

# Sustainability Report 2023



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## FOREWORD



The Executive Board of LEONI AG from top to bottom:  
Klaus Rinnerberger, Dr. Harald Nippel, Ingo Spengler

**Sustainability is of prime importance to LEONI. We are actively committed to fulfilling sustainability standards, and in so doing consider both statutory provisions and customer-specific requirements. In particular, we attach importance to the concerns of employees, environmental issues and to respecting human rights along our entire value chain. Under our ReWire sustainability programme, we continued in 2023 to work on ensuring standards and requirements with the help of our goals and corresponding action in the focal areas of climate protection, material efficiency and resource conservation as well as decent work.**

## OUR ReWire SUSTAINABILITY PROGRAMME HELPS ACTIVELY SHAPE THE PATH TOWARDS SUSTAINABLE LIVING.

We applied numerous measures with respect to the focal area of climate protection. To meet our prime objectives of climate neutrality as well as to switch completely to renewable energy by 2030, we both implemented energy saving measures and converted additional facilities to power from renewable energy in 2023.

In the area of materials efficiency & conserving resources, our increased use, for example, of recyclate as well as promotion of alternative and recycled materials had a positive effect on our Product Carbon Footprints (PCF).

In the focal area of decent work, we broadened the training on offer further with more courses and training sessions to improve the skills of our employees as well as to maintain and enhance their personal capabilities.

Another focal point in 2023 concerned reintegrating our Automotive Cable Solutions (ACS) business division, which remains part of the LEONI Group after the prospective buyer refused to close its planned sale at the end of 2022.

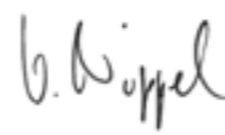
We adjusted our sustainability targets against this backdrop and brought the ACS division back into our existing target planning.

The German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, 'LkSG') presented an additional and particular challenge. We worked hard on realising and implementing corresponding processes aimed at observing human rights and environmental standards in both our own business environment and our supply chain. After all, we can make truly sustainable products only when our entire value chain fulfils the same basic conditions. To this end and to develop our shared understanding, we again fostered in-depth, direct dialogue with our suppliers in 2023. Conveying our ReWire sustainability programme and the related expectations placed on our suppliers was a core issue during the Supplier Summit of our Wiring Systems Division (WSD). We commended one of them with a Supplier Award based on outstanding sustainability-related achievements.

To do justice to our aspiration of meeting the mounting statutory and societal sustainability-related demands, and to pro-actively plot our path towards more sustainable corporate action, we made extensive use of our time in 2023 to addressing the present but also future challenges in a forward-looking manner. We are guided in this respect particularly by our corporate values, which are a key element of our corporate culture. Again in 2023, we furthered our values to deepen them; to take them to heart as well as to embed them throughout our company and thereby to effect lasting changes. We are aware of our responsibility and face up to it year by year. We are ready to accept these tasks and to actively participate in shaping a sustainable future.



The Executive Board: **Klaus RINNERBERGER**  
Chief Executive Officer  
(CEO and Labour Director)



**Dr. Harald NIPPEL**  
Member of the Executive Board  
(CFO)



**Ingo SPENGLER**  
Member of the Executive Board  
(COO)

**ABOUT THIS SUSTAINABILITY REPORT**

**The Group Sustainability Report covers our principal ecological and societal developments during the 2023 financial year. The reported content reflects our activity to support the Ten Principles of the UN Global Compact in the reporting period and documents the corresponding action and results.**

An index at the end of this document provides references to the relevant text passages that report on our progress in implementing the guiding principles. The corresponding key figures are compiled in the table at the end of this report. In principle, all disclosures apply to the entire Group; any deviation is expressly highlighted. The key figures are presented clearly and transparently so that they can be drawn upon as references in subsequent years.

LEONI devised its sustainability programme in line with the Sustainable Development Goals (SDGs) of the United Nations. The sections containing information on the SDGs are therefore marked with the corresponding symbols.

We publish our Sustainability Report exclusively in digital form. It is available as a PDF with complete contents. Our Sustainability Report appears in German and in English. Furthermore, our UN Global Compact Communication on Progress (CoP) is available on the UN Global Compact's website in the form of the completed CoP questionnaire.

The United Nations' Sustainable Development Goals (SDGs) that LEONI prioritises are highlighted in colour:



## THE LEONI GROUP

LEONI is a global provider of products, solutions and services for energy and data management in the automotive industry. Its value chain ranges from standardised cables and special cables through to highly complex wiring systems and related components, from development all the way to production. As an innovation partner with profound development and systems expertise, we support our customers on their way to ever more sustainable and connected mobility concepts, from autonomous driving to alternative drives and charging systems. To this end, LEONI develops cable solutions and wiring systems for the next generation that reduce

complexity and allow a higher degree of automation thanks to their zonal architecture. In the 2023 financial year, our business was segmented into the Wiring Systems Division, Automotive Cable Solutions and Business Group Wire Products & Solutions.

The Wiring Systems Division is one of the world's largest providers of complete wiring systems and customised cable harnesses for the motor vehicle industry. The Automotive Cable Solutions division is one of the leading manufacturers of automotive cables throughout Europe. LEONI AG acts

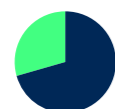
as the group holding company that essentially focuses on financing as well as governance-related tasks. Our worldwide production network comprises production facilities in many countries of Western and Eastern Europe, North Africa, the Americas and Asia. The locations are chosen based on cost advantages and logistical requirements, and they are situated in growth regions of the core markets served as well as the nearest possible regional proximity to our customers.

Business Group Automotive Cables Solutions (formerly BG AM), which is among the leaders in the standard automotive, special and charging cable markets, now remains part of the LEONI Group as the Automotive Cable Solutions division after its planned sale fell through at the end of 2022. The gradual disposal of sub-segments of the former Wire & Cable Solutions (WCS) division was completed at the end of 2023 with the sale of Business Group Wire Products & Solutions to a financial investor. LEONI has thus completed its virtually complete focus on the automotive industry and has mapped this out in its organisational structure. The Company sees significant opportunities here in the major trends of electromobility and autonomous driving.

LEONI

5.5

€ billion  
Consolidated sales 2023



WIRING SYSTEMS DIVISION<sup>1</sup>:

4.3 € billion

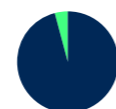
AUTOMOTIVE CABLE SOLUTIONS:

1.2 € billion



95,222

Employees 2023



WIRING SYSTEMS DIVISION<sup>1</sup>:

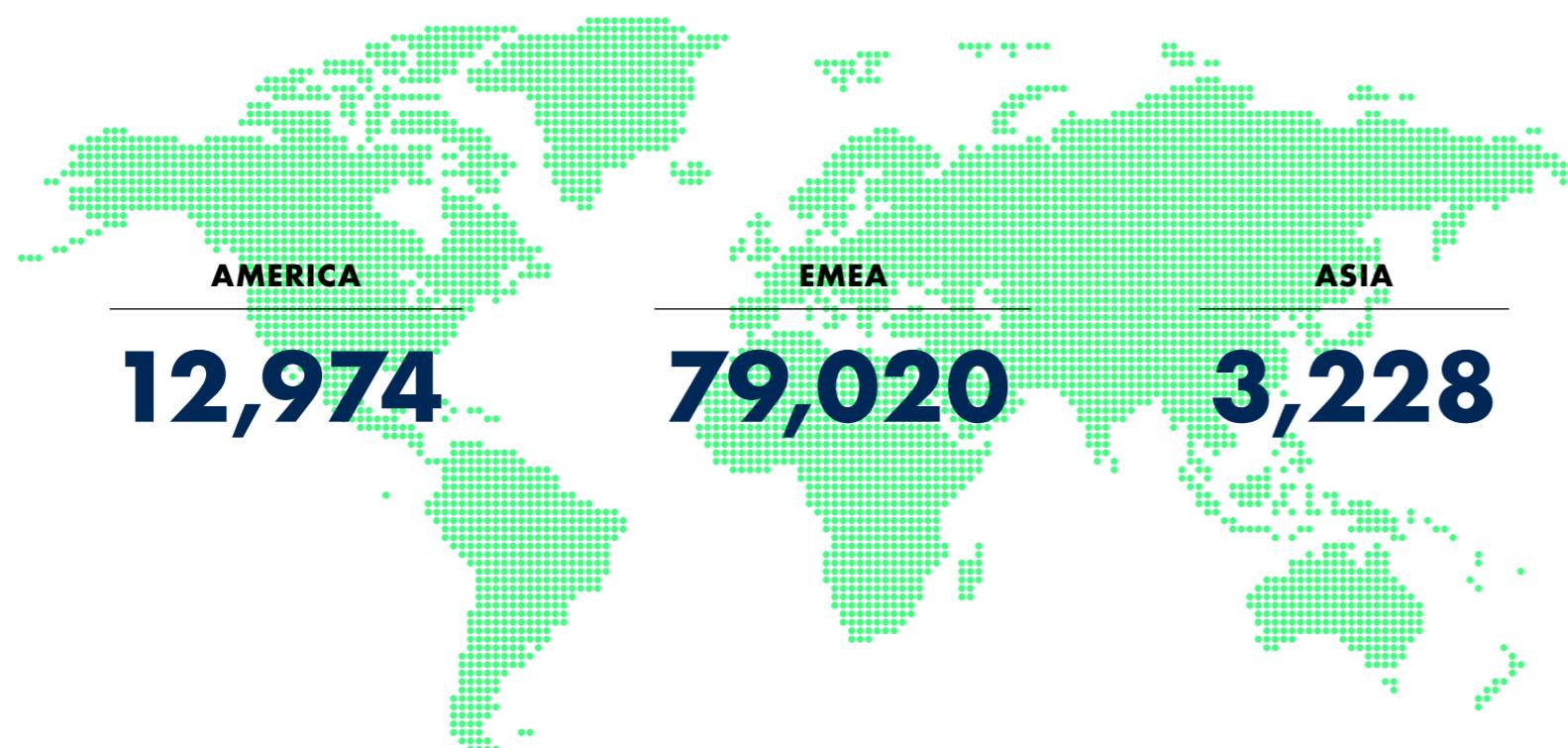
91,546

AUTOMOTIVE CABLE SOLUTIONS:

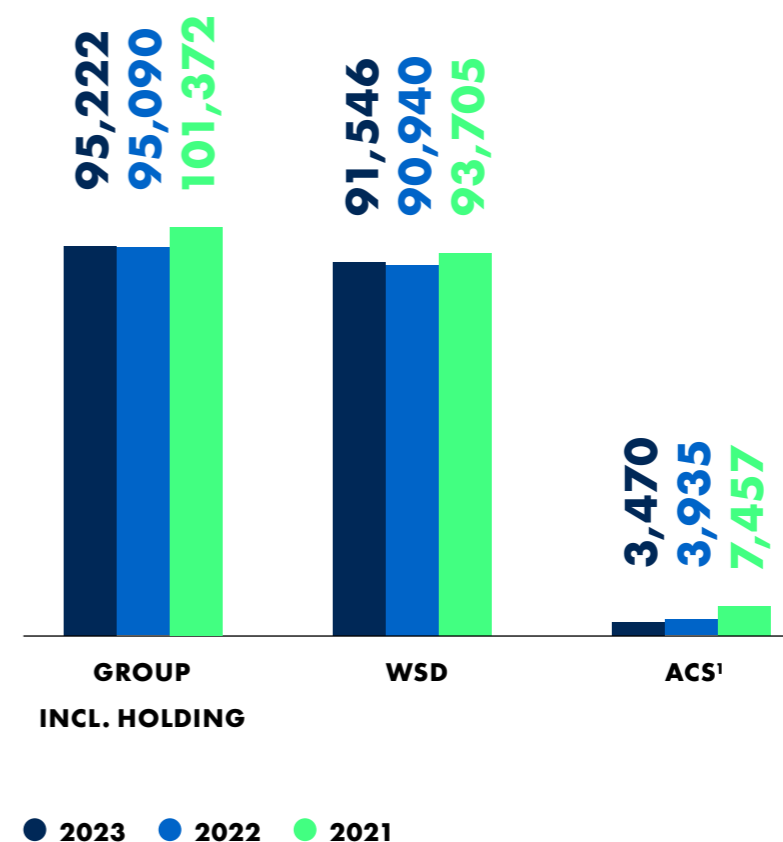
3,470

<sup>1</sup> Unless stated otherwise, the term 'Wiring Systems Division' in this report also covers the LEONI AG holding company. Other sales are included in the Wiring System Division.

# Headcount 2023



	2023	2022	2021
<b>EMEA</b>	<b>83.0%</b>	<b>82.9%</b>	<b>84.4%</b>
Germany	2.8%	3.3%	4.3%
Western Europe (excl. Germany)	1.8%	2.0%	2.0%
Eastern Europe	34.5%	37.6%	36.5%
Africa	43.9%	40.0%	41.7%



<sup>1</sup> The 2023 numbers of employees exclusively include staff of ACS. The previous year's figures include the employee numbers of the WCS at the time.

## EMPLOYEE STRUCTURE

	2023	2022	2021
White collar (direct) employees	72.8%	71.6%	71.5%
Blue collar (indirect) employees	15.7%	12.4%	13.1%
White collar (indirect) employees	11.5%	16.0%	15.4%



**-27.0%**

**Energy consumption**  
per € million in sales  
since 2021



**-55.8%**

Consumption of  
**fossil fuel** energy sources  
per € million in sales  
since 2021



**-59.4%**

Direct **greenhouse gas**  
**emissions** (Scope 1)  
per € million in sales  
since 2021



**-34.4%**

Indirect **greenhouse gas**  
**emissions** due outside energy  
generation (Scope 2) per €  
million in sales since 2021



**-18.7%**

**Waste volume**  
per € million in sales  
since 2021



**0.2%**

**Accidents at work**  
per 100 employees

## Key sustainability figures 2023

### ReWire at a glance



**81.0%**

**Waste recycling**  
rate



**32.3%**

**Women**  
in leading positions



**58.3%**

Facilities with at least  
one **social project**  
per year<sup>1</sup>



**100%**

Qualification of all staff with  
two **learning activities** (e.g.  
e-learning, schooling, training)  
per year



**100%**

Production facilities  
with **ISO14001** certified  
environmental protection



**-19.6%**

**Water consumption**  
per € million in sales  
since 2021

<sup>1</sup> The scope of consideration includes facilities ≥ 30 employees.





