# ContiTech to Implement Additional Measures to Improve Competitiveness

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Current cost structure remains too high given market developments and compared with competition

- Goal: annual cost savings of €150 million, primarily within administrative structures, from 2028

- Planned measures include relocating activities, reducing headcount and adjusting processes

- Number of jobs to be cut in Germany and approach to implementation will be determined in cooperation with employee representatives

- Philip Nelles, head of the ContiTech group sector:

> A competitive cost level is essential for our long-term viability

Hanover, Germany, November 24th, 2025. Continental is planning additional global measures within its ContiTech group sector to align its structure with a changing market environment and achieve a competitive cost level. Previous measures are no longer sufficient. This is because ContiTech's key markets and regions continue to underperform and its cost structure remains too high compared with competition. To improve its competitiveness sustainably, ContiTech aims to generate annual savings of €150 million, primarily within administrative structures, from 2028. The planned measures, including relocating activities, reducing headcount and adjusting processes, will be implemented across all parts and levels of the organization starting in 2026. The exact number of jobs to be cut in Germany and the approach to implementation will be determined in cooperation with social partners. Most of the expected changes will affect ContiTech operations based in Hanover, with plans to relocate some activities to countries with more competitive cost structures.

ContiTech intends to carry out all measures as responsibly as possible.

> Cost pressure is increasing due to a changing market environment, slower growth rates in key economies and industries, ongoing uncertainty from trade conflicts and intensifying competition – particularly from China," explained Philip Nelles, member of the Continental Executive Board and head of the ContiTech group sector. "Adjusting our cost structure is necessary regardless of the planned sale of ContiTech and its future ownership. A competitive cost level is essential for our long-term viability. We are acting decisively to unlock our medium- and long-term potential, which we firmly believe in,

The Industrial Solutions Americas business area already began implementing measures to strengthen competitiveness in the Americas region in October and November 2025.

Head of Media & Public Relations

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