

Profile of skills and expertise, targets for its composition and qualification matrix of the Supervisory Board of Continental AG

Profile of skills and expertise for the Supervisory Board

In accordance with recommendation C.1 of the German Corporate Governance Code, the Supervisory Board has prepared a profile of skills and expertise and specified targets for its composition. The Supervisory Board adopted the current profile of skills and expertise in December 2025.

The Supervisory Board as a whole should possess the skills and expertise noted below. It is not expected that all Supervisory Board members possess all of the skills and expertise noted below. Instead, each area of expertise must be covered by at least one Supervisory Board member. The profile of skills and expertise assumes that all Supervisory Board members possess the knowledge and skills required for the proper performance of their duties and the characteristics necessary for successful Supervisory Board work in an internationally active, capital market-oriented company. In particular, these include integrity, commitment, capacity for discussion and teamwork, sufficient availability and discretion.

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

- › Skills, expertise and experience related to corporate governance, particularly in the areas of:
 - › Executive board experience
 - › Supervisory board experience
 - › Strategy and management
 - › Mergers and acquisitions (M&A)
 - › Organizational development and strategic personnel planning
 - › Digitalization and artificial intelligence
 - › Law and compliance
- › Sector- and company-specific experience, particularly in the areas of:
 - › Industry (i.e. the tire, chemical and automotive industries)
 - › Research and development
 - › Manufacturing and logistics
 - › Marketing and sales (multi-stage, business-to-business-to-consumer (B2B2C) and digital business models)
- › International experience, particularly in the regions of:
 - › Europe
 - › North and South America
 - › China
 - › Asia-Pacific
- › Skills, expertise and experience in sustainability, particularly in the areas of:
 - › Environment
 - › Social responsibility
- › Skills, expertise and experience in risk management and reporting, particularly in the areas of:
 - › Financial and sustainability reporting, control systems
 - › Auditing of financial statements

The Supervisory Board has also specified the following targets for its composition:

- › Professional skills and expertise: The personal and professional qualifications defined in the profile of skills and expertise should be covered as broadly as possible by the candidates proposed for election. The progress achieved to date in implementing the profile of skills and expertise can be viewed in the qualifications matrix.
- › Independence: The Supervisory Board should have an appropriate number of members on the shareholder side whom it deems to be independent in accordance with the German Corporate Governance Code. Taking into account the ownership structure, a Supervisory Board member is therefore considered independent if they are independent of the company and its Executive Board, and also independent of a controlling shareholder. The Supervisory Board has specified the following targets for this purpose:
 - › More than half of the shareholder representatives should be independent of Continental AG and its Executive Board.

The independence of shareholder representatives was assessed in accordance with the German Corporate Governance Code by shareholder representatives on the Supervisory Board. As part of the assessment of independence from the Executive Board and the company, it was taken into account that four shareholder representatives had been members of the Supervisory Board for more than 12 years in 2025. In the assessment of the independence of these four shareholder representatives, given the former and ongoing administration of the members in question, the shareholder representatives overall see no grounds to change the existing assessment of independence. The shareholder representatives currently on the Supervisory Board are therefore all, without exception, independent of Continental AG and its Executive Board.

- › At least five shareholder representatives should be independent of the controlling shareholder, the IHO Group, headquartered in Herzogenaurach, Germany.

It was taken into consideration in the assessment of independence from any controlling shareholder that two Supervisory Board members are linked to the controlling shareholder, the IHO Group, Herzogenaurach, Germany. As determined in the assessment by the shareholder representatives on the Supervisory Board, the Supervisory Board still has an appropriate number of members on the shareholder side who are independent in accordance with the German Corporate Governance Code. These include:

- › Prof. Dr.-Ing. Wolfgang Reitzle
- › Dorothea von Boxberg
- › Satish Khatu
- › Isabel Corinna Knauf
- › Sabine Neuß
- › Prof. Dr. Rolf Nonnenmacher
- › Sabrina Soussan

- › Term of office: In its nominations for election to the Supervisory Board, the Supervisory Board as a rule does not nominate candidates who at the time of election have already been a member of the Supervisory Board for 12 years.

**Profile of skills and expertise, targets for its composition and qualification matrix of the
Supervisory Board of Continental AG**

In its nominations of candidates for election to the Supervisory Board, the Supervisory Board takes into account the requirements of the profile of skills and expertise for the board as a whole as well as the aforementioned targets.

