, short-term indebtedness was down €722 million from €2,797 million on the same date in the previous year. Liabilities held for sale amounting to €613 million (PY: —) comprised the liabilities of the OESL disposal group.

Operating assets

Operating assets of continuing operations fell by €775 million year-on-year to €9,545 million as at December 31, 2025 (PY: €10,320 million). In the previous year, operating assets of continuing and discontinued operations amounted to €19,365 million. The following figures for the previous year refer to continuing and discontinued operations.

Working capital was down €3,046 million to €3,958 million (PY: €7,005 million), owing to a decline in both operating receivables of €4,122 million to €3,241 million (PY: €7,362 million) and operating liabilities of €4,121 million to €2,349 million (PY: €6,471 million). Inventories also decreased by €3,046 million to €3,067 million (PY: €6,113 million).

Non-current operating assets were down €8,861 million year-on-year to €7,309 million (PY: €16,170 million). Goodwill fell by €2,309 million to €856 million (PY: €3,165 million), mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors and a write-down in the ContiTech group sector in connection with the valuation of the OESL disposal group. Property, plant and equipment decreased by €5,619 million to €6,179 million (PY: €11,798 million). Other intangible assets fell by €504 million to €115 million (PY: €619 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €45 million (PY: €109 million) reduced the value of intangible assets.

The sale of certain operations in the Replacement EMEA business area negatively impacted the operating assets of the Tires group sector by €10 million. Operating assets also fell by €1 million due to the settlement of a purchase price receivable from the previous year.

In the ContiTech group sector, the reversal of a purchase price liability recognized in profit or loss resulting from the acquisition of Printing Solutions Sweden Holding AB, Trelleborg, Sweden, in 2023 increased operating assets by €1 million. In addition, operating assets decreased by €1 million due to the first-time consolidation of a previously non-fully consolidated subsidiary.

Other changes in the scope of consolidation did not result in any notable additions to or disposals of operating assets at corporate level.

Exchange-rate effects decreased the Continental Group's total operating assets by €521 million in the reporting year (PY: increase of €58 million).

Average operating assets of continuing operations fell by €33 million year-on-year to €10,499 million (PY: €10,532 million). In the previous year, average operating assets of continuing and discontinued operations amounted to €19,980 million.

Consolidated statement of financial position

Assets in € millions	Dec. 31, 2025	Dec. 31, 2024
Goodwill	856	3,165
Other intangible assets	115	619
Property, plant and equipment	6,179	11,798
Investments in equity-accounted investees	83	326
Long-term miscellaneous assets	1,081	3,108
Non-current assets	8,315	19,016
Inventories	3,067	6,113
Trade accounts receivable	3,228	7,104
Short-term miscellaneous assets	1,678	1,768
Cash and cash equivalents	1,503	2,966
Current assets	9,477	17,950
Total assets	17,792	36,966

Equity and liabilities in € millions	Dec. 31, 2025	Dec. 31, 2024
Total equity	4,158	14,798
Non-current liabilities	6,238	7,899
Trade accounts payable	2,349	6,471
Short-term other provisions and liabilities	5,047	7,798
Current liabilities	7,396	14,269
Total equity and liabilities	17,792	36,966

Reconciliation to operating assets in 2025

€ millions	Tires	ContiTech	Other/ Holding/ Consolidation	Continental Group
Total assets	10,591	3,759	3,442	17,792
Cash and cash equivalents	–	–	1,503	1,503
Short- and long-term derivative instruments, interest-bearing investments	–	–	169	169
Other financial assets	30	2	16	48
Less financial assets	30	2	1,688	1,720
Less other non-operating assets	29	26	448	503
Deferred tax assets	–	–	907	907
Income tax receivables	–	–	157	157
Less income tax assets	–	–	1,065	1,065
Segment assets	10,531	3,731	241	14,504
Total liabilities and provisions	3,983	1,966	7,685	13,634
Short- and long-term indebtedness	–	–	6,826	6,826
Other financial liabilities	–	–	7	7
Less financial liabilities	–	–	6,833	6,833
Deferred tax liabilities	–	–	72	72
Income tax payables	–	–	284	284
Less income tax liabilities	–	–	356	356
Less other non-operating liabilities	689	512	284	1,486
Segment liabilities	3,294	1,453	212	4,959
Operating assets	7,238	2,278	30	9,545

Reconciliation to operating assets in 2024

€ millions	Tires	ContiTech	Other/ Holding/ Consolidation	Continental Group
Total assets	10,826	4,434	6,559	21,818
Cash and cash equivalents	–	–	2,966	2,966
Short- and long-term derivative instruments, interest-bearing investments	–	–	231	231
Other financial assets	36	11	21	67
Less financial assets	36	11	3,218	3,264
Less other non-operating assets	-7	7	519	520
Deferred tax assets	–	–	2,523	2,523
Income tax receivables	–	–	285	285
Less income tax assets	–	–	2,808	2,808
Segment assets	10,798	4,415	13	15,226
Total liabilities and provisions	4,138	1,916	8,220	14,275
Short- and long-term indebtedness	–	–	6,909	6,909
Other financial liabilities	–	–	20	20
Less financial liabilities	–	–	6,929	6,929
Deferred tax liabilities	–	–	97	97
Income tax payables	–	–	531	531
Less income tax liabilities	–	–	628	628
Less other non-operating liabilities	718	561	532	1,811
Segment liabilities	3,421	1,355	131	4,906
Operating assets	7,377	3,060	-117	10,320

Development of the Group Sectors

Tires

- › Sales down 0.5%
- › Sales up 2.4% before changes in the scope of consolidation and exchange-rate effects
- › Adjusted EBIT down 1.8%

Tires in € millions	2025	2024	Δ in %
Sales	13,798	13,861	-0.5
EBITDA	2,595	2,663	-2.5
in % of sales	18.8	19.2	
EBIT	1,776	1,870	-5.1
in % of sales	12.9	13.5	
Depreciation and amortization ¹	819	792	3.4
thereof impairment ²	17	2	691.1
Capital expenditure ³	1,035	996	3.9
in % of sales	7.5	7.2	
Operating assets as at Dec. 31	7,238	7,377	-1.9
Operating assets (average)	7,632	7,517	1.5
ROCE in %	23.3	24.9	
Number of employees as at Dec. 31 ⁴	56,187	57,069	-1.5
Adjusted sales ⁵	13,798	13,850	-0.4
Adjusted operating result (adjusted EBIT) ⁶	1,870	1,903	-1.8
in % of adjusted sales	13.6	13.7	

¹ Excluding impairment on financial investments.

² Impairment also includes necessary reversals of impairment losses.

³ Capital expenditure on property, plant and equipment, and software.

⁴ Excluding trainees.

⁵ Before changes in the scope of consolidation.

⁶ Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects.

Structure

The Tires group sector (70% of consolidated sales) offers a premium portfolio of innovative tire solutions for the passenger car, truck, bus, two-wheeler and specialty segment, as well as intelligent products and services related to tires. For specialist dealers and fleet managers, Tires provides digital tire monitoring and tire management systems, in addition to other services, which keep fleets mobile and increase their efficiency. With its tires, the group sector contributes to safe, efficient and convenient mobility. In the reporting year, the group sector was divided into five business areas:

- › Original Equipment
- › Replacement APAC
- › Replacement EMEA
- › Replacement The Americas
- › Specialty Tires

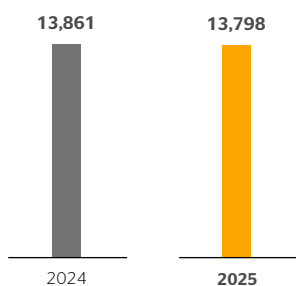
As part of a realignment, the Original Equipment and Specialty Tires business areas were transferred to regional business areas effective January 1, 2026.

Business and sales performance

Sales in the Tires group sector contracted slightly to €13,798 million (PY: €13,861 million) on the back of negative exchange-rate effects coupled with weak demand in the original-equipment business for passenger cars and in the truck-tire segment. This was offset by growth in the global replacement markets for car tires as well as continued positive mix effects in sales. Before changes in the scope of consolidation and exchange-rate effects, sales rose by 2.4%.

Sales

€ millions

**Adjusted EBIT**

Adjusted EBIT for the Tires group sector decreased by €34 million or 1.8% year-on-year in 2025 to €1,870 million (PY: €1,903 million), corresponding to 13.6% (PY: 13.7%) of adjusted sales.

EBIT

The Tires group sector reported a year-on-year decline in EBIT of €94 million or 5.1% to €1,776 million in 2025 (PY: €1,870 million). The return on sales fell to 12.9% (PY: 13.5%). The cost of sales fell by €15 million to €9,747 million (PY: €9,762 million). This was primarily due to lower sales and exchange-rate effects, whereas higher raw material and tariff costs increased production and distribution expenses compared with the previous year. Earnings were also impacted by expenses related to the closure of the production site in Alor Setar, Malaysia, the discontinuation of truck tire production in Modipuram, India, and the withdrawal from the agricultural segment in Lousado, Portugal. These negative effects were only partially offset by favorable mix effects and rigorous fixed-cost management.

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €4 million (PY: €6 million).

For the Tires group sector, total consolidated expense from special effects in 2025 amounted to €89 million (PY: €27 million). For further details, please see our comments on pages 49 and 50 regarding the special effects in 2025 and 2024.

The ROCE was 23.3% (PY: 24.9%).

Procurement

Prices on the steel, chemicals and textiles markets fell on average over the course of the year. While market prices for natural rubber on the Singapore Commodity Exchange remained largely stable year-on-year, the anticipated EU Deforestation Regulation led to an increase in purchase prices for natural rubber and related input materials.

Market prices for butadiene rose slightly at the start of the year but declined significantly in the second half of 2025 compared with the previous year. The price level for crude-oil-based semifinished products increased slightly in the first quarter but steadily decreased from the second quarter onward. The import tariffs imposed in the USA placed a noticeable strain on costs over the course of the year.

Depreciation and amortization

Depreciation and amortization increased by €27 million compared with fiscal 2024 to €819 million (PY: €792 million) and amounted to 5.9% of sales (PY: 5.7%). It included impairment totaling €17 million in 2025 (PY: €2 million).

Operating assets

Operating assets in the Tires group sector decreased by €139 million year-on-year to €7,238 million (PY: €7,377 million) as at December 31, 2025.

Working capital was down €115 million at €3,098 million (PY: €3,213 million). Inventories decreased by €186 million to €2,398 million (PY: €2,584 million). Operating receivables fell by €125 million to €2,460 million (PY: €2,585 million) as at the reporting date. Operating liabilities were down €196 million at €1,760 million (PY: €1,956 million).

Non-current operating assets were down €26 million at €5,439 million (PY: €5,464 million). Goodwill fell on the back of exchange-rate effects by €15 million to €392 million (PY: €407 million). Property, plant and equipment rose by €15 million to €4,899 million (PY: €4,884 million). Other intangible assets fell by €7 million to €18 million (PY: €26 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €4 million (PY: €6 million) reduced the value of intangible assets.

The sale of certain operations in the Replacement EMEA business area decreased the operating assets of the Tires group sector by €10 million. Operating assets also fell by €1 million due to the settlement of a purchase price receivable from the previous year.

Exchange-rate effects negatively impacted the total operating assets of the Tires group sector by €387 million in the reporting year (PY: positive impact of €105 million).

Average operating assets in the Tires group sector increased by €114 million compared with fiscal 2024 to €7,632 million (PY: €7,517 million).

Capital expenditure (additions)

Additions in the Tires group sector increased by €38 million year-on-year to €1,035 million (PY: €996 million). The capital expenditure ratio was 7.5% (PY: 7.2%).

Investments were mainly made to optimize and expand production capacity at existing plants in European best-cost locations and in the USA, Thailand, Germany, China and Brazil. There were major additions related to the expansion of production sites in Rayong, Thailand; Mount Vernon, Illinois, USA; and Hefei, China. Quality assurance and cost-cutting measures were implemented as well. To further strengthen our customer-focused supply chains, we also invested during the reporting year in the establishment of a dedicated regional distribution center in the USA.

Employees

The number of employees in the Tires group sector fell by 882 to 56,187 as at December 31, 2025 (PY: 57,069). This was primarily due to adjustments to demand-driven production.

ContiTech

- > Sales down 6.0%
- > Sales down 3.3% before changes in the scope of consolidation and exchange-rate effects
- > Adjusted EBIT down 19.3%

ContiTech in € millions	2025	2024	Δ in %
Sales	6,005	6,387	-6.0
EBITDA	195	562	-65.3
in % of sales	3.3	8.8	
EBIT	-556	259	-314.9
in % of sales	-9.3	4.0	
Depreciation and amortization ¹	751	303	147.6
thereof impairment ²	495	5	10,415.9
Capital expenditure ³	276	241	14.6
in % of sales	4.6	3.8	
Operating assets as at Dec. 31	2,278	3,060	-25.6
Operating assets (average)	2,695	3,187	-15.4
ROCE in %	-20.6	8.1	
Number of employees as at Dec. 31 ⁴	36,188	39,395	-8.1
Adjusted sales ⁵	5,995	6,387	-6.1
Adjusted operating result (adjusted EBIT) ⁶	316	392	-19.3
in % of adjusted sales	5.3	6.1	

¹ Excluding impairment on financial investments.

² Impairment also includes necessary reversals of impairment losses.

³ Capital expenditure on property, plant and equipment, and software.

⁴ Excluding trainees.

⁵ Before changes in the scope of consolidation.

⁶ Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects

Structure

The ContiTech group sector (31% of consolidated sales) draws on its materials expertise to develop solutions for industrial applications made from rubber, metal and textiles. Its broad portfolio of hoses, conveyor belts, air springs and drive belts is designed for the operating conditions in industrial environments, which can be challenging. At the same time, ContiTech offers surface materials with an appealing look and feel for use in home and vehicle interiors. ContiTech's industrial growth areas are primarily in energy, mining,

agriculture and construction, as well as exterior and interior design. In the reporting year, the group sector was divided into five business areas:

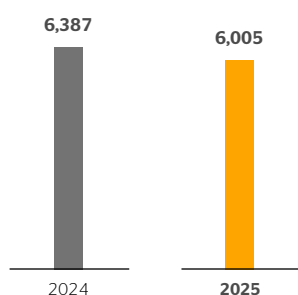
- > Industrial Solutions Americas
- > Industrial Solutions APAC
- > Industrial Solutions EMEA
- > Original Equipment Solutions
- > Surface Solutions

Business and sales performance

Sales in the ContiTech group sector decreased by 6.0% year-on-year to €6,005 million in 2025 (PY: €6,387 million). Before changes in the scope of consolidation and exchange-rate effects, sales declined by 3.3%. Two factors contributed to this: the downtrend in the automotive original-equipment business in Europe and North America and the year-on-year sales decline in the industrial and automotive replacement business due to the ongoing weak markets, particularly in the industrial environment – specifically the printing and packaging industry – and in the commercial-vehicle and off-highway business.

Sales

€ millions



Adjusted EBIT

Adjusted EBIT for the ContiTech group sector fell by €76 million or 19.3% year-on-year in 2025 to €316 million (PY: €392 million), corresponding to 5.3% (PY: 6.1%) of adjusted sales.

EBIT

The ContiTech group sector reported a year-on-year decline in EBIT of €814 million or 314.9% to -€556 million in 2025 (PY: €259 million). The return on sales fell to -9.3% (PY: 4.0%). EBIT was significantly impacted by negative margin effects from declining volumes and restructuring expenses, severance payments and expenses in connection with the valuation of the OESL disposal group. By contrast, cost of sales decreased by €230 million to €4,951 million (PY: €5,181 million), due in particular to declining volumes and further significant efficiency improvements in production. Costs for wages and salaries increased, however.

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €41 million (PY: €48 million).

For the ContiTech group sector, total consolidated expense from special effects in 2025 amounted to €832 million (PY: €85 million). For further details, please see our comments on pages 49 and 50 regarding the special effects in 2025 and 2024.

The ROCE was -20.6% (PY: 8.1%).

Procurement

Prices for key chemical raw materials and semifinished products such as styrene and butadiene were volatile in 2025 but declined overall toward the end of the year due to global uncertainties. While market prices for natural rubber on the Singapore Commodity Exchange remained largely stable year-on-year, the anticipated EU Deforestation Regulation led to an increase in purchase prices for natural rubber and related input materials. Costs for steel and plastic for components remained stable or slightly increased in 2025. The introduction of tariffs in the USA, Canada and Mexico present immediate challenges in the region.

Depreciation and amortization

Depreciation and amortization increased by €448 million compared with fiscal 2024 to €751 million (PY: €303 million) and amounted to 12.5% of sales (PY: 4.7%). It included impairment totaling €495 million in 2025 (PY: €5 million), mainly due to impairment in connection with the valuation of the OESL disposal group. When depreciation was ceased for the disposal group, this had an offsetting effect on the depreciation amount.

Operating assets

Operating assets in the ContiTech group sector decreased by €782 million year-on-year to €2,278 million (PY: €3,060 million) as at December 31, 2025.

Working capital was down €316 million at €908 million (PY: €1,224 million). Inventories decreased by €277 million to €669 million (PY: €947 million). Operating receivables fell by €300 million to €767 million (PY: €1,067 million) as at the reporting date. Operating liabilities were down €261 million at €529 million (PY: €790 million).

Non-current operating assets were down €611 million at €1,652 million (PY: €2,262 million). Goodwill fell by €165 million to €464 million (PY: €629 million), mainly due to a write-down of €124 million in connection with the valuation of the OESL disposal group and currency effects of €40 million. At €1,064 million, property, plant and equipment were €335 million below the previous year's level of €1,398 million. Other intangible assets fell by €78 million to €97 million (PY: €175 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €41 million (PY: €48 million) reduced the value of intangible assets.

In the ContiTech group sector, the reversal of a purchase price liability recognized in profit or loss resulting from the acquisition of Printing Solutions Sweden Holding AB, Trelleborg, Sweden, in 2023 increased operating assets by €1 million. In addition, operating assets decreased by €1 million due to the first-time consolidation of a previously non-fully consolidated subsidiary.

Exchange-rate effects decreased the total operating assets of the ContiTech group sector by €138 million in the reporting year (PY: increase of €13 million).

Average operating assets in the ContiTech group sector fell by €492 million compared with fiscal 2024 to €2,695 million (PY: €3,187 million).

Capital expenditure (additions)

Additions in the ContiTech group sector increased by €35 million year-on-year to €276 million (PY: €241 million). The capital expenditure ratio was 4.6% (PY: 3.8%).

Investments were mainly made to expand production capacity in Germany, Mexico, the USA, China, Romania and Hungary. There were major additions related to the expansion of production capacity in selected growth markets for the Industrial Solutions Americas,

Original Equipment Solutions, Industrial Solutions EMEA and Surface Solutions business areas. In Aguascalientes, Mexico, investments were made in the development of an additional production site for the Industrial Solutions Americas business area. In addition, investments were made in all business areas to optimize existing production processes.

Employees

The number of employees in the ContiTech group sector fell by 3,207 to 36,188 as at December 31, 2025 (PY: 39,395). This was primarily due to adjustments to production volumes.

Overall Statement on the Business Performance and Position of the Continental Group

Continental reached key milestones in its strategic realignment in the reporting year, despite the challenging market environment. Business performance and earnings were shaped by external factors such as trade barriers, protectionist tariff policies and negative exchange-rate effects. In addition, significant non-cash special effects resulting from the spin-off of the former Automotive and Contract Manufacturing group sectors and the sale of the OESL disposal group weighed on the Continental Group's operating result.

In this environment, sales from Continental's continuing operations fell slightly by €0.4 billion to €19.7 billion (PY: €20.1 billion), while the adjusted EBIT margin decreased to 10.3% (PY: 11.0%). Adjusted free cash flow was €959 million. The prior-year figure of €598 million was impacted by the payment to buy back shares in ContiTech AG (now operating under the name ContiTech Deutschland GmbH).

Sales in the Tires group sector contracted slightly to €13.8 billion (PY: €13.9 billion) on the back of negative exchange-rate effects coupled with weak demand in the original-equipment business for passenger cars and in the truck-tire segment. This was offset by growth in the global replacement markets for car tires as well as continued positive mix effects in sales. Despite the burdens from tariffs and exchange-rate effects, the adjusted EBIT margin was 13.6%, similar to the previous year (PY: 13.7%).

Sales in the ContiTech group sector were hampered by negative exchange-rate effects, the continued downtrend in the automotive original-equipment business in Europe and North America and persistently weak markets, particularly in the industrial segment. The group sector recorded sales of €6.0 billion (PY: €6.4 billion). The weak market environment also weighed on ContiTech's earnings, with its adjusted EBIT margin falling to 5.3% (PY: 6.1%).

Continental AG – Short Version in Accordance with *HGB*

In addition to the reporting on the Continental Group as a whole, the performance of the parent company is presented separately here.

Unlike the consolidated financial statements, the annual financial statements of Continental AG are prepared in accordance with German commercial law (the German Commercial Code (*Handelsgesetzbuch - HGB*) and the supplementary provisions of the German Stock Corporation Act (*Aktiengesetz - AktG*)). The management report of Continental AG has been combined with the consolidated report of the Continental Group in accordance with Section 315 (5) *HGB*, as the parent company's future risks and opportunities and its expected development are inextricably linked to that of the Continental Group as a whole. In addition, the following presentation of the parent company's business performance, including its results, net assets and financial position, provides a basis for understanding the Executive Board's proposal for the distribution of retained earnings.

Continental AG acts solely as a management and holding company for the Continental Group.

Upon registration in the commercial register on September 17, 2025, and by resolution of the Annual Shareholders' Meeting on April 25, 2025, Continental AG spun off its participation in Continental Automotive Technologies GmbH, Hanover, including its direct and indirect subsidiaries and investments as well as the management and profit and loss transfer agreement of Continental Automotive Technologies GmbH, to AUMOVIO SE, Frankfurt am Main, Germany, with retroactive economic effect as of January 1, 2025.

In preparation for the spin-off of Continental Automotive Technologies GmbH, the direct investment held by Continental AG in Continental Automotive GmbH was merged into Continental AG upon registration in the commercial register on July 1, 2025, and by resolution of the Annual Shareholders' Meeting on April 25, 2025, with retroactive economic effect as of January 1, 2025, and with recognition of hidden reserves and liabilities.

In fiscal 2025, total assets fell by €5,394 million year-on-year to €17,856 million (PY: €23,250 million). On the assets side, the change resulted primarily from the decline in receivables from affiliated companies of €5,718 million to €5,583 million (PY: €11,300 million). This was offset by an increase in investments in affiliated companies, which rose by €337 million to €11,622 million (PY: €11,285 million).

Net assets and financial position of Continental AG	Dec. 31, 2025	Dec. 31, 2024
Assets in € millions		
Intangible assets	0	7
Property, plant and equipment	250	261
Investments	11,622	11,378
Non-current assets	11,872	11,647
Receivables and other assets	5,624	11,320
Cash and cash equivalents	342	164
Current assets	5,966	11,483
Prepaid expenses and deferred charges	17	120
Net defined benefit asset	0	–
Total assets	17,856	23,250
Shareholders' equity and liabilities in € millions		
Subscribed capital	512	512
Capital reserves	1,734	4,179
Revenue reserves	–	3,401
Retained earnings	4,437	5,317
Shareholders' equity	6,683	13,409
Provisions	546	616
Liabilities	10,627	9,224
Total equity and liabilities	17,856	23,250
Equity ratio in %	37.4	57.7

Investments rose by €244 million year-on-year to €11,622 million (PY: €11,378 million), thus corresponding to 65.1% of total assets (PY: 48.9%). As part of the merger of Continental Automotive GmbH with Continental AG with retroactive effect as of January 1, 2025, the commercial law principles for asset exchange were applied, resulting in the recognition of hidden reserves and liabilities. In the process, the carrying amount attributable to Continental Automotive GmbH of €9,137 million was derecognized. As a result of the merger, the following were added to Continental AG's financial assets: the 100% interest in Continental Automotive Technologies GmbH, recognized at its fair value of €9,519 million; and the 51% interest in Continental Caoutchouc-Export GmbH, Hanover, recognized at its fair value of €9,474 million. The carrying amount of Continental Automotive Technologies GmbH rose to €10,663 million in fiscal 2025 due to a capital increase of €1,144 million. This investment was subsequently derecognized from Continental AG's financial assets as part of the spin-off.

Property, plant and equipment fell by €11 million year-on-year to €250 million (PY: €261 million).

Receivables from affiliated companies fell by €5,718 million in the fiscal year to €5,583 million (PY: €11,300 million). This was due to factors such as the spin-off of Continental Automotive Technologies GmbH, including its direct and indirect subsidiaries, and an associated decline in the volume of loans and overnight deposits provided by Continental AG to subsidiaries.

At €17 million (PY: €120 million), prepaid expenses and deferred charges were down €103 million. This decline resulted mainly from lower year-on-year accruals for IT services.

On the equity and liabilities side, the change resulted primarily from the decline in total equity of €6,726 million to €6,683 million (PY: €13,409 million). This was partially offset by an increase in bonds of €1,076 million to €5,259 million (PY: €4,183 million) and an increase in liabilities to affiliated companies of €432 million to €4,639 million (PY: €4,208 million).

The increase in bonds was partly due to the issuance of two new euro bonds in fiscal 2025 with a total nominal volume of €1,350 million. An offsetting effect was attributable to the on-time repayment of a euro bond on June 27, 2025, with a nominal volume of €600 million.

Bank loans and overdrafts rose by €2 million to €712 million (PY: €710 million).

Liabilities to affiliated companies were up €432 million year-on-year to €4,639 million (PY: €4,208 million). This was primarily attributable to the higher provision of loans and overnight deposits made available to Continental AG by subsidiaries.

Provisions decreased by €71 million year-on-year to €546 million (PY: €616 million) due to the €72 million decline in pension provisions to €213 million (PY: €285 million) and the €53 million decline in tax provisions to €191 million (PY: €244 million). This was offset by an increase in other provisions of €55 million to €142 million (PY: €87 million).

The decline in pension provisions by €72 million resulted from the transfer of pension obligations for employees that moved to another group company as well as a year-on-year rise in the discount rate used for pension obligations.

Total equity fell by €6,726 million to €6,683 million (PY: €13,409 million). The dividend distribution of €500 million carried out in the fiscal year initially reduced Continental AG's retained earnings. By resolution of the 2025 Annual Shareholders' Meeting, the remaining retained earnings after the dividend distribution in the amount of €4,817 million were allocated to other revenue reserves. Due to the spin-off of Continental Automotive Technologies GmbH, capital reserves decreased by €2,445 million to €1,734 million (PY: €4,179 million) and revenue reserves were fully reduced by €8,218 million (PY: €3,401 million). The net income for 2025 of €4,437 million had a positive impact on equity. Due to these effects, the equity ratio declined from 57.7% in the prior year to 37.4%.

Sales for fiscal 2025 fell by €116 million to €280 million (PY: €396 million), primarily due to lower sales from corporate services.

Other operating income decreased by €271 million year-on-year to €50 million (PY: €321 million). This was primarily attributable to transfers of expenses to subsidiaries in the prior year.

Net investment income fell by €2,115 million year-on-year to €4,928 million (PY: €7,043 million). This was partly due to the decline in income from profit and loss transfers from the subsidiaries of €6,707 million to €336 million (PY: €7,043 million). The high level in the previous year was mainly attributable to preparatory measures for the spin-off of the former Automotive and Contract Manufacturing group sectors. Offsetting this decline was the income of €4,590 million recorded in fiscal 2025 arising from the merger of Continental Automotive GmbH with Continental AG with retroactive effect as of January 1, 2025.

The negative net interest result decreased by €44 million year-on-year to €249 million in fiscal 2025 (PY: €293 million).

Interest expense fell by €79 million in the fiscal year to €378 million (PY: €457 million), with interest expenses to affiliated companies decreasing by €108 million to €185 million (PY: €293 million). Furthermore, the euro bonds issued by Continental AG led to expenses of €136 million (PY: €104 million). The €32 million increase resulted from the two euro bonds issued in fiscal 2025, with nominal volumes of €750 million and €600 million and each with a fixed interest rate of 2.875% p.a. Additionally, interest expense from the euro bond issued in October 2024 with a nominal volume of €600 million was recognized for a full fiscal year for the first time in 2025, which also led to a rise in interest expense from issued bonds.

Interest income fell by €35 million in the fiscal year to €129 million (PY: €164 million). This was primarily due to interest income from affiliated companies.

Income tax expense of €8 million (PY: tax expense of €29 million) resulted mainly from income from the reversal of provisions for tax-related risks, as well as expenses from non-imputable withholding taxes for the income tax consolidation group of Continental AG.

After taking income tax expense into account, Continental AG generated net income for the year of €4,437 million (PY: €6,692 million). The after-tax return on equity was 66.4% (PY: 49.9%).

Continental AG has defined a target range for dividend distribution of 40% to 60% of net income attributable to the shareholders. Taking into account the retained earnings brought forward from the previous year of €5,317 million and the dividend distribution of €500 million, as well as the allocation of €4,817 million to revenue reserves, retained earnings amounted to €4,437 million. The Super-

visory Board and Executive Board will propose to the Annual Shareholders' Meeting the payment of a dividend of €2.70 per share entitled to dividends. The total distribution is therefore €540,016,154.10 for 200,005,983 shares entitled to dividends. The remaining retained earnings are to be carried forward to new account.

We expect further income from profit and loss transfers and investment income from the subsidiaries within the scope of the holding activities of Continental AG in fiscal 2026. Furthermore, Continental AG will continue to provide a financing function for its subsidiaries.

Earnings position of Continental AG in € millions	2025	2024
Sales	280	396
Cost of sales	-274	-381
Gross margin on sales	6	15
Administrative expenses	-238	-272
Other operating income	50	321
Other operating expenses	-74	-94
Net investment income	4,928	7,043
Income from other securities and long-term loans	7	2
Net interest result	-249	-293
Result from activities	4,429	6,721
Income tax expense	8	-29
Net income	4,437	6,692
Accumulated profits brought forward from the previous year	4,817	1,972
Allocation to other revenue reserves	-4,817	-3,346
Retained earnings	4,437	5,317

Other Information

Dependent Company Report

Final declaration from the Executive Board's report on relations with affiliated companies pursuant to Section 312 of the German Stock Corporation Act (*Aktiengesetz - AktG*)

In fiscal 2025, Continental AG was a dependent company of INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, as defined under Section 312 *AktG*. In line with Section 312 (1) *AktG*, the Executive Board of Continental AG has prepared a report on relations with affiliated companies, which contains the following final declaration:

"We declare that the company received an appropriate consideration for each transaction and measure listed in the report on relations with affiliated companies from January 1 to December 31, 2025, under the circumstances known to us at the time the transactions were made or the measures taken or not taken. To the extent the company suffered any detriment thereby, the company was granted the right to an appropriate compensation before the end of the 2025 fiscal year. The company did not suffer any detriment because of taking or refraining from measures."

Additional Disclosures and Notes Pursuant to Sections 289a and 315a *HGB*

1. Composition of issued capital

As of the end of the reporting period, the issued capital of the company amounted to €512,015,316.48 and is divided into 200,005,983 no-par-value shares. These shares of Continental AG are, without exception, common shares; different classes of shares have not been issued and have not been provided for in the Articles of Incorporation. Each share bears voting and dividend rights from the time it is issued. Each share entitles the holder to one vote at a Shareholders' Meeting (Article 20 (1) of the Articles of Incorporation). There are no shares with privileges.

2. Restrictions on voting rights or transfer options

Restrictions relating to voting rights or the transfer of the company's shares are not known to the Executive Board.

3. Shareholdings exceeding 10% of voting rights

For details of the equity interests exceeding 10% of the voting rights (reported level of equity interest), please refer to the notice in accordance with the German Securities Trading Act (*Wertpapierhandelsgesetz - WpHG*) under Note 42 to the consolidated financial statements, and to the notes to the separate financial statements of Continental AG.

4. Bearers of shares with privileges

There are no shares with privileges granting control.

5. Type of voting right control for employee shareholdings

The company is not aware of any employees with shareholdings not directly exercising control of their voting rights.

6. Provisions for the appointment and dismissal of members of the Executive Board and for the amendment of the Articles of Incorporation

a) In accordance with the Articles of Incorporation, the Executive Board consists of at least two members; beyond this the number of members of the Executive Board is determined by the Supervisory Board. Members of the Executive Board are appointed and dismissed in accordance with Section 84 of the German Stock Corporation Act (*Aktiengesetz - AktG*) in conjunction with Section 31 of the German Co-determination Act

(*Mitbestimmungsgesetz - MitbestG*). In line with this, the Supervisory Board is responsible for the appointment and dismissal of members of the Executive Board. It passes decisions with a majority of two-thirds of its members. If this majority is not reached in the event of an appointment, the so-called Mediation Committee must submit a nomination to the Supervisory Board for the appointment within one month of voting. Other nominations can also be submitted to the Supervisory Board in addition to the Mediation Committee's nomination. A simple majority of the votes is sufficient when voting on these nominations submitted to the Supervisory Board. In the event that voting results in a tie, a new vote takes place in which the chairman of the Supervisory Board has the casting vote in accordance with Section 31 (4) *MitbestG*.

b) Amendments to the Articles of Incorporation are made by the Shareholders' Meeting. In Article 20 (3) of the Articles of Incorporation, the Shareholders' Meeting has exercised the option granted in Section 179 (1) Sentence 2 *AktG* to confer on the Supervisory Board the power to make amendments affecting only the wording of the Articles of Incorporation.

In accordance with Article 20 (2) of the Articles of Incorporation, resolutions of the Shareholders' Meeting to amend the Articles of Incorporation are usually adopted by a simple majority and, insofar as a capital majority is required, by a simple majority of the capital represented unless otherwise stipulated by mandatory law or particular provisions of the Articles of Incorporation. The law prescribes a mandatory majority of three-quarters of the share capital represented when resolutions are made, for example, for amendments to the Articles of Incorporation involving substantial capital measures, such as resolutions concerning the creation of authorized or contingent capital.

7. Authorizations of the Executive Board, particularly with regard to its options for issuing or withdrawing shares

a) The Executive Board can issue new shares only on the basis of resolutions by the Shareholders' Meeting. As at the end of the reporting period, the Executive Board had not been authorized to issue new shares in connection with a capital

increase (authorized capital) or to issue convertible bonds, warrant-linked bonds or other financial instruments that could entitle the bearers to subscribe to new shares.

- b) The Executive Board may only buy back shares under the conditions codified in Section 71 *AktG*. The Shareholders' Meeting has not authorized the Executive Board to acquire treasury shares in line with Section 71 (1) No. 8 *AktG*.

8. Material agreements of the company subject to a change of control following a takeover bid and their consequences

The following material agreements are subject to a change of control at Continental AG:

- a) The agreement concluded on December 3, 2019, for a syndicated revolving credit facility of €4.0 billion, which was reduced to €2.5 billion when the former Automotive and Contract Manufacturing group sectors were spun off in September 2025, grants each creditor the right to terminate the agreement prematurely and to demand repayment of the loans granted by it if one person or several persons acting in concert acquire control of Continental AG and subsequent negotiations concerning a continuation of the loan do not lead to an agreement. The term "control" is defined as the holding of more than 50% of the voting rights or if Continental AG concludes a domination agreement as defined under Section 291 *AktG* with Continental AG as the company dominated.
- b) The bonds issued by Continental AG in May 2020 at a nominal amount of €750 million, in November 2022 at a nominal amount of €625 million, in June 2023 at a nominal amount of €750 million, in August 2023 at a nominal amount of €500 million, in October 2024 at a nominal amount of €600 million, in May 2025 at a nominal amount of €750 million and in September 2025 at a nominal amount of €600 million entitle each bondholder to demand that the bonds held by the bondholder be redeemed or acquired at a price established in the bond conditions in the event of a change of control at Continental AG. The bond conditions define a change of control as the sale of all or substantially all of the company's assets to third parties that are not affiliated with the company, or as one person or several persons acting in concert, pursuant to Section 2 (5) of the German Takeover Act (*Wertpapiererwerbs- und Übernahmegesetz - WpÜG*), holding more than 50% of the voting rights in Continental AG by means of acquisition or as a result of a merger or

other form of combination with the participation of Continental AG.

If a change of control occurs as described in the agreements above and a contractual partner or bondholder exercises its respective rights, it is possible that required follow-up financing may not be approved under the existing conditions, which could therefore lead to higher financing costs.

- c) In 1996, Compagnie Financière Michelin SCmA, Granges-Paccot, Switzerland (now Compagnie Financière Michelin SAS, Clermont-Ferrand, France), and Continental AG founded MC Projects B.V., Maastricht, Netherlands, with each owning 50%. Michelin contributed the rights to the Uniroyal brand for Europe to the company. MC Projects B.V. licenses these rights to Continental. According to the agreements, this license can be terminated without notice if a major competitor in the tire business acquires more than 50% of the voting rights of Continental. In this case, Michelin also has the right to acquire a majority in MC Projects B.V. and to have MC Projects B.V. increase its minority stake in the manufacturing company of Continental Barum s.r.o., Otrokovice, Czech Republic, to 51%. In the case of such a change of control and the exercise of these rights, there could be losses in sales of the Tires group sector and a reduction in the production capacity available to this group sector.

9. Compensation agreements of the company with members of the Executive Board or employees in the event of a takeover bid

No compensation agreements have been concluded between the company and the members of the Executive Board or employees in the event of a takeover bid.

Remuneration of the Executive Board

The total remuneration of the members of the Executive Board comprises a number of remuneration components. These include a remuneration component that is unrelated to performance, including specific additional benefits and entitlement to a company pension, and a variable component that is based on performance, consisting of a short-term remuneration component and long-term remuneration components. Further details including individual remuneration are specified in the remuneration report that is available on our website [📄](#) under Company/Corporate Governance/Executive Board.

Corporate Governance Statement Pursuant to Sections 289f and 315d *HGB*

The corporate governance statement pursuant to Sections 289f and 315d of the German Commercial Code (*Handelsgesetzbuch - HGB*) is available to our shareholders on our website [📄](#) under Company/Corporate Governance/Principles and Declarations. Please also refer to the corporate governance statement pursuant to Sections 289f and 315d *HGB* starting on page 20 of this annual report.

Report on Risks and Opportunities

The overall situation is analyzed and managed corporate-wide using the risk and opportunity management system.

As an integral part of the corporate strategy, Continental's risk strategy is aligned with the company's strategic objectives. It aims to create long-term value while also taking into account the differentiation between the individual group sectors. We evaluate risks and opportunities continually and responsibly to achieve our goal of adding value.

We define risk as the possibility of internal or external events occurring that can have a negative influence on the attainment of our strategic and operational targets. As a global corporation, Continental is exposed to a number of different risks that could impair business and, in extreme cases, threaten the company's existence. At the same time, we aim to resolutely seize opportunities that arise, as described in the Strategy of the Continental Group section. We accept manageable risks if the resulting opportunities are expected to result in sustainable growth in value. We consider growth in value in terms of the Continental Value Contribution (CVC) system described in the Corporate Management section.

Continental's Internal Control and Risk Management System

The governance systems at Continental comprise the internal control system (ICS), the risk management system (RMS) and – as a subcomponent of these systems – the compliance management system (CMS). The risk management system in turn also includes the early risk identification system in accordance with Section 91 (2) of the German Stock Corporation Act (*Aktiengesetz - AktG*).

The Executive Board is responsible for the governance systems, which include all subsidiaries under the control of Continental. The Supervisory Board and its Audit Committee monitor the effectiveness of these systems.

Main characteristics of the internal control system

In order to operate successfully as a company in a complex business environment and to ensure the effectiveness, efficiency and propriety of all processes and compliance with the relevant legal and sub-legislative regulations, Continental has established an internal control system that encompasses all relevant business processes. Certain aspects of sustainability are also considered and continuously further developed in compliance with the regulatory framework. Further progress was made in the reporting year on incorporating management and monitoring of the internal control system into a holistic ICS governance system. Documentation and reporting were also migrated to a new application.

The Governance, Risk and Compliance (GRC) Committee, chaired by the chief financial officer, is responsible for monitoring the ICS and the RMS and – as part of these systems – the CMS.

Key elements of the corporate-wide ICS are the clear allocation of responsibilities and system-inherent controls in the respective process flows. The two-person rule and separation of functions are fundamental principles of this organization. Continental's management also issues guidelines to ensure that all business processes are conducted in an economical, orderly and legally compliant manner. Guidelines specific to the Continental Group and to its individual

group sectors are managed centrally in the "House of Rules" and are thus available to all Continental employees.

Based on these fundamental principles and the globally applicable guidelines, the ICS at Continental follows the Three Lines Model.

In the **first line**, system-inherent controls are configured in all functional areas relevant to the organization to support the economical, orderly and legally compliant execution of process flow transactions in accordance with the corporate-wide guidelines. At the same time, these transactional controls help to identify risks and deviations that require separate consideration. As the controls and process flows established in the first line apply to Continental's operating business, they are generally put in place at the level of our operating units, such as our subsidiaries, business areas and group sectors.

In the **second line** of our ICS, guidelines for process flows are developed, implemented and updated and compliance with controls and guidelines is monitored. Responsibility for this lies primarily with the group functions, in addition to the business areas and group sectors. The responsibilities include, for example, the RMS and the CMS. In order to perform this supervisory and monitoring function, an integrated reporting system has been established that includes, for example, the ICS, the RMS, the compliance risk management system and the tax compliance management system. During the course of the progress made on formalizing the governance systems and the continuous improvements made to processes, the ICS and the RMS were further developed and standardized in various projects. The supervisory and monitoring function is performed on the basis of regular reports and supplemented as needed with effectiveness tests as part of self-audits and regular internal and external reviews.

The CMS plays an important role within the second line of defense by helping to prevent, detect and respond to compliance violations. The Group Compliance group function is responsible for the CMS. The chief compliance officer reports directly to the chairman of the

Executive Board. The work done by Group Compliance focuses mainly on preventing and detecting corruption, fraud and other property offenses, violations of antitrust and competition law and money laundering; implementing data protection as well as export control and sanctions regulations; and responding to compliance violations. For other legal areas in which there is a risk of compliance violations – such as taxes, customs, quality and technical compliance – responsibility for appropriate and effective compliance management lies with the respective functions, which are supported in these tasks by Group Compliance.

An effective culture of compliance is the basis for prevention. It begins with setting an appropriate “tone from the top” by the Executive Board and all levels of management and, in addition to risk analysis, includes in particular employee training, compliance consulting, the internal publication of guidelines and the proactive supervision of their effective implementation throughout the organization through internal controls and monitoring.

In the course of risk analysis, the business activities of Continental are examined for compliance risks within the scope of top-down as well as bottom-up review processes. The risk of compliance violations arises primarily from organizational structures and workflows, the given market situation, activities in certain geographical regions, inappropriate incentive systems, conflicts of interest, and criminal intent on the part of individual employees. Furthermore, findings from investigations by the Group Internal Audit group function as well as discussions with management and employees at all hierarchical levels are taken into account. This risk analysis is not a one-off procedure, but is performed regularly and continuously updated.

Prevention is also fostered by consultation on specific matters with Group Compliance and by the internal publication of guidelines on topics such as anti-corruption (including giving and receiving gifts as well as donations and sponsoring), antitrust and competition law, anti-money laundering, data protection and export control and sanctions regulations. In training events and through various other communication formats, Group Compliance engages in dialogue with employees on topics directly related to everyday compliance issues and challenges.

Internal controls related to the above areas of responsibility are implemented on a risk-oriented basis. Their supervision, carried out through sample-based testing, helps ensure compliant behavior as a preventive measure. In addition, ongoing monitoring of relevant indicators such as training rates and communication measures provides quantitative assessments of the effectiveness of compliance measures at regular intervals.

Continental introduced the Business Partner Code of Conduct to prevent compliance violations by suppliers, service providers, representatives or similar third parties. This must be recognized as a basic requirement for doing business with Continental.

In the context of detection, Continental has set up an Integrity Hotline to give employees and third parties outside the Continental Group the opportunity to report violations of legal regulations, its fundamental values and ethical standards. Information on any kind of potential violations, including accounting manipulation, can be reported anonymously via this hotline. The hotline is available worldwide in many different languages. Group Internal Audit investigates any and all substantiated leads.

Detection also includes the support of regular and incident-related audits conducted by Group Internal Audit. Compliance-related issues are also the subject of regular audits by Group Internal Audit. Responses are aimed at implementing measures as a consequence of identified compliance violations. Group Compliance is involved in decision-making on measures that may be required, including thorough analysis to ensure that isolated incidents are not symptoms of failings in the system. In this way, corresponding gaps can be closed preventively and both the CMS and the ICS can be systematically developed.

Responsibility for preventing violations in the area of technical compliance lay with the Group Quality, Technical Compliance, CBS and Environment group function in the reporting year, supported by the central functions within the group sectors. The technical compliance policy as well as the technical compliance management system manual and other in-depth procedural standards set out how the technical compliance management system is designed and implemented.

A network of supporting roles in the various functions within the group sectors, business areas, segments and sites is being devised and expanded on an ongoing basis in order to support the identification of risks and other technical compliance considerations.

The **third line** of our ICS is our Group Internal Audit group function.

Group Internal Audit provides an independent and objective auditing and advisory function, applying a systematic, risk-oriented approach to help review, assess and improve the adequacy and effectiveness of the organization's governance systems. Continental's Executive Board authorizes Group Internal Audit to conduct audits in all regions, companies and functions of Continental AG and its affiliated, fully consolidated subsidiaries worldwide.

Group Internal Audit prepares an annual risk-oriented audit plan that is submitted to Continental's Executive Board for review and approval. In addition to its planned general audits, Group Internal Audit also conducts special investigations. These are based on tips and information about fraudulent acts received from internal or external sources such as the Integrity Hotline.

Group Internal Audit regularly reports its audit and investigation results to the Executive Board and the Audit Committee. Significant risks and potential improvements to internal controls are presented as part of the reporting to the aforementioned bodies. The implementation by management of the measures recommended in the course of audits is also monitored by Group Internal Audit and reported to the Executive Board and the Audit Committee.

Main characteristics of the internal control and risk management system with respect to the accounting process (Sections 289 (4) and 315 (4) of the German Commercial Code (Handelsgesetzbuch - HGB))

Pursuant to Sections 289 (4) and 315 (4) HGB, the main characteristics of the internal control and risk management system with respect to the accounting process must be described. All parts of the RMS and the ICS that could have a material effect on the annual and consolidated financial statements must be included in the reporting.

The consolidated financial statements of Continental AG are prepared on the basis of standard reporting by the subsidiaries included in the consolidated financial statements in accordance with IFRS® Accounting Standards (IFRS). Reporting is performed in compliance with IFRS and with the accounting manual applicable throughout the Continental Group. The consolidation of subsidiaries, debt, and income and expenses as well as the elimination of intercompany profits and losses is performed at corporate level.

The effectiveness of the financial reporting ICS is evaluated in major areas by carrying out effectiveness tests in the reporting units as part of the holistic ICS. In addition, Group Internal Audit reviews the efficiency and effectiveness of control processes as well as compliance with internal and external requirements. If any weaknesses are identified, the Continental Group's management initiates the necessary measures.

Main characteristics of the risk management system

In the GRC and RMS policies adopted by the Executive Board, Continental has defined the general conditions for an integrated GRC and risk management system that regulates the identification, assessment, management, reporting and documentation of risks. In addition, this also further increases corporate-wide risk awareness and establishes the framework for a uniform risk culture.

The GRC system incorporates all components of risk reporting and the examination of the effectiveness of the ICS. Risks are identified,

assessed and reported at the organizational level that is also responsible for managing the identified risks. A multi-stage assessment and review process is used to involve the higher-level organizational units. The GRC system thus includes all reporting levels, from the company level to the top corporate level.

At the corporate level, the responsibilities of the GRC Committee include identifying material risks for the Continental Group, based on a multi-stage reporting process, as well as complying with and implementing the GRC and RMS policies. The GRC Committee regularly informs the Executive Board and the Audit Committee of the Supervisory Board of the material risks, any weaknesses in the control system and measures taken. Moreover, the auditor is required to report to the Audit Committee of the Supervisory Board regarding any material weaknesses in the financial reporting ICS which they have identified as part of their audit activities.

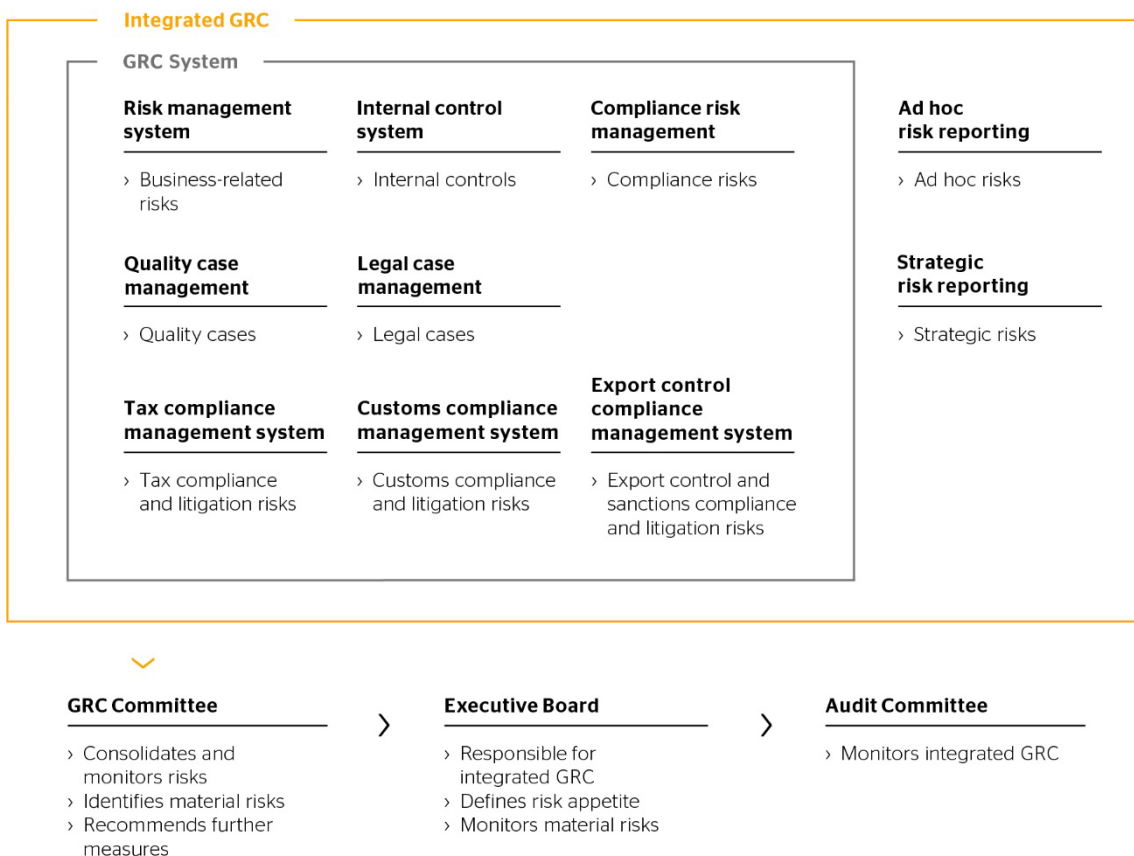
A period under consideration of one year is always applied when evaluating risks and opportunities. For strategic and sustainability-related risks, medium- and long-term perspectives are also taken into account. Risks and their effects are assessed using an end-to-end gross and net assessment methodology that helps to identify the impact of risk mitigation measures. Risks are assessed primarily according to quantitative criteria in various categories. If a risk cannot be assessed quantitatively, then it is assessed qualitatively based on the potential negative effects its occurrence would have on achieving corporate goals and based on other qualitative criteria such as the impact on Continental's reputation. Risks and opportunities are not offset.

Material individual risks for the Continental Group are identified from all the reported risks based on the probability of occurrence and the potential amount of damage that would be caused in the period under consideration. Quantified risks are based on EBIT effect, free cash flow effect and sales effect.

The individual risks that Continental has classified as material and the aggregated risks that have been assigned to risk categories are all described in the report on risks and opportunities, provided the potential negative EBIT effect or free cash flow effect of an individual risk or the sum of potential risks included in a category exceeds €100 million in the period under consideration or there is a significant negative impact on the corporate targets.

The risk inventory, aggregated using a Monte Carlo simulation, is compared with the risk-bearing capacity determined on the reporting date, taking into account possible material interactions and quantitative assumptions on qualitatively assessed risks, and is supplemented by a qualitative assessment by the GRC Committee on overarching non-quantifiable risks in order to derive a statement on the potential risk to the Continental Group.

Risk reporting



Local management can utilize various instruments for risk assessment, such as predefined risk categories (e.g. exchange-rate risks, product-liability risks, legal risks) and assessment criteria, centrally developed function-specific questionnaires as well as the ICS's process and control descriptions. The key controls in business processes (e.g. purchase to pay, HR, IT authorizations, the financial statement closing process and sustainability reporting) are thus tested with respect to their effectiveness.

All major subsidiaries carry out a semiannual assessment of business-related risks and regular bottom-up identification and evaluation of compliance risks in the GRC system's IT-aided risk management application. Any quality, legal and compliance cases that have actually occurred are also taken into account when assessing these risks. The GRC system likewise encompasses the tax compliance management system, the customs compliance management system and the export control compliance management system in order to ensure standard and regular review and reporting of pertinent risks. Within the ICS, control testing and spot checks complement the regular GRC reporting, which was migrated to a new GRC application in 2025.

In the reporting year, Continental further developed and integrated into the GRC system its process for identifying and reporting strategic and sustainability-related risks and opportunities. Other than this, the processes of risk management did not change significantly following the spin-off of the former Automotive and Contract Manufacturing group sectors. Any new material risks arising ad hoc between regular reporting dates have to be reported immediately and considered by the GRC Committee. These also include risks identified in the audits performed by group functions.

In addition to the risk analyses carried out by the reporting units as part of integrated GRC, audits are also performed by Group Internal Audit. Furthermore, the various controlling functions analyze the key figures provided as part of this reporting process at corporate and group-sector level in order to assess the effects of potential risks.

For each risk identified, the responsible management team initiates appropriate countermeasures which, for material risks, are also documented in the GRC system. The GRC Committee monitors and consolidates the material risks and suitable countermeasures at the corporate level. It regularly reports to the Executive Board and recommends further measures if needed. The Executive Board discusses and resolves the measures and reports to the Supervisory Board's Audit Committee. The responsible bodies continually monitor the development of all identified risks and the progress of actions initiated. Group Internal Audit regularly audits the risk management process, thereby continually monitoring its effectiveness and further development.

Appropriateness and effectiveness of the internal control and risk management system

The Executive Board based its assessment of the appropriateness and effectiveness of the internal control and risk management system on the findings from routine internal reporting, but in particular also on function-specific statements on the internal control and risk management system as well as their assessment by Group Internal Audit, which were consolidated into an overall statement by the GRC Committee. These statements, together with the overall statement by the GRC Committee, are intended to offer an overview of key activities and controls that have been implemented, summarize measures for reviewing appropriateness and effectiveness, and indicate critical weaknesses in the control system as well as any related improvement measures.

