

Continental Tyres of Australia Pty Ltd ACN 136 883 148

Modern Slavery Statement 2025

Introduction

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth). It outlines the steps taken by Continental Tyres of Australia Pty Ltd ACN 136 883 148 trading as 'Continental Tyres' to identify, assess, and address modern slavery risks in its operations and supply chains during the year ending 31 December 2025.

This is Continental Tyres' sixth modern slavery statement. Continental Tyres is a wholly owned subsidiary of Continental Aktiengesellschaft (AG), a multinational company with headquarters in Hanover, Germany. Prior to 2024, sustainability management and policies, supply chains and actions of all Australian subsidiaries of Continental AG were reported in a joint statement. This is Continental Tyres' second individual statement.

As part of a global company, we have a role to play in efforts to promote respect for human rights in business activities, and we are pleased to provide insight into the actions we have taken to understand, prevent and reduce the risk of forced labour in our operations and supply chain.

Structure, Operations and Supply Chain

Continental consists of Continental AG and its worldwide subsidiaries (collectively, 'Continental' or 'Continental Group') and is divided into two group sectors: Tyres and ContiTech. Since 1 January 2026, these have comprised a total of 8 business areas. The spin-off of Continental's former Automotive and Contract Manufacturing group sectors was completed on 17 September 2025.

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.

The Tyres group sector offers a premium portfolio of innovative tyre solutions for the passenger car, truck, bus, two-wheeler and specialty segments, as well as intelligent products and services related to tyres. For specialist dealers and fleet managers, Tyres provides digital tyre monitoring and tyre management systems, in addition to other services, which keep fleets mobile and increase their efficiency. With its tyres, the group sector contributes to safe, efficient and convenient mobility. In the reporting year, 24% of sales in Tyres related to business with vehicle manufacturers, and 76% related to the replacement-tyre business.

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.

Overall responsibility for managing the company lies with the Executive Board of Continental AG. The Tyres 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.

Continental Tyres of Australia Pty Ltd is headquartered in Melbourne, Victoria, trading as 'Continental Tyres'. As mentioned above, Continental Tyres of Australia Pty Ltd is wholly owned subsidiary of Continental AG. Continental Tyres imports tyres from Continental AG's tyre plants (approximately 40% from China, 26% from Thailand, 21% from Europe, 7% from Malaysia and 6% from America in 2025), and sell to tyre wholesalers and retailers in Australia and New Zealand with approximately 50 employees in Australia.

Sustainability management

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 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 entire ambition can be found online at www.continental.com under Sustainability.

The Sustainability Steering Committee of the Continental Group is responsible for assessing cross-functional issues, weighing up opportunities and risks and aligning on relevant Executive Board decisions in advance. In the 2025 fiscal year, it consisted of the entire Executive Board, Group Sustainability and other functions at group and group sector levels. The committee is chaired by the Executive Board member for Group Human Relations (director of Labor Relations) and Group Sustainability and managed by the head of the Group Sustainability group function. Our group sectors, Tyre and ContiTech, also have their own interdepartmental sustainability committees, which are coordinated by the relevant sustainability functions.

Modern Slavery Risk Analysis

Risk analysis at Continental Tyres

Continental Tyre has not identified any modern slavery risks relating to our employees. Our employees are directly engaged under contracts of employment and are supported by controls and processes which aims to ensure a safe and fire working environment.

Modern slavery risks in our operations and supply chains can arise through the procurement of goods and services. The top three categories of Continental's total spend are goods from Continental's tyre plants offshore, logistics services and Marketing Communications & Event services.

Risk analysis at Group level

Continental operates in complex global value chains in which a variety of risks relating to infringements of human and environmental rights may arise. Regular risk analyses are carried out to determine the human rights and environmental risks in our own business operations and with regard to direct suppliers. As part of the risk analysis, Continental uses dedicated risk categories identified in a multi-stage process, evaluated, weighted and prioritised. In gross terms, without taking existing preventive measures into account, all risk categories are considered as relevant for our own business operations and for the supply chain in relation to direct suppliers.

The defined risk categories refer to the risks of potential violations of protected rights in relation to child labour and forced labour, among others.