**RESPONSIBLE CORPORATE GOVERNANCE**

**LEONI attaches great importance to making its business operation sustainable and thus future-proof – this is evident not least in our company’s history dating back to the year 1569. With our ReWire sustainability programme, we have declared sustainability to be a core element of our corporate strategy and have embedded it in all areas along our value chain. We are thereby contributing to sustainable development in line with the Sustainable Development Goals of the United Nations.**

# Sustainability: understanding and programme

## FOCUS AREAS AND OVERARCHING TARGETS OF THE REWIRE SUSTAINABILITY PROGRAMME

LEONI's understanding of sustainability is based on the vision of a future in which climate-friendly and resource-efficient mobility is accessible to all humankind. LEONI's products are playing an important role on the path to this future as they are the 'nervous systems' of many vehicles. With its key components and solutions, LEONI enables its customers to contribute to the mobility turnaround as well as to responsible production and value chains. The substantial deployment of material and labour needed for these products entails the responsibility to minimise emissions, to be sparing with resources as well as to ensure decent working and living conditions. Again in 2023, LEONI therefore worked on establishing transparency and circular material flows along its entire production and value chain and is committed to its employees and their environment. In this way, LEONI is positioning itself as a preferred partner for sustainable mobility.

LEONI is running its ReWire sustainability programme to achieve this aspiration. It has focussed LEONI's sustainability-related commitment on the three areas of climate protection, material efficiency & resource conservation as well as decent work and has defined targets as part of its long-term

## CLIMATE-FRIENDLY AND RESOURCE-EFFICIENT MOBILITY ACCESSIBLE TO ALL PEOPLE REPRESENTS OUR VISION FOR THE FUTURE.

corporate strategy. Key sustainability issues with specific, realistic roadmaps are assigned to the three focal areas, which makes the progress of sustainability at LEONI measurable.

LEONI has been reporting its climate-related sustainability activity to the CDP non-profit organisation since 2010 and its water-related activity since 2018. Since 2013, LEONI has furthermore subjected itself to third-party auditing by rating agency EcoVadis in the categories of environment, working and human rights, ethics and sustainable procurement.

As in the previous year, CDP twice rated LEONI with Score C, which attests to the Company's raised awareness of environmental matters and the influence of its activities on people and ecosystems. EcoVadis rated LEONI with 63 of 100 possible points, which equates to an EcoVadis silver medal.



**REWIRE CLIMATE**

**CLIMATE PROTECTION**

We consider global climate change and the related, mounting statutory and economic demands to be part of corporate responsibility. One of the aims this involves is to reduce and avoid emissions. The biggest causes of emissions at LEONI include energy sources used in generating power for our production facilities and logistics. LEONI intends to remain an attractive supplier for its customers and to contribute to the mobility transformation with efficient use of renewable energy and environmentally friendly transport.

**Key sustainability issues:**

- Renewable energy and energy efficiency
- Environmentally friendly transport

**Overarching goal:**

Reduction of emissions aligned to science-based targets



**REWIRE RESOURCES**

**MATERIALS EFFICIENCY & CONSERVING RESOURCES**

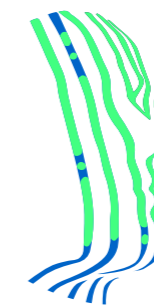
There is only limited supply of many natural resources, while worldwide demand for them is simultaneously rising. Given the resultant shortage of resources, we are contributing by using materials efficiently and, going forward, by closing raw material cycles. At LEONI, this concerns particularly such metals as copper and aluminium as well as such plastics as polyvinyl chloride (PVC). LEONI is making its products environmentally and socially more compatible – while keeping quality consistently high – through responsible procurement as well as sparing use and replenishment of these materials with limited availability by deploying recycled alternatives.

**Key sustainability issues:**

- Responsible handling of raw materials
- Use of recycled materials

**Overarching goal:**

Closed product and raw material cycles and fulfilment of due diligence obligations in supply chains



**REWIRE PEOPLE**

**DECENT WORK**

Social sustainability means good working and living conditions as well as safeguarding internationally recognised human rights. It is especially important for our labour-intensive business that this is ensured for our employees and across our entire supply chain. At LEONI, we aim to motivate staff, make business processes efficient and we promote quality of life through our commitment to people and communities in the countries where we produce.

**Key sustainability issues:**

- Attractive and responsible employer
- Occupational health and safety

**Overarching goal:**

Positioning as an attractive employer and supporting local communities in the vicinity of our production facilities

# Materiality analysis

LEONI's choice of key focal areas is in line with the materiality analysis carried out according to the requirements of the Global Reporting Initiative (GRI). As part of the analysis, LEONI initially evaluated and validated a population of potentially relevant sustainability issues and focal areas that impact in both the Company's upstream and downstream value chain on the environment and society. We furthermore included the requirements of statutory conditions, expectations of our customers, other stakeholders and our specialist departments as well as sustainability issues based on benchmarking in our materiality analysis to establish the strategic basis for sustainable corporate positioning.

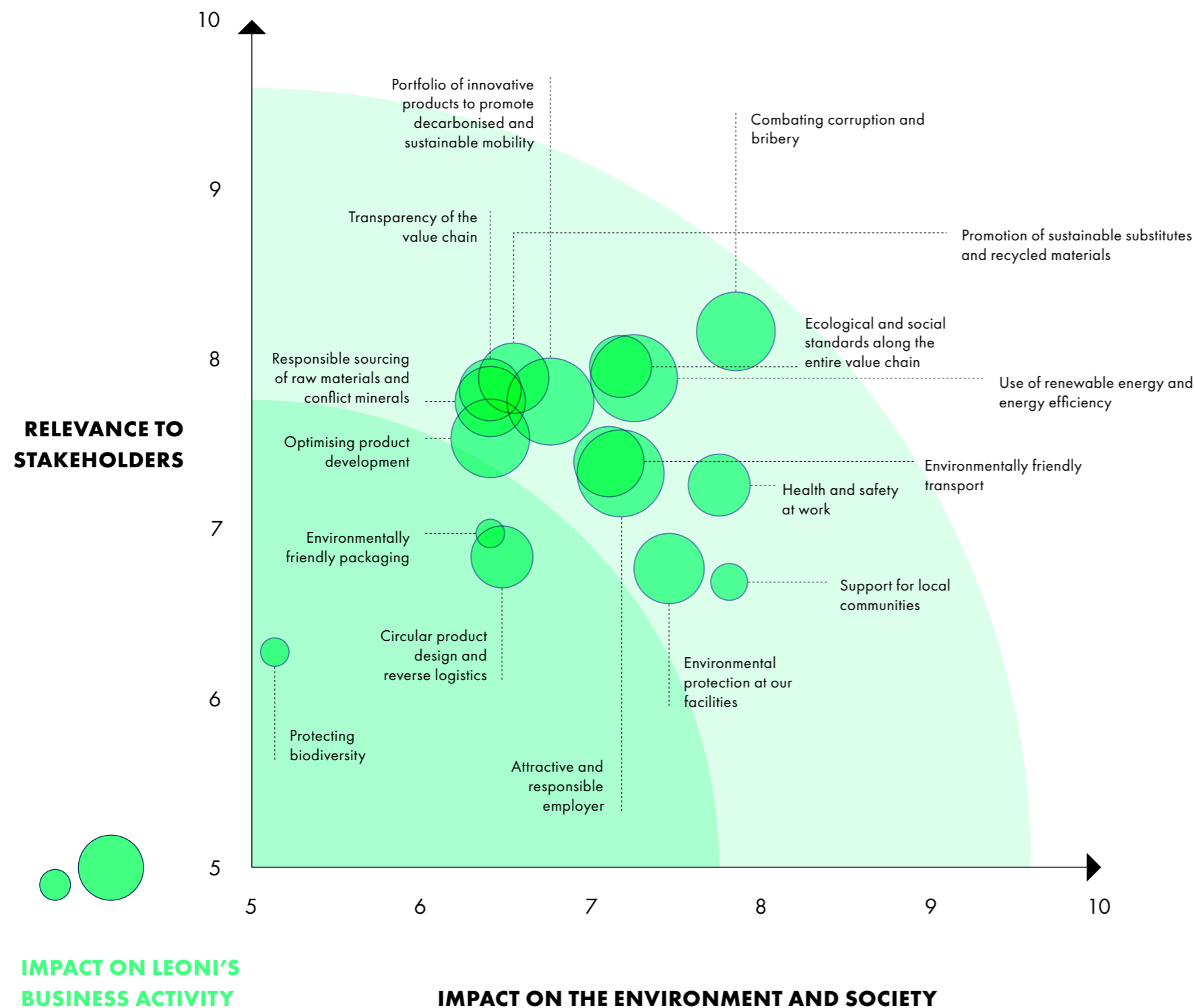
In the next step, our sustainability team and representatives of specialist departments quantitatively evaluated the sustainability issues on the three dimensions of 'relevance to stakeholders', 'impact on the environment and society' and 'relevance to LEONI's business performance'. LEONI transferred the findings into a materiality matrix and validated them in a workshop including in-house experts from its Corporate Sustainability department as well as outside sustainability consultants. Finally, the Executive Board affirmed the findings. For sustainability issues identified as material or especially relevant to certain stakeholders, our sustainability team subsequently developed specific, strategic targets and sustainability roadmaps, which the Executive Board likewise adopted.



LEONI regularly reviews the findings of the materiality analysis to ensure they are up to date.

**THE MATERIALITY ANALYSIS IS USED TO IDENTIFY RELEVANT SUSTAINABILITY ISSUES FOR LEONI.**

# Findings of the materiality analysis



The three dimensions of 'relevance to stakeholders' (Y axis), 'impact on the environment and society' (X axis) and 'relevance to LEONI's business performance' (size of the dots) are mapped in the materiality matrix. LEONI's assessments of corporate strategy, its customers' requirements and statutory provisions are incorporated in the dimension of 'relevance to LEONI's business performance'. These influences are reflected in the issues of 'promotion of sustainable substitutes and recycled materials' (corporate strategy), 'use of renewable energy and energy efficiency' (customers) as well as 'ecological and social standards along the entire value chain' (regulations). All issues that fall entirely inside the pale green-coloured area are defined as material issues.

In 2023, colleagues from our Corporate Risk, Compliance & Sustainability department as well as experts from our existing Sustainability Steering Committee reviewed the findings of the materiality analysis to ensure they were up to date. This did not give rise to any changes.

As LEONI will be subject to the requirements under the Corporate Sustainability Reporting Directive in 2025, we will once again review our materiality analysis in 2024 and adjust it accordingly. In doing so, we will follow the provisions of double materiality in line with the general requirements that are defined in the European Sustainability Reporting Standards (ESRS 1).

# Organisation and responsibility

In the reporting period, ultimate responsibility for sustainability lay with the CHRO (Chief Human Resources Officer). The CHRO coordinates with the other members of the Executive Board to decide on the commercial and strategic sustainability targets. The Corporate Risk, Compliance & Sustainability department comes under the CHRO remit. This also includes our Sustainability Management, which is responsible for Group-wide sustainability management and simultaneously reports to the Supervisory Board and its Audit Committee. Sustainability Management determines our sustainability strategy, targets and governance, and it reports both within the Company and externally. In addition, Sustainability Management supports local, operational implementation of the sustainability-related targets and action via the specialist departments and Management Areas.

Sustainability coordinators function as the interface between Sustainability Management and the operational departments. To embed our sustainability targets in all Management Areas, sustainability coordinators are deployed in the Management Areas of Human Resources, Research & Development, Health Safety Environment Energy (HSEE), Strategic Purchasing and Value Chain Management. In regular working groups with Sustainability Management, our sustainability coordinators share information on the internal sustainability issues, projects and measures as well as the latest developments, findings and amendments to legislation with respect to sustainability.



**REGULAR EXCHANGES BETWEEN SUSTAINABILITY COORDINATORS FROM THE DIFFERENT TECHNICAL DEPARTMENTS ENSURE EFFICIENT SUSTAINABILITY MANAGEMENT.**

The management of the Corporate Risk, Compliance & Sustainability department regularly advises the Executive Board on the latest developments and consults it on key decisions concerning sustainability-related content and action. The corporate sustainability body, namely the Sustainability Steering Committee for the meeting of which Corporate Risk, Compliance & Sustainability is responsible, drafts the corresponding decision papers. As required, the Sustainability Steering Committee deliberates two to three times a year on strategic direction-setting and presents identified areas for action and target parameters in each Management Area.

The organisational structure concerning sustainability at LEONI enables the specialist departments to share their knowledge with each other so they can fulfil the demands placed on them with ample capacity and in the best possible way. We have also had a global reporting organisation with a corporate recording system since 2019. In this way, LEONI surveys and consolidates quantitative and qualitative sustainability data from all pertinent units and facilities once a year by means of digital questionnaires. To ensure the quality of the data, its final release falls under the remit of the management of the respective units or, in the social sphere, of Corporate Human Resources. LEONI's corporate recording system makes it possible not only to review, develop and strategically direct our commitment to sustainability based on the progress made by our units and facilities – it also draws attention Group-wide to the roadmaps as well as ecological and social issues.

