AUMOVIO

2025 Annual Report

AUMOVIO 2025

– Sales €18.5 billion
– Adjusted EBIT margin 3.9%
– Equity ratio 53.9%

Key Figures

€ millions	**2025**	2024	Δ in %
Sales	18,550	19,648	–5.6
EBIT	–70	290	–124.1
in % of sales	–0.4	1.5	
Net income attributable to the shareholders of the parent	–655	–289	–126.3
Basic earnings per share in €	–6.54	–2.89	–126.3
Diluted earnings per share in €	–6.54	–2.89	–126.3
Adjusted sales[1]	18,550	19,532	–5.0
Adjusted operating result (adjusted EBIT)[2]	717	493	45.3
in % of adjusted sales	3.9	2.5	
Research and development expenses (net)	2,230	2,357	–5.4
in % of sales	12.0	12.0	
Free cash flow	1,957	2,352	–16.8
Adjusted free cash flow[3]	159	252	
Net indebtedness[4]	–1,389	–332	–318.5
Working capital[5]	2,138	2,549	–16.1
in % of sales	11.5	13.0	
Total equity[6]	9,244	8,921	3.6
Equity ratio in %	53.9	44.9	
Return on capital employed (ROCE) in %	–0.9	3.2	
Number of employees as at December 31[7]	81,752	92,745	–11.9
Dividend per share in €[8]	0.00		
Share price at year end[9] in €	42.94		
Share price at year high[9] in €	43.10		
Share price at year low[9] in €	33.90		

1 Before changes in the scope of consolidation.
2 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects.
3 Defined as cash flow arising from operating and investment activities, adjusted for the disposals and acquisitions of companies and business operations, as well as other interest-bearing investments.
4 Defined as short-term and long-term indebtedness less liquid assets, short-term derivative instruments and interest-bearing investments, and long-term derivative instruments and interest-bearing investments; negative net indebtedness defined as net liquidity.
5 Defined as the sum of inventories plus trade accounts receivable, less trade accounts payable.
6 In the course of preparing the consolidated financial statements, it was found that a balance of receivables from a subsidiary of Continental AG had not been eliminated in previous years. This was adjusted as of January 1, 2024, and subsequently as of December 31, 2024, by reducing other current assets and retained earnings by €36 million each.
7 Excluding trainees.
8 Subject to the approval of the Annual Shareholders' Meeting on May 13, 2026.
9 All market prices are quotations of the AUMOVIO share in the Xetra system of Deutsche Börse AG. Data source: Bloomberg Marketplace Xetra.

Overview of the AUMOVIO Group and 2025 Key Figures

Structure of the AUMOVIO Group in 2025

AUMOVIO
Sales: € 18.5 billion; Employees: 81,752

Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience
Sales: € 3.1 billion Employees: 14,197	Sales: € 5.0 billion Employees: 23,933	Sales: € 7.4 billion Employees: 31,171	Sales: € 3.0 billion Employees: 10,502

Key Figures for the Business Areas

	Autonomous Mobility			Architecture and Network Solutions			Safety and Motion			User Experience		
€ millions	**2025**	2024	Δ in %	**2025**	2024	Δ in %	**2025**	2024	Δ in %	**2025**	2024	Δ in %
Sales	3,051	3,322	–8.1	5,048	5,559	–9.2	7,371	7,532	–2.1	2,993	3,070	–2.5
EBITDA	75	77	–2.1	422	607	–30.6	615	625	–1.7	159	35	352.0
in % of sales	2.5	2.3		8.4	10.9		8.3	8.3		5.3	1.1	
EBIT	–109	–129	15.5	160	331	–51.7	211	246	–14.2	–116	–181	36.3
in % of sales	–3.6	–3.9		3.2	6.0		2.9	3.3		–3.9	–5.9	
Adjusted sales [1]	3,051	3,230	–5.5	5,048	5,559	–9.2	7,371	7,507	–1.8	2,993	3,070	–2.5
Adjusted operating result (adjusted EBIT)[2]	–41	–46	10.5	360	419	–14.1	372	262	42.2	11	–147	107.5
in % of adjusted sales	–1.3	–1.4		7.1	7.5		5.1	3.5		0.4	–4.8	

1 Before changes in the scope of consolidation.
2 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation, and special effects.

Wherever possible, the feminine and masculine forms are used in this report. In some cases, the generic masculine form is used for the sake of readability. However, such references also expressly include female and other gender identities.

This annual report has been prepared in euros. Unless otherwise stated, all amounts are shown in millions of euros (€ millions). Please note that differences may arise as a result of the use of rounded amounts and percentages.

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Chairman's Letter

Dear Shareholders,

In 2025, the rules of the game in our industry changed further. Geopolitical uncertainties escalated, growth shifted and the technological transition picked up speed. For AUMOVIO, not only did this mean changed general conditions, but also a new form of corporate responsibility. With our successful stock market debut in September, we took on full strategic, operational and financial responsibility for the first time as an independent company. This was precisely our aspiration.

Out of this sense of responsibility, for some time now – and even more so since the listing – we have been developing today's AUMOVIO into a focused and independent technology company. We are now able to take quicker and more decisive action in response to changes in our market and competitive environment, make decisions faster, act more flexibly, maintain disciplined cost control, actively manage our portfolio and consistently drive forward our transformation programs. This focus is already delivering results. Although the challenging market environment continued to impact sales, our adjusted EBIT margin developed positively and, at 3.9 percent, was at the upper end of the guidance communicated for the full year 2025. We have therefore taken a significant step forward. In this challenging environment, our aim is and must be to develop AUMOVIO into a high-performance organization that achieves an EBIT margin of 6-8 percent in the long term.

We are already in a very solid financial position. We launched our independence with a strong, debt-free balance sheet. Despite costs associated with the spin-off and restructuring measures amounting to €491 million, we achieved an adjusted free cash flow of €159 million in fiscal year 2025. We can be proud of this as an organization. This financial stability and resilience provide us with the necessary flexibility to advance our transformation, focus on the essentials, continue to manage costs efficiently and grow profitably.

Our shareholders will also benefit from this trajectory as soon as possible. However, no dividends are expected for our first fiscal year. We will primarily use the funds from our strong balance sheet in 2026 to increase the value of the company, strengthen our competitiveness and execute our strategic activities. Over the course of 2026, we will develop a capital allocation strategy, which we will present in the second half of the year.

We are confident about the future: AUMOVIO is well positioned to benefit from the structural megatrends in the sector, and our highly developed electronics solutions and innovative technologies for software-defined and autonomous vehicles are already making us one of the most sought-after partners in the industry. Backed by more than a century of technological experience, the proven expertise of our dedicated employees, efficient research and development capabilities, and strategic partnerships, we have a direct route to delivering market-ready and technologically leading innovations – always with the aim of making the mobility of the future safe, exciting, connected and autonomous.

At the same time, however, we need to become more and more profitable. To address global price pressure and ongoing market uncertainties, our top priority is to optimize our cost basis by further strengthening our global setup as well as standardizing, harmonizing and streamlining our processes as much as possible. In this way, we are gradually developing AUMOVIO into a high-performance organization.

Global uncertainties will persist and continue to shape developments in 2026. However, this environment also presents opportunities. Thanks to our clear, strategic alignment, a strong balance sheet, a long-term oriented shareholder structure and the outstanding commitment of our employees, AUMOVIO is ideally positioned to respond to new challenges and seize opportunities – with flexibility and determination.

I would like to thank you, dear shareholders, for your trust and your support on this important journey. I would also like to extend special thanks to our employees, whose hard work and dedication are shaping and driving forward this transformation. The following applies to them as it does to AUMOVIO as a whole: winners start strong. We got off to a successful start in 2025. This momentum will also determine our pace and direction in the current year.

Kind regards,

Philipp von Hirschheydt
Chief Executive Officer
AUMOVIO SE



Members of the Executive Board



(from left to right: Jean-François Tarabbia, Philipp von Hirschheydt, Ingo Holstein, Dr. Jutta A. Dönges, Dr. Boris Mergell, Dr. Ismail Dagli)

Philipp von Hirschheydt, Chief Executive Officer
Born in 1974 in Münden, Germany
User Experience business area
Commercial Excellence, Communications and Public Affairs, Governance, Operations and Technology, Procurement & SQM, Quality and Technical Compliance, Sales, Strategic Transformation, Strategic Value Management
Markets: North America, China and Korea
Appointed until September 2028

Dr. Jutta A. Dönges, member of the Executive Board
Born in 1973 in Hanau, Germany
Finance and Controlling, IT, Accounting, Tax, Treasury, Mergers & Acquisitions, Investor Relations, Insurance, Data Analytics
Appointed until October 2028

Ingo Holstein, member of the Executive Board
Born in 1966 in Hanover, Germany
Human Relations, Labor Relations
Appointed until September 2028

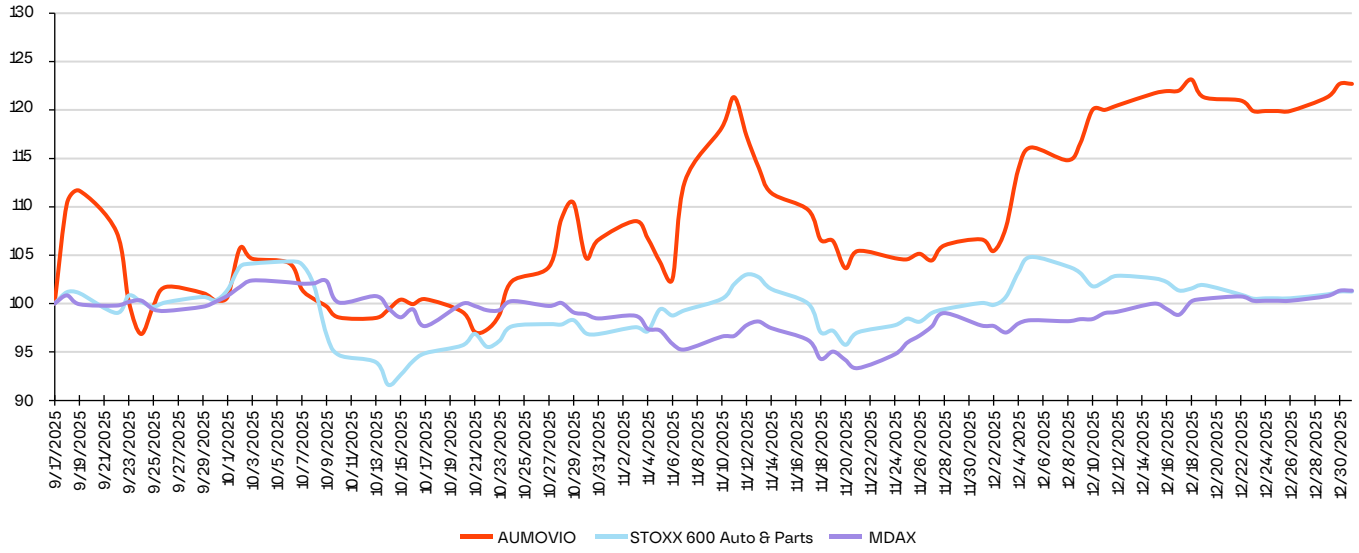
Dr. Boris Mergell, member of the Executive Board
Born in 1975 in Neustadt an der Weinstrasse, Germany
Safety and Motion business area
Market: Japan
Aftermarket
Appointed until September 2028

Dr. Ismail Dagli, member of the Executive Board
Born in 1974 in Ludwigsburg, Germany
Autonomous Mobility business area
Commercial Vehicles Solutions
Market: India
Appointed until September 2028

Jean-François Tarabbia, member of the Executive Board
Born in 1964 in Toulouse, France
Architecture and Network Solutions business area
Markets: Romania, France, Singapore
Elektrobit
Appointed until September 2028

AUMOVIO Shares

Share Price Performance Since the Spin-off (Fixed at 100%)



Data source: Stoxx 600 Auto & Parts top 10 components: Ferrari, Mercedes Benz Group, BMW, Michelin, Volkswagen Pref., Stellantis, Renault, Continental, Porsche Automobil Holding Pref., Dr Ing h.c. Porsche Pref.

Successful Stock Market Listing of AUMOVIO SE

September 18, 2025, marked a major milestone in AUMOVIO SE's history with the listing of AUMOVIO SE as a spin-off from Continental AG. The AUMOVIO share was listed on the Frankfurt Stock Exchange at an issue price of €35.00. The closing price on the first trading day was €38.62. With around 100 million shares issued, this represented a market capitalization of €3.8 billion.

In the first few weeks of trading, the share price was characterized by a high degree of volatility due to the changed shareholder structure. When independent quarterly results were published for the first time, this led to a noticeable increase in the share price. Investors and analysts praised the positive business development already achieved through the transformation measures initiated, as well as the improved transparency provided regarding the key financial figures.

In a market environment marked by continued volatility, the AUMOVIO share continued its positive trend until the end of the year, closing the last trading day of the year on December 30, 2025, at €42.94. This represents a price increase of 22.7% compared to the initial listing price of €35.00, which is indicative of a very successful stock market debut.

On December 22, 2025, AUMOVIO SE was promoted to the MDAX index as a new member. This promotion came as part of a regular review of the Deutsche Börse indices and reflected the increased market capitalization and trading activity of the shares. AUMOVIO's admission to the MDAX also increased its visibility on the capital market. Market capitalization at the end of the year was €4.3 billion, putting AUMOVIO in 29th place in the MDAX with a free float market capitalization of €2.214 billion.

Selected Indices with Positive Performance

Since September 18, 2025, the MDAX posted a positive performance (+400.29 points or +1.32%), driven primarily by a technical recovery in November that briefly gave the index a significant boost. This development was supported by broadly positive global market sentiment in the fourth quarter, with many major stock markets reaching new highs, and boosted by increasing risk appetite in anticipation of falling key rates. However, the performance of the index was hampered overall by the heavy losses recorded by a number of MDAX stocks in the fourth quarter, which limited the breadth of the index's recovery.

The STOXX Europe 600 Automobiles & Parts rose by +6.45 points or +1.24% over the same period. This was largely on the back of strong growth in the European battery electric vehicle (BEV) market in the fourth quarter of 2025. Europe's five largest markets recorded +41% BEV growth, Germany alone recording +56%, achieving a 20% BEV market share – an all-time high. At the same time, the European automotive industry continued to face considerable structural pressure from high investment requirements, competitive disadvantages vis-à-vis China and the US, and overall rising costs, which limited the sector's upside potential. In addition, the widely varying performance of individual stocks subdued performance overall.

Basic Data on the AUMOVIO Share

The AUMOVIO SE share is traded on the regulated market (Prime Standard) of the Frankfurt Stock Exchange. At the time of the spin-off, the shares were issued in full to the shareholders of Continental AG. The total number of shares issued amounts to approximately 100 million.

In addition to being listed on the Frankfurt Stock Exchange, AUMOVIO shares are traded on the OTC market in the USA in the form of a Sponsored Level I ADR program. They are not admitted to the US stock market. Five American depositary receipts correspond to one AUMOVIO share.

German securities code number (WKN)	AUM0V1
ISIN	DE000AUM0V10
Ticker symbol	AMV0
Market segment	Regulated market / Prime Standard
Stock exchanges	Regulated market in Frankfurt (Prime Standard); Open market in Düsseldorf, Hamburg, Hannover, München, Stuttgart, Tradegate BSX; Vienna stock exchange (Vienna MTF)

AUMOVIO's American depositary receipt (ADR) data

Ratio	5:1
Cusip number	05151Y 101
Ticker symbol	AMVOY
ADR level	Level I ADR
Trading	OTC
Sponsor	Deutsche Bank Trust Company Americas

Earnings per share impacted by one-time expenses

Fiscal 2025 was significantly impacted by extensive one-time expenses related to the spin-off of Continental and ongoing transformation costs. These extraordinary items made a significant dent in the AUMOVIO Group's earnings. Earnings before tax amounted to €-167 million in 2025, down from €6 million in the previous year. Income tax expense exacerbated the negative impact on earnings, amounting to €-463 million (PY€-279 million).

Despite sales of €18,550 million, the impact of special effects led to EBIT of €-70 million, compared with positive EBIT of €290 million in the previous year. These developments are also reflected in earnings per share. Both diluted and undiluted earnings per share in fiscal 2025 were €-6.54, significantly below the previous year's figure of €-2.89.

Appropriation of profits for fiscal 2025

Under the German Stock Corporation Act (*Aktiengesetz – AktG*), the dividends distributable to shareholders are based solely on AUMOVIO SE's retained earnings as at December 31, 2025, as reported in the annual financial statements prepared in accordance with the German Commercial Code. In fiscal 2025, AUMOVIO recorded net income of €445,804,424.38 (PY: net loss of €5,449.56). Together with the remaining loss carryforward from the previous year amounting to €5,449.56 and the allocation to other revenue reserves totaling €222,899,487.41, the net profit as at December 31, 2025, was €222,899,487.41 (PY: net loss of €5,449.56). The Executive Board of AUMOVIO SE will propose to the Annual Shareholders' Meeting on May 13, 2026, that the retained earnings for fiscal 2025 in the amount of €222,899,487.41 be carried forward in full to new account.

Shareholder structure

The subscribed capital of AUMOVIO SE totals €250,127,477.50, of which €120,000 relates to the company's pre-existing share capital prior to the spin-off. As part of the spin-off from Continental AG, the share capital was increased by €250,007,477.50 through a capital increase. This increase was paid in full in the form of contributions in kind in connection with the spin-off.

The increased share capital is divided into a total of 100,050,991 registered no-par value shares. Each share is allocated a notional value of €2.50 of the share capital. The new shares issued as part of the capital increase were allocated to Continental shareholders at a ratio of two Continental shares to one AUMOVIO share.

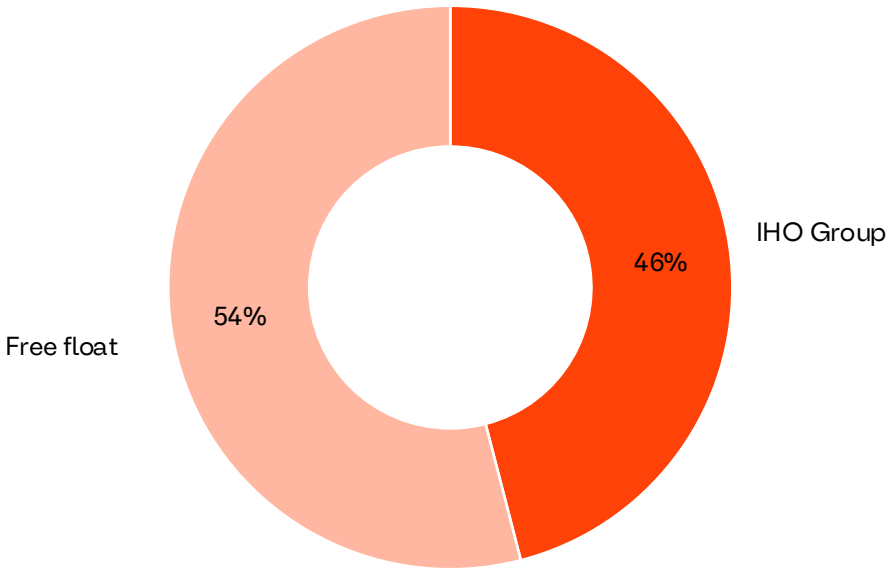
Following the effective date of the spin-off, all shares of AUMOVIO SE are registered no-par-value shares of the same class. Each share confers one voting right; there are no voting restrictions; the rights of all shares are uniform.

Approximately 46% of the shares are held by the IHO Group. The remaining shares are freely tradable (free float). All outstanding shares carry full voting rights with each share entitling the holder to one vote. Voting rights notifications subject to reporting requirements can be found on the AUMOVIO website: www.ir.aumovio.com.

An analysis of the shareholder structure as at December 31, 2025, shows a clear regional concentration of institutional investors. Accounting for 48.5% of the total, the USA is by far the largest investor group and therefore the dominant region in the shareholder structure of AUMOVIO SE. The UK also has a strong presence in terms of institutional investors. Investors from both countries are overweighted compared to the relevant peer group, which underscores the continuing high level of international interest in the shares.

Conversely, German institutional investors account for only 3.0% of the total, which is low. There is also a clear underweighting compared to the peer group in the domestic market. In this context, there is significant potential for greater participation by German investors at the end of 2025, particularly in light of the company's positive development and increasing visibility on the capital market, due in part to AUMOVIO SE's inclusion in the MDAX.

Shareholder structure



Analyst coverage

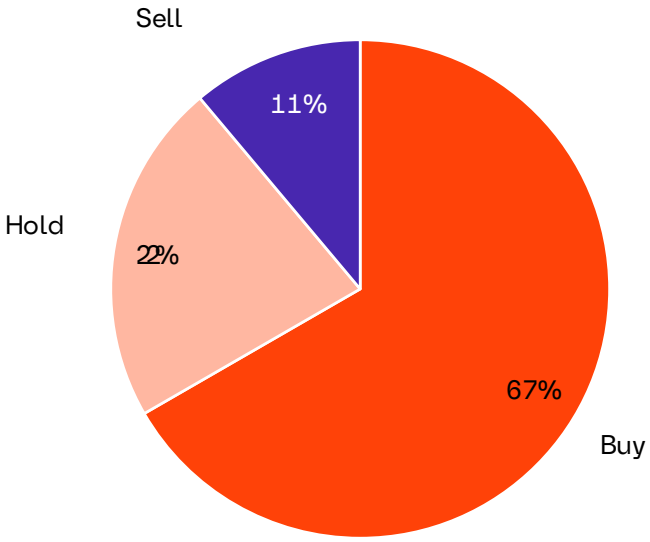
Since AUMOVIO SE was listed on September 18, 2025, analyst coverage has been increasing steadily. As at December 31, 2025, a total of nine analysts had published their assessments of the company's current business performance and future prospects. AUMOVIO is currently monitored regularly by the following institutions:

– Bank of America
– Barclays
– Deutsche Bank
– Kepler Cheuvreux
– UBS
– J.P. Morgan
– Bernstein
– Warburg
– Jefferies

The majority of analysts rate the stock positively: six assessments were "buy," two were "hold," and one was "sell." The average price target is €47.74, which indicates an upside potential of around 11.2% based on the closing price of €42.94 at the end of the fiscal year.

Analyst coverage is expected to expand again in 2026, further underscoring AUMOVIO's increasing visibility on the capital market.

Analyst assessments as at December 31, 2025



Service for shareholders

If you would like to receive regular information about our company, please subscribe to the investor mailing list on our homepage. We will then keep you informed about current developments in the AUMOVIO Group.

Please contact us if you have any questions about the AUMOVIO share or other capital market-related topics:

Email: ir@aumovio.com

Key data on the AUMOVIO share

	December 31, 2025
Number of shares	100,050,991
Earnings per share	€–6.54
Book value per share	€2.50
XETRA closing price	€42.94 as at December 30, 2025
XETRA high	€43.10 as at December 18, 2025
XETRA low	€33.90 as at September 24, 2025
XETRA average price	€37.872 (VWAP €37.30)
Average daily trading volume	
Shares	443,569
Euro	€16,544,209
Market capitalization	€4.3 bn

Corporate Governance

Report of the Supervisory Board

Dear Shareholders,

The fiscal year under review saw the completion of the spin-off of the Automotive group sector from Continental AG, resulting in the creation of the current company AUMOVIO SE and its successful listing on the stock exchange. I am delighted to report on the activity of the Supervisory Board in this historic fiscal year 2025 for AUMOVIO SE.

As a consequence of the spin-off, the term of office for the previous three-member Supervisory Board ended with the close of the Annual Shareholders' Meeting on September 3, 2025. The Supervisory Board has been completely reconstituted and now comprises sixteen members.

Detailed information on the composition of the Supervisory Board since September 3, 2025, can be found on page 22 in the "Personnel changes on the Supervisory Board and Executive Board" section.

The Supervisory Board comprehensively fulfilled all tasks incumbent upon it under applicable law, the Articles of Incorporation and By-Laws in fiscal 2025. In addition, the Supervisory Board closely supervised, carefully monitored and advised the Executive Board in the management of the company. It was also directly involved in a timely manner in all decisions of fundamental importance to the company.

The Executive Board provided the Supervisory Board with regular, timely and comprehensive updates at its meetings as well as verbally and in writing on all issues of relevance to the company. In particular, these include the business performance, business strategy, planning, significant business transactions in the company and the AUMOVIO Group, and the related risks and opportunities, as well as compliance and sustainability issues. The members of the Supervisory Board were also available to the Executive Board for consultation outside the meetings. As chairman of the Supervisory Board, since my appointment to chairman of the Supervisory Board on September 5, 2025, I – and up until that point my predecessor Dr. Christoph Willeke – had regular contact with the appointed members of the Executive Board. In particular, we discussed the company's current issues and developments with Mr. Philipp von Hirschheydt, who was appointed Chief Executive Officer on March 12, 2025.

Procedures and Number of Meeting of the Supervisory Board

Number of meetings of the Supervisory Board in its composition up until September 3, 2025

In fiscal 2025 until September 3, 2025, the Supervisory Board held a total of six meetings in person and also made a decision on the election of the deputy chairman at that time, Mr. Lars Busse, by circular resolution.

Number of meetings of the Supervisory Board in its composition from September 3, 2025

Following its election on September 3, 2025, the Supervisory Board held three meetings: to begin with, the constituting meeting on September 5, 2025; followed by two further meetings on October 7, 2025, and December 11, 2025. In addition, it made a further decision by circular resolution regarding the appointment of Dr. Jutta A. Dönges as an Executive Board member of the company on November 1, 2025, instead of on March 1, 2026, as resolved on August 28, 2025. The meetings were held exclusively in person, with some members connecting to the meeting by means of video. The Chief Executive Officer and the additional members of the Executive Board attended each of the three meetings. For various agenda items, different employees from the company's higher management levels were also present. Prof. Dr. Katja Windt was unable to attend the meeting on October 7, 2025, while Ms. Christiane Benner and Mr. Joachim Dratwa were unable to attend the meeting on December 11, 2025.

The Chairman's Committee met twice since its appointment; on October 7, 2025, and December 11, 2025. Both meetings were held in person, with some members connecting to the meeting by means of video. The Chairman's Committee reported in detail to the plenary session on its meetings at the Supervisory Board meeting on December 11, 2025.

The newly established Audit Committee met once on November 4, 2025, for an in-person meeting. The Audit Committee also reported in detail to the plenary session on this meeting as part of the aforementioned plenary session.

The Technology Committee and the Nomination Committee did not meet in fiscal 2025. Neither did the Committee for Related Party Transactions (RPT Committee).

The corporate governance statement pursuant to Sections 289f and 315d of the German Commercial Code (*Handelsgesetzbuch – HGB*) starting on page 24 describes the responsibilities of the committees in more detail and names their members.

The following overview provides information on the individual attendance of the Supervisory Board members at meetings of the Supervisory Board and its committees.

Individual attendance of Supervisory Board members at in-person and virtual meetings of the Supervisory Board and its committees in fiscal 2025

	Supervisory Board plenary session		Chairman's Committee		Audit Committee	
	Number of meetings	Percentage	Number of meetings	Percentage	Number of meetings	Percentage
Supervisory Board members (until September 3, 2025)						
Dr. Christoph Willeke *(chairman of the Supervisory Board)*	6 / 6	100	-	-	-	-
Lars Busse *(deputy chairman of the Supervisory Board)*	6 / 6	100	-	-	-	-
Anna-Maria Fischer	6 / 6	100	-	-	-	-
Supervisory Board members (since September 3, 2025*)						
Stefan E. Buchner *(chairman of the Supervisory Board)* *(chairman of the Chairman's Committee)*	3 / 3	100	2 / 2	100	-	-
Christiane Benner *(deputy chairman of the Supervisory Board)*	2 / 3	66.6	2 / 2	100	-	-
Clarissa Bader	3 / 3	100	-	-	1 / 1	100
Claus Thomas Bauer	3 / 3	100	-	-	1 / 1	100
Râdu-Ioan Câtânet	3 / 3	100	2 / 2	100	-	-
Joachim Dratwa	2 / 3	66.6	-	-	-	-
Carmen Löffler	3 / 3	100	-	-	1 / 1	100
Gábor Guzslován	3 / 3	100	-	-	-	-
Michael Iglhaut	3 / 3	100	2 / 2	100	1 / 1	100
Ionut-Sergiu Istrati	3 / 3	100	-	-	-	-
Prof. Dr. Sabina Jeschke	3 / 3	100	-	-	-	-
Dr. Petra Mayer	3 / 3	100	2 / 2	100	-	-
Klaus Rosenfeld	3 / 3	100	-	-	-	-
Georg F. W. Schaeffler	3 / 3	100	2 / 2	100	1 / 1	100
Robin J. Stalker *(chairman of the Audit Committee)*	3 / 3	100	-	-	1 / 1	100
Prof. Dr. Katja Windt	2 / 3	66.6	-	-	-	-

* No meetings of the Technology Committee, Nomination Committee or Committee for Related Party Transactions were held in the reporting period.

Key topics dealt with by the Supervisory Board and the Chairman's Committee

Key topics of the Supervisory Board in its composition up until September 3, 2025

Key topics of the Supervisory Board in its composition up until September 3, 2025, mainly included the preparation of the planned spin-off of part of the assets of Continental AG as a whole with the spin-off by way of absorption by AUMOVIO SE pursuant to Section 123 (2) (1) of the German Transformation Act (*Umwandlungsgesetz – UmwG*), the resolutions in preparation for the company's Annual Shareholders' Meeting in fiscal 2025, the appointment of the members of the company's Executive Board as currently constituted, the remuneration system for the Executive Board, and the definition of the rules governing variable remuneration for the Executive Board. The Supervisory Board also addressed the company's financial position.

In its meeting on March 12, 2025, the Supervisory Board acknowledged the resignation of the Executive Board mandate of Dr. Ulrike Schramm and, following discussion with the Executive Board, approved the annual financial statements 2024 for the short fiscal year ending on December 31, 2024, including carryforward of the net loss contained therein to new account. In addition, it approved the report of the Supervisory Board in accordance with Section 171 of the German Stock Corporation Act (*Aktiengesetz – AktG*) and adopted the proposed resolutions to the company's 2025 Annual Shareholders' Meeting, in particular the proposal to appoint PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, as the auditor of the annual and consolidated financial statements, as the auditor for any audit review of interim financial reports and – by way of precaution – as the auditor of the sustainability report for fiscal 2025. In addition, the Executive Board reported to the Supervisory Board on the company's situation. A further topic of discussion at the meeting were issues relating to human resources and remuneration. The Supervisory Board appointed Mr. Philipp von Hirschheydt as a member and chairman of the Executive Board with immediate effect and until the end of his term on September 15, 2028, as well as Ms. Karin Dohm as a member of the Executive Board with effect from April 1, 2025, also until the end of her term on September 15, 2028. In addition, with a view to the planned spin-off, the Supervisory Board discussed the remuneration system for the Executive Board, defined the goals for the 2025 short-term incentives (STI) and the 2025–2028 long-term incentives (LTI), dealt with the Executive Board remuneration system as at the effective date of the spin-off, defined the variable remuneration parameters and decided on special regulations relating to remuneration for the short fiscal year 2025.

In a further meeting on March 12, 2025, the Supervisory Board dealt with the planned spin-off of the Automotive group sector from Continental AG to the company. This included in particular a discussion of the material spin-off, take-over and financing documents as well as the audit and legal opinions obtained in this regard and the cooperation agreement with the IHO. Furthermore, the Supervisory Board dealt with the financing documents for the Automotive group sector. The Supervisory Board also addressed the planned management and profit and loss transfer agreement with Continental Automotive Technologies GmbH (today operating under the name of AUMOVIO Germany GmbH), which was also transferred to the company as part of the spin-off from Continental AG. Following extensive consultation, the Supervisory Board agreed to the proposed measures and contracts and passed a resolution on relevant proposals to the Shareholders' Meeting. Furthermore, the Supervisory Board agreed to the spin-off capital increase of €120,000 to €250,127,477.50 as well as the corresponding amendment of the Articles of Incorporation and also adopted proposed resolutions in this regard for the Shareholders' Meeting.

In a meeting on March 25, 2025, the Supervisory Board dealt with topics relating to human resources and remuneration. The Supervisory Board discussed the configuration of the 2025–2028 long-term incentive tranche (LTI tranche) and decided on its definition and application for the stated period. In addition, the Supervisory Board accepted the resignation of Ms. Andrea Czarnecki from her position as an Executive Board member.

In its meeting on June 2, 2025, the Supervisory Board dealt predominantly with topics relating to human resources and remuneration. The Supervisory Board discussed the appointment of additional Executive Board members. Both Philipp von Hirschheydt and I, Stefan E. Buchner, as designated chairman of the Supervisory Board, were involved in the election process. The candidate proposals were also discussed with additional designated members of the Supervisory Board. Following extensive consultation, the Supervisory Board decided to appoint Ingo Holstein as an Executive Board member with immediate effect. The Supervisory Board also decided to appoint Dr. Boris Mergell, Jean-François Tarabbia and Dr. Ismail Dagli as Executive Board members with effect from August 15, 2025. The Supervisory Board also acknowledged the immediate resignation of Karin Dohm from her Executive Board mandate on May 27, 2025.

On July 11, 2025, the Supervisory Board decided by means of a circular procedure to appoint Lars Busse as deputy chairman of the Supervisory Board.

In view of the fact that AUMOVIO SE was capitalized economically as a former stock corporation less than two years before the conclusion of the spin-off and take-over contract, the Supervisory Board was obligated to provide a post-foundation report in accordance with Section 52 (3) (4) (6) to (9) AktG in conjunction with Section 15 (1) SE Regulation; the Supervisory Board complied with this at its meeting on July 29, 2025.

In its meeting on August 28, 2025, the Supervisory Board dealt predominantly with topics relating to human resources and remuneration for the Executive Board. As designated chairman of the Supervisory Board, I attended this meeting as a guest by means of video. The Supervisory Board reported in detail about the adjustments to the remuneration system for the Executive Board as well as the 2025–2028 LTI guideline and decided upon its implementation. In addition, the Supervisory Board defined the target scales of the performance criteria for the STI target definition in the short fiscal year 2025 for Executive Board members Dr. Boris Mergell, Jean-François Tarabbia and Dr. Ismail Dagli. Furthermore, the Supervisory Board approved the granting of a spin-off bonus for the Executive Board members Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, Jean-François Tarabbia and Dr. Ismail Dagli. The Supervisory Board also appointed Dr. Jutta A. Dönges as a member of the Executive Board effective from March 1, 2026, for a term of office of three years. The Supervisory Board also dealt with the agenda items of the extraordinary Shareholders' Meeting on September 3, 2025, which besides a revised version of the company's Articles of Incorporation included the future composition of the Supervisory Board and its remuneration in 2025, and adopted the corresponding proposed resolutions.

Key topics of the Supervisory Board in its composition from September 3, 2025

After the election of the Supervisory Board by the Shareholders' Meeting on September 3, 2025, at its constituting meeting on September 5, 2025, it dealt in particular with the definition of its work and committee structure. This included the election of the chair of the Supervisory Board and the deputy chair, as well as the adoption of the the By-Laws of the Supervisory Board including the establishment of committees provided for therein. With the exception of the RPT Committee, the respective committee members were also elected insofar as not already specified in the By-Laws of the Supervisory Board. Furthermore, the Supervisory Board acknowledged with approval the By-Laws of the Executive Board (including the allocation of duties plan for the Executive Board), which it had adopted on August 19, 2025.

An additional focal point was the preparation of AUMOVIO SE's stock exchange listing. The Supervisory Board discussed the measures adopted by the Executive Board to list shares on the regulated market (Prime Standard) of the Frankfurt Stock Exchange, including the measures taken for this purpose and the corresponding resolutions of the Executive Board. The Supervisory Board also dealt with capital market-related statements in connection with the index eligibility of the company and approved a positive statement in accordance with the current index methodologies.

On September 15, 2025, the decision made on August 28, 2025, to appoint Dr. Jutta A. Dönges as a member of the Executive Board was amended by means of a circular procedure to be effective from November 1, 2025, as Dr. Jutta A. Dönges was already available to the company from this date.

In its meeting on October 7, 2025, the Supervisory Board dealt with important topics relating to company governance, reporting and control. The Supervisory Board passed a resolution on the By-Laws of the Audit Committee. Furthermore, the Supervisory Board was provided with a comprehensive update by the Executive Board on developments in the current fiscal year. Reporting focused in particular on the operational and financial performance of the AUMOVIO Group, the consequences of the spin-off and stock exchange listing, the performance of the share price, the competitive and market situation, including the consequences of macroeconomic general conditions and trade policy measures, as well as the development of key figures for earnings and margins. Another focus of the meeting were the responsibilities of the Executive Board as well as the organizational setup below Executive Board level. The Supervisory Board also dealt with remuneration topics.

The Supervisory Board discussed the strategic alignment of the company areas in line with the principles of Lead, Transform, Deliver, the associated measures to reduce costs and increase efficiency, as well as the different business areas and future fields of the company, including technological development projects. In addition, the Supervisory Board dealt with the next steps in the company's governance and sustainability organization and was informed about the governance structures, reporting lines and control mechanisms that are designed to support effective supervision by the Supervisory Board. In this meeting, the Supervisory Board also presented the areas of Governance & Sustainability, Operations & Technology and Quality.

In its meeting on December 11, 2025, the Supervisory Board furthermore dealt with important topics relating to company governance, control and transformation. The Supervisory Board was first informed about the committees' activities. In this context, the Chairman of the Audit Committee informed the full Supervisory Board about matters relating to financial reporting, the audit review of the quarterly figures, the commissioning of the auditor including approval of selected non-audit services, the further development of the governance and compliance organization, and IT and cybersecurity topics. The Supervisory Board then discussed central investment and structural measures, in particular in relation to the expansion of production capacities and selected real estate transactions. This also included an in-depth discussion of the costs involved in important projects as well as their accompanying supervision. A further item on the agenda was ongoing business development. The Supervisory Board was given a detailed run-down of the market and competitor situation, macroeconomic general conditions, the operational and financial development of the AUMOVIO Group, as well as key supply chains and procurement risks. This included a particular focus on the earnings position, liquidity situation and impacts of structural and geopolitical risks to business development. Following a detailed presentation by the CFO, the Supervisory Board also discussed the annual and multi-year planning in detail and resolved to approve the 2026 budget. The agenda also featured deliberations and resolutions related to restructuring and transformation measures at individual locations. In addition, the Supervisory Board dealt with the further development of the internal governance basis, including the amendment of the By-Laws of the Executive Board, the introduction of the company's Code of Conduct and the definition of remuneration parameters for fiscal 2026, including the STI and LTI structures. Finally, the Supervisory Board discussed and decided on various other corporate governance issues. These included, in particular, the objectives for the composition of the Supervisory Board, the profile of skills and expertise and the qualifications matrix, the evaluation of independence of the shareholder representatives, the deviation of individual recommendations from the German Corporate Governance Code, as well as the declaration of compliance pursuant to Section 161 AktG. The Supervisory Board also agreed to perform a self-assessment of its activity for the first time in 2026.

At the ordinary meetings of the plenary session, the Executive Board informed the Supervisory Board in detail of the sales, results and employment development in the AUMOVIO Group and individual business areas as well as the financial situation of the company. Where the actual course of business deviated from the defined plans and targets, as well as the measures initiated in response, the Executive Board engaged in detailed discussion on the topic. In particular, it informed the Supervisory Board about the tense situation regarding the effects of the supply chain problems due to the suspension of deliveries from the supplier Nexperia, as well as the expectations of the capital market for the AUMOVIO share.



Key topics dealt with by the Chairman's Committee

The Chairman's Committee met for the first time on October 7, 2025, and dealt with key remuneration and human resources issues relating to the Executive Board. The committee prepared the decision-making process for the plenary session concerning the pending remuneration topics scheduled for the subsequent Supervisory Board meeting and also dealt with the configuration of the Executive Board remuneration system for 2026 as well as the planned resolution by the 2026 Annual Shareholders' Meeting.

At its meeting on December 11, 2025, the Chairman's Committee dealt in particular with key investment, planning and remuneration topics. One focal point at the meeting was the planned expansion of production capacities in connection with the increasing demand for products in the Autonomous Mobility business area as well as the strategic importance of certain development partnerships. Furthermore, it agreed on the plan presented to it for the sale of an industrial site with the possibility of a partial lease-back.

Another topic on the meeting agenda was annual planning for 2026 as well as long-term planning for 2027 to 2030, which the CFO explained to the Chairman's Committee. The Chairman's Committee also adopted its recommendations to the plenary session regarding the definition of the targets for the 2026 short-term incentive (STI) and 2026 long-term incentive (LTI) 2026 including the targets for the period from 2026 to 2028.

Key topics dealt with by the Audit Committee

The Audit Committee met for the first time on November 4, 2025, and dealt in depth with topics relating to accounting, risk, governance and auditing. One area of focus was the overview of business development and the quarterly statements. The committee was informed about operational and financial performance over the first nine months of fiscal 2025 and discussed in particular the impacts of supply chain problems due to the suspension of deliveries from the supplier Nexperia, as well as measures to ensure security of supply and limit economic impacts.

The Audit Committee then dealt with the findings of the audit review of the interim consolidated financial information.

The auditor presented the key findings of its audit review and issued an unqualified audit opinion. Discussion also focused on audit planning and the key issues that would be addressed during the audit – especially in connection with impairment testing, provisions as well as legal and warranty risks – as part of the audit of the consolidated financi42wetyesal statements for fiscal 2025.

A further focal point of the meeting was sustainability reporting for fiscal 2025. The Audit Committee was informed about the current status of preparatory work, the dual materiality assessment, the audit approach according to the CSRD and the planned integration of the sustainability report into the consolidated management report, and it acknowledged and approved the presented schedule and audit plan.

In addition, the Audit Committee approved the commissioning of the auditor with the audit of the annual and consolidated financial statements, the audit of the sustainability report and the audit of the remuneration report, and it approved the corresponding audit fees. The committee also approved selected non-audit services of the auditor as well as the applicable limits on services and amounts.

The Audit Committee then dealt in detail with the compliance management system, the risk management system, the internal control system and Group Internal Audit. The committee discussed the respective governance structure, the auditing and monitoring approaches as well as Group Internal Audit's auditing plan for fiscal year 2026, and duly noted and approved these items. The meeting also focused on the IT and cybersecurity organization. The Audit Committee was informed about the current situation in terms of threats and protection, existing preventive and response measures, and external assessments, and agreed to continue to provide extensive support for these issues.

Corporate governance

At its meeting on December 11, 2025, the Supervisory Board adopted its declaration in accordance with Section 161 AktG on the recommendations of the German Corporate Governance Code (DCGK). During the same meeting, the Supervisory Board approved the qualifications matrix and profile of skills and expertise to be established in accordance with the DCGK. The qualifications matrix contains a more detailed description of the expertise that the Supervisory Board should possess through its members. The information provided by the individual members is based on a self-assessment, which is to be updated regularly. Alongside this new qualifications matrix, the Supervisory Board also agreed to update its profile of skills and expertise and the targets for its composition. According to the assessment of the Supervisory Board, at the time of its resolution, it had an adequate number of independent members within the meaning of C.1 DCGK.

No conflicts of interests of the Supervisory Board members arose in the reporting year.

Further information on this topic and on corporate governance in general is included in the corporate governance statement pursuant to Sections 289f and 315d HGB (page 24).

Annual and consolidated financial statements and sustainability reporting for 2025

PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main ("PwC") audited the annual financial statements as at December 31, 2025, prepared by the Executive Board in accordance with the provisions of the HGB, the 2025 consolidated financial statements and the combined management report for the company and the AUMOVIO Group, including the accounts and the system for early risk recognition. The 2025 consolidated financial statements of AUMOVIO SE were prepared in accordance with the International Financial Reporting Standards (IFRS). The auditor issued unqualified opinions. In addition, PwC audited the Executive Board's report on relations with affiliated companies pursuant to Section 312 AktG (dependent company report). PwC issued the following unqualified opinion on this report in accordance with Section 313 (3) AktG:

"Based on the results of our statutory audit and evaluation we confirm that:

– the actual information included in the report is correct,
– with respect to the transactions listed in the report, payments by the company were not unduly high, or any disadvantages were compensated.

The Audit Committee discussed the documents relating to the annual financial statements, including the dependent company report, as well as the auditor's reports and the remuneration report with the Executive Board and the auditor on March 16, 2026. Furthermore, the plenary session of the Supervisory Board discussed these at length at its meeting to approve the annual financial statements on March 17, 2026. The discussions also covered the combined non-financial statement (in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e HGB) and the sustainability report (in accordance with the European Sustainability Reporting Standards, ESRS) for the AUMOVIO Group and AUMOVIO SE (jointly referred to as "sustainability reporting"). The required documents were distributed to all members of the Audit Committee and the Supervisory Board in good time before these meetings so that the members had sufficient opportunity to review them. The auditor was present at these discussions. The auditor reported on the main results of the audits of financial and sustainability reporting (the latter with limited audit assurance) and was available to provide additional information to the Audit Committee and the Supervisory Board. Based on its own review of the annual financial statements, the consolidated financial statements, the combined management report of AUMOVIO SE and of the AUMOVIO Group, as well as the dependent company report including the final declaration of the Executive Board, and based on the report and the recommendation of the Audit Committee, the Supervisory Board concurred with the results of the auditor's audit. There were no objections. The Supervisory Board approved the annual financial statements and the consolidated financial statements. The annual financial statements are thereby adopted.

PwC issued an unqualified opinion for the sustainability reporting. Based on its own review pursuant to Section 171 (1) sentence 4 AktG, the report of the Audit Committee on its preliminary examination and its recommendation, as well as the audit of the sustainability reporting and the unqualified opinion issued by PwC in this regard, the Supervisory Board has approved the sustainability reporting. The auditor reviewed the remuneration report prepared by the Executive Board and the Supervisory Board and issued a report that is attached to the remuneration report.

Personnel changes on the Supervisory Board and Executive Board

From its re-establishment post–spin-off in November 2024 until September 3, 2025, AUMOVIO SE (formerly Continental Automotive Holding SE) had a Supervisory Board consisting of three members, which essentially monitored and supported the measures for the spin-off of the Automotive group sector. This Supervisory Board had not formed any committees.

On June 23, 2025, the SE participation agreement – an agreement on the involvement of the workforce in AUMOVIO SE within the meaning of Section 21 SEBG – was concluded between the company, Continental AG and the special negotiating committee appointed by representatives of the affected workforce within the meaning of the Act on the Involvement of Employees in a European Company (SEBG), according to which a Supervisory Board at AUMOVIO SE level is established composed equally of eight employee representatives and eight shareholder representatives. This stipulation was corroborated by a status procedure initiated by the company's Executive Board in July 2025 in accordance with Sections 97 and 98 of the German Stock Corporation Act (*Aktiengesetz* – AktG). Subsequently, the extraordinary Shareholders' Meeting on September 3, 2025, appointed all the new members of the Supervisory Board with effect from the end of said Shareholders' Meeting, while the former members of the Supervisory Board stepped down from their positions at this same point in time. The newly appointed members consisted of eight shareholder representatives, for a term of office up until the end of the 2026 Annual Shareholders' Meeting, as well as eight employee representatives (as well as a substitute representative) who had already been nominated in the SE participation agreement for a term of office up until the end of the Shareholders' Meeting that decides upon discharging these persons for the fourth fiscal year after their appointment by the Annual Shareholders' Meeting, however not for a period exceeding five years.

The Shareholders' Meeting of September 3, 2025, also approved a change to the company's Articles of Incorporation, which provides for an equally represented Supervisory Board with 16 members. While the shareholder representatives on the Supervisory Board will also be selected by the Annual Shareholders' Meeting in future, the employee representatives will be appointed in accordance with the SE participation agreement by a committee formed pursuant to this agreement to represent the employees – the European Forum.

Newly appointed for the shareholder side:

– Mr. Stefan E. Buchner (chairman)
– Mr. Claus Thomas Bauer
– Prof. Dr. Sabina Jeschke
– Dr. Petra Mayer
– Mr. Klaus Rosenfeld
– Mr. Georg F. W. Schaeffler
– Mr. Robin J. Stalker
– Prof. Dr. Katja Windt

Newly appointed for the employee side:

– Ms. Christiane Benner (deputy chairwoman)
– Ms. Clarissa Bader
– Mr. Râdu-Ioan Câtânet
– Mr. Joachim Dratwa
– Mr. Gábor Guzslován
– Mr. Michael Iglhaut
– Mr. Ionut-Sergiu Istrati
– Ms. Carmen Löffler

On September 5, 2025, the newly appointed Supervisory Board convened for its constitutive meeting. During the meeting, five Supervisory Board committees were established by resolution of the By-Laws of the Supervisory Board: (1) the Chairman's Committee, (2) the Audit Committee, (3) the Technology Committee, (4) the Nomination Committee and (5) the Committee for Related Party Transactions, also referred to as the RPT Committee. According to the By-Laws, (1) Mr. Stefan E.

Buchner, Chief Executive Officer, and (2) Ms. Christiane Benner, deputy chairwoman, are members of the Chairman's Committee. (3) Mr. Râdu-Ioan Câtânet, (4) Dr. Petra Mayer, (5) Mr. Michael Iglhaut and (6) Mr. Georg F. W. Schaeffler were elected as additional members of the Chairman's Committee. (1) Mr. Robin J. Stalker was elected as the chairman of the Audit Committee. Additional members of the Audit Committee are (2) Ms. Clarissa Bader, (3) Mr. Claus Thomas Bauer, (4) Mr. Michael Iglhaut, (5) Ms. Carmen Löffler and (6) Mr. Georg F. W. Schaeffler. The Technology Committee has eight members from the Supervisory Board. The members are: (1) Prof. Dr. Sabina Jeschke (chairwoman), (2) Christiane Benner, (3) Stefan E. Buchner, (4) Joachim Dratwa, (5) Michael Iglhaut, (6) Ionut-Sergiu Istrati, (7) Dr.-Ing. Petra Mayer and (8) Georg F. W. Schaeffler. The Nomination Committee has four members and is composed exclusively of shareholder representatives: (1) Stefan E. Buchner, (2) Georg F. W. Schaeffler, (3) Robin J. Stalker and (4) Prof. Dr. Katja Windt. According to the By-Laws of the Supervisory Board, Mr. Stefan E. Buchner as chairman of the Supervisory Board is a member of the RPT Committee along with Mr. Robin J. Stalker as chairman of the Audit Committee. The Supervisory Board has initially refrained from appointing the two other members of this committee who are to be appointed from among the employee representatives, as such an appointment is to be made when such a matter arises.

The following people left the Executive Board in fiscal 2025:

– Dr. Ulrike Schramm (on March 12, 2025)
– Andrea Czarnecki (on April 23, 2025)
– Karin Dohm (on May 27, 2025)

The following people were newly appointed to the Executive Board in fiscal 2025:

– Philipp von Hirschheydt (on March 12, 2025, as a member and chairman of the Executive Board)
– Karin Dohm (on April ,1 2025; departed on May 27, 2025)
– Ingo Holstein (on June 2, 2025)
– Dr. Boris Mergell (on August 15, 2025)
– Jean-François Tarabbia (on August 15, 2025)
– Dr. Ismail Dagli (on August 15, 2025)
– Dr. Jutta A. Dönges (on November 1, 2025)

The Supervisory Board would like to thank the Executive Board, all employees and the employee representatives for their hard work and commitment in fiscal 2025, which was a special one for our firm.

Frankfurt am Main, March 17, 2026

On behalf of the Supervisory Board



Stefan E. Buchner,
Chairman of Supervisory Boards

Corporate Governance Statement Pursuant to Sections 289f and 315d HGB

Responsible corporate governance sets the standard for the Executive Board and the Supervisory Board.

Responsible corporate governance geared toward sustainable, long-term value creation serves as the standard for the Executive Board and Supervisory Board of AUMOVIO SE to ensure they act in the interests of all stakeholder groups. The following corporate governance statement pursuant to Sections 289f and 315d of the German Commercial Code (*Handelsgesetzbuch – HGB*), to which reference is made in the management report, outlines corporate governance at AUMOVIO.

Remuneration system for the Executive Board and remuneration report

As a result of the stock exchange listing of the company's shares in September 2025, a draft for the remuneration system for Executive Board members and for Supervisory Board members within the meaning of Section 120a of the German Stock Corporation Act (*Aktiengesetz – AktG*) was still outstanding as at December 31, 2025, and also at the time of this statement to the company Shareholders' Meeting.

The remuneration report for fiscal 2025 on the remuneration of the Executive Board and the Supervisory Board together with the auditor's report and the valid remuneration system for the remuneration of the Executive Board and the Supervisory Board will be presented to the 2026 Annual Shareholders' Meeting for approval by resolution for the first time. The remuneration report and the auditor's report on the audit of the remuneration report for fiscal 2025 and the remuneration system for the Executive Board members will be published on the company's website under **Company/Corporate governance/Executive Board members**, and the resolution on the remuneration system for the Supervisory Board members pursuant to Section 113 (3) AktG for fiscal 2025 will be published under **Company/Corporate governance/Supervisory Board members** immediately following approval by the 2026 Annual Shareholders' Meeting.

The remuneration awarded to the members of the company's Supervisory Board is determined in accordance with Article 16 of the company's Articles of Incorporation. The Articles of Incorporation of AUMOVIO SE featuring the remuneration regulations for the Supervisory Board in Section 16 are published on the company's website under **Company/Corporate governance/Articles of Incorporation**.

Declaration pursuant to Section 161 AktG and deviations from the German Corporate Governance Code (*Deutscher Corporate Governance Kodex – DCGK*)

In December 2025, the Executive Board and the Supervisory Board issued the following annual declaration pursuant to Section 161 AktG:

"The Executive Board and Supervisory Board of AUMOVIO SE (hereinafter the company) declare the following pursuant to Article 161 AktG:

The company complies with the recommendations of the German Corporate Governance Code in the version dated April 28, 2022, which was announced by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette on June 27, 2022, with the following exception and will continue to comply with this in the future.

According to recommendation C.2 of the German Corporate Governance Code, the Supervisory Board shall set an age limit for members of the Supervisory Board. The Supervisory Board does not set an age limit because it does not consider such a general criterion to be appropriate for evaluating the qualifications of a Supervisory Board member.

Frankfurt am Main, December 2025

The Executive Board The Supervisory Board"

The declaration of compliance is published on our website under **Company/Corporate governance**. Out-of-date corporate governance statements can also be found there for a period of at least five years.

Key corporate governance practices

AUMOVIO SE's corporate guidelines and the AUMOVIO Group's strategic program "Lead, Transform, Deliver" can be found on our website under **Company/About us/Our purpose**.

Information about our sustainability ambition can be found under **Company/About us/Sustainability**.

Compliance is ensured with the binding Code of Conduct for all AUMOVIO employees. For more information, see our website under **Company/Corporate governance/Code of Conduct**.

General information about the company

AUMOVIO SE is one of the world's leading suppliers and technological innovators in the automotive industry. As a company with the legal form of a European Company (*Societas Europaea*, *SE*) headquartered in Frankfurt am Main, Germany, AUMOVIO SE is subject to the European and German SE Regulations as well as German stock corporation law.

Corporate bodies

In line with European law, legislation and the Articles of Incorporation, AUMOVIO SE's corporate bodies are the Executive Board, the Supervisory Board and the Shareholders' Meeting. AUMOVIO SE has a dual corporate governance system characterized by a strict personnel division between the Executive Board as the management body and the Supervisory Board as the supervisory body of the Executive Board. On the basis of the agreement on the participation of employees in AUMOVIO SE from June 23, 2025 (SE participation agreement), there is equal co-determination in the Supervisory Board. The cooperation between the Executive Board, Supervisory Board and Shareholders' Meeting is depicted on the next page.

The Executive Board and its practices

The Executive Board has sole responsibility for managing the company in the interests of the company, free from instructions from third parties in accordance with European law, legislation, the Articles of Incorporation and the Executive Board's By-Laws, while taking into account the resolutions of the Shareholders' Meeting. All members of the Executive Board share responsibility for the management of the company jointly. Regardless of this principle of joint responsibility, each Executive Board member is individually responsible for the areas entrusted to them. The chairman of the Executive Board is responsible for the company's overall management and business policy. He ensures management coordination and uniformity on the Executive Board and represents the company to the public. The Executive Board jointly develops the company's strategy, agrees it with the Supervisory Board and ensures its implementation.

The members of the Executive Board are appointed and removed by the Supervisory Board. In line with the recommendation of the German Corporate Governance Code, the Supervisory Board restricts the initial appointment of new Executive Board members to three years in principle. According to the Articles of Incorporation of AUMOVIO SE, the Executive Board is composed of at least two members; the Supervisory Board is authorized to determine the number of Executive Board members and appoint a Supervisory Board member as chairperson of the Executive Board.

The Executive Board had six members as at December 31, 2025, and as at the date of this statement. Information on areas of responsibility and resumes of the Executive Board members are available on our website under **Company/Corporate governance/Executive Board members**. These Executive Board members were appointed on a step-by-step basis in 2025 in connection with the spin-off of the Automotive group sector from Continental AG and the legal independence of AUMOVIO SE as a company listed on the stock exchange. Philipp von Hirschheydt was appointed as a member and chairman of the Executive Board effective March 12, 2025, Ingo Holstein was appointed as a member of the Executive Board effective June 2, 2025, followed by Dr. Boris Mergell, Jean-François Tarabbia and Dr. Ismail Dagli effective August 15, 2025. The terms of office of Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, Jean-François Tarabbia and Dr. Ismail Dagli each end effective September 15, 2028. Dr. Jutta A. Dönges was appointed as a member of the Executive Board effective November 1, 2025, for a term ending October 31, 2028. According to recommendation B.5 DCGK, the Supervisory Board has established

that the age limit for Executive Board members is usually the end of the 67th year of age. Only under exceptional circumstances should a member of the Executive Board be reappointed earlier than one year prior to the end of their term of appointment with simultaneous annulment of their current appointment.

The Executive Board has By-Laws that regulate in particular the allocation of duties among the Executive Board members and key matters pertaining to the company and its subsidiaries that require a decision to be made by the Executive Board. Besides issues relating to company and budget planning, this also applies to the preparation of financial statements as well as measures that are subject to approval by the Supervisory Board and are of fundamental or significant importance for the company and/or the AUMOVIO Group, in particular in relation to strategy, organization, business, policies governing human resources, financing, pricing and investment, as well as risk exposure. Furthermore, the By-Laws describe the duties of the chairman of the Executive Board, whose remit includes: coordinating the overall management and business policy of the company and the subsidiaries as well as the activities of the entire Executive Board; overseeing implementation of the principles and guidelines defined for the company and the subsidiaries; ensuring uniform and unified management; and supervising the procedure for passing resolutions by the Executive Board and conducting Executive Board meetings, which are held twice a month in principle. Both the Articles of Incorporation of AUMOVIO SE and the By-Laws of the Supervisory Board require the consent of the Supervisory Board for significant actions taken by management.

Corporate bodies

Annual Shareholders' Meeting

Exercising of the shareholders' right of participation and control

↓ appoints ↑ reports ↓ discharges ↓ discharges ↑ reports

Chairman's Committee

Audit Committee

Technology Committee

RPT Committee

Nomination Committee

Supervisory Board

16 members

8 shareholder representatives (elected by the Annual Shareholders' Meeting)

8 employee representatives (appointed by the Annual Shareholders' Meeting following binding proposal by the employees)

Involvement in decisions of fundamental importance for the company (catalog of matters requiring approval)

Appoints, monitors and advises →

← reports

Executive Board

Responsible for managing the company pursuant to European law, legislation, the Articles of Incorporation, the By-Laws of the Supervisory Board and the Executive Board, as well as in consideration of the resolutions of the Annual Shareholders' Meeting.

The Supervisory Board and its practices

The Supervisory Board appoints the members of the Executive Board in accordance with recommendation B.2 DCGK and collaborates with the Executive Board to develop a long-term succession plan. To get to know potential successors, the Supervisory Board, in consultation with the Executive Board, offers them the opportunity to introduce themselves to the Supervisory Board.

The Supervisory Board supervises and advises the Executive Board in managing the company. This includes, in particular, issues relating to the company's strategy, planning, business development, development of financial and net assets position, risk situation, risk management, compliance, sustainability and cybersecurity/information security. The Supervisory Board is directly involved in decisions of material importance to the company. As specified by law, the Articles of Incorporation or the Supervisory Board By-Laws, certain corporate management matters require the approval of the Supervisory Board. The chairman of the Supervisory Board coordinates its work and represents it vis-à-vis third parties. He maintains regular contact between meetings with the Executive Board, and in particular with its chairman, to discuss issues relating in particular to the company's strategy, business development, development of financial and net assets position, risk situation, risk management, cybersecurity/information security and compliance.

Composition of the Supervisory Board

Until September 3, 2025, AUMOVIO SE (formerly Continental Automotive Holding SE) had a Supervisory Board consisting of three members, which monitored the measures for the spin-off of the Automotive group sector. No committees existed at that time.

Since September 3, 2025, the Supervisory Board comprises 16 members in accordance with the company's Articles of Incorporation. One half is elected individually by the shareholders at the Annual Shareholders' Meeting, without being tied to election proposals (shareholder representatives). The other half is composed of employee representatives on the Supervisory Board. While the currently serving employee representatives on the Supervisory Board were nominated in the SE participation agreement and were elected by the Annual Shareholders' Meeting on September 3, 2025, the employee representatives are appointed according to the SE participation agreement by the European Forum set up for this purpose. The Supervisory Board's chairman is a shareholder representative. According to the specifications of the SE Regulation and the conditions of the Articles of Incorporation, the chairman of the Supervisory Board shall cast the deciding vote in the event that voting results in a tie.

The following members were appointed as shareholder representatives on the Supervisory Board on September 3, 2025: Mr. Stefan E. Buchner (chairman), Mr. Claus Thomas Bauer, Prof. Dr. Sabina Jeschke, Dr. Petra Mayer, Mr. Klaus Rosenfeld, Mr. Georg F. W. Schaeffler, Mr. Robin J. Stalker and Prof. Dr. Katja Windt.

The following members were appointed as employee representatives on the Supervisory Board on September 3, 2025: Ms. Christiane Benner (vice chairwoman), Ms. Clarissa Bader, Mr. Râdu-Ioan Câtânet, Mr. Joachim Dratwa, Mr. Gábor Guzslován, Mr. Michael Iglhaut, Mr. Ionut-Sergiu Istrati and Ms. Carmen Löffler.

The current Supervisory Board was constituted on September 5, 2025. The term of office of the employee representatives lasts until the end of the 2029 Annual Shareholders' Meeting. The term of office of the shareholder representatives ends at the end of the 2026 Annual Shareholders' Meeting, which decides upon discharging the Supervisory Board members in 2025. The company's Articles of Incorporation allow the introduction of a staggered board concept with the election of the shareholder representatives. Accordingly, shareholder representatives are not appointed with standardized terms of office running in parallel; rather their terms of office are staggered. This allows for a great deal of flexibility in terms of how the Supervisory Board is composed and makes it easier for it to respond to changing requirements in terms of its duties and expertise, while at the same time ensuring sufficient continuity and knowledge transfer on the Supervisory Board.

Stefan E. Buchner is chairman of the Supervisory Board. He is independent from the company, the Executive Board and the controlling shareholders within the meaning of the German Corporate Governance Code. The Supervisory Board does not include any members who previously belonged to the Executive Board of AUMOVIO SE, who exercise an executive function

or advisory role at a major competitor of AUMOVIO, or who have a personal relationship with such a competitor. The Supervisory Board has decided, contrary to recommendation C.2 DCGK, that no age limit will be defined for Supervisory Board members. The Supervisory Board does not set an age limit because it does not consider such a general criterion to be appropriate for evaluating the qualifications of a Supervisory Board member.

Following the election and constitution of the Supervisory Board on September 5, 2025, it has a comprehensive insight into the company's products and technologies and is also informed about strategy, finances, controlling and corporate governance, sustainability and the current fiscal year 2025.

The Supervisory Board has drawn up its own By-Laws that supplement European law, legislation and the Articles of Incorporation with more detailed provisions, including provisions on Supervisory Board meetings, the duty of confidentiality, the handling of conflicts of interest and the Executive Board's reporting obligations, and a list of transactions and measures that require the approval of the Supervisory Board. The Supervisory Board By-Laws are available on our website under **Company/Corporate governance/Supervisory Board members**. Discussions of the Supervisory Board often take place in the presence of the Executive Board. Prior to the meeting of the Supervisory Board, the shareholder representatives and the employee representatives met separately for preliminary discussions on a regular basis. The chairman of the Executive Board and other Executive Board members participated in the preliminary discussions of both the shareholder representatives and the employee representatives.

The Supervisory Board regularly reviews how effectively it and its committees have fulfilled their responsibilities. The Supervisory Board has decided that a self-assessment will be conducted for the first time in 2026. As the Supervisory Board in its current composition was first constituted on September 5, 2025, it did not conduct a self-assessment in fiscal 2025 because significant aspects of the Supervisory Board's duties were still outstanding, in particular the review of the annual financial statements of the company and the AUMOVIO Group, including the dependent company report and the resolutions for the Annual Shareholders' Meeting by the Supervisory Board up to the expiry of the fiscal year.

Profile of skills and expertise for the Supervisory Board

In accordance with recommendation C.1 DCGK, 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 AUMOVIO's business activities. These include in particular:

– Skills and expertise in connection with

- **corporate governance**, in particular in the areas:
  - Corporate governance: executive board experience
  - Corporate governance: supervisory board experience
  - Strategy and management
  - Mergers and acquisitions (M&A)
  - Organizational development
  - Strategic personnel planning
  - Law and compliance

– **Sector- and company-specific experience**, particularly in the areas of:
  – Industry (i.e. automotive industry)
  – IT, software and telecommunications
  – Mobility services 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 AUMOVIO SE 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. The shareholder representatives currently on the Supervisory Board are accordingly all, without exception, independent of AUMOVIO SE and its Executive Board.

– **At least three 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 ("GCGC"). These include:

  – Stefan E. Buchner
  – Claus Bauer
  – Prof. Dr. Sabina Jeschke
  – Dr. Petra Mayer
  – Robin Stalker
  – Prof. Dr. Katja Windt

Mr. Bauer's independence within the meaning of the GCGC is not affected by his previous service on the Executive Board of Schaeffler AG, Herzogenaurach. The decisive factor is that Mr. Bauer resigned from the Schaeffler Executive Board prior to the start of his term of office as a member of the Company's Supervisory Board and therefore no longer holds an executive function at any company in which the IHO Group also holds a controlling stake. The GCGC does not recommend a waiting period in this regard.

Nor does the fact that Mr. Stalker is a member of the Supervisory Board of Schaeffler AG give rise to any doubts regarding his independence. He also exercises his mandate there as an independent member and is thus clearly delineated from the controlling shareholder.

The manner in which the aforementioned six members of the Supervisory Board have performed their office to date also provides no indication of a lack of independence. Although the IHO Group is entitled to propose four shareholder representatives as well as the Chairman of the Supervisory Board under a basic agreement existing inter alia with the Company this does not establish a claim to a specific personal composition of the board. Furthermore, when exercising its right of proposal, the IHO Group is obligated to take the interests of the company into account, and the personal and instruction free status of each Supervisory Board member remains unaffected by this.

– **Independence from major competitors**
  The Supervisory Board must not include any members who hold executive functions or advisory roles with major competitors of the AUMOVIO Group.

– **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.

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

	Corporate Management							Industry- and company-specific experience			International experience				Sustainability		Risk Control & Reporting	
	Corporate Governance: Executive Board experience	Corporate Governance: Supervisory Board experience	Strategie and Management	Mergers and Acquisitions (MA)	Organizational development	Strategic workforce planning	Law & Compliance	Industry (Automotive)	IT, Software, Telecommunications	MMobility Services, Digital Business Models	Europe	North and South America	China	Asia/Pacific	Environment	Social	Financial & Sustainability Reporting, Control Systems	Financial Audit
Shareholder representatives																		
Stefan E. Buchner	●	●	●	◕	●	◕	◔	●	◕	◔	●	◕	◕	◕	◕	◔	◔	◔
Prof. Dr. Sabina Jeschke	●	●	●	◕	◕	◕	◕	◕	●	●	◕	◔	◕	○	◕	◔	◔	◔
Dr. Petra Mayer	●	◕	●	◕	●	●	◕	●	◔	◔	●	●	●	●	◕	●	◕	◔
Katja Windt	●	●	●	◕	●	●	●	◕	●	●	●	●	●	◕	●	●	◕	◕
Robin Stalker	●	●	◕	◕	◕	◕	●	◕	◔	◔	◕	◕	◕	◕	●	◕	●	●
Claus Bauer	●	◔	●	◕	◕	◔	◔	●	◕	◔	◕	●	○	○	◔	◔	●	●
Klaus Rosenfeld	●	◕	●	●	◕	◕	◕	◕	◔	◔	◕	◔	◕	◕	◕	◕	●	◕
Georg Schaeffler	○	●	◕	◕	◔	◔	◕	◕	◔	◔	◕	◕	◕	◔	◕	◔	◕	◕
Employee representatives																		
Christiane Benner	●	◕	◕	◔	●	●	◕	◕	◕	◔	◔	◕	◕	◔	◔	●	◔	◔
Clarissa Bader	◔	●	◕	○	◔	◕	◔	◕	○	○	◔	○	◕	○	◔	●	◔	◕
Michael Iglhaut	○	◔	◔	○	◔	◕	◔	◔	○	○	◔	○	○	○	○	◕	◔	◔
Carmen Löffler	○	◕	◔	○	◔	◔	◔	◔	◔	○	◔	○	○	○	◔	◕	◔	◔
Istrati Ionut-Sergiu	○	○	◔	◔	◔	◔	◔	●	○	○	●	◔	◕	◔	◔	◕	○	○
Joachim Dratwa	○	○	○	○	○	○	◔	○	◔	◔	○	○	○	○	○	◕	○	○
Radu Catanet	○	○	◕	◔	◔	◕	◕	◕	●	●	●	◔	○	◕	◔	◕	○	○
Gabor Guzslovan	○	◔	◔	○	◕	○	◕	◔	●	○	◕	○	○	○	◔	◕	◔	◔

○ No specific knowledge ◔ Basic knowledge ◕ Good knowledge ● Expert knowledge

To prepare the above qualifications matrix, the members of the Supervisory Board carried out a self-assessment of the extent to which they possess the respective qualifications, based on their individual experience, knowledge and skills. To obtain a differentiated and thus accurate picture, each Supervisory Board member responded to questions on the individual areas of expertise using a scaled evaluation and, in some cases, were asked to provide reasons for their individual responses. In addition, the result was subjected to critical review prior to the Supervisory Board's resolution on the qualifications matrix.

Committees of the Supervisory Board

The Supervisory Board currently has five committees: (1) the Chairman's Committee, (2) the Audit Committee, (3) the Nomination Committee, (4) the Technology Committee and (5) the Committee for Related Party Transactions (RPT Committee).

Key responsibilities of the **Chairman's Committee** are preparing the appointment of Executive Board members and concluding, terminating and amending their employment contracts and other agreements with them. However, the plenum of the Supervisory Board alone is responsible for stipulating the total remuneration of the Executive Board members. Another key responsibility of the Chairman's Committee is deciding on the approval of certain transactions and measures by the company as specified in the Supervisory Board By-Laws. The Supervisory Board has conferred some of these participation rights on the Chairman's Committee, each member of which may however, in individual cases, demand that a matter again be submitted to the plenary session for decision. The members of the Chairman's Committee are (1) Stefan E. Buchner (chairman), (2) Christiane Benner (deputy chairwoman), (3) Râdu-Ioan Câtânet, (4) Michael Iglhaut, (5) Dr. Petra Mayer and (6) Georg F. W. Schaeffler.

The **Audit Committee** primarily deals with the audit of the accounts, the monitoring of the accounting process, the effectiveness of the internal control system, risk management system and internal audit system, the audit of the financial statements (including sustainability reporting and examination thereof) and compliance. This includes, in particular, the preparatory audit of the documents for the annual financial statements and consolidated financial statements, the submission of recommendations to the Supervisory Board plenary session for resolution in accordance with Section 171 AktG, as well as the audit of the drafts of the interim financial information. Furthermore, its authority includes monitoring the independence of the auditor and it deals with additional services performed by the auditor. The committee engages the auditor, determines the focus of the report as necessary, negotiates the fee and regularly reviews the quality of the audit. The chairman of the Audit Committee regularly discusses the progress of the audit with the auditor and reports on this to the committee. The committee also regularly consults with the auditor without the Executive Board. It also gives its recommendation for the Supervisory Board's proposal to the Annual Shareholders' Meeting for the election of the auditor. The Audit Committee is also responsible for the preliminary audit of non-financial reporting and sustainability reporting and for the engagement of an auditor for its review, if any. The chairman of the Audit Committee is (1) Mr. Robin J. Stalker, who is independent in accordance with the German Corporate Governance Code. As former chief financial officer of adidas AG, he has in-depth knowledge and experience in auditing. Another committee member who is a finance expert is (2) Mr. Claus Thomas Bauer, who as the former chief financial officer of Schaeffler AG has in-depth knowledge and experience in accounting and internal control and risk management systems. The other members of the Audit Committee are (3) Ms. Clarissa Bader, (4) Mr. Michael Iglhaut, (5) Ms. Carmen Löffler and (6) Mr. Georg F. W. Schaeffler. Neither a former Executive Board member nor the chairman of the Supervisory Board may act as chairman of the Audit Committee.

The **Nomination Committee** is responsible for nominating suitable candidates for the Supervisory Board to propose to the Annual Shareholders' Meeting for election. In addition, the committee must propose targets for the Supervisory Board's composition and profile of skills and expertise and review both regularly. The Nomination Committee is composed exclusively of shareholder representatives: (1) Mr. Stefan E. Buchner (chairman), (2) Georg F. W. Schaeffler, (3) Robin J. Stalker and (4) Prof. Dr. Katja Windt.

The **Technology Committee** ensures the regular exchange of information between the Supervisory Board and the Executive Board on technological developments and the joint discussion and monitoring of technology projects and products in the company. Half of its members are shareholder representatives and the other half are employee representatives. The members of the Technology Committee are: (1) Prof. Dr. Sabina Jeschke (chairwoman), (2) Christiane Benner, (3) Stefan E. Buchner, (4) Joachim Dratwa, (5) Michael Iglhaut, (6) Ionut-Sergiu Istrati, (7) Dr.-Ing. Petra Mayer and (8) Georg F. W. Schaeffler.

The **Committee for Related Party Transactions (RPT Committee)** deals with transactions between AUMOVIO SE and a related person, where these transactions require the prior consent AUMOVIO SE's Supervisory Board in accordance with Sections 111a and 111b AktG. Transactions in this case require the prior consent of the Supervisory Board. According to the Supervisory Board's By-Laws, the members of the RPT Committee of the chairman of the Supervisory Board are (1) Mr. Stefan E. Buchner, and the chairman of the Audit Committee, (2) Mr. Robin J. Stalker. The other members of the committee, who must be employee representatives, have not yet been appointed. The appointment is to take place once a matter requiring their participation arises.

More information on the members of the Supervisory Board and its committees can be found on page 359. Current resumes, which are updated annually, are available on our website under **Company/Corporate governance/Supervisory Board members**. They also contain information on how long each member has held their position on the Supervisory Board.

Shareholders and the Shareholders' Meeting

The company's shareholders exercise their rights of participation and control at the Annual Shareholders' Meeting. The Annual Shareholders' Meeting must be held annually in the first six months of the fiscal year. The Shareholders' Meeting decides upon the issues assigned to it by law, such as the appropriation of profits, the discharging of Supervisory Board members and Executive Board members, the appointment of the auditor, the approval of the remuneration system and remuneration report, and the appointment of shareholder representatives to the Supervisory Board. Each AUMOVIO SE share entitles the holder to one vote at the Shareholders' Meeting. There are no shares conferring multiple or preferential voting rights and no limitations on voting rights.

All shareholders who register in time are entitled to take part in the Shareholders' Meeting and to exercise their voting rights, provided they are entered in the share register by the respective cut-off date. To facilitate the exercise of their rights and to prepare them for the Shareholders' Meeting, the shareholders are fully informed about the past fiscal year and the points on the upcoming agenda before the Shareholders' Meeting by means of the annual report and the invitation to the meeting. All the documents and information required by law for the Annual Shareholders' Meeting are generally published in German and English on the company's website under **Investor Relations/Annual Shareholders' Meeting**. If arranged by the chairperson presiding over the meeting, the Annual Shareholders' Meeting can be viewed as an audio and video broadcast on the company's website. When holding the Annual Shareholders' Meeting, the chairperson presiding over the meeting is guided by the fact that an ordinary annual shareholders' meeting should be concluded after four to six hours. To make it easier for shareholders to exercise their rights, the company offers all shareholders who cannot or do not want to exercise their voting rights during the Annual Shareholders' Meeting themselves the opportunity to vote at the Annual Shareholders' Meeting via a proxy who is bound by instructions or through absentee voting. The required voting instructions can also be issued to the proxy via an Internet service (Investor Portal) until a specific cut-off time on the day of the Shareholders' Meeting.

Accounting and auditing of financial statements

The AUMOVIO Group's accounting is prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union (EU). The annual financial statements of AUMOVIO SE are prepared in accordance with the accounting regulations of the German Commercial Code. The Annual Shareholders' Meeting on March 12, 2025, elected PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main ("PwC") to audit the consolidated financial statements for fiscal 2025 as well as the interim financial reports of the company. Mr. Benjamin Röhe is the responsible auditor at PwC.

Internal control system and risk management

Diligent corporate management and sustainable and responsible corporate governance also require that the company deals with risks responsibly. AUMOVIO has a corporate-wide internal control and risk management system that is used to analyze and manage the company's risk situation. We report on this in detail in the report on risks and opportunities starting on page 129, which forms part of the management report for the consolidated financial statements.

Transparent and prompt reporting

As part of our investor relations and corporate communications, we regularly report to shareholders, analysts, shareholders' associations, the media and interested members of the public in equal measure on significant developments in the company and its situation. All shareholders have instant access to all the information that is also available to financial analysts and similar parties. The **Investor Relations** website of AUMOVIO SE provides this information, including the company's financial reports, presentations held at analyst and investor conferences, press releases and ad-hoc disclosures. The dates of key periodic publications (annual report, quarterly statements and half-year report) and events as well as of the Annual Shareholders' Meeting and the annual press conference are announced well in advance in a financial calendar on the website of AUMOVIO SE under **Investor Relations/Events**.

Reporting pursuant to Section 289f (2) Nos. 4 to 6 HGB

For the Supervisory Board of AUMOVIO SE, there has been a legally binding gender quota of at least 30% since the listing on the stock exchange on September 18, 2025. In fiscal 2025, after its reconstitution in the course of the spin-off of AUMOVIO SE from Continental AG on September 3, 2025, six women served on the Supervisory Board. Prof. Dr. Sabina Jeschke, Dr. Petra Mayer and Prof. Dr. Katja Windt were appointed for the shareholder representatives. Ms. Christiane Benner, Ms. Carmen Löffler and Ms. Clarissa Bader were appointed for the employee representatives. The proportion of women on the Supervisory Board was 37.5% and the proportion of men was 62.5%.

As a listed company, AUMOVIO SE complies with the legally binding requirement that if the Executive Board is composed of more than three persons, it must include at least one woman and one man. The Supervisory Board continues to follow the general debate around the representation of women on executive and supervisory boards and will take any future regulations into account. The Supervisory Board pursues the diversity concept presented below for this purpose.

The Executive Board of AUMOVIO SE has also set targets for the ratio of women at the first two management levels below the Executive Board and a deadline for achieving these targets within the meaning of Section 76 (4) AktG. To this end, the Executive Board has resolved target quotas of 26.3% for the first management level below the Executive Board and 34.6% for the second management level below the Executive Board, each with an implementation deadline of September 15, 2029.

Diversity concept

AUMOVIO counts on the diversity of its employees. The current focus of its commitment to promote diversity is on internationality, age, educational background and a balanced gender ratio.

The Supervisory Board also pays attention to the diversity of the composition of the Executive Board. The Executive Board does the same when appointing people to management positions. As a basic principle, the Executive Board aims to achieve a balanced ratio of domestic to international managers everywhere.

The measures and programs to promote internationality and women in leadership positions also serve for succession planning for the Executive Board, which is overseen by the Supervisory Board together with the Executive Board. These are designed to identify and develop potential international candidates as well as female managers to take up positions on the Executive Board. The aim in the medium term is to use these measures to increase the diversity of the Executive Board even further.

The Supervisory Board also pays attention to the diversity of its own composition. For the Supervisory Board, diversity refers to age, gender, internationality and professional experience, among other things. The Supervisory Board is convinced that it will achieve diversity in its composition in particular by fulfilling the profile of skills and expertise and meeting the targets for its composition.

Remuneration Report

I. Introduction

The remuneration report provides an overview of the remuneration systems for the members of the Executive Board and Supervisory Board of AUMOVIO SE as well as information on the remuneration granted or owed to the members of the Executive Board and Supervisory Board in fiscal year 2025. The term “remuneration granted or owed” refers to remuneration for which the underlying activity was fully performed by the end of fiscal year 2025 (performance-based interpretation). The report was prepared by the Executive Board and Supervisory Board in accordance with the requirements of Section 162 of the German Stock Corporation Act *(Aktiengesetz – AktG)* and complies with the recommendations of the German Corporate Governance Code *(Deutscher Corporate Governance Kodex – DCGK*) in its version dated April 28, 2022.

Continental AG has spun off Continental Automotive Technologies GmbH (CAT GmbH) with its direct and indirect subsidiaries and holdings by way of a spin-off to form a separate group, AUMOVIO SE, in accordance with the German Transformation Act (*Umwandlungsgesetz - UmwG*) (Spin-Off). The Spin-Off took effect upon entry into the commercial register of Continental AG on September 17, 2025. The Executive Board members were appointed at different points in time throughout the fiscal year, as described in section 2. However, the Executive Board service agreements with AUMOVIO SE went into force with the effectiveness of the Spin-Off on September 17, 2025. As of this date, the Executive Board remuneration system, which is further described within the following chapters, was applicable. In accordance with the provisions of Section 162 AktG and Section 290 of the German Commercial Code *(Handelsgesetzbuch – HGB)*, this report shows the remuneration of the members of the Executive Board of AUMOVIO SE from the date on which their service agreements came into effect, respectively the date of the Spin-Off, on September 17, 2025 (or, in the case of Dr. Jutta A. Dönges, from the effective date of her Executive Board appointment on November 1, 2025), until December 31, 2025. Further details can be found in section 3.

The figures shown as part of the tables in this remuneration report may not add up exactly due to rounding. The same applies to the percentages shown, which may not represent the exact absolute values due to rounding.

1. Presentation of the Executive Board and the Supervisory Board

The Executive Board of AUMOVIO consists of six members, who have extensive industry knowledge and in-depth experience in transformation and innovation processes. As the management body, the Executive Board is responsible for steering the company toward sustainable and future-oriented development and is composed as follows:

Composition of the current Executive Board

Name	Function	Term of appointment[1]	Areas of responsibility
Philipp von Hirschheydt	Chief Executive Officer	March 12, 2025 – September 15, 2028	Business area User Experience, Commercial Excellence, Communications and Public Affairs, Governance, Operations and Technology, Procurement & SQM, Quality and Technical Compliance, Sales, Strategic Transformation, Strategic Value Management, Markets North America, China and Korea
Dr. Jutta A. Dönges	Member of the Executive Board	November 1, 2025 – October 31, 2028	Finance and Controlling, IT, Accounting, Tax, Treasury, Mergers & Acquisitions, Investor Relations, Insurance, Data Analytics
Ingo Holstein	Member of the Executive Board	June 2, 2025 – September 15, 2028	Human Relations, Labor Relations
Dr. Boris Mergell	Member of the Executive Board	August 15, 2025 – September 15, 2028	Business area Safety and Motion (SAM) Market Japan, Aftermarket
Dr. Ismail Dagli	Member of the Executive Board	August 15, 2025 – September 15, 2028	Business area Autonomous Mobility (AM), Commercial Vehicles Solutions, Market India
Jean-François Tarabbia	Member of the Executive Board	August 15, 2025 – September 15, 2028	Business area Architecture and Network Solutions (ANS), Markets Romania, France, Singapore, Elektrobit

1 With the exception of Dr. Jutta A. Dönges, the service agreements of the members of the Executive Board are effective since September 17, 2025. Dr. Jutta A. Dönges' service agreement took effect on November 1, 2025.

As a rule, the effective date and term of the appointment as a member of the Executive Board and the effective date and term of the service agreements are in parallel. Due to the special circumstances of the Spin-Off, the service agreement for Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, and Dr. Ismail Dagli became effective on September 17, 2025, deviating from the date of their appointment as an Executive Board member. Each service agreement term runs until the end of the respective Executive Board appointment. For the time period until September 16, 2025, they remained in an employment relationship with CAT GmbH (Ingo Holstein, Dr. Boris Mergell, Dr. Ismail Dagli, Jean-François Tarabbia) or in an executive board service agreement with Continental AG (Philipp von Hirschheydt).

In addition to the members of the Executive Board listed above, Karin Dohm was appointed to the Executive Board of Continental Automotive Holding SE (now AUMOVIO SE) with effect from April 1, 2025. However, Ms. Dohm resigned from the Executive Board at her own request effective May 27, 2025. For the period of her appointment, Karin Dohm did not receive any separate remuneration as a member of the Executive Board of AUMOVIO. Instead, she was remunerated exclusively on the basis of her executive function under an employment contract with Continental AG. Furthermore, Dr. Ulrike Schramm (until March 12, 2025) and Andrea Czarnecki (until April 23, 2025) were appointed as members of the Executive Board of Continental Automotive Holding SE (now AUMOVIO SE) during the fiscal year. However, neither of these Executive Board members received any separate remuneration for their appointment, as they were each remunerated under an employment contract with Continental AG. As a result, no further information on these individuals is provided in the following.

The Supervisory Board of AUMOVIO appoints the members of the Executive Board and supervises and advises it on the management of the company. The Supervisory Board is directly involved in decisions that are of material importance to the company. In accordance with the co-determination agreement for AUMOVIO SE, the Supervisory Board consists of 16 members, half of whom are shareholder representatives (SR) and half of whom are employee representatives (ER). The full board is composed as follows:

Composition of the Supervisory Board

Name	Function	SR/ER	Appointment	Committee memberships
Stefan E. Buchner	Chairman of the Supervisory Board	SR	2025 – 2026	Chairman's Committee (chair) Nomination Committee (chair) Technology Committee
Christiane Benner	Deputy chairwoman of the Supervisory Board	ER	2025 – 2030	Chairman's Committee Technology Committee
Clarissa Bader	Ordinary member of the Supervisory Board	ER	2025 – 2030	Audit Committee
Claus Thomas Bauer	Ordinary member of the Supervisory Board	SR	2025 – 2026	Audit Committee
Radu-Ioan Câtânet	Ordinary member of the Supervisory Board	ER	2025 – 2030	Chairman's Committee
Joachim Dratwa	Ordinary member of the Supervisory Board	ER	2025 – 2030	Technology Committee
Gábor Guzslován	Ordinary member of the Supervisory Board	ER	2025 – 2030	–
Michael Iglhaut	Ordinary member of the Supervisory Board	ER	2025 – 2026	Chairman's Committee Audit Committee Technology Committee
Ionut-Sergiu Istrati	Ordinary member of the Supervisory Board	ER	2025 – 2030	Technology Committee
Prof. Dr. Sabrina Jeschke	Ordinary member of the Supervisory Board	SR	2025 – 2026	Technology Committee (chair)
Carmen Löffler	Ordinary member of the Supervisory Board	ER	2025 – 2030	Audit Committee
Dr. Petra Mayer	Ordinary member of the Supervisory Board	SR	2025 – 2026	Chairman's Committee Nomination Committee Technology Committee
Klaus Rosenfeld	Ordinary member of the Supervisory Board	SR	2025 – 2026	–

Georg F. W. Schaeffler	Ordinary member of the Supervisory Board	SR	2025 – 2026	Chairman's Committee Audit Committee Nomination Committee Technology Committee
Robin J. Stalker	Ordinary member of the Supervisory Board	SR	2025 – 2026	Audit Committee (chair) Nomination Committee
Prof. Dr. Katja Windt	Ordinary member of the Supervisory Board	SR	2025 – 2026	Nomination Committee

In connection to the Spin-Off, the term of appointment of the previous Supervisory Board ended on September 3, 2025. A three-member interim Supervisory Board was in office until the newly constituted Supervisory Board was appointed on September 3, 2025. Its members were Christoph Willeke (Chair), Lars Busse (Deputy Chair), and Anna-Maria Fischer. No separate Supervisory Board remuneration was paid, which is why no further disclosure is made in the following.

2. Special features in relation to remuneration in fiscal year 2025

The remuneration system for the Executive Board of AUMOVIO was approved by the Supervisory Board and has been applied for all members of the Executive Board since the Spin-Off of AUMOVIO took effect. For fiscal year 2025, the remuneration system provides for individual special regulations, particularly within the context of variable remuneration. These are explained in detail in the respective sections. An amended version of the remuneration system will be submitted to the 2026 Annual Shareholders' Meeting for approval.

Prior to the Spin-Off taking effect, no separate remuneration was granted to Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, Dr. Ismail Dagli or Jean-François Tarabbia as members of the AUMOVIO Executive Board. The aforementioned received remuneration exclusively in connection with their Executive Board activities or leadership positions for Continental AG or CAT GmbH. Dr. Jutta A. Dönges' appointment to the Executive Board took effect on November 1, 2025, following the spin-off of AUMOVIO. Accordingly, the pro-rated remuneration granted and owed to the Executive Board for the fiscal year is disclosed pursuant to Section 162 AktG for the period during which the Executive Board members performed services for the company and were remunerated by AUMOVIO SE, i.e., from the effectiveness of their service agreements at the time the spin-off took effect on September 17, 2025 (or, in the case of Dr. Jutta A. Dönges, from the date of her effective appointment as Executive Board member on November 1, 2025) through December 31, 2025.

AUMOVIO's Supervisory Board was newly appointed on September 3, 2025 and held its constitutional meeting on September 5, 2025. The remuneration of the members of AUMOVIO's Supervisory Board is regulated in the Articles of Incorporation. The remuneration system for the Supervisory Board will be submitted to the 2026 Annual Shareholders' Meeting for approval in accordance with Section 113 (3) AktG.

In the fiscal year, Supervisory Board remuneration was granted remuneration on a pro rata basis for the period between the appointment of the AUMOVIO Supervisory Board members on September 3, 2025, and December 31, 2025. This is presented accordingly in this report.

II. Remuneration of the Executive Board

1. Key Executive Board remuneration parameters

The remuneration system for the Executive Board is designed to make a significant contribution to promoting the business strategy and long-term, sustainable development of AUMOVIO. It incentivizes the achievement of strategic goals and is designed to provide effective incentives for long-term value growth in the interests of all stakeholders: customers, investors, employees, business partners, and society as a whole.

AUMOVIO develops leading technologies for software-defined and autonomous vehicles, with expertise in software, architecture platforms and assistance systems. AUMOVIO also equips vehicles worldwide with high-performance computers. In addition, AUMOVIO offers solutions for passive safety, for braking, chassis and motion control systems, as well as for display, control, audio and camera technologies. The company's portfolio also includes networking technologies and communication solutions for fleet and commercial vehicle manufacturers to enable safe, connected and sustainable mobility.

In preparation for the Spin-Off, AUMOVIO set out its financial ambitions in concrete terms and is pursuing continuous growth, particularly in terms of profitability, to continuously increase the company's long-term and sustainable development. This also includes the development of new technologies and the expansion and implementation of its sustainability strategy. For this reason, the remuneration system – and in particular its short- and long-term variable remuneration components – uses sustainability metrics related to environmental, social and governance (ESG) in addition to relevant core financial performance indicators for implementing the company's business strategy.

Particular focus is placed on the relationship between the remuneration of Executive Board members and their performance (pay for performance). This, on the one hand, is achieved through a high proportion of variable remuneration components and on the other hand through ambitious target setting in the performance criteria of these variable remuneration components. In addition to share-based, long-term variable remuneration, these primarily include relative performance measurement against selected competitors based on the relative total shareholder return (TSR).

When determining the remuneration system, the Supervisory Board is guided by the following principles:

- Alignment with the business strategy and promotion of long-term and sustainable development through strategy-derived performance criteria
- Strong pay-for-performance orientation through high proportion of variable remuneration and ambitiously set performance criteria
- Focus on sustainability by taking into account key ESG metrics in both variable compensation components
- Alignment of remuneration with the interests of shareholders and general capital market requirements as well as expectations of proxy advisors and investors
- Ensuring the consistency of remuneration within Continental Automotive through uniform incentivization of the Executive Board and Executives
- Simple and understandable design of the remuneration system and easy-to-understand structure

This should ensure that the Executive Board members should be remunerated based on a regulatory conform, market aligned and competitive remuneration system.

2. Regular review of the appropriateness of Executive Board remuneration

The Supervisory Board regularly reviews the amount and structure of Executive Board remuneration and determines the total target remuneration for each Executive Board member individually in compliance with the remuneration system. In doing so, the Supervisory Board ensures that the respective remuneration is commensurate with the duties and performance of the Executive Board member and the company's situation, that it does not exceed customary remuneration without good reason, and that it is geared toward the long-term and sustainable development of AUMOVIO. To assess what is customary, the board uses both horizontal and vertical remuneration comparisons.

As part of the horizontal remuneration comparison of the individual total target remuneration, DAX and MDAX companies are used as a peer group, taking into account the criteria of country, size and industry as well as AUMOVIO's market positioning. Additionally, international companies that are comparable to AUMOVIO in terms of size and industry and are considered relevant competitors may be used for comparison purposes.

In the fiscal year, the horizontal remuneration comparison was conducted based on DAX and MDAX companies as peer group. Based on these results, a market-aligned target remuneration level and structure was derived and agreed upon for the Executive Board members, which was applied for the first time in fiscal year 2025.

In addition to the horizontal remuneration comparison and to ensure that the remuneration is market common, the Supervisory Board also takes into account the remuneration and employment conditions of AUMOVIO's employees. To this end, a vertical comparison was made between the remuneration of the Executive Board, the average remuneration of senior management, and the average remuneration of AUMOVIO's entire workforce in Germany. According to the Supervisory Board's definition, senior management comprises the management levels within the AUMOVIO Group that are below the AUMOVIO Executive Board and contain employees classified as senior executives according to the internal job evaluation system. The rest of the workforce specifically comprises the group of employees likewise classified as executives under the internal job evaluation system, the group of employees not covered by collective agreements and the group of employees covered by collective agreements. In future fiscal years, the vertical comparison will also include the development over time of the relationship between the remuneration of the Executive Board and the remuneration of internal employee groups. In the event of significant shifts in the relationship between the remuneration of the Executive Board and the comparison groups, the Supervisory Board will examine the causes and, if there are no objective reasons not to do so, will adjust the remuneration of the Executive Board if necessary.

The Supervisory Board also ensures that the remuneration system for the Executive Board on the one hand and the remuneration system for the senior management on the other hand provide for aligned incentives, particularly with regard to variable remuneration components, and accordingly that the systems are consistent.

When determining the total target remuneration, the Supervisory Board may take into account the functions and areas of responsibility of the individual members of the Executive Board. It is therefore permissible at the discretion of the Supervisory Board to apply function-specific differentiations that factor in criteria such as standard market practice, the experience of the respective Executive Board member and the area responsibility of an Executive Board function.

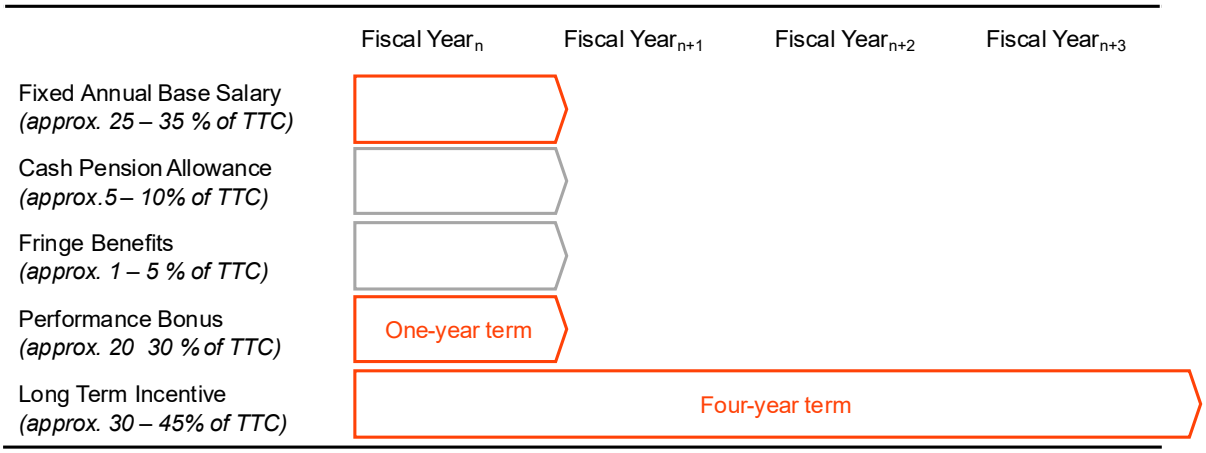
3. Remuneration structure and total target remuneration

The total target remuneration is calculated as the sum of the fixed annual base salary, the target amount of the performance bonus (short-term incentive – STI) and the target amount of the long-term incentive (LTI), plus additional fringe benefits and the cash pension allowance.

To ensure that the remuneration system is performance-oriented (pay for performance), the total target remuneration mainly consists of variable remuneration components. In addition, majority of the variable remuneration components are calculated on a multi-year basis and are share-based. This aligns the remuneration structure with the sustainable and long-term development of the company and is intended to ensure that the variable remuneration resulting from the achievement of long-term goals exceeds the share of short-term goals and that the interests of the Executive Board are in line with those of the shareholders.

The fixed annual base salary accounts for around 25 – 35% of the total target remuneration. The performance bonus accounts for around 20 – 30% of the total target remuneration. The long-term incentive accounts for around 30 – 45% of the total target remuneration. As a further component of the total target remuneration, the cash pension allowance accounts for 5 – 10% of the total target remuneration. Additional benefits (excluding any compensatory payments to new Executive Board members) generally account for around 1 – 5% of the total target remuneration.

Terms of the remuneration components and structure of the Total Target Remuneration (TTR)



In line with the total target remuneration structure defined in the remuneration system and the results of the review of remuneration appropriateness, the total target remuneration of the members of the Executive Board for fiscal year 2025 was determined as displayed in the table below. The pro rata amounts shown refer to the partial period from the service agreement effective date at the time the Spin-Off took effect on September 17, 2025 (or, in the case of Dr. Jutta A. Dönges, from the date of her effective appointment to the Executive Board on November 1, 2025), up until December 31, 2025.

Total Target Remuneration[1]

	Philipp von Hirschheydt Chief Executive Officer since March 12, 2025			**Dr. Jutta A. Dönges** Member of the Executive Board since November 1, 2025			**Ingo Holstein** Member of the Executive Board since June 2, 2025		
	Full-year amount in k €	**Pro-rata amount in k €**	**in %**	**Full-year amount in k €**	**Pro-rata amount in k €**	**in %**	**Full-year amount in k €**	**Pro-rata amount in k €**	**in %**
Annual Fixed Base Salary	1,300	374	32%	770	128	35%	650	187	32%
Fringe Benefits	6	6	1%	2	2	1%	4	4	1%
Cash Pension Allowance	325	94	8%	193	32	9%	163	47	8%
Performance Bonus (STI)	850	247	21%	500	84	23%	500	145	25%
Long Term Incentive (LTI)	1,600	465	39%	700	117	32%	700	203	35%
Total Target Remuneration	**4,081**	**1,186**	**100%**	**2,165**	**363**	**100%**	**2,017**	**587**	**100%**

Total Target Remuneration[1]

	Dr. Boris Mergell Member of the Executive Board since August 15, 2025			**Dr. Ismail Dagli** Member of the Executive Board since August 15, 2025			**Jean-François Tarabbia** Member of the Executive Board since August 15, 2025		
	Full-year amount in k €	**Pro-rata amount in k €**	**in %**	**Full-year amount in k €**	**Pro-rata amount in k €**	**in %**	**Full-year amount in k €**	**Pro-rata amount in k €**	**in %**
Annual Fixed Base Salary	650	187	32%	650	187	32%	650	187	32%
Fringe Benefits	4	4	1%	8	8	1%	4	4	1%
Cash Pension Allowance	163	47	8%	163	47	8%	163	47	8%
Performance Bonus (STI)	500	145	25%	500	145	25%	500	145	25%
Long Term Incentive (LTI)	700	203	35%	700	203	34%	700	203	35%
Total Target Remuneration	**2,017**	**587**	**100%**	**2,021**	**591**	**100%**	**2,017**	**587**	**100%**

1 The total target remuneration of the Executive Board members is reported on a pro rata basis for the period from September 17, 2025, to December 31, 2025, and for Dr. Jutta A. Dönges for the period from November 1, 2025, to December 31, 2025.

4. The Executive Board remuneration system in detail

The remuneration system for the Executive Board of AUMOVIO was approved by the Supervisory Board and has been applied to all Executive Board members since the Spin-Off of AUMOVIO took effect.

The following presentation provides a summarizing overview of the Executive Board remuneration system:

The remuneration system at a glance

Fixed Remuneration	Fixed Annual Base Salary	- Fixed remuneration paid in twelve equal monthly instalments	
	Fringe Benefits	- In principle insurance benefits, provision of a company car for private use and reimbursement of travel and relocation expenses	
	Cash Pension Allowance	- Cash amount of max. 25 % of the fixed annual salary for personal pension provisions	
Variable Remuneration	Performance Bonus (STI)	Type	- Annual bonus
		Performance criteria	- Performance criteria - 45 % Adjusted EBIT Margin - 45 % Adjusted Free Cash Flow (FCF) - 10 % Sustainability criteria (target achievement: each 0 – 200 %) - *For fiscal year 2025, application pursuant to the special provision: Adjusted EBIT margin weighted at 100%* - Personal Contribution Factor (PCF) - Individual or collective (measurable) goals (range: 0.8 – 1.2)
		Cap	- 200 % of target amount
		Payout	- in cash
	Long Term Incentive (LTI)	Type	- Virtual performance share plan
		Term	- Four years (three years of performance measurement and additional year of share price performance))
		Performance Criteria	- 50 % Relative Total Shareholder Return - 30 % Adjusted ROCE - 20 % Sustainability criteria (target achievement: each 0 – 200 %) - *For fiscal year 2025, application pursuant to the special provision: Target achievement for the sustainability objectives set at 100%*
		Cap	- 200 % of target amount
		Payout	- After four-year term in cash
Malus/Clawback			- Compliance Malus - Compliance and Restatement Clawback
Share Ownership Guideline (SOG)			- CEO: 200 % of the fixed annual base salary - Other Executive Board members: 100 % of the fixed annual base salary - Holding period for duration of Executive Board appointment plus additional two years
Maximum Compensation purs. to Sect. 87a Stock Corporation Act			- CEO: 8 million € - Other Executive Board members: 4 million €
Benefits in the Event of Termination		Premature termination of the service agreement	- Severance payments capped at two annual compensation packages and must not exceed the remuneration payable for the remaining term of the service agreement (“severance cap”)
		Post-contractual non-compete covenant	- Duration of up to two years - Compensation for complying with the non-compete covenant amounting to 50% p.a. of the most recent contractually agreed compensation (excluding pension-related components)
		Change of control	- No special arrangements or severance entitlements provided for

The remuneration system consists of fixed, non-performance-related and variable, performance-related remuneration components, the sum of which determines the total remuneration of the Executive Board members. The fixed remuneration components comprise the fixed annual base salary, additional fringe benefits and the cash pension allowance.

The variable performance-related remuneration components comprise the performance bonus as a short-term remuneration component and the long-term incentive as a long-term remuneration component. For the variable remuneration components, the Supervisory Board sets performance criteria prior to the beginning of each fiscal year, taking into account the strategic goals as well as the requirements of Sections 87 and 87a *AktG* and the provisions outlined in the *DCGK* in their respective versions. The degree to which these criteria are attained determines the amount of the actual payment.

The remuneration of the Executive Board members is therefore geared toward the long-term and sustainable development of the company. The variable remuneration is mainly based on a performance period spanning several years. In addition, non-financial performance criteria that incentivize sustainable corporate development are set for the Executive Board members. Details of the performance criteria for short-term and long-term variable remuneration are presented in the following sections.

Other key provisions are also implemented in the remuneration system, such as the possibility of a sign-on bonus, malus and clawback provisions, share ownership guidelines (SOG) and the maximum remuneration stipulated by law.

4.1. Fixed remuneration component

Fixed annual salary

The fixed annual base salary is fixed remuneration paid for the entire fiscal year and is paid in twelve equal monthly installments.

Fringe benefits

Each member of the Executive Board receives fringe benefits in line with the market. These include the provision of a company car, also for private use whereas the taxable benefit in kind is to be borne by the Executive Board members, reimbursement of travel expenses and, where applicable, relocation costs and expenses for maintaining two households for business reasons, regular health checks, accident insurance, contributions to the employers' liability insurance association, including any applicable income tax, and health and long-term care insurance contributions in accordance with Section 257 of Book V of the German Social Code (*Sozialgesetzbuch – SGB V*) and Section 61 of Book XI of the German Social Code (*SGB XI*).

Executive Board members are also covered by directors' and officers' liability insurance (D&O insurance) with a deductible in accordance with Section 93 (2) sentence 3 AktG.

No other fringe benefits were granted in fiscal year 2025.

Cash pension allowance

Members of the Executive Board are granted a marked common cash pension allowance for their private pension provision of up to 25% of their respective fixed annual base salary. The cash pension allowance is paid once a year in cash and on a pro rata basis in case of an intra-year company entry or termination date as well as for fiscal year 2025. There is no company pension plan.

All members of the Executive Board in office during the fiscal year were granted a cash pension allowance amounting to 25% of their individual fixed annual base salary in accordance with their service agreements.

4.2 Variable remuneration

Performance bonus (STI)

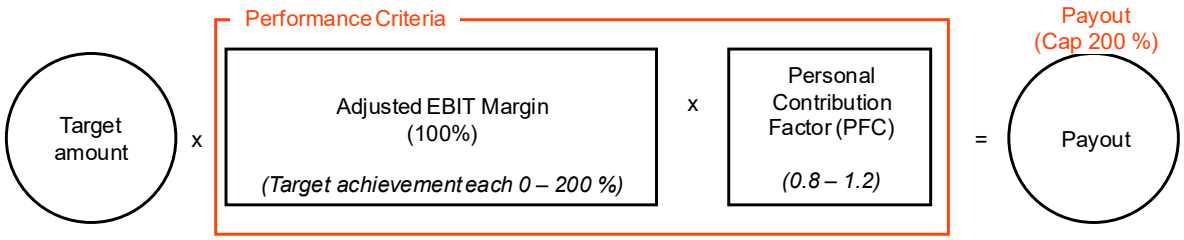
As a variable remuneration component, the performance bonus provides incentives for implementing AUMOVIO's annual operating targets. The payout amount depends on the degree of attainment of the set performance criteria and can range between 0% to 200% of the individual target amount agreed with the respective Executive Board member as part of their service agreements. Accordingly, a full cancellation of the performance bonus is also possible.

The payout amount of the performance bonus depends on the extent to which an Executive Board member achieves the targets the Supervisory Board set for that Executive Board member.

In accordance with the special regulation for fiscal year 2025 as defined in the remuneration system, the degree of target achievement of the 2025 performance bonus is determined based on the performance criterion adjusted EBIT margin which has a 100% weight. The target achievement of the adjusted EBIT margin target is measured based on the figure determined at the AUMOVIO Group level for all Executive Board members equally.

The structure of the 2025 performance bonus can be summarized as follows:

Functionality of the Performance Bonus (STI)



Adjusted EBIT margin

The adjusted EBIT margin is defined as adjusted EBIT as a percentage of adjusted sales. Adjusted EBIT corresponds to earnings before interest and taxes (EBIT) adjusted for depreciation and amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special items. Adjusted sales are defined as sales adjusted for changes in the scope of consolidation. As part of the STI, the adjusted EBIT margin is used to measure operating profitability independently of special items and to incentivize the Executive Board to further increase this profitability.