The function-specific statements, collected on the basis of a risk-oriented selection process, included various aspects in accordance with the implemented Three Lines Model. In the first line, documented processes and controls were checked with respect to whether these were in place and had been implemented, as was any communication relating to these elements. Responsibility for guidelines lies in particular with the second line, which – within the scope of the review of the appropriateness and effectiveness of the internal control and risk management system, including the compliance management system – is generally satisfied with respect to the status of implementation of the regulations, which is done on the basis of spot checks as well as through application of external supporting documentation such as certification in line with the International Organization for Standardization (ISO), the Trusted Information Security Assessment Exchange (TISAX) and the International Automotive Task Force (IATF). These not only reinforce compliance with regulatory provisions, but also underscore the appropriate and effective operation of governance systems implemented at Continental in accordance with industry standards. The function-specific statements were also further strengthened in fiscal 2025 by formalizing and expanding the ICS, and standardized on the basis of structured questionnaires. This process was carried out during the course of the year for the former Automotive and Contract

Manufacturing group sectors prior to the spin-off, and the results were taken into account in the Continental Group's statement for the year as a whole. The key controls identified and formalized as part of the holistic ICS were tested on a risk-oriented basis throughout the organization. This review was conducted for a selected part of the organization. Monitoring the ICS and the RMS is one of the core tasks of Group Internal Audit, as the third line. As part of its audits, Group Internal Audit assesses the implementation of risk-control measures and internal controls, conducted with the help of recognized standards and methods. Deviations and weaknesses noted are summarized in a report for the relevant persons responsible, and any improvement measures initiated. Significant risks and potential improvements to internal controls are presented as part of the reporting to the Executive Board and the Audit Committee. The implementation by management of the measures recommended in the course of audits is also monitored by Group Internal Audit and reported to the Executive Board and the Audit Committee.

Based on the statements from the respective functional areas, their assessment by Group Internal Audit and the consolidated overall statement by the GRC Committee, no matters have come to the Executive Board's attention that would suggest that the internal control and risk management system, including the compliance management system, was inappropriate or ineffective in any material respects in fiscal 2025.

The ICS and RMS, including the CMS, of Continental AG are moreover undergoing a continuous process of improvement in order to expand existing processes and controls and meet new regulatory challenges. In the course of realigning the Continental Group, additional measures were implemented with the aim of improving governance systems specific to the individual group sectors. In the reporting year, this continuous process of improvement included further developing the technical compliance management system (tCMS) and implementing various measures in the tax area, in the sales organizations and within the IT organizations of the group sectors. Further progress was therefore made on formalizing an integrated ICS in the reporting year. Additional measures to improve the governance systems include further strengthening cybersecurity and function-specific governance as well as various measures in the tax area and in the customs and export compliance organization. In addition, work is being continued in the group sectors on adopting a more integrative approach, increasing transparency within processes and decision-making and further strengthening the risk culture.

Nevertheless, there are inherent limitations to any ICS or RMS, including the CMS. Even a system considered appropriate and effective does not offer any guarantee that all actual risks or possible violations – in particular, those that are targeted and intentional – will be uncovered in advance or that any process disruptions can be entirely ruled out.

The Audit Committee is systematically involved in monitoring the ICS and RMS, including the CMS. It deals in particular with overseeing the financial reporting process, the effectiveness of the ICS and RMS, as well as the internal audit system.

Opportunity management

As part of our opportunity management activities, we assess market and economic analyses and changes in legal requirements (e.g. with regard to sustainability and safety regulations). In addition, we deal with the corresponding effects on the sectors and markets relevant to us, our production factors and the composition and further development of our product portfolio.

Material Risks

The order of the risk categories and individual risks presented within the four risk groups reflects the current assessment of the relative risk exposure for Continental and thus provides an indication of the current significance of these risks. If no quantitative information on the amount of damage is provided, the assessment is carried out on the basis of qualitative criteria.

As a result of the completed spin-off of the former Automotive and Contract Manufacturing group sectors, the risks subject to reporting requirements have changed. The following information includes the material risks relevant to the remaining Continental Group. If a risk affects only one group sector, this is stated explicitly.

Financial Risks

Continental is exposed to risks in connection with its financing agreements and the syndicated loan.

Continental is subject to risks in connection with its financing agreements. Risks arise from the bonds that Continental AG has issued as part of the Debt Issuance Programme (DIP). These financing agreements contain covenants that could limit Continental's capacity to take action as well as change-of-control provisions.

In order to finance current business activities as well as investments and payment obligations, a syndicated loan agreement is in place, from which risks may arise. Under the terms of the syndicated loan agreement, the lenders have the right to demand repayment of the loan in the event of a change of control at Continental AG.

The requirements for and consequences of a change in control in accordance with the terms of the bonds or the syndicated loan agreement are described in detail in the Additional Disclosures and Notes Pursuant to Sections 289a and 315a HGB section on pages 71 and 72. The loans and bonds cited here could also immediately become due and payable if other financing agreements of more than €75 million are not repaid on time or are prematurely called for repayment. Continental continuously monitors compliance with the applicable conditions.

The committed volume of the syndicated loan consists of a revolving tranche of €2.5 billion (due in December 2027). As at the end of fiscal 2025, €378 million of the revolving tranche had been utilized.

Continental is exposed to risks associated with changes in currency exchange rates and hedging.

Continental operates worldwide and is therefore exposed to financial risks that arise from changes in exchange rates. This could result in losses if assets denominated in currencies with a falling exchange rate lose value and/or liabilities denominated in currencies with a rising exchange rate appreciate. In addition, fluctuations in exchange rates could intensify or reduce fluctuations in the prices of raw materials in euros, as Continental sources a considerable portion of its raw materials in foreign currency. As a result of these factors, fluctuations in exchange rates can influence Continental's earnings situation.

External and internal transactions involving the delivery of products and services to third parties and companies of the Continental Group can result in cash inflows and outflows that are denominated in

currencies other than the functional currency of the respective subsidiary of the Continental Group (transaction risk). In operational currency management, these actual and expected foreign-currency cash flows are combined as operational foreign-exchange exposures in the form of net cash flows for each transaction currency on a rolling 12-month basis. A natural hedge approach for reducing currency risks has been pursued for several years, meaning that the difference between receipts and payments in any currency is kept as low as possible. In addition, hedging measures are implemented in individual cases by concluding derivative instruments with a term of up to 12 months. Their amount must not exceed 30% of the 12-month exposure per currency without Executive Board permission.

Moreover, Continental is exposed to exchange-rate risks arising from external and internal loan agreements that result in cash inflows and outflows denominated in currencies other than the functional currency of the respective subsidiary of the Continental Group. These exchange-rate risks are generally hedged through the use of appropriate derivative instruments, particularly currency forwards, currency swaps and combined cross-currency interest-rate swaps. Any hedging transactions executed in the form of derivative instruments can result in losses.

In order to quantify the possible effects of transaction-related exchange-rate risks from financial instruments on the earnings position of the Continental Group, transaction currencies with a significant exchange-rate risk within the next 12 months are identified based on current net exposure. If the exchange rates of these currencies all develop disadvantageously for Continental at the same time, then the hypothetical negative effect on the Continental Group's earnings position, calculated based on a 10% change in the current closing rate, would amount to around €400 million.

Continental is exposed to default risks in connection with cash and cash equivalents, derivative instruments and interest-bearing investments.

In order to minimize the default risk for cash and cash equivalents, derivative instruments and interest-bearing investments, Continental generally uses banks that it has classified as core banks on the basis of defined criteria. As a general rule, these banks should have at least one investment-grade credit rating from one of the global rating agencies. The default risk can therefore be considered very low. The creditworthiness of the core banks – and of other banks with which investments are made, loans are granted or derivative instruments are traded in derogation from the core bank principle for operational or regulatory reasons – is continuously monitored. Not only the credit ratings but also in particular the premiums for insuring against credit default risks (credit default swaps, CDSs) are monitored, provided this information is available. In addition, Continental sets investment limits for each bank and trading limits for derivative instruments. The amount of these limits is based on the creditworthiness of the respective bank. Compliance with these limits is continuously monitored. Within the internally defined risk groups, the cash and cash equivalents, interest-bearing investments and positive (net) fair values of derivative instruments held at banks assigned to a higher risk group amount to between €100 million and €200 million.

Risks Related to the Markets in which Continental Operates

Continental could be exposed to material risks in connection with a global financial and economic crisis.

The reporting year was shaped by moderate global growth as well as ongoing geopolitical tensions and a high degree of uncertainty. Should these trends continue or lead to a general economic downturn, it would likely adversely affect Continental's sales and earnings.

Continental generated 49% of its 2025 total sales for continuing operations in Europe and 14% in Germany alone. By comparison, 29% of Continental's total sales in 2025 were generated in North America, 16% in Asia-Pacific and 6% in other countries. Therefore, in the event of a prolonged economic downturn in Europe, particularly in Germany, for example, Continental's business and earnings situation could be affected more extensively than that of its competitors. Furthermore, the automotive and tire markets in Europe and North America are largely saturated. To minimize this dependence, Continental is striving to diversify its regional sales balance.

Based on a scenario analysis that considers various potential causes of an economic crisis, such as ongoing geoeconomic and geopolitical conflicts as well as increasing price pressure due to competition from Asia, and assumes a possible decline in sales in the mid-single-digit percentage range compared with the planning assumptions for 2026, and taking into account measures required as a result, we anticipate a possible decline in the adjusted EBIT margin for the group sectors by around 1 percentage point.

Continental is exposed to geopolitical risks.

Current geopolitical developments such as the ongoing war in Ukraine, the conflicts in the Middle East, the conflict between China and Taiwan and the situation in Latin America could have a major impact on Continental's sales and procurement markets. This includes sanctions and other risks in supply chains as well as unforeseeable effects on the global economy. Continental is constantly monitoring current developments and deriving possible scenarios and necessary measures.

Continental is exposed to risks associated with additional or higher tariffs.

Due to the persistently strong trend toward protectionism and the recent trade conflicts around the world, Continental sees itself at risk from additional or higher tariffs on automobiles as well as on the products, components and raw materials it supplies or purchases, both directly and indirectly. These tariffs could cause demand for Continental's products to drop and costs to increase, which would have an adverse effect on Continental's business and earnings situation. Continental is continuously examining the possible effects and corresponding measures to minimize risk.

Continental is exposed to fluctuations in the prices of raw materials and energy as well as the risk of rising logistics costs.

The Tires and ContiTech group sectors mainly use natural and synthetic rubber as well as oil-based raw materials. The prices for these

raw materials and components are exposed to sometimes considerable fluctuations worldwide. At present, Continental does not actively hedge the risk of rising prices of raw materials or energy by using derivative instruments. Increases in logistics costs can also occur. If the company is not able to compensate for the increased costs or to pass them on to customers, these price increases could reduce Continental's earnings by €100 million to €200 million.

Risks Related to Continental's Business Operations

Continental depends on a limited number of key suppliers for certain raw materials and products.

Continental is subject to the potential risk of unavailability of certain raw materials and production materials. Although Continental's general policy is to source product components from a number of different suppliers, single sourcing cannot always be avoided and, consequently, Continental is dependent on certain suppliers. Supply delays, cancellations, strikes, insufficient quantities or inadequate quality can lead to interruptions in production and therefore have a negative impact on Continental's business operations in these areas. Continental tries to limit these risks by endeavoring to select suppliers carefully and monitor them regularly. However, if one of Continental's suppliers is unable to meet its delivery obligations (e.g. due to insolvency, destruction of production plants as a result of natural disasters or refusal to perform following a change in control), or if corresponding deliveries are affected by sanctions due to geopolitical disputes, Continental may be unable to source input products from other suppliers on short notice at the required volume. Such developments and events can therefore cause delays in the delivery or completion of Continental products and could result in Continental having to purchase raw materials and products at higher costs, which would negatively impact its business and earnings situation.

Continental is exposed to information-technology risks.

With regard to its business and production processes, its products and its internal and external communication, Continental is highly dependent on centralized and standardized information-technology systems and networks. These systems and networks as well as the products themselves are potentially exposed to the risk of various forms of cybercrime as well as damage and disruption that can have a wide range of other causes. In hacker attacks, third parties could attempt to gain unauthorized access to confidential information and data that is stored, processed or communicated in the systems and networks, or to the systems themselves. In addition, data, products and systems could be blocked, damaged, controlled or destroyed as a result of becoming infected with viruses or malware.

Although Continental has taken appropriate precautions to manage the risks associated with system and network disruptions and corresponding attacks, a prolonged outage in a computer center or telecommunication network or a comparable incident could result in systems or networks becoming unexpectedly unavailable over an extended period. The measures taken to minimize such risks include technical and organizational precautions such as duplicated data storage and contingency plans, as well as suitable training

measures that are continuously expanded, particularly to raise awareness of the growing threat from cybercrime. Furthermore, the findings from the investigation into the cyberattack in August 2022 were taken into consideration with respect to strengthening IT systems.

Should the precautions taken prove insufficient to adequately protect its systems, networks, products and information, Continental could suffer considerable damage and disadvantages as a result of outages or the knowledge and use of its information by third parties.

Continental is exposed to risks in connection with its pension commitments.

Continental provides defined benefit pension plans in Germany, the USA, the UK and certain other countries. As at December 31, 2025, the pension obligations amounted to €2,254 million. These existing obligations are financed predominantly through externally invested pension plan assets. In 2006, Continental established legally independent trust funds under contractual trust arrangements (CTAs) for the funding of pension obligations of certain subsidiaries in Germany. As at December 31, 2025, Continental's net pension obligations (defined benefit obligations less the fair value of plan assets) amounted to €1,445 million.

Continental's externally invested plan assets are funded by externally managed funds and insurance companies. While Continental generally prescribes the investment strategies applied by these funds and takes these into account when selecting external fund managers, it does not have any influence over their individual investment decisions. The assets are invested in different asset classes, including equity, fixed-income securities, real estate and other investment vehicles. The values attributable to the externally invested plan assets are subject to fluctuations in the capital markets that are beyond Continental's influence. Unfavorable developments in the capital markets could result in a substantial coverage shortfall for these pension obligations, resulting in a significant increase in Continental's net pension obligations.

Any such increase in Continental's net pension obligations could adversely affect Continental's financial condition due to an increased additional outflow of funds to finance the pension obligations. Also, Continental is exposed to risks associated with longevity and interest-rate changes in connection with its pension commitments, as an interest-rate decrease could have an adverse effect on Continental's liabilities under these pension plans. Furthermore, certain US-based subsidiaries of Continental have entered into obligations to make contributions to healthcare costs of former employees and retirees. Accordingly, Continental is exposed to the potential risk that these costs may increase in the future.

If the discount rates used to calculate net pension obligations were to decrease by 0.5 percentage points at the end of the year, all other things being equal, this would lead to a rise in net pension obligations of around €300 million, which could not be reduced by taking measures to minimize risk. However, this would not affect EBIT.

Continental is exposed to risks from trade restrictions, sanctions and export controls.

Due to the global alignment of the economic activity of the Continental Group, there are business risks with respect to embargoes, sanctions and export controls. As a global company, Continental also has business relations with customers and partners based in countries that are - or may be in the future - subject to export restrictions, embargoes, economic sanctions or other forms of trade restrictions. In addition to the fundamental influence that such restrictions have on the business activity of the Continental Group, violations of relevant provisions may lead to considerable penalties, administrative sanctions, damage to the company's reputation, as well as claims for damages. Possible risks of such violations are mitigated as part of the export control compliance management system. Furthermore, Continental may also be forced, through new trade restrictions, to limit or put an end to business activity in certain countries or regions.

Continental could be adversely affected by property loss and business interruption.

Fire, natural hazards, terrorism, power failures or other disturbances at Continental's production facilities or within Continental's supply chain - with customers and with suppliers - can result in severe damage and loss. Such far-reaching negative consequences can also arise from political unrest or instability. Due to climate change, the probability of natural hazards, in particular extreme weather events, is expected to continue to rise and the extent of damage to increase. The risks arising from business interruption, loss of production or the financing of facilities are insured up to levels considered economically reasonable by Continental, but its insurance coverage could prove insufficient in individual cases. Furthermore, such events could injure or damage individuals, third-party property or the environment, which could, among other things, lead to considerable financial costs for Continental.

Continental is exposed to risks in connection with its interest in MC Projects B.V.

Continental and Compagnie Financière Michelin SAS, Clermont-Ferrand, France (Michelin), each hold a 50% stake in MC Projects B.V., Maastricht, Netherlands, a company to which Michelin contributed the rights to the Uniroyal brand for Europe as well as for certain countries outside Europe. In turn, MC Projects B.V. licensed to Continental certain rights to use the Uniroyal brand on or in connection with tires in Europe and elsewhere. Under the terms of the agreement concluded in this connection, both the agreement and the Uniroyal license can be terminated if a major competitor in the tire business acquires more than 50% of the voting rights of Continental AG or of its tire business. Furthermore, in this case Michelin also has the right to acquire a majority in MC Projects B.V. and to have MC Projects B.V. increase its minority stake in the manufacturing company Continental Barum s.r.o., Otrokovice, Czech Republic - one of Continental's largest tire plants in Europe - to 51%. These events could have an adverse effect on the business and earnings position of Continental's Tires group sector.

Legal, Tax and Environmental Risks

As a result of the completed spin-off of the former Automotive and Contract Manufacturing group sectors, the type and scope of matters subject to reporting requirements have changed. The corporate separation agreement stipulates that, unless regulated otherwise in the agreement, financial liability for legal risks originating during the period prior to the spin-off that relate to the former Automotive and Contract Manufacturing group sectors lies with AUMOVIO SE. The disclosures provided below have been adjusted accordingly and focus on the key information and continuing operations for the remaining Continental Group.

Continental could be threatened with fines and claims for damages for alleged or actual unlawful behavior.

Despite the compliance management system in place at Continental, the global nature of the Continental Group's business activities means there is a possibility that unlawful behavior (e.g. corruption, fraud, violations of antitrust and competition law, money laundering) could occur in individual cases or that Continental could be accused of unlawful behavior. This alleged or actual unlawful behavior could lead to fines or claims for damages. Significant proceedings in this context are outlined below.

On October 2, 2006, South African antitrust authorities received a complaint from a third party accusing several South African tire manufacturers of alleged antitrust behavior, including Continental Tyre South Africa (Pty.) Ltd., Port Elizabeth, South Africa (CTSA), a subsidiary of Continental. On August 31, 2010, the South African antitrust authorities came to the conclusion that CTSA had violated South African antitrust law and referred the matter to the responsible antitrust court for decision. CTSA denies the allegation of infringements of South African antitrust law. However, the tribunal could impose a fine of up to 10% of CTSA's sales. In addition, third parties may also claim damages from CTSA in case of an infringement of South African competition law.

As part of industry-wide searches, the European Commission began conducting a search of the premises of Continental AG on January 30, 2024, due to alleged antitrust violations. On the same day, Germany's Federal Cartel Office (Bundeskartellamt) searched the premises of TON Tyres Over Night Trading GmbH, Schondra-Schildeck, Germany (a subsidiary of Continental that is no longer active), also due to alleged industry-wide antitrust violations. Both proceedings are still at an early stage. In the event that any such violation is identified, and Continental proves to be responsible for said violation, the European Commission and the Bundeskartellamt could each impose substantial fines on Continental. Furthermore, customers purportedly affected by the alleged exchange of information could claim for damages. In this context, class action lawsuits have already been filed in the USA and Canada against Continental and other tire manufacturers. The lawsuits in the USA have been consolidated before the United States District Court, Northern District of Ohio. The court granted these motions filed by the defendant tire manufacturers to dismiss the lawsuits, but also allowed the claimants to amend their combined lawsuits. The claimants filed a motion requesting that amendments to the initial lawsuit be allowed. The defendant tire manufacturers filed a motion to have said request dismissed.

The court has not yet reached a decision on this matter. In accordance with IAS 37.92 and GAS 20.154, no further disclosures will be made with regard to the proceedings and the related measures so as not to adversely affect the company's interests.

Bayerische Motoren Werke AG has filed a lawsuit against Continental AG in connection with the MK C2 integrated brake system produced between 2022 and 2024, which is being partly replaced. This concerns the operating business of the former Automotive group sector, which was transferred to AUMOVIO SE as part of the spin-off. According to the provisions of the corporate separation agreement, all economic opportunities and risks arising from the transferred group sector shall be transferred to AUMOVIO SE, which is obligated to ensure that Continental AG is indemnified against liability for any resultant costs and obligations. Hence, there are currently no material effects arising from the lawsuit that would impact the earnings, financial and net assets position of the Continental Group. No related provisions have been formed. In accordance with IAS 37.92 and GAS 20.154, no further disclosures will be made.

Continental could become subject to additional burdensome environmental or safety regulations, and new regulations could adversely affect demand for the company's products and services.

As a corporation that operates worldwide, Continental must observe a large number of different regulatory systems in numerous countries that change frequently and are continuously evolving and becoming more stringent, particularly with respect to the environment, chemicals and hazardous materials, as well as health regulations. This also applies to air, water and soil pollution regulations and to waste legislation, all of which have recently become more stringent through new laws, particularly in the European Union and the USA. Continental could be affected in particular by greater restrictions on the use of per- and polyfluoroalkyl substances (PFAS). Moreover, Continental's locations and operations necessitate various permits, and the requirements specified therein must be complied with. In the past, adjusting to new requirements has necessitated investments, and Continental assumes that further investments in this regard will be required in the future.

Continental is exposed to risks from legal disputes.

Companies from the Continental Group are involved in a number of legal and arbitration proceedings and could become involved in other such proceedings in the future. These proceedings could involve substantial claims for damages or payments, particularly in the USA. For more information on legal disputes, see Note 36 of the notes to the consolidated financial statements.

Continental could be exposed to tax risks in connection with previous assessment periods.

Continental AG and its subsidiaries operate worldwide and are continuously audited by local tax authorities. The assessment of facts and the interpretation of tax law, and how this is applied to the annual financial statements, may differ from the interpretation of the tax authorities, for example due to changes in tax legislation and

developments in case law. Tax risks arise in particular from the valuation of cross-border, intercompany deliveries and services (transfer prices). Through organizational measures, such as monitoring transfer prices and where necessary carrying out bilateral appeals procedures, Continental AG monitors and controls the development of tax risks and their impact on the consolidated financial statements. Tax processes are continuously adapted to new tax laws and changes to case law.

Material Opportunities

Unless the emphasis is placed on a specific group sector, the opportunities apply to both group sectors.

There are opportunities for Continental if the economy performs better than anticipated.

If the economy in our major sales regions develops better than anticipated, we expect that demand for original-equipment, replacement and special tires as well as industrial products will also develop better than we have anticipated. Due to the increased demand for Continental's products among vehicle manufacturers and industrial clients and in the replacement business that would be expected as a consequence, our sales could rise more significantly than expected and there could be positive effects with regard to fixed cost coverage. Particular importance is attached to the European market due to the high share of sales that Continental generates in this region (49%).

There are opportunities for Continental if prices fall on the raw materials markets relevant to us.

Continental's earnings situation is affected to a significant extent by the cost of raw materials such as oil, natural and synthetic rubber, as well as logistics and energy. If prices for natural and synthetic rubber in particular decline, this could have a positive impact on Continental's earnings.

There are opportunities for Continental from the reduction of trade barriers and favorable developments in exchange rates.

In 2025, higher tariffs in the US market and an unfavorable euro-US dollar exchange rate weighed on Continental's earnings position. If trade conditions improve or exchange rates move in Continental's favor, this could create opportunities to ease the company's cost base and strengthen its market position. Such developments could also contribute to a generally more positive market environment.

Continental's strategic transformation into a pure-play tire company presents it with opportunities.

With the spin-off of the former Automotive and Contract Manufacturing group sectors and the planned sale of the ContiTech group sector, Continental is undergoing a profound structural transformation into a pure-play tire company. This realignment opens up multiple opportunities. Focusing on the tire business enables more targeted allocation of financial and organizational resources, greater strategic agility and an intensified concentration on core competencies in product development, efficient manufacturing and customer-centric supply chains. The elimination of complex structures can accelerate processes and improve Continental's return on capital employed. In addition, the increased transparency of the business model can strengthen the company's competitive position and enhance its attractiveness to capital market participants.

The tire business presents Continental with opportunities.

Continental intends to further increase its market share in the growth markets of Asia and North America in particular. In the passenger-

car tire segment, the global business with tires for electric mobility and ultra-high-performance tires is to be systematically expanded. The truck and bus tire business is to be further developed in key regions through Conti360° fleet services. Continental's specialty tire business, which includes not only two-wheel and racing tires but also tires for a variety of industrial applications, is expected to see additional growth as well. Smart, digital tire solutions, such as the latest ContiConnect generation of sensors, will also make a contribution to differentiation in the market. The market launch of the highly efficient Conti HA5 NXT city bus tire, made with up to 60% renewable, recycled and ISCC PLUS mass-balance-certified materials, is one example of this (see the Research and Development section). If Continental succeeds in increasing its market share in high-margin and high-growth segments and in digital solutions and services even more than planned, this is likely to have positive effects on its sales and earnings.

Greater focus on ContiTech's industrial business presents Continental with opportunities.

With the sale of the Original Equipment Solutions (OESL) business area, the ContiTech group sector is focusing on the profitable industrial business. Growth potential in the industrial business results primarily from the increasing demand for sustainable as well as digital and intelligent solutions. In this regard, the ContiTech group sector draws on its long-standing and detailed knowledge of the industry and materials to open up new business opportunities. This involves combining a wide range of materials with electronic components and individual services. If these new products become established more quickly than planned, this would create corresponding sales and earnings opportunities.

There are opportunities for Continental from the increasing use of artificial intelligence (AI).

Digital and AI-based applications can contribute in particular to optimizing development and production processes and to enabling more efficient management of global supply chains. Data-driven solutions also offer opportunities in Continental's sales markets. Additionally, the ongoing digitalization of tires also creates potential for new service- and data-based business models across the entire product life cycle.

There are opportunities for Continental from changes in the legal framework.

Regulatory developments in the areas of sustainability, supply chain transparency and market oversight lead to higher requirements for product and process standards. Such regulations can benefit manufacturers that already have robust supply chain processes, established sustainability strategies and advanced material and technology expertise. Since Continental has been investing in these areas for years, stricter regulatory requirements could create opportunities for differentiation, strengthening the premium segment and establishing new market entry barriers.

Statement on Overall Risk and Opportunities Situation

In the opinion of the Executive Board, the overall risk situation of the Continental Group changed in the past fiscal year, above all due to the elimination of risks and opportunities for the former Automotive and Contract Manufacturing group sectors. The risk situation of the remaining group sectors did not change significantly.

It remains to be seen how current geopolitical events, and in particular the associated geoeconomic conflicts, will affect Continental and the macroeconomic situation.

However, the analysis for the year under review did not reveal any risks, either at the end of the reporting period or at the time the annual financial statements were prepared, that individually or collectively pose a threat to the company or the Continental Group as a going concern. In the opinion of the Executive Board, there are also no discernible risks to the Continental Group as a going concern in the foreseeable future.

Considering the material opportunities, the overall risk assessment for the Continental Group presents a reasonable risk and opportunities situation, to which our risk-containment measures and our corporate strategy have been aligned accordingly.

Report on Expected Developments

Future General Conditions

Forecast of Macroeconomic Development

In its World Economic Outlook Update (WEO Update) of January 2026, the International Monetary Fund (IMF) expects the global economy to grow by around 3.3% in 2026. The forecast is thus in line with the previous year and reflects, for example, the assumption of further easing in inflation alongside moderate global growth. While the IMF anticipates an overall stabilization of global economic development, it continues to highlight significant differences between countries and regions, as well as elevated uncertainty.

According to the IMF, Europe is likely to continue to be characterized by subdued growth in 2026, due to ongoing structural challenges. These include the continued effects of high energy prices, a transforming industrial base, demographic factors and Europe's limited participation in global, technology-driven investment dynamics, particularly in the field of artificial intelligence. For the eurozone, the IMF expects gross domestic product (GDP) to rise by 1.3% in 2026, including GDP growth in Germany of 1.1%. For the UK, the IMF expects GDP to increase by 1.3%.

For the USA, it expects GDP growth of 2.4% in 2026, citing fiscal stimuli, favorable financing conditions and sustained high investment in the technology sector.

According to the IMF, Japan's economy is expected to record moderate GDP growth of 0.7% in 2026.

For India, the IMF once again expects a high GDP growth rate of 6.4%. Continued strong development is also expected in China as a result of ongoing fiscal policy support, with the IMF estimating GDP growth of 4.5%.

In other emerging and developing countries, the IMF expects solid economic development in 2026, albeit at lower growth rates than in 2025 in some cases. In Brazil, for example, it still only anticipates a 1.6% increase in GDP.

The IMF's forecast for 2026 is based on the assumption of generally moderate and stable macroeconomic conditions. It expects inflation rates to decline further and financing conditions to be predominantly supportive of growth, although the pace of monetary easing is expected to vary among major economies. Energy prices are generally expected to decline over the course of the year, supported by subdued global demand and an adequate supply.

At the same time, the IMF also points toward a number of opportunities and risks. Positive momentum could arise from persistently high investment activity in the technology sector, particularly in connection with artificial intelligence, as well as from a sustained easing of trade tensions. By contrast, considerable downside risks remain, such as geopolitical conflicts, a renewed tightening of protectionist measures and uncertainties regarding the sustainability of technology-driven investment. In addition, high public debt and

unexpected inflation setbacks could lead to more restrictive financing conditions and hamper global economic development.

Forecast for Key Customer Sectors and Sales Regions

Forecast for replacement-tire markets for passenger cars and light commercial vehicles

In 2026, we currently expect global demand for replacement tires for passenger cars and light commercial vehicles weighing less than 6 metric tons to remain virtually unchanged year-on-year, within a range of -1% to 2%.

In Europe, North America and China, we currently expect volumes to develop by 0% to 2%.

Forecast for replacement-tire markets for medium and heavy commercial vehicles

In 2026, we currently expect demand for replacement tires for medium and heavy commercial vehicles in our core market of Europe to increase slightly by 1% to 3%.

In North America, we currently expect demand to decline by 1% to 5%.

Forecast for production of passenger cars and light commercial vehicles

We currently expect the global production of passenger cars and light commercial vehicles weighing less than 6 metric tons to be slightly lower than the previous year and develop by -2% to 0% in 2026.

In Europe and North America, we anticipate the production of passenger cars and light commercial vehicles to decline by 1% to 3% in 2026. In China, we expect production to develop by -2% to 0%.

Forecast for production of medium and heavy commercial vehicles

According to our estimates, the production of commercial vehicles weighing more than 6 metric tons in our core market of Europe will develop positively in 2026, with a rise of 4% to 6% currently expected. In North America, we expect production to increase by 2% to 6%.

Forecast for industrial production

In the eurozone, we currently expect industrial production in 2026 to be slightly higher than in the previous year.

In the USA, we expect industrial production to rise year-on-year, by between 1% and 3%.

In China, we expect a continued increase in industrial production of 4% to 6%.

Changes to vehicle production, the replacement-tire business and industrial production in 2026 (compared with 2025)

Passenger cars and light commercial vehicles	Replacement-tire business	Vehicle production	Industrial production	
Europe	0% to 2%	-3% to -1%	Eurozone	0% to 2%
North America	0% to 2%	-3% to -1%	USA	1% to 3%
China	0% to 2%	-2% to 0%	China	4% to 6%
Worldwide	-1% to 2%	-2% to 0%		

Medium and heavy commercial vehicles	Replacement-tire business	Vehicle production
Europe	1% to 3%	4% to 6%
North America	-5% to -1%	2% to 6%

Sources:

Replacement-tire business (Europe with Western, Central and Eastern Europe (excl. Russia) and Türkiye): LMC International Ltd. and own estimates.

Vehicle production (Europe with Western, Central and Eastern Europe (excl. Russia) and Türkiye): S&P Global and own estimates.

Industrial production: Bloomberg and own estimates.

Outlook for the Continental Group

Forecast process

Each year, Continental forecasts the values of the most significant key performance indicators for the Continental Group for the new fiscal year. These include sales and the adjusted EBIT margin for the Continental Group as well as for the group sectors.

In addition, we provide information on the assessment of important factors influencing earnings before interest and tax (EBIT). These include the expected development of special effects and the amount of amortization from purchase price allocations. We thus allow the Continental Group's expected EBIT to be estimated.

Furthermore, we give an assessment of the development of the financial result before effects from currency translation and before effects from changes in the fair value of derivative instruments, and other valuation effects, as well as the tax rate for the Continental Group. This allows a reconciliation to expected net income. We also publish a forecast of the capital expenditure planned for the current year and the adjusted free cash flow. Our forecast is based on our expectations regarding the most important production and sales markets in the new fiscal year.

We publish our forecast as part of our annual press conference and the publication of our annual report. It is continually reviewed over the course of the fiscal year. Possible changes to the forecast are described at the latest in the report for the respective quarter.

Comparison of the past fiscal year against forecast

In our forecast for fiscal 2025, which we published in March 2025, we expected the global production of passenger cars and light commercial vehicles to be roughly on a par with the previous year, with a negative development expected in our core markets of Europe and North America.

This forecast took into account the tense geopolitical situation and its expected impact on production volumes in 2025. It did not take into account potential significant changes to global tariffs, however.

Based on these assumptions, as well as the exchange rates at the beginning of the fiscal year, we expected the following key financial figures for continuing and discontinued operations for fiscal 2025:

- › We expected the Continental Group to achieve sales in the range of around €38.0 billion to €41.0 billion and an adjusted EBIT margin of around 6.5% to 7.5%.
- › We expected our former Automotive group sector to achieve sales of around €18.0 billion to €20.0 billion. We expected the adjusted EBIT margin to be around 2.5% to 4.0%.
- › We expected our Tires group sector to achieve sales of around €13.5 billion to €14.5 billion and an adjusted EBIT margin of around 13.3% to 14.3%.
- › We expected our ContiTech group sector to achieve sales of around €6.3 billion to €6.8 billion and an adjusted EBIT margin of around 6.0% to 7.0%.
- › In our former Contract Manufacturing group sector, we anticipated sales of around €100 million to €200 million and an adjusted EBIT margin of around 0%.
- › Amortization from purchase price allocations was expected to be around €100 million and affect mainly the Automotive and ContiTech group sectors.
- › In addition, we expected negative special effects of around €700 million.
- › In 2025, we expected the negative financial result to be around €350 million before effects from currency translation, effects from changes in the fair value of derivative instruments, and other valuation effects.
- › The tax rate was expected to be around 27%.
- › The capital expenditure ratio is expected to be around 6.0% of sales in fiscal 2025.
- › In 2025, we were planning on adjusted free cash flow of approximately €0.8 billion to €1.2 billion.

In the quarterly statement for the first quarter of 2025, we adjusted our outlook for fiscal 2025 due to the following factors:

The Supervisory Board's resolution on March 12, 2025, to spin off the former Automotive and Contract Manufacturing group sectors resulted in the application of IFRS 5, *Non-current Assets Held for Sale and Discontinued Operations*, and thus the presentation of continuing and discontinued operations. We adjusted the outlook for fiscal 2025 accordingly based on the applicable regulatory requirements and taking into account the planned spin-off of Automotive and Contract Manufacturing. Changes to key figures were due to the new structure of the forecast as a result of the realignment, but continued to refer to fiscal 2025 as a whole.

› For continuing operations:

- › We expected the Continental Group to achieve sales in the range of around €19.5 billion to €21.0 billion and an adjusted EBIT margin of around 10.5% to 11.5%.
- › Consolidated amortization from purchase price allocations was expected to be around €50 million and affect mainly the ContiTech group sector.
- › In addition, we expected negative special effects of around €350 million.
- › In 2025, we expected the negative financial result to be around €300 million before effects from currency translation, effects from changes in the fair value of derivative instruments, and other valuation effects.
- › We were planning on adjusted free cash flow of approximately €0.6 billion to €1.0 billion.

› For discontinued operations:

- › For the former Automotive group sector, we expected sales of around €18.0 billion to €20.0 billion and an adjusted EBIT margin of around 2.5% to 4.0%, operationally and excluding the effects of IFRS 5.
- › For the former Contract Manufacturing group sector, we expected sales of around €100 million to €200 million and an adjusted EBIT margin of around 0%, operationally and excluding the effects of IFRS 5.

The other parts of the outlook remained unchanged.

At the Capital Market Day on June 24, 2025, we adjusted our outlook for fiscal 2025 due to the following factors:

We expected the negative effects of global trade barriers, tariff policy and exchange rates to persist in the second half of the year. By contrast, for the Tires group sector in particular, we expected slight cost reductions from the procurement of production materials.

The sales outlook for the ContiTech group sector was updated to reflect changes in exchange rates, while margin expectations for the Tires group sector were revised owing to changes in exchange rates and increasing trade barriers. Margin expectations were lowered for the Continental Group as a whole. The outlook took into account the tariffs and current exchange rates applicable at this time for fiscal 2025. We therefore expected the following key figures.

› For continuing operations:

- › We expected the Continental Group to achieve sales in the range of around €19.5 billion to €21.0 billion and an adjusted EBIT margin of around 10.0% to 11.0%.
- › We expected our Tires group sector to achieve sales of around €13.5 billion to €14.5 billion and an adjusted EBIT margin of around 12.5% to 14.0%.
- › We expected our ContiTech group sector to achieve sales of around €6.0 billion to €6.5 billion and an adjusted EBIT margin of around 6.0% to 7.0%.
- › In addition, we expected negative special effects of around €350 million.

The other parts of the outlook, including the outlook for discontinued operations, remained unchanged.

In the half-year financial report, we added that the outlook for special effects did not include deconsolidation effects in connection with the planned spin-off of the former Automotive and Contract Manufacturing group sectors, which we expected to be negative and in the mid-hundreds of millions.

The other parts of the outlook remained unchanged.

In the quarterly statement for the third quarter of 2025, we adjusted our outlook for fiscal 2025 due to the following factors:

We expected the production of passenger cars and light commercial vehicles to increase slightly year-on-year. For the replacement-tire business, we anticipated a slight decline in demand in the second half of the year compared with the first half due to economic and geopolitical uncertainties. For the industrial business, we expected a gradual improvement in production figures in the eurozone, steady development in the USA and continued positive growth in China. We expected the negative effects of global trade barriers, tariff policy and exchange rates to persist in the fourth quarter. By contrast, for the Tires group sector in particular, we expected slight cost reductions from the procurement of production materials.

Furthermore, we adjusted our outlook based on special effects from the spin-off of the former Automotive and Contract Manufacturing group sectors, the planned OESL sale and slightly increased investment activity, in particular to expand tire production capacity in Asia. We therefore expected the following key figures:

- › For fiscal 2025, we expected negative special effects of around €1.5 billion.
- › Primarily influenced by effects from the Aumovio spin-off and the planned sale of OESL, we anticipated a tax rate in the low triple-digit percentage range. Without these special effects, the tax rate would have remained unchanged from the previous forecast of around 27%.
- › The capital expenditure ratio was expected to be around 6.5% of sales in fiscal 2025.

All other parts of the outlook remained unchanged.

Owing to our operating performance in the fourth quarter, we achieved the following results for fiscal 2025 for continuing operations:

- › The Continental Group generated sales of €19.7 billion and an adjusted EBIT margin of 10.3%.

- > The Tires group sector generated sales of €13.8 billion and an adjusted EBIT margin of 13.6%.
- > The ContiTech group sector generated sales of €6.0 billion and an adjusted EBIT margin of 5.3%, or 4.9% before the application of IFRS 5. The lower-than-expected earnings were mainly due to the lack of market recovery in the fourth quarter, transformation costs, currency and valuation effects, and the deferral of certain earnings-safeguarding measures to subsequent quarters.
- > Total consolidated expense from special effects amounted to €1.7 billion in 2025.
- > Amortization from purchase price allocations was €45 million.
- > In the year under review, the negative financial result amounted to €275 million before effects from currency translation and before effects from changes in the fair value of derivative instruments, and other valuation effects.
- > Income tax expense in fiscal 2025 amounted to €384 million. The tax rate was 52.0%.
- > The capital expenditure ratio was 6.7%.
- > Adjusted free cash flow was €1.0 billion in 2025.

Comparison of forecasts for the group sectors of Continental for fiscal 2025

	Automotive		Tires		ContiTech		Contract Manufacturing	
	Sales (€ billions)	Adjusted EBIT margin (%)	Sales (€ billions)	Adjusted EBIT margin (%)	Sales (€ billions)	Adjusted EBIT margin (%)	Sales (€ billions)	Adjusted EBIT margin (%)
Annual press conference on March 4, 2025	- 18.0 - 20.0	- 2.5 - 4.0	- 13.5 - 14.5	- 13.3 - 14.3	- 6.3 - 6.8	- 6.0 - 7.0	- 0.1 - 0.2	- 0
Quarterly statement as at May 6, 2025	- 18.0 - 20.0	- 2.5 - 4.0	- 13.5 - 14.5	- 13.3 - 14.3	- 6.3 - 6.8	- 6.0 - 7.0	- 0.1 - 0.2	- 0
Capital Market Day on June 24, 2025	- 18.0 - 20.0	- 2.5 - 4.0	- 13.5 - 14.5	- 12.5 - 14.0	- 6.0 - 6.5	- 6.0 - 7.0	- 0.1 - 0.2	- 0
Half-year financial report as at Aug. 5, 2025	- 18.0 - 20.0	- 2.5 - 4.0	- 13.5 - 14.5	- 12.5 - 14.0	- 6.0 - 6.5	- 6.0 - 7.0	- 0.1 - 0.2	- 0
Quarterly statement as at Nov. 6, 2025	–	–	- 13.5 - 14.5	- 12.5 - 14.0	- 6.0 - 6.5	- 6.0 - 7.0	–	–
2025 annual report	–	–	13.8	13.6	6.0	5.3¹	–	–

¹ The ContiTech group sector generated an adjusted EBIT margin of 5.3%, or 4.9% before the application of IFRS 5.

Comparison of key forecast elements for the Continental Group for fiscal 2025

	Continental Group				
	Sales (€ billions)	Adjusted EBIT margin (%)	Special effects (€ billions)	Investments (in % of sales)	Adjusted free cash flow (€ billions)
Annual press conference on March 4, 2025 ¹	- 38.0 - 41.0	- 6.5 - 7.5	- -0.7	- 6.0	- 0.8 - 1.2
Quarterly statement as at May 6, 2025 ²	- 19.5 - 21.0	- 10.5 - 11.5	- -0.35	- 6.0	- 0.6 - 1.0
Capital Market Day on June 24, 2025 ²	- 19.5 - 21.0	- 10.0 - 11.0	- -0.35	- 6.0	- 0.6 - 1.0
Half-year financial report as at Aug. 5, 2025 ²	- 19.5 - 21.0	- 10.0 - 11.0	- -0.35	- 6.0	- 0.6 - 1.0
Quarterly statement as at Nov. 6, 2025 ²	- 19.5 - 21.0	- 10.0 - 11.0	- -1.5	- 6.5	- 0.6 - 1.0
2025 annual report	19.7	10.3	-1.7	6.7	1.0

All figures take into account the exceptions and definitions specified in each case in the comparison against forecast.

¹ Continuing and discontinued operations.

² Only continuing operations.

Outlook for fiscal 2026

As mentioned on pages 87 and 88 of the report on expected developments, we expect demand in the replacement-tire markets for passenger cars and light commercial vehicles to remain virtually unchanged year-on-year in 2026. We expect the production of passenger cars and light commercial vehicles to be slightly lower than in the previous year, with a negative development expected in our core markets of Europe and North America as well as in China.

This outlook takes into account the continued tense geopolitical situation and its expected impact on production volumes in 2026.

Should the geopolitical situation remain tense or become even worse, particularly due to the military conflict in the Middle East, this could cause sustained disruptions to production, supply chains and demand, as well as lead to rising costs. Depending on the severity of the disruption, sales and earnings in both group sectors, and therefore for the Continental Group as a whole, could be lower than in the previous year.

Based on these assumptions, as well as current tariff impacts and exchange rates at the beginning of the fiscal year, we expect the following key financial figures for fiscal 2026:

- › We expect the Continental Group to achieve sales in the range of around €17.3 billion to €18.9 billion and an adjusted EBIT margin of around 11.0% to 12.5%.
- › We expect our Tires group sector to achieve sales of around €13.2 billion to €14.2 billion and an adjusted EBIT margin of around 13.0% to 14.5%.
- › We expect our ContiTech group sector to achieve sales of around €4.2 billion to €4.8 billion and an adjusted EBIT margin of around 7.0% to 8.5%.
- › Consolidated amortization of intangible assets from purchase price allocation (PPA) is expected to be around €25 million and affect mainly the ContiTech group sector.
- › In addition, we anticipate negative special effects of around €250 million.
- › In 2026, we expect the negative financial result to be around €300 million before effects from currency translation, effects from changes in the fair value of derivative instruments, and other valuation effects.
- › The tax rate is expected to be around 24%.
- › The capital expenditure ratio is expected to be around 7.0% of sales in fiscal 2026.
- › In 2026, we are planning on adjusted free cash flow of approximately €0.8 billion to €1.2 billion.

Sustainability Report

Introduction

This sustainability report represents the consolidated sustainability report, which was prepared to meet the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, CSRD) and in full application of the European Sustainability Reporting Standards (ESRS). This sustainability report also contains the combined non-financial statement in accordance with Sections 289b to 289e and 315b to 315c of the German Commercial Code (*Handelsgesetzbuch - HGB*) for the Continental Group and Continental AG, for fiscal 2025.

The sustainability report contains the information to be disclosed for fiscal 2025 in accordance with Art. 8 of EU Taxonomy Regulation (EU) 2020/852 in conjunction with Art. 10 (2) of Commission Delegated Regulation (EU) 2021/2178.

This sustainability report was subject to a limited assurance engagement by the independent auditor. The auditor's report on the assurance of the sustainability report can be found starting on page 328 of this annual report.

Combined Non-Financial Statement

Due to the legal uncertainties arising from the lack of implementation of the CSRD into German law at the time of reporting, the Executive Board of Continental AG, in coordination with the Supervisory Board, has decided once again to fully apply the ESRS resulting from the CSRD as a framework in accordance with Section 315c (3) in conjunction with Section 289d *HGB* for preparing the combined non-financial statement of Continental Group in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e *HGB*. This approach also satisfies the disclosure requirements for Continental AG pursuant to Sections 289b to 289e *HGB*. For Continental AG as the parent company of the Continental Group, no separate framework in accordance with Section 289d *HGB* was used, as the approaches, results, targets, performance indicators and risks reported for the Continental Group also apply equally to the parent company. Therefore, no further information beyond that reported for the Continental Group is required. Accordingly, Continental does not consider the use of a framework for the parent company to be meaningful.

Continental points out general uncertainties with regard to interpretation issues in the use of the ESRS as a framework for non-financial statements.

The following information refers to the respective sections and sub-sections of the sustainability report and the general part of the management report, in which the information for the combined non-financial statement as required by *HGB* can be found.

A description of the Continental Group's business models can be found in the General Disclosures (ESRS 2) section of this sustainability report in the Strategy, business model and value chain subsection on page 113 and in the Corporate Profile in the Structure of the Continental Group section.

Environmental matters

The approaches pursued by Continental with regard to environmental matters are described in the following sections and management approaches:

Climate Change (ESRS E1)

- › Scope 1 and Scope 2 Emissions
- › Scope 3 Emissions, Value Chain Resilience and Transition
- › Climate Change Adaptation

Emissions and Substances (ESRS E2)

- › Product-Related Aspects Regarding Environmental Protection
- › Substances of Concern and Very High Concern
- › Environmental Protection in the Supply Chain
- › Environmental Protection in Own Operations

Biodiversity and Ecosystems (ESRS E4)

- › Protection of Ecosystems in the Supply Chain
- › Biodiversity in the Downstream Value Chain

Resource Use and Circular Economy (ESRS E5)

- › Circularity
- › Waste in Own Operations

The results of the approaches pursued with regard to environmental matters are described as part of the impacts, risks and opportunities as well as the metrics in the specified sections.

Employee matters

The approaches pursued by Continental with regard to employee matters are described in the following sections and management approaches:

Own Workforce (ESRS S1)

- › Labor Standards
- › Occupational Safety and Health
- › Employee Privacy
- › Responsible Employer

Workers in the Value Chain (ESRS S2)

- › Workers in the Value Chain

The results of the approaches pursued with regard to employee matters are described as part of the impacts, risks and opportunities as well as the metrics in the specified sections.

Social matters

The approaches pursued by Continental with regard to social matters are described in the following sections and management approaches:

Affected Communities (ESRS S3)

- › Affected Communities

Consumers and End-Users (ESRS S4)

- › Technical (Product-Related) Compliance
- › Safe Mobility

The results of the approaches pursued with regard to social matters are described as part of the impacts, risks and opportunities as well as the metrics in the specified sections.

Respect for human rights

The approaches pursued by Continental with regard to respect for human rights are described in the following sections and management approaches:

Own Workforce (ESRS S1)

- › Labor Standards
- › Occupational Safety and Health
- › Employee Privacy
- › Responsible Employer

Workers in the Value Chain (ESRS S2)

- › Workers in the Value Chain

Affected Communities (ESRS S3)

- › Affected Communities

Consumers and End-Users (ESRS S4)

- › Technical (Product-Related) Compliance
- › Safe Mobility

The results of the approaches pursued with regard to respect for human rights are described as part of the impacts, risks and opportunities as well as the metrics in the specified sections.

Anti-corruption and anti-bribery

The approach pursued by Continental with regard to anti-corruption and anti-bribery is described in the following section:

Business Conduct (ESRS G1)

- › Business Conduct, Corporate Governance and Corporate Culture

The results of the approaches pursued with regard to anti-corruption and anti-bribery are described as part of the impacts and risks as well as the metrics in the same section.

Material risks

For a description of non-financial risks and how they are managed, please refer to the Report on Risks and Opportunities. No additional non-financial risks in accordance with Section 289c (3) *HGB* in conjunction with Section 315c (2) *HGB* were identified. The risks and opportunities described in the topic-related sections of the sustainability report are based on the application of the ESRS framework and the definition of double materiality anchored therein, and therefore explicitly go beyond the definition in the *HGB*.

Performance indicators

Non-financial and sustainability-related performance indicators in accordance with the *HGB* are shown as part of the key performance indicators in the remuneration system in the Corporate Profile in the Sustainability Management subsection. They do not constitute the most significant non-financial performance indicators within the meaning of Section 289c (3) *HGB* in conjunction with Section 315c (2) *HGB*. The most significant key performance indicators for the Continental Group consist exclusively of financial indicators, and can be found in the Corporate Management and Outlook for the Continental Group sections.

Correlations with the consolidated financial statement

Where necessary for an understanding of the context, reference is made in this sustainability report to the figures and additional explanations provided in the Consolidated Financial Statements.

General Disclosures (ESRS 2)

Notes on Applying the ESRS

General basis for preparation of the sustainability report

This report was prepared in accordance with the European Sustainability Reporting Standards (ESRS).

For the preparation of this report and based on the set of formal and content requirements, internal experts were identified for quantitative disclosures and qualitative disclosures. The content of the sustainability report was prepared by the relevant experts and then consolidated and reviewed by the Group Sustainability group function. The report was formally approved as part of the overall financial reporting process. Operational supervision lies with the Sustainability Steering Committee, whose members include the entire Executive Board of the Continental Group. Sustainability reporting also falls under the supervision of the Supervisory Board. Further information on supervision can be found in the Consideration of sustainability matters in corporate supervision subsection.

The reported metrics are based on specific definitions, assumptions and calculation models. It should be noted that metrics based on models or extrapolations, such as Scope 3 GHG emissions or substances of concern, are subject to uncertainties. Where relevant, these uncertainties are stated directly with the respective metric under definitions, assumptions and calculation methods.

The statement in accordance with ESRS 2.77 that metrics are not subject to validation by an external body other than the independent auditor has not been repeated for each metric, as this applies to all metrics.

When applying the ESRS, the terminology of the ESRS is used as a general rule while also taking into account terminology comprehensibility and consistency within the management report as well as any existing and potential further adjustments to the ESRS. For example, the section headlines used include "emissions and substances" instead of "pollution," while the terms used include "management approach" instead of "policy," "key actions for target achievement" instead of "actions and resources" and "phase-in disclosure requirements" instead of "transitional provisions".

Continental also points out some ongoing general uncertainties with regard to the application and interpretation of the ESRS.

Scope of consolidation

The sustainability report has been created on a consolidated basis for the entire Continental Group.

For the purpose of this report, Continental generally includes Continental AG as well as all subsidiaries (together referred to as Continental or the Continental Group) as of December 31, 2025, along with the impacts, risks and opportunities associated with them. The sustainability report therefore takes account of the scope of consolidation as of December 31, 2025 (see Note 4 of the Notes to the Consolidated Financial Statements). Changes in the scope of consolidation compared with the previous year are also outlined in Note 4 and additionally in Note 5 of the Notes to the Consolidated Financial Statements.

The former Automotive and Contract Manufacturing group sectors were spun off in the reporting year. The spin-off became effective upon registration in the commercial registers of Continental AG and AUMOVIO SE on September 17, 2025. AUMOVIO SE was admitted to trading on the Frankfurt Stock Exchange on September 18, 2025. Since then, subsidiaries of Continental AG that were directly or indirectly part of the spin-off are no longer part of the Continental Group.

In this sustainability report, discontinued operations of the former Automotive and Contract Manufacturing group sectors are therefore, in line with the scope of consolidation as of December 31, 2025, not included in the assessment of material impacts, risks and opportunities, nor in the management approaches or metrics for fiscal 2025. As a result, the scope of consolidation for fiscal 2025 differs significantly from that of the previous year. Selected quantitative information at group sector level is provided at the end of the sustainability report to facilitate reconciliation with the new group structure (see the "Selected Sustainability Metrics by Group Sector" table on pages 209 and 210). For information on the operations of the former Automotive and Contract Manufacturing group sectors, please refer to AUMOVIO SE's reporting. This approach is broadly consistent with the methodology applied in the management report and enables users of the report to focus on continuing operations.

All disclosures in this report relate to the fiscal year from January 1 to December 31, 2025. Where relevant, information up until the actual publication of this report has been considered. An overview of the relevant data points that derive from other European legislation and where they can be found in this sustainability report is included in the Overviews and Index Tables section (starting on page 215).