# Risk management and compliance

Systematic and early identification of risks provides LEONI with the precondition for responsible business operation over the long term. LEONI records any risks using a multi-stage risk management system in which the risks are analysed and evaluated with respect to their probabilities of occurrence and effects. Among other things, this also comprises natural hazards and climate risks at all LEONI locations. The forecast data of third-party service providers serves as the basis for this risk analysis. In addition, LEONI also considers abstract risks stemming from non-financial aspects in accordance with the German Commercial Code (German abbreviation: 'HGB'), which could affect environmental, social and governance matters.

Abstract risks are events that could potentially occur. Risk experts define such events – provided there is no obligation on the operating risk owners to report – and manage them at corporate or division level to reach an overall assessment of the non-financial risks in the operational units. No highly probable risks with seriously negative consequences were identified in 2023.

As guiding corporate principles, integrity and compliance shape LEONI's entrepreneurial action. In addition to its risk management system, LEONI uses an audited Compliance Management System (CMS) in accordance with the IDW PS 980 auditing standard to ensure rule-compliant conduct. This serves to lastingly strengthen our compliance culture and to permanently embed rule-compliant conduct in the thinking and actions of all LEONI employees.

It covers, for example, avoidance and early identification of corruption, acts of economic crime and money laundering. LEONI makes the corresponding modules on compliance policies, training material and business partner checks, conflicts of interest, gifts, invitations, donations, sponsorship and much more available to its staff centrally via a dashboard.

The LEONI Social Charter and the LEONI Code of Conduct are furthermore of prime importance at LEONI to raise the awareness of staff including all managers with respect to compliance-related issues even more. These sets of rules are based on both external legal, market as well as customer-specific requirements and in-house corporate values. LEONI continually reviews these sets of rules and updates them as required. In 2023, this was the case with the LEONI Code of Conduct, which was expanded to include our corporate values and adjusted for changed legal obligations and customer requirements. We published this for the first time in December 2023, and it is being conveyed to staff with an associated awareness campaign in 2024. The amended Code of Conduct was distributed to about 20,400 employees by newsletter and on our Intranet as well as, in advance within the framework of a leadership circle, sent to 300 managers for them to pass on to their reporting lines.

We updated and published our Code of Conduct for Business Partners in 2023; similarly, a specifically developed e-learning course to coach business partners accordingly.

LEONI also deploys interactive learning formats ensure staff conduct themselves with responsibility, integrity and

rule-compliance. This includes the e-learning course on anti-corruption, which new employees must take upon joining the Company and thereafter repeat every three years.

In 2023, 1,483 of the employees who were first assigned to take the e-learning course on anti-corruption successfully completed it, equating to a completion rate of 66 percent within this target group. Since the e-learning course on anti-corruption was first assigned to employees in its updated version in 2021, 13,121 staff members have successfully completed it (previous year: 14,623 staff), which amounts to an overall completion rate since 2021 of 91 percent (previous year: 90 percent). These figures refer respectively to active staff members on 31 December of the year concerned.

Our Living Code is another interactive learning format. It conveys to staff members the most important compliance principles at LEONI by means of examples, checklists, explanatory videos, charts, links and much more. The Living Code Quiz, an e-learning segment developed for the Living Code, covers such topics as anti-corruption and must be taken once a year by all active staff members who

are allocated to the target group of 'employees (indirect)'. In 2023, 1,402 of the employees who were first assigned to take the Living Code Quiz successfully completed this e-learning segment (previous year: 2,503 staff members), equating to a completion rate of 62 percent (previous year: 65 percent) within this target group. Since the Living Code Quiz was first assigned to employees in 2018, 12,139 staff

members have successfully completed it (previous year: 13,363 staff), which amounts to an overall completion rate since 2018 of 85 percent (previous year: 82 percent). These figures refer respectively to staff members still active on 31 December of the year concerned. Given the comprehensive overhaul of our Code of Conduct, the Living Code will be replaced by a new training course in 2024.

	UNIT	2023	2022
<b>E-LEARNING ON ANTI-CORRUPTION</b>			
SUCCESSFULLY COMPLETED E-LEARNING COURSES ON ANTI-CORRUPTION (WHERE FIRST ASSIGNED)	Number	1,483	2,566
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED)	%	66.0	67.0
SUCCESSFUL COMPLETION SINCE FIRST ASSIGNED IN 2021	Number	13,121	14,623
TOTAL COMPLETION RATE SINCE 2021	%	91.0	90.0
<b>E-LEARNING ON LIVING CODE (ASSIGNED TO ALL ACTIVE EMPLOYEES AND STAFF (INDIRECT))</b>			
SUCCESSFULLY COMPLETED E-LEARNING COURSES ON LIVING CODE (WHERE FIRST ASSIGNED)	Number	1,402	2,503
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED)	%	62.0	65.0
SUCCESSFUL COMPLETION SINCE FIRST ASSIGNED IN 2018	Number	12,139	13,363
TOTAL COMPLETION RATE SINCE 2021	%	85.0	82.0



Based on the three-lines-of-defence model, compliance, being the second line of defence, is responsible for overseeing the compliance guidelines and processes within the framework of Compliance Quality Reviews. The focal areas of these Compliance Reviews are Compliance Awareness, i.e. the measures to raise awareness such as whistleblowing management, guidelines, training sessions and Executive Board communication ('tone from the top'), compliance-related controls with respect, for example, to hospitality, due diligence or business partners, high risk processes in such differing areas as Purchasing, Finance, HR and Sales as well as local extraordinary events like audits, reviews and special investigations. The focus of Quality Reviews in 2023 was on data protection, among other things. In addition, we continued our Follow-Up Reviews particularly in the EMEA region and assisted the facilities in implementing related measures.

### **SPEAK UP FOR INTEGRITY!**

Our Integrity Platform is available to all staff, business partners and third parties who would like to report a breach of rules or regulations, both in house and under law. If there is the view that the conduct of staff members or business partners might breach the Code of Conduct or principles set out in other pertinent regulations (such as the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, 'LkSG'), this can be reported confidentially – and if necessary – anonymously via the Integrity Platform. In addition, reports can also be submitted via all other communicated contact channels inside LEONI. All reports are investigated and – if the suspicion is confirmed – penalised accordingly.

### **REPORTS OF POSSIBLE MISCONDUCT IN THE FOLLOWING AREAS CAN BE SUBMITTED VIA OUR INTEGRITY PLATFORM:**

- Fraud and breach of trust
- Corruption and bribery
- Antitrust and competition law
- Money laundering
- Conflicts of interest
- Tax offences
- Other acts of economic crime
- Data privacy and information security
- Sexual harassment
- Discrimination
- Working conditions
- Environmental protection
- Breach of the LEONI Code of Conduct for Business Partners

We carried out continual quality assurance in 2023 to fulfil the internal and external requirements placed on processing of whistleblower reports. Management of whistleblower reports was harmonised across departments (esp. HR, HSEE and Compliance) and will be rolled out as part of a Group-wide 2024 Work Instruction. Since 2023, this has included pooling of received whistleblower reports in the Compliance department as the central point within the

LEONI Group, which passes them on according to their category to the responsible specialist and checks the internal as well as external requirements (including whistleblower and data protection). Similarly, since 2023, the sanctions under employment law, business-critical consequences and process optimisations to mitigate risk that might be necessary as a result of having processed a whistleblower report are documented, addressed and followed up.

	UNIT	2023
NUMBER OF REPORTS VIA WHISTLEBLOWER PROCEDURE	Number	130
NUMBER OF REPORTED CASES OF DISCRIMINATION INCLUDING HARASSMENT	Number	19
NUMBER OF REPORTED CASES OF CHILD OR FORCED LABOUR WITHIN OWN OPERATION	Number	0
NUMBER OF CONFIRMED CASES OF CORRUPTION (BREACHES OF BUSINESS ETHICS OR VIOLATION OF THE CODE OF CONDUCT OR OF LAW WITH RESPECT TO CORRUPTION)	Number	0



Integrity and compliance characterise LEONI's business activities.

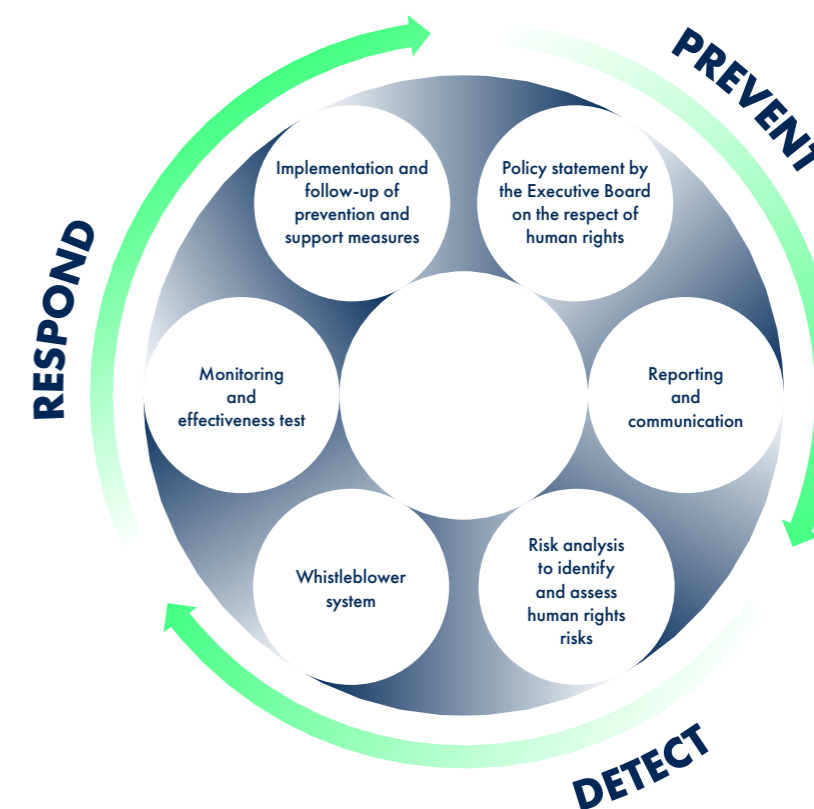
# Human rights

Observing and protecting human rights is part of the non-negotiable principles for operating responsibly and with success over the long term. For this reason, LEONI is committed to protecting human rights and follows the goal of not only avoiding and penalising any breaches of these rights along its entire value chain, but also of positively influencing the general human rights situation in its markets. In so doing, LEONI aligns its corporate action to such international standards as the United Nation's Universal Declaration of Human Rights, the core labour standards of the International Labour Organization (ILO), the UN's Guiding Principles on Business and Human Rights as well as the principles of the UN Global Compact. With our Declaration of Principle, our internal and external Code of Conduct, our Statement on Respect of Human Rights pursuant to the UK Modern Slavery Act as updated in 2023 as well as our purchase conditions, LEONI is committed to establishing transparency of the human rights situation and to acting in support of human rights along its entire value chain. LEONI stresses its zero-tolerance policy in this respect, under which no human rights violations of any kind will be tolerated, and any breaches would be sanctioned.

LEONI processes both natural and synthetic raw materials in the form of such metals as copper and plastics for its

wiring systems, cable harnesses and cables. The mining and production of these materials frequently takes place in socially stressed regions where there is an increased risk of human rights violations. LEONI therefore holds its suppliers, employees and itself, especially so in materials procurement, responsible for conducting business transactions ethically and legally beyond reproach and for permitting neither direct nor indirect violations. To identify human rights and environment-related risks, we stepped up our human rights risk management further in 2023 as part of implementing the German Act on Corporate Due Diligence Obligations in Supply Chains.

We consequently introduced new in-house sets of rules on protecting human rights and humane working conditions, and we adjusted both our Code of Conduct for Business Partners and our internal Code of Conduct in line with legal requirements. In addition, all active staff members who are allocated to the target group of 'employees (indirect)' have been receiving online training since 2023 to make them aware of human rights-related issues. An optional online training course on the Code of Conduct for Business Partners has also been available since 2023.



Our management system to comply with human rights due diligence obligations.

An internal as well as external risk analysis is part of our human rights risk management. With the help of this in-house human rights and environment-related risk analysis, we systematically check at which business locations an increased risk of possible human rights violations or environmental damage might arise. This in-house risk analysis was set up and run at all LEONI locations in 2023. It is run annually and as warranted to be even better able to identify potential risks of human rights violations.

In our external risk analysis, LEONI's business partners were subjected to risk-based screening. As a matter of principle, this risk analysis is conducted in both abstract and specific form. The abstract risk analysis is performed via an assessment reached by using an electronic risk mapping software solution. This comprises an automated, AI-supported risk calculation based on screening of issues pertaining to the

supply chain and corruption. It is based on various and globally recognised external indices and sources that assess the human rights and environment-related risk situation of companies based on location, product / goods group and sector in general. The abstract risk analysis is run risk-based, annually and as warranted, using a software solution. The objective is to analyse LEONI's abstract risk portfolio for potential compliance-relevant as well as human rights and environment-related risks. The specific risk analysis involves scrutiny of the current year's data and information, documents, empirical values and the business relationship to date.

Relevant suppliers receive a standardised questionnaire under the Drive Sustainability initiative, which they can share with other customers. Starting in 2024, LEONI will furthermore make it binding for relevant suppliers to complete the e-learning course on its Code of Conduct for Business Partners.

To monitor our human rights risk management, we appointed a human rights officer in 2023 who, together with the responsible department, reports to the Executive Board on the status of human rights-related risks and the risk-mitigating action taken.

LEONI's human rights risk management system also includes its whistleblower system, enabling both staff members and third parties to report potential human rights violations via the company-wide whistleblower system of the LEONI Group.

	UNIT	2023
<b>E-LEARNING ON HUMAN RIGHTS AND WORKING CONDITIONS (ASSIGNED TO ALL ACTIVE EMPLOYEES AND STAFF (INDIRECT))</b>		
SUCCESSFULLY COMPLETED E-LEARNING ON HUMAN RIGHTS & WORKING CONDITIONS (WHERE FIRST ASSIGNED)	Number	11,934
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED)	%	83.0

# Transparency and responsibility in the supply chain

LEONI's supply chain plays a key role in our business and helps us to serve our customers operating worldwide. Our close collaboration with our suppliers enables us to ensure holistic sustainability efforts through a responsible and environmentally friendly supply chain. We pay particular attention to upholding human rights, protecting the environment and social responsibility.

