

Remuneration System for Supervisory Board members at Continental Aktiengesellschaft

Principles for the remuneration of the Supervisory Board

The system for the remuneration of Supervisory Board members at Continental Aktiengesellschaft is determined by the legal requirements and, in particular, takes into account the recommendations and suggestions of the German Corporate Governance Code (GCGC).

The remuneration of Supervisory Board members should be commensurate with their duties and responsibilities and with the company's health and standing. The amount and structure of Supervisory Board remuneration should be in line with the market and enable the company to attract outstandingly qualified candidates to the Supervisory Board. This ensures that the Executive Board receives the best possible supervision and advice and thus makes a significant contribution to promoting the business strategy and long-term development of the company.

The remuneration system for Supervisory Board members will apply from the effective date of January 1, 2027. Fiscal years prior to this effective date, dating back to 2020 onwards, are covered by the remuneration system for Supervisory Board members in accordance with the resolution of the Continental Aktiengesellschaft Annual Shareholders' Meeting on July 14, 2020, and the confirming resolution of the Continental Aktiengesellschaft Annual Shareholders' Meeting on April 26, 2024.

Structure of the remuneration

The members of the Supervisory Board of Continental Aktiengesellschaft will receive a fixed remuneration, which is paid in the last month of the relevant fiscal year. No variable remuneration will be granted. This is in line with suggestion G.18 sentence 1 GCGC. Continental Aktiengesellschaft holds the view that purely fixed remuneration is conducive to strengthening the independence of Supervisory Board members and adequately remunerating their efforts.

The regular fixed remuneration of a Supervisory Board member is EUR 100,000. In accordance with recommendation G.17 GCGC, the higher time commitment of the Chairperson and the Deputy Chairperson of the Supervisory Board as well as of the Chairperson and the members of committees will also be taken into account, in an appropriate manner, and thus reflected in a higher remuneration being granted for these functions. The Chairperson of the Supervisory Board will receive three times and the Deputy Chairperson of the Supervisory Board will receive 1.5 times the regular fixed remuneration of a Supervisory Board member. Additional fixed remuneration is granted for committee work, which is paid together with the regular fixed remuneration. The amount of this additional fixed remuneration is differentiated

according to the substance and time requirements of the relevant committee functions as follows:

- The Chairperson of the Audit Committee will receive EUR 100,000 per year, and each other member of the Audit Committee will receive EUR 50,000 per year.
- The Chairperson and each member of the Chairman's Committee will receive EUR 50,000 per year.
- The Chairperson of another committee will receive EUR 50,000 per year, and each other member of another committee will receive EUR 25,000 per year.
- No additional remuneration will be paid for work on the Committee for Related Party Transactions and the Mediation Committee pursuant to Section 27 (3) of the German Co-Determination Act (MitbestG).

If a member of the Supervisory Board performs multiple functions on committees, they will receive the additional remuneration for each function. In this way, the additional time and effort required by each function is rewarded as such.

The additional remuneration for committee work is only paid where the committee in question has met at least once in the relevant fiscal year and the committee member attended the meeting.

In addition, each Supervisory Board member will receive a meeting-attendance fee of EUR 1,000 for each Supervisory Board meeting that the member attends. This also applies for attendance at committee meetings which do not take place on the date of a Supervisory Board meeting.

If the office or the function with an increased or additional remuneration begins or ends during the course of a fiscal year, the Supervisory Board member will receive the remuneration or the increased or additional remuneration pro rata temporis.

The company can conclude a pecuniary loss liability insurance policy for the Supervisory Board members at its cost. This includes an appropriate deductible.

Where requested, Continental Aktiengesellschaft will cover the costs of a medical examination every two years at a place of examination specified by Continental Aktiengesellschaft. The scope of the health examination will be determined by Continental Aktiengesellschaft. The reimbursement of costs in this context includes standard and reasonable travel expenses incurred as a result of the health examination, where evidence of same is provided.

The members of the Supervisory Board are also reimbursed, where appropriate, for their out-of-pocket cash expenses in addition to any VAT incurred for their Supervisory Board work.

Review of the remuneration system

The Supervisory Board reviews the appropriateness of its remuneration at regular intervals. Independent external remuneration consultants can be consulted and used for the review.

The Annual Shareholders' Meeting will resolve on the remuneration of the Supervisory Board members at least every four years and in the event of proposals to amend the remuneration provisions. The Annual Shareholders' Meeting can confirm the existing system for Supervisory Board remuneration or pass a resolution to change it. The Executive Board and Supervisory Board will submit relevant resolution proposals to the Annual Shareholders' Meeting, resulting in mutual control of the two bodies. The decision on the ultimate structure for the remuneration system rests with the Annual Shareholders' Meeting.