



LEONI-Gruppe

Statement of the LEONI Group on Human Rights

LEONI is a global provider of products and solutions for energy and data management in the automotive sector. The value chain ranges from standardized cables and special cables to highly complex wiring systems and related components. By developing next-generation cable and wiring systems, LEONI supports its customers as an innovation partner and solutions provider with pronounced development and systems expertise on the way to increasingly sustainable and connected mobility concepts. The market-listed group of companies employs end of 2021 about 101,000 employees in 28 countries and generated consolidated sales of € 5.1 billion in 2021. The LEONI Group consists of LEONI AG and two divisions, Wiring Systems and Wire & Cable Solutions, with their respective subsidiaries. LEONI AG acts as the holding company and uses its corporate function to perform overarching tasks for the entire LEONI Group. The two divisions are structured differently and are active in different market environments. To ensure they can fully realize their potential, they will follow separate development paths in the future. LEONI will focus primarily on the wiring systems business, resulting in a separation from the WCS Division.

LEONI strongly believes that social responsibility is a key factor in terms of the company's long-term success. Respecting human rights and observing fundamental social principles have always been essential elements of LEONI's value-based approach to management, making an important contribution to worldwide peace and prosperity. LEONI does not tolerate human rights violations, and violations are unequivocally sanctioned. LEONI's management, all employees and its suppliers

are required to prevent human rights violations such as modern slavery and human trafficking in business activities.

The LEONI Code of Conduct, the LEONI Code of Conduct for Business Partners and the LEONI Social Charter set out the importance of human rights for LEONI and the obligation to comply with them.

Furthermore, the regulations for occupational safety, health protection and environmental protection are integrated in the LEONI Group's policy for work, health and the environment. These regulations are made available to employees and corresponding training sessions are provided. While the regulations form the basis, this statement serves to describe recent process developments to identify, address and prevent modern slavery in LEONI's operations and supply chains. It serves to meet the requirements of the UN Guidelines on Business and Human Rights and the resulting national requirements such as the UK Modern Slavery Act.

In 2022, LEONI developed the new sustainability program ReWire. Within this framework, LEONI's commitment to sustainability was focused on key sustainability issues and their relevance to the corporate strategy was elaborated. ReWire has three focus areas: Climate Protection, Material Efficiency & Resource Conservation and Decent Work. The latter reflects social sustainability such as good working and living conditions and respect for international human rights for LEONI employees and throughout the supply chain.

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In 2021 LEONI has taken the „Human Rights“ aspect of ReWire further against the backdrop of the Supply Chain Due Diligence Act by analyzing the requirements and now defining processes and measures to meet them, which will subsequently be recorded in internal regulations. Plans include risk analyses for possible human rights violations for LEONI's own business operations as well as for suppliers and business partners and deriving measures to reduce these risks, such as through training in human rights.

LEONI also calls on its suppliers to act sustainably and with integrity, to comply with national and international regulations and in particular to respect human rights. Both the general terms and conditions of business and the LEONI Code of Conduct for Business Partners oblige all suppliers to comply with the relevant principles and the principles of the UN Global Compact.

LEONI follows the principle enshrined in the Code of Conduct for Business Partners that violations by existing suppliers,

especially of internationally recognized human rights such as modern slavery and human trafficking, will not be tolerated. In 2021, LEONI did not have any confirmed cases of violations of social or ecological standards

LEONI endeavors to avoid the use of conflict minerals such as gold, tantalum, tin or tungsten, which are extracted in disregard of human rights and calls on its suppliers to do so. This is set out in a group-wide guideline on conflict minerals, which is implemented in both divisions. Since 2014, LEONI has been voluntarily informing interested customers, using a standardized template (CMRT) in accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act, to what extent products of LEONI contain conflict minerals originating from mines or smelters in certain countries. In this context, LEONI requests the necessary information from its suppliers on an annual basis. This promotes the traceability of these substances as well as the transparency of the supply chain and supports LEONI's customers to meet their respective requirements.

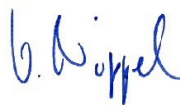
Nuremberg, 30 November 2022



Aldo Kamper
Chairman of the
Board of Directors (CEO)



Dr. Ursula Biernert
Member of the Board of Directors
(CHRO) and Labour Director



Dr. Harald Nippel
Member of the Board of
Directors (CFO)



Ingo Spengler
Member of the Board of
Directors (COO)