Given the diversity of our suppliers and raw materials as well as the complexity of our global value chain, we consider it very important that our business relationships along the supply chain are in keeping with ecological, social and ethical standards.

With its Statement on Respect of Human Rights pursuant to the UK Modern Slavery Act, the LEONI Code of Conduct for Business Partners and its Standard Terms and Conditions of Purchase, LEONI calls upon all those involved in its value chain to uphold social and ecological standards. New suppliers of production materials must undergo a corresponding qualification process before working with LEONI. Suppliers that are stipulated by customers and who do not fulfil all of LEONI's conditions must be explicitly confirmed by the customer. LEONI will not tolerate any breaches by existing suppliers. If a reported, serious breach is confirmed, LEONI reserves the right to sanction the supplier concerned with corresponding legal and contractual consequences.

LEONI's Standard Terms and Conditions of Purchase oblige suppliers to conduct themselves in compliance with the law, ecologically and with social responsibility in accordance with the principles of the UN Global Compact and of the LEONI Code of Conduct for Business Partners. New suppliers must submit a self-assessment that, alongside delivery conditions and commercial matters, also includes ecological issues pursuant to the German Act on Corporate Due Diligence Obligations in Supply Chains. In this self-assessment, LEONI furthermore asks whether suppliers agree to the LEONI Code of Conduct for Business Partners. The self-assessment also asks for replies concerning environmental protection and industrial safety measures such as ISO 14001, ISO 45001 or OHSAS 18001 certification. The certificates are regularly checked in-house and requested afresh upon expiry.

We attach great importance to our dialogue with suppliers to establish a shared understanding of sustainability and to meet the goals of our ReWire sustainability programme. In 2023, we held bilateral talks particularly with copper suppliers to discuss the challenges and to meet shared objectives. LEONI notified its suppliers of new purchasing conditions, including the broadened requirements with respect to compliance and sustainability as well as its new Code of Conduct for Business Partners. In addition, we drew attention to an e-learning course that was made available to all suppliers, as well as to the LEONI whistleblower system. We furthermore held a supplier dialogue in 2023 as part of

the Wiring Systems Division's 3rd LEONI Supplier Summit. Among other topics, this included pointing out the necessity of having a decarbonisation strategy as well as the importance of cascading sustainability requirements to our own business partners in the value chain. During this Supplier Summit, the WSD commended one supplier with a Supplier Award based on outstanding sustainability achievements. This award considers the findings of the supplier assessment, which looks at the corresponding sustainability strategy and targets as well as the sustainability achievements to date.

This supplier also distinguished itself with proactive action by, for example, having participated in a survey on reduced-emission copper.

By continually sharing information and communicating with our suppliers, we will be contributing to raising the understanding and acceptance of LEONI's sustainability targets in the future, too. With the help of this dialogue, we are also establishing the basis for carrying out sustainability audits among our suppliers. In 2024, we will continue to work on the preconditions for the first audits to promote our sustainability targets and thereby also the sustainability-related performance of our suppliers.

Another measure to ensure transparency and responsibility in our supply chain involves the annual participation of our suppliers in the survey using the Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative (RMI). Trade in and mining of certain raw materials, such as tin, tungsten, tantalum and gold, is increasingly associated with human rights violations and environmental harm. Suppliers accepting our LEONI Code of Conduct for Business Partners commit themselves to observing the due diligence obligations with respect to relevant raw materials and the applicable provisions concerning conflict minerals. To identify and minimise sustainability-related risks, LEONI expects its business partners to introduce due diligence processes and to provide the necessary information along their entire supply chain. This also includes annual participation in the survey using the

CMRT to ensure that LEONI's business partners do not support any conflict regions, child labour or unsafe working practices.

LEONI is a partner in the voluntary Copper Mark initiative. This initiative scrutinises the sustainability standards of copper production locations, including mines, smelting operations and refineries. Within this framework, companies and other organisations have together committed themselves to responsible copper production and to enforcing corresponding standards in their supply chains. As LEONI only processes copper and does not have its own mines, the company cannot be officially certified by Copper Mark, but it does aim to contribute to the initiative's success by being a committed partner and an example to its suppliers. LEONI has set itself the goal of communicating Copper Mark's efforts

throughout its supply chain and to relying mainly on copper suppliers that certify and support Copper Mark or prove their sustainability-related efforts in other ways.



**LEONI HAS SUPPORTED THE COPPER MARK INDUSTRY INITIATIVE AS A PARTNER SINCE 2023.**

**KEY FIGURE**

**2023**

Percentage of suppliers for which information concerning conflict minerals is available

70.0%

## TARGETS & PROGRESS

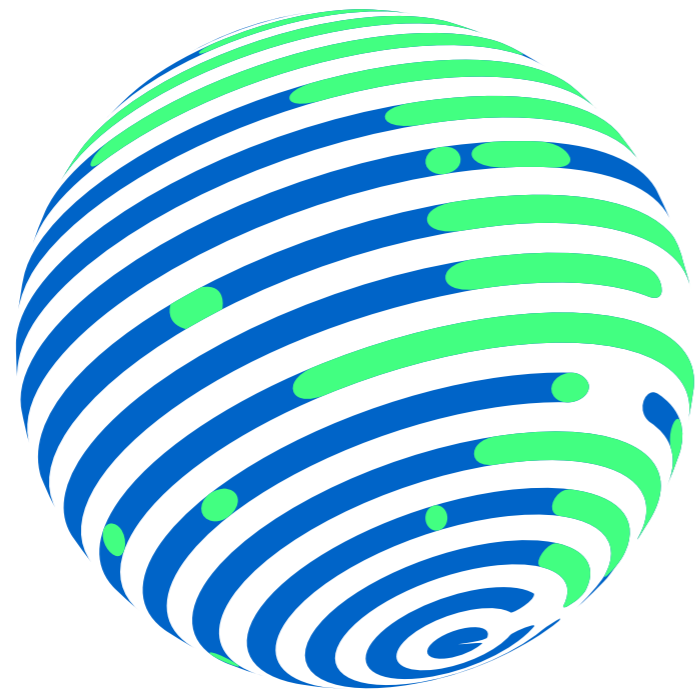
KEY FIGURE	TARGET FIGURE	TARGET DATE	2023 FIGURE	2021 FIGURE (BASELINE YEAR)
Proportion of production materials procured from suppliers with a sustainability self-assessment	80.0 %	2023	74.7 % <sup>1</sup>	– <sup>2</sup>
Preparation for and definition as well as implementation of processes required by the Act on Corporate Due Diligence Obligations in Supply Chains	Completed	2023	Completed	Not completed
Development of a sustainability auditing process for suppliers	Completed	2023	Not completed <sup>3</sup>	Not completed

<sup>1</sup> A campaign to run sustainability self-assessments was launched at the end of 2023. The target is likely to be met in 2024.

<sup>2</sup> The figure was not recorded up to and incl. 2021.

<sup>3</sup> In 2023, the focus was on our risk analysis to apply appropriate, risk-based measures for our suppliers. The auditing scheme will be adapted accordingly in 2024 and we will develop an auditing process.




CLIMATE PROTECTION



REWIRE CLIMATE

The worldwide effects of climate change have long since become palpable in the form of ever more frequently occurring weather extremes like droughts, heat waves and heavy rain. To diminish the most far-reaching consequences, it is among the most urgent tasks of our time to reduce carbon emissions and, in line with the Paris Climate Agreement, to curtail global warming to well below 2 degrees and if possible 1.5 degrees Celsius. As a company engaged in production around the world, we at LEONI bear the responsibility to continuously contribute and to live up to our role model function in collaboration with our suppliers. At LEONI, we are on the right path with operational measures under our ReWire sustainability programme.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

-  ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL
-  MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE
-  TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS



Climate action is the shared task of all employees at LEONI and is borne out within the company by both the Executive Board and corresponding sets of rules under our ReWire sustainability programme. Furthermore, our Sustainability Management and HSEE departments are responsible at corporate level for the issue of climate protection, and for strategic progress in this respect. In those countries where we have numerous production facilities, the country HSEE managers direct the HSEE managers deployed locally at site level. In the Wiring Systems Division's case, the department's management reports to the COO, while in the Automotive Cable Solutions it reports to the CEO. As part of an ongoing improvement process, they initiate measures aimed at reducing greenhouse gases with respect to local circumstances, infrastructure peculiarities and regulations, and thus at easing further fallout on the environment.

In 2023, the ReWire targets were also incorporated in the divisional HSEE targets of the ACS. They are consequently even more tightly integrated in our day-to-day activity, driving our strategic target attainment forward and establishing a comprehensive approach to sustainability and environmental protection.

LEONI draws on energy management systems certified to internationally recognised standards to support attaining of our climate targets. The ACS has set itself the goal of having all its production facilities certified under the ISO 50001 energy management system by 2029. Another ACS division facility was added in 2023, meaning that 50 percent (previous year: 40 percent) of ACS production sites are already

ISO 50001 certified. Regardless of the ISO 50001 certifications, we are continually working on permanently improving the energy efficiency of our processes. Energy audits were carried out at our German WSD facilities in 2023. We extrapolated efficiency measures from having taking stock of all deployed energy sources and energy consumers as well as the presentation of energy flows based on that. Furthermore, in 2023 we met the preconditions for preparing the WSD facilities for their upcoming ISO 50001 certification. Systems such as these enable us to identify energy and emission hotspots and thereby to extrapolate suitable action to underpin our climate targets.

LEONI's ReWire sustainability programme provides the framework for climate protection-related measures as it sets out a long-term path of carbon reduction for LEONI that follows science-based targets. We aim to reduce Scope 1 and 2 emissions by 38 percent and Scope 3 emissions by 23 percent over the period from 2021 to 2030. The long-term objective is to reduce greenhouse gas emissions by 90 percent compared with the baseline year of 2021 and to offset them fully from 2045 onwards. This path is in line with climate science-based findings as to how global warming can be curtailed to 1.5 degrees Celsius above the pre-industrial level. Key measures to attain these targets involve converting all facilities to 100 percent electricity from renewable energy by 2030 and continual raising of energy efficiency.

We use the Greenhouse Gas (GHG) Protocol as the basis for calculating our emissions as well as the corresponding emission factors.

The Global Warming Potentials (GWPs), which are used to convert into CO<sub>2</sub>-equivalents (CO<sub>2</sub>e) are based on the fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change (IPCC). This report covers a period of 100 years to ensure that the conversion factors correspond to the national and international reporting requirements. To calculate Scope 2 emissions, we prioritise the specific emission factors that are associated with the electrical power purchased (market-based method). If these are unavailable, we use the location-based method with the help of emission factors published by the International Energy Agency (IEA).

Our targets for 2030 and 2050 follow the Science Based Targets initiative (SBTi) as well as the pathway to attaining the 1.5-degree target. LEONI aims to join the SBTi by 2025 at the latest.

The initiative supports companies in defining climate science-based emission reduction targets – i.e. targets that, in line with the Paris Climate Agreement, contribute to limiting global warming to well less than two degrees and if possible 1.5 degrees Celsius above the pre-industrial level. The most serious effects of climate change are thereby to be prevented and business models to be made future-proof.

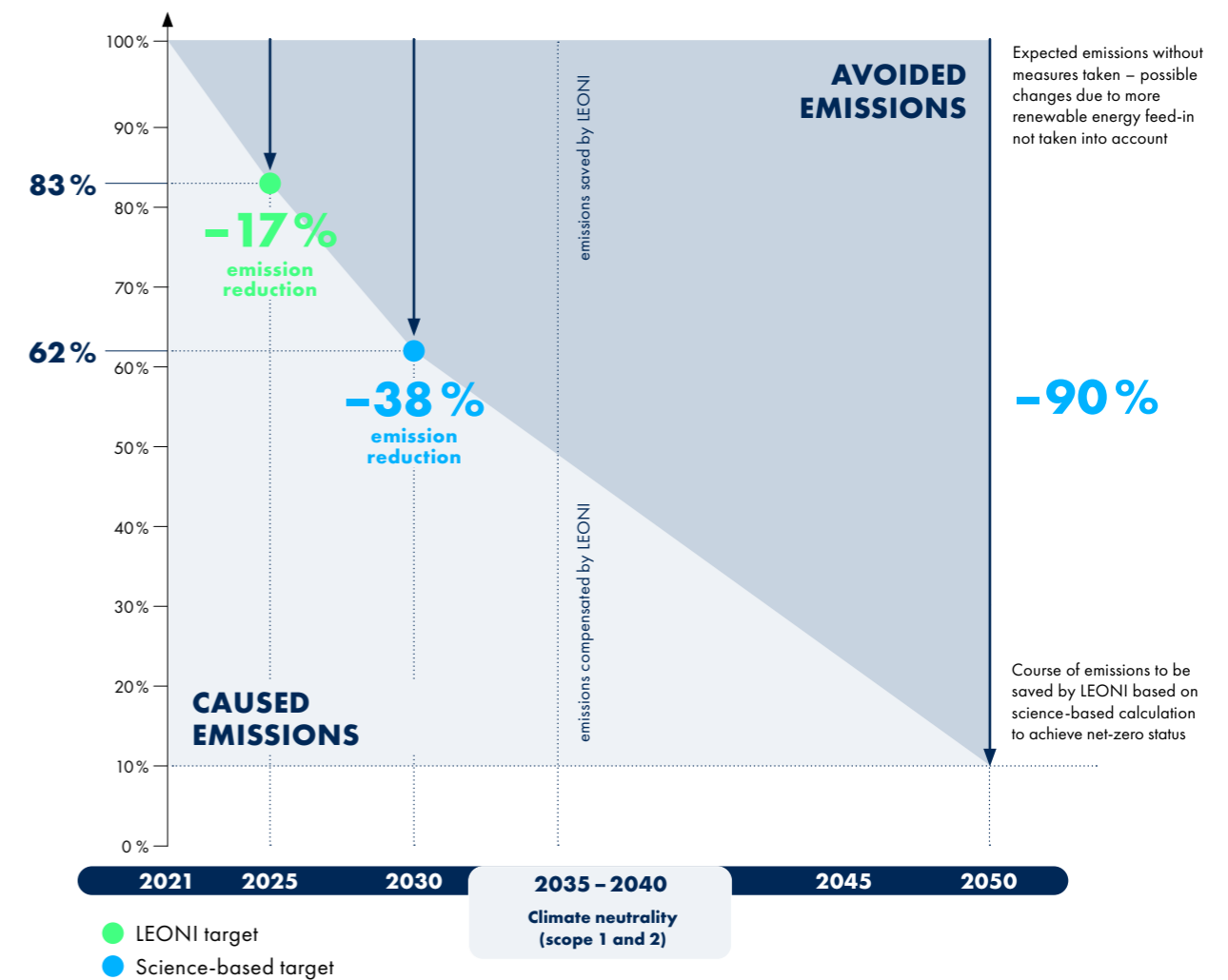
# LEONI's science-based reduction targets (baseline year 2021)

## How does the Greenhouse Gas Protocol work?



The diagram shows the three scopes according to the Greenhouse Gas Protocol. LEONI causes scope 1 emissions e. g. through the burning of gas and heating oil and scope 2 emissions through the purchase of energy, e. g. in the form of electricity. scope 3 emissions are recorded in 15 different categories that occur in LEONI's value chain.

