

Statement of the Executive Board of LEONI AG 2023

OUR VALUES – PRINCIPLES ARE IMPORTANT TO US

LEONI has been committed to the UN Global Compact since 2011. Its principles – especially in the areas of human rights, environmental protection and anti-corruption – are cornerstones of responsible corporate conduct for us. We are resolutely and continually engaged in applying these principles in our corporate governance.

Climate protection is among the great tasks of our time. Sustainability for people and the environment is a firm component of our corporate culture at LEONI. With our ReWire sustainability programme, we are underpinning our claim of being a preferred partner in the market for resource-efficient and climate-friendly mobility. We have defined clear, measurable steps on the way to achieving a 90 percent reduction in the Company's CO₂ emissions by 2050 compared with the baseline year of 2021. To this end, we are, among other things, expanding use of renewable energy at all our facilities and taking action to improve energy efficiency. LEONI also intends to increasingly offset unavoidable emissions with the goal of attaining climate neutrality by 2045.

We see great potential in the increased use of recycled material in our production. We are a member of the Copper Mark initiative, which is working on responsible production of copper, one of our most important raw materials. We pay attention to **material efficiency and resource conservation** by, for example, using recycled material in our production as well as replacing ecologically critical materials with more environmentally friendly ones. LEONI is endeavouring to provide full data transparency before the end of this year on both the sustainability of materials used and the supply chain involving critical materials.

For LEONI, observing **human rights** – in keeping with the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights as well as the ILO core labour standards – is a fundamental part of responsible corporate governance including its supply chain. We recently once again optimised our processes for corporate due diligence concerning human rights, having expanded it with a new Company-wide policy and adjusted it structurally – and are also in ongoing dialogue about this with our suppliers. Our Code of Conduct for Business Partners was revised to ensure and protect human rights also along our supply chain and now places comprehensive requirements on our suppliers to, among other things, observe human rights, environmental rights, working conditions as well as ethical conduct.

Questionable or non-compliant behaviour is openly raised at LEONI. **Compliance** concerns all of us. We expect transparency, integrity as well as complete adherence to all applicable rules on preventing fraud and corruption at all times, not only from our employees but also from all suppliers, business partners and other associated third parties. The law and in-house guidelines must be observed. We have a zero-tolerance policy at LEONI with regard to any violations.



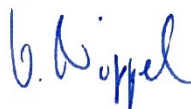
Klaus Rinnerberger

Chief Executive Officer (CEO)



Dr Ursula Biernert

Member of the
Executive Board
(CHRO) and Labour Director



Dr Harald Nippel

Member of the
Executive Board (CFO)



Ingo Spengler

Member of the
Executive Board (COO)