Changes to the preparation and presentation of sustainability information

Applying the principle of “materiality of information” and the assessment of significance, information on the following metrics was omitted in the reporting year compared with the previous year:

- › Biogenic direct and indirect CO₂ emissions
- › Total used GHG removals from climate-change-mitigation projects within the NetZeroNow program
- › Scope 3 GHG emissions
 - › 7. Employee commuting
 - › 8. Upstream leased assets
 - › 9. Downstream transportation
 - › 10. Processing of sold products
 - › 13. Downstream leased assets
 - › 14. Franchises
 - › 15. Investments

Significant effects also arose in the reporting year due to the spin-off of the former Automotive and Contract Manufacturing group sectors. This major organizational change must be taken into account when comparing the reported sustainability information with the previous year. As a result of the spin-off, the following metrics were omitted due to their lack of relevance to Continental’s business model:

- › Allocated business with zero-tailpipe-emission vehicles
- › Energy management system certifications (ISO 50001)

The processes introduced in the previous year for preparing and presenting sustainability information pursuant to the ESRS were generally retained in the reporting year, with adjustments made only where necessary and feasible in light of organizational changes.

Use was again made in the reporting year of the simplified value chain disclosure requirements pursuant to ESRS 1.132. Continental is working on being able to report these disclosure requirements in accordance with the specified time horizons in the future.

In addition, for fiscal 2025, Continental made full use of the options provided by Delegated Regulation (EU) 2025/1416 (known as the “quick fix”). These include deferring the application of phase-in disclosures and exercising the option of reduced reporting in the following topic-related sections:

- › Biodiversity and Ecosystems (ESRS E4)
- › Workers in the Value Chain (ESRS S2)
- › Affected Communities (ESRS S3)
- › Consumers and End-Users (ESRS S4)

In these areas, Continental identified material impacts, risks and opportunities for the reporting year, which are listed in the table starting on page 106.

Upstream and downstream value chain

Continental’s upstream value chain includes, in particular, direct and indirect suppliers of materials and semi-finished products, such as natural rubber, synthetic rubber, other polymers, chemicals and steel. Continental’s downstream value chain includes, in particular, direct and indirect customers (e.g. vehicle manufacturers, trading companies and industrial companies), end-users (primarily vehicle users) and the treatment of products at the end of their use phase.

Continental’s upstream and downstream value chain have been included in the preparation of the sustainability report and the assessment of impacts, risks and opportunities. This includes, in particular, the consideration of supply chains (see, for example, impact ID 22 Pollution by the supply chain) and the product use phase (see, for example, impact ID 14 Pollution in the use phase). The material impacts, risks and opportunities for Continental resulting from the materiality assessment in relation to the value chain are presented in the Details of Material Impacts, Risks and Opportunities subsection and described in the topic-related sections, including the respective management approaches.

Omissions

Continental has not omitted any specific information relating to intellectual property, know-how or the results of innovation.

Continental has not made use of the exemption provided for in Article 19a (3) and Article 29a (3) of Directive 2013/34/EU or Section 289e *HGB* in conjunction with Section 315c (3) *HGB* for the disclosure of imminent developments or ongoing negotiations.

Information on targets and key actions

Continental has defined a systematic process for setting sustainability targets, taking into account the identified material sustainability-related impacts, risks and opportunities. As part of this process, two of Continental’s three time-bound sustainability targets were updated in the reporting year as a result of the group-wide transformation and redefined as follows:

- › Reduce Scope 1 and market-based Scope 2 GHG emissions related to production in the tire business to an intensity of 0.13 tCO₂e per tonne by 2035.
- › The share of women in management positions should match with the share of women among Continental’s non-manual workers by 2030 at the latest (excluding management positions and employees in the USA).

The third target remained unchanged:

- › Increase the share of recycled and renewable production materials for tires to at least 40% by 2030.

Further details on these sustainability targets and their key actions can be found in the Climate Change (ESRS E1), Resource Use and

Circular Economy (ESRS E5) and Own Workforce (ESRS S1) sections. Beyond these three targets, Continental has decided to pursue the management approaches described in the respective topic-related sections without setting additional time-bound sustainability targets. The monitoring of effectiveness of the management approaches and of the progress are described in the relevant sections, including the reported metrics.

In Continental's view, key actions to be reported relate directly to corresponding targets, where existing. Therefore, in accordance with this definition, Continental has not defined any key actions beyond the described management approaches for further sustaina-

bility topics and provides in this sustainability report only information on the key actions for the three sustainability targets specified above.

Disclosures due to other legislation on sustainability reporting

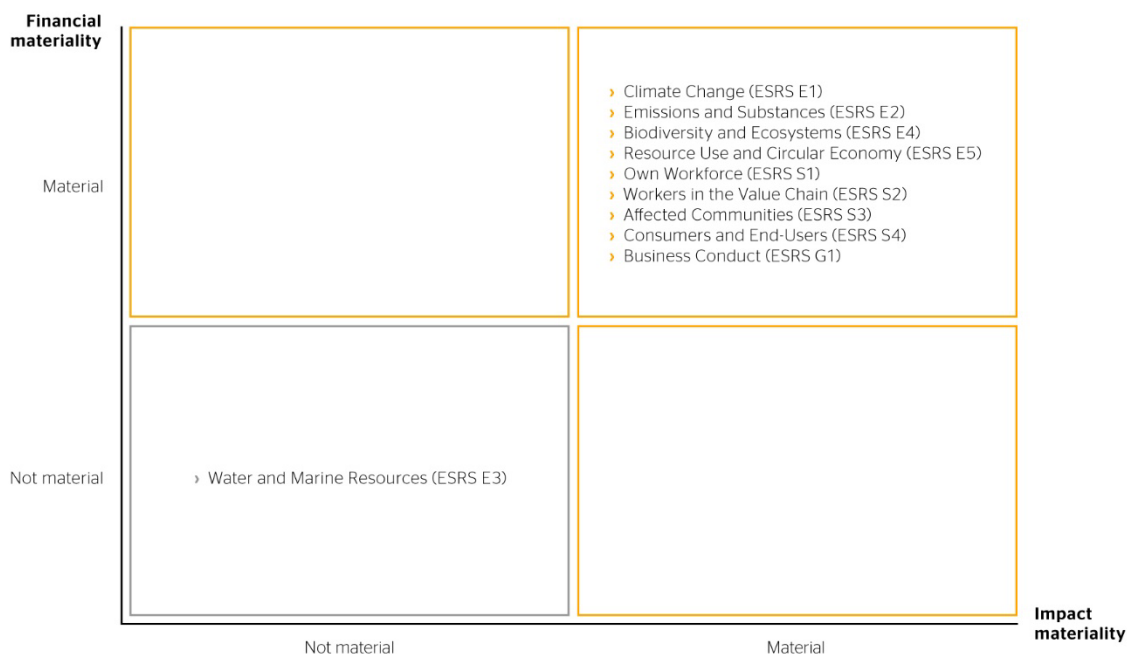
This sustainability report also constitutes the combined non-financial statement in accordance with Sections 289b to 289e and 315b and 315c in conjunction with Sections 289b to 289e HGB for the Continental Group and Continental AG for fiscal 2025. Relevant information that goes beyond the ESRS disclosures can be found in the Combined Non-Financial Statement section at the beginning of the sustainability report.

Overview of Material impacts, Risks and Opportunities

In the reporting year, Continental once again identified and assessed the material actual and potential negative and positive impacts, risks and opportunities (IROs). The detailed results are described in the Details of material impacts, risks and opportunities

subsection as well as in the respective topic-related sections. The methodology of the assessment is further described in the Processes to identify and assess material IROs subsection.

Material sustainability matters of Continental (on topic level)



The integration of impacts, risks and opportunities into the strategy and the business model is carried out in accordance with the gov-

ernance processes and management approaches described in the Governance subsection and in the respective topic-related sections.

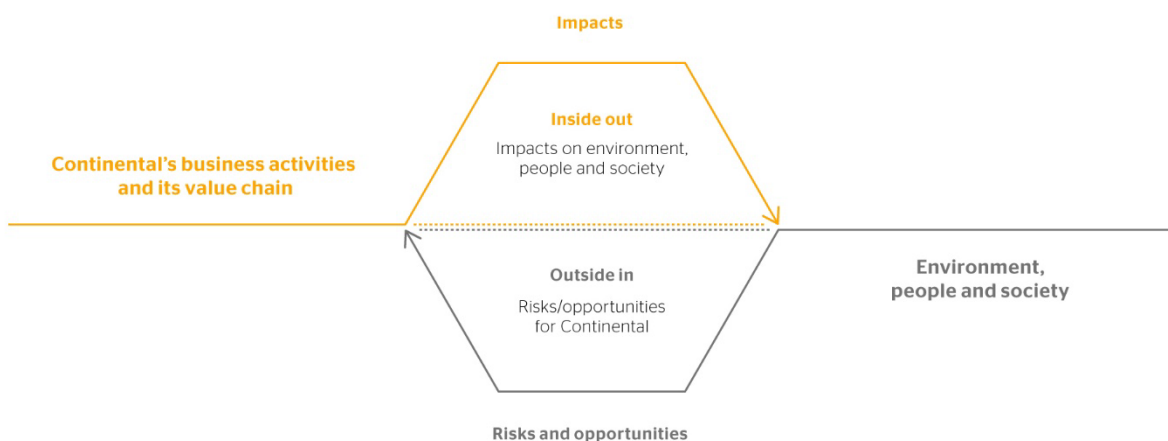
Processes to Identify and Assess Material IROs

Description of methodology and assumptions

Continental assesses its impacts, risks and opportunities according to the ESRS methodology requirements on double materiality (IRO assessment). Continental's IRO assessment was conducted simultaneously from both impact materiality (inside-out) and financial materiality (outside-in) perspectives. This approach considers abstract,

business-inherent scenarios as well as tangible, company-specific scenarios, as outlined in the description of materiality dimensions. The analysis for fiscal 2025 builds on the initial assessments of fiscal 2024.

Double materiality principle



Review and adjustment of methodology and IRO longlist

The starting point for the 2025 IRO assessment was the longlist of scenarios to be evaluated compiled in the previous fiscal year, i.e. self-contained descriptions of possible situations or developments based on assumptions about relevant influencing factors, along with their associated impacts, risks and opportunities. This longlist is derived from the sustainability matters outlined in ESRS 1 AR 16 and forms the starting point for the identification of impacts, risks and opportunities. In addition, certain event types, such as sanctions, loss of sales or growth of sales, were considered for risks and opportunities. Company-specific matters were also taken into account in the identification, all of which could be assigned to the pre-defined list of sustainability matters. Where relevant, scenarios were broken down into those relating to own operations and those relating to the upstream and/or downstream value chain.

The initial scenarios and associated descriptions of IROs were reviewed for fiscal 2025 at topic, sub-topic or sub-sub-topic level and were aggregated or disaggregated whenever it was relevant and appropriate considering Continental's business activities, value

chain, geographical context, industries and business models. Overall, the methodology from fiscal 2024 was retained and further refined in certain aspects.

Review and update of assessments

In a first step, the IROs and their assessments were reviewed centrally and updated where necessary. This process took into consideration especially the following:

- › Effects of structural changes compared with the previous year (primarily the spin-off of the former Automotive and Contract Manufacturing group sectors in the reporting year)
- › Dependencies on the availability of natural, human and social resources at appropriate prices and in adequate quality, independent of the possible impacts on those resources
- › Sectors and/or geographical locations, where relevant
- › External studies and other scientific evidence
- › External data (e.g. country risk analyses and industry risk analyses)
- › Benchmark analyses
- › Specific data for Continental or Continental's value chain (e.g. Scope 3 greenhouse gas emissions)

Validation by topic experts

In a second step, the assessments based on the compiled information were reviewed by topic experts within the group. For that, employees from various Continental functions acted as representatives for internal and external affected stakeholders and/or users of sustainability information. The review included validation, updates and/or expansion of the longlist.

Determination of materiality

An iterative approach was used to document adjustments to the IRO longlist by Group Sustainability in close coordination with Group Risk Management.

The materiality threshold applied remained unchanged from the previous year. On the one hand, materiality was applied to an abstract, business-inherent assessment perspective, outlining general impact potentials and risk exposures based on structural aspects such as business activities, geographical aspects, business model and product characteristics. On the other hand, materiality was applied to a tangible, company-specific assessment perspective, taking into account the management approach, capturing residual actual negative impacts and tangible risk exposures as well as resulting positive impacts and opportunities. From an overarching perspective, the materiality threshold is set at a high or very high severity level and a low to very high likelihood of occurrence. Further information on the IRO types, assessment perspectives and scales used can be found in the Impact materiality and Financial materiality subsections.

Revalidation and formal confirmation

As part of the iterative approach and until finalization of the report, the assessment was validated and, where required, updated based on relevant new findings or relevant new developments and events.

In total, Continental identified more than 180 IROs (PY: 150), of which 69 (PY: 75) were classified as material. The increase in assessed IROs compared with the previous year is primarily due to greater disaggregation. The lower number of material IROs is due, among other factors, to structural changes of the company resulting from the spin-off of the former Automotive and Contract Manufacturing group sectors. Further details on each material IRO can be found in the respective topic-related sections under the Material impacts, risks and opportunities subsections.

The Sustainability Steering Committee was involved in milestones of the IRO assessment, acted as a control body and formally confirmed the results. In addition, the Continental Group's Governance, Risk and Compliance (GRC) Committee, which oversees general risk management, was indirectly involved in the process and was informed in particular about the IRO assessment and the interrelations with risk management.

Continental incorporated a range of methods and assumptions into the IRO assessment that reflect both current and projected developments, based on well-founded expert evaluations as well as insights from studies, ratings and other relevant sources. The main assumptions underlying the IRO assessment are as follows:

- › Continental assumes that environmental factors and social influences will have an overall increasing influence on business activities, supply chains and market conditions, for example regarding the future availability of resources, the ecological transition and socio-economic trends.
- › The financial assessment is based, among other things, on assumptions regarding future regulatory developments, market trends and technological advancements. The likely consequences of these regulatory changes were taken into account. Moreover, Continental assumes that (green) technologies will continue to advance and support sustainability initiatives.
- › The assessment of impacts, risks and opportunities related to Continental's value chain takes into account, in particular, the specific features of the respective geographical regions, industries, business activities and types of operation.

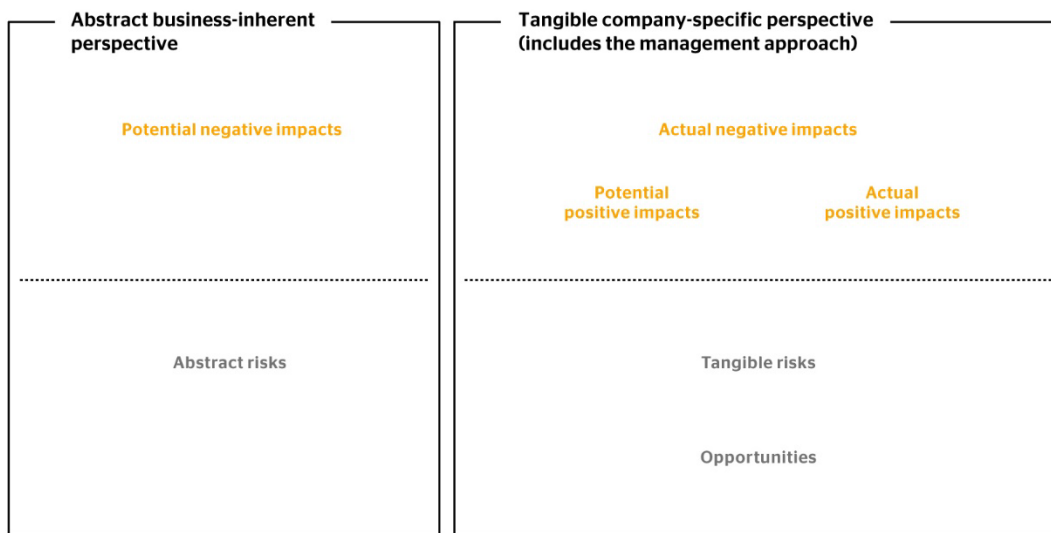
Continental's due diligence processes play a key role in identifying, assessing and managing impacts, risks and opportunities. They are part of the management processes described in this section under Governance as well as of the management approaches in the topic-related sections. The assessment of impacts regarding human rights is supported by the due diligence processes of Continental's responsible value chain due diligence system (RVCDDS), for example regarding actual impacts from incidents or the assessment of potential negative impacts (see in particular the topic-related Own Workforce (ESRS S1) section and Workers in the Value Chain (ESRS S2) section).

Where specific activities, business relationships, geographical locations or other factors lead to a higher assessment of the impacts, this was essentially taken into account in the description and assessment of the IROs.

Through the holistic approach of the IRO assessment, the impacts were assessed within Continental's own operations and in the upstream and/or downstream value chains. The relevant stage of the value chain is described in the respective impacts, risks and opportunities.

As described in the methodology, the perspectives of affected stakeholders were incorporated into the assessment process by means of internal experts acting as proxies, as well as through studies and similar external information. The stakeholders' perspectives are incorporated into the respective management approaches as described in the topic-related sections and thus also contribute to the evaluations by the internal experts who were involved in the assessment of the IROs.

Types of impacts, risks and opportunities (IRO types)



Impact materiality

For assessing impacts, Continental distinguishes between four different types of impact in accordance with the provisions set out in ESRS 1 3.4 and the operationalization derived from them:

Actual negative impact

- › A material negative impact that actually occurred during the reporting year.
- › The assessment is based on a tangible, company-specific perspective and includes the management approach.
- › Relies on facts and figures as reference points for the assessment.

Potential negative impact

- › A potential material negative impact that could occur based on inherent factors, is assumed but is not yet conclusively substantiated, or whose assessment regarding actual impacts involves significant uncertainty. Inherent factors include, for example, the type of business activity, geographical aspects, the business model or product characteristics.
- › The assessment is based on an abstract, business-inherent perspective (excluding prevention and mitigation through the management approach).

Actual positive impact

- › A material positive impact that actually occurred during the reporting year.
- › This includes, in particular, solving a problem caused by third parties as well as having a positive influence on market standards.
- › The assessment is based on a tangible, company-specific perspective and includes the management approach.
- › Relies on facts and figures as reference points for the assessment.

Potential positive impact

- › A material positive impact that either could occur but has not or not yet occurred, or is assumed based on the management approach pursued but is not yet substantiated.
- › This includes, in particular, solving a problem caused by third parties and having a positive influence on market standards.
- › The assessment is based on a tangible, company-specific perspective and includes the management approach.

Based on these definitions, Continental assumes that behind every actual impact there is a corresponding or even greater potential impact.

The impacts were assessed based on their severity or, respectively, the magnitude of the effect. For potential impacts, the likelihood was also evaluated. For both aspects, a four-point scale from "low" to "very high" was used.

The assessment of severity or, respectively, magnitude of possible effects is based on the following factors:

- › the scale;
- › the scope; and
- › for negative impacts, also the irremediable character of the impact.

The threshold for material impacts follows the general methodology for thresholds, as laid out in this subsection under Determination of materiality.

Financial materiality

For assessing financial effects, Continental distinguishes between three different types based on the interpretation of impact types, the risk definitions used in general risk management and the provisions set out in ESRS 1 3.5:

Tangible risks

- › Possible future developments that could have a material negative financial effect on Continental that is not already considered in financial planning.
- › Based on tangible scenarios that take into account company-specific factors and have a tangible time horizon (short- or medium-term). The event can be clearly described, but is volatile in respect to financial effect and actual occurrence.
- › The assessment is based on a tangible, company-specific perspective and includes the management approach.

Abstract risks

- › Possible volatile and hard-to-predict future developments that could have a material negative financial effect on Continental that is not already considered in financial planning.
- › Based on inherent factors and, for example, related possible market or regulatory trends, i.e. inherent threats, hazards and general risks that are to be mitigated.
- › The assessment is based on an abstract, inherent perspective. The tangible company-specific perspective and the management approach are only partially considered, as they may not be sufficient for future developments or could be discontinued, or their effectiveness may diminish.

Opportunities

- › Future developments that could have a material positive financial effect on Continental that is not already considered in financial planning.
- › Based on the scenario that existing or budgeted management processes/strategies generate such a positive effect. Virtual opportunities that could theoretically be pursued but are not actively pursued do not qualify as opportunities.
- › The assessment is therefore based on a tangible, company-specific perspective and includes the management approach.

Risks and opportunities were also assessed according to the level of severity or, respectively, magnitude of their possible financial effect and their likelihood of occurrence in the short, medium or long term. The financial effects were assessed using semi-quantitative guidelines that were defined in alignment with Group Risk Management. Four levels from "low" to "very high" were used as the rating

scale. The financial effects considered relate to Continental's financial position, earnings position, cash flows, access to financing, cost of capital and financial outlook. The threshold for financial materiality follows the described general methodology for thresholds, as laid out in this subsection under Determination of materiality.

The integrated approach of the IRO assessment allows Continental to assess risks and opportunities together with the topically related impacts in a combined view. This made it possible to consider interdependencies between risks or opportunities and impacts. In the topic-related sections, the detailed descriptions of impacts, risks and opportunities are grouped into related IRO clusters (e.g. all IROs on Scope 1 and Scope 2 emissions in one IRO cluster).

Integration of IROs in risk management

Group Risk Management was closely involved in all steps of the IRO assessment. Before the results were preliminarily confirmed, they were iteratively compared with the company's risk inventory to ensure complete consistency. In this way, sustainability-related risks are integrated into the general risk management process as described below and are treated the same as risks not related to sustainability.

The IRO assessment took into account both the assessments based on the ESRS requirements and the assessments as part of the company's risk management in accordance with the relevant requirements.

In the view of the greater differences in the required methods, the distinction between abstract and tangible perspectives was sharpened and consistency checks were carried out. Tangible sustainability-related risks were aligned and synchronized with general risk management. Impacts not directly related to an identified risk were not considered in the company's risk management.

Further information on risk management can be found in the Report on Risks and Opportunities, in the section on Continental's internal control and risk management system in the Main characteristics of the risk management system subsection.

The outcome of the IRO assessment confirmed the topical focus of Continental's sustainability ambition, which is anchored in the strategy of Continental. The concrete effects of impacts, risks and opportunities on Continental's business model, value chain, strategy and decision-making as well as how Continental responds and plans to respond to these effects are addressed in more detail in the descriptions of the IROs and in the management approaches in the respective topic-related sections.

Stakeholders and Stakeholder Engagement

Continental maintains a regular, ongoing dialogue with various stakeholders via diverse channels.

For Continental, the most important stakeholders with regard to sustainability include in particular:

- › Employees and their representatives;
- › Customers, consumers and end-users;
- › Capital market participants;
- › Policymakers;
- › Affected communities and civil society;
- › Actors within Continental's supply chain; and
- › Users of Continental's sustainability reporting.

Stakeholders are involved via the following channels:

- › Employees and their representatives: e.g. via works meetings, employee surveys, webcasts, meetings with employee representatives and directly via the HR departments;
- › Customers, consumers and end-users: e.g. via sales departments or key account management, partnerships, trade fairs, surveys and customer service centers;
- › Capital market participants: e.g. via the Annual Shareholders' Meeting, webcasts, engagement calls and roadshows;
- › Policymakers: e.g. via public affairs departments;
- › Affected communities and civil society: e.g. via engagement projects and open-house events;
- › Actors within Continental's supply chain: e.g. via the purchasing departments and trade fairs;
- › Users of sustainability reporting: e.g. via published sustainability reporting.

The formats used for stakeholder engagement differ depending on the stakeholder group and are organized by the respective functions to suit the individual purpose. For example, employees are involved by, among others, the HR departments.

The aim of stakeholder engagement is to bring together different perspectives, discuss any discrepancies in views and learn from each other.

The results of stakeholder engagement through various formats, along with further analyses and new ideas, are continuously incorporated into the process of further development of our sustainability strategy and reporting. In particular, the results of stakeholder engagement are taken into account in the decision-making through the management approaches described in the topic-related sections.

In the IRO assessment, an expanded understanding was created for the perspectives (including interests and views) of affected stakeholders as described in the Consideration of stakeholder interests and perspectives subsection.

Consideration of stakeholder interests and perspectives

In general, stakeholder perspectives serve as an information basis for the sustainability relevant management approaches described in the topic-related sections. At the same time, these management approaches in turn create an information basis for the overarching strategy processes with regard to stakeholder perspectives. As part of the overarching strategy processes, the described management approaches, market requirements, trends and other factors are taken into account. When changing strategy, the interests and views of stakeholders are therefore mainly included indirectly as one of many factors. Continental did not change its strategy or business models on the basis of the IRO assessment.

Continental adapts its strategy and business models as part of its strategy processes and ongoing strategic dialogue across all group sectors, as well as part of the topic-related management approaches.

Continental assumes that any change to strategy or business model has effects on the relationships to stakeholders and their perspectives - no matter whether these changes are based on sustainability-related decisions or other considerations. Continuous validation of stakeholder perspectives is therefore essential for assessing impacts, risks and opportunities as well as for subsequent strategic decision-making. Further information on strategy can be found in the Corporate Profile in the Strategy of the Continental Group section.

The identification of opportunities, particularly strategic opportunities, as part of the IRO assessment is also linked to strategy processes. The management of opportunities is described in the respective sections on management approaches of the related IRO cluster.

The perspectives and interests of affected stakeholders with regard to the company's sustainability-related impacts were considered in the IRO assessment. The IRO assessment considering these perspectives was discussed in the Sustainability Steering Committee as well as in the Supervisory Board's Sustainability Working Group.

Interests and perspectives of stakeholders related to own workforce

The interests, views and rights of Continental's employees, including the respect for their human rights, are integral to shaping Continental's strategy and business model. To incorporate their perspectives into strategic decisions, Continental is in regular exchange with employees and their representatives via various channels, such as works councils and co-determination in the Supervisory Board. Further information on the involvement of employees and their perspectives in the overall business processes can be found in the Own Workforce (ESRS S1) section. The involvement of own workforce is also described in the methodology of the IRO assessment.

Identification of Information to Be Disclosed Based on the IRO Assessment

As part of the IRO assessment, Continental allocated the identified material impacts, risks and opportunities to the corresponding ESRS sustainability matters. This sustainability report only contains information on the sustainability matters, respectively, topics, sub-topics and sub-sub-topics, that were classified as material, i.e. at least one material impact, material risk or material opportunity was identified for the respective sustainability matter. For the allocation of disclosure requirements to sustainability matters the implementation guidelines provided by the European Financial Reporting Advisory Group (EFRAG) were used as an additional source. The identified material impacts, risks and opportunities with their specific descriptions set the focus within the required disclosures, for example on own operations, the supply chain or specific product groups. The perspectives of primary users of financial reporting and other users of sustainability reporting were taken into account.

Where relevant for the understanding of specifics identified by Continental, appropriate and meaningful entity-specific disclosures were added to provide sufficient granularity of information, e.g. additional metrics used in management processes.

The principle of materiality of information was applied to calibrate the scope of information and to omit individual disclosures where

they are not essential for the understanding of material impacts, risks and opportunities and the management approaches described, and are not necessary to fulfill the objectives of the corresponding disclosure requirements.

Application of Delegated Regulation (EU) 2025/1416 (“quick fix”)

When identifying the information to be disclosed for sustainability matters classified as material, Continental applies the provisions of Delegated Regulation (EU) 2025/1416 (“quick fix”) regarding the further postponement of phase-in disclosure requirements and reduced reporting on the topic areas of Biodiversity and Ecosystems (ESRS E4), Workers in the Value Chain (ESRS S2), Affected Communities (ESRS S3) and Consumers and End-Users (ESRS S4). The information disclosed in the relevant sections focuses in particular on the material aspects of the management approaches and the relevant metrics.

An overview table of the reported disclosure requirements can be found at the end of the sustainability report in the Overview and Index of Disclosure Requirements in Accordance with ESRS 2 section.

Details of Material Impacts, Risks and Opportunities

The actual and potential negative and positive impacts on environment, people and society are described in detail within the respective topic-related sections.

Many of the impacts identified are potential impacts and therefore industry-inherent, directly related to specific types of business, products, value chains or geographical regions. They can therefore be seen as impacts directly linked to Continental's strategy and business models.

As described in the methodology of the IRO assessment, Continental used a variety of input parameters to assess the IROs, including both quantitative and qualitative data sources such as metrics, internal reports, market research and scientific studies.

Continental defined the following time intervals for potential impacts, risks and opportunities in orientation to the ESRS requirements:

- › **Short-term** is coherent with the reporting period in the consolidated financial statements (up to one year).
- › **Medium-term** corresponds to a period between the end of the short-term period and up to five years.
- › **Long-term** is a period of more than five years.

As the primary time horizons Continental considers those in which the strongest impacts or effects are to be expected.

Depending on the topic, material impacts originate from own operations or from business relationships. This information can be found in the respective topic-related sections under the Material impacts, risks and opportunities subsections and, in general, in this section under the Strategy, business model and value chain subsection.

The current financial effects of the identified material risks and opportunities relating to sustainability matters include in Continental's view in particular provisions for risks associated with the identified IROs. In particular, these are provisions for warranties (see IRO ID 64 in the Consumers and End-Users (ESRS S4) section), which amounted to a total of €30 million as of December 31, 2025 (see Note 28 of the Notes to the Consolidated Financial Statements). In addition, smaller parts of the provisions for litigation and environmental risks are linked to the risks, but mainly to the impacts from the Emissions and Substances (ESRS E2) section. Provisions for litigation and environmental risks amounted to €69 million as of December 31, 2025 (see Note 28 of the Notes to the Consolidated Financial Statements). Provisions for restructuring are only indirectly linked to the identified material risks and opportunities described in the Own Workforce (ESRS S1) section and therefore, from Continental's perspective, do not represent current financial effects within the definitions of the ESRS.

Beyond that, no significant current financial effects on the recoverability of non-financial assets and inventories in connection with identified sustainability-related and, in particular, climate-related risks were identified.

It should be noted that current financial effects in connection with identified material risks and opportunities relating to sustainability matters are generally not independent of other associated effects.

Further information is provided in the explanations of the relevant notes to the Consolidated Financial Statements, for example in Note 28 relating to warranties. Further information on the fundamental consideration of sustainability matters in accounting are described in Note 2 of the Notes to the Consolidated Financial Statements, particularly with regard to climate-related matters in the Impact of sustainability-related and particularly climate-related matters on accounting in the reporting period subsection.

Based on the IRO assessment, taking into account the associated limitations and assumptions (as set out in the Processes to identify and assess material IROs subsection) and taking into account the management approaches, targets and key actions for target achievement reported in the topic-related sections, Continental considers its business model and strategy to be resilient. The management approaches, targets and key actions for target achievement describe Continental's current ability to reduce its material negative impacts, increase positive impacts, manage risks and seize opportunities. Continental also assumes that these capabilities will continue to develop over time.

Further information on risk management can be found in the Report on Risks and Opportunities, in the section on Continental's internal control and risk management system under the Main characteristics of the risk management system subsection.

The identified impacts, risks and opportunities relate to at least one sustainability matter as defined by the ESRS. The entity-specific disclosure only provides additional granularity but does not contain any new sustainability matters beyond the list of sustainability matters in ESRS 1 AR 16. The relationship between entity-specific disclosures and specific impacts, risks and opportunities is included in the description of the respective management approaches, which follow the same clustering as the impacts, risks and opportunities (IRO clusters).

The results of the IRO assessment were reported for the first time for fiscal 2024. These results served as a basis for preparing the sustainability report. In comparison to the previous year, in 2025 the methodology was refined in relation to the abstract and tangible assessment perspective with reference to ESRS 1 (see the Impact materiality and Financial materiality subsections of the Pro-

cesses to Identify and Assess Material IROs section). In this context, the separate flagging of focus topics for the users of the sustainability report was removed and integrated into the assessment perspectives. Considering its limited added value, the stage "very low" was removed from the severity and likelihood rating scale. It is now merged into the stage "low". Stakeholder involvement during the reporting year followed a two-step process with a comprehensive central review based on studies already reflecting stakeholder interests, followed by an evaluation by internal expert functions acting as proxies for stakeholders. The next review and update of material impacts, risks and opportunities will take place as scheduled in fiscal 2026.

Based on the reviews and update of the IRO assessments, as described in the Processes to Identify and Assess Material IROs section, there were no changes to materiality at the topic level. At the sub-topic level, the protection of consumer and end-user data was assessed as non-material in contrast to the previous year. This change is related to the spin-off of the former Automotive and Contract Manufacturing group sectors and their associated products and technologies. Further changes are limited to revised assessments of individual impacts, risks or opportunities. Additions, in particular, include a growth opportunity related to circular products, a potential negative impact related to freedom of association and an abstract risk related to costs associated with working conditions.

Removed items include especially a potential positive impact related to zero-tailpipe-emission vehicles and a growth opportunity related to safe mobility. For the topic of climate change adaptation, a more differentiated picture of the risk exposure emerged, in which potential asset devaluations, potential increases in operating and capital expenditure as well as potential business and supply chain interruptions are considered the material risks. At the level of individual impacts, risks and opportunities, additionally numerous detailed adjustments were made without significant topic changes, arising in particular from the revised methodology, organizational changes, updated assessments and editorial refinements.

Continental identified 69 IROs that, according to the applied methodology of the IRO assessment, were classified as material. Material IROs were identified across the supply chain, own operations and the downstream value chain. Given the different focus of topic-related sections, the distribution of IROs along the value chain varies, e.g. the Own Workforce (ESRS S1) section is, by definition, focused on own operations.

The material IROs are described in more detail in the respective Material impacts, risks and opportunities subsections of the topic-related sections in this report and can be identified with a distinct ID, as shown in the following table.

Continental's material impacts, risks and opportunities (IRO table)

Section	IRO cluster	ID	Short description	Type of IRO	Primary time horizon
Climate Change (ESRS E1)	Scope 1 and Scope 2 emissions	1	Scope 1 and Scope 2: own emissions	Potential negative impact	Short-term
		2	Devaluation of assets due to climate change mitigation regulations (1.5°C scenario without overshoot)	Abstract risk	Medium-term
		3	Higher operating costs/investments related to climate change mitigation (1.5°C scenario without overshoot)	Abstract risk	Medium-term
	Scope 3 emissions, value chain resilience and transition	4	Scope 3: emissions in the value chain (excluding use phase)	Potential and actual negative impact	Short-term
		5	Scope 3: emissions in the value chain (use phase)	Potential and actual negative impact	Short-term
		6	Higher costs for materials/services related to climate change mitigation (APS scenario)	Abstract risk	Long-term
		7	Higher costs for materials/services related to climate change mitigation (1.5°C scenario without overshoot)	Abstract risk	Medium-term
		8	Loss of sales in connection with our portfolio and climate change (APS scenario)	Abstract risk	Long-term
		9	Loss of sales in connection with our portfolio and climate change (1.5°C scenario without overshoot)	Abstract risk	Medium-term
		10	Growth due to climate change mitigation regulations	Opportunity	Long-term
	Climate change adaptation	11	Business interruptions and higher operating costs/investments in own operations due to physical effects of climate change (SSP2 scenario)	Abstract and tangible risk	Long-term/medium-term
		12	Business interruptions and higher operating costs/investments in own operations due to physical effects of climate change (SSP5 scenario)	Abstract risk	Long-term
		13	Supply chain interruptions and higher costs for materials/services due to physical effects of climate change (SSP5 scenario)	Abstract risk	Long-term
Emissions and Substances (ESRS E2)	Product-related aspects regarding environmental protection	14	Pollution in the use phase	Potential negative impact	Short-term
		15	Sanctions in connection with pollution in the use phase	Abstract and tangible risk	Medium-term
		16	Loss of sales in connection with our products and pollution	Abstract risk	Long-term
		17	Growth due to pollution regulations	Opportunity	Medium-term
	Substances of concern and very high concern	18	Negative impacts from the use of substances of concern in own operations	Potential negative impact	Short-term
		19	Negative impacts from the use of substances of concern in the supply chain	Potential negative impact	Short-term
		20	Sanctions in connection with substances of concern	Abstract risk	Medium-term
	Environmental protection in the supply chain	21	Loss of sales in connection with our portfolio and substances of concern	Abstract risk	Medium-term
		22	Pollution by the supply chain	Potential negative impact	Short-term
		23	Releases or other environmental incidents in own operations	Potential negative impact	Short-term
Biodiversity and Ecosystems (ESRS E4)	Protection of ecosystems in the supply chain	24	Negative impacts on ecosystems due to land-use changes in the supply chain	Potential negative impact	Short-term
		25	Indirect negative impacts on ecosystems due to other drivers in the supply chain	Potential negative impact	Short-term
		26	Sanctions in connection with deforestation	Abstract and tangible risk	Medium-term
	27	Supply chain interruptions and higher costs for materials/services related to deforestation	Abstract risk	Medium-term	
	Biodiversity in the downstream value chain	28	Negative impacts on biodiversity in the use phase and at the end of the product life cycle	Potential negative impact	Short-term
Resource Use and Circular Economy (ESRS E5)	Circularity	29	Sourcing from primary and non-renewable sources	Potential and actual negative impact	Short-term
		30	Contribution to waste through end-of-life product treatment	Potential and actual negative impact	Short-term
		31	Higher costs for materials/services related to resources	Abstract risk	Medium-term
		32	Loss of sales in connection with our portfolio and circularity	Abstract risk	Long-term
	Waste in own operations	33	Growth in connection with circular products	Opportunity	Long-term
		34	Landfill or incineration of non-recoverable waste in own operations	Potential negative impact	Short-term
		35	Waste efficiency	Opportunity	Medium-term

Section	IRO cluster	ID	Short description	Type of IRO	Primary time horizon
Own Workforce (ESRS S1)	Labor standards	36	Negative impacts on adequate wages and fair payment	Potential negative impact	Short-term
		37	Negative impacts on freedom of association of own workforce	Potential negative impact	Short-term
		38	Negative impacts on employees' working time	Potential negative impact	Short-term
		39	Negative impacts on work-life balance	Potential negative impact	Short-term
		40	Negative impacts in connection with discrimination in own operations	Potential negative impact	Short-term
		41	Negative impacts in connection with incidents of forced labor in own operations	Potential negative impact	Short-term
		42	Negative impacts in connection with incidents of child labor in own operations	Potential negative impact	Short-term
		43	Sanctions in connection with incidents related to working conditions in own operations	Abstract and tangible risk	Medium-term
		44	Higher operating costs in connection with working conditions in own operations	Abstract risk	Medium-term
		45	Sanctions in connection with discrimination in own operations	Abstract and tangible risk	Medium-term
	46	Sanctions in connection with human rights in own operations	Abstract and tangible risk	Medium-term	
	47	Loss of sales/boycott in connection with incidents related to human rights in own operations	Abstract risk	Medium-term	
	Occupational safety and health	48	Negative impacts on the health of own workforce	Potential negative impact	Short-term
	Employee privacy	49	Infringement of employees' privacy rights	Potential negative impact	Short-term
	Responsible employer	50	Positive impacts on employees' working time	Actual and potential positive impact	Short-term
		51	Negative impacts on secure employment	Potential negative impact	Short-term
		52	Positive impacts on secure employment	Potential positive impact	Short-term
53		Positive impacts on social dialogue	Potential positive impact	Short-term	
54		Positive impacts on training and skill development	Potential positive impact	Short-term	
55		Business interruptions in connection with a lack of skilled workers	Abstract and tangible risk	Medium-term	
Workers in the Value Chain (ESRS S2)	Workers in the value chain	56	Negative impacts related to working conditions, equal treatment and other human rights of workers in the supply chain	Potential negative impact	Short-term
		57	Sanctions in connection with violations of labor and human rights in the supply chain	Abstract and tangible risk	Medium-term
		58	Higher costs for materials/services in connection with human rights and working conditions in the supply chain	Abstract risk	Medium-term
Affected Communities (ESRS S3)	Affected communities	59	Negative impacts of own operations on affected communities	Potential negative impact	Short-term
		60	Negative impacts of the supply chain on affected communities	Potential negative impact	Short-term
		61	Sanctions in connection with impacts on affected communities in own operations and in the supply chain	Abstract risk	Medium-term
Consumers and End-Users (ESRS S4)	Technical (product-related) compliance	62	Negative impacts on the personal safety of consumers	Potential negative impact	Short-term
		63	Loss of sales in connection with product safety	Abstract risk	Medium-term
		64	Sanctions in connection with incidents regarding product safety	Abstract risk	Medium-term
	Safe mobility	65	Positive impacts on the personal safety of consumers	Actual and potential positive impact	Short-term
Business Conduct (ESRS G1)	Business conduct, corporate governance and corporate culture	66	Antitrust incidents in own operations	Potential negative impact	Short-term
		67	Negative impacts on whistleblowers	Potential negative impact	Short-term
		68	Incidents of corruption, bribery or fraud in own operations	Potential negative impact	Short-term
		69	Sanctions in connection with incidents related to business conduct	Abstract and tangible risk	Short-term

Specifics of the IRO Assessment for Certain Topic-Related Sections

To facilitate the comprehensiveness and robustness of the results, the IRO assessment for each topic-related section was performed following the principles and methodologies as described above. Beyond that, additional factors were taken into account for individual standards in accordance with the ESRS.

Specifics of the IRO assessment in relation to climate change

The actual negative impacts related to climate change were evaluated based on the reported GHG emissions (Scope 1, 2 and 3) of Continental's business activities and value chain.

Regarding risks and opportunities, specific risk and opportunity scenarios were developed and evaluated as part of the IRO assessment, which are explained in the Description of methodology and assumptions subsection. The concrete scenarios are reflected in the descriptions of the respective IROs in the Climate Change (ESRS E1) section. For both, transition risks and physical risks, these include a three perspective analysis consisting of an extreme scenario, a minimal scenario and a middle pathway.

For physical risks due to climate change (see IRO ID 11, 12 and 13), the analysis was guided by selected scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), which describe as key drivers an increase in extreme weather events as well as long-term climate changes (e.g. in terms of temperature) in varying degrees. In addition to a low-emission scenario (informed by SSP1-2.6) and a middle pathway (informed by SSP3-4.5), an extreme high-emission scenario was also assessed (informed by SSP5-8.5).

For methodological reasons, the scenarios go beyond the considerations of general risk management and the consolidated financial statements, particularly with regard to time horizons and the abstract assessment perspective. The assessment of risks, which is included in the analysis of climate-related hazards and possibly affecting Continental's business activities, covers own operations as well as the value chain. Because of the high uncertainty of long-term climate projections and the potentially global distribution of climate hazards, no direct analysis was performed at the level of individual locations. Instead, the assessment was performed at a macro level, focusing on the overall potential exposure of Continental and its value chain, based on the fundamental development of climate hazards in the different scenarios and structural factors such as distribution of locations on country level, specific supply chain structure or process-related features of the business activity. Among other aspects, the assessment drew on expert evaluations regarding possible effects on remaining carrying amounts over the considered time horizon. The climate-related hazards considered in the scenarios include, in particular, the increase in extreme weather events and long-term changes in climate patterns, for example in terms of temperature. From Continental's perspective, the selected scenarios therefore address the relevant drivers of risks and opportunities and thereby also cover the relevant scenarios in the meaning of the ESRS.

The exposure and sensitivity of assets and business activities to the identified climate-related hazards were assessed semi-qualitatively under this approach. The exposure and sensitivity in connection with the identified related financial effects of the material risks are reflected in the descriptions of the associated risks in the Climate Change (ESRS E1) section under the Climate change adaptation IRO cluster. By integrating the scenario analysis into the IRO assessment, the same rating scales and time horizons were used. For methodological reasons, the standardized time horizons of the IRO assessment do not directly correspond to the different expected lifetimes of Continental's assets. The "short-term" and "medium-term" levels in the IRO assessment essentially correspond to the time horizons of the financial annual and long-term planning. This methodological difference does not materially affect the risk assessment. The assessment is aligned with general risk management. Further information on the time horizon of long-term planning can be found, for example, in the disclosures on impairment losses in Note 2 of the Notes to the Consolidated Financial Statements. In addition, further information on the consideration of climate-related matters in accounting, if relevant and material, can be found in Note 2 of the Notes to the Consolidated Financial Statements in the Estimates subsection under Impact of sustainability-related and particularly climate-related matters on accounting in the reporting period.

For transition risks (see IRO ID 2, 3, 6, 7, 8 and 9), the scenarios developed by the International Energy Agency (IEA) were used as a guidance, which describe macroeconomic transitional changes, particularly regarding regulation and market developments, in varying degrees. The minimal scenario was formulated and assessed using the Stated Policies Scenario (STEPS), while the middle-pathway scenario used the Announced Pledges Scenario (APS). The extreme scenario (1.5°C without overshoot) is derived from the scenario requirement in ESRS E1 20c(i), which mandates at least a scenario of a 1.5°C pathway with no or limited overshoot. All scenarios include increasing regulation, but in case of no or only a limited overshoot of 1.5°C being allowed, it was assumed considering current forecasts that full carbon neutrality of the global economy would be achieved already in the medium term.

The exposure and sensitivity of assets and business activities to the identified abstract transition risks were assessed semi-qualitatively in the IRO assessment. By applying the IRO methodology, the assumptions regarding the probability, extent and duration of the transition events were taken into account. The IRO assessment concluded that Continental's assets, business activities and product portfolio are fundamentally capable of transition and do not lead to any significant, tangible transition risks, but rather only to a general, abstract risk exposure that is inherent to the industry. The financial effects of the abstract transition risks are reflected in the descriptions of the associated risks in the Climate Change (ESRS E1) section. Due to the integration into the IRO assessment, the same time horizons apply.

Specifics of the IRO assessment in relation to pollution

The identification and assessment of potential and actual impacts, risks and opportunities in relation to pollution in own operations, the supply chain and the downstream value chain included a screening of Continental's locations and business activities under consideration of the respective management approaches as well as the related metrics. The identification and assessment were integrated into the impact, risk and opportunity assessment following the described methodology. The assessment was also compared with external data sources.

Continental took into account the perspective of affected communities regarding pollution by aligning the assessments with proxies from internal functions who represented their interests and by comparisons with external information sources. The information received was taken into account in the development of the respective management approaches, in particular for own operations. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to water and marine resources

The identification and assessment of potential and actual impacts, risks and opportunities regarding water and marine resources related to own operations, the supply chain and the downstream value chain included a screening of Continental's locations and business activities under consideration of the respective management approaches as well as the related metrics. The identification and assessment were integrated into the impact, risk and opportunity assessment following the described methodology. The assessment was also compared with external data sources and revealed that there are no material IROs for this sustainability matter.

Aspects relating to water pollution were considered as part of the IRO assessment under the topic of pollution.

Continental took into account the perspective of affected communities regarding water and marine resources by aligning the assessments with proxies from internal functions who represented their interests and by comparisons with external information sources. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to resource use and circular economy

The identification and assessment of potential and actual impacts, risks and opportunities related to resource use and circular economy, in particular regarding resource inflows, resource outflows and waste in Continental's own operations, in the supply chain and in the downstream value chain, included a screening of Continental's locations in relation to waste and business activities, among other aspects regarding products and materials purchased by Continental. The identification and assessment took into account information from the respective management approaches as well as related metrics. The identification and assessment were integrated into the impact, risk and opportunity assessment following the described methodology.

Continental took into account the perspective of affected communities regarding resource use and circular economy by aligning the assessments with proxies from internal functions who represented their interests and by comparisons with external information sources. The information received was taken into account in the development of the respective management approaches, in particular for own operations. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to business conduct

The identification and assessment of potential and actual impacts, risks and opportunities regarding business conduct included, in particular, the consideration of Continental's types of business activities, geographies, industries and types of transactions as well as the respective management approaches and associated metrics.

Governance

Administrative, management and supervisory bodies

The Executive Board of Continental AG manages the company independently and in the best interests of the enterprise. All members of the Executive Board jointly bear responsibility for managing the company. Regardless of this principle of joint overall responsibility, each Executive Board member is individually responsible for the Executive Board function entrusted. At the end of the reporting year, the Executive Board consisted of five members. With the turn of the year, the board was reduced to four members, as the former chairman stepped down from the Executive Board by mutual agreement as part of Continental's realignment.

The Executive Board is supported by the Group Sustainability group function in sustainability management, the preparation of the sustainability report and reporting to the Supervisory Board.

Continental's Supervisory Board is responsible for appointing the members of the Executive Board, as well as for supervising and advising the Executive Board in its management of the company. This includes, in particular, issues such as strategy, planning, business development, risk exposure, risk management, compliance and the accuracy of financial and sustainability reporting.

The Supervisory Board regularly addresses sustainability matters. In addition, it has established a Sustainability Working Group that specifically addresses sustainability matters relevant for Continental on a regular basis. The working group consists of two shareholder representatives and two employee representatives. All members have relevant specialist knowledge. Furthermore, sustainability reporting, sustainability-related risk management, the related internal control system as well as sustainability-related compliance management systems are regularly addressed by the Audit Committee of the Supervisory Board.

The Supervisory Board is composed in accordance with the German Co-determination Act (*Mitbestimmungsgesetz - MitbestG*) and the company's Articles of Incorporation. Half the members of the Supervisory Board are elected by the shareholders in the Annual Shareholders' Meeting (shareholder representatives), while the other half are elected by the employees of Continental AG and its German subsidiaries (employee representatives).

Before September 5, 2025, the Supervisory Board had 20 members. In connection with the spin-off of the former Automotive and Contract Manufacturing group sectors on September 17, 2025, the three Supervisory Board's employee representatives who had employment contracts with spun-off companies were required by law to step down from the Supervisory Board. In addition, the representatives of the IG Metall labor union (two members) and two

shareholder representatives resigned from their positions in September 2025. Five new members were appointed to the Supervisory Board by judicial appointment on September 22, 2025. The Supervisory Board has since comprised 18 members.

In accordance with recommendation C.1 of the German Corporate Governance Code, the Supervisory Board has specified objectives for its composition and developed a profile of skills and expertise covering, among other things, sustainability matters, particularly in the areas of environment and social responsibility.

Furthermore, the Executive Board and the Supervisory Board are expanding their sustainability-related expertise through regular participation in different exchange formats on developments regarding sustainability in their area of responsibility, and in close consultation with sustainability experts within and outside the organization. In addition, in the reporting year, an intensive voluntary training on sustainability regulations was conducted for the Supervisory Board.

Through this continuous exchange on sustainability matters, the skills and specialist knowledge of the administrative, management and supervisory bodies are adequate to manage material impacts, risks and opportunities.

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

- › Corporate governance;
- › Sector- and company-specific experience;
- › International experience;
- › Sustainability;
- › Risk management and reporting.

In addition, this enables the company to provide newly elected members of the Supervisory Board with a comprehensive overview of the company's products and technologies as well as of finance, controlling, corporate governance and sustainability at Continental.

All Executive Board members have experience relevant to Continental's sectors, products and geographical locations as well as further expertise that is relevant for their responsibilities. These criteria are, among other aspects, also part of the internal succession planning for management positions.

Further information on the Executive Board and Supervisory Board, such as on the expertise of the individual Supervisory Board members, can be found in the Corporate Governance Statement. In addition, further information on the individual members of the Executive Board and Supervisory Board can also be found on our website [under Company/Corporate Governance](#).

Metrics for the composition of administrative, management and supervisory bodies (as of December 31)	2025	2024
Number of executive members (Executive Board)	5	6
Number of non-executive members (Supervisory Board)	18	20
Gender distribution, in %		
Male	65	73
Female	35	27
Independent members of the Continental Supervisory Board, in %	100	100

Definitions, assumptions and calculation methods:**General information**

- The management and supervisory bodies are the Supervisory Board and the Executive Board of Continental AG.
- The composition of the management and supervisory bodies as of December 31, 2025, is taken into account.
- The executive members of Continental management are the members of the Executive Board. The non-executive members are the members of the Supervisory Board.

Gender distribution

- The gender distribution of the Executive Board is based on the information specifically documented in Continental's systems. This information therefore represents Continental's state of knowledge, taking into account local legislation and co-determination.
- The gender distribution of the Supervisory Board is based on the information provided in their own résumés, which are published on Continental's website.
- As of December 31, 2025, the ratio of female to male members of the management and supervisory bodies is 8 to 15.

Independent members of the Continental Supervisory Board

- The independence of a Supervisory Board member is defined in accordance with recommendation C.7 the German Corporate Governance Code (Deutscher Corporate Governance Kodex - DCGK).
- Taking into account the ownership structure, a Supervisory Board member is to be considered independent in the context of this metric if they are independent of the company and its Executive Board. In accordance with the DCGK, only shareholder representatives must prove their independence. Consequently, only the shareholder representatives are included in this metric.

Roles and responsibilities

Oversight of sustainability follows a staggered approach through regular meetings with a predefined agenda and, where applicable, adoption of resolutions. The structure is as follows:

- › The Group Sustainability group function and operational sustainability governance are overseen by the Sustainability Steering Committee, in which the entire Executive Board is represented.
- › Oversight of the Executive Board is exercised by the Supervisory Board.

Since July 2025, as part of the company's restructuring, the Group Sustainability group function reports directly to the chairman of the Executive Board. Previously, it reported directly to the Executive Board member responsible for Group Human Relations (director of Labor Relations) and Group Sustainability.

Ultimate responsibility for the management, monitoring and oversight of impacts, risks and opportunities in the area of sustainability lies with the Executive Board. Operational tasks, particularly in relation to sustainability governance and reporting, are assigned to Group Sustainability. The Tires and ContiTech group sectors also have their own operational sustainability departments.

Sustainability management within the Continental Group is regulated by a dedicated sustainability rule. Six administrative, management and supervisory bodies are responsible for monitoring Continental's impacts, risks and opportunities:

› Supervisory Board:

The Supervisory Board is responsible for overseeing the integration of sustainability matters into the business strategy and corporate planning. This includes the composition of the Executive Board (including responsibility for sustainability), the integration

of sustainability into the remuneration system of the Executive Board as well as the assessment of sustainability reporting.

› Audit Committee of the Supervisory Board:

The Audit Committee addresses sustainability in relation to the monitoring of accounting processes, including processes for sustainability reporting.

› Sustainability Working Group of the Supervisory Board:

The Sustainability Working Group established by the Supervisory Board deals with sustainability matters relevant to Continental. The working group includes two shareholder representatives and two employee representatives.

› Executive Board:

The Executive Board of Continental AG has overall responsibility for sustainability. Important strategic decisions regarding sustainability with significant group relevance are made by the Executive Board, along with regular reviews and, if necessary, updates of the sustainability ambition, by systematically considering sustainability-related impacts, risks and opportunities.

› Sustainability Steering Committee:

The Sustainability Steering Committee established by the Executive Board assumes the role of primary steering and decision body for sustainability at group level. Its tasks include:

- › Reviewing and confirming the assessment of material impacts, risks and opportunities;
- › Defining the group-wide sustainability strategy, public sustainability targets and corresponding key actions;
- › Defining the group-wide sustainability metrics that go beyond legal requirements.

› Group Sustainability:

The Group Sustainability group function holds operational responsibility for the sustainability framework at group level, in close collaboration with other functions. Its main tasks include

complying with sustainability regulations and steering of the sustainability governance and reporting, including the IRO assessment.

Further roles regarding sustainability are defined by the sustainability governance framework, such as the operational sustainability departments at group sector level.