## Reduction of LEONI's scope 1 and 2 emissions



LEONI has calculated a reduction plan to reduce its scope 1 and 2 emissions and to contribute to the 1.5 degrees Celsius target. Accordingly, LEONI aims to save 17 per cent in emissions by 2025 and 38 per cent by 2030 compared to the baseline year 2021. Through continuous reduction measures LEONI plans to cause 90 per cent fewer emissions by 2050 when compared with 2021. In order to become carbon-neutral between 2035 and 2040, from 2035 onwards emissions which cannot be saved will be offset by certificates. The targets for 2030 and 2050 follow science-based calculations in line with the 1.5 degree Celsius target.

# Renewable energy and energy efficiency

Key measures to attain these targets in our business operation involve converting all facilities to 100 percent electricity from renewable energy by 2030 and continual raising of energy efficiency.

In 2023, our relative energy consumption amounted to 73 megawatt hours per million euros of sales. Compared with the previous year (2022: 89 megawatt hours per million euros of sales) this equates to a reduction of about 18 percent. Total consumption amounted to 399,696 megawatt hours (previous year: 454,718 megawatt hours).

In particular, this reduction resulted from the sale of a subsidiary with energy-intensive production at the beginning of 2023. We furthermore took such action as maintenance work on compressors, regular cleaning of ventilation systems as well as installing movement sensors and measuring apparatus on large consumers, which also contributed to the reduction.

Alongside energy saving measures, converting to more efficient and renewable energy also represents an important lever for us to attain our climate targets. To further reduce our Scope 1 emissions, we checked the heating systems used at the ACS facilities in 2023 to identify potential for cutting emissions. One example of this is the partial conversion from liquefied petroleum gas (LPG) to natural gas (NG) at one of our facilities in Mexico. Thanks to its more efficient combustion and conversion, using natural gas results in lower carbon

emissions compared with liquefied gas. Switching to natural gas helped the facility to save 128 tons CO<sub>2</sub> equivalent. What should be noted here is that using natural gas may require adaptation of existing plant and infrastructure, which is why the changeover can only be made at suitable facilities.

Other reduction measures involved changing from international combustion engine (ICE) vehicles to hybrid or electric vehicles. In our Germany-wide company car guideline, we consider the composition of our fleet (ICE, hybrid, electric) as well as the regulations regarding maximum CO<sub>2</sub> emission per vehicle type. We promote selection and procurement of battery electric vehicles (BEVs) and carry out fuel monitoring. For instance, we analyse the fuel consumption of hybrid vehicles and advise the employees concerned when they have exceeded the figure in the guideline. These measures and the increased awareness have already resulted in measurable savings. With our global guideline, we furthermore set parameters for our country organisations to promote a sustainable fleet. In 2013, the fleet of our locations in Germany covered about 57 percent (previous year: 48 percent) of its total distance travelled with hybrid and electric vehicles. Based on buying electricity from renewable energies, we thereby managed to save about 370 tons of CO<sub>2</sub> equivalent in 2023. The total emissions of the fleet at LEONI's locations in Germany amounted to approx. 722 tons CO<sub>2</sub> equivalent in the same year, and across all facilities the figure was 3,806 tons CO<sub>2</sub> equivalent.

In 2023, we changed another ACS production facility in China over to electricity from renewable energy, thanks to which we are saving about 13,000 tons CO<sub>2</sub> equivalent annually. In our Wiring Systems Division, we installed and commissioned photovoltaic plant at a facility in China. In addition, we switched to electrical power from renewable energy at our WSD facilities in Germany, Serbia, Romania and at one facility in China. Overall, these measures in the WSD enabled us to save 18,220 tons CO<sub>2</sub> equivalent a year.

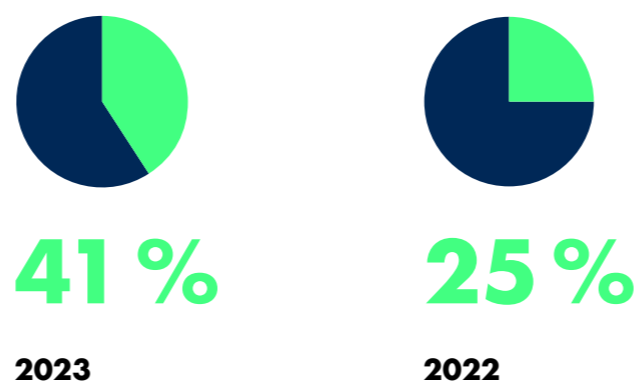
To raise the sense of responsibility with respect to climate protection, an award was given in the WSD to a production facility that recorded the largest year-on-year reduction in emissions. One of our production facilities in Serbia was commended for having avoided emissions of 3,250 tons CO<sub>2</sub> equivalent in 2023 based on having switched to electricity from renewable energy.

This puts these facilities among a list of locations that have already met our science-based target of exclusively using renewable power by 2030 (either produced in-house or in-sourced). Alongside the aforementioned facilities, this list also includes the ACS sites in Halver and Roth as well as all the WSD's facilities in Italy, Paraguay and Serbia in addition to all production sites in Romania. The proportion of our total electricity consumption globally accounted for by renewable energy stood at about 41 percent in 2023 (previous year: 25 percent).

With the help of these measures implemented in 2023, we succeeded in reducing our overall Scope 1 and 2 emissions to 121,032 tons CO<sub>2</sub> equivalent and thus by 20 percent year on year and by 35 percent versus the baseline year.

In 2023, we continued to record the relevant categories of our Scope 3 emissions. In 2024, we will be using a data recording tool to raise the transparency of our Scope 3 emissions to gain a better understanding of the effects of our supply chain and to be able to take targeted action to reduce these emissions.

### PROPORTION OF OUR TOTAL ELECTRICITY CONSUMPTION ACCOUNTED FOR BY RENEWABLE ENERGY



### Emissions at LEONI



<sup>1</sup> Scope 3 currently includes categories 1, 3 and 6 of the GHGP. The accounting is currently being developed further.

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2023 FIGURE	2022 FIGURE	2021 FIGURE (BASELINE YEAR)
Reduction of Scope 1 and 2 emissions from the baseline year <sup>1</sup>	- 17.0 % - 38.0 %	2025 2030	-35.0 %	- 18.8 %	Newly defined target
Reduction of Scope 3 emissions from the baseline year <sup>1</sup>	- 10.0 % - 23.0 %	2025 2030	- 30.6 % <sup>2</sup>	- 7.5 % <sup>2</sup>	Newly defined target
Reduction of Scope 1 thru 3 emissions from the baseline year <sup>2</sup>	- 90.0 %	2050	-31.6 %	- 10.1 % <sup>2</sup>	Newly defined target
Renewable share of electricity used <sup>1</sup>	80.0 % 100 %	2025 2030	41.0 %	25.6 %	Newly defined target
Carbon neutrality (Scope 1 and 2) <sup>3</sup>	Achieved	2035–2040	Not achieved	Not achieved	Not achieved
Carbon neutrality (Scope 1 thru 3) <sup>3</sup>	Achieved	2045	Not achieved	Not achieved	Not achieved

<sup>1</sup> In addition to the milestones for 2025 LEONI has defined science-based targets for 2030.

<sup>2</sup> Scope 3 emissions have so far only been partly recorded. The accounting is currently being developed further.

<sup>3</sup> By offsetting emissions that are currently unavoidable.

# Environmentally friendly transport

Transporting LEONI's production materials and products causes greenhouse gas emissions – all the more so the greater the distances covered are. Given its global value chain, transport management is a factor of major significance to LEONI. For this reason, LEONI has for some time been working on various optimisation measures that also contribute to reducing CO<sub>2</sub> emission.

These measures include consolidating shipments and making best possible use of cargo space as well as opting for such climate-friendly means of transport as trains so far as sufficiently served, rapid and economic links are available. To keep transport routes short, LEONI prefers to buy from regional suppliers and makes a point of manufacturing its products as near to the customer as possible once they have been launched. During transport itself, we use returnable cargo carriers that circulate between LEONI's facilities and customer locations over a period of several years. This involves differentiating between small-load carriers

mostly made of plastic and bulk carriers that are made from wood as a renewable resource.

In 2022, we found ourselves confronted with a multitude of challenges including the Ukraine war, the semiconductor crisis and the associated changes in the production schedules of our customers. These events led to disruptions in global supply chains and transport networks. Numerous special inbound and particularly outbound shipments were necessary to keep production and logistics going for our customers. Our logistics processes returned to their original level in 2023, which resulted in a 40 percent reduction in our air freight.

In addition, we recorded the transport data and emissions of our suppliers with the help of a questionnaire in 2023. Based on the transport data reported back to us, we managed to raise transparency of our CO<sub>2</sub> emissions in 2023 and will do so further in 2024. We use a data recording tool for this,

which will enable us to record our logistics emissions even more accurately and holistically in the future.

We furthermore entered a partnership with the Technical University of Applied Sciences Würzburg-Schweinfurt in 2023 to reduce our transport emissions even more. An international group of students was commissioned to analyse the carbon footprint of our global logistics network and to identify ways to improve. This involved theoretical study to measure CO<sub>2</sub> emissions in our logistics networks and assessing various ways to calculate these emissions. Based on a thorough analysis of our LEONI data, they will propose specific measures in the first quarter of 2024 to enhance transparency as well as to reduce our logistics CO<sub>2</sub> emissions.

## TARGETS & PROGRESS

### KEY FIGURE

Completion of logistics emissions data

### TARGET FIGURE

Completed

### TARGET DATE

2023

### 2023 FIGURE

Not completed<sup>1</sup>

### 2021 FIGURE (BASELINE YEAR)

Not completed

<sup>1</sup> In 2023 we achieved greater transparency of our logistics emissions data, which we will continue to expand and complete with help of a data recording tool.

**MATERIALS EFFICIENCY  
& CONSERVING RESOURCES**



**REWIRE RESOURCES**

**LEONI's wiring systems and cable production is resource intensive due above all to its heavy demand for copper and plastics. Where raw materials are extracted as primary resources this is frequently associated with major encroachments on nature and ecosystems as well as poor social conditions for mine workers. This makes it even more important for LEONI to develop strategies to limit the impact on humans and the environment by using less material and promoting the recycling economy. Together with our customers and suppliers, we are developing new solutions to making our products easier on the environment and our climate. We are furthermore committed to improving the ecological and social conditions that prevail in copper mining, for example.**

**OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT**



ENSURING SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



STRENGTHENING THE MEANS OF IMPLEMENTATION AND FILLING THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT WITH NEW LIFE

# Responsible handling of raw materials

Our ReWire Resources focal area aims to gain raw materials responsibly, to promote sustainable, substitute and recycled materials and thereby to protect biodiversity. We support decarbonised and sustainable mobility with a portfolio of innovative products, optimisation in product design and recycling-oriented product construction.

The materials used in LEONI's products are above all plastics and copper. In 2023, we purchased about 122,100 tons of copper and 15,100 tons of plastics as raw materials. Given our increased sales, the amount of PVC we procured was up by 2 percent; at the same time, the amount of copper we purchased was down by about 4 percent year on year.

We are preserving precious primary resources by both reducing weight, for instance by optimising conductor cross sections to a minimum, and by using secondary materials. In the ReWire Resources area, LEONI pursues the aim of using the largest possible proportion of recyclate – so far this is technically feasible – in its products. First, this calls for

sharpening the transparency in the existing secondary proportion of our materials. In 2023, we significantly increased the transparency of the proportion of recyclate in the copper ACS procured. We likewise made progress in enhancing transparency within the Wiring Systems Division. Here, we are particularly reliant on collaboration with our suppliers, who provide us with this information. To raise transparency even more, we value continual sharing with our suppliers and correspondingly making them more aware. It should be noted that limits can occur among copper suppliers in the amount of recycled copper that is usable. This is due either to the process parameters, i.e. depending on the quality of the copper scrap, or to the heavy demand for recycled copper. It is therefore important to us to work with copper suppliers that can also offer reduced-emission primary copper, for instance by using electrical power from renewable energy sources, more efficient processes and shorter transport distances from ore mining to wire production.

## VOLUMES OF RAW MATERIALS PROCURED<sup>1,2</sup>

	Copper	PVC
2022	24.9	2.9
2023	22.4	2.8

<sup>1</sup> t/m € sales

<sup>2</sup> These figures include only those of the ACS division and of already sold BG PS. The accounting of WSD figures is currently being developed further.