The adjusted EBIT margin is one of AUMOVIO's key internal performance indicators and is published in the annual report as well as in other financial communications. During a fiscal year, the Audit Committee reviews the underlying adjustments of the adjusted EBIT margin as part of its regular meetings. At the end of the fiscal year, it recommends to the Supervisory Board the adjusted EBIT margin to be used as a basis for determining the STI target achievement, taking into consideration the adjustments made. As may be necessary, it recommends to the Supervisory Board the inclusion and/or exclusion of special items and their respective value. Based on the recommendation of the Audit Committee, the Supervisory Board determines adjusted EBIT margin to be used as a basis for the compensation of the Executive Board and based on which the STI target achievement is calculated.

For the determination of the target achievement of the EBIT margin and at the beginning of a fiscal year, the Supervisory Board determines a target value and the thresholds (lower and upper limits) for AUMOVIO group or the business areas, taking into account the actual figures. The target achievement can range between 0% and 200%. The degree of target achievement is calculated linearly between the lower limit (threshold) and the target value as well as the target value and the upper limit (cap) by comparison with the respective actual figure for the fiscal year.

Due to the special circumstances of the fiscal year 2025, the target values for the 2025 performance bonus were set throughout the fiscal year but prior to the Spin-Off taking effect and being entered in the commercial register.

The Supervisory Board set a target value of 4.0% for fiscal year 2025. The lower limit (threshold) is 2.5% and the upper limit is 5.5% (cap). In fiscal year 2025, an actual value of 3.9% was achieved for the performance criterion adjusted EBIT margin, while the following adjustments were made in line with the remuneration system: Amortization of intangible assets from pur-

chase price allocation (PPA), changes in the scope of consolidation and special effects. Special effects include impairments, in particular on goodwill, income and expenses from restructuring measures, restructuring-related expenses and termination payments.

As shown in the figure below, target achievement for the adjusted EBIT margin performance criterion was 93%.

Adjusted EBIT Margin

	Lower limit 0 % target achievement	**Target value** 100 % target achievement	**Upper limit** 200 % target achievement	**Actual**	**Target achievement**
Adjusted EBIT Margin	2.5	4.0	5.5	3.9	93%

Personal contribution factor (PCF)

The personal contribution factor (PCF) allows the Supervisory Board to take into account the individual or collective performance of the Executive Board on the basis of additional performance criteria relevant to the operational implementation of the company's business strategy, for example in the following areas:

- Market development and customer orientation (e.g. new markets, new product or customer segments),
- Implementation of transformation plans (e.g. Spin-Off, portfolio adjustment, reorganization, efficiency improvement, strategic alliances),
- Organizational and cultural development (e.g., promotion of company values, agility and ownership, strengthening internal cooperation and communication, succession planning, employer brand),
- Environmental protection, social aspects and governance.

These performance criteria may be determined by the Supervisory Board before the beginning of a fiscal year. If so, the Supervisory Board ensures that the criteria defined within the framework of the PCF are comprehensible and verifiable. At the end of the fiscal year, the Supervisory Board assesses the performance of the individual Executive Board member based on the determined criteria and sets a PCF value between 0.8 and 1.2. If the Supervisory Board has not determined any performance criteria for a member of the Executive Board within the framework of the PCF for a fiscal year, the PCF value is 1.0.

No individual or collective performance criteria were set within the framework of the PCF for fiscal year 2025. Therefore, the PCF is set at a uniform value of 1.0. Considering the target achievement of 93% for the adjusted EBIT margin performance criterion and the PCF of 1.0, the following payouts were determined for the 2025 performance bonus:

Performance Bonus 2025 - Payout

	Target amount in k €	Targe tachievement performance criteria	PCF	Overall target achievement	Payout in k €
Philipp von Hirschheydt Chief Executive Officer since March 12, 2025	247		1.0	93%	230
Dr. Jutta A. Dönges Member of the Executive Board since November 1, 2025	84		1.0	93%	78
Ingo Holstein Member of the Executive Board since June 2, 2025	145		1.0	93%	136
Dr. Boris Mergell Member of the Executive Board since August 15, 2025	145	93%	1.0	93%	136
Dr. Ismail Dagli Member of the Executive Board since August 15, 2025	145		1.0	93%	136
Jean-François Tarabbia Member of the Executive Board since August 15, 2025	145		1.0	93%	136

The amounts will be paid out after the end of the fiscal year, latest with the next regular payroll cycle which follows the annual general meeting of the company in May 2026.

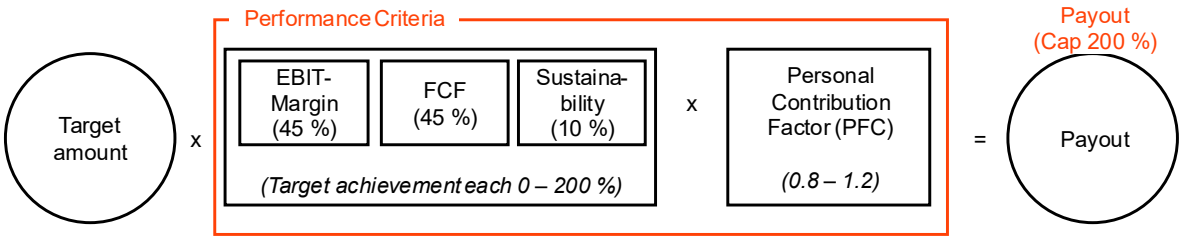
Performance bonus (STI) – Outlook for fiscal 2026

As the adjusted free cash flow and sustainability performance criteria were not applied due to the special circumstances of fiscal year 2025, the Supervisory Board decided to apply them to fiscal year 2026. The Supervisory Board set specific targets that are consistent with the Executive Board remuneration system, which is submitted for shareholder approval at the 2026 annual general meeting.

In more detail, the Supervisory Board determined target values for the two performance criteria “adjusted EBIT margin” and “adjusted free cash flow” (each weighted at 45% for the performance bonus 2026. Furthermore, the performance criterion sustainability (10% weighting) will be measured by the two sustainability metrics “employee engagement” (5% weighting) and “accident rate” (5% weighting) in fiscal year 2026. No individual or collective performance criteria will be applied within the framework of the PCF.

This results in the following structure for the 2026 performance bonus:

Functionality of the Performance Bonus (STI)



Information on the specific target values and their achievement will be published in the remuneration report for fiscal year 2026 after the end of the performance period.

Long-term incentive (LTI)

The long-term variable remuneration is structured as a virtual performance share plan with a four-year term. The performance shares are allocated in rolling annual tranches.

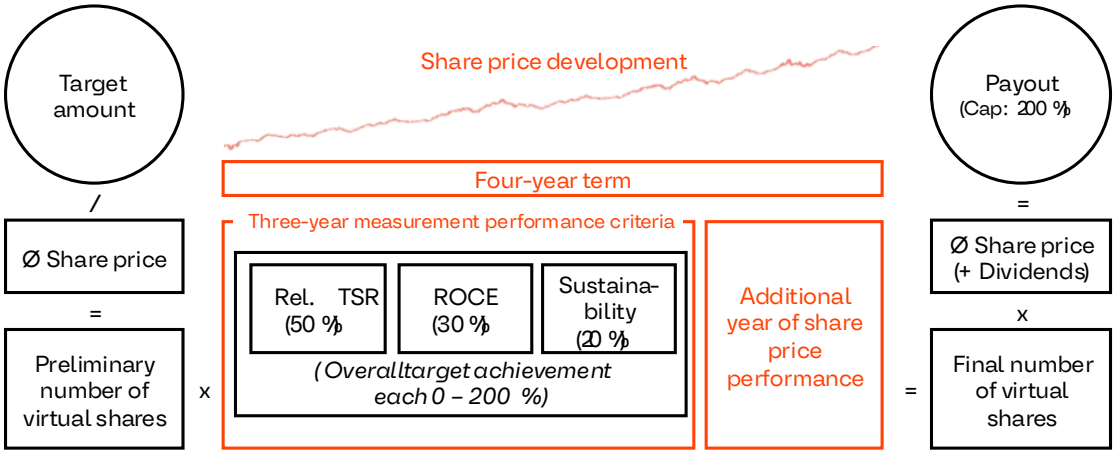
Based on the respective LTI target amount as agreed with the respective Executive Board member in their service agreement, the Executive Board members are allocated a preliminary number of virtual shares. The number of preliminarily allocated virtual shares is determined based on the LTI target amount, which is divided by the average closing price of the AUMOVIO share in Xetra trading platform on the Frankfurt Stock Exchange in the last 30 trading days before the start of the term.

The final number of virtual shares depends on three performance criteria (relative total shareholder return (TSR), adjusted return on capital employed (ROCE) and sustainability metrics) determined in advance by the Supervisory Board and measured over a period of three years. The Supervisory Board reviews achievement of the performance criteria on the basis of the audited consolidated financial statements and the non-financial statement of the AUMOVIO group for the third fiscal year of the long-term incentive term. The extent to which the performance criteria have been achieved overall is measured as follows: 50% relative TSR, 30% adjusted ROCE and 20% sustainability metrics. The range of possible target achievement for all performance criteria is 0% to 200% in each case.

At the end of an additional year, the payout amount is determined by multiplying the final number of virtual shares by the payout price. The payout price corresponds to the sum of the average closing price of AUMOVIO shares in Xetra trading on the Frankfurt Stock Exchange in the last 30 trading days before the end of the four-year term and the dividends paid per share during the four-year term, thereby mirroring the functioning of real shares. However, no dividends are guaranteed or paid out early; payment is only made after the term has expired on the basis of the final number of virtual shares. The final payout amount is limited to 200% of the individual LTI target amount. Payment from the long-term incentive is made after the entire term of a tranche has expired, i.e. more than four years after the start of the plan.

The structure of the long-term incentive can be summarized as follows:

Functionality of the Long Term Incentive (LTI)



Notwithstanding the structure of the long-term incentive described above, the remuneration system included a special regulation for fiscal year 2025. The preliminary number of virtual shares was calculated on the basis of the arithmetical mean of the closing prices of AUMOVIO shares in XETRA trading on the Frankfurt Stock Exchange in the first three months as of the date of initial listing. The same applied to the calculation of the TSR of AUMOVIO shares at the beginning of the term. The same consideration applied mutatis mutandis to the benchmark index at the beginning of the term. In addition, no separate sustainability metrics were defined; instead, a target achievement of 100% is applied. The target amount of the 2025 long-term incentive (LTI 2025–2028) was calculated pro rata temporis for the period between the date the Executive Board service agreements became effective at the time the Spin-Off took effect on September 17, 2025 (or, in the case of Dr. Jutta A. Dönges, from the date of her effective appointment to the Executive Board on November 1, 2025), and the regular end of the fiscal year on December 31, 2025.

The following table summarizes the individual target amounts, the allocation share price and the number of preliminary allocated virtual shares of the LTI 2025–2028 per Executive Board member:

Long Term Incentive Grant 2025 (LTI 2025 - 2028)

	Target amount in k €	Allocation share price in €	Number of preliminary virtual shares
Philipp von Hirschheydt Chief Executive Officer since March 12, 2025	465	37,44	12.410
Dr. Jutta A. Dönges Member of the Executive Board since November 1, 2025	117		3.125
Ingo Holstein Member of the Executive Board since June 2, 2025	203		5.430
Dr. Boris Mergell Member of the Executive Board since August 15, 2025	203		5.430
Dr. Ismail Dagli Member of the Executive Board since August 15, 2025	203		5.430
Jean-François Tarabbia Member of the Executive Board since August 15, 2025	203		5.430

The number of shares allocated will be adjusted, depending on the underlying performance criteria.

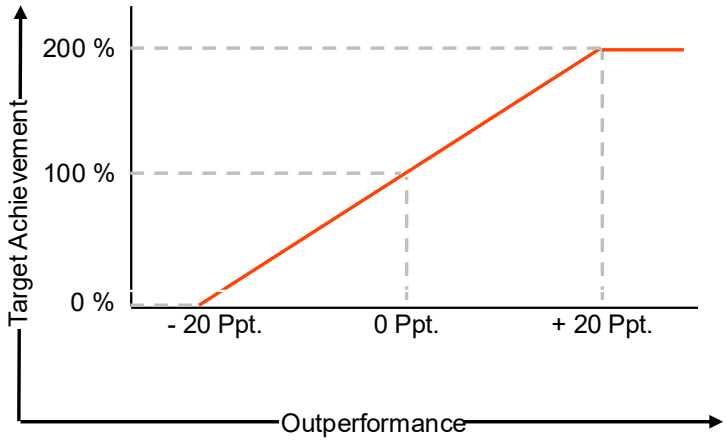
Relative total shareholder return (relative TSR)

Relative TSR is measured by the performance of AUMOVIO shares compared to the performance of the STOXX® Europe 600 Automobiles & Parts (WKN: A1CRF2; ISIN: CH0102633101) (hereinafter "peer group index"). By using relative TSR, a performance target is applied that particularly reflects the interests of shareholders and provides an incentive to outperform relevant competitors on the capital market. The relative TSR is determined in comparison with competitors by the difference in percentage points between the TSR of AUMOVIO shares and the TSR of the peer group index.

The arithmetic mean of the closing prices of AUMOVIO shares in XETRA trading on the Frankfurt Stock Exchange in the first three months since the date of initial listing, including that day, served as the basis for the LTI 2025–2028 allocated in fiscal year 2025, in accordance with the special regulations defined in the remuneration system.

If AUMOVIO's TSR corresponds to the TSR of the peer group index, the degree of target achievement will be 100%. If AUMOVIO's TSR is 20 percentage points or more above the TSR of the peer group index, the degree of target achievement will be 200%. If AUMOVIO's TSR is 20 percentage points below the TSR of the peer group index, the degree of target achievement will be 0%. Target achievement in the value range between these points is determined using linear interpolation. The symmetrical curve ensures a balanced risk-reward profile and prevents the Executive Board from taking inappropriate risks to optimize the share price.

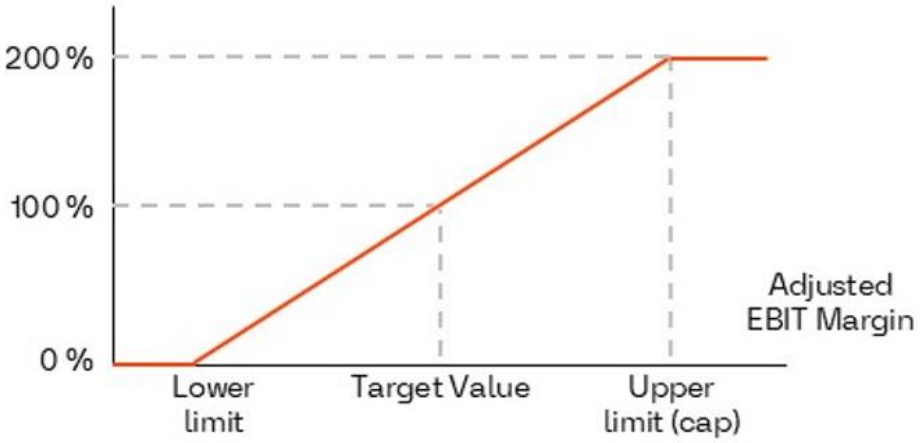
Relative TSR: Target achievement curve



Adjusted return on capital employed (ROCE)

Adjusted ROCE represents the adjusted return on capital employed and refers to the ratio of EBIT (adjusted for impairments on goodwill and capital gains and losses on disposals of entities and business units) to average operating assets (hereinafter: "adjusted ROCE"). The use of adjusted ROCE as a performance criterion in the LTI provides incentives to increase capital efficiency.

At the beginning of a tranche, the Supervisory Board determines a target value as well as a lower and upper limit based on which a target achievement of between 0% and 200% can be achieved. The target achievement in the value range between these points is determined by linear interpolation. The target achievement is reviewed after the expiry of three years of the term and based on the audited consolidated financial statements for the third fiscal year of the respective tranche. The target achievement is determined by comparing the actual ROCE value on 31 December of the third year of the term with the target value set by the Supervisory Board for the respective tranche.



Sustainability metrics

In accordance with the special regulations for fiscal year 2025, no separate sustainability metrics were defined for the LTI 2025–2028; instead, target achievement of 100% is applicable.

The target and threshold values, as well as the actual values achieved and corresponding target achievement of the performance criteria underlying the LTI 2025–2028, will be disclosed in the remuneration report for fiscal year 2028 after the term of the long-term incentive has expired.

Long-term incentive (LTI) – Outlook for the grant for year fiscal 2026 (LTI 2026–2029)

Special regulations applied to the LTI in the present fiscal year. However, these will no longer be applicable from fiscal year 2026 onwards. Specifically, starting with fiscal year 2026, concrete sustainability metrics will be defined providing ambitious incentives for Executive Board members to promote the long-term and sustainable development of the company.

To this end, the Supervisory Board defined CO_2 emissions and the waste for recovery quota as sustainability metrics for the LTI 2026–2029. Information on the specific target values and their achievement will be published in the remuneration report after the end of the four-year term of the LTI 2026–2029.

4.3 Spin-off bonus

Each member of the Executive Board, who, at the time the Spin-Off of the Continental Automotive Technologies GmbH to AUMOVIO in 2025, was granted a one-time Spin-Off bonus. The incentive is designed to ensure that the Executive Board contributes to the success of the future AUMOVIO Group in the medium and long term by sustainably strengthening the company's position as an independent player on the capital market. The Spin-Off bonus is therefore directly linked to the performance of the share price.

The Spin-Off Bonus consists of the payment of a certain gross amount in two tranches. The Executive Board member must invest the respective net amount in AUMOVIO shares upon payment. The target total value of the gross amount for both tranches equals to half of the fixed annual salary of the respective Executive Board member. 50% of the target total value of the gross amount (equivalent to 1/4 fixed annual salary) will be paid out upon the initial public offering of the AUMOVIO shares ("Tranche 1"), with the holding period for the shares to be acquired under Tranche 1 being three years from the date of acquisition of the shares. A second payment will be made with the next payroll cycle, or latest the cycle following such cycle, after the expiry of 18 months after the initial public offering of the AUMOVIO shares ("Tranche 2"), whereby the gross payout amount of Tranche 2 is based on the AUMOVIO share price development. If the final share price (average of the last 30 trading days before the end of the 18-month period) corresponds to the starting share price (four-month average after initial listing on the stock exchange), a further 50% of the target total value will be paid out (corresponds to 1/4 fixed annual salary). If the final share price has doubled compared to the starting share price, twice the target total value will be paid out (equivalent to one fixed annual salary). If the final share price is half as high compared to the starting share price, 1/16 of the fixed annual salary is paid. A payment of less than 1/16 or more than one fixed annual salary is not possible. The holding period with respect to the shares to be acquired under Tranche 2 is three years from the date of acquisition of the shares. The acquisition of shares is processed independently by an Executive Board member in compliance with the applicable legal provisions, in particular the legal regulations on insider trading and Director's Dealings (Art. 7 et seq., Art. 19 Market Abuse Regulation) and within a defined period of time after settlement and transfer of the amount.

The acquired shares from Tranche 2 will be credited toward the obligation of the Executive Board member to acquire shares in AUMOVIO in accordance with the Share Ownership Guideline, the acquired shares from Tranche 1 will not be taken into account. When the Spin-Off took effect, the first tranche of the Spin-Off bonus was paid out as described below:

Spin-Off Bonus

in k €

	Total target amount	Payment from Tranche 1	Remaining target amount from Tranche 2[1]
Philipp von Hirschheydt Chief Executive Officer since March 12, 2025	650	325	325
Ingo Holstein Member of the Executive Board since June 2, 2025	325	163	163
Dr. Boris Mergell Member of the Executive Board since August 15, 2025	325	163	163
Dr. Ismail Dagli Member of the Executive Board since August 15, 2025	325	163	163
Jean-François Tarabbia Member of the Executive Board since August 15, 2025	325	163	163

1 Payout amount dependent on share price performance (the amount shown will apply if the closing price (average of the last 30 trading days before the end of the 18-month period) corresponds to the starting price (four-month average after listing) of the AUMOVIO share).

As the first tranche of the Spin-Off bonus was not earned in the course of the Executive Board's activities at AUMOVIO, it does not constitute remuneration granted and owed by AUMOVIO. The payout amounts shown in the table above are disclosed on a voluntary basis.

4.4 Sign-on bonus

In order to recruit qualified candidates for the Executive Board, the Supervisory Board may grant a sign-on bonus to Executive Board members appointed for the first time. This bonus may serve to compensate for remuneration entitlements at a previous employer that they lost as a result of their move to AUMOVIO (e.g. long-term variable remuneration commitments).

In fiscal year 2025, Dr. Jutta A. Dönges was granted a sign-on bonus to compensate for retirement benefits forfeited at her previous employer. This bonus will be paid in three installments, subject to a continued service relationship. Each payment is conditional upon Dr. Jutta A. Dönges being a member of the company's Executive Board at the time of payment. The first installment of €80,000 was paid in fiscal year 2025. The payment of the remaining installments of €500,000 and €227,601 is planned for 2026 and 2027, provided that the conditions are met.

In addition, Dr. Jutta A. Dönges was awarded an additional share-based sign-on bonus, which is structured similarly to the Spin-Off bonus and will be paid out in two tranches. The first payment of €192,500 was contingent upon her taking up office as a member of the Executive Board before March 1, 2026. The payment of Tranche 2 is subject to the same conditions as set out in Section 4.3.

The following table shows the corresponding payment and investment details:

Share-based Sign-On Bonus

in k €

	Total target amount	Payment from Tranche 1	Remaining target amount from Tranche 2[1]
Dr. Jutta A. Dönges Member of the Executive Board since November 1, 2025	385	193	193

1 Payout amount dependent on share price performance (the amount shown will apply if the closing price (average of the last 30 trading days before the end of the 18-month period) corresponds to the starting price (four-month average after listing) of the AUMOVIO share).

The second tranche, the net proceeds of which must also be invested in shares of the company, will be paid out 18 months after AUMOVIO SE's listing on the stock exchange.

As applicable under the Spin-Off bonus for the other members of the Executive Board, Dr. Jutta A. Dönges must invest the net amounts from both tranches in shares within a specified period. The shares acquired are subject to a three-year holding period from the date of acquisition.

4.5 Malus & clawback

Malus and clawback provisions are implemented within the framework of the service agreements.

Compliance Malus & clawback

If a member of the Executive Board, in his or her function as an Executive Board member, demonstrably and knowingly commits a gross violation of one of his or her duties of care within the meaning of Section 93 of the German Stock Corporation Act, a fundamental principle of conduct as part of the internal guidelines issued by the Company or one of his or her other duties agreed under the service agreement, the Supervisory Board may, at its reasonable discretion, reduce or set to zero the STI granted for the fiscal year in which the gross violation occurred. The same applies to an LTI grant if the gross violation took place in the first fiscal year of its term (compliance malus regulation). If the performance bonus and/or long-term incentive have already been paid out at the time of the decision to reduce, the Supervisory Board may, at its reasonable discretion, reclaim the net payout amounts the Executive Board member received in excess pursuant to the reduction decision (compliance clawback regulation). In addition, in this case, the Company is entitled to offset against other remuneration entitlements of the Executive Board member.

Restatement correction and restatement clawback

In case it occurs that the data on which the determination of the STI and/or LTI is based was incorrect, e.g. in the case of erroneous consolidated financial statements or in case of other calculations or evaluations relevant to the amount of variable remuneration are incorrect, the Supervisory Board may correct the determination of all elements of the variable remuneration on which the erroneous data was based accordingly (restatement correction). If the STI and/or LTI have already been paid out at the time of a restatement correction, the Supervisory Board may, at its reasonable discretion, reclaim the excess net payout amounts received from the respective Executive Board member (restatement clawback). In addition, in this case, the Company is entitled to offset against other remuneration entitlements of the Executive Board member.

Claims for damages

Any claims for damages by AUMOVIO against the Executive Board member, in particular arising from Section 93 (2) of the German Stock Corporation Act, remain unaffected by the agreement on a malus, restatement or clawback provision.

No variable remuneration components were retained or clawed back in fiscal year 2025.

4.6 Share ownership guidelines (SOG)

In order to further align interests with those of shareholders, each member of the Executive Board is required to invest a minimum amount in AUMOVIO shares and to hold the shares acquired this way during their term of office and for a further two years after the expiry of their appointment and termination of their service agreement. The minimum amount to be invested by an Executive Board member is determined on the basis of the agreed gross fixed annual base salary of that member.

The minimum amount corresponds to 200% of the fixed annual base salary for the chairman of the Executive Board and 100% of the fixed annual base salary for the other Executive Board members. An initial four-year build-up phase, commencing with the appointment of the respective member to the Executive Board, but not before commencement of the term of their respective service agreement and commencement of trading in the company's shares, allows members of the Executive Board to acquire the required shares over time.

For the measurement of fulfillment of the shareholding obligations, all shares held by the Executive Board members will be taken into account, with the exception of the shares acquired from Tranche 1 of the Spin-Off Bonus. For the duration of the holding obligation, a member of the Executive Board may neither pledge nor otherwise dispose of the AUMOVIO shares as acquired in accordance with the Share Ownership Guideline.

SOG fulfillment as per December 31, 2025

	SOG-target		Fulfillment as per December 31, 2025	
	in % of fixed annual base salary	in k €	in k €	in % of SOG-target
Philipp von Hirschheydt Chief Executive Officer since March 12, 2025	200%	2,600	176	7%
Dr. Jutta A. Dönges Member of the Executive Board since November 1, 2025	100%	770	90	12%
Ingo Holstein Member of the Executive Board since June 2, 2025	100%	650	0	0%
Dr. Boris Mergell Member of the Executive Board since August 15, 2025	100%	650	0	0%
Dr. Ismail Dagli Member of the Executive Board since August 15, 2025	100%	650	0	0%
Jean-François Tarabbia Member of the Executive Board since August 15, 2025	100%	650	0	0%

4.7. Maximum compensation

In order to ensure a balanced opportunity-risk-profile and a respective incentivization effect of the remuneration system, the variable remuneration components are designed in such a way that, on the one hand, payments can be set to zero in full, and, on the other hand, maximum amounts (caps) are defined for both the STI and the LTI. In each case, the cap is 200% of the target amount.

In addition, the Supervisory Board has determined maximum compensation levels for the members of the Executive Board in accordance with Section 87a (1) sentence 2 no. 1 of the German Stock Corporation Act. The maximum remuneration comprises all payments for fixed remuneration components in the form of the fixed annual salary, any sign-on bonus to be paid, the fringe benefits (or their value) and the pension allowance as well as payments from the variable remuneration components. The Spin-Off bonus is not subject to the maximum compensation, as it is granted for a time period prior to the remuneration system becoming effective.

The maximum compensation limits the payments of remuneration allocated for a fiscal year, regardless of the actual date of payment. The maximum compensation is €8 million per year for the CEO and €4 million per year for the other members of the Executive Board.

Compliance with the maximum remuneration is reviewed at the end of each fiscal year. However, final compliance with the maximum remuneration for a fiscal year can only be reported after the end of the term of the last remuneration component to be paid out. Compliance with the maximum remuneration for fiscal year 2025 can therefore only be reported definitively at the end of the term of the long-term incentive allocated in fiscal year 2025, i.e. in the remuneration report for fiscal year 2028.

4.8 Information on remuneration in case of a departure

Early termination of the service relationship

In the event of an early termination of the service agreement without good cause, any agreed payments to the Executive Board member, including fringe benefits, may not exceed the value of two years' remuneration (severance pay cap) or the value of the remuneration for the remaining term of the service agreement. The determination of the severance pay cap is based on the total remuneration for the past fiscal year and, if applicable, also on the expected total remuneration for the current fiscal year.

If the service relationship of an Executive Board member ends without good cause before the expiry of an LTI tranche, the member of the Executive Board is entitled to a reduced LTI, pro-rated until the end of the service relationship.

In the event of an early or regular termination of the service agreement, both the STI and the payout from the LTI will not be paid out early, but in line with the agreed point in time. There will be no early payout.

If the service relationship ends for good cause for which the Executive Board member is responsible, all compensation entitlements from the STI or LTI become fully void.

Post-contractual non-compete clause

A post-contractual non-competition period of up to two years is agreed with the members of the Executive Board. For this period, an appropriate compensation (Karrenzentschädigung) is granted in the amount of annually 50% of the last contractually agreed benefits. The pension allowance is not considered here. Any severance payment is to be offset against the compensation for non-competition periods.

Provisions following a change of control

The remuneration system does not provide for any special provisions in the event of a change of control or severance payment provisions.

4.9 Information on benefits from third parties

Since the employment contracts entered into force on the date on which the Spin-Off took effect on September 17, 2025 (or, in the case of Dr. Jutta A. Dönges, on the date on which she effectively joined the Executive Board on November 1, 2025), the Executive Board members have not received any remuneration from third parties in connection with their Executive Board activities. Prior to the Spin-Off taking effect, Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, Dr. Ismail Dagli, and Jean-François Tarabbia received remunerated based on their respective Executive Board appointment or leadership positions at Continental AG or CAT GmbH.

Furthermore, no remuneration for secondary employment was credited to Executive Board remuneration in fiscal year 2025.

4.10 Remuneration granted or owed to the Executive Board

The remuneration granted or owed to the individual members of the Executive Board in fiscal year 2025 is presented below in accordance with Section 162 AktG. This includes all remuneration components whose vesting period ends at the end of fiscal year 2025, even if the corresponding payment is not made until the following fiscal year. This presentation logic clearly shows the relationship between business results and the resulting remuneration.

Consequently, the remuneration granted or owed in accordance with Section 162 AktG in fiscal year 2025 for the reporting period described in Section 1 from September 17, 2025, comprises the following components:

– fixed annual salary in fiscal year 2025
– additional benefits in fiscal year 2025
– pension allowance in fiscal year 2025
– 2025 performance bonus, which will be paid out in fiscal 2026
– portions of the sign-on bonus for Dr. Jutta A. Dönges due for fiscal year 2025

Executive Board remuneration granted and owed pursuant to para. 162 *AktG*

	Philipp von Hirschheydt Chief Executive Officer since March 12, 2025		**Dr. Jutta A. Dönges** Member of the Executive Board since November 1, 2025		**Ingo Holstein** Member of the Executive Board since June 2, 2025	
	2025		**2025**		**2025**	
	in k €	**in %**	**in k €**	**in %**	**in k €**	**in %**
Fixed Remuneration	**475**	**67%**	**163**	**32%**	**238**	**64%**
Annual Fixed Base Salary	374	53%	128	25%	187	50%
Fringe Benefits	6	1%	2	0%	4	1%
Cash Pension Allowance	94	13%	32	6%	47	13%
Variable Remuneration	**230**	**33%**	**78**	**15%**	**136**	**36%**
Performance Bonus 2025	230	33%	78	15%	136	36%
Other Remuneration Components[1]	**-**	**0%**	**273**	**53%**	**-**	**0%**
Sign-On Bonus	-	0%	273	53%	-	0%
Remuneration granted and owed pursuant to para. 162 AktG	**705**	**100%**	**513**	**100%**	**374**	**100%**

Executive Board remuneration granted and owed pursuant to para. 162 *AktG*

	Dr. Boris Mergell Member of the Executive Board since August 15, 2025		**Dr. Ismail Dagli** Member of the Executive Board since August 15, 2025		**Jean-François Tarabbia** Member of the Executive Board since August 15, 2025	
	2025		**2025**		**2025**	
	in k €	**in %**	**in k €**	**in %**	**in k €**	**in %**
Fixed Remuneration	**238**	**64%**	**242**	**64%**	**238**	**64%**
Annual Fixed Base Salary	187	50%	187	50%	187	50%
Fringe Benefits	4	1%	8	2%	4	1%
Cash Pension Allowance	47	13%	47	12%	47	13%
Variable Remuneration	**136**	**36%**	**136**	**36%**	**136**	**36%**
Performance Bonus 2025	136	36%	136	36%	136	36%
Other Remuneration Components[1]	**-**	**0%**	**-**	**0%**	**-**	**0%**
Sign-On Bonus	-	0%	-	0%	-	0%
Remuneration granted and owed pursuant to para. 162 AktG	**374**	**100%**	**378**	**100%**	**374**	**100%**

1 The payout amounts from the first tranche of the Spin-Off bonus do not constitute remuneration granted or owed as they were not earned in the course of the Executive Board's activities at AUMOVIO. The figure of €273k shown for Dr. Jutta A. Dönges includes the first payment of the sign-on bonus due in the fiscal year in the amount of €80k and Tranche 1 of the additional share-based sign-on bonus due in the fiscal year in the amount of €193k. The additional share-based sign-on bonus is structured similarly to the Spin-Off bonus. Further details can be found in Section 4.4. Sign-on bonus.

III. Remuneration of the Supervisory Board

1. Remuneration system for the Supervisory Board

The remuneration of the members of AUMOVIO's Supervisory Board is regulated in the Articles of Incorporation. The remuneration system for the Supervisory Board will be submitted to the 2026 Annual Shareholders' Meeting for approval in accordance with Section 113 (3) AktG. The Supervisory Board was remunerated on a pro rata basis in the fiscal year for the period between the appointment of the Supervisory Board members on September 3, 2025, and December 31, 2025. This is presented accordingly in this report.

In accordance with the Articles of Incorporation, Supervisory Board members receive, in addition to reimbursement of their cash expenses and any value-added tax incurred in connection with their Supervisory Board activities, fixed remuneration of €100,000 per annum, payable in the last month of the fiscal year. The fixed remuneration for the chairman of the Supervisory Board is €300,000 and for the deputy chairwoman of the Supervisory Board €150,000.

The chair and the other members of the Executive Committee, Audit Committee and Technology Committee receive increased remuneration. The chair and members of other committees do not receive increased remuneration. The chair of the Executive Committee receives €50,000, the chair of the Audit Committee receives €100,000 and the chair of the Technology Committee receives €40,000 in addition to their fixed base remuneration. Every other member of the Executive Committee and the Audit Committee receives €50,000 for their work, and every other member of the Technology Committee receives €20,000 for their work in addition to their fixed base remuneration. Increased remuneration in accordance with this paragraph will only be payable if the respective committee met during the fiscal year. If a Supervisory Board member performs more than one function which is subject to increased remuneration as defined in this paragraph, their remuneration will be determined on the basis of all the functions they perform. If a Supervisory Board member performs the function of chair of several committees for which increased remuneration is provided, only the highest-paid position as chair of a committee will be remunerated, while the other positions as chair of a committee will be remunerated in accordance with the corresponding remuneration of another member of the respective committee.

Each member receives an attendance fee of €1,000 for each Supervisory Board meeting that the member attends in person. This likewise applies to in-person attendance at committee meetings, provided that no Supervisory Board meeting or other committee meeting for which the member has already received an attendance fee is taking place on the same day. Attendance at a meeting held by telephone or video conference, or attendance by telephone or video conference, is also considered in-person attendance at a meeting.

If a Supervisory Board member's term of office or the function for which increased remuneration is provided begins or ends during a fiscal year, the Supervisory Board member will receive the remuneration or increased remuneration on a pro rata basis.

The company may take out directors' and officers' liability insurance for the members of the Supervisory Board at its own expense. This insurance will include an appropriate deductible.

2. Remuneration granted or owed to the Supervisory Board

The remuneration granted or owed to the Supervisory Board in accordance with Section 162 AktG for the period from the appointment of the Supervisory Board members on September 3, 2025, is presented below:

Supervisory Board remuneration granted and owed pursuant to para. 162 *AktG* as of September 3, 2025

	Fixed remuneration		Committee remuneration		Attendance fee		Total remuneration
	in k €	in %	in k €	in %	in k €	in %	in k €
Stefan E. Buchner Chairman of the Supervisory Board since September 5, 2025[1]	99	84%	16	14%	3	3%	118
Christiane Benner Deputy Chairwoman of the Supervisory Board since September 5, 20251	49	72%	16	24%	3	4%	69
Clarissa Bader Member of the Supervisory Board since September 3, 2025	33	62%	16	31%	4	8%	53
Claus Thomas Bauer Member of the Supervisory Board since September 3, 2025	33	62%	16	31%	4	8%	53
Radu-Ioan Câtânet Member of the Supervisory Board since September 3, 2025	33	63%	16	31%	3	6%	52
Joachim Dratwa Member of the Supervisory Board since September 3, 2025	33	94%	0	0%	2	6%	35
Gábor Guzslován Member of the Supervisory Board since September 3, 2025	33	92%	0	0%	3	8%	36
Michael Iglhaut Member of the Supervisory Board since September 3, 2025	33	47%	33	47%	4	6%	70
Ionut-Sergiu Istrati Member of the Supervisory Board since September 3, 2025	33	92%	0	0%	3	8%	36
Prof. Dr. Sabrina Jeschke Member of the Supervisory Board since September 3, 2025	33	92%	0	0%	3	8%	36
Carmen Löffler Member of the Supervisory Board since September 3, 2025	33	62%	16	31%	4	8%	53
Dr. Petra Mayer Member of the Supervisory Board since September 3, 2025	33	63%	16	31%	3	6%	52
Klaus Rosenfeld Member of the Supervisory Board since September 3, 2025	33	92%	0	0%	3	8%	36
Georg F.W. Schaeffler Member of the Supervisory Board since September 3, 2025	33	47%	33	47%	4	6%	70
Robin J. Stalker Member of the Supervisory Board since September 3, 2025	33	47%	33	47%	4	6%	70
Prof. Dr. Katja Windt Member of the Supervisory Board since September 3, 2025	33	94%	0	0%	2	6%	35

1 Stefan E. Buchner and Christiane Benner were appointed as members of the Supervisory Board by the Annual General Meeting on September 3, 2025. At the Supervisory Board's constituent meeting on September 5, 2025, Stefan E. Buchner was elected chairman of the Supervisory Board and Christiane Benner was elected deputy chairwoman of the Supervisory Board. Supervisory Board compensation was granted effective as of the date of their appointment as members of the Supervisory Board.

IV. Comparative presentation of remuneration and earnings development

In accordance with the requirements of Section 162 (1) sentence 2 no. 2 AktG, the remuneration report must report on the remuneration development of current and former members of the Executive Board, members of the Supervisory Board and employees in relation to earnings development within the company.

Due to the Spin-Off effective as per September 2025, it is not possible to provide a comparative presentation of remuneration and earnings development over multiple years. For fiscal year 2025, the remuneration of the Supervisory and Executive Board members is presented on a pro rata basis. This reflects the remuneration of the members of the Executive Board of AUMOVIO for the period between the Spin-Off effective date of September 17, 2025, and December 31. The remuneration of the members of the Supervisory Board is presented from the appointment of the Supervisory Board members on September 3, 2025. With regard to the earnings indicators, the actual figures for fiscal year 2025 are presented.

The average employee remuneration is based on employees of the German AUMOVIO companies, excluding interns and trainees, and who were employed full-time as of December 31, 2025 in accordance with the standard or contractual weekly working hours. Employees of Elektrobit Automotive GmbH, Aumovio Trebbin GmbH, and AUMOVIO Advanced Antenna GmbH are excluded here, as they are currently not integrated into the group-wide payroll systems (<10% of the German workforce). The remuneration includes gross pay components with benefits in kind and excludes severance payments and inventor remuneration.

Comparative presentation

in k €	2025
Active Executive Board members in fiscal year 2025	
Philipp von Hirschheydt Chief Executive Officer since March 12, 2025	705
Dr. Jutta A. Dönges Member of the Executive Board since November 1, 2025	513
Ingo Holstein Member of the Executive Board since June 2, 2025	374
Dr. Boris Mergell Member of the Executive Board since August 15, 2025	374
Dr. Ismail Dagli Member of the Executive Board since August 15, 2025	378
Jean-François Tarabbia Member of the Executive Board since August 15, 2025	374

in k €	2025
Active Supervisory Board members in fiscal year 2025	
Stefan E. Buchner Chairman of the Supervisory Board since September 5, 2025[1]	118
Christiane Benner Deputy Chairwoman of the Supervisory Board since September 5, 20251	69
Clarissa Bader Member of the Supervisory Board since September 3, 2025	53
Claus Thomas Bauer Member of the Supervisory Board since September 3, 2025	53
Radu-Ioan Câtânet Member of the Supervisory Board since September 3, 2025	52
Joachim Dratwa Member of the Supervisory Board since September 3, 2025	35
Gábor Guzslován Member of the Supervisory Board since September 3, 2025	36
Michael Iglhaut Member of the Supervisory Board since September 3, 2025	70
Ionut-Sergiu Istrati Member of the Supervisory Board since September 3, 2025	36
Prof. Dr. Sabrina Jeschke Member of the Supervisory Board since September 3, 2025	36
Carmen Löffler Member of the Supervisory Board since September 3, 2025	53
Dr. Petra Mayer Member of the Supervisory Board since September 3, 2025	52
Klaus Rosenfeld Member of the Supervisory Board since September 3, 2025	36
Georg F.W. Schaeffler Member of the Supervisory Board since September 3, 2025	70
Robin J. Stalker Member of the Supervisory Board since September 3, 2025	70
Prof. Dr. Katja Windt Member of the Supervisory Board since September 3, 2025	35
Employees	
Average	98
Development of Earnings	
Net income of AUMOVIO SE purs. to *HGB* in million €	446
Adjusted operating income (EBIT) in million €	717

1 Stefan E. Buchner and Christiane Benner were appointed as members of the Supervisory Board by the Annual General Meeting on September 3, 2025. At the Supervisory Board's constituent meeting on September 5, 2025, Stefan E. Buchner was elected chairman of the Supervisory Board and Christiane Benner was elected deputy chairwoman of the Supervisory Board.

On behalf of the Executive Board of the AUMOVIO SE

Philipp von Hirschheydt
Chief Executive Officer

Dr. Jutta A. Dönges
Chief Financial Officer

On behalf of the Supervisory Board of the AUMOVIO SE

Stefan E. Buchner
chairman

V. Auditor's Report

To AUMOVIO SE, Frankfurt on the Main,

We have audited the remuneration report of AUMOVIO SE, Frankfurt on the Main, for the financial year from January 1, to December 31, 2025 including the related disclosures, which was prepared to comply with § [Article] 162 AktG [Aktiengesetz: German Stock Corporation Act].

Responsibilities of the Executive Directors and the Supervisory Board

The executive directors and the supervisory board of AUMOVIO SE are responsible for the preparation of the remuneration report, including the related disclosures, that complies with the requirements of § 162 AktG. The executive directors and the supervisory board are also responsible for such internal control as they determine is necessary to enable the preparation of a remuneration report, including the related disclosures, that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities

Our responsibility is to express an opinion on this remuneration report, including the related dis-closures, based on our audit. We conducted our audit in accordance with German generally accepted standards for the audit of financial statements promulgated by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany) (IDW). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the remuneration report, including the related disclosures, is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts including the related disclosures stated in the remuneration report. The procedures selected depend on the auditor's judgment. This includes the assessment of the risks of material misstatement of the remuneration report including the related disclosures, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the preparation of the remuneration report including the related disclosures. The objective of this is to plan and perform audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive directors and the supervisory board, as well as evaluating the overall presentation of the remuneration report including the related disclosures.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion

In our opinion, based on the findings of our audit, the remuneration report for the financial year from January 1, to December 31, 2025, including the related disclosures, complies in all material respects with the accounting provisions of § 162 AktG.

Reference to an Other Matter – Formal Audit of the Remuneration Report according to § 162 AktG

The audit of the content of the remuneration report described in this auditor's report includes the formal audit of the remuneration report required by § 162 Abs. [paragraph] 3 AktG, including the issuance of a report on this audit. As we express an unqualified audit opinion on the content of the remuneration report, this audit opinion includes that the information required by § 162 Abs. 1 and 2 AktG has been disclosed in all material respects in the remuneration report.

Restriction on use

We issue this auditor's report on the basis of the engagement agreed with AUMOVIO SE. The audit has been performed only for purposes of the company and the auditor's report is solely in-tended to inform the company as to the results of the audit. Our responsibility for the audit and for our auditor's report is only towards the company in accordance with this engagement. The auditor's report is not intended for any third parties to base any (financial) decisions thereon. We do not assume any responsibility, duty of care or liability towards third parties; no third parties are included in the scope of protection of the underlying engagement. § 334 BGB [Bürgerliches Gesetzbuch: German Civil Code], according to which objections arising from a contract may also be raised against third parties, is not waived.

Hanover, 17 March 2026

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Hannes Engelmann
(German Public Auditor)

Benjamin Röhe
(German Public Auditor)

AUMOVIO Corporate Strategy

AUMOVIO is a global technology company for safe, exciting, connected, and autonomous mobility solutions.

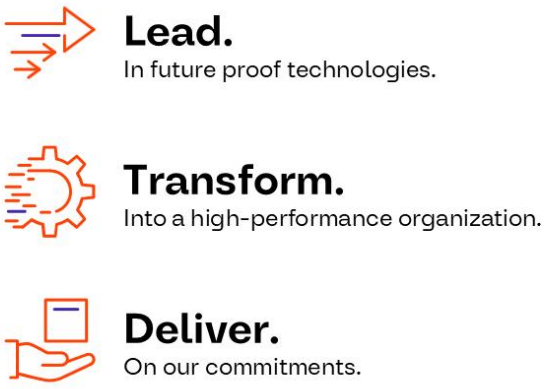
As an independent, publicly listed company, AUMOVIO is firmly focused on the mobility of the future. AUMOVIO's purpose **"We make mobility safe, exciting, connected, and autonomous"** acts as the overarching framework for all activities – from strategic alignment to the product and solution portfolio, and through to operational implementation across the business areas.

AUMOVIO positions itself as an **adaptive powerhouse** that achieves customer-focused, sustainable value creation through technological leadership, fast implementation and a high-performance organization.

The spin-off from Continental AG, stock exchange listing in September 2025 and the inclusion in the MDAX in December 2025 represent important milestones that underpin AUMOVIO's clear strategic focus and organizational independence. These steps establish the foundation for long-term value creation and advancing alignment with future high-growth sectors.

Strategic program: "Lead. Transform. Deliver."

The corporate strategy of AUMOVIO is structured via the **"Lead. Transform. Deliver."** program, which serves as an overarching regulatory framework for strategic priorities and a consistent orientation for strategic activities.





"Lead" in future-proof technologies

As part of **Lead**, AUMOVIO aims to take a leading market position in future-proof, safety-critical and software-driven technologies. The focus is on solutions for the software-defined vehicle (SDV), in particular in the areas of driver assistance and automated driving, vehicle architectures and connectivity, user experience and safety-relevant systems for mobility and driving dynamics.

A significant share of sales already stems from products with strong presence in key market segments. This leading position is reinforced by targeted investments in scalable platforms, modular architectures and software-based functionalities. The products and solutions are designed to make a tangible contribution to safe, exciting, connected, and increasingly autonomous mobility.

"Transform" into a high-performance organization

Transform describes the continuous development of the organization, its processes and its portfolio as an independent company. AUMOVIO consistently aligns its structures with efficiency, scalability and operational performance. It focuses on reducing complexity, establishing clearly defined responsibilities and continually optimizing development and decision-making processes.

The transformation includes measures aimed at improving efficiency and maintaining a targeted focus on the technology and product portfolio. Development activities are consolidated, platform approaches are expanded, and investments are aligned with clearly defined priorities. This shortens innovation cycles and sustainably strengthens competitiveness.

"Deliver" on our commitments

Deliver stands for the consistent implementation of strategy and the sustainable enhancement of profitability.

AUMOVIO pursues clear financial objectives with the aim of achieving profitable growth, a competitive margin structure and sustainably positive free cash flow.

Operational excellence, high product quality and reliable delivery performance form the basis for meeting customer requirements and financial objectives. The independent capital structure following the spin-off enables disciplined capital allocation. Against this backdrop, **Deliver** describes the consistent realization of strategic ambitions and the focus on profitable growth.

Business areas as integrated enablers for purpose and strategy

The corporate strategy is implemented across the business areas **Autonomous and Commercial Mobility (ACM), Architecture and Network Solutions (ANS), Safety and Motion (SAM),** and **User Experience (UX)**. Together they form the integrated technology and solution portfolio of AUMOVIO.

All business areas are consistently aligned with the purpose **"We make mobility safe, exciting, connected and autonomous**." Under the guiding principle **One AUMOVIO**, they operate as closely connected components of an integrated system provider. Technologies, platforms and products are developed across departments and combined to create holistic and customer-oriented mobility solutions.

This self-conception can be summarized succinctly: **Inspired by future. Driven by technology**.

Autonomous and Commercial Mobility (ACM)

Autonomous and Commercial Mobility strengthens AUMOVIO's position in the growth fields of driver assistance and progressive automation, supported by scalable, software-driven solutions. A particular focus lies in developing usage-based business models that go beyond the traditional component offering and open new opportunities for value creation in autonomous applications. In addition, Autonomous and Commercial Mobility includes the Commercial and Special Vehicles division, which addresses the specific requirements of commercial vehicles and special applications and provides innovative concepts as well as customized system and service solutions for these segments.

In close collaboration with the other business areas, integrated system solutions emerge that translate technological innovation into market-ready applications.

Architecture and Network Solutions (ANS)

Architecture and Network Solutions forms the technological backbone for SDVs and connected vehicles. The business area focuses on value-oriented architectures and scalable platform approaches. Through the continuous development and implementation of infrastructure, software and lifecycle solutions, Architecture and Network Solutions creates the conditions for integration, updatability and cyber resilience across the entire vehicle lifecycle.

At the same time, Architecture and Network Solutions acts as an integrating element within the portfolio by providing the technical foundation for systematically combining and scaling cross-departmental solutions.

Safety and Motion (SAM)

Safety and Motion strengthens AUMOVIO's position in the field of safety-critical vehicle technologies. The business area combines decades of expertise in active and passive safety systems with deep system understanding and extensive hardware and software competence. Its portfolio includes chassis components such as braking and suspension systems, occupant protection solutions and sensors, ranging from established production solutions to forward-looking technologies.

With a global presence and a local value creation approach, Safety and Motion develops system solutions across the entire product life cycle and complements these with an independent aftermarket business. Continuous development of the existing portfolio ensures long-term competitiveness, while forward-looking system solutions proactively incorporate technological developments at an early stage.

In collaboration with the other business areas, Safety and Motion contributes software-based control algorithms, safety functions, overarching safety concepts and the associated control units, actuators and sensors – thereby advancing active and passive safety in future vehicle architectures.

User Experience (UX)

User Experience designs the human-vehicle interface, shaping a central element of the automotive user experience. The business area aligns its activities with relevant market segments and leverages platform and efficiency approaches to unlock synergies across the product portfolio. It bundles expertise in visualization technologies and combines this with methodological approaches to design user-friendly interface concepts for complex vehicle functions.

Furthermore, User Experience supports the integration of new technologies into the vehicle environment and enables consistent interaction across different vehicle architectures, model variants and global markets. The business area thus contributes to a harmonized and intuitive user experience inside the vehicle.

One AUMOVIO – independence as a value driver

With the spin-off and the clear strategic focus as an independent company, AUMOVIO has created the basis to steer its business areas effectively and increase implementation speed. AUMOVIO stands for an integrated portfolio, shared strategic priorities and consistent alignment of all products and solutions with a common purpose.

Through the complementary interaction between its business areas, AUMOVIO positions itself as an adaptive powerhouse in the long term and a leading technology partner for safe, exciting, connected, and autonomous mobility.

Research and Development

AUMOVIO is developing new solutions for the mobility of the future.

AUMOVIO study has future in focus – what drivers in China and Germany really want

The AUMOVIO Mobility Report was conducted by market research firm YouGov on behalf of AUMOVIO and subsequently presented at the start of IAA Mobility 2025 in Munich. The study was based on online interviews conducted between July 28 and August 5, 2025. Just over 1,000 driver's license holders in both China and Germany each were surveyed over this period, all of whom drive on an occasional or regular basis. In Germany, the sample was differentiated by age, gender and region, while in China it was differentiated by age and gender; the results were then weighted accordingly. The aim of the international comparative study was to examine market-specific preferences and expectations for the car of the future.

The findings showed clear differences between the two markets. While German drivers placed particular emphasis on safety, proven assistance systems and reliability, and tended to be skeptical about autonomous driving, Chinese respondents were significantly more open to technology and attached much greater importance to AI-supported functions and autonomous driving features. A long electric driving range was seen as a key factor in both countries. European brands remained attractive to Chinese buyers, particularly due to their brand reputation and quality, while German consumers primarily evaluated Chinese vehicles in terms of price-performance considerations. Overall, the study revealed that global automotive companies need to align their strategies more closely to regional needs

In Germany, value for money is the most important factor when buying a car, followed by safety features and interior comfort. Modern technology overwhelms around one third of respondents, particularly older people and women. Autonomous driving is viewed with great skepticism: only 15% of German drivers attach high importance to autonomous driving functions, compared to 39% in China. The majority believe that people should retain control over their vehicles.

For the ideal car of the future, German respondents primarily want integrated navigation with real-time traffic information, seamless smartphone integration and advanced safety systems. An electric driving range of more than 600 km is a crucial feature for one half of Germans. People are most willing to pay for security systems, comfort features and sound systems.

In terms of brand preferences, the survey reveals that European vehicles are still the first choice in Germany, while Chinese brands primarily rely on a good price-performance ratio and reliable quality to stand out from the crowd. The biggest concerns when it comes to purchasing a modern vehicle are high acquisition, maintenance and repair costs.

The AUMOVIO Mobility Report highlights that a differentiated market approach is essential if global automotive companies are to meet the diverse expectations in international key markets.

AUMOVIO receives Microsoft Intelligent Manufacturing Award for AI-supported change management

AUMOVIO made significant progress in the digitization of its development processes during the reporting year. With a new AI-based tool for requirements management, the company is reducing the time spent analyzing extensive requirements specifications and considerably speeding up early development phases. The solution developed together with Microsoft and NTT DATA is based on modern cloud and AI technologies and was honored with the Microsoft Intelligent Manufacturing Award – considered the "industry Oscar" in the sector. The system structures complex requirements automatically, identifies relevant content and takes over repetitive steps, increasing the quality of the analysis and reducing development time. Thanks to intuitive usability, it is widely used within the company. With this innovation, AUMOVIO is setting new standards for efficiency and precision in requirements management and strengthening its long-term competitiveness.

AUMOVIO expands the digital access system for the Audi Q6 e-tron

During the reporting year, AUMOVIO further strengthened its expertise in the area of digital access technologies. It now supplies the advanced CoSmA solution for the fully electric Audi Q6 e-tron – a system that enables vehicles to be accessed and started fully keyless via smartphone. It uses ultra-wideband technology for increased security and protection against relay attacks. Through the combination of a classic key with a secure digital key, the solution meets the requirements of modern mobility and offers a high degree of flexibility in everyday use. With this solution, AUMOVIO has underlined its role as a technology partner to leading premium manufacturers and consolidated its position in the market for digital vehicle access systems.

AUMOVIO presents integrated light technology ecosystem at Auto Shanghai

AUMOVIO has further expanded its portfolio of modern light technologies and presented a fully integrated ecosystem for high-end vehicle lighting. The new laser-based near-field projections enable high-resolution, color displays to be projected directly in front of the vehicle, significantly expanding the application possibilities of current light systems. In addition, the company offers software-based functions such as the sensor-fusion-based automatic leveling function for head lamps, which helps manufacturers efficiently implement legal requirements and reduce system complexity. New, scalable control devices – from light, thermally optimized modules through to a high-performance central light computer – support different architecture concepts and enable their future-proof integration into modern E/E systems. With this expanded portfolio, AUMOVIO is strengthening its position as a technology partner to global automotive manufacturers and making an important contribution toward greater safety and efficiency in the vehicle.

AUMOVIO reaches milestone: 200 million radar sensors produced

In the reporting year, AUMOVIO reached the important milestone of more than 200 million radar sensors produced. The high number of units underpins the company's leading role in a key technology for modern driver assistance systems and automated driving. Since the first radar sensors were introduced in 1999, the technology has been continuously developed and its performance has increased immensely. The production volume has doubled within the space of just four years – testament to the rising demand for reliable, high precision sensor systems. In addition, in the first quarter of 2025, AUMOVIO received volume orders equating to around €1.5 billion, which will enter production beginning 2026 and secure long-term capacity utilization. With a broad radar portfolio – from cost-efficient volume solutions to imaging 4D radar systems – AUMOVIO is supporting the further development of automated driving functions in passenger cars, commercial vehicles and two-wheelers.

AUMOVIO showcases new AI-supported camera generation for difficult visibility conditions

In the reporting year, AUMOVIO further expanded its camera portfolio and showcased a new generation of AI-supported driver assistance cameras with vastly improved detection and visualization of driving situations in difficult light and weather conditions. The systems combine robust hardware with intelligent software and improve perception of the surrounding environment, especially in areas that cannot be actively lit due to regulatory reasons. The night vision function uses AI algorithms on a central controller for early detection of critical situations such as people or animals on the road. In addition, AUMOVIO is developing an all-weather camera variant with a special infrared filter that enables reliable detection of objects as much as 160 meters away – even in fog, rain or snow. The combination of high resolution, modular architecture and intelligent image processing forms the basis for numerous assistance and automation functions and strengthens AUMOVIO's position as a technology partner for modern driver assistance systems.

AUMOVIO expands portfolio with new assistance systems for trailer operation

In the reporting year, AUMOVIO expanded its offering in the area of trailer assistance systems and developed two new functions that make driving, positioning and parking with a trailer significantly easier and safer. At the touch of a button, the new reverse assistant drives the vehicle and trailer back across the stretch that was previously driven forward, thus simplifying maneuvering in narrow spaces. A new collision warning system also alerts to potential collisions with pedestrians, parked vehicles or obstacles using surround-view cameras and optional radar sensors for real-time analysis of the environment. Both systems were introduced at CES 2026 and will be available beginning 2027. With a wide portfolio of trailer functions – from automated reverse travel aids to assistance systems for overtaking maneuvers as well as solutions for the safe launching of boats – AUMOVIO is strengthening its position in a growing market segment and making an important contribution to the further development of modern driver assistance systems.

AUMOVIO presents head-up display with significantly reduced installation space

In fiscal year 2025, AUMOVIO presented its new Mirrorless AR Head-Up Display at IAA Mobility, which functions without the mirror that was previously required, replacing it instead with an innovative 3D display. The solution reduces the installation space compared to traditional systems by up to 50% and creates a much improved spatial display experience on the windscreen. Augmented reality content in particular benefits from a larger field of view and more realistic depth perception. The technology takes into account vehicle-specific windscreen characteristics such as curvature and inclination, and enables scalable, cost-efficient integration across different vehicle platforms. At the core of the system is software-based image optimization via the AR Creator, which stably positions the navigation, traffic and assistance information in the field of vision and enables a realistic 3D impression of depth using eye tracking. The product was developed in collaboration with display specialists Epitone, combining their 3D display technology with AUMOVIO's expertise in system integration and industrialization to create a forward-looking head-up display architecture for series production.

AUMOVIO strengthens its expertise in application-specific semiconductor solutions

With its Advanced Electronics & Semiconductor Solutions (AESS) unit established during the reporting year, AUMOVIO has taken an important step in the strategic expansion of its electronics and semiconductor expertise. This organization develops and verifies application-specific semiconductors for vehicles in-house, while manufacturing will be carried out by strategic partner GlobalFoundries under a fabless model.

With this initiative, AUMOVIO is laying the foundation for a more resilient and independent supply chain, reducing geopolitical risks and strengthening its technological sovereignty in a rapidly growing global market for automotive semiconductors. AESS enables faster development times, higher product quality and efficiency potentials along the value chain. The unit positions AUMOVIO as a key partner for the next generation of safe, connected and automated vehicles.

AUMOVIO showcases pioneering dry braking technology in winter testing

The trend toward dry braking systems continues to gain momentum. In these systems, an electromechanical actuator replaces the conventional hydraulic actuator, so that brake fluid is no longer required. In early 2025, during its winter customer events in Arvidsjaur, Sweden, AUMOVIO presented its dry braking system in a near-production state. The solution addresses the requirements of future vehicle generations and unlocks additional potential in the areas of efficiency, sustainability and NVH (noise, vibration, harshness) behavior. The technology enables a defined distance (air gap) between the brake pad and the brake disc, which significantly reduces frictional losses and fine particle emissions without compromising responsiveness. The system showcased how well it performs in demanding winter conditions, delivering reliable brake performance combined with increased efficiency and reduced wear. Furthermore, thanks to its high efficiency and optimal support of recuperation, the dry brake helps to optimize range for electrified vehicles – a decisive advantage for manufacturers faced with increasingly stringent environmental and sustainability requirements. This development underscores AUMOVIO's commitment to rethinking safety-critical core technologies and developing them into practical applications for the mobility of the future.

AUMOVIO makes more cost-effective use of rare earths with electric motor rotor temperature sensor

Faced with rising raw material prices and reliance on global supply chains, the automotive industry is working to reduce the use of rare earth elements. This depends on precise and reliable temperature measurement – in a way that does not compromise thermal safety or means accepting losses in electric motor performance This is where AUMOVIO comes in: its e-motor rotor temperature sensor (eRTS) launched in 2025 measures the temperature in real time directly inside permanently excited synchronous motors. This allows measurement tolerances to be reduced to only around 3 °C, compared with the current level of approximately 15 °C achievable with today's indirect, model-based methods. With this innovation, AUMOVIO is strengthening its sensor portfolio for electric vehicles, improving the sustainability profile of electric drive systems and underscoring its role as a technology partner for efficient and forward-looking electric mobility solutions.

Management Report

The following management report is a combined management report as defined in Section 315 (5) of the German Commercial Code (*Handelsgesetzbuch* – HGB), as the future opportunities and risks of the AUMOVIO Group and of the parent company, AUMOVIO SE, are inextricably linked.

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Glossary of Financial Terms

The following glossary of financial terms applies to the management report and the consolidated financial statements.

American depositary receipts (ADRs). ADRs securitize the ownership of shares and can refer to one, several or even a portion of a share. ADRs are traded on US stock exchanges in the place of foreign shares or shares that may not be listed on US stock exchanges.

Dividend payout ratio. The ratio between the dividend for the fiscal year and the earnings per share.

Adjusted EBIT margin. Adjusted EBIT as a percentage of adjusted sales. Since it eliminates special effects, the adjusted EBIT margin can also be used to compare operational profitability between periods and, by using a percentage value, to compare specific units.

Gross domestic product (GDP). A measure of the economic performance of a national economy. It specifies the value of all goods and services produced within a country in a year.

Capital employed. The funds used by the company to generate its sales.

Cash conversion ratio. Ratio of adjusted free cash flow to net income attributable to the shareholders of the parent.

Derivative instruments. Transactions used to manage interest-rate and/or currency risks.

EBIT. Earnings before interest and tax. In AUMOVIO's financial reports, this abbreviation is defined as earnings before financial result and tax. It is the result of ordinary business activities and is used to assess operational profitability.

Adjusted EBIT. EBIT before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.
Special effects include:

- Impairment, in particular on goodwill, other intangible assets, property, plant and equipment, and investment property
- Income and expenses from restructuring measures
- Restructuring-related expenses
- Termination payments
- Gains and losses from disposals of companies and business operations
- Other significant special effects from extraordinary events. These include in particular special effects from acquisitions and disposals of companies and business operations or significant changes to the corporate structure (integration costs, spin-off costs, negative goodwill, purchase price refunds, valuation effects).

Since it eliminates one-off effects, adjusted EBIT can also be used to compare operational profitability between periods.

EBITDA. Earnings before interest, tax, depreciation and amortization. In AUMOVIO's financial reports, this abbreviation is defined as earnings before financial result, tax, depreciation and amortization. It equals the sum of EBIT; depreciation of property, plant and equipment; amortization of intangible assets; and impairment, excluding impairment on financial investments. This key figure is used to assess operational profitability.

Financial result. The financial result is defined as the sum of interest income, interest expense, the effects from currency translation (resulting from financial transactions), the effects from changes in the fair value of derivative instruments, and other valuation effects. The financial result is the result of financial activities.

Research and development expenses (net). Research and development expenses (net) are defined as expenses for research and development less reimbursements and subsidies that AUMOVIO received in this context.

Free cash flow. The sum of cash flow arising from operating activities and cash flow arising from investing activities. Also referred to as cash flow before financing activities. Free cash flow is used to assess financial performance.

Adjusted free cash flow. Free cash flow adjusted for acquisitions and disposals of companies and business operations as well as special interest-bearing investments. Since it eliminates one-off effects, adjusted free cash flow can also be used to compare financial strength between periods.

Normalized free cash flow. Adjusted free cash flow, further adjusted for cash outflows or inflows from special effects that are shown as adjustments in EBIT.

Gearing ratio. Net indebtedness divided by equity. Also known as the debt-to-equity ratio. This key figure is used to assess the financing structure.

Hedging. Hedging refers to securing a transaction against risks, such as fluctuations in exchange rates, by entering into an offsetting hedge transaction, typically in the form of a forward contract.

IAS. International Accounting Standards. Accounting standards developed and resolved by the IASB.

IASB. International Accounting Standards Board. Independent standardization committee.

IFRIC. International Financial Reporting Interpretations Committee (predecessor of the IFRS IC).

IFRS. International Financial Reporting Standards. The standards are developed and resolved by the IASB. In a broad sense, they also include the IAS, the interpretations of the IFRS IC or of the predecessor IFRIC as well as the former SIC.

IFRS IC. International Financial Reporting Standards Interpretations Committee.

Capital expenditure. Capital expenditure is defined as investments in property, plant and equipment and software, including IFRS 16, *Leases*.

Return on capital employed (ROCE). The ratio of EBIT to average operating assets for the fiscal year. The ROCE corresponds to the rate of return on the capital employed and is used to assess the company's profitability and efficiency.

Changes in the scope of consolidation. Changes in the scope of consolidation include additions and disposals as part of share and asset deals as well as other transactions. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the prior year.

Net indebtedness. The net amount of interest-bearing financial liabilities as recognized in the statement of financial position, the fair values of the derivative instruments, cash and cash equivalents, as well as other interest-bearing investments. This figure is the basis for calculating key figures of the capital structure. Negative net indebtedness is net liquidity.

Operating assets. The assets less liabilities as reported in the statement of financial position, without recognizing the net indebtedness, deferred tax assets, income tax receivables and payables, as well as other financial assets and debts. Average operating assets are calculated as at the end of the quarterly periods and, according to this definition, correspond to the capital employed.

Organic sales growth. Sales performance of a unit before changes in the scope of consolidation and exchange-rate effects. Therefore describes a unit's performance relying on its own resources.

PPA. Purchase price allocation refers to the process of breaking down the purchase price and assigning the values to the identified assets, liabilities and contingent liabilities following a business combination. Subsequent adjustments to the opening statement of financial position – resulting from differences between the preliminary and final fair values at the date of initial consolidation – are also recognized as PPA.

Rating. A rating is a standardized indicator for the international finance markets that assesses and classifies the creditworthiness of a debtor. The classification is the result of an economic analysis of the debtor by specialist rating companies.

ROCE. See Return on capital employed (ROCE).

SIC. Standing Interpretations Committee (predecessor of the IFRIC).

Tax rate. The ratio of income tax expense to the earnings before tax. It can be used to estimate the company's tax burden.

Adjusted sales. Sales adjusted for changes in the scope of consolidation.

Unrestricted cash and cash equivalents. Cash and cash equivalents after deduction of the total cash and cash equivalents that are subject to certain restrictions, as is the case, for example, with pledged amounts and balances in countries with foreign-exchange restrictions or other barriers to access. Taxes to be paid on the transfer of cash assets from one country to another are not usually considered to represent a restriction on cash and cash equivalents.

Currency swap. Swap of principal payable or receivable in one currency into similar terms in another currency. Often used when issuing loans denominated in a currency other than the functional currency of the lender.

Weighted average cost of capital (WACC). The weighted average cost of the required return on equity and net interest-bearing liabilities.

Working capital. Inventories plus trade accounts receivable less trade accounts payable.

Interest-rate swap. The exchange of interest payments between two parties. For example, this allows variable interest rates to be exchanged for fixed interest or vice versa.

Corporate Profile
Structure of the AUMOVIO Group

Four strong business areas for the mobility of the future.

Organizational structure

AUMOVIO divides its core operational business into four business areas: Autonomous Mobility, Architecture and Network Solutions, Safety and Motion, and User Experience.

AUMOVIO manages its own operational business through a clearly defined Group structure that is aligned to product requirements, market and technology trends, customer groups, as well as distribution and supply models. The aim is transparent and efficient management with clear responsibilities throughout the value chain. This logic adheres to the basic principle of anchoring business responsibility where there is also responsibility for earnings.

Business responsibility

Overall responsibility for managing the company lies with the Executive Board of AUMOVIO. The Autonomous Mobility, Architecture and Network Solutions, and Safety and Motion business areas are represented on the Executive Board. The User Experience business area is represented by the chairman of the Executive Board.

The group functions of AUMOVIO are represented by the chairman of the Executive Board, the Chief Financial Officer and the Executive Board member responsible for Human Relations. They assume responsibility for the cross-departmental enabling functions necessary for managing the AUMOVIO Group. These include, in particular, Governance, Sustainability, Group Purchasing, Finance and Controlling, IT, Accounting, Tax, Treasury, Mergers & Acquisition, Investor Relations, Insurance, Human Relations and Labor Relations.

Customer structure

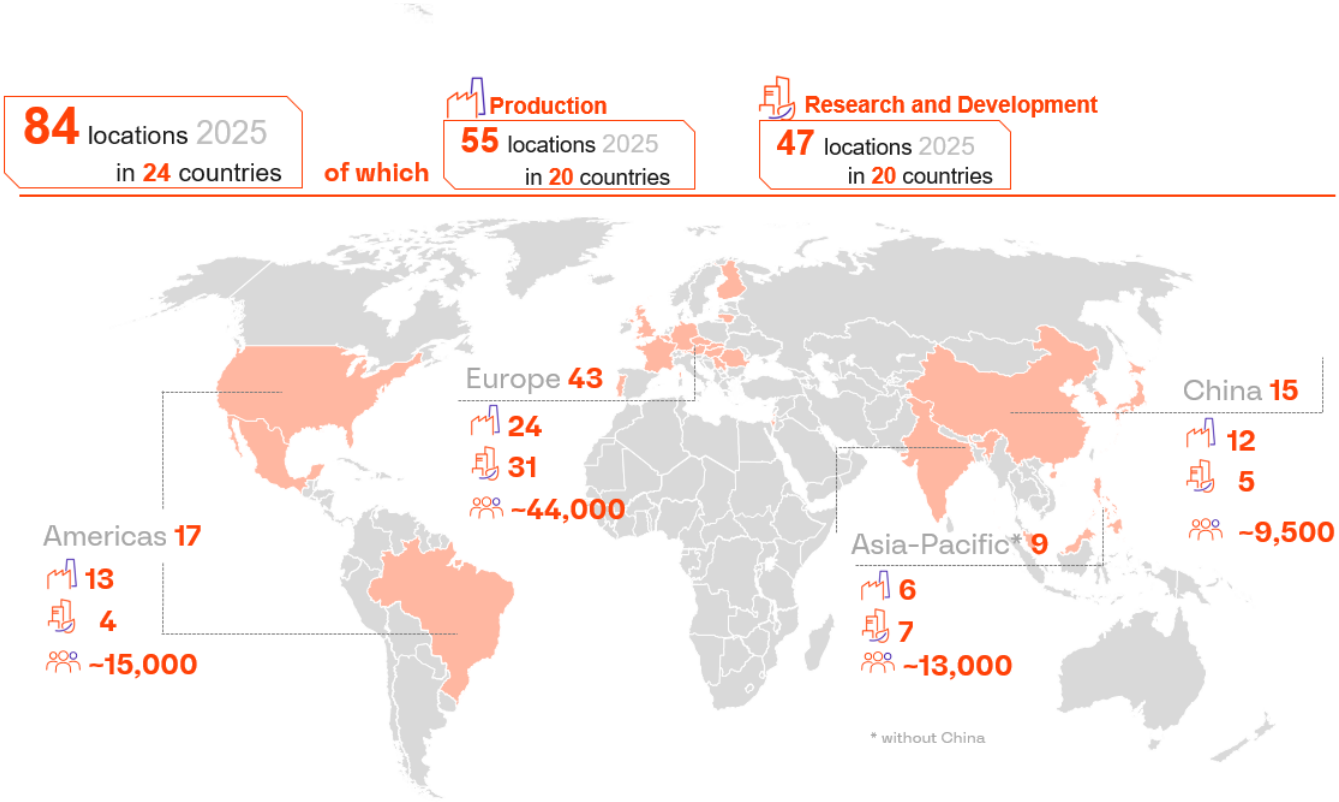
The automotive industry is AUMOVIO's most important customer base. The company sells its products and solutions to customers worldwide and is a partner of almost all major original equipment manufacturers (OEM). Besides OEMs, AUMOVIO also sells its products and solutions to other suppliers in the value chain. These act as an intermediary, integrating the supplied products as components into more advanced assemblies and then delivering them to OEMs.

Companies and locations

AUMOVIO SE is the parent company of the AUMOVIO Group. In addition to AUMOVIO SE, the AUMOVIO Group comprises 124 companies, including non-controlled companies. The AUMOVIO Group has 81,000 employees at 84 locations in 24 countries, including locations for production, research and development, and administration. AUMOVIO operates 55 plants and 47 research and development locations.

Structure of the AUMOVIO Group in 2025





The **Autonomous Mobility (AM) business area** develops and manufactures products and solutions for advanced driver assistance systems (ADAS) and technologies for autonomous driving (AD). Autonomous Mobility's ADAS and AD electronics, software and service solutions incorporate technologies that are designed to increase vehicle safety and improve the overall driving experience in the field of automated and autonomous mobility. Autonomous Mobility also offers electronics, software and service solutions for commercial and special-purpose vehicles. These solutions are specifically tailored to the requirements of trucks, buses, two-wheelers and vehicles used in special environments such as forestry, agriculture, construction and mining (off-highway). In addition, Autonomous Mobility offers customized service solutions for vehicle fleets and workshops. From fiscal 2026 onward, the Autonomous Mobility business area will be renamed Autonomous and Commercial Mobility.

The **Architecture and Network Solutions (ANS)** business area develops and manufactures electronic products and solutions for conventional and new vehicle architectures as well as for software-defined vehicles (SDVs). It covers a wide range of electronic products and solutions, including high-performance computers (HPCs), zone control units (ZCUs), control units, server zone architecture, advanced access solutions, vehicle connectivity solutions, comfort electronics, operating software, middleware, cybersecurity solutions and build-to-print services. These products are divided into the areas Foundation (HPCs and ZCUs, connectivity, automotive middleware, operating systems and tools), Solutions (control units, functional access software) and Services (engineering and manufacturing services). Through its varied partnerships with leading technology companies in the industry, Architecture and Network Solutions is able to leverage synergies to further the development of its products and solutions.

The **Safety and Motion (SAM) business area** develops and manufactures products for the chassis segment. Its portfolio spans components, systems and software for passive and active safety, vehicle dynamics and comfort, including electronic braking systems and airbag control units. Safety and Motion gears these products to the light vehicle and two-wheeler markets. In addition, Safety and Motion is active in the automotive aftermarket business, offering replacement parts for vehicle components (including products from other business areas and other manufacturers) for both the original equipment business and the independent aftermarket.

The **User Experience (UX) business area** designs, develops and manufactures products for in-vehicle information display and interaction, including display solutions, head-up displays and digital instrument clusters. Digital instrument clusters are digital display devices that provide drivers with important driving information (e.g., speed, RPM, temperature, fuel level, indicator lights and warnings) as well as additional information (e.g., navigation, radio and telecommunications). User Experience covers the entire life cycle of its products, from innovation and development of advanced technologies, to series production based on specific customer requirements as well as mass production. User Experience performs a range of preproduction processes in-house, such as optical bonding, display backlight manufacturing, plastic injection molding and display sealing, while key components, such as display panels, are sourced from a global network of suppliers.

Globally interconnected value creation

Research and development (R&D) took place at 47 locations during the reporting year. These sites are primarily located in close proximity to customers to ensure that the company can respond flexibly to their varying requirements as well as to regional market conditions AUMOVIO currently invests around 12% of sales in R&D. For more information, see the *Research and Development* section.

AUMOVIO processes a wide range of semi-finished products and raw materials. The total purchasing volume in the reporting year amounted to €13.3 billion, of which approximately €10.4 billion was attributable to production materials. Electronic components and assemblies (network access devices (NADs), displays) account for around 50% of the purchasing volume for production materials, while electromechanical and mechanical components make up around 45%. Procurement of the raw materials relevant to AUMOVIO, such as steel, aluminum, copper, silver and plastics, were exposed to a wide range of geopolitical influences over the course of the year. For more information, see the *Development of Raw Materials Markets* section in the economic report.

Production and sales in the business areas are organized across regions. Low production costs coupled with large volumes and proximity to our customers or high rates of regional growth constitute key success factors. For this reason, manufacturing takes place at major locations in the dominant automotive markets, namely Europe, the USA and China.

Globally interconnected value creation

R&D	Purchasing	Production	Sales & Distibution
Innovative € 2.2 billion in expenditure (net)	Diverse € 13.3 billion in volumes	Global 55 locations	Local € 18.5 billion sales

Corporate Management

The goal is the sustained increase in the AUMOVIO Group's value.

Value management

Value management at AUMOVIO is focused on value creation through increased profitability. The key financial performance indicators are adjusted sales and the adjusted EBIT margin. Further relevant performance indicators include capital expenditure, adjusted free cash flow and return on capital employed. For management purposes and to map interdependencies, AUMOVIO uses key figures based on these financial performance indicators as part of a value-driver system. Its mid-term corporate objective is to enhance the value of each individual operating unit long term. This goal is achieved by generating a positive return on capital employed that sustainably exceeds the equity and debt financing costs within the respective unit. This can be achieved by increasing the return on capital employed (with the costs of capital remaining constant), lowering the costs of capital (while maintaining the return on capital employed) or decreasing capital employed over time. The performance indicators used are earnings before income and tax (EBIT), capital employed and the weighted average cost of capital (WACC), which is calculated from the proportional weight of equity and debt costs.

EBIT is the net total of sales, other income and expenses plus income from equity-accounted investees and from investments before financial result and income tax expense. In the year under review, EBIT for the AUMOVIO Group was -€70 million.

Capital employed is the funds used by the company to generate its sales. At AUMOVIO, this figure is calculated as the average of operating assets as at the end of the quarterly reporting periods. In 2025, average operating assets amounted to €8,061 million.

The return on capital employed (ROCE) represents the ratio of these two calculated values. Linking a figure from the statement of income (EBIT) with one from the statement of financial position (capital employed) creates a holistic view of capital utilization. The problem of the different periods of analysis is addressed by calculating the capital employed as an average figure over the ends of quarterly reporting periods. The ROCE amounted to -0.9% in 2025.

The WACC is calculated to determine the cost of financing the capital employed. Equity costs are based on the return from a risk-free alternative investment plus a market risk premium, taking into account AUMOVIO's specific risk. Borrowing costs are calculated based on AUMOVIO's weighted debt-capital cost rate.

Value is added if the ROCE exceeds the simplified WACC.

ROCE by business area (%)	**2025**	2024
Autonomous Mobility	–5.7	–6.1
Architecture and Network Solutions	10.3	17.8
Safety and Motion	6.6	6.9
User Experience	–8.7	–14.3
AUMOVIO Group	**–0.9**	**3.2**

Financing strategy

The financing strategy aims to ensure financial stability and flexibility and to support implementation of AUMOVIO's strategy.

The Treasury group function is intended to ensure the necessary liquidity for securing the financial stability and flexibility of the AUMOVIO Group and the long-term existence of the company.

The ongoing investment requirement is to be financed through the operating cash flow and the available corporate liquidity. In addition, short-term fluctuations in liquidity requirements can be financed through the syndicated credit line with a volume of €2,500 million and a maturity expiring in September 2028. The contract includes two extension options, for a period of one year each; exercising these options is subject to the agreement of the lender. As at December 31, 2025, the syndicated credit line had not been utilized.

As at December 31, 2025, financial liabilities amounted to €341 million, resulting essentially from lease liabilities.

Liquid assets amounted to €1,719 million as at December 31, 2025,

AUMOVIO credit rating in preparation

AUMOVIO has only recently entered the capital market and therefore did not have an official credit rating from any of the major rating agencies during the reporting period.

AUMOVIO is committed to further strengthening its financial structures and enhancing transparency toward capital market participants. The aim is to establish the conditions for a solid investment grade rating in the medium term and position itself as a key long-term player on credit and capital market.

Intangible Resources

Intangible resources are fundamental to AUMOVIO's business model and value creation. They comprise non-physical resources that make a significant contribution to the AUMOVIO Group's operational value creation process and strategic performance. As key sources of value creation, they play a decisive role in securing and sustainably increasing the company's value in the short, medium and long term.

Intangible resources include both assets capitalized in the consolidated financial statements and other off-balance-sheet factors:

- **Innovative strength** AUMOVIO's research and development activities and the resulting innovative strength are a driving force behind AUMOVIO's success in constantly changing markets. AUMOVIO also owns patents and other industrial property rights that are of particular importance to the company's business success. For more information, please refer mainly to the Strategy of the AUMOVIO Group and Research and Development sections and also to the consolidated financial statements, particularly under goodwill and other intangible assets.
- **Management processes, production methods and processes** AUMOVIO has developed various business models to be successful in the market. The management of business models is based on systematic management processes. In our business models, we are also able to rely on established and innovative production methods and processes. For more information, please refer mainly to the Corporate Management, Strategy of the AUMOVIO Group and Development of the Group Sectors sections and the corporate governance report.
- **Relationships with customers, suppliers and investors** AUMOVIO is part of a global value chain that depends on cooperation. As a supplier to the automotive industry, AUMOVIO focuses its business models on its customers and their requirements. In this regard, customer satisfaction and customer proximity, including in a geographical sense, are a key focus of the company. AUMOVIO processes a wide range of semi-finished products and components sourced from a global network of suppliers to manufacture innovative products and solutions. This makes close and stable relationships with suppliers an equally important aspect of our business. As a listed company funded through the financial markets, trustful collaboration with investors and lenders is also a valuable asset and a prerequisite for the company's long-term success. For more information, please refer mainly to the Structure of the AUMOVIO Group, Strategy of the AUMOVIO Group and Corporate Management sections.
- **Employees and corporate culture** Around 81,000 employees worldwide provide the foundation for the company's success while also safeguarding other intangible resources such as innovative strength and relationships with customers, suppliers and investors. Healthy, qualified and committed employees as well as good working conditions are therefore crucial to the company's performance. More in-depth information on employee-related intangible resources can be found in the sustainability report in a separate section of this management report. AUMOVIO's corporate values define a successful corporate culture. The globally applicable Code of Conduct provides binding guidance for the conduct of every employee.

Additional comprehensive information on sustainability-related intangible resources, the associated management approaches, interdependencies, impacts, risks and opportunities can be found in the sustainability report in a separate section of this management report.

Economic Report

Macroeconomic Development in 2025

In 2025, the global economy remained resilient in the face of significant headwinds. Although geopolitical tensions, political uncertainty, ongoing structural change in global trade and higher tariffs dampened activity, this was offset by robust investment in new technologies – particularly in the field of artificial intelligence – coupled with largely favorable financing conditions. Global inflation (4.1% in 2025) declined only gradually and remained higher than expected in some major economies, particularly in the USA (2.7% in 2025). According to the International Monetary Fund (IMF) World Economic Outlook Update, this development reflects continued robust economic momentum, albeit at differing paces between the various regions.

As shown in the International Monetary Fund (IMF) World Economic Outlook Update from January 2026, the global economy grew by 3.3% in 2025. Global economic momentum was the result of a balance of opposing forces: while protectionist trade policies and uncertainty have a dragging effect, AI-driven investment, fiscal stimuli and an adaptable private sector act as tailwinds.

According to Eurostat, 2025 saw gross domestic product (GDP) rise by 1.5% year on year in the eurozone and by 1.6% in the European Union as a whole. In Germany, the Federal Statistical Office recorded an increase in GDP of 0.2% for 2025.

The US economy performed better than expected in 2025. Substantial investments in technology and robust consumer spending drove growth of 2.1% despite a temporary government shutdown. At the same time, US tariff policy exacerbated import costs for companies, placing particular strain on globally integrated supply chains. This led to declines in production in a number of industries. In addition, the tariff increases triggered price surcharges, which had a short-term inflationary effect in the United States, while trading partners were confronted with declining demand in various areas. Canada grew by 1.6% in 2025 and Mexico by 0.6%.

Asia remained the global growth engine, however. China grew by 5.0% in 2025, driven by fiscal stimulus and additional credit facilities. India recorded GDP growth of 7.3% in 2025 and the five ASEAN countries achieved growth of 4.2%. Japan grew by 1.1% in 2025, while Korea grew by 1.0% over the same period. In Latin America, GDP rose by 2.4%, slightly weaker than previously forecast.

Development of Key Customer Sectors and Sales Regions

The European automotive sector remains AUMOVIO's largest sales market, accounting for 49% of sales (PY: 50%), followed by the Asia-Pacific region at 27% (PY: 26%), including China at 14% (PY: 14%), and North America at 21% (PY: 22%).

Development of production of passenger cars and light commercial vehicles (< 6 metric tons)
Global production of passenger cars and light commercial vehicles reached around 92.9 million vehicles in 2025, almost approaching pre-crisis levels. However, it remained just below the previous high of 95.1 million units recorded in 2017.

Overall, Europe produced around 200,000 fewer vehicles than in the previous year. In Germany, around 4.2 million vehicles were produced in 2025, a decrease of around 1% compared to the previous year and still around 13% below 2019 levels. The production of electric vehicles experienced particularly robust growth, with approximately 1.6 million electric vehicles manufactured by November 2025, enabling Germany to maintain its position as the world's second-largest production location for electric vehicles. In France, the production of passenger cars and light commercial vehicles trended upward, increasing by 6% year on year.

In Asia, the production volume was higher than in other regions. China produced around 32.9 million vehicles in 2025, maintaining its global leadership by a wide margin. Other important Asian markets also proved major growth drivers: Japan produced around 8.0 million vehicles, India produced 6.1 million vehicles, and South Korea achieved a production volume of 4.1 million units. As a result, the region once again accounted for the largest share of global automotive production.

In North America, a total of 15.3 million vehicles were manufactured in 2025, 10.1 million of them in the USA. The region benefited in particular from stable demand for light commercial vehicles and strong momentum in the area of electrified models.

Development of global sales of passenger cars and light commercial vehicles (< 6 metric tons)

Global sales of passenger cars and light commercial vehicles reached a total of 91.7 million units in 2025, up by 3% on the prior-year level. This marked a continued recovery in global demand, albeit with noticeable regional differences.

The market in Europe remained largely stable. Sales reached 18.0 million vehicles, remaining at the previous year's level. The market in Germany showed a slight positive trend, growing by 1% to 3.1 million vehicles. In France, conversely, sales declined noticeably. At 2.0 million units, the sales volume was down by 5% on the 2024 figure.

In Asia, the market developed dynamically overall. China remained by far the most important single market, increasing its sales by 5% to 27.3 million vehicles. Other Asian markets also contributed to growth: Japan recorded a 3% increase in sales to 4.5 million vehicles, South Korea also grew by 3% to 1.6 million units, and India once again showed particularly strong momentum with an increase of 5% to 5.2 million vehicles.

Sales in North America also saw a moderate rise, with the region reaching a total of 19.9 million vehicles in 2025, an increase of 2%. The United States, the largest market, also grew by 2% to 16.4 million vehicles, driven primarily by sustained high demand for light commercial vehicles and a stable market for electrified models.

Important sales markets for AUMOVIO: Vehicle production and sales of passenger cars and light commercial vehicles compared to pre-crisis levels

Production	2017	2019	2024	2025	**Sales**	2017	2019	2024	2025
Worldwide	**95,106,134**	**88,950,211**	**89,593,874**	**92,926,430**	**Worldwide**	**94,391,821**	**89,889,807**	**88,687,348**	**91,741,843**
Europe	**22,053,003**	**20,838,346**	**16,617,342**	**16,385,452**	**Europe**	**20,470,274**	**20,497,535**	**18,065,907**	**18,043,096**
Germany	5,831,314	4,867,933	4,199,958	4,235,110	Germany	3,718,327	3,919,948	3,104,075	3,131,344
France	2,226,109	2,167,962	1,357,418	1,440,669	France	2,550,024	2,688,951	2,097,268	1,992,875
China	27,726,235	24,420,769	29,817,466	32,908,359	China	27,940,103	24,815,485	25,900,157	27,306,225
North America	**17,065,185**	**16,314,408**	**15,449,571**	**15,289,747**	**North America**	**20,804,746**	**20,306,773**	**19,455,609**	**19,876,798**
USA	10,965,979	10,597,611	10,163,351	10,103,177	USA	17,238,005	17,072,785	16,033,575	16,392,426
Japan	9,182,154	9,213,953	7,898,708	8,004,034	Japan	5,125,703	5,093,498	4,336,175	4,484,329
South Korea	4,047,781	3,892,939	4,081,345	4,058,603	South Korea	1,753,602	1,734,960	1,586,687	1,639,391
India	4,457,239	4,198,658	5,655,384	6,065,304	India	3,693,562	3,514,980	4,903,324	5,165,709

Source: S&P Global Mobility, as of January 2026

Production of medium and heavy commercial vehicles (> 6 metric tons)

The global market for medium and heavy commercial vehicles over 6 metric tons developed positively in the reporting year, recording an overall growth of 3.9 %. Regional developments varied widely.

In Europe excluding Russia, production declined by 0.6%, while North America recorded one of the sharpest declines with a significant drop of 23.2 %. The market environment in South America also remained challenging, leading to a 9.4% decline in production.

This was offset by positive momentum from the Asian region, with China recording strong growth of 23.3 % and India also trending sharply upward at 13.0 %. Developments in Japan and Korea likewise remained positive, reaching 10.8 %.

Overall, global production figures reflect the continuing differences in regional market conditions, which were influenced by the general economic environment, investment cycles and demand trends in the transport sector.

Important sales markets for AUMOVIO: Production of medium and heavy commercial vehicles compared to pre-crisis levels

Production	2017	2019	2024	2025
Worldwide	**3,841,485**	**3,861,248**	**3,382,941**	**3,515,338**
Europe	**656,342**	**610,522**	**581,271**	**547,013**
Europe excluding Russia	**554,599**	**526,292**	**489,953**	**487,159**
Germany	138,290	118,619	84,669	86,734
China	1,642,798	1,609,801	1,152,776	1,421,278
North America	**557,757**	**658,089**	**656,432**	**504,332**
USA	377,318	423,257	397,846	334,307
Japan	214,674	178,525	128,961	146,315
South Korea	46,497	41,347	33,893	34,075
India	393,534	373,822	455,308	514,625

Source: S&P Mobility, forecast for medium and heavy commercial vehicles – Quarter 1 2026, February 2026

Development of Raw Materials Markets

The market availability of essential semi-finished products such as semiconductors and electronic components continued to improve in 2025, taking into account the respective order and delivery times, resulting in price reductions overall.

The picture remains mixed, however. Multisource components recorded significant price declines, particularly due to the increased involvement of Chinese suppliers. Semiconductors, on the other hand, which are used in the automotive industry as well as in AI and data center applications, continued to see price increases. There is still a potential risk of supply bottlenecks here, due to persistently high demand as a result of the dynamic growth of AI applications.

The global expansion of AI infrastructures in data centers, cloud platforms, and industrial and commercial solutions resulted in above-average demand for high-performance storage solutions in 2025. AUMOVIO was also impacted by market scarcity and significant price increases for particularly high-performance DRAM and NAND memory modules. AUMOVIO is in close contact with its suppliers in this regard to secure long-term capacity.

The raw materials relevant to AUMOVIO – notably steel, aluminum, copper, silver and plastics – were greatly affected by geopolitical conditions in 2025. These included trade barriers such as protective tariffs and export controls, as well as sanctions, all of which had a direct impact on price development. The availability of raw materials was primarily influenced by export controls, particularly from China due to restrictions on mining, and led to additional price increases in several segments.

Steel performed well over the year despite its relative weakness compared to many other raw materials. Steel raw materials such as iron ore and coking coal were among the weaker segments, but still recorded price increases year on year. At the same time, Chinese crude steel production declined in 2025, which reduced availability and underpinned prices.

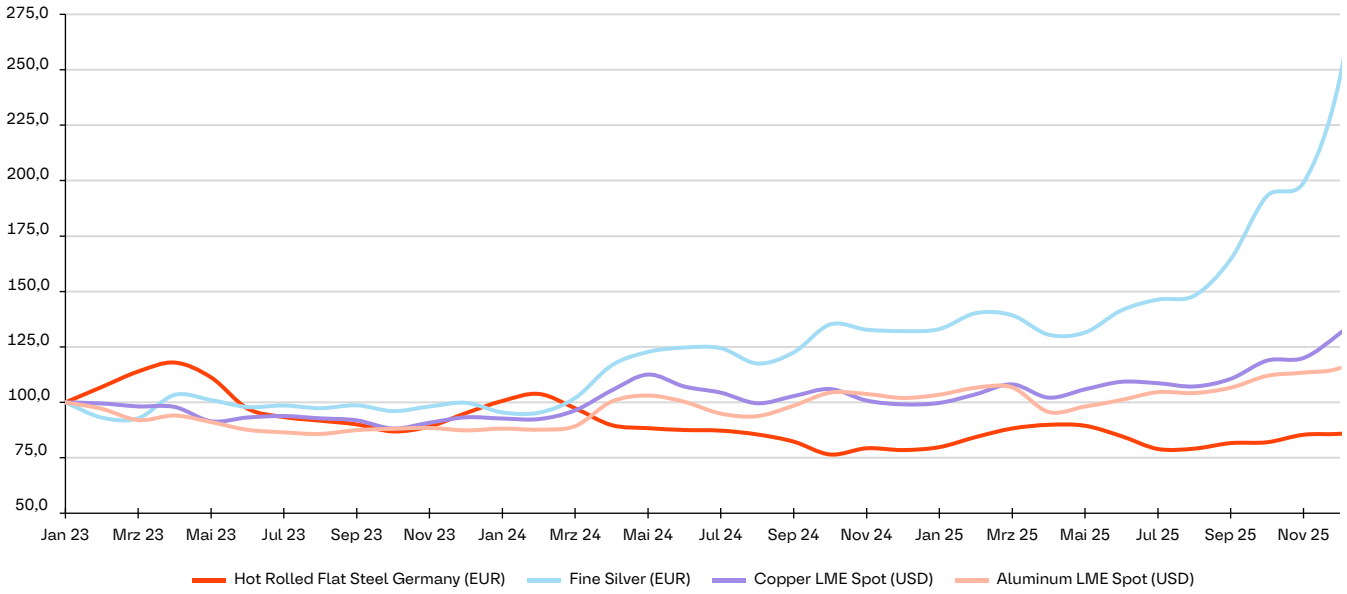
Aluminum remained affected by political interventions, changing trade flows, and varying global production developments in 2025. While global production excluding China fell slightly, China produced at the state-set upper limit. These developments, combined with tariff policy, geopolitical tensions and European regulations such as the Carbon Border Adjustment Mechanism (CBAM), fueled market volatility and led to high price levels overall.

Copper recorded significant price increases in the second half of 2025 compared to the first half of the year/previous years, reaching an all-time high of over US$13,000 per metric ton at the end of the year. This development was driven by a combination of structural supply deficits, delivery bottlenecks, and stockpiling due to tariff concerns.

Silver showed dynamic growth in 2025, with its price more than doubling over the course of the year. In addition to its role as an investment asset and store of value, silver was propped up by industrial demand, particularly from the solar sector, pushing prices higher and higher throughout the year.

Plastics were also affected by structural and geopolitical factors in 2025. At the same time, plastic prices are traditionally based on developments in the energy and petrochemical raw materials markets. Despite ongoing geopolitical tensions, the average oil price in 2025 was below the previous year's level. This was attributable to an oversupply resulting from increased production volumes and only moderate growth in demand. The decline in oil prices had a dampening effect on the cost base and led to moderate price declines for the plastics used by AUMOVIO. Given lower material usage, however, these effects were less pronounced than in more raw material-intensive areas. The price of magnesium for casting applications remained stable throughout the year. The export controls on **rare earths** imposed by China in April 2025 not only triggered major price increases but also caused significant delivery delays and additional expenses to ensure delivery capability.

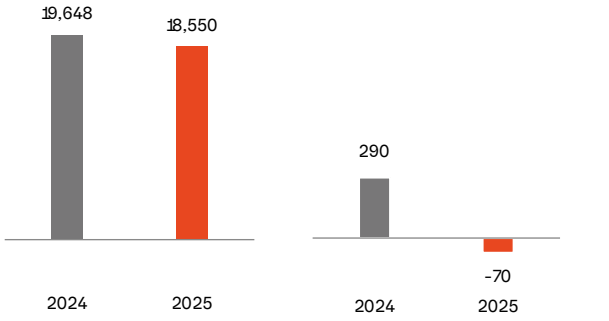
Price and production trends for hot-rolled steel, silver, copper and aluminum from 2023 to 2025 (indexed to 100%)



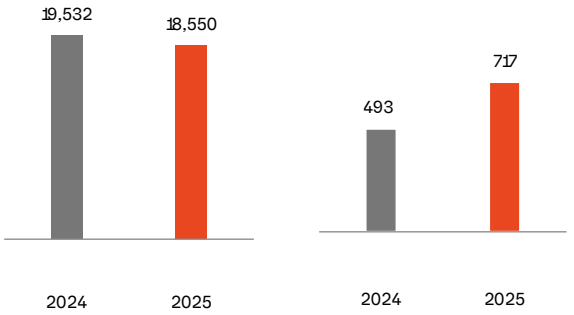
Sources: Steel: CRU International LTD; Argus Media Aluminum, copper: Westmetall silver: Westmetall plastics: KI Web (plastics information); Resource Wise oil: Onvista

Earnings, Financial and Net Assets Position

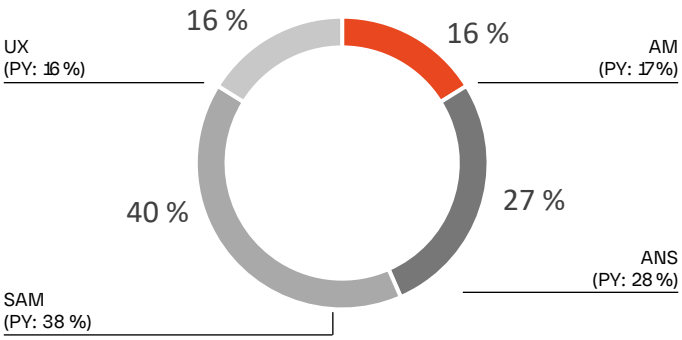
Sales; EBIT — € million



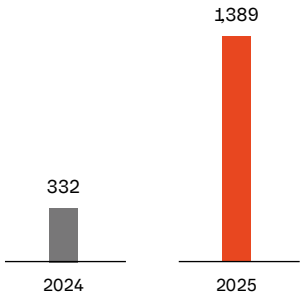
Adjusted sales; Adjusted EBIT — € million



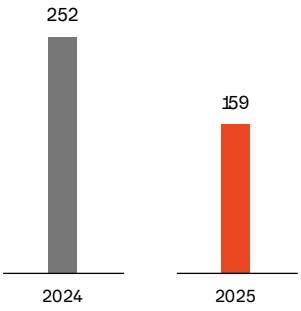
Sales by business area



Net liquidity — € million



Adjusted free cash flow — € million



Earnings Position

– Sales down 5.6% to €18,550 million
– Organic sales down 2.5%
– Adjusted EBIT margin up 1.4 percentage points to 3.9%

€ millions	**2025**	2024	Δ in %
Sales	18,550	19,648	–5.6
EBITDA	1,071	1,390	–23.0
in % of sales	5.8	7.1	
EBIT	–70	290	–124.1
in % of sales	–0.4	1.5	
Net income attributable to the shareholders of the parent	–655	–289	–126.3
Basic earnings per share in €	–6.54	–2.89	–126.3
Diluted earnings per share in €	–6.54	–2.89	–126.3
Adjusted sales[1]	18,550	19,532	–5.0
Adjusted operating result (adjusted EBIT)[2]	717	493	45.3
in % of adjusted sales	3.9	2.5	
Research and development expenses (net)	2,230	2,357	–5.4
in % of sales	12.0	12.0	
Free cash flow	1,957	2,352	–16.8
Adjusted Free Cash Flow[3]	159	252	
Net indebtedness[4]	–1,389	–332	–318.5
Working Capital[5]	2,138	2,549	–16.1
in % of sales	11.5	13.0	
Total equity[6]	9,244	8,921	3.6
Equity ratio in %	53.9	44.9	
ROCE in %	–0.9	3.2	
Number of employees as at December 31[7]	81,752	92,745	–11.9

1 Before changes in the scope of consolidation.
2 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.
3 Defined as cash flow arising from operating and investment activities, adjusted for the disposals and acquisitions of companies and business operations, as well as other interest-bearing investments.
4 Defined as short-term and long-term indebtedness less liquid assets, short-term derivative instruments and interest-bearing investments, and long-term derivative instruments and interest-bearing investments; negative net indebtedness defined as net liquidity.
5 Defined as the sum of inventories plus trade accounts receivable, less trade accounts payable.
6 In the course of preparing the consolidated financial statements, *it was found that a balance of receivables from a subsidiary of Continental AG had not been eliminated in previous* years. *This was adjusted as of January 1, 2024, and subsequently as of December 31, 2024, by reducing other current assets and retained earnings by €36 million each.*
7 Excluding trainees.

Business and sales performance

AUMOVIO held its own in a market environment that remained very challenging, particularly in light of declining vehicle production in Europe and North America. Currency effects, portfolio adjustments and the expiring contract manufacturing business with the Schaeffler Group led to a decline in sales. This decrease was mitigated by targeted price adjustments made to offset inflation-related cost increases.

Within this context, the restructuring measures already initiated in the areas of research and development and administration were continued.

The business areas posted a mixed performance. Autonomous Mobility recorded a decline in sales, mainly due to negative currency effects and lower volumes in the US market. Negative currency effects likewise impacted sales in Architecture and Network Solutions, and were further woresend by the early termination of a build-to-print project. User Experience maintained its sales at the previous year's level despite portfolio adjustments, while Safety and Motion delivered a stable sales performance. For more information, see the *Development of the Business Areas* section.

In 2025, consolidated sales fell by €1,098 million or 5.6% year on year to €18,550 million (PY: €19,648 million). Adjusted for changes in the scope of consolidation and exchange rates, organic sales declined by 2.5%. Exchange-rate effects reduced sales performance by €493 million, while changes in the scope of consolidation additionally reduced sales by €116 million.

The share of sales by region continues to show virtually unchanged geographical diversification.

Sales by region in %	**2025**	2024
Germany	25	26
Europe excluding Germany	24	24
North America	21	22
Asia-Pacific	27	26
Other countries	3	3

Adjusted operating result (adjusted EBIT)

Adjusted EBIT for the AUMOVIO Group increased by €223 million or 45.3% year on year to €717 million in 2025 (PY: €493 million), corresponding to 3.9% (PY: 2.5%) of adjusted sales. For further details, see the *Development of the Business Areas* section.

EBIT

At €-70 million, EBIT for 2025 was down by €360 million year on year (PY: €290 million). The return on sales fell to -0.4% (PY: 1.5%). However, the gross margin on sales improved to 18.5% (PY: 17.7%), mainly driven by increased efficiency and cost optimizations, as well as the effects of passing on cost increases. The costs of the spin-off, amounting to €201 million, had a significant negative impact on earnings. Earnings were also impacted by expenses related to restructuring measures and termination payments, as well as lower reimbursements from our customers for research and development services.

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €37 million in the reporting year (PY: €55 million).

ROCE was -0.9% (PY: 3.2%).

Special effects in 2025

For the AUMOVIO Group as a whole, special effects in 2025 resulted in expenses totaling €750 million. Of this amount, €63 million was attributable to Autonomous Mobility, €169 million to Architecture and Network Solutions, €161 million to Safety and Motion, €127 million to User Experience and €231 million to the holding company.

Impairment on property, plant and equipment resulted in expenses totaling €78 million (Autonomous Mobility: €6 million; Architecture and Network Solutions: €2 million; Safety and Motion: €45 million; and User Experience €25 million). These figures do not include impairment and reversals of impairment losses that arose in connection with restructuring.

In the Autonomous Mobility business area, restructuring expenses amounted to €19 million. The reversal of restructuring provisions that were no longer required resulted in income of €2 million.

The Architecture and Network Solutions business area recorded restructuring expenses of €160 million, which were mainly incurred in the research and development function and comprised impairment on property, plant and equipment in the amount of €14 million. In addition, income of €13 million was generated from the reversal of restructuring provisions.

The Safety and Motion business area incurred restructuring expenses of €37 million, including impairment on property, plant and equipment in the amount of €1 million. In addition, income of €8 million arose from the reversal of restructuring provisions.

Adjustments to production capacities led to restructuring expenses of €114 million in the User Experience business area, including impairment on property, plant and equipment in the amount of €57 million. In addition, income of €26 million was generated from the reversal of restructuring provisions.

The holding company incurred restructuring expenses of €42 million, mainly in the central research and development function. In addition, income of €14 million was generated from the reversal of restructuring provisions.

Restructuring-related expenses resulted in an expense totaling €19 million (Autonomous Mobility: €0 million; Architecture and Network Solutions: €7 million; Safety and Motion: €8 million; User Experience: €4 million; holding company: €1 million).

Termination payments gave rise to a negative special effect totaling €60 million (Autonomous Mobility: €19 million: Architecture and Network Solutions: €11 million; Safety and Motion: €19 million; User Experience: €9 million; holding company: €1 million).

The sale of parts of companies resulted in expenses of €67 million. Most of this was attributable to Safety and Motion, which incurred €45 million in expenses from the sale of a company. Autonomous Mobility sustained expenses of €19 million from the sale of a business unit. In addition, expenses arose in connection with a purchase price adjustment at Autonomous Mobility in the amount of €2 million and for further partial sales at Architecture and Network Solutions in the amount of €1 million and Safety and Motion in the amount of €1 million.

As part of the corporate separation agreement with the Continental Group, expenses of €17 million were incurred by Safety and Motion and €201 million by the holding company. This amount comprises expenses for the IPO in the amount of €71 million and expenses for the spin-off in the amount of €130 million.

Special effects in 2024

For the AUMOVIO Group as a whole, special effects in 2024 resulted in expenses totaling €126 million. Of this amount, €37 million was attributable to Autonomous Mobility, €53 million to Architecture and Network Solutions, €21 million to Safety and Motion, and €34 million to User Experience. Offsetting this, special effects generated a benefit of €19 million for the holding company.

Impairment on property, plant, and equipment resulted in expenses totaling €29 million (Autonomous Mobility: €12 million; Architecture and Network Solutions: €4 million; Safety and Motion: €1 million; User Experience: €12 million). These figures do not include impairment and reversals of impairment losses that arose in connection with restructuring.

In the Autonomous Mobility business area, restructuring expenses amounted to €43 million. In addition, income of €29 million was generated from the reversal of restructuring provisions.

The Architecture and Network Solutions business area incurred restructuring expenses of €72 million, including impairment on property, plant and equipment in the amount of €1 million. In addition, income of €35 million arose from the reversal of restructuring provisions that were no longer required.

The Safety and Motion business area incurred restructuring expenses of €42 million. This was offset by income from the reversal of restructuring provisions that were no longer required in the amount of €49 million, resulting in total income of €7 million.

The User Experience business area incurred restructuring expenses of €14 million. In addition, income of €8 million arose from the reversal of restructuring provisions.

Restructuring expenses of €30 million were incurred in the holding company. This was offset by income of €8 million from the reversal of restructuring provisions.

Restructuring-related expenses resulted in an expense totaling €22 million (Autonomous Mobility: €2 million; Architecture and Network Solutions: €2 million; Safety and Motion: €13 million; User Experience: €5 million).