The following documents regulate the roles and responsibilities regarding sustainability-related topics, including the assessment of impacts, risks and opportunities. Most of these documents are not exclusively focused on sustainability, but are relevant for its management:

- › German Stock Corporation Act (*Aktiengesetz - AktG*) (including the duties, constitution and due diligence obligations of the Executive Board and Supervisory Board)
- › Articles of Incorporation of Continental AG
- › By-Laws of the Executive Board (including in the annex to the business organization plan regarding the areas of responsibility of the members of the Executive Board, including sustainability)
- › By-Laws of the Supervisory Board (internal rules of procedure of the Supervisory Board, governing in particular the reporting of the Executive Board to the Supervisory Board on sustainability issues)
- › Continental sustainability rules (regarding sustainability governance within the Continental Group)

Sustainability targets are set to address material impacts, risks and opportunities and to achieve Continental's sustainability ambition. Public sustainability targets for the Continental Group are approved by the Sustainability Steering Committee.

The responsibility of the Sustainability Steering Committee also includes adapting and further developing these targets.

The public sustainability targets are set and adopted together with the key actions and the corresponding metrics to measure progress. The metrics are published in the sustainability reporting and are regularly monitored by the Sustainability Steering Committee.

Consideration of sustainability matters in corporate supervision

Group Sustainability is responsible for regularly providing the administrative, management and supervisory bodies with appropriate information on the results of assessing material impacts, risks and opportunities of sustainability matters and their implications, in accordance with the described governance structure.

Continental's business strategy and risk minimization measures are aligned with the identified material impacts, risks and opportunities, as described in the respective management approaches. Where relevant, trade-offs between various impacts, risks and opportunities are taken into account in the strategic processes.

The Sustainability Steering Committee, the Audit Committee and the Sustainability Working Group of the Supervisory Board regularly address sustainability matters in their meetings. The methodology and the results of the IRO assessment were presented to the Sustainability Steering Committee, the Supervisory Board's Sustainability Working Group and the Supervisory Board's Audit Committee. The results of the updated IRO assessment were formally confirmed by the Sustainability Steering Committee at its meeting in January 2026.

The Sustainability Steering Committee comprises the entire Executive Board as well as representatives of Group Sustainability and other functions at the group and group sector levels. These include, for example, Group Accounting and the sustainability departments of the group sectors. The Audit Committee and the Sustainability Working Group are regularly informed about sustainability topics by the Executive Board member responsible for sustainability and by Group Sustainability.

In 2025, the Sustainability Steering Committee and the Sustainability Working Group each held three meetings. The Audit Committee also addressed sustainability matters in three meetings. Group Sustainability maintains a close dialogue with all bodies outside of formal meetings as well.

All material IROs were presented to the Sustainability Steering Committee, the Audit Committee and the Sustainability Working Group.

Strategy, Business Model and Value Chain

Key elements of the overall strategy with regard to sustainability

For Continental, sustainability means doing the right thing for people and our planet while driving innovation and business success. We aim to focus on creating value for our stakeholders by managing impacts, mitigating risks and seizing opportunities, taking into account the varying priorities and dynamics across markets and industries.

The basis for this is Continental's vision:

CREATING VALUE FOR A BETTER TOMORROW.

OUR TECHNOLOGIES. YOUR SOLUTIONS. POWERED BY THE PASSION OF OUR PEOPLE.

Sustainability is addressed in particular by "A BETTER TOMORROW": "the company develops and produces the mobility of tomorrow in a way that is more convenient and comfortable, safer and more sustainable".

Further information on Continental's vision can be found in the Corporate Profile in the Strategy of the Continental Group section.

All material impacts, risks and opportunities are incorporated into Continental's strategic framework. The individual elements of the strategy also include the objectives of the management approaches described in the respective topic-related sections. Where relevant, Continental's main challenges are part of the detailed descriptions of impacts, risks and opportunities and are addressed by management approaches, specific metrics, targets or key actions.

Our group-wide sustainability ambition, which was updated in fiscal 2025, outlines how Continental intends to shape change in the key areas of people, climate and nature. These areas and their associated management approaches are reflected in the ESRS structure as follows:

- › Climate: E1
- › Nature: E2, E4, E5
- › People: S1, S2, S3, S4, G1

The ambition applies to the entire Continental Group and can be found on our website at www.continental.com.

Description of business model and value chain

Continental offers a broad product portfolio, primarily for vehicles and industrial applications.

The Tires group sector offers a premium portfolio of innovative tire solutions for the passenger car, truck, bus, two-wheeler and specialty segments, as well as intelligent products and services related to tires. For specialist dealers and fleet managers, Tires provides digital tire monitoring and tire management systems, in addition to other services, which keep fleets mobile and increase their efficiency. With its tires, the group sector contributes to safe, efficient and convenient mobility.

The ContiTech group sector draws on its materials expertise to develop solutions for industrial applications made from rubber, metal and textiles. Its broad portfolio of hoses, conveyor belts, air springs and drive belts is designed for the operating conditions in industrial environments, which can be challenging. At the same time, ContiTech offers surface materials with an appealing look and feel for use in home and vehicle interiors. ContiTech's industrial growth areas are primarily in energy, mining, agriculture and construction, as well as exterior and interior design.

Further information on the business models of the group sectors can be found in the Corporate Profile in the Structure of the Continental Group section.

Sales to dealers and end-users accounts for the largest share of business in the Tires group sector, followed by vehicle manufacturers. ContiTech serves a diversified customer base beyond vehicle manufacturers and dealers, including industries such as agriculture, mining and interior design. Further information on the distribution of sales can be found in Note 7 of the Notes to the Consolidated Financial Statements, while further information on the group sectors is presented in the Economic Report in the Development of the Group Sectors section.

Continental wants its products to contribute to the success of its customers and have a positive impact on society as a whole. The expected benefits for customers and other stakeholders are described in the respective impacts. As shareholders in a listed company, investors benefit from the total return.

Continental processes a wide range of materials and semi-finished products, such as natural rubber, synthetic rubber, other polymers, chemicals and steel. These are sourced from a diversified global supplier base. Continental's deeper supply chain, the indirect suppliers of Continental, includes the upstream value chain of this global supplier base, e.g. down to rubber farms and ore mines.

Corporate customers account for a large proportion of Continental's business. In these businesses, Continental is either a direct or indirect supplier in various markets, such as the replacement-tire market or vehicle manufacturing. Depending on the product, Continental's downstream value chain includes small and medium-sized trading companies or industrial companies, as well as large market-leading companies and ultimately end-users.

The IRO assessment, descriptions of impacts, risks and opportunities and related management approaches consider the relevant aspects of Continental's value chain, including product groups, markets and customer groups.

Continental is represented with its business activities all around the world. The table below shows the distribution of Continental's own employees across different regions of the world. The number of own employees at group level decreased in the reporting year, mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors. At group sector level, the number of employees in the Tires group sector changed only marginally in the individual regions compared with the previous year, whereas employee numbers in the ContiTech group sector declined.

Own employees (as of December 31)	2025	2024
Germany	19,140	38,910
Europe excluding Germany	33,000	64,060
North America	16,836	33,893
Asia-Pacific	14,020	37,412
Other countries	7,098	9,083
Total number of own employees	90,094	183,358

Definitions, assumptions and calculation methods:

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective year. Interns, trainees and non-employees are not included.
- The data is collected by the entities of the Continental Group.

Statement on Due Diligence

Details on the individual elements of the implementation of due diligence obligations are described in the respective topic-related sections.

The table below explains how the main elements and steps of the due diligence process, as outlined in ESRS 1 Section 4, were integrated into this sustainability report.

Core elements of due diligence	Subsections in this sustainability report
a) Embedding due diligence in governance, strategy and business model	<p>Sustainability is integrated into Continental's governance, strategy and business model through systematic sustainability governance.</p> <p>Details can be found under:</p> <ul style="list-style-type: none"> › Governance: Consideration of sustainability matters in corporate supervision › Strategy: Key elements of the overall strategy with regard to sustainability › Strategy: Sustainability-Related Performance in Incentive Schemes › as well as in the management approaches in the topic-related sections
b) Engaging with affected stakeholders in all key steps of the due diligence	<p>Continental maintains ongoing dialogue with relevant stakeholders via various channels. The views and interests of affected stakeholders were considered in the IRO assessment.</p> <p>Details can be found under:</p> <ul style="list-style-type: none"> › Processes to Identify and Assess Material IROs › Stakeholders and Stakeholder Engagement › as well as in the management approaches in the topic-related sections
c) Identifying and assessing adverse impacts	<p>Continental has identified material actual and potential negative impacts. The methodology of the assessment is described under:</p> <ul style="list-style-type: none"> › Processes to Identify and Assess Material IROs <p>The corresponding results can be found under:</p> <ul style="list-style-type: none"> › Details of Material Impacts, Risks and Opportunities › as well as in the described impacts in the topic-related sections
d) Taking actions to address those adverse impacts	<p>The results of the IRO assessment were incorporated into decision-making through general sustainability governance and also into the corresponding management approaches.</p> <p>Details can be found under:</p> <ul style="list-style-type: none"> › Governance: Consideration of sustainability matters in corporate supervision › Strategy: Key elements of the overall strategy with regard to sustainability › as well as in the management approaches in the topic-related sections
e) Tracking the effectiveness of these efforts and communicating	<p>Continental monitors the effectiveness of the respective management approaches through dedicated processes.</p> <p>Details can be found under:</p> <ul style="list-style-type: none"> › Governance: Consideration of sustainability matters in corporate supervision › Strategy: Key elements of the overall strategy with regard to sustainability › Strategy: Sustainability-Related Performance in Incentive Schemes › as well as in the management approaches in the topic-related sections <p>In addition, Continental has set public sustainability targets with regard to climate change mitigation, circularity and own workforce.</p> <p>Details on targets and target monitoring can be found in the relevant subsections of the following sections:</p> <ul style="list-style-type: none"> › Climate Change (ESRS E1) › Resource Use and Circular Economy (ESRS E5) › Own Workforce (ESRS S1)

Sustainability-Related Performance in Incentive Schemes

The Executive Board, senior executives and executives worldwide are evaluated based on progress made on specific sustainability metrics. Long-term remuneration components (long-term incentive - LTI) are linked to sustainability matters, among other factors. Short-term remuneration (short-term incentive - STI) may also include sustainability matters. A sustainability metric has been included in the STI since 2024. For the LTI, new tranches are launched each year. At the beginning of each tranche's term, the sustainability metrics used in that tranche are defined. The sustainability metrics used may differ between tranches.

Sustainability-related components are integrated into the overall remuneration systems.

Due to the structure of the long-term incentives, Continental currently has two remuneration systems in place regarding the LTI:

- › A new LTI structure was introduced in 2024. The first payouts under this new model will be in 2028 for the Executive Board and in 2027 for senior executives and executives. Under this model, 20% of the LTI is linked to sustainability matters based on equally weighted metrics defined for each tranche, with specific thresholds for the respective target year of the LTI tranche. At the end of the tranche's term, metric values are measured against these thresholds. The range for target achievement is 0% to 200%.
- › The LTI tranches starting between 2020 and 2023 are based on the relative total shareholder return (relative TSR) as the primary performance criterion. The performance of the TSR is multiplied by a sustainability factor which consists of up to six sustainability metrics. Threshold values have been defined for each LTI tranche and metric. To calculate the sustainability factor for the Executive Board, a value is added to the initial factor of 0.7 for each threshold value reached, which is calculated by dividing 0.6 by the number of metrics used. The sustainability factor is a maximum of 1.3. Values for senior executives and executives are adjusted slightly.

In both LTI structures as well as in the STI, sustainability performance for all Executive Board members as well as for senior executives and executives is generally measured on a group-wide basis, unless otherwise stated.

The following metrics (with the corresponding remuneration component and ESRS section in brackets) were or are used for the Executive Board, senior executives and executives in STI or LTI tranches that either ended in the reporting year, were active in the reporting year or start in 2026:

- › Combined own Scope 1 and market-based Scope 2 GHG emissions (LTI, E1)
- › Greenhouse gas intensity related to production in the tire business (LTI, E1)
- › Waste for recovery quota (LTI, E5)
- › Share of purchased renewable and recycled production materials for tires (LTI, E5)
- › Share of women in management positions (excl. USA) (LTI, S1)
- › Accident rate of work-related accidents with lost workdays (LTI, S1)
- › OUR BASICS Live Sustainable Engagement index (LTI, S1)
- › OUR BASICS Live Integrity Perception index (STI, G1)

With the current remuneration system, Continental has integrated sustainability performance into the remuneration of the Executive Board, senior executives and executives.

The Supervisory Board is responsible for confirming and updating the conditions of the incentive systems (including the sustainability metrics as well as target and threshold values used) for the Executive Board. The remuneration system for the Executive Board is additionally presented to and approved by the Annual Shareholders' Meeting. The system for senior executives and executives is confirmed by the Executive Board.

Due to the structure of the LTI tranches, and particularly the fact that systems with starting years before 2024 use a multiplier, the proportion of variable remuneration dependent on sustainability-related targets and impacts cannot be expressed as a single figure but is instead calculated in the respective years of payment.

The percentage of Executive Board remuneration linked to a climate-related consideration was 0% in fiscal 2025 (PY: 0%), despite achieving the target value defined in the 2021-2024 LTI. This effect is attributable to the performance calculation defined for the 2021-2024 LTI, which produced a sustainability factor of 1.06 as a multiplier of the relative TSR. Since the relative TSR value was zero, the payment amount for the 2021-2024 LTI was €0. Further information can be found in the 2024 and 2025 remuneration reports, and also on our website [📄](#) under Company/Corporate Governance/Executive Board.

Further information on the remuneration system of the Executive Board can be found in Note 27 of the Notes to the Consolidated Financial Statements as well as in the remuneration report on our website [📄](#) under Company/Corporate Governance/Executive Board.

Internal Control System for Sustainability Reporting

After initiating the ramp-up of a dedicated internal control system (ICS) for sustainability reporting in 2024, Continental gradually expanded and formalized this system during the reporting year. The main goal of the system is to ensure that process risks in the implementation of sustainability reporting are systematically identified, documented and mitigated. The ICS for sustainability reporting is part of Continental's overarching internal control system and has several interfaces with general and function-specific ICS processes.

The ICS for sustainability reporting is focused on public annual reporting in Continental's annual report and especially the sustainability report. It comprises a defined set of goals, a dedicated control environment based on general sustainability governance, an evaluation of process-inherent risks, related mitigation and control processes, documentation and communication as well as reviews and oversight. In addition, the sustainability reporting itself is based on documented processes.

The process-inherent risks are evaluated annually by Group Sustainability. In doing so, it considers relevant external sources such as specific guidance, findings of internal and external audits, assurance, own evaluations, consultation with internal stakeholders as well as general feedback. Process-inherent risks are classified regarding severity and likelihood, and key risks are prioritized accordingly.

The most important process-inherent risks identified for sustainability reporting for fiscal 2025 relate especially to:

- › Completeness of reporting;
- › Interpretation of regulatory requirements;
- › Consistency and availability of report content;
- › Resource constraints.

The mitigation and control strategy is determined by the evaluation of process-inherent risks. It includes monitoring-related, centralized and decentralized measures, as well as other mitigation and control activities. The identified key risks are primarily addressed through central mitigation and controls.

Oversight of the ICS follows a staggered approach. The review of the ICS is integrated into the dedicated review process for sustainability reporting. Additional control procedures are carried out within Continental's overarching ICS, including by Group Internal Audit.

Potential improvements, required actions and relevant findings are reported by Group Sustainability to the relevant bodies for sustainability, particularly the Sustainability Steering Committee and the Audit Committee of the Supervisory Board.

Sustainability Report – Environmental Information

Disclosures in Accordance with the EU Taxonomy

The EU Taxonomy is a classification system for determining sustainable economic activities in the real economy. The following disclosures

are the mandatory disclosures of the Continental Group in accordance with Art. 8 of the EU Taxonomy Regulation (EU) 2020/852.

Specific Information on the Implementation of Disclosure Requirements in Accordance with the EU Taxonomy

In line with the EU Taxonomy Regulation (EU) 2020/852, the Climate Delegated Act (EU) 2021/2139 and Environmental Delegated Act (EU) 2023/2486, companies must provide information on the eligibility and alignment of their activities with the EU Taxonomy with regard to the following environmental objectives:

- › Climate change mitigation
- › Climate change adaptation
- › Sustainable use and protection of water and marine resources
- › Transition to a circular economy
- › Pollution prevention and control
- › Protection and restoration of biodiversity and ecosystems

Commission Delegated Regulation (EU) 2023/2485 amending the Climate Delegated Act, which was published at the same time as the Environmental Delegated Act (EU) 2023/2486, amended the Climate Delegated Act. Besides amendments related to the existing activities for the two climate objectives, new economic activities were added, including:

- › Category 3.18 (Manufacture of automotive and mobility components);
- › Category 3.19 (Manufacture of rail rolling stock constituents).

Furthermore, the EU Commission explicitly clarified in Recital 10 of Commission Delegated Regulation (EU) 2023/2485 (amending Delegated Regulation (EU) 2021/2139) that tire manufacturing is considered Taxonomy-eligible due to its potential to reduce greenhouse gas emissions in the transport sector. It is currently to be assigned to category 3.6 (Manufacture of other low-carbon technologies).

On January 28, 2026, several amendments to the EU Taxonomy Regulation and its corresponding delegated acts came into effect, which are relevant for Continental. Companies have the option to apply these changes either for the 2025 reporting year or starting in 2026.

Considering the significant organizational changes at Continental AG due to the spin-off of the former Automotive and Contract Manufacturing group sectors, the interpretation of uncertainties associated with the new provisions and possible further revisions, Continental chooses not to exercise the option of applying the new regulations for the 2025 reporting year. Instead, Continental continues to report under the same regulatory framework as in the prior year.

In general, reporting under the EU Taxonomy remains associated with uncertainties for Continental. These uncertainties mainly result from continued ambiguities and imprecise wording in the regulations and guidance. They are related to the determination of Taxonomy eligibility and especially Taxonomy alignment, as well as the calculation of indicators for turnover, capital expenditure and operating expenditure for the economic activities relevant to Continental.

As a result, the current regulatory situation continues to leave room for interpretation from Continental's perspective.

In interpreting the regulation, Continental takes into consideration – besides officially published documents – the statements from industry associations in the supplier and automotive industries as well as unofficial assessments of various experts.

Taxonomy-Eligible Economic Activities

Assessment of Taxonomy eligibility

In the reporting year, Continental applied the same methodology to assess Taxonomy eligibility as in the previous year.

As in the previous year, all activities involved in tire manufacturing were classified as Taxonomy-eligible under category 3.6 (Manufacture of other low-carbon technologies). In Recital 10 of Delegated Regulation (EU) 2023/2485 (amending Delegated Regulation (EU) 2021/2139), the European Commission makes it clear that tire manufacturing has the potential to reduce greenhouse gas emissions in the transport sector and can contribute to a more circular economy. Until specific technical assessment criteria are defined for this activity, tire manufacturing remains a Taxonomy-eligible activity under category 3.6. It is Continental's opinion that this clarification refers to the manufacture of tires of all kinds, without any restrictions in terms of specific properties, label classes or drive system technologies. Alternative interpretations were examined, but Continental found them to be unsuitable, particularly with regard to Recital 10.

As in the previous year, all economic activities involved in the manufacture of automotive and mobility systems and components for road vehicles, with the exception of tires, but also extending beyond components for zero-tailpipe-emission vehicles, were allocated to category 3.18. Continental is of the opinion that the manufacture of all components, irrespective of the vehicle's drive system, is Taxonomy-eligible for all vehicle classes listed in the category. This classification is based on the fact that, from Continental's perspective, the activity description does not entail any restrictions in terms of components, for example in relation to function or drive system, and the corresponding components, parts and systems are intended for use in road vehicles. The qualifying characteristic (criterion) contained in the description of activity 3.18 of being essential for improving environmental performance is not exhaustively clearly defined. In Continental's view and based on the supporting documents of the European Commission (e.g. "A User Guide to Navigate the EU Taxonomy for Sustainable Activities" published in June 2023), this criterion is part of the assessment of substantial contribution to climate change mitigation for the evaluation of Taxonomy alignment and not Taxonomy eligibility.

As in the previous year, all economic activities involved in the manufacture of rail rolling stock constituents were allocated to category 3.19. This classification is based in particular on the fact that, from Continental's perspective, the reference to activity 3.3 does not impose any restrictions on components in relation to the function or drive system of rail vehicles for which the components are manufactured, provided that the components and systems are essential for the operation and functioning of rail vehicles. Furthermore, the activity designation does not entail any restrictions on components, for example in relation to function or drive system.

As in the previous year, Continental classified several industrial activities as Taxonomy-eligible. In the reporting year, these primarily comprise the manufacture of energy-efficient conveyor belts and components for wind turbines. Continental allocates these activities to category 3.6 (Manufacture of other low-carbon technologies), since they pursue substantial reductions and therefore make significant contributions to energy saving or expansion of renewable energies. For these classifications as well, Continental believes it is irrelevant which functions are fulfilled by the supplier technologies in the end products, as long as the end product facilitates the goals set out in Art. 10 (1) of the EU Taxonomy Regulation (EU) 2020/852.

The activities mentioned are not identified as Taxonomy-eligible under Annex II to the Climate Delegated Act (EU) 2021/2139 (environmental objective "climate change adaptation").

All other economic activities of the Continental Group that are not included in the aforementioned economic activities were classified as Taxonomy-non-eligible for the reporting year. Accordingly, Continental currently has not allocated any economic activities to the other environmental objectives under Annex I: Sustainable use and protection of water and marine resources, Annex II: Transition to a circular economy, Annex III: Pollution prevention and control or Annex IV: Protection and restoration of biodiversity and ecosystems of Commission Delegated Regulation (EU) 2023/2486.

Continental bases the classification on the information publicly available at the time the report was prepared.

Taxonomy-eligible turnover

The information on turnover is prepared in accordance with Section 1.1.1 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 in compliance with IFRS accounting principles (see tables at the end of this non-financial statement). Through the accounting methodology selected by Continental, double counting is avoided.

A total sum of €15.0 billion was reported as Taxonomy-eligible turnover in the reporting year (PY: €34.1 billion), which is equivalent to a 76.3% share of consolidated sales (PY: 85.8%). The significant reduction in absolute Taxonomy-eligible turnover compared to the previous year is due to the spin-off of the former Automotive and Contract Manufacturing group sectors and the resulting change in the scope of consolidation. The breakdown of Taxonomy-eligible turnover by category is shown in the tables at the end of this section.

Information on the Continental Group's total turnover (the denominator of the metric calculation) can be found in the Consolidated Statement of Income of the Consolidated Financial Statements under "Sales".

Taxonomy-eligible capital expenditure and operating expenditure

Taxonomy-eligible capital expenditure and operating expenditure have been compiled in accordance with the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 and taking into account the clarifications made by the European Commission in October 2022.

The figures for Taxonomy-eligible capital expenditure and operating expenditure under category a are allocations based on the proportion of Taxonomy-eligible turnover. For reasons connected to the business model, the equipment, machinery and buildings of the Continental Group are thus used both for Taxonomy-eligible activities and for other activities.

The allocation takes place at group sector level, and not at the level of individual locations, in order to avoid double counting, to take into account intercompany business and consolidation effects as well as to reflect the matrix structure of the Continental Group. This allocation of turnover reflects the distribution of Continental's production. The Platform on Sustainable Finance also recommends such an approach to allocation in its report to the European Commission dated October 2022. For enabling activities, it states that capital expenditure and operating expenditure should be reported on the basis of their proportion of turnover, if the activities include both Taxonomy-eligible and Taxonomy-non-eligible activities.

A total sum of €1,048 million was reported as Taxonomy-eligible capital expenditure in the reporting year (PY: €1,892 million), which is equivalent to a 79.6% share of total capital expenditure (PY: 85.8%). The significant reduction in absolute Taxonomy-eligible capital expenditure compared with the previous year is due to the spin-off of the former Automotive and Contract Manufacturing group sectors and the resulting change in the scope of consolidation. The breakdown of Taxonomy-eligible capital expenditure by category is shown in the tables at the end of this section.

The information on capital expenditure is prepared in accordance with Section 1.1.2 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 in compliance with IFRS accounting principles. Information on the Continental Group's total capital expenditure can be found in Note 1 of the Notes to the Consolidated Financial Statements. The information refers to capital expenditure in the intangible assets (Note 13), property, plant and equipment (Note 14) and leases (Note 15) presented in the Notes to the Consolidated Financial Statements.

Operating expenditure was defined in accordance with Section 1.1.3 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 and was calculated on an imputed basis as described above. For the denominator of the metric calculation for operating expenditure, Continental takes into account direct, non-capitalized costs incurred in the reporting year as a result of research and development (net), building renovation measures, short-term leasing, as well as maintenance and repairs.

A total sum of €416 million was reported as Taxonomy-eligible operating expenditure in the reporting year (PY: €3,421 million), which is equivalent to a 32.1% share of total operating expenditure (PY: 85.8%). The significant reduction in absolute Taxonomy-eligible operating expenditure compared with the previous year is due to the spin-off of the former Automotive and Contract Manufacturing group sectors and the resulting change in the scope of consolidation. The breakdown of Taxonomy-eligible operating expenditure by category is shown in the tables at the end of this section.

Continental notes that, from its perspective, various interpretations with respect to the requirements concerning capital expenditure and operating expenditure, particularly for category c and for operating expenditure more generally, continue to result in uncertainty when determining Taxonomy-related information.

Taxonomy-Aligned Economic Activities

Assessment of Taxonomy alignment

For all economic activities reported under category 3.6, specific comparative life cycle assessments are required by the technical screening criteria on substantial contribution to climate change mitigation. These must demonstrate substantial savings to life cycle greenhouse gas emissions compared with the best performing alternative technology or solution available on the market or the best performing alternative product available on the market. The life cycle assessments and their external verification should be in orientation with certain guidelines and recommendations.

Such comparative life cycle assessments were not available to Continental in the reporting year; therefore, these economic activities cannot currently be classified as Taxonomy-aligned. For this reason, the Do No Significant Harm (DNSH) criteria and the minimum safeguards along the value chain were not assessed at the level of specific economic activities.

Continental evaluated whether its Taxonomy-eligible activities in categories 3.18 and 3.19 meet the qualifying characteristics and other criteria for making a substantial contribution to climate change mitigation.

From Continental's perspective, the qualifying characteristic (criterion) in the description of activity 3.18 in the current regulation leaves room for interpretation. This leads to considerable uncertainty regarding the appropriate methodology to assess whether a product is essential for delivering and improving the environmental performance of the vehicle. In view of this fact, Continental considers its products listed in the European Commission Delegated Regulation (EU) 2023/2485 in Recital 9 to be in line with the description of activity 3.18 and the qualifying characteristic contained in it. These products were included in the further Taxonomy alignment assessment.

The qualifying characteristic (criterion) in the description of activity 3.19 on the essentiality of components for the functioning of rail rolling stock allows Continental to include its entire rolling stock portfolio in the further alignment assessment.

However, applying the technical screening criteria for substantial contribution to climate change mitigation for activities 3.18 and 3.19 means that solely products developed for zero-tailpipe-emission vehicles undergo detailed evaluation regarding compliance with DNSH criteria.

According to the EU Taxonomy Regulation, an activity can only be classified as Taxonomy-aligned if it meets all respective relevant DNSH criteria. For categories 3.18 and 3.19, this includes in particular a pollution prevention and control criterion, as explained in more detail in Appendix C to Delegated Regulation (EU) 2023/2485. Meeting this DNSH criterion requires substitution tests and corresponding documentation for certain substances, which goes beyond the currently applicable regulatory frameworks. At present, Continental's management systems do not provide sufficient information to fulfill these additional requirements of the EU Taxonomy with regard to monitoring of used substances and performing substitution tests for the substances listed in Appendix C. Following an internal analysis of the technical screening criteria and in view of the existing uncertainties related to their interpretation, Continental does not currently classify any of its activities as Taxonomy-aligned under categories 3.18 and 3.19.

Taxonomy-aligned turnover, capital expenditure and operating expenditure

Since Continental does not currently report any activities as Taxonomy-aligned, no Taxonomy-aligned capital expenditure or operating expenditure according to categories a and b are reported. Since no Taxonomy-eligible capital expenditures or operating expenditures under category c were identified, no Taxonomy-aligned disclosures are provided either.

Templates in Accordance with the EU Taxonomy

For the following overviews of Taxonomy information, it should be noted that these were prepared in accordance with the guidelines for the templates in Annex 2 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178. Given the uncertainties and interpretations of the EU Taxonomy Regulation, this note is relevant

since it means, for example, that the designations as environmentally sustainable or non-environmentally sustainable activities only relate to the assessment as per the EU Taxonomy Regulation and not more generally.

Nuclear and fossil gas related activities

Nuclear energy related activities		Yes/No
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		Yes/No
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Proportion of turnover from products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities - disclosure covering 2025

Financial year		2025		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code ¹	Turnover	Proportion of turnover 2025	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2024	Category enabling activity	Category transitional activity
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %							0.0 %		
of which enabling		0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %								0.0 %		
of which transitional		0	0.0 %	0.0 %													0.0 %		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of other low-carbon technologies		CCM 3.6	12,060	61.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL							30.2 %		
Manufacture of automotive and mobility components		CCM 3.18	2,847	14.5 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL							55.4 %		
Manufacture of rail rolling stock constituents		CCM 3.19	98	0.5 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.2 %		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)			15,005	76.3 %	100.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %							85.8 %		
A. Turnover of Taxonomy-eligible activities (A.1. +A.2.)			15,005	76.3 %	100.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %							85.8 %		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)			4,671	23.7 %															
TOTAL (A + B)			19,676	100.0 %															

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation (EU) 2023/2486 of the EU Commission of June 27, 2023.

For the sake of simplicity, Continental uses the following terms synonymously outside of these tables: "economic activities" and "business activities"; "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities"; "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

¹ The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

² EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Proportion of capital expenditure for products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities - disclosure covering 2025

Financial year		2025		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code ¹	CapEx	Proportion of CapEx 2025	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx 2024	Category enabling activity	Category transitional activity
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%		
of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%		
of which transitional		0	0.0%	0.0%													0.0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of other low-carbon technologies		CCM 3.6	906	68.8%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							30.2%		
Manufacture of automotive and mobility components		CCM 3.18	137	10.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							55.4%		
Manufacture of rail rolling stock constituents		CCM 3.19	5	0.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.2%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)			1,048	79.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%							85.8%		
A. CapEx of Taxonomy-eligible activities (A.1. +A.2.)			1,048	79.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%							85.8%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)			268	20.4%															
TOTAL (A + B)			1,316	100.0%															

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation (EU) 2023/2486 of the EU Commission of June 27, 2023.

For the sake of simplicity, Continental uses the following terms synonymously outside of these tables: "economic activities" and "business activities"; "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities"; "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

¹ The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

² EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Proportion of operating expenditure for products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities - disclosure covering 2025

Financial year		2025		Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code ¹	OpEx	Proportion of OpEx 2025	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx 2024	Category enabling activity	Category transitional activity
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
of which transitional		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of other low-carbon technologies		CCM 3.6	316	24.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	30.2%		
Manufacture of automotive and mobility components		CCM 3.18	97	7.5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	55.4%		
Manufacture of rail rolling stock constituents		CCM 3.19	3	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0.2%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)			416	32.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.8%		
A. OpEx of Taxonomy-eligible activities (A.1. +A.2.)			416	32.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	85.8%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)			877	67.9%															
TOTAL (A + B)			1,293	100.0%															

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation (EU) 2023/2486 of the EU Commission of June 27, 2023.

For the sake of simplicity, Continental uses the following terms synonymously outside of these tables: "economic activities" and "business activities"; "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities"; "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

¹ The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

² EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Climate Change (ESRS E1)

Material Impacts, Risks and Opportunities Related to Climate Change

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to climate change according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to climate change were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

- › **Scope 1 and Scope 2 emissions**
- › **Scope 3 emissions, value chain resilience and transition**
- › **Climate change adaptation**

Compared with the previous year, the IRO cluster Scope 3 emissions, value chain resilience and transition now also includes IROs related to supply chain resilience and transition.

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Risks 11, 12 and 13 represent climate-related physical risks. The remaining identified risks are transition risks.

Management Approaches for Climate Change Mitigation, Climate Change Adaptation, Energy Efficiency and Renewable Energy

Regarding climate change, Continental has implemented management approaches that include the following IRO clusters:

- › Scope 1 and Scope 2 emissions;
- › Scope 3 emissions, value chain resilience and transition;
- › Climate change adaptation.

The following table illustrates the ESRS E1-2 topic areas that are addressed by these specific management approaches.

	IRO cluster		
	Scope 1 and Scope 2 emissions	Scope 3 emissions, value chain resilience and transition	Climate change adaptation
Climate change mitigation	X	X	
Climate change adaptation			X
Energy efficiency	X	X	
Use of renewable energies	X	X	

Continental has not implemented any further management approaches relating to other aspects of climate change. The following pages provide detailed descriptions of the IROs within the respective IRO cluster.

They also outline the management approach developed for each cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Scope 1 and Scope 2 Emissions

Material impacts, risks and opportunities in the Scope 1 and Scope 2 emissions IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
1	Scope 1 and Scope 2: own emissions	Potential negative impact	Short-term	Continental operates a wide range of industrial production processes, such as vulcanization, mixing and extrusion, which process and industry inherently involve high energy demands. Depending on the energy sources used, this can result in material potential negative impacts from greenhouse gas emissions generated by Continental's own production processes.
2	Devaluation of assets due to climate change mitigation regulations (1.5°C scenario without overshoot)	Abstract risk	Medium-term	Continental operates a wide range of industrial production processes across various locations and markets. This results in an inherent risk exposure to regulatory developments and market dynamics that may affect these locations directly or indirectly through the portfolio. In a scenario to be analyzed according to the ESRS - characterized by highly ambitious regulations allowing no or only limited overshoot of a 1.5°C temperature increase - the regulatorily required pace of decarbonization could significantly exceed the adaptation speed of industries in general as well as Continental's locations. This could impair the value of the associated assets.
3	Higher operating costs/ investments related to climate change mitigation (1.5°C scenario without overshoot)	Abstract risk	Medium-term	Continental operates a wide range of energy-intensive industrial production processes, such as vulcanization, mixing and extrusion. This results in an inherent risk exposure linked to the pace of transformation in response to climate change. In a scenario to be analyzed according to the ESRS - characterized by highly ambitious regulations allowing no or only limited overshoot of a 1.5°C temperature increase - regulatory requirements and market conditions could tighten significantly. This could lead to substantial increases in operating costs and additional investments to reduce process-related emissions.

Management approach for Scope 1 and Scope 2 emissions

Continental is convinced that mobility and the global economy must transition to carbon neutrality. We support the principles and goals of the Paris Agreement and, as part of our sustainability ambition, we are committed to continuously implementing measures to reduce greenhouse gas emissions in our own operations (Scope 1 and 2). To support this ambition, Continental has implemented a management approach that focuses on mitigating negative environmental impacts and risks in relation to Scope 1 and Scope 2 GHG emissions. The management approach also addresses the minimization of transition risks related to Scope 1 and Scope 2.

The management approach for Scope 1 and Scope 2 emissions covers the entire Continental Group and focuses especially on production sites, as they are particularly emission-intensive compared with other types of locations.

Responsibility for the operational implementation of the management approach to reduce greenhouse gas (GHG) emissions lies with the respective entities. Implementation is coordinated by the manufacturing and operations functions within the group sectors, which implement defined actions together with the respective entities. Monitoring takes place through a multi-level process involving environmental departments, the group sector boards and the Sustainability Steering Committee.

Continental has established multiple processes to continuously reduce Scope 1 and Scope 2 emissions and to create a framework for specific quantified targets and actions.

Continental pursues a GHG reduction target covering Scope 1 and market-based Scope 2 GHG emissions related to production in the tire business. Progress is monitored through regularly reported emission values (see the Targets related to Scope 1 and Scope 2 emissions subsection). The process includes dedicated GHG data

analyses at various organizational levels and - where necessary - updates to the intended trajectories. Results are regularly presented to the Sustainability Steering Committee and within the group sectors. GHG emission data serves as the basis for reduction measures (see the Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection), which provide a framework for implementing the necessary actions and are regularly updated based on actual emission values. Continuous calibration of the levers and location-specific actions required to pursue the trajectory is a key element of the reduction measures. Regular dialogue on best practices, for example by functions such as infrastructure and environment, supports the implementation of technical solutions and the corresponding program management within Continental's group sectors.

The implementation of the target-related reduction plan is also supported by actions to optimize energy consumption and energy costs. This also includes the expansion of capacities for the in-house generation of electricity from renewable sources as a substitute for the external purchase of green electricity (see the Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection). General increases in energy efficiency (e.g. through LED lighting, new machines or leak prevention) are part of the continuous improvement processes within the local environmental and energy management systems.

The identified abstract risk of a devaluation of own production facilities and real estate due to climate change mitigation regulations is however primarily dependent on the general transformation of the company's business models and is therefore directly related to the management approach described for decarbonizing own business operations and industries as a whole.

The framework for the management approach for Scope 1 and Scope 2 emissions is set by internal climate change mitigation rules and the sustainability ambition. Investments are additionally subject to the Continental Group's general investment rules.

As part of the management approach and local management systems, the standards ISO 14001 (environmental management systems) and ISO 50001 (energy management systems) are applied at locations where implemented actions require them. GHG emissions calculation and reporting follow the standards of the GHG Protocol. Furthermore, multiple climate change mitigation agreements, such as the Paris Agreement, as well as regulatory requirements, such as the EU Emissions Trading System, serve as references.

Targets related to Scope 1 and Scope 2 emissions

In line with its sustainability ambition, Continental has set a public sustainability target related to climate change that aims to reduce relative Scope 1 and market-based Scope 2 GHG emissions related to production in the tire business to an intensity of 0.13 tonnes of CO₂ equivalent (tCO₂e) per tonne of production by 2035.

The interim target for 2030 is to reduce Scope 1 and market-based Scope 2 GHG emissions to an intensity of 0.17 tCO₂e per tonne of production.

In line with implemented and planned organizational changes, the public sustainability target reported in the previous year (absolute reduction to 0.5 million tCO₂e by 2035) was adapted to the new structure in 2025 and converted into an intensity target for production in the tire business. Within the tire business, production accounts for the majority of emissions.

In the Tires group sector, the former corporate target had already been operationalized in previous years as an internal intensity-based target for production using the now-applied target values. This target is now also reported externally as a public sustainability target. Choosing an intensity target enables more effective internal management, increases resilience to changes in production volumes and plant structures, and provides investors and customers with more comparable information in competitive contexts. For these reasons, the previously reported public sustainability target for absolute reductions is being continued and reported as a public sustainability target for the intensity of the tire production.

A decision on further specific targets related to greenhouse gas emissions (e.g. for ContiTech's industrial business) will be made by the respective organizations after the planned organizational changes have been implemented.

Both the main target and the interim target are intensity targets. Converted into absolute values, and based on the situation today without taking into account possible changes such as production

The management approach for Scope 1 and Scope 2 emissions considers the global interest of different stakeholders in climate change mitigation. The focus is on the expectations and requirements of investors and customers to make a positive contribution to climate change mitigation through their value chains.

The management approach is communicated internally through various formats and publications on the company-wide intranet. Externally, the management approach is communicated by means of sustainability reporting, press releases, dialogue with customers and investors, as well as trade fairs.

volumes, this corresponds to a reduction to less than 0.3 million tonnes of CO₂ equivalent (million tCO₂e) by 2035 and less than 0.4 million tCO₂e by 2030.

The formalized target commitment to reduce relative Scope 1 and market-based Scope 2 GHG emissions related to production is a key element of the corresponding management approach for Scope 1 and Scope 2 emissions and the subsequent key actions. The transition to and ultimate achievement of the target allow Continental to mitigate negative impacts and risks associated with Scope 1 and Scope 2 GHG emissions.

The target covers combined Scope 1 and market-based Scope 2 GHG emissions. The target value was defined in alignment with the guidance of the GHG Protocol on calculating Scope 1 and market-based Scope 2 GHG emissions and includes the greenhouse gases described in the metric "Combined own Scope 1 and market-based Scope 2 GHG emissions (group-wide)". Consequently, the greenhouse gases covered by the target and considered in the metrics are consistent with the greenhouse gas inventory.

Relative to the total amount of Scope 1 and market-based Scope 2 emissions reported for 2025, the target covers just under 60% of the greenhouse gas inventory.

Without considering the ContiTech group sector, coverage exceeds 90%.

The scope of the main and interim targets extends to production in own tire operations.

The base year of the target is still 2019, even after the structurally required adjustments made in 2025. The base year value of the target had to be adjusted to reflect the narrowed scope and the change to an intensity target, as described above. For the intensity target in the tire business, the base year chosen is still representative in terms of external factors influencing energy consumption and related GHG emissions, as well as in terms of capacity utilization and market effects.

Consequently, a comparable reference value for the base year 2019 was modeled ex-post for the intensity target metric with the defined scope. The modeled value is approximately 0.66 tCO₂e per tonne. This was derived by adjusting the previously reported reference value for the absolute reduction target of around 2.8 million tCO₂e to reflect changes in the Continental Group's scope of consolidation and the narrowed target scope, and then relating it to 2019 production volumes in the tire business. The baseline values for the share of group-wide absolute emissions can be found in the metric "Combined own Scope 1 and market-based Scope 2 GHG emissions (group-wide)". The metric complies with the ESRS requirements for the calculation of Scope 1 and Scope 2 GHG emissions.

Continental is of the opinion that the target for Scope 1 and market-based Scope 2 emissions, adapted to the new organization, continues to be consistent with the science-based goals of the Paris Agreement. The goals outlined in the Paris Agreement include limiting global warming to a maximum well below 2°C respectively ideally to a maximum of 1.5°C. It should be noted that considerable uncertainties remain regarding the breakdown of the associated global reduction pathways down to the company level. These uncertainties include, among other things, the allocation of carbon budgets to various industrial sectors and the extent to which so-called negative emissions (carbon removals), for example, can be used by companies if the pathways, in particular the 1.5°C pathway, are exceeded to a limited extent.

Continental's assessment is based on three considerations:

- › When adjusting the scope and translating the target into an intensity target, no adjustments were made to the fundamental target pathway of the original target setting. Continental's original climate target for absolute reductions in its group structure at that time, which was adopted in 2020 with the original base year 2019, was also reviewed by the Science Based Targets initiative (SBTi) in 2020. There has not been a revalidation of the intensity target adapted to the new organization by the SBTi and also in the reporting year 2025 it was not performed due to the major organizational changes that were implemented and planned, as well as due to the associated shifts in baseline values. In 2020, the original target that was set, as well as Continental's former ambition for carbon neutrality were validated by the SBTi for methodological reasons based on the derived target values for 2030 and these were confirmed as in line with the Paris Agreement.
- › Independently of external validations, the reduction pathway leads to a significant reduction of the emission intensity of around 80% compared with the base year. In addition, the average reduction in the target pathway until 2035 corresponds to around 10% per year versus the previous year for production in the tire business and it also takes into account the purchase of green electricity implemented since 2020. Although considerable reductions have already been achieved (see the metric "Reduction in Scope 1 and market-based Scope 2 GHG intensity related to production in the tire business"), the average remaining annual reduction of the trajectory compared to the reporting year is still more than 4% per year versus the previous year.

› Additionally, the reduction pathway is generally consistent with the sectoral decarbonization pathway that the European Commission has defined for rubber manufacturing activities in its 2025 transition pathways for selected chemical industries ("Chemicals: other"). From the European Union's perspective, the pathways defined there align with the Paris Agreement and European climate goals.

The transition to an intensity target does not follow a specific methodology for intensity targets because there is currently no such uniform methodology applicable to tire manufacturers. The target metric used corresponds to the sector-typical specific metric used in the reporting of the Tire Industry Project (TIP), thus facilitating comparison within the tire industry. As the reduction pathway still corresponds to the original target in terms of its ambition, it indirectly reflects the methodology used. The original target followed the methodology of an absolute reduction that has been described by the SBTi in the framework "Foundations of Science-based Target Setting (Version 1.0)," including the defined underlying climate and policy scenarios. The derivation back then was based on a cross-sector emissions pathway.

Anticipated external developments and their impact on greenhouse gas emissions were not explicitly considered when setting the target. Possible changes to the frameworks for climate targets and greenhouse gas accounting, as well as potentially significant changes of the business strategy, the corporate structure, the product portfolio or the production volumes, could also result in an adjustment of the target values in the future. Continental is continuously monitoring and evaluating the relevant legal, accounting and methodological framework conditions and market mechanisms.

When setting the target, Continental considered the interests of different stakeholders (such as customers and authorities). Switching to an intensity target enables customers and investors in particular to make more specific comparisons of the performance.

To reach the targeted level of GHG emissions, Continental has identified two primary decarbonization levers:

› Continued purchase and expansion of self-generated electricity from renewable energies

Continental purchases electricity exclusively from renewable energy sources across the entire group. Various contractual instruments are used for this purpose, which are listed in the corresponding metrics. When electricity can be self-generated from renewable sources, these instruments are reduced accordingly. Continuation of this approach allows to avoid market-based Scope 2 GHG emissions from electricity consumption. The purchase of steam and heat generated from renewable sources is also being gradually expanded further.

› Technological transformation

This lever is closely linked to operational processes and is reflected in the planning for the technological transformation of tire production. It consists primarily of sub-levers such as the gradual phase-out of fossil fuels, the switch to biofuels and biomass as well as, in particular, an increased electrification of production processes that were previously powered by fossil fuels.

According to Continental's assessment, the GHG reductions targeted with the intensity target will be fully (i.e. 100%) achieved through a combination of the two aforementioned decarbonization levers by 2035. The two levers are inextricably linked, and both have a simultaneous effect on Scope 1 and Scope 2 emissions. Any further breakdown of the contributions of Scope 1 and Scope 2 is therefore not meaningful.

Continental views increasing energy efficiency primarily not as direct lever but rather as a supporting lever for target achievement.

From Continental's perspective, implementing these levers at the pace required to achieve the target is in line with the Paris Agreement.

The operationalization of these decarbonization levers through the key actions is reflected in the defined and continuously refined target-related reduction plan, which Continental uses to create a framework for achieving the target.

Especially in view of uncertainties in external conditions, such as regarding accounting questions, Continental has not yet set a "time-bound net-zero target" as a public sustainability target for the steps to come beyond 2035. The target-related levers respectively actions remain relevant beyond the target year. Continental aims to consistently pursue the key actions described beyond the target as we are convinced that the global economy, and therefore also Continental, must transition to carbon neutrality.

Continental's progress regarding the set emissions reduction target can be derived from the metric "Greenhouse gas intensity related to production in the tire business".

Progress is measured using the specific metric introduced in the reporting year and monitored by the Sustainability Steering Committee.

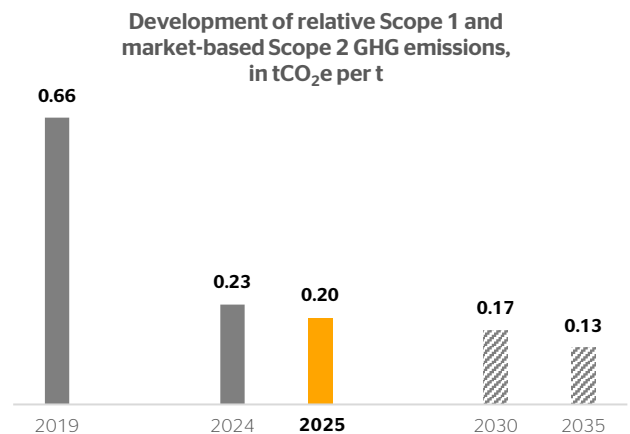
Sustainability target: Reduction of greenhouse gas intensity related to production in the tire business

Target: Reduction of relative Scope 1 and market-based Scope 2 GHG emissions related to production in the tire business to an intensity of 0.13 tCO₂e per tonne by 2035

- › Mobility and the global economy must transition to carbon neutrality.
- › As part of our sustainability ambition, we are committed to continuously implementing measures to reduce greenhouse gas emissions in our own operations (Scope 1 and 2).
- › In Continental's view, the climate target is in line with the Paris Agreement.

Key actions:

- › Continuation of purchasing and expansion of self-generation of electricity from renewable energies
- › Technological transformation, including electrification



Metrics for target achievement related to Scope 1 and Scope 2 emissions

The continued successful implementation of key actions in the reporting year resulted in a significant reduction compared with the previous year in greenhouse gas intensity related to production in the tire business, from 0.23 to 0.20 tCO₂e per tonne of production.

The progress achieved by 2025 was slightly ahead of the trajectory expected by Continental under the target-related reduction plan.

The improvement in GHG intensity in the tire business, together with the structural effects of the spin-off of the former Automotive and Contract Manufacturing group sectors, also led to a substantial reduction in absolute combined own Scope 1 and market-based Scope 2 GHG emissions at the group level.

	Previous years			Milestones and target years		
	Base year (2019)	2024	2025	Δ PY in %	2030 target	2035 target
Greenhouse gas intensity related to production in the tire business, in tCO ₂ e per t	0.66	0.23	0.20	-11	0.17	0.13

Definitions, assumptions and calculation methods:

Greenhouse gas intensity related to production in the tire business

- Greenhouse gas intensity of gross relative Scope 1 and market-based Scope 2 GHG emissions, as shown in the table "Scope 1 and Scope 2 GHG emissions" (page 134).
- Production in the tire business is measured as the gross production volume based on individual production sites, their respective production volumes and product specifications.
- The following greenhouse gases are covered: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); sulfur hexafluoride (SF₆); nitrogen trifluoride (NF₃); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs).
- As part of the target adjustment in the reporting year, the reference value for the base year 2019 was modeled on the new structure and as an intensity target. It is subject to uncertainties due to the retroactive calculation. See also the explanations of the calculation provided in the text.
- The metric is entity-specific.

	2025	2024
Combined own Scope 1 and market-based Scope 2 GHG emissions, in million tCO ₂ e (group-wide)	0.707	0.833

Definitions, assumptions and calculation methods:

Combined own Scope 1 and market-based Scope 2 GHG emissions

- Includes gross Scope 1 and market-based Scope 2 GHG emissions, as shown in the table "Scope 1 and Scope 2 GHG emissions" (page 134).
- The following greenhouse gases are covered: carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); sulfur hexafluoride (SF₆); nitrogen trifluoride (NF₃); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs).
- The calculation is performed in accordance with the assumptions and methodologies set out in the corresponding table for Scope 1 and Scope 2 GHG emissions.
- The metric is entity-specific.

Key actions for target achievement related to Scope 1 and Scope 2 emissions

Continental has defined concrete key actions to achieve its 2035 target for the reduction of Scope 1 and market-based Scope 2 GHG emissions related to production in the tire business. Corresponding reduction measures are embedded in operational activities and are gradually being developed for and implemented by the individual entities. The decentralized approach pursued leads to a large number of actions that will be completed in the short to long term through specific projects with individual timelines.

Continental's climate change mitigation actions cover, in accordance with the target, the production in own operations in the tire business. Comparable actions for the ContiTech group sector, which in view of the planned organizational changes is no longer included in the target, are no longer part of the target-related reduction plan.

The target-related reduction plan represents the internal framework for the key actions required to achieve the emissions reduction target. In doing so, it focuses on the most important levers (see the Targets related to Scope 1 and Scope 2 emissions subsection), which are operationalized on an ongoing basis through specific actions spanning the entire target period.

› Continued purchase and expanded self-generation of electricity from renewable energies

Continental purchases electricity exclusively from renewable energy sources across the entire group. In doing so, Continental makes use of green electricity contracts, power purchase agreements and other contractual instruments. For volumes of purchased electricity that are not covered by contractual instruments, Continental purchases energy attribute certificates that comply with specified quality criteria. This key action is implemented by the respective entities in close cooperation with the central purchasing and environmental departments based on externally purchased and reported electricity volumes and through corresponding instruments. Continental is also ramping up its investments to expand capacity for self-generation of electricity from renewable energies.

› Technological transformation

Technological transformation is carried out by the responsible entities with support from central functions, particularly manufacturing. As part of specific programs, suitable concrete actions for the respective locations and production processes, as well as the sequence for their implementation at location level are analyzed and decided upon. Especially for the next phases of the reduction plan and beyond, electrification of production plays a key role here. It enables, in combination with electricity from renewable energies, the avoidance of production-related (market-based) greenhouse gas emissions.

At the tire plant in Lousado, Portugal, an electric boiler was commissioned already in 2024 and continued to be used during the reporting year. The boiler generates the steam required for production processes and can serve as a pilot for other locations. In doing so, gas previously used as an energy source for steam generation is replaced by electricity. In 2025, all tire plants worldwide established the prerequisites for switching steam generation to alternative, lower-emission fuels such as natural gas, biomass or wood pellets. Additionally, photovoltaic systems for renewable electricity generation were installed at plants in Kalutara, Sri Lanka; Lousado, Portugal; and Timisoara, Romania during the reporting year.

Similar projects addressing the identified levers for target achievement are implemented at various locations, considering technical and economic aspects. Projects are selected as part of the general investment process, applying the same decision criteria used in any other capital allocation. The investment budget is determined as part of regular financial planning. The key actions for target achievement are enabled and implemented by allocating financial and other resources.

The metrics for achieved and expected GHG emissions reductions as a result of the implementation of such projects are set out in the table below.

Reduction in Scope 1 and market-based Scope 2 GHG intensity related to production in the tire business	Achieved by 2025	Achieved by 2024	Expected further reduction 2026-2035
Reduction in Scope 1 and market-based Scope 2 GHG intensity related to production in the tire business, in tCO ₂ e per t	0.46	0.44	0.07

Definitions, assumptions and calculation methods:**General information**

- The data is collected by the locations.

Achieved Scope 1 and market-based Scope 2 GHG reduction in terms of intensity in production in the tire business

- The metric is calculated as the difference between Scope 1 and market-based Scope 2 GHG intensity in production in the tire business from the 2019 base year of the public sustainability target and Scope 1 and market-based Scope 2 GHG intensity in production in the tire business in the reporting year.

Expected further reduction 2026-2035

- The metric is calculated as the difference between Scope 1 and market-based Scope 2 GHG intensity in production in the tire business in the reporting year and the target value for Scope 1 and market-based Scope 2 GHG intensity in production in the tire business in 2035 (see the Targets related to Scope 1 and Scope 2 emissions subsection).

Capital expenditure and operating expenditure for key actions for target achievement related to climate change

The changes in operating expenditure (OpEx) were mainly due to the adjustment of the target following the spin-off of the former Automotive and Contract Manufacturing group sectors.

resulting from the target adjustment and the structural effect of the spin-off.

Overall, reported capital expenditure (CapEx) increased significantly in 2025. The main reasons were the intensified implementation of key actions and the first-time inclusion of capital expenditure for expanding in-house renewable energy generation. These two effects clearly outweighed the reductions in reported capital expenditure

The reported planned capital expenditure and operating expenditure were adjusted accordingly. Newly planned photovoltaic and wind power installations, as well as heat pumps, were the drivers behind the substantial increase in planned capital expenditure over the next five years.