The risk analysis of our own business operations in Australia and of the supply chain in relation to direct suppliers follows a systematic and standardised method to ensure comparability and take special organisational features into account on an equal basis. In particular, factors such as business models, ability to intervene, contribution and probability of occurrence as well as severity are taken into account.

Along defined steps, the relevant risks are identified, assessed, weighted and prioritised. Not only are the total risks taken into consideration, but also the existing preventive measures and the net risks derived from them. Thanks to extensive preventive measures, the net risks are significantly lower than the gross risks. The latter arise from the global footprint of the business activities and supply chains, the broad range of the product portfolio and the various business models and value chain levels. Prioritised risks are then analysed and evaluated in greater detail to derive targeted priority prevention measures.

Based on the risk analysis carried out in the 2025 fiscal year, and in coordination with the respective central functions, the three risk categories of equal treatment / antidiscrimination, environmental impacts and working conditions (including working hours) were formally prioritised for Continental's own business operations and were formally prioritised for the supply chain risk analyses in relation to direct suppliers. An analysis of risks in relation to indirect suppliers is carried out on an ad hoc basis in cases of substantiated knowledge. Regardless of the prioritisation, all risk categories are part of the risk management regime.

Actions Taken to Assess and Address risks

Due diligence

The majority of Continental Tyres' expenditure (more than 80%) is on tyres imported from Continental AG's own manufacturing plants overseas. For spendings on local products and service providers, all key suppliers of Continental Tyres are required to read and sign the Business Partner Code of Conduct where they committed to implement due diligence processes to identify, prevent and mitigate risks for negative human rights and environmental impacts in their operations and supply chains as part of the onboarding process. Continental tyres seek to identify and assess actual and potential human rights and environmental impacts when onboarding the local suppliers.

Group policies in relation to fighting child labour, forced labour and modern slavery in our own operations and supply chains

Continental operates in complex global value chains that are exposed to a variety of risks associated with the violation of protected rights. Risks within this context are always related to the potential negative impact on people and the environment.

Continental has therefore defined and published its commitments toward a responsible value chain (hereinafter Responsible Value Chain Commitments, "RVC Commitments" for short) in the areas of labour standards, occupational safety and health, security practices, environment and land rights:  RVC Commitments. We have adopted the RVC Commitments as part of the Continental Group. Three of our RVC Commitments focus on rejecting child labour and forced labour and fostering respect for human rights throughout the value chain. These commitments apply to our own operations with Continental in Australia and in particular to our direct suppliers.

Amongst others, the system focuses on forced labour and human trafficking. This covers both Continental's own operations and in particular those of direct suppliers. For this purpose, responsibilities, rules and processes are clearly defined, including control mechanisms. The management system is guided by specific commitments in the areas of labour standards, occupational health and safety, the environment, safety practices and land rights. With respect to forced labour and modern slavery Continental's commitment is as follows:

No child labour

Continental firmly rejects any form of child labour and specifically respects the standards of the International Labour Organisation. Continental does not employ, nor do any of its Australian subsidiaries, people under the age of 15 or under the age at which compulsory schooling ends or under the applicable country's minimum age for employment, whichever is greatest. Furthermore, young workers under the age of 18 must be treated with special diligence and should not perform work that is likely to jeopardise their health, safety, and/or development.

No forced labour or modern slavery

Continental firmly rejects any form of forced labour, modern slavery, debt bondage, trafficking, or any other form of labour not conducted voluntarily or non-compliant with the International Labour Organisation's standards. This includes any form of oppression in the vicinity of the workplace, be it economically or of any other kind. Workers must be provided with documented employment terms or an offer of employment in a language the person should be able to understand. Migrant workers need to be treated with special diligence and receive relevant work-related information prior to their departure from their country of origin and must always have access and full control over their identity or immigration documents.

Supply chain

Continental collaborates with its business partners to foster respecting adequate standards throughout the value chain. Continental expects its suppliers to respect human and environmental rights as referenced in the RVC Commitments and applicable laws. Furthermore, Continental's suppliers are required to implement adequate due diligence processes. These are dedicated to identifying, preventing, and mitigating risks of negative impacts on human and environmental rights in their operations and supply chains, including appropriate grievance mechanisms and reporting. Continental is committed to support its business partners and especially its suppliers, e.g., through but not limited to adequate monitoring systems, corrective action plans, and training.