Termination payments gave rise to a negative special effect totaling €29 million (Autonomous Mobility: €4 million; Architecture and Network Solutions: €8 million: Safety and Motion: €12 million; User Experience: €3 million; holding company: €1 million).

The holding company incurred an expense of €42 million in connection with the sale of a company.

Expenses of €16 million were also incurred mainly in connection with the spin-off (Autonomous Mobility: €6 million; Architecture and Network Solutions: €2 million; Safety and Motion: €2 million; User Experience: €7 million).

Reconciliation of sales to adjusted sales and of EBITDA to adjusted EBIT 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Sales	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
Changes in the scope of consolidation[1]	–	–	–	–	–	–
Adjusted sales	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
EBITDA	**75**	**422**	**615**	**159**	**–200**	**1,071**
Depreciation and amortization[2]	–184	–262	–404	–275	–16	–1,141
EBIT	**–109**	**160**	**211**	**–116**	**–216**	**–70**
Amortization of intangible assets from purchase price allocation (PPA)	5	31	1	–	–	37
Changes in the scope of consolidation[1]	–	–	–	–	–0	–0
Special effects						
Impairment on goodwill	–	–	–	–	–	–
Impairment[3]	6	2	45	25	0	78
Restructuring[4]	17	147	29	88	28	309
Restructuring-related expenses	0	7	8	4	1	19
Termination payments	19	11	19	9	1	60
Gains and losses from disposals of companies and business operations	21	1	46	0	0	67
Expenses for the spin-off from Continental	–	–	17	–	201	218
Other	–	1	–2	0	–	–1
Adjusted operating result (adjusted EBIT)	**–41**	**360**	**372**	**11**	**15**	**717**

1 Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the previous year.

2 Excluding impairment on financial investments.

3 Impairment also includes necessary reversals of impairment losses. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

4 Includes restructuring-related impairment losses totaling €72 million (ANS €14 million; SAM €1 million, UX €57 million).

Reconciliation of sales to adjusted sales and of EBITDA to adjusted EBIT 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Sales	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**
Changes in the scope of consolidation[1]	–92	–	–24	–	–	–116
Adjusted sales	**3,230**	**5,559**	**7,507**	**3,070**	**165**	**19,532**
EBITDA	**77**	**607**	**625**	**35**	**46**	**1,390**
Depreciation and amortization[2]	–206	–276	–380	–217	–22	–1,101
EBIT	**–129**	**331**	**246**	**–181**	**23**	**290**
Amortization of intangible assets from purchase price allocation (PPA)	19	36	1	–	–	55
Changes in the scope of consolidation[1]	27	–	–5	–	–	22
Special effects						
Impairment on goodwill	–	–	–	–	–	–
Impairment[3]	12	4	1	12	0	29
Restructuring[4]	13	37	–7	7	22	72
Restructuring-related expenses	2	2	13	5	0	22
Termination payments	4	8	12	3	1	29
Gains and losses from disposals of companies and business operations	0	–	–	–	–42	–42
Other	6	2	2	7	0	16
Adjusted operating result (adjusted EBIT)	**–46**	**419**	**262**	**–147**	**5**	**493**

1 Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the previous year.

2 Excluding impairment on financial investments.

3 Impairment also includes necessary reversals of impairment losses. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

4 Includes restructuring-related impairment losses totaling €2 million (ANS €1 million).

Procurement

AUMOVIO processes a wide range of semi-finished products and raw materials. The total purchasing volume in the reporting year amounted to €13.3 billion, of which approximately €10.4 billion was attributable to production materials. Electronic components and assemblies (NADs, displays) account for around 50% of the purchasing volume for production materials, while electromechanical and mechanical components make up around 45%.

The market availability of semiconductors and electronic components, which are essential semi-finished products for AUMOVIO, improved further in 2025, taking into account the respective order and delivery times of the manufacturers. Overall, price reductions were achieved.

For more information on the procurement of raw materials and components, see the *Development of the Raw Materials Markets* section.

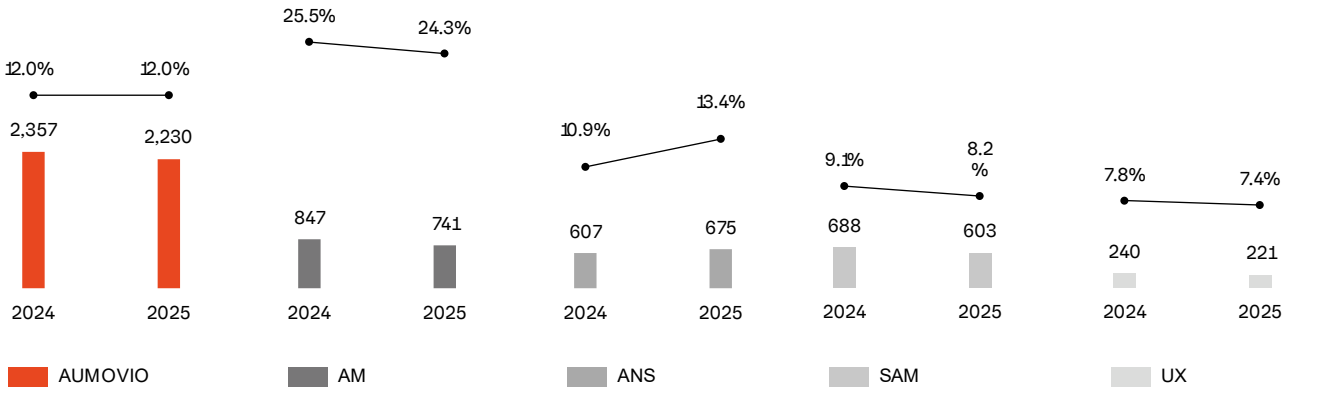
Research and development

Research and development expenses (net) decreased by €127 million or 5.4% year on year to €2,230 million (PY: €2,357 million). Despite this decline, the ratio remained unchanged at 12.0% (PY: 12.0%), as consolidated sales also fell during the same period. Restructuring expenses are included in this figure, both for fiscal 2024 and fiscal 2025.

Overview of research and development expenses

		2025		2024
Research and development expenses (net)	**€ millions**	**% of sales**	€ millions	% of sales
Autonomous Mobility	741	24.3	847	25.5
Architecture and Network Solutions	675	13.4	607	10.9
Safety and Motion	603	8.2	688	9.1
User Experience	221	7.4	240	7.8
Other/Holding/Consolidation	–11	–13.1	–24	–14.7
Group	**2,230**	**12.0**	**2,357**	**12.0**
Capitalization of research and development expenses	**2**		**16**	
in % of research and development expenses	0.1		0.7	
Depreciation on capitalized research and development expenses	**33**		**52**	

R&D expenses (net) € million **R&D ratio** %



In fiscal 2025, research and development expenses (net) also included restructuring measures and termination payments totaling €175 million (PY: €149 million). Excluding this one-time special effect, research and development expenses (net) in fiscal 2025 would have amounted to 11.1% (PY: 11.2%) of sales.

Depreciation

Depreciation and amortization increased by €40 million to €1,141 million (PY: €1,101 million), equivalent to 6.1% of sales (PY: 5.6%). In 2025, this included impairment totaling €150 million (PY: €30 million).

Reconciliation of EBIT to net income

€ millions	2025	2024	Δ in %
Autonomous Mobility	–109	–129	15.5
Architecture and Network Solutions	160	331	–51.7
Safety and Motion	211	246	–14.2
User Experience	–116	–181	36.3
Other/Holding/Consolidation	–216	23	–1,039.1
EBIT	**–70**	**290**	**–124.1**
Financial result	–97	–284	65.8
Earnings before tax	**–167**	**6**	**–2,801.5**
Income tax expense	–463	–279	–66.2
Net income	**–630**	**–272**	**–131.2**
Non-controlling interests	–25	–17	–47.7
Net income attributable to the shareholders of the parent	**–655**	**–289**	**–126.3**

Financial result

In 2025, the financial result increased by €187 million year on year and remained negative at €97 million (PY: €284 million). This improvement was mainly attributable to the effects of currency translation.

Interest income decreased by €164 million to €52 million in 2025 (PY: €216 million), mainly on the back of the discontinued financing arrangements with the Continental Group.

The interest expense totaled €224 million in 2025 (PY: €432 million) and was thus €208 million lower than the previous year's figure. Interest expense, which mainly resulted from expenses for the syndicated credit line, for financing with the Continental Group up until the spin-off, for the accrual of interest on lease liabilities, and for interest effects from non-current provisions, amounted to €83 million (PY: €384 million). This reduction was mainly attributable to the discontinued financing arrangements with the Continental Group. In addition, there were interest expenses for tax matters amounting to €93 million (PY: €2 million). Interest expense from long-term employee benefits and expected income from plan assets amounted to a total net interest expense of €47 million in the reporting year (PY: €46 million).

Currency translation effects made a positive contribution to earnings of €86 million in the reporting year (PY: expense of €38 million). Effects from changes in the fair value of derivative instruments and other valuation effects led to an expense of €12 million (PY: €30 million). Of this, other valuation effects accounted for an expense of €2 million (PY: €19 million). Taking into account the combined effects of currency translation and changes in the fair value of derivative financial instruments, earnings in 2025 were positively impacted by €77 million (PY: negative impact of €49 million). One key factor that influenced the year-on-year development was the performance of the Chinese renminbi against the euro.

€ millions	2025	2024
EBIT	**–70**	**290**
Interest income	52	216
Interest expense	–224	–432
Effects from currency translation	86	–38
Effects from changes in the fair value of derivative instruments, and other valuation effects	–12	–30
Financial result	**–97**	**–284**

Income tax expense

Income tax expense in fiscal 2025 amounted to €463 million (PY: €279 million).

In the reporting year, taxes for previous years amounting to €176 million were recognized as an expense. Tax expenses were increased by non-cash allowances on deferred tax assets totaling €132 million (PY: €83 million). In addition, as in the previous year, tax expenses were increased by non-deductible operating expenses and non-creditable foreign withholding taxes amounting to €221 million (PY: €112 million). Additional tax expenses from local income taxes with a different tax base and from minimum taxation rules amounted to €30 million in the reporting year (PY: €64 million). As in the previous year, tax-exempt income led to a reduction in tax expenses of €91 million (PY: €139 million).

Net income attributable to the shareholders of the parent

Net income attributable to the shareholders of the parent decreased by €365 million to €-655 million in 2025 (PY: €289 million). Basic earnings per share amounted to €-6.54 (PY: €-2.89), the same amount as diluted earnings per share.

Employees and personnel expenses

The number of employees in the AUMOVIO Group as at December 31, 2025, was 81,752, down by 10,993 from 92,745 in the previous year.

Compared with the 2024 reporting year, personnel expenses decreased by €400 million to €5,260 million (PY: €5,660 million).

The average number of employees in 2025 was 86,621 (PY: 98,006). The decrease in personnel costs compared with the previous year was mainly due to a reduction in headcount and a corresponding increase in expenses for the creation of personnel-related provisions for restructuring measures.

Employees by region in %	**2025**	2024
Germany	20	21
Europe excluding Germany	33	34
North America	17	17
Asia-Pacific	28	27
Other countries	2	2

Financial Position

– Free cash flow at €1,957 million; Adjusted free cash flow at €159 million
– Cash flow arising from investing activities at €1,171 million
– Net liquidity at €1,389 million

Reconciliation of cash flow

The cash flow arising from operating activities in 2025 amounted to €786 million, €317 million lower than the previous year's figure of €1,103 million, and reached 4.2% of sales (PY: 5.6%). This was mainly due to the €360 million decrease in EBIT to €-70 million (PY: €290 million). The figure includes one-time cash outflows in connection with the carve-out from Continental AG and the listing on the stock exchange. Cash flow arising from operating activities was additionally impacted by payments for restructuring measures.

The cash-effective decrease in working capital led to a cash inflow of €350 million (PY: €276 million). This cash inflow was attributable to two factors: a €197 million decrease in inventories (PY: €228 million) and a €370 million reduction in operating receivables (PY: €491 million). These developments can be explained by the positive effects of working capital management and the overall downtrend in sales. The reduction in operating liabilities of €217 million (PY: €443 million) had an offsetting effect.

Interest payments decreased by €299 million to €112 million (PY: €411 million). Income tax payments increased by €72 million to €337 million (PY: €264 million).

Investing activities resulted in a cash inflow of €1,171 million (PY: €1,249 million). The change in other interest-bearing investments, mainly due to the dissolution of the cash pool with Continental AG, decreased by €272 million from €2,093 million to €1,821 million. Capital expenditure on property, plant and equipment, and software, excluding capitalized borrowing costs and capitalized lease rights, fell by €209 million from €882 million to €672 million.

The net amount from the acquisition and disposal of companies and business operations led to a cash outflow of €23 million in 2025 (PY: cash inflow of €8 million). This cash outflow was mainly due to an investment in the Autonomous Mobility business area.

The above effects resulted in free cash flow of €1,957 million for fiscal year 2025 (PY: €2,352 million). This represents a decrease of €395 million year on year. Adjusted free cash flow is calculated from free cash flow adjusted for the sale or acquisition of companies and business areas as well as other interest-bearing investments and amounted to €159 million for fiscal year 2025 (PY: €252 million). This represents a decrease of €92 million year on year.

€ millions	**2025**	2024
Cash flow arising from operating activities	786	1,103
Cash flow arising from investing activities	1,171	1,249
Cash flow before financing activities (free cash flow)	**1,957**	**2,352**
Acquisition/Disposal of companies and business operations	23	–8
Interest-bearing investments	–1,821	–2,093
Free cash flow adjusted	**159**	**252**

Capital expenditure (additions)

Capital expenditure for property, plant and equipment, and software amounted to €769 million in 2025 (PY: €953 million). All business areas contributed to the reduction of €184 million. The capital expenditure ratio was 4.1% (PY: 4.9%).

In addition to capital expenditure at German locations, the focus was on China, Serbia, Romania, Mexico and the USA.

Production capacities were expanded for all business areas. Significant additions related to the construction of new production facilities for innovative display and control solutions, electronic braking systems, and radar and camera solutions.

Investments continued to be made in the establishment and expansion of production sites in Novi Sad, Serbia, Sibiu, Romania, and New Braunfels, USA.

Financing and indebtedness

Indebtedness amounted to €341 million as at the end of 2025 (PY: €2,659 million), down by €2,318 million on the previous year's level.

Other indebtedness decreased by €2,155 million to €3 million (PY: €2,158 million). This reduction was attributable to the discontinued financing with the Continental Group, which was achieved prior to the spin-off by means of a capital increase at AUMOVIO Germany GmbH in the amount of €1,144 million, effective August 14, 2025. The remaining indebtedness mainly comprises lease liabilities in accordance with IFRS 16.

Bank loans and overdrafts amounted to €1 million (PY: €29 million) as at December 31, 2025, and were therefore €28 million below the previous year's level.

Cash and cash equivalents, derivative financial instruments and interest-bearing investments decreased by €1,261 million to €1,730 million (PY: €2,991 million). This was also due to the discontinued financing arrangements with the Continental Group.

As at the reporting date, cash and cash equivalents amounted to €1,719 million (PY: €1,394 million). Together with the unused syndicated credit line, the liquidity buffer amounted to €4,219 million.

Cash and cash equivalents include all liquid funds and demand deposits. Cash equivalents are short-term, highly liquid financial investments that can be readily converted into known cash amounts and are subject to an insignificant risk of changes in value.

Net liquidity rose by €1,057 million compared to the end of 2024 to €1,389 million (PY: €332 million). This was mainly due to Continental AG's strategic decision to provide AUMOVIO with minimum liquidity of €1.5 billion on the spin-off date.

Contingent liabilities and other financial obligations amounted to €141 million as at December 31, 2025 (PY: €31 million), €110 million higher than in the previous year. As in previous years, contingent liabilities related to guarantees for the liabilities of affiliated companies and third parties not included in consolidation and to contractual warranties. The increase in obligations from guarantees compared to the previous year resulted mainly from the adjustment of a risk assessment for potential warranty claims. The increase in risks from taxation and customs compared to the previous year resulted from various claims relating to value-added tax and income tax matters. To the best of our knowledge, the underlying obligations will be fulfilled in all cases. Utilization is not anticipated.

As at December 31, 2025, a syndicated revolving credit facility in the amount of €2,500 million is in place, which was concluded with an international banking consortium. The borrowers are AUMOVIO SE, AUMOVIO Germany GmbH and AUMOVIO Global Holding Netherlands B.V.

The credit facility can be utilized in euros or US dollars and has an initial term of three years starting from the effective date of the spin-off. The contract includes two extension options, for a period of one year each; exercising these options is subject to the agreement of the lender. Drawings from this credit facility are interest-bearing at a variable, currency-dependent reference rate plus a margin. The revolving credit line has standard market clauses and financial ratios in line with investment grade documentation. The revolving credit line is subject to certain conditions. A violation would mean that this credit line could no longer be used and the credit line could be terminated. The calculation parameters used in the conditions are regulated in detail in the loan agreements and cannot be derived directly from the figures in the consolidated financial statements.

The credit line had not been utilized as at December 31, 2025.

Reconciliation of net indebtedness

€ millions	**Dec. 31, 2025**	Dec. 31, 2024
Long-term indebtedness	241	282
Short-term indebtedness	100	2,377
Indebtedness	**341**	**2,659**
Long-term derivative instruments and interest-bearing investments	0	–3
Short-term derivative instruments and interest-bearing investments	–11	–1,594
Cash and cash equivalents	–1,719	–1,394
Net indebtedness	**–1,389**	**–332**

Reconciliation of change in net indebtedness

€ millions	**2025**	2024
Net indebtedness at the beginning of the reporting period	**–332**	**4,942**
Cash flow arising from operating activities	786	1,103
Cash flow arising from investing activities	1,171	1,249
Cash flow before financing activities (free cash flow)	**1,957**	**2,352**
Cash flow arising from profit and loss transfer agreements - Dividends	–273	719
Dividends paid to and cash changes from equity transactions with non-controlling interests	–49	–15
Non-cash changes	–72	–69
Other	–400	2,275
Exchange-rate effects	–106	11
Change in net indebtedness	**1,057**	**5,274**
Net indebtedness at the end of the reporting period	**–1,389**	**–332**

Net Assets Position

– Equity at €9.2 billion
– Equity ratio at 53.9%

Total assets

At €17,155 million (PY: €19,881 million), total assets as at December 31, 2025, were €2,726 million lower than on the same date in the previous year.

Non-current assets

Non-current assets decreased by €847 million year on year to €9,090 million (PY: €9,938 million). Goodwill fell by €40 million to €2,089 million (PY: €2,129 million), mainly due to exchange rate effects. Other intangible assets decreased by €91 million to €323 million (PY: €413 million). Property, plant and equipment declined by €494 million to €4,788 million (PY: €5,282 million) due to lower capital expenditure, exchange rate effects and the sale of a business unit. Deferred tax assets were down by €242 million to €1,319 million (PY: €1,561 million). The main drivers were loss allowances on deferred taxes amounting to €185 million.

Current assets

Current assets decreased by €1,878 million to €8,065 million (PY: €9,943 million). Inventories fell by €273 million to €2,309 million in the reporting year (PY: €2,583 million). Trade accounts receivable declined by €489 million to €3,153 million (PY: €3,642 million). The decline in inventories and trade accounts receivable was due to the positive effects of working capital management and the overall decrease in sales. At €1,719 million, cash and cash equivalents were €325 million higher than on the prior-year reporting date (PY: €1,394 million), driven by the discontinued financing with the Continental Group and capital resources.

Equity

Total equity (including non-controlling interests) was €324 million higher than in the previous year at €9,244 million (PY: €8,921 million). Other comprehensive income fell by €168 million to €938 million (PY: €770 million), driven primarily by currency effects and valuation effects on pension obligations. The equity ratio rose to 53.9% (PY: 44.9%).

In the course of preparing the consolidated financial statements, it was found that a balance of receivables from a subsidiary of Continental AG had not been eliminated in previous years. This was adjusted as of January 1, 2024 and subsequently as of December 31, 2024 by reducing other current assets and retained earnings by €36 million each.

Non-current liabilities

Non-current liabilities decreased by €460 million to €1,959 million (PY: €2,420 million). Pension obligations decreased by €395 million to €1,281 million (PY: €1,676 million) due to payments and valuations. In addition, long-term provisions for other risks and obligations fell by €51 million to €307 million (PY: €358 million). This was primarily due to reversals and utilizations of restructuring provisions. Long-term indebtedness decreased by €41 million to €241 million (PY: €282 million).

Current liabilities

Current liabilities decreased by €2,589 million to €5,952 million (PY: €8,541 million). Short-term indebtedness decreased by €2,277 million to €100 million (PY: €2,377 million) due to the dissolution of the cash pool with the Continental Group. Other significant changes included a decrease in trade accounts payable by €350 million to €3,325 million (PY: €3,675 million) and a reduction in short-term other financial liabilities by €109 million to €407 million (PY: €516 million). Conversely, short-term other liabilities increased by €58 million to €390 million (PY: €332 million) and income tax payables rose by €40 million to €138 million (PY: €98 million).

Operating assets

Operating assets fell by €928 million year on year to €7,804 million as at December 31, 2025 (PY: €8,733 million).

Working capital was down by €411 million at €2,138 million (PY: €2,549 million), due to a reduction in both operating receivables by €489 million to €3,153 million (PY: €3,642 million) and inventories by €273 million to €2,309 million (PY: €2,583 million). This was offset by a €350 million decrease in operating liabilities to €3,325 million (PY: €3,675 million).

Non-current operating assets amounted to €7,564 million (PY: €8,201 million), down by €637 million year on year. Goodwill fell by €40 million to €2,089 million (PY: €2,129 million), driven by disposals from the scope of consolidation amounting to €6 million and exchange-rate effects amounting to €34 million. Property, plant and equipment decreased by €494 million to €4,788 million (PY: €5,282 million). Other intangible assets were down by €91 million to €323 million (PY: €413 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €37 million (PY: €55 million) reduced the value of intangible assets.

In the Autonomous Mobility business area, operating assets decreased by €16 million due to the sale of business units.

In the Safety and Motion business area, operating assets decreased by €32 million due to the sale of a company.

Exchange rate effects reduced the AUMOVIO Group's total operating assets by €207 million in the reporting year (PY: €67 million).

Average operating assets fell by €945 million year on year to €8,061 million (PY: €9,006 million).

Consolidated statement of financial position

Assets in € millions	**Dec. 31, 2025**	Dec. 31, 2024
Goodwill	2,089	2,129
Other intangible assets	323	413
Property, plant and equipment	4,788	5,282
Investments in equity-accounted investees	197	223
Long-term miscellaneous assets	1,693	1,890
Non-current assets	**9,090**	**9,938**
Inventories	2,309	2,583
Trade accounts receivable	3,153	3,642
Short-term miscellaneous assets[1]	883	2,325
Cash and cash equivalents	1,719	1,394
Current assets	**8,065**	**9,943**
Total assets	**17,155**	**19,881**

Equity and liabilities in € millions	**Dec. 31, 2025**	Dec. 31, 2024
Total equity[1]	**9,244**	**8,921**
Non-current liabilities	**1,959**	**2,420**
Trade accounts payable	3,325	3,675
Short-term other provisions and liabilities	2,627	4,865
Current liabilities	**5,952**	**8,541**
Total equity and liabilities	**17,155**	**19,881**

1 In the course of preparing the consolidated financial statements, it was found that a balance of receivables from a subsidiary of Continental AG had not been eliminated in previous years. This was adjusted as of January 1, 2024 and subsequently as of December 31, 2024 by reducing other current assets and retained earnings by €36 million each.

Reconciliation to operating assets 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Total assets	**2,653**	**2,999**	**5,540**	**2,154**	**3,809**	**17,155**
Cash and cash equivalents	–	–	–	–	1,719	1,719
Short- and long-term derivative instruments, interest-bearing investments	–	–	–	–	11	11
Other financial assets	5	5	16	10	2	38
Less financial assets	**5**	**5**	**16**	**10**	**1,732**	**1,768**
Less other non-operating assets	**4**	**7**	**48**	**3**	**350**	**414**
Deferred tax assets	–	–	–	–	1,319	1,319
Income tax receivables	–	–	–	–	132	132
Less income tax assets	**–**	**–**	**–**	**–**	**1,451**	**1,451**
Segment assets	**2,643**	**2,986**	**5,476**	**2,141**	**276**	**13,522**
Total liabilities and provisions	**1,095**	**2,054**	**2,510**	**1,209**	**1,044**	**7,911**
Short- and long-term indebtedness	–	–	–	–	341	341
Other financial liabilities	–	–	–	–	0	0
Less financial liabilities	**–**	**–**	**–**	**–**	**341**	**341**
Deferred tax liabilities	–	–	–	–	66	66
Income tax payables	–	–	–	–	138	138
Less income tax liabilities	**–**	**–**	**–**	**–**	**205**	**205**
Less other non-operating liabilities	**265**	**473**	**325**	**250**	**335**	**1,647**
Segment liabilities	**830**	**1,581**	**2,185**	**959**	**164**	**5,718**
Operating assets	**1,814**	**1,406**	**3,291**	**1,182**	**112**	**7,804**

Reconciliation to operating assets 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Total assets	**2,855**	**3,448**	**5,923**	**2,422**	**5,233**	**19,881**
Cash and cash equivalents	–	–	–	–	1,394	1,394
Short- and long-term derivative instruments, interest-bearing investments	–	–	–	–	1,597	1,597
Other financial assets	6	6	15	9	5	43
Less financial assets	**6**	**6**	**15**	**9**	**2,996**	**3,033**
Less other non-operating assets	**–14**	**–31**	**–96**	**–14**	**301**	**146**
Deferred tax assets	–	–	–	–	1,561	1,561
Income tax receivables	–	–	–	–	118	118
Less income tax assets	**–**	**–**	**–**	**–**	**1,679**	**1,679**
Segment assets	**2,863**	**3,473**	**6,004**	**2,427**	**257**	**15,023**
Total liabilities and provisions	**1,094**	**2,188**	**3,038**	**1,335**	**3,304**	**10,960**
Short- and long-term indebtedness	–	0	1	–	2,658	2,659
Other financial liabilities	–	–	–	–	5	5
Less financial liabilities	**–**	**0**	**1**	**–**	**2,663**	**2,663**
Deferred tax liabilities	–	–	–	–	69	69
Income tax payables	–	–	–	–	98	98
Less income tax liabilities	**–**	**–**	**–**	**–**	**167**	**167**
Less other non-operating liabilities	**282**	**524**	**569**	**231**	**234**	**1,840**
Segment liabilities	**813**	**1,664**	**2,469**	**1,105**	**239**	**6,290**
Operating assets	**2,050**	**1,809**	**3,534**	**1,322**	**17**	**8,733**

Development of the Business Areas

Autonomous Mobility

– Sales decreased 8.1% to €3,051 million
– Organic sales down 3.6%
– Adjusted EBIT margin up 0.1 percentage points to -1.3%

Autonomous Mobility in € millions	**2025**	2024	Δ in %
Sales	3,051	3,322	–8.1
EBITDA	75	77	–2.1
in % of sales	2.5	2.3	
EBIT	–109	–129	15.5
in % of sales	–3.6	–3.9	
Research and development expenses (net)	741	847	–12.5
in % of sales	24.3	25.5	
Depreciation and amortization[1]	184	206	–10.5
thereof impairment[2]	6	12	–50.7
Capital expenditure[3]	155	193	–19.6
in % of sales	5.1	5.8	
Operating assets as at December 31	1,814	2,050	–11.5
Operating assets (average)	1,917	2,114	–9.3
ROCE in %	–5.7	–6.1	
Number of employees as at December 31[4]	14,197	16,326	–13.0
Adjusted sales[5]	3,051	3,230	–5.5
Adjusted operating result (adjusted EBIT)[6]	–41	–46	10.5
in % of adjusted sales	–1.3	–1.4	

1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

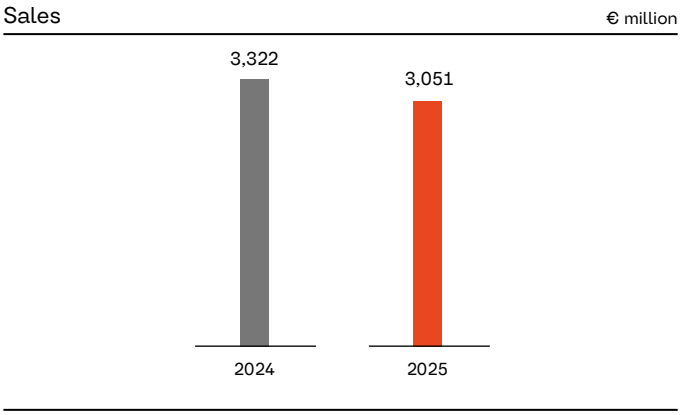
Structure

The Autonomous Mobility (AM) business area (16% of consolidated sales) brings together the AUMOVIO Group's competencies in driver assistance and automated and autonomous driving. AM develops and manufactures products and solutions for advanced driver assistance systems (ADAS) and technologies for autonomous driving (AD). Autonomous Mobility's ADAS and AD electronics, software and service solutions incorporate technologies that increase vehicle safety and are designed to improve the overall driving experience in the field of automated and autonomous mobility. As part of its exclusive partnership with Aurora, Autonomous Mobility is planning to implement the first commercially scalable autonomous truck systems in the United States. This includes developing and validating the autonomous driving system for the commercial vehicle industry and maintaining this after delivery. The system should be available to both freight carriers and commercial fleet operators in the USA, helping them to reduce costs and expand their use and reach. Autonomous Mobility also offers electronics, software and service solutions for commercial and special-purpose vehicles. These solutions are specifically tailored to the requirements of trucks, buses, two-wheelers and vehicles used in special environments such as forestry, agriculture, construction and mining (off-highway). Autonomous Mobility also offers customized service solutions for vehicle fleets and workshops. From fiscal 2026 onward, the Autonomous Mobility business area will be renamed Autonomous and Commercial Mobility (ACM).

Business and sales performance

Sales development in the Autonomous Mobility business area was impacted by challenging market conditions. Sales declined, mainly on the back of lower volumes in the US market and negative exchange-rate effects. Furthermore, Autonomous Mobility was affected in the fourth quarter by the general disruption of supply chains in the semiconductor sector from China.

Offsetting the volume-related sales reduction, price adjustments agreed with customers to compensate for the effects of inflation had a positive impact on sales. Sales fell by 8.1% year on year to €3,051 million (PY: €3,322 million). Adjusted for changes in the scope of consolidation and exchange rates, this represents a decline of 3.6%.



Adjusted EBIT

Adjusted EBIT for the Autonomous Mobility business area increased by €5 million or 10.5% year on year to €-41 million in 2025 (PY: €-46 million), corresponding to -1.3% (PY: -1.4%) of adjusted sales. The cost improvements achieved offset the decline in sales.

EBIT

The Autonomous Mobility business area recorded a year-on-year increase in EBIT of €20 million, or 15.5%, to €-109 million in 2025 (PY: €-129 million). As a result, the return on sales rose to -3.6% (PY: -3.9%). Production costs fell by €192 million to €2,176 million (PY: €2,368 million), primarily due to normalizing material purchase prices, cost reduction measures, efficiency improvements and reduced sales volumes. EBIT for the reporting year was impacted by expenses related to restructuring measures and termination payments amounting to €36 million (PY: €20 million).

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €5 million (PY: €19 million).

For the Autonomous Mobility business area, the negative impact of special effects in 2025 totaled €63 million (PY: €32 million). For further details, please see our comments regarding special effects in 2025 and 2024.

ROCE was -5.7% (PY: -6.1%).

Procurement

Production materials in the Autonomous Mobility business area are mainly influenced by the high proportion of electronic components and printed circuit boards, which account for around 70%. This means that there is a correspondingly high dependence on raw material costs and availability. Autonomous Mobility is securing its requirements and purchase prices by further diversifying its supplier portfolio.

Research and development

Research and development expenses (net) fell by €106 million or 12.5% year on year to €741 million (PY: €847 million), corresponding to 24.3% (PY: 25.5%) of sales. Fiscal 2024 and fiscal 2025 include expenses for restructuring measures and termination payments as well as significant initial investments in the development of autonomous driving systems for commercial vehicles.

Depreciation and amortization

Depreciation and amortization fell by €22 million compared with fiscal 2024 to €184 million (PY: €206 million) and amounted to 6.0% (PY: 6.2%) of sales. In 2025, this included impairment totaling €6 million (PY: €12 million).

Operating assets

Operating assets in the Autonomous Mobility business area decreased by €236 million year on year to €1,814 million as at December 31, 2025 (PY: €2,050 million).

Working capital was down by €134 million at €356 million (PY: €490 million). Inventories increased by €2 million to €441 million (PY: €440 million). Operating receivables fell by €129 million to €395 million (PY: €524 million) as at the reporting date. Operating liabilities were up by €7 million at €480 million (PY: €474 million).

Non-current operating assets declined by €88 million to €1,752 million (PY: €1,840 million). Goodwill fell by €23 million to €731 million (PY: €755 million), driven by disposals from the scope of consolidation amounting to €6 million and exchange-rate effects amounting to €17 million. At €841 million, property, plant and equipment were €43 million below the previous year's level of €885 million. Other intangible assets were down by €28 million to €104 million (PY: €132 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €5 million (PY: €19 million) reduced the value of intangible assets.

Exchange-rate effects decreased the total operating assets of the Autonomous Mobility business area by €59 million in the reporting year (PY: increase of €18 million).

Average operating assets in the Autonomous Mobility business area fell by €197 million compared with fiscal 2024 to €1,917 million (PY: €2,114 million).

Capital expenditure (additions)

Additions in the Autonomous Mobility business area decreased by €38 million year on year to €155 million (PY: €193 million). The capital expenditure ratio was 5.1% (PY: 5.8%).

In addition to capital expenditure at German locations, the focus was on the USA, Romania and the Philippines. Significant additions related to the construction of new production facilities for camera and radar solutions. Continued investment was made in the establishment and expansion of the production site in New Braunfels, USA.

Employees

The number of employees in the Autonomous Mobility business area fell by 2,129 to 14,197 as at December 31, 2025 (PY: 16,326). This was primarily attributable to the implementation of restructuring measures and adjustments to order volumes.

Architecture and Network Solutions

– Sales decreased 9.2% to €5,048 million
– Organic sales down 6.6%
– Adjusted EBIT margin down 0.4 percentage points to 7.1%

Architecture and Network Solutions in € millions	**2025**	2024	Δ in %
Sales	5,048	5,559	–9.2
EBITDA	422	607	–30.6
in % of sales	8.4	10.9	
EBIT	160	331	–51.7
in % of sales	3.2	6.0	
Research and development expenses (net)	675	607	11.3
in % of sales	13.4	10.9	
Depreciation and amortization[1]	262	276	–5.2
thereof impairment[2]	16	5	216.0
Capital expenditure[3]	165	221	–25.2
in % of sales	3.3	4.0	
Operating assets as at December 31	1,406	1,809	–22.3
Operating assets (average)	1,558	1,865	–16.4
ROCE in %	10.3	17.8	
Number of employees as at December 31[4]	23,933	26,353	–9.2
Adjusted sales[5]	5,048	5,559	–9.2
Adjusted operating result (adjusted EBIT)[6]	360	419	–14.1
in % of adjusted sales	7.1	7.5	

1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

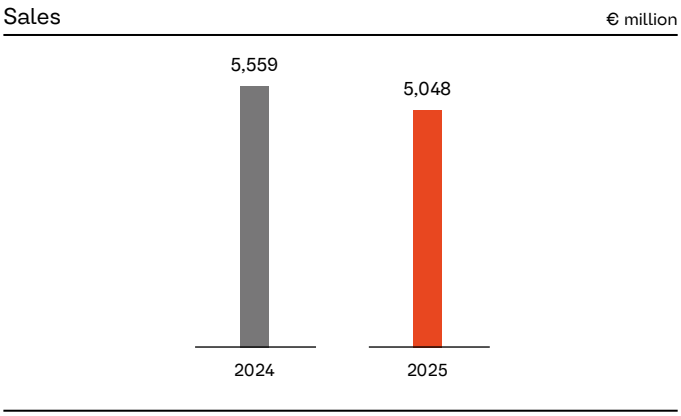
Structure

The Architecture and Network Solutions business area (27% of consolidated sales) develops and manufactures electronic products and solutions for classic and new vehicle architectures as well as for software-defined vehicles, covering a wide range of electronic products and solutions, including HPCs, ZCUs, control units, server zone architectures, advanced access solutions, vehicle connectivity solutions, comfort electronics, operating software, middleware, cybersecurity solutions and build-to-print production services.

These products are divided into three groups: Foundation (HPCs and ZCUs, connectivity, automotive middleware, operating systems, tools), Solutions (control units, functional access software) and Services (engineering and manufacturing services). Its many partnerships with leading technology companies in the industry enable Architecture and Network Solutions to leverage synergies for the further development of its products and solutions.

Business and sales performance

Sales in the Architecture and Network Solutions business area declined to €5,048 million (PY: €5,559 million) due to negative exchange-rate effects, lower volumes in the US and European markets, and the premature termination of a build-to-print project. Adjusted for changes in the scope of consolidation and exchange rates, this represents a decline of 6.6%.



Adjusted EBIT

Adjusted EBIT for the Architecture and Network Solutions business area decreased by €59 million or 14.1% year on year to €360 million in 2025 (PY: €419 million), corresponding to 7.1% (PY: 7.5%) of adjusted sales. The decline in sales was partially offset by cost improvements.

EBIT

The Architecture and Network Solutions business area recorded a year-on-year decrease in EBIT of €171 million or 51.7% to €160 million in 2025 (PY: €331 million). The return on sales declined to 3.2% (PY: 6.0%). Production costs fell by €477 million to €3,904 million (PY: €4,381 million). Expenses related to restructuring measures and termination payments recognized in fiscal 2025 amounted to €165 million (PY: €47 million). Increases in personnel expenses and the lack of earnings contribution due to lower volumes were offset by lower purchase prices and cost savings in the area of fixed costs.

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €31 million (PY: €36 million).

For the Architecture and Network Solutions business area, the negative impact of special effects in 2025 totaled €169 million (PY: €51 million). For further details, please see our comments regarding special effects in 2025 and 2024.

ROCE was 10.3% (PY: 17.8%).

Procurement

Production materials in the Architecture and Network Solutions division are primarily characterized by a high proportion of electronics and printed circuit boards, which together account for around 65% of the purchasing volume. The business development of Architecture and Network Solutions is influenced by volatile memory prices, rising raw material costs and reduced delivery volumes from Nexperia. Architecture and Network Solutions is diversifying its supplier base to secure supply. These factors coupled with strong demand for memory components from the AI segment continue to exert considerable price pressure.

Research and development

Research and development expenses (net) rose by €69 million or 11.3% year on year to €675 million (PY: €607 million), corresponding to 13.4% (PY: 10.9%) of sales. The increase in costs compared to the previous year was mainly due to a reorganization and the associated takeover of developers from the former Software and Central Technologies (SCT) business area, which was dissolved at the end of 2024.

Depreciation and amortization

Depreciation and amortization fell by €14 million compared with fiscal 2024 to €262 million (PY: €276 million) and amounted to 5.2% (PY: 5.0%) of sales. In 2025, this included impairment totaling €16 million (PY: €5 million).

Operating assets

Operating assets in the Architecture and Network Solutions business area decreased by €403 million year on year to €1,406 million as at December 31, 2025 (PY: €1,809 million).

Working capital was down by €191 million at €536 million (PY: €727 million). Inventories decreased by €159 million to €450 million (PY: €609 million). Operating receivables fell by €155 million to €951 million (PY: €1,106 million) as at the reporting date. Operating liabilities declined by €122 million to €866 million (PY: €988 million).

Non-current operating assets were down by €156 million at €1,420 million (PY: €1,576 million). Goodwill fell by €3 million to €136 million (PY: €139 million) due to exchange rate effects. Property, plant and equipment decreased by €86 million to €1,058 million (PY: €1,144 million). Other intangible assets were down by €41 million to €161 million (PY: €202 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €31 million (PY: €36 million) reduced the value of intangible assets.

Exchange-rate effects decreased Architecture and Network Solutions' total operating assets by €47 million in the reporting year (PY: decrease of €9 million).

Average operating assets in the Architecture and Network Solutions business area fell by €307 million compared with fiscal 2024 to €1,558 million (PY: €1,865 million).

Capital expenditure (additions)

Additions in the Architecture and Network Solutions business area decreased by €56 million year on year to €165 million (PY: €221 million). The capital expenditure ratio was 3.3% (PY: 4.0%).

In addition to capital expenditure at German locations, the focus was on China, Romania, and Mexico. Significant additions related to the construction of new production facilities for zone control units in software-defined vehicles and digital access systems. Continued investment was made in the establishment and expansion of the production site in Sibiu, Romania.

Employees

The number of employees in the Architecture and Network Solutions business area fell by 2,420 to 23,933 as at December 31, 2025 (PY: 26,353). This was mainly due to declining production volumes and structural adjustments.

Safety and Motion

– Sales down 2.1% to €7,371 million
– Organic sales up 1.1%
– Adjusted EBIT margin up 1.6 percentage points to 5.1%

Safety and Motion in € millions	**2025**	2024	Δ in %
Sales	7,371	7,532	–2.1
EBITDA	615	625	–1.7
in % of sales	8.3	8.3	
EBIT	211	246	–14.2
in % of sales	2.9	3.3	
Research and development expenses (net)	603	688	–12.3
in % of sales	8.2	9.1	
Depreciation and amortization[1]	404	380	6.4
thereof impairment[2]	45	1	3,544.5
Capital expenditure[3]	262	293	–10.6
in % of sales	3.6	3.9	
Operating assets as at December 31	3,291	3,534	–6.9
Operating assets (average)	3,193	3,566	–10.4
ROCE in %	6.6	6.9	
Number of employees as at December 31[4]	31,171	34,019	–8.4
Adjusted sales[5]	7,371	7,507	–1.8
Adjusted operating result (adjusted EBIT)[6]	372	262	42.2
in % of adjusted sales	5.1	3.5	

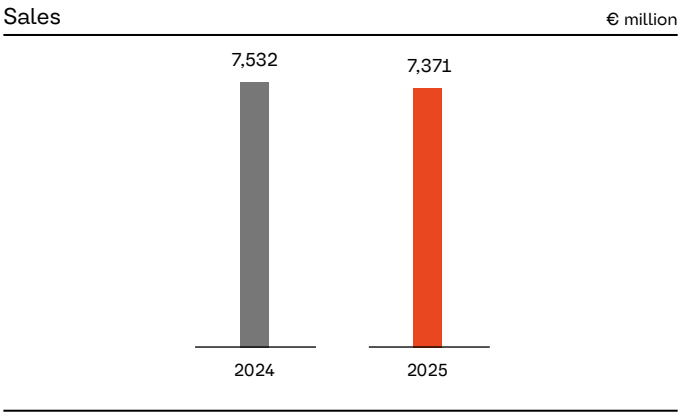
1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

Structure

The Safety and Motion business area (40% of consolidated sales) develops and manufactures products for the chassis domain. Its portfolio includes components, systems, and software for passive and active safety, vehicle dynamics, and comfort, including mechanical and electronic braking systems and airbag control units. Safety and Motion serves these products to the light vehicle and two-wheeler markets. In addition, Safety and Motion is active in the automotive aftermarket business, offering replacement parts for vehicle components (including products from other business areas and other manufacturers) for both the original equipment business and the independent aftermarket.

Business and sales performance

Sales in the Safety and Motion business area declined by 2.1% year on year to €7,371 million in 2025 (PY: €7,532 million). Adjusted for changes in the scope of consolidation and exchange rates, this represents a rise of 1.1%. Sales remained at the previous year's level in a market environment that continued to be challenging.



Adjusted EBIT

Adjusted EBIT for the Safety and Motion business area increased by €110 million or 42.2% year on year to €372 million in 2025 (PY: €262 million), corresponding to 5.1% (PY: 3.5%) of adjusted sales. Cost improvements more than offset the decline in sales. The increase in earnings was due to an improved cost situation, particularly in terms of materials and fixed costs.

EBIT

The Safety and Motion business area recorded a year-on-year decrease in EBIT of €35 million or 14.2% to €211 million in 2025 (PY: €246 million). The return on sales declined to 2.9% (PY: 3.3%). EBIT was impacted by negative currency effects and expenses related to restructuring measures and termination payments amounting to €55 million (PY: €18 million). This was offset by a decrease in production costs, down by €192 million to €6,188 million (PY: €6,379 million), primarily due to lower volumes and lower costs for materials and efficiency improvements in production. By contrast, expenses for logistics, wages and salaries increased.

The amortization of intangible assets from purchase price allocation (PPA) reduced EBIT by €1 million (PY: €1 million).

For the Safety and Motion business area, the negative impact of special effects in 2025 totaled €161 million (PY: €19 million). For further details, please see our comments regarding special effects in 2025 and 2024.

ROCE was 6.6% (PY: 6.9%).

Procurement

Due to the significant proportion of mechanical and electromechanical components, Safety and Motion business is heavily dependent on raw material markets. As a result, it is heavily impacted by rising prices for aluminum, copper, silver and tin due to production bottlenecks and protective tariffs imposed by the USA. Chinese export controls on rare earths are also driving up prices and leading to additional expenses to secure supply. In addition, Safety and Motion installs electronic components and circuit boards for control units.

Research and development

Research and development expenses (net) fell by €85 million or 12.3% year on year to €603 million (PY: €688 million), corresponding to 8.2% (PY: 9.1%) of sales. The reduction in costs was the result of restructuring measures and improved efficiency.

Depreciation and amortization

Depreciation and amortization fell by €24 million compared with fiscal 2024 to €404 million (PY: €380 million) and amounted to 5.5% (PY: 5.0%) of sales. In 2025, this included impairment totaling €45 million (PY: €1 million).

Operating assets

Operating assets in the Safety and Motion business area decreased by €243 million year on year to €3,291 million as at December 31, 2025 (PY: €3,534 million).

Working capital was down €40 million at €922 million (PY: €962 million). Inventories decreased by €89 million to €947 million (PY: €1,036 million). Operating receivables fell by €37 million to €1,281 million (PY: €1,318 million) as at the reporting date. Operating liabilities declined by €86 million to €1,306 million (PY: €1,392 million).

Non-current operating assets were down by €249 million at €3,089 million (PY: €3,338 million). Goodwill fell by €13 million to €1,216 million (PY: €1,229 million) due to exchange rate effects. At €1,736 million, property, plant and equipment were €228 million below the previous year's level of €1,964 million. Other intangible assets were down by €6 million to €10 million (PY: €16 million). Amortization of intangible assets from purchase price allocation (PPA) in the amount of €1 million (PY: €1 million) reduced the value of intangible assets.

Exchange-rate effects decreased Safety and Motion's total operating assets by €84 million in the reporting year (PY: decrease of €62 million).

Average operating assets in the Safety and Motion business area fell by €373 million compared with fiscal 2024 to €3,193 million (PY: €3,566 million).

Capital expenditure (additions)

Additions in the Safety and Motion business area decreased by €31 million year on year to €262 million (PY: €293 million). The capital expenditure ratio was 3.6% (PY: 3.9%).

In addition to capital expenditure in German locations, the focus was on China, Mexico, Slovakia, Hungary, Romania and the USA. Significant additions related to the construction of new production facilities for electronic braking systems.

Employees

The number of employees in the Safety and Motion business area fell by 2,848 to 31,171 as at December 31, 2025 (PY: 34,019). This was primarily attributable to the implementation of restructuring measures and adjustments to order volumes.

User Experience

– Sales down 2.5% to €2,993 million
– Organic sales down 0.3%
– Adjusted EBIT margin up 5.1 percentage points to 0.4%

User Experience in € millions	**2025**	2024	Δ in %
Sales	2,993	3,070	–2.5
EBITDA	159	35	352.0
in % of sales	5.3	1.1	
EBIT	–116	–181	36.3
in % of sales	–3.9	–5.9	
Research and development expenses (net)	221	240	–7.8
in % of sales	7.4	7.8	
Depreciation and amortization[1]	275	217	26.8
thereof impairment[2]	82	12	587.1
Capital expenditure[3]	179	230	–22.1
in % of sales	6.0	7.5	
Operating assets as at December 31	1,182	1,322	–10.6
Operating assets (average)	1,336	1,265	5.6
ROCE in %	–8.7	–14.3	
Number of employees as at December 31[4]	10,502	13,002	–19.2
Adjusted sales[5]	2,993	3,070	–2.5
Adjusted operating result (adjusted EBIT)[6]	11	–147	107.5
in % of adjusted sales	0.4	–4.8	

1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

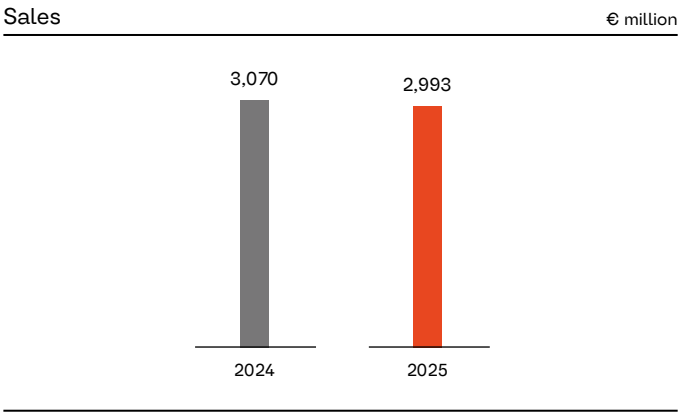
Structure

The User Experience business area (16% of consolidated sales) designs, develops and manufactures products for in-vehicle information display and interaction, including display solutions, head-up displays and digital instrument clusters. Digital instrument clusters differ from display solutions in that they have an integrated control unit.

Business and sales performance

Sales in the User Experience business area remained at the previous year's level in 2025. Sales fell by 2.5% year on year to €2,993 million (PY: €3,070 million). Before changes in the scope of consolidation and exchange-rate effects, sales declined by 0.3%.

Overall, sales development was influenced by portfolio adjustments and delayed product launches in Europe. In a generally difficult market environment characterized by regional shifts in demand and sustained competitive pressure, particularly from Asia, demand declined in some core markets despite stable business development for individual platforms. Customer product transformation continued to shift toward more display solutions.



Adjusted operating result (adjusted EBIT)

Adjusted EBIT of the User Experience business area increased by €158 million year on year to €11 million in 2025 (PY: €-147 million), corresponding to a margin of 0.4% (PY: -4.8%) of adjusted sales. The negative margin effects of the decline in sales were more than offset by consistent cost management and improvements in operational efficiency.

EBIT

The User Experience business area recorded a year-on-year increase in EBIT of €66 million or 36.3% to €-116 million in 2025 (PY: €-181 million). The return on sales rose to -3.9% (PY: -5.9%). At €2,768 million, production costs in fiscal 2025 were down year on year (PY: €2,874 million). This was mainly due to the consistent implementation of structural measures in the business area, reductions in material prices and cost-cutting measures at the plants. EBIT for the reporting year was impacted by expenses related to restructuring measures and termination payments amounting to €101 million (PY: €15 million).

For the User Experience business area, the negative impact of special effects in 2025 totaled €127 million (PY: €34 million). For further details, please see our comments regarding special effects in 2025 and 2024.

ROCE was -8.7% (PY: -14.3%).

Procurement

Production material in the User Experience business contains a high value of displays, which account for around 50% of the purchasing volume. Electronics and electromechanical components account for the remaining share. Exchange-traded metals relevant to the User Experience business area (including aluminum, copper, silver, and tin) were subject to market-driven price fluctuations in 2025. Due to lower material usage volumes, however, their overall impact was more moderate than in business areas with more intensive raw materials usage. The price of magnesium for casting applications remained stable.

Research and development

Research and development expenses (net) fell by €19 million or 7.8% year on year to €221 million (PY: €240 million), corresponding to 7.4% (PY: 7.8%) of sales.

Depreciation

Depreciation and amortization increased by €58 million compared with fiscal 2024 to €275 million (PY: €217 million) and amounted to 9.2% (PY: 7.1%) of sales.

Operating assets

Operating assets in the User Experience business area decreased by €140 million year on year to €1,182 million as at December 31, 2025 (PY: €1,322 million).

Working capital was down by €63 million at €267 million (PY: €331 million). Inventories decreased by €6 million to €434 million (PY: €440 million). Operating receivables fell by €144 million to €457 million (PY: €601 million) as at the reporting date. Operating liabilities declined by €88 million to €623 million (PY: €711 million).

Non-current operating assets amounted to €1,209 million (PY: €1,333 million), down by €124 million year on year. At €1,075 million, property, plant and equipment were €116 million below the previous year's level of €1,191 million.

Exchange-rate effects decreased User Experience's total operating assets by €16 million in the reporting year (PY: decrease of €7 million).

Average operating assets in the User Experience business area increased by €71 million compared with fiscal 2024 to €1,336 million (PY: €1,265 million).

Capital expenditure (additions)

Additions in the User Experience business area decreased by €51 million year on year to €179 million (PY: €230 million). The capital expenditure ratio was 6.0% (PY: 7.5%).

Capital expenditure was primarily incurred in Serbia, China, South Korea and the Czech Republic. Significant additions related to the construction of new production facilities for innovative display solutions and the establishment and expansion of the production site in Novi Sad, Serbia.

Employees

The number of employees in the User Experience business area fell by 2,500 compared with the previous year, totaling 10,502 as at December 31, 2025 (PY: 13,002). This was primarily attributable to adjustments to production volumes and the implementation of structural changes.

Overall Statement on the Business Performance and Position of the AUMOVIO Group

The business performance of the AUMOVIO Group was impacted in the reporting year by the overall weak macroeconomic environment, especially in its core market of Europe. Against this backdrop, the strategy focused on value creation proved effective in the opinion of the Executive Board. While the AUMOVIO Group's consolidated sales were €18.5 billion, down by €1.1 billion from the previous year's figure of €19.6 billion, the adjusted EBIT margin improved to 3.9% (PY: 2.5%). This was due to consistent implementation of measures to increase efficiency and initiatives to pass on cost increases. Impacted by payments for the spin-off from the Continental Group and payments for restructuring measures, adjusted free cash flow was lower year on year at €159 million (PY: €252 million). From the perspective of the Executive Board, fiscal 2025 can be considered a successful year overall.

In a market environment that remains highly challenging, and against the backdrop of lower volumes in the US market and negative currency effects, the Autonomous Mobility business area recorded a decline in sales of €0.3 billion to €3.1 billion (PY: €3.3 billion). At the same time, Autonomous Mobility increased its adjusted EBIT margin to -1.3% (PY: -1.4%). EBIT also improved.

Sales in the Architecture and Network Solutions business area declined to €5.0 billion (PY: €5.6 billion) due to negative exchange-rate effects and the premature termination of a build-to-print project. The adjusted EBIT margin declined from 7.5% in the previous year to 7.1% in 2025.

Exchange rate effects led to a decline in sales in the Safety and Motion business area to €7.4 billion (PY: €7.5 billion). EBIT was impacted by negative currency effects as well as restructuring expenses and termination payments. The adjusted EBIT margin rose to 5.1% (PY: 3.5%).

In the User Experience business area, sales remained at the previous year's level at €3.0 billion (PY: €3.1 billion). The adjusted EBIT margin rose to 0.4% (PY: -4.8%). EBIT also improved. The improvement was primarily based on the consistent implementation of cost-cutting and efficiency improvement measures. Conversely, EBIT was heavily impacted by restructuring measures and termination payments.

AUMOVIO SE – Short Version in Accordance with HGB

In addition to the reporting on the AUMOVIO Group as a whole, the performance of the parent company is presented separately here.

Unlike the consolidated financial statements, the annual financial statements of AUMOVIO SE are prepared in accordance with the provisions of the German Commercial Code (*Handelsgesetzbuch – HGB*), taking into account the supplementary provisions of the SE Regulation and the German Stock Corporation Act (*Aktiengesetz – AktG*). The management report of AUMOVIO SE has been combined with the consolidated report of the AUMOVIO Group in accordance with Section 315 (5) HGB, as the parent company's future risks and opportunities and its expected development are inextricably linked to that of the AUMOVIO Group as a whole. In addition, the following presentation of the parent company's business performance, including its results, net assets and financial position, provides a basis for understanding the Executive Board's proposal for the distribution of retained earnings.

AUMOVIO SE is a holding company and executes the governance function within the AUMOVIO Group. As at December 31, 2025, AUMOVIO SE had 221 employees (PY: none).

AUMOVIO SE holds direct or indirect shares in 124 companies, including equity companies. The economic conditions of AUMOVIO SE were essentially the same as those of the AUMOVIO Group and are described in the notes on the development of the respective business areas.

On September 17, 2025, AUMOVIO SE was spun off from Continental AG. AUMOVIO SE shares were then listed on the Frankfurt Stock Exchange for the first time on September 18, 2025.

Net assets and financial position

Net assets and financial position of AUMOVIO SE	**Dec. 31, 2025**	Dec. 31, 2024
Assets in € millions		
Investments	9,893	-
Non-current assets	**9,893**	**-**
Receivables and other assets	563	-
Cash and cash equivalents	-	0
Current assets	**563**	**0**
Prepaid expenses and deferred charges	**2**	**-**
Total assets	**10,458**	**0**
Shareholders' equity and liabilities in € millions		
Subscribed capital	250	0
Capital reserves	9,676	-
Revenue reserves	223	-
Retained earnings	223	–0
Shareholders' equity	**10,372**	**0**
Provisions	**38**	**0**
Liabilities	**48**	**0**
Total equity and liabilities	**10,458**	**0**
Equity ratio in %	99.2	0

The change in fixed assets of €9,893 million (PY: no financial assets) is the result of the transfer of all shares in AUMOVIO Germany GmbH, Hanover, as part of the spin-off.

Receivables and other assets increased by €563 million. This was largely due to AUMOVIO SE joining the internal group cash pooling system and the receivable from the profit and loss transfer agreement with AUMOVIO Germany GmbH in the amount of €549 million (PY: no cash pool credit) as at December 31, 2025. In addition, other assets increased due to receivables from capital gains tax and solidarity surcharge in the amount of €12 million (PY: no receivables from capital gains tax and solidarity surcharge).

Prepaid expenses of €2 million (PY: no prepaid expenses) mainly resulted from prepaid insurance premiums.

Shareholders' equity increased by €10,426 million. The increase was mainly due to the capital increase (€250 million in subscribed capital and €9,643 million in capital reserves) as part of the spin-off, and to the net income for the year of €446 million.

Provisions consist of provisions for pensions and similar obligations and other provisions. Provisions for pensions and similar obligations include pension commitments to the Executive Board and employees of AUMOVIO SE amounting to €27 million. Other provisions mainly comprise obligations from bonus commitments amounting to €8 million (PY: no provisions from bonus commitments) and fees for services rendered by the auditor amounting to €2 million (PY: no fees for services rendered by the auditor).

The increase in liabilities of €48 million (PY: €0 million) was mainly due to demerger expenses in connection with the spin-off from Continental AG amounting to €26 million (PY: no expenses) and VAT liabilities amounting to €17 million (previous year: €0 million).

Earnings Position

€ millions	**2025**	2024
Sales	9	-
Other operating income	0	-
Personnel expenses	–29	-
Other operating expenses	–78	-0
Income from profit transfers	544	-
Other interest and similar income	0	-
Interest and similar expenses	-0	-
Net income	**446**	**-0**
Accumulated losses brought forward from the previous year	-0	-
Allocation to other revenue reserves	223	-
Retained earnings	**223**	**-0**

Sales mainly represent charges for administrative services to the companies of the AUMOVIO Group.

Personnel expenses in fiscal 2025 included expenses for the Executive Board and other employees of AUMOVIO SE from the date of the spin-off.

Other operating expenses increased by €78 million. The change was mainly due to the costs of the spin-off and stock exchange listing to be borne by AUMOVIO SE in accordance with the group separation agreement.

Income from profit transfers amounting to €544 million came from AUMOVIO Germany GmbH, Hanover.

Risks and Opportunities

The business development of AUMOVIO SE is subject to the same opportunities and risks as that of the AUMOVIO Group. AUMOVIO SE participates directly and indirectly in the risks of its subsidiaries and investments in accordance with its respective participation rate.

As part of its business activities, AUMOVIO SE holds investments in affiliated companies and other associated companies. These investments are long term in nature and are subject to valuation risks, which may arise in particular from the economic development of the respective investee company.

Investment valuation risk refers to the possibility that the fair value of an investment may fall below its carrying amount, thereby necessitating unscheduled write-downs (impairment). This may be caused in particular by negative earnings trends,

sustained deterioration in earnings, changes in market and competitive conditions, rising capital costs, regulatory intervention, or structural changes in the respective market environment. Company-specific factors such as operational setbacks, liquidity bottlenecks, off-balance commitments, and the loss of key customers can also lead to impairment.

Investments are generally valued in accordance with the relevant provisions under commercial law. If there are indications of permanent impairment, the lower fair value is recognized. The fair value is determined on a regular basis using recognized valuation methods (e.g. income approach or discounted cash flow methods). These methods are based on forward-looking assumptions regarding sales and earnings development, investments, growth rates and capitalization rates. Changes in these assumptions can have a significant impact on the valuation amount.

There is a risk that the assumptions underlying planning may prove to be inaccurate and that the actual performance of the investee companies may deviate negatively from expectations. As a result, unscheduled write-downs on the carrying amount of the investments may become necessary. This would have a direct negative impact on the company's net assets, financial position and results of operations.

To limit this risk, the economic development of the investee companies is monitored on an ongoing basis through regular reporting, comparisons of planned and actual figures, and analysis of key performance indicators. In addition, impairment tests are carried out when there are reasons indicating such an assessment. These measures are intended to enable impairment risks to be identified at an early stage so they can be taken into appropriate account in further planning.

As the parent company of the AUMOVIO Group, AUMOVIO SE is integrated into the group-wide risk management system. The description of the internal control system for AUMOVIO SE required under Section 289 (4) HGB is provided in the Report on risks and opportunities section.

Outlook

The earnings, net assets, and financial position of AUMOVIO SE are linked to the business development and dividend payouts by the subsidiaries. Based on current planning for expected distributions, we anticipate a significantly lower net income figure for AUMOVIO SE compared with the reporting year.

Other Information

Dependent Company Report

Final declaration from the Executive Board's report on relations with affiliated companies pursuant to Section 312 AktG

In fiscal year 2025, AUMOVIO SE was a dependent company of INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, as defined under Section 312 of the German Stock Corporation Act (*Aktiengesetz – AktG*). In line with Section 312 (1) AktG, the Executive Board of AUMOVIO SE has prepared a report on relations with affiliated companies, which contains the following final declaration:

"We declare that, as in the previous year, the company received appropriate consideration for each of the legal transactions listed in the report on relations with affiliated companies from January 1 to December 31, 2025, based on the circumstances known to us at the time the legal transactions were carried out or not carried out. To the extent the company suffered any detriment thereby, the company was granted the right to appropriate compensation before the end of fiscal year 2025. No measures subject to reporting occurred in the past fiscal year, as was also the case in the previous year."

Additional Disclosures and Notes Pursuant to Sections 289a and 315a HGB

1. Composition of issued capital

As at the end of the reporting period, the issued capital of the company amounts to €250,127,477.50 and is divided into 100,050,991 registered no-par value shares. These shares of AUMOVIO SE are, without exception, common shares; different classes of shares have not been issued and have not been provided for in the Articles of Incorporation. Each share bears voting and dividend rights from the time it is issued. Each share entitles the holder to one vote at a Shareholders' Meeting (Article 21 (1) of the Articles of Incorporation). There are no shares with multiple voting rights or shares with privileges.

2. Restrictions on voting rights or transfer options

IHO Verwaltungs GmbH and IHO Beteiligungs GmbH, which together hold a 45.98% stake in the company, have contractually undertaken to AUMOVIO SE and Continental Aktiengesellschaft, with certain contractually defined exceptions, not to sell, transfer or otherwise dispose of their shares in the company for a period of six months from the effective date of the spin-off of the Automotive group sector from Continental Aktiengesellschaft to the company, i.e. from September 17, 2025, without the prior written consent of certain banks accompanying the listing of the company's shares. They have also undertaken not to initiate, support or publicly announce any capital measures of the company without the prior written consent of said banks during this period, with the exception of measures in connection with the spin-off and the stock exchange listing.

The remuneration system for the Executive Board stipulates holding periods for shares acquired by Executive Board members during their term of office plus two years after they leave the Executive Board. The Executive Board is not aware of any other restrictions on the transfer of company shares or restrictions on voting rights.

3. Shareholdings exceeding 10 percent of voting rights

For details of shareholdings exceeding 10 percent of voting rights (reported level of equity interest), please refer to the information in the notes to the financial statements (Note 40, Transactions with related parties) and to the notes to the separate financial statements of AUMOVIO SE, Notices in accordance with the German Securities Trading Act (*Wertpapierhandelsgesetz – WpHG*).

4. Bearers of shares with privileges

There are no shares with privileges granting control.

5. Type of voting right control for employee shareholdings

The company is not aware of any employees with shareholdings not directly exercising control of their voting rights.

6. Provisions for the appointment and dismissal of members of the Executive Board and for the amendment of the Articles of Incorporation

a) The requirements for the appointment and dismissal of the Executive Board and for amendments to the Articles of Incorporation are governed by the relevant provisions of applicable European and German law, including Regulation (EC) No. 2157/2001 on the Statute for a European Company (the "SE Regulation" or "SE-VO") and the German Stock Corporation Act (*Aktiengesetz – AktG*), as well as the provisions set forth in the Articles of Incorporation. According to the Articles of Incorporation, the Executive Board consists of at least two members. The members of the Supervisory Board are appointed by the Annual Shareholders' Meeting (Article 39 (2) subparagraph 1 SE-VO) for a term of office of no more than five years (Article 46 (1) SE-VO in conjunction with Article 7 (4) of the Articles of Incorporation). The number of Executive Board members is otherwise determined by the Supervisory Board in accordance with the Articles of Incorporation. Reappointments are permitted. A simple majority of Supervisory Board members is required to appoint members of the Executive Board. In the event of a tie, the chairman of the Supervisory Board has the casting vote. The Supervisory Board is authorized to appoint an Executive Board member as chairman of the Executive Board. An appointment to the Executive Board may be revoked by the Supervisory Board in accordance with Section 84 (4) of AktG if the member of the Executive Board provides cause, for example, by grossly breaching their duties. If the Executive Board is lacking a required member, an appointment may be made by the courts in urgent cases in accordance with Article 9 (1) (c) (ii) SE-VO and Section 85 AktG.

b) Amendments to the Articles of Incorporation are governed by Article 59 SE-VO, Section 179 AktG and the Articles of Incorporation. Pursuant to Article 21 (2) sentence 3 of the Articles of Incorporation of AUMOVIO SE, amendments to the Articles of Incorporation require, unless mandatory statutory provisions dictate otherwise, a resolution of the Annual Shareholders' Meeting passed by a majority of two-thirds of the votes cast or, if at least half of the share capital is represented, by a simple majority of the votes cast. In Article 21 (3) of the Articles of Incorporation, the Annual Shareholders' Meeting has exercised the option granted in Article 9 (1) (c) (ii) SE-VO in conjunction Section 179 (1) Sentence 2 AktG to confer on the Supervisory Board the power to make amendments affecting only the wording of the Articles of Incorporation.

7. Authorizations of the Executive Board, particularly with regard to its options for issuing or withdrawing shares

a) The Executive Board can issue new shares only on the basis of resolutions by the Annual Shareholders' Meeting. As at the end of the reporting period, the Executive Board had not been authorized to issue new shares in connection with a capital increase (authorized capital) or to issue convertible bonds, warrant-linked bonds or other financial instruments that could entitle the bearers to subscribe to new shares.

b) The Executive Board may only buy back shares under the conditions codified in Section 71 AktG. As at the end of the reporting period, the Annual Shareholders' Meeting has not authorized the Executive Board to acquire treasury shares in line with Section 71 (1) No. 8 AktG.

8. Material agreements of the company subject to a change of control following a takeover bid and their consequences

The following material agreements are subject to a change of control at AUMOVIO SE:

An agreement for a syndicated revolving credit facility in the amount of €2.5 billion, concluded on March 13, 2025, and effective upon the spin-off of AUMOVIO SE on September 17, 2025, grants each creditor the right to terminate the agreement with AUMOVIO SE prematurely and to demand repayment of the loans granted by it if one person or several persons acting in concert acquire control of AUMOVIO SE and subsequent negotiations concerning a continuation of the loan do not lead to an agreement. The term "control" is defined as the holding of more than 50% of the voting rights or if AUMOVIO SE concludes a domination agreement as defined under Section 291 AktG with AUMOVIO SE as the company dominated.

9. Compensation agreements of the company with members of the Executive Board or employees in the event of a takeover bid

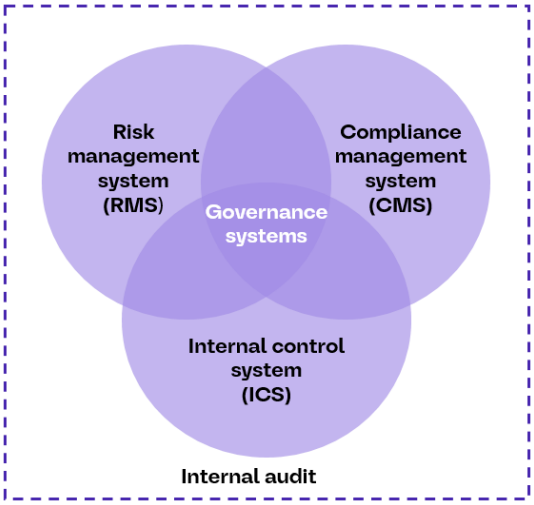
No compensation agreements have been concluded between the company and the members of the Executive Board or employees providing in the event of a takeover bid.

Corporate Governance Statement Pursuant to Sections 289f HGB and 315d HGB

The corporate governance statement pursuant to Sections 289f and 315d of the German Commercial Code (*Handelsgesetzbuch – HGB*) is available to our shareholders on our website under Company/Corporate Governance/Principles and Declarations. Please also refer to the corporate governance statement pursuant to Sections 289f and 315d HGB in the corporate governance report (page 24).

Report on Risks and Opportunities
AUMOVIO's Governance System

AUMOVIO follows an integrated governance approach designed to manage risks and opportunities in their entirety. The governance systems include the risk management system, the internal control system and the compliance management system. These governance systems are complemented by Group Internal Audit. The interaction between these systems and with the operating units follows the Three Lines Model.



According to this model, the operating business units form the first line. They are responsible for acting in accordance with the company's normative requirements, taking appropriate measures to achieve corporate objectives, identifying, assessing and managing potential corporate, process and compliance risks, as well as ensuring that business processes are carried out in an orderly and efficient manner.

The second line includes the risk management system, the internal control system and the compliance management system. Its task is to establish normative foundations aimed at ensuring legally compliant, orderly and efficient processes, to support the operational business units in their implementation through application-oriented guidance and to monitor compliance with these requirements by means of appropriate control mechanisms.

The third line consists of Group Internal Audit. This serves as an independent and objective auditing and consulting function that, through a systematic approach, examines the adequacy, effectiveness and efficiency of the company's processes, including its governance systems, and helps to improve them. The Internal Audit & Investigations department is integrated within the Governance & Sustainability function. To strengthen the independence of this department, its head also has a functional reporting line to the chairman of the Audit Committee.

AUMOVIO's risk management system

The AUMOVIO Group manages its risks and opportunities through a comprehensive corporate-wide risk management system based on the internationally recognized framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The aim of this system is to identify and assess risks and opportunities at an early stage, to manage them in accordance with the risk strategy and thereby to protect and enhance the company's value. The risk management system also includes the early risk detection system in accordance with Section 91 (2) of the German Stock Corporation Act (*Aktiengesetz – AktG*), which is designed to secure the continued existence of the company by ensuring that the total risks are kept in an appropriate proportion to the available risk coverage capital.

AUMOVIO defines risks as potential future developments or events that may result in adverse deviations from planned targets and cloud therefore impair the company's strategic and operational objectives. Risks are assessed with regard to their potential impact on the earnings, financial and assets position. Opportunities, by contrast, are defined as future developments and events that may influence business performance more positively than planned.

As a global corporation, AUMOVIO is exposed to a wide variety of risks. AUMOVIO's risk strategy provides for taking calculated, well-considered risks for the purpose of implementing the corporate strategy and seizing the associated opportunities. Material risks need to be identified early on so they can be addressed through appropriate measures. Risks that could lead to insolvency or overindebtedness and thus endanger the going-concern of the company must be avoided. The risk-bearing capacity is the maximum level of risk that the company can sustain over time without endangering its continued existence. AUMOVIO determines the risk-bearing capacity with regard to equity and liquidity using conservative valuation approaches and incorporating additional risk buffers.

The Executive Board is responsible for the risk management system, which encompasses the business activities under the control of AUMOVIO SE and its subsidiaries. This responsibility includes, among other things, the implementation and further development of the system, the reporting of significant risks, the assessment of risk-bearing capacity, as well as the review and approval of the statement on the adequacy and effectiveness of the control systems. Operational management has been delegated to the Group Risk Committee. This committee meets on a quarterly basis and makes relevant decisions with regard to the risk management system. Overseen by the CFO and head of Governance & Sustainability, it is led by the head of Risk Management & ICS and is composed of the heads of key functions who collectively represent the company's entire value chain and its principal risk owners. Group Internal Audit conducts risk-based reviews of individual components of the risk management system. As part of its monitoring function, the Audit Committee examines the overall appropriateness and effectiveness of the risk management system.

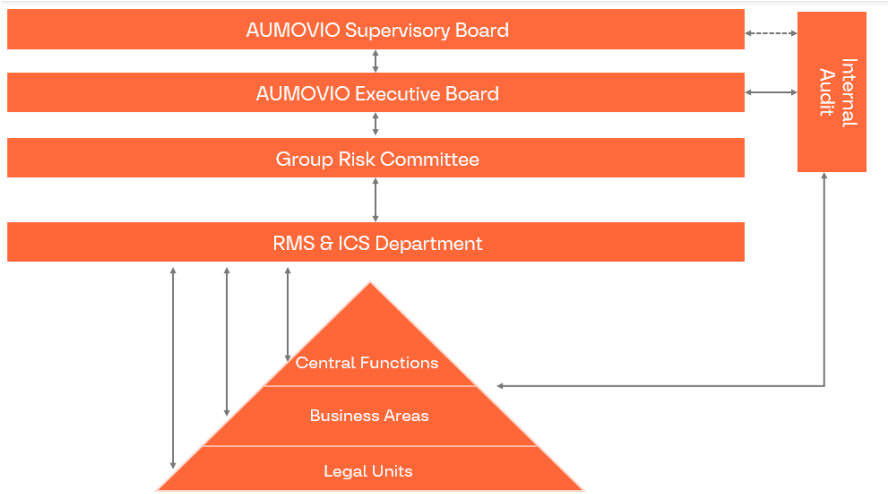
AUMOVIO's risk management system enables the early identification, assessment, management and monitoring of significant risks in order to ensure long-term achievement of the company's objectives. It creates a frame for ensuring that both operative and strategic risks are systematically identified and integrated into the company's decision-making processes.

Key elements of the risk management system include:

- Structured risk identification and assessment: relevant risks are identified semi-annually across all the principal areas of the company and, where possible, quantitatively assessed based on their potential risk impact within the one-year forecast period.
- Targeted risk management through appropriate measures: strategies and specific actions are developed to avoid, reduce, transfer or deliberately accept significant risks. The responsibilities for implementing these measures are clearly defined.
- Continuous monitoring and effectiveness assessment: the implemented risk management measures are continuously monitored and their effectiveness regularly evaluated. The insights gained from these evaluations are incorporated into developing and updating the system.
- Regular risk reporting: reporting on the identified risks takes place semi-annually using a bottom-up approach. The operating units and relevant business areas report their risks in a structured manner to the central risk management function, which analyzes the information, supplements it with its own findings, converts it into a holistic assessment of the risk situation and ultimately makes this available to the Group Risk Committee, the Executive Board and the Audit Committee.

The elements are defined in internal guidelines approved by the Executive Board and represent the framework for implementing the risk strategy. They thus contribute to strengthening corporate-wide risk awareness as well as establishing a consistent risk culture.

AUMOVIO's risk management system is based on multi-level, cross-functional, tool-supported process that ensures comprehensive coverage of all relevant subsidiaries and functions. The selection of the units included is based on materiality criteria. In the reporting year, 47 companies were directly included, which account for more than 95% of sales, more than 90% of EBIT and more than 90% of the company's assets. Insofar as risks arise in other subsidiaries that could evolve into a situation that threatens AUMOVIO's existence, these must also be reported through a defined process so they can be included in the overall risk assessment. A multi-stage process is used to involve the higher-level organizational units. The risk management system thus includes all reporting levels within the AUMOVIO group, from the company level to the top corporate level.

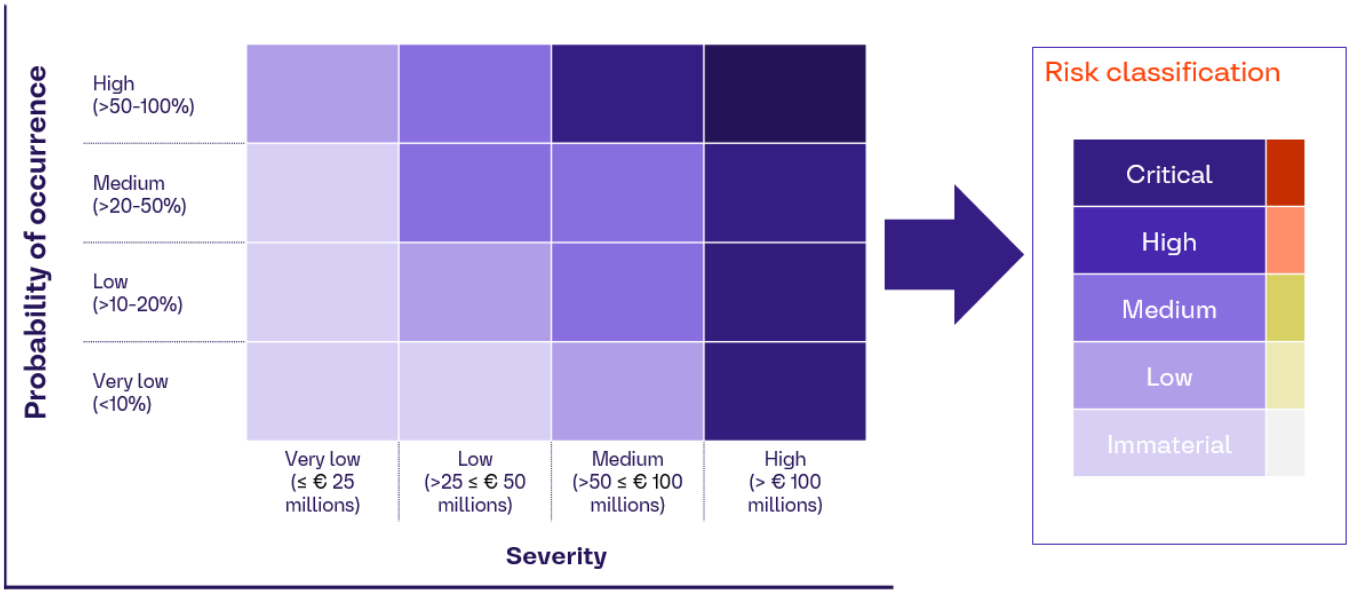


Following this process logic, the first step involves identifying and analyzing risks at the subsidiary level as well as in selected risk categories at the business area and function level, adopting a bottom-up approach. After completion of this bottom-up assessment, centrally responsible risk owners of the business areas and functions evaluate these risks from a top-down perspective. Here, they take into account the interactions between risks and can also include additional risks. All significant risks must be subjected to appropriate risk management measures and managed as actively as possible so as to optimize the risk situation. In general, risks are managed where they arise.

During risk identification, a corporate-wide catalog of risk categories is applied that enables comprehensive analyses divided into financial, market, operational, legal, regulatory and tax risks, among others. A risk survey is carried out every six months. If new significant risks arise outside of the standard processes, these must be reported immediately and included in the risk assessment by the Group Risk Committee. This also applies to risks that are identified within the scope of internal audits by the group functions. The relevant period for risk identification and assessment corresponds to the forecast period underlying this annual report. Longer-term consideration periods are used, in particularly for strategic and sustainability-related risks.

Risk assessment is performed using a consistent gross and net assessment methodology. This ensures transparent presentation of the risk control measures and the effect they have. Risks are primarily assessed based on quantitative criteria.

If a quantitative assessment is not possible, a qualitative estimate is performed based on the potential effects its occurrence would have on achieving corporate objectives and other qualitative criteria, such as potential impact on the company's reputation. Significant individual risks for the AUMOVIO Group are identified from among all reported risks on the basis of the probability of occurrence and the potential amount of damage that would be caused in the one-year forecast period. For quantified risks, the assessment is based in particular on the potential financial impact on the equity and liquidity positions.



The individual risks categorized by AUMOVIO as material (critical and high risk classification) as well as the risks aggregated into risk clusters are described in the report on risks and opportunities. Reporting takes place when the net potential negative effect of an individual risk or the aggregated potential negative effect of the individual risks included in a risk cluster exceeds a high extent of damage or a medium extent of damage with a high probability of occurrence, or when achievement of corporate targets is impaired to a significant degree.

The net risk exposure calculated and aggregated using the Monte Carlo simulation is compared with the risk-bearing capacity key figures determined on the reporting date. Additionally, an overarching assessment by the Group Risk Committee is taken into account. On this basis, an assessment is carried out to establish whether there are indicators of a possible threat to the existence of the company. Here, AUMOVIO uses the 95% value-at-risk of the risk distribution. This value represents the potential extent of damage that will not be exceeded by the aggregated risks with a probability of 95%. The calculated value of the aggregated risks serves as a comparative value for comparison with the risk-bearing capacity determined on the basis of equity and liquidity and supports both the Group Risk Committee and the Executive Board to assess the risk situation and make a statement in accordance with Section 91 (2) AktG.

AUMOVIO's internal control system

AUMOVIO's internal control system (ICS) is designed to ensure the effectiveness, efficiency and propriety of all relevant business processes and to ensure compliance with all applicable legal and internal requirements. It forms a central component of corporate governance and supports management in preventing errors and identifying risks at an early stage through targeted preventive and detective control mechanisms, and in initiating appropriate countermeasures.

The ICS extends to relevant organizational units and business processes across the entire AUMOVIO Group, including those processes geared toward meeting sustainability requirements. The corporate-wide guidelines, which are managed in a central management system and made available to all employees, form the binding framework for the proper and efficient process design. Fundamental organizational principles such as the two-person rule and the separation of functions are firmly embedded in the process.

The ICS is managed by the Risk Management and Internal Control System department. In this function, it is supported by the Group Risk Committee, which addresses the corporate-wide framework conditions for implementation, monitoring and reporting and provides suggestions for their improvement. A central instrument of the corporate-wide ICS is the risk control matrix (RCM), which comprises 16 functional areas. It serves to systematically identify and document relevant process risks and the associated key controls, while also serving as the authoritative reference for the design, implementation and monitoring of these controls. The RCM supports the systematic identification of risks, their assessment in terms of materiality, and the implementation of appropriate control measures. Moreover, it creates transparency regarding responsibilities, control frequencies and audit procedures, and enables a consistent, comparable and verifiable assessment of the control landscape across all companies, business areas and central functions involved. It is therefore a key management instrument for assessing the effectiveness of the internal control system (ICS) and supports both operational implementation and corporate-wide reporting on the adequacy and effectiveness of the controls in place.

The operational controls are embedded in the respective business processes and are implemented by the AUMOVIO Group companies, business areas and central functions. These transactional controls are intended to ensure the proper and legally compliant execution of operational activities and support the early identification of risks and deviations that need to be subjected to a separate analysis.

The appropriateness and effectiveness of the ICS is monitored on the basis of regular reporting, self-assessment and independent effectiveness testing. While the internal control system is implemented corporate-wide, the ICS testing cycle is carried out using a risk-based approach involving multiple independent testing steps. The four business areas, the main central functions and 25 subsidiaries, which together account for more than 80% of sales, are involved. Additionally, internal and external audits are conducted, with significant support from the Internal Audit & Investigations group function. As an independent audit and advisory body, it uses a risk-based auditing approach to evaluate the governance and control systems throughout the entire AUMOVIO Group. It is authorized by the Executive Board to conduct audits in all regions, companies and functions of AUMOVIO SE as well as its fully consolidated subsidiaries and any other companies where audit rights exist. The annually prepared risk-oriented audit plan is submitted to the Executive Board for approval; in addition, ad hoc special investigations are conducted, particularly in the event of suspected fraudulent activity.

The audit and investigation findings are reported to the Executive Board and the Audit Committee. This involves the transparent presentation of significant risks, identified potential for improvement and implementation status of the recommended measures. Internal Audit & Investigations monitors the implementation of corrective actions and reports the results to the responsible committees. Internal Audit & Investigations thus makes a major contribution to ensuring the effectiveness of the internal control system long term.

The ICS follows a basic annual cycle that includes updating the risk assessment, implementing and documenting key controls, testing their effectiveness and conducting a group-wide evaluation. On this basis, management annually issues a statement on the appropriateness and effectiveness of the internal control system.

Main characteristics of the internal control and risk management system with respect to the accounting process (Sections 289 (4) and 315 (4) HGB)

Pursuant to Sections 289 (4) and 315 (4) of the German Commercial Code (*Handelsgesetzbuch* – HGB), the main characteristics of the internal control and risk management system with respect to the accounting process must be presented. All components of the risk management system and the internal control system that could have a material effect on the preparation of the annual and consolidated financial statements must be included in the reporting.

The consolidated financial statements of AUMOVIO SE are prepared on the basis of standard reporting by the subsidiaries included in the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union. Reporting is performed in compliance with IFRS and with the accounting manual applicable throughout the AUMOVIO Group. The consolidation of subsidiaries, debt, and income and expenses as well as the elimination of intercompany profits and losses is essentially performed at the corporate level.

The effectiveness of the financial reporting-related ICS is evaluated in major areas by carrying out effectiveness tests in the form of a self-assessment by the reporting companies on a semi-annually basis. The Internal Audit & Investigations group function also assesses the efficiency and effectiveness of the relevant control processes as well as adherence to internal guidelines and external regulations as part of its risk-based audits. Identified weaknesses are analyzed and necessary measures to rectify the weaknesses are implemented.

AUMOVIO's compliance management system

The purpose of the compliance management system (CMS) is to prevent compliance violations, detect them and respond appropriately to any irregularities. It therefore assumes a central role in conjunction with AUMOVIO's governance systems. The Compliance & Security group function is responsible for the CMS. The Chief Compliance Officer and her department are integrated in the Governance & Sustainability function, the head of which in turn reports directly to the Chief Executive Officer.

The focal areas of the compliance activities include preventing and detecting corruption, fraud and other offenses, violations of antitrust and competition law, and money laundering, as well implementing data protection-related requirements and support Compliance in the use of artificial intelligence. Furthermore, the Compliance function is responsible for the Corporate Security division.

For additional relevant legal subdivisions – including in particular securities and capital-market compliance, taxes, customs law, export control and sanctions law as well as quality/technical compliance – responsibility for adequate and effective compliance management lies with the respective departments, supported by the Compliance & Security group function.

An effective compliance culture forms the basis for preventing compliance violations. It begins with a clear "tone from the top" approach from the Executive Board and wider management. Essential elements include the regular performance of risk analyses, the creation and publication of internal guidelines, communication of these guidelines through appropriate training measures, as well as ongoing compliance advice. In addition, compliance requirements are continuously monitored, supported by a structured compliance case management system.

As part of the risk analysis, the business activities of AUMOVIO are systematically assessed for potential compliance risks. A combined top-down and bottom-up approach is used for this purpose. The risk of compliance violations may arise in particular from organizational structures and workflows, the given market situation, activities in certain geographical regions, inappropriate incentive systems, conflicts of interest, and criminal intent on the part of individuals. Insights from assessments by the Internal Audit & Investigations group function, as well as discussions with managers and employees from all hierarchy levels are also included in the analysis. The risk analysis is not a one-off process; it is performed at regular intervals and is continuously developed.

With regard to the prevention of compliance violations, the Compliance & Security function also provides advice on specific issues upon request and publishes internal guidelines, for example on the topics of anti-corruption (including rules for accepting and giving gifts as well as donations and sponsoring), antitrust and competition law, money laundering prevention and data protection, among others. Through training courses and other communication formats, Compliance maintains a continuous dialogue with employees to address issues and challenges in everyday operations pertaining to compliance.

To support the prevention of compliance violations by suppliers, service providers, representatives and other business partners, AUMOVIO has introduced a Business Partner Code of Conduct, which all partners must accept before establishing and pursuing a business relationship. A risk-based business partner assessment has also been introduced that is supported by an external service provider.

To promote the transparent and responsible handling of potential rule violations, AUMOVIO has also set up a corporate-wide Integrity Line. This enables employees as well as external third parties to report violations of legal regulations, internal principles or ethical standards – also anonymously. The hotline is available worldwide in several languages and also accepts information regarding possible misconduct in relation to accounting. Substantiated information is systematically checked and followed up by the Internal Audit & Investigations group function.

Compliance-related issues are also the subject of regular audits by Internal Audit & Investigations.

Identified violations are followed up by identifying and implementing appropriate measures. The Compliance & Security group function is involved in the decisions regarding the necessary response steps. The basis for developing suitable risk-mitigation measures is careful analysis of the causes of the identified violations to ensure that individual cases do not point to systemic weaknesses. This helps to detect potential gaps in the compliance management system and in the internal control system early on so they can be rectified in a targeted manner.

The Quality & Technical Compliance group function is responsible for preventing violations in the area of technical compliance. The design of the technical compliance management system is governed by normative requirements and is supplemented by a manual and related procedural standards to facilitate practical implementation. A network of decentralized specialist roles in the functions of the business areas and locations is being continuously developed to support the identification of technical compliance risks.

The head of Quality & Technical Compliance is organizationally and professionally independent from the operational processes and reports directly to the CEO. This independence ensures that assessments for quality assurance and compliance can be carried out free from operational conflicts of interest and are based solely on objective criteria. The direct reporting line to the CEO ensures that significant findings, risks and opportunities for improvement are communicated to the highest level without delay and receive the necessary attention and decision-making authority.

Appropriateness and effectiveness of the internal control and risk management system

(according to the German Corporate Governance Code, section not audited)

The Executive Board bases its assessment of the appropriateness and effectiveness of the internal control and risk management system on regular internal reporting as well as on internal function-specific statements. These statements are professionally acknowledged by Internal Audit & Investigations and are collated into an overall statement in the Group Risk Committee.

The objective of this overall statement is to provide a transparent overview of the key activities and controls that have been implemented, to describe the measures taken to assess their appropriateness and effectiveness, and to highlight any critical control weaknesses identified and the corrective measures taken. This consolidated evaluation forms a central basis for the system assessment by the Executive Board.

The function-specific statements are based on a risk-oriented selection process and take various aspects into account in accordance with the implemented Three Lines Model. These include, among others, the definition of roles and responsibilities, the implementation and application of rules, guidelines and processes, the identification of significant risks, the design and implementation of measures and controls, the provision and distribution of relevant information, as well as the monitoring and ongoing development of the respective control and risk management processes.

The function-specific statements incorporate the results of standardized, risk-based testing of key controls, external evidence such as certifications under the International Organization for Standardization (ISO), the Trusted Information Security Assessment Exchange (TISAX), or the International Automotive Task Force (IATF), as well as audits conducted by government agencies or regulatory authorities.

Based on the statements from the responsible functional areas, the assessment of these statements by Internal Audit & Investigations and the consolidated overall opinion of the Group Risk Committee, several matters have been reported to the Executive Board that indicate deficiencies in individual components of the RMS and the ICS. These observations reflect the fact that, during the reporting year, various RMS/ICS processes were newly established or adapted to AUMOVIO's specific framework during the course of the company gaining independence. Consequently, these processes are still maturing, albeit at an advanced stage.

Appropriate remedial measures have been defined for all identified vulnerabilities and are currently being implemented. The aim of these measures is to further enhance process stability, close existing control gaps and sustainably strengthen the effectiveness of risk-related procedures. Furthermore, the governance systems are being continuously enhanced to optimize processes and controls as well as to meet new legal requirements.

Overall, however, the findings obtained do not lead to the assessment that the internal control and risk management system, including the compliance management system, was not appropriate and not effective in all material respects in the 2025 financial year.

Nevertheless, there are inherent limitations to any ICS or RMS, including the CMS. Even a system considered appropriate and effective does not offer any guarantee that all actual risks or possible violations – in particular, those that are targeted and intentional – will be uncovered in advance or that any process disruptions can be entirely ruled out.

Opportunity management

As part of opportunity management, a systematic analysis is conducted of market and economic developments as well as relevant regulatory changes, for example in the area of fuel consumption and emissions standards as well as safety-related regulations. In addition, their impacts are evaluated on sectors and markets that are important for AUMOVIO, on the production factors employed and on the further development and configuration of AUMOVIO's product portfolio. On this basis, potential opportunities that arise due to technological, regulatory or market-related changes are identified early on and taken into account in the planning and decision-making process.

Material Risks

The order of the risks presented within the four risk categories reflects the current assessment of the relative risk exposure for AUMOVIO and thus provides an indication of the current significance of these risks. If no quantitative information on the amount of damage is provided, the assessment is carried out on the basis of qualitative criteria. Unless the emphasis is placed on a specific business area, the risks apply to all business areas. Individual risks and risk clusters categorized as material (critical and high risk classification) are listed.

Due to the legal separation of AUMOVIO from the Continental Group during the fiscal year, comparability with the previous year is limited since the risk assessment at the end of 2024 was based on the organizational structures, responsibilities and reporting logic of the Continental Group. These are not fully comparable with the independent governance and risk management structures established for AUMOVIO in fiscal 2025. In accordance with the requirements of DRS 20 on comparative reporting, prior-year information is included only where the risks are appropriately comparable.

Risks relating to the development of the global economy and the markets in which AUMOVIO operates

AUMOVIO is exposed to geopolitical risks

Current geopolitical developments, such as the ongoing war in Ukraine, conflicts in the Middle East and potential conflicts between China and Taiwan, tensions between India and its neighbors Pakistan and China, as well as Russia and NATO, could have a major impact on AUMOVIO's own business operations (e.g. production or locations) as well as on its sales and procurement markets. These impacts include, among others, a hybrid threat, military conflicts, sanctions and other risks, both to the company's own activities and also in the supply chains, as well as unforeseeable impacts on the global economy.

AUMOVIO is continuously monitoring current and future geopolitical developments and deriving possible scenarios and preventive measures. Local management teams and relevant central functions continuously assess the impact of geopolitical conflicts - including the current armed conflict with Iran - on operational activities and implement targeted measures to ensure business continuity – including scenario planning, identification of critical dependencies, and preparation of alternative logistics and supply chain routes using second-source and local-for-local approaches. Should the risk materialize, it would result in a high level of damage. The risk assessment has not changed compared to the previous year.

Risks relating to AUMOVIO's operational business

AUMOVIO is exposed to fluctuations in the prices of raw materials and electronic components as well as the risk of rising logistics costs.

For AUMOVIO, higher prices for raw materials and electronic components can result in cost increases. The prices for these raw materials and components are exposed to sometimes considerable fluctuations worldwide. Increases in logistics costs can also occur. If the company is not able to compensate for the increased costs or pass them on to customers, this could have a negative impact on earnings and cash flow, potentially resulting in a high level of damage. The risk assessment has increased compared to the previous year, particularly due to potential price fluctuations in electronic components.

As a precaution, AUMOVIO is conducting price negotiations with existing suppliers to counteract market-related price increases and stabilize material costs. In addition, alternative sources of supply are being qualified to reduce dependencies and increase security of supply.

AUMOVIO is exposed to information technology risks.

With regard to its business and production processes, its products and its internal and external communication, AUMOVIO is highly dependent on centralized and standardized information-technology systems and networks. These systems and networks as well as the products themselves are potentially exposed to the risk of various forms of cybercrime as well as damage and disruption that can have a wide range of other causes, for example the limited availability of internal and external resources. In hacker attacks, third parties could attempt to gain unauthorized access to confidential information and data that is stored, processed or communicated in the systems and networks, or to the systems themselves. In addition, data, products, and systems could be locked, damaged, compromised, or destroyed by a virus or malware infection.

Although AUMOVIO has taken appropriate precautions to manage the risks associated with system and network disruptions and corresponding attacks, a prolonged outage in a computer center or telecommunication network or a comparable incident could result in systems or networks becoming unexpectedly unavailable over an extended period. The measures taken to minimize such risks comprise technical and organizational precautions such as duplicated data storage and contingency plans, as well as suitable training measures that are continuously expanded, particularly to raise awareness of the growing threat from cybercrime. Further layers of defense include the deployment of centralized security solutions, regular penetration tests, security hardening, network protection, backups, as well as operational monitoring and fallback processes. Planned enhancements relate to the expansion of the security architecture, optimization measures at data centers and disaster recovery. Insurance coverage also exists for defined incident scenarios in this area.

Should the precautions taken prove insufficient to adequately protect the systems, networks, products and information, AUMOVIO could suffer considerable damage and disadvantages as a result of outages or the knowledge and use of its information by third parties, which would lead to a medium extent of damage. The risk assessment has not changed compared to the previous year.

Financial risks

AUMOVIO is exposed to risks in connection with its pension commitments.

AUMOVIO provides defined benefit pension plans in Germany, the USA, the UK and certain other countries. As at December 31, 2025, the pension obligations amounted to €2,730 million. These existing obligations are financed predominantly through externally invested pension plan assets. As at December 31, 2025, AUMOVIO's net pension obligations (defined benefit obligations less the fair value of plan assets) amounted to €1,065 million.

AUMOVIO's externally invested plan assets are funded by externally managed funds and insurance companies. AUMOVIO has established a contractual trust arrangement (CTA) that manages the pension assets responsibly and systematically monitors the underlying investment decisions. The CTA generally prescribes the investment strategies applied by these funds and takes these into account when selecting external fund managers, but it does not have any influence over their individual investment decisions. The assets are invested in different asset classes, including equity, fixed-income securities, real estate and other investment vehicles. The values attributable to the externally invested plan assets are subject to fluctuations in the capital markets that are beyond AUMOVIO's influence. Unfavorable developments in the capital markets could result in a substantial coverage shortfall for these pension obligations, resulting in a significant increase in AUMOVIO's net pension obligations.

Also, AUMOVIO is exposed to risks associated with longevity and interest-rate changes in connection with its pension commitments, as an interest-rate decrease could have an adverse effect on AUMOVIO's obligations under these pension plans. Furthermore, certain US-based subsidiaries of AUMOVIO have entered into obligations to make contributions to healthcare costs of former employees and retirees. Accordingly, AUMOVIO is exposed to the risk that these costs may increase in the future.

Assuming all other assumptions remain unchanged, a reduction of the discount rates used to measure net pension obligations by 0.5 percentage points at year-end would result in an increase in net pension obligations with a high level of potential damage, which could not be mitigated through risk-reducing measures. However, this would have no impact on EBIT. The risk assessment has not changed compared to the prior year.

AUMOVIO is exposed to risks associated with changes in currency exchange rates and hedging.

AUMOVIO operates worldwide and is therefore exposed to financial risks that arise from changes in exchange rates. This could result in losses if assets denominated in currencies with a falling exchange rate lose value and/or liabilities denominated in currencies with a rising exchange rate appreciate. In addition, fluctuations in exchange rates could intensify or reduce fluctuations in the prices of raw materials in euros. As a result of these factors, fluctuations in exchange rates could influence AUMOVIO's earnings situation and cash flow.

External and internal transactions involving the delivery of products and services to third parties and companies of the AUMOVIO Group can result in cash inflows and outflows that are denominated in currencies other than the functional currency of the respective subsidiary of the AUMOVIO Group (transaction risk).

In addition, AUMOVIO is exposed to foreign exchange risks in connection with external and internal loan agreements that result in cash inflows and outflows denominated in currencies other than the functional currency of the respective group entity. Foreign exchange risks arising from internal loan agreements are generally hedged using appropriate derivatives, such as foreign exchange forward contracts or foreign exchange swaps, provided that no operational offsetting position exists in the same currency. Furthermore, AUMOVIO is currently reviewing and developing additional measures to reduce risks resulting from changes in exchange rates.

In order to quantify the possible effects of transaction-related exchange-rate risks from financial instruments on the earnings position of the AUMOVIO Group, transaction currencies with a significant exchange-rate risk within the next 12 months are identified based on current net exposure. If the exchange rates of these currencies were to develop unfavorably for AUMOVIO at the same time, the hypothetical negative effect determined from a 10% change in the current reporting-date exchange rate would result in a high level of damage and has not changed compared to the previous year.

In addition, there are exchange rate risks related to the translation of the net assets tied up in foreign Group companies outside the eurozone, as well as their income and expenses (translation risk), against which AUMOVIO does not hedge. Should this risk materialize, it would have a high-impact effect on equity. The assessment of this risk has not changed compared to the previous year.

AUMOVIO is exposed to default risks in connection with cash and cash equivalents, derivative instruments and interest-bearing investments.

In order to minimize the default risk for cash and cash equivalents, derivative instruments and interest-bearing investments, AUMOVIO generally uses banks that it has classified as core banks. These are the banks of the banking consortium that holds the syndicated credit facility. As a general rule, these banks should have at least one investment-grade credit rating from one of the global rating agencies. The probability of occurrence of the default risk of one or several banks can be therefore be assessed as very low.

The creditworthiness of the core banks – and of other banks and other business partners with which investments are made or loans are granted in derogation from the core bank principle for operational or regulatory reasons – is regularly monitored by tracking not only their credit ratings but also particularly the credit default swaps (CDS), provided such information is available. Even if a bank were to fail, the potential loss would be considerable but limited due to the applied limit system. It is not possible to provide a prior-year comparison because AUMOVIO is being financed independently for the first time.

Legal, Regulatory, and Tax Risks

AUMOVIO could be exposed to tax risks in connection with previous assessment periods.

AUMOVIO SE and its globally operating subsidiaries are subject to tax obligations in various jurisdictions as a result of their international business activities. This entails the risk that tax assessments applied in the consolidated financial statements—particularly in the area of transfer pricing and the related documentation and substantiation requirements—may be interpreted differently by tax authorities or courts in the respective jurisdictions due to divergent legal views, or may be subject to a different tax assessment as a result of changes in legislation.

As a consequence of such divergent legal interpretations, certain costs, for example, may not be recognized, or may not be fully recognized, for tax purposes. If the entirety of the related risks were to materialize, this could result in a high level of potential damage. This assessment has not changed compared to the prior year.

As part of the spin-off, tax-relevant documentation, processes and controls were transferred from the former parent company and largely continued. In the course of the ongoing development of the tax function, these are subject to critical review and continuous optimization. The measures established in this way serve to limit the aforementioned risks.

In a specific case, a Mexican subsidiary is currently subject to a local tax audit covering the 2019 and 2020 financial years. The audit may have implications for subsequent years as well as for other Mexican subsidiaries. The Mexican tax authorities take the legal view that certain costs are subject to Mexican withholding tax and/or are not tax-deductible due to insufficient documentation. AUMOVIO continues to adhere to its previously adopted position and is contesting the differing legal interpretation. Should the risk materialize, this could result in significant tax payments, including payments for tax-related ancillary charges. In accordance with IAS 37.92 and DRS 20.154, no further disclosures are made in order not to adversely affect the interests of AUMOVIO.

AUMOVIO could be threatened with fines and claims for damages for alleged or actual unlawful behavior.

Despite the compliance management system established at AUMOVIO, due to the global nature of the AUMOVIO Group's business activities it cannot be ruled out that, in individual cases, unlawful conduct (e.g. corruption, fraud, violations of antitrust and competition law, money laundering or data protection regulations) may occur, or that AUMOVIO may be accused of unlawful conduct.

Such actual or alleged unlawful conduct could, in particular, result in fines and claims for damages which, in their entirety, could lead to a high level of potential damage. This assessment has not changed compared to the prior year.

AUMOVIO is involved in a legal dispute with BMW in connection with the delivery of the integrated brake system of the MK C2 model. BMW asserts claims on the grounds that AUMOVIO delivered defective brake systems during the period from 2022 to 2024, which allegedly resulted in vehicle recalls by BMW. Based on the current assessment, AUMOVIO has recognized a provision in the mid double-digit million euro range for warranty claims; however, AUMOVIO does not consider the occurrence of further damage claims to be more likely than not (contingent liability). In addition to the legal proceedings, discussions aimed at an amicable settlement of the dispute are ongoing.

In accordance with IAS 37.92 and DRS 20.154, no further disclosures are made in order not to adversely affect the interests of AUMOVIO.

AUMOVIO is exposed to risks associated with warranty and product liability claims.

In its quality strategy, AUMOVIO has defined the framework conditions for all quality-related activities and ascribes the highest priority to quality. Nonetheless, AUMOVIO is constantly subject to product liability claims and proceedings alleging violations of due care, violation of warranty obligations or material defects, and claims arising from breaches of contract due to recalls or government proceedings. These lawsuits, proceedings and other claims could result in increased costs for AUMOVIO. Furthermore, defective products could result in loss of sales and of customer and market acceptance.

Such risks are insured up to levels considered economically reasonable by AUMOVIO, but its insurance coverage could prove insufficient in individual cases. Additionally, any defect in one of AUMOVIO's products (in particular safety-related products) could also have a considerable adverse effect on the company's reputation and market perception. This could in turn have a negative impact on AUMOVIO's sales and income. Moreover, vehicle manufacturers are increasingly requiring a contribution from their suppliers for potential product liability, warranty and recall claims. In addition, AUMOVIO is subject to continuing efforts by its customers to change contract terms and conditions concerning the contribution to warranty and recall cost. Furthermore, AUMOVIO manufactures many products pursuant to OEM customer specifications and quality requirements. If the products manufactured and delivered by AUMOVIO do not meet the requirements stipulated by its OEM customers at the agreed date of delivery, production of the relevant products is generally discontinued until the cause of the product defect has been identified and remedied. Under certain circumstances, this could lead to losses of sales and earnings. Furthermore, AUMOVIO's OEM customers could potentially claim damages, even if the cause of the defect is remedied at a later point in time. Moreover, failure to fulfill quality requirements could have an adverse effect on the market acceptance of AUMOVIO's other products and its market reputation in various market segments.

To limit these risks, AUMOVIO employs established measures such as liability limitations as well as structured quality and technical-compliance processes, including root-cause analyses and coordinated claims handling. In addition, improvements are made to software and process maturity, along with targeted technical optimizations such as software updates, hardware adjustments and training. If a risk were to materialize, this could lead to a high level of damage. The risk assessment has not changed compared to the previous year.

Strategic risks

In addition to the operational risks presented in the previous section with a focus on the forecast period, AUMOVIO has also identified strategic risks whose potential impacts extend beyond the forecast period covered by the annual report. The following risks highlight long-term developments that could be material to the future direction of the company.

Geopolitical trade and regulatory risks

Increasing geopolitical tensions and potential military conflicts raise the likelihood of trade disputes, protectionist measures, as well as tariffs, sanctions and import/export duties. Escalating trade disputes could affect international flows of goods, components and technology and increase the complexity and costs of complying with foreign trade and sanctions requirements along the value chain. AUMOVIO addresses this risk through a resilient manufacturing and supply chain structure in relevant regions, increased localization (local suppliers, local target markets) and joint ventures for local-to-local supply, among other measures. If this risk were to materialize, it could result in considerable damage. The level of risk identified in the assessment has increased compared to the previous year in response to the increasingly tense geopolitical environment and growing uncertainty in the international trade and regulatory framework during the reporting period.