OpEx and CapEx of key actions for target achievement related to Scope 1 and Scope 2 emissions, in € millions	2025	2024	Planned 2026-2030
OpEx	3	5	13
CapEx	11	3	104

Definitions, assumptions and calculation methods:**General information**

- The public sustainability target covers Scope 1 and market-based Scope 2 GHG emissions.

- The time horizon applied is in line with the approved long-term planning.

- Values for 2024 are reported according to the former targets for the Continental Group and the 2024 organizational structure.

OpEx and planned OpEx

- Data is collected at the level of key actions. Includes OpEx for key actions for target achievement related to the reduction in intensity of Scope 1 and market-based Scope 2 GHG emissions for the Tires group sector.

CapEx and planned CapEx

- Data is collected at the level of key actions. Includes CapEx for key actions for target achievement related to the reduction in intensity of Scope 1 and market-based Scope 2 GHG emissions for the Tires group sector.

Interrelationship between CapEx and OpEx

Information on capital expenditure (CapEx) can be found in Note 1 of the Notes to the Consolidated Financial Statements. The information refers to Capital expenditure in the intangible assets (Note 13), Property, plant and equipment (Note 14) and Leases (Note 15) presented in the Notes to the Consolidated Financial Statements.

Continental does not report any Taxonomy-aligned economic activities and therefore does not provide a capital expenditure plan in accordance with European Commission Delegated Regulation (EU) 2021/2178.

CapEx for key actions for target achievement related to climate change mitigation mainly falls under Taxonomy-eligible capital expenditure.

Operating expenditure in accordance with Commission Delegated Regulation (EU) 2021/2178 relates to the total of maintenance costs, building refurbishment actions, short-term leasing and research and development costs. The key actions for target achievement related to climate change are defined differently (see the Climate Change (ESRS E1) section, Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection).

Metrics related to Scope 1 and Scope 2 emissions

The reduction in Scope 1 and location-based Scope 2 emissions was mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors as well as significantly lower emissions in the ContiTech group sector and the holding company. By contrast, there was a slight increase in emissions in the Tires

group sector. Both group sectors, however, recorded a significant reduction in market-based Scope 2 emissions.

At the same time, the percentage share of energy purchased with contractual instruments increased across the company in the reporting year.

Scope 1 and Scope 2 GHG emissions	Retrospective				Milestones and target years			Reduction rate (annual % of target / base year)
	Base year	2024	2025	Δ PY in %	2025	2030	2035	
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions, in tCO₂e	–	671,731	599,607	-11	–	–	–	–
<i>Consolidated accounting group, in tCO₂e</i>	–	671,731	599,607	-11	–	–	–	–
<i>Investees, in tCO₂e</i>	–	0	0	0	–	–	–	–
Percentage of Scope 1 GHG emissions from regulated emissions trading systems, in %	–	19.4	21.3	10	–	–	–	–
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions, in tCO₂e	–	1,673,903¹	1,093,196	-35	–	–	–	–
<i>Consolidated accounting group, in tCO₂e</i>	–	1,673,903 ¹	1,093,196	-35	–	–	–	–
<i>Investees, in tCO₂e</i>	–	0	0	0	–	–	–	–
Gross market-based Scope 2 GHG emissions, in tCO₂e	–	161,504	107,776	-33	–	–	–	–
<i>Consolidated accounting group, in tCO₂e</i>	–	161,504	107,776	-33	–	–	–	–
<i>Investees, in tCO₂e</i>	–	0	0	0	–	–	–	–
Percentage of energy purchased with contractual instruments, in %	–	84.7	86.3	2	–	–	–	–

Definitions, assumptions and calculation methods:

General information

- Definitions and calculations according to GHG Protocol Corporate Standard (version 2004).
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.
- Emission factors from IEA Static, the GHG Protocol, DEFRA and Sphera are applied.
- Continental includes all emissions of the Continental Group's relevant fully consolidated companies. Continental has no operational control of investees; therefore, they are not relevant for Scope 1 and Scope 2 emissions.

Gross Scope 1 GHG emissions

- Emission factors for refrigerants in accordance with Regulation (EU) 2024/573 of the European Parliament and of the Council from February 7, 2024 on fluorinated greenhouse gases are considered. These are based on IPCC 4 and not on the more recent IPCC 6; this does not result in any significant effects.

Percentage of Scope 1 GHG emissions from regulated emissions trading systems

- Includes locations that fall under the EU Emissions Trading System (EU ETS).
- Includes Scope 1 GHG emissions that fall under the EU ETS.

Gross location-based Scope 2 GHG emissions

- Average electricity grid emission factors by country are applied.

¹ Adjustment of the prior-year figure of 1,424,774 tCO₂e by 249,129 tCO₂e to 1,673,903 tCO₂e in accordance with ESRS 1.96 and due to a correction in the data collection for the metric.

Gross market-based Scope 2 GHG emissions

- Contract-specific emission factors are applied.
- Market-based gross Scope 2 GHG emissions from electricity consumption amounted to 0 tCO₂e in the reporting year. The accounting approach for electricity purchased from renewable energy sources is based on quality criteria aligned with RE100 requirements. Electricity is purchased through contractual instruments for renewable energy (on-site PPAs, off-site PPAs, green tariffs, energy attribute certificates) from wind, hydro, geothermal, and solid, liquid and gaseous biomass sources.
- Emissions from steam and district heat are calculated using confirmed emission factors from local energy suppliers. If these factors are not available, location-based emission factors (see Gross location-based Scope 2 GHG emissions) are used. For these instruments, electricity from nuclear power and waste incineration is not counted as electricity from renewable sources.

Percentage of energy purchased with contractual instruments

- Includes energy purchased with contractual instruments for electricity (on-site PPAs, off-site PPAs, green tariffs, energy attribute certificates) and for other energy sources (particularly steam and district heat from renewable sources).
- The figure represents the share of energy purchased with contractual instruments in relation to the total amount of energy purchased with relevance for Scope 2.

Metrics related to energy consumption and energy mix

In the reporting year, Continental's total energy consumption declined due to both the spin-off of the former Automotive and Contract Manufacturing group sectors and lower consumption in the ContiTech group sector. Absolute energy consumption from fossil

sources decreased in the Tires and ContiTech group sectors. Because the former Automotive and Contract Manufacturing group sectors had a significantly lower share of fossil energy sources in their total energy consumption, the relative share of fossil energy sources increased overall in the reporting year.

Energy consumption and energy mix, in MWh	2025	2024
(1) Fuel consumption from coal and coal products	40,631	82,476
(2) Fuel consumption from crude oil and petroleum products	115,529	129,421
(3) Fuel consumption from natural gas	2,581,542	2,840,436
(4) Fuel consumption from other fossil sources	89,115	61,634
(5) Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	524,943	754,333
(6) Total energy consumption from fossil sources	3,351,760	3,868,301
(7) Total energy consumption from nuclear sources	0	0
(8) Fuel consumption from renewable sources	92,675	110,068
(9) Energy consumption of purchased or acquired electricity, heat, steam or cooling from renewable sources	3,315,668	4,219,044
(10) Consumption of self-generated non-fuel renewable energy	34,484	26,652
(11) Total energy consumption from renewable sources	3,442,827	4,355,765
(12) Total energy consumption	6,794,587	8,224,066

Definitions, assumptions and calculation methods:

General information for items (1) to (12)

- If required, conversion factors are used to convert fuel consumption into MWh.
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.
- In addition, December consumption is estimated for some locations if the necessary data or proofs were not yet available at the time of reporting.
- Classification into renewable and non-renewable energy sources follows the market-based method.

(1) Fuel consumption from coal and coal products

- Includes consumption of coal and lignite.

(2) Fuel consumption from crude oil and petroleum products

- Includes consumption of diesel, gasoil, gasoline and heating oil.
- The energy consumption of company vehicles worldwide is modeled and uses the energy consumption of German company vehicles as a benchmark.

(3) Fuel consumption from natural gas

- Includes consumption of natural gas.

(4) Fuel consumption from other fossil sources

- Includes consumption of liquefied petroleum gas (LPG), propane and liquid butane.

(5) Consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources

- Includes consumption of purchased district heat and steam from fossil sources.

(6) Total energy consumption from fossil sources

- Total of items (1) to (5).

(7) Total energy consumption from nuclear sources

- Includes energy consumption from nuclear sources.

(8) Fuel consumption from renewable sources

- Includes consumption of biomass, biofuels, biomethane and green hydrogen.

(9) Energy consumption of purchased or acquired electricity, heat, steam or cooling from renewable sources

- Includes the purchased electricity mix, electricity from renewable sources with contractual instruments (on-site PPAs, off-site PPAs, green tariffs, energy attribute certificates) as well as purchased steam and district heat from renewable sources.

(10) Consumption of self-generated non-fuel renewable energy

- Includes consumption of self-generated electricity from renewable sources.

(11) Total energy consumption from renewable sources

- Total of items (8) to (10).

(12) Total energy consumption

- Calculated as the total of items (6), (7) and (11).

Scope 3 Emissions, Value Chain Resilience and Transition

Material impacts, risks and opportunities in the Scope 3 emissions, value chain resilience and transition IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
4	Scope 3: emissions in the value chain (excluding use phase)	Potential and actual negative impact	Short-term	From a climate perspective, significant aspects of Continental's value chain are material procurement and end-of-life treatment of products. Continental sources a wide range of materials and semi-finished products through global supply chains, including natural rubber, synthetic rubber, other polymers, chemicals and steel. These supply chains are associated with industry-inherent greenhouse gas emissions. The end-of-life treatment of Continental's products involves various processes, significant parts of which are inherently associated with greenhouse gas emissions. Also when considering the management approach, this results in material actual impacts.
5	Scope 3: emissions in the value chain (use phase)	Potential and actual negative impact	Short-term	Continental's products are installed in vehicles or industrial machines. During use, they can influence or contribute to energy consumption. At present, both mobility and the industrial processes of our customers still predominantly rely on fossil fuels. This results in portfolio- and industry-inherent greenhouse gas emissions associated with the product use phase. Also when considering the management approach, this results in material actual impacts.
6	Higher costs for materials/services related to climate change mitigation (APS scenario)	Abstract risk	Long-term	Continental sources materials and semi-finished products from industries with relevant greenhouse gas emissions, such as natural rubber, synthetic rubber, other polymers, chemicals and steel. This results in an industry-inherent risk exposure linked to the pace of transformation in response to climate change. In a scenario where climate targets announced by markets and customers are pursued consistently, requirements in certain markets could tighten faster than the supply chain can adapt. This could lead to materially higher costs for materials and semi-finished products.
7	Higher costs for materials/services related to climate change mitigation (1.5°C scenario without overshoot)	Abstract risk	Medium-term	Continental sources materials and semi-finished products from industries with relevant greenhouse gas emissions, such as natural rubber, synthetic rubber, other polymers, chemicals and steel. This results in an industry-inherent risk exposure linked to the pace of transformation in response to climate change. In a scenario to be analyzed according to the ESRS – characterized by highly ambitious regulations allowing no or only limited overshoot of a 1.5°C temperature increase – the regulatorily required pace of decarbonization could significantly exceed the adaptation speed of the supply chain. This could lead to materially higher costs for materials and semi-finished products.
8	Loss of sales in connection with our portfolio and climate change (APS scenario)	Abstract risk	Long-term	Continental's products are installed in vehicles or industrial machines. This results in a portfolio-related exposure to market risks linked to the transformation of mobility and industry in response to climate change. In a scenario where climate targets announced by markets and customers are pursued consistently, requirements in certain markets could tighten faster than industries in general and Continental's product portfolio can adapt. Depending on the specific regulation, this could lead to material sales losses in certain markets or product segments.
9	Loss of sales in connection with our portfolio and climate change (1.5°C scenario without overshoot)	Abstract risk	Medium-term	Continental's products are installed in vehicles or industrial machines. This results in a portfolio-related exposure to market risks linked to the transformation of mobility and industry in response to climate change. In a scenario to be analyzed according to the ESRS – characterized by highly ambitious regulations allowing no or only limited overshoot of a 1.5°C temperature increase – the regulatorily required pace of decarbonization could significantly exceed the adaptation speed of the industries. This could lead to material sales losses as demand for large parts of the portfolio would decline.
10	Growth due to climate change mitigation regulations	Opportunity	Long-term	Continental's product portfolio serves markets and industries that are undergoing transformation in response to climate change and are subject to increasing regulation (e.g. requirements for energy efficiency or greenhouse gas reduction). As a result, changing product requirements (e.g. tires for electric vehicles) in these markets could create general potentials for additional sales growth and new business as well as further competitive differentiation, which may also positively affect achievable margins. Based on its portfolio orientation and existing management approaches, Continental assumes to be able to leverage these opportunities.

Management approach for Scope 3 emissions, value chain resilience and transition

Continental is convinced that mobility and the global economy must transition to carbon neutrality. We support the principles and goals of the Paris Agreement and foster actions to reduce greenhouse gas emissions and promote low-carbon solutions along our value chain (Scope 3), as described in our sustainability ambition. To reduce risks and seize opportunities, Continental has established a corresponding management approach and is continuing to develop it further. This takes into account both upstream and downstream value chains as well as the varying speeds of transformation among our customers and suppliers and in our different sectors and markets. Continental has not defined a quantified, time-bound public sustainability target for Scope 3 emissions but is

committed to reducing Scope 3 emissions through the management approach and the wide range of processes described below.

The management approach and the different associated processes cover the entire Continental Group and the global product portfolio. The processes relate in particular to the highest-volume categories of Scope 3 GHG emissions in accordance with the GHG Protocol:

- › Upstream value chain, including purchased goods and services from our suppliers (category 1);
- › Indirect Scope 3 GHG emissions from the use phase of sold products (category 11);
- › Emissions from end-of-life treatment of sold products (category 12).

In terms of purchased raw materials, the processes focus primarily on suppliers that account for the highest shares of Scope 3 emissions. There are no general geographical restrictions or product group limitations. However, due to the complexity of Scope 3 GHG emissions, each of these three areas has a specific focus on material and influenceable elements.

Oversight and adjustment of the management approach takes place within the responsible operational business functions and supporting functions, including:

- › Research and development (R&D), product development, market-facing functions such as marketing and sales, and sustainability for all three areas;
- › Purchasing and supply chain for the upstream value chain;
- › Additional specific functions for end-of-life treatment of products (see the functions specified in the Resource Use and Circular Economy (ESRS E5) section, Circularity subsection).

Monitoring is performed at the respective business levels and overall by the Executive Board.

For managing Scope 3 emissions, value chain resilience and transition, transparency regarding the major categories of Scope 3 GHG emissions is crucial. The calculation of emissions and the continuous improvement of the underlying data models thus forms the foundation for all three focus areas of the management approach.

For the upstream value chain (category 1), the processes focus on the GHG footprint of the materials used, which is primarily influenced by technological progress in upstream industries and the choice of materials. Corresponding management practices include working with suppliers to reduce their emissions and the emissions along their supply chains. We encourage our suppliers to commit to climate change mitigation and to report their emissions and climate targets transparently. The process also involves systematically collecting emissions data and reduction targets from suppliers to identify reduction levers. This underpins the process of selecting less emission-intensive materials as part of research and development activities. These assessments allow potentially lower-emission materials to be incorporated into product design. Data availability is critical and is therefore continually expanded to facilitate the selection of lower-emission materials. A strong focus is placed on scalability and economic feasibility, and transition risks in the supply chain are also addressed: Suppliers that support the decarbonization of our purchased materials simultaneously advance their own decarbonization and thus mitigate their transition risks. This area of the management approach is closely connected to circularity processes described in the Circularity subsection.

For emissions from end-of-life treatment of products (category 12), relevant processes are outlined in the Circularity subsection. These processes indirectly influence emissions during end-of-life treatment and help to reduce emissions, even though they primarily focus on circularity aspects.

Regarding emissions from the use phase of sold products (category 11), Continental is consistently working to optimize those influencing factors that are directly related to the product. For tires, this is primarily rolling resistance, since lower rolling resistance reduces fuel and electricity consumption in vehicles, thereby lowering the corresponding associated Scope 3 emissions. In the European market, rolling resistance is rated using the EU tire label. An "A" represents the best possible category. As a premium manufacturer, Continental focuses on safety-relevant attributes such as wet braking at the highest level (see the Consumers and End-Users (ESRS S4) section, Safe mobility subsection). At the same time, Continental continuously optimizes other product properties such as rolling resistance in balance with safety-related properties. An example is the VanContact A/S Eco, introduced during the reporting year as the first all-season tire for vans to achieve an "A" rating for performance criteria of rolling resistance, noise emission and wet braking. Similarly, the ContiTech group sector is working on improving rolling resistance for conveyor belts, contributing to energy efficiency in conveyor systems used in mountain and open-pit mining. Conveyor belt rolling resistance can also be assessed using an efficiency label, developed by Continental together with the US Association for Rubber Products Manufacturers.

Other influencing factors in the use phase are the drive type and energy source of vehicles fitted with Continental tires. These have a material impact on emissions in the use phase but are outside Continental's direct sphere of influence. Continental's research and product development activities are therefore focused on actively supporting the transition to electric mobility and alternative drive systems. A basic prerequisite is that Continental's tires meet the requirements of electric vehicles. Improved rolling resistance, for example, helps to extend range. Moreover, electric vehicles are often heavier than comparable vehicles with combustion engines due to battery weight. Therefore, tires must be designed for higher loads. Continental has been producing tires with the "HL" load index code since 2021. Noise reduction is also especially relevant for electric-vehicle tires, as the absence of engine noise makes others noises more noticeable. In 2025, 17 of the world's 20 highest-volume manufacturers of electric vehicles relied on Continental's technological expertise for their original equipment.

Continental's sustainability ambition forms the overarching framework for developing and implementing specific processes and actions. In addition, area-specific internal guidelines addressing climate change mitigation directly or indirectly govern processes at various organizational levels.

The management approach is also based on the GHG Protocol and related standards, such as the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, as external frameworks for CO₂ emissions accounting, as well as relevant regulatory requirements for specific products, such as tire labeling.

The management approach and associated actions are geared toward customer requirements and investor expectations. Intensive discussions with suppliers are also a core element of the process.

Continental communicates its approach to managing Scope 3 emissions, value chain resilience and transition both externally and internally through various channels. External communication takes place, among other things, via press releases, media coverage, appearances at trade fairs and direct dialogue with customers, suppliers, investors and other market participants. Internally, information is communicated for example via the company-wide intranet, topic-specific conferences, working groups and cross-functional exchange formats.

Continental's immediate climate change mitigation program Net|Zero|Now was discontinued in fiscal 2025. No further purchases or cancellations of emission certificates took place in the reporting year, and none are planned.

Metrics related to Scope 3 emissions, value chain resilience and transition

Significant Scope 3 GHG emissions

Scope 3 emissions decreased significantly in the reporting year. The changes were mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors, especially in category 1. Purchased goods and services and category 11. Use of sold

products. In addition, there was a minor further effect on total Scope 3 emissions resulting from the change of reporting the significant Scope 3 emissions compared with the reporting of all 15 categories in the previous year.

Significant Scope 3 GHG emissions, in tCO ₂ e	Retrospective				Milestones and target years			Reduction rate (annual % of target / base year)
	Base year	2024	2025	Δ PY in %	2025	2030	2035	
Total gross indirect (Scope 3) GHG emissions	–	99,418,244	82,752,862	-17	–	–	–	–
1. Purchased goods and services	–	14,270,642	8,810,712	-38	–	–	–	–
2. Capital goods	–	826,610	462,347	-44	–	–	–	–
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	–	458,530	380,009	-17	–	–	–	–
4. Upstream transportation and distribution	–	977,819	511,110	-48	–	–	–	–
5. Waste generated in operations	–	32,368	22,830	-29	–	–	–	–
6. Business travel	–	64,428	34,593	-46	–	–	–	–
11. Use of sold products	–	78,510,936	68,540,783	-13	–	–	–	–
12. End-of-life treatment of products	–	3,663,651	3,990,477	9	–	–	–	–

Definitions, assumptions and calculation methods:

General information

- Scope 3 GHG emissions are calculated in accordance with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011 and supplementary standards.

Total calculated gross indirect (Scope 3) GHG emissions

- For 2025: total significant Scope 3 GHG emissions. For 2024: total of all 15 categories of Scope 3 GHG emissions.

Calculated indirect Scope 3 GHG emissions – purchased goods and services

- Purchased goods and services relate to the extraction, production and transportation of goods purchased by the company in the reporting year. Only goods and services relevant for category 1 according to the GHG Protocol are included, including all upstream emissions (cradle-to-gate).
- Emissions for production materials are calculated on a weight basis and for other goods and services on a cost basis. Emission factors from Sphera, Ecoinvent, supplier-specific emission factors or internally determined group sector-specific and business area-specific GHG factors are used to calculate the emissions.
- For purchased product groups for which not all weight data is available, the missing share is extrapolated using the average method. Expenditures for non-production materials and services are multiplied by either the specific emission factors from DEFRA or an internally determined emission factor. As part of this expenditure-based method, a small share of data is extrapolated.

Calculated indirect Scope 3 GHG emissions – capital goods

- Includes capital goods that are purchased in the reporting year.
- Expenditures for capital goods are multiplied by either the specific emission factors from DEFRA or an internally determined emission factor. As part of this expenditure-based method, a small share of data is extrapolated.

Calculated indirect Scope 3 GHG emissions – fuel and energy-related activities (not included in Scope 1 or Scope 2)

- Fuel and energy-related activities are defined as extraction, production, transportation and transportation losses of purchased fuels and energy that are not covered by Scope 1 or Scope 2.
- For energy consumption, the specific emission factors from DEFRA are used within the framework of an average data method.
- Country-specific electricity grid emission factors are calculated based on the DEFRA calculation method. Well-to-tank emission factors are considered in this category.
- An average transmission loss of 5%, as recommended by DEFRA, is applied to steam and district heat.
- For renewable electricity, it is assumed that the mix consists of 50% photovoltaics and 50% wind power.

Calculated indirect Scope 3 GHG emissions – upstream transportation and distribution

- Upstream transportation and distribution are defined as the transportation of goods from direct suppliers to the company as well as within the company and to the customer, if paid for by the company and using third-party vehicles and facilities, including emissions from transportation services.
- For this category, average data, costs and GHG data from service providers are applied using the distance-based method, with the missing share extrapolated.
- Apart from CO₂ data from service providers, the emissions for each mode of transport (road, rail, sea and air) are determined through calculations, with a small share of transport modes estimated.
- The basis for calculation includes logistics expenses, distance per weight and transport mode, multiplied by specific emission factors from Sphera or DEFRA.
- The emissions of the ContiTech group sector are primarily calculated based on GHG data from service providers.

Calculated indirect Scope 3 GHG emissions – waste generated in operations

- Waste generation is multiplied by specific emission factors from DEFRA using an average data method for different waste categories, only considering emissions associated with landfill sites and incinerators.

Calculated indirect Scope 3 GHG emissions – business travel

- Travel booking service providers report GHG emissions for business trips. Hotel overnight stays are included as optional data. The various travel options are also considered and calculated.
- Some of this external primary data refers to emission factors from DEFRA.
- Business travel that may not have been booked through these service providers is estimated based on expert assumptions.

Calculated indirect Scope 3 GHG emissions – use of sold products

- This category includes indirect emissions from the ContiTech and Tires group sectors during the use phase which are optional to report according to the GHG Protocol. For this category, tank-to-wheel emission factors are used.
- Indirect emissions in the area of specialty tires, non-tire products and products in the retail business of Tires group sector as well as the industrial business of the ContiTech group sector, except for the conveyor belt business, are not included in the calculation.
- For the ContiTech group sector, the calculation method is based on the expected product service life taken from selected automotive manufacturers and the sold product weight, applying average data methods with emission factors from ICCT and DEFRA as well as representative consumption values for battery electric vehicles.
- To calculate ContiTech group sector conveyor belt use phase emissions, an average belt weight, related idle power load, belt runtime per year and lifetime are assessed based on internal data and expert assessments.
- The Tires group sector calculation model is based on tire industry-aligned product category rules (PCRs). Energy consumption of sold tires is calculated by considering rolling resistance and acceleration resistance.
- Furthermore, fuel-specific emission factors from DEFRA, which are based on the PCR powertrain mix in the respective markets, are used for the Tires group sector. All drive types considered within the PCRs are represented in the models. Within the PCRs, drive types are considered from a threshold of 10% within the relevant markets.

Calculated indirect Scope 3 GHG emissions – end-of-life treatment of products

- Includes waste disposal and treatment of sold products at the end of their life cycle.
- The weight of sold products is multiplied by the specific emission factors from Sphera in accordance with the disposal and recycling type. In the absence of weight information for individual product groups, emissions are calculated based on information on purchased goods. The methodology for calculating the metric was further developed in the reporting year.
- Internal expert assessments and industrial data are used in the classification of the disposal and recovery type.

Scope 3 emissions using primary data

Thanks to an improved data basis, the share of Scope 3 GHG emissions calculated using primary data increased significantly. In the Tires group sector, specific processes were established with suppliers of production materials, enabling primary data to be used for emissions calculations for the first time in the reporting year. As a result, around half of the emissions of production materials in

Scope 3 category 1 for the Tires group sector could be represented using primary data. Due to methodological factors and the high proportion of emissions from category 11 (Use of sold products), the share of all Scope 3 GHG emissions remained in the mid-single-digit percentage range in 2025. The spin-off of the former Automotive and Contract Manufacturing group sectors had no effect on this change.

Scope 3 emissions using primary data	2025	2024
Share of Scope 3 GHG emissions calculated using primary data, in %	3.44	0.01
Share of Scope 3 GHG emissions related to category 1 (purchased goods and services), calculated using primary data, in %	31.97	–
Share of Scope 3 GHG emissions related to production materials within category 1, calculated using primary data, in %	35.65	–

Definitions, assumptions and calculation methods:

- Includes emissions for which primary data is available in the form of a product carbon footprint that has either been verified externally or has undergone and passed successfully an internal validation process.
- Includes Scope 3 GHG emissions calculated based on primary data.
- Scope 3 GHG emissions based on primary data are set in relation to total Scope 3 GHG emissions.
- Scope 3 GHG emissions based on primary data are set in relation to Scope 3 GHG emissions - category 1.
- Scope 3 GHG emissions based on primary data are set in relation to the share of emissions of production materials from Scope 3 GHG emissions - category 1.
- Both metrics related to the share of primary data for category 1 were reported for the first time in the reporting year. A comparable figure for 2024 could not be calculated due to organizational changes.

Climate Change Adaptation

Material impacts, risks and opportunities in the climate change adaptation IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
11	Business interruptions and higher operating costs/ investments in own operations due to physical effects of climate change (SSP2 scenario)	Abstract and tangible risk	Long-term/ medium-term	Continental operates numerous locations worldwide in regions with different climatic conditions. This results in an inherent exposure to physical effects of climate change, such as increasing extreme weather events and long-term shifts in climate patterns. In a scenario of a moderate rise in temperature levels, increased acute events and intensified chronic changes in climatic conditions could lead to business interruptions or require adaptation measures, resulting in higher operating costs and investments. A tangible risk exposure related to higher operating costs and investments arises in particular for locations that may already be affected by more frequent heat waves in the medium term, which could lead to an increase in corresponding investments in infrastructure and operating costs (e.g. cooling and insulation).
12	Business interruptions and higher operating costs/ investments in own operations due to physical effects of climate change (SSP5 scenario)	Abstract risk	Long-term	Continental operates numerous locations worldwide in regions with different climatic conditions. This results in an inherent exposure to physical effects of climate change, such as increasing extreme weather events and long-term shifts in climate patterns. In a scenario of a strong increase in temperature levels, significantly increased acute events and intensified chronic changes in climatic conditions could lead to business interruptions or require adaptation measures, resulting in higher operating costs and investments.
13	Supply chain interruptions and higher costs for materials/services due to physical effects of climate change (SSP5 scenario)	Abstract risk	Long-term	Continental's supply chain spans numerous countries and includes a wide range of industries. This global structure results in an inherent exposure to physical effects of climate change, such as increasing extreme weather events and long-term shifts in climate patterns. In a scenario of a strong increase in temperature levels, significantly increased acute events and intensified chronic changes in climatic conditions could lead to interruptions or limited availability of certain materials and semi-finished products, particularly for bio-based materials. This could lead to higher costs for materials and semi-finished products due to market dynamics.

Management approach for climate change adaptation

Continental has established a management approach to mitigate the risk of rising operating and investment costs or business interruptions due to physical climate change. This includes technical measures to adapt production facilities and measures to encourage behavioral changes among employees as well as processes for selecting production plants and new locations.

At the same time, the management approach also addresses physical risks in the supply chain to ensure continuity, strengthen their resilience and prevent interruptions. Physical climate risks are one of many potential causes of supply chain interruptions. They are taken into account as part of general supply chain management.

This management approach covers Continental's own operations. With regard to the supply chain, the management approach mainly covers production material supply chains and varies in terms of the depth of supply chain tiers considered.

Primary responsibility for implementing risk mitigation actions related to production facilities and locations lies with the operational business, supported by various functions across the organization, such as real estate management, Continental's internal insurance services and technical departments specializing in buildings, facilities and infrastructure. The supply chain is mainly managed by the purchasing and supply chain functions. Monitoring is embedded in various processes, including general risk management.

When selecting new operational sites, Continental considers, among other things, risks associated with existing exposure to extreme weather events, which could be amplified by climate change. To avoid introducing these potential new risks into its real estate portfolio, Continental has incorporated specific requirements into its site selection guidelines. The aim of these requirements is to gain insights into the exposure of potential sites to a variety of weather events and other natural disasters and to integrate the results of this assessment into final decision-making.

In the existing plant and real estate portfolio, climate conditions are monitored at each location. As part of the improvement and optimization of production processes and working conditions, locations assess cost-efficient options for heating, cooling and ventilation, taking into account opportunities to reduce energy and other operating costs, which is particularly relevant for risks associated with long-term changes in climate patterns (e.g. rising temperatures). Corresponding measures, including structural measures, are implemented locally through regular site management processes and in coordination with centrally supporting departments.

An additional lever for curbing increasing operating costs is to raise employees' awareness of the effects that individual behaviors have on the development of overall energy demand. The implementation of this lever includes, for example, various training courses and campaigns promoting responsible energy use to reduce heating, cooling and ventilation costs.

Additionally, risk mitigation related to specific natural hazards and extreme weather events, taking into account current exposure, is part of the location-specific and insurance-related risk management process with the resulting organizational and technical measures such as flood prevention, emergency plans and location-specific monitoring processes. Responsibility for implementing these actions lies with the relevant operating business.

For supply chains, various aspects are considered during procurement and supply chain management, among others strategic factors such as security of supply in the event of extreme weather events, which could be exacerbated by climate change. Security of supply at our plants is continuously managed, and potential logistical challenges for goods deliveries (e.g. sea freight) are closely monitored. General risk precautions have been put in place to safeguard our supply chains. Should locations or supplier deliveries nevertheless fail, specific action plans are initiated. Further information on the relevant processes and their integration

into risk management can be found in the Report on Risks and Opportunities.

The selection process for new locations and the management of the real estate portfolio follow general internal rules. In addition, Continental also has its own requirements for building construction and operation, which, for example, include factors such as insulation.

The management approach for Scope 1 and Scope 2 emissions also provides a supporting framework for reducing emissions from cooling, heating and ventilation. The internal energy efficiency campaign BEE ("be energy efficient") in the Tires group sector serves as an important guideline for employees to adapt their behavior.

Supply chain processes are governed by a set of general internal rules for the relevant functions at different organizational levels.

For plants and locations, the management approach is indirectly based on the international standards ISO 14001 and ISO 50001 through its reference to environmental and energy management as well as to the technical building requirements, including compliance with local regulations.

For supply chains, the management approach is not based on any specific external standard.

In implementing the management approach for Continental's own operations, in particular employee interests regarding working conditions, such as temperature and fresh air, at each location are taken into account.

For supply chains, close dialogue with customers and suppliers is a core element of the management approach.

Communication with employees regarding own operations generally takes place at location level. Detailed information on the general forms of involvement and communication with employees can be found in the Own Workforce (ESRS S1) section.

For supply chains, processes are implemented close to operational activities, so communication with internal stakeholders primarily occurs within the respective businesses. The primary form of external communication is close dialogue with customers and suppliers.

Transition Plan for Climate Change Mitigation

Continental's partially formalized transition plan covers all relevant impacts, risks and opportunities and consists of a combination of ambitions, management approaches, targets and key actions. The management approach for Scope 1 and Scope 2 emissions, the corresponding target and the target-related reduction plan form the basis for the transition plan for climate change mitigation in own operations. In addition, the management approach for Scope 3 emissions, value chain resilience and transition is critical to the transition.

These key elements of the transition plan are embedded as described and are approved by Continental's Executive Board, particularly with regard to the target set.

In Continental's opinion, the transition plan is in line with the Paris Agreement, as described in the target for Scope 1 and Scope 2 emissions. For further details, see the Targets related to Scope 1 and Scope 2 emissions subsection in the Climate Change (ESRS E1) section.

Continental is not aware of being excluded from EU Paris-aligned benchmarks.

To achieve the set GHG emissions reduction target, Continental has identified two primary decarbonization levers (see the Targets related to Scope 1 and Scope 2 emissions subsection), which are addressed by the defined actions (see the Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection). Furthermore, levers for Scope 3 emissions are operationalized through the described management approaches.

A detailed description of the actions and associated metrics providing information on the implementation progress of the transition

plan, can be found in the Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection.

As part of the IRO assessment (see the General Disclosures (ESRS 2) section, Overview of material impacts, risks and opportunities subsection), Continental analyzed the potential locked-in GHG emissions in its most important assets. The conclusion from the analysis was that, due to their immateriality, they do not jeopardize the achievement of the defined GHG emissions reduction target and do not foster any transition risks.

The sustainability strategy and management approaches for climate change are integral parts of the overall business strategy and play a key role in transitioning to a more sustainable business model. Where significant financial resources are required to implement related actions, this is taken into due account in the financial planning process as described.

Currently, Continental's transition plan does not provide for a portfolio transition aimed at meeting the criteria for Taxonomy-aligned economic activities set out in Commission Delegated Regulation (EU) 2021/2139. In addition, Continental did not report any Taxonomy-aligned economic activities in 2025.

The changes in reported expenditure compared with the previous year resulted from the more detailed descriptions of changes in operating expenditure and capital expenditure provided in the Key actions for target achievement related to Scope 1 and Scope 2 emissions subsection.

CapEx and OpEx for target-based key actions

	2025	2024
Total amount of current and planned CapEx and OpEx for key actions for target achievement related to Scope 1 and Scope 2 emissions, in € millions	131	50

Definitions, assumptions and calculation methods:

- The metric explicitly covers only the key actions related to the public sustainability target and no other elements of the transition plan.
- Data is collected at the level of key actions. Includes current and planned capital expenditure (CapEx) and operating expenditure (OpEx) for key actions for target achievement related to the reduction in intensity of Scope 1 and market-based Scope 2 GHG emissions for the Tires group sector.
- Values for 2024 are reported according to the former targets for the group and the 2024 organizational structure.

Internal Carbon Pricing System

According to Continental's interpretation of the regulatory requirements of the ESRS regarding internal carbon pricing systems, such a mechanism is not used at Continental. To incentivize reduction measures, Continental has created the option for its entities to take internal carbon shadow prices into account as a supporting factor in investment decision-making processes. The system is non-binding. Each entity independently decides whether to include the optional carbon shadow price as an additional factor when calculating

the internal rate of return (IRR), which is a key performance metric for decision-making. The optional shadow price is determined based on Continental's expectations regarding the future development of external carbon prices. Due to the non-binding nature of the system and its resulting limited application scope, estimates of the GHG emissions covered by the carbon pricing system are not representative.

Resilience Analysis

The analysis of Continental's resilience to climate change along the entire value chain, particularly in relation to strategy and business model, is integrated into the general IRO assessment (see the General Disclosures (ESRS 2) section, Overview of material impacts, risks and opportunities subsection).

In the process of identifying and assessing risks and opportunities as part of the general IRO assessment, Continental considered various factors and scenarios. The scenarios are described in the Specifics of the IRO assessment in relation to climate change subsection in the General Disclosures (ESRS 2) section. The use of scenarios and assumptions by definition leads to uncertainties in the outcome of the analysis. In addition, the following factors have been particularly considered:

- › Reduced overall greenhouse gas emissions and lower energy consumption due to a switch to low-carbon fuels;
- › Improved energy efficiency;
- › Increased use of renewable energies;
- › Higher production share of zero-tailpipe-emission vehicles;
- › Different speeds in the transition to low-carbon technologies.

To assess the resilience of Continental's business model to the identified risks and opportunities, an assessment of the tangible risks

was also performed, considering the existing management approaches, targets and key actions for target achievement related to climate change. The identification of risks is a basis for management approaches and, together with the identification of impacts and opportunities, as described in each IRO cluster, supports the prioritization of processes and measures, including investments, related to climate change mitigation and adaptation. For example, electrification measures support the mitigation of transition risks, and construction measures support the mitigation of adaptation risks.

Based on the IRO assessment and considering the associated limitations, uncertainties, time horizons and assumptions as outlined in the Processes to identify and assess material IROs subsection in the General Disclosures (ESRS 2) section, as well as taking into account the management approaches, Continental considers its business model, strategy, assets and access to financing to be resilient. The management approaches, targets and key actions for target achievement described in this section outline Continental's capability to reduce material negative impacts, mitigate risks and seize opportunities in the short, medium and long term. Continental also assumes that these capabilities will continue to develop over time.

Further Information Related to Climate Change

Further disclosures on energy consumption and energy mix

The generation of renewable energy increased significantly in the reporting year. There was a marked rise in the Tires and ContiTech group sectors, while the spin-off of the former Automotive and Contract Manufacturing group sectors had a slightly counteracting effect.

The decrease in non-renewable energy generation was mainly due to the structural effect of the spin-off.

The lower total energy consumption from activities in high climate impact sectors, as well as the decline in revenue from activities in such sectors, likewise resulted from this structural effect.

Further disclosures on energy consumption and energy mix	2025	2024
Non-renewable energy production, in MWh	2,523,755	2,760,454
Renewable energy production, in MWh	34,484	26,652
Disclosures on activities in high climate impact sectors		
Energy intensity from activities in high climate impact sectors, in MWh / € millions	364	214
Total energy consumption from activities in high climate impact sectors, in MWh	6,668,840	8,144,095
Revenue from activities in high climate impact sectors, in € millions	18,320	38,053

Definitions, assumptions and calculation methods:

Non-renewable energy production

- Includes the generation of steam from non-renewable sources in boiler houses as well as self-generated electricity from fossil sources.
- The amount of steam produced in boiler houses is calculated based on the total consumption of natural gas at the respective location minus the direct combustion of natural gas based on annual average values.
- In addition to the production of electricity from fossil sources, the extrapolation of energy production from non-renewable sources based on global natural gas consumption represents the main component of energy production from fossil sources. Other energy sources are not considered as material for this metric.
- If required, conversion factors are used to convert energy production into MWh.
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.

Renewable energy production

- Includes the production of electricity from renewable sources such as photovoltaics.
- If required, conversion factors are used to convert energy production into MWh.
- The data is collected by the locations.

Energy intensity from activities in high climate impact sectors

- The metric is defined as the total energy consumption from activities in high climate impact sectors divided by the revenue from activities in high climate impact sectors.
- Data on energy consumption is collected in accordance with the information under the table on energy consumption and energy mix.

Total energy consumption from activities in high climate impact sectors

- Activities in the NACE code sectors A to H and L that generate revenue are considered activities in high climate impact sectors.
- Includes total energy consumption from fossil and renewable sources attributable to activities in high climate impact sectors.
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.

Revenue from activities in high climate impact sectors

- Represents the sales presented in the Consolidated Financial Statements minus the sales from non-climate-intensive activities.

Activities in the NACE code sectors A to H and L that generate revenue are considered activities in high climate impact sectors, and are used for the calculation. Information on sales (denominator in the calculation of the intensity of GHG emissions) can be found in the Consolidated Statement of Income of the Consolidated Financial Statements and in Notes 1 and 7 of the Notes to the Consolidated Financial Statements.

Total GHG emissions

The reduction in total GHG emissions (Scopes 1, 2 and 3) was due to the changes described for each scope and was particularly linked to the spin-off of the former Automotive and Contract Manufacturing group sectors.

Total GHG emissions, in tCO ₂ e	Retrospective				Milestones and target years			Reduction rate (annual % of target / base year)
	Base year	2024	2025	Δ PY in %	2025	2030	2035	
Total GHG emissions (location-based)	–	101,514,749	84,445,665	-17	–	–	–	–
Total GHG emissions (market-based)	–	100,251,479	83,460,246	-17	–	–	–	–

Definitions, assumptions and calculation methods:

General information

- The figures are calculated in accordance with the assumptions and methods outlined in the corresponding tables for Scope 1 and Scope 2 as well as Scope 3 GHG emissions.
- For further information, see the metric "Gross location-based Scope 2 GHG emissions".

Total GHG emissions (location-based)

- Total location-based GHG emissions include Scope 1, location-based Scope 2 and Scope 3 GHG emissions.

Total GHG emissions (market-based)

- Total market-based GHG emissions include Scope 1, market-based Scope 2 and Scope 3 GHG emissions.

GHG emissions intensity

The GHG emissions intensity at the level of the Continental Group increased in the reporting year due to structural effects, driven by a higher relative greenhouse gas intensity in the Tires and ContiTech group sectors compared with the spun-off former Automotive and Contract Manufacturing group sectors. At the level of the Tires and ContiTech group sectors, the intensity remained largely stable.

GHG emissions intensity, in million tCO ₂ e / € millions	2025	2024
Location-based GHG emissions intensity	0.004	0.003
Market-based GHG emissions intensity	0.004	0.003

Definitions, assumptions and calculation methods:

- Total market-based GHG emissions are divided by the sales presented in the Consolidated Financial Statements.
- The calculation of total GHG emissions is performed in accordance with the assumptions and methodologies set out in the corresponding tables for Scope 1 and Scope 2 as well as Scope 3 GHG emissions.

Information on sales (denominator in the calculation of the intensity of GHG emissions) can be found in the Consolidated Statement of Income of the Consolidated Financial Statements and in Notes 1 and 7 of the Notes to the Consolidated Financial Statements.

Emissions and Substances (ESRS E2)

Material Impacts, Risks and Opportunities Related to Emissions and Substances

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to emissions and substances according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the main impacts, risks and opportunities related to emissions and substances (in accordance with ESRS E2 Pollution) were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

- › **Product-related aspects regarding environmental protection**
- › **Substances of concern and very high concern**
- › **Environmental protection in the supply chain**
- › **Environmental protection in own operations**

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section. The description of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Product-Related Aspects Regarding Environmental Protection

Material impacts, risks and opportunities in the product-related aspects regarding environmental protection IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
14	Pollution in the use phase	Potential negative impact	Short-term	Continental's products are used in a wide range of industries and are installed in vehicles and machines. This results in inherent direct and indirect potential negative impacts related to pollution in the use phase. Potential impacts directly related to the products could arise in particular from the generation of tire and road wear particles (TRWP) during vehicle use, the concrete effects of which are still the subject of scientific research. Potential impacts indirectly related to the products could occur as a result of industrial processes in which the products are used or the use of vehicles in which the products are installed. These can include air, water and soil pollution (e.g. vehicle exhaust emissions or process-related emissions in industrial applications).
15	Sanctions in connection with pollution in the use phase	Abstract and tangible risk	Medium-term	Continental's products are used in a wide range of industries and are installed in vehicles and machines that are or could be subject to existing or future regulatory emission requirements. This applies in particular to non-tailpipe-related emissions such as tire and road wear particles (TRWP). This results in an industry-inherent exposure to possible effects that may arise from existing regulations or significant tightening. Consequently, in the event of violations of existing or future regulatory requirements related to emissions in the product use phase, Continental could face sanctions, including fines and penalties, or temporary interruption of the respective business operation. For tire manufacturers, current and potential proceedings in individual markets pose a tangible risk.
16	Loss of sales in connection with our products and pollution	Abstract risk	Long-term	Continental's products are used in a wide range of industries and are installed in vehicles and machines that are or could be subject to existing or future regulatory emission requirements. This applies in particular to non-tailpipe-related emissions such as tire and road wear particles (TRWP). This results in an industry-inherent exposure to possible effects that may arise from significant tightening of such regulations. If these regulatory changes focus on emissions in the product use phase and evolve faster than the portfolio can be adapted, this could lead to sales losses for the affected product segments.
17	Growth due to pollution regulations	Opportunity	Medium-term	Continental's product portfolio serves markets in which emissions in the use phase of products are increasingly regulated (e.g. vehicle emission limits or tire labeling requirements). In these markets, this could create general potentials for additional sales growth and new business as well as competitive differentiation, which may also positively affect achievable margins. Based on its portfolio orientation and existing management approaches, Continental assumes to be able to leverage these opportunities.

Management approach for product-related aspects regarding environmental protection

Continental is convinced that mobility and the global economy must be cleaner to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by implementing preventive measures to reduce pollution during the use phase of our products.

Accordingly, Continental has implemented a specific management approach to support the transition of our industries, reduce negative environmental impacts in the product use phase, comply with regulations and at the same time support opportunities for growth in specific business activities. In this way, Continental assumes responsibility for the environmental impacts of its products.

Regarding tire and road wear particles in particular, Continental is working to address open scientific questions about these non-tailpipe-related emissions, including their formation, composition, transport and fate in the environment. Continental is helping to expand the base of scientifically sound knowledge about their impacts on the environment and human health, as these impacts are not yet fully understood.

Therefore, it is important to note that, according to current knowledge, tire and road wear will always occur in order to enable controlled and safe acceleration and braking as well as stable cornering. These combined particles consist of approximately 50% tread material and approximately 50% road surface material. Our efforts are focused on increasing the mileage of our tires and reducing tire wear particles while at the same making our tires as ecologically compatible as possible, without compromising on noise emissions and safety-critical performance features.

The management approach focuses on the direct emissions generated by our products from the Tires group sector. Indirect emissions, particularly those resulting from the use of our products in vehicles, are largely influenced by vehicle manufacturers and the usage behavior of end-customers. Consequently, they are subject to varying speeds of transformation among our customers and across their different industries and markets.

Responsibility for implementing actions to reduce emissions, complying with legal requirements and economic aspects lies with the respective group sector or responsible entity. They are supported by various central departments, including product development, sustainability, technical compliance and quality. Oversight is ultimately provided by the group sector decision bodies as well as Continental's Executive Board.

The general processes of the management approach include among other things market research, research and development activities, active portfolio management and close dialogue with customers - as also described in the management approach for Scope 3 emissions, value chain resilience and transition in the Climate Change (ESRS E1) section.

The specific management processes for non-tailpipe-related emissions such as tire and road wear particles especially include R&D activities and collaborations with industry associations, universities, scientific institutions and customers to continuously expand the understanding of tire and road wear particle formation and its behavior in the environment. One example for such a cooperation is the OLRAP project (Online analysis of airborne tyre abrasion particles during formation and differentiation from particles of other origins) with the Technical University of Braunschweig and the Lower Saxony Ministry of Science and Culture. In the reporting year, a vehicle fitted with special measuring equipment collected large amounts of real-time data on the origin of even the finest airborne particles (from tires, road surfaces or brakes), which were correlated with factors such as driving dynamics, road surface and weather conditions. Other examples include collaboration with the European Tyre and Rim Technical Organisation (ETRTO) and the International Organization for Standardization (ISO) for Euro 7 (relevant from 2026) as well as ongoing research as part of the Tire Industry Project (TIP).

In addition, Continental researches and develops within R&D and product development processes, such as product life cycle management, technical innovations and solutions to continuously reduce tire-related emissions and comply with increasing regulations. These product development processes also address economic feasibility, market readiness and scalability of solutions, as well as collaboration with customers, suppliers and other stakeholders such as universities.

With regard to tire and road wear particles, Continental's development engineers and material experts are working particularly on adapting tire construction and compound composition to reduce wear and, consequently environmental impacts are reduced without compromising on safety- or performance-related properties of the tires. Here improving rolling resistance is a focus to minimize abrasion. This also applies to indirect tailpipe-related emissions such as nitrogen oxides and CO₂. Further information on this can be found in the management approach for Scope 3 emissions, value chain resilience and transition.

At the same time, Continental is addressing to reduce tire and road noise as much as possible without compromising the safety-related properties of tires, such as braking distances in wet or snowy conditions, or other tire characteristics, such as handling or durability.

To reduce tire and road noise, Continental utilizes its long term tire expertise and state-of-the-art simulation methods. For example, Continental already optimizes tread pattern elements for their acoustic properties early in the development process. A comfortable, unobtrusive noise profile is an important development criterion for Continental's tire models - without compromising on safety, handling or durability.

Compliance of products with applicable standards, customer requirements and regulations is subject to processes of Continental's technical compliance and quality management systems.

Progress in these processes can also help Continental in the mid-term to generate competitive advantages and capitalize on growth and margin opportunities in the context of evolving product requirements. Progress is measured internally on a systematic basis and can also be compared with respectively evaluated based on the results of independent tire tests on the market. In a recent 2025 ADAC study, tested Continental tires demonstrated 11% lower specific abrasion compared with the average of all competitor tires tested.

Incident and emergency response specific processes are not relevant for the management approach for the downstream value chain resulting from the IROs.

The management approaches are guided by Continental's technical compliance framework and sustainability ambition. Additional internal rules apply to specific business processes.

Current and future international technical standards, obligations and regulations related to emissions, such as Euro 7, are binding

for Continental products. We support the introduction of binding limits for tire abrasion as part of Euro 7. The tire industry advocates for an internationally recognized, reliable, reproducible and representative test standard for abrasion rates, and Continental is participating in its development as part of its membership of the ETRTO and the European tire manufacturers' association Tyres Europe.

To offer compliant products and reduce emissions, Continental maintains ongoing dialogue with relevant stakeholders such as authorities, customers, scientific institutions or industry associations respectively industry initiatives (e.g. the European tire manufacturers' association Tyres Europe and the U.S. Tire Manufacturers Association, USTMA). Notably, Continental contributes to the topic of tire wear in the context of TIP as co-chair and founding member, alongside other leading global tire manufacturers, under the patronage of the World Business Council for Sustainable Development (WBCSD).

A key element of the communication on topics regarding non-tail-pipe-related emissions in the use phase is joint communication through industry projects, such as TIP, and associations. These platforms enable to address scientific findings, regulatory developments and product development progress with relevant stakeholders and to publicize.

Substances of Concern and Very High Concern

Material impacts, risks and opportunities in the substances of concern and very high concern IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
18	Negative impacts from the use of substances of concern in own operations	Potential negative impact	Short-term	In Continental's production processes substances are used or contained in mixtures or articles, that are classified by regulations as of (very) high concern. Although they make up only a limited share of the total materials used, in the event of releases or improper handling they inherently carry the potential for negative impacts on human health and the environment due to their properties.
19	Negative impacts from the use of substances of concern in the supply chain	Potential negative impact	Short-term	Continental's supply chain spans multiple stages of the value chain and includes industries where substances are used, or are contained in mixtures or articles, that are classified by regulations as of (very) high concern. This includes, for example, additives or petrochemical base materials for the production of synthetic rubber or other polymers. In the event of releases or improper handling, these substances could therefore potentially have negative impacts on human health and the environment due to their properties.
20	Sanctions in connection with substances of concern	Abstract risk	Medium-term	Continental processes a wide range of substances that fall or could fall under existing or future regulatory requirements, e.g. in the context of EU chemicals regulations. This results in an industry-inherent exposure to possible effects that may arise from existing regulations or significant tightening. In the event of violations of existing or future regulatory requirements, particularly regarding storage, handling and use of regulated substances, this could lead to fines and penalties or temporary business interruptions.
21	Loss of sales in connection with our portfolio and substances of concern	Abstract risk	Medium-term	Continental processes a wide range of substances that fall or could fall under existing or future regulatory requirements, e.g. in the context of EU chemicals regulations. This results in an industry-inherent exposure to possible effects that may arise if such regulations are significantly tightened. If these regulatory changes relate to the materials in Continental's products and the regulatory changes evolve faster than the portfolio can be adapted, this could lead to sales losses for the affected product segments.

Management approach for substances of concern and very high concern

Continental has implemented a management approach for handling substances of concern and substances of very high concern to support their safe use, protect employees and the environment, meet legal requirements and start to gradually substitute these substances wherever possible. For companies such as Continental that operate in the chemical industry, it is crucial to observe the correct handling and use of substances of concern and substances of very high concern in production and products. Thus a responsible management of these substances throughout the entire value chain is a given for Continental.

We are convinced that mobility and the global economy must be cleaner to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency, implementing preventive measures and reducing pollution in our own operations, while fostering these practices along our value chain.

The framework to substitute and minimize the use of substances of concern and very high concern in own operations requires that, whenever hazardous chemicals are used, it is to be assessed whether less hazardous alternatives or substitutes are available.

The handling of substances of very high concern in the supply chain is largely regulated in the management approach for environmental protection in the supply chain. Our Business Partner Code of Conduct also formulates the expectation that our direct suppliers establish responsible management for substances of (very) high concern and chemicals.

Continental's hazardous substance management covers own operations worldwide, with a particular focus on production sites. It also partly includes certain aspects of the upstream and downstream value chain. The management approach content-wise covers both substances of concern and substances of very high concern.

Responsibility for implementing the management approach for substances of concern and very high concern lies with the management of Continental's respective entities. The governance framework for managing hazardous substances is primarily defined by the departments for environment, safety and health as well as product development, which are overseen by Continental's Executive Board and the group sector decision bodies.

The processes for monitoring the management of hazardous substances are integrated into the overall environmental and occupational safety and health management system, as described in the management approaches for environmental protection in own operations in this section as well as occupational safety and health in the Own Workforce (ESRS S1) section. Preventive measures for substances of concern are implemented at the location level and include identifying hazardous substances, maintaining hazardous substance inventories and safely using and storing these substances.

Continental's processes for substances of concern also include some upstream and downstream value chain aspects, such as integration into general procurement processes, approval or restriction of procured substances, product and process development as well as placing compliant and safe products on the market (see also the management approach for technical (product-related) compliance in the Consumers and End-Users (ESRS S4) section). The implementation of these rules is regularly reviewed, for example through internal ESH audits.

Continental's framework for managing substances of concern consists of a set of environmental, occupational health and safety rules at various organizational levels, as well as the sustainability ambition, ESH policy and corresponding RVC commitments (see the Environmental protection in the supply chain subsection).

The environmental, occupational health and safety management systems are based on the international standards ISO 14001 and ISO 45001, which also include standards for hazardous substance management. In addition, Continental complies with the delegated acts resulting from the Minamata Convention on Mercury and the Stockholm Convention on Persistent Organic Pollutants (POPs) as well as with all other relevant delegated acts for the substances of concern and very high concern that we use. The Global Automotive Declarable Substance List (GADSL) is also applied, and the International Material Data System (IMDS) is used accordingly.

Continental involves relevant stakeholders in its environmental, occupational health and safety management, which also includes consultations with local stakeholders such as authorities, employees or communities.

