

Policy for

environment, occupational health and safety & energy

LEONI Cable Solutions is a global provider of cables, wires and service solutions for efficient energy and data management in the automotive sector and various other industries.

As a company operating internationally, we endeavor to combine commercial success with responsible conduct vis-à-vis people, the environment, and society. We are aware of our responsibility that stems from such worldwide and long-term challenges as demographic change, climate change, and the limited availability of resources. Based on the LEONI LCS values, we strive for sustainable business growth that reconciles the economic, ecological, and societal demands on us. Our Code of Conduct and its implementation play a key role in this respect. We offer our customers reliable, high quality, and environmentally compatible products, which we make based on observing applicable health and safety regulations. We are working on continually improving the measures that contribute to enhancing our social and ecological commitment. To do so, we make use of internationally recognized management systems. This policy gives us the framework for setting and checking corresponding targets.

Our operating principles:

- Socially and ecologically responsible conduct is an integral part of our corporate strategy.
- We consider occupational safety, health, and environmental protection to be part of any leadership responsibility.
- We set ourselves targets for ongoing improvement in occupational safety, health, and environmental protection as well as energy efficiency, also within the framework of our integrated management system.
- We provide the information and resources needed to attain our targets.
- We limit the environmental impact of our products and processes within the confines of what is economically and technically feasible.
- We value responsible procurement and efficient use of resources and energy.
- We adhere to all binding obligations concerning occupational safety, health, and environmental protection as well as energy use. The applicable national standards are minimum requirements in this respect. We regularly make sure that legal and other requirements (e.g., Stockholm Convention, Minamata Convention, Paris Convention, etc.) are applied.
- We establish and promote mutual trust through dialog with all concerned interest groups and, inside the company, especially with our employees and their representatives.
- We encourage our staff to take personal responsibility in acting with awareness of occupational safety, health, and environmental protection as well as energy efficiency by providing information, training sessions, and appealing to them to also contribute their own ideas and proposed solutions.

With respect to occupational health and safety, our operating principles mean this in particular:

- We provide safe and healthy places of work and working conditions to avoid work-related injuries and illnesses.
- We are committed to eradicating threats and to minimizing risks to the health and safety of our employees as well as of other interested parties.

With respect to environmental protection and improving energy efficiency, our operating principles mean that:

- We strive to reuse and recycle during the individual stages of the life of our products within the confines of what is economically and technically feasible. We prioritize avoiding waste over recycling, reuse, and disposal.
- We take action to mitigate climate change (e.g., decarbonization / use of renewable energy) and to adapt to its unavoidable fallout.
- We contribute to protecting biodiversity and ecosystems by making sustainable use of resources, among other means.
- We consider ways to improve energy-related performance in designing, changing, renovating, or overhauling installations and facilities.

LEONI Cable Solutions
Roth, September 2025



Markus Thoma