Structural change in competition and technology

Intensifying competitive pressure from new technology-driven market entrants with alternative business models, faster innovation cycles and aggressive pricing is colliding with a structural transformation toward software-defined vehicles (SDVs) and cross-domain electronic control units (ECUs). At the same time, vertical integration of big tech and system on chip (SoC) providers, as well as direct OEM cooperations, are leading to the erosion of traditional hardware differentiation, and increasing commoditization and the dynamics of AI-based approaches are intensifying the pressure to adapt. Failure to adapt could lead to sustained pressure on margins and volumes, loss of market share, loss of strategic customer positions and declining relevance in software-based revenue streams, resulting in significant losses. The risk assessment has not changed compared to the previous year. AUMOVIO addresses this, for example, through the expansion of market intelligence, active portfolio and lifecycle management with a focus on differentiating and value-added offerings, the development of local and cost-effective solutions, and the acceleration of time-to-market. Complementary to this, strategic partnerships are being expanded across the entire value chain (including engagements in automated driving stacks, collaborations in the field of high-performance computing (HPC)/ECU), pursuit of build-to-print strategies, implementation of redesign-to-cost initiatives and targeted scaling of capabilities in AI, software, and research and development.

Macroeconomic volatility and demand uncertainty

Ongoing macroeconomic uncertainties – driven by inflation, volatile energy prices, geopolitical tensions and subdued consumer confidence – as well as the uneven ramp-up of electromobility and changing mobility patterns may lead to stagnating or declining vehicle demand, reduced OEM volumes and lower predictability. Possible consequences could include the underutilization of manufacturing and development capacities, delayed or canceled customer programs, margin pressure and negative effects on cash flow and financial resilience, which would represent a high extent of damage. The level of risk identified in the assessment has increased compared to the previous year. AUMOVIO addresses this, for instance, by using business intelligence to detect mega- and macro-trends early on, conducting regular market analyses (e.g. light-vehicle production) and implementing transformation initiatives focused on cost and process efficiency, operational resilience and footprint optimization in order to stabilize profitability and capacity utilization, even during adverse market phases.

Regulatory fragmentation and market access restrictions

Increasingly complex and fragmented regulation (including vehicle safety, emissions, sustainability, digitalization and product liability) with varying speeds of implementation at the national level can lead to delays, restrictions or non-approval of products / business models (e.g. autonomous driving level L2+ / L4 in commercial vehicles / passenger cars; additional requirements for circular and sustainable product design), which would correspond to a medium extent of damage. The risk assessment has not changed compared to the previous year. AUMOVIO addresses this through active monitoring of regulatory developments, early evaluation of product and portfolio implications, and systematic integration of regulatory requirements into development and market entry processes to ensure consistent and timely market access.

Material Opportunities

Unless the emphasis is placed on a specific business area the opportunities apply to all business areas.

There are opportunities for AUMOVIO if the economy performs better than anticipated.

Should economic conditions in AUMOVIO's major sales regions develop more favorably than expected, it is assumed that demand for passenger cars and commercial vehicles would also develop more positively than anticipated by AUMOVIO.

As a result of the expected increase in demand for AUMOVIO's products by vehicle manufacturers, AUMOVIO's revenue could rise more strongly than expected, which could in turn lead to positive effects on the company's equity and liquidity position.

The trend toward automated and autonomous driving presents AUMOVIO with opportunities.

The trend from assisted driving toward automated and autonomous driving is continuing. Several vehicle manufacturers plan to introduce new models with partially automated functions at so-called "Level 2+" and "Level 3" in the coming years. A key prerequisite for partially automated driving is the equipment of vehicles with sensors.

For assisted driving, between two and seven sensors per vehicle are currently installed, depending on the equipment level. For partially automated driving, significantly more sensors are required depending on the scope of functionality, as well as higher-quality radar, camera and LiDAR sensors. As AUMOVIO is among the leading suppliers of driver assistance systems, increasing volumes of sensors, control units and new software could give rise to revenue opportunities, which may have positive effects on the company's equity and liquidity position.

Further opportunities arise in the field of autonomous driving in the commercial vehicle segment at "Level 4". Together with its strategic partner Aurora, AUMOVIO is working on a scalable solution that could lead to revenue, earnings and cash flow opportunities over the entire service life of a truck.

There are opportunities for AUMOVIO from strategic partnerships

AUMOVIO increasingly relies on strategic partnerships in order to actively and efficiently shape the transformation of the automotive industry. Examples include strategic partnerships with the technology companies Ambarella and Aurora.

Within the scope of these partnerships, the respective companies are able to optimally contribute their specific competencies and, for example, optimize their research and development efforts. In addition, the complementary strengths of the partner companies may contribute to increased innovation capability and greater agility in product launches.

For AUMOVIO, this results in opportunities arising from cost optimization and an improved competitive position, inter alia through faster time-to-market for products. This may, in turn, have positive effects on the company's equity and liquidity position.

The digitalization of vehicles and the services generated as a result present AUMOVIO with opportunities.

The large volumes of data generated by driver assistance systems and driver information systems, as well as the need for their real-time processing within the vehicle, require a transformation of vehicle architectures toward state-of-the-art domain and zone computers as well as high-performance computing systems.

In combination with the new software solutions required for this purpose, this gives rise to significant growth potential with positive effects on AUMOVIO's future revenue and achievable margins (e.g. Smart Cockpit, Zone and Domain Control Units (Z/DCUs), High Performance Computers (HPC); see the Research and Development section).

In addition, the increasing digitalization of AUMOVIO's products offers the opportunity to provide customers, beyond the physical product itself, with software-based value-added services such as software and system integration services and regular software updates, as well as to open up new markets for mobility services. This may result in positive effects on the company's equity and liquidity position.

There are opportunities for AUMOVIO from the increasing use of artificial intelligence (AI).

Across all business areas, AUMOVIO is working on a large number of artificial intelligence (AI) solutions. Some of these solutions have already been successfully implemented. This includes, on the one hand, products and services provided to AUMOVIO's customers and, on the other hand, solutions deployed within AUMOVIO's business segments and central functions.

Should the use of AI continue to increase, internal processes could be further optimized and efficiency gains realized. The resulting improvement in competitiveness - particularly with regard to costs, speed and innovation - could have positive effects on the company's equity and liquidity position. At the same time, growth opportunities may arise, as a result of faster time-to-market for AUMOVIO's customers.

Innovations for vehicle interiors present AUMOVIO with opportunities.

To ensure optimal interaction between drivers and the vehicle, new products are increasingly being deployed in automotive engineering. For the user experience of the future, AUMOVIO has developed numerous innovations, such as curved digital 3D displays or temporarily hidden displays.

In addition, AUMOVIO enhances comfort and safety in the vehicle through customer-specific solutions for interior sensing and surfaces (e.g. Invisible Biometrics Sensing Display; see the Research and Development section). As intelligent concepts for new in-vehicle experience worlds are becoming increasingly important for vehicle buyers and AUMOVIO is among the leading suppliers in this field, increasing demand from vehicle manufacturers could result in positive effects on the company's equity and liquidity position.

There are opportunities for AUMOVIO from changes in the legal framework.

Legal regulations with the aim of further improving traffic safety provide an opportunity for rising demand for AUMOVIO's products. Based on AUMOVIO's broad product portfolio for active vehicle safety, the company has developed a wide range of advanced safety systems in recent years. Further volume growth is expected as a result of more stringent requirements in various regional safety tests, since an increasing number of safety systems have been recognized as having achieved the very highest level of safety. In addition, more and more legal requirements in individual countries are being expanded to include active safety systems. This may result in positive effects on the company's equity and liquidity position.

Favorable exchange-rate changes present AUMOVIO with opportunities

As a global corporation, AUMOVIO can benefit from favorable exchange rate developments. Specifically, increases in the value of assets denominated in foreign currencies, favorable developments in liabilities and advantageous exchange rate relations in procurement and sales markets could boost earnings and cash flow. Exchange rate movements could also dampen price trends for raw materials in euros and thereby ease cost structures. External and internal transactions that result in cash flows in foreign currencies could have additional positive effects on the company's equity and liquidity position.

Statement on Overall Risk and Opportunities Situation

AUMOVIO continues to operate in a challenging external environment increasingly characterized by macroeconomic uncertainties, geopolitical tensions, military conflicts, as well as potential trade restrictions, tariffs and protectionist measures. These dynamics can significantly disrupt international flows of goods, components and technology. Furthermore, these developments can affect demand, planning security and the utilization of industrial capacities. The combination of these factors renders the business model more susceptible to external shocks, shortens the response windows for operational and strategic management actions and leads to significantly higher complexity overall.

Within the framework of the corporate-wide risk management system, AUMOVIO actively monitors and manages the opportunities and risks arising from these developments. Nevertheless, it is evident that the overall risk situation has become more challenging compared to the previous year, requiring an enhanced focus on steering, prioritization and operational resilience.

Based on the risk assessments carried out in the reporting year and the overall risk position determined using the Monte Carlo simulation, the Executive Board has assessed that, taking into account the risk-bearing capacity, no risks arose that individually or collectively could pose a threat to the company or to the AUMOVIO Group as a going concern, either as at the end of the reporting period or at the time the annual financial statements were prepared.

Report on Expected Developments
Future General Conditions

Forecast of Macroeconomic Development

The International Monetary Fund (IMF) forecasts global economic growth of 3.3% in its World Economic Outlook Update from January 2026. As such, the forecast is above the level for the prior year and reflects the expectation that inflation will decline further and the global economy will stabilize. However, the IMF anticipates considerable differences between the individual regions. Continued moderate growth is forecast for Europe, shaped primarily by weak demand as well as declining production figures and exports. In the eurozone, the IMF is expecting gross domestic product (GDP) to rise by just 1.3%, although Germany is expected to perform significantly better than in 2025 with growth of 1.1%.

Development in the USA is considerably more dynamic, with the IMF forecasting growth of 2.4%. This positive trend is primarily due to a pro-business political environment, deregulation and a less restrictive monetary and fiscal policy on the part of the US Federal Reserve. At 0.7%, Japan is also expected to see much slower growth than in 2025. With a growth rate of 1.9%, Korea remains one of the strongest Asian economies, while China is also projected to achieve robust growth of 4.5%, propped up by fiscal policy measures.

The IMF's forecast is based on the assumption that energy prices will decrease and interest rates will fall further in the major economies. The opportunities referred to by the IMF include a sharper decline in inflation and lower energy prices, while risks relate primarily to geopolitical tensions, customs uncertainties and increasing protectionism as well as possible disruptions to global supply chains. A renewed uptick in inflation could lead to higher interest rates at the central banks. In particular, the global political developments that occurred in early 2026 could trigger new disruptions to global supply chains and further exacerbate the already noticeable impairments to trade and economic activity, as well as compound rising energy prices, creeping inflation and the already high level of volatility in the financial markets. In addition, a renewed rise in inflation could necessitate further interest rate hikes by central banks.

Forecast for Key Customer Sectors and Sales Regions

Forecast for global production of passenger cars and light commercial vehicles (< 6 metric tons)

The global automotive industry is entering 2026 with a mix of resilience and structural challenges. Changing trade conditions, heterogeneous demand patterns and the burgeoning electric battery vehicle market are having a particularly strong impact on the market environment. Following the turbulence in the prior year, the sector is faced with persistent supply chain bottlenecks and changing customer requirements. At the same time, technological innovations, increasing digitalization and advancing electrification are opening up new opportunities.

According to the current forecast by S&P Global Mobility, the global production of light vehicles will decline moderately throughout the course of the year, even though individual regions are showing positive signs. A slight downturn of 0.4% to 93 million vehicles is expected.

In Europe, S&P Global Mobility expects a slight decline in production volumes of 0.7% to 16 million vehicles compared to the previous year, due primarily to shifting trade flows as a result of increasing imports from China. These developments highlight the increasing segmentation of the European market as well as rising competitive pressure from Asian providers.

There are positive prospects for the Chinese market, despite short-term slowdowns in the domestic market. S&P Global has revised the production forecasts for 2026 to 2028 sharply upward. While the reduction in state incentives and the subdued consumer climate has dragged down local demand of late, exports – especially of new energy vehicles (NEV) and plug-in hybrids – are a key growth driver. In December 2025, almost half of Chinese vehicle exports were for NEVs, which underlines the international competitiveness of Chinese manufacturers.

In North America, the sales markets remain robust, even though rising tariffs as well as inflation-related cost increases are affecting manufacturers' production planning. OEMs are responding by adjusting their production strategies and concentrating their focus on higher-margin segments. Despite these challenges, demand remains solid overall, which is supporting regional production development.

The supply of semi-conductors is a central risk factor. A structural shortage from DRAM is expected in 2026 as the sharp increase in demand from the AI server segment is straining supply chains. The prioritization of higher-margin customers could trigger price surges of 70% to 100% and cause temporary production disruptions. As older storage generations expire, manufacturers are left with only a limited time window to adapt system architectures and secure long-term supply contracts.

In its summary, S&P Global expects a slight downturn in production volume globally for passenger cars and light commercial vehicles for fiscal 2026. The market continues to be overshadowed by geopolitical influences, shifting demand for electrified drives as well as increasing international competition – particularly due to the strong position of Chinese manufacturers in the export business. At the same time, positive trends in selected premium markets coupled with stable North American sales are opening up opportunities for manufacturers to realign their product and production strategies with the changed general conditions.

Forecast for production of medium and heavy commercial vehicles

The global market for medium and heavy commercial vehicles over 6 tons is expected to remain heterogeneous in 2026. Regional development will continue to be strongly influenced by economic momentum, willingness to invest, as well as political, regulatory and infrastructural conditions. Although the macroeconomic environment recoded a moderate improvement by the end of 2025, the recovery is proceeding at very different paces around the world. In addition, tariffs, trade policy measures and the reduction of sometimes high inventories are influencing production outlooks.

In Europe excluding Russia, growth of 4.7% is expected following the decline in the prior year. Demand is being supported by long-term infrastructure and defense programs, particularly in Germany. Improved order intake and a stable bus market are also having a positive effect. The environment is additionally characterized by pull-forward effects in connection with the introduction of Euro 7 in 2029 and new Chinese market participants who will be building additional assembly capacity from 2026/27 onward.

North America is expected to grow by 13.2% after a slump in 2025. The region recently benefited from a partial stabilization after a period of pronounced uncertainty caused primarily by tariff policy, US-Mexico regulations and new emission standards. A significant upturn in production is expected in the second half of the year. Mexico remains a key component of the regional manufacturing chain.

The market environment in South America, however, remains challenging despite isolated regional stabilizing trends. Overall, a slight decline in production of -0.2% is expected. The continuing weakness of the Brazilian agricultural sector is having a pronounced negative impact, while new market participants (especially in Argentina) are providing limited relief. With the expiry of the previously significant school bus program, growth is increasingly shifting to the bus segment.

In Asia, the picture is once again divergent, with production in China expected to decline by -5.3% in 2026. The market is cooling down as political support measures are expiring and companies need to start reducing their exceptionally high inventories. At the same time, the use of alternatives is becoming more and more important. Increasing export activities are having a partially stabilizing effect on the more moderate domestic demand. India, on the other hand, continues to perform well and is expected to grow again in 2026 at +5.1%, exceeding its previous production high recorded back in 2018, boosted by infrastructure investments, logistics/e-commerce momentum and supportive fiscal/monetary policy. The other Asian markets are robust overall. Japan and Korea will develop largely steadily in 2026 – Japan with subdued export momentum, Korea with a solid truck segment and additional impetus in the bus market from hydrogen and e-bus programs. The ASEAN region is particularly dynamic and well on the path to recovery thanks to strong domestic demand and improved export efficiency. Overall, growth of +6.4% is expected for Japan, Korea and the ASEAN countries combined.

Outlook for the AUMOVIO Group

Forecast process

AUMOVIO publishes forecasts for the company's key performance indicators for the upcoming financial year on an annual basis. As part of the spin-off in 2025, adjusted sales and the adjusted EBIT margin were the primary indicators included in the listing prospectus. These indicators form the basis for operational steering and capital market communication.

With full independence, the AUMOVIO Group is also focusing on generating sustainable cash inflows. For 2026, an additional forecast for normalized free cash flow is therefore provided. This metric is defined as free cash flow before acquisitions, divestitures, and other interest-bearing investments (adjusted free cash flow), adjusted for cash inflows or outflows from special items (e.g., restructuring payments and costs associated with the separation).

The forecast is reviewed continuously throughout the year. Any changes are disclosed no later than in the respective quarterly reporting. In the annual report, the forecast-actual comparison contrasts the expectations communicated for the prior year with the actual developments in the reporting period, and deviations are explained. AUMOVIO's operational and financial management is focused primarily at Group level. Segment-specific metrics are of secondary importance and serve mainly internal transparency and operational decision-making. Accordingly, the Group's forecast refers to the aggregated financial key figures of the AUMOVIO Group.

Comparison against forecast for fiscal 2025

Initial forecast (September 2025)

The initial forecast for AUMOVIO SE was published in the listing prospectus. Based on the targets defined for the Business Area Automotive of Continental AG, the following expectations were communicated for fiscal 2025:

– **Adjusted Sales:** €18.0–20.0 billion
– **Adjusted EBIT margin:** 2.5–4.0%

Adjustments in the third quarter

AUMOVIO achieved a significant improvement in earnings in the first nine months of fiscal 2025. With its third-quarter figures, the company also confirmed that it had made a solid start to its first year as an independently operating company.

Based on its business performance this far, AUMOVIO refined its financial targets for 2025 as a whole. The sales forecast was specified to **€18.0–19.0 billion**. At the same time, the company narrowed the forecast for the **adjusted EBIT margin to the upper end of the guidance range of 2.5–4.0%**.

Outlook for fiscal 2026

According to S&P Mobility (Light Vehicle Production Forecast, January 2026), global production of passenger cars and light commercial vehicles is expected to remain broadly stable (–0.4%). While global markets are expected to move largely sideways, Europe and North America are likely to experience declining production volumes. These regional weaknesses are expected to be partially offset by robust developments in Asia and selected growth opportunities in South America and South Asia. The assessment by S&P Mobility is at the upper end of AUMOVIO's internal expectations.

Overall, the market environment remains characterized by geopolitical tensions and potential tariff risks. In addition, ongoing supply chain disruptions, availability constraints, and rising prices for raw materials and memory components continue to weigh on the industry. In particular, geopolitical events at the beginning of 2026—such as the armed conflict involving Iran—may trigger new disruptions to global supply chains and amplify existing impacts on trade, economic activity, energy prices, inflation, and financial-market volatility. A renewed rise in inflation could prompt further interest rate increases by central banks. The potential effects of the recent developments in the Middle East are not included in the forecast.

Expected key figures for fiscal 2026:

Adjusted Group Sales

For fiscal year 2026, AUMOVIO expects adjusted sales of €17.0–18.5 billion. Compared with prior-year sales of €18.6 billion, this represents a decline. The decrease is expected primarily due to adverse currency effects, the discontinuation of projects with insufficient profitability, and partially delayed project start-ups. The sales forecast is based on exchange rates as of December 31, 2025. Key sales-relevant currencies include the US dollar, Japanese yen, Korean won, and Chinese renminbi.

Adjusted EBIT Margin

AUMOVIO expects an adjusted EBIT margin of 3.5–5.0% for fiscal year 2026 (PY: 3.9%).

A potential margin improvement is expected to result primarily from cost-reduction measures—particularly in research and development, sustainable savings in administration, a more efficient setup of production sites—as well as from a more favorable project mix driven by active portfolio management.

Offsetting effects are expected from higher raw-material and material prices, as well as higher prices for memory components. AUMOVIO aims to mitigate these temporary burdens—currently estimated in the low triple-digit million-euro range—through adjusted contract structures, compensation measures with OEM customers, and optimized design-to-cost approaches.

Normalized free cash flow

Normalized free cash flow corresponds to adjusted free cash flow, further adjusted for cash inflows/outflows from special items also considered in adjusted EBIT. For fiscal year 2025, normalized free cash flow amounts to €650 million.

Reconciliation from adjusted to normalized free cash flow in € million

Adjusted free cash flow	**159**
Payments for restructuring and termination	367
Payments for spin-off from Continental	132
Other payments / contributions	–8
Normalized free cash flow	**650**

For fiscal year 2026, AUMOVIO expects a normalized free cash flow of €500–800 million (PY: €650 million).

A potential improvement is expected from a potentially higher adjusted EBIT, efficient working-capital management, and a strict focus on value-enhancing investments. Counteracting factors include higher material and raw-material prices, increased memory-component costs, and risk-mitigation measures related to potential supply chain disruptions.

The expected normalized free cash flow does not include potential tax payments arising from tax obligations of previous periods.

Performance Outlook by Business Area

Management of AUMOVIO is carried out primarily at Group level; each business area contributes to overall earnings. Segment forecasts provide transparency regarding operational developments and reflect market and project expectations. For fiscal year 2026, the following developments are expected by business area:

Autonomous and Commercial Mobility (ACM)

For Autonomous and Commercial Mobility, AUMOVIO expects adjusted sales to decline moderately compared to 2025 (€3,051 million), driven mainly by adverse currency effects, lower volumes in the ADAS segment, and weakness in the U.S. commercial-vehicle market. Research and development expenses are expected to decrease relative to the prior year (€845 million). Despite lower sales, the adjusted EBIT margin is expected to remain stable, supported by cost-reduction measures related to the transformation in R&D as well as strict cost discipline in production, sales, and administration (PY: –1.3%).

Architecture and Network Solutions (ANS)

For Architecture and Network Solutions, adjusted sales is expected to be moderately below the prior year (€5,048 million) due to currency impacts. New project ramp-ups will largely offset the phase-out of existing programs. Profitability is expected to stabilize through ongoing cost-optimization, redesign-to-cost initiatives, and improvements in R&D efficiency. Overall, a stable adjusted EBIT margin is expected (PY: 7.1%).

Safety and Motion (SAM)

For Safety and Motion, AUMOVIO expects a moderately lower adjusted sales level compared with the prior year (€7,371 million), driven by adverse currency effects, a challenging market environment, and a more selective project approach. Additional cost-reduction measures in production, sales, administration, and R&D are expected to result in a moderate improvement in the adjusted EBIT margin (PY: 5.1%).

User Experience (UX)

For User Experience, AUMOVIO expects adjusted sales to decline moderately compared to 2025 (€2,993 million), primarily due to currency effects. Structural measures within the business area, reductions in material costs, and further improvements in operational efficiency are expected to lead to a moderate improvement in the adjusted EBIT margin (PY: 0.4%).

Sustainability Report

Introduction

This sustainability report represents the consolidated sustainability report, which was prepared to meet the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of December 14, 2022 (Corporate Sustainability Reporting Directive, CSRD) and in full application of the European Sustainability Reporting Standards (ESRS). This sustainability report also contains the combined non-financial statement in accordance with Sections 289b to 289e and 315b to 315c of the German Commercial Code (*Handelsgesetzbuch* – HGB) for the AUMOVIO Group and AUMOVIO SE, for fiscal year 2025. From January 1 to September 17, the company operated as the Automotive group sector within the former parent company Continental AG. Following the spin-off on September 18, the Automotive group sector became independent under the name AUMOVIO. Unless otherwise indicated, the contents of this sustainability report cover the full fiscal year 2025, defined as the 12-month period from January 1 to December 31, 2025.

This sustainability report contains the information to be disclosed for fiscal year 2025 in accordance with Article 8 of EU Taxonomy Regulation (EU) 2020/852 in conjunction with Article 10 (2) of Delegated Regulation (EU) 2021/2178 of the Commission.

This sustainability report was subject to a limited assurance audit by the independent auditor. The selected metric of Combined own Scope 1 and market-based Scope 2 GHG emissions was audited with reasonable assurance. The corresponding section is marked with "**Δ**". The auditor's report on the sustainability report can be found starting on page 370 of this Annual Report.

Combined Non-Financial Statement

Due to the legal uncertainties arising from the lack of implementation of the CSRD into German law at the time of reporting, the Executive Board of AUMOVIO SE, in coordination with the Supervisory Board, has decided to fully apply, for the first time, ESRS Set 1 as a framework in accordance with Section 315c (3) in conjunction with Section 289d HGB for preparing the combined non-financial statement in accordance with Sections 315b and 315c in conjunction with Sections 289b to 289e HGB. The information for AUMOVIO SE pursuant to Sections 289b to 289e HGB is thus also fulfilled. For AUMOVIO SE as the parent company of the AUMOVIO Group, no separate framework in accordance with Section 289d HGB was used, as the approaches, results, targets, performance indicators and risks reported for the AUMOVIO Group also apply equally to the parent company. Therefore, no further information beyond that reported for the AUMOVIO Group is required. Accordingly, AUMOVIO does not consider the use of a framework for the parent company to be useful.

AUMOVIO points out general uncertainties with regard to interpretation issues in the use of the ESRS as a framework for non-financial statements.

The following information refers to the respective sections and subsections of the sustainability report and the management report in general, which contain the information for the combined non-financial statement as required by the HGB.

A description of the AUMOVIO Group's business models can be found in the General disclosures (ESRS 2) section of this sustainability report under the Strategy, business model and value chain subsection and in the Corporate profile section of the management report under Structure of the AUMOVIO Group.

Environmental matters

The approaches pursued by AUMOVIO with regard to environmental matters are described in the management approaches as follows:

- Scope 1 and Scope 2 emissions, Scope 3 emissions, portfolio resilience and transformation, climate change adaptation, and supply chain resilience and transformation in the Climate Change (ESRS E1) subchapter.
- Environmental protection in the supply chain, product-related aspects of environmental protection, and substances of concern and substances of very high concern in the Pollution (ESRS E2) subchapter.
- Circular economy and waste in own operations in the Resource Use and Circular Economy (ESRS E5) subchapter.

The results of the approaches pursued in relation to environmental matters are described as part of the impacts, risks and opportunities as well as the metrics in the Climate Change (ESRS E1), Pollution (ESRS E2) and Resource Use and Circular Economy (ESRS E5) subchapters.

Employee matters

The approaches pursued by AUMOVIO with regard to employee matters are described in the management approaches as follows:

- Labor standards; employee engagement and organizational development; employee privacy; and occupational safety and health in the Own workforce (ESRS S1) subchapter,
- Workers in the value chain in the Workers in the value chain (ESRS S2) subchapter.

The results of the approaches pursued in relation to employee matters are described as part of the impacts, risks and opportunities as well as the metrics in the Own Workforce (ESRS S1) and Workers in the Value Chain (ESRS S2) subchapters.

Social matters

The approaches pursued by AUMOVIO with regard to social matters are described in the management approaches as follows:

- Affected communities in the Affected communities (ESRS S3) subchapter,
- Technical and product-related compliance and safe mobility in the Consumers and End-Users (ESRS S4) subchapter.

The results of the approaches pursued in relation to social matters are described as part of the impacts, risks and opportunities as well as the metrics in the Affected Communities (ESRS S3) and Consumers and End-Users (ESRS S4) subchapters.

Respect for human rights

The approaches pursued by AUMOVIO with regard to respect for human rights are reflected in the following management approaches:

- Labor standards; employee engagement and organizational development, employee privacy (protecting personal data) and occupational safety and health in the Own Workforce (ESRS S1) subchapter,
- Workers in the value chain in the Workers in the Value Chain (ESRS S2) subchapter and affected communities in the Affected Communities (ESRS S3) subchapter,
- Technical and product-related compliance and safe mobility in the Consumers and End-Users (ESRS S4) subchapter.

The results of the approaches pursued with regard to respect for human rights are described as part of the impacts, risks and opportunities as well as metrics in the Own Workforce (ESRS S1), Workers in the Value Chain (ESRS S2), Affected Communities (ESRS S3), and Consumers and End-Users (ESRS S4) subchapters.

Anti-corruption and anti-bribery matters

The approach pursued by AUMOVIO with regard to anti-corruption and anti-bribery is described in the management approaches in the Business Conduct and Corporate Governance (ESRS G1) subchapter.

The results of the approach pursued with regard to anti-corruption and anti-bribery matters are described as part of the impacts and risks as well as metrics in the Business Conduct and Corporate Governance (ESRS G1) subchapter.

Material risks

For a description of non-financial risks and how they are managed, please refer to the report on risks and opportunities in this management report. Beyond this scope, no additional non-financial risks were identified in accordance with Section 289c (3) HGB. The risks and opportunities described in the topic-related subchapters of the sustainability report are based on the application of the ESRS framework and the definition of double materiality anchored therein, and therefore explicitly go beyond the definition in the HGB.

Performance indicators

Non-financial and sustainability-related performance indicators in accordance with the HGB are defined as part of the key performance criteria in the remuneration system in the Remuneration Report of the management report. These do not constitute the most significant non-financial performance indicators within the meaning of Section 289c (3) HGB. The most significant key performance indicators for the AUMOVIO Group consist exclusively of financial indicators, and can be found in the Corporate management and Outlook for the AUMOVIO Group sections of this management report.

Correlations with the consolidated financial statement

Where necessary for an understanding of the context, reference is made in this sustainability report to the figures and additional explanations provided in the consolidated financial statements.

General Disclosures (ESRS 2)

Notes on Applying the ESRS

General basis for preparation of the sustainability report

For the preparation of this report and based on the set of required formal and content requirements, subject matter experts were identified for quantitative disclosures and qualitative disclosures. The content of the sustainability report was prepared by the relevant subject matter experts and then consolidated and reviewed by the Sustainability Governance & Reporting team. The report was formally approved as part of the overall financial reporting process. Operational supervision is exercised by the Executive Board. Sustainability reporting also falls under the supervision of the Supervisory Board. Relevant information on supervision can be found in the Consideration of sustainability matters in corporate supervision subsection.

The reported metrics are based on specific definitions, assumptions and calculation models. These are presented directly in conjunction with the respective metrics, if relevant.

The statement in accordance with European Sustainability Reporting Standard (ESRS) 2.77 that metrics are not subject to validation by an external body other than the independent auditor has not been repeated for each individual metric, as this applies to every metric.

When applying the ESRS, the terminology of the ESRS is used as a general rule while also taking into account terminology comprehensibility and consistency within the management report. For example, the terms used include management approach instead of policy, business conduct and corporate governance instead of only business conduct, and key actions for target achievement instead of actions and resources.

AUMOVIO furthermore points out some general uncertainties with regard to the first-time application of the ESRS.

Scope of consolidation

The sustainability report has been created on a consolidated basis for the entire AUMOVIO Group.

AUMOVIO has reviewed the applicable scope of consolidation and consequently applies the same scope of consolidation as for the consolidated financial statements.

This sustainability report therefore covers AUMOVIO SE and all its subsidiaries.

All disclosures in this report relate to the fiscal year from January 1 to December 31, 2025. Where relevant, information up until the actual publication of this report has been considered.

An overview of the relevant data points that derive from other European legislation and where they can be found in this sustainability report has been included in the subchapter Overviews and Indexes section in accordance with ESRS 2.

Upstream and downstream value chain

AUMOVIO's upstream and downstream value chains have been included in the preparation of the sustainability report and the assessment of impacts, risks and opportunities. Our upstream value chain includes all suppliers and service providers who contribute to the provision of our products and services. These include, in particular, raw material suppliers, manufacturers of individual parts and components, assembly and manufacturing service providers, as well as transportation and logistics companies. The downstream value chain comprises AUMOVIO's direct customers, in particular original equipment manufacturers (OEM), as well as the end-users of the final products. It includes the sale of products and services as well as all end-of-life processes, including reuse, recycling and disposal. The material impacts, risks and opportunities for AUMOVIO resulting from the materiality analysis in relation to the value chain are presented in the Details of the Material Impacts, Risks and Opportunities section and described in the topic-related sections and subsections, including the respective management approaches.

Omissions

AUMOVIO has not omitted any specific information relating to intellectual property, know-how or the results of innovation.

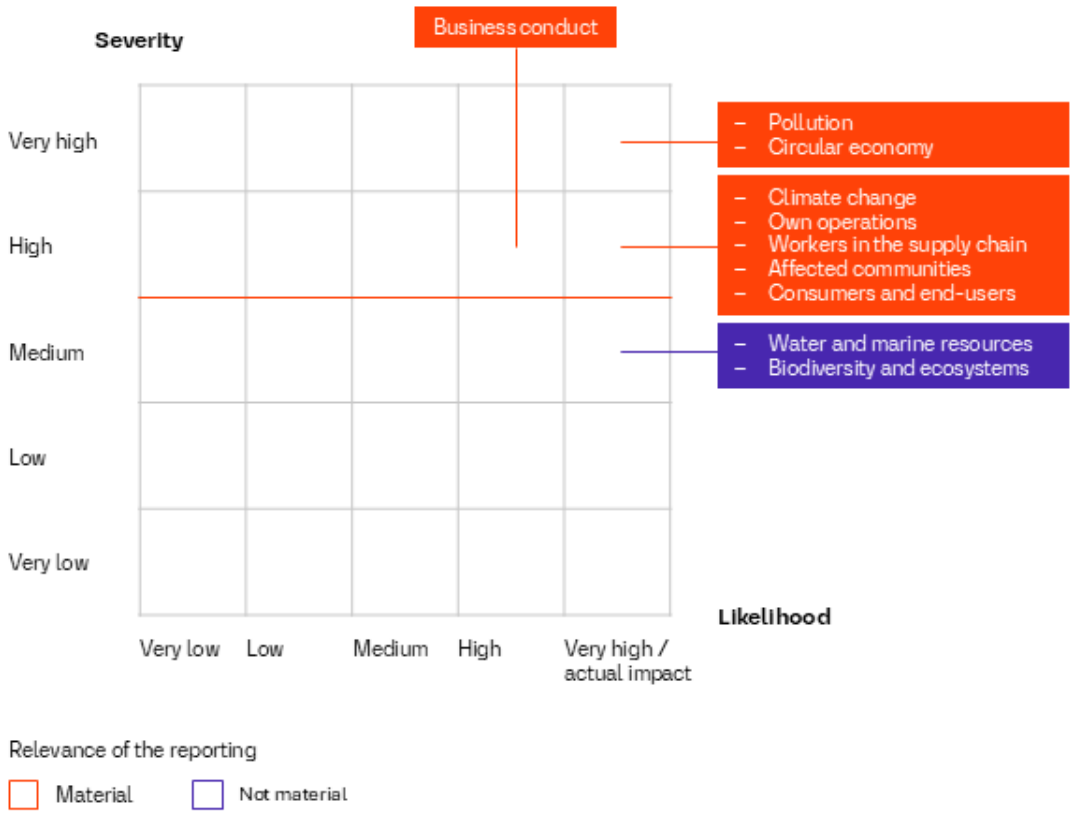
AUMOVIO has not made use of the exemption provided for in Article 19a (3) and Article 29a (3) of Directive 2013/34/EU or §289e of the German Commercial Code (*Handelsgesetzbuch*, HGB) for the disclosure of imminent developments or matters under negotiation.

Disclosure due to other legislation on sustainability reporting

This sustainability report also constitutes the combined non-financial statement in accordance with Sections 289b to 289e and 315b and 315c in conjunction with Sections 289b to 289e HGB for AUMOVIO SE for fiscal 2025. Relevant information that goes beyond the ESRS disclosures can be found in the combined non-financial statement at the beginning of this sustainability report.

Overview of Material Impacts, Risks and Opportunities

AUMOVIO has identified and assessed the material actual and potential negative and positive impacts, risks and opportunities (IROs). The detailed results of this analysis are described in the Details of Material Impacts, Risks and Opportunities section as well as in the respective topic-related sections and subsections. The methodology of the assessment is further described in the Process for Identifying and Assessing Material IROs section.

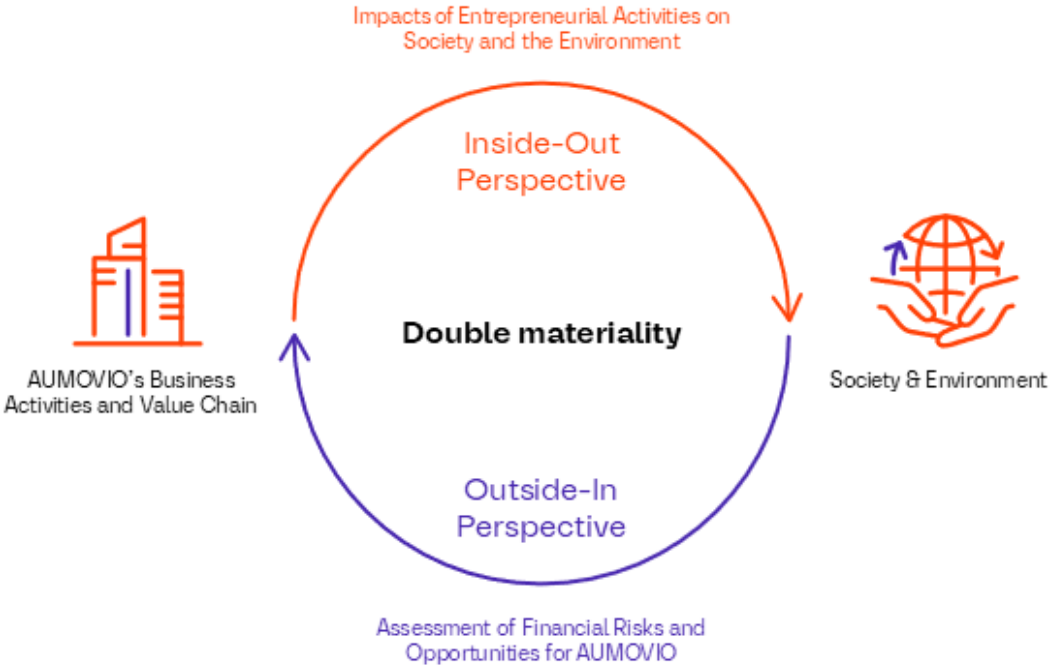


The integration of impacts, risks and opportunities into the strategy and the business model is carried out in accordance with the control processes and management approaches described in the Governance section of this subchapter and in the respective topic-related sections.

Process for Identifying and Assessing Material IROs

Description of methodology and assumptions

AUMOVIO assesses its impacts, risks and opportunities according to the ESRS methodology requirements on double materiality (IRO assessment). AUMOVIO's 2025 IRO assessment was conducted simultaneously with both impact materiality (inside-out) and financial materiality (outside-in) perspectives.



Identification and creation of the longlist of IROs

AUMOVIO was already included in the IRO assessment of its former parent company Continental AG as the Automotive group sector in fiscal 2024. The resulting IRO long list and the list of sustainability matters in ESRS 1.AR16 formed the starting point for AUMOVIO's own assessment of impacts, risks and opportunities. In addition, certain types of scenarios (e.g. fines, loss of sales, or growth in sales) were considered for risks and opportunities. These initial scenarios and descriptions of IROs were identified at topic, sub-topic or sub-sub-topic level and were aggregated whenever it was relevant and appropriate considering AUMOVIO's business activities, value chain, geographical location, industries and business models. Company-specific matters were also considered, all of which could be assigned to the predefined list of sustainability matters of the ESRS. These scenarios specify further the matters for AUMOVIO's value chain and were partially split into individual scenarios for own operations and upstream and/or downstream value chain, whenever relevant.

Initial gross assessment

In an initial step, the IRO scenarios were assessed from a gross perspective. The gross perspective assesses impacts, risks and opportunities in a scenario that does not yet consider the existing management approaches of AUMOVIO, as described in the respective topic-related sections and subsections. This initial gross assessment comprised various aspects of the severity and magnitude of the effect as well as the likelihood of its actual occurrence.

The gross perspective was based on internal expert judgment and, whenever possible, on available data on the automotive industry and sustainability matters (e.g. CDP Water Watch).

Validation and assessment

In a second step, the longlist of IRO scenarios was assessed from the views of relevant stakeholders. In multiple sessions, various functions of AUMOVIO acted as proxies of internal and external affected stakeholders and subject matter experts. Participants were provided with the longlist and comprehensive methodological details prior to the sessions and introduced to the methodology during the sessions.

Each session included a validation, update and/or extension of the longlist. The IRO scenarios were further specified in greater detail, and the gross valuation was validated and updated. The IROs were then additionally assessed taking into account AUMOVIO's management approaches as described in the corresponding topic-related sections and subsections.

Some IRO scenarios were identified as focus topics by the former parent Continental AG in the previous reporting period. Due to the previous affiliation and the associated similar stakeholder groups, the focus topics most relevant to AUMOVIO were retained.

The following factors were also taken into account for the assessments at these sessions:

- Dependencies on the availability of natural, human and social resources at reasonable prices and in adequate quality, regardless of the potential impacts on these resources
- A time horizon for defining IRO scenarios and their potential consequences
- Geographical locations, if relevant
- External studies and other scientific evidence
- External data (e.g. country and sector risk analyses)
- Specific data for AUMOVIO or the AUMOVIO value chain (e.g. Scope 3 greenhouse gas emissions)

Materiality

The materiality threshold was set after the IRO sessions:

- Actual negative impacts were assessed for their materiality based on the gross assessment and taking into account the management approaches already in place to mitigate said impacts up to the point in time at which the impact occurred. Both individual, isolated impacts as well and continuous, ongoing impacts were taken into account. No actual positive material impacts were identified.
- Potential negative impacts and risks were assessed as material in accordance with the gross assessment.
- Concrete actions must be implemented to achieve positive impacts or take advantage of an opportunity. Therefore, potential positive impacts and opportunities were assessed for their materiality on the basis of a gross assessment, taking into account the existing management approaches.

IROs are considered material if they have a severity or magnitude of either high or very high in terms of their impact or financial materiality (see the scales used under Impact materiality and Financial materiality). In the case of potential impacts, risks and opportunities, the probability of their occurrence was also taken into account.

Potential negative impacts related to human rights were also flagged, with the severity of the impact taking precedence over the likelihood for the materiality threshold.

In cases where an IRO was flagged as a focus topic for the relevant users of AUMOVIO's sustainability information, this IRO was also evaluated as material and included in the reporting.

Revalidation and formal confirmation

The assessment takes into account all relevant developments and findings known up to the date of preparation of the report, and has been formally confirmed by the Executive Board.

In conclusion, AUMOVIO identified more than 200 IROs, of which 74 were assessed to be material. Further details on the individual material IROs can be found in the individual topic-related sections and subsections in the Material Impacts, Risks and Opportunities section.

In the IRO assessment, AUMOVIO incorporated a set of methodologies and assumptions that reflect both current and projected developments based on profound expert judgment. The main assumptions on which the IRO assessment was based are as follows:

- AUMOVIO assumed that environmental factors and social influences will have a generally growing impact on business activities, supply chains and market conditions, for example regarding the future availability of resources, the environmental transition and socio-economic trends.
- The financial assessment is based on assumptions regarding future regulatory developments, market trends and technological advancements, among other factors. The likely consequences of these regulatory changes were considered. Moreover, AUMOVIO assumes that technology will continue to advance and support sustainability initiatives. This includes assumptions about the development and introduction of green technologies.

– The assessment of the impacts, risks and opportunities related to AUMOVIO's value chain considers, in particular, the specific features of the respective geographical regions, industries, business activities and types of operation.

AUMOVIO's due diligence processes play a key role in identifying, assessing and managing impacts, risks and opportunities. They are part of the management processes described in this section under Governance as well as of the management approaches in the topic-related sections and subsections. The assessment of impacts related to human rights is supported by the due diligence processes of AUMOVIO's Sustainability Due Diligence System (SUS DD System), for example regarding actual impacts from incidents or the assessment of potential negative impacts (see in particular the topic-related Own Workforce (ESRS S1) and Workers in the Value Chain (ESRS S2) subchapters).

Where specific activities, business relationships, geographical locations or other factors lead to a higher assessment of the impacts, this was considered in the assessment of the IROs.

Through the holistic approach of the IRO assessment, the impacts were assessed within AUMOVIO's own operations and in the upstream and/or downstream value chain. The relevant stage of the value chain is defined in the table with the respective impacts, risks and opportunities described in the topic-related sections and subsections.

As described in the methodology, affected stakeholders were involved in the assessment process by subject matter experts who acted as internal proxies. The stakeholders' views are incorporated into the respective management approaches as described in the topic-related sections and subsections, and thus also contribute to the assessments by the subject matter experts who were involved in assessing the IROs.

Impact Materiality

The impact materiality is based on the severity or magnitude of the effect of the impact. In the case of potential impacts, the probability was also assessed and the scale was deemed relevant in the evaluation of materiality. A five-point scale from "very low" to "very high" was used for both aspects.

The assessment of the severity or magnitude of the effect is based on the following factors:
– the scale,
– the scope, and
– for negative impacts, also the irremediable character of the impact.

The threshold for material impacts follows the generally described methodology, as laid out in the Description of methodology and assumptions section.

Financial Materiality

The integrated approach of the IRO assessment allows AUMOVIO to assess risks and opportunities together with the topic-related impacts in a combined view. This made it possible to consider interdependencies between risks and opportunities with impacts. In the topic-related sections, the detailed descriptions of impacts, risks and opportunities are grouped into related IRO clusters (e.g. all IROs related to substances of concern and substances of very high concern are assigned to IRO cluster "Substances of concern and substances of very high concern" and described further in the following management approach with the same name).

Risks and opportunities were also assessed according to the level of severity and magnitude of the effect of financial impacts and the likelihood of occurrence in the short, medium or long term. The financial impacts were assessed using semi-quantitative guidelines that were defined in consultation with the Risk Management & Internal Controls central function. Five levels from "very low" to "very high" were used as the rating scale. The financial impacts considered include effects on AUMOVIO's financial performance, earnings position, cash flows, access to financing, cost of capital and financial outlook. The threshold for financial materiality follows the generally described methodology for determining the materiality threshold.

There was a continuous dialogue with the Risk Management & Internal Controls central function for the purpose of coordinating the interactions between the sustainability-related risks taken into account in the IRO assessment and the corresponding risks in risk management.

Further details are provided in the Integration of IROs in Risk Management section.

The Executive Board acted as a supervisory body of the IRO assessment and formally confirmed the results. In addition, the Audit Committee, which executes oversight over general risk management, was indirectly involved in the process and was informed in particular about the IRO assessment (and the interrelations with risk management).

Integration of IROs in risk management

The IRO assessment took into account both the assessments based on the ESRS requirements and the assessments as part of enterprise risk management in accordance with the relevant requirements. To this end, the IRO assessment was continuously coordinated with general risk management.

In view of the major differences in the required methods, consistency checks were carried out. The sustainability-related risks compatible with the methodology relevant for enterprise risk management were aligned with the risks documented in the general risk assessment reporting system. Impacts not directly related to an identified risk were not considered in enterprise risk management.

Relevant information on risk management can be found in the management report under Main characteristics of the risk management system in the AUMOVIO's risk management system section in the Report on Risks and Opportunities section.

The outcome of the IRO assessment confirmed the topic-related focus of AUMOVIO's Strategic Sustainability Focus Areas. The concrete effects of impacts, risks and opportunities on AUMOVIO's business model, value chain, strategy and decision-making as well as how AUMOVIO responds and plans to respond to these impacts are addressed in more detail in the descriptions of the IROs and management approaches in the respective topic-related sections and subsections.

Stakeholders and Stakeholder Engagement

AUMOVIO maintains regular, ongoing dialogue with various stakeholders via diverse channels. The composition of relevant stakeholder groups is largely consistent with that of the previous parent company. Engagement activities with these stakeholder groups continue to take place on an ongoing basis.

For AUMOVIO, the most important stakeholders in terms of sustainability include in particular:

- Employees and their representatives,
- Customers, consumers and end-users,
- Capital market participants,
- Public policy makers,
- Affected communities and civil society,
- Players in the AUMOVIO supply chain,
- Users of AUMOVIO's sustainability reporting.

Stakeholders are involved via the following channels:

- Employees and their representatives: e.g. via works meetings, employee surveys, webcasts, meetings with employee representatives and directly via the HR departments,
- Customers, consumers and end-users: e.g. via sales departments or key account management, partnerships, trade fairs and surveys.
- Capital market participants: e.g. via the Annual Shareholders' Meeting, webcasts and roadshows,
- Public policymakers: e.g. via public affairs departments,
- Affected communities and civil society: e.g. through engagement projects and open house events,
- Actors in AUMOVIO's supply chain: e.g. via the purchasing departments and trade fairs,
- Users of AUMOVIO's sustainability reporting: e.g. through the published sustainability reporting.

The formats used to involve stakeholders differ depending on the stakeholder group and are organized by the respective functions to suit the individual purpose. For example, employees are involved by the HR departments.

The aim of involving stakeholders is to bring together different views, discuss any discrepancies in views and learn from each other.

The results of stakeholder engagement through the various formats, along with further analyses and new ideas, are continuously incorporated into the process of developing our sustainability strategy and reporting. In particular, the results of stakeholder engagement are considered in the decision-making process through the management approaches described in the topic-related sections and subsections.

Consideration of stakeholder interests and views

In general, the views of relevant stakeholders serve as a source of information for sustainability-related issues and for the management approaches described in the topic-related sections and subsections. At the same time, these management approaches provide a subsequent basis for the overarching strategic processes, particularly with regard to the consideration of stakeholder views. The described management approaches, market requirements, identified trends and other factors are considered as part of the overarching strategy processes. Against this backdrop, any changes made to the strategy or business model take various factors into account, with the views of stakeholders essentially incorporated indirectly.

AUMOVIO developed its overarching company strategy for the first time in 2025 in course of the spin-off. No adaptation to this strategy or business model was undertaken on the basis of the IRO assessment.

AUMOVIO assumes that any changes to strategy or business model have impacts on the relationship with stakeholders and stakeholders' views – no matter whether they are based on sustainability-related decision-making or other reasoning. Continuous validation of the views of stakeholders is therefore relevant for evaluating impacts, risks and opportunities as well as for subsequent strategic decision-making. Relevant information on this strategy can be found in the management in the Strategy of the AUMOVIO Group section of the Corporate Profile chapter in the Management Report.

The identification of opportunities as part of the IRO assessment are derived from and aligned with the implementation of the overarching strategy.

The views and interests of affected stakeholders with regard to the company's sustainability-related impacts were considered in the IRO assessment. The IRO assessment considering these views was discussed within the Executive Board as well as within the Audit Committee.

Interests and views of stakeholders relating to own workforce

The interests, views and rights of AUMOVIO's workforce, including respect for their human rights, are integral to shaping AUMOVIO's strategy and business model. To ensure that their views are incorporated into strategic decisions, AUMOVIO is in regular contact with employees and their representatives via various channels, such as works councils and co-determination on the Supervisory Board. Relevant information on the involvement of employees and their views in the overall business processes can be found in the Own Workforce (ESRS S1) subchapter. The involvement of own workforce is also described in more detail in the methodology of the IRO assessment.

Interests and views of stakeholders relating to workers in the value chain

The interests, views and rights of workers in AUMOVIO's value chain, including respect for their human rights, inform AUMOVIO's related management approaches regarding responsible business partnerships. The involvement of workers in the value chain is also described in more detail in the methodology of the IRO assessment.

Interests and views of stakeholders relating to affected communities

The interests, views and rights of affected communities, including respect for their human rights, inform AUMOVIO's related management approaches regarding responsible business partnerships. The involvement of affected communities is also described in more detail in the methodology of the IRO assessment.

Interests and views of stakeholders relating to consumers and end-users

The interests, views and rights of consumers and end-users, including respect for their human rights, are part of AUMOVIO's strategy and business model. Where AUMOVIO acts as supplier, e.g. for automotive components, the views of consumers and end-users are considered an essential part of the general feedback gathered from customers, such as car manufacturers.

The involvement of consumers and end-users is also described in more detail in the methodology of the IRO assessment.

Identification of the Information to Be Disclosed Based on the IRO Assessment

As part of the IRO assessment, AUMOVIO allocated the identified material impacts, risks and opportunities to the corresponding ESRS sustainability matters. This sustainability report only contains information on the sustainability matters (topics, sub-topics and sub-sub-topics) that have been classified as material, i.e. at least one material impact, material risk or material opportunity was identified for the respective sustainability matter. The implementation guidelines provided by EFRAG were used as an additional source for allocating disclosure requirements to sustainability matters. The identified material impacts, risks and opportunities with their specific descriptions set the focus within the required disclosures, for example on own operations, the supply chain or specific product groups. The perspective of primary users of financial reporting and other users of sustainability reporting was already considered in the IRO assessment.

Where relevant to aid understanding of specifics identified by AUMOVIO, entity-specific disclosures were added to provide sufficient granularity of information, such as additional metrics used in management processes.

The principle of materiality of information was applied to calibrate the scope of the information and to omit individual disclosures where these are not material for understanding the material impacts, risks and opportunities and for the management approaches described, and are not necessary to fulfill the objectives of the corresponding disclosure requirements.

In addition, use was made of the simplification provided by the phase-in disclosure requirements in accordance with ESRS 1.132. AUMOVIO is working on being able to report these phase-in disclosure requirements in accordance with the specified time horizons.

An overview table of the reported disclosures can be found at the end of the sustainability report in the subchapter Overviews and Indexes section in accordance with ESRS 2.

Details of Material Impacts, Risks and Opportunities

The actual and potential negative and positive impacts on people and the environment are described in more detail within the respective topic-related sections and subsections and in the detailed descriptions of the concrete impacts.

Many of the impacts identified are inherent to the industry and are directly related to specific types of businesses, products, value chains or geographical regions. They can therefore be seen as impacts directly linked to AUMOVIO's strategy and business models.

As described in the methodology of the IRO assessment, AUMOVIO used a variety of input parameters to evaluate the IROs, including both quantitative and qualitative data sources such as metrics, internal reports and external market research.

AUMOVIO defined the following time intervals for potential impacts, risks and opportunities based on the ESRS requirements:
– "**Short-term**" is consistent with the reporting period of the consolidated financial statements (up to one year).
– "**Mid-term**" corresponds to a period of anywhere from one and five years.
– "**Long-term**" is defined as a period of more than five years.

AUMOVIO considers the primary time horizons to be those in which the strongest impacts or effects are to be expected.

Depending on the topic, material impacts originate from own operations or from business relationships. This information can be found in the respective topic-related sections and subsections in the Material impacts, risks and opportunities subsections and, in general, in the Strategy, business model and value chain subsection in this section.

In AUMOVIO's view, the current financial effects of the identified material risks and opportunities relating to sustainability matters include, in particular, provisions for specific risks associated with the identified IROs. In particular, these are provisions for warranties (see risk S4.3 in the Consumers and End-Users (ESRS S4) subchapter, which amounted to a total of €330 million as at December 31, 2025. In addition, smaller parts of the provisions for litigation and environmental risks are linked to the risks, but mainly to the impacts relating the Pollution (ESRS E2) subchapter. Provisions for litigation and environmental risks amounted to €192 million as at December 31, 2025. Provisions for restructuring are only indirectly linked to the identified material risks and opportunities described in the Own Workforce (ESRS S1) subchapter. From AUMOVIO's perspective, they therefore do not represent current financial effects as defined by the ESRS.

Furthermore, no significant current financial effects on the recoverability of non-financial assets and inventories were identified in connection with identified sustainability-related and, in particular, climate-related risks.

It should be noted that current financial effects in connection with identified material risks and opportunities relating to sustainability matters are generally not independent of other associated effects.

Further information is provided in the explanations of the relevant notes to the consolidated financial statements, for example in Note 28 relating to warranties. Further information on the fundamental consideration of sustainability-related matters in accounting are described in Note 2 of the notes to the Consolidated Financial Statements, particularly with regard to climate-related matters in the Estimations and Impact of the macroeconomic environment and climate-related matters on accounting in the reporting period subsections.

Based on the IRO assessment, considering the associated limitations and assumptions as set out in the Process for identifying and assessing material IROs section and taking into account the management approaches, targets and key actions for achieving the targets reported in the topic-related sections and subsections, AUMOVIO considers its business model and strategy to be resilient. The management approaches, targets and key actions for achieving the targets describe AUMOVIO's current ability to reduce its material negative impacts, increase positive impacts, manage risks and seize opportunities. In addition, AUMOVIO is continuously working on further expanding and improving these capabilities.

The identified impacts, risks and opportunities relate to at least one sustainability matter as defined by the ESRS. The entity-specific disclosure only provides additional granularity but does not contain any new sustainability matters beyond the list of sustainability matters in ESRS 1.AR16. The relationship between entity-specific disclosures and specific impacts, risks and opportunities is included in the description of the respective management approaches, which follow the same clustering as the impacts, risks and opportunities (IRO clusters).

As the 2025 reporting year is the company's first year of reporting, there are no prior-year results for direct comparative analysis.

Material IROs were identified along the supply chain, own operations and downstream value chain. Given the different focus of the topic-related sections and subsections, the distribution of the IROs along the value chain differs (for example, the Own Workforce (ESRS S1) subchapter is, by definition, focused specifically on own operations).

AUMOVIO's material impacts, risks and opportunities (IRO table)

E1 Climate change		
IRO cluster	**Short description**	**Type of IRO**
Scope 1 and Scope 2 emissions	E1.1 Contribution to Scope 1 and Scope 2 emissions	Actual negative impact
	E1.2 Energy consumption from fossil fuels in own operations	Actual negative impact
	E1.3 Devaluation of assets due to climate protection regulations (net zero emissions (NZE) scenario)	Risk
	E1.4 Higher operating costs/capital expenditures related to climate change mitigation (NZE scenario)	Risk
	E1.5 Higher operating costs/capital expenditures related to climate change mitigation (APS)	Risk
	E1.6 Higher operating costs/capital expenditures related to energy (NZE)	Risk
Scope 3 emissions, portfolio resilience and transition	E1.7 Contribution to Scope 3 emissions backpack	Actual negative impact
	E1.8 Contribution to Scope 3 emissions – use phase and end-of-life treatment	Actual negative impact
	E1.9 Support for transition to a low-emission future with components and systems (zero tailpipe emission vehicles (ZTEV) and low-carbon industries) along the entire value chain	Potential positive impact
	E1.10 Loss of sales due to the limited resilience of our portfolio related to climate change (APS)	Risk
	E1.11 Loss of sales due to the limited resilience of our portfolio related to climate change (NZE scenario)	Risk
	E1.12 Growth or new business opportunities arising from climate-related regulations and market requirements	Opportunity
Climate change adaptation	E1.13 Devaluation of assets due to physical climate change	Risk
	E1.14 Interruptions to own operations due to the impacts of physical climate change (SSP5-8.5 scenario)	Risk
Supply chain resilience and transition	E1.15 Higher costs for materials/services related to climate change mitigation (APS)	Risk
	E1.16 Higher costs for materials/services related to climate change mitigation (NZE scenario)	Risk
	E1.17 Interruptions in the supply chain due to the impacts of physical climate change (SSP2-4.5 scenario)	Risk
	E1.18 Interruptions in the supply chain due to the impacts of physical climate change (SSP5-8.5 scenario)	Risk
E2 Pollution		
Environmental protection in the supply chain	E2.1 Water pollution through the supply chain	Potential negative impact
	E2.2 Higher costs for materials/services related to pollution	Risk
Product-related matters regarding environmental protection	E2.3 Air pollution in the use phase	Actual negative impact
	E2.4 Water pollution in the use phase	Actual negative impact
	E2.5 Soil pollution in the use phase	Actual negative impact
	E2.6 Loss of sales due to the limited resilience of our portfolio related to pollution	Risk
Substances of concern and substances of very high concern	E2.7 Use of substances of very high concern in own operations	Potential negative impact
	E2.8 Use of substances of (very high) concern in the supply chain	Potential negative impact
	E2.9 Loss of sales due to the limited resilience of our portfolio related to the restriction of substances of concern	Risk
	E2.10 Penalties and fines related to substances of concern	Risk
E5 Resource use and circular economy		
Circularity	E5.1 Procurement from primary and non-renewable sources	Potential negative impact
	E5.2 Contribution to waste generation through end-of-life disposal of products	Potential negative impact
	E5.3 Landfill or incineration of waste in the supply chain	Actual negative impact
	E5.4 Supply chain interruptions related to material availability	Risk
	E5.5 Higher costs for materials/services related to resources	Risk
	E5.6 Loss of sales due to the limited resilience of our portfolio related to circularity	Risk
Waste in own operations	E5.7 Landfill or incineration of waste in own operations	Actual negative impact
S1 Own workforce		
Labor standards	S1.1 Negative impacts on adequate wages	Potential negative impact
	S1.2 Negative impacts on equal treatment	Actual negative impact
	S1.3 Incidents of discrimination in own operations	Actual negative impact
	S1.4 Incidents of forced labor in own operations	Potential negative impact
	S1.5 Incidents of child labor in own operations	Potential negative impact
	S1.6 Positive impacts on adequate wages	Potential positive impact
	S1.7 Positive impacts on equal treatment	Potential positive impact
	S1.8 Higher operating costs related to working conditions in own operations	Risk
	S1.9 Loss in sales/boycott related to incidents of labor rights in own operations	Risk
	S1.10 Fines and penalties related to discrimination in own operations	Risk
Employee engagement and organizational development	S1.11 Negative impacts on work-life balance	Potential negative impact
	S1.12 Negative impacts on secure employment	Potential negative impact
	S1.13 Positive impacts on secure employment	Potential positive impact
	S1.14 Positive impacts on social dialogue	Potential positive impact
	S1.15 Positive impacts on training and skills development	Potential positive impact

	S1.16 Interruptions to own operations related to employee training	Risk
Employee privacy	S1.17 Infringement of employees' data protection rights	Actual negative impact
	S1.18 Fines and penalties related to employees' data in own operations	Risk
Occupational safety and health	S1.19 Negative impacts on the mental health of own workforce	Potential negative impact
	S1.20 Negative impacts on the physical health of own workforce	Potential negative impact
S2 Workers in the value chain		
Workers in the value chain	S2.1 Negative impacts related to working conditions of workers of direct suppliers	Potential negative impact
	S2.2 Negative impacts related to equal treatment of workers of direct suppliers	Potential negative impact
	S2.3 Negative impacts related to other human rights of workers of direct suppliers	Potential negative impact
	S2.4 Negative impacts related to working conditions of workers of indirect suppliers	Potential negative impact
	S2.5 Negative impacts related to equal treatment of workers of indirect suppliers	Potential negative impact
	S2.6 Negative impacts related to other human rights of workers of indirect suppliers	Potential negative impact
	S2.7 Penalties and fines in connection with violations of human rights in the upstream value chain	Risk
	S2.8 Higher costs for materials/services related to working conditions in the upstream value chain	Risk
	S2.9 Higher costs for materials/services related to incidents of infringement of equal treatment rights in the upstream value chain	Risk
	S2.10 Increased costs of materials/services related to violations of other human rights in the upstream value chain	Risk
S3 Affected communities		
Affected communities	S3.1 Negative impacts of direct suppliers on affected communities	Potential negative impact
	S3.2 Negative impacts of indirect suppliers on affected communities	Potential negative impact
S4 Consumers and end-users		
Technical and product-related compliance	S4.1 Negative impacts on the personal safety of consumers	Potential negative impact
	S4.2 Loss of sales due to the limited resilience of our portfolio related to the personal safety of consumers	Risk
	S4.3 Penalties and fines in connection with product safety incidents	Risk
Safe mobility	S4.4 Positive impacts on the personal safety of consumers	Potential positive impact
	S4.5 Growth or new business opportunities arising from product safety-related regulations and market requirements	Opportunity
G1 Business conduct and corporate governance		
Business conduct and corporate governance	G1.1 Incidents of corruption, bribery or fraud in own operations	Potential negative impact
	G1.2 Penalties and fines related to incidents involving business conduct	Risk

Specifics of the IRO Assessment for Certain Topic-Related Sections

To ensure the comprehensiveness and robustness of the results, the IRO assessment for each topic-related section or subsection was performed following the principles and methodologies as described above. Furthermore, additional factors were taken into account for individual standards in accordance with the ESRS.

Specifics of the IRO assessment in relation to climate change
The negative impacts related to climate change were evaluated based on reported GHG emissions (Scope 1, Scope 2 and Scope 3), and the positive impacts based on interest in the evolving market trend toward low carbon vehicles. Regarding risks and opportunities, specific risk and opportunity scenarios were developed and evaluated as part of the IRO assessment and are defined in the Description of methodology and assumptions subsection.

The concrete scenarios are reflected in the descriptions of the respective IROs in the Climate Change (ESRS E1) subchapter.

These include:

- Low-emission transition risk scenarios aligned with regulation allowing no or only limited overshoot of a 1.5°C temperature increase;
- High-emission physical risk scenarios, which assume more severe climate change and increased exposure to extreme weather events.

In the IRO assessment, AUMOVIO used externally recognized scenario frameworks, specifically the Announced Pledges Scenario (APS) and the Net Zero Emissions (NZE) Scenario from the Global Energy and Climate (GEC) Model of the International Energy Agency (IEA), together with the Shared Socioeconomic Pathway scenarios SSP1-2.6, SSP2-4.5 and SSP5-8.5 of the United Nations (UN) Intergovernmental Panel on Climate Change (IPCC). These scenarios span plausible future pathways, ranging from strong policy action and sustainable development (SSP1, NZE), through moderate or business-as-usual pathways (SSP2, APS), to fossil fuel-intensive/high-emission pathways (SSP5).

The scenario analysis identified climate-related hazards supported by AUMOVIO´s insurance provider's climate risk report and the Aqueduct water risk atlas from World Resources Institute. The analysis is structured to align with key strategic and planning horizons: short-term (current-state or near - term developments), medium-term (around 2030) and long-term (around 2050 and beyond). AUMOVIO also screened its assets and business activities exposed to these hazards based on the specific geographical coordinates of AUMOVIO's locations.

The likelihood and severity of climate hazards at the AUMOVIO sites were assessed accordingly.

For physical risks, the drivers include increases in extreme weather events, chronic changes in temperature and precipitation, and flooding. The selected transition risk drivers include regulatory change, market demand for lower-carbon products, technology shifts and policy developments.

From AUMOVIO's perspective, the selected scenarios therefore address the relevant drivers of risks and opportunities and thus also cover the relevant scenarios as defined by the ESRS. For methodological reasons, the scenarios go beyond the considerations of general risk management and the consolidated financial statements, particularly regarding time horizons and the gross/net assessment.

To ensure the comprehensiveness and robustness of the results, the IRO assessment for each topic-related section or subsection was performed following the principles and methodologies as described above. Furthermore, additional factors were taken into account for individual standards in accordance with the ESRS.

The evaluation of risks included in the analysis of climate-related hazards that might possibly affect AUMOVIO's business activities covers own operations as well as the value chain. Climate-related hazards include, in particular, the increase in extreme weather events and long-term climate change, for example in terms of temperature.

The exposure and sensitivity of assets and business activities to the identified climate-related hazards was considered in the IRO assessment. The assessment is coordinated with general risk management. The magnitudes of the financial effects of the gross physical risks are reflected in the descriptions of the associated risks in the Climate Change (ESRS E1) subchapter.

The expected useful lives of AUMOVIO's assets are not identical to the standardized time horizons used in the IRO assessment. The "short-term" and "medium-term" time horizons used in the IRO assessment are essentially based on the annual financial planning and long-term financial planning periods.

Further information on the time horizon of long-term planning can be found, for example, in the disclosures on goodwill and other intangible assets in Note 13 and on property, plant and equipment in Note 14 of the notes to the consolidated financial statements.

In addition, further information on the consideration of climate risks in accounting can be found in Note 2 of the notes to the Consolidated Financial Statements, particularly with regard to climate-related matters in the Estimates and Impact of the macroeconomic environment and climate-related matters on accounting in the reporting period subsections.

For the identification of climate-related transition risks, a climate scenario with a moderate pathway – APS scenario – targeting emissions reduction needed to achieve net zero emissions by 2050 was considered, as well as an extreme scenario – NZE scenario – limiting global warming with no or only limited overshoot of a 1.5 C pathway toward carbon neutrality by 2050 at the latest.

Both scenarios include increasing regulation, but in case of no or only a limited overshoot of 1.5°C being allowed, it was assumed that full carbon neutrality of the global economy would be enforced in the medium term.

The exposure and sensitivity of assets and business activities to the identified gross transition risks were qualitatively assessed in the IRO assessment. The process considers an assessment of our product portfolio with regard to compatibility with the transition to carbon neutrality.

By applying the IRO methodology, the assumptions regarding the probability, extent and duration of the transition events were considered. The IRO assessment concluded that AUMOVIO's assets, business activities and product portfolio are fundamentally capable of transition. The magnitudes of the financial effects of the gross transition risks are reflected in the Climate Change (ESRS E1) subchapter. The time horizons of the IRO assessment were used as the basis for evaluating the transition risks.

Specifics of the IRO assessment in relation to pollution

The identification and assessment of potential and actual impacts regarding pollution in own operations, in the supply chain and in the downstream value chain included screening AUMOVIO's locations and business activities under consideration of the respective management approaches as well as the related metrics.

The identification and assessment were integrated into the impact, risk and opportunity assessment according to the described methodology. The assessment was also compared with external data sources.

AUMOVIO considered the views of the affected communities regarding pollution through sessions with proxies from internal functions who represented their interests. The information received was considered in the development of the respective management approaches. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to water and marine resources

The identification and assessment of potential and actual impacts, risks and opportunities regarding water and marine resources related to own operations, the supply chain and the downstream value chain included screening AUMOVIO's locations and business activities. The identification and assessment were integrated into the impact, risk and opportunity assessment according to the described methodology. The assessment was also compared with external data sources (CDP Water Watch Database and Aqueduct Water Risk Atlas) and revealed that no IROs were assessed as material for this sustainability matter.

The matters relating to water pollution were considered as part of the IRO assessment under the topic of pollution.

AUMOVIO considered the views of the affected communities regarding water and marine resources through sessions with proxies from internal functions who represented their interests. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to biodiversity and ecosystems

The identification and assessment of potential and actual impacts regarding biodiversity and ecosystems related to own operations, the supply chain and the downstream value chain were integrated into the impact, risk and opportunity assessment according to the described methodology. The assessment was also compared with external data sources (e.g. the Encore KBA database and IUCN Red List of Threatened Species) and revealed that there are no material IROs for this sustainability matter.

The identification and assessment of potential dependencies on biodiversity and ecosystems were included in the evaluation of risks and opportunities.

The identification and assessment of potential transition and physical risks and transition opportunities related to biodiversity and ecosystems were included in the IRO assessment. This assessment considered and included criteria such as geographies, regions, industry sectors and key biodiversity areas (KBA).

AUMOVIO took the macro level into consideration when identifying and assessing the IROs, including potential systemic risks, such as risks inherent to the industry.

Shared biological resources and ecosystems were not specifically addressed as a distinct element in the IRO assessment as they are not considered relevant for AUMOVIO's value chain.

The IRO assessment related to biodiversity and ecosystems did not include direct consultations with affected communities at specific locations.

AUMOVIO considered the views of the potentially affected communities regarding biodiversity and ecosystems through sessions with proxies from internal functions who represented their interests. There was no direct consultation with affected communities.

AUMOVIO did not identify any material negative impacts on biodiversity and ecosystems.

AUMOVIO has locations in and near biodiversity-sensitive areas. In the IRO assessment, AUMOVIO concluded that the impacts of these locations on biodiversity and ecosystems are not material.

In the IRO assessment, AUMOVIO came to the conclusion that no specific mitigation measures are required in connection with biodiversity.

Specifics of the IRO assessment in relation to resource use and circular economy

The identification and assessment of potential and actual impacts, risks and opportunities regarding resource use and circular economy, in particular regarding resource inflows, resource outflows and waste in own operations, in the supply chain and in the downstream value chain included screening AUMOVIO's locations, in relation to waste, as well as AUMOVIO's business activities, especially in relation to purchased products and materials. The identification and assessment took into account information from the respective management approaches as well as related metrics.

The identification and assessment were integrated into the impact, risk and opportunity assessment according to the described methodology.

AUMOVIO considered the views of the affected communities regarding resource use and circular economy through sessions with proxies from internal functions who represented their interests. The information received was taken into account in the development of the respective management approaches, in particular for own operations. There was no direct consultation with affected communities.

Specifics of the IRO assessment in relation to business conduct and corporate governance
The identification and assessment of potential and actual impacts, risks and opportunities regarding business conduct included, in particular, the consideration of AUMOVIO's types of business activities, geographies and types of transactions, as well as the respective management approaches and associated metrics.

Governance

Administrative, management and supervisory bodies

The Executive Board of AUMOVIO SE consists of six members and is responsible for managing the company in the company's interests.

The Executive Board has overall responsibility for sustainability and oversees the preparation and approval of mandatory sustainability reporting as part of the management report in the annual report.

As delegated by the Executive Board, Sustainability Governance & Reporting steers operational implementation of the sustainability framework at group level in close collaboration with other group functions. The Sustainability Governance & Reporting function ensures that sustainability matters are addressed by the Executive Board or delegated bodies.

AUMOVIO's Supervisory Board consists of 16 members and is responsible for appointing the members of the Executive Board, as well as for supervising and advising the Executive Board in its management of the company. This includes issues relating to the company's strategy, planning, business development, risk situation, risk management, compliance and regularity of financial and sustainability reporting.

Information on the individual Executive Board members and Supervisory Board members can be found on AUMOVIO's website.

The Executive Board answers to the Supervisory Board, providing it with regular, timely and comprehensive information about all relevant sustainability matters that are necessary for supervisory duties.

Furthermore, sustainability reporting, sustainability-related risk management, the related internal control system as well as sustainability-related compliance management systems are regularly addressed by the Audit Committee of the Supervisory Board.

Further information on the expertise of the individual Supervisory Board members can be found in the Corporate Governance Statement of the annual report.

In accordance with recommendation C.1 of the German Corporate Governance Code, the Supervisory Board has specified objectives for its composition and developed a profile of skills and expertise covering, among other things, sustainability matters, particularly in the areas of environment and social responsibility.

Furthermore, the Executive Board and the Supervisory Board are expanding their sustainability-related expertise through regular participation in different exchange formats on developments regarding sustainability in their area of responsibility, and in close consultation with sustainability experts inside and outside the organization.

Through this continuous dialogue on sustainability matters, the skills and specialist knowledge of the administrative, management and supervisory bodies are adequate to oversee material impacts, risks and opportunities.

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

– Corporate Governance,
– Sector- and company-specific experience,
– International experience,
– Sustainability,
– Risk management and reporting.

In addition, this enables the company to provide newly elected members of the Supervisory Board with a comprehensive overview of the company's products and technologies as well as finances, controlling, corporate governance and sustainability at AUMOVIO.

All Executive Board members have experience relevant to AUMOVIO's business areas, products and geographical locations as well as further expertise that is relevant for their responsibilities. These criteria are, among others, also part of internal succession planning for management positions.

Metrics: Composition and diversity

Composition of the management and supervisory bodies	2025
Number of executive members (as at 31.12.)	6
Number of non-executive members (as at 31.12.)	16

Definitions, assumptions and calculation methods:
- *The management and supervisory bodies are the Executive Board and the Supervisory Board of AUMOVIO SE.*
- *The composition of the management and supervisory bodies as at December 31, 2025, is taken into account.*
- *The executive members of AUMOVIO are the members of the Executive Board. The non-executive members are the members of the Supervisory Board.*

The Supervisory Board comprises 16 members in accordance with the German Co-determination Act (*Mitbestimmungsgesetz* – MitbestG) and the company's Articles of Incorporation. Of these, eight (8) members shall be elected by the Shareholders' Meeting without being bound by nominations. A further eight (8) members shall be appointed by the Shareholders' Meeting after having been nominated by the employees, whereby the Shareholders' Meeting shall be bound by the nominations for election of the employee representatives.

Gender distribution in management and supervisory bodies (as at 31.12.), in %	2025
Female	32
Male	68
Total	**100**

Definitions, assumptions and calculation methods:
- *The management and supervisory bodies are the Executive Board and the Supervisory Board of AUMOVIO SE.*
- *The gender distribution of the Executive Board is based on the information specifically documented in AUMOVIO's systems. This information therefore represents AUMOVIO's state of knowledge, taking into account local legislation and co-determination.*
- *The gender distribution of the Supervisory Board is based on the information provided in its members' résumés, which are published on AUMOVIO's website.*
- *The ratio of female to male members of the management and supervisory bodies is 7 to 15.*

Independent members of the Supervisory Board	2025
Independent members of AUMOVIO's Supervisory Board (as at 31.12.), in %	75

Definitions, assumptions and calculation methods:
- *The independence of a Supervisory Board member is defined in accordance with the German Corporate Governance Code (Deutscher Corporate Governance Kodex – DCGK).*
- *Taking into account the ownership structure, a Supervisory Board member is to be considered independent in the context of this metric if they are independent of the company and its Executive Board. In accordance with the DCGK, only shareholder representatives must prove their independence. Consequently, only the shareholder representatives are included in this metric. In AUMOVIO's current Supervisory Board two of the eight shareholder representatives are considered as not independent as they are associated with AUMOVIO's controlling shareholder, the IHO Group, Herzogenaurach, Germany.*

Roles and responsibilities

AUMOVIO has introduced a dual sustainability approach to ensure a fully dedicated organizational framework on sustainability governance and reporting requirements by setting up two different sustainability teams each with separate areas of responsibility.

AUMOVIO's sustainability governance model aims to offer flexibility and agility in process development and execution, while ensuring that mandatory requirements are met and self-set targets are pursued:

– The Sustainability Strategy & Programs team is responsible for sustainability strategy development and program implementation within the business areas.
– The Sustainability Governance & Reporting team assesses, oversees and monitors AUMOVIO's strategic sustainability focus areas with a comprehensive reporting and internal control system and has clearly assigned sustainability-related tasks and responsibilities at different organizational levels. It is also responsible for ensuring compliance with the statutory provisions of the sustainability regulations relevant to the company at Group level. Its responsibilities also include implementing and executing a comprehensive assurance and reporting process, including impact, risk and opportunity management and an internal control system.

With this approach, AUMOVIO aims to ensure the efficient organization of its sustainability risk management activities.

The Sustainability Governance & Reporting team belongs to the central function Governance & Sustainability. The Head of Governance & Sustainability reports directly to the Executive Board.

Responsibility for the management, monitoring and oversight of impacts, risks and opportunities in the area of sustainability lies with the Executive Board.

Sustainability management within AUMOVIO is regulated by dedicated sustainability rules. A dedicated governance structure with different tasks and responsibilities, delegated at different organizational levels, is responsible for monitoring AUMOVIO's impacts, risks and opportunities:

- **Supervisory Board:** The Supervisory Board is responsible for overseeing the integration of sustainability matters into the business strategy and corporate planning. This includes the composition of the Executive Board (including the responsibility for sustainability), the integration of sustainability into the remuneration system of the Executive Board as well as the assessment of sustainability reporting.
- **Audit Committee of the Supervisory Board:** With regard to sustainability, the Audit Committee monitors accounting processes, including the processes on sustainability reporting.
- **Executive Board:** The Executive Board of AUMOVIO SE has overall responsibility for sustainability. Important strategic decisions regarding sustainability with significant group relevance are to be made by the Executive Board, which is also responsible for regularly reviewing and, if necessary, updating the Strategic Sustainability Focus Areas by systematically considering sustainability-related impacts, risks and opportunities. As the primary steering and decision-making body, its responsibilities include, among others:
  - Reviewing and confirming the assessment of material impacts, risks and opportunities,
  - Defining the group-wide sustainability strategy, public sustainability targets and corresponding key actions,
  - Defining group-wide key performance indicators for sustainability that go beyond the legal requirements
- **Sustainability Governance & Reporting:** As delegated by the Executive Board, Sustainability Governance & Reporting steers operational implementation of the sustainability framework at group level in close collaboration with other central functions. The main tasks are focused on compliance with sustainability regulations, governance and reporting, including the IRO assessment.

In addition, the Executive Board delegates responsibility for implementing programs, action plans or framework definitions in the area of sustainability to specific central functions within the organization to adequately cover key sustainability matters. The central functions set up the appropriate processes to support sustainable development and implementation of the Strategic Sustainability Focus Areas in their area of responsibility. This is regulated within the framework of sustainability governance.

The following documents regulate the roles and responsibilities regarding sustainability-related topics, including impacts, risks and opportunities. Most of the documents are not specific to sustainability, but are relevant to the steering and management of sustainability:

- Articles of Association of AUMOVIO SE
- German Stock Corporation Act (including the duties, constitution and due diligence obligations of the Executive Board and Supervisory Board)
- Rules of procedure of the Executive Board
- Rules of procedure of the Supervisory Board
- AUMOVIO sustainability rules (regarding sustainability governance within AUMOVIO)

AUMOVIO has established public sustainability targets (PST) as a key component of its governance framework to implement the Strategic Sustainability Focus Areas. Each PST is defined by:

(i) a specific performance target
(ii) a measurable quantitative indicator
(iii) a target deadline.

The Executive Board approves PSTs at group level (including their related action plans). If a PST is not at group level (e.g. for a business area or a country) but has group-wide relevance, the target may be approved by the respective decision-making body first and then confirmed by the Executive Board. Before any approval or confirmation by the Executive Board, Sustainability Governance and Reporting must verify that all criteria are met.

The Executive Board can approve or confirm PSTs and related action plans only if all PST criteria are fulfilled or regulatory compliance is assured.

Consideration of sustainability matters in corporate supervision

As delegated by the Executive Board, Sustainability Governance & Reporting steers operational implementation of the sustainability framework at group level in close collaboration with other central functions. The Sustainability Governance & Reporting function is therefore responsible for ensuring sustainability matters are addressed by the Executive Board or delegated bodies in line with the integrated governance framework.

AUMOVIO's business strategy and risk minimization actions are aligned with the identified material impacts, risks and opportunities as described in the respective management approaches. Where relevant, trade-offs between various impacts, risks and opportunities are taken into account in the strategic processes.

Major strategic decisions regarding sustainability with significant group relevance must be made by the Executive Board. Specifically, this includes:

- Reviewing and, if relevant, updating the Strategic Sustainability Focus Areas by systematically considering sustainability-related impacts, risks and opportunities
- Assigning responsibilities for implementing sustainability-related programs, action plans or frameworks, ensuring that material sustainability matters are adequately addressed.
- Ensuring the preparation and approval of mandatory sustainability reporting as part of the management report in the annual report.

All material IROs are presented to the Audit Committee.

Strategy

Strategy, business model and value chain

Key elements of the overall strategy with regard to sustainability

In 2025, AUMOVIO launched a comprehensive strategy program to support its value and growth trajectory, which includes the elements "Our Purpose," "Our Target Picture," and "Our Strategic Program." Sustainability is integrated in this strategy program as a general rule, and, owing to the long-term character of sustainability actions, is principally reflected in "Our Target Picture."

The target picture represents the future state that AUMOVIO is striving for and comprises six core elements: our ambitions, our path to success, our customer focus, our first-class solutions, our value chain and our culture of success. AUMOVIO's Strategic Sustainability Focus Areas are embedded in this target future state by creating long-term economic, social and environmental value through innovative mobility solutions.

Further information on AUMOVIO's strategy can be found in the management report in the Strategy of the AUMOVIO Group subsection of the Corporate Profile section.

All material impacts, risks and opportunities are addressed in AUMOVIO's strategic framework. The strategy also includes the objectives of the respective management approaches as described in the respective topic-related sections and subsections. Where relevant, AUMOVIO's main challenges are part of the detailed descriptions of impacts, risks and opportunities. Critical solutions and ongoing projects are either addressed by the management approaches, specific metrics, targets or key actions.

AUMOVIO's Strategic Sustainability Focus Areas outline how the company is building resilience, fostering a healthier ecosystem for our industry and creating long-term economic, social and environmental value through innovative mobility solutions. The aim of these focus areas is to reinforce positive impacts, reduce risks and seize opportunities across AUMOVIO as a whole. The four Strategic Sustainability Focus Areas are:

- Driving climate action;
- Enabling a circular economy;
- Building responsible business partnerships;
- Fostering an empowered workforce.

More concrete objectives and public sustainability targets are described in detail in the respective topic-related sections and subsections.

Description of business model and value chain

AUMOVIO operates in the automotive industry as a business partner to OEMs. The company provides products and solutions for light vehicles (including passenger cars and vans), commercial and special vehicles (including trucks, buses and two-wheelers) and off-highway customers, as well as for fleets and workshops.

AUMOVIO's product portfolio focuses on the development and production of electrical, electronic, mechatronic and mechanical components, software, modules and systems, as well as the performance of related services in the automotive technology sector. Its portfolio includes innovative solutions for assisted and automated driving, display technologies, brake and comfort systems, camera solutions for the vehicle interior as well as intelligent information and communication technology (ICT) systems associated with the mobility services of fleet operators and commercial vehicle manufacturers. Comprehensive activities relating to assistance systems, vehicle connectivity, architecture platforms and electronics, as well as high-performance computers (HPCs) and software solutions, round off the range of products and services.

The automotive industry is AUMOVIO's most important customer group in terms of sales. Further information on the distribution of sales can be found in Note 6 of the notes to the consolidated financial statements, and further information on the group sectors in the Development of the Business Areas section in this management report.

AUMOVIO would like its products to contribute to the success of its customers and have a positive impact on society as a whole. The expected benefits for customers and other stakeholders are described in the respective positive impacts. In implementing its strategy, AUMOVIO also aims to create added value for its investors.

AUMOVIO processes a wide range of raw materials and semifinished products, including electronic, electromechanical and mechanical components. These are sourced from a diversified global supplier base. AUMOVIO's broader supply chain – the indirect suppliers of AUMOVIO – includes the respective upstream value chains of this global supplier base.

Corporate customers account for a large proportion of AUMOVIO's business. In these businesses, AUMOVIO acts as both a direct and indirect supplier in markets with dominant market players. At the same time, the supply chain consists of both small suppliers and large companies with a dominant market position.

AUMOVIO's main players in the upstream value chain are suppliers providing resources and services for the manufacturing and assembling of AUMOVIO's products, e.g. raw material compounding, assemblers, tool providers. The main players in the downstream value chain consist of customers such as automotive OEMs as well as end-users of the final product.

The IRO assessment, the descriptions of impacts, risks and opportunities as well as the related management approaches consider the relevant aspects of AUMOVIO's value chain including relevant product groups, markets and customer groups.

AUMOVIO is represented with its business activities in various regions of the world:

Own employees (as at 31.12.)	**2025**
Germany	16,081
Europe excluding Germany	26,657
North America	13,429
Asia-Pacific	21,280
Other countries	1,621
Total number own employees	**79,068**

Definitions, assumptions and calculation methods:
- *This includes employees of the AUMOVIO Group with a valid and active employment contract as at December 31, 2025. Interns, apprentices and leased employees are excluded.*
- *This data is collected by the legal entities of the AUMOVIO Group.*

Statement on Due Diligence

Details on the individual elements of the implementation of due diligence obligations are described in the respective topic-related sections.

The table below explains how the main elements and steps of the due diligence process, as outlined in ESRS 1, Section 4, are incorporated into this sustainability statement.

Core Elements of Due Diligence	**Subsections in this sustainability report**
a) Embedding due diligence in governance, strategy and business model	Sustainability is integrated in AUMOVIOl's governance, strategy and business model in accordance with a systematic sustainability governance. Details can be found in particular under: – Governance: Consideration of sustainability matters in corporate supervision – Strategy: Key elements of the overall strategy with regard to sustainability – Strategy: Sustainability-related performance in incentive schemes – as well as in the management approaches in the topic-related sections
b) Engaging with affected stakeholders in all key steps of the due diligence	AUMOVIO is in continuous communication with relevant stakeholders via various channels. The views and interests of the affected stakeholders have been considered in the IRO assessment. Details can be found in particular under: – Process for identifying and assessing material IROs – Stakeholders and stakeholder engagement – as well as in the management approaches in the topic-related sections
c) Identifying and assessing adverse impacts	AUMOVIO has identified material actual and potential negative impacts. The methodology of the assessment is described under: – Process for identifying and assessing material IROs The corresponding results be found under: – Details of the material impacts, risks and opportunities – as well as in the described impacts in the topic-related sections
d) Taking actions to address these adverse impacts	The results of the IRO assessment are incorporated in decision-making through general sustainability governance and also in the corresponding management approaches Details can be found in particular under: – Governance: Consideration of sustainability matters in corporate supervision – Strategy: Key elements of the overall strategy with regard to sustainability – as well as in the management approaches in the topic-related sections
e) Tracking the effectiveness of these efforts and communicating	AUMOVIO monitors the effectiveness of the respective management approaches with dedicated processes. Details can be found in particular under: – Governance: Consideration of sustainability matters in corporate supervision – Strategy: Key elements of the overall strategy with regard to sustainability – Strategy: Sustainability-related performance in incentive schemes – as well as in the management approaches in the topic-related sections In addition, AUMOVIO has set public sustainability targets with regard to climate change, circularity and own workforce. Details on targets and target monitoring can be found under: – Targets related to climate change – Targets related to resource use and circular economy – Targets related to own workforce

Sustainability-Related Performance in Incentive Schemes

The Executive Board, senior executives and executives globally are measured against the progress of specific sustainability metrics and incentivized for such. Long-term variable remuneration components (long-term incentive, LTI), among others, are linked to sustainability targets. In addition, short-term remuneration (short-term incentive – STI) can also include sustainability targets. The remuneration-relevant targets of the LTI and STI plans are generally reviewed and updated on an annual basis.

Long-term variable compensation components currently running or paid out by the Company in the fiscal year relate to the 2022, 2023, 2024 and 2025 grants, which are generally paid out after four years to the Executive Board (grants from 2025 onwards) and after three years for Senior Executives and Executives based on the measurement or pre-defined performance criteria as well as the share price development. Executive Board members received grants from AUMOVIO SE in the year 2025 for the first time.

The Executive Board LTI plan, the first allocation of which took effect when the company was spun off in 2025, is linked to performance criteria relating to relative Total Shareholder Return (50%), Return on Capital Employed (ROCE) (30%) and Sustainability targets (20%). The target achievement level for the three performance criteria can range from 0% to 200%. Due to the spin-off in September 2025, separate sustainability metrics were only planned from the allocation in 2026 onwards.

In the LTI structure for senior executives and executives from 2024 onwards, which affects the 2024 and 2025 allocations, the performance criteria are also 50% relative total shareholder return, 30% return on capital employed (ROCE) and 20% sustainability metrics. Target achievement can range from 0% to 200%. The sustainability targets for allocations in fiscal 2024 are Scope 1 and market-based Scope 2 GHG emissions, waste recovery quota and proportion of women in management positions. The sustainability targets for allocation in fiscal 2025 are achievement of the Scope 1 sustainability criteria and market-based Scope 2 GHG emissions and the waste recovery quota. Achievement of the sustainability targets is measured in the third year in each case.

The performance criteria for LTI allocations in 2022 and 2023 for senior executives and executives are relative total shareholder return (relative TSR) and sustainability targets. The target achievement for relative TSR can be between 0.5 and 1.5 and is multiplied by the target achievement for sustainability targets, which can be between 0.8 and 1.3. For the 2022 and 2023 allocations, the sustainability indicators defined are combined own Scope 1 and market-based Scope 2 GHG emissions, waste recovery quota, accident rate, proportion of women in management positions and OUR BASICS Live Index “Sustainable Engagement.”

Due to the spin-off in September 2025, the target criterion of adjusted EBIT margin with a weighting of 100% applies to short-term variable remuneration (STI) of the members of the Executive Board of AUMOVIO SE. Beginning in 2026, STI remuneration is based on performance criteria comprising 45% adjusted EBIT margin, 45% adjusted free cash flow and 10% sustainability targets.

Further details on the Executive Board remuneration system are available in the Remuneration Report.

Within the LTI schemes, the metric for own Scope 1 and market-based Scope 2 GHG emissions relates to the respective impacts and targets as described in the Climate change (ESRS E1) subchapter. The metric for waste for recovery quota relates to the respective impacts and targets as described in the Resource Use and Circular Economy (ESRS E5) subchapter and the metric for accident rate relates to the respective impacts and targets as described in the Own workforce (ESRS S1) subchapter. The thresholds of the other metrics were derived from management approaches or comparable references.

With the current remuneration systems, AUMOVIO has integrated sustainability performance into the remuneration of the Executive Board, senior executives and executives.

The respective weighting of the sustainability criteria in LTI and STI corresponds to the information in the previous paragraphs.

The Supervisory Board is responsible for confirming and updating the conditions of the incentive systems (including the sustainability metrics and target and threshold values used) for the Executive Board. The remuneration system for the Executive Board is approved by the Annual Shareholders’ Meeting. The system for senior executives and executives is approved by the Executive Board.

Due to the spin-off in September 2025, the members of the company's Executive Board did not receive any remuneration payments related to climate targets this year.

As part of the payment of the 2022 LTI allocation in 2025 for senior executives and executives, the achievement of the sustainability target for own Scope 1 and market-based Scope 2 GHG emissions was recognized.

Internal Control System for Sustainability Reporting

AUMOVIO maintains an internal control system for sustainability reporting (ICSSR). The main goal of the system is to ensure that process risks in the implementation of sustainability reporting are identified, documented and mitigated in a systematic process. The ICSSR is part of the overarching internal control system (ICS) of AUMOVIO and has several interfaces with overall ICS processes and function-specific ICS processes.

The key objective of the ICSSR is to ensure that process-inherent risks regarding the implementation of sustainability reporting are identified, documented and mitigated in a systematic process. The ICSSR thus increases the adequateness and effectiveness of the sustainability reporting process.

The process-inherent risks are evaluated by Sustainability Governance and Reporting at least on an annual basis. The evaluation may consider, if applicable and relevant, external sources (e.g. specific guidance), findings of internal and external audits, own evaluations, consultation with relevant key stakeholders as well as general feedback on sustainability reporting.

The main process risks identified for sustainability reporting in fiscal 2025 are related to completeness, the interpretation of requirements, the consistency of overall reporting and resource constraints.

The mitigation and control strategy are guided by the evaluation of process-inherent risks. These mitigations and controls include supervisory, centralized, decentralized and other mitigation and controls. The identified key risks are primarily addressed by central mitigation and controls.

The oversight of the ICS is designed in a staggered approach. The review of the ICS is integrated in the dedicated review process for sustainability reporting. Within the overall internal control system, further reviews and oversight are exercised, for example by the internal audit function.

Potential improvements and required action, as well as relevant findings, are reported by Sustainability Governance and Reporting to the relevant bodies for sustainability.

Sustainability Report - Environmental Information

Climate Change (ESRS E1)

Material Impacts, Risks and Opportunities Related to Climate Change

AUMOVIO has assessed its potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) sub-chapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered. In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to climate change were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

Risks E1.13, E1.14, E1.17 and E1.18 represent climate-related physical risks. The remaining identified risks are transition risks.

IROs and Management Approaches to Climate Change Mitigation, Climate Change Adaptation, Energy Efficiency and Renewable Energy

Regarding climate change, AUMOVIO has implemented management approaches that include the following IRO clusters: Scope 1 and Scope 2 emissions, Scope 3 emissions, portfolio resilience and transition, climate change adaptation, and supply chain resilience and transition. The following table illustrates the topic areas that are addressed by the specific management approaches.

	Climate change mitigation	Climate change adaptation	Energy efficiency	Renewable energy deployment
Scope 1 and Scope 2 emissions	X		X	X
Scope 3 emissions, portfolio resilience and transition	X		X	X
Climate change adaptation		X		
Supply chain resilience and transition	X	X		

Scope 1 and Scope 2 emissions

Scope 1&2 Emissions	Description	Type of IRO	Value Chain	Time Horizon
	E1.1 AUMOVIO has Scope 1 and Scope 2 greenhouse gas emissions related to processes in own operations, which contribute to climate change.	Actual negative impact	Own operations	•
	E1.2 AUMOVIO consumes energy from fossil fuels in own operations, which contributes to global Scope 1 emissions.	Actual negative impact	Own operations	•
	E1.3 If AUMOVIO's business becomes exposed to climate change mitigation regulations, requirements or market trends targeted at no or only limited overshoot of a 1.5°C temperature increase, transformation will be necessary. If businesses and production facilities are non-transformable, AUMOVIO may face devaluation of real estate assets or stranded assets.	Risk	Own operations	••
	E1.4 If AUMOVIO becomes exposed to climate change mitigation requirements or regulations targeted at no or only limited overshoot of a 1.5°C temperature increase, transformation will be necessary, which could lead to higher operating costs and/or investments.	Risk	Own operations	•••
	E1.5 AUMOVIO's business is exposed to climate change mitigation requirements or regulatory costs (e.g. for trading schemes or for the transformation of production facilities), which could lead to higher operating costs and/or investments.	Risk	Own operations	••
	E1.6 AUMOVIO's business is exposed to increasingly strict and rapidly evolving regulations on regenerative energy use, aggressive taxes on fossil fuel use and other regulatory measures and market trends. This could lead to higher operating costs and/or investments for energy and utilities.	Risk	Own operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO is focused on driving climate action across its value chain, including in its own operations, for a low-emission future. To support this, AUMOVIO has implemented a management approach that focuses on minimizing negative environmental impacts and risks in relation to Scope 1 and Scope 2 GHG emissions. The management approach also addresses the mitigation of transition risks related to Scope 1 and Scope 2. This approach supports the achievement of AUMOVIO's target to reduce Scope 1 and market-based Scope 2 emissions by 95% by 2040, based on the 2019 baseline.

The management approach for Scope 1 and Scope 2 GHG emissions covers AUMOVIO as a whole and includes all subsidiaries under management control. While all sites are included in the calculation of emissions, the approach focuses on production sites due to their higher emission intensity compared with office or non-production locations.

Responsibility for operational implementation of the management approach to reduce GHG emissions lies with the respective legal entities. The local management is supported by various functions in the organization, including departments such as operations, infrastructure, real estate management and Procurement & SQM. The internal governance framework for the management approach is defined by the responsible departments (e.g. Environmental management and Operations) within AUMOVIO and is monitored by the Executive Board.

AUMOVIO has established several processes to continuously reduce Scope 1 and Scope 2 emissions and support the transition toward a low-emission future, as well as to create a framework for specific quantified targets and actions.

AUMOVIO pursues a GHG reduction target covering Scope 1 and market-based Scope 2 GHG emissions. Progress is monitored using regularly reported emission values (see the Targets Related to Climate Change section. The process includes dedicated GHG data analyses at location level and at central level and – where necessary – reevaluations of the target pathways. GHG emissions data serves as the basis for AUMOVIO's climate-related action planning, which provides a framework for identifying levers, planning measures and monitoring progress toward achieving climate-related targets. If necessary, the action plan is regularly reassessed based on actual energy and emissions data.

The actions to achieve the decarbonization of our own operations are primarily based on two key levers: the continued purchase of green electricity and the switch to low-carbon technology when replacing equipment. These actions are complemented by additional support processes such as the general increase in energy efficiency (e.g. through LED lighting), internal initiatives such the Green Plant Label and corresponding location roadmaps, strategy definition for emission reduction of refrigerants, and continuous improvement processes within locally implemented environmental and energy management systems. Further details are provided in the Key Actions for Target Achievement section.

The framework for the management approach for Scope 1 and Scope 2 emissions is set by internal climate change mitigation rules and AUMOVIO's Strategic Sustainability Focus Areas. Initiatives such as the Green Plant Label and the Green Electricity Program further support the implementation of related actions.

Within the management approach and local management systems, the standards ISO 14001 (Environmental management systems) and ISO 50001 (Energy management systems) are applied. The calculation and reporting of GHG emissions are

carried out in accordance with the standards set by the GHG Protocol. Furthermore, multiple climate change mitigation agreements (e.g. the Paris Agreement) as well as climate change related regulatory requirements (e.g. the EU Emissions Trading System) serve as references.

The management approach for Scope 1 and Scope 2 GHG emissions considers the global interest in climate change mitigation on the part of various stakeholders, with a focus on the expectations and requirements of customers and capital market participants to achieve decarbonization through their value chains.

The management approach is communicated internally via conferences and publications on the AUMOVIO intranet. External communication is conducted by means of the AUMOVIO Annual Report, dialogues with customers and investors, and participation in trade fairs.

Scope 3 emissions, portfolio resilience and transition

Scope 3, Portfolio resilience & transition	Description	Type of IRO	Value Chain	Time Horizon
	E1.7 AUMOVIO has Scope 3 greenhouse gas emissions related to its CO_2 backpack, especially through purchased goods and services, which contribute to climate change.	Actual negative impact	Upstream	●
	E1.8 AUMOVIO hat direkte und indirekte globale nachgelagerte Scope-3-Treibhausgasemissionen aus der Nutzungsphase ihrer Produkte, die zum Klimawandel beitragen.	Actual negative impact	Downstream	●
	E1.9 By developing and producing components and systems for zero-tailpipe-emission vehicles (ZTEVs) and low-carbon industries, AUMOVIO is potentially supporting the industry transition to a low-emission future.	Potential positive impact	Entire value chain	●
	E1.10 AUMOVIO's business is exposed to climate change mitigation-related regulations, requirements and market trends (e.g. the gradually enforced transition to ZTEVs and the phase-out of fossil fuels). If its portfolio is not sufficiently transformable or resilient, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	●●●
	E1.11 AUMOVIO's business is exposed to climate change mitigation requirements, market trends and regulations targeted at no or only limited overshoot of a 1.5°C temperature increase (e.g. the abrupt phase-out of combustion engines and fossil fuels). If its portfolio is not sufficiently transformable or resilient, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	●●
	E1.12 AUMOVIO serves markets exposed to climate change mitigation-related regulations, requirements and market trends (e.g. a faster shift to ZTEVs) that could create direct and indirect opportunities for business growth and/or the development of new business areas.	Opportunity	Downstream	●●

● *short-term;* ●● *medium-term;* ●●● *long-term*

The management approach for Scope 3 emissions, portfolio resilience and transition aims to support AUMOVIO's Strategic Sustainability Focus Area "Driving Climate Action" for achieving a low-emission future. As described in the IROs (see the Material impacts, risks and opportunities related to climate change subsection), AUMOVIO is subject to climate change mitigation-related regulations, requirements and market trends that are continuously evolving. The main objective of the management approach is to successfully navigate its own business through the transformation, thereby helping to reduce negative impacts and associated risks from GHG emissions while at the same time strengthening the resilience of its own operations.

The management approach encompasses the AUMOVIO Group as a whole as well as the global portfolio, and covers all 15 categories of Scope 3 GHG emissions as defined by the GHG Protocol. The focus is on the most relevant categories associated with the use phase of the products sold (category 11) and goods and services purchased (category 1).

Steering and adaptation of the respective portfolio falls to the responsible business areas, such as the strategy, sales and research and development (R&D) departments, considering product design, supply chain and procurement. These are supported by the sustainability departments. Oversight for portfolio management is exercised by the Executive Board as part of the strategy process.

The management approach comprises processes to create transparency, identify levers and implement relevant measures. The basis for the management of Scope 3 emissions, portfolio resilience and transition is transparency with regard to the 15 categories of Scope 3 GHG emissions and our portfolio of zero-tailpipe-emission vehicles.

For purchased goods and services (category 1), relevant processes include the distribution of supplier-related requirements such as the General Sustainability Requirements (GSR) and the Low-Carbon Electricity (LCE) guidance document, requests to selected suppliers to submit their company carbon footprint, further development of the supplier selection criteria to include emissions data, and regular review of the methodologies applied in the calculation.

The mitigation of material risks and impacts related to the use phase of products (category 11) takes place within the responsible business areas through market monitoring, R&D optimization, active portfolio steering and close dialogue with customers. These processes support the assessment of portfolio resilience and its alignment with evolving customer requirements and technological developments.

In the upstream processes, the focus is currently on creating transparency. The carbon footprints of supplier-specific products are not taken into account at this stage, as there are uncertainties regarding the maturity and availability of some of the underlying primary data. Primary data is only included in the calculations if it has been externally verified. No appropriately verified information was included in the methodology for the reporting year (see also the Scope 3 emissions indicator using primary data in the Metrics Related to Climate Change section).

AUMOVIO's Strategic Sustainability Focus Areas set the overarching framework for the definition and implementation of actions. For the different business processes, further internal rules apply that directly or indirectly address climate change mitigation.

In addition, the management approach is based on the GHG Protocol and related standards (e.g. Corporate Value Chain (Scope 3) Accounting and Reporting Standard) as external frameworks for carbon emissions accounting. The results of this accounting framework are used to identify emission hotspots, prioritize actions and support related actions.

The management approach and the related measures take into particular consideration the requirements of customers and requests from investors. Dialogue with suppliers is a key element in implementing levers related to the purchasing of goods and services. This is conducted primarily through SupplyOn, which is used to share sustainability-related requirements and can be used to collect information about carbon footprints. Additional insight into supplier perspectives is gained through participation in selected industry events and forums for dialogue with stakeholders, such as the AUMOVIO Supplier Days and sector-specific roundtables.

AUMOVIO communicates its approach to managing Scope 3 emissions, portfolio resilience and transition primarily through its annual report and dialogue with investors and customers. Engagement with suppliers is conducted through SupplyOn, where sustainability-related requirements and information requests are shared. Internal communication takes place via various internal dialogue platforms, mainly the AUMOVIO intranet.

Climate change adaptation

Climate change adaptation	Description	Type of IRO	Value Chain	Time Horizon
	E1.13 AUMOVIO operates in regions exposed to physical climate change, including increased exposure to extreme climate hazards, which could lead to the devaluation of real estate assets or stranded assets.	Risk	Own operations	●●●
	E1.14 AUMOVIO operates in regions exposed to physical climate change, including increased exposure to extreme climate hazards, which could lead to business interruptions driven by a lack of long-term planning.	Risk	Own operations	●●●

● *short-term;* ●● *medium-term;* ●●● *long-term*

To mitigate the potential risks of physical climate change related to potential impairment risks in the real estate portfolio and possible increases in operating and investment costs, AUMOVIO has defined management approaches aimed at systematically taking climate-related aspects into account in real estate and location-related decision-making processes. These include procedures for selecting and evaluating properties and locations as well as technical and organizational measures that are geared toward the adaptability of existing and new production facilities. In addition, initiatives have been developed to help employees calibrate their attitudes and mindsets.

These approaches cover AUMOVIO's own operations. The focus is on physical assets such as production buildings, warehouses and offices that may exhibit certain limitations in terms of their adaptability, and on potential new locations.

Primary responsibility for implementing risk mitigation actions lies with the operational business, supported by various functions within the organization, such as real estate management, AUMOVIO insurance services as well as technical departments specialized in buildings and infrastructure.

When evaluating new operating sites, AUMOVIO considers environmental and risk-related aspects as part of its real estate and investment assessment processes. Corporate Real Estate Management is involved in the evaluation of prospective locations, and relevant risk related information is taken into account in the overall assessment. The aim of these evaluation is to gain knowledge about whether and to what extent the assets considered are exposed to various weather events and other natural disasters, and to incorporate the results of the assessment in the final decision.

In the existing real estate portfolio, the climate conditions are monitored at the respective locations. As part of the improvement and optimization of production processes and working conditions, the sites assess cost-efficient options for heating, cooling and ventilation on a case-by-case basis, considering the potential for reducing energy costs and other operating costs, which is particularly relevant in relation to risks associated with long-term climate change (such as rises in temperature). Respective actions are implemented locally within regular site management processes and in alignment with the central supporting departments.

An additional lever for curbing increasing operating costs is to raise employees' awareness of the impact that individual behavior patterns have on the development of overall energy demand.

This is supported by local training sessions and communication initiatives promoting the responsible use of energy to reduce costs related to heating, cooling and ventilation.

Risk reduction regarding certain natural hazards and extreme weather events also forms part of the location-related actuarial risk management process. This process is supported by assessments conducted by an external service provider, which evaluate site-specific physical climate risks (e.g. storms, flooding, freezing temperatures) and provide organizational and technical recommendations to the respective locations. Responsibility for implementing these actions lies with the operating business.

The selection process for new locations and management of the real estate portfolio follows the general internal rules. AUMOVIO also has its own requirements for building construction and operation, which consider factors such as the mitigation and assessment of location-specific physical climate risks (e.g. flooding, storms, temperature increases). These internal requirements help to reduce heating, cooling and ventilation needs, thereby indirectly contributing to climate-related adaptation in AUMOVIO's real estate portfolio.

The management approach relies on the international standards ISO 14001 and ISO 50001 related to energy management and the technical requirements of buildings, including the consideration of local regulatory requirements.

In the implementation processes of the management approach related to climate change adaptation, particular consideration is given to the interests of AUMOVIO's employees with respect to working conditions, which are related to activities for adapting the real estate portfolio to climate change (e.g. temperature and fresh air).

Communication with employees generally takes place at the location level. Detailed information on the general forms of engagement and communication with employees is included in the Own Workforce (ESRS S1) subchapter.