Continental's ESH policy and sustainability ambitions are communicated to the public via the company website. For internal communication, training materials and additional guidelines (such as emergency plans) are available. Continental communicates and trains the implementation of the rules via ESH managers within the group sectors.

Metrics related to substances of concern and very high concern

The reported amounts of substances of concern and very high concern decreased significantly, primarily due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

With respect to the amount of substances of concern, a methodological refinement in the Tires group sector led to a decrease in the

amount of substances of concern generated, used or procured during production (health hazard), while the amount of substances classified as hazardous to health leaving the company increased. As a result, the structural effect of the spin-off was offset for the amount of health-hazardous substances of concern leaving the company.

Substances of concern

Substances of concern, in million t	2025	2024
Amount of substances of concern generated, used or procured during production	0.086	0.149
of which health hazard	0.050	0.083
of which environmental hazard	0.036	0.067
Amount of substances of concern leaving the company	0.031	0.047
of which health hazard	0.030	0.016
of which environmental hazard	0.001	0.031

Definitions, assumptions and calculation methods:

General Information

- Substances of concern are defined according to the applicable regulations.
- Hazard classes are assigned in accordance with the Globally Harmonized System (GHS) for the classification and labeling of chemicals.
- To avoid double counting, substances of concern that belong to both hazard classes are listed under health hazards.

Amount of substances of concern generated, used or procured during production

- The data is collected in part by the locations. The amount for the month of December is extrapolated.
- For the ContiTech group sector, the location-reported data was plausibilized using a representative location.

Amount of substances of concern leaving the company

- In the previous year, two metrics were reported separately: substances of concern leaving the company and substances of concern leaving the company as part of products. Due to the production processes used, there are only substances of concern that leave the facilities as part of products; therefore, the two metrics are identical and were not reported separately in the reporting year.
- For batteries and compressors in the Tires group sector, the amounts of incoming substances correspond to the amounts of outgoing substances, as they are not subject to any further production steps. For tires and bladders, the amounts are calculated based on the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry.
- The same assumptions and calculation methods are used for rubber-based productions in the ContiTech group sector as in the Tires group sector. The amounts of substances of concern leaving the company are extrapolated using representative products per business area. Based on the variety of relevant chemical processes for products in the Surface Solutions business area, an expert estimate of the average chemical reaction of substances of concern is applied and the amount is calculated. Due to the use of these calculation methods, the figures for the ContiTech group sector are subject to uncertainty.
- The data is collected by the locations. The amount for the month of December is extrapolated.

Substances of very high concern

Substances of very high concern, in million t	2025	2024
Amount of substances of very high concern generated, used or procured during production	0.003	0.006
of which health hazard	0.003	0.006
of which environmental hazard	<0.001	<0.001
Amount of substances of very high concern leaving the company	0.001	0.004
of which hazardous to health	0.001	0.004
of which hazardous to the environment	<0.001	<0.001

Definitions, assumptions and calculation methods:**General Information**

- Substances of very high concern are defined according to the applicable regulations.
- Hazard classes are assigned in accordance with the Globally Harmonized System (GHS) for the classification and labeling of chemicals.
- To avoid double counting, substances of very high concern that belong to both hazard classes are listed under health hazards.

Amount of substances of very high concern generated, used or procured during production

- The data is collected in part by the locations. The amount for the month of December is extrapolated.
- For the ContiTech group sector, the location-reported data was plausibilized using a representative location.

Amount of substances of very high concern leaving the company

- In the previous year, two metrics were reported separately: substances of very high concern leaving the company and substances of very high concern leaving the company as part of products. Due to the production processes used, there are only substances of very high concern that leave the facilities as part of products; therefore, the two metrics are identical and were not reported separately in the reporting year.
- For batteries and compressors in the Tires group sector, the amounts of incoming substances correspond to the amounts of outgoing substances, as they are not subject to any further production steps. For tires and bladders, the amounts are calculated based on the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry.
- The same assumptions and calculation methods are used for rubber-based products in the ContiTech group sector as in the Tires group sector. The amounts of substances of concern leaving the company are extrapolated using representative products per business area. Based on the variety of relevant chemical processes for products in the Surface Solutions business area, an estimate of the average chemical reaction of substances of very high concern is applied and the amount is calculated. Due to the use of these calculation methods, the figures for the ContiTech group sector are subject to uncertainty.
- Due to the production processes used, there are only substances of very high concern leaving the company as part of products.
- The data is collected by the locations. The amount for the month of December is extrapolated.

Environmental Protection in the Supply Chain

Material impacts, risks and opportunities in the environmental protection in the supply chain IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
22	Pollution by the supply chain	Potential negative impact	Short-term	Continental's supply chain spans multiple stages of the value chain in various industries that extract and produce a wide range of materials, such as carbon black, natural rubber, synthetic rubber, other polymers and metals. These chains carry material process- and industry-inherent potential for negative impacts due to possible pollution of air, water and soil. Even though certain production processes in some of these industries are designed to largely prevent continuous emissions, there remains a potential for unintended releases and associated environmental impacts.

Management approach for environmental protection in the supply chain

Continental is convinced that mobility and the global economy must be cleaner and transition to a circular economy to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency and implementing preventive measures, while fostering these practices along our value chain. Accordingly, Continental has defined a management approach for environmental protection in the supply chain geared to preventing and reducing potential negative environmental impacts related to pollutant emissions into air, water and soil in the supply chain. As stated in our Business Partner Code of Conduct and RVC commitments (Responsible Value Chain Commitments), Continental expects its suppliers to maintain adequate environmental protection management procedures, including but not limited to air quality, responsible chemical management, soil protection and protection of water bodies.

The management approach applies to all purchasing activities of Continental and its subsidiaries worldwide. The focus of the management approach is on direct suppliers, who are expected to cascade these requirements to their suppliers. Additional specifics of the management approach apply to the natural rubber supply chain, including the deeper supply chain in relation to natural rubber sourcing. See also the management approach for the protection of ecosystems in the supply chain in the Biodiversity and Ecosystems (ESRS E4) section.

The management approach is primarily implemented by Continental's purchasing departments, which are supported by the environmental and sustainability functions. Oversight is provided through the responsible value chain due diligence system (RVCDDS), including oversight by the Executive Board (see also the management approach for workers in the value chain in the corresponding section (ESRS S2)).

The RVCDDS includes a wide range of processes covering strategy development and implementation, rule management, impact and risk management, case management (including whistleblowing) and training. A multi-level process based on the Three Lines Model has been set up to monitor the effectiveness of the system. For the supply chain, the first line comprises the implementation of operational tasks at the level of individual purchasing functions. The second line, represented by non-operational environmental and purchasing departments and roles, as well as the human rights officer,

oversees the system, roles and responsibilities as well as their adequacy and effectiveness. The third line is Continental's internal audit, which carries out internal audits of the RVCDDS.

Operational tasks include specific preventive and remedial measures regarding the supply chain, such as adjusting procurement strategies and practices, setting contractual agreements and introducing control mechanisms as well as training of purchasers and suppliers. Selected suppliers are assessed based on various criteria using self-assessment questionnaires obtained via the generally accepted sustainability platforms for our industries, such as EcoVadis. In addition, selective on-site audits or other audit activities are carried out, for example to verify the presence of environmental management systems.

As part of an annual review process, the Executive Board of Continental AG is updated on the current status by the Continental Group's human rights officer and assesses the system's effectiveness, adequacy and potential for improvement. Furthermore, the RVCDDS is part of Continental's overarching internal control system, risk management system and compliance management system.

Expectations towards suppliers regarding appropriate environmental protection also include the prevention of incidents and emergency situations.

The outlined processes are defined by an environment-related RVC commitment and supplemented by specific purchasing rules and related work instructions. Direct suppliers are guided by the binding Business Partner Code of Conduct, which also refers to the RVC commitments. For suppliers of natural rubber, Continental's sustainable natural rubber sourcing policy also applies.

Continental's management approach for environmental protection in the supply chain is oriented along the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz) and other due diligence standards, such as the UN Guiding Principles and OECD Guidelines.

The interests of stakeholders, such as customers and associations, are taken into account within the management processes.

Continental communicates its management approach through its Public Policy Statement and externally published RVC commitments. Supplier training initiatives are carried out to further promote awareness of shared responsibility along the entire value

chain. In addition, direct suppliers are requested to sign the Business Partner Code of Conduct. Communication regarding activities under this management approach is therefore directed at suppliers and other stakeholders relevant to the management approach, such as affected communities.

Environmental Protection in Own Operations

Material impacts, risks and opportunities in the environmental protection in own operations IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
23	Releases or other environmental incidents in own operations	Potential negative impact	Short-term	Continental operates a wide range of industrial processes involving the processing, transport and storage of chemical substances, oils, adhesives, solvents, refrigerants and other materials. These processes carry material inherent potential for negative impacts, due to possible air, water and soil pollution in the event of unintended releases - for example, due to manual works, leaks or technical defects.

Management approach for environmental protection in own operations

Continental is convinced that mobility and the global economy must be cleaner and transition to a circular economy to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency, implementing preventive measures and reducing pollution in our own operations. Accordingly, Continental has implemented comprehensive environmental protection actions and environmental management processes in its own operations. These also include actions and processes to prevent or, where necessary, mitigate the identified potential negative impacts from possible releases into air, water and soil. As publicly stated in Continental's environment, safety and health (ESH) policy, we conserve resources and prevent pollution from emissions into air, water and soil.

Continental's management approach for environmental protection actions covers own operations worldwide, with a particular focus on production sites.

Responsibility for implementing environmental protection actions and preventing pollution lies with the management of Continental's respective entities. The internal framework for environmental protection is defined by the environmental departments of Continental and supervised by the Executive Board and the group sector decision bodies.

Procedures and monitoring regarding the prevention and containment of environmental incidents are integrated into the overall environmental management system. Preventive measures are implemented at the location level and include among other aspects emergency plans, site inspections by local ESH managers and regular maintenance plans. Other measures are implemented where

they are needed, such as hazardous substance storage, excavation, separators, wastewater treatment or retention basins.

The prevention and containment of environmental incidents or releases of emissions into air, water and soil due to leaks includes site-specific emergency plans that control and limit the impact on people and the environment in case of an actual release. In 2025, the Tires group sector introduced a systematic and structured management system for dealing with environmental incidents with the aim of implementing a holistic approach. That also includes identifying countermeasures for prevention in the future.

Continental's environmental management framework, including the prevention and containment of environmental incidents, consists of the publicly available ESH policy and related environmental RVC commitments as well as several internal rules at different organizational levels.

Continental's environmental management, including the prevention and containment of environmental incidents such as leaks, is based on the international environmental management standard ISO 14001. Coverage with certified environmental management systems can be found in the corresponding metric in this section.

Where relevant, local environmental management also includes consultation with local stakeholders such as authorities, employees and communities.

Continental's ESH policy and related environmental RVC commitments are communicated externally via the website. Additionally, for internal communication purposes, training materials and additional guidelines (as well as emergency plans) are available.

Metrics related to environmental protection in own operations

Certification of Continental plants regarding implemented environmental management systems (ISO 14001 or similar) was continued in the reporting year.

The decrease in coverage of environmental management system certifications (according to ISO 14001) is due to the spin-off of the former Automotive and Contract Manufacturing group sectors, which had a higher average coverage rate, as well as expiring certificates in the ContiTech group sector.

Environmental management system coverage	2025	2024
Environmental management system certifications (ISO 14001), employee coverage (as of December 31), in %	72	77

Definitions, assumptions and calculation methods:

- Includes employees of the Continental Group with a valid and active employment contract as of December 31, 2025. Interns and trainees are not included.
- Valid certifications and completed recertifications are taken into account.
- The data is collected by the locations. A small number of employees who could not be assigned are considered not to be covered. The metric is calculated from the ratio of own workforce working at a certified location to the total number of Continental's own workforce.
- The metric is entity-specific.

Biodiversity and Ecosystems (ESRS E4)

Material Impacts, Risks and Opportunities Related to Biodiversity and Ecosystems

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to biodiversity and ecosystems according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to biodiversity and ecosystems were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

› **Protection of ecosystems in the supply chain**

› **Biodiversity in the downstream value chain**

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline

general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Protection of Ecosystems in the Supply Chain

Material impacts, risks and opportunities in the protection of ecosystems in the supply chain IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
24	Negative impacts on ecosystems due to land-use changes in the supply chain	Potential negative impact	Short-term	Continental's supply chain spans multiple stages of the value chain in various industries that extract and produce a wide range of materials, such as carbon black, natural rubber, synthetic rubber, other polymers and metals. These chains carry material process- and industry-inherent potential for direct negative impacts on ecosystems and biodiversity. In deeper tiers of the supply chain, there is a potential of land or water use changes, particularly in raw material extraction and production. For the natural rubber supply chain, there is a rubber industry specific potential negative impact from possible deforestation in cultivation regions.
25	Indirect negative impacts on ecosystems due to other drivers in the supply chain	Potential negative impact	Short-term	The potential negative impacts described in the Climate Change and Emissions and Substances sections, related to drivers such as greenhouse gas emissions, pollutants to air, water and soil, as well as other industry-related stressors in the supply chain, lead to an additional potential for indirect negative impacts on biodiversity and the condition of ecosystems.
26	Sanctions in connection with deforestation	Abstract and tangible risk	Medium-term	Continental sources materials such as natural rubber through global supply chains. With regard to potential negative impacts related to possible deforestation, this results in an industry-inherent exposure to effects that may arise from regulatory developments related to deforestation. In the event of violations of existing or future regulatory requirements, this could lead to fines, penalties or remediation costs, including possible business interruptions. With the implementation of the European Deforestation Regulation (EUDR), a tangible risk exposure arises for companies in the rubber industry, particularly due to the dynamics in regulation and uncertainties surrounding the new requirements.
27	Supply chain interruptions and higher costs for materials/services related to deforestation	Abstract risk	Medium-term	Continental sources materials such as natural rubber through global supply chains. With regard to potential negative impacts related to possible deforestation, this results in an industry-inherent exposure to effects that may arise from regulatory developments related to deforestation. If regulatory requirements on deforestation were tightened significantly and rapidly, the pool of suppliers able to provide compliant natural rubber could shrink. This could lead to higher material costs as well as potential supply chain interruptions.

Management approach for the protection of ecosystems in the supply chain

Continental is convinced that mobility and the global economy must be cleaner and transition to a circular economy to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency and implementing preventive measures, while fostering these practices along our value chain. Continental has consequently implemented management approaches that address the impacts, risks and dependencies related to biodiversity and ecosystems.

The management approach addresses two key drivers of biodiversity loss in the supply chain: pollution and deforestation. As part of responsible purchasing, Continental also indirectly addresses land-use changes in connection with deforestation.

For the driver pollution, Continental has implemented a management approach to avoid and reduce potential negative environmental impacts related to generated greenhouse gas emissions and generation of pollutants in air, water and soil in the supply chain. These management approaches are described in the Scope 3 emissions, value chain resilience and transition subsection in the Climate Change (ESRS E1) section and in the Environmental protection in the supply chain subsection in the Emissions and Substances (ESRS E2) section.

In addition, through its sustainable natural rubber sourcing policy, Continental has implemented a specific management approach to prevent biodiversity loss caused by deforestation, particularly from natural rubber cultivation, and to comply with regulations for deforestation-free supply chains. As natural rubber is also a renewable material, it plays a key role in a circular economy (see the Resource Use and Circular Economy (ESRS E5) section, Circularity subsection).

The management approach focuses on direct suppliers and indirectly on the deeper supply chain. Continental expects its direct suppliers to cascade the principles through their own supply chains. For sustainable natural rubber, the management approach explicitly covers the supply chain down to the rubber plantation.

Responsibility for the responsible purchasing of natural rubber lies with the respective purchasing departments, which have their own specialists for sustainability and for natural rubber and are also supported by the general sustainability departments. Strategic monitoring is the responsibility of the group sector decision bodies and, at an overarching level, Continental's Executive Board.

Responsibility for implementing general environmental protection in the supply chain is described in the management approach for environmental protection in the supply chain in the Emissions and Substances (ESRS E2) section. Responsibility for reducing greenhouse gas emissions is described in the management approach for Scope 3 emissions, value chain resilience and transition in the Climate Change (ESRS E1) section.

Continental monitors business partners in the natural rubber supply chain to determine whether they comply with the sustainable natural rubber sourcing policy in their own operations and cascade these principles along their entire value chain.

Requirements resulting from supplier obligations may lead to audits and follow-up measures, such as corrective action plans (CAPs) or other mitigation measures.

As part of the joint development partnership with the Deutsche Gesellschaft für internationale Zusammenarbeit (GIZ), Continental conducts on-site training for smallholders in Indonesia to promote sustainable farming practices. The program, launched in 2018, was extended for a further three years in 2025, with the number of smallholders receiving support expected to rise to 6,000. This collaboration is an example that Continental actively promotes sustainable agricultural practices, is aware of the social consequences of deforestation-related impacts on biodiversity, and actively pursues an improvement.

Another relevant purchasing process is the so-called risk mapping, for example based on the risk analysis from the Rubberway platform and verified self-assessment procedures, which assesses potential deforestation at various upstream nodes in Continental's natural rubber supply chain. Rubberway was developed through an industry collaboration and has implemented traceability mechanisms for natural rubber down to the plantation level. These help to improve understanding and transparency related to natural rubber sourcing.

To source natural rubber from responsible sources, Continental also uses the digital trading platform Agridence, formerly HeveaConnect. The platform provides transparent access to standardized information on compliance with social and environmental standards, quality criteria and average sales prices. At the same time, the platform also offers the possibility to integrate information from Rubberway analyses. Additional IT tools are also used for traceability along the supply chain, including the analysis of potential deforestation.

Another important process of the management approach is the cooperation within the industry, among other aspects to improve cultivation methods, traceability and compliance with due diligence. Continental is a member of the Global Platform for Sustainable Natural Rubber (GPSNR). This includes an annual reporting on progress and supports an industry-wide learning approach, which contributes to the effectiveness of the management approach.

As a potential future lever to reduce pressure on ecosystems, Continental is conducting the "Taraxagum" research and development project, which investigates and develops the potential of natural rubber from dandelions as an alternative for natural rubber from tropical rubber trees.

In addition to formalization internal rules, as described in the management approach for environmental protection in the supply chain in the Emissions and Substances (ESRS E2) section, Continental's set of rules for biodiversity in responsible purchasing includes the following public frameworks:

- › Sustainable natural rubber sourcing policy;
- › Commitments to a responsible value chain (RVC commitments);
- › Business Partner Code of Conduct.

The management approach is particularly oriented along the due diligence regulations, such as the German Supply Chain Due Diligence Act (LkSG) and the European Deforestation Regulation (EUDR). In addition, the management approach was harmonized with the GPSNR.

The GPSNR is a platform that brings together different stakeholders and takes into account the interests of its members (from smallholders to natural rubber processing companies, tire and automotive manufacturers, as well as civil society organizations). In addition, public consultations with non-members are held.

The policies are communicated externally via the website and internally via Continental's various channels. In addition, all new and existing direct suppliers are requested to sign the Business Partner Code of Conduct.

Biodiversity in the Downstream Value Chain

Material impacts, risks and opportunities in the biodiversity in the downstream value chain IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
28	Negative impacts on biodiversity in the use phase and at the end of the product life cycle	Potential negative impact	Short-term	The potential negative impacts described in the Climate Change, Emissions and Substances as well as Resource Use and Circularity sections, related to drivers such as greenhouse gas emissions, pollutants to air, water and soil during product use and end-of-life disposal, lead to an additional potential for indirect negative impacts on biodiversity and the condition of ecosystems. Another potential negative impact, which is associated with product use only in a broader sense, arises from the driver of land-use change associated with the general expansion of road infrastructure.

Management approach for biodiversity in the downstream value chain

Continental's management approach for biodiversity in the downstream value chain addresses pollution, climate change and end-of-life treatment of products as key drivers of biodiversity loss. The related management approaches are described in other sections of this sustainability report:

- › Management approach for Scope 3 emissions, value chain resilience and transition with regard to climate change-related negative impacts on biodiversity and ecosystems in the Climate Change (ESRS E1) section.
- › Management approach for product-related aspects regarding environmental protection with regard to the product-specific reduction of pollution in the product use phase in the Emissions and Substances (ESRS E2) section.

- › Management approach for circularity with regard to resource outflows and end-of-life treatment of products in the Resource Use and Circular Economy (ESRS E5) section.

Due to the nature of Continental's products, the driver land-use change, such as road infrastructure, in the downstream value chain is considered outside Continental's sphere of influence. Therefore, no specific management approach was defined for the driver land-use change.

Resource Use and Circular Economy (ESRS E5)

Material Impacts, Risks and Opportunities Related to Resource Use and Circular Economy

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to resource use and circular economy according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to resource use and circular economy were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

› Circularity

› Waste in own operations

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline

general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Circularity

Material impacts, risks and opportunities in the circularity IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
29	Sourcing from primary and non-renewable sources	Potential and actual negative impact	Short-term	Continental sources a wide range of different materials and semi-finished products. Inherent to the respective industries and products, these also include various raw materials from primary or non-renewable sources (including fossil-based materials), such as synthetic rubber, carbon black, textiles, steel or additives, which could lead to potential negative impacts on the availability of these finite resources. Also when considering the management approach, this results in material actual impacts in relation to resource consumption.
30	Contribution to waste through end-of-life product treatment	Potential and actual negative impact	Short-term	Continental produces a portfolio of products that, after use, are either disposed of or recovered. Despite the recycling systems that are already partially available worldwide, a significant share is still disposed of or utilized through energy recovery or downcycling due to industry- and process-inherent factors, which could lead to potential negative impacts on the environment. Also when considering the management approach, this results in material actual impacts related to end-of-life product treatment.
31	Higher costs for materials/services related to resources	Abstract risk	Medium-term	Continental sources a wide range of different materials and semi-finished products through global supply chains. This results in an industry-inherent exposure to possible effects that may arise from significant changes in regulations and market requirements in relation to renewable and recycled materials. If market and regulatory requirements evolve faster than the supply chain can adapt, this could lead to market-driven cost increases for materials and semi-finished products.
32	Loss of sales in connection with our portfolio and circularity	Abstract risk	Long-term	Continental produces a portfolio of products whose design and end-of-life treatment are subject or could become subject to increasing regulatory and market requirements related to circularity. This results in a portfolio- and market-inherent exposure to possible effects that may arise from significant changes in regulations and market requirements. If these requirements tighten faster than adaptation measures for the portfolio and related business models can become effective, this could lead to sales losses.
33	Growth in connection with circular products	Opportunity	Long-term	Continental produces a portfolio of products whose design and end-of-life treatment are subject or could become subject to increasing regulatory and market requirements related to circularity. This could create general potentials for additional sales growth and new business as well as competitive differentiation. Based on its portfolio orientation and existing management approaches, Continental assumes to be able to leverage these opportunities.

Management approach for circularity

Continental is convinced that mobility and the global economy must be cleaner and transition to a circular economy to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency, implementing preventive measures and reducing pollution in our own operations, while fostering these practices along our value chain.

In addition to fulfilling this ambition, the management approach seeks to mitigate related circularity risks, taking into account the different requirements and transformation speeds of our customers, industries and markets. It is also designed to prevent negative environmental impacts related to resource inflows and outflows.

The management approach covers the upstream and downstream value chain as well as Continental's own operations and includes switching from primary to secondary resources and materials.

The procurement of renewable and recycled (secondary) materials is a key element. Continental refers to the following definitions in reference to the Tire Industry Project:

- › **Renewable material:** Bio-based material that returns to its previous stock levels by natural growth or replenishment processes at a rate in line with use cycles. Therefore, it is replenished or re-grown at a rate equal to or faster than harvested or extracted.
- › **Recycled material:** A material that has been reprocessed from a recovered or reclaimed discarded material by means of a manufacturing process and made into a final product or a component for incorporation into a product.

The management approach applies to the entire Continental Group and product portfolio and covers resource inflows and outflows.

The respective business functions bear responsibility for managing and adapting their respective product portfolio. Oversight of the effectiveness of portfolio management is exercised by the group sector decision bodies and Continental's Executive Board. Key processes are handled by the respective departments within the company such as research and development (R&D), product design, supply chain management and purchasing. These are supported by the sustainability departments.

The management approach includes specific processes for resource inflows and outflows, considering technological, biological and product cycles. For resource inflows and outflows, the related key actions related to purchased resources are mainly managed within purchasing, product design, R&D and sustainability processes.

As part of the R&D-led material approval process, among other things, renewable and recycled materials intended to be introduced into production processes are identified. The material approval process typically involves laboratory evaluation, followed by testing and processing assessments before a material is approved.

When sourcing renewable and recycled materials, the purchasing departments request information on the share of renewable and recycled materials. Wherever possible, we request higher proportions of renewable and recycled materials from suppliers. In addition, traceability mechanisms such as the mass balance approach are also integrated into material procurement. Further information can be found in the description of the target related to circularity and the key actions for target achievement.

Continental also engages in strategic discussions with selected suppliers to intensify circularity efforts, for example through respective adjustments in product design and material composition.

With ContiLifeCycle, a system for reuse, respectively extending tire service life, we use recycled materials in our products. Thereby, hot and cold retreading of truck tires and the associated reclaim production of recycled rubber leads to significantly reduced waste generation and conserving natural resources. Within the retreading process, truck tire carcasses that are still intact get new treads so that the tires can be used again. This reduces the number of old tires in circulation, contributes to saving energy and raw materials and to lower the ecological footprint. Continental generally strives to avoid landfilling end-of-life tires as much as possible.

For resource outflows, the management approach includes actions with regard to product circularity, that is primarily managed through product design and R&D processes, focused on enhanced reusability, repairability, recyclability, durability and overall circularity. This includes own activities as well as industry collaborations and partnerships. Globally, depending on legal frameworks, there are various tire take-back processes that enable better utilization of end-of-life tires for circular processes. Further information can be found in the Key actions for target achievement related to circularity subsection.

In the ContiTech group sector, a newly developed pilot facility with exclusive patents at the Hanover-Vahrenwald plant enables to produce purified pyrolysis oil through thermal oxidation, laying the foundation for recycling complex rubber compounds on an industrial scale.

Continental's sustainability ambition sets the overarching framework for the definition and implementation of actions.

Continental uses the mass balance approach to trace dedicated materials. This is a production-related control method in which certified and non-certified materials along the entire value chain are physically mixed but quantitatively tracked through verifiable bookkeeping. Based on internationally recognized principles, renewable and recovered raw materials can thus be integrated into existing production processes. Using the mass balance approach, Continental can document and track the exact amount of renewable and recovered materials used and check that quantity ratios match. The mass balance approach enables Continental to reduce complexity and efficiently manage raw material portfolios across multiple production sites in different markets, while tracking and allocating sustainable materials site-specifically. Additionally, Continental can thus accelerate the introduction of more sustainable

materials, continuously increases their share in tires and facilitates the adoption of new technologies by suppliers. Continental certifies this process under ISCC PLUS, an internationally recognized certification scheme, and is consistently expanding its application across production sites.

The management approach and associated actions especially take into consideration customer requirements and investor inquiries. For resource inflows, direct suppliers as part of the upstream value chain are primarily and directly involved. For resource outflows, the perspectives of stakeholders relevant to end-of-life product treatment are also taken into account, for example through industry initiatives.

Targets related to circularity

Continental has set a public sustainability target for circularity for the Tires group sector related to renewable and recycled materials. Continental has set itself the target to increase the share of purchased renewable and recycled production materials for its tires to at least 40% by 2030.

The target is linked to Continental's management approaches for circularity described in this section, as well as for Scope 3 emissions, value chain resilience and transition in the Climate Change (ESRS E1) section of this sustainability report. The processes involved in the management approach for circularity for resource inflows are crucial for both topic areas, as a higher share of renewable and recycled materials leads to a reduced carbon footprint of materials while serving as a key building block for closed resource loops.

Continental has identified key levers for resource inflows to increase the share of purchased renewable and recycled production materials for tires. These comprise measures for selecting renewable and recycled materials, which are typically managed by R&D, and identifying new suppliers or developing existing ones to secure relevant amounts of renewable and recycled materials in procurement processes. These are set out in specific material roadmaps and are regularly updated. Corresponding certifications of origin or other instruments for proofing origin and traceability help to achieve the target as they can create transparency in supply chains.

Transitioning away from non-renewable resources is achieved by replacing non-renewable materials with alternatives from renewable sources. In addition, substituting primary materials with materials from secondary sources, such as from recycling processes, helps to achieve the target. A prerequisite for selecting renewable and recycled materials is the technical ability to integrate them into our tires without compromising safety or performance. This is ensured through the general material approval process, as described earlier under processes within the management approach for circularity.

Continental communicates its approach to managing circularity externally through the publication of the annual report, trade fairs, press releases and investor dialogues, and internally via various channels such as sustainability and product conferences, working groups and the company-wide intranet. In addition, for specific products such as the UltraContact NXT car tire and the Conti Urban HA 5 NXT city bus tire, which currently combine the highest share of renewable and recycled materials in our portfolio, the percentage shares are explicitly disclosed and transparently communicated to the market.

Based on the materials identified and approved as renewable and recycled resource inflows, a joint strategy development process takes place between purchasing, R&D and sustainability. For materials that have been identified as being able to make a significant contribution to achieving the target, the purchasing departments develop and maintain dedicated material roadmaps. These roadmaps assess the general availability of each material in the required quantities and allow conclusive analysis of their market availability at economically viable costs. Purchasing sufficient quantities of these materials is managed through a balanced purchasing strategy that includes long-term contractual agreements as well as short-term purchasing activities for flexibility in dynamic markets.

The transparency and the proof of the use of renewable and recycled materials is a key lever for achieving the set target. As with many of our highly complex chemical value chains, material flows can hardly be physically traced at the individual level. Continental therefore also applies the mass balance approach to purchases of materials, as described above in the management approach for circularity. The purchasing departments as well as the sustainability department of the Tires group sector primarily manage the related activities.

The scope of this sustainability target covers all purchased renewable and recycled production materials for tires in the Tires group sector's own operations. Retreaded tires and non-production materials are not taken into account for achieving this target.

This intensity target is measured by the metric "Share of purchased renewable and recycled production materials for tires" in percentage and monitored by the Sustainability Steering Committee. The base year is 2024, and thus the baseline value corresponds to the prior-year result of the metric.

No interim targets have been set.

The generally accepted concept of circularity, according to scientific studies, primarily includes recycling and the use of renewable resources. Continental's target setting follows this general approach but does not apply a specific methodology for science-based target setting.

To improve the accuracy of material inflows recorded as renewable or recycled, mass balance approaches, as described, have proven to be a practical option in complex value chains over recent years.

The methodology for calculating the metric is described in the corresponding metric explanations. The target value of at least 40% was defined based on internal feasibility studies and market extrapolations regarding the increase of the share of renewable and recycled materials. As the share of natural rubber, which essentially contributes to the metric, depends heavily on the tire portfolio mix due to its specific properties, portfolio aspects were also taken into account when setting the target.

The target takes into account the interests of different stakeholders, such as customers, through direct and indirect consultations.

The target has been reported since the sustainability report for the fiscal year 2024 and has not changed since then.

Continental's targets focus on resource inflows, particularly on increasing the share of renewable and secondary materials and reducing the use of primary materials. Here, we follow the cascading principle to use raw materials or products made of them in their material form for as long, as often and as efficiently as possible.

The target specifically supports the recycling level of the waste hierarchy, as well as the level of prevention.

The target was set voluntarily to support the transition to closed resource and product cycles.

Sustainability target: Increase the share of purchased renewable and recycled production materials for tires

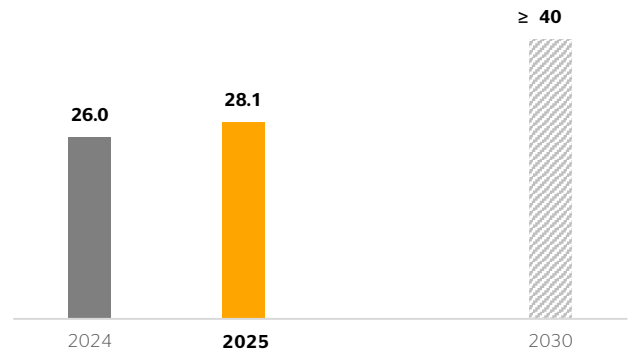
Target: Increase the share of purchased renewable and recycled production materials for tires to at least 40% by 2030

- › Key building block for closed resource loops
- › Leads to a lower carbon footprint for materials
- › Prevents negative environmental impacts related to resource inflows and outflows

Key actions:

- › Material roadmaps: selection of renewable and recycled materials and adjustment of product portfolio
- › Creation of transparency, identification of new and development of existing suppliers
- › Tracking and tracing through certifications of origin or other instruments, e.g. mass balance approach

Development of the share of renewable and recycled production materials for tires, in %



Metrics for target achievement related to circularity

Through the implementation of the key actions described, the share of purchased renewable and recycled production materials for tires increased by more than 2 percentage points. Accordingly, also the total weight of purchased renewable and recycled production materials for tires rose. This was, for example, contributed by the procurement of ISCC PLUS-certified synthetic rubber and resins, expanded supplier assessments and the identification of additional materials, while – due to changes in the composition of the

product portfolio - a counteracting effect was recorded in relation to natural rubber.

The progress of related key actions for target achievement in the reporting year is primarily assessed based on progress toward the target KPIs. In 2025, this progress was within the expected range to achieve the target by 2030.

Renewable and recycled production materials for tires	2025	2024
Total weight of purchased renewable and recycled production materials for tires, in million t	0.6	0.5
Share of purchased renewable and recycled production materials for tires, in %	28.1	26.0

Definitions, assumptions and calculation methods:

Total weight of purchased renewable and recycled production materials for tires

- The name of in the indicator in the previous year was "total weight of the renewable and recycled materials inflow (raw materials of the Tires group sector only)". The wording has been aligned with the target formulation.
- The metric only includes the Tires group sector and relates to Continental's public sustainability target for circularity.
- The total weight of recycled and renewable materials used to manufacture products corresponds to the purchased quantities of materials of the Tires group sector.
- The metric is entity-specific.

Share of purchased renewable and recycled production materials for tires

- The name of in the indicator in the previous year was "percentage of inflow of renewable and recycled materials (only raw materials of the Tires group sector)". The wording has been aligned with the target formulation.
- The total weight of recycled and renewable materials used to manufacture products corresponds to the purchased quantities of materials.
- The absolute weight of renewable and recycled production materials in the Tires group sector is divided by the total weight of production materials used in the Tires group sector.
- The metric is entity-specific.

Key actions for target achievement related to circularity

Continental has introduced concrete actions to achieve the target of at least 40% renewable and recycled production materials for tires by 2030. These actions focus primarily on the following core levers:

- › Material identification;
- › Strategies for sufficient supply;
- › Traceability, including through the mass balance approach.

Overall, the actions corresponding to the target are closely linked to the general management approach for circularity. To enable flexible reactions to changing market conditions and evolving needs, these actions are refined step by step.

Identifying renewable and recycled materials is a critical factor in achieving the target. Therefore, research and development (R&D) continuously evaluates alternative materials to replace non-renewable with renewable sources and primary with secondary sources. Innovative approaches are pursued, such as using plant-based materials instead of fossil-based fillers, oils and resins. Activities to increase the share of renewable and recycled materials are embedded in the operational processes of R&D. As a result, there is a comprehensive procedure for material identification, including material approval, which is identical for renewable and recycled, respectively non-renewable and non-recycled materials.

As the availability of certain materials is crucial, there is a defined set of renewable and recycled materials suitable for achieving the target. These materials are identified by internal experts from R&D, sustainability and purchasing. This serves as the basis for developing corresponding material roadmaps and purchasing strategies, which are continuously reviewed and updated. Raw materials and materials that contribute to increasing the share of renewable and recycled production materials in the initial steps especially include recovered raw materials from processes such as pyrolysis with recovered carbon black or oil and gas, as well as recycled materials like polyester and rubber.

With our ContiRe.Tex solution, developed together with the company Otiz, we have created a process for high-performance yarn that allows conventional polyester to be replaced with polyester made from recycled PET bottles. First products using recycled PET bottles are already on the market. The global rollout of this material across all Continental tire plants is planned and is already implemented at several plants.

Continental also works with ISCC PLUS-certified suppliers of circular resins based on renewable raw materials such as vegetable oil and used cooking oil. Continental is the first tire manufacturer to use the rubber additive TMQ made from biocircular acetone, which raw material is based on waste of biological origin such as recycled cooking oil.

The availability of recycled materials requires that products are returned to material cycles at the end of their life. To enable this,

Continental collects end-of-life tires through its global trade organizations and REG Reifen-Entsorgungsgesellschaft (tire disposal company for the DACH region) to make the resources usable again. With REG as a certified waste disposal company, Continental has been recovering tires since 1992, and thereby built up expertise within the company. Here, it is important to note that global take-back systems vary globally, such as extended producer responsibility, free-market systems and systems regulated by taxes and fees. Another element to recover end-of-life tires is through partnerships, such as with Pyrum Innovations.

Through the strategic partnership with Pyrum Innovations, we are using pyrolysis for implementing a circular concept for recycling end-of-life tires, and thus recovering recycled materials that can be reintegrated into our production processes.

Based on the identified materials that contribute to achieving the target of at least 40% renewable and recycled materials for tire production, material roadmaps are created. The creation and review of these roadmaps define the overall framework for long-term procurement measures with implementation scenarios. In addition, on this basis, specific short-term measures as flexible elements are developed, such as material-specific procurement activities, to respond to changing market conditions. These plans are aligned with the member of the Executive Board responsible for the Tires group sector, regularly reviewed and adjusted as needed. While the integration of selected materials requires only minor adjustments to production processes, their availability in large volumes at economically viable costs is a critical factor. In all cases, Continental maintains the same level of safety and performance for all tires sold. Wherever possible, Continental strives to secure large volumes of relevant materials on a long-term basis.

For the Tires group sector, natural rubber is a key raw material that also contributes to the share of renewable and recycled production materials. Through partnerships along the value chain and corresponding purchasing strategies, Continental will continue to source natural rubber and secure sufficient quantities for the coming years.

Creating transparency and obtaining reliable information on renewable and recycled materials across the various stages of its complex value chains is essential for Continental. Accordingly, the company uses mass balance approaches established as a standard in the chemical industry, as explained in the Management approach for circularity subsection. Continental sees mass balance approaches as a necessary tool for the transition away from fossil resources in our material value chains. In 2025, Continental achieved ISCC PLUS certification for all of its European tire plants and for its plants in Hefei, China, and Mount Vernon, USA. Certification of own plants does not directly contribute to achieving the target related to resource inflows, but it enables the declaration of mass-balanced materials in the end product.

Actions to increase the share of renewable and recycled materials in tire production are embedded in operational activities, especially in research and development and purchasing. The actions include

short- and medium-term measures. For resource outflows, processes are primarily managed by the sustainability department of the Tires group sector and country-specific dealer organizations.

Capital expenditure and operating expenditure for key actions for target achievement related to circularity

Operating expenditure (OpEx) increased in the reporting year, primarily due to the classification of additional materials as renewable

or recycled. The reported planned operating expenditure was adjusted accordingly. Capital expenditure (CapEx) related to key actions is currently negligible.

OpEx and CapEx of key actions for target achievement related to circularity, in € millions	2025	2024	Planned 2026-2030
OpEx	1,206	1,009	7,596
CapEx	0	0	0

Definitions, assumptions and calculation methods:

OpEx and planned OpEx of key actions for target achievement

- Includes OpEx for key actions for target achievement related to circularity. Includes material costs for renewable and recycled materials in the Tires group sector.
- Data is collected at the level of materials. The calculation is based on an average data method using the purchased quantities of materials of the Tires group sector.
- The time horizon applied is in line with the approved long-term planning.

CapEx and planned CapEx of key actions for target achievement

- Includes CapEx for key actions for target achievement related to circularity. Includes project costs and intangible assets for technology conversion to production using renewable and recycled materials in the Tires group sector.
- Data is collected at the level of projects.
- The time horizon applied is in line with the approved long-term planning.

Further information related to circularity

Resource inflows

The total weight of products and materials used decreased significantly in the reporting year due to the structural effect of the spin-off of the former Automotive and Contract Manufacturing group sectors. As a result, the higher proportion of renewable or recycled materials in the Tires and ContiTech group sectors led to an increase in the relative share of these materials in the total weight. For secondary reused or recycled materials, the structural effect led to a slight decrease in absolute terms. In addition to this structural effect, the absolute values and the share of renewable and recycled

materials inflow increased in the Tires group sector, as described in the subsection on key actions, as well as in the ContiTech group sector, offsetting the structural effect.

Resource inflows are described in the management approach for circularity in this section and in the Description of business model and value chain subsection in the General Disclosures (ESRS 2) section.

Metrics related to resource inflows	2025	2024
Total weight of products (including packaging) and materials used, in million t	3.0	3.7
Share of sustainably sourced biological materials and biofuels for non-energy purposes (including packaging), in %	9.5	8.2
Total weight of reused or recycled secondary components, intermediate products and materials (including packaging) used to manufacture products and services, in million t	0.2	0.2
Share of reused or recycled secondary components, intermediate products and materials (including packaging) used to manufacture products and services, in %	5.8	5.3
Total weight of renewable and recycled materials inflow, in million t	0.6	0.6
Share of renewable and recycled materials inflow, in %	21.7	18.4

Definitions, assumptions and calculation methods:

Total weight of products (including packaging) and materials used

- Includes technical and biological materials. Services, property, plant and equipment, and trading goods are excluded.
- If no weight information is available, this is calculated using the costs of the materials and goods, such as packaging materials, with conversion factors.

Share of sustainably sourced biological materials and biofuels for non-energy purposes (including packaging)

- Biological materials are considered renewable materials according to generally recognized standards.
- Sustainably sourced refers to resource inflows that have been verified by external standards and certifications or other comparable schemes (such as PCAF, FSC, HPE, ISCC PLUS or material-specific supplier self-assessments). In particular, this includes our procurement of natural rubber via defined processes based on specific sustainability criteria such as the Global Platform for Sustainable Natural Rubber (GPSNR) and our sustainable natural rubber sourcing policy.

Total weight of reused or recycled secondary components, intermediate products and materials (including packaging) used to manufacture products and services

- The total weight of materials used to manufacture products corresponds to the purchased quantities of materials.
- Packaging from the upstream supply chain is excluded.
- The share of secondary materials is based both on information from suppliers and, in some cases, expert assessments for certain materials. Due to missing or inconsistent data on packaging in some cases, internal expert assessments of the weight of specific packaging types were used to extrapolate the total weight using a factor and corresponding expenditure.

Share of reused or recycled secondary components, intermediate products and materials (including packaging) used to manufacture products and services

- The metric is composed of the previously defined metrics.

Total weight of renewable and recycled materials inflow

- Non-production-related materials, including packaging, are excluded. The total weight of raw materials used to manufacture products corresponds to the purchased quantities of materials.

- The metric is entity-specific.

Share of renewable and recycled materials inflow

- The total weight of recycled and renewable raw materials used to manufacture products corresponds to the purchased quantities of materials.

- Non-production-related materials, including packaging, are excluded.

- The metric is entity-specific.

Resource outflows

Continental's main resource outflows, including waste, in terms of their material impacts, risks and opportunities are described in the

General Disclosures (ESRS 2) section and in this section under the Waste in own operations IRO cluster.

Products and materials

Continental's product portfolio covers a broad spectrum, particularly in the areas of industry and vehicles. A detailed description can be found in the General Disclosures (ESRS 2) section. The implementation of our sustainability ambition related to circular economy is described in the management approach for circularity in this section.

Continental offers a broad product portfolio, especially for vehicles and industry. Due to differences in individual products, target markets, use cases and user behavior, it is almost impossible to predict expected durability across the board. The actual durability of a specific product may deviate from the following estimates.

For all tires, operating conditions vary significantly depending on vehicle and use as well as other factors such as air pressure, load, speed, road conditions, rotation frequency and storage conditions. Nevertheless, passenger-car tires and commercial-vehicle tires must be replaced when the tread depth falls below 1.6 mm, as this is the minimum legal limit in the European Union. In industry-wide product tests by external associations, passenger-car tires often achieve an overall mileage of 20,000 km to 70,000 km before reaching the legal minimum tread depth of 1.6 mm. Here, Continental tires consistently rank among the best. Additionally, the tire industry generally recommends inspecting a tire after 10 years and replacing it if necessary.

The industrial business of the ContiTech group sector covers a diverse portfolio with different applications and specifications across numerous industries, such as drive belts, storage solutions, hoses and niche products like printing blankets. Expected durability can

vary significantly depending on surrounding conditions and the final application, which is not always known to Continental. These key factors influencing the product's longevity result in lifespans ranging from a few years to several decades.

Currently, there is no established external assessment system for the reparability of Continental's products. Nevertheless, we continuously work on expanding circular product design, as described in the management approach for circularity, and among other things offer corresponding services and products. In principle, our products can be repaired in case of damage, but actual feasibility depends on many factors, including the product's actual condition and the extent of damage. In particular, damage such as punctures in tires can be repaired using specific methods to allow continued use. Continental also operates its own international network of automotive workshops, which, in addition to selling and replacing tires, also perform general vehicle repairs. Products from the ContiTech group sector can also be repaired under certain conditions. Also here, we offer respective services such as repairs for our conveyor belts or hose solutions.

For safety-relevant components such as tires, reparability may be restricted for safety reasons. The corresponding management approaches for technical (product-related) compliance and safe mobility can be found in the Consumers and End-Users (ESRS S4) section.

The share of recyclable components in product packaging remained unchanged at 100 percent. The share of recyclable content in products increased due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

Share of recyclable components/content	2025	2024
Share of recyclable components in product packaging, in %	100	100
Share of recyclable content in products, in %	67.5	61.3

Definitions, assumptions and calculation methods:

Share of recyclable components in product packaging

- The quantity of packaging purchased corresponds to the quantity of packaging used.
- The data is reported centrally.

Share of recyclable content in products

- Data is based on purchasing data and calculated on a group sector-specific basis.
- The metric defines the share of a product's content by weight that can potentially be recycled. This value may differ significantly from the actual recycling of this content.
- If no weight information is available, this is calculated using the costs of the materials and goods, such as packaging materials, with conversion factors.

Waste in Own Operations

Material impacts, risks and opportunities in the waste in own operations IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
34	Landfill or incineration of non-recoverable waste in own operations	Potential negative impact	Short-term	Continental operates a wide range of industrial processes that industry and process inherently generate waste, such as material scrap, offcuts or process residues. These can be partially difficult to recover or may contain hazardous substances. This results in a potential for negative impacts associated with the treatment and disposal of waste.
35	Waste efficiency	Opportunity	Medium-term	Continental operates a wide range of industrial processes that industry and process inherently generate waste, such as material scrap, offcuts or process residues. By reducing waste, there is process-inherent potential for material efficiency gains with regards to operating expenditure and expenditures for materials and semi-finished products. Based on its existing management approaches, Continental assumes to be able to leverage these opportunities.

Management approach for waste in own operations

Continental is convinced that mobility and the global economy must be cleaner and transition to a circular economy to protect ecosystems, supporting their resilience and regeneration. As part of our sustainability ambition, we are committed to reducing our impact on the environment by improving resource efficiency, implementing preventive measures and reducing pollution in our own operations. Accordingly, Continental has developed a waste management approach integrated into its overall environmental management system to mitigate the negative impacts of landfilling or incinerating non-recoverable waste from own operations and to make optimal use of opportunities related to waste efficiency. More information on the management approach for general environmental management can be found under Environmental protection in own operations in the Emissions and Substances (ESRS E2) section. A waste hierarchy has been in place at Continental's locations for many years, which prioritizes actions to reduce waste generation, followed by material reuse, recycling and energy recovery from waste. The least preferred option is disposal, such as landfilling. By following this hierarchy, we can reduce environmental impacts and promote sustainable resource use. Continental strives to gradually reduce waste at its own locations step by step and year by year. Due to the different business operations within the company, specific programs are tailored to the needs by each group sector.

The management approach for waste management covers the entire Continental Group.

Continental's environmental strategy is steered and approved by the Executive Board. The associated programs are coordinated within internal committees of the environmental protection departments.

Waste management is embedded in Continental's environmental management systems. Processes such as standardization, cataloging and digitalization for accurate tracking of waste streams can help prevent waste. Additionally, we also regularly share best practices among our plants. The management and disposal of hazardous waste is subject to applicable legal requirements at the local level. We also work with external partners to recover waste. To ensure transparency in recovery and assume responsibility for waste processing, we use a multi-stage process together with our partners, consisting of self-assessments, requirement catalogs and audits.

Waste-related processes are monitored and continuously improved as part of general environmental management reviews as well as specific waste management reviews. By these, we consequently work on reducing the amount of waste generated overall and per product, and thereby to increase resource efficiency.

Continental's environmental management system was developed in reference to ISO 14001, an internationally recognized standard for environmental management systems from the International Organization for Standardization (ISO).

The management approach reflects the interests of various stakeholders by using the generally established waste hierarchy and by reference to ISO 14001. Direct interaction with stakeholders in relation to waste primarily occurs with the responsible authorities.

Continental communicates its management approach for waste management through various channels to facilitate comprehensive understanding and engagement across the company. This includes regular trainings of employees, local awareness campaigns and information on the intranet, which make the approach and specific internal rules accessible to all employees.

Metrics related to waste in own operations

For all metrics related to waste for recovery and waste for disposal, there was a significant reduction in the reporting year due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

At the same time, methodological changes regarding the allocation of construction waste to recovery, respectively disposal apply at the level of the Tires and ContiTech group sectors. In the ContiTech group sector, the amount of waste for disposal also decreased in 2025.

Waste for recovery

Waste for recovery, in million t	2025	2024
(1) Non-hazardous waste for reuse	0.000	0.000
(2) Non-hazardous waste for recycling	0.223	0.309
(3) Non-hazardous waste for other recovery operations	0.055	0.069
(4) Non-hazardous waste for recovery	0.277	0.378
(5) Hazardous waste for reuse	0.000	0.000
(6) Hazardous waste for recycling	0.006	0.017
(7) Hazardous waste for other recovery operations	0.007	0.009
(8) Hazardous waste for recovery	0.013	0.025
(9) Total waste for recovery	0.291	0.403

Definitions, assumptions and calculation methods:

General information for items (1) to (9)

- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation. In addition, waste generated in the month of December is estimated for some locations if the necessary data or proofs were not yet available at the time of reporting.
- Waste that contractually or legally belongs to an external third party is not taken into account.
- Hazardous waste is defined in accordance with Annex III of Directive 2008/98/EC of the European Parliament and of the Council on waste.
- Non-hazardous waste refers to waste that does not fall under the definition of hazardous waste. Construction waste is, for calculation purposes, fully allocated to landfill in the calculation of recovery.

(1) Non-hazardous waste for reuse

- Reuse refers to any operation in which products and components that are not waste are used again for the same purpose for which they were designed, without significant modification.
- Material for reuse does not end up in the waste register. Instead, it is immediately transferred to the corresponding material storage facility.
- Consequently, no waste is generated that is intended for reuse.

(2) Non-hazardous waste for recycling

- Recycling is defined as any recovery operation in which waste materials are reprocessed into products, materials or substances, whether for the original or another purpose.

(3) Non-hazardous waste for other recovery operations

- Other recovery operations include the generation or recovery of energy through incineration of waste that is to be used as fuel or other means to generate energy.

(4) Non-hazardous waste for recovery

- Total of items (1) to (3).

(5) Hazardous waste for reuse

- Reuse refers to any operation in which products and components that are not waste are used again for the same purpose for which they were designed, without significant modification.
- Material for reuse does not end up in the waste register. Instead, it is immediately transferred to the corresponding material storage facility. Consequently, no waste is generated that is intended for reuse.

(6) Hazardous waste for recycling

- Recycling is defined as any recovery operation in which waste materials are reprocessed into products, materials or substances, whether for the original or another purpose.

(7) Hazardous waste for other recovery operations

- Other recovery operations include the generation or recovery of energy through incineration of waste that is to be used as fuel or other means to generate energy.

(8) Hazardous waste for recovery

- Total of items (5) to (7).

(9) Total waste for recovery

- Total of items (4) and (8).

Waste for disposal

Waste for disposal, in million t	2025	2024
(10) Non-hazardous waste for incineration	0.000	0.001
(11) Non-hazardous waste for landfill	0.042	0.041
(12) Non-hazardous waste for other disposal operations	0.005	0.006
(13) Non-hazardous waste for disposal	0.047	0.047
(14) Hazardous waste for incineration	0.002	0.003
(15) Hazardous waste for landfill	0.003	0.006
(16) Hazardous waste for other disposal operations	0.004	0.005
(17) Hazardous waste for disposal	0.009	0.014
(18) Total waste for disposal	0.056	0.061

Definitions, assumptions and calculation methods:**General information for items (10) to (18)**

- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation. In addition, waste generated in the month of December is estimated for some locations if the necessary data or proofs were not yet available at the time of reporting.
- Waste that contractually or legally belongs to an external third party is not taken into account.
- Hazardous waste is defined in accordance with Annex III of Directive 2008/98/EC of the European Parliament and of the Council on waste.
- Non-hazardous waste refers to waste that does not fall under the definition of hazardous waste.
- Construction waste is, for calculation purposes, fully allocated to landfill in the calculation of recovery.

(12) Non-hazardous waste for other disposal operations

- Other disposal operations are defined as disposal operations that do not fall under incineration or landfill. This includes, for example, the pre-treatment of predominantly liquid or paste-like special waste through various chemical, thermal and physical processes to achieve an output suitable for disposal.

(13) Non-hazardous waste for disposal

- Total of items (10) to (12).

(16) Hazardous waste for other disposal operations

- Other disposal operations are defined as disposal operations that do not fall under incineration or landfill. This includes, for example, the pre-treatment of predominantly liquid or paste-like special waste through various chemical, thermal and physical processes to achieve an output suitable for disposal.

(17) Hazardous waste for disposal

- Total of items (14) to (16).

(18) Total waste for disposal

- Total of items (13) and (17).

Other waste metrics

Relevant waste streams are described in this section in the management approach for waste in own operations.

The materials contained in Continental's waste are largely determined by the specific resource inflows and are described in the management approaches in this section.

For the other absolute waste metrics, there was a significant decline in the reporting year, mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors. In addition, the total amount of waste generated also declined in both the Tires and ContiTech group sectors.

The spin-off also resulted in a higher share of non-recycled waste in 2025.

The waste for recovery quota remained constant in the reporting year. While the structural change had a negative effect on the quota, it increased in the ContiTech group sector and remained stable at a high level in the Tires group sector. Overall, these effects largely outbalanced one another.

Other waste metrics	2025	2024
Total amount of waste generated, in million t	0.347	0.464
Total amount of hazardous waste, in million t	0.022	0.039
Total amount of radioactive waste, in million t	0.000	0.000
Amount of non-recycled waste, in million t	0.118	0.138
Share of non-recycled waste, in %	34.1	29.9
Waste for recovery quota, in %	87.2	87.2

Definitions, assumptions and calculation methods:

Total amount of waste generated

- The metric comprises the total waste of all locations worldwide. Sold or discarded machines, wastewater and waste that contractually or legally belongs to an external third party are not taken into account.
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.