Qualifications matrix

		Shareholder representatives								
		Prof. Dr. Ing. Wolfgang Reitzle	Dorothea von Boxberg	Satish Khatu	Isabel Corinna Knauf	Sabine Neuß	Prof. Dr. Rolf Nonnenmacher	Klaus Rosenfeld	Georg F. W. Schaeffler	Sabrina Soussan
Corporate governance	Executive board experience	●	●	●	●	●	◐	●	◐	●
	Supervisory board experience	●	◐	●	●	●	●	●	●	●
	Strategy and management	●	●	●	●	●	◐	●	◐	●
	Mergers and acquisitions (M&A)	●	◐	◐	●	◐	◐	●	◐	●
	Organizational development and strategic personnel planning	●	◐	●	●	●	◐	◐	◐	●
	Digitalization and artificial intelligence	◐	◐	●	◐	◐	◐	◐	◐	◐
	Law and compliance	◐	◐	◐	◐	◐	●	◐	●	◐
Sector- and company-specific experience	Industry (i.e. tire, chemical or automotive industry)	●	◐	◐	◐	●	◐	●	◐	●
	Research and development	●	○	◐	◐	●	○	◐	◐	●
	Manufacturing and logistics	●	●	◐	●	●	○	◐	◐	◐
	Marketing and sales (multi-level, B2B2C and digital business models)	●	●	◐	●	◐	◐	◐	◐	◐
International experience	Europe	●	●	◐	●	●	◐	◐	◐	●
	North and South America	◐	◐	●	●	●	○	◐	◐	●
	China	◐	◐	◐	◐	◐	○	◐	◐	●
	Asia-Pacific	◐	◐	●	◐	◐	○	◐	◐	◐
Sustainability	Environment	◐	◐	◐	◐	◐	◐	◐	◐	●
	Social responsibility	◐	◐	◐	◐	◐	◐	◐	◐	◐
Risk management and reporting	Financial and sustainability reporting, control systems	◐	◐	◐	◐	◐	●	●	◐	◐
	Auditing of financial statements	◐	◐	◐	◐	○	●	◐	◐	◐

○ = No specific knowledge ◐ = Basic knowledge ◑ = Good knowledge ● = Expert knowledge

Qualifications matrix

		Employee representatives								
		Hasan Allak	Dr. Kevin Borck	Francesco Grioli	Petra Hartwig	Sabine Kühn	Michael Linnartz	Jörg Schönfelder	Matthias Tote	Nicole Werner
Corporate governance	Executive board experience	○	◐	◐	○	○	○	○	◐	○
	Supervisory board experience	◐	◐	●	◐	◐	◐	◐	◐	◐
	Strategy and management	◐	◐	◐	◐	◐	◐	◐	◐	◐
	Mergers and acquisitions (M&A)	◐	◐	◐	◐	◐	○	◐	◐	◐
	Organizational development and strategic personnel planning	◐	●	◐	◐	◐	◐	◐	◐	◐
	Digitalization and artificial intelligence	◐	◐	◐	◐	◐	○	◐	◐	◐
	Law and compliance	◐	◐	◐	◐	◐	○	◐	◐	◐
Sector- and company-specific experience	Industry (i.e. tire, chemical or automotive industry)	◐	●	◐	◐	◐	◐	◐	◐	◐
	Research and development	◐	◐	◐	◐	◐	○	◐	◐	◐
	Manufacturing and logistics	◐	◐	◐	◐	◐	○	◐	◐	◐
	Marketing and sales (multi-level, B2B2C and digital business models)	◐	◐	◐	◐	◐	○	◐	◐	◐
International experience	Europe	◐	◐	◐	◐	◐	◐	◐	◐	◐
	North and South America	○	◐	○	○	◐	◐	◐	◐	○
	China	○	◐	○	○	○	○	◐	○	○
	Asia-Pacific	○	◐	○	○	○	○	◐	○	○
Sustainability	Environment	◐	◐	◐	◐	◐	◐	◐	◐	◐
	Social responsibility	●	◐	●	●	◐	◐	◐	●	◐
Risk management and reporting	Financial and sustainability reporting, control systems	◐	◐	◐	◐	◐	○	◐	◐	◐
	Auditing of financial statements	◐	◐	◐	◐	◐	◐	◐	◐	◐

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Targets for composition | Independence from the company and Executive Board in accordance with the DCGK

Targets	Independence from company and Executive Board pursuant to recommendation C.7 DCGK	Independence from controlling shareholder pursuant to recommendation C.9 DCGK	Term of office	
	More than 50% of shareholder representatives	At least five shareholder representatives	As a rule, no election proposal after 12 years in office	Year of appointment
Prof. Dr.-Ing. Wolfgang Reitzle	●	●	○	2009
Dorothea von Boxberg	●	●	●	2022
Satish Khatu	●	●	●	2019
Isabel Corinna Knauf	●	●	●	2019
Sabine Neuß	●	●	●	2014
Prof. Dr. Rolf Nonnenmacher	●	●	●	2014
Klaus Rosenfeld	●	○	○	2009
Georg F. W. Schaeffler	●	○	○	2009
Sabrina Soussan	●	●	●	2025

● = Yes ○ = No