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2023 FIGURE	2021 FIGURE (BASELINE YEAR)
Recording of secondary raw material share	Completed	2023	Not completed <sup>3</sup>	Not completed

<sup>3</sup> We depend on feedback from our suppliers to obtain transparency. To raise transparency even more, we value continual sharing with them and correspondingly making them more aware.



As the largest proportion of our products consists of copper, this is where the greatest potential lies for being able to cut carbon emissions. Using lower emission copper enables us, for example, to reduce the emission factor from 4.12 kilograms CO<sub>2</sub> equivalent per kilogram (source: GaBi database 2023, corresponds to the worldwide average of copper cathodes) to below 1 kilogram CO<sub>2</sub> equivalent per kilogram.

We furthermore analysed plastics based on their ratio of materials and value. Based on these examinations, we identified plastics for which alternative materials are available and that present a significantly lower CO<sub>2</sub> factor. These alternatives can be both recycled and bio-based. A major advantage of bio-based materials lies in the fact they can be made from regenerative raw materials and can replace conventional plastics. Using regenerative raw materials enables us to lower dependence on fossil resources, which simultaneously leads to lowering of carbon emissions. Alternative materials in plastics are already used in series production as well as during the bidding phase and are expressly emphasised in our regular dialogue with customers. We aim to promote sustainable, substitute and recycled materials and draw attention to the fact to proactively support our customers in being able to reach more sustainable decisions.

Forming the basis for this are also our optimisation rules, on which we continued to work in 2023. They are embedded in our design rules and were made available in 2023 to our wiring system developers and component designers via our product lifecycle software tool. Along with using recycle, this is also about possible savings by means of

notches or perforation structures to save material. The tool is also applied to assess the use of consistent materials to facilitate better recycling and higher circularity based on modular construction.

The circularity of our product design was also a focal area of a thesis by the University of Ulm 2023 in which a method was developed whereby the various types of conductors can be evaluated with respect to their recyclability. Criteria were worked out for this purpose that point towards good recyclability. We adopted the findings as an extension in our design rules.

By using more recycle as well as promoting sustainable substitute materials we are exerting a positive effect on our product carbon footprint (PCF). LEONI calls for a corresponding PCF among its suppliers based on a cradle-to-gate assessment. This involves scrutinising emissions that arise from the point of raw material extraction through to the factory gate. Thereafter we broaden the calculation using a software tool and corresponding databases to include the emissions from our own production. Depending on how transport to the customer is organised, these resulting emissions are also considered. PCFs enable us to map the impact on the climate of a product, based on which sustainable decisions can then be reached and the environmental effects can be minimised. In new projects, LEONI calculates corresponding PCFs for all products, thereby making our ambitions in sustainable product development transparent and consequently contributing to LEONI's success.



The use of emission-reduced copper makes it possible to significantly reduce the emission factor.

# Conserving resources in environmental management

Alongside resource-conserving development of our products, environmentally compatible handling of resources at our facilities is also of crucial importance. This is where our environmental management systems play a key role. These systems enable us to measure and improve the environmental performance of our production facilities.

Environmental management at LEONI is led at divisional HQ by the HSEE function of the Quality Management & HSEE department, which is responsible for the HSEE policy that sets worldwide targets and guidelines for LEONI's production facilities. Together with the respective national provisions, these targets and guidelines form the basis for operational implementation by local HSEE managers. LEONI continually supports its managers in doing so by providing information and training schemes.

In 2023, all LEONI's production facilities had an ISO 14001-certified environmental management system. As part of our environmental management, we also apply the ISO 14001 stipulations on dealing with waste.

## WASTE MANAGEMENT

We monitor the waste at our production facilities from its creation through to disposal. Collection, recycling, further separation and sorting as well as transport and proper disposal of waste is organised in compliance with the local authority regulations, which at a minimum involves observing the nationally applicable laws. The following principle applies at LEONI with respect to the recycling economy as well as the associated waste hierarchy: avoid as far as possible; recovery has priority over disposal. We commission approved, certified service providers or disposal companies to collect and dispose of our waste. We ensure that the company is authorised as a waste disposal business under the national legislation.

In 2023, LEONI recorded a total 40,174 tons of waste (previous year: 38,400 tons) with the total volume of waste having increased by 5 percent year on year. Relative to our sales, the volume of waste remained virtually unchanged from the previous year with 7.4 tons per million euros in sales (previous year: 7.5 tons per million euros in sales).

About 37,390 tons of our total waste was non-hazardous while 7 percent, or 2,784 tons, was classified as hazardous. The non-hazardous waste includes such materials as paper, metal, plastic and residual waste. The hazardous waste involves, for example, waste created during the disposal of wire drawing coolants, electroplating, oil and lubricant.

Again in 2023, we trained our staff on waste separation to avoid and reduce our waste, and to increase recycling overall. In addition, we reviewed existing contracts with disposal companies and signed new contracts to ensure that waste is properly separated and recycled.

In our ACS, slightly damaged cable drums were repaired at its facility in Mexico. The damaged areas were made good with new material and the drums could thus be reused. By repairing them, we were able to reuse cable drums with a total weight of approx. 5.1 tons and thereby to withdraw them, under the waste hierarchy, from the originally planned next process, namely recycling.

### WASTE VOLUME<sup>1</sup>

2022 **7.5**  
2023 **7.4**

<sup>1</sup> t/m € sales

Another innovative approach to waste reduction involves reusing plastic and press-out waste material created, for example, when setting up for a change of colour or tools. This involves the mixed material having to be sorted by single origin and regranulated. The resulting granulate can be fed back into the original process, once and based on watching the colour combination, in partial quantities. Another way to reduce waste is to recycle cable leftovers stripped of insulation that can, once again sorted by single origin and purified, be added back into the original process. Both ways are currently being examined because the quality required of the material must be fulfilled despite this recycling process.

In our WSD, another facility in Romania procured a machine that can separate the plastic insulation of our cables. This pre-sorting makes recycling more efficient and thereby improves our recycling economy.

### WATER CONSUMPTION

At LEONI, we use water as a coolant for our production processes in closed cycles. Given that production at LEONI, and especially so in our WSD, is very labour-intensive, particularly operating sanitary equipment plays a key role in our water consumption. Despite the comparatively small amount of water used to make our products, we are committed to sparing use of water against the backdrop of a growing population, increasingly irregular precipitation as well as overuse and shortage of water resources.

This commitment also became part of our WSD's HSEE policy in 2023. We thereby undertake to ease the environmental impact that our products and processes have on water within the context of economic efficiency and technical feasibility. We have furthermore stipulated improvement of water quality and consumption management as a core operating principle in our Code of Conduct.

### TARGETS & PROGRESS

#### KEY FIGURE

Proportion of production facilities with a certified environmental protection system (ISO 14001)

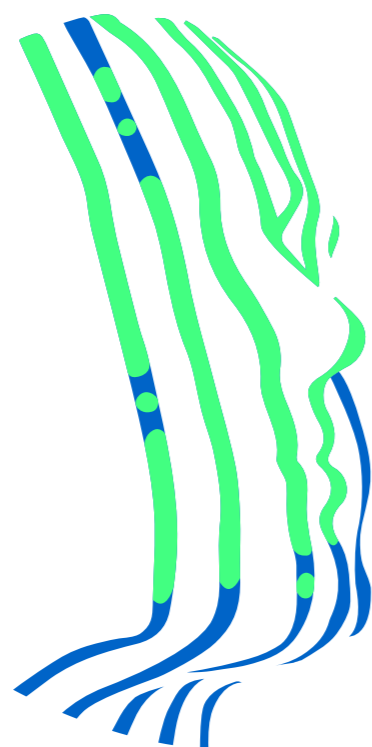
#### 2023 FIGURE

100%



In 2023, 100 per cent of all LEONI production facilities were certified with an environmental management system in accordance with ISO 14001.

DECENT WORK



REWIRE PEOPLE

**At LEONI, about 95,200 employees contribute to mobility of the future. It is a key success factor for LEONI to offer them good working conditions and simultaneously an important part of our social responsibility. To do this responsibility justice, we continually apply measures to remain attractive and future-proof as an employer and to support the health and safety of our employees.**

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT

-  ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR EVERYONE AT ALL AGES
-  ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS
-  PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL
-  STRENGTHENING THE MEANS OF IMPLEMENTATION AND FILLING THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT WITH NEW LIFE

# Attractive and responsible employer

LEONI considers being able to gain, retain and motivate capable employees to be among the basic conditions of business management and this is also a goal of our ReWire People focal area. Ecological sustainability will only be achieved in conjunction with social responsibility – after all, sustainability targets can only lead to success if they are put into action by employees with a long-term commitment. LEONI aims to create a constructive, motivating performance environment that promotes employees in their development and enables them to assume responsibility for interesting tasks.

Sustainability with its ecological and social interactions is of great importance to LEONI and responsibility for it is therefore taken at the highest level. This supports sustainable human resource management, which takes forward-looking strategic decisions and implements them systematically. On the international level, our Global HR Governance department is responsible for personnel management, and its management reports to the CHRO. The Global HR Governance department supports and manages employee matters organisationally and systematically through corresponding rules and stipulations for those responsible for HR at local, regional and / or division-overarching level. Overall, the duties of the HR department, which also include recruiting as required for LEONI's labour-intensive production and looking after staff, are fulfilled by this group of people – yet the management of our legal entities and all managers are also called upon to advocate for their staff members.

Such global frameworks as LEONI's corporate values, the LEONI Code of Conduct and the LEONI Social Charter ensure that employees in all countries have good working conditions. The fundamental requirement in this respect is to observe minimum international and national standards concerning working hours and holidays, occupational safety, occupational health, compensation and minimum wage as well as the right to collective bargaining, freedom of association and the ban on discrimination of any kind. LEONI furthermore attaches particular importance to the well-being of its employees and provides, for example and as needed, skills development, retirement and healthcare provision offerings as well as running social projects.

LEONI has set itself the objective of providing all staff with two learning activities (e.g. e-learning, schooling, training) per year. Regular training at the workplace is crucial to improving employees' skills and to keeping their capabilities current. This thereby supports not only individual career development, but also raises the efficiency and productivity of the team as a whole. It furthermore boosts the commitment of staff and contributes to establishing a positive working environment. We broadened our offering of learning activities at global and local level further in 2023. On the global level, we added about 90 courses to our portfolio and about 240 further courses in our local training catalogues. These new offerings refer to both functional expert knowledge and subjects relating to leadership, project management



We were able to achieve our goal of qualifying all LEONI employees with two learning activities per year ahead of schedule in 2023.

and soft skills. Particularly in leadership development for shift and team leaders, for example, we developed a new option based on a harmonised, global learning scheme and, at the end of 2023, piloted it in four countries (China, Serbia, Tunisia and Morocco). This new training will be rolled out further in 2024 alongside additional schemes for other management levels. Thanks to all these efforts, we reached our target of providing all staff with qualifications in two learning activities per year by 2025 early, namely in 2023.

A factor of particular importance at LEONI for its corporate success and employee satisfaction is dealing with diversity regarding gender, age, ethnic and cultural as well as professional background and mindset. A diverse corporate culture that promotes mutual respect and international collaboration equates not only a progressive understanding of values – it also provides the ideal basis for LEONI’s labour-intensive locations to successfully master the ever more complex tasks and challenges in our globalised economy. To promote diversity within the Company, LEONI has set itself the goal within the framework of its ReWire People focal area of having at least one female member of the Executive Board and of raising the proportion of women as well as non-German citizens in leading positions. As a company with a global presence that employed 55 percent women in 2023, LEONI can in the process draw on a large in-house pool of candidates and it continues to develop female staff members in a targeted way to qualify them for

leading positions. In our recruiting, too, we focus on diversity and search intensively for female candidates. For new recruits at senior management levels the rule is to shortlist at least one suitable female candidate. To raise the expertise and intercultural skills of managers regardless of their gender, LEONI furthermore values international experience and foreign secondments.

## SOCIAL PROJECTS

As part of ReWire People, we strive to run at least one social project a year at all our locations and to thereby boost sustainable development ecologically, socially and commercially outside the Company, too. We would like to delve into three examples:



Colleagues at our site in Roth collecting Christmas wishes to bring joy to children.

### WISHLIST CAMPAIGN IN GERMANY

At one of our locations in Germany, we run an annual Christmas wishlist campaign to fulfil a Christmas wish of children in need. We collect the wishes of these children, and our colleagues can then buy them gifts and thereby bring them great happiness. In addition, we stage a raffle on the Christmas market, the proceeds from which are donated to facilities for disabled people, for example.

### DONATIONS FOR THE LOCAL DOG SHELTER IN MEXICO

At the end of August, our colleagues collected more than 200 kilograms of food, toys and cleaning agents to improve the life of more than 400 puppies that are waiting for a home in the Evolución Animal A.C. dog shelter. This shelter is a non-profit society composed of volunteers from Yucatán and whose goal it is to bring about a change of mentality and awareness, to combat violence and discrimination in this federal state and to improve the well-being of these animals.



Colleagues of the LEONI plant Mérida 1 (Mexico) presented donations for the dog shelter and supported it with cleaning work.



More than 130 colleagues in Ukraine participated in the blood donation campaign to meet the demand for blood in hospitals.

### UNITY AND SOLIDARITY IN UKRAINE

In collaboration with local medical facilities, we organised blood donation campaigns in both Stryi and Kolomyia. In total, about 130 staff members participated. The blood donation campaign in Stryi was run using the 'Blood Center Bus'. This is a mobile laboratory that enables doctors to be closer to people who want to donate blood, as well as to those who need it.

This solidarity and generosity are inestimably valuable. We would like to take this opportunity to thank our colleagues for their commitment to these social projects in 2023.