Total amount of hazardous waste

- Total of items (8) and (17) from the "Waste for recovery" and "Waste for disposal" tables.
- Waste that contractually or legally belongs to an external third party is not taken into account.

Total amount of radioactive waste

- Radioactive waste is defined in Article 3 (7) of Council Directive 2011/70/Euratom (Annex I).
- Continental does not generate any radioactive waste.

Amount and share of non-recycled waste

- Total of items (3), (7) and (18) from the "Waste for recovery" and "Waste for disposal" tables.
- Waste that contractually or legally belongs to an external third party is not taken into account.
- Share calculated as the amount of non-recycled waste divided by the amount of waste generated.

Waste for recovery quota

- The metric is the total of hazardous and non-hazardous waste for recovery and energy recovery divided by the total amount of waste.
- Contrary to the amount of waste generated, construction waste is not included.
- The data is collected by the locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.
- The metric is entity-specific.

Sustainability Report – Social Information

Own Workforce (ESRS S1)

Material Impacts, Risks and Opportunities Related to Own Workforce

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to own workforce according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to own workforce were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

- › Labor standards
- › Occupational safety and health
- › Employee privacy
- › Responsible employer

Unlike in the previous year, the IRO cluster “labor standards” now also includes IROs related to adequate wages and work-life balance, IROs related to training and skills development, and secure employment and social dialogue have been combined into the new IRO cluster responsible employer.

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

Further Information on the IRO Assessment in Relation to Own Workforce

In the IRO assessment, Continental identified both actual and potential positive and negative impacts on its own workforce in the topic areas of labor standards, occupational safety and health, employee privacy and responsible employer. These impacts are associated with Continental’s strategy and business model and relate in particular to countries, certain markets, industries and business activities that are critically or significantly exposed to such impacts.

The identified actual and potential impacts on own workforce are important for adapting the strategy and business model. The development of actions and strategic decisions based on the identified impacts are described as part of the management approaches.

As indicated by the respective descriptions, all identified risks result directly from identified actual and potential impacts as well as from the dependence on own workforce as an important intangible resource. They are also based on the breadth and diversity of countries, markets, industries and business activities in which Continental operates.

Therefore, the risks are inherently linked to Continental’s strategy and business model.

The consolidated assessment of impacts, risks and opportunities for own workforce includes Continental’s entire workforce. Links to business activities, the product portfolio and the value chain are taken into account where relevant.

In general, our activities have actual or potential positive or negative impacts on the entire workforce of Continental – both own employees and non-employees. Non-employees include temporary workers and subcontractors.

The IRO assessment led to a deeper understanding of which parts of the workforce are more exposed to certain risks based on particular activities, environments or characteristics. This understanding is especially based on the consideration of industry specifics, regional factors and potential discrimination characteristics as part of the IRO assessment, as described in the respective IROs.

Continental operates in many industries, countries and markets worldwide, including regions with significant potential for negative impacts related to child labor, particularly in China, Mexico and Brazil.

The same applies analogously to forced labor (including so-called debt bondage).

The assessment of material negative impacts on own workforce was integrated into the general impact, risk and opportunity assessment following the defined methodology (see the General Disclosures (ESRS 2) section, Overview of material impacts, risks and opportunities subsection).

The methodology considers two perspectives: Firstly, it considers potential negative impacts that are to be considered widespread or systemic, as they relate to countries, specific markets, industries, and business operations in which Continental operates. Secondly, the methodology considers event-based actual negative impacts

when the description of the impacts includes a reference to specific actual incidents.

Reported positive impacts on the workforce are linked to activities described in the management approach for each IRO cluster.

The material impacts on own workforce are not directly related to sustainability-driven changes, such as the transition to zero-tailpipe-emission vehicles.

Material risks arising from impacts and dependencies on own workforce affect Continental's entire workforce.

The following pages provide detailed descriptions of the IROs within the respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Labor Standards

Material impacts, risks and opportunities in the labor standards IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
36	Negative impacts on adequate wages and fair payment	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding labor and remuneration standards differ. This results in an inherent potential for negative impacts related to adequate wages and fair payment.
37	Negative impacts on freedom of association of own workforce	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices for safeguarding freedom of association differ. This results in an inherent potential for negative impacts on exercising freedom of association and thus indirectly on related labor rights and protection mechanisms.
38	Negative impacts on employees' working time	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding working time differ. This results in an inherent potential for negative impacts related to working time, which could adversely affect employees' health and well-being.
39	Negative impacts on work-life balance	Potential negative impact	Short-term	As an industrial manufacturing company, shift models are employed at Continental, including night shifts and rotating schedules. This results in an industry process-inherent potential for negative impacts on employees' work-life balance.
40	Negative impacts in connection with discrimination in own operations	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks, market practices and general societal norms regarding anti-discrimination differ. This results in an inherent potential for negative impacts on employees due to discrimination, for example based on gender, age, ethnic origin, religion or other characteristics.
41	Negative impacts in connection with incidents of forced labor in own operations	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. This also includes certain regions and markets where legal frameworks and market practices for preventing forced labor (including so-called debt bondage) are limited. This results in a region-inherent potential for negative impacts.
42	Negative impacts in connection with incidents of child labor in own operations	Potential negative impact	Short-term	Continental employs people in different regions and markets worldwide. This also includes certain regions and markets where legal frameworks and market practices for preventing child labor are limited. This results in a region-inherent potential for negative impacts.
43	Sanctions in connection with incidents related to working conditions in own operations	Abstract and tangible risk	Medium-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding working conditions differ and sometimes include transnational components. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. In the event of severe incidents related to working conditions, this could lead to fines and penalties, remediation costs or a temporary interruption of the respective business operation under current or tightened regulations. In the unlikely event of a severe incident, a tangible risk would already arise under current regulations.
44	Higher operating costs in connection with working conditions in own operations	Abstract risk	Medium-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding working conditions differ and sometimes include transnational components. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. If requirements are tightened significantly, such as across multiple regions simultaneously and affecting fundamental work organization, this could lead to higher operating costs.
45	Sanctions in connection with discrimination in own operations	Abstract and tangible risk	Medium-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks, market practices and general societal norms regarding anti-discrimination differ. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. In the event of severe incidents related to discrimination, this could lead to fines and penalties, remediation costs or a temporary interruption of the respective business operation under current or tightened regulations. In the unlikely event of a severe incident, a tangible risk would already arise under current regulations.
46	Sanctions in connection with human rights in own operations	Abstract and tangible risk	Medium-term	Continental employs people in different regions and markets worldwide. This also includes certain regions where legal frameworks and market practices for protecting human rights (e.g. preventing forced or child labor) are limited. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. In the event of severe incidents related to human rights, this could lead to fines and penalties, remediation costs or a temporary interruption of the respective business operation under current or tightened regulations as well as contractual requirements. In the unlikely event of a severe incident, a tangible risk would already arise under current regulations.
47	Loss of sales/boycott in connection with incidents related to human rights in own operations	Abstract risk	Medium-term	Continental employs people in different regions and markets worldwide. This also includes certain regions where legal frameworks and market practices for protecting human rights (e.g. preventing forced or child labor) are limited. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. In the event of severe incidents related to human rights, this could lead to sales losses due to customer boycotts or suspended business relationships, particularly in product segments directly associated with the Continental brand.

Management approach for labor standards

Continental has defined a management approach for labor standards for its own workforce that is intended to prevent and reduce actual and potential negative impacts and risks with regard to working time, anti-discrimination, forced labor and child labor, other human rights and working conditions, freedom of association, work-life balance as well as adequate wages. The approach is integrated into Continental's general HR processes (e.g. workforce planning, recruiting, employee development and HR administration) and the responsible value chain due diligence system (RVCDDS).

Continental is convinced that global value chains must be built on business ethics and respect for human rights. We support the principles and objectives of the United Nations (UN) Guiding Principles on Business and Human Rights and are committed in our sustainability ambition to responsible business practices and business ethics as well as safe, healthy, fair and inspiring working conditions in our own operations. As part of the RVCDDS, Continental has adopted responsible value chain commitments (RVC commitments), which for labor standards include: no child labor, fair payment, equal treatment, no forced labor or modern slavery, freedom of association and adequate working conditions, including working time.

Continental strives to create a work culture that is free from any form of discrimination, including harassment. This is an integral part of the management system and is supported by a dedicated diversity management aimed at promoting equal opportunities, diversity and inclusion.

The RVC commitment explicitly addresses creating a work environment free from discrimination based on gender, age, ethnicity, color, health status, disability, social origin, nationality, sexual orientation, political opinion, religion or belief, or any other characteristic protected by applicable laws and regulations.

The topic of inclusion and actions for people from disadvantaged employment groups are also part of this RVC commitment.

The management approach also covers the prevention of potential trafficking in human beings, forced or compulsory labor and child labor. Continental firmly rejects child labor and does not employ anyone under the age of 15, under the age at which compulsory schooling ends or under the minimum employment age in the respective country, whichever is higher. Young workers under the age of 18 must be treated with special care. Forced labor, modern slavery, debt bondage, human trafficking or any other form of involuntary work are also firmly rejected. Employees must be provided with documented employment terms or an offer of employment in a language they can understand. Migrant workers must be treated with special care.

With its management approach for adequate wages, Continental aims for fair payment for all employees. Remuneration paid to employees complies with applicable laws and regulations, including those relating to minimum wages, living wages, overtime and statutory benefits.

The management approach covers Continental's own employees, while the RVC commitments also include non-employees.

Overall responsibility for the management approach and the RVCDDS, including the RVC commitments for labor standards, lies with the Executive Board. The latter has appointed a human rights officer to oversee the RVCDDS. Specific rules for labor standards are defined and implemented by the respective HR departments in line with the company structure. Responsibility for implementing labor standards lies with the management of the respective entities.

The system comprises many processes, such as strategy development and implementation, the management of regulations, impact and risk management, case management (including whistleblowing) and training. A multi-level process based on the Three Lines Model has been set up to monitor the effectiveness of the system. The first line is formed by local operational HR departments. They implement operational tasks at business level and at the locations in accordance with the RVCDDS and related rules on labor standards. The second line, represented mainly by non-operational HR departments and roles, as well as the human rights officer, oversees the system, roles and responsibilities as well as their appropriateness and effectiveness. The third line is Group Internal Audit, which carries out internal audits of the RVCDDS.

Specific preventive and remedial measures are defined for each RVC commitment related to labor standards, implemented by the entities. These measures include, for example, self-assessments, implementation of appropriate rules and instructions, careful analysis of the work environment for factors that could cause harm, implementation of improvement measures and control mechanisms, and raising awareness, particularly among managers.

With regard to working time, Continental has implemented further dedicated processes for flexible work models, as detailed in the following management approach for the responsible employer IRO cluster.

Continental's general remuneration processes include the involvement of employee representatives and the consideration of benchmarks. These measures provide a foundation for preventing inadequate wages. In addition, specific rules define tangible preventive and remedial measures for entities. These include regularly checking whether payments comply with national and local legislation,

clearly communicating remuneration principles to employees, ensuring timely and regular payments, and reviewing and updating appropriate benchmarks. The effectiveness of the management approach is measured using the metric for adequate wages.

As part of an annual review process with the Executive Board, the entire RVCDDS, including the specific processes for labor standards in own operations, is evaluated in terms of effectiveness, adequacy and potential for improvement. The RVCDDS is additionally integrated into the overarching internal control system, the risk management system and the compliance management system of Continental.

In line with the RVC commitments, the RVCDDS also defines the framework for implementing remedial measures in own operations. Any identified violation must be addressed immediately, and remedial measures must be implemented without undue delay. These measures are designed not only to resolve the violation but also to ensure that similar violations are prevented in the future.

Specific processes to prevent discrimination and address incidents are part of HR processes, the RVCDDS and the general processes of the whistleblower system described in the Business Conduct (ESRS G1) section. Anti-discrimination measures are implemented through general HR processes, particularly by improving general conditions. Additional initiatives target women and other employee groups, including awareness programs, educational offerings and transparent HR processes for recruitment and talent management. Continental also supports the creation of internal networks to promote equal opportunities and diversity and prevent discrimination. Meanwhile, several such networks exist at Continental's locations worldwide, organized and managed by employees.

With regard to gender diversity, Continental has defined a target and key actions for target achievement, as described in the targets related to own workforce and key actions for target achievement subsections in this section.

The RVCDDS is regulated by a dedicated group rule for a responsible value chain. This complements existing general and specific HR rules, which define details on labor standards, including anti-discrimination and remuneration topics. Additionally, respect for human rights and fair working conditions are embedded in Continental's Code of Conduct, which forms the basis for collaboration among all employees.

Continental's management approach for labor standards is aligned with both local regulations – such as local laws on wages – and international frameworks. These include internationally recognized conventions on human rights, such as the UN Guiding Principles on Business and Human Rights and the standards of the Responsible Business Alliance (RBA).

Continental's management approach to respect for human rights and labor standards is also in line with the core principles of the UN International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. These commitments serve as a global minimum standard for all Continental locations and form the basis for compliance with local laws and regulations. Additionally, Continental is a signatory of initiatives such as the German Charta der Vielfalt (Diversity Charter). The company also endorses the Women's Empowerment Principles established by the UN Global Compact and UN Women, demonstrating its dedication to promoting diversity and inclusion across its operations. Monitoring compliance with these standards is indirectly anchored in the RVCDDS review process, including updates to rules and processes as needed.

To incorporate stakeholder interests into the management system, Continental has established various formats. These include specific workshops and conferences, which are defined as measures by the labor standards rules. Remuneration models are discussed with the involvement of the respective works councils or employee representatives in order to consider employees' interests. Specific cases of discrimination, inadequate wages or any other violation of labor standards can also be reported via the integrity system.

The consideration of this information is integrated into the overarching annual RVCDDS review process. Another platform for incorporating stakeholder interests is the regular employee survey OUR BASICS Live, in which Continental's employees are asked about different topics related to Continental's values, including labor standards.

To ensure a comprehensive understanding and engagement related to labor standards within the organization, Continental communicates the management approach through diverse channels. In particular, these include mandatory training for managers on the RVCDDS and the RVC commitments, our website and internal communication platforms, where training materials and group rules are made available. In addition, posters and in-person training sessions provide access to relevant information for employees without IT infrastructure. Integration into the onboarding process helps familiarize new employees with the standards from the start.

Additionally, all actors involved in implementing the management approach have clearly defined roles within general HR processes and the RVCDDS and are trained on their responsibilities to enable effective collaboration and implementation of the management approach.

Targets related to labor standards

With regard to labor standards for its own workforce, Continental has set a time-bound target in the area of anti-discrimination, diversity and equal opportunities regardless of gender. Continental relies on a work environment that is as free as possible from any form of discrimination and that promotes the strengths of its diverse workforce. Diversity includes, for us for example, internationality and gender of employees, different experiences and age generations, as well as many other factors that characterize our workforce. A diverse workforce and management team bring different perspectives to the organization and thus enhances resilience in decision-making. Representation of diversity, particularly at the management level, also plays an important role in preventing discrimination within the organization. Representatively for the various dimensions of anti-discrimination, diversity and equal opportunities regardless of gender, we have set the following public sustainability target: the share of women in management positions should match with the share of women among the non-manual employees at Continental by 2030 at the latest, excluding management positions and employees in the USA.

The target was revised during the reporting period and now focuses on women to be represented in management positions according to their share among non-manual employees. This also allows changes resulting from shifts in the structure of the workforce to be reflected in the target. The previous target was based on achieving a fixed value of the share.

The scope of the target includes all management positions (senior executives and executives) and, as a reference point, all non-manual workers worldwide, excluding management positions and employees in the USA.

With the adoption of the target during the reporting year, this reporting year also serves as the initial year for future reporting on progress.

No interim targets have been set.

The target addresses the company's overall management culture and especially the impacts and risks related to equal treatment and anti-discrimination, as described in the management approach for labor standards in this section. Additionally, it provides an indication of internal permeability of the organization. Indirectly, it also addresses topics such as adequate wages and skills development.

Progress toward the target is measured using the metric "delta between the share of women in management positions and the share of women among non-manual workers", excluding management positions and employees in the USA.

This metric is monitored continuously and reported at least once a year.

The target itself is based on the general principle of representation. The share of women among non-manual workers was selected as the reference point because the development path into management positions emerges from this group. The metric women in management positions (excl. USA) which is underlying the calculation of the difference was previously reported as "gender diversity - share of female senior executives and executives excluding the USA" - and is calculated based on a defined methodology, excluding management positions and employees in the USA, and has been reported for several years.

Employee representations are actively involved in the target achievement process and related key actions through the respective HR processes.

The involvement of affected stakeholders and identification of shared experiences and improvement potential, such as through networks, are presented in the key actions for target achievement.

Sustainability target: Representation of women in management positions¹

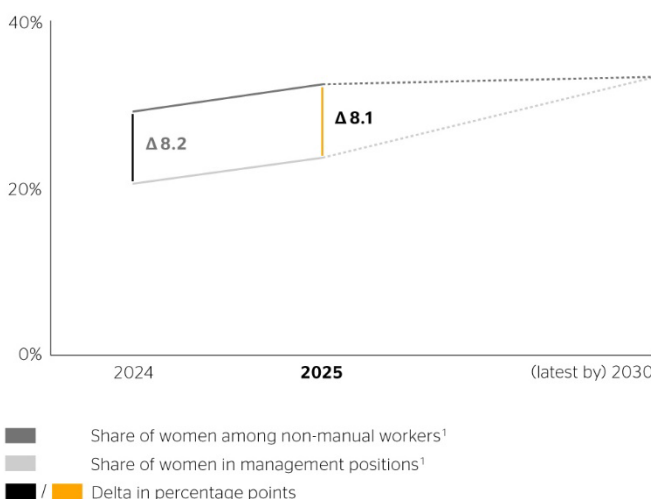
Target: The share of women in management positions should match with the share of women among non-manual employees at Continental by 2030 at the latest¹

- > Promotion of employee diversity
- > Encouragement of different perspectives
- > Resilience in decision-making
- > Prevention of discrimination

Key actions:

- > Improvement of framework conditions to create equal opportunities
- > Increased flexibility through offers such as child care, remote work or part-time options
- > Objective, diagnostic-based recruitment procedures and training

Development of the representation of women in management positions¹



¹ Excluding management positions and employees in the USA.

Metrics for target achievement related to labor standards

The metric for target achievement was reported for the first time in the reporting year. Compared with the previous year, also reported for the first time, there was an improvement in the delta between the share of women in management positions (excluding the USA) and the share of women among non-manual workers (excluding the USA), from 8.2 to 8.1 percentage points. The underlying effects largely offset one another. Structurally, the spin-off of the former Automotive and Contract Manufacturing group sectors led to an increase in the share of women in management positions (excluding

the USA) as well as simultaneously an increase in the share of women among non-manual workers (excluding the USA). At the same time, in the Tires and ContiTech group sectors, the share of women in management positions (excluding the USA) increased, supported by the key actions described. In parallel, the share of women among non-manual workers (excluding the USA) rose in both group sectors.

Metrics for target achievement related to labor standards	2025	2024
Share of women among non-manual workers (excl. USA), in %	31.7	28.8
Share of women in management positions (excl. USA), in %	23.6	20.6
Delta between the share of women in management positions and the share of women among non-manual workers (excl. USA), in %-points	8.1	8.2

Definitions, assumptions and calculation methods:

General information

- Includes employees of the Continental Group with a valid, active and permanent employment contract as of December 31 of the respective reporting year. Trainees and non-employees are not included.
- Gender distribution is based on the information provided by employees in Continental's systems. The metric takes into account the female gender and the male gender.
- Senior executives and executives are defined by Continental's grading system.
- Relevant entities are included in the metric. Entities in the USA are excluded.
- The data is collected by the entities of the Continental Group.
- The metrics are entity-specific.

Share of women among non-manual workers

- The metric is calculated by dividing the number of female non-manual workers by the total number of non-manual workers as of December 31 of the reporting year.

Share of women in management positions

- The metric is calculated by dividing the number of female senior executives and executives by the total number of senior executives and executives as of December 31 of the reporting year.

Delta between the share of women in management positions and the share of women among non-manual workers

- Continental's public sustainability target for the representation of women in management positions is calculated as the delta between the share of women in management positions and the share of women among non-manual workers as of December 31 of the respective reporting year.

Key actions for target achievement related to labor standards

The key actions to implement the labor standards target on the representation of women in management positions extending beyond the general management approach include a range of initiatives and programs. Given the nature of the target, promoting anti-discrimination, diversity and equal opportunities is also an important management task.

Continental took market analyses into account when defining appropriate actions. Consideration was also given to various aspects of improving representation, preventing discrimination and meeting the requirements of different markets.

The defined levers that have been implemented to achieve the “representation of women in management positions” target focus on improving structural conditions to help promote equal opportunities for all employees. The aim is to strengthen overall internal permeability within the organization. These include increasing flexibility through offers such as childcare, remote work or part-time options, as well as the use of objective, diagnostic-based recruitment and training procedures. To create a culture of inclusion and belonging and prevent discrimination, Continental promotes awareness and education on these topics through leadership philosophy and development as well as guidelines on diversity and anti-discrimination.

In addition to numerous initiatives aimed at all managers and employees, Continental has launched specific initiatives for women to promote their professional development and, as a result, strengthen their representation in management positions. They include events, talent management and development offerings as well as networks.

These measures are not only aimed at the achievement of the target but also support prevention of discrimination and equal treatment of employees in general.

Given the anti-discrimination nature of the key actions, it is assumed that they will reduce related negative impacts from possible discrimination incidents, thereby also reducing the potential risks for the company.

No material positive impacts related to anti-discrimination and diversity were identified in the IRO assessment.

No material opportunities were identified either.

Key resources for the action plan include expenditure for improving structural conditions and specific initiatives for women.

The actions related to the target support the management approach for labor standards by helping to reduce potential negative impacts on own workforce, also in the event of conflicting economic and social interests.

The specific initiatives for women are geared to the entire female workforce, also beyond management positions. The actions relating to structural conditions are deliberately much broader and ultimately address the diversity of the entire workforce.

The actions include short-, medium- and long-term measures.

The key actions for target achievement are not directly related to a specific remedial process. Where relevant, remedial actions are based on general processes for dealing with incidents, as described for the integrity system.

The effectiveness of the actions in terms of impact and risk is assessed indirectly by tracking the progress made toward achieving the targets within the management levels considered and through general evaluations of anti-discrimination efforts.

Capital expenditure and operating expenditure for key actions for target achievement related to labor standards

Operating expenditure (OpEx) related to the improvement of structural conditions and specific initiatives for women was significantly lower at group level in the reporting year compared with the previous year. The main reasons were the spin-off of the former Automotive and Contract Manufacturing group sectors and a reduction in central activities of holding functions as part of the restructuring processes.

Operating expenditure in the Tires group sector increased in 2025 due to the relocation of holding activities. By contrast, it decreased in the ContiTech group sector as a result of restructuring measures.

Since the key actions are primarily associated with operating expenditure, only very low levels of capital expenditure (CapEx) were incurred in the reporting year, as in the previous year.

The planned values for future OpEx and future CapEx were adjusted accordingly during the reporting year.

OpEx and CapEx of key actions for target achievement related to labor standards, in € millions	2025	2024	Planned 2026-2030
OpEx	7	13	32
CapEx	0	0	2

Definitions, assumptions and calculation methods:

General information

- Includes OpEx and CapEx related to the improvement of structural conditions and specific initiatives for women.
- The data is collected by the entities of the Continental Group.
- Values for 2024 are reported according to the former targets for the Continental Group and the 2024 organizational structure.

Planned OpEx and planned CapEx

- The time horizon applied is in line with the approved long-term planning.
- Planned values are extrapolated at group level based on the OpEx and CapEx incurred during the reporting year that relate to the improvement of structural conditions and specific initiatives for women. Approved projects based on existing long-term planning are also included.

Further metrics related to labor standards

Metrics related to the distribution of own employees by gender and age

Due to the spin-off of the former Automotive and Contract Manufacturing group sectors, the following metrics for gender distribution and employee distribution by age group within the Continental Group included in 2025, for the first time, only the employees of the Tires and ContiTech group sectors and the restructured holding company. This resulted in the total number of own employees, as well as the number of senior executives and executives, being reduced by roughly half compared with the previous year.

At the level of the Tires and ContiTech group sectors, the number of senior executives and executives increased during the reporting

year due to the restructuring of the holding company, while it decreased accordingly within the holding company.

Viewed by age group, the changes to the Continental Group's structure led to a lower share of employees under 30 and a higher share of employees over 50.

At the level of the Tires and ContiTech group sectors, the shares of the age groups changed only marginally compared with the previous year.

Metrics related to the distribution of own employees by gender and age	2025	2024
Gender distribution - senior executives and executives (as of December 31), number of employees (headcount)		
Male	1,062	2,330
Female	319	602
Own employees by age group (as of December 31), number of employees (headcount)		
under 30 years old	14,069	33,983
30-50 years old	54,001	112,334
over 50 years old	22,024	37,042
Total number of own employees	90,094	183,358
Own employees by age group (as of December 31), in %		
under 30 years old	16	19
30-50 years old	60	61
over 50 years old	24	20
Total, in %	100	100

Definitions, assumptions and calculation methods:

General information

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.

- The data is collected by the entities of the Continental Group.

Gender distribution - senior executives and executives

- Gender distribution is based on the information provided by employees in Continental's systems. The metric takes into account the female gender and the male gender.

- Senior executives and executives are defined by Continental's grading system.

Own employees by age group

- Age distribution is based on the information provided by employees in Continental's systems.

Metrics related to safeguarding human rights in own workforce

At group level, the number of reported cases, incidents and complaints relating to other social or human rights matters decreased significantly in the reporting year due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

At the level of the Tires group sector, the total number of cases, incidents and false reports of discrimination, including harassment, increased in the reporting year. However, this increase was largely offset by a decrease in the ContiTech group sector and within the holding company, resulting in a lower overall number of cases for the reporting year.

In addition to the structural effect caused by the change in the scope of consolidation, the total number of complaints related to

social or human rights matters (excluding discrimination) also decreased in the reporting year due to fewer complaints in the Tires and ContiTech group sectors as well as in the holding company.

There were no fines, penalties or compensation in connection with human rights incidents in the reporting year.

No severe human rights violations related to own workforce became known during the reporting year.

Accordingly, no fines, penalties or compensation in connection with severe human rights violations related to own workforce were paid.

Metrics related to safeguarding human rights in own workforce	2025	2024
Total number of cases, incidents and false reports of discrimination, including harassment	157	294
Total number of complaints related to social or human rights matters, excluding discrimination	56	139
Total amount of fines, penalties and compensation in connection with human rights incidents, in € millions	0	0
Total number of known incidents of severe human rights violations related to own workforce	0	0
Total amount of fines, penalties and compensation in connection with severe human rights violations, in € millions	0	0

Definitions, assumptions and calculation methods:**General information**

- The data is collected through the various complaint mechanisms of the Continental Group.

Total number of cases, incidents and false reports of discrimination, including harassment

- Discrimination, including harassment, is a violation of the RVC commitment "equal treatment".

- Incidents are confirmed cases.

- Entity-based reporting is used to count cases, incidents and false reports of discrimination (including harassment) that involve a person belonging to Continental's own workforce and that were reported in Continental's systems during the reporting year.

Total number of complaints related to social or human rights matters, excluding discrimination

- Includes complaints related to social or human rights matters (excluding discrimination) that involve a person belonging to Continental's own workforce and that were reported in Continental's systems during the reporting year.

- Duplicates are included in the result.

Total amount of fines, penalties and compensation in connection with human rights incidents

- Includes confirmed incidents related to human rights that were reported in Continental's systems and that involve a person belonging to Continental's own workforce.

- Only as relevant classified incidents are included. The severity of incidents is assessed regularly as part of case management in the RVCDDDS.

- Fines, penalties and compensation paid during the reporting year are included.

- Related expenses within the meaning of the ESRS would be reported in the Consolidated Statement of Income of the Consolidated Financial Statements under "Other expenses".

Total number of known incidents of severe human rights violations related to own workforce

- The severity of incidents is assessed regularly as part of case management in the RVCDDDS.

- Includes confirmed severe incidents of human rights violations that were reported in Continental's systems during the reporting year and that involve a person belonging to Continental's own workforce.

Total amount of fines, penalties and compensation in connection with severe human rights breaches

- Fines, penalties and compensation paid during the reporting year are included.

- Related expenses within the meaning of the ESRS are reported in the Consolidated Statement of Income of the Consolidated Financial Statements under "Other expenses".

Metrics related to adequate wages

Continental is committed to equal treatment of employees. This corporate value drives our remuneration strategy, which forms the basis for the remuneration of all employees.

In line with our RVC commitment “fair payment,” Continental paid all employees an adequate wage in the reporting year, in accordance with applicable national laws or relevant minimum wage requirements and benchmarks.

In 2025, the gender pay gap included for the first time only the Tires and ContiTech group sectors as well as the restructured holding company. It amounted to 2.9%. Because the gender pay gap is

reported on an unadjusted basis, the structural changes, such as shifts in the distribution of employees across high-wage and low-wage countries, resulted in a significantly lower gender pay gap. The gender pay gap within the Tires and ContiTech group sectors remained largely stable.

The remuneration ratio of the total remuneration of the Chief Executive Officer to the median of the total workforce was 122 in 2025 (PY: 139). Here, too, the change was mainly due to structural effects.

Metrics related to adequate wages	2025	2024
Own employees paid below an adequate wage, in %	0	0
Gender pay gap, in %	2.9	22.9
Remuneration ratio of the CEO to the median of the total workforce	122	139

Definitions, assumptions and calculation methods:

General information

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.

- The data is collected by the entities of the Continental Group.

Own employees paid below an adequate wage

- Wage data is defined as base salary.

- An adequate wage is defined as a wage that satisfies the needs of the employee and their family, considering the given national economic and social conditions.

- Adequate wages are in accordance with the applicable national laws. If not available, national or sub-national minimum wages as established by legislation or collective bargaining are considered. If not available either, benchmarks meeting relevance criteria are considered.

- For parts of the Continental Group that do not report data directly, the assessment of the risk of inadequate wages is based on the RVCDDS risk assessment for the RVC commitment “fair payment”.

Gender pay gap

- Gender distribution is based on the information provided by employees in Continental's systems. This metric considers the female gender and the male gender.

- Salary or remuneration is defined as base salary, cash allowances, benefits in kind (e.g. non-cash benefits, company cars) and changes in pension values.

- The change in pension values corresponds to the average values per employee for the respective entity.

- For parts of the Continental Group that do not report data directly, an extrapolation of the primary data is applied.

Remuneration ratio of the CEO to the median of the total workforce

- The highest-paid individual corresponds to the CEO.

- Pay data or remuneration is defined as base salary, cash allowances, benefits in kind, company cars and changes in pension values.

- The change in pension values corresponds to the average values per employee for the respective entity.

- For parts of the Continental Group that do not report data directly, a calculation method is applied based on the country average calculated using primary data. If the data is not available, valid external statistics are used.

- The metric is calculated as the ratio of the CEO's total annual remuneration to the median total annual remuneration of the company's own employees excluding the CEO's remuneration.

Occupational Safety and Health

Material impacts, risks and opportunities in the occupational safety and health IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
48	Negative impacts on the health of own workforce	Potential negative impact	Short-term	Continental operates a wide range of processes that are, among others, connected with physically intensive activities, handling of chemicals, working with heavy machinery, shift-based work models and other demanding activities. This results in a process-inherent potential for negative impacts on the health and safety of employees related to accidents, physical or mental stress.

Management approach for occupational safety and health

Continental is convinced that global mobility and industries need to be safe for people and is committed to safe and healthy working conditions in its own operations. That is why we have established a comprehensive management system for occupational safety and health in order to mitigate impacts on employees related to health hazards such as the use of machinery, handling of substances of concern, ergonomics and psychological stress. The system aims to implement preventive measures and eliminate hazards to avoid accidents and provide for the safety and health of all employees.

The management approach covers Continental's own employees directly and non-employees indirectly.

Responsibility for the operational management of occupational safety and health lies with the management of the respective entities, as legally required in most countries. Individual accountability also plays a crucial role, as every supervisor and employee has a personal responsibility to uphold safety and health practices in their respective function. The framework for occupational safety and health is defined by the safety and health organization, which also supports its implementation. Responsibility for implementing safety and health matters is delegated to the location managers, who are supported by dedicated safety and health managers. Responsibility for specific safety and health matters is regulated individually. Oversight of the overall management approach rests with the Executive Board.

Occupational safety and health matters are managed through Continental's occupational safety and health management system, which comprises processes and programs for complying with corresponding requirements for all locations.

Key elements of this system include specific processes governing organization, implementation, reporting and training on relevant safety and health topics such as occupational safety, health management, occupational medicine, ergonomics in the workplace and handling of substances of concern (see also the management approach for substances of concern and very high concern in the Emissions and Substances (ESRS E2) section).

The processes include establishing a clear structure for allocating resources and defining roles and responsibilities within the organization, risk and impact management to identify and mitigate potential hazards, consistent and transparent communication as well as employee training and skills development on relevant topics. Preventive measures are implemented on a site-specific basis as part of the overall processes.

Reporting processes have been introduced to monitor the system, and internal audits are carried out regularly. To support this monitoring, Continental has implemented targeted programs such as a group sector internal safety and health audit program to monitor compliance with internal standards and identify opportunities for improvement, for example in relation to the accident rate. Furthermore, external ISO 45001 certifications validate the appropriateness and effectiveness of the management system at many locations. Continental also monitors how effective the management system is using various metrics (see the Metrics related to occupational safety and health table in this section).

The occupational safety and health management system also includes the dedicated management of incidents in the workplace.

Specific processes, responsibilities and monitoring measures are defined in the rules governing occupational safety and health. Location-specific occupational safety and health management systems further specify requirements based on local needs.

In developing and implementing the management approach, Continental considers a wide range of external standards and commitments to comply with legal requirements and internationally recognized practices. Besides ISO 45001 as the international standard for occupational safety and health management systems, these include frameworks and standards such as the Luxembourg Declaration on Workplace Health Promotion in the European Union, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other relevant human rights frameworks, as outlined in the management approach for labor standards.

Continental considers its employees' interests in line with internal and external requirements. Employees and their representatives are involved in relevant processes to incorporate their perspectives, for example through special committees or consultations with works councils.

To maintain transparency across all levels of the company, the management approach is communicated via Continental's internal communication platforms. These channels are also actively used to

share information with employees on topics such as ergonomics and mental health and to provide them with personal tools. Another important pillar is training on occupational safety and health, which also includes mandatory courses for employees and supervisors. These are either conducted on-site or can be accessed through Continental's learning platform, as presented in the management approach for responsible employer in this section. For additional on-site communication, safety and health managers identify and assess local requirements and advise location managers.

Metrics related to occupational safety and health

In the reporting year, Continental's occupational safety and health management system continued to cover all of Continental's own employees.

Certification of Continental plants for implemented occupational safety and health management systems (ISO 45001 or similar) was also continued. The share of employees covered by such certifications reached 60% at the end of the year (PY: 67%). The decline was mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

The sickness rate among Continental's own employees was 4.1% in 2025 (PY: 3.3%). The increase was structurally driven by the spin-off of the former Automotive and Contract Manufacturing group sectors. At the level of the Tires and ContiTech group sectors, changes compared with the previous year were marginal.

The number of reportable work-related accidents amounted to 1,654 in the reporting year (PY: 1,974), corresponding to a rate of 10.1 (PY: 5.8) accidents per 1 million working hours. The accident rate of work-related accidents with lost workdays was 3.1 (PY: 2.1) per 1 million working hours. The changes compared with the previous year were primarily attributable to the spin-off of the former Automotive and Contract Manufacturing group sectors. In the Tires group sector, the accident rate of work-related accidents with lost workdays improved noticeably in the reporting year. Otherwise, accident-related metrics in the Tires and ContiTech group sectors remained roughly in line with the previous year.

In the reporting year, there were three fatalities as a result of work-related injuries and work-related ill health: two among own employees of Continental and one among other workers on Continental sites.

Metrics related to occupational safety and health	2025	2024
Occupational safety and health management system, employee coverage (as of December 31), in %	100	100
Occupational safety and health management system certifications (ISO 45001 or similar), employee coverage (as of December 31), in %	60	67
Sickness rate, in %	4.1	3.3
Number of reportable work-related accidents	1,654	1,974
Rate of all reportable work-related accidents (number of work-related accidents per 1 million working hours)	10.1	5.8
Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours)	3.1	2.1
Fatalities as a result of work-related injuries and work-related ill health		
Continental's own employees	2	0
Other workers on Continental sites	1	1

Definitions, assumptions and calculation methods:**General information**

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.

- The data is collected by the locations of the entities of the Continental Group.

Occupational safety and health management system, employee coverage

- Group rules are mandatory for all of Continental's own employees.

Occupational safety and health management system certifications (ISO 45001 or similar), employee coverage

- Only includes valid certifications and completed recertifications as of December 31 of the respective reporting year.

- The metric is calculated from the ratio of own workforce working at a certified location to the total number of Continental's own workforce. A small number of employees who could not be assigned are considered not to be covered.

- The metric is entity-specific.

Sickness rate

- Sickness includes paid and unpaid sick days.

- This metric is calculated by dividing the total paid and unpaid sick days by the total number of contractual working hours.

- The metric is entity-specific.

Reportable work-related accidents

- The definition of work-related accidents is based on the ESRS. Work-related accidents (workplace accidents) are accidents that occur during working hours, are work-related and result in an injury leading to death, sick day(s), limited capacity to work or transfer to another job, medical treatment beyond first aid, loss of consciousness or significant diagnosed injuries. Way-to-work accidents are considered if Continental is responsible for the transportation.

- Locations determine reportable work-related accidents according to the above definition.

- To calculate the rate of all reportable work-related accidents, the number of reportable work-related accidents is multiplied by one million and then divided by the total number of working hours.

Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours)

- Work-related accidents are accidents that occur during working hours and are work-related. The accident must result in one or more days lost after the day of the accident to be counted.

- Working hours are defined as paid working time.

- The number of work-related accidents is multiplied by one million and then divided by the total number of working hours.

- The metric is entity-specific.

Fatalities as a result of work-related injuries and work-related ill health

- Includes fatalities as a result of work-related injuries and work-related ill health.

- Includes own employees of the Continental Group with a valid and active employment contract in the reporting year.

- Other workers on Continental sites are defined as persons who work at Continental's locations and who do not belong to Continental's own workforce.

Employee Privacy

Material impacts, risks and opportunities in the employee privacy IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
49	Infringement of employees' privacy rights	Potential negative impact	Short-term	In the business operations of Continental, a wide range of sensitive employee data is processed, particularly in the context of HR processes. This results in a process-inherent potential for negative impacts in the event of improper handling or other data leaks.

Management approach for employee privacy

Continental has established a group-wide management approach for employee privacy that addresses compliance with data protection regulations, minimizes the risk of data breaches, protects personal data and promotes awareness of data protection within the company. Continental thereby aims to ensure that personal data is processed worldwide in accordance with the following general data protection principles: lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy and time-limited storage.

The management approach covers Continental's own employees as well as personal data of potential or former employees, customers, suppliers, other business partners, interested parties and other affected parties.

Responsibility for protecting employees' data lies with the management of Continental's respective entities and with all functions that process personal data. The appointed corporate data protection officer and their team are responsible for defining and implementing the data protection management framework. The corporate data protection officer and regional data compliance coordinators also support entities with implementation. Overall oversight is exercised by the Executive Board.

The processes for managing and monitoring the management approach within the comprehensive data protection program include secure collection, processing, storage and disposal of data.

To ensure data protection throughout these steps, Continental has implemented technical and organizational measures such as encryption of sensitive data and access controls to prevent unauthorized access. Continental also adheres to the principle of data minimization, meaning only data necessary for specific purposes is collected and processed. Regular privacy impact assessments are used to identify critical areas for action and initiate appropriate measures based on the results. Another key process within the data protection program is regular data protection training for employees.

To monitor the effectiveness of the program, data protection topics are included in both a regular audit questionnaire and the risk assessment questionnaire. Assessment results are reported by the corporate data protection officer to the respective management and the Executive Board.

With its management approach, Continental complies with binding data protection requirements in all countries where it operates, such as the European Union (EU) General Data Protection Regulation.

Data protection is also an integral part of the Code of Conduct for employees and is thus firmly anchored in the foundation of collaboration at Continental. In addition, a dedicated group rule formalizes the processes related to employee privacy. This rule also includes clearly defined binding corporate rules approved by the responsible German data protection authority. They guarantee a level of data protection across Continental worldwide that complies with the EU General Data Protection Regulation.

By definition, the most important stakeholders with regard to employee privacy are Continental's employees. Their interests are defined in the relevant data protection laws. Concerns or complaints can be submitted via the channels provided for this purpose. The corporate data protection officer and regional data compliance coordinators ensure that these concerns are addressed and integrated into the management approach.

Continental informs employees about data protection measures and processes through internal communication channels. The compliance organization manages dedicated formats, including topic-specific information pages and regular training sessions, to keep employees informed and engaged. Additionally, stakeholders involved in implementing the management approach receive specialized training and information through structured meeting formats and relevant group rules.

Responsible Employer

Material impacts, risks and opportunities in the responsible employer IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
50	Positive impacts on employees' working time	Actual and potential positive impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding working time differ. Continental promotes working conditions and models that, in some regions, go beyond legal frameworks and market practices. In these markets, this can lead to an improvement in employees' individual situation and conditions, as well as in general market practices. With regard to the employees' individual situation and conditions, feedback from employees confirms an actual positive impact.
51	Negative impacts on secure employment	Potential negative impact	Short-term	Continental operates in industries and markets undergoing transformations, for example in relation to digitalization, automation, geopolitical developments and competitive conditions. This results in an industry- and market-inherent potential for negative impacts on the secure employment of the workforce, for instance due to plant closures or restructuring.
52	Positive impacts on secure employment	Potential positive impact	Short-term	Continental operates in industries and markets undergoing transformations, for example in relation to digitalization, automation, geopolitical developments and competitive conditions. Based on its established management approach, Continental assumes that a high level of secure employment can be achieved for employees – particularly with regard to further training and job placement – even in markets undergoing intensive transformation.
53	Positive impacts on social dialogue	Potential positive impact	Short-term	Continental employs people in different regions and markets worldwide. Across these regions, legal frameworks and market practices regarding social dialogue with employees differ. Based on its established management approach, Continental assumes that employees worldwide can express their interests and needs through social dialogue and that these can respectively be considered in decision-making processes.
54	Positive impacts on training and skill development	Potential positive impact	Short-term	Continental's processes involve a diverse range of tasks and job profiles, many of which require continuous training. Based on its established management approach, Continental assumes that this can have positive impacts on employees' individual training and skill development, even beyond their current roles.
55	Business interruptions in connection with a lack of skilled workers	Abstract and tangible risk	Medium-term	Continental operates in industries and markets undergoing transformations, for example in relation to digitalization, automation, geopolitical developments and competitive conditions. These could lead to acute or increasing competition for skilled workers. These developments result in an industry- and market-inherent exposure to the risk of not being able to recruit, retain or train sufficiently qualified employees. If Continental is unable to recruit, retain or train sufficiently qualified employees at individual locations, this could lead to production interruptions or reduced capacity in the respective business operations. A corresponding tangible risk for Continental already arises in some markets due to the intense competition for skilled workers.

Management approach for responsible employer

Continental is committed to fair and inspiring working conditions. To make our workplaces attractive, the management approach for responsible employer aims to promote the flexibility and well-being of all employees, regardless of their working time model, and to create favorable conditions to support work-life balance.

We also encourage continuous learning to help employees meet evolving skills requirements and thereby mitigate risks associated with skill gaps and business interruptions. At the same time, this has positive impacts on secure employment.

Finally, we aim to shape the transformation processes in our industries and markets in close dialogue with our employees, aligning economic and social needs.

The management approach for responsible employer is closely linked to the management approaches for labor standards and occupational safety and health, which focus primarily on compliance with applicable laws and regulations to protect employees from discrimination and health hazards in the workplace.

The management approach covers all of Continental's own employees.

In principle, employment matters and social dialogue are regulated by labor law. Therefore, formal responsibility for the management approach is partly determined by local legislation. This includes the responsibilities of the Supervisory Board, the Executive Board, the management of Continental's entities and co-determination bodies such as works councils. Operational implementation is primarily managed by Continental's HR departments and managers across the company structure. Responsibility for training on specific topics, such as occupational safety, lies with the relevant specialist functions.

With regard to working time and flexible working conditions, Continental has implemented a wide range of actions to enable its employees to achieve a healthy work-life balance. These include hybrid work, flexible arrangements and working time models, sabbaticals, family-related leave (including parental leave) and flexible early retirement. Additional benefits offered by Continental include childcare options and sports programs. Continental is actively expanding flexible work opportunities and involving production employees in the process. For shift work models, Continental has implemented dedicated processes in accordance with local laws to enable greater flexibility. Implementation of these actions varies by location and is oriented along local needs and regulations.

Continental has created a comprehensive learning environment for further training and skills development. Specialized training content is developed by the various functions and units to meet specific needs and regulatory requirements. In addition to these function- and business-specific programs, there are company-wide training initiatives managed by the HR departments and implemented locally, such as leadership development programs. To deliver these programs, Continental has set up a dedicated learning platform. The platform categorizes available courses and training by topic, making them easily accessible to employees. It also manages the assignment of training programs to employees and enables tracking of course completion. In addition, aligning appropriate training and development measures is an integral part of appraisal discussions between supervisors and employees in order to support individual skills development through a standardized process.

With regard to secure employment, Continental has established a set of processes, projects and measures. These help mitigate the negative impacts of the transformation on employees and simultaneously create positive impacts in terms of job creation and skills development.

- › Contract design focuses on offering employees long-term opportunities. Flexible working time, mobile work options and other benefits are intended to proactively reduce employee turnover.
- › With regard to the impacts of the transformation of its industries and markets, Continental provides employees with a variety of opportunities for training and skills development, as described, to prepare them for the future labor market.
- › Job changes are also supported through a global internal job market.

Social dialogue and employee engagement are managed through various processes. Formalized processes include employee representation through works councils or similar structures, as well as the regular employee survey OUR BASICS Live. In addition, Continental has established a variety of formats for social dialogue and employee engagement, including town hall meetings, networks, open calls and online platforms. This foundation for social dialogue is also the basis for managing employee matters in the transformation of our industries.

The effectiveness of the management approach is monitored via dedicated feedback channels, HR processes and the reported metrics “workplace representation”, “employee turnover” and “OUR BASICS Live Sustainable Engagement index”.

The processes within the management approach are governed by internal frameworks and supplemented by country-specific rules in compliance with local laws and agreements with works councils. Additionally, the company has created a comprehensive set of guidelines, tools, methods and training initiatives.

Key aspects of the management approach, particularly those related to secure employment and social dialogue, are regulated by local laws, ordinances and regulatory requirements. In addition, the management approach is based on research findings, best practices and industry standards such as ISO 29993, which serves as a reference for manager training programs.

To consider employee interests, Continental follows a collaborative approach by working closely with works councils and actively involving managers, employees and relevant functions such as the law department. To gain additional insights, Continental uses internal communication channels and integrates feedback processes into various dialogue formats and training courses. Another formalized process is the OUR BASICS Live employee survey, which gathers employee opinions and views on topics related to Continental's values. They are collected, consolidated and analyzed through an established process. Furthermore, co-determination practices such as employee representation on the Supervisory Board and the involvement of the Group Works Council in relevant decision-making processes directly incorporate the interests of employees and enable the alignment of management strategies with their needs.

Many communication and dialogue formats, such as town hall meetings, inherently foster social dialogue. Continental's management approach is also communicated to employees through established internal channels, usually in the broader context of related transformations. This includes newsletters and dedicated channels managed by local works councils to inform the workforce. The aforementioned comprehensive learning platform is also available for information on training. This is complemented by local communication on-site to reach employees without access to the IT infrastructure.

Metrics related to responsible employer

In the reporting year, the OUR BASICS Live Sustainable Engagement index metric improved to 80% (PY: 79%). The main reason for this increase is that the consolidated results presented in the sustainability report exclude the former Automotive and Contract Manufacturing group sectors. For the respective group sector configurations at the time of the survey, the metric showed a slight improvement for Tires and a slight decline for ContiTech (see also the information on page 209).

At group level, the number of employees who left the company decreased to 11,804 in the reporting year due to the spin-off of the former Automotive and Contract Manufacturing group sectors (PY: 24,978). Employee turnover remained unchanged at 13% in 2025 (PY: 13%). At group sector level, both metrics decreased year-on-year in Tires and increased year-on-year in ContiTech as a result of restructuring measures.

Metrics related to responsible employer	2025	2024
OUR BASICS Live Sustainable Engagement index, in %	80	79
Number of employees who left the company	11,804	24,978
Employee turnover, in %	13	13

Definitions, assumptions and calculation methods:

OUR BASICS Live Sustainable Engagement index

- OUR BASICS Live Sustainable Engagement index is defined as the agreement of own employees with questions relating to the topic of sustainable engagement in the OUR BASICS Live employee survey.
- The survey is based on a representative random sample across all Continental locations worldwide.
- At the time of the survey in June 2025, the Automotive and Contract Manufacturing group sectors were still part of the Continental Group. The indicator result including these group sectors was 79% for the reporting year.
- The metric is entity-specific.

Number of employees who left the company and employee turnover

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.
- The data is collected by the entities of the Continental Group.
- Termination of the employment relationship is defined as voluntary resignation by the employee, termination of the contract by Continental, retirement, fatal accident at work, termination agreement between Continental and the employee, or the end of a temporary contract.
- For retirement and fatal accidents at work, the metric contains a small amount of extrapolated data for parts of the Continental Group that did not report data directly.
- Employee turnover is defined as the number of employees who left the company in relation to the average number of employees.

Workplace representation (for EEA countries with a significant number of employees)

Coverage rate	2025	2024
0-19%		
20-39%		
40-59%		
60-79%		
80-100%	Germany	Germany and Romania

Definitions, assumptions and calculation methods:

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.
- Countries in the European Economic Area (EEA) with a significant number of employees are countries in which Continental employs >10 % of the total number of its own employees.
- The data is collected by the entities of the Continental Group.
- Continental has signed an agreement with the European Works Council (EWC) supporting employee representation and social dialogue at the European level.

Processes for Engaging with Own Workers and Workers' Representatives About Impacts

Continental uses various channels to engage with employees in its own workforce. This engagement is part of the continuous development of the management approaches described. The general process for incorporating the perspectives of its own workforce into the strategy is described in the Consideration of stakeholder interests and perspectives subsection in the General Disclosures (ESRS 2) section of this sustainability report.

Continental maintains comprehensive internal communication, which includes networks for exchange as well as newsletters, webcasts and town hall meetings to keep employees informed. An important format for engaging with the workforce and gaining insights into their interests is the OUR BASICS Live employee survey, which collects feedback on different topics related to Continental's values. These overarching channels are complemented by local communication.

Additionally, Continental is in constant dialogue with employee representatives. In Germany, employee representatives are part of Continental AG's Supervisory Board. Employees are also represented by local works councils or similar bodies in order to take their interests into account in strategic decisions and processes wherever possible.

Engagement with employees therefore takes place both directly and indirectly through employee representatives.

The described network channels are continuously open for engagement, while formats such as webcasts are conducted on an ad-hoc basis. The OUR BASICS Live employee survey is conducted annually.

To engage with marginalized groups in its own workforce, Continental has established dedicated networks. These include diversity networks, as described in the key actions for target achievement related to gender diversity.

The channels are managed company-wide by Continental's HR and communication departments. The Executive Board member for Group Human Relations (director of labor relations) holds overall responsibility and is informed by the departments on employee matters.

An important tool for measuring the effectiveness of engagement is the OUR BASICS Live employee survey. It captures feedback on communication and employee involvement and forms the basis for the metric OUR BASICS Live Sustainable Engagement index. The communication channels also include direct feedback options. Furthermore, the "workplace representation" metric serves as an indicator of social dialogue coverage.

Processes to Remediate Negative Impacts and Channels for Own Workforce to Raise Concerns

Grievance channels for own workforce

Continental has established dedicated mechanisms to enable its own workforce to raise concerns.

These are part of a comprehensive integrity system that comprises three channels: an integrity platform, an integrity hotline and an integrity e-mail address, as described in more detail in the Business Conduct (ESRS G1) section of this sustainability report. Employees as well as third parties outside the Continental Group can report violations of legal regulations, core values and ethical standards via these channels. The platform and hotline are managed by an external service provider. The integrity e-mail inbox is managed directly by a Continental case management team.

The channels are explicitly open for all employee matters.

The integrity channels can be accessed via our website, internal communication channels or an international phone hotline. They are available worldwide in multiple languages and accessible 24/7 to overcome barriers such as time zones and language differences.

Continental uses various channels and formats to raise awareness of the integrity system, including intranet articles, compliance newsletters and podcasts, mandatory training sessions and local on-site communication measures. Continental does not explicitly assess the awareness and trust of the own workforce in these channels.

To protect users of the integrity system, information about potential violations can be reported anonymously. Reporting and investiga-

tion information is treated confidentially in accordance with applicable laws throughout the entire management of the case. The whistleblowing process is in line with the German Whistleblower Protection Act and relevant international legislation.

The integrity system is formalized in a dedicated group rule that defines roles and responsibilities across all steps of reporting, case review and validation, investigation and sanctioning in an end-to-end process. Case management is subject to internal audits. In addition, Continental's publicly available rules of procedure provide transparency on the handling of cases. Continental's employees are also required to complete mandatory training on the topic of whistleblowing.

Remedial actions

When complaints are received through whistleblowing channels or audit findings, Continental follows a structured process to investigate and resolve each case. Remedial actions must be implemented promptly and in accordance with Continental's frameworks. Based on these frameworks, the respective entities must implement measures to effectively resolve the violation and prevent similar incidents in the future. Remedial actions related to submitted cases are tracked using compliance case management software. Further information, including effectiveness monitoring, can be found in the Business Conduct (ESRS G1) section in the management approach for business conduct, corporate governance and corporate culture and in the Prevention and detection of corruption and bribery subsection, which describes the integrity system in detail.

Further Metrics Related to Own Workforce

In the Economic Report within the Management Report, the number of employees is disclosed in the Earnings, Financial and Net Assets Position section in the Earnings Position subsection under "Employees". It should be noted that the metrics differ in terms of their definition.

All figures relating to Continental's own employees reported in the following tables decreased at group level in the reporting year due to the spin-off of the former Automotive and Contract Manufacturing group sectors. At the level of the Tires group sector, employee-

related figures changed only slightly compared with the previous year, whereas in the ContiTech group sector they declined as a result of adjustments to production volumes.

