

ContiTech Company Policy

The first choice for material-driven solutions.

We **connect**, **convey** and **cover** – with passion for our industries.

ONE CONTITECH AND CUSTOMER CENTRICITY

- › We act as **ONE ContiTech** creating high-value solutions to connect, convey and cover customer needs.
 - › We **connect** customer and market perspectives to understand our customers' expectations in the best way.
 - › We **convey** ideas for improvement in our daily business to limit potential dangers and risks along the product life cycle and commit to their reduction.
 - › We **cover** any requirements and standards that we have promised to deliver, without compromises.
- › We are recognized by our customers as being a **benchmark in quality**. We are proud of our **quality-driven culture**.
- › We strive for prevention and ensure compliance to safeguard our customers and our company. Quality is our passion.

OUR RESPONSIBILITY

- › Our aim is to create sustainable value by acting in a way which complies with binding requirements and is in accordance with our social, economic and ecological responsibility as stated in our Sustainability Ambition.
- › We undertake preventive measures, eliminate hazards, reduce risks and thereby protect all our interested parties from accidents and work-related illnesses by providing safe and healthy workplaces. Our employees and their representatives (e.g. works council) are actively involved and benefit from the continual improvement of OH&S¹.
- › Our know-how and information are vital for our business. We protect business critical information assets by ensuring those assets conform to the principles of availability, integrity and confidentiality.

OUR EMPLOYEES AND OUR PRINCIPLES

- › Our four values: **Trust, Passion To Win, Freedom To Act and For One Another** are the basis for our actions.
- › Our employees are enabled with the needed competencies. They are properly instructed and trained to actively participate in the value creation aligned with the objectives of our company.
- › Our daily work is characterized by integrity. We show **openness, transparency, a speak-up culture** and **act in Continental's best interest**.
- › We commit ourselves to the principles of our Corporate Social Responsibility, our Quality Policy, our Anti-Corruption Policy, our Code of Conduct, our Compliance Handbook and technical Compliance Policy as well as our IT Cybersecurity Policy.

- › We own our actions for social and environmental protection including prevention of pollution through the value chain. We commit to our ESH², Energy and Sustainability Policies.
- › We systematically identify, analyze and evaluate energy and environmentally relevant key data and commit ourselves to continual improvement of our operations on **our mission to carbon neutrality**.
- › We select, evaluate and develop our business partners based on their commitment to environmental and social aspects. We promote sustainable actions within our supply chains following the **Responsible Value Chain Framework**.

We, the ContiTech Board, commit ourselves to implement, live and continually improve a **process-orientated** integrated management system. The top management is responsible for the integrated management system. **Customer centricity** is our key to success. Therefore, all employees are enabled with necessary resources to execute the processes and reduce complexity through standardization and harmonization for a **compliant** integrated management system.

August 2023



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¹OH&S: Occupational Health and Safety, ²ESH: Environment, Safety and Health