These commitments address the defined risk categories and formulate what is expected of Continental's business units and employees globally, as well as of its direct suppliers. In addition to this, Continental has anchored further prevention measures in its own business units and with respect to direct suppliers. Within Continental's responsible value chain due diligence system (RVCDDS), our Code of Conduct defines the fundamental requirements for our employees, while the Business Partner Code of Conduct defines the fundamental requirements for our suppliers and their suppliers with regard to human rights, working conditions, environmental protection, conflict minerals and anti-corruption. The Business Partner Code of Conduct is updated regularly to reflect changes or adjustments to relevant legislation. For suppliers of natural rubber, Continental's sourcing policy for sustainable natural rubber additionally applies.

Management system at Group level

Continental has established a comprehensive management system to ensure our RVC Commitments with regard to human and environmental rights, including our rejection of child labour, forced labour and modern slavery. This system enables us to identify, address and mitigate associated risks within our own business operations and our supply chain.

Within the management system, responsibilities (including the appointment of a human rights officer for Continental), rules and processes are clearly defined, including risk mitigation measures and control mechanisms. The management system will continue to evolve as the dynamic economic, social and environmental conditions develop further.

Continental has established a system that ensures a controlled escalation through hierarchy, a so-called "three lines of defense" model. In this model, principles and processes cover the functional areas of:

- › Strategy development and implementation

- › Management of regulatory requirements
- › Risk management
- › Incident management (including whistleblower system)
- › Training
- › System monitoring
- › Reporting

The internal responsibilities are defined within the framework of a corporate policy (Group Policy Responsible Value Chain). This policy defines the areas of responsibility of the Executive Board, the business areas, Continental's human rights officer and relevant functions, and represents the binding framework for the management system to ensure due diligence in a responsible value chain. It includes due diligence within our own business operations, for direct suppliers and in relation to indirect suppliers. The persons relevant for implementation receive general, position related and risk-specific training. The Executive Board of Continental AG is informed at least once a year by the human rights officer on the current status, effectiveness, appropriateness as well as on measures for improvement and potential advancement of the management system. Suitable improvements to the management system as a whole and to selected elements thereof are defined on this basis. The management system is part of Continental's overarching risk, compliance, and control system.

Group level risk management and risk analysis

Continental operates in complex global value chains in which a variety of risks relating to infringements of protection rights may arise. In this context, a risk is always related to a potential negative impact on humans and the environment. The main goal of risk management is the mitigation of these risks. Continental has therefore set up a specific risk management within its management system, which includes appropriate, regular risk analyses to determine the human rights and environmental risks in our own business operations and with regard to direct suppliers. As part of the risk analysis, Continental uses dedicated risk categories identified in a multi-stage process.

The defined risk categories refer to the risks of potential violations of protected rights in relation to child labour and forced labour, among others.

The risk analysis of our own business operations in Australia and of the supply chain in relation to direct suppliers follows a systematic and standardised method to ensure comparability and take special organisational features into account on an equal basis. In particular, factors such as business models, ability to intervene, contribution and probability of occurrence as well as severity are taken into account. Along defined steps, the relevant risks are identified, assessed, weighted and prioritised. Not only are the gross risks taken into consideration, but also the existing preventive measures and the net risks derived from them. Thanks to extensive preventive measures, the net risks are significantly lower than the gross risks. The latter arise from the global footprint of the business activities and supply chains, the broad range of the product portfolio and the various business models and value chain levels. Prioritised risks are then analysed and evaluated in greater detail in order to derive targeted priority prevention measures.

Based on the risk analysis carried out in the 2025 fiscal year, certain risk categories including equal treatment / antidiscrimination, environmental impacts and working conditions were formally prioritised by Continental Group, as well as risk categories for the supply chain in relation to direct suppliers. An analysis of risks in relation to indirect suppliers is carried out on an ad hoc basis in cases of substantiated knowledge. Regardless of the prioritisation, all risk categories are part of the risk management.

Preventive measures at Group level

As a central prevention measure at group level, Continental has adopted its [RVC Commitments](#) and communicated them publicly. These address the defined risk categories, which were confirmed as part of the risk analysis, and the associated expectations regarding our own business operations and employees, direct suppliers, and along the supply chain. In addition, further group-wide prevention measures were anchored in our own business operations and towards direct suppliers.