Supply chain resilience and transition

Supply chain resilience & transitione	Description	Type of IRO	Value Chain	Time Horizon
	E1.15 AUMOVIO's business is exposed to climate change mitigation requirements, regulatory costs (e.g. for trading schemes or for the transformation of suppliers' production facilities) and demand for goods with a significantly lower carbon footprint. This could lead to higher costs for materials, components and/or services.	Risk	Upstream	••
	E1.16 If AUMOVIO's direct and indirect suppliers become exposed to climate change mitigation requirements or regulations targeted at no or only limited overshoot of a 1.5°C temperature increase, transformation will be required. Additionally, demand for products and services with a lower carbon footprint may increase faster than supply. Both aspects could lead to higher costs for materials, components and/or services.	Risk	Upstream	••
	E1.17 AUMOVIO operates and has suppliers in regions which might be affected by physical climate change. This could lead to supply chain interruptions or material shortages driven by a lack of coordinated global climate responses.	Risk	Upstream	•••
	E1.18 AUMOVIO operates in and has suppliers in regions which might be affected by physical climate change. This could lead to supply chain interruptions or material shortage, driven by a lack of long-term planning.	Risk	Upstream	•••

• *short-term;* •• *medium-term;* ••• *long-term*

With its management approach for supply chain resilience and transition, AUMOVIO aims to ensure supply chain continuity, prevent interruptions and successfully reduce the cost pressure associated with the transition. In this connection, AUMOVIO strives to strengthen the overall resilience of the supply chain and thus to prepare itself to manage the risks that arise in certain supply chains in the medium and long term.

The management approach for supply chain resilience and transition focuses on AUMOVIO's upstream value chain and particularly on its direct supplier base.

Responsibility for compliance with the relevant processes lies with AUMOVIO's purchasing and supply chain management functions, which are supported by internal risk management. The processes are monitored as part of general corporate supervision at various organizational levels.

Management of the climate-related aspects of supply chain resilience and transition is integrated into the general processes for managing supply chain resilience. These processes are handled in close proximity to the operational business and are integrated into the general practices regarding purchasing, supply chain management and risk management at different levels of the organization. Various aspects are considered during the procurement process, including strategic factors such as security of supply in the event of extreme weather events, which could be exacerbated by climate change.

The processes are guided by a set of general rules for the related functions at different levels of the organization.

The management approach is not based on a specific external set of rules.

Close dialogue with customers and suppliers is a key element of the management approach.

As the processes are implemented in close proximity to the operational business, communication with internal stakeholders takes place mainly within the respective business areas. The primary form of external communication is close dialogue with customers and suppliers.

Resilience Analysis

The analysis of the resilience of AUMOVIO's strategy and business model to climate change along the entire value chain is integrated into the general IRO assessment (see the Overview of material impacts, risks and opportunities subsection in the General Disclosures (ESRS 2) subchapter).

In the process of identifying and assessing risks and opportunities as part of the general IRO assessment, AUMOVIO took into consideration several factors and scenarios, considering short-, medium- and long-term time horizons. The scenarios are described in the Specifics of the IRO assessment in relation to climate change subsection in the General Disclosures (ESRS 2) subchapter. The use of scenarios and assumptions by definition leads to uncertainties in the outcome of the analysis. Further factors considered included the following: reduced overall emissions of greenhouse gases (GHG) and reduced energy consumption due to a switch to low-carbon fuels, enhanced energy efficiency, increased use of renewable energy, a higher production share of zero-tailpipe-emission vehicles as well as different speeds of transition to low-carbon technologies. These factors were considered qualitatively, meaning that they served as general context when interpreting the scenario outcomes (e.g. whether a risk or opportunity is likely to increase, decrease or remain stable). Climate-related physical factors were not included in this specific climate-related transition analysis because they are assessed separately through AUMOVIO's climate-related physical risk assessment. To assess the resilience of the business model in relation to the identified risks and opportunities, AUMOVIO also took into account the existing management approaches and strategic focus areas related to climate change.

Based on the IRO assessment, considering the associated limitations, uncertainties, time horizons and assumptions as outlined in the subsection on the Process for Identifying and Assessing Material IROs in the General Disclosures (ESRS 2) subchapter, as well as taking into account the management approaches, AUMOVIO considers its business model and strategy to be resilient. The management approaches, targets and key actions laid out in this section for achieving the targets describe AUMOVIO's capability to reduce its material negative impacts, increase positive impacts, manage risks and seize opportunities over the short, medium and long term. AUMOVIO also assumes that these capacities will continue to develop over time.

Targets Related to Climate Change

In line with its Strategic Sustainability Focus Areas, AUMOVIO has set a public sustainability target (PST) related to climate change that aims to reduce Scope 1 and market-based Scope 2 greenhouse gas emissions (GHG emissions) by 95% by 2040 compared to the 2019 baseline value. This corresponds to a target value of 22,570 tCO_2e.

The interim target for 2030 is to achieve a 90% reduction in Scope 1 and market-based Scope 2 GHG emissions compared to the 2019 baseline value (45,140 tCO_2e). A further interim target for 2035 has been set at a 92.5% reduction (33,850 tCO_2e).

Both the main and the interim targets are set as an absolute percentage reduction and measured in metric tons of CO_2 equivalent (tCO_2e).

The formalized target commitment to reduce Scope 1 and market-based Scope 2 GHG emissions is a key element of the corresponding management approach to Scope 1 and Scope 2 emissions and the subsequent key actions. The transition towards and ultimate achievement of the target will enable AUMOVIO to mitigate negative impacts and risks connected with Scope 1 and Scope 2 GHG emissions.

The target covers the combined own Scope 1 and market-based Scope 2 GHG emissions. In view of the relatively low amount of remaining market-based Scope 2 GHG emissions (see the Key Actions for Target Achievement section), the reduction of Scope 1 GHG emissions is a particular focus and will make the largest contribution to reducing GHG emissions. The target value was defined in alignment with the current guidance of the GHG Protocol on calculating Scope 1 and market-based Scope-2 GHG emissions, and includes the greenhouse gases described in the "Combined own Scope 1 and market-based Scope 2 GHG emissions" metric. Consequently, the greenhouse gases covered by the target and considered in the metrics are consistent with the limits of the greenhouse gas inventory.

The scope of the main and interim targets extends to AUMOVIO's own operations.

In 2025, the original target set by the former parent company was reassessed by order of the Executive Board and, for the first time, established exclusively for AUMOVIO as an independent entity.

The baseline value for the baseline year of 2019 amounts to 451,381 tCO_2e for Scope 1 and location-based Scope 2 emissions, which was the methodological approach applied at that time.

AUMOVIO points out that there are uncertainties connected with the data model.

The reference value for the target can be found under Scope 1 and market-based Scope 2 GHG reduction achieved. The metric complies with the ESRS requirements for calculating Scope 1 and Scope 2 GHG emissions.

No anticipated external developments or their impact on greenhouse gas emissions were explicitly considered when setting the target. Any significant changes to AUMOVIO's organizational structure, product portfolio or production volumes may in future lead to adjustments to the target values.

The target pathway was adjusted to the transition pathway for the "Industry – Other" sector published in November 2025 by the EU Commission and aligned to the European Climate Law. It outlines the process toward a relative reduction in Scope 1 GHG emissions by 40-80% by 2040. 2015 is taken as the base year. With the additionally outlined decarbonization lever pathway, which address the increased share of electricity in final energy consumption, AUMOVIO also considers the emission pathway as applicable for market-based Scope 2 GHG emissions.

The sector emission pathway refers the internationally recognized initiatives and standards such as the Science Bases Targets initiative (SBTi) 1.5°C pathways, the SBTi Corporate Net-Zero Standard and the IEA Below 2 degrees. By applying this sector pathway and the underlying initiatives and standards, AUMOVIO is of the opinion that the Scope 1 and Scope 2 target is scientifically well-founded. AUMOVIO's target and transition plan have not been externally validated.

AUMOVIO therefore believes that its pathway for Scope 1 and Scope 2 GHG emissions is fundamentally commensurate with the Paris Agreement and its goal of limiting global warming to 1.5°C by 2050. This assessment is based on the fact that the pathway envisages a 95% reduction in Scope 1 and market-based Scope 2 GHG emissions by 2040 and is therefore aligned with the underlying sector emissions pathway.

It should be noted that there is still uncertainty regarding the breakdown of the global reduction pathway in line with the 1.5°C scenario down to the company level. Greater uncertainties are also associated with the allocation of CO_2 budgets to the various industrial sectors and the extent to which so-called "negative emissions" (carbon removals) can be used if the 1.5°C path is exceeded to a limited extent. Due to these uncertainties, there are currently no ambitions to utilize carbon removals and, consequently, no activities aimed at achieving net-zero.

Once the resolution had been adopted, the target was not changed during the year.

When setting the target, AUMOVIO considered the interests of various stakeholders (such as customers and regulatory authorities), for example by applying the sector emissions pathway.

To reach the target level of GHG emissions, AUMOVIO identified two primary decarbonization levers:

- **Continued purchase of green electricity**: AUMOVIO purchases electricity exclusively from renewable energy sources. Various contractual instruments are used for this purpose, which are listed in the corresponding metrics. Continuing this approach allows the company to avoid market-based Scope 2 GHG emissions from electricity consumption.
- **Technological transformation**: This lever is closely linked to operational processes and is considered in location footprint planning. It consists primarily of switching plants to low carbon technologies, specifically in the areas of heating, electricity generation and production processes that were previously powered by fossil fuels.

According to AUMOVIO's assessment, the targeted GHG reductions will be fully (i.e. 100%) achieved through a combination of the two aforementioned decarbonization levers. The two levers are inextricably linked, and both have a simultaneous effect on Scope 1 and Scope 2 emissions. Any further breakdown of the contributions or into Scope 1 and Scope 2 is therefore not meaningful.

AUMOVIO sees this increased energy efficiency and expanded capacities for self-generation of electricity from renewable sources not as direct, but mainly as supporting levers for target achievement.

AUMOVIO is of the opinion that implementation of the described levers in terms of speed and ambition level is fundamentally commensurate with the 1.5°C pathway used in the original target, and supports target achievement as defined by the Paris Agreement.

AUMOVIO's progress regarding the emissions reduction target set can be derived from the "Scope 1 and market-based Scope 2 GHG reduction achieved" metric.

Key Actions for Target Achievement

AUMOVIO has defined concrete key actions to achieve its Scope 1 and market-based Scope 2 GHG emissions reduction target set for 2040 and foster the transition to a low-emission future. Corresponding decarbonization actions are embedded in operational activities and are gradually being developed and implemented by the individual legal entities. The decentralized approach pursued leads to a large number of actions that are completed through specific projects with individual completion timelines ranging from short-term to long-term.

AUMOVIO's climate change mitigation actions cover all activities in the company's own operations.

The key actions required to achieve the emissions reduction target are defined internally and focus on the most important levers (see the Targets Related to Climate Change section), which are further operationalized through concrete actions.

Continued purchase of green electricity: AUMOVIO purchases electricity solely from renewable energy sources. In doing so, AUMOVIO makes use of green electricity contracts, power purchase agreements and other contractual instruments. For volumes of purchased electricity that are not directly procured as green electricity, AUMOVIO purchases energy attribute certificates that comply with the RE100 technical quality criteria. This key action is implemented by the respective legal entities in close cooperation with the central purchasing and environmental departments, which ensure a holistic approach and full coverage of the externally purchased electricity volumes through corresponding instruments.

Technological transformation: Technological transformation takes place within the responsible legal entities supported by central functions (e.g. operations or infrastructure). Suitable concrete actions for the respective locations and production processes, as well as the sequence of their implementation at the level of the locations, are analyzed and adopted in line with AUMOVIO's long-term transition planning. These actions focus mainly on replacing fossil fuel-based equipment with low-carbon technologies when end-of-life replacement becomes necessary and on reducing emissions from refrigerants through operational measures.

Projects relating to the levers identified for target achievement are carried out at various locations provided such action is technically and economically feasible.

The projects are selected as part of the general investment process, applying generally applicable criteria for decision-making as well as the allocation of capital. The investment budget is determined as part of financial planning. In the event of a positive investment decision, the necessary financial resources are thus made available for the project.

The metrics for the achieved and expected GHG emissions reductions as a result of the implementation of such projects are set out in the tables below.

Achieved GHG reduction	**2025**
Scope 1 and market-based Scope 2 GHG reduction achieved, in million tCO_2e	0.392
Scope 1 and market-based Scope 2 GHG reduction achieved, in %	86.7

Definitions, assumptions and calculation methods:

- *The metric is calculated as the difference between Scope 1 and market-based Scope 2 greenhouse gas (GHG) emissions in the base year 2019 and Scope 1 and market-based Scope 2 GHG emissions at the end of the reporting year.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Expected GHG reduction	2025
Expected Scope 1 and market-based Scope 2 GHG reduction, in million tCO_2e	0.037

Definitions, assumptions and calculation methods:

- *The metric is calculated as the difference between Scope 1 and market-based Scope 2 GHG emissions at the end of the reporting year and the target value for Scope 1 and market-based Scope 2 GHG emissions in 2040 (see the Targets related to climate change subsection).*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Capital expenditures and operating expenditures for key actions to implement the targets related to climate change

OpEx for key actions	2025
OpEx for key actions to implement the targets related to climate change, in € millions	1

Definitions, assumptions and calculation methods:

- *The targets related to climate change covers Scope 1 and market-based Scope 2 GHG emissions.*
- *Data is collected at the level of the key actions. Operating expenditures (OpEx) for key actions to implement the targets related to climate change are considered.*

Planned OpEx for key actions	Next 5 years
Planned OpEx for key actions to implement the targets related to climate change, in € millions	4

Definitions, assumptions and calculation methods:

- *The targets related to climate change covers Scope 1 and market-based Scope 2 GHG emissions.*
- *The time horizon applied is in line with the approved long-term planning.*
- *Data is collected at the level of the key actions. Operating expenditures (OpEx) for key actions to implement the targets related to climate change are considered.*

CapEx for key actions	2025
CapEx for key actions to implement the targets related to climate change, in € millions	0

Definitions, assumptions and calculation methods:

- *The targets related to climate change covers Scope 1 and market-based Scope 2 GHG emissions.*
- *Data is collected at the level of the key actions. Investments (CapEx) for key actions to implement the targets related to climate change are considered.*

Planned CapEx for key actions	Next 5 years
Planned CapEx key actions to implement the targets related to climate change, in € millions	0

Definitions, assumptions and calculation methods:

- *The targets related to climate change covers Scope 1 and market-based Scope 2 GHG emissions.*
- *The time horizon applied is in line with the approved long-term planning.*
- *Data is collected at the level of the key actions. Investments (CapEx) for key actions to implement the targets related to climate change are considered.*

Interrelationship between CapEx and OpEx

Information on capital expenditure (CapEx) can be found in the Consolidated financial statements under Note 1 of the notes to the consolidated financial statements. The information refers to capital expenditure in the intangible assets (Note 13), property, plant and equipment (Note 14), and leasing (Note 15) presented in the notes to the consolidated financial statements.

AUMOVIO does not report any Taxonomy-aligned economic activities and consequently no capital expenditure plan in accordance with the European Commission Delegated Regulation (EU) 2021/2178.

The CapEx for key actions to implement the targets related to climate change mitigation mainly fall under Taxonomy-eligible capital expenditure.

Operating expenditure in accordance with the Commission Delegated Regulation (EU) 2021/2178 relates to the total of maintenance costs, building refurbishment measures, and research and development costs. The key actions for implementing the targets related to climate change are defined differently.

Transition Plan for Climate Change Mitigation

AUMOVIO's transition plan covers all relevant impacts, risks and opportunities and consists of a combination of management approaches, targets and key actions. AUMOVIO's management approach to Scope 1 and Scope 2 emissions and the corresponding target for reducing emissions by 2040 form the basis for the transition plan for climate change mitigation in own operations. Furthermore, the management approaches to Scope 3 emissions, portfolio resilience and transition are highly important for AUMOVIO's transition to a low-emission future. A Scope 3 emission reduction target has not been set.

The key elements of the transition plan, such as the emission reduction target (see the Targets Related to Climate Change section), the key actions (see the Key Actions for Target Achievement section) and the management approaches (see the Management Approaches to Climate Change Mitigation, Climate Change Adaptation, Energy Efficiency and Renewable Energy section) have been approved by the Executive Board of AUMOVIO SE.

AUMOVIO is of the opinion that the reduction target for Scope 1 and market-based Scope 2 GHG emissions as one of the key elements of the transition plan is compatible with the objective of limiting global warming to 1.5°C in line with the Paris Agreement.

AUMOVIO has no knowledge of being exempt from the EU Paris-aligned benchmarks.

To achieve the set GHG emission reduction target, AUMOVIO identified two primary decarbonization levers (see the Targets Related to Climate Change section), which are addressed by the defined actions (see the Key Actions for Target Achievement section). Furthermore, levers for Scope 3 emissions are operationalized by the described management approaches, which currently focus on supplier engagement, transparency and data collection as enablers for future reduction measures, as well as portfolio steering and customer dialogue related to the use phase of products.

For a detailed description of the actions and associated metrics that provide information regarding the progress of the implementation of the transition plan, see the Key Actions for Target Achievement section.

As part of the IRO assessment (see the Overview of Material Impacts, Risks and Opportunities subsection in the General Disclosures (ESRS 2) section), AUMOVIO analyzed the potential locked-in GHG emissions in the key assets. The conclusion from the analysis was that, due to their insignificance, they do not jeopardize the achievement of the defined GHG emissions reduction target and do not exacerbate any transition risks. The identified levers for achieving the emissions reduction target are applicable to all assets and are in line with the overarching strategic sustainability focus areas of transitioning to a low-emission future.

The sustainability strategy and its climate-related action planning are integral parts of the overall business strategy and play a key role in transitioning to a more sustainable business model. Whenever implementation of the corresponding actions requires substantial financial funding, it is reflected in the financial planning and budgeting processes accordingly.

CapEx and OpEx for key actions	**2025**
Total amount of CapEx and OpEx for key actions to implement the targets related to climate change, in € millions	5

Definitions, assumptions and calculation methods:

- *This metric only covers the key actions and no other elements of the transition plan.*
- *The climate-related action planning covers Scope 1 and market-based Scope 2 GHG emissions.*
- *Data is collected at the level of the key actions. Capital expenditure (CapEx) and operating expenditure (OpEx) for key actions to implement targets related to climate change are included.*

Currently, AUMOVIO's transition plan does not provide for a portfolio transition with the aim of meeting the criteria set out in Commission Delegated Regulation (EU) 2021/2139 regarding Taxonomy-aligned economic activities. In addition, AUMOVIO has not reported any Taxonomy-aligned economic activities for 2025.

Internal CO2 Pricing System

According to AUMOVIO's interpretation of the regulatory requirements outlined in the ESRS regarding internal carbon pricing systems, such a mechanism is not used at AUMOVIO. To incentivize the transition to a low-emission future, AUMOVIO has created the option for its legal entities to take internal carbon shadow prices into account as a supporting factor in investment decision-making processes. The system has a non-binding character. The companies decide independently whether to include the optional carbon shadow price for certain investment projects as an additional factor for calculating the internal rate of return (IRR), which is the steering-relevant metric (key performance indicator). The optional shadow price is determined based on AUMOVIO's expectations regarding the future development of external carbon prices. Given the specifics of the non-binding character and, consequently, the limited scope of application, estimates of the share of GHG emissions covered by the carbon pricing system are not representative.

Metrics Related to Climate Change

Gross Scope 1, 2 and 3 emissions and total GHG emissions

Δ

The metric Combined own Scope 1 and market-based Scope 2 GHG emissions of 0.060 million tons of CO_2e has been audited with reasonable assurance. The Share of market-based Scope 2 emissions from electricity consumption is zero, as AUMOVIO obtains electricity exclusively from renewable energy sources using contractual instruments (energy attribute certificates).

Δ

	Retrospective				Milestones and target years			
Combined own Scope 1 and market-based Scope 2 GHG emissions	Base year (2019)	2024	**2025**	Δ PY in %	2030	2035	2040	Calculated linear reduction rate per year, in %
Combined own Scope 1 and market-based Scope 2 GHG emissions, in million tCO_2e	0.451	–	0.060	–	0.045	0.035	0.023	4.5
Achieved GHG reduction, in %	0.0	–	86.7	–	90.0	92.5	95.0	4.5

Definitions, assumptions and calculation methods:

- *Gross GHG emissions from Scope 1 and market-based Scope 2 as shown in the following table are considered.*
- *Reduction achieved compared with base year (%) is calculated as: (Scope 1 + market-based Scope 2 emissions in 2019 - Scope 1 + market-based Scope 2 emissions in the reporting year) / (Scope 1 + market-based Scope 2 emissions in base year 2019) x 100.*
- *The following greenhouse gases are covered: carbon dioxide (CO2); methane (CH4); nitrous oxide (N2O); sulfur hexafluoride (SF6); nitrogen trifluoride (NF3); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs).*
- *The calculation is performed in accordance with the assumptions and methodologies set out in the corresponding tables for Scope 1 and Scope 2 GHG emissions.*
- *The emissions from the base year 2019 were recalculated based on organizational changes and adjustments to the definition of the indicator. These do not include the emissions from modelled locations, that are representing less than 4% of combined Scope 1 and 2 emissions, and from refrigerants.*
- *The metric is entity-specific.*

	Retrospective				Milestones and target years			
Scope 1 and Scope 2 GHG emissions	Base year	2024	**2025**	D PY in %	2030	2035	2040	Reduction rate (Annual % target / Base year)
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions, in tCO_2e	**–**	**–**	**59,233**	**–**	**–**	**–**	**–**	**–**
Consolidated accounting group, in tCO_2e	–	–	59,233	–	–	–	–	–
Investees, in tCO_2e	–	–	0	–	–	–	–	–
Percentage of Scope 1 GHG emissions from regulated emissions trading systems, in %	–	–	0.4	–	–	–	–	–
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions, in tCO_2e	**–**	**–**	**391,537**	**–**	**–**	**–**	**–**	**–**
Consolidated accounting group, in tCO_2e	–	–	391,537	–	–	–	–	–
Investees, in tCO_2e	–	–	0	–	–	–	–	–
Gross market-based Scope 2 GHG emissions, in tCO_2e	**–**	**–**	**382**	**–**	**–**	**–**	**–**	**–**
Consolidated accounting group, in tCO_2e	–	–	382	–	–	–	–	–
Investees, in tCO_2e	–	–	0	–	–	–	–	–
Percentage of energy purchased with contractual instruments, in %	–	–	99.4	–	–	–	–	–

Definitions, assumptions and calculation methods:

Gross Scope 1 GHG emissions

- *Definitions and calculations according to GHG Protocol Corporate Standard (version 2004).*
- *Emissions factors for refrigerants in accordance with Regulation (EU) 2024/573 of the European Parliament and of the Council of February 7, 2024, on fluorinated greenhouse gases are considered. These are based on the IPCC 4 and not on the more recent IPCC 6, which does not result in any significant effects.*
- *Scope 1 comprises emissions from the combustion of energy sources in own processes. Emission factors of IEA Statistics, the GHG Protocol and DEFRA are applied.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Gross Scope 1 GHG emissions – consolidated accounting group

- *AUMOVIO considers Scope 1 emissions of the relevant fully consolidated companies.*

Gross Scope 1 GHG emissions – investees

- *AUMOVIO has no operational control of investees; therefore, they are not relevant for Scope 1 emissions. Relevant emissions from investees are included in Scope 3.*

Percentage of Scope 1 GHG emissions from regulated emissions trading systems

- *AUMOVIO falls under the EU Emissions Trading System (EU ETS) and the Shanghai Pilot ETS.*
- *Scope 1 GHG emissions from the entire location that fall under these emissions trading systems are considered.*

Gross Scope 2 location-based GHG emissions

- *Definitions and calculations according to GHG Protocol Corporate Standard (version 2004).*
- *Average electricity grid emissions factors by country are applied. These come from IEA Statistics, the GHG Protocol and DEFRA.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Gross Scope 2 location-based GHG emissions – consolidated accounting group

- *AUMOVIO considers Scope 2 location-based emissions of its relevant fully consolidated companies.*

Scope 2 location-based GHG emissions – investees

- *AUMOVIO has no operational control of investees; therefore, they are not relevant for Scope 2 emissions. Relevant emissions from investees are included in Scope 3.*

Gross Scope 2 market-based GHG emissions

- *Definitions and calculations according to GHG Protocol Corporate Standard (version 2004).*
- *Contract-specific emission factors are applied.*
- *Emissions from steam and district heat are calculated using confirmed emission factors from local energy suppliers. If these factors are not available, location-based emission factors (see gross Scope 2 location-based GHG emissions) are used.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Scope 2 market-based GHG emissions – consolidated accounting group

- *AUMOVIO considers Scope 2 market-based emissions of its relevant fully consolidated companies.*

Scope 2 market-based GHG emissions – investees

- *AUMOVIO has no operational control of investees; therefore, they are not relevant for Scope 2 emissions. Relevant emissions from investees are included in Scope 3.*

Percentage of energy purchased with contractual instruments

- *Energy purchased using contractual instruments (on-site PPAs, off-site PPAs, green tariffs, energy attribute certificates) is considered.*
- *The specification represents the share of energy purchased with contractual instruments in relation to the total amount of purchased energy with relevance for Scope 2.*
- *The data is collected by the individual company locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

			Retrospective				Milestones and target years	
Significant Scope 3 GHG emissions in tCO_2e	Base year	2024	**2025**	D PY in %	2030	2035	2040	Reduction rate (Annual % target / Base year)
Total gross indirect (Scope 3) GHG emissions	**–**	**–**	**11,739,283**	**–**	**–**	**–**	**–**	**–**
1. Purchased goods and services	–	–	4,930,079	–	–	–	–	–
2. Capital goods	–	–	364,789	–	–	–	–	–
3. Energy and fuel-related activities (not included in Scope 1 or Scope 2)	–	–	107,927	–	–	–	–	–
4. Upstream transportation and distribution	–	–	304,128	–	–	–	–	–
5. Waste generated in operations	–	–	4,519	–	–	–	–	–
6. Business travel	–	–	21,685	–	–	–	–	–
7. Employee communting	–	–	94,653	–	–	–	–	–
8. Upstream leased assets	–	–	0	–	–	–	–	–
9. Downstream transportation and distribution	–	–	261,098	–	–	–	–	–
10. Processing of sold products	–	–	17,411	–	–	–	–	–
11. Use of sold products	–	–	5,547,555	–	–	–	–	–
12. End-of-life treatment of sold products	–	–	73,605	–	–	–	–	–
13. Downstream leased assets	–	–	0	–	–	–	–	–
14. Franchises	–	–	0	–	–	–	–	–
15. Investments	–	–	11,833	–	–	–	–	–

Overarching definitions and assumptions:

- *Scope 3 GHG emissions are calculated in alignment with the Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011 and the supplementary standards.*
- *The calculation methods are being further developed as part of a continuous improvement process and may lead to greater deviations between reporting years.*

Definitions, assumptions and calculation methods

Total calculated gross indirect (Scope 3) GHG emissions

- *Total of categories (1) to (15).*

Calculated indirect Scope 3 GHG emissions – purchased goods and services

- *Purchased goods and services relate to the extraction, production and transportation of goods purchased by the company in the reporting year. Only the goods and services relevant for category 1 according to the GHG Protocol are considered, including all upstream emissions (cradle-to-gate).*
- *Emissions for goods are calculated on a weight basis and for services on a cost basis. The emission factors of Sphera Solutions GmbH or internally determined business area-specific GHG factors are used to calculate the emissions.*
- *For purchased product groups for which not all weight data is available, the missing proportion is extrapolated using the average method. The expenditures for services are multiplied either by the specific emission factors from DEFRA or by an internally determined emission factor. Within this expenditure-based method, the data is extrapolated for a small share.*

Calculated indirect Scope 3 GHG emissions – capital goods

- *Capital goods that are purchased in the reporting year are considered.*
- *The expenditures for capital goods are multiplied either by the specific emission factors from DEFRA or by an internally determined emission factor. As part of this expenditure-based method, the data for a small share is extrapolated.*
- *Calculated indirect Scope 3 GHG emissions – fuel and energy-related activities (not included in Scopes 1 and 2).*
- *Fuel and energy-related activities are defined as extraction, production, transportation and transportation losses of purchased fuels and energy that are not covered by Scope 1 or Scope 2.*
- *For energy consumption, the specific emission factors from DEFRA are used within the framework of an average data method.*
- *The country-specific power grid emission factors are calculated based on the DEFRA calculation method. For this category, well-to-tank emission factors are considered.*
- *An average transmission loss of 5% as recommended by DEFRA for steam and district heat is applied.*
- *In the case of renewable electricity, it is assumed that the mix consists of 50% photovoltaics and 50% wind power.*

Calculated indirect Scope 3 GHG emissions – upstream transportation and distribution

- *Upstream transportation and distribution are defined as the transportation of goods from direct suppliers to the company as well as within the company and to the customer, if paid for by the company and using third-party vehicles and facilities, including emissions from transportation services.*
- *For this category, transport emissions are calculated using a spend-based method. Transport spend is combined with average freight rates to calculate metric ton-kilometers. Emissions are then determined by multiplying metric ton-kilometers with DEFRA well-to-wheel (WTW) emission factors. The calculation covers all relevant transport modes (road, sea, air, parcel and premium freight), with a small share estimated where data is missing.*

Calculated indirect Scope 3 GHG emissions – waste generated in operations

- *Waste generation is multiplied by specific emission factors from DEFRA using an average data method for different waste categories, only considering emissions associated with landfill sites and incinerators.*

Calculated indirect Scope 3 GHG emissions – business travel

- *Travel booking service providers report GHG emissions for business trips. Hotel overnight stays are included as optional data. The various travel options are also considered and calculated.*
- *Some of this external primary data refers to emission factors from DEFRA or vehicle manufacturers.*
- *Business travel that may not have been booked through these service providers is considered by an estimate based on an expert assumption.*

Calculated indirect Scope 3 GHG emissions – employee commuting

- *Daily commuting time and modes of transport are based on an external global survey.*
- *For this average-data method, the emissions are calculated on the basis of the estimated commuting distance, effective number of working days and the number of employees together with the DEFRA emission factors.*

Calculated indirect Scope 3 GHG emissions – upstream leased assets

- *AUMOVIO uses management control as a consolidation approach. Therefore, there are no Scope 3 emissions allocated to leased assets. These are only reported under Scopes 1 and 2.*

Calculated indirect Scope 3 GHG emissions – downstream transportation and distribution
- *Downstream transportation and distribution are defined as emissions from the transportation and distribution of products after the point of sale, including retail and storage.*
- *The logistics paid for by the customers are extrapolated from AUMOVIO's own outbound logistics emissions from "Upstream transportation and distribution," based on the share of self-pickers determined by total sales or product weight.*
- *The emission factors from the "Upstream transportation and distribution" category are applied.*

Calculated indirect Scope 3 GHG emissions – processing of products sold
- *Processing of sold products covers the processing of intermediate products sold in the reporting year to downstream companies.*
- *The calculation only considers emissions that are related to the material handling and general assembly stages of AUMOVIO. Taking the product weight sold and the average vehicle weight based on market data, a virtual vehicle quantity is modeled in this average-data method. This virtual vehicle quantity is multiplied by the Scope 1 and Scope 2 GHG emissions per vehicle manufactured by selected automotive manufacturers.*

Calculated indirect Scope 3 GHG emissions – use of sold products
- *Emissions are calculated using a mass-induced approach. Only the additional energy consumption caused by the weight and movement of the AUMOVIO components during the use phase of the vehicle is considered. The average total fuel consumption of the vehicle is not included in the calculation.*
- *Well to Wheel (WTW) emission factors from ICCT and DEFRA are used to quantify the associated emissions. The method includes both direct and indirect emissions resulting from additional, mass-induced energy consumption during the use phase.*
- *Assumptions for the distribution of drivetrain types (e.g. gasoline, diesel, ZTEV) are considered in the calculation. These are based on the internal ZTEV metric and relevant market share information. The total quantity of products placed on the market in the reporting year is considered.*
- *For aftermarket products, emissions are calculated based on assumptions about durability and expected mileage when used for the first time. In addition, assumptions about the lifetime of the components and the frequency and timing of their replacement over the entire life of the vehicle are included.*

Calculated indirect Scope 3 GHG emissions – end-of-life treatment of sold products
- *Waste disposal and treatment of sold products at the end of their life cycle are considered.*
- *The weight of the sold products is multiplied by the specific emission factors from Sphera Solutions GmbH in accordance with the disposal and recycling type.*

Calculated indirect Scope 3 GHG emissions – downstream leased assets
- *Downstream leased assets are defined as the operation of assets owned by AUMOVIO that are leased to other companies during the reporting year, excluding those that are included in the Scope 1 and Scope 2 GHG emissions reported by the lessor.*

Calculated indirect Scope 3 GHG emissions – franchises
- *AUMOVIO does not operate franchise business models. Consequently, no Scope 3 GHG emissions are reported under this category and the value is zero.*

Calculated indirect Scope 3 GHG emissions – investments
- *For this category, emissions are calculated using an average-data method.*
- *The sales of at-equity-accounted investees in financial reporting are multiplied by the portion of AUMOVIO's financial contribution with own GHG emissions (calculated based on AUMOVIO's Scope 1 and Scope 2 emissions) per euro of sales.*
- *In cases where sales figures are not available, GHG emissions are extrapolated based on the number of reporting companies.*

Scope 3 emissions using primary data	**2025**
Share of Scope 3 GHG emissions calculated using primary data, in %	0.0

Definitions, assumptions and calculation methods:
- *Only emissions for which primary data was available in the form of an externally verified product carbon footprint are considered. Since no externally verified product carbon footprints were available, the reported share is 0 %.*

			Retrospective				**Milestones and target years**	
Total GHG emissions, in t CO_2e	Base year	2024	**2025**	D PY in %	2030	2035	2040	Reduction rate (Annual % target / Base year)
Total location-based GHG emissions	–	–	**12,190,053**	–	–	–	–	–
Total market-based GHG emissions	–	–	**11,798,898**	–	–	–	–	–

Definitions, assumptions and calculation methods:
- *The total location-based GHG emissions include the GHG emissions from Scope 1, location-based Scope 2 and Scope 3.*
- *The total market-based GHG emissions are composed of Scope 1, market-based Scope 2 and Scope 3 GHG emissions.*
- *The figures are calculated in accordance with the assumptions and methods lined out in the corresponding tables for Scope 1 and Scope 2 as well as Scope 3 GHG emissions.*

Biogenic CO_2 emissions	**2025**
Biogenic direct emissions not included in Scope 1, in million t CO_2e	0.001
Biogenic location-based indirect emissions not included in Scope 2, in million t CO_2e	0.012
Biogenic market-based indirect emissions not included in Scope 2, in million t CO_2e	0.006
Biogenic indirect emissions not included in Scope 3, in million t CO_2e	0.271

Definitions, assumptions and calculation methods:

Biogenic direct CO_2 emissions (reported outside Scope 1)

- *Emissions from the combustion or biodegradation of biomass, including solid biomass, biomethane, liquid biofuels, and green hydrogen, are included.*
- *The baseline data for calculating biogenic scope 1 emissions are considered in accordance with the assumptions and methods set out in the corresponding table for scope 1 and scope 2 GHG emissions. In contrast, this metric only considers CO_2 emissions that are not included in Scope 1 GHG emissions.*
- *DEFRA emission factors are used for the calculation.*

Biogenic emissions based on location-based and market-based Scope 2 emissions

- *AUMOVIO regards emissions from electricity and district heating as biogenic under market-based Scope 2 emissions only with sufficient evidence.*
- *Biogenic location-based Scope 2 emissions are modelled and extrapolated for the specific share of biomass and biogas in the electricity mix based on electricity purchases and external data sources (German Association of the Automotive Industry, VDA).*
- *Biogenic market-based Scope 2 emissions are calculated based on purchased energy attribute certificates (EACs), which are used as an approximation of the biomass content of the purchased electricity.*
- *The figures were calculated in accordance with the assumptions and methodologies set out in the corresponding table for Scope 1 and Scope 2 GHG emissions.*
- *DEFRA emission factors are used for the calculation.*

Biogenic scope 3 emissions

- *Biogenic emissions resulting from the incineration or biodegradation of biomass, including organic non-fossil material of biological origin, biofuels, biogenic gases, and biogenic waste, are included. This also includes biogenic components in fuel or electricity consumption. Emissions from Scope 3 categories (4), (6), (9) and (11) are therefore taken into account.*
- *All other Scope 3 categories in accordance with the GHG Protocol are not included in the calculation for biogenic Scope 3 emissions.*
- *The biogenic share of relevant fuel consumption is estimated using DEFRA emission factors for average biofuel blends.*
- *The figures have been calculated in accordance with the assumptions and methodologies set out in the relevant Scope 3 GHG emissions table and are subject to material considerations.*

GHG emissions intensity

Location-based GHG emissions intensity	**2025**
Intensity of location-based GHG emissions, in million tCO_2e / € millions	0.001

Definitions, assumptions and calculation methods:

- *The total location-based GHG emissions are divided by the sales revenue presented in the consolidated financial statements.*
- *The calculation of total GHG emissions is performed in accordance with the assumptions and methodologies set out in the corresponding tables for Scope 1 and Scope 2 as well as Scope 3 GHG emissions.*

Market-based GHG emissions intensity	**2025**
Intensity of market-based GHG emissions, in million tCO_2e / € millions	0.001

Definitions, assumptions and calculation methods:

- *The total market-based GHG emissions are divided by the sales revenue presented in the consolidated financial statements.*
- *The calculation of total GHG emissions is performed in accordance with the assumptions and methodologies set out in the corresponding tables for Scope 1 and Scope 2 as well as Scope 3 GHG emissions.*

Information on sales (denominator in the calculation of the intensity of GHG emissions) can be found in the consolidated financial statements in the consolidated statement of income and in Note 1 of the notes to the consolidated financial statements.

Energy consumption and mix

Energy consumption and mix	**2025**
(1) Fuel consumption from coal and coal products, in MWh	0
(2) Fuel consumption from crude oil and petroleum products, in MWh	31,131
(3) Fuel consumption from natural gas, in MWh	196,568
(4) Fuel consumption from other fossil sources, in MWh	8,979
(5) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources, in MWh	6,284
(6) Total energy consumption from fossil sources, in MWh	**242,962**
(7) Total energy consumption from nuclear sources, in MWh	**0**
(8) Fuel consumption from renewable sources, in MWh	6,114
(9) Energy consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources, in MWh	1,024,199
(10) Consumption of self-generated non-fuel renewable energy, in MWh	5,740
(11) Total energy consumption from renewable sources, in MWh	**1,036,052**
(12) Total energy consumption, in MWh	**1,279,014**

Definitions, assumptions and calculation methods:

Overarching information for positions (1) – (11)

- *If required, conversion factors are used to convert fuel consumption into MWh.*
- *The data is collected by the individual company locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

- *In addition, the December consumption is calculated for individual locations if the necessary data or receipts were not yet available at the time of reporting.*

(1) Fuel consumption from crude oil and petroleum products
- *Includes the consumption of diesel, gas oil, gasoline and heating oil.*
- *The energy consumption of company vehicles worldwide is modeled and uses the energy consumption of German company vehicles as a benchmark.*

(2) Fuel consumption from natural gas
- *Includes the consumption of natural gas.*

(3) Consumption of fuels from other fossil sources
- *Includes the consumption of liquefied petroleum gas (LPG), propane and liquid butane.*
- *The energy consumption of company vehicles worldwide is modeled and uses the energy consumption of German company vehicles as a benchmark.*

(4) Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources
- *Includes the consumption of purchased district heat and steam from fossil sources.*
- *Energy sources are allocated using the market-based method.*
- *The energy consumption of company vehicles worldwide is modeled and uses the energy consumption of German company vehicles as a benchmark.*

(5) Total energy consumption from fossil sources
- *Total of positions (1) to (4).*

(6) Total energy consumption from nuclear sources
- *Includes energy consumption from nuclear sources.*
- *The energy source is allocated using the market-based method.*

(7) Fuel consumption from renewable sources
- *Includes the consumption of biomass, biofuels, biomethane and green hydrogen.*

(8) Energy consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources
- *Contains the purchased electricity mix, electricity from renewable sources with energy attribute certificates (off-site PPA, on-site PPA, green tariff), purchased steam and district heat from renewable sources.*
- *The calculation is made using the market-based method.*

(9) Consumption of self-generated non-fuel renewable energy
- *Includes the consumption of self-generated electricity from renewable sources.*

(10) Total energy consumption from renewable sources
- *Total of positions (7) to (9).*

(11) Total energy consumption
- *Calculated as the total of positions (5), (6) and (10).*

Coverage of energy management systems	**2025**
Energy management system certification (ISO 50001)	
Employee coverage (as at December 31), in %	65

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as well as non-employees as at December 31, 2025. Interns and apprentices are not considered.*
- *Valid certifications and concluded recertifications are considered, as well as ongoing recertifications, if the achievement of recertification is considered highly probable.*
- *The data is collected by the individual locations. A small number of employees who could not be assigned are excluded from coverage. The metric is calculated from the ratio of own employees working at a certified location to the total number of AUMOVIO's own employees.*
- *The metric is entity-specific.*

Non-renewable energy production	**2025**
Non-renewable energy production, in MWh	209,808

Definitions, assumptions and calculation methods:
- *Includes the generation of steam from non-renewable sources in boiler houses as well as self-generated electricity from fossil sources.*
- *The amount of steam produced in boiler houses is calculated based on the total consumption of natural gas at the respective location minus the direct combustion of natural gas based on annual average values.*
- *If required, conversion factors are used to convert energy production into MWh.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Renewable energy production	**2025**
Renewable energy production, in MWh	5,740

Definitions, assumptions and calculation methods:
- *Includes the production of electricity from renewable sources such as photovoltaics.*
- *If required, conversion factors are used to convert energy production into MWh.*
- *The data is collected by the individual locations.*

Disclosures relating to activities in high climate impact sectors

Energy intensity from activities in high climate impact sectors	2025
Energy intensity from activities in high climate impact sectors, in MWh / € millions	69

Definitions, assumptions and calculation methods:
- *The metric is defined as the total energy consumption from activities in high climate impact sectors divided by the sales from activities in high climate impact sectors.*
- *Data on energy consumption is collected in accordance with the information in the table on energy consumption and energy mix.*

Total energy consumption from activities in high climate impact sectors	2025
Total energy consumption from activities in high climate impact sectors, in MWh	1,268,793

Definitions, assumptions and calculation methods:
- *Activities in the NACE code sectors A to H and L that generate sales are considered activities in high climate impact sectors.*
- *Includes total energy consumption from fossil and renewable sources attributable to activities in high climate impact sectors.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Net revenue from activities in high climate impact sectors	2025
Net revenue from activities in high climate impact sectors, in € millions	18,364

Definitions, assumptions and calculation methods:
- *Net revenue is derived from consolidated sales and adjusted by excluding revenue from activities not in high climate impact sectors.*

Activities in the NACE code sectors A to H and L that result in sales are considered to be activities in high climate impact sectors and are used for the calculation.

Information on sales (denominator in the calculation of the intensity of GHG emissions) can be found in the consolidated financial statements in the consolidated statement of income and in Note 6 of the notes to the consolidated financial statements.

Emission-free mobility and industries

Allocated business with zero-tailpipe-emission vehicles	2025
Allocated business with zero-tailpipe-emission vehicles, in € millions	1,617

Definitions, assumptions and calculation methods:
- *The allocated business with zero-tailpipe-emission vehicles comprises all business with products for vehicles transporting goods and people that are classified as zero-tailpipe emission vehicles.*
- *The business can be allocated via the vehicle manufacturer, the vehicle platform or the product specification.*
- *The calculation was carried out using internal planning data for sales, external data for production quantities and engine type from IHS and S&P as well as experts' assessments when necessary.*

The metric is entity-specific.

Pollution (ESRS E2)

Material Impacts, Risks and Opportunities Related to Pollution

AUMOVIO assessed its potential and actual negative and positive impacts as well as risks and opportunities related to sustainability according to the regulatory requirements and as described in the General disclosures (ESRS 2) subchapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to pollution were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, positive potential impacts as well as opportunities are strengthened by AUMOVIO's management approaches, the descriptions consider the results of measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

IROs and Management Approaches for Pollution Prevention

The management approaches relevant for managing the IROs related to pollution relate to environmental protection in the supply chain, product-related aspects regarding environmental protection, and substances of concern and substances of very high concern.

Environmental protection in the supply chain

Environmental protection in supply chain	Description	Type of IRO	Value Chain	Time Horizon
	E2.1 The manufacturing processes of materials and components in the supply chain may generate water pollutants, potentially resulting in negative environmental impacts.	Potential negative impact	Upstream	•
	E2.2 AUMOVIO's direct and indirect suppliers operate in industries and markets that might be subject to major transformation and new or stricter regulatory requirements related to the pollution of air, water and soil (especially considering bans or restrictions of certain materials). This could lead to significantly higher costs for materials, components and/or services.	Risk	Upstream	••

• *short-term;* •• *medium-term;* ••• *long-term*

Regarding environmental protection, AUMOVIO is focused on driving climate action across our value chain for a low-emission future. It has therefore defined a management approach to reduce potential negative environmental impacts related to pollutant emissions to air, water and soil in the supply chain. Through its Code of Conduct for Business Partners and the Sustainability Protected Rights, AUMOVIO guides its supply chain to establish appropriate environmental management procedures, in particular related to air quality, responsible use of chemicals, and soil and water protection. AUMOVIO also relies on implementation of an environmental management system and a general quality agreement by means of its Supplier Quality Management (SQM) to mitigate the risk of higher costs.

AUMOVIO's management approach applies to all of the purchasing activities of AUMOVIO and its subsidiaries. The focus of the management approach is on direct suppliers (including service providers), who in turn should pass on the requirements to their suppliers.

The management approach is primarily implemented by AUMOVIO's Procurement & Supplier Quality Management central function, which is supported by the sustainability functions. These efforts are overseen by means of the Sustainability Due Diligence System (SUS DD System), including oversight by the Executive Board (see also the management approach to workers in the value chain in the Workers in the Value Chain (ESRS S2) subchapter).

The SUS DD System comprises a variety of processes covering strategy development and implementation, regulations interpretation, impact and risk management, grievance management (including whistleblowing) and training. A multi-stage process based on the Three Lines Model of the Institute of Internal Auditors (IIA) has been set up to control and oversee system efficiency. In terms of the supply chain, the first line comprises the implementation of operational tasks at the level of the individual purchasing functions. The second line, represented by non-operational governance departments and roles, oversees the system, the roles and responsibilities as well as their effectiveness. The third line is Internal Audit, whose remit includes risk-based review of the adequacy and effectiveness of the SUS DD System.

The operational tasks include specific prevention and remediation actions regarding the supply chain, such as alignment of procurement strategies and practices, definition of contractual agreements and implementation of control mechanisms, as well as training of purchasers and suppliers. Selected suppliers are assessed on the basis of various criteria using self-assessment questionnaires obtained via the usual industry sustainability platforms, such as NQC.

As part of an annual review process, the Executive Board of AUMOVIO SE is updated on the current status by AUMOVIO's human rights officer and assesses the system's effectiveness, adequacy and potential for improvement. The SUS DD System is additionally integrated into AUMOVIO's overarching Internal Control System, the risk management system and compliance management system.

The expectations of suppliers with regard to appropriate environmental protection also include the prevention of incidents and emergency situations as stated in the BPCoC. Additionally, both the Sustainability Protected Rights and the SUS DD System address the avoidance of incidents and emergency situations.

The outlined processes are defined by the Sustainability Protected Rights. Further relevant rules of this internal framework include dedicated rules for purchasing regarding the responsible value chain and the associated work instructions, which guide the consistent application of the key processes in all of the company's businesses and in supplier relations. Direct suppliers are guided by the binding Business Partner Code of Conduct (BPCoC), which also refers to the Sustainability Protected Rights.

AUMOVIO's management approach to environmental protection is guided by Germany's Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) as well as other due diligence standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Within the management processes, the interests of stakeholders, such as customers and associations, are taken into account in multiple ways, including through regular customer meetings, the so-called supplier day and membership in the Responsible Business Alliance (RBA).

AUMOVIO communicates its management approach through its public policy statement and externally published Sustainability Protected Rights. Supplier training initiatives are also carried out to further promote awareness and shared responsibility along the entire value chain. In addition, direct suppliers are requested to sign the Business Partner Code of Conduct. Communication is therefore aimed at both stakeholders and suppliers.

Product-related aspects regarding environmental protection

Product-related aspects regarding environmental protection	Description	Type of IRO	Value Chain	Time Horizon
	E2.3 Direct and indirect air emissions are generated in the use phase of AUMOVIO's products, especially exhaust emissions from vehicles and brake dust emissions, which contribute to environmental pollution.	Actual negative impact	Downstream	•
	E2.4 Direct and indirect water emissions are generated in the use phase of AUMOVIO's products, especially exhaust emissions from vehicles and brake dust emissions, which contribute to environmental pollution.	Actual negative impact	Downstream	•
	E2.5 Direct and indirect soil emissions are generated in the use phase of AUMOVIO's products, especially exhaust emissions from vehicles and brake dust emissions, which contribute to environmental pollution.	Actual negative impact	Downstream	•
	E2.6 AUMOVIO's business is exposed to pollution-related regulations, requirements and market trends (e.g. limitation of air, water and soil pollution in the use phase of brake systems). If its portfolio is not sufficiently transformable or resilient, or is cost-intensive to adapt, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	••

• *short-term;* •• *medium-term;* ••• *long-term*

Two of AUMOVIO's four Strategic Sustainability Focus Areas – driving climate action for a low-emission future and building responsible business partnerships that protect communities and the environment – are geared specifically to our product-related ambitions. These include compliance with pollution-related regulations, meeting the requirements of our customers and implementing market trends.

Accordingly, AUMOVIO has implemented a specific management approach to support the transition of our industries, reduce negative environmental impacts in the product use phase, ensure regulatory compliance and at the same time support opportunities for growth in specific business activities.

With regard to brake dust, AUMOVIO is working on researching open issues relating to non-tailpipe-related emissions and their generation, composition, transport and persistence in the environment. AUMOVIO is helping to expand the base of scientifically sound knowledge about the impacts on human health and the environment, as the impacts have still not been sufficiently researched.

The management approach focuses on products that contribute to reducing relevant emissions. This includes, in particular, exhaust emissions from vehicles and brake dust emissions that contribute to environmental pollution. This concerns particle emissions resulting from internal combustion processes in the engine and the abrasion of brake pads. They occur during the use phase and have pollution impacts in particular on the air. However, redistribution by weather into other environmental compartments is possible.

Responsibility for implementing actions to reduce emissions and complying with legal requirements and economic aspects lies with the respective business. They are supported by various central departments, including product development, sustainability, technical compliance and quality. Oversight is ultimately carried out by the Executive Board of AUMOVIO.

The general processes of the management approach include, among others, market research, activities in the area of research and development, active portfolio management and close dialogue with customers – as also described in the Climate Change (ESRS E1) subchapter in the Scope 3 emissions, portfolio resilience and transition subsection.
Increasing business with zero tailpipe emission vehicle (ZTEV) components and systems contributes to reducing tailpipe emissions in the use phase.

The management processes regarding zero tailpipe emissions such as brake dust comprise, in particular, R&D activities and cooperations in industry associations as well as with science and customers in order to continue expanding the comprehensive understanding of how brake dust is generated and how it behaves in the environment. This also includes work on international standards for measuring particulate matter, such as within the framework of the United Nations Economic Commission for Europe (UNECE) and in particular with regard to the working group for the Particle Measurement Programme (PMP).

With regard to brake dust particles, AUMOVIO's development engineers and material experts are working in particular on modifying the design of brake systems and the composition of brake components, such as brake pads and brake discs, also in cooperation with the relevant suppliers.

The compliance of products with applicable standards, customer requirements and regulations is also subject to AUMOVIO's technical compliance processes and quality management systems (see also the management approach to technical and product compliance in the Consumers and End-Users (ESRS S4) subchapter).

The management approaches are guided by AUMOVIO's technical compliance framework and its Strategic Sustainability Focus Areas. Further internal rules on specific business processes apply.

Current and upcoming international technical standards, obligations and regulations regarding pollution (e.g. Euro 7) are relevant and binding for AUMOVIO's products and measurements (such as the UN Global Technical Regulation No. 24 for brake emissions).

To ensure compliant products and to reduce pollution, AUMOVIO maintains active dialogue with stakeholders such as authorities, customers, science and industry associations, as well as industry associations and initiatives (such as the European Association of Automotive Suppliers – CLEPA).

An important element of the communication on topics regarding non-tailpipe-related emissions in the use phase is joint communication via industry projects or associations.

Substances of concern and very high concern

Substances of concern and very high concern	Description	Type of IRO	Value Chain	Time Horizon
	E2.7 The handling and use of substances of very high concern within own operations may result in incidents of unintentional release of such substances into the environment, resulting in harmful environmental pollution.	Potential negative impact	Own operations	•
	E2.8 The handling and use of substances of (very high) concern within the supply chain may result in incidents of unintentional release of such substances into the environment, resulting in harmful environmental pollution.	Potential negative impact	Entire value chain	•
	E2.9 AUMOVIO's business is exposed to regulations, requirements and market trends related to substances of concern and very high concern (e.g. prohibition of relevant substances). If its portfolio is not sufficiently transformable or resilient, or is cost-intensive to adapt, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	••
	E2.10 Non-compliance with regulations on substances of concern and very high concern or related incidents (e.g. use and/or misuse, exceeding of thresholds and insufficient declarations) could result in fines, penalties or business on hold for the respective businesses.	Risk	Own operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO has implemented a management approach for substances of concern and substances of very high concern to ensure the safe use of these chemicals, protect employees and the environment and ensure compliance with applicable regulations, and to gradually substitute them with more sustainable chemicals.

As outlined in AUMOVIO's ESH and Energy Policy, prevention actions are taken, hazards are eliminated or minimized, and risks are reduced.

Our framework to substitute and minimize the use of substances of concern in own operations specifies that hazardous chemicals must be evaluated if a less hazardous alternative or substitute is available.

The management approach regarding substances of concern in the supply chain is largely covered by the management approach for environmental protection in the supply chain. Our Business Partner Code of Conduct also includes the expectation that our business partners will manage all chemicals responsibly.

AUMOVIO's hazardous substance management covers own operations worldwide and is especially focused on production sites. It also partially encompasses aspects in the upstream and downstream value chain. The management approach covers both substances of concern and substances of very high concern.

Responsibility for implementing the management approach for substances of concern lies with the management of AUMOVIO's respective legal entities. The governance framework for managing hazardous substances is defined in particular by the departments for environment, safety and health (ESH) as well as product development, overseen by the Executive Board of AUMOVIO.

The processes for monitoring the management of hazardous substances are integrated into the overall environmental and occupational health and safety management system as described in the management approach to occupational safety and

health in the Own Workforce (ESRS S1) subchapter. Prevention actions for substances of concern are implemented site-specifically and include the identification of hazardous substances, maintenance of hazardous substance inventories, and ensuring safe usage and storage of chemicals. AUMOVIO's processes for substances of concern also include some upstream and downstream value chain aspects, for example with regard to integration into general procurement processes, approval of use and restriction of use of procured substances, product and process development as well as placing compliant and safe products on the market (see also the management approach to technical and product compliance in the Consumers and End-Users (ESRS S4) subchapter). The implementation of these rules is regularly reviewed, for example within internal ESH audits.

The framework for AUMOVIO's management regarding substances of concern consists of a set of environmental and occupational health and safety rules at different levels of the organization as well as the Strategic Sustainability Focus Areas, ESH and Energy Policy and the corresponding Sustainability Protected Rights.

The environmental and occupational health and safety management systems are based on the international standards ISO 14001 and ISO 45001, which are also standards for the management of hazardous substances. Furthermore, AUMOVIO follows the Minamata Convention on Mercury, the Stockholm Convention on Persistent Organic Pollutants (POPs) as well as the Global Automotive Declarable Substance List (GADSL) and the International Material Data System (IMDS) for our automotive products.

AUMOVIO involves relevant stakeholders in its environmental and occupational health and safety management, which also includes consultations with local stakeholders such as authorities, employees and communities.

AUMOVIO's ESH and Energy Policy as well as the Strategic Sustainability Focus Areas are communicated externally on our website. In addition, training materials and other guidance documents (such as emergency response plans) are available for company-internal communication purposes. AUMOVIO communicates and trains the implementation of the rules via environmental, safety and health (ESH) managers within the business areas.

Targets Related to Pollution

AUMOVIO has implemented a strategic and systematic process for establishing targets. Regarding pollution, no time-bound sustainability target has been set. The associated aspects are controlled by the processes described in the respective management approaches, and their effectiveness is monitored by means of defined metrics.

Key Actions for Target Achievement

In AUMOVIO's view, key actions to be reported relate directly to corresponding targets, where available. Therefore, in accordance with this definition, AUMOVIO has not defined any key actions in relation to pollution beyond the described management approaches.

Metrics Related to Pollution

Substances of concern and substances of very high concern

Substances of concern

Amount of substances of concern used, by main hazard class	Health hazard	Environmental hazard
Amount of substances of concern that are generated, used or procured during production, in million t	0.007	0.032

Definitions, assumptions and calculation methods:
- *Substances of concern are defined in accordance with the applicable regulations. They can be divided into products and chemicals.*
- *Hazard classes are assigned in accordance with the Globally Harmonized System (GHS) for the classification and labeling of chemicals.*
- *To avoid double counting, substances of concern that belong to both hazard classes are listed under health hazards.*
- *The data is collected by the individual locations. The amounts for the month of December are extrapolated.*
- *The quantities of products procured are calculated on the basis of the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry. If no IMDS data is available, the quantities are calculated on the basis of typical product compositions.*
- *Data for procured products is collected independently of location and is based on actual values for the entire year.*
- *Data for procured chemicals is collected by the locations. Only chemicals with a purchasing volume greater than one metric ton are included in the collection of data. The amount for the month of December is extrapolated.*

Amount of substances of concern leaving the facilities, by main hazard class	Health hazard	Environmental hazard
Amount of substances of concern that leave the facilities, in million t	0.006	0.031

Definitions, assumptions and calculation methods:
- *Substances of concern are defined in accordance with the applicable regulations.*
- *Hazard classes are assigned in accordance with the GHS.*
- *AUMOVIO's production processes focus primarily on the assembly of components. It can be assumed that there are no significant reactions of substances of concern in the production process. The quantity of incoming substances is therefore equal to the quantity of outgoing substances.*
- *The quantities are calculated on the basis of the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry. If no IMDS data is available, the quantities are calculated on the basis of typical product compositions.*
- *Data is collected independently of location and is based on actual values for the entire year.*

Amount of substances of concern leaving the facilities as part of products, by main hazard class	Health hazard	Environmental hazard
Quantity of substances of concern that leave the company as part of products, in million t	0.006	0.031

Definitions, assumptions and calculation methods:
- *This metric is compiled according to the assumptions described under the metric "amount of substances of concern leaving the facilities, by main hazard class."*
- *Due to the production processes used, there are only substances of concern that leave the facilities as part of products. Consequently, this metric shows 100% of the total amount of substances of concern that leave the facilities.*

Substances of very high concern

Amount of substances of very high concern used, by main hazard class	Health hazard	Environmental hazard
Amount of substances of very high concern that are generated, used or procured during production, in million t	0.003	<0,001

Definitions, assumptions and calculation methods:
- *Substances of very high concern are defined in accordance with the applicable regulations.*
- *Hazard classes are assigned in accordance with the GHS.*
- *To avoid double counting, substances of concern that belong to both hazard classes are listed under health hazards.*
- *The quantities of products procured are calculated on the basis of the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry. If no IMDS data is available, the quantities are calculated on the basis of typical product compositions.*
- *Data for procured products is collected independently of location and is based on actual values for the entire year.*
- *Data for procured chemicals is collected by the locations. Only chemicals with a purchasing volume greater than one metric ton are included in the collection of data. The amount for the month of December is extrapolated.*

Amount of substances of very high concern leaving the facilities, by main hazard class	Health hazard	Environmental hazard
Amount of substances of very high concern that leave the facilities, in million t	0.003	<0,001

Definitions, assumptions and calculation methods:
- *Substances of very high concern are defined in accordance with the applicable regulations.*
- *Hazard classes are assigned in accordance with the GHS.*
- *AUMOVIO's production processes focus primarily on the assembly of components. It can be assumed that there are no significant reactions of substances of very high concern in the production process. The quantity of incoming substances is therefore equal to the quantity of outgoing substances.*
- *The quantities are calculated on the basis of the documented product compositions and IMDS data. IMDS is a globally standardized exchange and management system for material data in the automotive industry. If no IMDS data is available, the quantities are calculated on the basis of typical product compositions.*
- *Data is collected independently of location and is based on actual values for the entire year.*

Amount of substances of very high concern leaving the facilities as part of products, by main hazard class	Health hazard	Environmental hazard
Amount of substances of very high concern that leave the facilities as part of products, in million t	0.003	<0,001

Definitions, assumptions and calculation methods:

- *This metric is compiled in accordance with the assumptions described under the metric "amount of substances of very high concern leaving the facilities, by main hazard class."*
- *Due to the production processes used, there are only substances of very high concern that leave the facilities as part of products. Consequently, this metric shows 100% of the total amount of substances of very high concern that leave the facilities.*

Environmental management

Coverage of environmental protection management systems	2025
Certifications for environmental protection management systems (ISO 14001)	
Employee coverage (as at December 31), in %	80

Definitions, assumptions and calculation methods:

- *This includes employees of AUMOVIO with a valid and active employment contract as well as non-employees as at December 31, 2025. Interns and apprentices are not considered.*
- *Valid certifications and concluded recertifications are considered, as well as ongoing recertifications, if the achievement of recertification is considered highly probable.*
- *The data is collected by the individual locations. A small number of employees who could not be assigned are considered not to be covered. The metric is calculated from the ratio of own employees working at a certified location to the total number of AUMOVIO's own employees.*

The metric is entity-specific.

Resource Use and Circular Economy (ESRS E5)

Material Impacts, Risks and Opportunities Related to Resource Use and Circular Economy

AUMOVIO has assessed the potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) sub-chapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to resource use and circular economy were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

IROs and Management Approaches for Resource Use and Circular Economy

In the area of resource use and circular economy, AUMOVIO has developed management approaches to circularity and waste in own operations to manage the described impacts, risks and opportunities.

Circularity

Circularity	Description	Type of IRO	Value Chain	Time Horizon
	E5.1 AUMOVIO sources raw materials and components from primary and non-renewable sources (including fossil-based materials and materials from mining), which could potentially lead to the depletion of natural resources in the value chain.	Potential negative impact	Entire value chain	•
	E5.2 AUMOVIO operates in industries in which the resource und product cycles are not entirely closed. Considering the amount of material used and the end-of-life treatment of products, AUMOVIO's products therefore contribute to waste generation.	Potential negative impact	Downstream	••
	E5.3 AUMOVIO's direct and indirect suppliers along the supply chain generate waste for landfill or incineration, leading to a negative impact on the circular economy and the overall environment.	Actual negative impact	Upstream	•
	E5.4 Considering AUMOVIO's global supplier base in combination with the high material demand in the automotive industry, supply chain interruptions or material shortages could occur due to insufficient resources, especially secondary and renewable resources.	Risk	Upstream	••
	E5.5 AUMOVIO's direct and indirect suppliers operate in industries and markets that might be subject to major transformation and new or stricter regulatory requirements related to circular economy (especially considering the increased use of renewable and secondary resources). This could lead to significantly higher costs for materials, components and/or services.	Risk	Upstream	••
	E5.6 AUMOVIO's business is exposed to regulations, requirements and market trends targeting a circular economy. If its portfolio is not sufficiently transformable or resilient, or is cost-intensive to adapt, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	•••

• *short-term;* •• *medium-term;* ••• *long-term*

Our management approach to circularity aims to steer our own operations to support AUMOVIO's Strategic Sustainability Focus Areas, enabling innovative closed resource and product cycles through a circular economy.

The management approach encompasses the upstream and downstream value chain as well as AUMOVIO's own operations and also includes switching from the use of primary to secondary resources and materials, as outlined in the processes described below.

The procurement of renewable and recycled (secondary) materials is a key element here.

The management approach applies to AUMOVIO as a whole and its product portfolio, and covers resource inflows and outflows.

AUMOVIO's business areas bear responsibility for the management and adaptation of the respective product portfolio. Oversight of the effectiveness of portfolio management is exercised by the Executive Board of AUMOVIO. Key processes are handled by the respective central functions within the company, such as research and development (R&D), product development, supply chain and purchasing. These are supported by the sustainability functions.

The management approach includes specific processes regarding resource inflows and outflows, considering technological and product cycles. For resource inflows, the related key actions regarding purchased resources are mainly managed in purchasing, product design, development and R&D processes.

The process of material approval, managed by R&D, serves among other purposes to identify recycled and renewable materials to be introduced in production processes. The process of material approval usually consists of testing and processing evaluation before a material is released.

The sourcing of renewable and recycled materials is managed by the procurement department, as well as the sourcing of materials within traceability mechanisms like the usage of IMDS.

In addition, AUMOVIO engages with selected suppliers in strategic supplier meetings to intensify activities regarding circular economy such as through respective adaptation in product design and material composition.

For resource outflows, the management approach comprises actions with regard to the circularity of products that are mainly managed within product design as well as R&D processes, with a focus on improved reusability, repairability, recyclability, durability and overall circularity.

AUMOVIO's Strategic Sustainability Focus Areas set the overarching framework for the definition and implementation of measures.

For the traceability of dedicated materials, AUMOVIO's suppliers are asked to declare the information on the recycled share in the IMDS according to their standards.

The management approach and the related actions take into consideration in particular the requirements of customers and requests of investors. For resource inflows, direct suppliers as part of the upstream value chain are directly involved. For resource outflows, the perspectives of stakeholders relevant to end-of-life treatment are also taken into account.

AUMOVIO communicates its approach to managing circularity externally through the publication of the annual report and by means of trade fairs and press releases, as well as internally using various channels such as conferences on sustainability and products, working groups and the company-wide intranet.

Waste in own operations

Waste in own operations	Description	Type of IRO	Value Chain	Time Horizon
	E5.7 AUMOVIO generates waste for landfill or incineration in own operations, leading to a negative impact on the circular economy and the overall environment.	Actual negative impact	Own operations	•

• *short-term;* •• *medium-term;* ••• *long-term*

To minimize the negative impact of landfilling or incineration of waste from own operations, AUMOVIO has developed a management approach for waste that is integrated into general environmental management. A defined waste hierarchy has been introduced at the locations for this purpose. It prioritizes actions to reduce waste generation, followed by reusing materials, recycling and recovering energy from waste. The least preferred option is disposal, such as landfill. By following this hierarchy, we can reduce our environmental impact and promote the sustainable use of resources. AUMOVIO strives to gradually reduce the amount of waste and the generation of waste at its locations step by step and year by year.

The management approach to waste in own operations covers AUMOVIO as a whole.

AUMOVIO's environmental strategy is steered and approved by the Executive Board.

Waste management is embedded in AUMOVIO's environmental management systems.

Waste-related processes are monitored and continuously improved as part of general environmental management reviews.

AUMOVIO's environmental management system was developed in accordance with ISO 14001, an internationally recognized standard for environmental management systems issued by the International Organization for Standardization (ISO).

The management approach reflects the interests of various stakeholders by using the widely accepted waste hierarchy and adhering to ISO 14001. Direct interaction with stakeholders in relation to waste takes place in particular with the responsible authorities.

AUMOVIO communicates its management approach to waste management through various channels to ensure a comprehensive understanding and engagement across the entire company. This includes information on the intranet, which makes the approach and specific internal rules accessible to all employees.

Targets Related to Resource Use and Circular Economy

As part of its Strategic Sustainability Focus Areas, AUMOVIO has set for itself the target related to circularity of achieving a 95 % waste recovery quota by 2040. An additional target will apply from 2026, according to which a 25 % share of renewable and recycled materials is to be used in new products by 2030.

These objectives are linked to the circular economy management approaches described in this section. The corresponding processes are crucial, as they are aimed at reducing resource outflows and thus achieving a higher recycling rate. This, in turn, promotes the creation of closed resource and product cycles. To further increase the recycling rate, AUMOVIO has identified two primary levers in relation to resource outflows:

- **Continuation, improvement and further roll-out of waste recycling contracts**: AUMOVIO has already entered into various agreements with waste disposal companies that process and transport a large portion of the waste at many locations for recycling. In cooperation with the procurement department, AUMOVIO is striving to expand these agreements to cover as many locations as possible and to increase the recycling share of waste.
- **Specific programs for focus sites**: Efforts are also focused on locations that have a negative impact on the waste for recovery quota in the respective region. These actions include prioritized contract negotiations in coordination with purchasing, definition of location-specific target achievement paths and focused performance monitoring of the level of achievement, as well as increased exchange of experience on exploitation options with comparable locations.

The scope of this sustainability target relates to all subsidiaries under AUMOVIO's management control, with a focus on production plants.

This target is measured on the basis of the metric of the waste recovery quota.

AUMOVIO has set the interim target of achieving a 93 % waste recovery quota by 2035.

The overall commonly recognized concept of recovery of certain specific waste components refers to materials or substances that have been discarded but retain physical, chemical, or energetic properties that allow them to be reprocessed, reused or converted into new products or energy. AUMOVIO's target setting follows this general approach but does not consider a specific methodology for science-based target setting.

The methodology for calculating the metric is described in the corresponding explanations for the metric. The target was defined based on internal qualitative analysis and calculations with regard to the increase in the share of waste that must be recovered. In general, waste is broken down into waste for material recovery e.g. recycling and waste for energy recovery such as incineration to generate electric power or other forms of energy. The target of 95 % was defined based on internal feasibility studies.

The target takes into account the interests of various internal stakeholders such as the location managers and ESH managers of the individual plants.

The target was set for the first time and was not changed during the reporting period. AUMOVIO's target focuses on resource outflows, especially with regard to the increase in the share of waste for recovery. We follow a waste management approach that was developed in accordance with ISO 14001.

The target in particular supports the recovery level of the waste hierarchy.

The target was set voluntarily to support the transition to closed resource and product cycles.

Key Actions for Target Achievement

AUMOVIO has defined concrete key actions to achieve a 95 % waste recovery quota by 2040 and foster the transition toward enabling innovative closed resource and product cycles through a circular economy.

These actions are embedded in operational activities and are gradually being developed and implemented by the individual legal entities. The actions include short- and medium-term actions.

AUMOVIO´s actions to increase the percentage of waste for recovery cover all subsidiaries, with a focus on production plants and their activities for waste management.

Increasing the percentage of waste that is recovered instead of disposed is a decisive factor in reaching the target. Two main levers were identified that mainly relate to improving and accelerating the rollout of waste recycling contracts that guarantee recycling, as well as a specific program for focus plants that have a negative impact on the waste recovery quota in the respective region.

AUMOVIO will focus its efforts on locations that are having a significant impact on the waste recovery quota performance of their respective region, ensuring that improvement initiatives deliver measurable results where they matter most.

Each location's progress is tracked through performance indicators, enabling data-driven decision-making and accountability at every level.

The ESH department actively promotes the exchange of best practices and recovery solutions between sites, fostering collaboration and accelerating the adoption of effective waste management strategies.

Waste tenders are prioritized for focus locations in the aim of securing sufficient recovery options and improving resource efficiency. Collaboration between the locations and the procurement department is aimed at achieving effective waste tenders and achieving more sustainable waste contracts.

Overall, the actions related to the target are also closely linked to the general management approach to circularity.

The progress of the related actions (in the reporting year) is measured in particular by the progress of the target KPI for the waste for recovery quota.

Capital expenditures and operating expenditures for key actions to achieve the target related to resource use and circular economy

OpEx for key actions	2025
OpEx for key actions to achieve targets related to resource use and circular economy, in € millions	0

Definitions, assumptions and calculation methods:
- *Data is collected at the level of the key actions. Operating expenditure (OpEx) for key actions to implement the targets related to resource use and circular economy is considered.*

Planned OpEx for key actions	Next 5 years
Planned OpEx for key actions to achieve the target related to resource use and circular economy, in € millions	0

Definitions, assumptions and calculation methods:
- *The time horizon applied is in line with the approved long-term planning.*
- *Data is collected at the level of the key actions. Operating expenditure (OpEx) for key actions to implement the targets related to resource use and circular economy is considered.*

CapEx for key actions	2025
CapEx for key actions to achieve the target related to resource use and circular economy, in € millions	0

Definitions, assumptions and calculation methods:
- *Data is collected at the level of the key actions. Capital expenditure (CapEx) for key actions to implement the targets related to resource use and circular economy is considered.*
- *Data is collected at project level.*

Planned CapEx for key actions	Next 5 years
Planned CapEx for key actions to achieve the target relating to resource use and circular economy, in € millions	0

Definitions, assumptions and calculation methods:
- *The time horizon applied is in line with the approved long-term planning.*
- *Data is collected at the level of the key actions. Capital expenditure (CapEx) for key actions to implement the targets related to resource use and circular economy is considered.*
- *Data is collected at project level.*

Metrics Related to Resource Use and Circular Economy

Resource inflows

Total weight of products and materials used	2025
Total weight of products (including packaging) and materials used, in million t	0.6

Definitions, assumptions and calculation methods:
- *Includes all technical and biological materials, including raw materials (both primary and secondary) used to manufacture products as well as semi-finished goods and parts. Services, property, plant and equipment, trading goods or finished products that are resold without any transformation are excluded.*
- *If no weight information is available, this is calculated using the costs of the materials and goods, such as packaging materials, and applying conversion factors.*

Percentage of sustainable biological materials	2025
Percentage of sustainably sourced biological materials (and biofuels used for non-energy purposes), in %	0

Definitions, assumptions and calculation methods:
- *Biological materials are considered renewable materials in accordance with generally recognized standards, e.g. GRI 301: Materials 2016.*
- *Sustainably sourced refers to resource inflows that have been verified by external standards and certifications or other comparable schemes (e.g. FSC and PEFC).*

Weight of secondary components, intermediate products and materials used for products and services	2025
Total weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture products and services (including packaging), in million t	0.1

Definitions, assumptions and calculation methods:
- *The total weight of raw materials used to manufacture products corresponds to the quantities of materials purchased. This value is corrected by a calculated factor for the change in inventory levels.*
- *Packaging from the upstream supply chain is not included.*
- *The share of secondary materials is based on information from suppliers and, for selected materials, on data from recognized third parties, if available, and in some cases on expert estimates for certain materials. Due to missing or inconsistent data on packaging in some cases, internal expert assessments of the weight of specific packaging types were used to extrapolate the total weight using a factor and corresponding expenditure.*

Percentage of secondary components, intermediate products and materials used for products and services	2025
Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture products and services (including packaging), in %	21.4

Definitions, assumptions and calculation methods:
- *This metric is made up of the previously defined metrics.*

Weight of renewable and recycled material inflow	2025
Total weight of renewable and recycled material inflow, in million t	0.1

Definitions, assumptions and calculation methods:
- *Non-production-related materials, including packaging, are excluded. The total weight of raw materials used to manufacture products corresponds to the quantities of materials purchased.*
- *The metric is entity-specific.*

Inflow of renewable and recycled materials	2025
Percentage of renewable and recycled material inflow, in %	21.0

Definitions, assumptions and calculation methods:
- *The total weight of the recycled and renewable raw materials used to manufacture products corresponds to the quantities of materials purchased.*
- *Non-production-related materials, including packaging, are excluded.*
- *The metric is entity-specific.*

These resource inflows are described in greater detail in the management approach to circularity in this section and in the Description of the business model and value chain subsection in the General Disclosures (ESRS 2) subchapter.

Resource outflows

AUMOVIO's main resource outflows, including waste, related to their material impacts, risks and opportunities are described in the General Disclosures (ESRS 2) subchapter as well as in this subsection.

Products and materials

AUMOVIO's product portfolio covers a broad spectrum, particularly in the areas of industry and vehicles. A detailed description can be found in the General Disclosures (ESRS 2) subchapter. The implementation of our Strategic Sustainability Focus Areas to enable innovative closed resource and product cycles is described in particular in the management approach to circularity in this section.

Rates of recyclable content in product packaging	2025
Rates of recyclable content in product packaging, in %	100

Definitions, assumptions and calculation methods:
- *The quantity of purchased packaging corresponds to the quantity of packaging used.*
- *The data is reported centrally.*

Rates of recyclable content in products	2025
Rates of recyclable content in products, in %	49.8

Definitions, assumptions and calculation methods:
- *The data is based on purchasing data. This metric defines the share of the weight of the contents of products that can potentially be recycled. This value may differ significantly from the actual content recycled.*
- *If no weight data is available, it is calculated based on the cost of materials and goods, such as packaging materials, and applying conversion factors. The weight of materials used to manufacture products corresponds to the weight of products placed on the market.*

AUMOVIO has a diverse product portfolio serving the automotive industry. Due to differences in individual products, target markets, use cases and user behavior, it is almost impossible to predict the expected durability across the board. The actual durability of a specific product may deviate from the following estimates in individual cases.

For the automotive industry, the key products of AUMOVIO are electronic brake systems, electronic control units, telematics, access systems, as well as surround radars and display solutions. Generally, the service life of our products for the automotive industry must be equal to the entire service life of the vehicle and thus correspond to the operational service life of the vehicle in which they are installed. In accordance with the assumptions applied to Scope 3 emissions for the use of products sold, the average service life of a passenger car is estimated to be 200,000 km and that of a commercial vehicle to be 1,000,000 km. Although the service life can vary greatly depending on the vehicle type and conditions of use, our products for the automotive industry are designed to meet the durability expectations of car manufacturers, which are generally for a minimum service life of 150,000 km or 10 years. Our aftermarket products can also meet corresponding expectations, e.g. batteries with a service life of three to five years or brake discs with a mileage of up to 150,000 km.

These main factors influencing the product's longevity determine a product lifespan ranging from a few years up to several decades.

To date, there is no established external assessment system for the repairability of AUMOVIO's products. Nevertheless, we are constantly working on expanding circular product design, as described in the management approach to circularity, and offer corresponding services and products, among others. In principle, our products can be repaired in the event of damage, but the actual possibility depends on many factors, including the actual condition of the product and the degree of damage. In the case of products for the automotive industry, repairs can often be carried out in motor vehicle workshops.

For safety-relevant components (e.g. brake systems), restrictions on repairability may also apply for safety reasons. The corresponding management approaches to technical and product compliance and safe mobility can be found in the Consumers and End-Users (ESRS S4) subchapter.

Waste and recyclable content

Waste diverted from disposal, in million t	2025
(1) Non-hazardous waste for reuse	0.000
(2) Non-hazardous waste for recycling	0.066
(3) Non-hazardous waste for other recovery operations	0.008
(4) Non-hazardous waste diverted from disposal	**0.075**
(5) Hazardous waste for reuse	0.000
(6) Hazardous waste for recycling	0.008
(7) Hazardous waste for other recovery operations	0.002
(8) Hazardous waste diverted from disposal	**0.010**
(9) Total waste diverted from disposal	**0.085**

Definitions, assumptions and calculation methods:

Overarching information for positions (1) – (9):

- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation. Additionally, the December waste for individual locations has been calculated in case the necessary data or receipts were not available at the time of reporting.*
- *Waste that contractually belongs to an external third party is not taken into account.*
- *Hazardous waste is considered following Annex III of Directive 2008/98/EC of the European Parliament and of the Council on waste*
- *Waste diverted from disposal contains construction waste. The recycling share of construction waste is based on an expert assessment.*
- *Non-hazardous waste considers waste which is not covered by the definition of hazardous waste.*

(1) Non-hazardous waste for reuse

- *Reuse refers to any process where products and components that are not waste are used again for the same purpose for which they were designed, without significant modification.*
- *The material intended for reuse does not end up in the waste register, rather it is immediately transferred to the appropriate materials storage facility.*
- *Consequently, no waste is generated that is intended for reuse.*

(2) Non-hazardous waste for recycling

- *Recycling is defined as any recovery process in which waste materials are reprocessed into products, materials or substances, whether for the original or another purpose.*

(3) Non-hazardous waste for other recovery operations

- *Other recovery operations include the generation or recovery of energy through incineration of waste that is to be used as fuel or other means to generate energy.*

(4) Non-hazardous waste diverted from disposal

- *Total of positions (1) to (3)*

(5) Hazardous waste for reuse
- *Reuse refers to any process where products and components that are not waste are used again for the same purpose for which they were designed, without significant modification.*
- *The material intended for reuse does not end up in the waste register, rather it is immediately transferred to the appropriate materials storage facility. Consequently, no waste is generated that is intended for reuse.*

(6) Hazardous waste for recycling
- *Recycling includes all recovery processes in which waste materials are reprocessed into products, materials or substances, whether for the original purpose or for another purpose.*

(7) Hazardous waste for other recovery operations
- *Other recovery operations include the generation or recovery of energy through incineration of waste that is to be used as fuel or other means to generate electric power or other forms of energy.*

(8) Hazardous waste diverted from disposal
- *Total of positions (5) to (7)*

(9) Total waste diverted from disposal
- *Total of positions (4) and (8)*

Waste directed to disposal, in million t	**2025**
(10) Non-hazardous waste for incineration	0.000
(11) Non-hazardous waste for landfill	0.003
(12) Non-hazardous waste for other disposal operations	0.000
(13) Non-hazardous waste directed to disposal	**0.004**
(14) Hazardous waste for incineration	0.001
(15) Hazardous waste for landfill	0.002
(16) Hazardous waste for other disposal operations	0.003
(17) Hazardous waste directed to disposal	**0.005**
(18) Total waste directed to disposal	**0.009**

Definitions, assumptions and calculation methods:
Overarching information for positions (10) – (18):
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation. Additionally, the December waste for individual locations has been calculated in case the necessary data or receipts were not available at the time of reporting.*
- *Waste that contractually belongs to an external third party is not taken into account.*
- *Hazardous waste is considered following Annex III of Directive 2008/98/EC of the European Parliament and of the Council on waste.*
- *Waste directed to disposal contains construction waste. The landfill share of construction waste is based on an expert assessment.*
- *Non-hazardous waste considers waste which is not covered by the definition of hazardous waste.*

(12) Non-hazardous waste for other disposal operations
- *Other disposal operations are defined as disposal activities that are not considered under incineration or landfill. This includes, for example, the pre-treatment of predominantly liquid and pasty special waste using a variety of chemical, thermal and physical processes to achieve an output suitable for disposal.*

(13) Non-hazardous waste directed to disposal
- *Total of positions (10) to (12)*

(16) Hazardous waste for other disposal operations
- *Other disposal operations are defined as disposal activities that are not considered under incineration or landfill. This includes, for example, the pre-treatment of predominantly liquid and pasty special waste using a variety of chemical, thermal and physical processes to achieve an output suitable for disposal.*

(17) Hazardous waste directed to disposal
- *Total of positions (14) to (16)*

(18) Total waste directed to disposal
- *Total of positions (13) and (17)*

Total waste generated	**2025**
Total amount of waste generated, in million t	0.094

Definitions, assumptions and calculation methods:
- *The metric comprises the total waste from all locations worldwide. Sold or discarded machines, wastewater and waste that contractually belongs to an external third party are not included.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*

Hazardous waste	**2025**
Total amount of hazardous waste, in million t	0.016

Definitions, assumptions and calculation methods:
- *Total of positions (8) and (17) from the tables "Waste diverted from disposal" and "Waste directed to disposal.".*
- *Waste that contractually belongs to an external third party is not taken into account.*

Radioactive waste	**2025**
Total amount of radioactive waste, in million t	0.000

Definitions, assumptions and calculation methods:
- *Radioactive waste is defined in Article 3(7) of Council Directive 2011/70/Euratom (Annex I).*
- *AUMOVIO does not generate any radioactive waste.*

Non-recycled waste	**2025**
Amount of non-recycled waste, in million t	0.020
Percentage of non-recycled waste, in %	20.9

Definitions, assumptions and calculation methods:
- *Amount of non-recycled waste.*
- *Total of positions (3), (7) and (18) from the tables "Waste diverted from disposal" and "Waste directed to disposal."*
- *Waste that contractually belongs to an external third party is not taken into account.*
- *Percentage of non-recycled waste.*
- *Amount of non-recycled waste divided by the amount of waste generated.*

Waste for recovery quota	**2025**
Waste for recovery quota, in %	91.4

Definitions, assumptions and calculation methods:
- *This metric is the total of hazardous and non-hazardous waste for recovery and energy recovery divided by the total volume of waste.*
- *Contrary to the amount of waste, construction waste is not included.*
- *The data is collected by the individual locations. For certain locations, modeled calculations are used considering the number of employees and the type of operation.*
- *The metric is entity-specific.*

Relevant waste streams are described in this section in the management approach to waste in own operations.

The materials contained in AUMOVIO's waste are largely determined by the specific resource inflows and are described in the management approaches in this section.

Disclosures in Accordance with the EU Taxonomy Regulation

The EU Taxonomy is a classification system for determining economic activities that qualify as environmentally sustainable. The following disclosures are the mandatory disclosures of AUMOVIO in accordance with Art. 8 of the EU Taxonomy Regulation (EU) 2020/852.

Specific Information on the Implementation of Disclosure Requirements in Accordance with the EU Taxonomy Regulation (EU) 2020/854

In line with the EU Taxonomy Regulation (EU) 2020/852, the Climate Delegated Act (EU) 2021/2139 and Environmental Delegated Act (EU) 2023/2486, companies must provide information on the eligibility and alignment of their activities with the EU Taxonomy with regard to the following environmental objectives:

– Climate change mitigation (CCM)
– Climate change adaptation (CCA)
– Sustainable use and protection of water and marine resources (WTR)
– Transition to a circular economy (CE)
– Pollution prevention and control (PPC)
– Protection and restoration of biodiversity and ecosystems (BIO)

The Commission Delegated Regulation (EU) 2023/2485 amending the Climate Delegated Act, which was published at the same time as the Environmental Delegated Act (EU) 2023/2486, amended the Climate Delegated Act. Besides amendments related to the existing activities for the two climate objectives, new economic activities were also included. This affects, among others, economic activity 3.18 (Manufacture of automotive and mobility components).

In 2025, the Commission Delegated Regulation (EU) 2025/4568 introduced simplifications in two key areas:

1. Amendments to the EU Taxonomy Regulation and its supplementing Regulation (EU) 2021/2178 to simplify the content and presentation of disclosures related to environmentally sustainable activities.
2. Amendments to both the Climate Delegated Act and Environmental Delegated Act to simplify certain technical screening criteria, particularly those assessing whether economic activities cause no significant harm to environmental objectives.

The Regulation was published on January 8, 2026, enters into force after 20 days and is applicable on a voluntary basis for fiscal 2025. However, AUMOVIO decided against application for the past fiscal year.

Despite the publication of FAQs by the European Commission, reporting under the EU Taxonomy continues to involve a degree of uncertainty for AUMOVIO.

This uncertainty stems largely from unclear and imprecise wording used in the regulations and notes related to the assessment of Taxonomy eligibility and especially Taxonomy alignment for economic activities relevant for AUMOVIO as well as to the calculation of key performance indicators for turnover, capital expenditure and operating expenditure.

As a result, these directives and instructions still leave room for interpretation from AUMOVIO's perspective.

In forming its interpretations, AUMOVIO takes into consideration – besides officially published documents – statements from industry associations in the supplier and automotive industries.

Taxonomy-Eligible Economic Activities

In the 2025 reporting year, AUMOVIO followed the same methodology for assessing Taxonomy eligibility as was used by the former parent company Continental AG.

All economic activities involved in the manufacture of automotive and mobility systems and components for road vehicles, including those beyond components for zero-tailpipe-emission vehicles, were allocated to category 3.18. AUMOVIO is of the opinion that the manufacture of all components, irrespective of the drive system, is Taxonomy-eligible for all vehicles belonging to the vehicle classes listed in the category. This classification is based on the fact that, from AUMOVIO's perspective, the activity designation does not entail any restrictions in terms of components, for example in relation to function or drive system, and the corresponding components, parts and systems are intended for use in road vehicles. While the qualification characteristic (criterion) contained in the description of activity 3.18 "essential contribution to environmental performance" is not exhaustively defined, it is, in AUMOVIO's view and based on the supporting documents of the European Commission (e.g. "A User Guide to Navigate the EU Taxonomy for Sustainable Activities" published in June 2023), part of the assessment of Taxonomy alignment and not Taxonomy eligibility.

The activities mentioned are not identified as Taxonomy-eligible under Annex II to the Climate Delegated Act (EU) 2021/2139 ("climate change adaptation" environmental target).

All other economic activities of AUMOVIO that are not included in the aforementioned economic activities have been classified as Taxonomy-non-eligible for the reporting year. Accordingly, AUMOVIO has not allocated any economic activities to the other environmental objectives under Annex I: Sustainable use and protection of water and marine resources, Annex II: Transition to a circular economy, Annex III: Pollution prevention and control or Annex IV: Protection and restoration of biodiversity and ecosystems of Commission Delegated Regulation (EU) 2023/2486.

We base the classification on the information publicly available at the time the report was prepared.

Taxonomy-eligible turnover

The information on turnover is prepared in accordance with section 1.1.1 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 and in compliance with IFRS accounting regulations (see tables at the end of this non-financial statement). The method of determination selected by AUMOVIO ensures that double counting is avoided.

A total sum of €17.7 billion was reported as Taxonomy-eligible turnover in the reporting year, which is equivalent to a 95.2% share of consolidated sales. The breakdown of Taxonomy-eligible turnover by category is shown in the tables at the end of this section.

Information on AUMOVIO's total sales (the denominator of the group calculation metric) can be found in the Consolidated Statement of Income in the Consolidated Financial Statements under Sales.

Taxonomy-eligible capital expenditure and operating expenditure

Taxonomy-eligible capital expenditure and operating expenditure have been compiled in accordance with the Delegated Regulation on Disclosure Obligations (EU) 2021/2178, taking into account the clarifications made by the European Commission in October 2022.

The figures for Taxonomy-eligible capital expenditure and operating expenditure under category a are allocations based on the proportion of Taxonomy-eligible turnover. For reasons connected to the business model, the equipment, machinery and buildings of AUMOVIO are thus used both for Taxonomy-eligible activities and for other activities.

The allocation takes place at business area level, and not at the level of individual locations, in order to avoid double counting, to take into account intercompany business and consolidation effects as well as to reflect the matrix structure of AUMOVIO. This allocation of turnover thus reflects the distribution of AUMOVIO's production. The Platform on Sustainable Finance also recommends such an approach to allocation in its report to the European Commission dated October 2022. For enabling activities, it states that capital expenditure and operating expenditure should be reported on the basis of their proportion of sales provided the activities are Taxonomy-eligible and that they do not include non-Taxonomy-eligible activities.

A total sum of €640 million was reported as Taxonomy-eligible capital expenditure in the reporting year, which is equivalent to a 95.2% share of total capital expenditure. The breakdown of Taxonomy-eligible capital expenditure by category is shown in the tables at the end of this sub-chapter.

The information on capital expenditure is prepared in accordance with section 1.1.2 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 and in compliance with IFRS accounting regulations. Information on AUMOVIO's

total capital expenditure can be found in Note 1 of the notes to the Consolidated Financial Statements. The information refers to capital expenditure in the intangible assets (Note 13), property, plant and equipment (Note 14), and leasing (Note 15) presented in the notes to the Consolidated Financial Statements.

Operating expenditure is defined in accordance with section 1.1.3 of Annex 1 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178 and has been calculated on an imputed basis as described above. For the denominator of the metric calculation for operating expenditure, AUMOVIO takes into account direct, non-capitalized costs incurred in the reporting year as a result of research and development (net), building renovation measures, short-term leasing, and maintenance and repairs.

A total sum of €2,403 million was reported as Taxonomy-eligible operating expenditure in the reporting year, which is equivalent to a 95.2% share of total operating expenditure. The breakdown of Taxonomy-eligible operating expenditure by category is shown in the tables at the end of this section.

AUMOVIO notes that, from its perspective, various interpretations with respect to the requirements concerning capital expenditure and operating expenditure, particularly for category c and for operating expenditure more generally, continue to result in uncertainty when determining Taxonomy-related information.

Taxonomy-Aligned Economic Activities

AUMOVIO evaluated the compliance of its Taxonomy-eligible activities under category 3.18 with the qualification characteristics and the fulfillment of additional criteria set out with regard to substantial contribution to climate change mitigation. From AUMOVIO's perspective, the qualification characteristic (criterion) in the description of activity 3.18 in the existing regulation leaves room for interpretation and therefore creates relevant uncertainty regarding the appropriate methodology for assessing whether a product is essential to delivering and improving the environmental performance of the vehicle. In view of this fact, AUMOVIO considers its products listed in European Commission Delegated Regulation (EU) 2023/2485 in recital 9 to be in line with the description of activity 3.18 and the qualification characteristic included in it. These products were taken into account in the further course of the Taxonomy alignment assessment.

However, consideration of the technical screening criteria for substantial contribution to climate change mitigation for activity 3.18 narrows the scope of products eligible for more in-depth analysis on the fulfillment of DNSH criteria to products to zero-tailpipe-emission vehicles.

According to the EU Taxonomy Regulation, only activities that fulfill the DNSH criteria relevant for their respective category can be classified as Taxonomy-aligned. The DNSH criteria for category 3.18 contain a pollution prevention and control criterion, which is explained in more detail in Annex C of European Commission Delegated Regulation (EU) 2023/2485.

The requirements of the EU Taxonomy for fulfilling the DNSH criterion mentioned above require the execution and documentation of substitution tests for some substances and thus go beyond the currently applicable framework provisions. At present, AUMOVIO's management systems do not provide sufficient information to fulfill these additional requirements of the EU Taxonomy with regard to monitoring the substances used and conducting substitution tests for the substances listed in Annex C. Therefore, these requirements cannot be substantiated by AUMOVIO. Following an internal analysis of the technical screening criteria and in view of the uncertainties related to their interpretation, AUMOVIO does not currently classify any activities in category 3.18 as Taxonomy-aligned.

Taxonomy-aligned turnover, capital expenditure and operating expenditure

Since AUMOVIO does not currently report any activities as Taxonomy-aligned, no Taxonomy-aligned capital expenditure or operating expenditure according to categories a and b are reported. Since no Taxonomy-eligible capital expenditure or operating expenditure under category c were identified, no Taxonomy-aligned capital expenditure or operating expenditure under category c are reported.

Information to Be Disclosed in Accordance with the EU Taxonomy Regulation

For the following overviews of Taxonomy information, it should be noted that these were prepared in accordance with the guidelines for the templates in Annex 2 to the Delegated Regulation on Disclosure Obligations (EU) 2021/2178. Given the uncertainties and interpretations of the Taxonomy Regulation, this note is relevant since it means, for example, that the designations as environmentally sustainable or non-environmentally sustainable activities only relate to the assessment as per the EU Taxonomy Regulation and not more generally.

Templates in Accordance with the EU Taxonomy Regulation

	Nuclear energy related activities	**Yes/No**
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	**Yes/No**
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Proportion of turnover from products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities – disclosure covering 2025

Financial year	2025			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code[1]	Turnover	Proportion of turnover 2025	Climate change mitigation	Climate change adaptation	Water	Poluution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Poluution	Circular economv	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2024	Category enabling activity	Category transitional activity
		€ millions	%	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE-ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1.)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which transitional		0	0.0%	0.0%													-		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of automotive and mobility components	CCM 3.18	17,660	95.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		17,660	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
A. Turnover of Taxonomy-eligible activities (A.1.+A.2.)		17,660	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		890	4.8%																
TOTAL (A + B)		18,550	100.0%																

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation 2023/2486 of the EU Commission of June 27, 2023. For the sake of simplicity, AUMOVIO uses the following terms synonymously outside of these tables: "economic activities" and "business activities", "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities", "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

1 The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

2 EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Proportion of capital expenditure for products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities – disclosure covering 2025

Financial year	2025			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code[1]	CapEx	Proportion of CapEx 2025	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, 2024	Category enabling activity	Category transitional activity
		€ millions	%	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (taxonomiekonform) (A.1.)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which transational		0	0.0%	0.0%													-		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of automotive and mobility components	CCM 3.18	640	95.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		640	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
A. CapEx of Taxonomy-eligible activities (A.1.+A.2.)		640	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)		32	4.8%																
TOTAL (A + B)		672	100.0%																

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation 2023/2486 of the EU Commission of June 27, 2023. For the sake of simplicity, AUMOVIO uses the following terms synonymously outside of these tables: "economic activities" and "business activities", "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities", "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

1 The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

2 EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Proportion of operating expenditure for products or services associated with Taxonomy-eligible and Taxonomy-aligned economic activities – disclosure covering 2025

Financial year	2025			Substantial contribution criteria						DNSH criteria (Does Not Significantly Harm)									
Economic activities	Code[1]	OpEx	Proportion of OpEx 2025	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, 2024	Category enabling activity	Category transitional activity
		€ millions	%	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (taxonomiekonform) (A.1.)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
of which transational		0	0.0%	0.0%													-		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of automotive and mobility components	CCM 3.18	2,403	95.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2.)		2,403	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
A. OpEx of Taxonomy-eligible activities (A.1.+A.2.)		2,403	95.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%								-		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		121	4.8%																
TOTAL (A + B)		2,525	100.0%																

The tables listed here are the "templates for KPIs of non-financial undertakings" as required by Annex V of Delegated Regulation 2023/2486 of the EU Commission of June 27, 2023. For the sake of simplicity, AUMOVIO uses the following terms synonymously outside of these tables: "economic activities" and "business activities", "environmentally sustainable activities (Taxonomy-aligned)" and "Taxonomy-aligned economic activities", "Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)" and "Taxonomy-eligible economic activities".

1 The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant annex covering the objective, i.e. here: climate change mitigation (CCM).

2 EL: Taxonomy-eligible activity for the relevant environmental objective; N/EL: Taxonomy-non-eligible activity for the relevant environmental objective.

Sustainability Report – Social Information

Own Workforce (ESRS S1)

Material Impacts, Risks and Opportunities Related to Own Workforce

AUMOVIO has assessed the potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) subchapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to own workforce were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

Further Information on the IRO Assessment in Relation to Own Workforce

In the IRO assessment, AUMOVIO identified both actual and potential positive and negative impacts on its own workforce in the topic areas of labor standards, employee engagement and organizational development, employee privacy, and occupational safety and health as described at the beginning of this subchapter. These impacts are associated with AUMOVIO's strategy and business model and relate in particular to countries, markets, industries and business activities that are critically or significantly exposed to such impacts.

The identified actual and potential impacts on own workforce are important for adapting the strategy and business model. The process for developing actions and strategic decisions based on the identified impacts is described as part of the management approaches.

As indicated by the respective descriptions, all identified risks result directly from identified actual and potential impacts as well as from the dependence on own workforce as an important intangible resource. They are also based on the breadth and diversity of countries, markets, industries and business activities in which AUMOVIO operates.

Therefore, the risks are inherently linked to AUMOVIO's strategy and business model.

The consolidation at group level of the assessment of the impacts, risks and opportunities for own workforce includes AUMOVIO's entire workforce. Links to business activities, the product portfolio and the value chain are taken into account where relevant.

In general, our activities have an actual or potential positive or negative impact on the entire workforce of AUMOVIO – both own employees and non-employees. The group of non-employees includes leased employees.

The IRO assessment led to a deeper understanding of which parts of the workforce are at greater risk of harm based on particular activities, contexts or characteristics. This understanding results in particular from the consideration of industry specifics, regional characteristics and potential discriminatory features as part of the IRO assessment, as described in the respective IROs.

AUMOVIO operates in many industries, countries and markets worldwide and is therefore also represented in regions where there is considerable potential for negative impacts with regard to child labor, in particular Brazil and India.

The same also applies to forced labor (including so called debt bondage), in particular in China, Mexico and India.

The assessment of the material negative impacts related to own workforce was integrated into the general impact, risk and opportunity assessment following the defined methodology (see the overview in the Material Impacts, Risks and Opportunities section in the General Disclosures (ESRS 2) subchapter).

The reported positive impacts on the workforce are related to the activities described under the management approach for the respective IRO cluster.

The material impacts on own workforce are not directly related to transformation resulting from our “climate action” strategic action field, such as the transition to zero-tailpipe-emission vehicles.

Material risks arising from the impacts and dependencies on own workforce relate to AUMOVIO’s entire workforce.

IROs and Management Approaches for Own Workforce

This section describes the management approaches that AUMOVIO pursues in order to address the material impacts on own workforce and the associated material risks. These are subdivided into the following areas: labor standards, employee engagement and organizational development, employee privacy, and occupational safety and health.

Labor standards

Labor standards	Description	Type of IRO	Value Chain	Time Horizon
	S1.1 Considering the countries, markets and business activities in which AUMOVIO operates, incidents related to inadequate wages within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.2 Considering the countries, markets and business activities in which AUMOVIO operates, incidents related to gender inequality and unequal pay for equal work within own operations could potentially occur.	Actual negative impact	Own operations	••
	S1.3 Considering the countries, markets and business activities in which AUMOVIO operates, incidents of discrimination due to gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion, beliefs or any other characteristics protected by applicable laws and regulations within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.4 Considering the markets and business activities in which AUMOVIO operates, incidents of forced labor and modern slavery (including debt bondage) within own operations could potentially occur.	Potential negative impact	Own operations	••
	S1.5 Considering the markets and business activities in which AUMOVIO operates, incidents related to child labor and young workers within own operations could potentially occur.	Potential negative impact	Own operations	•
	S1.6 With its implemented remuneration systems, AUMOVIO could potentially have a positive impact on the market environment by paying adequate wages if it is assumed that this could put pressure on other market participants to also pay adequate wages.	Potential positive impact	Own operations	•
	S1.7 With its implemented remuneration systems, AUMOVIO could potentially have a positive impact on the market environment by enforcing gender equality and equal pay for equal work if it is assumed that this could put pressure on other market participants to also enforce gender equality and equal pay for equal work.	Potential positive impact	Own operations	•
	S1.8 AUMOVIO's business is exposed to working condition-related regulations, standards, requirements and contractual agreements with customers that could result in higher operating costs (e.g. labor costs).	Risk	Own operations	••
	S1.9 If serious incidents related to forced labor, child labor, employee privacy or other human rights in own operations occur, AUMOVIO could face potential product boycotts that lead to sales losses in the respective business activities.	Risk	Own operations	••
	S1.10 AUMOVIO falls under various regulations, standards and related sanction schemes regarding discrimination in own operations. If requirements are not adequately managed and due diligence processes fail, AUMOVIO could face fines, penalties, remedy costs or business on hold for the respective business activity.	Risk	Own operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO has defined an approach for managing labor standards for its own workforce as part of its Sustainability Due Diligence System (Sus DD System). This approach is intended to prevent and reduce actual and potential negative impacts and risks, as well as strengthen positive impacts, with regard to working time, discrimination, forced labor, child labor, adequate wages, fair pay, and other human rights and working conditions. In line with these labor standards, AUMOVIO aims to provide fair pay for all employees, as anchored in the sustainability protected rights. Under these protected rights, remuneration paid to employees must comply with all applicable wage laws and regulations, including those relating to minimum wages, living wages, overtime hours and legally mandated benefits. Employees should be compensated for overtime in a reasonable way, in compliance with local laws and regulations. Deductions from wages as a disciplinary measure are not permitted. Furthermore, for each pay period, employees should receive a timely and understandable wage statement that includes sufficient information to verify accurate remuneration for work performed.

AUMOVIO is committed to fostering a culture of fairness, well-being and engagement for an empowered workforce. As part of the SUS DD System, AUMOVIO has implemented Sustainability Protected Rights in the area of labor standards, including no child labor, fair payment, equal treatment, no forced labor or modern slavery, freedom of association and adequate working conditions, including reasonable working time.

With the specific protected right for equal treatment, AUMOVIO is committed to creating a working environment that is free from discrimination, including harassment, in any form. This is an integral part of the management system and is supported by dedicated diversity management aimed at promoting equal opportunities and advancing diversity and inclusion.

The protected right explicitly refers to the creation of a working environment free from any form of discrimination based on gender, age, race, skin color, health status, disability, social or ethnic origin, nationality, sexual orientation, political opinion, religion, beliefs or any other characteristics protected by applicable laws or regulations.

The topic of inclusion and actions for people from vulnerable groups of employees is also covered by this protected right.

The management approach additionally covers the prevention of potential trafficking in human beings, forced labor or compulsory labor, and child labor. AUMOVIO firmly rejects any form of child labor and does not employ people under the age of 15, the age at which compulsory schooling ends, or the applicable country's minimum age for employment – whichever is higher. Young employees under the age of 18 must be treated with special diligence. AUMOVIO also firmly rejects any form of forced labor, modern slavery, debt bondage, trafficking in human beings or any other form of labor not performed voluntarily. Workers must be provided with documented employment terms or an offer of employment in a language they are able to understand. Migrant workers must be treated with special diligence.

The management approach directly covers AUMOVIO's own workforce, while the Sustainability Protected Rights also include non-employees.

Overall accountability for the SUS DD System, including the Sustainability Protected Rights for labor standards, lies with the Executive Board. The latter has appointed a human rights officer who manages the system. The specific human relations (HR) frameworks for labor standards are defined and implemented by the respective HR departments in accordance with the company structure. Responsibility for implementation of labor standards lies with the management of the respective legal entities.

The SUS DD System comprises a comprehensive set of processes designed to ensure the effective management of labor standards, including working time, discrimination, forced labor, child labor, adequate wages, fair pay, and other human rights and working conditions. These processes include strategy development and implementation, regulations interpretation, impact and risk management, grievance management (including whistleblowing) and training. To monitor the effectiveness of the system, a multi-stage control process based on the Three Lines Model has been established. The first line consists of local operational HR departments which implement operational tasks at the business and location level in accordance with the SUS DD System and associated HR rules. The second line, represented by non-operational HR departments and roles, oversees the system, roles, responsibilities and their effectiveness. The third line is Group Internal Audit, whose remit includes conducting a risk-based review of the adequacy and effectiveness of the SUS DD System. In 2025, the protected right of working conditions including working hours was reviewed in accordance with risk-based audit planning.

Specific prevention and remediation actions are defined for the respective Sustainability Protected Rights in the area of labor standards and are implemented by the legal entities. These include self-assessments, the implementation of appropriate rules and instructions, careful analysis of the working environment to identify potential negative impacts, the introduction of improvement measures and control mechanisms, and raising awareness, particularly among managers.

Adequate wages and fair pay are explicitly addressed within the SUS DD System as part of the applicable labor standards. AUMOVIO's general remuneration processes involve employee representatives and consider market benchmarks to prevent inadequate wages. Additional prevention and remediation actions include regularly verifying compliance with national or local legislation, clearly communicating remuneration principles to employees, ensuring timely and regular payments, and reviewing and updating benchmarks as needed. Employees must receive understandable wage statements for each pay period, providing sufficient information to verify accurate compensation. Overtime compensation must comply with local laws and be reasonable, and wage deductions as a disciplinary measure are prohibited.

The effectiveness of these processes is monitored through an annual review of the SUS DD System by the Executive Board, which evaluates the system – including labor standards processes – for adequacy, effectiveness and potential improvements. The SUS DD System is also integrated into AUMOVIO's overarching internal control system, risk management system and compliance management system. The effectiveness of the management approach to adequate wages can additionally be measured using the specific metric "Own employees who did not receive an adequate wage (in %)" (see the Adequate wages section).

In line with the Sustainability Protected Rights, the SUS DD System also defines the framework for taking remediation actions in own operations. All identified violations must be addressed promptly, and remediation actions must be implemented without delay. These actions are designed not only to end the violation but also to ensure that similar issues are prevented in the future.

The SUS DD System and the general processes of the whistleblowing system define specific processes to prevent discrimination and outline the actions to be taken if incidents are identified, as described in the Business Conduct and Corporate Governance (ESRS G1) subchapter. The subsidiaries are instructed to ensure non-discriminatory practices for all employees at every stage of employment, from recruitment, through remuneration, training and promotions, to termination and retirement.

The SUS DD System is formalized by a dedicated rule. This forms the overarching framework and serves as the basis for further rules, defining the working standards in greater detail. They are complemented by special processes that are focused on diversity and belonging. Additionally, respect for human rights and fair working conditions are embedded in AUMOVIO's Code of Conduct, which forms the basis for collaboration among all employees.