## VALUE CAMPAIGN 2023

The values we share shape LEONI's identity and are at the heart of our corporate culture. They form the guiding architecture for all actions and decisions, provide support and orientation in our everyday conduct and are key element for LEONI's future success. Shared culture and values are crucial for a large international business like LEONI. Our values form the basis for confidence and allow successful and effective collaboration among each other as well as with internal and external stakeholders to flourish.

In 2023, we launched a year-long values campaign aimed at deepening the knowledge of our values and for them to be taken to heart and thereby to embed them more strongly in our Company. In the process, we directed the focus particularly on the values of 'care' and 'results orientation'. Over several weeks, staff members were given impetus to deepen their understanding of the respective focal value. They shared practical ideas and proactively put together local good practices to try out as well as apply and collated them on the values page in LEONI's intranet. With this sharing of ideas, we promote international collaboration and contribute to acting on our corporate values in our everyday work.

We furthermore started in 2023 to more deeply integrate LEONI's values in our corporate HR processes. They serve as a point of reference for desired conduct during the annual performance reviews of our staff members as well as during the onboarding process. This ensures that they become a fixed part of our everyday working life.

Through a global employee commitment survey with a randomly selected sample of approx. 10 percent of all LEONI employees (including active, permanent and temporary staff members, excluding external staff, working students, passive employees and interns) it also became clear that awareness of our LEONI values is already fairly high. 92 percent agreed with the statement "I know LEONI's values", a strong foundation on which we can continue to build.



Care



Collaboration



Respect



Responsibility



Result orientation



## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2023 FIGURE	2021 FIGURE (BASELINE YEAR)
Qualification of all LEONI employees with two learning activities (e.g. e-learning, training) per year <sup>1</sup>	100 %	2025	100 %	— <sup>1</sup>
Percentage of sites with at least one social project per year <sup>2</sup>	100 %	2025	58.3 %	37.0 %
Female members of the Executive Board	≥ 1	—	1	1
Quota of women at executive levels 1–3	20.0 %	2030	15.0 %	14.8 %
Quota of women in leadership positions	40.0 %	2040	32.3 %	36.0 %
Quota of non-German citizens at executive levels 1–3 <sup>3</sup>	60.0 %	2030	51.8 %	50.0 %

<sup>1</sup> This figure was not recorded up to and incl. 2021.

<sup>2</sup> The scope of consideration = includes ≥ 30 employees.

<sup>3</sup> The quota refers to WSD and AG, excluding ACS.

# Occupational health and safety

Occupational health and safety are of exceptional importance to the well-being of our employees. A safe workplace minimises the risk of accidents and injuries, and it contributes to a positive work atmosphere.

Like energy and environmental management, occupational health and safety at LEONI is managed at corporate level by the HSEE function of the Quality Management & HSEE department, while local HSEE managers implement worldwide goals and guidelines operationally for the production facilities.

The most important occupational health and safety measures at LEONI include general operating principles as well as occupational safety management systems in line with such internationally recognised standards as ISO 45001. They enable us to establish the safest possible and healthy working environment for employees at our facilities and to prove this to customers and other third parties. Among other

aspects, this working environment stands out with regular first aid courses, health checks and vaccination campaigns. In 2023, 10 percent of ACS facilities were ISO 45001 certified. A project was furthermore launched in the ACS division that aims to establish a certified occupational health and safety management system (ISO 45001) at all ACS locations by 2028. The Wiring Systems Division has set itself the target of having all its facilities ISO 45001 certified by 2025. In 2023, 68 percent of WSD production facilities were ISO 45001 certified. In total, therefore, 57 percent of our production facilities within the LEONI Group are ISO 45001 certified.

Safety training sessions were held at 95 percent of our facilities. At approx. 80 percent of our sites, we furthermore conducted such health and safety protection projects as breast cancer prevention, blood tests, flu vaccinations and also preventive medical checkups. LEONI furthermore offered its employees the company's own medical care

services at 77 percent of its sites. The rate of work accidents stood at 0.20 per 100 employees in 2023 (previous year: 0.25). Alongside monthly safety inspections and internal audits, we held regular global meetings of those in charge of HSEE in 2023 to lower the accident rate. The focus was on sharing information on occupational health and safety incidents and the knowledge gained from them. In addition, there was monthly reporting at global level on the key ratios of Lost Time Injury Frequency (LTIF) and Accident Severity Rate (ASR) to identify accident hotspots and thus to preventively avoid them.

## OCCUPATIONAL HEALTH AND SAFETY

**57%**

Proportion of production facilities with certified occupational health and safety protection (ISO 45001)

**77%**

Percentage of facilities that offer medical care services<sup>1</sup>

**1.03**

Lost time injury frequency rate (LTIR) for direct employees due to accidents at work<sup>2</sup>

**0.02**

Lost time injury severity rate (LTI) for direct employees due to accidents at work<sup>3</sup>

<sup>1</sup> The scope of consideration includes facilities ≥ 30 employees.

<sup>2</sup> Calculation basis: total number of accidents at work with lost time x 1,000,000 ÷ total hours worked

<sup>3</sup> Calculation basis: Number of days lost due to injuries x 1,000 ÷ total hours worked

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2023 FIGURE	2021 FIGURE (BASELINE YEAR)
Percentage of production facilities with certified occupational health and safety protection (ISO 45001) <sup>1</sup>	100 %	2025 (WSD) 2028 (ACS)	68.2 % (WSD) 10.0 % (ACS)	38.0 %
Percentage of sites with annual occupational health and safety protection projects <sup>2</sup>	100 %	2025	78.6 %	84.0 %
Annual accident rate per 100 employees	≤ 0.3	2023	0.2	0.4

<sup>1</sup> We have been working on target adjustment to reintegrate ACS since 2023. The target set for the ACS division differed from that set for the WSD.

<sup>2</sup> The scope of consideration includes facilities ≥ 30 employees.

# Key 2023 sustainability figures

## LOCATIONS

LOCATIONS INCLUDED

### UNIT

Number

### 2023

**100<sup>1</sup>**  
 WSD: 82 • BG PS: 6 • ACS: 11  
 Holding: 1

### 2022

**68**  
 WSD: 52 • WCS: 15  
 Holding: 1

### 2021

**93**  
 WSD: 56 • WCS: 36  
 Holding: 1

<sup>1</sup> The locations to be considered can differ depending on the key figure. Any deviation is noted with the corresponding key figure.

## COMPLIANCE

COMPLETION RATE ON GUIDELINE ON COMBATING CORRUPTION AND BRIBERY

%

### 2023

**81.0**  
 WSD: 83.0 • BG PS: 71.2  
 ACS: 68.6 • Holding: 86.3

### 2022

**68.0**  
 WSD: 76.7 • WCS: 39.1  
 Holding: 85.0

### 2021

**87.0**  
 WSD: 87.4 • WCS: 85.4  
 Holding: 97.7

COMPLETION RATE OF E-LEARNING ON ANTI-CORRUPTION

%

### 2023

**91.3**  
 WSD: 91.2 • BG PS: 0  
 ACS: 100 • Holding: 96.7

### 2022

**90.2**  
 WSD: 89.8 • WCS: 92.3  
 Holding: 98.2

### 2021

**92.9**  
 WSD: 92.7 • WCS: 93.6  
 Holding: 94.9

COMPLETION RATE OF LIVING CODE QUIZ

%

### 2023

**84.5**  
 WSD: 84.5 • BG PS: 0  
 ACS: 50.0 • Holding: 91.1

### 2022

**82.5**  
 WSD: 84.4 • WCS: 64  
 Holding: 93.2

### 2021

**92.2**  
 WSD: 91.9 • WCS: 93.5  
 Holding: 93.9

# Key 2023 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2023	2022	2021
<b>ENERGY CONSUMPTION</b>				
ELECTRICITY	MWh	<b>334,039</b> WSD: 156,526 • BG PS: 28,831 ACS: 147,682 • Holding: 1,000	<b>350,574</b> WSD: 165,394 • WCS: 174,337 Holding: 10,843	<b>371,654</b> WSD: 152,052 • WCS: 218,063 Holding: 1,539
DISTRICT HEATING	MWh	<b>3,951</b> WSD: 3,440 • BG PS: 0 ACS: 0 • Holding: 511	<b>7,703</b> WSD: 7,117 • WCS: 0 Holding: 585	<b>12,552</b> WSD: 10,440 • WCS: 1,508 Holding: 604
FOSSIL FUELS	MWh	<b>59,393</b> WSD: 27,237 • BG PS: 2,227 ACS: 29,929 • Holding: 0	<b>91,414</b> WSD: 27,381 • WCS: 38,929 Holding: 25,103	<b>123,168</b> WSD: 38,665 • WCS: 84,503 Holding: 0
RENEWABLE ENERGY SOURCES	MWh	<b>2,589</b> WSD: 2,589 • BG PS: 0 ACS: 0 • Holding: 0	<b>5,027</b> WSD: 5,027 • WCS: 0 Holding: 0	<b>6,181</b> WSD: 6,181 • WCS: 0 Holding: 0
TOTAL ENERGY CONSUMPTION	MWh	<b>399,969</b> WSD: 189,789 • BG PS: 31,058 ACS: 177,612 • Holding: 1,511	<b>454,718</b> WSD: 204,920 • WCS: 213,266 Holding: 36,532	<b>513,556</b> WSD: 207,337 • WCS: 304,077 Holding: 2,142

# Key 2023 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2023	2022	2021
<b>GREENHOUSE GAS EMISSIONS</b>				
SCOPE 1	t CO <sub>2e</sub>	<b>15,213</b> WSD: 8,353 • BG PS: 552 ACS: 6,215 • Holding: 93	<b>20,600</b> WSD: 7,771 • WCS: 8,176 Holding: 4,652	<b>35,124</b> WSD: 17,711 • WCS: 17,273 Holding: 140
SCOPE 2	t CO <sub>2e</sub>	<b>105,819</b> WSD: 53,844 • BG PS: 15,999 ACS: 35,976 • Holding: 0	<b>130,734</b> WSD: 65,623 • WCS: 65,112 Holding: 0	<b>151,172</b> WSD: 68,830 • WCS: 81,309 Holding: 1,033
SCOPE 3	t CO <sub>2e</sub>	<b>429,373<sup>1</sup></b> WSD: – • BG PS: – ACS: – • Holding: –	<b>572,252<sup>1</sup></b> WSD: – • WCS: – Holding: –	<b>618,523<sup>1</sup></b> WSD: – • WCS: – Holding: –
SCOPE 1 AND 2	t CO <sub>2e</sub>	<b>121,032</b> WSD: 62,197 • BG PS: 16,551 ACS: 42,191 • Holding: 93	<b>151,334</b> WSD: 73,394 • WCS: 73,288 Holding: 4,652	<b>186,296</b> WSD: 86,541 • WCS: 98,582 Holding: 1,173
BIOGENIC EMISSIONS	t CO <sub>2e</sub>	<b>28</b> WSD: 28 • BG PS: 0 ACS: 0 • Holding: 0	<b>47</b> WSD: 47 • WCS: 0 Holding: 0	<b>94</b> WSD: 94 • WCS: 0 Holding: 0

<sup>1</sup> Scope 3 emissions have so far been recorded only in part and not broken down by division. The accounting is currently being developed further.

# Key 2023 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2023	2022	2021
<b>WATER CONSUMPTION</b>				
WATER FROM THIRD PARTIES	m <sup>3</sup>	<b>792,781</b> WSD: 652,055 • BG PS: 35,419 ACS: 104,563 • Holding: 744	- <sup>1</sup>	- <sup>1</sup>
SURFACE WATER	m <sup>3</sup>	<b>103,101<sup>3</sup></b> WSD: 2,013 • BG PS: 0 ACS: 101,088 • Holding: 0	<b>689,292</b> WSD: 502,224 • WCS: 187,068 Holding: 0	<b>724,332</b> WSD: 472,528 • WCS: 250,023 Holding: 1,781
GROUNDWATER	m <sup>3</sup>	<b>227,069<sup>3</sup></b> WSD: 73,656 • BG PS: 0 ACS: 153,413 • Holding: 0	<b>515,319</b> WSD: 159,953 • WCS: 318,744 Holding: 36,622	<b>798,412</b> WSD: 338,334 • WCS: 460,078 Holding: 0
RAIN WATER	m <sup>3</sup>	<b>100,350</b> WSD: 100,270 • BG PS: 80 ACS: 0 • Holding: 0	<b>149,950</b> WSD: 149,950 • WCS: 0 Holding: 0	<b>99,933</b> WSD: 99,843 • WCS: 90 Holding: 0
OWN SOURCES	m <sup>3</sup>	<b>168,920</b> WSD: 119,250 • BG PS: 0 ACS: 49,670 • Holding: 0	<b>162,213</b> WSD: 117,624 • WCS: 44,589 Holding: 0	- <sup>2</sup>
ABSOLUTE WATER CONSUMPTION	m <sup>3</sup>	<b>1,392,221</b> WSD: 947,244 • BG PS: 35,499 ACS: 408,734 • Holding: 744	<b>1,516,774</b> WSD: 929,751 • WCS: 550,401 Holding: 36,622	<b>1,622,677</b> WSD: 910,706 • WCS: 710,191 Holding: 1,781

<sup>3</sup> Given the recording of water sourced from third parties, there are shifts and differences versus the prior-year figures.

<sup>1</sup> Water sourced from third parties has only been recorded since 2023.

<sup>2</sup> Water consumption from own sources has only been recorded since 2022.