The group-wide prevention measures apply to all Continental companies, including Continental Tyres, and are the subject of annual system monitoring. This includes:

- › The integration of the management system into the essential corporate control processes and frameworks;
- › The [Policy Statement of Continental AG](#) on compliance with human rights and environmental due diligence obligations in 2025 supply chains;
- › The [RVC Commitments](#), which explicitly include our rejection of child labour and forced labour within our human rights and environmental commitments;
- › The [Continental Code of Conduct](#), which includes, among other things, explicit rejection of any form of child labour or forced labour and the human rights and environmental-related expectations that we set for our employees;
- › The [Continental Business Partner Code of Conduct](#), which includes, among other things, the prohibition of child labour and forced labour and any forms of modern slavery as part of the human rights and environmental expectations that we place on our suppliers and require them to pass down to their own suppliers and subcontractors; and
- › General and topic-specific training on the management system.

In addition, specific prevention measures have been implemented in our own business operations and in relation to the supply chain. These measures are improved on an ongoing basis, particularly based on the risk analysis. They include, among other things, environmental and occupational health and safety systems for our own business operations, appropriate procurement strategies and practices, contractual agreements and control mechanisms, as well as training measures in relation to the supply chain. Furthermore, membership in relevant associations and platforms, participation in multi-stakeholder dialogue formats as well as initiatives and industry dialogues are also part of actively pursued preventive measures.

In the case of substantiated and verified knowledge of risks from direct or indirect suppliers, appropriate preventive measures are agreed and tracked.

The implementation of the management system also includes risk-based controls with regard to the preventive measures taken.

Corrective Measures

If we discover potential adverse human rights allegations, we investigate them and, if substantiated, pursue corrective measures, engaging and cooperating with affected stakeholders where appropriate. Continental's management system defines the framework for taking corrective measures within its own business operations worldwide, including Australia, and in relation to direct suppliers and, if necessary, indirect suppliers. Corrective measures are implemented promptly and appropriately in the event of violations within our own business operations. The corrective measures relating to direct suppliers follow a duty of care and are aimed at rectifying the violation. If a violation cannot be rectified immediately, appropriate action plans are drawn up to end the violation or at least reduce it appropriately with respect to direct suppliers. Corrective measures relating to indirect suppliers also follow a duty of care. As a last resort, we reserve the right to terminate the relevant business relationships in an appropriate manner.

Responsible Sourcing

Responsible sourcing is the responsibility of the relevant purchasing organisations, which are established at Continental by group sector, product group and country. A corporate purchasing network regularly deals with responsible sourcing topics as well.

Sustainability aspects are taken into consideration at various points in supplier management. On the basis of various criteria, selected suppliers are assessed with the help of self-assessment questionnaires and evaluations through sustainability platforms, which include questions regarding the management of human rights and working conditions, including child labour and forced labour, and the submission of supporting documentation. In addition to receiving assessment reports generated through this process, selective local audits or other audit activities – such as in relation to the existence of suppliers' own management systems – are also carried out.

In 2025, Continental continued its assessment of selected suppliers based on self-assessment questionnaires submitted via Continental's sustainability platform, EcoVadis. The number of available valid supplier self-assessment questionnaires amounted to 946 at the end of 2025 (previous year: 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 Tyres and ContiTech recorded increases in the number of self-assessment questionnaires compared with the previous year.

Communication and Training

Continental communicates its management approaches on labour standards and workers in the value chain through diverse channels. This includes Continental's website, the published annual report and internal communication platforms which host training, as well as the internal frameworks. In addition, posters and on-site training courses make relevant information available to employees who do not have access to the IT infrastructure. Furthermore, through integration into the onboarding process, new employees are also familiarised with Continental's standards right from the start.

In fiscal year 2023, Continental substantially completed development of RVC training modules targeted to Continental employees in purchasing and related functions and to Continental's direct suppliers. The purchasing training covers the regulatory background, explains Continental's Responsible Value Chain Due Diligence System (RVCDDS) and our RVC Commitments (including our rejection of child labour and forced labour), and communicates Purchasing's core processes in the RVCDDS. The supplier training explains Continental's management approach to ensure the fundamental respect for human and environmental rights in our supply chain, educates the suppliers about their role in our system, and explains how Continental's requirements for a responsible value chain, including the prohibition of child labour and forced labour, can be met when working with us. In 2025 2,790 employees from purchasing and other related areas completed this training.