AUMOVIO's management approach to respect for human rights and labor standards is in line with both international frameworks and local regulations. These include the internationally recognized conventions on human rights, such as the United Nations Guiding Principles on Business and Human Rights.

AUMOVIO's management approach to respect for human rights and labor standards follows applicable local laws and is also in line with the key points of the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Thus, AUMOVIO's Sustainability Protected Rights serve as a global minimum standard for all AUMOVIO locations and form the basis for compliance with local laws and regulations. Monitoring adherence to these standards is anchored in the SUS DD System review process, including a revision of its rules and processes if required.

The most important stakeholder perspective to be considered in the management approach to labor standards is the perspective of employees. AUMOVIO has established various formats to incorporate their interests into the management system. These include involving the respective works councils and employee representatives as well as topic-specific workshops and conferences, which are defined as actions in the labor standards rules. Another format is regular employee surveys, which in 2025 were conducted in the form of "pulse checks" as part of the spin-off activities. The surveys ask AUMOVIO's employees about different topics related to the company's transformation, including engagement, strategy, commitment and leadership. The integration of these interests into the system is carried out as part of the annual review process.

To ensure a comprehensive understanding and engagement related to labor standards within the organization, AUMOVIO communicates the management approach through diverse channels. These include our website and internal communication platforms that provide training and information. In addition, posters and on-site training courses make relevant information available to employees who do not have access to the IT infrastructure. Through integration into the onboarding process, new employees are familiarized with these standards from the outset.

Furthermore, stakeholders involved in implementing the management approach have clearly defined roles within the SUS DD System and are trained in their associated responsibilities to enable effective collaboration and execution of the management approach.

Employee engagement and organizational development

Employee engagement & organizational development	Description	Type of IRO	Value Chain	Time Horizon
	S1.11 The automotive industry and thus AUMOVIO's business is undergoing a significant transformation. This involves managing additional tasks with fewer positions, reduced workplace flexibility and the adoption of shift models, potentially resulting in negative impacts on employees' work-life balance if not managed carefully. This impact excludes working time.	Potential negative impact	Own operations	•
	S1.12 The automotive industry and thus AUMOVIO's business is undergoing a significant transformation, including transformation projects, site closures and restructuring, which could potentially result in negative impacts on employees' job security.	Potential negative impact	Own operations	•
	S1.13 AUMOVIO creates jobs and provides secure employment and qualifications in countries, markets and certain business activities, potentially resulting in a positive impact for employees and local markets.	Potential positive impact	Own operations	•
	S1.14 AUMOVIO maintains social dialogue through various channels and takes into account the representation of its own workforce as well as employee engagement, for example in the form of employee surveys, potentially resulting in a positive impact on its employees and their representatives.	Potential positive impact	Own operations	•
	S1.15 The implemented training and skills development programs for AUMOVIO's own workforce could potentially have a positive impact on its own workforce and on the market environment, as this could put pressure on other market participants to also offer training and measures for skill developments on this scale.	Potential positive impact	Own operations	•
	S1.16 AUMOVIO operates in markets with strong competition, in particular for skilled workers. If the company does not succeed in recruiting, retaining and training qualified employees or managing employee turnover appropriately, this could lead to business interruptions and productivity losses in the respective business activities.	Risk	Own operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

At AUMOVIO, employee engagement and organizational development are central to our sustainability strategy. We believe that secure employment, a good working environment and opportunities for growth are essential to building an empowered workforce that can successfully navigate the transformation of our industry.

There was an increased need for social dialogue in 2025, as AUMOVIO was spun off as an independent company from the former parent company Continental AG. The spin-off impacted AUMOVIO's workforce, affecting employees in the central functions in particular. Through our management approach, we strive to shape the transition of our industries in close collaboration with employees, ensuring that economic and social needs are balanced. This dialogue fosters trust and provides a platform for developing solutions together to address future challenges.

Creating a good working environment for the employees is a priority for AUMOVIO. We are committed to establishing working conditions that support work-life balance and promoting flexibility and well-being for all employees, regardless of their working time model. In doing so, we consider the specific requirements of the diverse markets in which we operate and the different types of activities performed. A particular focus is placed on addressing the challenges faced by employees working in shift models, where balancing professional and personal life can be especially demanding.

To prepare our workforce for the future, AUMOVIO promotes continuous learning and development. We provide opportunities for employees to acquire new skills and adapt to evolving requirements, which can reduce the risk of skill gaps and potential business interruptions.

The management approach covers all of AUMOVIO's own employees, with varying areas of focus depending on the respective work models.

Employee matters and social dialogue are primarily regulated by labor law, which forms the basis for defining the formal accountability for our management approach. This includes the responsibilities of the Supervisory Board, the Executive Board, the management boards of AUMOVIO's legal entities and co-determination bodies such as works councils.

Overall accountability for the governance framework lies with the Executive Board. Governance of specific actions and frameworks is managed by non-operational HR functions, while operational local HR departments and managers are responsible for implementation in accordance with the company structure.

Accountability for training and skills development, including related tools and the learning landscape, also lies with HR functions across the organization. The frameworks for specific training – such as those related to safety, health and compliance – are defined by the respective functions. Skills development measures are implemented under the management responsibility of the respective legal entities.

Social dialogue and employee engagement are managed through a variety of processes. Formalized mechanisms include employee representation through works councils or similar structures, and regular employee surveys, which in 2025 were conducted in the form of brief questionnaires called "pulse checks."

In addition, AUMOVIO fosters dialogue through townhall meetings, networks, open calls and online platforms.

To ensure secure employment, AUMOVIO has implemented processes, projects and measures that mitigate the negative impacts of transformation while creating positive impacts such as job creation and upskilling. Key elements include:

- Contract design focused on long-term offers, complemented by flexible working time, mobile work options and other benefits to proactively reduce turnover.
- Future readiness through opportunities that prepare employees for the job market of tomorrow.
- Internal mobility supported by a global internal job market.
- External transitions, particularly in Germany, where transformation is significant due to digitalization and technological change.

Flexibility and employee benefits are another part of our approach. AUMOVIO also offers various working time models, sabbaticals, family-related leave (including legally regulated parental leave) and partial retirement. Additional benefits include childcare services and sports programs at select locations. We are actively expanding flexible work options and involving production-facing employees in this process. For shift models, dedicated processes aligned with local laws enable greater flexibility. Implementation varies by location to reflect local needs and regulations.

Training and skills development are supported by AUMOVIO's comprehensive learning landscape. This framework includes function- and business-specific training to meet regulatory and operational needs, as well as overarching programs such as leadership development. A dedicated learning platform is used to disseminate these offerings, and additionally categorizes them by topic and manages training allocation. It also enables monitoring of individual programs. Alignment on training needs is an integral part of the employee-supervisor dialogue, ensuring personalized development through standardized processes.

The effectiveness of these approaches is assessed through multiple channels:

- Employee survey, which gathers feedback on engagement, flexibility, work-life balance and stress levels.
- HR processes and metrics such as percentage of employees covered by employee representation and employee turnover.
- Platform-supported monitoring of participation in training courses and progress achieved, as well as active collection of feedback on completed training units.

The processes are governed by AUMOVIO's internal HR rules and by-laws, agreements with works councils and country-specific regulations in adherence with local laws. Actions to improve work-life balance are defined through dedicated internal frameworks and localized rules, supported by a comprehensive set of guidelines, tools, methods and upskilling initiatives to promote flexible work models across the organization. Training and skills development are also anchored in specific HR rules, ensuring a structured framework for continuous learning.

Key aspects of secure employment and social dialogue are primarily governed by local laws, regulations and regulatory provisions. Our practices for promoting a healthy work-life balance are based on research findings and recognized best practices rather than specific external standards.

Social dialogue is, by definition, an interest-based exchange with employees and their representatives. AUMOVIO systematically considers employee interests through formalized mechanisms such as co-determination practices, including employee representation on the Supervisory Board, the involvement of the Group Works Council in relevant decision-making processes, and close collaboration with works councils at various levels.

Additional channels include regular feedback processes integrated into engagement formats and training courses, as well as regular employee surveys conducted as “pulse checks.” These gather employee opinions on topics such as commitment, strategy, engagement and leadership. Survey results are recorded, consolidated and analyzed through an established process, providing actionable insights for continuous improvement.

Beyond these formal structures, AUMOVIO fosters transparency and dialogue through townhall meetings, networks, open calls and online platforms. Employees are the most important stakeholders in the area of training and skills development. Their interests are addressed through feedback on training materials, topic-specific learning communities on internal platforms, and regular employee-supervisor dialogue to align individual development needs with available opportunities.

AUMOVIO uses a wide range of communication and dialogue formats such as townhall meetings to foster transparency and engagement. Information on secure employment, social dialogue and flexibility measures is shared through established internal communication channels, often in the context of ongoing restructuring. This includes intranet, newsletters and dedicated channels managed by local works councils, as well as on-site communication to reach employees without IT access.

For training and skills development, employees have access to a dedicated learning platform that provides an overview of available programs and categorizes these by topic. In addition, topic-specific learning communities offer targeted information for employees in specific areas. These platforms, along with local communication channels, ensure that all employees can access relevant information at any time. AUMOVIO also uses its communication channels to share guidance on improving work-life balance, complementing the broader engagement and development initiatives.

Employee privacy

Employee privacy	Description	Type of IRO	Value Chain	Time Horizon
	S1.17 Considering the size of AUMOVIO’s workforce and the amount of sensitive data being processed, incidents related to the infringement of own employees’ privacy rights may occur.	Potential negative impact	Own operations	•
	S1.18 AUMOVIO falls under various regulations, standards and related sanction schemes regarding the protection of employee's privacy. If requirements are not adequately managed and due diligence processes fail, AUMOVIO could face fines, penalties, remedy costs or business on hold for the respective business activity..	Risk	Own operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

To protect employee data, AUMOVIO has established a corporate-wide management approach that addresses compliance with data protection regulations, minimizing the risk of data breaches, safeguarding personal data and promoting awareness of data protection within the company. AUMOVIO thereby aims to ensure that personal data is processed worldwide in accordance with the following general data protection principles: lawfulness, fairness, transparency, purpose limitation, data minimization, accuracy and time-limited storage.

The management approach covers AUMOVIO’s own employees as well as the personal data relating to potential or former employees, customers, suppliers, other business partners, interested parties and other affected parties.

In accordance with the General Data Protection Regulation (GDPR), responsibility for compliance with data protection requirements lies with the management of the respective AUMOVIO company, which determines the purposes and essential means of processing personal data. Employees and functions at all levels that process personal data act under the supervision of the responsible company and are responsible for compliance with the applicable directives, guidelines and instructions. The Privacy central function is responsible for defining and implementing the data protection management framework. The Head of Privacy and regional compliance officers also support the companies with implementation.

The processes for implementing and monitoring the management approach include the following steps as part of our data protection program: secure collection, processing, storage and disposal of data. To ensure that data is protected throughout these steps, AUMOVIO has implemented technical and organizational measures such as encryption of sensitive data or access controls to protect data from unauthorized access. Furthermore, AUMOVIO adheres to the principle of data minimization, meaning it only collects and processes the data necessary for specific purposes. A regular privacy impact assessment is used to identify critical areas for action and initiate appropriate actions based on the results. Another key process within the data protection program is regular training of employees on data protection.

The management approach is based on the national data protection regulations of the countries in which AUMOVIO operates, and is intended to ensure appropriate application of data protection worldwide in accordance with the applicable statutory provisions.

To monitor the effectiveness of the program, questions on data protection are included in both the regular audit questionnaire and the risk assessment questionnaire. The results of the evaluation are reported by the Chief Data Compliance Officer to the respective management as well as to the Executive Board.

Data protection is an integral part of the Code of Conduct for employees and is thus firmly anchored in the foundation of cooperation at AUMOVIO.

This approach serves to ensure compliance with the data protection regulations relevant to AUMOVIO, such as the EU General Data Protection Regulation.

By definition, the most important stakeholders with regard to employee privacy are AUMOVIO's employees. Their interests are defined in the relevant data protection laws. Concerns or complaints can be submitted via the channels provided for this purpose. The Head of Privacy and central Privacy Officer are supported by regional compliance officers in their efforts to ensure that these concerns are taken into account and integrated into the management approach.

AUMOVIO informs employees about data protection measures and processes through internal communication channels. The Compliance & Security department manages dedicated formats, including topic-specific information pages, an internal newsletter and regular training sessions to keep employees informed and engaged. Additionally, stakeholders involved in implementing the management approach receive specialized training and information through structured meeting formats and relevant rule documents.

Occupational safety and health

Occupational safety & health	Description	Type of IRO	Value Chain	Time Horizon
	S1.19AUMOVIO operates in an industry where employees are exposed to numerous sources of mental health hazards, potentially resulting in negative impacts on their mental health.	Potential negative impact	Own operations	•
	S1.20 AUMOVIO's employees are exposed to numerous potential sources of physical health hazards, particularly the use of machinery, handling of hazardous substances and ergonomics, which resulted in a certain number of recorded accidents and incidents related to the physical health of own workforce in 2025.	Potential negative impact	Own operations	•

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO has established a comprehensive management system for occupational safety and health in order to mitigate the impacts on employees in relation to health hazards such as the use of machinery, handling of substances of concern, ergonomics and psychosocial hazards. The system is aimed at implementing prevention actions and eliminating hazards to ensure the well-being of all employees.

The management approach covers AUMOVIO's own employees directly and non-employees indirectly.

Accountability for the occupational safety and health management approach lies with the management of the respective legal entities, as legally required in most countries. The framework for occupational safety and health is defined by the safety and health organization, which also provides support with implementation. Responsibility for implementing occupational safety and health matters is delegated to the location managers who are supported by dedicated environment, safety and health (ESH) managers. Oversight of the overall management approach is exercised by the Executive Board. Furthermore, individual accountability plays a crucial role, as every supervisor and employee has a personal responsibility to uphold safety and health practices in their respective function.

Occupational safety and health matters are managed through AUMOVIO's ISO 45001-compliant occupational safety and health management system, which comprises processes and programs for complying with safety and health requirements for all locations.

Key elements of this system include specific processes that define organization, implementation, reporting and training for relevant safety and health topics such as occupational safety, health management, occupational medicine, ergonomics in the workplace and handling of substances of concern (see also the management approach to Substances of concern and substances of very high concern in the Pollution (ESRS E2) subchapter).

The processes include the establishment of a clear structure for allocating resources and defining roles and responsibilities within the organization, risk and impact management for identifying and mitigating potential hazards, consistent and transparent communication, as well as training and skills development for employees on individual topics. Prevention actions are implemented on a site-specific basis in line with the overall processes.

Reporting processes have been introduced to monitor the system, and internal audits are carried out on a regular basis. To support this monitoring, AUMOVIO has implemented targeted programs, such as its internal safety and health management system audits, to control compliance with internal standards and identify opportunities for improvement. Furthermore, external ISO 45001 certifications validate the effectiveness of the management system at many locations. In addition, AUMOVIO monitors the effectiveness of the management system with different metrics reported in the respective sections, such as occupational safety and health management system certification (ISO 45001 or similar), employee coverage or sickness rate.

The occupational safety and health management system also includes dedicated management of incidents in the workplace.

The specific processes, responsibilities and monitoring measures are defined in the rules governing occupational safety and health. The location-specific occupational safety and health management systems further specify the requirements in relation to local needs.

When developing and implementing its management approach, AUMOVIO considers a variety of external standards and commitments to create alignment with international best practices and legal requirements. Besides ISO 45001 as the international standard for occupational safety and health management systems, these include frameworks and standards such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other relevant human rights frameworks as outlined in the management approach to labor standards.

AUMOVIO considers its employees' interests in alignment with both internal and external requirements. For this purpose, employees and their representatives are involved in the relevant processes to incorporate their perspectives, for example through ESH committees or consultations with works councils.

To maintain transparency across all levels of the organization, the management approach is communicated via AUMOVIO's internal communication platforms. These channels are also actively used to share information with employees on topics such as ergonomics or mental health and to provide them with personal tools. Another important component is training on occupational safety and health, which additionally includes mandatory training courses for employees and supervisors. These are either conducted on site or can be accessed via AUMOVIO's learning platform as presented in the management approach to employee engagement and organizational development. For additional local communication, the ESH managers identify and assess the local requirements and advise the location managers.

Processes for engaging with own workers and workers' representatives about impacts

AUMOVIO uses various channels to engage with employees in its own workforce. This engagement is part of the continuous development of the described management approaches. The general process for incorporating the perspectives of its own workforce into the strategy is described in the Consideration of stakeholder interests and views section in the General Disclosures (ESRS 2) subchapter of this sustainability report.

AUMOVIO has a comprehensive internal communication system that includes networks to exchange information and experiences as well as newsletters, webcasts and townhall formats to keep employees informed. An important format for engaging with the workforce and gaining insights into their interests is the regular employee survey, which in 2025 was conducted as short surveys known as "pulse checks." These surveys gather feedback on different topics such as engagement, strategy, commitment and leadership. These overarching channels are complimented by local communication.

Additionally, AUMOVIO is in constant dialogue with employee representatives. In Germany, employee representatives are part of AUMOVIO SE's Supervisory Board. Employees are also represented by local works councils or similar bodies so their interests can be taken into account in strategic decisions and processes wherever possible.

Engagement with employees therefore takes place both directly and indirectly via employee representatives.

The network channels described are continuously open for engagement, while formats such as webcasts are held on an ad hoc basis.

AUMOVIO has established dedicated networks to engage with marginalized groups in its own workforce.

The channels are managed by AUMOVIO's HR and communication departments across the organization. The Executive Board member for Human Relations has overarching responsibility and is informed by the departments on employees matters.

An important tool for measuring the effectiveness of engagement is the employee survey, which in 2025 was conducted while AUMOVIO was still part of the Continental Group. This survey records feedback on communication and employee commitment. A similar employee survey is to be conducted at AUMOVIO in fiscal 2026. Preparations for development of the survey began back in fiscal 2025. The communication channels also include direct feedback options. Furthermore, the metric on the percentage of employees covered by employee representation serves as an indicator for social dialogue coverage.

Processes to remediate negative impacts and channels for own workforce to raise concerns

Grievance channels for own workforce

AUMOVIO has established dedicated mechanisms to enable its own workforce to raise concerns.

These are part of a comprehensive whistleblowing system that comprises three channels: an integrity portal, an integrity hotline and an integrity email address, as described in more detail in the Business Conduct and Corporate Governance (ESRS G1) subchapter of this sustainability report. Employees as well as third parties outside AUMOVIO can use these channels to report violations of legal regulations, fundamental values and ethical standards. The platform and hotline are managed by a third-party service provider. The integrity email address is managed directly by the AUMOVIO case management team.

The channels are explicitly open for all employee matters.

The integrity channels can be accessed via our website, internal communication channels or an international phone hotline. They are available worldwide in many different languages and accessible 24/7, creating broad availability by overcoming barriers such as time zones and languages.

To raise awareness of the whistleblowing system, AUMOVIO has implemented various channels and formats, including intranet articles and formats, compliance newsletters, mandatory training and local on-site communication. AUMOVIO does not explicitly assess the extent to which its own workforce is aware of these channels and places its trust in them.

To protect users of the whistleblowing system, information on all kinds of potential violations can be reported anonymously. Reporting and investigation information is treated confidentially in accordance with applicable laws throughout the entire case management process. The whistleblowing process complies with the German Whistleblower Protection Act and relevant international legislation.

The whistleblowing system is governed by a dedicated rule that defines roles and responsibilities along the process steps of reporting, report administration and substantiation, investigation and sanctioning – in an end-to-end process. Case management will also be subject to internal audits. In addition, AUMOVIO's publicly available rules of procedure provide transparency on the handling of cases. Furthermore, AUMOVIO's employees take part in mandatory training on the topic of whistleblowing.

Remediation processes

When complaints are received via the whistleblowing channels or through audit findings, AUMOVIO follows a structured process to investigate and address the respective cases. Remedial actions must be implemented in due time and must be aligned with AUMOVIO's frameworks. Based on these frameworks, the respective legal entities must implement actions to resolve the violation effectively and prevent similar incidents in the future. The remediation actions related to submitted cases are tracked via compliance case management software. Relevant information, including on tracking effectiveness, can be found in the Business Conduct and Corporate Governance (ESRS G1) subchapter, in the management approach to business conduct, corporate governance and corporate culture, and in the Prevention and detection of corruption and bribery subsection, which describes the whistleblowing system in detail.

Targets Related to Own Workforce

With regard to its own workforce, AUMOVIO has set itself time-bound targets related to reducing the accident rate and the continually high level of engagement among own employees. The target for engagement among own employees will apply from 2026.

Occupational health and safety are an integral part of AUMOVIO's responsibility to ensure the physical and mental integrity of our employees. The creation of safe and healthy working conditions is of central importance here. Reducing the accident rate focuses on prevention actions that are designed specifically to prevent work-related injuries and eliminate hazards. The accident rate is defined as the number of work-related accidents resulting in days of absence from work per 1 million working hours.

We have set ourselves the public sustainability target of reducing the accident rate to 0.8 by 2030.

The interim target for the 2030 target is to reduce the accident rate to 0.9 by 2027.

The scope of the target includes the own employees and subsidiaries worldwide.

The target addresses the creation of safe and healthy working conditions and prevention actions, in particular to counteract the effects and risks associated with health hazards. The corresponding processes are described in the management approach for occupational health and safety. Indirectly, the target also addresses employee engagement and organizational development, with a focus on developing skills and awareness.

Progress in achieving the target is measured using the metric "Accident rate of work-related accidents with lost work days (number of accidents per 1 million working hours)."

This metric is subject to continuous monitoring and reported at least once a year.

The target was defined based on different internal calculations, taking into account the related challenges as well as potential. The metric is calculated according to a defined methodology and has been collected for several years.

AUMOVIO has set up a special EHS community in which EHS managers can exchange best practices and insights between different teams across organizational levels, and lessons learned are made available to all employees in a database set up specifically for this purpose. This serves to promote the continuous improvement of AUMOVIO's overall safety efforts.

Employee representatives were actively informed about the target-setting process and its result.

The involvement of the affected interest groups, identification of lessons learned and potential for improvement, for example via networks, is presented in the key actions for target achievement.

The target was set for the first time in 2025 and was not changed during the reporting period.

Key Actions for Target Achievement

The key actions to implement the accident rate target include a set of prevention initiatives and programs that are rolled out via the comprehensive occupational health and safety management system. Given the nature of the target, promoting safety awareness is also an important management task in addition to the key actions.

When defining appropriate actions, AUMOVIO took into account the context of the automotive industry and megatrends as well as previous years' data on the effectiveness of applied actions and their impact on the development curve.

The defined levers that have been implemented to achieve the target of reducing the accident rate focus on prevention actions to avoid work-related injuries. This includes a comprehensive incident management tool for analyzing incidents that occur, as well as regular meetings to discuss common causes. The knowledge gained from this can be used to define additional individual prevention actions. Furthermore, the technical safety standards are subject to continuous review and reinforcement, particularly for high-risk activities. In order to foster a culture of safety and safe behavior, AUMOVIO plans to introduce a program to promote safety awareness for leaders as well as programs to promote safe behavior.

These actions are aimed not only at achieving the target, but also at increasing safety awareness among employees in general.

By mitigating the underlying negative impacts, it is assumed that the actions also mitigate to some extent the potential risks arising for the company from possible incidents.

No material positive impacts related to occupational safety and health were identified.

Additionally, no material opportunities were identified.

Key resources for the action plan include the expenditure for the incident management tool.

The actions related to the target for the accident rate support the management approach to occupational safety and health by striving to reduce potential negative impacts on own workforce, also in the event of conflicting economic and social interests.

The key actions focus on all our own employees worldwide. Due to the nature of the prevention measures, other employees are also involved on an indirect basis.

The actions include short-, medium- and long-term measures.

The key actions for target achievement are not directly related to a specific remedial process. Where relevant, remediation actions are based on the general processes, as described for the whistleblowing system.

The effectiveness of the actions in terms of impacts and risks is measured indirectly through the target achievement progress.

Capital expenditures and operating expenditures for key actions to achieve the target related to the own workforce

OpEx for key actions	2025
OpEx for key actions to achieve the target related to own workforce, in € millions	0.1

Definitions, assumptions and calculation methods:
- *The data for operating expenditure (OpEx) related to preventive measures and initiatives to increase safety awareness is collected by the legal entities of AUMOVIO.*

Planned OpEx for key actions	Next 5 years
Planned OpEx for key actions to achieve the target related to own workforce, in € millions	0.7

Definitions, assumptions and calculation methods:
- *The time horizon applied is in line with the approved long-term planning over a period of five years, in line with financial planning.*
- *The data for operating expenditure (OpEx) related to preventive measures and initiatives to increase safety awareness is collected at group level based on the operating expenditure incurred in the reporting year in accordance with the table above.*

CapEx for key actions	2025
CapEx for key actions to achieve the target related to own workforce, in € millions	0

Definitions, assumptions and calculation methods:
- *The data for capital expenditure (CapEx) related to preventive measures and initiatives to increase safety awareness is collected by the legal entities of AUMOVIO.*

Planned CapEx for key actions	Next 5 years
Planned CapEx for key actions to achieve the target related to own workforce, in € millions	0

Definitions, assumptions and calculation methods:
- *The time horizon applied is in line with the approved long-term planning.*
- *The data for capital expenditure (CapEx) related to preventive measures and initiatives to increase safety awareness is collected at group level based on the operating expenditure incurred in the reporting year in accordance with the table above.*

Metrics Related to Own Workforce

Characteristics of the company's employees

Own employees (headcount)

In the economic report within the management report, the number of employees is disclosed under the Employees subsection in the Earnings, Financial and Net Assets Position section. It should be noted that the two metrics differ in terms of their definition.

Own employees by gender (as at 31.12.)	Headcount
Male	52,707
Female	26,359
Other	-
Not reported	2
Total number of own employees	**79,068**

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. The gender "Other" includes employees who identify as non-binary or have not provided any information.*
- *The data is collected by the legal entities of AUMOVIO.*

Average number of own employees	Headcount
Average number of own employees	83,445

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *The average is the total headcount at the end of each month divided by 12.*
- *The data is collected by the legal entities of AUMOVIO.*

Countries in which AUMOVIO employs >10% of the total number of own employees	Female	Male	Other	Not reported	**Total**
Germany	3,617	12,463	0	1	16,081
Mexico	5,185	6,321	0	0	11,506
Romania	4,242	7,496	0	0	11,738
China	3,792	5,578	0	0	9,370

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *The data is collected by the legal entities of AUMOVIO.*

Own employees by type of contract	Female	Male	Other	Not reported	**Total**
Employees	26,359	52,707	0	2	79,068
Employees with permanent employment	24,678	49,623	0	2	74,303
Employees with temporary employment	1,664	3,101	0	0	4,765
Employees without guaranteed working hours	0	0	0	0	0

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. The gender "Other" includes employees who identify as non-binary.*
- *The data is collected by the legal entities of AUMOVIO.*

Employee turnover

Employee turnover	**2025**
Number of employees who left the company	12,716

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *Termination of the employment relationship is defined as voluntary resignation by the employee, termination of the contract by AUMOVIO, retirement, fatal accident at work, termination agreement between AUMOVIO and the employee or the end of a temporary contract.*
- *The data is collected by the legal entities of AUMOVIO. For retirement and fatal accidents at work, the metric contains a small amount of extrapolated data for parts of AUMOVIO that did not report data directly.*

Employee turnover	**2025**
Employee turnover, in %	15

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *Employee turnover is defined as the number of employees who left the company in relation to the average number of employees.*
- *The data is collected by the legal entities of AUMOVIO.*

Collective bargaining coverage and social dialogue

Coverage rate	**Workplace representation (for EEA countries with a significant number of employees)**
0-19%	
20-39%	
40-59%	
60-79%	
80-100%	Germany and Romania

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *Countries in the European Economic Area (EEA) with a significant number of employees are countries in which AUMOVIO employs >10% of the total number of its own employees.*
- *DiThe data is collected by the legal entities of AUMOVIO.*

AUMOVIO has signed an agreement with the European Works Council (EWC) supporting employee representation and social dialogue at the European level.

Diversity

	2025
Gender diversity – senior executives and executives (as at December 31)	Number of employees (headcount)
Female	284
Male	1,095

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *The gender distribution is based on the information documented by employees in AUMOVIO's systems. This information thus represents AUMOVIO's knowledge, considering local legislation and co-determination. This metric considers the female gender and the male gender.*
- *Senior executives and executives are defined by AUMOVIO's grading system.*
- *The data is collected by the legal entities of AUMOVIO.*

Gender diversity – share of female and male senior executives and executives (as at December 31), in %	**2025**
Female	21
Male	79

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025.*
- *The gender distribution is based on the information documented by employees in AUMOVIO's systems. This metric considers the female gender and the male gender.*
- *Senior executives and executives are defined by AUMOVIO's grading system.*
- *The data is collected by the legal entities of AUMOVIO. This metric is calculated by dividing the number of female or male senior executives and executives by the total number of senior executives and executives at the end of the reporting year.*

Own employees by age group (as at December 31)	**2025**
under 30 years old	14,290
30-50 years old	51,419
over 50 years old	13,359
Total number of own employees	**79,068**

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 22025. Interns, apprentices and non-employees are not included.*
- *The data is collected by the legal entities of AUMOVIO.*

Own employees by age group (as at December 31), in %	**2025**
under 30 years old	18
30-50 years old	65
over 50 years old	17
Total number of employees	**100**

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *The data is collected by the legal entities of AUMOVIO.*

Adequate wages

AUMOVIO considers equal treatment as a protected right. This therefore drives its strategy for the remuneration of all employees – executives and non-executives alike.

Adequate wage	**2025**
Own employees paid below an adequate wage, in %	0

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employees and expatriates are not included.*
- *Wage data is defined as base salary.*
- *An adequate wage is defined as a wage that satisfies the needs of the employee and their family, considering the given national economic and social conditions.*
- *The data is collected by the legal entities of AUMOVIO. Adequate wages are in accordance with the applicable national laws. If not available, national or sub-national minimum wages as established by legislation or collective bargaining are considered. If not available either, benchmarks meeting relevance criteria are considered.*
- *For parts of AUMOVIO that do not report data directly, the assessment of the risk of inadequate wages is based on the RVCDDS risk assessment of the RVC commitment to "fair payment."*

Occupational safety and health

As part of the management approach to occupational safety and health, AUMOVIO carefully monitors the effectiveness by means of dedicated metrics.

Coverage of management systems for occupational safety and health	**2025**
Percentage of people in own workforce covered by a safety and health management system (as at December 31), in %	100

Definitions, assumptions and calculation methods:
- *Includes employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *Rules are mandatory for all of AUMOVIO's own employees.*

Fatalities as a result of work-related injuries and work-related ill health	**2025**
AUMOVIO's own employees	0

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year.*
- *The data is collected by the individual locations. Includes fatalities as a result of work-related injuries and work-related ill health.*

Fatalities as a result of work-related injuries and work-related ill heath	**2025**
Other workers on AUMOVIO sites	0

Definitions, assumptions and calculation methods:
- *Other workers at AUMOVIO locations are defined as persons who work at AUMOVIO's locations and who do not belong to AUMOVIO's own workforce.*
- *The data is collected by the individual locations. Includes fatalities of other workers at AUMOVIO's locations as a result of work-related injuries or work-related ill health.*

Reportable work-related accidents	**2025**
Number of reportable work-related accidents	290

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *The definition of work-related accidents is based on the ESRS. Work-related accidents are accidents that occur during working hours, are work-related and result in an injury leading to death, sick day(s), limited capacity to work or transfer to another job, medical treatment beyond first aid, loss of consciousness or significant diagnosed injuries. Commuting accidents are considered if AUMOVIO is responsible for the transportation.*
- *The locations determine the reportable work-related accidents according to the above definition.*

Rate of all reportable work-related accidents	**2025**
Rate of all reportable work-related accidents (number of work-related accidents per 1 million working hours)	1.9

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *The definition of occupational accidents used by AUMOVIO is based on the statement published by the ESRS and is derived as follows: Work-related accidents (workplace accidents) are accidents that occur during working hours, are work-related and result in an injury leading to death, sick day(s), limited capacity to work or transfer to another job, medical treatment beyond first aid, loss of consciousness or significant diagnosed injuries. Commuting accidents are considered if AUMOVIO is responsible for the transportation.*
- *Working hours are defined as paid working time.*
- *The data is collected by the individual locations. The number of reportable work-related accidents is multiplied by 1 million and then divided by the total number of working hours.*

Accident rate	**2025**
Accident rate of work-related accidents with lost workdays (number of accidents per 1 million working hours)	1.1

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *Work-related accidents are accidents that occur during working hours and are work-related. The accident must result in one or more days lost after the day of the accident to be counted.*
- *Working hours are defined as paid working time.*
- *The data is collected by the individual locations. The number of work-related accidents is multiplied by 1 million and then divided by the total number of working hours.*
- *The metric is company-specific.*

Sickness rate	2025
Sickness rate, in %	2.4

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract in the reporting year. Interns, apprentices and non-employees are not included.*
- *Sickness includes paid and unpaid sick days.*
- *The data is collected by the individual locations. This metric is calculated by dividing the total paid and unpaid sick days by the total number of working hours.*
- *The metric is company-specific.*

Coverage of occupational safety and health management systems	2025
Occupational safety and health management system certification (ISO 45001 or similar)	
Employee coverage (as at December 31), in %	77

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as well as non-employees as at December 31,2025. Interns and apprentices are not considered.*
- *Valid certificates and concluded recertifications are considered, as well as ongoing recertifications, if the achievement of recertification was considered highly probable.*
- *The data is collected by the individual locations. A small number of employees who could not be assigned are considered not to be covered. This metric is calculated from the ratio of own workforce working at a certified location to the total number of AUMOVIO's own employees.*
- *The metric is company-specific.*

Remuneration metrics

Gender pay gap	2025
Gender pay gap, in %	35.0

Definitions, assumptions and calculation methods:
- *Includes own employees of the AUMOVIO Group with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employees and expatriates are not included.*
- *The gender distribution is based on the information documented by employees in AUMOVIO's systems. This metric considers the female gender and the male gender.*
- *Salary or remuneration is defined as base salary, cash allowances and benefits in kind (e.g. non-cash benefits, company cars).*
- *Changes in pension values are not taken into account.*
- *The data is collected by the legal entities of AUMOVIO. For parts of AUMOVIO that do not report data directly, an extrapolation of the primary data is used.*

Remuneration ratio to the CEO	2025
Annual remuneration ratio to the CEO	129

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices, non-employee and expatriates are not included.*
- *Pay data or remuneration is defined as base salary, cash allowances, benefits in kind and company cars.*
- *Changes in pension values are not taken into account.*
- *The data is collected by the legal entities of AUMOVIO. For parts of AUMOVIO that do not report data directly, a calculation method is applied based on the country average, calculated using primary data. If the data is not available, valid external statistics are used.*
- *The metric is calculated as the ratio of the CEO's total annual remuneration to the median total annual remuneration of the company's own employees excluding the CEO's remuneration. Based on the appointment of the CEO during the year, the target remuneration was used.*

Incidents, complaints and severe human rights impacts

Cases of discrimination	2025
Total number of cases of discrimination, including harassment	26

Definitions, assumptions and calculation methods:
- *Incidents are complaints under investigation*
- *Includes incidents of discrimination, including harassment that involve a person belonging to AUMOVIO's own workforce and that were reported in AUMOVIO systems during the reporting year.*

Complaints related to social or human rights matters	2025
Total number of complaints related to social or human rights matters other than discrimination	63

Definitions, assumptions and calculation methods:
- *Includes incidents relating to social or human rights matters (excluding discrimination) that involve a person belonging to AUMOVIO's own workforce and that were reported in AUMOVIO systems during the reporting year.*
- *Duplicates are included in the result.*
- *The data is collected through the various complaint mechanisms of AUMOVIO.*

Fines, penalties and compensation in connection with human rights violations	2025
Total amount of fines, penalties and compensation in connection with human rights violations, in € millions	0

Definitions, assumptions and calculation methods:
- *Fines, penalties and compensation paid out during the reporting year are included.*
- *The data is collected through the various complaint mechanisms of AUMOVIO. Includes incidents relating to social or human rights matters that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.*

Related expenses within the meaning of the ESRS are reported in the consolidated financial statements under Other expenses in the consolidated statement of income.

Severe human rights incidents related to own workforce	2025
Total number of known incidents of severe human rights violations related to own workforce	0

Definitions, assumptions and calculation methods:
- *The severity of incidents is regularly evaluated as part of case management in the SUS DD System.*
- *The incidents considered are severe incidents relating to human rights that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.*
- *The data is collected through the various complaint mechanisms of AUMOVIO.*

Fines, penalties and compensation for severe human rights violations	2025
Total amount of fines, penalties and compensation for severe human rights violations related to the own workforce, in € millions	0

Definitions, assumptions and calculation methods:
- *The severity of incidents is regularly evaluated as part of case management in the SUS DD System. Fines, penalties and compensation paid out during the reporting year are included.*
- *Includes severe incidents related to human rights that were reported in AUMOVIO systems during the reporting year and that involve a person belonging to AUMOVIO's own workforce.*
- *The data is collected by the legal entities of AUMOVIO.*

Related expenses within the meaning of the ESRS are reported in the consolidated financial statements under Other expenses in the consolidated statement of income.

Workers in the Value Chain (ESRS S2)

Material Impacts, Risks and Opportunities Related to Workers in the Value Chain

AUMOVIO has assessed its potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) sub-chapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to workers in the value chain were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

Further Information on the IRO Assessment in Relation to Workers in the Value Chain

In the IRO assessment, AUMOVIO identified both actual and potential negative impacts on workers in the value chain in the topic areas of working conditions, equal treatment and other human rights as described at the beginning of this section. These negative impacts are associated with AUMOVIO's strategy and business model and relate in particular to regions, markets, industries and business activities in the supplier base that are critically or significantly exposed to such impacts. The identified actual and potential impacts on workers in the value chain are important for adapting the strategy and business model. The development of measures and strategic decisions based on the identified impacts are described as part of the management approach.

As indicated by the respective descriptions, all identified risks result directly from identified actual and potential impacts. They are also based on the breadth and diversity of countries, markets, industries and business activities in AUMOVIO's value chain.

Therefore, the risks are inherently linked to AUMOVIO's strategy and business model.

The assessment of material impacts takes into account all workers in the value chain but is explicitly focused on workers in AUMOVIO's supply chain. Connections to the company's own operations, product portfolio and business relationships are considered where relevant.

As AUMOVIO sources goods, materials and services from numerous industries along the value chain, this essentially has actual or potential impacts on all types of workers. Workers who work on AUMOVIO's premises but are not counted as part of the company's own workforce, as well as workers who work for direct suppliers or indirect suppliers in the broader value chain, are considered to be particularly affected. In both cases, this includes vulnerable groups such as migrant workers. The impacts on workers in the downstream value chain are generally considered indirect. Workers in AUMOVIO's joint ventures are especially impacted if the joint venture is also a supplier.

AUMOVIO's assessment of the impacts, risks and opportunities did not focus on workers in the value chain with specific characteristics or in specific activities and contexts, and accordingly did not provide an understanding of a greater exposure to harm.

These specifics include the fact that AUMOVIO's global value chain includes many industries, countries and markets and thus also regions in which there is significant potential for negative impacts with regard to child labor, forced labor or compulsory labor.

The assessment of the material negative impacts on workers in the value chain was integrated in the general impact, risk and opportunity assessment according to the defined methodology. The methodology takes into consideration two perspectives. All negative impacts are considered as widespread or systemic as they relate to countries, certain markets, industries and business activities or other business relationships in AUMOVIO's value chain. In addition, the methodology takes into account actual event-based negative impacts wherever the impact description contains a reference to concrete actual incidents.

Material risks arising from the impacts on workers in the value chain are not attributable to specific groups of people but are dependent on industries and geographical aspects.

IROs and Management Approach to Workers in the Value Chain

This section describes the management approach that AUMOVIO established to address the material impacts on workers in the value chain and the associated material risks.

Workers in the Value Chain

Workers in the value chain	Description	Type of IRO	Value Chain	Time Horizon
	S2.1 Considering the markets and business activities in which AUMOVIO operates, incidents related to freedom of association, working conditions (including working time), health and safety obligations and social dialogue, involving workers for direct suppliers, could potentially occur.	Potential negative impact	Upstream	•
	S2.2 Considering the markets and business activities in which AUMOVIO operates, incidents related to equal treatment and anti-discrimination, involving workers for direct suppliers, could potentially occur.	Potential negative impact	Upstream	•
	S2.3 Considering the markets and business activities in which AUMOVIO operates, incidents related to child labor, forced labor and modern slavery, adequate housing, access to clean water and sanitation and privacy, involving workers for direct suppliers, could potentially occur.	Potential negative impact	Upstream	•
	S2.4 Considering the markets and business activities in which AUMOVIO operates, incidents related to freedom of association, working conditions (including working time), health and safety obligations and social dialogue, involving workers for indirect suppliers, could potentially occur.	Potential negative impact	Upstream	•
	S2.5 Considering the markets and business activities in which AUMOVIO operates, incidents related to equal treatment and anti-discrimination, involving workers for indirect suppliers, could potentially occur.	Potential negative impact	Upstream	•
	S2.6 Considering the markets and business activities in which AUMOVIO operates, incidents related to forced labor (including debt bondage) involving workers in the value chain (tier 1 suppliers) could potentially occur.	Potential negative impact	Upstream	•
	S2.7 If serious incidents related to working conditions, forced labor, child labor, housing, health and safety, privacy or other human rights occur in the value chain, AUMOVIO could face potential fines, penalties or remedy costs.	Risk	Upstream	••
	S2.8 AUMOVIO's suppliers are exposed to issues related to working conditions that could result in higher costs for materials or services.	Risk	Upstream	••
	S2.9 AUMOVIO's suppliers are exposed to issues related to equal treatment that could result in higher costs for materials or services.	Risk	Upstream	••
	S2.10 AUMOVIO's suppliers are exposed to issues related to human rights that could result in higher costs for materials or services.	Risk	Upstream	••

• *short-term;* •• *medium-term;* ••• *long-term*

With this management approach, AUMOVIO is building responsible business partnerships geared to protecting communities and the environment across its entire value chain.

The Sustainability Due Diligence System (SUS DD System) aims to protect both human and environmental rights along the value chain. The system defines AUMOVIO's Sustainability Protected Rights in the areas of labor standards, occupational safety and health, environment, security practices and land rights, which also apply to AUMOVIO's direct suppliers.

The SUS DD System explicitly addresses respect for human rights, particularly through the Sustainability Protected Rights in the area of labor standards.

The safety of workers, precarious working conditions, trafficking in human beings, forced labor (including debt bondage) and child labor are also addressed by AUMOVIO's Sustainability Protected Rights and Business Partner Code of Conduct (BPCoC).

The management approach encompasses all purchasing activities of AUMOVIO and its subsidiaries worldwide in which AUMOVIO exercises management control. The focus is on direct suppliers. Indirectly, and on an ad hoc basis, the broader supply chain is also taken into account. Specific elements of SUS DD System, in particular the whistleblowing system, are aimed at workers along the entire value chain. This is described in greater detail in the Processes to remediate negative impacts and channels for workers in the value chain to raise concerns subsection within this subchapter.

The Executive Board of AUMOVIO holds overall responsibility for execution and oversight of the SUS DD System and is also responsible that the related requirements are anchored in all relevant rules, structures, controls, and processes.

The Executive Board delegates responsibility for operationalization and formalization of the core processes to the Sustainability Due Diligence Officer (SDDO) and responsibility for anchoring the SUS DD requirements in the respective governance frameworks to dedicated central functions.

Ultimate responsibility for the adequacy and effectiveness of the SUS DD System as part of the overall internal control system remains with the Executive Board.

The tasks and processes defined in the system are implemented by AUMOVIO's central functions, including Procurement and SQM.

The SUS DD System comprises a wide range of processes spanning strategy development and implementation, management of regulations, impact and risk management, complaint management, training, system reviews and reporting. To monitor the effectiveness of the system, a multi-stage process based on the IIA's Three Lines Model has been established. The business forms the first line. The first-line organizations are responsible for implementing requirements (based on governance by central functions) and consequently for ensuring compliance with the SUS DD System.

The second line, represented by central functions and roles, oversees the system, roles and responsibilities as well as their effectiveness. The third line is Group Internal Audit, whose remit includes conducting a risk-based review of the adequacy and effectiveness of the SUS DD System.

Specific prevention and remediation actions in relation to the supply chain include alignment of procurement strategies and practices, the definition of contractual agreements, the introduction of control mechanisms and the training of purchasers and suppliers. AUMOVIO also makes use of a supplier self-assessment questionnaire which AUMOVIO collects via the industry-recognized sustainability platform NQC. Selective local audits and other audit activities are also carried out, such as in relation to the implementation of ESH management systems.

As part of an annual review by the Executive Board, the overall SUS DD System, including the specific processes for labor standards, is evaluated in terms of effectiveness, adequacy and potential for improvement. The SUS DD System is additionally integrated into AUMOVIO's overarching internal control system, the risk management system and compliance management system.

In addition to establishing prevention actions for direct suppliers, the SUS DD System also sets out a framework for remediation actions applicable to direct suppliers and, in specific cases, indirect suppliers. These remediation actions are documented and implemented through suppliers' corrective action plans and may incorporate additional findings from local audits.

The processes described are formalized by a dedicated rule for the SUS DD System, the SUS DD Policy as well as further purchasing-specific rules that define the application of the processes for supplier relationships. Direct suppliers are guided by the binding BPCoC, which refers to the Sustainability Protected Rights.

The management approach to workers in the value chain is based on international standards and obligations. These include the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the United Nations (UN) Guiding Principles on Business and Human Rights and the International Bill of Human Rights. Monitoring adherence to these standards is anchored in the SUS DD System review process, including a revision of its rules and processes if required.

The established international standards on human rights, including the UN Guiding Principles on Business and Human Rights, are key references for internal rules.

The described established processes for fulfilling due diligence help to detect actual negative impacts on human rights and violations of international norms and standards and enable AUMOVIO to respond to these with its business partners. Identified and confirmed cases are named in the respective impact descriptions.

The interests of stakeholders are an important perspective for shaping the SUS DD System. The system's effectiveness is continuously monitored and adapted based on outcomes and stakeholder feedback. This commitment to learning and improving ensures that the strategy remains dynamic and responsive. These interests are integrated into the system as part of the annual review process.

AUMOVIO communicates its management approach through the externally published Sustainability Protected Rights and General Sustainability Requirements. 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 BPCoC. Communication is thus aimed at affected stakeholders as well as stakeholders involved in implementation.

Processes for engaging with workers in the value chain about impacts

Engagement with workers in the value chain supports continuous development of the management approach described.

A key element of this is participation in dialogue formats hosted by associations and initiatives involving external stakeholders, such as sector dialogue for the automotive industry and dialogue with non-governmental organizations. Cultivating and participating in these dialogue formats is a continuous process. Topic- or event-specific discussions are also held if required. The knowledge thus gained about the interests of workers in the value chain helps to develop a shared understanding of industry-related risks and impacts on stakeholders and the resulting due diligence obligations.

The processes and activities related to detecting and mitigating negative impacts are managed through the SUS DD System and also include cases that are reported by workers in the value chain via AUMOVIO's whistleblowing system. The whistleblowing system is described in greater detail in the Processes to remediate negative impacts and channels for workers in the value chain to raise concerns subsection within this subchapter. This is a form of direct engagement with affected stakeholders, in addition to participation in initiatives, association activities and conferences.

Governance and responsibility for the processes are regulated within the SUS DD System as described in the management approach. The annual review process anchored in the SUS DD System includes the consolidation and analysis of relevant information. An integral part of this involves reviewing the actual negative impacts identified via the bottom-up impact and risk analysis, as well as case management, and monitoring the effectiveness of the established processes.

Engagement with vulnerable workers in the value chain is undertaken for the most part indirectly, for example by the Sustainability Protected Right on equal treatment.

Processes to remediate negative impacts and channels for workers in the value chain to raise concerns

Grievance channels for workers in the value chain

AUMOVIO has established dedicated mechanisms to enable workers in the value chain to raise concerns.

These are part of a comprehensive whistleblowing system that comprises three channels: an integrity portal, an integrity line and an integrity email address, as described in greater detail in the Business Conduct and Corporate Governance (ESRS G1) subchapter. Employees as well as third parties outside AUMOVIO can report violations of legal regulations, fundamental values and ethical standards via these channels. The platform and hotline are managed by an external service provider, while the integrity mailbox is managed directly by an AUMOVIO case management team.

The integrity channels can be accessed through our website or via an international phone hotline and are explicitly also open to workers in the value chain. They are available worldwide in many different languages and accessible 24/7, creating broad availability by overcoming barriers such as time zones and languages.

The whistleblowing system is governed by a dedicated internal standard that defines roles and responsibilities along the process steps of reporting, report administration and substantiation, investigation and sanctioning, all in an end-to-end process. Case management is also subject to scheduled internal audits. In addition, AUMOVIO's publicly available rules of procedure provide transparency about how cases are handled. Further information on tracking reported cases and ensuring process effectiveness can be found in the Business Conduct and Corporate Governance (ESRS G1) subchapter of this sustainability report.

To raise awareness of the whistleblowing system, the BPCoC contains a section on grievance mechanisms. In addition, the channels are mentioned in supplier training relating to the topic of responsible value chains. AUMOVIO does not explicitly assess whether workers in the value chain are aware of these channels and place their trust in them.

To protect users of the whistleblowing system, information on all kinds of potential violations can be reported anonymously. Reporting and investigation information is treated confidentially in accordance with applicable laws throughout the entire case management process. The whistleblowing process is in line with the German Whistleblower Protection Act and relevant international legislation.

Remediation processes

When complaints are received via the whistleblowing channels or through audit findings, AUMOVIO follows a structured process to investigate and address the respective cases. If the violation occurs within the value chain, AUMOVIO collaborates closely with the respective business partner to resolve the violation effectively and prevent similar incidents from occurring in the future. For this purpose, corrective action plans may be created together with the business partner. The effectiveness of the remediation actions is assessed through audits, internal investigations and the implementation of corrective action plans.

Targets Related to Workers in the Value Chain

AUMOVIO has implemented a strategic and systematic process for establishing targets. Regarding workers in the value chain, no time-bound sustainability target has been set. The associated aspects are controlled by the processes described in this management approach and their effectiveness is monitored by means of defined metrics.

Key Actions for Target Achievement

In AUMOVIO's view, key actions to be reported relate directly to corresponding targets, where available. Therefore, in accordance with this definition, AUMOVIO has not defined any key actions related to workers in the value chain beyond the described management approaches.

Metrics Related to Workers in the Value Chain

Supplier self-assessment questionnaires	**2025**
Number of available valid supplier self-assessment questionnaires (as at December 31)	661

Definitions, assumptions and calculation methods:
- Valid supplier self-assessment questionnaires via the NQC sustainability platform are considered.
The metric is entity-specific.

Affected Communities (ESRS S3)

Material Impacts, Risks and Opportunities Related to Affected Communities

AUMOVIO has assessed its potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) subchapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to affected communities were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

Further Information on the IRO Assessment in Relation to Affected Communities

In the IRO assessment, AUMOVIO identified potential negative impacts on affected communities related to harmful environmental impacts, security practices, land rights and other human rights topics in the value chain. These negative impacts are linked to AUMOVIO's strategy and business model and relate in particular to countries, markets and industries of the supplier base.

The development of actions and strategic decisions based on the impacts identified is described in this sustainability report as part of the management approaches to environmental protection in the supply chain and substances of concern and substances of very high concern in the Pollution (ESRS E2) subchapter as well as labor standards in the Own Workforce (ESRS S1) subchapter and in the Workers in the Value Chain (ESRS S2) subchapter.

AUMOVIO did not identify any material risks or opportunities for the company arising from impacts and dependencies on workers in the value chain.

As AUMOVIO sources goods, materials and services from numerous industries along the value chain, this essentially has potential impacts on all types of affected communities. Communities living or working near AUMOVIO locations or close to companies in AUMOVIO's supply chain are considered to be particularly affected. In both cases, this also includes indigenous peoples. The impacts on communities in the downstream value chain are generally considered indirect.

AUMOVIO's assessment of the impacts, risks and opportunities did not focus on affected communities with specific characteristics or in specific activities and contexts, and accordingly did not provide an understanding of specific exposure to harm.

The assessment of the material negative impacts regarding own workforce was integrated into the general impact, risk and opportunity assessment according to the defined methodology. All negative impacts are considered widespread or systemic as they relate to countries, certain markets and industries in AUMOVIO's supplier base. In addition, the methodology takes into account actual event-based negative impacts wherever the impact description contains a reference to concrete actual incidents.

The assessment of potential material impacts on affected communities in general considers the entire value chain but is explicitly focused on the supply chain. Connections to the company's own operations, product portfolio and business relationships are considered where relevant.

IROs and Management Approach to Affected Communities

Affected Communities

Affected Communities	Description	Type of IRO	Value Chain	Time Horizon
	S3.1 Considering the markets and business activities in which AUMOVIO's direct suppliers operate, negative impacts on affected communities related to harmful environmental impacts, waste handling, land rights, security practices as well as economic, social, cultural, civil and political rights, including the rights of indigenous people, could potentially occur.	Potential negative impact	Upstream	•
	S3.2 Considering the markets and business activities in which AUMOVIO's indirect suppliers operate, negative impacts on affected communities related to harmful environmental impacts, waste handling, land rights, security practices as well as economic, social, cultural, civil and political rights, including the rights of indigenous people, could potentially occur.	Potential negative impact	Upstream and downstream	•

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO's approach to managing material impacts and risks that may also affect communities is covered by the following management approaches, which are described elsewhere in this sustainability report:

- Environmental protection in the supply chain with regard to the potential impact of environmental pollution by suppliers (see the Pollution (ESRS E2) subchapter).
- Substances of concern and substances of very high concern with regard to potential impacts due to their use in the upstream value chain and downstream value chain (see the Pollution (ESRS E2) subchapter).
- Labor standards with a more detailed description of the SUS DD system and the processes for own operations (see the Own Workforce (ESRS S1) subchapter). These also include the Sustainability Protected Rights in relation to land rights, including the rights of indigenous peoples and responsible security practices.
- Workers in the value chain, in which the SUS DD System and its processes for the supply chain are described in detail (see the Workers in the Value Chain (ESRS S2) subchapter).

The focus of the management approaches and the SUS DD System in particular is on direct suppliers, and therefore on affected communities in their vicinity. Indirectly, and on an ad hoc basis, the broader supply chain is also taken into account. Specific elements of the SUS DD System, in particular the whistleblowing system and the associated case management, are aimed directly at all affected communities along the value chain.

As part of the SUS DD System, in addition to the Sustainability Protected Rights described in the management approaches mentioned, AUMOVIO is committed to respecting legitimate land rights throughout the entire life cycle of a property or other use of land, forests and water, especially where these secure people's livelihoods.

With regard to responsible security practices, AUMOVIO is committed to respecting human rights when contracting or using its own, private or public security forces and to ensuring sufficient instruction and establishing appropriate control mechanisms.

The instruments of the SUS DD System regarding prevention and remediation actions, communication and alignment with internationally recognized standards and the system review as described in the management approaches include the company's own workforce, workers in the value chain as well as affected communities.

Processes for engaging with affected communities about impacts

As described for the following management approaches, AUMOVIO engages with affected communities at the local level and has established generally accessible channels for complaints.

The interests of affected stakeholders are an important perspective for further development of the management approaches to environmental protection in the supply chain and substances of concern and substances of very high concern (see the Pollution (ESRS E2) subchapter), labor standards (see the Own Workforce (ESRS S1) subchapter) and workers in the value chain (see the Workers in the Value Chain (ESRS S2) subchapter). This may also include direct exchange with affected communities or their representatives, for example through partnerships or dialog with non-governmental organizations, at the local level. This stakeholder engagement, also in terms of timing, type, frequency, responsibility and monitoring of effectiveness, is described in the management approaches listed above.

The processes of engagement include all types of affected communities, including indigenous peoples. Beyond the general processes, there are no specific processes for engagement with indigenous peoples or for the provision of remediation actions.

Processes to remediate negative impacts and channels for affected communities to raise concerns

AUMOVIO has set up general channels for raising concerns, which can also be used by affected communities.

These channels are part of a comprehensive whistleblowing system that is explained in detail in the Business conduct and corporate governance (ESRS G1) subchapter of this sustainability report. The channels described are also explicitly open to members of affected communities or their representatives. The defined roles and responsibilities along the process steps of reporting, report administration and substantiation, investigation and sanctioning also apply to all cases submitted by them. There are no specific mechanisms for applying remedial measures for affected communities.

The channels are communicated via external communication platforms and mentioned in supplier training sessions in relation to the topic of responsible value chains. Furthermore, AUMOVIO's Business Partner Code of Conduct comprises a section on grievance mechanisms, which helps to raise awareness about AUMOVIO's whistleblowing system. AUMOVIO does not explicitly assess whether affected communities are aware of these channels or place their trust in them.

To protect users of the whistleblowing system, information on all kinds of potential violations can be reported anonymously. Reporting and investigation information is treated confidentially in accordance with applicable laws throughout the entire case management process. The whistleblowing process complies with the German Whistleblower Protection Act and relevant international legislation.

Targets Related to Affected Communities

AUMOVIO has implemented a strategic and systematic process for establishing targets. Regarding affected communities, no time-bound sustainability target has been set. The associated aspects are controlled by the processes described in this management approach.

Key Actions for Target Achievement

In AUMOVIO's view, key actions to be reported relate directly to corresponding targets, where available. Therefore, in accordance with this definition, AUMOVIO has not defined any key actions related to affected communities beyond the described management approaches.

Consumers and End-Users (ESRS S4)

Material Impacts, Risks and Opportunities Related to Consumers and End-Users

AUMOVIO has assessed its potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) sub-chapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential and actual negative and positive impacts, risks and opportunities related to consumers and end-users were identified. They have been grouped into IRO clusters for easier understanding and reading. The descriptions of the potential negative impacts and risks are presented from a gross perspective, which, on the basis of the applied methodology, does not take into account mitigation through the management approaches of AUMOVIO as described in the respective IRO cluster. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

Further Information on the IRO Assessment in Relation to Consumers and End-Users

The identified actual and potential impacts on consumers and end-users are industry- and portfolio-inherent and therefore linked to AUMOVIO's strategy and business model.

The identified material actual and potential impacts on consumers and end-users are of relevance for AUMOVIO's strategy and business model as described in the management approaches to safe mobility and technical and product compliance.

Impacts, risks and opportunities are directly interrelated and consequently are directly relevant for AUMOVIO's strategy and business model.

All risks and opportunities arise directly from the corresponding impacts.

Consumers or end-users of AUMOVIO's products and services are typically consumers or customers using vehicles with AUMOVIO's components and systems.

The consumers and end-users subject to the identified impacts comprise those whose personal safety may be inherently at risk due to the nature of certain products.

Consumers and end-users who are dependent on accurate and accessible product or service information, as well as those who are particularly vulnerable to health or privacy impacts or impacts from marketing and sales strategies (e.g. children), are not the primary focus of the identified impacts but may still be considered end-users, especially in the context of vehicle components.

In general, the identified actual and potential impacts are industry- and portfolio-inherent and therefore considered systemic. Nevertheless, the actual impacts are incident-based.

The assessment of the material negative impacts on consumers and/or end-users was integrated into the general impact, risk and opportunity assessment according to the defined methodology. The methodology takes into consideration two perspectives. All negative impacts are considered widespread or systemic as they relate to AUMOVIO's operations, sourcing or other business relationships. This also includes incident-based impacts on the personal safety of consumers and end-users of AUMOVIO's products. In addition, the methodology factors in actual incident-based negative impacts, such as concrete recorded quality incidents.

The identified material positive impact relates to AUMOVIO's products (e.g. driver assistance systems, brake systems or tire pressure monitoring systems) for the safety of consumers and end-users while driving or in other traffic situations.

In general, the identified impacts, risks and opportunities affect all consumers and end-users.

AUMOVIO's assessment of the impacts, risks and opportunities did not focus on consumers or end-users with particular characteristics and correspondingly did not provide an understanding of potential specific negative impacts. Based on the IRO assessment in AUMOVIO's interpretation, the assessment of actual and potential negative impacts of its products, systems and services for vehicles has the potential to affect any vehicle user worldwide as an end-user.

The identified material risks related to impacts and dependencies of consumers and/or end-users affect all consumers and/or end-users.

IROs and Management Approaches to Consumers and End-Users

Technical and product compliance

Technical and product compliance	Description	Type of IRO	Value Chain	Time Horizon
	S4.1 Considering potential quality defects, technical non-compliance or misuse of AUMOVIO's products, negative impacts on the personal safety of consumers and end-users could potentially occur.	Potential negative impact	Downstream	•
	S4.2 AUMOVIO's business is exposed to regulations, requirements and market trends related to consumer protection and product safety. If its portfolio is not sufficiently transformable or resilient, or is cost-intensive to adapt, AUMOVIO may face a loss in sales in the respective businesses.	Risk	Downstream	••
	S4.3 AUMOVIO falls under various regulations, standards and related sanction schemes regarding product safety, technical standards and requirements. If requirements are not adequately managed and prevention processes fail, AUMOVIO could face fines, penalties, remedy costs or business on hold for the respective business activity.	Risk	Downstream	••

• *short-term;* •• *medium-term;* ••• *long-term*

Technical compliance means that all products (system, hardware, software and/or services) comply with the specifications placed on them and meet the applicable mandatory product requirements. Technical compliance obligations are generally contained in statutory technical regulations, external standards (national/international), applicable internal rules, technical customer requirements contractually agreed upon, as well as in the externally communicated voluntary commitments of AUMOVIO.

The main objective of AUMOVIO's management approach to technical and product compliance is to ensure the technical compliance of its products, including systems, hardware, software and/or services. Five categories of technical compliance are taken into consideration in this respect: product safety, product conformity, product environmental compliance, product cybersecurity, and privacy and intellectual property. At the same time, the management approach aims to protect AUMOVIO and its employees from possible negative consequences and risks that any non-compliance may cause.

To ensure technical compliance in all five categories, AUMOVIO has established a technical Compliance Management System (tCMS) as a binding set of rules integrated into AUMOVIO's management system.

The management approach covers AUMOVIO worldwide as well as the entire product life cycle and all related functions. Since it also covers all products and services of AUMOVIO, all consumers and end-users of these products and services are indirectly covered as well.

AUMOVIO's governance and accountability with regard to technical compliance follows the Three Lines Model of the Institute of Internal Auditors (IIA). In the first line, accountability for execution lies with the operational functions at the level of the business areas, companies, plants and other locations. These operational functions include, among others, research and development (R&D), engineering, sales, purchasing, manufacturing, after-sales services and marketing. In the second line, the governance framework and operational oversight are exercised by technical compliance functions and roles (e.g. within quality, intellectual property and R&D). The third line is the independent Internal Audit function. The management approach is supervised by the Executive Board. Each line performs specific tasks, has explicit responsibilities and is assigned to different areas within the organization. As the central requirement, independence of the individual lines is ensured through organizational separation.

The tCMS within AUMOVIO comprises a large number of processes related to technical Compliance (tC):

- tC case management, which deals with the management of tC problems that occur when the product is in the field, i.e. already in use or no longer under the management control of AUMOVIO. It includes the identification of tC problems, their initial assessment, analysis, mitigation of problems, prevention of recurrence, closure of problem cases, lessons learned and an audit after works completion.
- tC clearing management, which deals with the management of tC problems that occur before the product is in the field or while it is still under the management control of AUMOVIO.
- identification and implementation of tC obligations, a defined process for the identification of our technical compliance obligations, i.e. mandatory requirements for AUMOVIO's products and services, and providing these requirements in a traceable form for implementation.
- tC risk management for determining tC risks and ensuring their management and monitoring along the entire product life cycle.
- tC business partner integrity management to ensure the technical compliance of suppliers, other third-party providers as well as minority holdings of AUMOVIO, including associates and joint ventures where AUMOVIO is without dominating influence to exercise management control that supply materials or components for use in AUMOVIO's products, and providers of goods and services.
- tCMS monitoring and reporting, to ensure that the tCMS is adequately monitored and that tC-related information is collected, documented, communicated and made available to the relevant stakeholders at every level of the organization.

The tCMS is implemented in a close collaboration between the group, business areas, functions and regions. Central tCMS teams ensure that all categories and aspects are covered and synergies are realized.

AUMOVIO has established a process to ensure technical and product-related compliance for continuous monitoring of product-related quality events in the field. Each event is considered on a case-by-case basis and evaluated in terms of technical compliance. Root causes are identified, and appropriate actions are initiated based on the assessment of the case.

As part of an annual review process, the Executive Board of AUMOVIO is updated on the current status of the tCMS and decides on the system's adequacy and potential for improvement. Furthermore, the tCMS is integrated into AUMOVIO's overarching Internal Control System, the risk management system and the compliance management system.

The tCMS is documented in a dedicated internal rule. Additional internal rules relevant for technical compliance cover in particular specific design standards and testing procedures.

The tCMS was developed on the basis of the IDW PS 980 auditing standard and the ISO 37301 industry standard. AUMOVIO's technical compliance standards focus on compliance with legal technical regulations (LTRs) as well as applicable national and international standards (NISs) related to product safety, product conformity, product environmental compliance, product cybersecurity, and privacy and intellectual property. In addition, the standards also consider contractually agreed technical requirements of customers with regard to legal technical obligations relevant to them, applicable external standards as well as customers' internal rules as binding product requirements. These include, for example, specific product certification and material or emission limits that apply to the overall system, such as a complete vehicle.

In the technical compliance environment, the interests of stakeholders are largely covered indirectly through comprehensive regulatory requirements and requirements imposed by applicable standards. This also includes the interests of consumers and end-users. The most important direct stakeholders are customers and authorities. Close dialogue with these stakeholders is a key element of the management approach.

AUMOVIO communicates its management approach externally and internally. The employees responsible are trained in technical compliance. There are numerous further communication formats (such as open calls) to promote the management approach.

Safe mobility

Safe mobility	Description	Type of IRO	Value Chain	Time Horizon
	S4.4 AUMOVIO's product portfolio includes numerous safety-relevant products (e.g. brakes, sensors) that are constantly evolving and could therefore potentially have a positive impact on the personal safety of consumers and end-users.	Potential positive impact	Downstream	•
	S4.5 AUMOVIO serves markets exposed to safety and consumer protection-related regulations, requirements and market trends that could create direct and indirect opportunities for business growth and/or the development of new business areas.	Opportunity	Downstream	•••

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO strives to achieve maximum safety and consumer protection in mobility. Its vision is to reduce the number of road traffic accidents and fatalities to zero thanks to the application of safety technologies. This ambition is addressed by its portfolio of safety-relevant products (e.g. brakes, sensors, driver assistance systems). The focus of AUMOVIO's management approach to safe mobility is therefore on fulfilling this ambition, mitigating the associated risks and facilitating profitable business with safety-relevant products.

In general, the management approach covers AUMOVIO's entire portfolio but is geared specifically to safety-relevant products. It encompasses all groups of consumers and end-users rather than focusing on any specific group.

Examples of safety-relevant products include:

- Efficient brake systems, which are essential for vehicle control, predictive and preventive safety functions, safe infrastructure solutions and advanced driver assistance systems.
- Intelligent electronic suspension systems (ESS), which increase safety in all driving and loading conditions by improving vehicle handling and stability and therefore deliver maximum driving comfort.
- Passive safety systems such as airbag control units and crash sensors, which are crucial in protecting occupants and pedestrians in the event of a vehicle collision or accident.

The handling and adaptation of the respective portfolio is managed by the responsible business area. The effectiveness of portfolio management is monitored by the Executive Board, for example as part of the strategy process. The key processes are managed by the respective departments within each business unit, such as research and development (R&D), product design, supply chain management and purchasing, with support provided by the sustainability departments.

The processes for leveraging opportunities in safe mobility within AUMOVIO primarily include R&D activities, close dialogue with customers, active portfolio management and market observation. The development and launch of new products for safe mobility are driven by increasing safety regulations, such as the US Federal Motor Vehicle Safety Standards and the European Commission's safety regulations. Besides ensuring compliance with the growing set of regulations, AUMOVIO also researches and develops new products and solutions for safe mobility. Product development processes also include evaluating economic feasibility, market readiness and scalability, as well as cooperating with customers, suppliers and other institutions (e.g. universities).

Elements of the management approach are codified in corresponding internal rules and frameworks.

The management approach to safe mobility does not directly follow external standards. However, it is closely linked to the management approach to technical and product compliance as the safety effect of AUMOVIO's products is ensured by its compliance with safety and consumer protection-related regulations.

The relevant impacts on end-users and consumers within the context of safe mobility (especially personal safety) are not directly related to their human rights, as they are positive impacts. Consequently, AUMOVIO does not engage with consumers or end-users on human rights. Accordingly, the management approach is not based on internationally recognized human rights standards. Nevertheless, AUMOVIO's whistleblowing channels such as the Integrity Line are open to consumers and end-users as well.

Although AUMOVIO's operations are primarily focused on the requirements of the automotive industry, the interests of consumers and end-users are important drivers of the management approach. Their wishes and concerns regarding personal safety, vehicle reliability, comfort and cost efficiency are indirectly incorporated into technical product requirements. Engagement with consumers and their representatives takes place through various formats, including regular surveys and trade fairs. Understanding these interests helps AUMOVIO to develop and market products and systems that meet the needs and expectations of consumers and end-users.

AUMOVIO actively communicates about safe mobility through various formats, including public advocacy-style messaging (e.g. via social media) to improve safe mobility. Internal engagement also includes a variety of formats.

Processes for engaging with consumers and end-users about impacts

Due to AUMOVIO's role as a supplier to other companies, there are no processes established for directly engaging with consumers and end-users or their representatives about actual and potential impacts. However, for any concerns regarding integrity topics, the AUMOVIO Integrity Line is available to consumers and end-users via our website, by telephone or email.

AUMOVIO gains insights into the perspectives of consumers and end-users on actual or potential specific impacts on an indirect basis, mainly through its business partners. Consumers and end-users that are particularly at risk of impacts or are marginalized (e.g. children) are generally considered when obtaining insights into the perspectives of consumers and end-users.

These insights from and regular engagements with business partners from both the upstream and downstream value chain create engagement across various stages of the product life cycle. This engagement and consideration of the views of consumers and end-users are described in the respective management approaches, particularly in relation to technical and product compliance (e.g. with regard to responsibilities or monitoring of effectiveness), as this constitutes relevant input for these management approaches, through – among others – the related legal requirements.

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Grievance channels for consumers and end-users

AUMOVIO's processes and channels to remediate negative impacts on consumers and end-users, as well as to raise concerns, are mainly based on the AUMOVIO Integrity Line.

There are no specific channels for consumers and end-users to raise product-related issues. However, the AUMOVIO Integrity Line can be used as a channel for integrity-related product issues, although it is not intended as a channel to report dissatisfaction with AUMOVIO's products.

The availability of the AUMOVIO Integrity Line is communicated within AUMOVIO's business relationships via our Business Partner Code of Conduct, which is also publicly available on our website.

The process for tracking and monitoring integrity-related product issues raised and dealt with is described in the process for tC case management, which is part of the management approach to technical and product compliance. Further information on how AUMOVIO ensures the effectiveness of its Integrity Line can be found in the Business Conduct and Corporate Governance (ESRS G1) subchapter of this sustainability report.

AUMOVIO does not explicitly assess whether affected consumers and end-users are aware of these channels and place their trust in them.

Further information on how users of the AUMOVIO Integrity Line are protected from retaliation can be found in the information in the Business Conduct and Corporate Governance (ESRS G1) subchapter of this sustainability report.

Remediation processes
AUMOVIO's general approach to remediation actions in cases of material negative impacts on consumers and/or end-users is in line with national regulations.

For individual negative product-related incidents, AUMOVIO follows the regulations of the respective national authorities and, if required, initiates actions such as recalls either on its own or indirectly via recalls by customers that place the final product on the market. This may also include remediation actions for consumers or end-users. The effectiveness of the actions is assessed as part of the described management approach to technical and product-related compliance.

Targets Related to Consumers and End-Users

AUMOVIO has implemented a strategic and systematic process for establishing targets. Regarding consumers and end-users, no time-bound sustainability target has been set. The associated aspects are controlled by the processes described in the respective management approaches.

Key Actions for Target Achievement

In AUMOVIO's view, key actions to be reported relate directly to corresponding targets where available. Therefore, in accordance with this definition, AUMOVIO has not defined any key actions related to consumers and end-users beyond the described management approaches.

Sustainability Report – Governance Information

Business Conduct and Corporate Governance (ESRS G1)

Material Impacts, Risks and Opportunities Related to Corporate Culture and Business Conduct

AUMOVIO has assessed the potential and actual negative and positive impacts as well as risks and opportunities related to sustainability in accordance with the regulatory requirements and as described in the General Disclosures (ESRS 2) subchapter. The general disclosures include an overview of the assessment of all identified impacts, risks and opportunities (IROs), including the time horizons considered.

In this IRO assessment, the following material potential negative impacts and risks related to corporate culture and business conduct were identified. For ease of understanding and readability, they have been grouped into IRO clusters. As actual impacts, positive potential impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the actions currently in place. The descriptions of the negative impacts and risks are made from a so-called gross perspective, taking into account the results of the actions currently in place. This perspective is used to determine where appropriate management approaches are relevant and corresponding reporting is required. As actual impacts, potential positive impacts and opportunities are reinforced by AUMOVIO's management approaches, the descriptions take into account the results of the measures currently in place.

The descriptions of the IROs are each to be considered separately, which can result in repetitions.

IROs and Management Approaches to Corporate Culture and Business Conduct

Corporate culture and business conduct

Corporate culture and business conduct	Description	Type of IRO	Value Chain	Time Horizon
	G1.1 Considering the countries, markets and business activities in which AUMOVIO operates, incidents related to corruption, bribery, fraud labor and other business ethics within own business operations could potentially occur.	Potential negative impact	Own Operations	•
	G1.2 AUMOVIO operates in certain markets where incidents relating to business conduct could occur, which could lead to fines, penalties, remedy costs or business-on-hold.	Risk	Own Operations	••

• *short-term;* •• *medium-term;* ••• *long-term*

AUMOVIO's corporate culture and compliance culture serve as the foundation for its management approach to corporate culture and business conduct.

To cover all aspects in this regard, AUMOVIO has set up a compliance management system (CMS), which is steered and monitored by the Compliance & Security central function.

AUMOVIO's CMS aims to manage risks rising from non-compliance with applicable laws, external regulations and internal rules by both management and employees. This includes:

– Identifying and ensuring continuous screening of applicable laws and external regulations.
– Identifying and assessing relevant compliance risks.
– Developing and implementing internal rules to ensure compliance.
– Assessing the organization's compliance with external and internal rules.
– Designing and implementing measures to address compliance risks.
– Monitoring and continuously improving Compliance Management effectiveness.
– Providing training and guidance to employees.

AUMOVIO's CMS covers the entire group and thus all entities under management control of AUMOVIO.

In order to ensure the adequacy, effectiveness and efficiency of all processes as well as compliance with the relevant legal and sub-legislative regulations and internal requirements, AUMOVIO has established a holistic Governance, Risk and Compliance (GRC) framework which is based on the principles of risk orientation and materiality and includes all relevant business processes.

Based on these fundamental principles, the governance approach follows the Three Lines Model of the Institute of Internal Auditors (IAA) with clear delineation of responsibilities throughout the entire organizational setup of AUMOVIO. According to this model, the first line generally comprises the operating units that are responsible for identifying, assessing and managing governance risks in day-to-day business operations and for ensuring that business processes are executed efficiently and in compliance with regulations and that risks are managed responsibly.

The second line includes, among other things, the CMS. The task of this system is to translate complex regulatory, business partner-instigated and internal requirements into comprehensible guidelines, to support the operating units in their implementation of those guidelines and to monitor said implementation using suitable control mechanisms.

The third line consists of Group Internal Audit, which assumes an independent and objective auditing and advisory role, applying a systematic approach to help review, assess and improve the adequacy and effectiveness of the organization's governance systems.

The Executive Board and the Supervisory Board exercise oversight over the company's compliance management and regularly (annually) evaluate its effectiveness. At Executive Board level, the legal compliance function, together with the legal function, falls within the primary responsibility of AUMOVIO SE's CEO.

AUMOVIO's Executive Board members have sufficient expertise with regard to corporate culture and business conduct. Further information on the expertise of the members of the Executive Board is disclosed in the annex to the By-Laws of the Executive Board as well as in the curricula vitae of the individual Executive Board members on the company's website under Company/Corporate Governance/Executive Board Members.

In addition, the Supervisory Board has strong and long-standing expertise in the area of business conduct and corporate governance. Further information on the expertise of the individual Supervisory Board members can be found in the qualifications matrix in the Corporate Governance Statement of the Annual Report.

To ensure the adequate design and operational effectiveness of the CMS, AUMOVIO reviews and analyzes potential legal compliance risks as well as the effectiveness of the CMS on a continuous basis, for example through monitoring and internal controls. The continuous development of the CMS is founded on risk-based risk mitigation actions. This includes training and communication activities, which are introduced depending on the results of the annual compliance risk assessment.

The Compliance & Security central function is functionally independent from both the legal and internal audit functions, and led by the Head of Compliance, who reports to the Head of Governance & Sustainability. A compliance reporting system has been set up and is reviewed and improved on a continuous basis.

The CMS processes are designed to support the business in promoting and ensuring compliant behavior among AUMOVIO employees throughout all business activities.

Functions of AUMOVIO that are most at risk with respect to corruption and bribery are departments with third-party contacts.

AUMOVIOs whistleblowing and internal complaints system is open to everyone with substantiated concerns regarding unethical and/or unlawful behavior by AUMOVIO, AUMOVIO personnel and/or third parties, including direct and indirect suppliers. Reports may be made on behalf of others, and the reported concern does not need to directly or indirectly affect the person reporting it.

The whistleblowing process is managed by means of a dedicated internal rule that – in an end-to-end process – defines the roles and responsibilities along the process steps of reporting, report processing and substantiation, investigation and sanctioning, all in line with the German Whistleblower Protection Act and pertinent international legislation.

The rule on whistleblowing also defines a process for receiving (potential) compliance cases and their prompt, independent and objective processing, review and investigation, and for introducing actions including but not limited to:

– Accounting and finance manipulation
– Antitrust violations
– Fair and ethical conduct (related to business partners), conflicts of interest
– Corruption/bribery
– Discrimination, harassment, psychological harm
– Environmental rights
– Export and import regulation, including sanctions
– Human rights
– Information and trade secret protection
– The integrity of the whistleblowing system, such as whistleblower retaliation, a violation of confidentiality or a violation of the duty to report
– Information technology (IT) security/cybercrime
– Labor rights, including individual and collective rights
– Market manipulation, including insider trading
– Misuse of company property/services and theft
– Money laundering/terrorist financing
– Personal data compliance
– Physical harm
– Sabotage and vandalism
– Terrorism, extremism, organized crime
– Safety and health
– Sexual harassment
– Tax evasion and tax fraud
– Technical compliance (product compliance)
– (Cyber)fraud, embezzlement, other enrichment offences.

AUMOVIO provides three reporting channels for whistleblowers: an integrity hotline with international and local phone numbers, an integrity platform (online form) and an integrity email address. These channels offer options for confidential and anonymous reporting of (potential) compliance cases.

The cases are reviewed by the departments responsible (including Compliance & Security and Internal Audit & Investigations). Relevant information regarding the individual steps of the process can be found in the Prevention and detection of corruption and bribery subsection below. The underlying process is also described in a condensed and publicly accessible document on the AUMOVIO website under Company/Corporate Governance/Integrity Hotline. In addition, all permanent employees are required to complete web-based basic training on whistleblowing.

Moreover, employees are regularly notified about the whistleblowing channels available to them, for example by means of special posters that are hung up at AUMOVIO locations.

In compliance with Directive (EU) 2019/1937, AUMOVIO's Code of Conduct and the dedicated internal rule on whistleblowing prohibit retaliation against whistleblowers and sanction such behavior. Retaliation against whistleblowers, including measures such as dismissal, blacklisting, demotion, denial of overtime or promotions, disciplinary actions, denial of benefits, refusal to (re)hire and intimidation, is a serious offense and is treated as such.

Employees are also free to report incidents of (potential) misconduct to their superiors, HR departments or other functions. However, these individuals or functions are not reporting channels as per the German Whistleblower Protection Act. As a result, confidentiality, anonymity and non-retaliation cannot be fully guaranteed.

To promote and strengthen its corporate culture, AUMOVIO has developed a clear vision and mission as well as four fundamental corporate values: Ahead of the Curve; Reliable – No Matter What; Stronger Together; and Committed to Win.

Furthermore, two internal principles contribute to our corporate culture: the Code of Conduct for all employees of AUMOVIO, and the Strategic Sustainability Focus Areas.

AUMOVIO's policy on governance, risk and compliance (GRC) regulates the application of the GRC approach and serves as overarching documentation that sets comprehensive guidelines for the CMS. As a core element of its compliance program, the creation and communication of rules is integrated into AUMOVIO's rule governance process, utilizing a central rule management application and relevant processes.

Based on relevant industry standards, AUMOVIO's CMS takes into account aspects of IDW PS 980 and ISO 37001.

AUMOVIO's management approach to corporate culture and business conduct considers the interests of various stakeholders such as employees, shareholders, customers and whistleblowers.

The communication of CMS-relevant information is managed by the compliance organization by way of open calls, intranet articles, workshops and posts on relevant intranet channels with the aim of promoting a culture of integrity in general as well as compliance areas and topics in particular.

Additionally, the CMS comprises several mandatory general as well as specific web-based and face-to-face training sessions for various target groups in the respective group sectors or functions.

A comprehensive training concept ensures basic training for AUMOVIO's employees in the compliance areas mentioned as well as risk-based advanced and deep-dive training for content geared to a specific topic or target group. The training plan prescribed basic training courses for anti-bribery and anti-corruption topics. These courses are held annually and are mandatory for all permanent employees (see also the associated metric "Risk functions covered by anti-corruption and anti-bribery training programs").

Prevention and detection of corruption and bribery

AUMOVIO's anti-corruption and anti-bribery training programs mainly comprise web-based training courses delivered via a learning platform. Basic principles and rules on this topic are presented and case studies are provided so that participants can check for themselves how well they have understood the learning content. The training is mandatory for all permanent employees. Through face-to-face training focusing on specialized in-depth content, selected functions (e.g. purchasing and sales) are trained in relevant aspects of business conduct and corporate governance.

The Executive Board and the Supervisory Board are regularly updated by AUMOVIO's Chief Compliance Officer on recent developments regarding compliance topics. These updates include information on new regulatory requirements, if required, and therefore serve a training purpose. In addition, the Executive Board receives the same compliance training as all other permanent employees.

AUMOVIO has established an Integrity Line as the main system for reporting, preventing and detecting unethical and unlawful conduct, including corruption and bribery. The reporting of such concerns plays a vital role in detecting and preventing misconduct. AUMOVIO does not tolerate retaliation against whistleblowers.

The procedures in place to prevent, detect and deal with allegations or incidents of corruption and bribery are covered by the described management approaches to corporate culture and business conduct.

When a report is submitted, an independent investigation unit from the internal audit function decides at its own discretion whether to conduct an investigation within the limitations of the internal rule for whistleblowing as well as internal investigations. All investigations are subject to the need-to-know principle. According to this principle, information may only be distributed or made accessible to persons who receive allegations, administer cases, perform investigations, define sanctions or support any of these activities, or where AUMOVIO has a legitimate interest to inform other departments (for example, in cases of litigation) where required.

In particular, the identities of the whistleblower and the accused person remain confidential and are not disclosed to uninvolved parties, unless required by the investigation, conflicting (data protection) laws and regulations and/or legal proceedings.

For each case investigated, the investigation unit prepares a report and evaluates the case at its own discretion. After finalizing a draft report, the investigation unit sends the report to the compliance case management (CCM) team for review.

The recommendations contained in the report are defined and tracked by the respective investigation unit and are implemented by the management.

CCM submits a report about ongoing and closed investigations to AUMOVIO's Chief Compliance Officer and the Head of Internal Audit on a quarterly basis. Where a high impact for AUMOVIO can be assumed in the near term, the CCM reports the circumstances of the respective case to the Chief Compliance Officer immediately.

The Chief Compliance Officer and the Head of Internal Audit report to the Executive Board as well as to the Audit Committee of the Supervisory Board on a regular basis. Where an allegation against a member of the Executive Board is substantiated, a report is issued not to the Executive Board but to the Head of the Audit Committee of the Supervisory Board.

In general, communication about corruption and bribery matters is part of the overarching management approach to corporate culture and business conduct. In addition, all internal rules are available on AUMOVIO's platform for internal rules on the intranet and are accessible to all employees with computer access. Web-based and face-to-face training sessions ensure that rule content is explained in practical terms, including examples and case studies.

Targets Related to Business Conduct and Corporate Governance

AUMOVIO has implemented a strategic and systematic process for establishing targets. Regarding business conduct and corporate governance, no time-bound sustainability target has been set. The associated aspects are controlled by the processes described in this management approach and their effectiveness is monitored by means of defined metrics.

Key Actions for Target Achievement

In AUMOVIO's view, key actions to be reported relate directly to corresponding targets where available. Therefore, in accordance with this definition, AUMOVIO has not defined any key actions in relation to business conduct and corporate governance beyond the described management approaches.

Metrics for Business Conduct and Corporate Governance

Anti-corruption and anti-bribery training programs	2025
Functions-at-risk covered by anti-corruption and anti-bribery training programs (as at December 31), in %	100

Definitions, assumptions and calculation methods:
- *Includes own employees of AUMOVIO with a valid and active employment contract as at December 31, 2025. Interns, apprentices and non-employees are not included.*
- *A function at risk is a function in which the employees mainly work in administrative areas and receive salaries.*
- *The anti-corruption and anti-bribery training programs are mandatory for all functions at risk.*

As no incidents occurred during the reporting period, AUMOVIO did not have to take any measures to remedy breaches of anti-corruption and anti-bribery procedures and standards.

Convictions for corruption and bribery	2025
Number of convictions for corruption and bribery	0

Definitions, assumptions and calculation methods:
- *Includes convictions of AUMOVIO or convictions associated with AUMOVIO of which AUMOVIO has substantiated knowledge.*
- *Convictions for which a court decision at first instance was issued during the reporting year are considered.*
- *The definitions of corruption and bribery follow the applicable national laws.*
- *The data is collected by the legal entities.*

Fines for corruption and bribery convictions	2025
Total amount of fines for violation of anti-corruption and anti-bribery laws, in € millions	0

Definitions, assumptions and calculation methods:
- *Convictions that result in a financial penalty for AUMOVIO or one of its subsidiaries are considered.*
- *Includes fines paid in the reporting year*
- *Definitions of anti-corruption and anti-bribery follow the national applicable laws*
- *The data is collected by the legal entities that document the convictions.*

Related expenses within the meaning of the ESRS are reported in the consolidated financial statements under Other expenses in the consolidated statement of income.

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Overview and Index of Data Points in General and Topic-Related Standards that are Derived from Other EU Legislation

The table below illustrates the data points in ESRS 2 and topic-related ESRS that are derived from other EU legislation.

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Sustainability report of AUMOVIO Page
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 5 , Annex II		170
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		170
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				174
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 6 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable – no related activities at AUMOVIO
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable – no related activities at AUMOVIO
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 7 , Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable – no related activities at AUMOVIO
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable – no related activities at AUMOVIO
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	187
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		187
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		183
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ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				192

ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				194
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		189-191
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		192
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not applicable – no related activities at AUMOVIO
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Phase-in simplifications
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Phase-in simplifications
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34;Template 2:Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Phase-in simplifications
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Phase-in simplifications
ESRS E2-4 Amount of each pollutant listed in Annex II of the E- PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material

ESRS 2 - SBM 3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1		Not material
ESRS 2 - SBM 3 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1		Not material
ESRS 2 - SBM 3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1		Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1		Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1		Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1		Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1		210
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ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21		Delegated Regulation (EU) 2020/1816, Annex II	222
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I		221
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I		226
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I		228
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I	Delegated Regulation (EU) 2020/1816, Annex II	234
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I		Phase-in simplifications
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I	Delegated Regulation (EU) 2020/1816, Annex II	235
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I		235
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I		235
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)	236
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I		238

ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1		240
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1		239
ESRS S2-1 Non- respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	240
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19		Delegated Regulation (EU) 2020/1816, Annex II	240
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1		Not applicable
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1		244
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	244
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1		Not applicable
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1		247-250
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1	Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	250
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1		Not applicable
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1		Not applicable
ESRS G1-1 Protection of whistle- blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1		Not applicable
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1	Delegated Regulation (EU) 2020/1816, Annex II)	257
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1		257

Consolidated Financial Statements

Statement of the Executive Board

The Executive Board of AUMOVIO SE is responsible for the preparation, completeness and integrity of the consolidated financial statements and the management report for AUMOVIO SE and the AUMOVIO Group, as well as for the other information provided in the annual report. The consolidated financial statements were prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and include any necessary and appropriate estimates. The management report for AUMOVIO SE and the AUMOVIO Group contains an analysis of the earnings, financial and net assets position of AUMOVIO SE, as well as further information provided in accordance with the provisions of the German Commercial Code (Handelsgesetzbuch – HGB).

An effective internal management and control system is employed to ensure that the information used for the preparation of the consolidated financial statements, including the management report for AUMOVIO SE and the AUMOVIO Group, as well as for internal reporting, is reliable. This includes standardized guidelines at the corporate level for accounting and risk management in accordance with Section 91 (2) of the German Stock Corporation Act (Aktiengesetz – AktG) and an integrated financial control system as part of the AUMOVIO Group's value-oriented management, plus audits by Group Audit. The Executive Board is thus in a position to identify significant risks at an early stage and to take countermeasures.

PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, Germany (PwC), was engaged as the auditor for fiscal 2025 by the Annual Shareholders' Meeting of AUMOVIO SE. The audit mandate was issued by the Audit Committee of the Supervisory Board. PwC audited the consolidated financial statements prepared in accordance with IFRS and the management report for AUMOVIO SE and the AUMOVIO Group. The auditor will issue the independent auditor's report.

The consolidated financial statements, the management report for AUMOVIO SE and the AUMOVIO Group, the auditor's report and the risk management system in accordance with Section 91 (2) AktG are discussed in detail by the Audit Committee of the Supervisory Board together with the auditor. These documents relating to the annual financial statements and these reports will then be discussed with the entire Supervisory Board, also in the presence of the auditor, at the meeting of the Supervisory Board held to approve the financial statements.

Frankfurt am Main, March 16, 2026

The Executive Board

Philipp von Hirschheydt

Dr. Jutta A. Dönges

Ingo Holstein

Dr. Boris Mergell

Dr. Ismail Dagli

Jean-François Tarabbia

Consolidated Statement of Income

€ millions	See Note	**2025**	2024
Sales	6	**18,550**	**19,648**
Cost of sales		–15,121	–16,166
Gross margin on sales		**3,429**	**3,482**
Research and development expenses	7	–3,238	–3,548
Selling and logistics expenses		–583	–655
Administrative expenses		–591	–328
Other income	8	1,318	1,752
Other expenses	8	–426	–439
Income from equity-accounted investees	10, 16	21	26
EBIT		**–70**	**290**
Interest income	11	52	216
Interest expense	11	–224	–432
Effects from currency translation	11	86	–38
Effects from changes in the fair value of derivative instruments, and other valuation effects	11	–12	–30
Financial result	11	**–97**	**–284**
Earnings before tax		**–167**	**6**
Income tax expense	12	–463	–279
Net income		**–630**	**–272**
Non-controlling interests		–25	–17
Net income attributable to the shareholders of the parent		–655	–289
Basic earnings per share in €[1]	37	–6.54	–2.89
Diluted earnings per share in €[1]	37	–6.54	–2.89

1 Earnings per share have been adjusted in accordance with IAS 33, Earnings per Share, due to the increase in the number of common shares issued as a result of the spin-off that took place in September 2025.

Consolidated Statement of Comprehensive Income

€ millions	**2025**	2024
Net income	**–630**	**–272**
Items that will not be reclassified to profit or loss		
Remeasurement of defined benefit plans[1]	324	115
Fair value adjustments[1]	314	118
Investment in equity-accounted investees[2]	0	–0
Currency translation[1]	9	–4
Other investments	1	–10
Fair value adjustments[1]	–0	–7
Investment in equity-accounted investees[2]	–0	–2
Currency translation[1]	2	–1
Tax on other comprehensive income	–99	–37
Items that may be reclassified subsequently to profit or loss		
Currency translation[1]	–413	–113
Effects from currency translation[1]	–413	–77
Reclassification adjustments to profit or loss	1	–36
Investment in equity-accounted investees[2]	–0	–0
Tax on other comprehensive income	0	–
Other comprehensive income	**–186**	**–45**
Comprehensive income	**–816**	**–318**
Attributable to non-controlling interests	–7	–16
Attributable to the shareholders of the parent	–823	–334

1 Including non-controlling interests.
2 Including taxes.

Consolidated Statement of Financial Position

Assets

Mio €	See Note	**Dec. 31, 2025**	Dec 31, 2024
Goodwill	13	2,089	2,129
Other intangible assets	13	323	413
Property, plant and equipment	14, 15	4,788	5,282
Investment property		2	2
Investments in equity-accounted investees	16	197	223
Other investments	17	80	84
Deferred tax assets	18	1,319	1,561
Defined benefit assets	26	64	58
Long-term derivative instruments and interest-bearing investments	31	0	3
Long-term other financial assets	19	204	170
Long-term other assets	20	24	12
Non-current assets		**9,090**	**9,938**
Inventories	21	2,309	2,583
Trade accounts receivable	22	3,153	3,642
Short-term contract assets	6	90	92
Short-term other financial assets	19	96	48
Short-term other assets[1]	20	555	473
Income tax receivables		132	118
Short-term derivative instruments and interest-bearing investments	31	11	1,594
Cash and cash equivalents	23	1,719	1,394
Current assets		**8,065**	**9,943**
Total assets		**17,155**	**19,881**

1 Values adjusted as at December 31, 2024; reference to Note 24. Equity.

Equity and liabilities

Mio €	See Note	**Dec. 31, 2025**	Dec 31, 2024
Subscribed capital		250	1
Capital reserves		9,677	7,598
Retained earnings[1]		90	1,888
Other comprehensive income		–938	–770
Equity attributable to the shareholders of the parent		**9,079**	**8,717**
Non-controlling interests		165	204
Total equity	24	**9,244**	**8,921**
Long-term employee benefits	26	1,281	1,676
Deferred tax liabilities	18	66	69
Long-term provisions for other risks and obligations	28	307	358
Long-term indebtedness	30	241	282
Long-term other financial liabilities	32	2	–
Long-term contract liabilities	6	51	22
Long-term other liabilities	34	11	14
Non-current liabilities		**1,959**	**2,420**
Short-term employee benefits	26	703	686
Trade accounts payable	33	3,325	3,675
Short-term contract liabilities	6	155	155
Income tax payables	29	138	98
Short-term provisions for other risks and obligations	28	735	701
Short-term indebtedness	30	100	2,377
Short-term other financial liabilities	32	407	516
Short-term other liabilities	34	390	332
Current liabilities		**5,952**	**8,541**
Total equity and liabilities		**17,155**	**19,881**

1 Values adjusted as at December 31, 2024; reference to Note 24. Equity.

Consolidated Statement of Cash Flows

€ millions	See Note	**2025**	2024
Net income		**–630**	**–272**
Income tax expense	12	463	279
Financial result	11	97	284
EBIT		**–70**	**290**
Interest paid		–112	–411
Interest received	11	54	233
Income tax paid	12, 29	–337	–264
Dividends received	16	58	34
Depreciation, amortization, impairment and reversal of impairment losses	8, 13, 14, 15	1,141	1,101
Income from equity-accounted investees and other investments, incl. impairment and reversal of impairment losses	10, 16, 17	–21	–26
Gains/losses from the disposal of assets, companies and business operations		43	–59
Changes in			
inventories	21	197	228
trade accounts receivable	22	370	491
trade accounts payable	33	–217	–443
employee benefits and other provisions	26, 27, 28	–193	–140
other assets and liabilities as well as other non-cash effects		–129	69
Cash flow arising from operating activities		**786**	**1,103**
Disposal of property, plant and equipment, and intangible assets	13, 14	48	47
Capital expenditure on property, plant and equipment, and software	13, 14	–672	–882
Capital expenditure on intangible assets from development projects and miscellaneous	13, 14	–2	–16
Acquisition of companies and business operations		–25	–13
Disposal of companies and business operations	5	2	21
Cash inflow from interest-bearing investments[1]		1,821	2,093
Cash flow arising from investing activities		**1,171**	**1,249**
Cash flow before financing activities (free cash flow)		**1,957**	**2,352**
Redemption of bonds	30	–	–625
Change in other indebtedness[1]	30	–1,095	–2,544
Repayment of lease liabilities	30	–101	–103
Cash flow from profit and loss transfer agreements		–273	719
Dividends paid to and cash changes from equity transactions with non-controlling interests		–49	–15
Cash flow arising from financing activities		**–1,517**	**–2,568**
Change in cash and cash equivalents		**440**	**–215**
Cash and cash equivalents at the beginning of the reporting period		**1,394**	**1,601**
Effect of exchange-rate changes on cash and cash equivalents		–110	11
Disposal of cash and cash equivalents through changes in the scope of consolidation		–5	–3
Cash and cash equivalents at the end of the reporting period	23	**1,719**	**1,394**

1 Mainly cash inflow from the termination of financing arrangements with Continental.

Consolidated Statement of Changes in Equity

					Difference from					
€ millions	Subscribed capital	Capital reserves	Retained earnings[2]	Successive purchases	remeasurement of defined benefit plans	currency translation	financial instruments	Total	Non-controlling interests	**Total**
As at January 1, 2024	**1**	**2,354**	**2,269**	**–131**	**–496**	**–120**	**11**	**3,888**	**209**	**4,097**
Net income	–	–	–289	–	–	–	–	–289	17	**–272**
Other comprehensive income	–	–	–	–	78	–113	–10	–45	–1	**–45**
Net profit for the period	**–**	**–**	**–289**	**–**	**78**	**–113**	**–10**	**–334**	**16**	**–318**
Capital increase	–	5,244	–	–	–	–	–	5,244	–	**5,244**
Profit and loss transfer agreement	–	–	–273	–	–	–	–	–273	–	**–273**
Dividends paid/resolved	–	–	–	–	–	–	–	–	–23	**–23**
Other changes[1]	–	–	182	–	–0	–	10	192	2	**194**
As at December 31, 2024	**1**	**7,598**	**1,888**	**–131**	**–418**	**–233**	**11**	**8,717**	**204**	**8,921**
Net income	–	–	–655	–	–	–	–	–655	25	**–630**
Other comprehensive income	–	–	–	–	225	–395	1	–168	–18	**–186**
Net profit for the period	**–**	**–**	**–655**	**–**	**225**	**–395**	**1**	**–823**	**7**	**–816**
Contributions by owners	–	1,177	–	–	–	–	–	1,177	–	**1,177**
Completion of the reorganization on September 17, 2025	250	900	–1,150	–	–	–	–	–	–	**–**
Share-based payments	–	2	–	–	–	–	–	2	–	**2**
Dividends paid/resolved	–	–	–	–	–	–	–	–	–45	**–45**
Other changes[1]	–	–	6	–	0	0	–	6	–0	**6**
As at December 31, 2025	**250**	**9,677**	**90**	**–131**	**–193**	**–627**	**13**	**9,079**	**165**	**9,244**

1 Effects from adjustments for changes in tax groups.

2 Values adjusted as at December 31, 2024; reference to Note 24. Equity.

Notes to the Consolidated Financial Statements

1. Segment Reporting

In accordance with the provisions of IFRS 8, *Operating Segments*, AUMOVIO SE's segment reporting is based on the management approach with regard to segment identification, under which information regularly provided to the Executive Board as chief operating decision-maker for decision-making purposes should be regarded as authoritative.

The activities of the AUMOVIO Group are divided into the following segments:

Autonomous Mobility (AM)
Autonomous Mobility develops and manufactures products and solutions for advanced driver assistance systems (ADAS) and technologies for autonomous driving (AD). Autonomous Mobility's ADAS and AD electronics, software and service solutions incorporate technologies that increase vehicle safety and are designed to improve the overall driving experience in the field of automated and autonomous mobility. Autonomous Mobility also offers electronics, software, and service solutions for commercial and special-purpose vehicles. These solutions are specifically tailored to the requirements of trucks, buses, two-wheelers and vehicles used in special environments such as forestry, agriculture, construction, and mining (off-highway). In addition, Autonomous Mobility offers customized service solutions for vehicle fleets and workshops. From fiscal 2026 onward, the Autonomous Mobility business area will be renamed Autonomous and Commercial Mobility (ACM).

Architecture and Network Solutions (ANS)
Architecture and Network Solutions develops and manufactures electronic products and solutions for classic and new vehicle architectures as well as for software-defined vehicles (SDVs). The business area covers a wide range of electronic products and solutions, including high-performance computers (HPCs), zone control units (ZCUs), control units, server zone architectures, advanced access solutions, vehicle connectivity solutions, comfort electronics, operating software, middleware, cybersecurity solutions and build-to-print services. These products are divided into the areas of Foundation (HPCs and ZCUs, connectivity, automotive middleware, operating systems and tools), Solutions (control units, functional access software) and Services (engineering and manufacturing services). Through its varied partnerships with leading technology companies in the industry, Architecture and Network Solutions is able to leverage synergies to further the development of its products and solutions.

Safety and Motion (SAM)
Safety and Motion develops and manufactures products for the chassis domain. Its portfolio spans components, systems and software for passive and active safety, vehicle dynamics and comfort, including electronic braking systems and airbag control units. These products are aimed primarily at the light vehicle and two-wheeler markets. In addition, Safety and Motion is active in the automotive aftermarket business, offering replacement parts for vehicle components (including products from other business areas and other manufacturers) for both the original equipment business and the independent aftermarket.

User Experience (UX)
User Experience designs, develops and manufactures products for in-vehicle information display and interaction, including display solutions, head-up displays and digital instrument clusters. Digital instrument clusters are digital display devices that provide drivers with important driving information (e.g. speed, RPM, temperature, fuel level, indicator lights and warnings) as well as additional information (e.g. navigation, radio and telecommunications).

User Experience covers the entire life cycle of its products, from innovation and development of advanced technologies, to series production based on specific customer requirements as well as mass production. User Experience performs a range of pre-production processes in-house, such as optical bonding, display backlight manufacturing, plastic injection molding and display sealing, while key components, such as display panels, are sourced from a global network of suppliers.

The segments correspond to the business areas presented in the Structure of the AUMOVIO Group section of the consolidated management report.

Other / Holding / Consolidation
This comprises centrally managed subsidiaries and affiliates, such as holding, financing and insurance companies, as well as the holding function of AUMOVIO SE and certain effects of consolidation. It also contains the effects on earnings of uncertain risks, particularly those in connection with contractual and similar claims or obligations representing, among other things, risks from investments that cannot currently be assigned to the individual operating units. This segment also includes the Contract Manufacturing group sector. Contract manufacturing of products by AUMOVIO companies for the Schaeffler Group is consolidated in Contract Manufacturing. This contract manufacturing is not intended to be a permanent situation; rather, the operational separation of production will continue to be promoted and the volume of contract manufacturing reduced.

Internal control and reporting within the AUMOVIO Group are based on International Financial Reporting Standards (IFRS) as described in Note 2. The AUMOVIO Group measures the performance of its segments both in terms of return on sales (adjusted EBIT divided by adjusted sales), and in terms of return on capital employed (ROCE), which represents EBIT as a percentage of average operating assets. Intersegment sales and other proceeds are determined at arm's length prices. For administrative services performed by centrally operated companies or by the AUMOVIO Group's management, costs are calculated on an arm's length basis in line with utilization. Where direct allocation is not possible, costs are assigned according to the services performed.

The segment assets comprise the operating assets of the assets side of the statement of financial position as at the end of the reporting period. The segment liabilities show the operating asset parts on the liabilities side of the statement of financial position.

Capital expenditure relates to additions to property, plant and equipment, and software, as well as additions to capitalized right-of-use assets in line with IFRS 16, *Leases*. Depreciation and amortization include the scheduled diminution of and the impairment on intangible assets, property, plant and equipment, capitalized right-of-use assets and investment properties as well as the impairment on goodwill. This figure does not include impairment on financial investments.

Non-cash expenses/income mainly include additions to and reversals of pension and warranty provisions as well as provisions for litigation and environmental risks.

In the segment information broken down by country and region, sales are allocated on the basis of the domicile of the respective customers; in contrast, capital expenditure and segment assets are allocated on the basis of the domicile of the respective companies.

Across all segments, AUMOVIO generated sales amounting to €4,194 million (PY: €3,816 million) in the reporting year with its largest customer, which is part of a group of companies under common control. Sales amounting to €1,753 million (PY: €1,739 million) were generated with its second-largest customer, which is part of a group of companies under common control. Sales amounting to €1,642 million (PY: €2,052) were generated with its third-largest customer, which is part of a group of companies under common control.

In 2025, the AUMOVIO Group generated 25% of its sales in Germany (PY: 26%), 15% in the USA (PY: 15%) and 14% in China (PY: 14%). Other than these countries, there were no countries in which more than 10% of sales were achieved, as was also the case in the previous year.

A summary of research and development expenses by segment is included in Note 7.

Segment report for 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
External sales	3,037	4,995	7,362	2,971	186	18,550
Intercompany sales	15	54	10	22	–100	–
Sales (total)	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
Cost of sales	2,176	3,904	6,188	2,768	85	15,121
Research and development expenses (net)	741	675	603	221	–11	2,230
EBIT (segment result)	–109	160	211	–116	–216	–70
in % of sales	–3.6	3.2	2.9	–3.9	–	–0.4
thereof income from equity-accounted investees	–21	24	17	0	1	21
Depreciation and amortization[1]	184	262	404	275	16	1,141
thereof impairment[2]	6	16	45	82	0	150
Capital expenditure[3]	155	165	262	179	8	769
in % of sales	5.1	3.3	3.6	6.0	–	4.1
Internally generated intangible assets	–	–	–	–	2	2
Significant non-cash expenses/income	–27	–58	–64	–33	4	–178
Segment assets	2,643	2,986	5,476	2,141	276	13,522
thereof investments in equity-accounted investees	29	41	115	–	12	197
Segment liabilities	830	1,581	2,185	959	164	5,718
Operating assets as at December 31	1,814	1,406	3,291	1,182	112	7,804
Operating assets (average)	1,917	1,558	3,193	1,336	57	8,061
ROCE in %	–5.7	10.3	6.6	–8.7	–	–0.9
Number of employees as at December 31[4]	14,197	23,933	31,171	10,502	1,949	81,752
Adjusted sales[5]	3,051	5,048	7,371	2,993	86	18,550
Adjusted operating result (adjusted EBIT)[6]	–41	360	372	11	15	717
in % of adjusted sales	–1.3	7.1	5.1	0.4	–	3.9

1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

Segment report for 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
External sales	3,299	5,502	7,512	3,053	283	19,648
Intercompany sales	23	57	20	17	–117	–
Sales (total)	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**
Cost of sales	2,368	4,381	6,379	2,874	164	16,166
Research and development expenses (net)	847	607	688	240	–24	2,357
EBIT (segment result)	–129	331	246	–181	23	290
in % of sales	–3.9	6.0	3.3	–5.9	–	1.5
thereof income from equity-accounted investees	–9	24	11	–1	0	26
Depreciation and amortization[1]	206	276	380	217	22	1,101
thereof impairment[2]	12	5	1	12	0	30
Capital expenditure[3]	193	221	293	230	16	953
in % of sales	5.8	4.0	3.9	7.5	–	4.9
Internally generated intangible assets	1	–	–	16	–	16
Significant non-cash expenses/income	–50	–35	–87	–9	–7	–187
Segment assets	2,863	3,473	6,004	2,427	257	15,023
thereof investments in equity-accounted investees	31	64	116	–	12	223
Segment liabilities	813	1,664	2,469	1,105	239	6,290
Operating assets as at December 31	2,050	1,809	3,534	1,322	17	8,733
Operating assets (average)	2,114	1,865	3,566	1,265	196	9,006
ROCE in %	–6.1	17.8	6.9	–14.3	–	3.2
Number of employees as at December 31[4]	16,326	26,353	34,019	13,002	3,045	92,745
Adjusted sales[5]	3,230	5,559	7,507	3,070	165	19,532
Adjusted operating result (adjusted EBIT)[6]	–46	419	262	–147	5	493
in % of adjusted sales	–1.4	7.5	3.5	–4.8	–	2.5

1 Excluding impairment on financial investments.
2 Impairment also includes necessary reversals of impairment losses.
3 Capital expenditure on property, plant and equipment, and software.
4 Excluding trainees.
5 Before changes in the scope of consolidation.
6 Before amortization of intangible assets from purchase price allocation (PPA), changes in the scope of consolidation and special effects.