# Key 2023 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2023	2022	2021
<b>WASTE VOLUME</b>				
NON-HAZARDOUS WASTE	t	<b>37,390</b> WSD: 22,486 • BG PS: 1,160 ACS: 13,635 • Holding: 109	<b>35,709</b> WSD: 20,709 • WCS: 14,974 Holding: 1	<b>43,812</b> WSD: 22,035 • WCS: 21,631 Holding: 146
OF WHICH RECYCLED NON-HAZARDOUS WASTE	t	<b>32,542</b> WSD: 18,854 • BG PS: 1,066 ACS: 12,621 • Holding: 0	<b>29,621</b> WSD: 16,117 • WCS: 13,478 Holding: 26	<b>35,402</b> WSD: 18,812 • WCS: 16,590 Holding: 0
HAZARDOUS WASTE	t	<b>2,784</b> WSD: 501 • BG PS: 1,253 ACS: 1,030 • Holding: 0	<b>2,709</b> WSD: 663 • WCS: 2,031 Holding: 15	<b>2,470</b> WSD: 417 • WCS: 2,053 Holding: 0
OF WHICH RECYCLED HAZARDOUS WASTE	t	<b>2,700</b> WSD: 459 • BG PS: 1,251 ACS: 989 • Holding: 0	<b>2,580</b> WSD: 542 • WCS: 2,024 Holding: 15	<b>2,141</b> WSD: 359 • WCS: 1,782 Holding: 0
ABSOLUTE WASTE VOLUME	t	<b>40,174</b> WSD: 22,987 • BG PS: 2,412 ACS: 14,665 • Holding: 109	<b>38,417</b> WSD: 21,372 • WCS: 17,005 Holding: 16	<b>46,282</b> WSD: 22,452 • WCS: 23,684 Holding: 146



# Key 2023 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2023	2022	2021
<b>ENERGY CONSUMPTION</b>				
ELECTRICITY RELATIVE TO SALES	MWh/ € million in sales	<b>61.2</b> WSD: 28.7 • BG PS: 5.3 ACS: 27.0 • Holding: 0.2	<b>68.8</b> WSD: 32.5 • WCS: 34.2 Holding: 2.1	<b>72.6</b> WSD: 29.7 • WCS: 42.6 Holding: 0.3
DISTRICT HEATING RELATIVE TO SALES	MWh/ € million in sales	<b>0.7</b> WSD: 0.6 • BG PS: 0 ACS: 0 • Holding: 0.1	<b>1.5</b> WSD: 1.4 • WCS: 0 Holding: 0.1	<b>2.5</b> WSD: 2.0 • WCS: 0.4 Holding: 0.1
FOSSIL FUELS RELATIVE TO SALES	MWh/ € million in sales	<b>10.9</b> WSD: 5.0 • BG PS: 0.4 ACS: 5.5 • Holding: 0	<b>17.9</b> WSD: 5.4 • WCS: 7.6 Holding: 4.9	<b>24.1</b> WSD: 7.6 • WCS: 16.5 Holding: 0
RENEWABLE ENERGY SOURCES RELATIVE TO SALES	MWh/ € million in sales	<b>0.5</b> WSD: 0.5 • BG PS: 0 ACS: 0 • Holding: 0	<b>1.0</b> WSD: 1.0 • WCS: 0 Holding: 0	<b>1.2</b> WSD: 1.2 • WCS: 0 Holding: 0
TOTAL ENERGY CONSUMPTION RELATIVE TO SALES	MWh/ € million in sales	<b>73.2</b> WSD: 34.7 • BG PS: 5.7 ACS: 32.5 • Holding: 0.3	<b>89.3</b> WSD: 40.3 • WCS: 41.9 Holding: 7.1	<b>100.4</b> WSD: 40.5 • WCS: 59.5 Holding: 0.4

# Key 2023 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2023	2022	2021
<b>GREENHOUSE GAS EMISSIONS</b>				
SCOPE 1 RELATIVE TO SALES	t CO <sub>2e</sub> / € million in sales	<b>2.8</b> WSD: 1.5 • BG PS: 0.1 ACS: 1.1 • Holding: 0	<b>4.0</b> WSD: 1.5 • WCS: 1.6 Holding: 0.9	<b>6.9</b> WSD: 3.5 • WCS: 3.4 Holding: 0
SCOPE 2 PRO RELATIVE TO SALES	t CO <sub>2e</sub> / € million in sales	<b>19.4</b> WSD: 9.9 • BG PS: 2.9 ACS: 6.6 • Holding: 0	<b>25.7</b> WSD: 12.9 • WCS: 12.8 Holding: 0	<b>29.5</b> WSD: 13.4 • WCS: 15.9 Holding: 0.2
SCOPE 3 PRO RELATIVE TO SALES	t CO <sub>2e</sub> / € million in sales	<b>78.6<sup>1</sup></b> WSD: – • BG PS: – ACS: – • Holding: –	<b>112.4<sup>1</sup></b> WSD: – • WCS: – Holding: –	<b>120.8<sup>1</sup></b> WSD: – • WCS: – Holding: –
SCOPE 1 AND 2 RELATIVE TO SALES	t CO <sub>2e</sub> / € million in sales	<b>22.2</b> WSD: 11.4 • BG PS: 3.0 ACS: 7.7 • Holding: 0	<b>29.8</b> WSD: 14.4 • WCS: 14.4 Holding: 1.0	<b>36.4</b> WSD: 16.9 • WCS: 19.3 Holding: 0.2
BIOGENIC EMISSIONS RELATIVE TO SALES	t CO <sub>2e</sub> / € million in sales	<b>0</b> WSD: 0 • BG PS: 0 ACS: 0 • Holding: 0	<b>0</b> WSD: 0 • WCS: 0 Holding: 0	<b>0</b> WSD: 0 • WCS: 0 Holding: 0

<sup>1</sup> Scope 3 emissions have so far been recorded only in part and not broken down by division. The accounting is currently being developed further.

# Key 2023 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2023	2022	2021
<b>WATER CONSUMPTION</b>				
WATER FROM THIRD PARTIES RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>145.1</b> WSD: 119.4 • BG PS: 6.5 ACS: 19.1 • Holding: 0.1	— <sup>1</sup>	— <sup>1</sup>
SURFACE WATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>18.9<sup>2</sup></b> WSD: 0.4 • BG PS: 0 ACS: 18.5 • Holding: 0	<b>135.3</b> WSD: 98.6 • WCS: 36.7 Holding: 0	<b>141.5</b> WSD: 92.3 • WCS: 48.9 Holding: 0.3
GROUNDWATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>41.6<sup>2</sup></b> WSD: 13.5 • BG PS: 0 ACS: 28.09 • Holding: 0	<b>101.2</b> WSD: 31.4 • WCS: 62.6 Holding: 7.2	<b>156.0</b> WSD: 66.1 • WCS: 89.9 Holding: 0
RAIN WATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>18.4</b> WSD: 18.4 • BG PS: 0 ACS: 0 • Holding: 0	<b>29.4</b> WSD: 29.4 • WCS: 0 Holding: 0	<b>19.5</b> WSD: 19.5 • WCS: 0 Holding: 0
OWN SOURCES RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>30.9</b> WSD: 21.8 • BG PS: 0 ACS: 9.1 • Holding: 0	<b>31.9</b> WSD: 23.1 • WCS: 8.8 Holding: 0	— <sup>1</sup>
ABSOLUTE WATER CONSUMPTION RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>254.9</b> WSD: 173.4 • BG PS: 6.5 ACS: 74.8 • Holding: 0.1	<b>297.9</b> WSD: 182.6 • WCS: 108.1 Holding: 7.2	<b>317.0</b> WSD: 177.9 • WCS: 138.8 Holding: 0.3

<sup>2</sup> Given the recording of water sourced from third parties, there are shifts and differences versus the prior-year figures.

<sup>1</sup> Water sourced from third parties has only been recorded since 2023.

# Key 2023 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2023	2022	2021
<b>WASTE VOLUME</b>				
NON-HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>6.8</b> WSD: 4.1 • BG PS: 0.2 ACS: 2.5 • Holding: 0	<b>7.0</b> WSD: 4.1 • WCS: 2.9 Holding: 0	<b>8.6</b> WSD: 4.3 • WCS: 4.3 Holding: 0
OF WHICH RECYCLED NON-HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>6.0</b> WSD: 3.5 • BG PS: 0.2 ACS: 2.3 • Holding: 0	<b>5.8</b> WSD: 3.2 • WCS: 2.6 Holding: 0	<b>6.9</b> WSD: 3.7 • WCS: 3.2 Holding: 0
HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>0.5</b> WSD: 0.1 • BG PS: 0.2 ACS: 0.2 • Holding: 0	<b>0.5</b> WSD: 0.1 • WCS: 0.4 Holding: 0	<b>0.5</b> WSD: 0.1 • WCS: 0.4 Holding: 0
OF WHICH RECYCLED HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>0.5</b> WSD: 0.1 • BG PS: 0.2 ACS: 0.2 • Holding: 0	<b>0.5</b> WSD: 0.1 • WCS: 0.4 Holding: 0	<b>0.4</b> WSD: 0.1 • WCS: 0.3 Holding: 0
ABSOLUTE WASTE VOLUME RELATIVE TO SALES	t/ € million in sales	<b>7.4</b> WSD: 4.2 • BG PS: 0.4 ACS: 2.7 • Holding: 0.2	<b>7.5</b> WSD: 4.2 • WCS: 3.3 Holding: 0	<b>9.1</b> WSD: 4.4 • WCS: 4.7 Holding: 0

# Key 2023 sustainability figures

## PERSONNEL RATIOS

	UNIT	2023	2022	2021
<b>EMPLOYEES</b>				
ACTIVE EMPLOYEES, TOTAL	Number	<b>95,222</b> WSD: 91,546 • ACS: 3,470 Holding: 206	<b>95,090</b> WSD: 90,940 • WCS: 3,935 Holding: 215	<b>101,372</b> WSD: 93,705 • WCS: 7,457 Holding: 210
PROPORTION OF WHITE COLLAR (DIRECT) EMPLOYEES	%	72.8	71.6	71.5
PROPORTION OF BLUE COLLAR (INDIRECT) EMPLOYEES	%	15.7	12.4	13.1
PROPORTION OF WHITE COLLAR (INDIRECT) EMPLOYEES	%	11.5	16.0	15.4
QUALIFICATION OF ALL LEONI STAFF WITH TWO LEARNING ACTIVITIES (E.G. E-LEARNING, SCHOOLING, TRAINING) PER YEAR	%	100	56.0	— <sup>1</sup>
PROPORTION OF SITES WITH AT LEAST ONE SOCIAL PROJECT PER YEAR <sup>2</sup>	%	53.3	48.1	37.0
FEMALE MEMBERS OF THE EXECUTIVE BOARD	Number	1	1	1
QUOTA OF WOMEN AT EXECUTIVE LEVELS 1–3 <sup>3</sup>	%	15.0	17.0	14.8
QUOTA OF WOMEN IN LEADERSHIP POSITIONS	%	32.3	34.0	36.0
QUOTA OF NON-GERMAN CITIZENS AT EXECUTIVE LEVELS 1–3 <sup>3</sup>	%	51.8	53.9	50.0

<sup>2</sup> The scope of consideration includes facilities ≥ 30 employees.

<sup>3</sup> In Business Group (division from 2023) Automotive Cable Solutions (ACS) the key figure refers to executive levels 1–2.

<sup>1</sup> The figures were previously not recorded.

# Key 2023 sustainability figures

## HEALTH-SAFETY-ENVIRONMENT-ENERGY (HSEE) FIGURES

	UNIT	2023	2022	2021
<b>HEALTH-SAFETY-ENVIRONMENT-ENERGY (HSEE)</b>				
PROPORTION OF PRODUCTION FACILITIES <sup>1</sup> WITH A CERTIFIED ENVIRONMENTAL PROTECTION SYSTEM (ISO 14001)	%	<b>100</b> WSD: 100 • ACS: 100	<b>100</b> WSD: 100 • WCS: 100	<b>86.0</b> WSD: 78.0 • WCS: 83.0 Holding: 0 <sup>2</sup>
PROPORTION OF PRODUCTION FACILITIES <sup>1</sup> WITH CERTIFIED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (ISO 45001)	%	<b>57.4</b> WSD: 68.2 • ACS: 10	<b>50.0</b> WSD: 62.7 • WCS: 6.7	<b>38.0</b> WSD: 60.0 • WCS: 3.0 Holding: 0 <sup>2</sup>
ACCIDENTS AT WORK	Number	<b>189</b> WSD: 124 • ACS: 65 Holding: 0	<b>253</b> WSD: 156 • WCS: 97 Holding: 0	<b>429</b> WSD: 273 • WCS: 153 Holding: 3
ACCIDENT RATE	Accidents per 100 employees	0.2	0.3	0.4
PERCENTAGE SITES WITH ANNUAL OCCUPATIONAL SAFETY AND SAFETY PROTECTION PROJECTS	%	<b>78.6</b> WSD: 77.9 • ACS: 80 BG PS: 80.0 • Holding: 100	<b>88.2</b> WSD: 90.4 • WCS: 86.7 Holding: 0	<b>84.0</b> WSD: 82.0 • WCS: 89.0 Holding: 0
PROPORTION OF FACILITIES OFFERING MEDICAL CARE SERVICES <sup>3</sup>	%	<b>77.0</b> WSD: 78.0 • ACS: 72.7 BG PS: 66.7 • Holding: 100	<b>76.5</b> WSD: 71.0 • WCS: 93.3 Holding: 100	<b>68.0</b> WSD: 77.0 • WCS: 53.0 Holding: 100

<sup>1</sup> Production facilities in 2023: WSD: 49, ACS: 10

<sup>3</sup> The scope of consideration includes facilities ≥ 30 employees.

<sup>2</sup> In 2021, the non-production sites were included in these key figures.

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 Statement on upholding human rights  
 Charitable projects  
 Whistleblower system  
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 LEONI Code of Conduct for Business Partners  
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- Whistleblower system
- LEONI Code of Conduct
- LEONI Code of Conduct for Business Partners
- Living Code policy on combating corruption and bribery
- Risk management system

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**“WE HAVE THE  
OPPORTUNITY TO  
HELP ACTIVELY  
SHAPE THE PATH  
TOWARDS SUSTAIN-  
ABLE LIVING.”**

**LEONI AG**

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