Stakeholders involved in implementing the management approaches have clearly defined roles within Continental's RVCDDS and are trained on the associated responsibilities to enable effective collaboration and execution of management's approaches.

Training initiatives for suppliers are also 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 Code of Conduct addresses the rejection of child labour and forced labour and modern slavery and the respect for human rights and fair working conditions. The communication is thus aimed at affected stakeholders as well as stakeholders involved in the implementation.

Complaints procedure

Continental's existing group-wide complaints procedure, the Continental Integrity Hotline, has been supplemented within the framework of the legal requirements of the German Supply Chain Act and is available to Continental employees and external parties. The Continental Integrity Hotline is open, among other things, for complaints regarding potential violations of human rights and environmental rights and lists these topics. The Continental Integrity Hotline and Integrity Platform are both publicly available and can be accessed, for example, via Continental's [website](#). The legally required rules of procedure are also stored there. Reports can be made both in writing and by telephone. Availability by telephone is ensured through national and international telephone numbers. Both options are available 24/7. The instructions for using the Integrity Platform can be found under the keyword "Step-by-step reporting" and are available in multiple languages. Instructions for using the telephone hotline are also available in multiple languages.

Continental uses the services of EQS Group AG, one of the leading providers in IT-supported reporting channels, for both complaint channels. This secure and anonymous whistleblowing system protects the whistleblower through an encrypted reporting channel. All informants can remain anonymous if they wish. Confidentiality is ensured within the framework of the legal provisions in the case of non-anonymous reporting. The persons entrusted with carrying out the complaint procedure are obliged to maintain confidentiality within the framework of the legal requirements and act independently. The effectiveness of the Continental Integrity Hotline and Integrity Platform with regard to relevant reports is assessed at least once a year as part of the review of the management system. Business partners, the respective employees, other stakeholders and rights holders in general are encouraged by the Business Partner Code of Conduct to report complaints via the Continental Integrity Hotline and Integrity Platform. The Business Partner Code of Conduct contains a link to the Continental Integrity Hotline and Integrity Platform and is publicly accessible online. Continental protects persons who provide information and does not tolerate any retaliatory measures that could be directed against these persons. The procedural steps are explained in the rules of procedure. Receipt of a complaint will be confirmed and a discussion of the matter with the whistleblower on matters relating to the RVC Commitments is planned. Feedback is sent no later than three months after receipt of the notification has been confirmed.

In addition to the complaints procedure, further sources are used to investigate suspected cases of potential violations of protection rights and, if necessary, to implement preventative and corrective measures.

Review of effectiveness at Group level

As part of the annual system monitoring, the human rights officer of Continental reviews the appropriateness and effectiveness of the management system. This review is based, among other things, on the relevant assessments within the business areas as well as on the assessment of the individual elements of the system by the human rights officer. The management system is designed as a learning system that is improved on an ongoing basis. This also includes experience from memberships in relevant associations and platforms, and participation in multi-stakeholder dialogue formats, initiatives and industry dialogues.

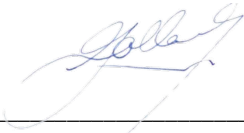
The implementation of the management system is coordinated with relevant decision-makers, communicated internally, documented, and archived. External reporting on responsible value chain and the implementation of our due diligence obligations is part of sustainability reporting and other reporting formats, including this modern slavery statement.

The effectiveness of measures regarding the ambition of 100% responsible value chain, including no forced labour, is assessed along our own operations as well as along our value chains: for example with supplier self-assessments and the reach of training programs. These measures are part of the general continuous improvement of our sustainability management.

Approval

This statement was approved by the principal governing body (as defined in the *Modern Slavery Act 2018* (Cth)) (the 'Act') of the Reporting Entity, Continental Tyres of Australia Pty Ltd

This modern slavery statement is signed by a responsible member (as defined in the Act) of the Reporting Entity.

A handwritten signature in blue ink, appearing to read 'Golledge', is positioned above a horizontal line.

Mitchell Golledge, Director
Continental Tyres of Australia Pty Ltd