Reconciliation of sales to adjusted sales and of EBITDA to adjusted operating result (adjusted EBIT) in 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
Sales	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
Changes in the scope of consolidation[1]	–	–	–	–	–	–
Adjusted sales	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
EBITDA	**75**	**422**	**615**	**159**	**–200**	**1,071**
Depreciation and amortization[2]	–184	–262	–404	–275	–16	–1,141
EBIT	**–109**	**160**	**211**	**–116**	**–216**	**–70**
Amortization of intangible assets from purchase price allocation (PPA)	5	31	1	–	–	37
Changes in the scope of consolidation[1]	–	–	–	–	–0	–0
Special effects						
Impairment on goodwill	–	–	–	–	–	–
Impairment[3]	6	2	45	25	0	78
Restructuring[4]	17	147	29	88	28	309
Restructuring-related expenses	0	7	8	4	1	19
Termination payments	19	11	19	9	1	60
Gains and losses from disposals of companies and business operations	21	1	46	0	0	67
Expenses for the spin-off from Continental	–	–	17	–	201	218
Other	–	1	–2	0	–	–1
Adjusted operating result (adjusted EBIT)	**–41**	**360**	**372**	**11**	**15**	**717**

1 Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the previous year.

2 Excluding impairment on financial investments.

3 Impairment also includes necessary reversals of impairment losses. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

4 Includes restructuring-related impairment losses totaling €72 million (ANS €14 million; SAM €1 million, UX €57 million).

Reconciliation of sales to adjusted sales and of EBITDA to adjusted operating result (adjusted EBIT) in 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
Sales	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**
Changes in the scope of consolidation[1]	–92	–	–24	–	–	–116
Adjusted sales	**3,230**	**5,559**	**7,507**	**3,070**	**165**	**19,532**
EBITDA	**77**	**607**	**625**	**35**	**46**	**1,390**
Depreciation and amortization[2]	–206	–276	–380	–217	–22	–1,101
EBIT	**–129**	**331**	**246**	**–181**	**23**	**290**
Amortization of intangible assets from purchase price allocation (PPA)	19	36	1	–	–	55
Changes in the scope of consolidation[1]	27	–	–5	–	–	22
Special effects						
Impairment on goodwill	–	–	–	–	–	–
Impairment[3]	12	4	1	12	0	29
Restructuring[4]	13	37	–7	7	22	72
Restructuring-related expenses	2	2	13	5	0	22
Termination payments	4	8	12	3	1	29
Gains and losses from disposals of companies and business operations	0	–	–	–	–42	–42
Other	6	2	2	7	0	16
Adjusted operating result (adjusted EBIT)	**–46**	**419**	**262**	**–147**	**5**	**493**

1 Changes in the scope of consolidation include additions and disposals as part of share and asset deals. Adjustments are made for additions in the reporting year and for disposals in the comparative period of the previous year.

2 Excluding impairment on financial investments.

3 Impairment also includes necessary reversals of impairment losses. It does not include impairment that arose in connection with a restructuring and impairment on financial investments and goodwill.

4 Includes restructuring-related impairment losses totaling €2 million (ANS €1 million).

Reconciliation of EBIT to net income

€ millions	2025	2024
Autonomous Mobility	–109	–129
Architecture and Network Solutions	160	331
Safety and Motion	211	246
User Experience	–116	–181
Other/Holding/Consolidation	–216	23
EBIT	**–70**	**290**
Financial result	–97	–284
Earnings before tax	**–167**	**6**
Income tax expense	–463	–279
Net income	**–630**	**–272**
Non-controlling interests	–25	–17
Net income attributable to the shareholders of the parent	**–655**	**–289**

Segment report by region

€ millions	Germany	Europe excluding Germany	North America	Asia-Pacific	Other countries	Group
External sales 2025	**4,720**	**4,433**	**3,883**	**5,022**	**492**	**18,550**
External sales 2024	5,012	4,785	4,267	5,073	511	19,648
Capital expenditure 2025[1]	**112**	**302**	**138**	**206**	**11**	**769**
Capital expenditure 2024[1]	154	443	162	186	9	953
Segment assets as at December 31, 2025	**4,115**	**3,886**	**2,113**	**3,256**	**152**	**13,522**
Segment assets as at December 31, 2024	4,667	4,002	2,501	3,703	150	15,023
Number of employees as at December 31, 2025[2]	**16,590**	**27,175**	**13,533**	**22,832**	**1,622**	**81,752**
thereof direct employees[2]	13,146	16,749	5,044	14,967	564	50,470
thereof indirect employees[2]	3,444	10,426	8,489	7,865	1,058	31,282
Number of employees as at December 31, 2024[2]	19,326	31,174	15,940	24,626	1,679	92,745
thereof direct employees[2]	4,307	12,277	9,922	8,241	1,077	35,824
thereof indirect employees[2]	15,019	18,897	6,018	16,385	602	56,921

1 Capital expenditure on property, plant and equipment, and software.
2 Excluding trainees.

Reconciliation to operating assets in 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
Total assets	**2,653**	**2,999**	**5,540**	**2,154**	**3,809**	**17,155**
Cash and cash equivalents	–	–	–	–	1,719	1,719
Short- and long-term derivative instruments, interest-bearing investments	–	–	–	–	11	11
Other financial assets	5	5	16	10	2	38
Less financial assets	**5**	**5**	**16**	**10**	**1,732**	**1,768**
Less other non-operating assets	**4**	**7**	**48**	**3**	**350**	**414**
Deferred tax assets	–	–	–	–	1,319	1,319
Income tax receivables	–	–	–	–	132	132
Less income tax assets	**–**	**–**	**–**	**–**	**1,451**	**1,451**
Segment assets	**2,643**	**2,986**	**5,476**	**2,141**	**276**	**13,522**
Total liabilities and provisions	**1,095**	**2,054**	**2,510**	**1,209**	**1,044**	**7,911**
Short- and long-term indebtedness	–	–	–	–	341	341
Other financial liabilities	–	–	–	–	0	0
Less financial liabilities	**–**	**–**	**–**	**–**	**341**	**341**
Deferred tax liabilities	–	–	–	–	66	66
Income tax payables	–	–	–	–	138	138
Less income tax liabilities	**–**	**–**	**–**	**–**	**205**	**205**
Less other non-operating liabilities	**265**	**473**	**325**	**250**	**335**	**1,647**
Segment liabilities	**830**	**1,581**	**2,185**	**959**	**164**	**5,718**
Operating assets	**1,814**	**1,406**	**3,291**	**1,182**	**112**	**7,804**

Reconciliation to operating assets in 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Cosolidation	Group
Total assets	**2,855**	**3,448**	**5,923**	**2,422**	**5,233**	**19,881**
Cash and cash equivalents	–	–	–	–	1,394	1,394
Short- and long-term derivative instruments, interest-bearing investments	–	–	–	–	1,597	1,597
Other financial assets	6	6	15	9	5	43
Less financial assets	**6**	**6**	**15**	**9**	**2,996**	**3,033**
Less other non-operating assets	**–14**	**–31**	**–96**	**–14**	**301**	**146**
Deferred tax assets	–	–	–	–	1,561	1,561
Income tax receivables	–	–	–	–	118	118
Less income tax assets	**–**	**–**	**–**	**–**	**1,679**	**1,679**
Segment assets	**2,863**	**3,473**	**6,004**	**2,427**	**257**	**15,023**
Total liabilities and provisions	**1,094**	**2,188**	**3,038**	**1,335**	**3,304**	**10,960**
Short- and long-term indebtedness	–	0	1	–	2,658	2,659
Other financial liabilities	–	–	–	–	5	5
Less financial liabilities	**–**	**0**	**1**	**–**	**2,663**	**2,663**
Deferred tax liabilities	–	–	–	–	69	69
Income tax payables	–	–	–	–	98	98
Less income tax liabilities	**–**	**–**	**–**	**–**	**167**	**167**
Less other non-operating liabilities	**282**	**524**	**569**	**231**	**234**	**1,840**
Segment liabilities	**813**	**1,664**	**2,469**	**1,105**	**239**	**6,290**
Operating assets	**2,050**	**1,809**	**3,534**	**1,322**	**17**	**8,733**

2. General Information and Accounting Principles

Reporting company

AUMOVIO SE, whose registered office is at Guerickestrasse 7, 60488 Frankfurt am Main, Germany, is the parent company of the AUMOVIO Group following a legal reorganization on September 17, 2025, and prepares the consolidated financial statements for the smallest group of companies. It is entered in the commercial register of the Frankfurt am Main Local Court (*Amtsgericht*) under HBR 138483.

The company was founded on August 6, 2024, as Blitz 24-891 SE and entered in the commercial register of the Munich Local Court on August 22, 2024. Further amendments to the Articles of Incorporation changed the company's name to Continental Automotive Holding SE on February 6, 2025, and to AUMOVIO SE on May 22, 2025. The company relocated its registered office from Munich to Frankfurt am Main on April 3, 2025.

Previously, AUMOVIO Germany GmbH, Frankfurt am Main (formerly Continental Automotive Technologies GmbH), was the ultimate parent company and prepared the consolidated financial statements as at December 31, 2024, and the interim consolidated financial statements as at June 30, 2025. In connection with the spin-off from Continental AG and the listing on the regulated market (Prime Standard) of the Frankfurt Stock Exchange on September 18, 2025, all shares of the former parent company AUMOVIO Germany GmbH were split off from Continental AG to AUMOVIO SE as part of a reorganization under common control. The AUMOVIO Group companies were included in the Continental Group's financing network and cash pooling. In preparation for the reorganization and subsequent stock market listing of the AUMOVIO Group, these financing arrangements were terminated and balances existing on the termination date were settled. Furthermore, the profit and loss transfer agreement between AUMOVIO Germany GmbH and Continental AG was transferred to AUMOVIO SE.

To achieve the target capitalization, contributions of €1,144 million were made by the former shareholder, the share capital of AUMOVIO SE was increased from €120,000.00 to €250,127,477.50 and the consolidated statement of equity was adjusted to AUMOVIO SE through reclassifications between equity items.

AUMOVIO SE is a global supplier to the automotive industry. The nature of AUMOVIO SE's business operations and its main activities are explained in more detail in Note 1 (Segment Reporting). AUMOVIO SE is included in the consolidated financial statements of INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, which are published in the Company Register (*Unternehmensregister*). INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, prepares the consolidated financial statements for the largest group of companies.

General principles

The consolidated financial statements of AUMOVIO SE as at December 31, 2025, have been prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union, pursuant to EU Regulation (EC) No. 1606/2002 in conjunction with Section 315e (1) of the German Commercial Code (*Handelsgesetzbuch – HGB*). The term IFRS also includes the International Accounting Standards (IAS), the interpretations issued by the International Financial Reporting Standards Interpretations Committee (IFRS IC) or its predecessor the International Financial Reporting Interpretations Committee (IFRIC), and those of the former Standing Interpretations Committee (SIC). All International Financial Reporting Standards mandatory for fiscal 2025 have been applied, subject to endorsement by the European Union.

The consolidated financial statements have been prepared on the basis of historical cost, with the exception of certain financial assets and liabilities (including derivative instruments), which are measured at fair value; assets held for sale, which are measured at the lower of their carrying amount and fair value less costs to sell (or costs to distribute); and defined benefit pension plans, for which the plan assets are measured at fair value.

The annual financial statements of companies included in the AUMOVIO Group have been prepared using uniform accounting policies, in accordance with IFRS 10, *Consolidated Financial Statements*. The reporting date for the individual financial statements of companies included in the AUMOVIO Group is the same as the reporting date for the consolidated financial statements.

The consolidated financial statements have been prepared in euros. Unless otherwise stated, all amounts are shown in millions of euros (€ millions). Please note that differences may arise as a result of the use of rounded amounts and percentages.

Estimates

Proper and complete preparation of the consolidated financial statements requires management to make estimates and assumptions affecting the amount and disclosure of the recognized assets and liabilities, income and expenses as well as the disclosures in the notes for the reporting period.

The significant assumptions and estimates in the reporting period related to:

- the determination of the useful lives of intangible assets;
- the impairment testing of goodwill and non-current assets, in particular the underlying cash flow forecasts and discount rates, as well as the necessary determination of cash-generating units;
- the identification of impairment losses or reversals of impairment losses on intangible assets, property, plant and equipment, and inventories;
- the determination of fair values with regard to financial assets and liabilities;
- the measurement of income tax payables and deferred taxes on temporary differences, and of deferred tax assets on losses carried forward;
- the measurement of liabilities and provisions, in particular the actuarial parameters for pensions and similar obligations used to determine defined benefit obligations;
- the measurement of provisions and contingent liabilities, in particular with regard to the parameters for measuring restructuring provisions, as well as the probability of occurrence and the extent of warranty, litigation and environmental risks.

Climate-related issues were taken into account in the estimates for fiscal 2025 and previous years. There were no significant effects on the consolidated financial statements of AUMOVIO SE.

The assumptions and estimates are based on the information currently available at the date of preparation of the consolidated financial statements. The underlying information is regularly reviewed and updated to reflect actual developments as necessary.

Determination of fair value

The fair value of financial or non-financial assets or the fair value of liabilities is determined using the three-level model in accordance with IFRS 13, *Fair Value Measurement*:

- Level 1: quoted prices in active markets for identical assets and liabilities
- Level 2: quoted prices in active markets for similar assets and liabilities or measurement methods for which all major input factors are based on observable market data
- Level 3: measurement methods for which the major input factors are not based on observable market data.

Companies consolidated

All major subsidiaries that AUMOVIO SE controls in accordance with the provisions of IFRS 10 have been included in the consolidated financial statements and are fully consolidated. To meet this definition, AUMOVIO SE must have the decision-making power to control the relevant activities and a right to variable returns from the associated company. Furthermore, it must be able to use its decision-making power to determine the amount of these returns.

The consolidation of subsidiaries is based on the acquisition method by offsetting the acquisition cost against the proportion of net assets attributed to the parent company at fair value at the acquisition date.

Intercompany receivables and payables, in addition to income and expenses, are eliminated on consolidation. Intercompany profits arising from internal transactions and dividend payments made within the AUMOVIO Group are eliminated on consolidation. Deferred taxes on the elimination of intercompany transactions are carried in the amount derived from the average income tax rate for the AUMOVIO Group.

Currency translation

The following table summarizes the exchange rates used in currency translation that had a material effect on the consolidated financial statements:

Currencies		Closing rate		Average rate for the year	
€1 in		**Dec. 31, 2025**	Dec. 31, 2024	**2025**	2024
Brazil	BRL	6.43	6.43	6.31	5.83
Switzerland	CHF	0.93	0.94	0.94	0.95
China	CNY	8.21	7.60	8.12	7.79
Czech Republic	CZK	24.22	25.16	24.69	25.12
Great Britain	GBP	0.87	0.83	0.86	0.85
Hungary	HUF	385.44	410.86	397.84	395.41
Japan	JPY	183.77	163.34	169.11	163.81
South Korea	KRW	1,698.54	1,534.34	1,606.22	1,475.17
Mexico	MXN	21.12	21.59	21.67	19.82
Malaysia	MYR	4.76	4.66	4.83	4.95
Philippines	PHP	69.22	60.39	64.99	61.98
Romania	RON	5.10	4.97	5.04	4.97
USA	USD	1.17	1.04	1.13	1.08
South Africa	ZAR	19.48	19.59	20.18	19.83

Revenue recognition

AUMOVIO recognizes revenue as soon as the customer obtains control of the asset or service. This is done either at a specific point in time or over a period of time. Sales revenue corresponds to the transaction price, which is determined in accordance with the provisions of IFRS 15, *Revenue from Contracts with Customers*. Variable price components from contracts with customers, such as discounts, customer bonuses and other price reductions, are recognized as reductions in revenue. Invoices are generally issued on a monthly basis and the payment terms are 60 days on average, depending on the region and product group. Customers do not usually make any significant advance payments. There are no significant obligations from the right of customers to return products, or from reimbursements to customers or similar obligations, or from warranty commitments that include a service component.

Description of sales revenue in automotive original-equipment business

The type of performance obligations to customers in the automotive original-equipment business, which are determined by the call-off quantities, relates to the diverse and largely customer-specific products in the Autonomous Mobility, Architecture and Network Solutions, Safety and Motion, and User Experience segments. For further details on the segments, please refer to Note 1 (Segment Reporting) and for details on the business areas, to the Structure of the AUMOVIO Group section of the consolidated management report. Revenue is almost always recognized over time using an output-based measurement method, and sales revenue is measured based on the products that leave the production plant, as the products are produced and delivered "just in time."

Description of sales revenue in industrial and replacement business

The type of performance obligations to customers in the industrial and replacement business relates to the automotive aftermarket business in the Safety and Motion segment. For further details on the segments, please refer to Note 1 (Segment Reporting) and for details on the business areas, to the Structure of the AUMOVIO Group section of the consolidated management report. Revenue is recognized at the point in time when control is transferred to the customer, taking into account the contractual basis, the delivery conditions specified therein or the agreed Incoterms.

Description of revenue in other business activities

Revenue in other business activities is included in the sales of the automotive original-equipment business, in the sales of the industrial and replacement business, and in other revenues. The largest component of this revenue relates to revenue from research and development, which is recognized at a point in time, either when the entire development is completed or when identifiable milestones within a development are reached.

In addition, services that are performed alongside the main business also lead to revenue recognition over time, though in smaller amounts. Both input- and output-based measurement methods are used and sales are measured either based on the hours or days worked or the costs incurred (input), or based on the services rendered (output).

In addition, project business is conducted, in which generally customer-specific goods or services are produced or provided for customers over a medium-term or longer period. Revenue from this is likewise recognized over time and sales are mostly measured using input-based measurement methods, taking account of the costs incurred. Invoices are generally issued as contractually agreed.

Contract liabilities

Contract liabilities mainly include advance payments by customers for deliveries of goods and for services to be performed. Contract liabilities are recognized as sales once the contractual services have been rendered.

Research and development expenses

Research and development expenses comprise expenditure on research and development and expenses for customer-specific applications, prototypes and testing. Where refunds from customers for research and development expenses are agreed, these costs are recognized in inventories until control is transferred. Once control is transferred, the refund amounts are stated under other income.

New developments for the original-equipment business are not marketable until AUMOVIO has been nominated as the supplier for the particular vehicle platform or model and has successfully fulfilled pre-production release stages. Moreover, these release stages serve as the prerequisite to demonstrate the technical feasibility of the product, especially given the high demands imposed on safety and comfort technology. Accordingly, development costs are recognized as an asset only as at the date of nomination as supplier and upon fulfillment of a specific preproduction release stage. The development is considered to be completed once the final approval for the unlimited production is granted. Only very few development projects fulfill the recognition criteria.

Nominations by original equipment manufacturers generally result in a delivery obligation for the entire service life of the respective models or platforms. However, these supply agreements constitute neither long-term manufacturing orders nor firm commitments, in particular because the original equipment manufacturers make no commitments with regard to purchase quantities. For this reason, all pre-production expenses – with the exception of the capitalized development costs as previously described – are recognized immediately in profit or loss.

Research costs and development costs that cannot be capitalized are recognized immediately in profit and loss. Development costs are recognized as internally generated intangible assets if the recognition criteria under IAS 38, *Intangible Assets*, are met. From the date on which the developed products become marketable, they are amortized over a period of three to seven years. In addition, contract-related development costs are recognized as work in progress under inventories until they are invoiced.

Product-related expenses

Costs for advertising, sales promotion and other sales-related items are expensed as incurred. Provisions are recognized for possible warranty claims on sold products on the basis of past experience, as well as legal and contractual terms. Additional provisions are recognized for specific known cases.

Statement of financial position classification

Assets and liabilities are reported as non-current assets and liabilities in the consolidated statement of financial position if they have a remaining term of over one year and, conversely, as current assets and liabilities if the remaining term is shorter. Liabilities are generally treated as current if there is no unrestricted right to avoid fulfilling the obligation within the next year. Pension provisions, provisions for other post-employment benefits, and other employee benefits, as well as deferred tax assets and liabilities are accounted for as non-current. If assets and liabilities have both current and non-current portions, the amounts are classified separately and shown as current and non-current assets or liabilities.

Governmental grants

Monetary governmental grants and government subsidies that are directly attributable to depreciable fixed assets are deducted from the procurement and manufacturing costs of the assets in question. All other monetary grants and subsidies are recognized as income and are presented alongside the corresponding expenses. Non-monetary governmental grants are recognized at fair value.

Goodwill

Goodwill arising from a business acquisition is measured at cost upon initial recognition. This is calculated as the positive difference between the consideration transferred and the fair value of the net assets acquired. Goodwill is not subject to scheduled amortization, but is tested for impairment once a year or when there is a triggering event indicating impairment, see Note 13 (Goodwill and Other Intangible Assets).

Other intangible assets

Acquired or internally generated intangible assets are recognized at cost. If intangible assets have finite useful lives, they are amortized on a straight-line basis over a useful life of three to eight years in general.

Other intangible assets with indefinite useful lives are tested for impairment at least once a year or when there is a triggering event indicating impairment, see Note 13 (Goodwill and Other Intangible Assets).

Property, plant and equipment

Property, plant and equipment are measured at cost and depreciated on a straight-line basis over their useful lives. This is up to 25 years for buildings and land improvements; up to 20 years for technical equipment and machinery; and up to 12 years for operating and office equipment. Impairment losses are recognized when there are indications of impairment (triggering event).

Leases

AUMOVIO SE enters into leases as a lessee for the use of property, plant, and equipment, primarily in the form of real estate and machinery. The resulting rights of use are recognized under property, plant, and equipment at amortized cost.

The lease liability is initially recognized under indebtedness at the present value of the lease payments not yet made. The lease liability is subsequently measured according to the effective interest method. The resulting interest expense is recognized in the financial result. AUMOVIO utilizes the exemptions for short-term leases and for leases in which the underlying asset is of low value.

Inventories

Inventories are recognized at the lower of cost and net realizable value. Acquisition cost is generally determined using the weighted-average method. Production cost includes direct costs, production-related material costs, overheads and depreciation. Inventory risks resulting from decreased marketability or excessive storage periods are accounted for with write-downs.

Financial instruments

A financial instrument, as defined in IAS 32, *Financial Instruments: Presentation*, is a contract that simultaneously gives rise to a financial asset for one entity and a financial liability or equity instrument for another entity.

In the AUMOVIO Group, a purchase or sale of financial assets or financial liabilities is recognized or derecognized at the settlement date.

Contracts that are concluded for the purpose of receiving or delivering non-financial items (in particular procurement contracts for electricity and gas) in accordance with AUMOVIO's expected usage requirements and held for this purpose are generally classified as in-house consumption contracts. They are accounted for as contingent transactions in accordance with the provisions of IAS 37, *Provisions, Contingent Liabilities and Contingent Assets*.

According to IFRS 9, *Financial Instruments*, financial assets must be classified into one of the following measurement categories:

– Amortized cost ("at cost")
– Fair value through other comprehensive income, with reclassification ("FVOCIwR")
– Fair value through profit and loss ("FVPL")
– Fair value through other comprehensive income, without classification ("FVOCIwoR")

Financial assets are classified based on AUMOVIO's business model for managing financial assets and the characteristics of the contractual cash flows.

Financial liabilities are assigned to one of the following measurement categories:

– Amortized cost ("at cost")
– Fair value through profit and loss ("FVPL")

Financial instruments carried at amortized cost are primarily non-derivative financial instruments such as trade accounts receivable and payable, debt instruments, other financial assets, cash and cash equivalents and other financial liabilities.

Trade accounts receivable

Trade accounts receivable are primarily held by AUMOVIO with the objective of collecting the nominal value. The contract terms and conditions result in cash flows at agreed times, consisting exclusively of principal and, where applicable, interest payments. They generally have contractually agreed short-term payment terms and are classified in the "at cost" measurement category and measured at amortized cost using the effective interest method, which corresponds to the nominal value less allowances for expected credit losses.

Other investments

Non-consolidated interests in subsidiaries and joint ventures as well as other participations are measured at fair value. AUMOVIO exercises the option to present changes in the fair value of such financial investments in equity instruments in other comprehensive income without reclassification ("FVOCIwoR").

Debt instruments

Debt instruments held with the objective of holding them to maturity and collecting their contractual cash flows, consisting solely of principal and interest payments on the outstanding principal amount, are assigned to the "at cost" measurement category and measured at amortized cost using the effective interest method, with the amortized cost corresponding to the nominal value less allowances for expected credit losses.

Debt instruments held with the objective of both selling and holding them in order to collect contractual cash flows are assigned to the "FVOCIwR" measurement category. The fair value is determined by external valuation experts.

Other financial assets and cash and cash equivalents

Other financial assets and cash and cash equivalents are held with the objective of holding them to maturity and collecting their contractual cash flows. They are therefore assigned to the "at cost" measurement category and recognized at amortized cost using the effective interest method, that is, at nominal value less allowances for expected credit losses.

Other financial liabilities

Other financial liabilities are measured at amortized cost using the effective interest method, with the interest expense recognized in accordance with the effective interest rate.

Derivative instruments

Derivative instruments are assigned to the "FVPL" measurement category. The fair value is generally the market or exchange price. In the absence of an active market, the fair value is determined using financial models.

Fair values of currency forwards are calculated by way of future cash flows being translated into one of the two currencies using forward rates, netted, discounted with risk-free interest rates and then translated into the functional currency of the respective subsidiary at current spot exchange rates if applicable (par method).

Accounting for income taxes

Income taxes are measured using the concept of the statement of financial position liability method in accordance with IAS 12, *Income Taxes*.

Deferred taxes include expected tax payments and refunds from temporary differences between the carrying amounts in the consolidated financial statements and the related tax bases, as well as from the utilization of loss carryforwards. The deferred tax assets and liabilities are measured at the applicable tax rates related to the period when the temporary differences are expected to reverse. Changes in tax rates are recognized once the rate has been decided with legal effect or substantially enacted. Deferred tax assets are recognized to the extent that their future realization appears sufficiently probable.

Income tax receivables and liabilities are recognized as current items, as they are due immediately and this due date often cannot be deferred.

The AUMOVIO Group makes use of the exemption from accounting for deferred taxes in connection with Pillar Two income taxes, which was the subject of the amendments to IAS 12 published in May 2023.

The minimum tax is levied at the level of INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, as the parent company of the IHO Group (ultimate parent entity) and group parent. Within the framework of the requirements stipulated by the minimum tax regulations, AUMOVIO SE, as the parent company of the AUMOVIO Group, acts as a partially owned parent entity. AUMOVIO SE is included in the consolidated financial statements of INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, and, for this reason, is jointly assessed with the other companies of the IHO Group when determining the minimum tax. AUMOVIO is obligated in accordance with Section 3 (6) MinStG to compensate INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, for the share of the minimum tax attributable to AUMOVIO. Owing to the recognized national top-up taxes, it is possible that the duty to pay the minimum tax due may fall on group subsidiaries other than AUMOVIO SE. Due to AUMOVIO SE's affiliation with the IHO Group, the tax expense attributable for minimum taxation purposes under the German Minimum Tax Act (*Mindeststeuergesetz – MinStG*) pursuant to Section 3 (6) MinStG may differ from the amount that would result if AUMOVIO SE were to qualify as an independent ultimate parent entity of a separate group of companies.

In a transition period for the fiscal years 2024 through 2026, so-called safe harbor rules linked to the fulfillment of certain criteria may be utilized that allow companies to dispense with the exact calculation of the minimum tax, with the minimum tax being set at zero in such cases. In the few jurisdictions where the safe harbor rules cannot be applied, a full Pillar Two calculation is already being carried out at this point in time. Based on these calculations, no Pillar Two supplementary taxes are expected to be incurred from these countries for fiscal 2025.

Employee benefits

The retirement benefits offered by the AUMOVIO Group comprise both defined benefit and defined contribution plans.

Pension provisions under defined benefit plans are actuarially measured pursuant to IAS 19, *Employee Benefits*, using the projected unit credit method that reflects salary, pension and employee fluctuation trends. The interest rate used to determine the defined benefit obligations is generally based on the returns on high-quality, fixed-interest corporate bonds in the respective currency area.

The pension provisions reported in the consolidated statement of financial position correspond to the present value of the defined benefit obligations as at the end of the reporting period, less any related plan assets measured at fair value.

Obligations to pay healthcare and life insurance benefits to employees after they retire, which exist in particular in the USA and Canada, are classified as employee benefits due to their nature.

Defined contribution plans represent retirement benefits where the company only contributes contractually fixed amounts for current service entitlements, which are held by independent, external asset managers until the date of retirement of the employee. The fixed amounts are partly dependent on the level of the employee's own contribution. In Germany, the company continues to be liable on a subsidiary basis under the German Retirement Benefits Improvement Act (*Gesetz zur Verbesserung der betrieblichen Altersversorgung* – BetrAVG).

Share-based payments

Cash-settled share-based payments are measured at fair value using a Monte Carlo simulation. The provisions are recognized under employee benefits until the end of the holding period. Equity-settled share-based payments are measured at the fair value of the granted equity instruments.

Provisions for Other Risks and Obligations

Provisions for other risks and obligations are recognized as at the end of the reporting period at the value at which the obligations could probably be settled or transferred to a third party. Non-current provisions such as those for litigation or environmental risks are discounted to their present value. The resulting periodic interest charge for the provisions is shown under the financial result including an effect from a change in interest.

Impact of the macroeconomic environment and climate-related aspects on accounting in the reporting period

Based on available information, the effects of the current macroeconomic environment on the accounting of the AUMOVIO Group were also continuously reviewed over the course of 2025. The macroeconomic environment was shaped in particular by persistently high inflation and high interest rates in the reporting period. The analysis of the effects of the macroeconomic environment on the accounting of the AUMOVIO Group included in particular the impairment testing of non-financial assets, the review of actuarial assumptions used to measure employee benefits and the review of the measurement of financial instruments and revenue from contracts with customers. This had no material effect on the reporting of the AUMOVIO Group in the reporting period. Overall, as in the previous year, there was a high level of uncertainty when making estimates in the reporting year.

We continued to review whether climate-related issues had a significant effect on reporting in the year under review. Such effects are possible in a number of different areas. Climate-related aspects can affect, for example, the recoverability of non-financial assets and inventories, the useful life and residual carrying values of assets, the expected credit losses of financial instruments, the input factors and assumptions used to measure value in use and fair value (e.g. discount rates, point in time and amount of projected cash flows), deferred tax assets, legal and de facto obligations (provisions and contingent liabilities), financial risk management (market risk, liquidity risk and default risk as well as risk concentration), and the financial accounting of participation in emissions trading systems and of energy supply agreements.

Climate-related risk factors were therefore considered in estimates and judgments when preparing the consolidated financial statements.

Climate-related aspects are also considered in the management remuneration structure. As described in the remuneration report, the long-term incentive (LTI) for members of the Executive Board under the current remuneration system comprises three performance criteria that are additively linked with one another. The first financial performance criterion is the relative total shareholder return (TSR) with a weighting of 50%. Added to this as a second financial performance criterion is the adjusted return on capital employed (ROCE) – calculated using the operating result adjusted for impairment on goodwill and disposals of companies and business operations – with a weighting of 30%. The third and non-financial performance criterion is a sustainability factor that includes two equally weighted sustainability targets. The target values for the individual target years of the LTI are derived from the medium and long-term corporate targets. For own CO_2 emissions, for example, the target path of the 2035 climate target and the corresponding intermediate steps for the respective LTI target values are used. The term of the LTI is set at four years. In the remuneration system, a three-year performance period is specified for the performance criteria. At the end of the four-year term, the share price performance over the term of the plan is considered. For own CO_2 emissions, the strategic orientation for the defined target values, where necessary with interim steps for the individual tranches in order to achieve the long-term goal, is to reduce own CO_2 emissions to 0.5 million metric tons of CO_2 by 2035. This metric is included in the 2025–2028 LTI as a sustainability target in the sustainability factor. The target achievement for the two sustainability goals was set at 100% for the 2025–2028 LTI.

Impact of the geopolitical situation on accounting in the reporting period

AUMOVIO continuously reviews the impact of the ongoing war in Ukraine, the conflict in the Middle East, the conflict between China and Taiwan, and increasing trade conflicts during each given reporting period, as well as the resulting disruptions in production, supply chains and demand on the accounting of the AUMOVIO Group, based on the information available during said reporting period. During the reporting period and as at the reporting date of December 31, 2025, this review had no material impact on the reporting of the AUMOVIO Group.

With respect to further developments concerning the geopolitical situation, climate-related aspects and the macroeconomic environment, the AUMOVIO Group continues to review the possible effects on accounting.

Consolidated statement of cash flows

The statement of cash flows shows the sources and applications of cash flows, specifically inflows and outflows of cash and cash equivalents. Cash equivalents are short-term, highly liquid financial investments with a maturity of no more than three months that can be readily converted into known cash amounts and are only subject to an insignificant risk of changes in value.

Amounts recorded under "Effect of exchange-rate changes on cash and cash equivalents" comprise unrealized gains and losses from exchange-rate changes on cash and cash equivalents denominated in foreign currencies.

The restrictions that may impact the availability of capital are also understood to comprise all existing restrictions on the cash and cash equivalents. In the AUMOVIO Group, cash and cash equivalents are restricted with regard to pledged amounts and balances in countries with foreign-exchange restrictions or other barriers to accessing liquidity. Taxes to be paid on the transfer of cash assets from one country to another are not usually considered to represent a restriction on cash and cash equivalents.

3. New Accounting Pronouncements

In accordance with EU Regulation (EC) No. 1606/2002 in conjunction with Section 315e (1) of the German Commercial Code (*Handelsgesetzbuch* – HGB), AUMOVIO SE has prepared its consolidated financial statements in compliance with IFRS as adopted by Commission of the European Communities under the European Union endorsement procedure. Accordingly, IFRS are only required to be applied following endorsement of the new standards by the European Commission.

The following endorsed standards, interpretations issued in relation to published standards and amendments that were applicable to the consolidated financial statements of AUMOVIO SE became effective in 2025 and have been adopted accordingly:

Standard/ Interpretation		To be applied to financial years beginning on or after ...
IAS 21	Amendments to IAS 21, The Effects of Changes in Foreign Exchange Rates, Lack of Exchangeability, (Published by the IASB in August 2023)	January 1, 2025

The initial application of the amendments has no material impact on the consolidated financial statements of AUMOVIO SE.

The following standards, interpretations issued in relation to published standards and amendments have already been adopted by the EU but will not take effect until a later date:

Standard/ Interpretation		To be applied to financial years beginning on or after ...
IFRS 9 / IFRS 7	Amendments to IFRS 9 and IFRS 7, Amendments to the Classification and Measurement of Financial Instruments, (Published by the IASB in May 2024)	January 1, 2026
IFRS 9 / IFRS 7	Amendments to IFRS 9 and IFRS 7, Contracts Referencing Nature-dependent Electricity, (Published by the IASB in December 2024)	January 1, 2026
IFRS 18	Presentation and Disclosure in Financial Statements, (Published by the IASB in April 2024)	January 1, 2027
Diverse	Annual improvements to IFRS, (Published by the IASB in July 2024)	January 1, 2026

A project to implement the requirements of IFRS 18 and the resulting changes in the AUMOVIO Group has been initiated. The AUMOVIO Group currently expects these to impact the allocation of income and expense items to the new categories in the consolidated statement of income. This will also affect the calculation and presentation of the operating result. Changes to the items in the primary financial statements also cannot be ruled out due to the application of the useful structured summary concept and new aggregation and disaggregation principles. New disclosures in the notes are also required. There will be changes in the presentation of interest paid and received as well as dividends received in the statement of cash flows. The recognition and measurement requirements are not affected by IFRS 18. Based on the analysis of the effects of the first-time adoption of IFRS 18, it is currently assumed that earnings before financing and tax will increase as a result of the changed allocation of interest income to the investing category. In addition, the change in the presentation of interest paid in cash outflow arising from financing activities is expected to increase cash flow before financing activities (free cash flow).

The following standards, interpretations issued in relation to published standards and amendments have not yet been adopted by the EU and will only become effective at a later date:

Standard/ Interpretation		To be applied to financial years beginning on or after ...
IFRS 19	Subsidiaries without Public Accountability: Disclosures, (Published by the IASB in May 2024)	January 1, 2027
IFRS 19	Amendments to IFRS 19, Subsidiaries without Public Accountability: Disclosures, (Published by the IASB in August 2025)	January 1, 2027
IAS 21	Amendments to IAS 21, Effects of exchange rate changes in the translation into a hyperinflationary presentation currency, (Published by the IASB in November 2025)	January 1, 2027

The amendments are not expected to have any significant effect on the future consolidated financial statements of AUMOVIO SE.

4. Companies Consolidated and Information on Subsidiaries and Investments

Companies consolidated

In addition to the parent company, the number of companies consolidated includes 124 (PY: 130) domestic and foreign companies that AUMOVIO SE incorporates according to the regulations of IFRS 10 or that are classified as joint arrangements or associates. Of these, 112 (PY: 113) are fully consolidated and 12 (PY: 17) are accounted for using the equity method.

The number of companies consolidated decreased by a total of six compared to the previous year.

In the previous year, subsidiaries of equity subsidiaries were no longer included when determining the scope of consolidation. For the sake of clarity, the shares of subsidiaries of equity companies were likewise removed. The number of companies consolidated therefore decreased by 35 in the previous year.

Five new companies were founded and two companies were acquired. In addition, seven companies were sold. One company was deconsolidated. The number of companies consolidated decreased by five as a result of changes in the consolidation method.

As in the previous year, one company whose assets and liabilities, expenses and income – individually and combined – are not material for the earnings, financial and net assets position of the AUMOVIO Group is not consolidated.

Information on subsidiaries and investments

As at December 31, 2025, non-controlling interests were of minor significance to the AUMOVIO Group. There are no significant restrictions in terms of access to or the use of assets of the AUMOVIO Group due to statutory, contractual or regulatory restrictions or property rights of non-controlling interests.

As in the previous year, e.solutions GmbH, Ingolstadt, Germany, in which a 51% share of voting rights is held, is not fully consolidated as, under the company's statutes, this interest is not enough to direct the material activities of this affiliate.

IAV GmbH Ingenieurgesellschaft Auto und Verkehr, Berlin, Germany, in which a 10% share of voting rights is held, and SIXAN PTE LTD., Singapore, in which a 19.16% share of voting rights is held, are classified as associates since significant influence can be exerted on the basis of the companies' articles of incorporation.

Further information on the investments and an overview of the domestic and foreign corporations and partnerships consolidated in the AUMOVIO Group are contained in the List of Shareholdings of the AUMOVIO Group pursuant to Section 313 (2) of the German Commercial Code (*Handelsgesetzbuch* – HGB) in Note 41.

5. Acquisition and Disposal of Companies and Business Operations

Disposal of companies and business operations

In fiscal 2025, four parts of the Autonomous Mobility segment were sold. Of the €2 million sales price, €1 million was paid by the buyer, and €1 million was received in the form of other financial assets. The carrying amounts of outgoing net assets amounted to €16 million. The entire transaction resulted in a loss of €15 million.

In October 2025, parts of the Drum Brakes business area in the Safety and Motion segment were sold. The purchase price of €0 million was offset by assets assigned to the Safety and Motion business unit with carrying amounts of €37 million. Additional cost assumptions as part of further subsequent purchase price negotiations as well as transaction costs burdened the consolidated result by €45 million.

In fiscal 2024, Conti-Gummi Finance B.V. and Continental Rubber of America, Corp. were sold as part of transactions with affiliated companies. The sales price of Conti-Gummi Finance B.V. amounted to €2 million, while the carrying amounts of the net assets disposed of totaled €1 million. The sales price of Continental Rubber of America, Corp. amounted to €221 million, while the carrying amounts of the net assets disposed of totaled €203 million. As part of the disposal, €23 million was reclassified from comprehensive income, resulting in a profit on disposal of €41 million.

In the Autonomous Mobility segment, parts of the business area were sold. Of the €71 million sales price, €64 million was paid by the buyer, and €7 million was received in the form of other long-term financial assets. The entire transaction resulted in a loss of €11 million.

Other than this, there were no material effects on the earnings, financial and net assets position of the AUMOVIO Group as at December 31, 2025.

Notes to the Consolidated Statement of Income

6. Sales

The following tables show the breakdown of sales in accordance with IFRS 15, *Revenue from Contracts with Customers*, into main geographical markets, segments, customer groups and product types:

Sales from January 1 to December 31, 2025

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Germany	661	1,163	1,567	1,302	28	4,720
Europe excluding Germany	925	1,103	1,689	616	101	4,433
North America	665	1,275	1,726	232	–15	3,883
Asia-Pacific	717	1,429	2,099	801	–24	5,022
Other countries	84	79	291	42	–4	492
Sales by region	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
Automotive original-equipment business	2,556	5,024	6,663	2,993	86	17,321
Industrial/replacement business	495	25	709	–	–	1,228
Sales by customer type	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**
Goods	3,019	4,861	7,370	2,993	77	18,320
Services	33	25	1	0	–0	58
Project business	0	162	0	0	9	171
Sales by product type	**3,051**	**5,048**	**7,371**	**2,993**	**86**	**18,550**

Sales from January 1 to December 31, 2024

€ millions	Autonomous Mobility	Architecture and Network Solutions	Safety and Motion	User Experience	Other/ Holding/ Consolidation	Group
Germany	667	1,420	1,781	1,106	38	5,012
Europe excluding Germany	895	1,192	1,713	820	166	4,785
North America	889	1,362	1,721	311	–17	4,267
Asia-Pacific	780	1,496	2,027	788	–18	5,073
Other countries	90	88	290	46	–3	511
Sales by region	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**
Automotive original-equipment business	2,798	5,536	6,809	3,070	164	18,377
Industrial/replacement business	524	23	723	–	2	1,271
Sales by customer type	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**
Goods	3,216	5,317	7,526	3,070	153	19,282
Services	102	66	5	–	–	173
Project business	4	177	–	–	13	193
Sales by product type	**3,322**	**5,559**	**7,532**	**3,070**	**165**	**19,648**

The total revenue from contracts with customers in accordance with IFRS 15 amounted to €19,563 million (PY: €20,858 million), of which €1,013 million (PY: €1,209 million) is recognized under other income and stems mainly from income from research and development.

Of the contract liabilities amounting to €176 million that were recognized at the beginning of the year, €157 million was recognized as revenue in the reporting year. Revenue of €17 million (PY: €4 million) for performance obligations satisfied in the previous year was recognized in the reporting year due to transaction price changes.

Transaction price for performance obligations not yet satisfied

The table below shows the aggregated, anticipated amounts of transaction prices for performance obligations not yet satisfied or only partly satisfied from contracts as defined in IFRS 15 with a term of more than one year.

€ millions	2026	2027 onward
Income from research and development	233	107
Other revenues	80	79
Total	**313**	**186**

The amounts relate chiefly to future income from research and development, whereby the revenue is expected to be recognized within the periods shown. For contracts as defined in IFRS 15 with a term of less than one year, the practical expedient under IFRS 15.121 (a) is applied and no amounts are shown.

Use of other practical expedients

For contracts for which the time interval between the provision of the service by AUMOVIO and the expected payment by the customer comes to less than one year as at the start of the contract, the practical expedient from IFRS 15.63 is applied and the transaction price is not adjusted for any significant financing components contained.

7. Research and Development Expenses

The expenses and income from research and development are shown in the two tables below.

Research and development expenses include government grants totaling €35 million (PY: €37 million).

	2025					
€ millions	**Autonomous Mobility**	**Architecture and Network Solutions**	**Safety and Motion**	**User Experience**	**Other/ Holding/ Consolidation**	**Group**
Research and development expenses	–868	–1,124	–840	–299	–106	–3,238
Income from research and development	126	449	236	78	118	1,008
Research and development expenses (net)	**–741**	**–675**	**–603**	**–221**	**11**	**–2,230**

	2024					
€ millions	**Autonomous Mobility**	**Architecture and Network Solutions**	**Safety and Motion**	**User Experience**	**Other/ Holding/ Consolidation**	**Group**
Research and development expenses	–1,041	–1,083	–927	–351	–146	–3,548
Income from research and development	194	476	240	111	170	1,191
Research and development expenses (net)	**–847**	**–607**	**–688**	**–240**	**24**	**–2,357**

8. Other Income and Expenses

€ millions	2025	2024
Other income	1,318	1,752
Other expenses	–426	–439
Other income and expenses	**892**	**1,313**

Other income

€ millions	2025	2024
Income from research and development	1,008	1,191
Income from currency translation	62	84
Compensation from customers and suppliers	34	26
Income in connection with litigation and environmental risks	30	174
Income from the disposal of property, plant and equipment	22	20
Income from transactions with related parties	21	46
Income from other ancillary business	21	23
Income from the reversal of impairment on financial assets and contract assets	19	26
Income from other taxes	11	12
Income from the reversal of provisions for pending losses	9	6
Income from the reimbursement of customer tooling expenses	5	19
Income from the disposal of companies and business operations	0	60
Other	76	66
Other income	**1,318**	**1,752**

Other income decreased by €434 million to €1,318 million in the reporting period (PY: €1,752 million).

Income from the onward charging of research and development activities to customers contracted by €183 million to €1,008 million (PY: €1,191 million).

In the fiscal year, income from the currency translation of operating receivables and liabilities not attributable to indebtedness amounted to €62 million (PY: €84 million).

Income of €30 million (PY: €174 million) was generated in connection with litigation and environmental risks. For further information in this regard, see Note 28 (Provisions for Other Risks and Obligations).

Income from transactions with related parties mainly includes transactions with the Schaeffler Group amounting to €15 million. Please see Note 40 (Transactions with Related Parties) in this regard.

Other expenses

€ millions	2025	2024
Expenses from currency translation	92	62
Expenses from the disposal of companies and business operations	64	18
Expenses from other taxes	57	39
Expenses in connection with litigation and environmental risks	45	183
Expenses from transactions with related parties	33	34
Expenses from impairment on financial assets and contract assets	27	30
Compensation to customers and suppliers	25	26
Losses on the disposal of property, plant and equipment, and from scrapping	14	12
Expenses from customer tooling	4	5
Expenses from provisions for pending losses	4	4
Other	61	25
Other expenses	**426**	**439**

Other expenses decreased by €13 million to €426 million in the reporting period (PY: €439 million).

In the fiscal year, expenses from the currency translation of operating receivables and liabilities not attributable to indebtedness amounted to €92 million (PY: €62 million).

Expenses of €57 million (PY: €39 million) were incurred for other taxes.

Expenses of €45 million (PY: 183 million) were incurred in connection with litigation and environmental risks. For further information in this regard, see Note 28 (Provisions for Other Risks and Obligations).

Expenses from transactions with related parties mainly comprise transactions amounting to €17 million (PY: no expenses) with the Continental Group for air spring systems and €14 million (PY: no expenses) with the Schaeffler Group. Please see Note 40 (Transactions with Related Parties) in this regard.

9. Personnel Expenses

The following total personnel expenses are included in function costs in the income statement:

€ millions	2025	2024
Wages and salaries	4,325	4,701
Social security contributions	827	848
Pension and post-employment benefit costs	108	112
Personnel expenses	**5,260**	**5,660**

Compared with the 2024 reporting year, personnel expenses decreased by €400 million to €5,260 million (PY: €5,660 million).

The average number of employees in 2025 was 86,621 (PY: 98,006). As at the end of the year, there were 81,752 (PY: 92,745) employees in the AUMOVIO Group. The decrease in personnel costs compared with the previous year is mainly due to a reduction in headcount and a corresponding increase in expenses for the creation of personnel-related provisions for restructuring measures.

Social security contributions of the companies of the AUMOVIO Group (employer contributions) amounted to €178 million in the reporting year (PY: €196 million).

10. Income from Investments

€ millions	2025	2024
Share of earnings from equity-accounted investees	20	26
Reversal of impairment losses from equity-accounted investees	0	0
Income from equity-accounted investees	**21**	**26**

With regard to the development of investments in equity-accounted investees, see Note 16.

11. Financial Result

€ millions	2025	2024
Interest income	**52**	**216**
Interest and similar expenses	–153	–364
Interest expenses from lease liabilities	–10	–10
Interest effects from non-current liabilities	–14	–11
Interest effects from long-term employee benefits and from pension funds	–47	–46
Interest expense	**–224**	**–432**
Effects from currency translation	**86**	**–38**
Effects from changes in the fair value of derivative instruments	–10	–11
Other valuation effects	–2	–19
Effects from changes in the fair value of derivative instruments, and other valuation effects	**–12**	**–30**
Financial result	**–97**	**–284**

The item Effects from currency translation includes the effects from currency translation for internal financing and associated financial hedging transactions.

Interest effects from non-current liabilities includes the effects of discounting resulting from changes in interest rates for long-term provisions and liabilities.

12. Income Tax Expense

The domestic and foreign income tax expense of the AUMOVIO Group is as follows:

€ millions	2025	2024
Current taxes (domestic)	–155	–234
Current taxes (foreign)	–220	–243
Deferred taxes (domestic)	–59	37
Deferred taxes (foreign)	–29	161
Income tax expense	**–463**	**–279**

The following table shows the reconciliation of the expected tax expense to the reported tax expense:

€ millions	**2025**	2024
Earnings before tax	**–167**	**6**
Expected tax expense at the domestic tax rate	**51**	**–2**
Foreign tax rate differences	–	–10
Non-deductible expenses and non-imputable withholding taxes	–221	–112
Tax-free income and other incentives	91	139
Impairment and non-recognition of deferred tax assets	–251	–101
Initial recognition of deferred tax assets likely to be realized	103	5
Realization of previously non-recognized deferred taxes	16	13
Local income tax with different tax base and minimum corporate tax rate	–30	–64
Taxes for previous years	–176	–164
Effects from changes in enacted tax rate	–13	4
Other	–33	13
Income tax expense	**–463**	**–279**
Effective tax rate in %	**–277**	**4,650**

The average domestic tax rate in 2025 was 30.5% (PY: 30.3%). This took into account a corporate tax rate of 15.0% (PY: 15.0%), a solidarity surcharge of 5.5% (PY: 5.5%) and a trade tax rate of 14.7% (PY: 14.5%).

As in the previous year, the tax rate was increased by non-deductible expenses and non-imputable foreign withholding taxes. The increase compared with the previous year partly resulted from tax non-deductible expenses related to AUMOVIO SE's stock exchange listing.

As in the previous year, tax-exempt income and other tax incentives led to an improved tax rate.

Non-cash allowances on deferred tax assets increased the tax rate. The majority of the impairments relate to the countries Serbia and South Korea. A partial amount of €42 million (PY: €2 million) relates to prior years.

The reporting year incurred income taxes with differing tax bases, with local income taxes in Hungary as well as income taxes arising from the minimum taxation regimes in the USA and Romania constituting a particular tax burden.

Taxes for prior years relate not only to the re-evaluation of tax positions for previous years but also to amended tax returns.

The effects from the change in the enacted tax rate relate to the remeasurement of deferred tax assets and liabilities due to changes in tax law, particularly in Germany.

The "Others" item essentially includes negative effects from deconsolidations.

Based on current evaluations, no Pillar Two minimum tax burden is expected in the AUMOVIO Group as at the reporting date.

The following table shows the total income tax expense, also including the items reported under reserves recognized directly in equity:

€ millions	**2025**	2024
Income tax expense (acc. to consolidated statement of income)	–463	–279
Tax income on other comprehensive income	–99	–39
Remeasurement of defined benefit plans	–99	–37
Remeasurement of other financial investments	–0	–2
Total income tax expense	**–562**	**–318**

Notes to the Consolidated Statement of Financial Position

13. Goodwill and Other Intangible Assets

€ millions	Goodwill	Capitalized development expenses	Other intangible assets	Advances to suppliers	Total other intangible assets
As at January 1, 2024					
Cost	6,772	525	1,440	4	1,969
Accumulated amortization	–4,612	–390	–1,023	–	–1,413
Book value	**2,160**	**135**	**417**	**4**	**556**
Net change in 2024					
Book value	2,160	135	417	4	556
Exchange-rate changes	10	–1	10	–0	9
Additions	–	16	17	1	34
Amounts disposed of through disposal of subsidiaries	–41	–	–44	–	–44
Transfers	–0	0	1	–2	–
Disposals	–	–0	–4	–0	–4
Amortization	–	–52	–86	–	–138
Impairment	–	–	–	–	–
Book value	**2,129**	**98**	**312**	**3**	**413**
As at December 31, 2024					
Cost	6,760	520	1,285	3	1,808
Accumulated amortization	–4,631	–422	–973	–	–1,395
Book value	**2,129**	**98**	**312**	**3**	**413**
Net change in 2025					
Book value	2,129	98	312	3	413
Exchange-rate changes	–34	–1	–4	–0	–5
Additions	–	2	10	2	14
Additions from the first-time consolidation of subsidiaries	–	–	0	–	0
Amounts disposed of through disposal of subsidiaries	–6	–	–	–	–
Transfers	–	–	3	–3	–0
Disposals	–	–	–0	–0	–0
Amortization	–	–33	–62	–	–95
Impairment	–	–	–3	–	–3
Book value	**2,089**	**65**	**255**	**3**	**323**
As at December 31, 2025					
Cost	6,669	514	1,235	3	1,751
Accumulated amortization	–4,580	–449	–979	–	–1,429
Book value	**2,089**	**65**	**255**	**3**	**323**

The AUMOVIO Group immediately reviews intangible assets and property, plant and equipment, investment property and goodwill as soon as there is an indication of impairment (triggering event).

In addition, capitalized goodwill is tested for impairment once a year as at November 30 at the level of cash-generating units (CGUs). The impairment test is performed by comparing the carrying amount of the CGU including its goodwill and the recoverable amount of this CGU. The recoverable amount is the higher of the fair value less cost of disposal and the present value of the expected future cash flow from the continued use of the asset (value in use). Since the fair value less costs of disposal for the individual assets exceeds the respective carrying amount, it represents the recoverable amount (PY: value in use).

The expected cash flows of the CGUs are derived from long-term planning that covers the next five years and were approved by management. In the previous year, a longer planning period was applied for the Autonomous Mobility CGU of 11 years. The plans are based in particular on assumptions regarding macroeconomic developments, as well as trends in sales prices, raw material prices and exchange rates. In addition to these current market forecasts, past developments and experience are also taken into account. Furthermore, AUMOVIO's internal CO_2 shadow price can be taken into account in the assumptions. For the perpetuity beyond the period of five years, the cash flow is extrapolated using the expected long-term growth rates for the individual CGUs.

The key input parameters and assumptions regarding growth rates and discount rates used to determine the recoverable amount are as follows:

Key input parameters in %	**2025**	2024
WACC	8.6 (after tax)	12.4 (before tax)
Risk-free interest rate	3.3	2.5
Market risk premium	6.0	7.0

Growth rates in %	**Detailed planning period**	**Perpetuity**
Safety and Motion		
Safety and Motion	4.2	1.0
Automotive Aftermarkets	2.4	1.0
Autonomous Mobility	17.1	1.0
Architecture and Network Solutions	4.5	1.0
User Experience	7.6	1.0
AUMOVIO Engineering Services	4.9	1.0
Contract Manufacturing	–100.0	–

This WACC (weighted average cost of capital) is based on the capital structure of the peer group on average over the last five years. The borrowing costs were determined as the sum of the risk-free interest rate plus the credit spreads of the peer group companies rated by Standard & Poor's. The above growth rates do not exceed the long-term average growth rates for the markets in which the CGUs operate.

The table below shows the goodwill of each CGU:

	Goodwill		
€ millions	**Dec. 31, 2025**		Dec. 31, 2024
Safety and Motion	**1,216**	**Safety and Motion**	**1,229**
Safety and Motion	964	Safety and Motion	975
Automotive Aftermarkets	252	Automotive Aftermarkets	254
Autonomous Mobility	**731**	**Autonomous Mobility**	**755**
Autonomous Mobility	731	Autonomous Mobility	755
Architecture and Network Solutions	**136**	**Architecture and Network Solutions**	**139**
Architecture Network Solutions	136	Architecture Network Solutions	139
Other/Holding/Consolidation	**6**	**Other/Holding/Consolidation**	**7**
AUMOVIO Engineering Services	6	AUMOVIO Engineering Services	7
Group	**2,089**	**Group**	**2,129**

The annual impairment testing of goodwill determined no requirements for impairment for 2025.

Neither the assumption of a 0.5 percentage point increase in the discount rate nor the reduction of the sustainable growth rate by 0.5 percentage points would result in a goodwill impairment. If, with an unchanged EBIT margin, sales in perpetuity were to decline by 5.0%, consequently reducing free cash flow as a key planning parameter, this would also not lead to any goodwill impairment. Furthermore, none of the sensitivities described for the key parameters would result in an asset impairment.

The additions to the other intangible assets relate mainly to software in the amount of €10 million (PY: €17 million). Most of the other intangible assets relate to patents with a carrying amount of €127 million (PY: €159 million) as at the end of the reporting period. The total software included in the other intangible assets had a carrying amount €73 million (PY: €85 million) as at the end of the reporting period.

Under IAS 38, *Intangible Assets*, €2 million (PY: €16 million) of the total development costs incurred in fiscal 2025 qualified for recognition as an asset.

Amortization of other intangible assets amounted to €95 million (PY: €138 million). Of this, €76 million (PY: €110 million) is included in the consolidated statement of income under cost of sales and €19 million (PY: €28 million) under administrative expenses.

Other intangible assets include carrying amounts that have been adjusted for currency translation effects and are not subject to amortization, and relate to the Elektrobit brand name totaling €30 million (PY: €30 million).

As in the previous year, no borrowing costs were capitalized when applying IAS 23, *Borrowing Costs*.

14. Property, Plant and Equipment

Additions to property, plant and equipment, excluding rights of use, were down year on year by €203 million at €660 million (PY: €863 million).

Impairment on property, plant and equipment resulted in expenses totaling €148 million (PY: €29 million), of which €147 million (PY: €29 million) was attributable to the functional area of cost of sales and around €2 million (PY: €– million) to administrative expenses. The impairments mainly related to write-downs due to the discontinuation of series production, as alternative use of the machines was not possible. This was followed by the scrapping of the machines. There was no reversal of impairment losses on property, plant and equipment in the reporting year or in the prior year.

Government investment grants of €6 million (PY: €26 million) were deducted directly from cost.

Total capital expenditure on property, plant and equipment, and software, including IFRS 16, *Leases*, was down by €184 million year on year at €769 million (PY: €953 million). This total capital expenditure corresponds to 4.1% (PY: 4.9%) of sales

In fiscal 2025, investments were made at locations including Germany, China, Mexico, Romania, Serbia, the USA, South Korea, India, Lithuania and the Philippines. Selected segments saw major expansions to develop and expand production capacities, particularly for electronic braking systems and innovative display and operating solutions, notably multi-display systems for mid-size electric vehicle platforms and vans. In addition, investments were made to establish new manufacturing facilities for producing display solutions and to build out existing capacities.

As in the previous year, no borrowing costs were capitalized when applying IAS 23, *Borrowing Costs*.

There are restrictions on title and property, plant and equipment pledged as security for liabilities in the amount of €3 million (PY: €3 million).

Please refer to Note 15 for information on the right-of-use assets that are recognized under property, plant and equipment in accordance with IFRS 16, *Leases*.

€ millions	Land, land rights and buildings	Technical equipment and machinery	Other equipment, factory and office equipment	Advances to suppliers and assets under construction	Total
As at January 1, 2024					
Cost	2,252	8,167	1,802	1,106	**13,327**
Accumulated depreciation	–932	–5,918	–1,365	–49	**–8,263**
Book value	**1,320**	**2,249**	**437**	**1,058**	**5,064**
Net change in 2024					
Book value	1,320	2,249	437	1,058	**5,064**
Exchange-rate changes	–16	–29	–3	–27	**–76**
Additions	15	209	84	556	**863**
Amounts disposed of through disposal of subsidiaries	–1	–1	–8	–	**–9**
Transfers	51	549	78	–678	**0**
Disposals	–1	–30	–2	–2	**–34**
Depreciation	–83	–619	–132	–	**–834**
Impairment [1]	–1	–23	–3	–2	**–29**
Book value	**1,284**	**2,306**	**451**	**904**	**4,945**
As at December 31, 2024					
Cost	2,285	8,466	1,824	927	**13,501**
Accumulated depreciation	–1,000	–6,160	–1,373	–22	**–8,556**
Book value	**1,284**	**2,306**	**451**	**904**	**4,945**
Net change in 2025					
Book value	1,284	2,306	451	904	**4,945**
Exchange-rate changes	–28	–54	–14	–14	**–111**
Additions	12	145	47	455	**660**
Additions from the first-time consolidation of subsidiaries	–	–	0	–	**0**
Amounts disposed of through disposal of subsidiaries	–	–1	–0	–	**–1**
Reclassification to/from assets held for sale	–12	–22	–1	–2	**–37**
Transfers	40	365	56	–461	**–0**
Disposals	–3	–24	–5	–2	**–34**
Depreciation	–80	–591	–127	–	**–799**
Impairment [1]	–1	–101	–7	–39	**–148**
Book value	**1,213**	**2,022**	**401**	**841**	**4,476**
As at December 31, 2025					
Cost	2,245	8,187	1,724	899	**13,056**
Accumulated depreciation	–1,033	–6,164	–1,324	–59	**–8,579**
Book value	**1,213**	**2,022**	**401**	**841**	**4,476**

1 Impairment also includes necessary reversals of impairment losses.

15. Leases

In addition to the comments in Note 2, the disclosure requirements arising from IFRS 16, *Leases*, are grouped together in this note.

AUMOVIO Group as lessee

Right-of-use assets

The right-of-use assets recognized from leases relate primarily to the leasing of land and buildings at various locations worldwide. To a small extent, right-of-use assets are recognized for technical equipment and machinery as well as other equipment, factory and office equipment.

Additions within the right-of-use assets amounted to €97 million for the reporting year (PY: €71 million). These resulted mainly from additions to land and buildings in the amount of €84 million (PY: €50 million) and from additions to other equipment, factory and office equipment in the amount of €13 million (PY: €20 million).

Impairment on right-of-use assets resulted in income totaling €2 million (PY: expenses from impairment totaling €1 million), of which €2 million (PY: expenses from impairment totaling €1 million) was attributable to the functional area of administrative expenses and around €0 million (PY: €0 million) to research and development expenses. As in the previous year, no expenses were incurred for selling and logistics costs.

The right-of-use assets reported as at December 31, 2025, in the amount of €312 million (PY: €337 million) correspond to 6.5% (PY: 6.4%) of all property, plant and equipment of the AUMOVIO Group. The weighted average lease term is approximately five years (PY: approx. six years) for right-of-use assets for land and buildings, approximately three years (PY: approx. three years) for right-of-use assets for technical equipment and machinery, and approximately four years (PY: approx. four years) for right-of-use assets for other equipment, factory and office equipment.

€ millions	Right of use for land and buildings	Right of use for technical equipment and machinery	Right of use for other equipment, factory and office equipment	**Total**
As at January 1, 2024				
Cost	710	4	48	**762**
Accumulated amortization	–357	–3	–25	**–385**
Book value	**354**	**1**	**23**	**377**
Net change in 2024				
Book value	354	1	23	**377**
Exchange-rate changes	–5	–0	–0	**–5**
Additions	50	1	20	**71**
Amounts disposed of through disposal of subsidiaries	–3	–	–	**–3**
Disposals	–1	–	–2	**–3**
Amortization	–83	–1	–14	**–98**
Impairment[1]	–1	–	–	**–1**
Book value	**309**	**2**	**26**	**337**
As at December 31, 2024				
Cost	690	4	52	**746**
Accumulated amortization	–381	–3	–25	**–409**
Book value	**309**	**2**	**26**	**337**
Net change in 2025				
Book value	309	2	26	**337**
Exchange-rate changes	–6	–0	–0	**–7**
Additions	84	0	13	**97**
Additions from the first-time consolidation of subsidiaries	1	–	–	**1**
Amounts disposed of through disposal of subsidiaries	–0	–	–	**–0**
Reclassification to/from assets held for sale	–	–0	–0	**–0**
Disposals	–17	–0	–3	**–20**
Amortization	–82	–1	–14	**–97**
Impairment[1]	2	–	–	**2**
Book value	**289**	**1**	**22**	**312**
As at December 31, 2025				
Cost	705	4	47	**756**
Accumulated amortization	–416	–3	–25	**–444**
Book value	**289**	**1**	**22**	**312**

1 Impairments also include reversals of impairment losses

Lease liabilities

As at the end of the reporting period, lease liabilities amounted to €328 million (PY: €373 million). Future cash outflows resulting from leases are shown in the following table:

€ millions	2025	2024
Less than one year	99	100
One to two years	75	91
Two to three years	55	73
Three to four years	48	48
Four to five years	26	29
More than five years	67	56
Total undiscounted lease liabilities	**371**	**397**
Lease liabilities as at December 31	**328**	**373**
Current	87	91
Non-current	241	282

In the reporting year, the following amounts were recognized in the income statement:

€ millions	2025	2024
Interest expenses on lease liabilities	10	10
Expenses relating to short-term leases	13	14
Expenses relating to leases of low-value assets, excluding short-term leases of low-value assets	1	1
Expenses from variable lease payments not included in the measurement of lease liabilities	12	143

In the reporting year, the following amounts were recognized in the statement of cash flows:

€ millions	2025	2024
Cash outflow for leases	135	271

In addition to cash outflows for the interest and principal portion of recognized lease liabilities, the cash outflow for leases also includes variable lease payments and lease payments for unrecognized leases for low-value assets as well as for short-term leases.

Potential future cash outflows

The leases recognized as at December 31, 2025, include options that were not considered reasonably certain as at the reporting date and are not included in the measurement of lease liabilities. These options may result in potential future cash outflows over the coming fiscal years.

The leases in some cases include variable lease payments as well as extension, termination and purchase options. As a rule, the AUMOVIO Group endeavors to include extension and termination options in new leases in order to ensure operational flexibility. For the initial measurement of lease liabilities, such options are recognized once it is reasonably certain that they will be exercised. If a significant event or a significant change in circumstances occurs that is within AUMOVIO's control, this will be taken into account accordingly in the remeasurement of lease liabilities. As at the end of the reporting period, potential future lease payments of €191 million (PY: €259 million) from such options were not included in the measurement of lease liabilities. Potential future cash outflows of €1 million (PY: €48 million) arising from variable lease payments were likewise not included in the measurement of lease liabilities as at the end of the reporting period. The year-on-year change is mainly due to the gradual reduction in contract manufacturing with the Schaeffler Group.

The future scope of obligations arising from leases to which AUMOVIO is committed but that had not yet commenced as at the balance sheet date amounted to €6 million (PY: €6 million).

Contract manufacturing

In 2018, the AUMOVIO Group concluded a framework agreement on contract manufacturing with the Schaeffler Group. In cases where the Schaeffler Group manufactures products on behalf of the AUMOVIO Group in a contract manufacturing plant, the agreement in certain cases includes an embedded lease whereby AUMOVIO acts as lessee of the production equipment and bears the investment risk. Due to variable lease payments from AUMOVIO to the Schaeffler Group, which are made according to customer calls for delivery, no right-of-use assets or corresponding lease liabilities are recognized. The expenses for variable lease payments due to contract manufacturing in the fiscal year amounted to €11 million (PY: €138 million). In connection with contract manufacturing, the AUMOVIO Group expects future cash outflows from variable lease payments of €0 million (PY: €48 million) for the remaining lease terms.

AUMOVIO Group as lessor

The AUMOVIO Group acts as lessor in some business relationships. These constitute operating leases as well as finance leases. Whereas for operating leases the AUMOVIO Group retains the material risks and rewards incidental to ownership, for finance leases these are transferred to the lessee.

Operating leases

Lease income from operating leases in which the AUMOVIO Group acts as lessor amounted to €0 million (PY: €0 million). These related primarily to the (sub)leasing of land and buildings.

€ millions	**2025**	2024
Less than one year	0	0
One to two years	0	0
Two to three years	–	0
Three to four years	–	–
Four to five years	–	–
More than five years	–	–
Total undiscounted lease payments	**0**	**1**

Contract manufacturing

Insofar as the AUMOVIO Group manufactures products on behalf of the Schaeffler Group as part of contract manufacturing, the agreement in certain cases includes an embedded lease whereby AUMOVIO acts as lessor. Such leases are classified as operating leases. The AUMOVIO Group receives variable lease payments depending on customer calls for delivery. The revenue related to contract manufacturing in the fiscal year under review amounted to €139 million (PY: €244 million). Besides the products acquired from the Schaeffler Group on the basis of the related framework agreement, IFRS 15, *Revenue from Contracts with Customers*, is applied when allocating the consideration to individual lease and non-lease components.

Finance leases

The AUMOVIO Group acts exclusively as a sublessor of leased land and buildings. As these subleases extend beyond the total remaining term of the head lease, they are classified as finance leases.

Future cash inflows resulting from finance leases and financial income not yet realized as at the end of the reporting period are shown in the following table:

€ millions	2025	2024
Less than one year	3	5
One to two years	3	5
Two to three years	2	5
Three to four years	0	3
Four to five years	–	0
More than five years	–	–
Total undiscounted receivables from lease payments	**8**	**18**
Financial income not yet realized	0	0
Net investments in leases	**8**	**18**

In the fiscal year, as in the previous year, there was only insignificant financial income on net investments in leases. The fair value of the receivables from finance leases does not differ materially from the carrying amount of the finance lease receivables.

16. Investments in Equity-accounted Investees

€ millions	2025	2024
As at January 1	**223**	**195**
Additions	29	3
Disposals	–10	25
Changes in the consolidation method, and transfers	–	5
Share of earnings	20	26
Impairment and reversals of impairment losses	0	–
Dividends received	–58	–34
Changes in other comprehensive income	–0	–0
Exchange-rate changes	–8	4
As at December 31	**197**	**223**

Investments in equity-accounted investees include carrying amounts of joint ventures in the amount of €122 million (PY: €123 million) and carrying amounts of associates in the amount of €75 million (PY: €100 million).

All interests in subsidiaries and joint ventures are accounted for using the equity method.

As no finalized data for the current year is available at the end of the given reporting period, the carrying amounts of the investments for the respective periods are initially estimated on the basis of earnings forecast data.

For the material joint ventures and associates, the figures taken from the last two available sets of financial statements (2024 and 2023) are summarized as follows. Amounts are stated at 100%. Furthermore, the share of net assets has been reconciled to the respective carrying amount of the investment.

A material joint venture within the Safety and Motion segment is Shanghai Automotive Brake Systems Co., Ltd., Shanghai, China. AUMOVIO Holding China Co., Ltd., Shanghai, China, holds 49.0% of the voting rights in Shanghai Automotive Brake Systems Co., Ltd., Shanghai, China, which is jointly controlled with Huayu Automotive Systems Co., Ltd., Shanghai, China. The main business purpose of the company is the production of hydraulic brake systems for the Chinese market.

e.solutions GmbH, Ingolstadt, Germany is a material associate within the Architecture and Network Solutions segment. The wholly owned AUMOVIO subsidiary Elektrobit Automotive GmbH, Erlangen, Germany, holds 51.0% of the voting rights in e.solutions GmbH, Ingolstadt, Germany. e.solutions GmbH, Ingolstadt, Germany, develops software for in-car infotainment systems, instrument clusters and communication modules as well their associated back-end systems for the Volkswagen Group.

	Shanghai Automotive Brake Systems Co., Ltd.		e.solutions GmbH	
€ millions	2024	2023	2024	2023
Dividends received	15	15	19	21
Current assets	262	238	448	591
thereof cash and cash equivalents	73	77	1	1
Non-current assets	61	68	11	9
Total assets	323	306	459	600
Current liabilities	129	113	27	35
thereof short-term financial liabilities	–	–	–	–
Non-current liabilities	12	8	338	528
thereof long-term financial liabilities	–	–	–	–
Total liabilities	141	121	365	563
Sales	355	360	411	202
Interest income	2	1	9	6
Interest expense	–	–	–0	–
Depreciation and amortization	17	17	4	3
Earnings from continuing operations	21	31	57	37
Other comprehensive income	0	–	–	–
Income tax expense	0	3	24	20
Earnings after tax	21	31	57	37
Net assets	182	185	66	37
Share of net assets	89	91	33	19
Goodwill	10	10	–	–
Exchange-rate changes	–13	–13	–	–
Change in other comprehensive income for the prior year	–	–	–	–
Effects of purchase price allocation	–	–	–	–
Share of earnings for prior years	–	1	–	4
Share of profits distributed to shareholders	10	15	15	19
Carrying amount	86	88	50	42

17. Other Investments

€ millions	**31.12.2025**	31.12.2024
Investments in unconsolidated affiliated companies	1	1
Other participations	79	84
Other investments	**80**	**84**

Other investments are accounted for at fair value. Changes are recognized in other comprehensive income.

With regard to year-on-year changes in the carrying amount, –€0 million (PY: –€7 million) resulted from changes in fair value, and €0 million and (PY: €7 million) from additions; there were no disposals (PY: –€6 million) nor reclassifications (PY: –€5 million), while exchange-rate effects accounted for –€5 million (PY: €2 million).

Dividends received from other investments amounted to €0 million in the reporting year (PY: €0 million). There is currently no intention to sell any of the other investments.

18. Deferred Taxes

Deferred taxes developed as follows:

	31.12.2025						31.12.2024
€ millions	**Deferred tax assets**	**Deferred tax liabilities**	**Net**	**Recognized in profit or loss**	**Changes in the scope of consolidation**	**Recognized in other comprehensive income[1]**	Net
Other intangible assets and goodwill	558	–331	227	–31	–13	–11	282
Property, plant and equipment	208	–76	132	29	–	–6	109
Inventories	198	–	198	58	4	–9	145
Other assets	86	–73	13	–17	15	–2	17
Employee benefits less defined benefit assets	243	–13	230	–40	–	–112	382
Provisions for other risks and obligations	97	–3	94	5	–	–4	93
Indebtedness and other financial liabilities	106	–1	105	–43	–	–5	153
Other differences	96	–136	–40	–34	–	2	–8
Allowable tax credits	85	–	85	10	–	–4	79
Tax losses carried forward and limitation of interest deduction	209	–	209	–15	–6	–10	240
Deferred taxes (before offsetting)	**1,886**	**–633**	**1,253**	**–78**	**–**	**–161**	**1,492**
Offsetting (IAS 12.74)	–567	567	–				
Net deferred taxes	**1,319**	**–66**	**1,253**				**1,492**

1 Other comprehensive income includes taxes recognized directly in equity from pension items, from other investments and from currency translation.

	31.12.2024						31.12.2023
€ millions	**Deferred tax assets**	**Deferred tax liabilities**	**Net**	**Recognized in profit or loss**	**Changes in the scope of consolidation**	**Recognized in other comprehensive income[1]**	Net
Other intangible assets and goodwill	634	–352	282	144	–5	–12	155
Property, plant and equipment	198	–89	109	–4	1	–12	124
Inventories	146	–1	145	52	–1	–2	96
Other assets	65	–48	17	17	–6	–1	7
Employee benefits less defined benefit assets	396	–14	382	–22	–2	–40	446
Provisions for other risks and obligations	95	–2	93	–27	0	–1	121
Indebtedness and other financial liabilities	154	–1	153	–17	–1	–4	175
Other differences	91	–99	–8	–30	–3	–2	27
Allowable tax credits	79	–	79	4	–	3	72
Tax losses carried forward and limitation of interest deduction	240	–	240	83	–7	–12	176
Deferred taxes (before offsetting)	**2,098**	**–606**	**1,492**	**200**	**–24**	**–83**	**1,401**
Offsetting (IAS 12.74)	–537	537	–				
Net deferred taxes	**1,561**	**–69**	**1,492**				**1,401**

1 Other comprehensive income includes taxes recognized directly in equity from pension items, from other investments and from currency translation.

Deferred taxes are measured in accordance with IAS 12, *Income Tax Expense*, at the tax rate applicable for the periods in which they are expected to be realized. Since 2008, there has been a limit on the deductible interest that can be carried forward in Germany; the amount deductible under tax law is limited to 30% of taxable income before depreciation, amortization and interest.

Deferred tax assets were down by €242 million at €1,319 million (PY: €1,561 million).

Deferred tax liabilities fell by €3 million year on year to €66 million (PY: €69 million).

As at December 31, 2025, the consolidated tax losses carried forward in Germany and abroad amounted to €3,099 million (PY: €2,704 million). The majority of the AUMOVIO Group's tax losses carried forward relate to foreign subsidiaries.

Deferred tax assets were not recognized in relation to the following items because it is currently not deemed sufficiently likely that they will be utilized:

€ millions	31.12.2025	31.12.2024
Temporary differences	661	266
Tax losses carried forward and limitation of interest deduction	1,770	1,499
Allowable tax credits	10	24
Total of all items for which no deferred tax assets were recognized	**2,441**	**1,789**

Of the deferred tax assets deemed unusable, tax losses carried forward and limitation of interest deduction of €640 million (PY: €1,130 million) can be used indefinitely, €1,062 million (PY: €369 million) expire within the next 10 years and €68 million (PY: €24 million) expire in more than 10 years. Of the deferred tax assets on allowable tax credits deemed unusable, €1 million (PY: €– million) can be used indefinitely, €8 million (PY: €– million) expire within the next 10 years and €1 million (PY: €– million) expire in more than 10 years. Deferred tax assets arising from temporary differences can be used indefinitely.

As at December 31, 2025, some AUMOVIO Group companies and tax groups that reported a loss in the current or previous year recognized total deferred tax assets of €1,127 million (PY: €1,340 million), which arose from current losses, tax losses carried forward and a surplus of deferred tax assets. Given that future taxable income is expected, it is sufficiently probable that these deferred tax assets can be realized. This is to be achieved in particular by implementing measures to optimize costs and increase efficiency.

The temporary differences from retained earnings of foreign companies amounted to a total of €183 million (PY: €329 million). Deferred tax liabilities were not taken into account, since remittance to the parent company is not planned in the short or medium term.

19. Other Financial Assets

	31.12.2025		31.12.2024	
€ millions	**Short-term**	**Long-term**	Short-term	Long-term
Amounts receivable from related parties	33	–	–	–
Loans to third parties	–	58	–	46
Amounts receivable from employees	6	–	5	–
Other amounts receivable	57	146	43	123
Other financial assets	**96**	**204**	**48**	**170**

Amounts receivable from related parties related primarily to receivables from the corporate separation agreement.

Loans to third parties related mainly to loans to customers and suppliers with various maturities.

Amounts receivable from employees related mainly to preliminary payments for hourly wages and for other advances.

In particular, other amounts receivable include investment subsidies not yet utilized, amounts receivable from suppliers and customers, and investments. The carrying amounts of the other financial assets are essentially their fair values. Please see Note 31 (Financial Instruments) for information on the default risks in relation to other financial assets.

20. Other Assets

	31.12.2025		31.12.2024	
€ millions	**Short-term**	**Long-term**	Short-term	Long-term
Trade accounts receivable from the sale of customer tools	68	–	77	–
Tax refund claims (incl. VAT and other taxes)	207	–	186	–
Prepaid expenses	164	–	102	–
Other	116	24	108	12
Other assets	**555**	**24**	**473**	**12**

The tax refund claims primarily resulted from VAT receivables from the purchase of production materials. The trade accounts receivable from the sale of customer tools related to costs that have not yet been invoiced. In particular, prepaid expenses include license fees as well as rent and maintenance services paid for in advance. Among other things, the "Other" item includes other advanced costs. Impairment totaling €1 million (PY: €1 million) was recognized for the probable default risk on other assets.

21. Inventories

€ millions	**31.12.2025**	31.12.2024
Raw materials and supplies	1,327	1,510
Work in progress	347	371
Finished goods and merchandise	636	702
Inventories	**2,309**	**2,583**

Write-downs recognized on inventories decreased by €4 million to €408 million (PY: €413 million). The amount for inventories recognized as expenses fell by €1,804 million to €9,408 million (PY: €11,212 million).

22. Trade Accounts Receivable

€ millions	**31.12.2025**	31.12.2024
Trade accounts receivable	3,187	3,675
Loss allowances	–33	–33
Trade accounts receivable	**3,153**	**3,642**

The carrying amounts of the trade accounts receivable, net of loss allowances, are their fair values. Please see Note 31 (Financial Instruments) for information on the default risks in relation to trade accounts receivable.

In the AUMOVIO Group, true sale-of-receivables factoring agreements exist that enable the recognition of trade accounts receivable from third parties. As at December 31, 2025, receivables amounting to €28 million (PY: €57 million) were sold within the framework of these agreements. At the end of the year, the receivables still to be sold amounted to €3 million (PY: €7 million). These are still designated for sale.

23. Cash and Cash Equivalents

Cash and cash equivalents include all liquid funds and demand deposits. Cash equivalents are short-term, highly liquid financial investments that can be readily converted into known cash amounts and are subject to an insignificant risk of changes in value. As at the reporting date, cash and cash equivalents amounted to €1,719 million (PY: €1,394 million). Of that, €1,610 million (PY: €1,263 million) was unrestricted. For information on the interest-rate risk and the sensitivity analysis for financial assets and liabilities, please see Note 31 (Financial Instruments).

24. Equity

The subscribed capital of AUMOVIO SE rose from €120,000.00 as at December 31, 2024, to €250,127,477.50 as at December 31, 2025, composed of 100,050,991 (PY: 48,000) no-par-value registered shares with a notional value of €2.50 per share. Each share carries one vote at the Annual Shareholders' Meeting and equal entitlement to dividends.

As at December 31, 2024, AUMOVIO Germany GmbH, Frankfurt am Main (formerly Continental Automotive Technologies GmbH), was the ultimate parent company and prepared the consolidated financial statements as at December 31, 2024 (hereinafter the 2024 consolidated financial statements, as published in the prospectus). Up to the reorganization, the areas of business and main activities of the AUMOVIO Group corresponded to those of AUMOVIO Germany GmbH and are described in more detail in the consolidated financial statements as at December 31, 2024, in Note 1 (Segment Reporting).

As part of the reorganization, AUMOVIO Germany GmbH was spun off into AUMOVIO SE, and AUMOVIO SE became the new parent company of the AUMOVIO Group. The accumulated results of AUMOVIO SE were incorporated into the consolidated financial statements of AUMOVIO Germany GmbH. A reclassification was carried out to reflect the capital structure of the parent company AUMOVIO SE.

Under the German Stock Corporation Act (*Aktiengesetz – AktG*), the dividends distributable to shareholders are based solely on AUMOVIO SE's retained earnings as at December 31, 2025, as reported in the annual financial statements prepared in accordance with the German Commercial Code. In fiscal 2025, AUMOVIO recorded net income of €445,804,424.38 (PY: net loss of € 5,449.56). Together with the remaining loss carryforward from the previous year amounting to €5,449.56 and the allocation to other revenue reserves amounting to €222,899,487.41, the net profit as at December 31, 2025, amounted to €222,899,487.41 (PY: net loss of € 5,449.56). The Executive Board of AUMOVIO SE will propose to the Annual Shareholders' Meeting on May 13, 2026, that the retained earnings for fiscal 2025 in the amount of €222,899,487.41 be carried forward in full to new account.

During the reporting period, the subscribed capital of the parent company AUMOVIO SE was recognized at €120,000.00 as part of a transaction under common control and, as a result of a capital increase due to the reorganization, was raised to €250,127,477.50.

The excess amount between the carrying amount of the transferred investment and the subscribed capital, amounting to €8,499 million, was allocated to the capital reserves. As part of the ongoing legal reorganization, the equity components, such as subscribed capital, capital reserves and revenue reserves, were reclassified in AUMOVIO Germany GmbH's consolidated financial statements. In addition, a capital contribution of €1,144 million was made to provide cash resources, along with further settlements arising from the corporate separation agreement.

In the course of preparing the consolidated financial statements, a previously uneliminated receivable was identified. This was adjusted as of January 1, 2024, and subsequently as of December 31, 2024, by reducing other current assets and retained earnings by €36 million each time.

See Consolidated statement of changes in equity for the composition of and changes to equity.

In addition to the effects of currency translation, the cumulative other comprehensive income essentially includes the remeasurement of defined benefit plans. For further information in this regard, see Note 26 (Employee Benefits).

Non-controlling interests

The compiled financial information of fully consolidated subsidiaries with material non-controlling interests corresponds to the values prior to the implementation of consolidation measures.

	AUMOVIO Corporation		AUMOVIO Automotive Corporation (Lian Yun Gang) Co., Ltd.	
€ millions	**2025**	2024	**2025**	2024
Capital share of non-controlling interests in %	35.0	35.0	35.0	35.0
Current assets	404	409	94	222
Non-current assets	33	36	29	36
Total assets	437	445	123	257
Current liabilities	163	136	39	66
Non-current liabilities	5	7	0	0
Total liabilities	168	143	39	66
Net assets	269	303	83	191
Attributable to non-controlling interests	94	106	29	67
Sales	501	505	104	104
Earnings after tax	25	26	7	7
Attributable to non-controlling interests	9	9	2	2
Dividends to minority shareholders	8	9	35	9
Cash flow before financing activities (free cash flow)	49	39	38	13

25. Capital Management

The decisive factor in managing the capital structure is securing both broad access to capital markets via various external financing means as well as the ability to service financial debt. Capital management therefore ensures the solvency of the AUMOVIO Group and its consolidated subsidiaries and contributes to reducing financial risks, minimizing capital costs and enhancing the financial flexibility of the AUMOVIO Group.

At the spin-off, AUMOVIO SE was provided with €1,500 million in liquidity and has a credit line of €2,500 million. The liquid funds are being used to finance local working capital and to make investments. The goal is to utilize the liquid funds efficiently and allocate them specifically where needed. Excess funds at the local level are centralized by the AUMOVIO Treasury to the extent permitted by regulations.

To achieve its capital management objectives, AUMOVIO aims to maintain an adequate level of liquidity and equity. Shareholders' equity amounted to €9,244 million as at the reporting date. Furthermore, in addition to net liquidity of €1,389 million, there was an unused revolving credit facility of €2,500 million as at the reporting date. This includes certain covenants for AUMOVIO that cannot be directly derived from the figures in the consolidated financial statements. A breach would result in this credit facility no longer being available for use and could lead to its termination. AUMOVIO was able to meet its existing obligations at all times during 2025, including as at the balance sheet date. From today's perspective, AUMOVIO does not expect these obligations to be breached in the future

The Executive Board has debt and equity financing measures at its disposal for capital management. Existing credit lines are described in Note 31 (Financial Instruments).

26. Employee Benefits

The following table outlines the employee benefits:

	31.12.2025		31.12.2024	
€ millions	**Short-term**	**Long-term**	Short-term	Long-term
Pension provisions (unfunded obligations and net liabilities from obligations and related funds)	–	1,129	–	1,413
Provisions for other post-employment benefits	–	23	–	27
Other employee benefits	–	129	–	237
Liabilities for workers' compensation	10	–	10	–
Liabilities for payroll and personnel-related costs	505	–	474	–
Termination benefits	22	–	16	–
Liabilities for social security	80	–	89	–
Liabilities for vacation	86	–	98	–
Employee benefits	**703**	**1,281**	**686**	**1,676**
Defined benefit assets (difference between pension obligations and related funds)	**–**	**64**	**–**	**58**

Long-term employee benefits

Pension plans

In addition to statutory pension insurance, the majority of employees are also entitled to defined benefit or defined contribution plans after the end of their employment.

The AUMOVIO Group's pension strategy focuses on switching from defined benefit to defined contribution plans in order to offer both employees and the company a sustainable and readily understandable pension system.

Many defined benefit plans have been closed for new employees or future service and replaced by defined contribution plans.

In countries in which defined contribution plans are not possible for legal or economic reasons, defined benefit plans have been optimized or changed to minimize the associated risks of longevity, inflation and salary increases.

Defined benefit plans

Defined benefit plans include both ongoing pension plans and other post-employment benefits. The defined benefit pension plans cover 75,723 beneficiaries, including 48,679 active employees, 14,634 former employees with vested benefits, and 12,410 retirees and surviving dependents. The pension obligations are concentrated in three countries: Germany, the USA and the United Kingdom, which account for more than 90% of total pension obligations.

The weighted average term of the defined benefit pension obligations is around 15 years (PY: 17 years) in Germany, 9 years (PY: 8 years) in the USA, 12 years (PY: 12 years) in the United Kingdom and 8 years (PY: 8 years) in the other countries.

Fluctuations in the amount of the pension obligation resulting from exchange-rate effects are subject to the same risks as overall business development. These fluctuations relate mainly to the currencies of the USA and the UK and have no material impact on AUMOVIO. For information on the effects of interest-rate risks and longevity risk on the pension obligations, please refer to the sensitivities described later on in this note.

Germany

In Germany, AUMOVIO provides pension benefits through the employer-financed cash balance plan, prior commitments and deferred compensation. When the insured event occurs, the retirement plan assets are paid out as a lump-sum benefit, in installments or as a pension. There are no further minimum guarantees in relation to a particular amount of retirement benefits in addition to the guarantee equal to the contributions.

The cash balance plan is partly covered by funds in contractual trust arrangements (CTAs). In Germany, there are no legal or regulatory minimum funding requirements. The CTAs are legally independent from the company and manage the plan assets as trustees in accordance with the respective CTAs.

AUMOVIO also supports private contribution through deferred compensation schemes, which are essentially offered through a fully funded multi-employer plan (Höchster Pensionskasse VVaG). The pension contribution fund ensures a guaranteed minimum interest rate for which AUMOVIO is ultimately liable under the German Company Pensions Law. The company is not liable for guarantees to employees of other companies. As Höchster Pensionskasse VVaG is a combined defined benefit plan for several companies and AUMOVIO has no right to the information required for accounting for this defined benefit plan, this plan is recognized similarly to a defined contribution plan.

USA

Owing to its acquisition history, AUMOVIO has various defined benefit plans in the USA, which were closed to new entrants and frozen to accretion of further benefits during the period from April 1, 2005, to December 31, 2011. In 2017, acquisitions also included an open defined benefit plan for unionized employees.

The closed defined benefit plans are commitments on the basis of the average final salary and cash balance commitments. The defined benefit plans for unionized and non-unionized employees are based on a pension multiplier per year of service.

Closed defined benefit plans were replaced by defined contribution plans. Defined contribution plans apply to the majority of active employees in the USA.

The plan assets of the defined benefit plans are managed in a master trust. Investment supervision was delegated to the Pension Committee, a body appointed within the AUMOVIO Group. The trust arrangement can continue unchanged after completion of the spin-off, although a new pension committee needs to be established for the AUMOVIO Group. The legal and regulatory framework for the plans is based on the US Employee Retirement Income Security Act (ERISA).

The valuation of the financing level is required on the basis of this law. The discount rate used for this calculation is the average rate over a period of 25 years and therefore currently higher than the discount rate used to discount obligations under IAS 19, *Employee Benefits*. The statutory valuation therefore gives rise to a lower obligation than that in line with IAS 19. There is a regulatory requirement to ensure minimum funding of 80% in the defined benefit plans to prevent benefit curtailments.

United Kingdom

After the spin-off, the AUMOVIO Group maintains two performance-oriented plans in the United Kingdom due to the previous acquisitions by the Continental Group. All plans are commitments on the basis of the average or final salary. The two plans were closed to new employees during the period from April 1, 2002, to November 30, 2004. AUMOVIO offers defined contribution plans for all employees who have joined the company since that time.

As at July 31, 2017, the Mannesmann UK Pension Scheme was frozen to accretion of further benefits and was replaced by a defined contribution plan as at August 1, 2017.

The pension strategy in the United Kingdom focuses on reducing risks and includes the option of partial or complete funding by purchasing insurance contracts. The rise in interest rates and the good funded status currently present opportunities to push for partial or complete funding. The receptivity of the insurance market is currently limited.

The funding conditions are defined by the UK Pensions Regulator and the corresponding laws and regulations. The defined benefit plans are managed by trust companies. The boards of trustees of these companies have an obligation solely to the good of the beneficiaries on the basis of the trust agreement and the law.

The necessary funding is determined every three years through technical valuations in line with local provisions. The obligations are measured using a discount rate based on government bonds and other conservatively selected actuarial assumptions.

Compared with IAS 19, which derives the discount rate from senior corporate bonds, this usually results in a higher obligation. One of the two defined benefit plans had a funding deficit on the basis of the most recent technical valuation. The trustees and the company have agreed on a recovery plan that provides for additional temporary annual payments. The valuation process must be completed within 15 months of the valuation date.

The most recent technical valuations of the two defined benefit pension plans took place with their valuation dates between March 2022 and December 2023 and led to the following result:

- Mannesmann UK Pension Scheme (assessment as at March 31, 2022): As part of the assessment, an agreement was resolved on a monthly minimum endowment of GBP 175,000 until March 31, 2023, and a minimum monthly endowment of GBP 200,000 for the period from April 1, 2023, to August 31, 2026.
- Continental Teves UK Employee Benefit Scheme (valuation as at December 31, 2023): Due to the sound financing status, there is no need for a recovery plan and therefore no further allocations are currently envisioned.

Other

The “Other” item includes the pension plans in Austria, Belgium, France, Brazil, the Philippines, Mexico, India, Italy and South Korea.

Movement in defined benefit obligations

The following table shows the movement in defined benefit obligations for the current fiscal year for Germany, the USA, the United Kingdom and the other AUMOVIO Group countries:

	2025					2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Defined benefit obligation as at January 1	**2,512**	**221**	**114**	**146**	**2,993**	**2,538**	**220**	**120**	**140**	**3,017**
Exchange-rate differences	–	–27	–6	–6	–39	–	13	6	–8	11
Current service cost	57	–	0	13	71	65	–	0	13	78
Service cost from plan amendments	–	–	–	0	0	–	–	–	–	–
Curtailments/settlements	–	–	–	–3	–3	–	–	–	–7	–7
Interest on defined benefit obligations	87	11	6	9	112	78	11	6	9	104
Actuarial gains/losses from changes in demographic assumptions	–	–	–0	0	–0	–	–	1	2	2
Actuarial gains/losses from changes in financial assumptions	–311	4	–1	–4	–312	–128	–9	–10	6	–141
Actuarial gains/losses from experience adjustments	5	–0	2	–2	6	21	1	–0	4	26
Net changes in the scope of consolidation	6	–	–	–0	6	3	–	–	–	3
Employee contributions	–	–	0	0	0	–	–	0	0	0
Other changes	2	–	–	–0	1	0	–	–	–0	0
Benefit payments	–72	–16	–7	–11	–106	–67	–16	–7	–12	–101
Defined benefit obligation as at December 31	**2,286**	**194**	**109**	**141**	**2,730**	**2,512**	**221**	**114**	**146**	**2,993**

€2,696 million (PY: €2,980 million) of the defined benefit obligations as at December 31, 2025, related to plans that are fully or partially funded through funds or insurance annuity contracts, and €34 million (PY: €13 million) related to plans that are not funded through funds or insurance annuity contracts.

The €263 million decrease in the defined benefit obligations compared with December 31, 2024, resulted in particular from actuarial gains from changes in financial assumptions in Germany.

Plan assets

The movement in plan assets for the current fiscal year for Germany, the USA, the United Kingdom and the other AUMOVIO Group countries is show below:

	2025					2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Fair value of plan assets as at January 1	**1,176**	**229**	**151**	**84**	**1,639**	**1,149**	**227**	**152**	**81**	**1,609**
Exchange-rate differences	–	–26	–7	–6	–39	–	14	7	–4	17
Interest income from plan assets	43	11	8	5	67	36	11	7	5	60
Actuarial gains/losses from plan assets	–3	6	–2	4	6	23	–8	–12	–1	2
Employer contributions	6	1	3	10	20	4	1	3	9	17
Employee contributions	–	–	0	0	0	–	–	0	0	0
Other changes	3	–1	–	–	2	0	0	–	0	–1
Benefit payments	–1	–16	–7	–5	–29	–37	–16	–7	–6	–66
Fair value of plan assets as at December 31	**1,224**	**204**	**147**	**92**	**1,667**	**1,176**	**229**	**151**	**84**	**1,639**

The plan assets in Germany include the CTA assets amounting to €1,168 million (PY: €1,126 million) and insurance annuity contracts amounting to €56 million (PY: €49 million).

The plan assets increased by €28 million in the reporting year to €1,667 million (PY: €1,639 million).

The following table shows the reconciliation of the funded status to the amounts contained in the consolidated statement of financial position:

	31.12.2025					31.12.2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Defined benefit obligations	–2,286	–194	–109	–141	–2,730	–2,512	–221	–114	–146	–2,993
Plan assets	1,224	204	147	92	1,667	1,176	229	151	84	1,639
Funded status[1]	–1,062	10	37	–49	–1,064	–1,336	8	37	–62	–1,354
Asset ceiling	–	–	0	–1	–1	–	–	–	–1	–1
Carrying amount	**–1,062**	**10**	**38**	**–50**	**–1,065**	**–1,336**	**8**	**37**	**–63**	**–1,355**

1 Difference between plan assets and defined benefit obligations.

The negative carrying amount consisting of the defined benefit assets and the pension provisions decreased by €290 million compared with the previous year. This was primarily due to actuarial gains resulting from the increase in the discount rate in Germany.

The carrying amount comprises the following items of the statement of financial position:

	31.12.2025					31.12.2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Defined benefit assets	–	17	38	10	**64**	–	16	37	6	**58**
Pension provisions	–1,062	–7	–	–60	**–1,129**	–1,336	–8	–	–69	**–1,413**
Carrying amount	**–1,062**	**10**	**38**	**–50**	**–1,065**	**–1,336**	**8**	**37**	**–63**	**–1,355**

The defined benefit assets increased by €6 million year on year. This resulted primarily from the increase in payments into plan assets.

The structure of the AUMOVIO Group's plan assets is reviewed by the investment committees on an ongoing basis taking into account the forecast pension obligations. In doing so, the investment committees regularly review the investment decisions taken, the underlying expected returns of the individual asset classes reflecting empirical values and the selection of the external fund managers.

The portfolio structure of the plan assets of the pension plans as at the end of the reporting period were as follows:

%	2025				2024			
Asset class	**Germany**	**USA**	**UK**	**Other**	Germany	USA	UK	Other
Equity instruments	10	–	4	10	11	–	4	8
Debt securities	55	97	62	46	62	97	62	46
Real estate	10	–	–	3	9	–	–	3
Absolute return[1]	6	–	1	–	6	–	1	–
Derivates	–	–	–	–	–	–	–	–
Cash, cash equivalents and other	3	3	20	27	1	3	21	31
Annuities[2]	16	–	12	15	11	–	13	13
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**

1 This refers to absolute return investment products that aim to achieve a positive return regardless of market fluctuations.
2 This refers to insurance contracts that guarantee pension payments.

Actuarial assumptions

The significant assumptions for the valuation of pension obligations are the discount rate, the salary trend, the pension trend and life expectancy. The assumed discount rate was determined based on the returns on high-quality, fixed-interest industrial bonds with an AA rating as at the end of the reporting period, with the maturities of the bonds corresponding to the expected term of the obligations to be fulfilled when the employment relationship is terminated. Additionally, in 2025, AA corporate bonds with a call option (callable bonds) were included in the data basis for the first time, provided that the call option can be exercised no earlier than twelve months before the bond's maturity This adjustment reflects the changing composition of the bond market in recent years. The change in the interest calculation method led to an increased discount rate by 27 basis points. A valuation based on the previous method would have resulted in an increase in pension obligations of around €94 million. In addition, this would have led to an increase the in service cost by around €3 million in the following year. Conversely, this would have led to a lower interest expense from interest on defined benefit obligations in the following year by around €2 million.

The assumptions underlying the actuarial valuation of the defined benefit obligations as at the end of the reporting period were as follows:

	2025				2024			
%	**Germany**	**USA**	**UK**	**Other**	Germany	USA	UK	Other
Discount rate	4.29	5.40	5.51	6.56	3.45	5.60	5.53	6.26
Salary trend	3.00	–	1.31	4.41	3.00	–	1.44	4.93
Pension trend	2.20	–	3.03	0.36	2.20	–	3.20	0.42

For the calculation of pension obligation for domestic plans, life expectancy is based on the 2018 G mortality tables by Prof. Klaus Heubeck. For foreign pension plans, comparable criteria are used for the respective country.

Remeasurement of the provision

Remeasurement effects arise from increases and decreases in the present value of the defined benefit obligation due to changes in actuarial assumptions and experience-based adjustments made, as well as from the remeasurement of the plan assets.

	2025					2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Actuarial gains/losses from defined benefit obligations	305	–4	–1	5	306	107	8	10	–11	113
Actuarial gains/losses from plan assets	–3	6	–2	4	6	23	–8	–12	–1	2
Actuarial gains/losses from asset ceiling	–	–	–	–0	–0	–	–	–	0	0
Actuarial gains/losses	**302**	**3**	**–3**	**9**	**312**	**130**	**–1**	**–2**	**–12**	**115**

The increased discount rate in Germany compared to 2024 was the main driver of the actuarial gains in the 2025 reporting period. The actuarial gains in the previous fiscal year also resulted from an increase in discount rates compared with the prior year.

Sensitivity analysis

The following sensitivity analysis shows the effects of possible changes in actuarial assumptions on the defined benefit obligations as at the end of the reporting period. Here, one of the respective assumptions mentioned above is increased or decreased by 50 basis points, or the life expectancy used for the calculation is increased by one year, while the other assumptions remain unchanged. Therefore, possible correlation effects between the respective assumptions cannot be taken into account in this sensitivity analysis.

	31.12.2025				31.12.2024			
€ millions	**Germany**	**USA**	**UK**	**Other**	Germany	USA	UK	Other
0.5%-point increase								
Discount rate	–158	–8	–6	–5	–191	–9	–6	–6
Salary trend	0	–	0	5	0	–	0	6
Pension trend	66	–	5	0	78	–	5	6
0.5%-point decrease								
Discount rate	178	9	6	6	218	10	7	6
Salary trend	–0	–	–0	–5	–0	–	–0	–5
Pension trend	–61	–	–5	–0	–73	–	–5	6
1-year increase								
Life expectancy	67	5	3	0	81	6	3	0

Contributions to the plan assets

The following table shows the contributions to the plan assets for the past and current fiscal year as well as the expected contributions for the subsequent year:

€ millions	2026 (expected)	**2025**	2024
Germany	–	**6**	4
USA	1	**1**	1
UK	2	**3**	3
Other	10	**10**	9
Total	**12**	**20**	**17**

Change in net pension cost

The following table shows the composition of the net pension costs included in the consolidated statement of income:

	2025					2024				
€ millions	**Germany**	**USA**	**UK**	**Other**	**Total**	Germany	USA	UK	Other	Total
Current service cost	57	–	0	13	71	65	–	0	13	78
Service cost from plan amendments	–	–	–	0	0	–	–	–	–	–
Curtailments/settlements	–	–	–	–4	–4	–	–	–	–7	–7
Interest on defined benefit obligations	87	11	6	9	112	78	11	6	9	104
Interest income on plan assets	–43	–11	–8	–5	–67	–36	–11	–7	–5	–60
Effect of change of asset ceiling	–	–	–	0	0	–	–	–	0	0
Other pension income and expenses	–	1	–	–0	0	–	0	0	–2	–1
Net pension cost	**101**	**0**	**–2**	**14**	**114**	**108**	**0**	**–1**	**7**	**114**

Benefit payments

The benefit payments made and expected are shown below:

€ millions	Germany	USA	UK	Other	Total
Benefits paid					
2024	67	16	7	11	**101**
2025	72	16	7	11	**106**
Benefit payments as expected					
2026	105	15	7	10	**136**
2027	96	15	7	10	**127**
2028	103	15	7	12	**137**
2029	108	15	7	13	**143**
2030	111	15	7	15	**148**
Total of years 2031 to 2035	609	71	38	80	**797**

The pension payments relate to lump-sum amounts in connection with fixed service cost benefit plans, as well as annual pension benefits. Furthermore, the earliest eligible date for retirement has been assumed when determining future pension payments. The actual retirement date could occur later. Therefore, the actual payments in future years for present plan members could be lower than the amounts assumed.

Other post-employment benefits

Certain subsidiaries – primarily in the USA – grant eligible employees healthcare and life insurance on retirement if they have fulfilled certain conditions relating to age and years of service. The amount and entitlement can be altered. No separate plan assets have been set up for these obligations.

The weighted average term of the defined benefit pension obligations is around 11 years. This term is based on the present value of the obligations.

The reconciliation of the changes in the defined benefit obligations and the financing status from the beginning to the end of the year is as follows:

€ millions	2025	2024
Defined benefit obligations as at January 1	**27**	**27**
Exchange-rate differences	–2	0
Current service cost	0	0
Curtailments/settlements	–	1
Interest on healthcare and life insurance benefit obligations	2	2
Actuarial gains/losses from changes in demographic assumptions	–	–
Actuarial gains/losses from changes in financial assumptions	–0	–2
Actuarial gains/losses from experience adjustments	–1	–0
Changes in the scope of consolidation	–	–
Benefit payments	–2	–1
Other changes	–	–
Defined benefit obligations/net amount recognized as at December 31	**23**	**27**

The assumptions relating to the discount rate and cost increases used in the calculation of health and life insurance benefits vary depending on the circumstances. The following weighted average valuation factors as at December 31 of the year have been used:

%	2025	2024
Discount rate	6.78	6.59
Rate of increase in healthcare and life insurance benefits in the following year	1.52	1.38
Long-term rate of increase in healthcare and life insurance benefits	–	–

The net cost of healthcare and life insurance benefit obligations and post-employment benefits can be broken down as follows:

€ millions	2025	2024
Current service cost	0	0
Service cost from plan amendments	–	–
Curtailments/settlements	–	1
Interest on healthcare and life insurance benefit obligations	2	2
Other income/expenses from healthcare and life insurance benefit obligations	–	–
Net cost	**2**	**3**

The following sensitivity analysis shows the effect of increasing or decreasing the significant assumptions by 50 basis points on the defined benefit obligations relating to healthcare and life-insurance benefits:

€ millions	2025	2024
0.5%-point increase		
Discount rate	–1	–1
Long-term rate of increase in healthcare and life insurance benefits	0	0
0.5%-point decrease		
Discount rate	1	1
Long-term rate of increase in healthcare and life insurance benefits	–0	–0

The following table shows the payments made for healthcare and life insurance benefits in the reporting year and the previous year, as well as the undiscounted, expected benefit payments for the next ten years:

€ millions	
Benefits paid	
2024	1
2025	2
Benefit payments as expected	
2026	2
2027	2
2028	2
2029	2
2030	2
Total of years 2031 to 2035	8

The defined benefit obligations, the net costs and the benefits paid are shown in summary below:

€ millions	2025	2024
Defined benefit obligations	23	27
Funded status	–23	–27
Remeasurement of plan liabilities	–1	–2

Some companies of the AUMOVIO Group have made commitments to their employees for a fixed percentage of the employees' compensation. These entitlements are paid out when the employment relationship is terminated. In the year under review, expenses from these obligations amounted to €2 million (PY: €4 million).

Defined contribution pension plans

The AUMOVIO Group offers its employees pension plans in the form of defined contribution plans, particularly in the USA, the United Kingdom, Japan and China. Not including social security contributions, expenses from defined contribution pension plans amounted to €28 million (PY: €33 million).