Continental uses fixed-term employment contracts to balance short-term fluctuations in demand while maintaining stable core workforces over the long term. This approach to managing personnel capacity was continued in the reporting year. The share of employees with fixed-term contracts relative to the total number of own employees in 2025 was slightly below the prior-year level.

Further metrics related to own workforce (headcount)	2025	2024
Total number of own employees (as of December 31)	90,094	183,358
Average number of own employees	92,027	188,802
Own employees by gender (as of December 31)		
Male	72,052	134,313
Female	18,027	49,029
Other	15	16
Employees with permanent contracts (as of December 31)		
Male	83,434	168,761
Female	66,802	123,965
Other	15	16
Employees with temporary contracts (as of December 31)		
Male	6,660	14,597
Female	5,250	10,348
Other	1,410	4,249
Employees without guaranteed working hours (as of December 31)		
Male	0	0
Female	0	0
Other	0	0

Definitions, assumptions and calculation methods:

General information

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year or, for the calculation of the average, in the reporting year. Interns, trainees and non-employees are not included.
- The data is collected by the entities of the Continental Group.

Average number of own employees

- The average is the total headcount at the end of each month divided by 12.

Own employees by gender

- Gender distribution is based on the information provided by employees in Continental's systems. This information therefore represents Continental's state of knowledge, taking into account local legislation and co-determination. The gender "other" includes employees who identify as non-binary or have not provided any information.

Countries in which Continental employs >10% of the total number of its own employees

2025	Female	Male	Other	Total
Germany	3,614	15,526	0	19,140
USA	2,376	8,389	14	10,779

2024	Female	Male	Other	Total
Germany	8,180	30,730	0	38,910
Mexico	8,193	11,711	0	19,904
Romania	6,413	12,074	0	18,487

Definitions, assumptions and calculation methods:

- Includes own employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.
- The data is collected by the entities of the Continental Group.

Workers in the Value Chain (ESRS S2)

Material Impacts, Risks and Opportunities Related to Workers in the Value Chain

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to workers in the value chain according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to workers in the value chain were identified. Together, they form the following IRO cluster:

Workers in the value chain

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business

model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The description of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the IRO cluster. They also outline the management approach developed for the cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Workers in the Value Chain

Material impacts, risks and opportunities in the workers in the value chain IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
56	Negative impacts related to working conditions, equal treatment and other human rights of workers in the supply chain	Potential negative impact	Short-term	Continental's supply chain spans a wide range of industries, employing workers at various stages of the value chain across diverse regions and markets. Across these regions, legal frameworks, market practices and general societal norms regarding working conditions, anti-discrimination and other human rights differ. This results in a region- and industry-inherent potential for negative impacts on workers in the value chain, particularly in the areas of discrimination, occupational safety and health, fair payment, freedom of association, child labor, forced labor and general working conditions.
57	Sanctions in connection with violations of labor and human rights in the supply chain	Abstract and tangible risk	Medium-term	Continental's supply chain spans a wide range of industries, employing workers at various stages of the value chain across diverse regions and markets. Across these regions, legal frameworks, market practices and general societal norms regarding working conditions, anti-discrimination and other human rights differ. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. If severe violations were to occur within the supply chain and were linked to Continental, this could lead to fines and penalties or remediation costs under current or tightened regulations as well as contractual requirements. In the unlikely event of such a severe incident, a tangible risk would already arise under current regulations.
58	Higher costs for materials/services in connection with human rights and working conditions in the supply chain	Abstract risk	Medium-term	Continental's supply chain spans a wide range of industries, employing workers at various stages of the value chain across diverse regions and markets. Across these regions, legal frameworks, market practices and general societal norms regarding working conditions, anti-discrimination and other human rights differ. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. If requirements are tightened significantly, such as across multiple regions simultaneously and affecting fundamental work organization, additional due diligence requirements or the need to select alternative suppliers could lead to higher cost for materials or services.

Management approach for workers in the value chain

As Continental's value chain spans a wide range of industries, countries and markets worldwide, the company has established a management approach to address material impacts on workers in the value chain and the associated material risks.

Continental is convinced that global value chains must be built on business ethics and respect for human rights. We support the principles and objectives of the United Nations (UN) Guiding Principles on Business and Human Rights and commit, in our sustainability ambition, to responsible business practices and business ethics as well as to safe, healthy, fair and inspiring working conditions. We also foster these practices along our value chain. The responsible value chain due diligence system (RVCDDS) implemented for this purpose aims to protect both human and environmental rights along the value chain. It defines responsible value chain commitments (RVC commitments) in the areas of labor standards, occupational safety and health, environment, security practices and land rights, which also apply to Continental's direct suppliers.

The management approach encompasses all purchasing activities of Continental and its subsidiaries worldwide in which the Continental Group exercises a controlling influence. The focus is on direct suppliers, such as those providing the materials and components used, as well as service providers like security or waste management services. Indirect suppliers and deeper tiers of the supply chain are considered on a case-by-case basis. Specific elements of the RVCDDS, in particular the integrity system, are aimed at workers along the entire value chain. This is described in more detail in the Business Conduct (ESRS G1) section. Further specifics of the management approach apply to the natural rubber supply chain.

Overall responsibility for the RVCDDS, including the RVC commitments, lies with the Executive Board. The latter has appointed a human rights officer to oversee the system and delegate responsibility for the supply chain-related framework to the purchasing functions. Tasks and processes defined in the system are implemented by the respective purchasing departments.

The system comprises many processes, such as strategy development and implementation, the management of regulations, impact and risk management, case management (including the integrity system) and training. A multi-level process based on the Three Lines Model has been set up to monitor the effectiveness of the system. For the supply chain, the first line is made up of individual purchasing functions that implement operational tasks in accordance with the RVCDDS. The second line, represented mainly by non-operational purchasing functions and roles, as well as the human rights officer, oversees the system as well as its appropriateness and effectiveness. The third line is Group Internal Audit, which independently assesses the adequacy and effectiveness of the compliance management system.

Specific prevention and remediation measures regarding the supply chain include adjusting procurement strategies and practices, setting contractual agreements, introducing control mechanisms and training managers, purchasers and suppliers on the RVCDDS and the RVC commitments. Continental also employs a supplier selection process based on criteria such as quality standards, financial stability, production capacity, sustainability criteria and compliance with legal and ethical standards, in addition to price and availability. Selected suppliers are continuously assessed using self-assessment questionnaires, which Continental collects via the generally accepted sustainability platform EcoVadis. Selective on-site audits or other checks are also carried out, for example to verify the implementation of ESH management systems.

As part of an annual review process with the Executive Board, the entire RVCDDS, including the specific processes for labor standards, is evaluated in terms of effectiveness, adequacy and potential for improvement. The RVCDDS is additionally integrated into Continental's overarching internal control system, risk management system and compliance management system.

To raise awareness of the integrity system, the Business Partner Code of Conduct also contains a section on complaint mechanisms. Furthermore, the channels of the integrity system are mentioned in supplier training on the topic of responsible value chains. Continental does not explicitly analyze the awareness and trust of workers in the value chain in these channels. The integrity system is described in detail in the Business Conduct (ESRS G1) section.

The described processes are formalized in a dedicated group rule on the RVCDDS and additional purchasing-specific rules that define how these processes apply to supplier relationships. Direct suppliers are guided by the binding Business Partner Code of Conduct (BPCoC), which refers to the RVC commitments. For suppliers of natural rubber, an additional rule on the purchasing of sustainable natural rubber applies. The management approach for workers in the value chain is based on the same international standards and obligations and established international human rights standards as the management approach for labor standards in the Own Workforce (ESRS S1) section.

Stakeholder interests are a key consideration in shaping the RVCDDS. To gain insights into the interests of workers in the value chain, Continental maintains partnerships and is involved in associations such as econsense, the Responsible Business Alliance (RBA), Rubberway, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the Global Platform for Sustainable Natural Rubber (GPSNR). These interests are incorporated into the system via the respective specialist functions, such as purchasing.

Continental communicates its management approach through its externally published RVC commitments and Public Policy Statement. Supplier training initiatives are carried out to further promote shared responsibility along the entire value chain. In addition,

direct suppliers are requested to sign the Business Partner Code of Conduct. The communication is therefore aimed at both the affected stakeholders as well as stakeholders involved in the implementation.

Metrics related to workers in the value chain

Continental continued its assessment of selected suppliers in the reporting year based on self-assessment questionnaires submitted via the EcoVadis sustainability platform. The number of available valid supplier self-assessment questionnaires amounted to 946 at the end of the year (PY: 1,534). The change compared with the previous year is primarily attributable to the spin-off of the former Automotive and Contract Manufacturing group sectors. At the level of the group sectors, both Tires and ContiTech recorded increases in the number of self-assessment questionnaires compared with the previous year.

With regard to tangible incidents of severe human rights violations related to workers in the value chain, Continental did not receive any substantiated information during the reporting year.

No fines, penalties or compensation for severe human rights violations related to workers in the value chain were paid in the reporting year.

Metrics related to workers in the value chain	2025	2024
Number of available valid supplier self-assessment questionnaires (as of December 31)	946	1,534
Total number of known incidents of severe human rights violations related to workers in the value chain of Continental	0	0
Total amount of fines, penalties and compensation for severe human rights violations related to workers in the value chain of Continental, in € millions	0	0

Definitions, assumptions and calculation methods:

Number of available valid supplier self-assessment questionnaires

- Includes valid supplier self-assessment questionnaires submitted via the EcoVadis sustainability platform that were published during the reporting year.
- The metric is entity-specific.

Total number of known incidents of severe human rights violations related to workers in the value chain of Continental

- The severity of incidents is assessed regularly as part of case management in the RVCDDS.
- The data is collected through the various complaint mechanisms of the Continental Group. Includes severe incidents related to human rights that were reported in Continental's systems during the reporting year and that involve a person belonging to Continental's value chain.
- This information represents Continental's current state of knowledge and includes incidents for which Continental has substantiated information regarding the specific incidents.
- The metric is entity-specific.

Total amount of fines, penalties and compensation for severe human rights violations related to workers in the value chain of Continental

- The severity of incidents is assessed regularly as part of case management in the RVCDDS.
- The data is collected by the entities of the Continental Group. Includes severe incidents related to human rights that were reported in Continental's systems and that involve a person belonging to Continental's value chain.
- Fines, penalties and compensation paid during the reporting year are included.
- Related expenses within the meaning of the ESRS are reported in the Consolidated Statement of Income of the Consolidated Financial Statements under "Other expenses".
- The metric is entity-specific.

Affected Communities (ESRS S3)

Material Impacts, Risks and Opportunities Related to Affected Communities

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to affected communities according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to affected communities were identified. Together, they form the following IRO cluster:

> Affected communities

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business

model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the IRO cluster. They also outline the management approach developed for the cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Affected Communities

Material impacts, risks and opportunities in the affected communities IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
59	Negative impacts of own operations on affected communities	Potential negative impact	Short-term	As a globally operating company, Continental maintains numerous production sites worldwide in diverse surrounding environments. This results in an inherent potential for negative impacts associated with production sites on communities and residents near these sites, particularly related to odors, unintended releases or waste treatment.
60	Negative impacts of the supply chain on affected communities	Potential negative impact	Short-term	Continental's supply chain spans a wide range of industries across various stages of the value chain in different regions and markets. This results in an inherent, e.g. production site related, potential for negative impacts on communities and residents along the supply chain, particularly with regard to environmental protection issues.
61	Sanctions in connection with impacts on affected communities in own operations and in the supply chain	Abstract risk	Medium-term	As a globally operating company, Continental maintains numerous production sites worldwide in diverse surrounding environments and sources materials and semi-finished products from global supply chains spanning a wide range of industries across various stages of the value chain. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements related to the protection of communities and residents near Continental's production sites or the supply chain. If severe violations were to occur and were linked to Continental, this could lead to fines and penalties, remediation costs or temporary interruption of the respective business operation under current or tightened regulations.

Management approach for affected communities

As Continental sources goods, materials and services from numerous industries along the value chain, this inherently has potential impacts on all types of affected communities. Communities living or working near Continental sites or near sites operated by companies in Continental's supply chain are considered to be particularly affected. In both cases, this also includes indigenous peoples. Impacts on communities in the downstream value chain are not considered to be directly linked to Continental.

Continental's approach to managing material impacts and risks that may also affect communities is covered by the following management approaches, which are described elsewhere in this sustainability report:

- > Environmental protection in own operations with regard to potential impacts from pollution caused by own operations, see the Emissions and Substances (ESRS E2) section.

- › Environmental protection in the supply chain with regard to potential impacts from pollution caused by suppliers, see the Emissions and Substances (ESRS E2) section.
- › Substances of concern and very high concern with regard to potential impacts due to their use in own operations, the upstream value chain and the downstream value chain, see the Emissions and Substances (ESRS E2) section.
- › Waste in own business operations with regard to potential impacts associated with the treatment and disposal of waste, see the Resource Use and Circular Economy (ESRS E5) section.
- › Labor standards for own operations, including a detailed description of the responsible value chain due diligence system (RVCDDS) and processes for own operations, see the Own Workforce (ESRS S1) section. These also include the responsible value chain commitments (RVC commitments) related to land rights, including the rights of indigenous peoples, and responsible security practices.
- › Workers in the value chain, including a detailed description of the RVCDDS and its processes for the supply chain, see the Workers in the Value Chain (ESRS S2) section.

In addition, Continental's sites monitor and minimize non-toxic emissions that could potentially impact affected communities, such as odor emissions.

The focus of the management approaches and the RVCDDS in particular is on own operations and direct suppliers, and therefore on

affected communities in their vicinity. Indirectly and occasion-related, the deeper supply chain is also taken into account. Specific elements of the RVCDDS, in particular the integrity system and the associated case management, are aimed directly at all affected communities along the value chain or their representatives.

The integrity system is explained in detail in the Business Conduct (ESRS G1) section of this sustainability report. The channels described are also explicitly open to members of affected communities or their representatives. The defined roles and responsibilities along the process steps of reporting, case review, investigation and sanctioning apply equally to cases submitted by them. There are no additional specific supplementary mechanisms for applying remedial measures for affected communities.

As part of the RVCDDS and the described RVC commitments, Continental commits to respect legitimate land rights throughout the entire life cycle of a property or other use of land, forests and water, especially where these secure people's livelihoods.

With regard to responsible security practices, Continental commits to respect human rights when contracting or using its own, private or public security forces, providing adequate training and establishing appropriate control mechanisms.

The RVCDDS tools for prevention and remediation, communication, alignment with internationally recognized standards and system review, as described in the management approaches, include the company's own workforce, workers in the value chain and affected communities.

Metrics related to affected communities

Continental did not receive any substantiated information with regard to tangible incidents of severe human rights violations related to affected communities in the reporting year.

No fines, penalties or compensation for severe human rights violations related to affected communities were paid in the reporting year.

Metrics related to affected communities	2025	2024
Total number of known incidents of severe human rights violations related to affected communities of Continental	0	0
Total amount of fines, penalties and compensation for severe human rights violations related to affected communities, in € millions	0	0

Definitions, assumptions and calculation methods:

Total number of known incidents of severe human rights violations related to affected communities of Continental

- The severity of incidents is assessed regularly as part of case management in the RVCDDS.
- The incidents mainly involve violations of environmental rights, security practices and land rights of affected communities.
- The data is collected through the various complaint mechanisms of the Continental Group. Includes severe incidents related to human rights that were reported in Continental's systems during the reporting year and that involve a person belonging to Continental's affected communities.
- This information represents Continental's current state of knowledge and includes incidents for which Continental has substantiated information regarding the specific incidents.
- The metrics are entity-specific.

Total amount of fines, penalties and compensation for severe human rights violations related to affected communities

- Fines, penalties and compensation paid during the reporting year are included.
- Related expenses within the meaning of the ESRS are reported in the Consolidated Statement of Income of the Consolidated Financial Statements under "Other expenses".

Consumers and End-Users (ESRS S4)

Material Impacts, Risks and Opportunities Related to Consumers and End-Users

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to consumers and end-users according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to consumers and end-users were identified. For easier understanding and reading, they have been grouped together into the following IRO clusters:

- > **Technical (product-related) compliance**
- > **Safe mobility**

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline

general impact potentials and risk exposures based on structural aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the respective IRO cluster. They also outline the management approach developed for each IRO cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Technical (Product-Related) Compliance

Material impacts, risks and opportunities in the technical (product-related) compliance IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
62	Negative impacts on the personal safety of consumers	Potential negative impact	Short-term	Continental's portfolio includes products that are relevant to user safety. These include tires as well as other safety-relevant components such as air springs and industrial high-pressure hoses used in vehicles or machines. This results in a material portfolio-inherent potential for negative impacts on the personal safety of consumers and end-users in the event of malfunctions or failures.
63	Loss of sales in connection with product safety	Abstract risk	Medium-term	Continental's portfolio includes products that are relevant to user safety. Safety is therefore a key purchase criterion and subject to product-specific regulations and market requirements. This results in a portfolio- and industry-inherent exposure to changes in the regulatory environment and market requirements. If significant developments in safety requirements were to evolve faster than the respective products can be adapted, this could adversely affect market positioning and lead to sales losses in the affected product segments.
64	Sanctions in connection with incidents regarding product safety	Abstract risk	Medium-term	Continental's portfolio includes products that are relevant to user safety. Safety is therefore a key purchase criterion and subject to product-specific regulations and market requirements. This results in a portfolio- and industry-inherent exposure to possible effects that may arise from the existing regulatory environment and market requirements, as well as significant tightening or new requirements. In the event of severe incidents related to the safety of consumers and end-users, this could lead to fines and penalties, remediation costs or temporary interruption of the respective business operation under current or tightened regulations as well as contractual requirements.

Management approach for technical (product-related) compliance

Continental is convinced that global mobility and industries need to be safe for people and therefore provides reliable and safe tire and industry solutions. Technical (product-related) compliance is essential for this purpose. This means that products (system, hardware, software and/or services) comply with the specifications placed on them and meet the applicable mandatory product requirements. Technical compliance obligations are generally defined in statutory technical regulations, external standards (national/international), applicable internal rules, contractually agreed technical customer requirements and Continental's externally communicated product-related commitments.

The main objective of Continental's management approach for technical compliance is to safeguard the technical compliance of our products, including systems, hardware, software and/or services. Five categories of technical compliance are considered:

- > Product safety;
- > Product conformity;
- > Product environmental compliance;
- > Product cybersecurity and privacy;
- > Intellectual property.

At the same time, the management approach aims to protect Continental and its employees from possible negative consequences and risks, particularly with regard to product safety, that may entail a deviation from technical compliance. To safeguard technical compliance in all five categories, Continental has established a technical compliance management system (tCMS) as a binding set of rules integrated into its overall management system.

The management approach covers the Continental Group worldwide as well as the entire product life cycle and all related functions. It therefore includes all Continental products and services and indirectly all consumers and end-users of these products and services.

Continental's governance and responsibilities for technical compliance follow the Three Lines Model. In the first line, responsibility for execution lies with the operational functions at the level of the group sectors, business areas, legal entities, plants and other locations. These operational functions include research and development (R&D), engineering, sales, purchasing, manufacturing, after-sales and marketing. In the second line, the governance framework is defined and operational oversight is exercised by technical compliance functions and roles, for example within quality, intellectual property and R&D. The third line is the independent internal audit function. The management approach is overseen by the Executive Board. Each line performs specific tasks, has explicit responsibilities and is assigned to different organizational areas. Independence is safeguarded through organizational separation between the lines.

The tCMS within Continental comprises a wide range of processes related to technical compliance (tC):

- > **tC case management**, which deals with tC problems that occur when the product is in the field, i.e. already in use or no longer under the management control of Continental. It includes the identification of tC problems, their initial assessment, analysis, mitigation, prevention of recurrence, case closure, lessons learned and post-completion audits.
- > **tC clearing management**, which deals with tC problems that occur before the product is in the field or while it is still under the management control of Continental.
- > **Identification and implementation of tC obligations**, a defined process for identifying our technical compliance obligations, i.e. mandatory requirements for Continental's products and services, and providing these requirements in a traceable form for implementation.
- > **tC risk management** for determining tC risks and ensuring their management and monitoring throughout the entire product life cycle.
- > **tC business partner integrity management** to ensure the technical compliance of suppliers, other third-party providers as well as minority holdings of Continental, including associates and joint ventures without management control which supply materials or components for use in Continental's products, and providers of goods and services.
- > **tCMS monitoring and reporting** to ensure that the tCMS is adequately monitored and that tC-related information is collected, documented, communicated and made available to the relevant stakeholders at all organizational levels.

The implementation of the tCMS was completed during the reporting year in close collaboration across the Continental Group, including all group sectors, business areas, segments, functions and regions. It is now fully operational across Continental. Central tCMS teams facilitate that all categories and aspects are covered and synergies are realized.

The metrics related to consumers and end-users "quality management system certifications (ISO 9001 or similar), employee coverage" and "number of new field quality events" track Continental's efforts to maintain technical and product compliance.

As part of an annual review process, the Executive Board of Continental is updated on the current status of the tCMS and decides on the system's adequacy and potential for improvement. Furthermore, the tCMS is integrated into Continental's overarching internal control system, risk management system and compliance management system.

The tCMS is documented in a dedicated internal rule. Additional internal rules relevant for technical compliance cover in particular specific design standards and testing procedures.

The tCMS was developed on the basis of industry standards such as IDW Assurance Standard 980 and ISO 37301. Continental's technical compliance standards focus on compliance with legal technical regulations (LTRs) as well as applicable national and international standards (NIS) related to product safety, product conformity, product environmental compliance, product cybersecurity and privacy, and intellectual property. The standards also consider contractually agreed technical customer requirements, including compliance with relevant legal technical regulations, external norms and internal rules as binding product requirements. Examples include specific product certifications and material or emission limits that apply to entire systems, such as complete vehicles.

Stakeholder interests in the context of technical compliance are largely addressed indirectly through comprehensive regulatory and normative requirements. This also includes the interests of consumers and end-users. Consumers or end-users of Continental's products and services are typically those who use vehicles equipped with tires or other components and systems supplied by Continental. In the industrial environment, various types of industrial workers may directly or indirectly use equipment containing Continental components and systems. However, Continental's most important direct stakeholders with regard to technical compliance are vehicle manufacturers, tire dealers, industrial customers and authorities, in line with Continental's role as a supplier. Close dialogue with these stakeholders is a key element of the management approach.

Continental communicates its management approach externally and internally. The employees responsible are trained in technical compliance. There are also numerous further communication formats (such as open calls) to promote the management approach.

Metrics related to technical (product-related) compliance

Certification of Continental plants for implemented quality management systems (ISO 9001 or similar) was continued in the reporting year. The share of employees covered by such certifications reached 76% at the end of the year (PY: 85%). The decline was mainly due to the spin-off of the former Automotive and Contract Manufacturing group sectors.

The number of new field quality events decreased slightly compared with the previous year. The relieving effect of the spin-off of the former Automotive and Contract Manufacturing group sectors was virtually offset by an increase in field quality events in the Tires and ContiTech group sectors.

Metrics related to technical (product-related) compliance	2025	2024
Quality management system certifications (ISO 9001 or similar), employee coverage (as of December 31), in %	76	85
Number of new field quality events (as of December 31)	16	17

Definitions, assumptions and calculation methods:

Quality management system certifications (ISO 9001 or similar)

- Includes employees of the Continental Group with a valid and active employment contract as well as non-employees as of December 31 of the respective reporting year. Interns and trainees are not included.
- Includes valid certifications and completed recertifications as of December 31 of the respective reporting year.
- The data is collected by the locations. A small number of employees who could not be assigned are considered not to be covered. The metric is calculated from the ratio of own workforce working at a certified location to the total number of Continental's own workforce.
- The metric is entity-specific.

New field quality events

- A field quality event is defined as a risk-minimizing measure initiated by Continental, a customer and/or an authority based on a safety-related deficiency and/or non-compliance with regulations.
- As the corresponding product is usually already in use by end-users, it is typically referred to as being "in the field".
- The metric is entity-specific.

Safe Mobility

Material impacts, risks and opportunities in the safe mobility IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
65	Positive impacts on the personal safety of consumers	Actual and potential positive impact	Short-term	Continental's portfolio includes a wide range of products that actively contribute to the safety of mobility and in various industries, and can therefore have a positive impact on the personal safety of consumers and end-users, for example by preventing overheating, instability or leaks. In addition, the above-average performance of Continental tires with regard to safety-relevant criteria, for example wet braking, creates an actual positive impact.

Management approach for safe mobility

Continental is convinced that global mobility and industries need to be safe for people. To this end, we provide reliable and safe tire and industry solutions that help prevent accidents. This commitment is deeply rooted in our corporate culture and reflected in our portfolio of safety-related products (in particular tires, tire pressure monitoring systems, and sealing and suspension components). The identified material positive impact relates to the importance of these Continental products for the personal safety of consumers and end-users while driving or in other traffic situations. The focus of Continental's management approach for safe mobility is therefore on the development and provision of safety-relevant products that actively contribute to safety in various mobility, infrastructure and industrial sectors.

In general, the management approach covers Continental's entire portfolio, but is geared especially toward safety-related products. It encompasses all consumers and end-user groups rather than targeting a specific group.

Safety-related products primarily include the following:

- › Tires are the only point of contact between a vehicle and the road. In critical situations, the tire often determines whether the vehicle stops in time or stays safely on course through a corner. The performance of a tire is therefore directly related to braking behavior. Tire pressure monitoring systems continuously monitor air pressure, enhancing both safety and efficiency.
- › The ContiTech group sector develops and supplies a range of sealing and suspension components for hydraulic, pneumatic and electronic brake systems. Since they are used in safety-relevant systems, they are essential for the functional reliability of a vehicle.

Product portfolio management and adjustments are handled by the responsible business units. Oversight of the effectiveness of the portfolio management is exercised by the group sector boards and the Executive Board, for example as part of the strategy process. Key processes are managed by the respective departments within the business operations, such as research and development (R&D), product design, supply chain management and purchasing, with support from the sustainability departments.

Processes related to safe mobility include R&D activities within Continental's group sectors, close collaboration with customers (especially vehicle manufacturers from the early stages of tire develop-

ment), active portfolio management and market monitoring. R&D activities also involve extensive safety and stress testing of new products at our test facilities and on internal and external test tracks. Continental additionally researches and develops new materials and technologies for safe mobility. Product development processes include assessing economic feasibility, market readiness and scalability, frequently in collaboration with customers, suppliers and other institutions such as universities.

Elements of the management approach are set out in corresponding internal rules and frameworks.

The management approach for safe mobility does not directly follow external standards but is closely linked to the management approach for technical (product-related) compliance, for example regarding tire labels that inform consumers and end-users about properties such as rolling resistance, wet braking performance and external noise.

Consumers and end-users of Continental's products and services are typically those who use vehicles equipped with tires or other components and systems supplied by Continental. The interests of consumers and end-users are the key drivers of Continental's management approach. Their expectations and concerns regarding personal safety, reliability, comfort, convenience and cost efficiency are relevant not only to Continental but also to its business partners.

Engagement with consumers and their representatives takes place through various formats, including direct contact in retail outlets within own tire trade activities, regular surveys and trade fairs. Understanding these interests helps Continental develop and market products and systems that meet the needs and expectations of consumers and end-users. Continental's whistleblowing channels such as the integrity hotline are open to consumers and end-users as well.

Continental actively communicates about safe mobility through various formats, including social media and public advocacy efforts, to improve awareness of safe mobility. Internal engagement also includes a variety of formats.

Sustainability Report – Governance Information

Business Conduct (ESRS G1)

Material Impacts, Risks and Opportunities Related to Business Conduct

Continental assessed its actual and potential negative and positive impacts as well as abstract and tangible risks and opportunities related to business conduct according to the regulatory requirements, as described in the General Disclosures (ESRS 2) section. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the material impacts, risks and opportunities related to business conduct were identified. Together, they form the following IRO cluster:

› Business Conduct, Corporate Governance and Corporate Culture

The descriptions of potential negative impacts and abstract risks are presented from a business-inherent perspective. They outline general impact potentials and risk exposures based on structural

aspects such as business activity, geographical aspects, business model and product characteristics. This does not take into account mitigation through the management approach of Continental described in the respective IRO cluster. Actual negative impacts, tangible risks, positive impacts and opportunities are described from a company-specific perspective and consider the outcomes of the management approaches. A detailed definition of the IRO types can be found in the Impact materiality and Financial materiality subsections in the General Disclosures (ESRS 2) section.

The descriptions of IROs are to be considered as self-contained, which may result in repetitions.

The following pages provide detailed descriptions of the IROs within the IRO cluster. They also outline the management approach developed for the cluster, which manages the identified impacts, risks and opportunities. In addition, the associated targets, actions and metrics are explained (where available).

Business Conduct, Corporate Governance and Corporate Culture

Material impacts, risks and opportunities in the business conduct, corporate governance and corporate culture IRO cluster

ID	Short description	Type of IRO	Primary time horizon	Explanation
66	Antitrust incidents in own operations	Potential negative impact	Short-term	Continental operates in different markets and regions worldwide as well as within competition-intensive business models. This results in an inherent, market-dependent potential for negative impacts on markets or individuals through potentially anti-competitive behavior, particularly in areas where there is contact with competitors.
67	Negative impacts on whistleblowers	Potential negative impact	Short-term	Continental operates in different markets and regions worldwide. Across these regions, legal frameworks and market practices regarding the protection of whistleblowers differ. In connection with the confidentiality of whistleblower information, this results in a process-inherent and market-dependent potential for negative impacts on whistleblowers.
68	Incidents of corruption, bribery or fraud in own operations	Potential negative impact	Short-term	Continental operates in different markets and regions worldwide. Across these regions, legal frameworks and market practices for preventing corruption, bribery, fraud or other violations of business ethics differ. This results in a market-dependent potential for negative impacts on markets or individuals related to breaches of business ethics, particularly in areas where there is contact with business partners or other external contacts.
69	Sanctions in connection with incidents related to business conduct	Abstract and tangible risk	Short-term	Continental operates in different markets and regions worldwide. Across these regions, legal frameworks and market practices regarding business conduct differ. This results in an inherent exposure to possible effects that may arise from existing regulations, significant tightening or new requirements. In the event of severe incidents related to business conduct, this could lead to fines and penalties, remediation costs or temporary interruption of the respective business operation under current or tightened regulations as well as contractual requirements. For tire manufacturers, current and potential proceedings in individual markets pose a tangible risk.

Management approach for business conduct, corporate governance and corporate culture

Continental is committed to responsible business practices and responsible business ethics. Continental's corporate culture and compliance culture serve as the foundation of its management approach for business conduct, corporate governance and corporate culture. To a large extent, the management approach is influenced by the attitude and behavior of Continental's management and its handling of compliance risks. To cover all aspects in this regard, Continental has introduced a comprehensive compliance management system (CMS), which is managed and monitored by the compliance organization.

Continental's CMS focuses primarily on the following areas:

- › **Business ethics:** Compliance with anti-corruption and anti-bribery laws to promote ethical behavior, including when dealing with business partners and public officials.
- › **Antitrust:** Compliance with competition laws to safeguard free and fair competition.
- › **Anti-money laundering:** Compliance with laws and regulations aimed at preventing money laundering and the financing of terrorism.
- › **Data compliance:** Compliance with all applicable international and national data protection regulations for personal and non-personal data.

Continental's CMS covers the entire Continental Group and thus all entities under Continental's management control.

The responsibility for the implementation of compliance lies in the so-called first line (based on the three-line model of the Institute of Internal Auditors) with the management of the respective entities of Continental and all employees. Responsibility for the system's governance framework lies with the chief compliance officer (CCO), who is appointed by the Executive Board and acts as the second line. The CCO operates a compliance organization with several departments that report to the CCO. It consists of dedicated specialist departments as well as regional compliance contacts who primarily advise the group's business areas and operations. An internal network of compliance coordinators in countries where Continental operates supports the compliance department in disseminating information. It also facilitates central activities and provides information on relevant local regulations and requirements. The third line is represented by Group Internal Audit, which independently assesses the adequacy and effectiveness of the CMS. The Executive Board bears overall responsibility for compliance and oversees the compliance management system.

Internal compliance controls tailored to the risk profile of each entity are implemented locally and aligned with Continental's GRC system, in particular with the group-wide internal control process, which includes a dedicated methodology.

In addition to the responsibilities within the organization, the Audit Committee of the Supervisory Board exercises further oversight of the company's compliance management.

All members of the Executive Board of Continental have expertise in business conduct. Since October 2025, the chairman of the Executive Board has been responsible for governance related to business conduct. Previously, this responsibility rested with the Executive Board member for Group Finance and Controlling, Integrity and Law. Further information on the expertise of the members of the Executive Board is disclosed in the annex to the Executive Board By-Laws and in the curricula vitae of the individual Executive Board members on our website under [Company/Corporate Governance/Executive Board](#).

The Supervisory Board also has extensive and long-standing expertise in business conduct. Further information on the expertise of the individual Supervisory Board members can be found in the qualification matrix in the corporate governance statement in this annual report.

To continuously safeguard appropriate design and operational effectiveness of the CMS, various risk-based processes are carried out by the compliance organization – both centrally and locally for individual entities.

In cooperation with the relevant entities, identified on the basis of an internal initial risk assessment, it regularly conducts a process to identify risks in order to review the individual risks of the respective entities.

The compliance organization also regularly reviews its rules to safeguard compliance with legal regulations and consistency with other group rules.

Additionally, it performs regular spot checks on locally implemented internal compliance controls and initiates remedial measures in the event of deviations.

In addition, Group Internal Audit conducts focus audits of Continental's CMS and considers compliance risks in its general audits at its own discretion. Furthermore, the compliance organization reviews the CMS processes in order to identify, analyze and eliminate any risks and inefficiencies of the system.

The processes of the CMS support the company in encouraging Continental employees to act in compliance with business processes.

Functions of Continental that are most at risk with respect to corruption and bribery are typically departments with third-party contacts, such as purchasing, sales, human relations, finance and public affairs.

An important part of Continental's compliance program is the opportunity for whistleblowers to report their concerns and grievances. A whistleblower can be any stakeholder of Continental, such as an employee in Continental's own workforce, a worker in the

value chain, a member of an affected community, a consumer or an end-user. The whistleblowing process is managed by means of a dedicated internal rule that - in an end-to-end process - defines the roles and responsibilities along the process steps of reporting, case review, investigation and sanctioning, in line with the German Whistleblower Protection Act and relevant international legislation.

Continental provides whistleblowers with three whistleblowing channels: an integrity hotline with international and local phone numbers, an integrity platform (online portal) and an integrity e-mail address. These channels provide confidential and anonymous reporting options for (potential) compliance cases, especially in relation to:

- > Manipulation of (financial) accounting;
- > Competition/antitrust law;
- > Fair and ethical conduct, conflicts of interest;
- > Corruption/bribery;
- > Discrimination, harassment, psychological abuse;
- > Environmental rights;
- > Export and import controls, including sanctions;
- > Human rights;
- > Protection of information and trade secrets;
- > Integrity of the whistleblower system (e.g. whistleblower retaliation, breach of confidentiality or failure to report);
- > IT security/cybercrime;
- > Labor rights, including individual and collective rights;
- > Market manipulation, including insider trading;
- > Misuse of company property/services and theft;
- > Money laundering and financing of terrorism;
- > Protection of personal data;
- > Physical violence;
- > Sabotage and vandalism;
- > Terrorism, extremism and organized crime;
- > Occupational safety and health;
- > Sexual harassment;
- > Tax evasion/fraud;
- > Technical compliance (product-related compliance);
- > (Digital) fraud, embezzlement and other forms of enrichment.

These cases are reviewed by a dedicated team of case managers within the compliance organization, which forwards substantiated reports to Group Internal Audit for investigation. Further details on process steps can be found in the Prevention and detection of corruption and bribery subsection.

The underlying process is also defined in an internal rule and summarized in a publicly available document titled "Rules of Procedure". Additionally, web-based whistleblowing training is mandatory for all employees with computer access. Employees are regularly informed about whistleblowing options, including through posters displayed at Continental locations.

In line with Directive (EU) 2019/1937, Continental's Code of Conduct and a dedicated internal rule on whistleblowing state that retaliation against whistleblowers is not tolerated and will be sanctioned. Retaliation such as dismissal, blacklisting, demotion, denial of overtime or promotion, disciplinary measures, denial of benefits, refusal to (re)hire and intimidation constitute serious misconduct and are treated accordingly.

Employees are also free to report incidents of (potential) misconduct to their superiors, HR departments and other functions. However, these individuals or functions are not designated reporting channels under the German Whistleblower Protection Act, meaning confidentiality and anonymity cannot be fully safeguarded.

To promote and further develop the corporate culture, desired employee behavior and the self-image of the Continental Group, Continental has defined a clear vision and mission as well as four core corporate values, which form the foundation of our corporate culture. Two additional internal principles contribute to this corporate culture: our sustainability ambition and the binding Code of Conduct for all Continental employees.

To assess its corporate culture, Continental has developed the OUR BASICS Live Sustainable Engagement index as well as the OUR BASICS Live Integrity Perception index, which evaluate matters related to the perceived state of compliance culture. Both indexes are calculated based on the annual OUR BASICS Live employee survey (further information can be found in the Own Workforce (ESRS S1) section of this sustainability report).

Continental's CMS is based on a set of rules. As a core element of Continental's compliance program, the creation and communication of rules are embedded in Continental's rule governance process, defining a centrally used rule management application and related processes.

Continental's CMS is based on the IDW Assurance Standard 980 for compliance management systems issued by the Institute of Public Auditors in Germany (IDW).

Continental's management approach for business conduct, corporate governance and corporate culture considers the interests of various stakeholders, including employees, shareholders, customers and whistleblowers.

Communication of CMS-relevant information is managed by the compliance organization to promote a culture of integrity and raise awareness of compliance topics. For example, a regular series called "Case of the Quarter" enhances sensitivity to compliance topics through an accessible and easy-to-understand "true crime" format. Open calls, intranet articles, workshops and posts in relevant

internal channels focus on specific topics. Additionally, the CMS comprises several mandatory general as well as specific online and face-to-face training sessions for various target groups in the respective group sectors and functions.

The comprehensive training concept includes basic compliance training for all permanent Continental employees as well as risk-

Prevention and detection of corruption and bribery

Continental has established its integrity hotline as the main system to report, detect and prevent unethical and unlawful behavior, including corruption and bribery. Reporting such concerns makes a key contribution to detecting and preventing misconduct. Continental does not tolerate retaliation against whistleblowers.

The procedures in place to prevent, detect and deal with allegations or incidents of corruption and bribery are covered by the described management approaches for business conduct, corporate governance and corporate culture.

If a report is received, an investigation roundtable consisting of representatives from compliance case management and Group Internal Audit decides at its discretion whether to initiate an investigation in accordance with the group rule for whistleblowing and internal investigations.

All investigations are subject to the need-to-know principle. According to this principle, information may only be distributed or made accessible to persons who receive allegations, administer cases, perform investigations, impose sanctions or support any of these activities, or where Continental has a legitimate interest in informing other departments (e.g. in litigation), where required. The identity of the whistleblower and the accused is treated confidentially in line with applicable whistleblower protection laws.

For each case investigated, the investigation unit prepares a report and evaluates the case. After drafting the report, the investigation unit submits it to compliance case management (as part of the compliance organization) for review and quality assurance. Recommendations in the report are defined by the investigation unit and agreed upon with compliance case management. The investigation unit ensures implementation of these recommendations.

Compliance case management provides quarterly reports on ongoing and completed investigations to the chief compliance officer

based advanced and deep dive training for specific topics and target groups. The training plan includes basic courses on anti-bribery and anti-corruption, which are held annually and are mandatory for all permanent employees. See also the associated metric "functions at risk covered by anti-corruption and anti-bribery training programs".

and the responsible Executive Board member. If a report is expected to have a significant short-term effect on Continental, compliance case management immediately informs the chief compliance officer.

The chief compliance officer and the head of Group Internal Audit regularly report to the Executive Board and the Audit Committee of the Supervisory Board. If an allegation against a member of the Executive Board is substantiated, the report is not forwarded to the Executive Board but to the chair of the Audit Committee of the Supervisory Board.

In general, communication about corruption and bribery matters is part of the overarching management approach for business conduct, corporate governance and corporate culture. In addition, all internal rules are available on Continental's platform for internal rules on the intranet and are accessible to all employees with computer access. Online and face-to-face training ensures that rule content is explained in practical terms, including examples and case studies.

Continental's anti-corruption and anti-bribery training program primarily relies on web-based courses delivered via a dedicated learning platform. These courses cover fundamental principles and rules on the topic and include case studies for self-assessment. The training is mandatory for all permanent employees. Through face-to-face training focusing on specialized in-depth content, selected functions such as purchasing and sales are trained in relevant aspects of business conduct and corporate governance.

The Executive Board and the Supervisory Board are regularly updated by the chief compliance officer on recent developments regarding compliance (anti-corruption and anti-bribery) topics. These updates include, where necessary, information on new legal requirements and serve as an ongoing education. In addition, the Executive Board receives the same compliance training as all other permanent employees.

Metrics related to business conduct, corporate governance and corporate culture

In the reporting year, the OUR BASICS Live Integrity Perception index metric improved to 81% (PY: 79%). The main reason for this increase is that the consolidated results presented in the sustainability report exclude the former Automotive and Contract Manufacturing group sectors. For the respective group sector configurations at the time of the survey, the results were in line with the previous year (see also the information on page 209).

As in the previous year, all Continental functions at risk were covered by anti-corruption and anti-bribery training programs in 2025.

With regard to convictions of Continental or convictions associated with Continental, the company again received no such information in the reporting year.

The total amount of fines paid for violations of anti-corruption and anti-bribery laws amounted to €0 million in 2025 (PY: €0 million).

Metrics related to business conduct, corporate governance and corporate culture	2025	2024
OUR BASICS Live Integrity Perception index, in %	81	79
Functions at risk covered by anti-corruption and anti-bribery training programs (as of December 31), in %	100	100
Number of convictions for corruption and bribery	0	0
Total amount of fines for violations of anti-corruption and anti-bribery laws, in € millions	0	0

Definitions, assumptions and calculation methods:

OUR BASICS Live Integrity Perception index

- The index is defined as the agreement of employees with questions relating to the topic of integrity perception in the OUR BASICS Live employee survey.
- The survey is based on a representative random sample across all Continental locations worldwide.
- At the time of the survey in June 2025, the Automotive and Contract Manufacturing group sectors were still part of the Continental Group. The indicator result including these group sectors was 79% for the reporting year.
- The metric is entity-specific.

Functions at risk covered by anti-corruption and anti-bribery training programs

- Includes employees of the Continental Group with a valid and active employment contract as of December 31 of the respective reporting year. Interns, trainees and non-employees are not included.
- A function at risk is a function in which employees mainly work in administrative areas and receive salaries.
- Anti-corruption and anti-bribery training programs are mandatory for all functions at risk.

Number of convictions for corruption and bribery

- Includes convictions of Continental or associated with Continental for which Continental has substantiated information.
- Includes convictions for which a court decision of first instance was issued during the reporting year.
- Definitions of corruption and bribery follow the applicable national laws.
- The data is collected by the entities.
- As no incidents occurred during the reporting period, Continental did not have to take any measures to remedy breaches of anti-corruption and anti-bribery procedures and standards.

Total amount of fines for violations of anti-corruption and anti-bribery laws

- Definitions of anti-corruption and anti-bribery follow the applicable national laws.
- The data is collected by the entities that document the convictions.
- Includes convictions that result in a fine for the Continental Group or one of its subsidiaries.
- Includes fines paid in the reporting year.
- Related expenses within the meaning of the ESRS are reported in the Consolidated Statement of Income of the Consolidated Financial Statements under "Other expenses".

Sustainability Report – Overviews and Index Tables

Selected Sustainability Metrics by Group Sector

The table below shows selected sustainability metrics broken down by group sector, facilitating reconciliation with the new group structure and comparability over time. The selection especially includes metrics relevant to remuneration processes and public sustainability targets as well as selected other metrics.

Metrics	2025	Of which Tires	Of which Conti- Tech	2024	Of which Tires	Of which Conti- Tech	Of which Automotive and Contract Manufacturing	Further information on page
Climate Change (ESRS E1)								
Combined own Scope 1 and market-based Scope 2 GHG emissions, in million tCO ₂ e	0.707	0.433	0.269	0.833	0.472	0.294	0.054	131
Total gross indirect (Scope 3) GHG emissions, in million tCO ₂ e	82.75	68.12	14.63	99.42	68.00	15.63	15.74	138
of which purchased goods and services	8.81	6.32	2.49	14.27	5.56	2.60	6.07	138
of which use of sold products	68.54	58.35	10.19	78.51	58.93	11.27	8.31	138
Greenhouse gas intensity related to production in the tire business, in tCO ₂ e per t	0.20	0.20	–	0.23	0.23	–	–	131
Total energy consumption, in TWh	6.8	4.7	2.1	8.2	4.6	2.2	1.3	135
Emissions and Substances (ESRS E2)								
Amount of substances of concern generated, used or procured during production, in million t	0.086	0.061	0.025	0.149	0.089	0.024	0.036	151
Amount of substances of concern leaving the company, in million t	0.031	0.013	0.018	0.047	0.007	0.005	0.035	151
Resource Use and Circular Economy (ESRS E5)								
Total weight of products (including packaging) and materials used, in million t	3.0	2.1	0.8	3.7	2.1	0.9	0.7	166
Total weight of renewable and recycled materials inflow, in million t	0.6	0.6	<0.1	0.6	0.5	<0.1	<0.1	166
Share of purchased renewable and recycled production materials for tires, in %	28.1	28.1	–	26.0	26.0	–	–	163
Total amount of waste generated, in million t	0.347	0.252	0.095	0.464	0.256	0.108	0.100	171
Waste for recovery quota, in %	87.2	91.1	77.5	87.2	91.4	74.7	90.4	171

Metrics	2025	Of which Tires	Of which Conti- Tech	2024	Of which Tires	Of which Conti- Tech	Of which Automotive and Contract Manufacturing	Further information on page
Own Workforce (ESRS S1)								
Share of women in management positions (excl. USA), in %	23.6	23.1	23.3	20.6	20.7	21.9	17.4	178
Delta between the share of women in management positions and the share of women among non-manual workers (excl. USA), in percentage points	8.1	6.4	11.5	8.2	7.3	11.6	9.3	178
Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours)	3.1	3.1	3.1	2.1	3.5	3.1	0.9	186
Sickness rate, in %	4.1	3.9	4.3	3.3	3.8	4.4	2.5	186
OUR BASICS Live Sustainable Engagement index, in %	80 ¹	82	78	79	81	80	77	190
Employee Turnover								
Employee turnover, in %	13	10	16	13	11	14	14	190
Total number of own employees (as of December 31)	90,094	54,905	34,912	183,358	55,125	37,652	90,048	114, 181, 193
Total number of cases, incidents and false reports of discrimination, including harassment	157	103	49	294	78	67	120	182
Total number of complaints related to social or human rights matters, excluding discrimination	56	18	37	139	21	44	66	182
Workers in the Value Chain (ESRS S2)								
Number of available valid supplier self-assessment questionnaires (as of December 31)	946	613	684	1,534	514	623	813	197
Consumers and End-Users (ESRS S4)								
Number of new field quality events (as of December 31)	16	12	4	17	8	2	7	202
Business Conduct (ESRS G1)								
OUR BASICS Live Integrity Perception index, in %	81 ¹	82	80	79	82	80	77	208

For definitions, assumptions and calculation methods, see the further information on the pages indicated.

¹ At the time of the survey in June 2025, the Automotive and Contract Manufacturing group sectors were still part of the Continental Group. The indicator results including these group sectors remained unchanged at 79% for the reporting year.

Overview and Index of Disclosure Requirements in Accordance with ESRS 2

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GOV-3 - Integration of sustainability-related performance in incentive schemes	Sustainability-related performance in incentive schemes	116
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SBM-2 - Interests and views of stakeholders	Stakeholders and stakeholder engagement	102
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	Material impacts, risks and opportunities related to resource use and circular economy	159, 168
	Material impacts, risks and opportunities related to own workforce	174, 184, 187, 188
	Material impacts, risks and opportunities related to workers in the value chain	195
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SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	Material impacts, risks and opportunities related to consumers and end-users	200, 203
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	Processes to identify and assess material IROs	98-101
	Consideration of stakeholder interests and perspectives	102
	Details of material impacts, risks and opportunities	104
	Identification of information to be disclosed based on the IRO assessment	103
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E1.GOV-3 - Integration of sustainability-related performance in incentive schemes	Sustainability-related performance in incentive schemes	116
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	Management approaches for climate change mitigation, climate change adaptation, energy efficiency and renewable energy	126
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	Management approach for Scope 3 emissions, value chain resilience and transition	136-138
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E1-4 -Targets related to climate change mitigation and adaptation	Interrelationship between CapEx and OpEx	133
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E1-7 - GHG removals and GHG mitigation projects financed through carbon credits	GHG emissions intensity	146
E1-8 - Internal carbon pricing	Management approach for Scope 3 emissions, value chain resilience and transition	136-138
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ESRS E2 - Pollution		
E2.IRO-1 - Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Specifics of the IRO assessment in relation to pollution	109
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ESRS E3 - Water and marine resources		
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ESRS 2.17 - Disclosures on biodiversity and ecosystems regarding policies, actions and targets in accordance with Delegated Regulation (EU) 2025/1416	Workers in the Value Chain (ESRS S2)	195-197
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Datapoints in the ESRS from Other EU Legislation

The table below illustrates the datapoints in ESRS 2 and topic-related ESRS that are derived from other EU legislation.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Continental sustainability report Page
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	Indicator #13 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		111
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		111
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Indicator #10 Table #3 of Annex 1				115
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40 (d) i	Indicator #4 Table #1 of Annex 1	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable - no related activities at Continental
ESRS 2 SBM-1 Involvement in activities related to chemical production, paragraph 40 (d) ii	Indicator #9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable - no related activities at Continental
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40 (d) iii	Indicator #14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable - no related activities at Continental
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable - no related activities at Continental
ESRS E1-1 Transition plan to reach climate neutrality by 2050, paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	143
ESRS E1-1 Undertakings excluded from Paris-aligned benchmarks, paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12(1) (d) to (g), and Article 12(2)		143
ESRS E1-4 GHG emission reduction targets, paragraph 34	Indicator #4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		128-133
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	Indicator #5 Table #1 and Indicator #5 Table #2 of Annex 1				135

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Continental sustainability report Page
ESRS E1-5 Energy consumption and mix, paragraph 37	Indicator #5 Table #1 of Annex 1				135
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	Indicator #6 Table #1 of Annex 1				145
ESRS E1-6 Gross Scopes 1, 2, 3 and total GHG emissions, paragraph 44	Indicators #1 and #2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		138, 138-140, 146
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	Indicator #3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		146
ESRS E1-7 GHG removals and carbon credits, paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not applicable - no related activities at Continental
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator #8 Table #1 of Annex 1, Indicator #2 Table #2 of Annex 1, Indicator #1 Table #2 of Annex 1, Indicator #3 Table #2 of Annex 1				Not material
ESRS E3-1 Water and marine resources, paragraph 9	Indicator #7 Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy, paragraph 13	Indicator #8 Table #2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas, paragraph 14	Indicator #12 Table #2 of Annex 1				Not material

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Continental sustainability report Page
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	Indicator #6.2 Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations, paragraph 29	Indicator #6.1 Table #2 of Annex 1				Not material
ESRS 2 SBM-3 - E4, paragraph 16 (a) i	Indicator #7 Table #1 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS 2 SBM-3 - E4, paragraph 16 (b)	Indicator #10 Table #2 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS 2 SBM-3 - E4, paragraph 16 (c)	Indicator #14 Table #2 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS E4-2 Sustainable land/agriculture practices or policies, paragraph 24 (b)	Indicator #11 Table #2 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS E4-2 Sustainable oceans/seas practices or policies, paragraph 24 (c)	Indicator #12 Table #2 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS E4-2 Policies to address deforestation, paragraph 24 (d)	Indicator #15 Table #2 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	Indicator #13 Table #2 of Annex 1				171
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	Indicator #9 Table #1 of Annex 1				171
ESRS 2 SBM-3 - S1 Risk of incidents of forced labor, paragraph 14 (f)	Indicator #13 Table #3 of Annex 1				173
ESRS 2 SBM-3 - S1 Risk of incidents of child labor, paragraph 14 (g)	Indicator #12 Table #3 of Annex 1				173
ESRS S1-1 Human rights policy commitments, paragraph 20	Indicator #9 Table #3 and Indicator #11 Table #1 of Annex 1				176
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		176
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	Indicator #11 Table #3 of Annex 1				175
ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23	Indicator #1 Table #3 of Annex 1				184-185
ESRS S1-3 Grievance/complaints handling mechanisms, paragraph 32 (c)	Indicator #5 Table #3 of Annex 1				192
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	Indicator #2 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		186
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	Indicator #3 Table #3 of Annex 1				Phase-in of disclosure requirements, therefore no disclosure for the 2025 reporting year

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Continental sustainability report Page
ESRS S1-16 Unadjusted gender pay gap, paragraph 97 (a)	Indicator #12 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		183
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	Indicator #8 Table #3 of Annex 1				183
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	Indicator #7 Table #3 of Annex 1				182
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 104 (a)	Indicator #10 Table #1 and Indicator #14 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		182, 197, 199
ESRS 2 SBM-3 - S2 Significant risk of child labor or forced labor in the value chain, paragraph 11 (b)	Indicators #12 and #13 Table #3 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S2-1 Human rights policy commitments, paragraph 17	Indicator #9 Table #3 of Annex 1 and Indicator #11 Table #1 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416 For disclosures in accordance with ESRS 2.17, see 196
ESRS S2-1 Policies related to value chain workers, paragraph 18	Indicators #11 and #4 Table #3 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416 For disclosures in accordance with ESRS 2.17, see 196-197
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 19	Indicator #10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Indicator #14 Table #3 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S3-1 Human rights policy commitments, paragraph 16	Indicator #9 Table #3 of Annex 1 and Indicator #11 Table #1 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416 For disclosures in accordance with ESRS 2.17, see 198-199
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines, paragraph 17	Indicator #10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S3-4 Human rights issues and incidents, paragraph 36	Indicator #14 Table #3 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	Indicator #9 Table #3 of Annex 1 and Indicator #11 Table #1 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416 For disclosures in accordance with ESRS 2.17, see 201-203

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Continental sustainability report Page
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	Indicator #10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Article 12(1)		Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS S4-4 Human rights issues and incidents, paragraph 35	Indicator #14 Table #3 of Annex 1				Not reported in accordance with Delegated Regulation (EU) 2025/1416
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	Indicator #15 Table #3 of Annex 1				Not material
ESRS G1-1 Protection of whistleblowers, paragraph 10 (d)	Indicator #6 Table #3 of Annex 1				Not material
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	Indicator #17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		208
ESRS G1-4 Standards for anti-corruption and anti-bribery, paragraph 24 (b)	Indicator #16 Table #3 of Annex 1				208