Other long-term employee benefits

Essentially, other long-term employee benefits include provisions for partial early retirement programs, anniversary and other long-service benefits and death benefits in Germany, as well as anniversary and other long-service benefits in France. The settlement factor used as the basis for provisions for partial early retirement programs, anniversary and other long-service benefits and death benefits is shown in the following table:

€ millions	2025	2024
Partial early retirement programs	2.39	2.75
Anniversary and other long-service benefits	3.97	3.34
Death benefits	3.97	3.34

In accordance with the option under IAS 19, the interest component is reported in the financial result.

As part of the spin-off and the resulting requirement to hedge partial early retirement credit balances against insolvency, plan assets were funded into accounts managed on a fiduciary basis. As at December 31, 2025, the market value of the plan assets was €90 million (PY: €0 million). In the previous year, these provisions were set aside by Continental AG up to the spin-off.

27. Share-based Payments

Variable remuneration elements

The liabilities for wage and salary costs as well as personnel-related costs also included variable performance-based components. The variable performance-based components comprise a short-term remuneration component (performance bonus without equity deferral) as well as long-term remuneration components (long-term incentive and equity deferral of the performance bonus). The following long-term incentive plans (LTI plans) were granted under the control of Continental AG as the parent company of Continental Automotive Technologies GmbH and its subsidiaries. All of these plans are therefore based on the Continental AG targets. The plans for some directors of the AUMOVIO Group subsidiaries are classified as equity-settled, since the obligation is satisfied by Continental AG, whereas the plans for the AUMOVIO Group executives are settled in cash.

The LTI plans are classified as cash-settled share-based payments; hence they are recognized at fair value in accordance with IFRS 2, *Share-based Payment*. The equity deferral of the performance bonus of the remuneration system applicable from 2020 is classified as an equity-settled share-based payment; hence it is recognized at fair value in accordance with IFRS 2.

Long-term incentive plans (LTI plans)

Expenses of €38 million (PY: €12 million) from the addition of provisions for the 2022 to 2025 LTI plan were recognized in the respective function costs.

- 2022 to 2023 LTI plan: From 2022, a new LTI plan was granted to the senior executives and executives that aims to promote long-term commitment to the company and its sustainable growth. Therefore, the long-term TSR of Continental shares, compared with an index consisting of European companies that are active in the automotive and tire industry and comparable with Continental AG (STOXX Europe 600 Automobiles & Parts (SXAGR); hereinafter "benchmark index"), is a key performance criterion for the LTI. The second performance criterion is a sustainability factor that is multiplied by the degree of target achievement in order to calculate the LTI to be paid. The amount of the LTI to be paid is based on the performance of the Continental share price over the term of the LTI.
- The term of the 2022 LTI plan, which was resolved on March 21, 2022, by the Supervisory Board for executives and senior executives, begins retroactively effective January 1, 2020, and spans three years.
- The term of the 2023 LTI plan, which was resolved on March 22, 2023, by the Supervisory Board for executives and senior executives, begins retroactively effective January 1, 2023, and spans three years.
- For each beneficiary of the 2022 to 2023 LTI plan, the Executive Board of Continental AG agrees an allotment value in euros for the LTI.

At the start of the first fiscal year of the term of the LTI plan, this allotment value is converted into a basic holding of virtual shares. The allotment value is divided by the arithmetic mean of Continental AG's closing share prices in Xetra trading on the Frankfurt Stock Exchange (or a successor system) in the last two months prior to the start of the term of the respective LTI plan (issue price). The basic holding is multiplied by a performance index (PI) in order to determine the final holding of virtual shares. The performance index corresponds to the product from the relative total shareholder return (TSR) on Continental shares and a sustainability factor. The relative TSR is calculated from the relative performance of the Continental TSR in comparison with the TSR on the STOXX Europe 600 Automobiles & Parts (SXAGR). The Continental TSR corresponds to the sum of the average Continental share price in the last month of the term (final share price) and all dividends distributed during the term relative to the average share price in the first month of the term (initial share price). The SXAGR TSR is determined using the same method. Effective September 18, 2025, AUMOVIO was spun off from the Continental Group. For the purpose of the TSR calculation, the simulated share prices of the Continental shares are multiplied by a factor of 1.31.

Performance criteria and goals of the sustainability factor are targets for CO_2 emissions, recycling quotas and the ensuring of good working conditions for employees in the AUMOVIO Group (e.g. based on sick leave, accident rates and employee satisfaction).

The payout amount of the 2022 to 2023 LTI plan can total at most 200% of the defined initial share price.

The final holding of virtual shares is multiplied by the payout price in order to determine the gross amount of the LTI to be paid out in euros (hereinafter "payout amount"). The payout price is the sum of the arithmetic mean of Continental AG's closing share prices in Xetra trading on the Frankfurt Stock Exchange (or a successor system) on the trading days in the last two months prior to the next ordinary Annual Shareholders' Meeting that follows the end of the term of the LTI plan and the dividends paid out per share during the term of the LTI plan.

A Monte Carlo simulation is used in the measurement of stock options. This means that log-normal distributed processes are simulated for the price of Continental shares and the price of the STOXX Europe 600 Automobiles & Parts (benchmark index). The Monte Carlo simulation takes into account the average value accumulation of the Continental share prices and the benchmark index for the final share price and the payout price, the TSR dividends, the performance compared with the benchmark index and the restriction for the payout amount.

- 2024 LTI plan: From 2024, a new LTI plan is granted to senior executives and executives that aims to promote long-term commitment to the company and its sustainable growth. Therefore, the long-term TSR of Continental shares, compared with an index consisting of European companies that are active in the automotive and tire industry and comparable with Continental AG (STOXX Europe 600 Automobiles & Parts (SXAGR); hereinafter "benchmark index"), is a key performance criterion for the LTI. The second performance criterion is the return on capital employed (ROCE) determined based on the ratio of EBIT – adjusted for impairment on goodwill and disposals of companies and business operations – to average operating assets. The third performance criterion is a sustainability factor that includes three equally weighted sustainability targets. The amount of the LTI to be paid is based on the performance of the Continental share price over the term of the LTI.
- The term of the 2024 LTI plan, which was resolved on March 8, 2024, by the Executive Board of Continental AG for executives and senior executives, begins retroactively effective January 1, 2024, and spans three years.
- The term of the 2025 LTI plan, which was resolved on March 24, 2025, by the Executive Board of Continental AG for executives and senior executives, begins retroactively effective January 1, 2025, and spans three years.
- For each beneficiary of the 2024 and 2025 LTI plan, the Executive Board of Continental AG agrees an allotment value in euros for the LTI for senior executives and executives.

At the start of the first fiscal year of the term of the LTI plan, this allotment value is converted into a basic holding of virtual shares. The allotment value is divided by the arithmetic mean of Continental AG's closing share prices in Xetra trading on the Frankfurt Stock Exchange (or a successor system) in the last two months prior to the start of the term of the respective LTI plan (issue price). The basic holding is multiplied by a performance index (PI) in order to determine the final holding of virtual shares. The performance index corresponds to the weighted sum of the relative total shareholder return (TSR) on Continental shares (50%), the ROCE (30%) and a sustainability criterion (20%). The relative TSR is calculated from the relative performance of the Continental TSR in comparison with the TSR on the STOXX Europe 600 Automobiles & Parts (SXAGR). The Continental TSR corresponds to the sum of the average Continental share price in the last quarter of the term and all dividends distributed during the performance period relative to the average share price in the first quarter of the term. The SXAGR TSR is determined using the same method.

The ROCE is determined on the basis of the ratio of EBIT – adjusted for impairment on goodwill and disposals of companies and business operations – to average operating assets for the fiscal year.

Performance criteria and goals of the sustainability criterion are targets for CO_2 emissions, recycling quotas and the review of good working conditions for employees in the AUMOVIO Group (e.g. based on sick leave, accident rates and employee satisfaction).

In the event of a change in ownership and/or control before the end of the term, the payout amount is calculated as the product of the basic holding, a modified performance index and a modified payout price. For calculation of the performance index, the target achievements of the adjusted ROCE and sustainability are weighted at 100% The final share price relevant for determining the Continental TSR is the average price of the last three full calendar months preceding the month in which the employment relationship ends. The payout amount of the 2024 LTI plan can total at most 200% of the average price in the first quarter of the term.

A Monte Carlo simulation is used in the measurement of stock options. This means that log-normal distributed processes are simulated for the price of Continental shares and the price of the STOXX Europe 600 Automobiles & Parts (benchmark index). The Monte Carlo simulation takes into account the average value accumulation of the Continental share prices and the benchmark index for the final share price and the payout price, the TSR dividends, the performance compared with the benchmark index and the restriction for the payout amount.

2025 LTI plan: Following the successful spin-off, the Executive Board was granted a long-term variable remuneration (long-term incentive, LTI) under a new LTI plan that aims to provide effective incentives for the long-term enhancement of the company's value and its sustainable growth, and to incentivize the Executive Board members in accordance with these guidelines. Under this plan, the Supervisory Board can grant the Executive Board members of AUMOVIO a basic holding of virtual shares, the payment of which, after a four-year term, is dependent on achievement of three performance criteria and is made in cash. The main performance criterion, with a weighting of 50%, is the relative total shareholder return (TSR) of AUMOVIO shareholders compared with European competitor companies active in the automotive industry. This group is based on the STOXX Europe 600 Automobiles & Parts (SXAGR) industry index (hereinafter "benchmark index"). The second performance criterion, with a weighting of 30%, is the return on capital employed (ROCE) determined based on the ratio of EBIT – adjusted for impairment on goodwill and disposals of companies and business operations – to average operating assets. The third performance criterion, with a weighting of 20%, is a sustainability factor that can include up to four sustainability targets. These are determined by the Supervisory Board before the start of the term. The final holding of virtual shares results from multiplication of the basic holding by the weighted sum of target achievements of the previously mentioned performance criteria. The amount of the LTI to be paid is based on the performance of the AUMOVIO share price over the term of the LTI.

- The term of the LTI plan for fiscal 2025 started on September 17, 2025, and ends at midnight on December 31, 2028. The previously responsible Supervisory Board set out the parameters underlying the 2025 LTI plan in a policy, which it resolved on March 25, 2025 (and, in a slightly revised version, on August 28, 2025).
- The Supervisory Board agreed the respective LTI target amounts in euros with the individual Executive Board members as part of their employment contracts. For fiscal 2025, the target amounts are calculated pro rata temporis from the effective date of the spin-off or, respectively, from the date of appointment to the AUMOVIO Executive Board.

The following special provisions apply to the LTI allocation in fiscal 2025. To calculate the basic virtual share holding, the allocation value is based on the arithmetic mean of the closing prices of the AUMOVIO shares in XETRA trading on the Frankfurt Stock Exchange in the first three months after the AUMOVIO shares' initial listing. The same applies for calculation of the initial price of the AUMOVIO shares and the benchmark index at the start of the term in order to later compare these with the end prices for calculation of the relative TSR. Furthermore, no separate sustainability targets were established for the allocation in fiscal 2025. Instead, a target achievement of 100% is assumed.

The relative TSR is calculated from the relative performance of the AUMOVIO TSR in comparison with the TSR on the STOXX Europe 600 Automobiles & Parts (SXAGR). The AUMOVIO TSR corresponds to the sum of the average AUMOVIO share price in the last 30 trading days before the end of the performance period and all dividends paid during the performance period relative to the average share price at the start of the term as outlined above. The SXAGR TSR is determined using the same method.

The final holding of virtual shares is multiplied by the payout price in order to determine the gross amount of the LTI to be paid out in euros (hereinafter "payout amount"). The payout amount of the 2025 LTI plan can total at most 200% of the allocation value agreed in the employment contract. The payout price is the average price in the last 30 trading days before the end of the term, plus all dividends paid out during the term.

A Monte Carlo simulation is used in the measurement of stock options. This means that log-normal distributed processes are simulated for the price of AUMOVIO shares and the price of the STOXX Europe 600 Automobiles & Parts (benchmark index). The Monte Carlo simulation takes into account the average value accumulation of the AUMOVIO share prices and the benchmark index for the final share price and the payout price, the TSR dividends, the performance compared with the benchmark index and the restriction for the payout amount.

The following TSR parameters were used as at the measurement date of December 31, 2025:

Valuation parameters	**Valuation date 31.12.2025**			
	Executive Board	**Senior Executives und Executives**		
	LTI plan 2025-2029	**LTI plan 2023-2025**	**LTI plan 2024-2026**	**LTI plan 2025-2027**
Term	**01.01.2025 - 31.12.2028**	**01.01.2023 - 31.12.2025**	**01.01.2024 - 31.12.2026**	**01.01.2025 - 31.12.2027**
Expected volatility of AUMOVIO shares	33.06%	–	–	33.87%
Expected volatility of Continental shares	–	20.31%	–	–
Expected volatility of the benchmark index	20.12%	20.02%	–	20.62%
Historical correlation	0.6431	0.6477	–	0.5926
Risk-free interest rate	2.25%	1.97%	2.02%	2.13%
Expected dividend (€)	0.51	–	–	0.21
Target achievement Sustainability	100.00%	110.00%	100.00%	100.00%
Target achievement ROCE	100.00%	–	–	100.00%
Value of AUMOVIO shares as of 31.12.2025 (€)	42.94	–	–	42.94
Value of Continental shares as of 31.12.2025 (€)	–	67.96	–	–
Value of the benchmark index as of 31.12.2025	517.82	517.82	–	517.82
Fair value per virtual share (€)	40.46	102.57	96.91	42.14

The derivation of the volatility underlying the valuation was based on the historical volatility of the AUMOVIO share. For the period before the listing, the performance of the Continental share is used as historical data.

The carrying amount of the liabilities from share-based remunerations as at the end of the reporting period and the results for the fiscal year from the LTI plans by tranche are composed as follows:

	Fair value, in € millions		**Accrued liability, in € millions**		**Accrued expense (-) / income (+), in € millions**	
Plan	**31.12.2025**	31.12.2024	**31.12.2025**	31.12.2024	**2025**	2024
Executive Board						
LTI plan 2025-2029	1	–	0	–	0	–
Senior Executives und Executives						
LTI plan 2022-2024	–	12	–	12	1	2
LTI plan 2023-2025	32	25	32	25	17	7
LTI plan 2024-2026	30	17	20	17	14	6
LTI plan 2025-2027	14	–	5	–	5	–
Total	**77**	**54**	**57**	**54**	**38**	**15**

28. Provisions for Other Risks and Obligations

	Dec. 31, 2025		Dec. 31, 2024	
€ millions	**Short-term**	**Long-term**	Short-term	Long-term
Restructuring provisions	245	89	295	145
Litigation and environmental risks	13	179	43	172
Warranties	311	19	307	20
Other provisions	165	21	57	20
Provisions for other risks	**735**	**307**	**701**	**358**

The provisions for other risks developed as follows:

€ millions	**Restructuring provisions**	**Litigation and environmental risks**	**Warranties**	**Other provisions**
As at January 1, 2025	**440**	**215**	**327**	**78**
Additions	255	45	215	152
Utilizations	–299	–38	–134	–26
Reclassifications	0	–	–	–0
Changes in the scope of consolidation	–	–	–	–
Reversals	–63	–30	–70	–17
Interest	4	6	–	1
Exchange-rate changes	–3	–7	–7	–2
As at December 31, 2025	**334**	**192**	**330**	**186**

The additions to restructuring provisions resulted mainly from programs to streamline the research and development network, the further automation of manufacturing processes, the flexibilization of working models and the closure of several production sites (e.g. in Germany, the USA, Spain, Portugal and India). These measures are essentially to be implemented in stages by the end of 2026.

The utilization of restructuring provisions related to the implementation of restructuring measures adopted in previous years as well as restructuring measures taken into account for the first time in fiscal 2025.

The additions to and reversals of provisions for litigation and environmental risks related to risks in connection with disputes over industrial property rights in the Safety and Motion segment. Please see Note 35.

The changes in provisions for warranties include utilizations of €134 million (PY: €135 million) and reversals of €70 million (PY: €84 million), which are offset by additions of €215 million (PY: €240 million). The changes result primarily from specific individual cases and general warranties.

The other provisions also include provisions for risks from operations, such as those in connection with compensation from customer and supplier claims that are not warranties, and also provisions for possible interest payments and penalties on income tax liabilities as well as decommissioning obligations.

29. Income Tax Liabilities

Income tax payables developed as follows:

€ millions	2025	2024
As at January 1	**98**	**107**
Additions	219	135
Utilizations and advance payments for the current fiscal year	–137	–127
Reversals	–34	–19
Changes in the scope of consolidation	–0	–1
Exchange-rate changes	–8	2
As at December 31	**138**	**98**

When reconciling the income tax liabilities with the income taxes paid in the consolidated statement of cash flows, the cash changes in income tax receivables must be included in addition to the utilizations and current advance payments shown here.

30. Indebtedness and Additional Notes to the Statement of Cash Flows

	31.12.2025			31.12.2024		
€ millions	**Total**	**Short-term**	**Long-term**	Total	Short-term	Long-term
Bank loans and overdrafts	1	1	–	29	29	–
Derivative instruments	10	10	–	2	2	–
Lease liabilities	328	87	241	373	91	282
Liabilities from sale-of-receivables programs	–	–	–	97	97	–
Other indebtedness	3	3	–	2,158	2,158	–
Indebtedness	**341**	**100**	**241**	**2,659**	**2,377**	**282**

The change in other interest-bearing investments and other indebtedness is mainly due to the dissolution of the cash pool with the Continental Group.

Credit lines and available financing from banks

Bank loans and overdrafts amounted to €1 million (PY: €29 million) as at December 31, 2025, and were therefore €28 million below the previous year's level.

As at December 31, 2025, a syndicated revolving credit facility in the amount of €2,500 million is in place, which was concluded with an international banking consortium. The borrowers are AUMOVIO SE, AUMOVIO Germany GmbH and AUMOVIO Global Holding Netherlands B.V.

The credit facility can be utilized in euros or US dollars and has an initial term of three years starting from the effective date of the spin-off. The contract includes two extension options, for a period of one year each; exercising these options is subject to the agreement of the lender. Drawings from this credit facility are interest-bearing at a variable, currency-dependent reference rate plus a margin.

Additional notes to the statement of cash flows

The following table showing the (net) change in short-term and long-term indebtedness provides additional information on the consolidated statement of cash flows:

		Cash	Non-cash					
€ millions	**31.12.2025**		**Exchange-rate changes**	**Reclassi-fications**	**Changes in fair value**	**Changes in the scope of consolidation**	**Other**	31.12.2024
Change in short-term indebtedness	–100	1,195	51	–35	–10	0	1,075	–2,377
thereof repayment of lease liabilities	–	101	–	–	–	–	–	–
Change in long-term indebtedness	–241	–	6	35	–	0	–	–282

		Cash	Non-cash					
€ millions	**31.12.2024**		**Exchange-rate changes**	**Reclassi-fications**	**Changes in fair value**	**Changes in the scope of consolidation**	**Other**[1]	31.12.2023
Change in short-term indebtedness	–2,377	2,944	–34	–119	–1	606	4,614	–10,386
thereof redemption of bonds	–	625	–	–	–	–	–	–
thereof repayment of lease liabilities	–	103	–	–	–	–	–	–
Change in long-term indebtedness	–282	324	0	119	–	3	–49	–679

1 Also includes, in addition to interest expense, the interest paid in the amount of €388 million reported under cash inflow arising from operating activities as well as effects from the recognition, derecognition and adjustment of lease liabilities. Moreover, in 2024 a non-cash capital increase was recognized through transactions on the central financing accounts of the participating companies.

31. Financial Instruments

The tables below show the carrying amounts and fair values of financial assets and liabilities, whereby non-current and current items are presented together. In addition, the relevant measurement categories are shown according to IFRS 9, *Financial Instruments*, and the levels of the fair value hierarchy relevant for calculating fair value according to IFRS 13, *Fair Value Measurement*.

	Carrying amount as at 31.12.2025					Fair value as at 31.12.2025			
€ millions	FVOCIwoR	FVOCIwR	FVPL	at cost	**Total**	thereof Level 1	thereof Level 2	thereof Level 3	**Total**
Financial instruments measured at fair value	**79**	**90**	**125**	**–**	**295**				
Other investments[1]	79	–	–	–	**79**	–	–	79	**79**
Derivative instruments not accounted for as effective hedging instruments	–	–	0	–	**0**	–	0	–	**0**
Debt instruments	–	–	2	–	**2**	2	–	–	**2**
Trade accounts receivable	–	–	3	–	**3**	–	3	–	**3**
Bank drafts	–	90	–	–	**90**	–	90	–	**90**
Other financial assets	–	–	109	–	**109**	–	109	–	**109**
Cash and cash equivalents	–	–	12	–	**12**	12	–	–	**12**
Financial instruments not measured at fair value	**–**	**–**	**–**	**4,961**	**4,961**				
Debt instruments	–	–	–	9	**9**	–	–	–	**–**
Trade accounts receivable	–	–	–	3,058	**3,058**	–	–	–	**–**
Other financial assets	–	–	–	188	**188**	–	–	–	**–**
Cash and cash equivalents	–	–	–	1,707	**1,707**	–	–	–	**–**
Financial liabilities measured at fair value	**–**	**–**	**10**	**–**	**10**				
Derivative instruments not accounted for as effective hedging instruments	–	–	10	–	**10**	–	10	–	**10**
Financial liabilities not measured at fair value	**–**	**–**	**–**	**3,737**	**3,737**				
Other indebtedness	–	–	–	3	**3**	–	–	–	**–**
Trade accounts payable	–	–	–	3,325	**3,325**	–	–	–	**–**
Other financial liabilities	–	–	–	409	**409**	–	–	–	**–**
Financial assets without lease receivables	**79**	**90**	**125**	**4,961**	**5,256**				
Financial liabilities without lease liabilities	**–**	**–**	**10**	**3,737**	**3,746**				

1 Excluding investments in unconsolidated affiliated companies.

	Carrying amount as at 31.12.2024					Fair value as at 31.12.2024			
€ millions	FVOCIwoR	FVOCIwR	FVPL	at cost	**Total**	thereof Level 1	thereof Level 2	thereof Level 3	**Total**
Financial instruments measured at fair value	**84**	**120**	**160**	**–**	**364**				
Other investments[1]	84	–	–	–	**84**	–	–	84	**84**
Derivative instruments not accounted for as effective hedging instruments	–	–	3	–	**3**	–	3	–	**3**
Debt instruments	–	–	3	–	**3**	3	–	–	**3**
Trade accounts receivable	–	–	7	–	**7**	–	7	–	**7**
Bank drafts	–	120	–	–	**120**	–	120	–	**120**
Other financial assets	–	–	115	–	**115**	1	114	–	**115**
Cash and cash equivalents	–	–	32	–	**32**	32	–	–	**32**
Financial instruments not measured at fair value	**–**	**–**	**–**	**6,557**	**6,557**				
Debt instruments	–	–	–	1,591	**1,591**	–	–	–	**–**
Trade accounts receivable	–	–	–	3,511	**3,511**	–	–	–	**–**
Other financial assets	–	–	–	93	**93**	–	–	–	**–**
Cash and cash equivalents	–	–	–	1,362	**1,362**	–	–	–	**–**
Financial liabilities measured at fair value	**–**	**–**	**2**	**–**	**2**				
Derivative instruments not accounted for as effective hedging instruments	–	–	2	–	**2**	–	2	–	**2**
Financial liabilities not measured at fair value	**–**	**–**	**–**	**6,475**	**6,475**				
Other indebtedness	–	–	–	2,284	**2,284**	–	–	–	**–**
Trade accounts payable	–	–	–	3,675	**3,675**	–	–	–	**–**
Other financial liabilities	–	–	–	516	**516**	–	–	–	**–**
Financial assets without lease receivables	**84**	**120**	**160**	**6,557**	**6,920**				
Financial liabilities without lease liabilities	**–**	**–**	**2**	**6,475**	**6,477**				

1 Excluding investments in unconsolidated affiliated companies.

Abbreviations

– at cost: measured at amortized cost
– FVOCIwR: fair value through other comprehensive income with reclassification
– FVOCIwoR: fair value through other comprehensive income without reclassification
– FVPL: fair value through profit or loss

Levels of the fair value hierarchy according to IFRS 13, *Fair Value Measurement*:

– Level 1: quoted prices in active markets for identical instruments
– Level 2: quoted prices in active markets for similar instruments or measurement methods for which all major input factors are based on observable market data
– Level 3: measurement methods for which the major input factors are not based on observable market data

Financial instruments allocated to the FVOCIwoR measurement category are classified as such because they are held over a long term for strategic purposes.

For financial instruments accounted for at FVOCIwoR for which there are no quoted prices in active markets for identical instruments (Level 1) or for similar instruments, or for which there are no applicable measurement methods in which all major input factors are based on observable market data (Level 2), the fair value must be calculated using a measurement method for which the major input factors are based on non-observable market data (Level 3). If external valuation reports or information from other financing rounds are available, these are used. If such information is not available, the measurement is performed according to the measurement method that is deemed appropriate and realizable in each case: for example, according to the discounted cash flow method or by valuation according to multiples using ratios based on purchase prices for comparable transactions. Measurement at amortized cost is only considered the best estimate of the fair value of financial assets if the most recent information available for fair value measurement is insufficient. Financial instruments accounted for at FVOCIwoR are centrally monitored with regard to any changes to the major non-observable input factors and continuously checked for changes in value.

The accounting and measurement methods applied are described in Note 2 of the notes to the consolidated financial statements.

The fair values of other indebtedness were derived from existing quotations on an active market (Level 1) or alternatively were determined by discounting all future cash flows at the applicable interest rates for the corresponding residual maturities, taking into account a company-specific credit spread (Level 2), provided their carrying amounts as at the reporting date are not approximately equivalent to their fair values. The other financial instruments measured at cost generally have short remaining terms. As a result, the carrying amounts as at the end of the reporting period are, as a rule, approximately their fair values and are not shown in the fair value hierarchy in the table.

The following table shows the changes to financial instruments at Level 3:

	Other investments	
€ millions	**2025**	2024
As at January 1	**84**	**91**
Valuation effects recognized in other comprehensive income	–0	–6
Additions	0	7
Reclassification	–	–5
Disposals	–	–6
Debt-equity swap	–	1
Exchange-rate effects	–5	2
As at December 31	**79**	**84**

Please see Note 17 for information on the changes in the carrying amounts of other investments. For reasons of materiality, a sensitivity analysis is not required.

The AUMOVIO Group recognizes possible reclassifications between the different levels of the fair value hierarchy as at the end of the reporting period in which a change occurred.

The change in fair value recognized in other comprehensive income (OCI) of –€0 million (PY: –€6 million) relates to the overall negative revaluation of other financial assets as a result of changed business outlook, of which equity investments still held by the AUMOVIO Group account for –€0 million (PY: –€10 million). There were no fair value changes on investments disposed of (PY: €4 million). For reasons of materiality, a sensitivity analysis is not required.

The following income and expenses from financial instruments were recognized in the consolidated statement of income:

	Net gains and losses from interest		Other net gains and losses		**Total net gains and losses**	
€ millions	**2025**	2024	**2025**	2024	**2025**	2024
Financial assets (at cost)	40	207	–107	–75	–67	132
Financial assets and liabilities (FVPL)	8	6	18	–20	25	–14
Financial assets (FVOCI)	1	1	0	0	1	1
Financial liabilities (at cost)	–58	–361	137	95	78	–266

Dividend income from financial assets measured at fair value through other comprehensive income is explained under Income from Investments (Note 10).

The other net gains and losses on financial assets (at cost) and financial liabilities (at cost) mainly relate to currency effects on foreign-currency receivables and payables. There was an offsetting effect in exchange rate movements in the reporting year and the previous year.

Collateral

As at December 31, 2025, financial assets totaling €2 million (PY: €73 million) had been pledged as collateral. In the reporting year, the significant reduction of collateral is mainly attributable to the discontinuation of collateralization within the framework of sale-of-receivables programs. The outstanding collateral mainly consists of rental deposits and the remainder relates to pledged cash or other financial assets.

Risk management of financial instruments

Due to its international business activities and the resulting financing requirements, the AUMOVIO Group is exposed to default risks, risks from changes in exchanges rates and variable interest rates, and liquidity risk. The management of these risks is described in the following sections.

In addition, hedging instruments are used in the AUMOVIO Group. Their use is covered by corporate-wide policies, adherence to which is regularly reviewed by internal auditors. Internal settlement risks are minimized through the clear segregation of functional areas.

Further information about the risks presented below and about risk management can be found in the report on risks and opportunities in the consolidated management report.

1. Default risks

Default risks from trade accounts receivable, contract assets or other financial assets include the risk that receivables will be collected late or not at all if a customer or another contractual party does not fulfill its contractual obligations. The total of the positive carrying amounts is equivalent to the maximum default risk of AUMOVIO Group from financial assets. Default risk is influenced mainly by characteristics of the customers and the sector and is therefore analyzed and monitored by central and local credit managers. The responsibilities of the credit management function also include pooled receivables risk management. Contractual partners' creditworthiness and payment history are analyzed on a regular basis.

However, default risk cannot be excluded with absolute certainty, and any remaining risk is addressed by recognizing expected credit losses for identified individual risks and on the basis of experience, taking account of any relevant future components. Financial assets that are neither past due nor impaired accordingly have a prime credit rating. Default risks are calculated on the basis of corporate-wide standards. The methods for calculating loss allowances are described in Note 2 of the notes to the consolidated financial statements. As in the previous year, the annual review of the methods determined that there was no need for adjustment in the reporting year.

Trade accounts receivable and contract assets

If the creditworthiness of receivables is impaired, corresponding expenses are recognized in an allowance account.

Lifetime expected credit losses are largely calculated using estimates and assessments based on the creditworthiness of the respective customer, current economic developments and the analysis of historical losses on receivables. The creditworthiness of a customer is assessed on the basis of its payment history and its ability to make payments. It is regularly reviewed whether there is a need to take account of any risks in connection with different customer groups, sectors or countries. No such allocation of default risk was required in 2025.

AUMOVIO calculates the default rates for lifetime expected credit losses based on a three-year average, taking account of the historical defaults allocated to the different periods past due, and generally also taking account of a forward-looking component. Trade accounts receivable and contract assets whose creditworthiness is already impaired are not taken into account when calculating lifetime expected credit losses. There were no significant effects on expected credit losses from the modification of cash flows.

The table below shows the gross carrying amounts as at December 31, 2025, for trade accounts receivable and contract assets whose creditworthiness was not impaired:

€ millions	**31.12.2025**	31.12.2024
not overdue	3,003	3,406
0–29 days	82	131
30–59 days	36	50
60–89 days	16	23
90–119 days	11	11
120 days or more	73	94
As at December 31	**3,222**	**3,715**

In the year under review, lifetime expected credit losses and loss allowances for trade accounts receivable and contract assets whose creditworthiness was impaired developed as follows:

€ millions	**2025**	2024
As at January 1	**33**	**41**
Additions	27	30
Utilizations	–6	–12
Reversals	–19	–25
Amounts disposed of through disposal of subsidiaries	–0	–0
Exchange-rate changes	–2	0
As at December 31	**33**	**33**

As at December 31, 2025, loss allowances for trade accounts receivable whose creditworthiness was impaired amounted to €28 million (PY: €24 million).

Of the impaired receivables written down in the reporting period, €2 million (PY: €2 million) is still subject to enforcement measures.

Other financial assets

Loss allowances equivalent to the gross carrying amount totaling €2 million (PY: €2 million) were recognized for other financial assets whose creditworthiness was impaired. Other 12-month and lifetime expected credit losses on other financial assets are not of significance.

Cash and cash equivalents, derivative instruments and interest-bearing investments

In order to minimize the default risk for cash and cash equivalents, derivative instruments and interest-bearing investments, AUMOVIO generally uses banks that it has classified as core banks. These are the banks of the banking consortium that holds the syndicated credit facility. As a general rule, these banks should have at least one investment-grade credit rating from one of the global rating agencies. The default risk can therefore be considered very low. The creditworthiness of the core banks – and of other banks and other business partners with which investments are made or loans are granted in derogation from the core bank principle for operational or regulatory reasons – is regularly monitored by tracking not only their credit ratings but also particularly the credit default swaps (CDS), provided such information is available. In addition, with regard to the funds deposited with banks, it is regularly ensured that diversification is in line with the total volume. As in the previous year, expected credit losses from cash and cash equivalents and other interest-bearing investments measured at amortized cost as well as assets measured at amortized cost with impaired creditworthiness are not significant.

2. Currency management

The international nature of the AUMOVIO Group's business activities results in deliveries and payments in various currencies. Currency-exchange fluctuations involve the risk of losses because assets denominated in currencies with a falling exchange rate lose value, while liabilities denominated in currencies with a rising exchange rate become more expensive. For hedging, it is allowed to use only derivative instruments that have been defined in corporate-wide policies and can be reported and measured in the treasury management system. It is generally not permitted to use financial instruments that do not meet these criteria.

Operational foreign-currency risk

In operational currency management, actual and expected foreign-currency cash flows are combined as operational foreign-exchange exposures in the form of net cash flows for each transaction currency on a rolling 12-month basis. These cash flows arise mainly from receipts and payments from external and intra-corporate transactions by the AUMOVIO Group's subsidiaries worldwide. A natural hedge approach for reducing currency risks is currently being pursued, meaning that the difference between receipts and payments in any currency is kept as low as possible. As in the previous year, there were no currency forwards to hedge operational foreign-currency risks as at December 31, 2025.

As at December 31, 2025, the net exposure from financial instruments that are denominated in a currency other than the functional currency of the respective subsidiary and are not allocated to net indebtedness was in the major currencies of the euro and the US dollar. The following tables show the net exposures and the main local currencies associated with the aforementioned euro and US dollar foreign currency transactions. Of these amounts, the positive values constitute net receivables and the negative values net liabilities.

	2025				2024			
€ millions	**Total**	**CNY**	**CZK**	**RON**	**Total**	**RSD**	**CZK**	**CNY**
Net exposure EUR	–366	–138	–130	63	–124	–80	78	–57

	2025				2024			
€ millions	**Total**	**EUR**	**CNY**	**KRW**	**Total**	**EUR**	**CNY**	**KRW**
Net exposure USD	–363	194	–182	–139	–457	335	–212	–205

Financial foreign-currency risks

In addition to operational foreign-currency risk, currency risks also result from the AUMOVIO Group's external and internal net indebtedness that is denominated in a currency other than the functional currency of the respective subsidiary. These result in particular from cash and cash equivalents, intercompany loans and offsetting balances as well as lease liabilities.

The following tables show the net exposures and the main local currencies associated with the aforementioned euro and US dollar foreign currency transactions.

	2025				2024			
€ millions	**Total**	**RSD**	**RON**	**CZK**	**Total**	**RON**	**CZK**	**RSD**
Net exposure EUR	–1,009	–447	–292	–275	–1,698	–779	–468	–379

	2025				2024			
€ millions	**Total**	**MXN**	**PHP**	**HUF**	**Total**	**PHP**	**MXN**	**KRW**
Net exposure USD	453	210	60	58	493	227	172	37

Currency risks from intercompany loans are hedged by means of currency forwards and currency swaps. Hedge accounting was not used in the reporting year or in the previous year for hedges concluded in this way.

Hedging financial foreign-currency risks without using hedge accounting

As at December 31, 2025, there were derivative instruments to hedge financial foreign-currency risks from intra-corporate receivables and liabilities. Hedge accounting is not used for these instruments, hence their assignment to the measurement category FVPL. Corresponding currency forwards and currency swaps were reported as at December 31, 2025, in the statement of financial position under short-term derivative instruments and interest-bearing investments in the amount of €0 million (PY: €3 million) and under short-term indebtedness in the amount of €10 million (PY: €2 million). Their nominal volume came to €640 million as at December 31, 2025 (PY: €373 million).

Hedging financial foreign-currency risks (net investment hedges)

Until August 2017, the AUMOVIO Group hedged its net investments in foreign operations. Based on the decision that currency effects from net investments in a foreign operation and from designated hedges that are accumulated in the currency translation reserve in equity are to be reclassified to the income statement only if the foreign operation is sold or liquidated, €15 million (PY: €15 million) from the hedged transactions remains in the currency translation reserve in equity.

Translation-related foreign-currency risks

A large number of the subsidiaries are located outside the euro currency zone. As AUMOVIO SE's reporting currency in the consolidated financial statements is the euro, the financial statements of these companies are translated into euros. With regard to managing the risks of translation-related currency effects, it is assumed that investments in foreign companies are entered into for the long term and that earnings are reinvested. Translation-related effects that arise when the value of net asset items translated into euros changes as a result of exchange-rate fluctuations are recognized directly in equity in the consolidated financial statements and are generally not hedged.

Sensitivity analysis

IFRS 7, *Financial Instruments: Disclosures*, requires a presentation of the effects of hypothetical changes in exchange rates on income and equity using a sensitivity analysis. In the AUMOVIO Group, the changes in the exchange rates are related to all financial instruments outstanding as at the end of the reporting period, including the effects of hedges. Forecast transactions and translation-related foreign-currency risks are not included in the sensitivity analysis. For those financial instruments with transaction currencies that differ from the functional currencies, a 10% appreciation or depreciation of the respective functional currency of the subsidiaries in relation to the identified different transaction currencies is assumed to determine the sensitivities. Hedging transactions are valued on the basis of a 10% percent change in the underlying forward or spot rates from the perspective of the local currency of the hedging subsidiary.

The following table shows, before income tax expense, the overall effect as measured using this approach, as well as the individual effects resulting from the euro and the US dollar, as the major transaction currencies, on net income. As in the previous year, there is no effect on equity according to this approach.

	Local currency + 10%		Local currency –10%	
€ millions	**2025**	2024	**2025**	2024
Total	**153**	**252**	**–153**	**–252**
thereof EUR	138	182	–138	–182
thereof USD	–9	–4	9	4

3. Interest-rate management

Variable interest agreements and, in principle, short-term financial instruments result in a risk of rising interest rates for interest-bearing financial liabilities and falling interest rates for interest-bearing financial investments. Interest-rate risks from short-term financial instruments result particularly from the variable interest on cash and non-cash equivalents, which are currently regarded as opportunity costs and are not hedged. As in the previous year, there were therefore no derivative instruments to hedge interest-rate risks as at December 31, 2025. The AUMOVIO Group is not exposed to a risk of fluctuation in the fair value of long-term fixed-rate financial instruments or from lease liabilities due to market changes in interest rates, as the lenders do not have the right to demand early repayment and these liabilities are recognized at amortized cost or, in line with IFRS 16, independently of fair value.

Interest-rate risk

The profile of interest-bearing financial instruments allocated to net indebtedness of the AUMOVIO Group is as follows:

€ millions	**31.12.2025**	31.12.2024
Fixed-interest instruments		
Financial assets	9	31
Financial liabilities	329	379
Floating-rate instruments		
Financial assets	1,721	2,957
Financial liabilities	2	2,277

Fair value sensitivity analysis

In accordance with IFRS 7, effects of financial instruments on income and equity resulting from interest-rate changes must be presented using a sensitivity analysis. In 2025, as in the previous year, interest-rate changes of 100 basis points did not have any material effects on income or equity.

Cash flow sensitivity analysis

The following table shows the effects an increase or a decrease in interest rates of 100 basis points would have had on the financial result. The effects would essentially result from floating-rate financial instruments. The effects were calculated for individual groups of financial instruments taking account of their contractual arrangement and based on the expected changes in the applicable interest rates for these financial instruments depending on changes in market interest rates. As in the previous year, this analysis is based on the assumption that all other variables, and in particular exchange rates, remain unchanged.

	Interest-rate increase +100 basis points		Interest-rate decline –100 basis points	
€ millions	**2025**	2024	**2025**	2024
Total	**17**	**7**	**–17**	**–7**
thereof EUR	7	–5	–7	5
thereof USD	3	7	–3	–7
thereof BRL	1	3	–1	–3
thereof CNY	2	–1	–2	1
thereof INR	1	1	–1	–1
thereof JPY	1	1	–1	–1
thereof KRW	1	–1	–1	1
thereof MYR	1	–1	–1	1

4. Liquidity risks

Liquidity risk arises from the possibility that the AUMOVIO Group may not be able to meet its financial obligations on time. The financing requirements are secured through available liquid funds as well as the currently unused syndicated credit line with a committed nominal volume of €2.500 million (PY: €–). Investments by the AUMOVIO Group's subsidiaries are mainly made through equity measures or intra-corporate financing. Unexpected financing requirements can be met through the aforementioned liquid funds as well as through the syndicated credit line. For information on existing liquidity, see Note 23. For information on the existing loan commitments, see Note 30. In order to minimize risks with regard to the availability of existing liquidity, investment limits are in place, which are explained in this note under Default risks for cash and cash equivalents as well as derivative instruments and interest-bearing investments.

The financial liabilities without lease liabilities of €3,746 million (PY: €6,477 million) result in the following undiscounted cash outflows over the next five years and thereafter:

31.12.2025/€ millions	2026	2027	2028	2029	2030	thereafter	**Total**
Other indebtedness incl. interest payments	3	–	–	–	–	–	**3**
Derivative instruments with gross settlement – cash outflows	602	–	–	–	–	–	**602**
Derivative instruments with gross settlement – cash inflows	–590	–	–	–	–	–	**–590**
Derivative instruments with net settlement	–	–	–	–	–	–	**–**
Trade accounts payable	3,325	–	–	–	–	–	**3,325**
Other financial liabilities	407	2	–	–	–	–	**409**

31.12.2024/€ millions	2025	2026	2027	2028	2029	thereafter	**Total**
Other indebtedness incl. interest payments	2,284	–	–	–	–	–	**2,284**
Derivative instruments with gross settlement – cash outflows	198	–	–	–	–	–	**198**
Derivative instruments with gross settlement – cash inflows	–195	–	–	–	–	–	**–195**
Derivative instruments with net settlement	–	–	–	–	–	–	**–**
Trade accounts payable	3,675	–	–	–	–	–	**3,675**
Other financial liabilities	516	–	–	–	–	–	**516**

In the analysis, foreign-currency amounts were translated into euros using the current closing rate as at the end of the reporting period. For floating-rate non-derivative financial instruments and floating-rate interest payments from derivative financial instruments, the future interest payment flows are generally forecast using the most recently contractually fixed interest rates. The analysis only includes cash outflows from financial liabilities. For derivative instruments that are liabilities at the end of the reporting period, the undiscounted net payments are shown given a contractually specified net settlement; if gross settlement is contractually specified, the undiscounted payment inflows and outflows are presented separately. Cash inflows from financial assets were not included.

Global netting agreements and similar agreements

The derivative instruments of the AUMOVIO Group are concluded by AUMOVIO Germany GmbH on the basis of the German Master Agreement on Financial Derivatives Transactions. Fundamentally, there is the option to combine the amounts owed by each counterparty under such agreements on the same day in respect of all outstanding transactions in the same currency into a single net amount to be paid by one party to another.

The German Master Agreement on Financial Derivatives Transactions does not meet the criteria for offsetting in the statement of financial position. This is due to the fact that AUMOVIO Germany GmbH has no legal right to the netting of the amounts recognized at the current time. According to the regulations of the German Master Agreement, the right to netting can be enforced only when future events occur, such as the insolvency of or default by a contractual party. In such cases, all outstanding transactions under the agreement are ended, the fair value is calculated as at this time, and just a single net amount is paid to settle all transactions.

The following table shows the carrying amounts of the reported stand-alone derivative instruments, their offsetting in the statement of financial position, and any potential arising from the specified agreements subject to the occurrence of certain future events:

	31.12.2025			31.12.2024		
€ millions	**Carrying amounts[1]**	**Respective financial instruments not netted**	**Net amount**	Carrying amounts[1]	Respective financial instruments not netted	Net amount
Financial assets	0	0	0	–	–	–
Financial liabilities	–10	–0	–10	–	–	–

1 There were no amounts to be offset in accordance with IAS 32.42 as at the reporting date or as at the same date in the previous year.

32. Other Financial Liabilities

	31.12.2025		31.12.2024	
Mio €	**Short-term**	**Long-term**	Short-term	Long-term
Liabilities to related parties	15	2	–0	–
Liabilities for selling expenses	372	–	511	–
Miscellaneous financial liabilities	19	0	5	–
Other financial liabilities	**407**	**2**	**516**	**–**

Liabilities for selling expenses relate in particular to obligations from bonus agreements with customers and deferred price reductions granted.

33. Trade Accounts Payable

Trade accounts payable amounted to €3,325 million (PY: €3,675 million) as at the end of the fiscal year. The liabilities are measured at amortized cost. The full amount is due within one year.

For information on liquidity risk, currency risk and the sensitivity analysis for trade accounts payable, please see Note 31.

34. Other Liabilities

	Dec. 31, 2025		Dec. 31, 2024	
€ millions	**Short-term**	**Long-term**	Short-term	Long-term
Liabilities for VAT and other taxes	165	–	140	–
Deferred income	21	8	21	11
Miscellaneous liabilities	204	3	171	3
Other liabilities	**390**	**11**	**332**	**14**

Other liabilities mainly include overpayments from customers and other liabilities to related companies. Please see Note 40.

Other Disclosures

35. Litigation and Compensation Claims

AUMOVIO SE and its subsidiaries are involved in lawsuits, regulatory investigations and proceedings worldwide. Such lawsuits, investigations and proceedings could also be initiated or claims asserted in other ways in the future. Provisions are recognized when they are probable and can be determined with sufficient accuracy. However, these are generally based on estimates that may prove to be insufficient.

The AUMOVIO Group recognizes provisions for pending and anticipated legal proceedings to the extent that an obligation is probable and the amount can be determined with sufficient accuracy. These provisions are included in the consolidated financial statements and are based on estimates. Contingent liabilities related to legal proceedings are disclosed in the consolidated financial statements when they can be measured. Risks arising from legal proceedings are partly not assessable or only assessable to a limited extent.

It can therefore not be ruled out that, upon conclusion of some of these proceedings, provisions made may prove to be insufficient or that the AUMOVIO Group may be required to make payments in legal proceedings for which no provisions have been established or contingent liabilities disclosed. There are uncertainties regarding the amount or timing of potential cash outflows.

Product liability
AUMOVIO is constantly subject to product liability claims and other claims which involve assessing allegations of negligence, breach of warranty, or material or processing defects. Claims arising from alleged breaches of contract as a result of product recalls or regulatory proceedings are also asserted on a regular basis. In the USA, for example, lawsuits have been filed for property damage, personal injury and fatalities allegedly caused by product defects. Claims for material and non-material damages, and in some cases also for punitive damages are asserted. The outcomes of individual proceedings, which are mostly argued before a jury, cannot be reliably predicted. It cannot be ruled out that AUMOVIO could face significant costs as a result of final court decisions or settlements, or that such costs may exceed the provisions set aside for this purpose.

Warranty and other compensation claims
AUMOVIO is currently faced with warranty claims in connection with the supply of wheel speed sensors. A sensor malfunction is being claimed under the warranty. On the basis of current evaluations, a provision has been formed.

AUMOVIO is facing a claim for compensation for alleged costs resulting from delays in the development and integration of several electronic vehicle systems and is currently engaged in settlement discussions with the claimant.

Disputes over industrial property rights
AUMOVIO could be held liable for damages for intellectual property infringements or be forced to acquire licenses to continue using third-party technologies. Among other products, AUMOVIO supplies telecommunication modules that transmit vehicle data, enable voice and Internet functionalities and are compatible with mobile network or Wi-Fi standards. In this respect, there is a risk that AUMOVIO may become dependent on licenses and on the conditions under which customers are granted licenses to use (standard essential) patents (e.g. 3G, 4G or 5G,Wi-Fi5), particularly because AUMOVIO has in some cases been denied its own licenses. AUMOVIO has formed provisions to cover potential claims for damages. In accordance with IAS 37.92, no further disclosures will be made so as not to adversely affect AUMOVIO's interests.

Regulatory proceedings

In 2005, the Brazilian anti-trust authority CADE initiated proceedings against the subsidiary Continental Brasil Industria Automotiva Ltda. (CBIA) (today AUMOVIO Brazil Industry Ltda.). The subject of the allegations is the commercialization of tachographs. In 2010, CADE determined an "invitation to cartel" and imposed a fine of BRL 12 million, which was then reduced to BRL 11 million. CBIA denied any anti-competitive behavior and lodged an appeal. In December 2024, CBIA participated in settlement proceedings – without admission of guilt – and agreed to a payment of BRL 14 million, which was made in February 2025. The final conclusion of the proceedings is still pending. Third parties could still assert claims for damages.

In 2021 CADE initiated separate proceedings against Continental Teves AG & Co. oHG (whose legal successor is AUMOVIO Germany GmbH) and former employees for the alleged unlawful exchange of competitively sensitive information relating to hydraulic brake systems. These proceedings were based on the facts outlined below, which the European Commission had previously examined. In September 2025 AUMOVIO reached a settlement with CADE. The fine was paid. The final conclusion of the proceedings is still pending.

The Italian financial authorities carried out a company audit for the years 2016 to 2024 and concluded that Continental AG had operated several unregistered representative establishments in Italy and had failed to comply with its tax obligations. Settlements were concluded with the responsible tax office (Savona) according to which several current foreign AUMOVIO subsidiaries had operated representative establishments in Italy. These settlements have resulted in additional taxes, interest and penalties – some of which have already been paid – in the low to mid double-digit million range for the tax periods from 2016 to 2024, which are to be borne by Continental AG in accordance with the corporate separation agreement. Future additional tax burdens resulting from the implementation of the settlement will remain with AUMOVIO. AUMOVIO is adjusting the way its distribution business is operated in Italy to comply with applicable tax requirements.

A Mexican subsidiary is undergoing a local tax audit for 2019 and 2020. The audit may have effects both for subsequent years and for other Mexican subsidiaries. The Mexican tax authorities take the legal view that certain expenses are subject to Mexican withholding tax or that certain expenses are not tax-deductible due to a lack of supporting documentation. AUMOVIO continues to insist on its previously held position and opposes the deviating legal opinion. Should this risk materialize, it could result in high tax payments, including additional tax charges. In accordance with IAS 37.92, no further disclosures will be made so as not to adversely affect AUMOVIO's interests.

Current legal disputes

In 2018, the European Commission fined Continental AG, Continental Teves AG & Co. oHG and Continental Automotive GmbH €44 million for the unlawful exchange of information regarding brake components. AUMOVIO Germany GmbH is the legal successor of Continental Teves AG & Co. oHG and has assumed the business operations of Continental Automotive GmbH. Continental AG paid the fine.

Several customers subsequently filed claims for damages against Continental AG and other companies of the Continental Group. All claims against the Continental Group were dismissed, withdrawn or otherwise settled. In one withdrawn claim concerning the sale of Continental Group companies, the remaining defendants served Continental AG and AUMOVIO Germany GmbH with a notice of third-party proceedings. It is AUMOVIO's view that the customer's claim against the remaining defendants is unfounded. Even if a court were to award damages, AUMOVIO assumes that the remaining defendants do not have any compensation claims against Continental AG and/or AUMOVIO Germany GmbH.

In May 2025, Elektrobit Automotive, a company belonging to the AUMOVIO Group, was served with a lawsuit filed by BMW AG with the Munich Regional Court. BMW AG claims that Elektrobit Automotive GmbH failed to meet the requirements of an agreement for the development of vehicle software. With the lawsuit, BMW AG is claiming damages in the mid double-digit million range and is requesting a declaration that Elektrobit Automotive GmbH is liable for further future damages that cannot yet be quantified. AUMOVIO believes that BMW AG's claims are without merit and is vigorously defending itself against the lawsuit. On the basis of current evaluations, a provision has been formed. In accordance with IAS 37.92, no further disclosures will be made so as not to adversely affect AUMOVIO's interests.

AUMOVIO is involved in a legal dispute with BMW with regard to supply of the MK C2 model brake system. The claims asserted by BMW are based on the allegation that AUMOVIO delivered faulty brake systems during the period from 2022 to 2024 and BMW had to recall vehicles as a result. Although AUMOVIO has set aside a provision in the mid double-digit million range for warranty claims based on the current assessment, AUMOVIO considers it unlikely that any further compensation obligations will arise (Contingent liability). Alongside the legal disputes, talks are ongoing to resolve the matter out of court. In accordance with IAS 37.92, no further disclosures will be made so as not to adversely affect AUMOVIO's interests.

36. Contingent Liabilities and Other Financial Obligations

€ millions	**Dec. 31, 2025**	Dec. 31, 2024
Liabilities on guarantees	98	2
Liabilities on warranties	–	–
Risks from taxation and customs	40	29
Other contingent liabilities	3	–
Other financial obligations	–	–
Contingent liabilities and other financial obligations	**141**	**31**

As in previous years, contingent liabilities related to guarantees for the liabilities of affiliated companies and third parties not included in consolidation and to contractual warranties. The increase in obligations from guarantees compared to the previous year resulted mainly from the adjustment of a risk assessment for potential warranty claims. The increase in risks from taxation and customs compared to the previous year resulted from various claims arising in connection with value-added tax and income tax matters. According to the Executive Board's assessment, the underlying obligations will be fulfilled in all cases. Utilization is not anticipated.

The AUMOVIO Group could be subject to obligations relating to environmental issues under governmental laws and regulations, or as a result of various claims and proceedings that are pending or that might be made or initiated against it. Estimates of future expenses in this area are naturally subject to many uncertainties, such as the enactment of new laws and regulations, the development and application of new technologies and the identification of contaminated land or buildings for which the AUMOVIO Group is legally liable.

In connection with a tax audit in Mexico, there are differing legal opinions between the company and the tax authorities regarding various matters. The company assumes that there is no predominant likelihood of an obligation (Contingent liability). According to IAS 37.92, no further disclosures are made in order not to adversely affect the interests of AUMOVIO.

Open purchase commitments for property, plant and equipment amounted to €320 million (PY: €274 million).

Pursuant to Section 133 of the German Transformation Act (*Umwandlungsgesetz – UmwG*), in the event of a spin-off, the legal entities involved in the spin-off are jointly and severally liable for the liabilities of the transferring legal entity that were established prior to the effective date of the spin-off, insofar as such liabilities have been allocated to another legal entity as debtor in the spin-off and take-over contract. The liability covers all obligations existing as at the effective date, including those that are not shown on the balance sheet

The statutory liability generally exists for five years from registration of the spin-off in the commercial register. For benefit obligations under the German Company Pensions Law (*Betriebsrentengesetz – BetrAVG*), a ten-year liability period applies by way of derogation, regardless of which legal entity these obligations were assigned to.

With the spin-off and take-over contract dated March 13, 2025, Continental AG and AUMOVIO SE undertook to mutually indemnify each other against liabilities under Section 133 UmwG, insofar as such liabilities are attributable to the party obligated to provide indemnification. However, the other party may be held liable in relation to third parties.

If a subsidiary of Continental AG or of AUMOVIO SE is held liable – based on contractual, quasi-contractual, statutory or other legal grounds – for circumstances occurring before September 17, 2025, which relate to the business activities of the subsidiaries within the respective group, the corporate separation agreement provides for an internal settlement between the relevant AUMOVIO subsidiary and the Continental subsidiary to which the business activity or the products are attributable. This settlement covers the costs of the respective obligations as well as the related and necessary expenses and losses, unless a differing contractual agreement exists. The corporate separation agreement also governs further details regarding the allocation of certain legal risks and the settlement in cases where insurance coverage exists. AUMOVIO SE is responsible for ensuring that its subsidiaries fulfill their settlement obligations. A cash outflow resulting from this is currently regarded as unlikely.

The potential obligations arising from extended liability under Section 133 UmwG for AUMOVIO SE comprise all recognized and unrecognized liabilities and provisions of Continental AG that were incurred before the spin-off became effective, amounting to €9.8 billion as at December 31, 2024.

37. Earnings per Share

The earnings per share (basic and diluted) are calculated by dividing the net income attributable to the shareholders of AUMOVIO SE by the weighted average number of outstanding shares during the reporting period.

€ millions/millions of shares	**2025**	2024
Net income attributable to the shareholders of the parent	–655	–289
Weighted average number of shares issued	100	100
Basic earnings per share in €	**–6.54**	**–2.89**

In 2025, the negative basic earnings per share fell to –€6.54 (PY: –€2.89), the same amount as diluted earnings per share. No dilutive effects were identified for the reporting year or the previous year.

38. Events After the End of the Reporting Period

After the end of the reporting period, AUMOVIO communicated restructuring measures in research and development. These are expected to result in additions to personnel restructuring provisions in the AUMOVIO Group amounting to a low nine-figure sum. The agreed measures are to be initiated from 2026 onward and will be carried out gradually until the end of 2026.

The extension option of the syndicated credit facility was exercised by AUMOVIO in February 2026 and approved by the syndicate banks on March 5, 2026, thereby extending the term of the credit agreement by one year. The new maturity date is September 17, 2029.

It is planned to acquire the remaining shares in a company in China for a mid-single-digit million amount and subsequently to close the company.

It is planned to close the Kaunas site in Lithuania. The closure is expected to be completed by the end of 2028. The closure involves closure costs of approximately €50 million.

Other than this, there were no significant events after December 31, 2025.

39. Auditor's Fees

For fiscal 2025, a global fee of €11 million was agreed for the audit of the consolidated financial statements (PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft) including the combined non-financial statement and the separate financial statements of the subsidiaries.

The following fees were recognized in consolidated expenses for the auditor for AUMOVIO SE elected by the Annual Shareholders' Meeting:

	2025	
€ millions	**AUMOVIO Group**	**thereof Germany**
Audit of financial statements	11	6
Other assurance services	3	2
Tax advisory services	–	–
Other services provided to the parent company or its subsidiaries	0	0
Total	**14**	**9**

The audit services mainly included the fees for the audit of the consolidated financial statements of the AUMOVIO Group, the review of the consolidated financial statements and the interim consolidated financial information as well as the statutory audits of AUMOVIO SE and of the subsidiaries included in the consolidated financial statements. Other assurance services primarily comprised statutory and non-statutory audits (including sustainability reporting) as well as non-statutory assurance services performed in the context of IT projects. Other services were performed only to a limited extent.

40. Transactions with Related Parties

Remuneration of the Executive Board and the Supervisory Board

The remuneration of the AUMOVIO Group's key management personnel that must be disclosed in accordance with IAS 24, *Related Party Disclosures*, comprises the remuneration of the members of the Executive Board and the Supervisory Board.

Before the stock exchange listing, no separate remunerations were granted to Ingo Holstein, Dr. Boris Mergell, Dr. Ismail Dagli and Jean-François Tarabbia as Executive Board members of AUMOVIO SE. They received remunerations exclusively in connection with their managerial positions for Continental Automotive Technologies GmbH (now AUMOVIO Germany GmbH, Frankfurt). The employment contracts concluded between AUMOVIO SE and Philipp von Hirschheydt, Ingo Holstein, Dr. Boris Mergell, Dr. Ismail Dagli and Jean-François Tarabbia came into effect on September 17, 2025 (effective date of the spin-off). Prior to the listing, Philipp von Hirschheydt was already the Executive Board member responsible for the former Automotive group sector within the Continental Group and received corresponding Executive Board remuneration from Continental AG. The employment contract concluded between AUMOVIO SE and Dr. Jutta A. Dönges came into effect on November 1, 2025. The remuneration system for AUMOVIO Executive Board members applied with effect from commencement of the respective Executive Board employment contracts with AUMOVIO SE.

Against this background, the Executive Board members in office during the fiscal year were remunerated as follows:

€ thousands	2025[1]	2024[1]
Short-term benefits	4,103	2,327
Service cost relating to post-employment benefits	378	1,084
Termination benefits	–	9
Share-based payment	3,160	1,327
Total	**7,641**	**4,746**

1 The remuneration in accordance with IAS 24 also includes the remuneration of the active members of the Continental AG Executive Board until September 17, 2025.

The total remuneration of the members of the Executive Board from the company's listing on the stock exchange comprises a number of remuneration components. These include a remuneration component that is unrelated to performance, including specific additional payment and the payment of a pension allowance, as well as a variable component that is based on performance, consisting of a short-term remuneration component and long-term remuneration components. The Executive Board members also received a spin-off-related share-based payment to be paid out in two tranches (spin-off incentive).

Additional benefits can essentially include (i) provision of a company car, which can also be for personal use, (ii) reimbursement of travel expenses, as well as relocation costs and expenses for running a second household, where this is required for work reasons, (iii) a regular health check, (iv) directors' and officers' (D&O) liability insurance with deductible in accordance with Section 93 (2) Sentence 3 AktG, (v) accident insurance, (vi) the employers' liability insurance association contribution including, where necessary, income tax incurred as a result, as well as (vii) health insurance and long-term care insurance contributions based on Section 257 of Book V of the German Social Code (SGB V) and Section 61 of Book XI of the German Social Code (SGB XI).

The pension allowance was paid out in December 2025 as agreed. Its amount is based on the basic salary of the respective Executive Board member. The pension allowance is intended for the private retirement provision of each of the Board members.

The variable components that are based on performance comprise a short-term remuneration component (performance bonus) as well as long-term remuneration components (long-term incentive). The respective amounts are agreed in the employment contract. The Supervisory Board defines the underlying target criteria in accordance with the applicable regulations or recommendations of the German Corporate Governance Code. The sole target criterion for the 2025 performance bonus was the AUMOVIO Group's adjusted EBIT margin. The above table includes €1 million for the 2025 performance bonus. The designated €3.2 million in share-based remuneration includes €1.5 million for the spin-off incentive and €1.7 million for long-term variable remuneration.

A maximum annual amount has been defined for each Executive Board member (maximum remuneration).

For a more detailed description of the remuneration system's performance-related variable and share-based remuneration components as well as the obligations due, please see Note 27.

For the period before the listing, remuneration totaling €3.5 million was incurred for Philipp von Hirschheydt as the former Executive Board member responsible for the Continental Group's Automotive group sector and included in the above-mentioned table. This remuneration is covered by Continental AG.

The total remuneration granted to the Executive Board of AUMOVIO SE in 2025 in accordance with the German Commercial Code (HGB) amounted to €7 million.

The fair value of the 2025 LTI plan as at the grant date, assuming full vesting, was €1.2 million.

The remuneration for the Supervisory Board of AUMOVIO was granted pro-rata for the period from the appointment of the Supervisory Board on September 3, 2025, until December 31, 2025. The corresponding remuneration paid to the members of AUMOVIO SE's Supervisory Board, including meeting fees, totaled €1 million in the past fiscal year.

No advances or loans were granted to members of AUMOVIO SE's Executive Board or Supervisory Board in 2025.

The total remuneration for the AUMOVIO Executive Board and Supervisory Board members amounted to €7 million (PY: €6 million).

Transactions with related parties

The table below shows the transactions with related parties other than subsidiaries.

	Income		Expense		Accounts receivable		Accounts payable	
€ millions	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024
Associates								
Ordinary business activities	16	8	70	97	4	1	18	19
Financing	0	0	2	0	9	11	–	130
Joint ventures								
Ordinary business activities	30	29	3	0	15	18	71	84
Financing	0	1	–	–	–	20	–	–
Schaeffler Group [1]								
Ordinary business activities	207	322	268	406	27	42	21	35
Other	2	7	–	–	4	7	–	–
Continental Group								
Ordinary business activities	116	199	287	731	89	119	39	75
Financing	15	192	32	363	0	1,565	2	2,030
Other	2	52	10	45	0	–	4	1
Total	**388**	**810**	**673**	**1,642**	**148**	**1,782**	**155**	**2,372**

1 All disclosures constitute transactions with the Schaeffler Group. The comparative period is presented accordingly.

Transactions with related parties other than subsidiaries were conducted on an arm's length basis. Ordinary business activities comprise the purchase or sale of goods and other assets as well as rendered or received services.

The expenses and income from ordinary business activities with the Schaeffler Group mainly resulted from payments in accordance with IFRS 16, *Leases*, due to contract manufacturing. Please refer to Note 15 for further information.

The expenses and income from ordinary business activities with the Continental Group mainly resulted from transactions for air spring systems (see Note 8) and income from the corporate separation agreement (see Note 19).

Notices in accordance with the German Securities Trading Act (*Wertpapierhandelsgesetz* – WpHG)

From the start of the stock-exchange listing on September 18, 2025, to the time of the preparation of the financial statements, AUMOVIO received the following notifications in accordance with Section 33 (1) WpHG on holdings in AUMOVIO SE and published them in accordance with Section 40 (1) WpHG. In the event of the same party reaching, exceeding or falling below the threshold stated in this provision on multiple occasions, only the most recent notification is shown.

UBS Group AG, Zurich, Switzerland notified AUMOVIO on February 12, 2026, that its share of voting rights in AUMOVIO SE on February 10, 2026, amounted to 3.01%.

- 2.89% of these voting rights (2,893,276 voting rights with the security identification number DE000AUM0V10) are attributed to the company in accordance with Section 34 WpHG.
- 0.11% of these voting rights (113,356 voting rights) are attributed to the company as instruments in accordance with Section 38 (1) No. 1 WpHG (Lent Securities).
- 0% of these voting rights (1,816 voting rights) are attributed to the company as instruments in accordance with Section 38 (1) No. 2 WpHG (Financial Instruments).

BlackRock, Inc., Wilmington, Delaware, USA, notified AUMOVIO on September 26, 2025, that its share of voting rights in AUMOVIO on September 23, 2025, amounted to 2.59%.

- 2.53% of these voting rights (2,532,896 voting rights with the security identification number DE000AUM0V10) are attributed to the company in accordance with Section 34 WpHG.
- 0.05% of these voting rights (50,000 voting rights) are attributed to the company as instruments in accordance with Section 38 (1) No. 1 WpHG (Lent Securities).
- 0.005% of these voting rights (4,508 voting rights) are attributed to the company as instruments in accordance with Section 38 (1) No. 2 WpHG (Financial Instruments).

By way of a letter dated September 17, 2025, AUMOVIO received notification that:

- 45.98% of the voting rights in AUMOVIO SE are attributed to IHO Holding GmbH & Co. KG, Herzogenaurach, Germany, on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- 45.98% of the voting rights in AUMOVIO SE are attributed to IHO Management GmbH, Herzogenaurach, Germany, on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- 45.98% of the voting rights in AUMOVIO SE are attributed to INA-Holding Schaeffler GmbH & Co. KG, Herzogenaurach, Germany, on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- 45.98% of the voting rights in AUMOVIO SE are attributed to Schaeffler Holding LP, Dallas, Texas, USA, on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- the share of voting rights in AUMOVIO SE held by IHO Verwaltungs GmbH , Herzogenaurach, Germany, on September 17, 2025, amounted to 35.98%.
- the share of voting rights in AUMOVIO SE held by IHO Beteiligungs GmbH, Herzogenaurach, Germany, on September 17, 2025, amounted to 10.00%. Another 35.98% of the voting rights in AMOVIO SE are attributed to the company in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- 46.03% of the voting rights in AUMOVIO SE are attributed to Mrs. Maria-Elisabeth Schaeffler-Thumann on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.
- 46.03% of the voting rights in AUMOVIO SE are attributed to Mr. Georg F. W. Schaeffler on September 17, 2025, in accordance with Section 22 (1) Sentence 1 No. 1 WpHG.

In 2025 and until March 16, 2026, inclusively, the members of the Executive Board held shares representing a total interest of less than 1% of the share capital of the company. Shares representing 46.03% of the voting share capital of the company were attributable to the member of the Supervisory Board Mr. Georg F. W. Schaeffler. In 2025 and until March 17, 2026, inclusively, the other members of the Supervisory Board held shares representing a total interest of less than 1% of the share capital of the company.

41. List of Shareholdings of the AUMOVIO Group

List of Shareholdings of the AUMOVIO Group pursuant to Section 313 (2) of the German Commercial Code (*Handelsgesetzbuch* – HGB)

			Shares in %
Company	**Registered office**	**Country**	**2025**
I. Fully consolidated			
Domestic			
ADC Automotive Distance Control Systems GmbH[1]	Lindau	Germany	100.00
AUMOVIO Advanced Antenna GmbH[1]	Hildesheim	Germany	100.00
AUMOVIO Aftermarket GmbH[1]	Schwalbach am Taunus	Germany	100.00
AUMOVIO Autonomous Mobility Germany GmbH[1]	Ingolstadt	Germany	100.00
AUMOVIO Engineering Solutions & Products GmbH[1]	Ingolstadt	Germany	100.00
AUMOVIO Engineering Solutions GmbH[1]	Frankfurt am Main	Germany	100.00
AUMOVIO Germany GmbH[1]	Hanover	Germany	100.00
AUMOVIO Microelectronic GmbH[1]	Ingolstadt	Germany	100.00
AUMOVIO One GmbH[1]	Eichstätt	Germany	100.00
AUMOVIO Real Estate GmbH[1]	Frankfurt am Main	Germany	100.00
AUMOVIO Safety Engineering GmbH[1]	Alzenau	Germany	100.00
AUMOVIO Trebbin GmbH[1]	Eichstätt	Germany	100.00
Aumovio Versicherungsdienst Versicherungsvermittlungsgesellschaft mbH[1]	Frankfurt am Main	Germany	100.00
co-pace GmbH[1]	Hanover	Germany	100.00
Elektrobit Automotive GmbH[1]	Erlangen	Germany	100.00
Foreign			
Application Solutions (Electronics and Vision) Ltd.	Lewes	United Kingdom	100.00
AUMOVIO (Thailand) Co., Ltd.	Bangkok	Thailand	100.00
AUMOVIO AB	Gothenburg	Sweden	100.00
AUMOVIO Advanced Antenna Ltda	Jacutinga	Brazil	100.00
AUMOVIO Advanced Antenna Sociedade Unipessoal Lda.	Vila Real	Portugal	100.00
AUMOVIO Austria GmbH	Vienna	Austria	100.00
AUMOVIO Automotive (Jinan) Co., Ltd.	Jinan	China	100.00
AUMOVIO Automotive Changchun Co., Ltd.	Changchun	China	100.00
AUMOVIO Automotive Corporation (Lian Yun Gang) Co., Ltd.	Lianyungang	China	65.00
AUMOVIO Automotive Electronic Systems Changshu Co., Ltd.	Changshu	China	100.00
AUMOVIO Automotive Engineering (Chongqing) Co., Ltd.	Chongqing	China	100.00
AUMOVIO Automotive Holding Spain, S.L.	Madrid	Spain	100.00
AUMOVIO Automotive Parts (Suzhou) Co., Ltd.	Suzhou	China	100.00
AUMOVIO Automotive Spare Parts Industry and Trade Ltda.	Itapevi	Brazil	100.00
AUMOVIO Automotive System Changchun Co., Ltd.	Changchun	China	65.00
AUMOVIO Automotive Systems (Changshu) Co., Ltd.	Changshu	China	100.00
AUMOVIO Automotive Systems (Shanghai) Co., Ltd.	Shanghai	China	100.00
AUMOVIO Automotive Wuhu Co., Ltd.	Wuhu	China	100.00
AUMOVIO Autonomous Mobility (Shanghai) Co., Ltd.	Shanghai	China	100.00
AUMOVIO Autonomous Mobility (Thailand) Co., Ltd.	Bangkok	Thailand	100.00
AUMOVIO Autonomous Mobility Holding Netherlands B.V.	Maastricht	Netherlands	100.00
AUMOVIO Autonomous Mobility Holding US, LLC	Wilmington/Delaware	USA	100.00
AUMOVIO Autonomous Mobility Hungary Kft.	Budapest	Hungary	100.00
AUMOVIO Autonomous Mobility Japan K.K.	Yokohama	Japan	65.00
AUMOVIO Autonomous Mobility Lithuania UAB	Kaunas	Lithuania	100.00
AUMOVIO Autonomous Mobility México, S. de R.L. de C.V.	Mexico City	Mexico	100.00
AUMOVIO Autonomous Mobility Philippines, Inc.	Calamba	Philippines	100.00
AUMOVIO Autonomous Mobility Romania S.R.L.	Timişoara	Romania	100.00
AUMOVIO Autonomous Mobility US, LLC	Wilmington/Delaware	USA	100.00
AUMOVIO Benelux B.V.	Mechelen	Belgium	100.00

			Shares in %
Company	**Registered office**	**Country**	**2025**
AUMOVIO Brazil Industry Ltda.	Guarulhos	Brazil	100.00
AUMOVIO Brazil Ltda.	Várzea Paulista	Brazil	100.00
AUMOVIO China Software & System Development (Chongqing) Co., Ltd.	Chongqing	China	100.00
AUMOVIO Components Malaysia Sdn. Bhd.	Perai	Malaysia	100.00
AUMOVIO Components Philippines, Inc.	Calamba	Philippines	65.00
AUMOVIO Corporation	Yokohama	Japan	65.00
AUMOVIO Czech Republic s.r.o.	Jičín	Czech Republic	100.00
AUMOVIO Digital Services S.A.S.	Toulouse	France	100.00
AUMOVIO Electronics LLC	Sejong-si	Korea	100.00
AUMOVIO Electronics Philippines, Inc.	Calamba	Philippines	100.00
AUMOVIO Engineering Solutions Ltd.	Lichfield	United Kingdom	100.00
AUMOVIO Engineering Solutions Portugal Unipessoal Lda.	Porto	Portugal	100.00
AUMOVIO France S.A.S.	Toulouse	France	100.00
AUMOVIO Global Holding Netherlands B.V.	Maastricht	Netherlands	100.00
AUMOVIO Guadalajara México, S. de R.L. de C.V.	Tlajomulco de Zuñiga	Mexico	100.00
AUMOVIO Holding Netherlands B.V.	Maastricht	Netherlands	100.00
AUMOVIO Holdings UK Ltd.	Birmingham	United Kingdom	100.00
AUMOVIO Hungary Kft.	Veszprém	Hungary	100.00
AUMOVIO Italy S.p.A.	Savona	Italy	100.00
AUMOVIO Japan K.K.	Yokohama	Japan	100.00
AUMOVIO Korea Ltd.	Seongnam-si	Korea	100.00
AUMOVIO Lithuania UAB	Vilnius	Lithuania	100.00
AUMOVIO Malaysia Sdn. Bhd.	Perai	Malaysia	100.00
AUMOVIO Manufacturing México, S. de R.L. de C.V.	Silao	Mexico	100.00
AUMOVIO México, S. de R.L. de C.V.	Morelos	Mexico	100.00
AUMOVIO Philippines, Inc.	Taguig	Philippines	100.00
AUMOVIO Serbia d.o.o. Novi Sad	Novi Sad	Serbia	100.00
AUMOVIO Singapore Pte. Ltd.	Singapore	Singapore	100.00
AUMOVIO Slovakia, s.r.o.	Zvolen	Slovakia	100.00
AUMOVIO Solutions UK Ltd.	Ebbw Vale	United Kingdom	100.00
AUMOVIO Systems Morocco SARL	Tangier	Morocco	100.00
AUMOVIO Systems Romania S.R.L.	Sibiu	Romania	100.00
AUMOVIO Systems UK, Ltd.	Ebbw Vale	United Kingdom	100.00
AUMOVIO Systems, Inc.	Wilmington/Delaware	USA	100.00
AUMOVIO Technologies Guadalajara, S. de R.L. de C.V.	Mexico City	Mexico	100.00
AUMOVIO Technologies Manufacturing Mexico, S. de R.L. de C.V.	Mexico City	Mexico	100.00
AUMOVIO Technologies Romania S.R.L.	Timişoara	Romania	100.00
AUMOVIO Trading Austria GmbH	Vienna	Austria	100.00
AUMOVIO Trading France S.A.S.	Rambouillet	France	100.00
AUMOVIO Trading Italy S.r.l.	Milan	Italy	100.00
AUMOVIO Trading Netherlands B.V.	Eindhoven	Netherlands	100.00
AUMOVIO Trading Polska Sp. Z.o.o.	Warsaw	Poland	100.00
AUMOVIO Trading Spain, S.A.	Madrid	Spain	100.00
AUMOVIO Trading UK Ltd.	Birmingham	United Kingdom	100.00
AUMOVIO UK Ltd.	Birmingham	United Kingdom	100.00
AUMOVIO Zhisheng (Shanghai) Lighting Co., Ltd.	Shanghai	China	100.00
AUMOVIO, Inc.	Wilmington/Delaware	USA	100.00
Continental Automotive Cleaning Systems s.r.o.	Hradec Králové	Czech Republic	100.00
Continental Automotive Components (India) Private Ltd.	Bangalore	India	100.00
Continental Automotive Systems Changsha Co., Ltd.	Changsha	China	100.00
Continental Autonomous Mobility India Private Limited	Bangalore	India	100.00
Continental Brake Systems (Shanghai) Co., Ltd.	Shanghai	China	51.00
Continental Holding China Co., Ltd.	Shanghai	China	100.00
Elektrobit Austria GmbH	Vienna	Austria	100.00
Elektrobit Automotive Americas Inc.	Wilmington/Delaware	USA	100.00
Elektrobit Automotive Finland Oy	Oulu	Finland	100.00
Elektrobit Automotive Korea Limited	Seongnam-si	Korea	100.00
Elektrobit Automotive Romania SRL	Brasov	Romania	100.00
Elektrobit Automotive Software (Shanghai) Co., Ltd.	Shanghai	China	100.00

			Shares in %
Company	**Registered office**	**Country**	**2025**
Elektrobit France SAS	Carrières-sur-Seine	France	100.00
Elektrobit India Private Ltd.	Bangalore	India	100.00
Elektrobit Nippon K.K.	Tokyo	Japan	100.00
PlaxidityX Ltd.	Tel Aviv	Israel	100.00
PT AUMOVIO Technologies Indonesia	Jakarta	Indonesia	100.00
Road-Broad Automotive Electronics (Qufu) Co. Ltd.	Qufu	China	60.00
Zytek Automotive Ltd.	Lichfield	United Kingdom	100.00
Zytek Group Ltd.	Lichfield	United Kingdom	100.00
II. Investments in equity-accounted investees			
Domestic			
e.solutions GmbH	Ingolstadt	Germany	51.00
IAV GmbH Ingenieurgesellschaft Auto und Verkehr	Berlin	Germany	10.00
"Kienzle - Rheinapp" Rheinische Apparate Gesellschaft mit beschränkter Haftung	Düsseldorf	Germany	22.88
SupplyOn AG	Hallbergmoos	Germany	24.60
vogtronics GmbH	Erlau/Obernzell	Germany	26.00
Foreign			
Continental Huayu Brake Systems (Chongqing) Co., Ltd.	Chongqing	China	50.00
Horizon Continental Technology Pte. Ltd.	Singapore	Singapore	37.22
Napino Continental Vehicle Electronics Private Limited	Gurgaon	India	50.00
Nisshinbo Comprehensive Precision Machining (Gurgaon) Private Limited	Gurgaon	India	40.00
Nisshinbo-Comprehensive Precision Machining (Yangzhou) Co., Ltd.	Yangzhou	China	30.00
Shanghai Automotive Brake Systems Co., Ltd.	Shanghai	China	49.00
SIXAN PTE LTD.	Singapore	Singapore	19.16

1. The companies and partnerships utilized the exemption provisions of Section 264 (3) HGB and Section 264b HGB:

42. German Corporate Governance Code / Declaration in Accordance with Section 161 AktG

The declaration required in accordance with Section 161 of the German Stock Corporation Act (*Aktiengesetz* – AktG) was issued by the Executive Board and Supervisory Board in December 2025, and is available to our shareholders online at www.AUMOVIO.com in the Company section under Corporate Governance.

Further Information

Responsibility Statement by the Company's Legal Representatives

To the best of our knowledge, and in accordance with the applicable reporting principles, the consolidated financial statements give a true and fair view of the earnings, financial and net assets position of the AUMOVIO Group, and the consolidated management report summarized with the management report of the company includes a fair review of the development and performance of the business and the position of the AUMOVIO Group, together with a description of the principal opportunities and risks associated with the expected development of the AUMOVIO Group.

Frankfurt am Main, March 16, 2026

AUMOVIO SE

The Executive Board

Philipp von Hirschheydt

Dr. Jutta A. Dönges

Ingo Holstein

Dr. Boris Mergell

Dr. Ismail Dagli

Jean-François Tarabbia

Members of the Executive Board and Their Directorships

Memberships and executive functions in other supervisory, administrative or management or comparable bodies of companies in Germany and abroad:

Philipp von Hirschheydt, Chief Executive Officer

– Continental AG, Hanover (member of the executive board until 2025)
– AUMOVIO Germany GmbH, Frankfurt (chairman of the supervisory board)

Dr. Jutta A. Dönges, Chief Financial Officer

– Uniper SE, Düsseldorf (member of the board of management until 2025)
– TUI AG, Hanover (member of the supervisory board)
– Commerzbank AG, Frankfurt am Main (member of the supervisory board until 2025)

Ingo Holstein, Chief Human Resources Officer

– Continental Group, Hanover (member of the Automotive board until 2025)
– AUMOVIO Germany GmbH, Frankfurt am Main (member of the supervisory board)

Dr. Boris Mergell, member of the Executive Board

– Continental Group, Hanover (member of the Automotive board until 2025)

Dr. Ismail Dagli, member of the Executive Board

– Continental Group, Hanover (member of the Automotive board until 2025)
– AUMOVIO Autonomous Mobility Japan K.K., Yokohama, Japan (Director and Chairman)

Jean-François Tarabbia, member of the Executive Board

– Continental Group, Hanover (member of the Automotive board until 2025)

Members of the Supervisory Board and Their Directorships

Memberships and executive functions in other supervisory, administrative or management or comparable bodies of companies in Germany and abroad:

Stefan E. Buchner (chairman)

– thyssenkrupp AG, Essen (member of the supervisory board)
– Mosolf Verwaltungen SE, Kirchheim unter Teck (member of the supervisory board)
– DRX Management SE, Frankfurt am Main (member of the administrative board)
– Continental AG, Hanover (member of the supervisory board until 2025)
– HÖRMANN Holding GmbH & Co. KG, Kirchseeon (member of the supervisory board until 2025)

Claus Thomas Bauer

– HDI Global SE, Hanover (member of the advisory board)
– Schaeffler AG, Herzogenaurach (chief financial officer until 2025)

Prof. Dr. Sabina Jeschke

– KI Park e.V., Berlin (chief executive officer)
– Arctic Brains AB, Stockholm (chief executive officer)
– ComplAIzer GmbH, Berlin (managing director)
– Rheinmetall AG, Düsseldorf (member of the supervisory board)
– Deutsche Private Equity GmbH, Munich (member of the advisory board)

Dr. Petra Mayer

– Deutz AG, Cologne (member of the board of management and chief operating officer)
– IHK Köln, Cologne (member of the presiding committee)
– Aalberts N.V. Utrecht, Niederlande (member of the supervisory board)

Klaus Rosenfeld

– Schaeffler AG, Herzogenaurach (chief executive officer)
– Continental AG, Hanover (member of the supervisory board and member of the audit committee)
– INA-Holding Verwaltungs GmbH, Herzogenaurach (managing director)
– IHO Management GmbH, Herzogenaurach (managing director)

Georg F. W. Schaeffler

– ATESTEO Management GmbH, Alsdorf (managing director and advisory board)
– Continental AG, Hanover (member of the supervisory board)
– INA-Holding Verwaltungs GmbH, Herzogenaurach (managing director)
– Schaeffler AG, Herzogenaurach (chairman of the supervisory board)

Robin John Stalker

– Schaeffler AG, Herzogenaurach (member of the supervisory board)
– Schmitz Cargobull AG, Altenberge (deputy chairman of the supervisory board)
– Hugo Boss AG, Metzingen (member of the supervisory board; until 2025)

Prof. Dr. Katja Windt

– Endress + Hauser Group, Reinach, Switzerland (Chief Operating Officer; since 1 February 2026)
– SMS group GmbH, Düsseldorf (member of management board and Chief Digital Officer; until 31 December 2025)
– Ford Otomotiv Sanayi A.Ş., Istanbul, Turkey (member of supervisory board)
– Fraport AG Frankfurt Airport Services Worldwide, Frankfurt am Main (member of supervisory board)

Christiane Benner

– Continental AG, Hanover (deputy chairwoman of the supervisory board)
– Volkswagen AG, Wolfsburg (deputy chairwoman of the supervisory board)

Clarissa Bader

Radu-Ioan Câtânet

Joachim Dratwa

Gábor Guzslován

Michael Iglhaut

– Continental AG, Hanover (member of the supervisory board)

Ionut-Sergiu Istrati

Carmen Löffler

– Continental AG, Hanover (member of the supervisory board)
– AUMOVIO Microelectronic GmbH, Ingolstadt (member of the supervisory board)

Members of the Supervisory Board committees:

1. Chairman's Committee

- Stefan E. Buchner (chairman)
- Dr. Petra Mayer
- Georg F. W. Schaeffler
- Christiane Benner
- Radu-Ioan Câtânet
- Michael Iglhaut

2. Audit Committee

- Robin John Stalker (chairman)
- Claus Thomas Bauer
- Georg F. W. Schaeffler
- Clarissa Bader
- Michael Iglhaut
- Carmen Löffler

3. Nomination Committee

- Stefan E. Buchner (chairman)
- Dr. Petra Mayer
- Georg F. W. Schaeffler
- Robin John Stalker
- Prof. Dr. Katja Windt

4. Technology Committee

- Prof. Dr. Sabina Jeschke (chairwoman)
- Stefan E. Buchner
- Dr. Petra Mayer
- Georg F. W. Schaeffler
- Christiane Benner
- Joachim Dratwa
- Michael Iglhaut
- Ionut-Sergiu Istrati

5. Committee for Businesses with Related Parties

- Stefan E. Buchner (chairman)
- Robin John Stalker

Independent Auditor's Report

At AUMOVIO SE, Frankfurt am Main

Report on the Audit of the Consolidated Financial Statements and of the Consolidated Management Report

Audit Opinions

We have audited the consolidated financial statements of AUMOVIO SE, Frankfurt on the Main, (formerly: Blitz 24-891 SE, Munich) and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at 31 December 2025, and the consolidated statement of comprehensive income, consolidated statement of profit or loss, consolidated statement of changes in equity and statement of consolidated cash flows for the financial year from 1 January to 31 December 2025 and notes to the consolidated financial statements, including material accounting policy information. In addition, we have audited the group management report of AUMOVIO SE, which is combined with the Company's management report, for the financial year from 1 January to 31 December 2025. In accordance with the German legal requirements, we have not audited the content of those parts of the group management report listed in the "Other Information" section of our auditor's report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying consolidated financial statements comply, in all material respects, with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) (the IFRS Accounting Standards) as adopted by the EU and the additional requirements of German commercial law pursuant to § [Article] 315e Abs. [paragraph] 1 HGB [Handelsgesetzbuch: German Commercial Code] and, in compliance with these requirements, give a true and fair view of the assets, liabilities, and financial position of the Group as at 31 December 2025, and of its financial performance for the financial year from 1 January to 31 December 2025 and
- the accompanying group management report as a whole provides an appropriate view of the Group's position. In all material respects, this group management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the group management report does not cover the content of those parts of the group management report listed in the "Other Information" section of our auditor's report.

Pursuant to § 322 Abs. 3 Satz [sentence] 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the group management report.

Basis for the Audit Opinions

We conducted our audit of the consolidated financial statements and of the group management report in accordance with § 317 HGB and the EU Audit Regulation (No. 537/2014, referred to subsequently as "EU Audit Regulation") in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). Our responsibilities under those requirements and principles are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the consolidated financial statements and on the group management report.

Key Audit Matters in the Audit of the Consolidated Financial Statements

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the financial year from 1. January to 31. December 2025 These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In our view, the matters of most significance in our audit were as follows:

❶ Accounting for deferred taxes

❷ Recoverability of goodwill

Our presentation of these key audit matters has been structured in each case as follows:

① Matter and issue

② Audit approach and findings

③ Reference to further information

Hereinafter we present the key audit matters:

❶ Accounting for deferred taxes

① In the consolidated financial statements of the Company deferred tax assets amounting to EUR 1,319 million (7.7% of total assets or 14.3% of equity) after netting are reported, of which EUR 209 million relate to tax loss carryforwards. Deferred tax assets amounting to EUR 1,886 million are recognized before netting with matching deferred tax liabilities. These items were recognized to the extent that the executive directors consider it probable that taxable profit will be available in the foreseeable future which will enable the deductible temporary differences, unused tax losses and interest carryforwards to be utilized. For this purpose, insofar as sufficient deferred tax liabilities are not available, future taxable profits are projected on the basis of the adopted business plan. No deferred tax assets were recognized in respect of deductible temporary differences, eligible tax credits and unused tax losses amounting in total to EUR 2,441 million since it is not probable that they will be utilized for tax purposes by means of offset against taxable profits.

From our point of view, the accounting for deferred taxes was of particular significance in the context of our audit, as it depends to a large extent on the estimates and assumptions made by the executive directors and is therefore subject to uncertainties.

② As part of our audit of the recoverability of deferred tax assets and with the assistance of our specialists from Tax Reporting & Strategy, we assessed, among other things, the internal processes and controls as well as the methodology used to measure deferred taxes. We also assessed the recoverability of the deferred tax assets relating to deductible temporary differences and unused tax losses on the basis of the Company's internal forecasts of the future earnings situation for the Group's respective taxable entities, and the appropriateness of the underlying estimates and assumptions. Where loss histories were available, we assessed the substantiated indications that the deferred taxes of the units concerned were recoverable. Based on our audit procedures, we were able to satisfy ourselves that the estimates and assumptions made by the executive directors are substantiated and sufficiently documented.

③ The Company's disclosures relating to deferred taxes are contained in section "18. Deferred taxes" of the notes to the consolidated financial statements.

❷ Recoverability of goodwill

① In the Company's consolidated financial statements goodwill amounting in total to EUR 2,089 million (12.2% of total assets or 22.6% of equity) is reported. Goodwill must be tested for impairment on an annual basis and if there are indications of impairment. The impairment test is performed at the level of the cash-generating units. The carrying amount of the relevant cash-generating units (where applicable including goodwill) is compared with the corresponding recoverable amount in the context of the impairment test. The recoverable amount is the higher of fair value less costs of disposal and the value in use. The Company generally determines the recoverable amount using both techniques, which reflect the present value of future cash flows from the respective cash-generating units. Present values are calculated using discounted cash flow models. For this purpose, the long-term planning for the cash-generating units adopted by the executive directors forms the starting point which is extrapolated based on assumptions about long-term rates of growth. Expectations relating to future market developments and assumptions about the development of macroeconomic factors, which are currently subject to increased uncertainties, are also taken into account. The discount rate used is the weighted average cost of capital for the respective cash-generating unit. If the recoverable amount is less than the carrying amount of the cash-generating unit, an impairment loss is recognized in the amount of the difference. The impairment test determined that no write-downs were necessary. The outcome of this valuation is dependent to a large extent on the estimates made by the executive directors with respect to the future cash flows from the respective cash-generating units, the discount rate used, the rate of growth and other assumptions, and is therefore subject to considerable uncertainty. Against this background and due to the complex nature of the valuation, this matter was of particular significance in the context of our audit.

② As part of our audit we assessed the methodology used for the purposes of performing the impairment test, among other things, with the assistance of our internal specialists from Valuation, Modeling & Analytics. After matching the future cash inflows used for the calculation against the long-term planning for the cash-generating units adopted by the executive directors, we assessed the appropriateness of the calculation, in particular by reconciling it with general and sector-specific market expectations. In addition, we assessed the appropriate consideration of the costs of Group functions. In the knowledge that even relatively small changes in the discount rate applied can have a material impact on the value of the entity calculated in this way, we focused our testing in particular on the parameters used to determine the discount rate applied, and assessed the calculation model. In order to reflect the uncertainty inherent in the projections, we evaluated the sensitivity analyses performed by the Company on the effect of potential changes in revenue, the discount rate and the long-term rate of growth on the recoverable amount. We verified whether the recoverable amount was identified as the higher of value in use and fair value less costs of disposal, and assessed whether the recoverable amount covered the carrying amounts. In addition, we assessed whether the disclosures in the notes relating to the recoverability of goodwill were appropriate and complete. Overall, the valuation parameters and assumptions used by the executive directors are in line with our expectations and are also within the ranges considered by us to be reasonable.

③ The Company's disclosures on goodwill are contained in section "13. Goodwill and other intangible assets" of the notes to the consolidated financial statements.

Other Information

The executive directors are responsible for the other information. The other information comprises the following non-audited parts of the group management report:

- the non-financial statement to comply with §§ 289b to 289e HGB and with §§ 315b to 315c HGB included in section „Sustainability Report" of the group management report
- the subsection „Appropriateness and effectiveness of the internal control and risk management system" in the section „AUMOVIO's Governance System" of the group management report

The other information comprises further

- the statement on corporate governance pursuant to § 289f HGB and § 315d HGB
- the remuneration report pursuant to § 162 AktG [Aktiengesetz: German Stock Corporation Act], for which the supervisory board is also responsible
- all remaining parts of the annual report – excluding cross-references to external information –, with the exception of the audited consolidated financial statements, the audited group management report and our auditor's report

Our audit opinions on the consolidated financial statements and on the group management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information mentioned above and, in so doing, to consider whether the other information

- is materially inconsistent with the consolidated financial statements, with the group management report disclosures audited in terms of content or with our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Financial Statements and the Group Management Report

The executive directors are responsible for the preparation of the consolidated financial statements that comply, in all material respects, with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB, and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities, financial position and financial performance of the Group. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, the executive directors are responsible for assessing the Group's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, the executive directors are responsible for the preparation of the group management report that, as a whole, provides an appropriate view of the Group's position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a group management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the group management report.

The supervisory board is responsible for overseeing the Group's financial reporting process for the preparation of the consolidated financial statements and of the group management report.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Group Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the group management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the consolidated financial statements and on the group management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with § 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this group management report.

We exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements and of the group management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.
- Obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures (systems) relevant to the audit of the group management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of the internal control and these arrangements and measures (systems), respectively.
- Evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.
- Conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the consolidated financial statements and in the group management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to § 315e Abs. 1 HGB.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming audit opinions on the consolidated financial statements and on the group management report. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinions.
- Evaluate the consistency of the group management report with the consolidated financial statements, its conformity with German law, and the view of the Group's position it provides.

– Perform audit procedures on the prospective information presented by the executive directors in the group management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

Other legal and regulatory requirements

Report on the Assurance on the Electronic Rendering of the Consolidated Financial Statements and the Group Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB

Assurance Opinion

We have performed assurance work in accordance with § 317 Abs. 3a HGB to obtain reasonable assurance as to whether the rendering of the consolidated financial statements and the group management report (hereinafter the "ESEF documents") contained in the electronic file „Aumovio_SE_KAuKLB__ESEF-2025-12-31-1-de.xbri" and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format ("ESEF format"). In accordance with German legal requirements, this assurance work extends only to the conversion of the information contained in the consolidated financial statements and the group management report into the ESEF format and therefore relates neither to the information contained within these renderings nor to any other information contained in the electronic file identified above.

In our opinion, the rendering of the consolidated financial statements and the group management report contained in the electronic file identified above and prepared for publication purposes complies in all material respects with the requirements of § 328 Abs. 1 HGB for the electronic reporting format. Beyond this assurance opinion and our audit opinion on the accompanying consolidated financial statements and the accompanying group management report for the financial year from 1 January to 31 December 2025 contained in the "Report on the Audit of the Consolidated Financial Statements and on the Group Management Report" above, we do not express any assurance opinion on the information contained within these renderings or on the other information contained in the electronic file identified above.

Basis for the Assurance Opinion

We conducted our assurance work on the rendering of the consolidated financial statements and the group management report contained in the electronic file identified above in accordance with § 317 Abs. 3a HGB and the IDW Assurance Standard: Assurance Work on the Electronic Rendering of Financial Statements and Management Reports, Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB (IDW AsS 410 (06.2022)) and the International Standard on Assurance Engagements 3000 (Revised). Our responsibility in accordance therewith is further described in the "Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm applies the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)).

Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the Company are responsible for the preparation of the ESEF documents including the electronic rendering of the consolidated financial statements and the group management report in accordance with § 328 Abs. 1 Satz 4 Nr. [number] 1 HGB and for the tagging of the consolidated financial statements in accordance with § 328 Abs. 1 Satz 4 Nr. 2 HGB.

In addition, the executive directors of the Company are responsible for such internal control as they have considered necessary to enable the preparation of ESEF documents that are free from material non-compliance with the requirements of § 328 Abs. 1 HGB for the electronic reporting format, whether due to fraud or error.

The supervisory board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error. We exercise professional judgment and maintain professional skepticism throughout the assurance work. We also:

- Identify and assess the risks of material non-compliance with the requirements of § 328 Abs. 1 HGB, whether due to fraud or error, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.
- Obtain an understanding of internal control relevant to the assurance work on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.
- Evaluate the technical validity of the ESEF documents, i.e., whether the electronic file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815 in the version in force at the date of the consolidated financial statements on the technical specification for this electronic file.
- Evaluate whether the ESEF documents provide an XHTML rendering with content equivalent to the audited consolidated financial statements and to the audited group management report.
- Evaluate whether the tagging of the ESEF documents with Inline XBRL technology (iXBRL) in accordance with the requirements of Articles 4 and 6 of the Delegated Regulation (EU) 2019/815, in the version in force at the date of the consolidated financial statements, enables an appropriate and complete machine-readable XBRL copy of the XHTML rendering.

Further Information pursuant to Article 10 of the EU Audit Regulation

We were elected as group auditor by the annual general meeting on 12 March 2025. We were engaged by the supervisory board on 1 December 2025. We have been the group auditor of the AUMOVIO SE, Frankfurt on the Main, without interruption since the financial year 2025.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

Reference to an other matter – use of the auditor's report

Our auditor's report must always be read together with the audited consolidated financial statements and the audited group management report as well as the assured ESEF documents. The consolidated financial statements and the group management report converted to the ESEF format – including the versions to be filed in the company register – are merely electronic renderings of the audited consolidated financial statements and the audited group management report and do not take their place. In particular, the "Report on the Assurance on the Electronic Rendering of the Consolidated Financial Statements and the Group Management Report Prepared for Publication Purposes in Accordance with § 317 Abs. 3a HGB" and our assurance opinion contained therein are to be used solely together with the assured ESEF documents made available in electronic form.

Reference to supplementary audit

We issue this auditor´s report on the consolidated financial statements and the group management report as well as on the rendering of the consolidated financial statements and the group management report submitted for audit for the first time, contained in the file „Aumovio_SE_KAuKLB__ESEF-2025-12-31-1-de.xbri" and prepared for publication purposes on the basis of our audit, duly completed 17 March 2026 and our supplementary audit completed as at 26 March 2026 , which related to the initial submission of the ESEF documents.

German Public Auditor responsible for the engagement

The German Public Auditor responsible for the engagement is Benjamin Röhe.

Hanover, 17 March 2026 / limited to the initial submission of the ESEF documents stated in the „Reference to Supplementary Audit" section above:

Hanover, 26 March 2026

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

Hannes Engelmann	Benjamin Röhe
Wirtschaftsprüfer German Public Auditor	*Wirtschaftsprüfer* German Public Auditor

Auditor's report of the independent auditor on a business management audit to obtain limited and reasonable assurance regarding the consolidated sustainability report

At AUMOVIO SE, Frankfurt am Main

Audit opinions

We have subjected the consolidated sustainability report of AUMOVIO SE, Frankfurt am Main (hereinafter the "company"), included in the "Sustainability Report" section of the consolidated management report, which is combined with the consolidated management report, for the financial year from 1 January to 31 December 2025 (hereinafter the "consolidated sustainability report"), taking into account the audit described in the following paragraph, to a reasonable assurance engagement, and the disclosures in the consolidated sustainability report marked with '**Δ**' to a limited assurance business audit. The consolidated sustainability report was prepared to meet the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (Corporate Sustainability Reporting Directive, CSRD), Article 8 of Regulation (EU) 2020/852, as well as Sections 289b to 289e and Sections 315b to 315c of the German Commercial Code (Handelsgezetzbuch – HGB) relating to a combined non-financial statement.

Upon corresponding engagement, we have subjected the information marked with '**Δ**' – "Combined own Scope 1 and market-based Scope 2 GHG emissions" (hereinafter together "information marked with '**Δ**'") – in the consolidated sustainability report to an audit providing reasonable assurance. A review with reasonable assurance of this information meets the requirements for a limited assurance engagement and, according to Recital 60 of the CSRD, therefore complies with the CSRD requirements for the audit of the consolidated sustainability report.

Based on the audit procedures performed to obtain limited assurance and on the audit evidence obtained in the course of our review, nothing has come to our attention that would lead us to believe that the accompanying consolidated sustainability report, taking into account the disclosures marked with '**Δ**' and audited with reasonable assurance in the consolidated sustainability report, is not, in all material respects, in compliance with the requirements of the CSRD and Article 8 of Regulation (EU) 2020/852, Section 315c in conjunction with Sections 289c to 289e HGB relating to the requirements for a combined non-financial statement, as well as with the specifying criteria presented by the company's executive directors. This audit opinion also includes that nothing has come to our attention that would lead us to conclude

- that the accompanying consolidated sustainability report is not, in all material respects, in accordance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the company to identify information to be included in the consolidated sustainability report (the materiality assessment) is not, in all material respects, consistent with the description provided in the "Process for the Identification and Assessment of Material IROs" of the consolidated sustainability report, or
- that the disclosures contained in the "Information in Accordance with the EU Taxonomy Regulation" section of the consolidated sustainability report do not, in all material respects, comply with Article 8 of Regulation (EU) 2020/852.

In our opinion, based on our audit conducted to obtain reasonable assurance, the disclosures marked with '**Δ**' in the consolidated sustainability report are, in all material respects, prepared in accordance with the regulations applicable to those disclosures as well as with the specifying criteria presented by the company's executive directors.

Basis for the audit opinions

We conducted our examination in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

In an assurance engagement aimed at obtaining limited assurance, the audit procedures performed differ from those carried out in an engagement to obtain reasonable assurance in terms of their nature and timing; they are also less extensive. Consequently, the level of assurance obtained is considerably lower than the assurance that would have been obtained if an engagement providing reasonable assurance had been performed.

Our responsibilities under ISAE 3000 (Revised) are described in greater detail in the "Auditor's responsibilities for the audit of the consolidated sustainability report" section.

We are independent of the company entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm applied the Public Auditors in Germany (IDW) Standard on Quality Management 1: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09/2022)). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of the executive directors and the Supervisory Board for the consolidated sustainability report

The executive directors are responsible for preparing the consolidated sustainability report in accordance with the requirements of the CSRD, the applicable German legal and other European regulations, as well as the specific criteria defined by the company's executive directors. They are also responsible for designing, implementing and maintaining the internal controls they deem necessary to enable the preparation of a consolidated sustainability report that complies with these regulations and is free from material misstatements, whether due to fraud (i.e. manipulation of the consolidated sustainability report) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality analysis process, selecting and applying appropriate methods for preparing the consolidated sustainability report, making assumptions and estimates, and determining prospective information for individual sustainability-related disclosures.

The Supervisory Board is responsible for overseeing the process for preparing the consolidated sustainability report.

Inherent limitations in the preparation of the consolidated sustainability report

The CSRD as well as the relevant German statutory provisions and other European regulations contain wording and terminology that are subject to considerable uncertainty in interpretation and for which no authoritative, comprehensive interpretations have yet been published. Accordingly, the executive directors have set out their interpretations of such phrases and terms in the section of the consolidated sustainability report titled "General basis for the preparation of the sustainability report." The executive directors are responsible for the reasonableness of these interpretations. Since such formulations and terms can be interpreted differently by regulators or courts, the legality of measurements or assessments of sustainability matters based on these interpretations is uncertain.

These inherent limitations also apply to the audit of the consolidated sustainability report.

Auditor's responsibilities for the audit of the consolidated sustainability report

Our objective is

(a) to express, based on the examination we have performed, a limited assurance conclusion as to whether we have become aware of any matters that cause us to believe that the consolidated sustainability report, taking into account the information marked with '**Δ**' and examined with reasonable assurance in the consolidated sustainability report, has not been prepared, in all material respects, in accordance with the CSRD as well as the relevant German statutory provisions, other applicable European regulations and the specific criteria defined by the company's executive directors, and to issue an assurance report that includes our conclusion on the consolidated sustainability report, considering the information marked with '**Δ**' and examined with reasonable assurance;

(b) based on the audit we conducted, to issue an audit opinion with reasonable assurance as to whether the disclosures marked with '**Δ**' in the consolidated sustainability report have been made, in all material respects, in accordance with the regulations applicable to these disclosures and with the specifying criteria presented by the company's executive directors.

Within the scope of an audit in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism throughout the audit. Furthermore,

a) for the limited assurance engagement,

- we obtain an understanding of the process applied for the preparation of the consolidated sustainability report, including the materiality analysis process carried out by the company to identify the disclosures to be reported in the consolidated sustainability report;
- we identify disclosures for which a material misstatement due to fraud or error is likely to occur, plan and perform assurance procedures to address those disclosures, and obtain limited assurance as a basis for our conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls. Moreover, the risk of not detecting a material misstatement in information from the value chain that originates from sources outside the company's control (value-chain information) is generally higher than the risk of not detecting a material misstatement in information that originates from sources under the company's control, because both the company's executive directors and we as auditors are typically subject to limitations in terms of directly accessing the sources of value-chain information;
- we acknowledge the prospective information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the prospective information;

b) for the reasonable assurance engagement,

- we perform risk assessment procedures, including obtaining an understanding of the internal controls relevant to the audit of the disclosures in the consolidated sustainability report marked with '**Δ**' in order to identify and assess the risks of material misstatements at the assertion level due to fraud or error, but not for the purpose of expressing an audit opinion on the effectiveness of the company's internal controls. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls. Moreover, the risk of not detecting a material misstatement in information from the value chain that originates from sources outside the company's control (value-chain information) is generally higher than the risk of not detecting a material misstatement in information that originates from sources under the company's control, because both the company's executive directors and we as auditors are typically subject to limitations in directly accessing the sources of value-chain information.

Summary of the activities performed by the auditor

An audit involves carrying out audit procedures to obtain evidence regarding the sustainability information. The nature, timing and extent of the selected audit procedures are subject to our professional judgment.

a) In performing our limited assurance engagement, we have, among other things:

- assessed the overall appropriateness of the criteria presented by the executive directors representatives in the consolidated sustainability report;
- interviewed the executive directors and relevant employees who were involved in the preparation of the consolidated sustainability report about the preparation process, including the materiality assessment process carried out by the company to identify the disclosures to be reported in the consolidated sustainability report, as well as the internal controls related to this process;
- assessed the methods applied by the executive directors for the preparation of the consolidated sustainability report;
- assessed the reasonableness of the estimated values provided by the executive directors and the related disclosures. Where the executive directors, in accordance with the ESRS, estimate the value chain information to be reported in cases where they are unable to obtain such information from the value chain despite reasonable efforts, our audit is limited to assessing whether the executive directors have made these estimates in accordance with the ESRS and evaluating the reasonableness of these estimates, but does not extend to identifying value chain information that the executive directors were unable to obtain;
- conducted analytical review procedures and interviews concerning selected disclosures within the consolidated sustainability report;
- conducted site visits;
- acknowledged the presentation of the information in the consolidated sustainability report;
- acknowledged the process for identifying the Taxonomy-eligible and Taxonomy-aligned economic activities and the corresponding disclosures in the consolidated sustainability report.

b) In performing our reasonable assurance engagement, we carried out the audit procedures listed under a) to a greater extent and, among other things:

- assessed the preparation process and the internal controls relating to that process;
- performed tests of the operating effectiveness of selected internal controls;
- performed substantive testing procedures on selected information in the consolidated sustainability report.

Restriction on the use of the auditor's report

It should be noted that the audit was carried out for the purposes of the company and that the auditor's report is intended solely to inform the company of the findings of the audit. Accordingly, the auditor's report is not intended to serve as a basis for third parties to make (financial) decisions. Our responsibility is solely to the company. We do not assume any responsibility, duty of care or liability toward third parties.

Hanover, 16 March 2026

PricewaterhouseCoopers GmbH

Wirtschaftsprüfungsgesellschaft

Benjamin Röhe	Claudia Niendorf-Senger
Wirtschaftsprüfer German Public Auditor	*Wirtschaftsprüferin* German Public Auditor

2026 Financial Calendar

Annual press conference	March 18
Analyst and investor conference call	March 18
Annual Shareholders' Meeting	May 13
Quarterly statement as at March 31, 2026	May
Half-year financial report as at June 30, 2026	August
Quarterly statement as at September 30, 2026	November

Publication Details

The annual report, the annual financial statements, the half-year financial report and the quarterly statements are available online under Investors (aumovio.com).

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