

# Sustainability Report 2024

LEONI



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## FOREWORD

**Sustainability is and will continue to be of prime importance to LEONI. We continue to be actively committed to fulfilling sustainability standards, and in so doing considering both statutory provisions and customer-specific requirements. We attach particular importance to the concerns of employees, environmental aspects as well as to respecting human rights along our entire value chain. Under our ReWire sustainability programme, we worked hard in 2024 on further strengthening our standards and requirements in the focal areas of climate protection, material efficiency & resource conservation as well as decent work by setting specific targets and measures.**



The Chairman of the Executive Board of LEONI AG:  
Klaus Rinnerberger

We took further steps to permanently underpinning our values and standards within the Company. As part of a Group-wide awareness campaign on the new LEONI Code of Conduct, we introduced mandatory training for all employees. A wide variety of measures like placards, a personal message from the Chief Executive as well as explanatory videos accompanied the campaign. In addition, we made a voluntary online training course available to our business partners to promote shared understanding of ethical conduct. In 2024, we stated our commitment to the Science Based Targets initiative (SBTi) within our ReWire Climate section, and thereby established the basis for a binding and scientifically grounded climate protection strategy. At the same time, we are continuing to work on a comprehensive plan for transitioning to decarbonization that also takes into account the upcoming, corresponding requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Having set up a new carbon accounting software tool was another significant milestone on this journey. It enables us to record, calculate and analyse our Scope 3 emissions even more systematically. The tool improves the transparency and efficiency of calculating and analysing emissions and thereby helps us significantly in realising our climate targets and further developing our decarbonization strategy. Another example of a

major step towards attaining our climate targets was having converted two facilities of the Division Automotive Cable Solutions (ACS) – in Slovakia and Turkey – to power from renewable energy. Not only will this reduce our carbon footprint, but it will also take us closer to our target of exclusively consuming power from renewable energy only by 2030. Our Supplier Summit, during which we once again presented our Supplier Sustainability Award, was a particular highlight in 2024. This award commends outstanding sustainability achievements of our business partners and promotes ongoing improvement along our supply chain.

In our ReWire Resources segment, we initiated several strategic customer projects to evaluate sustainable material alternative in 2024. In so doing, we further enhanced the use of recycled and bio-based materials in a targeted way and continually shared information with our customers to forge ahead with joint, sustainable solutions. Our Press Tech Day in July 2024, during which we presented, among other things, our new LIMEVERSE product line – a completely recyclable range that is resolutely focused on using sustainable materials – was a special event.

In the ReWire People segment, too, we managed to reach an important milestone with respect to our targets for health and

safety: All the production facilities of our Wiring Systems Division (WSD) that have existed for more than two years were successfully ISO 45001 certified – the internationally recognised standard for effective management systems in the area of occupational health and safety. We thereby met our target of having all WSD facilities ISO 45001 certified by 2025 early. Open sharing of information is a core element of our corporate culture that was also further underpinned in 2024. The focus was on the practical elements of ideas and local good practices in the context of our corporate values. In this way, we identified worthwhile approaches and successfully carried these over to other areas of business. This not only enhanced pan-location dialogue, but also segment-overarching collaboration within our global network. The progress achieved in 2024 underscores our continuous commitment to sustainable development. We will continue these efforts in the years ahead to be able to address future challenges promptly, holistically and effectively – and thereby to make a positive contribution to the future viability of our Company.



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

## ABOUT THIS SUSTAINABILITY REPORT

**The Group Sustainability Report covers our principal ecological and societal developments during the 2024 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 bottom 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 (see section headed 'The LEONI 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 of the United Nations. The sections containing information on the Sustainable Development Goals 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 is available on the UN Global Compact's website in the form of the completed questionnaire.

LEONI has aligned its sustainability program with the United Nations Sustainable Development Goals:



## WE SUPPORT



## 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 2024 financial year, our business was segmented into the Wiring Systems Division and Automotive Cable Solutions. In terms of sales revenue, 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 ACS 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. In mid-September 2024, we signed legally binding agreements on a strategic partnership with the Chinese LUXSHARE Group. These agreements, which give LEONI AG a financially strong majority owner and simultaneously comprise the sale of our ACS division to a LUXSHARE subsidiary, were closed in early July 2025. ACS' activities are presented in our financial reporting as a discontinued operation. IFRS 5 requires, among other things, that this discontinued operation is presented separately in our consolidated statement of income. This means, for example, that ACS' sales are not included in consolidated sales. However, this sustainability reporting continues to follow the previous year's structure: for these purposes, the LEONI Group comprises the group's holding company as well as the two divisions, WSD and ACS.

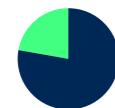
LEONI

5.0

Consolidated sales<sup>1</sup> 2024 (€ billion)

85,548

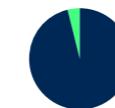
Employees 2024

WIRING SYSTEMS DIVISION<sup>2</sup>:

rd 3.9 Mrd. €

AUTOMOTIVE CABLE SOLUTIONS:

1.1 Mrd. €

WIRING SYSTEMS DIVISION<sup>2</sup>:

82,230

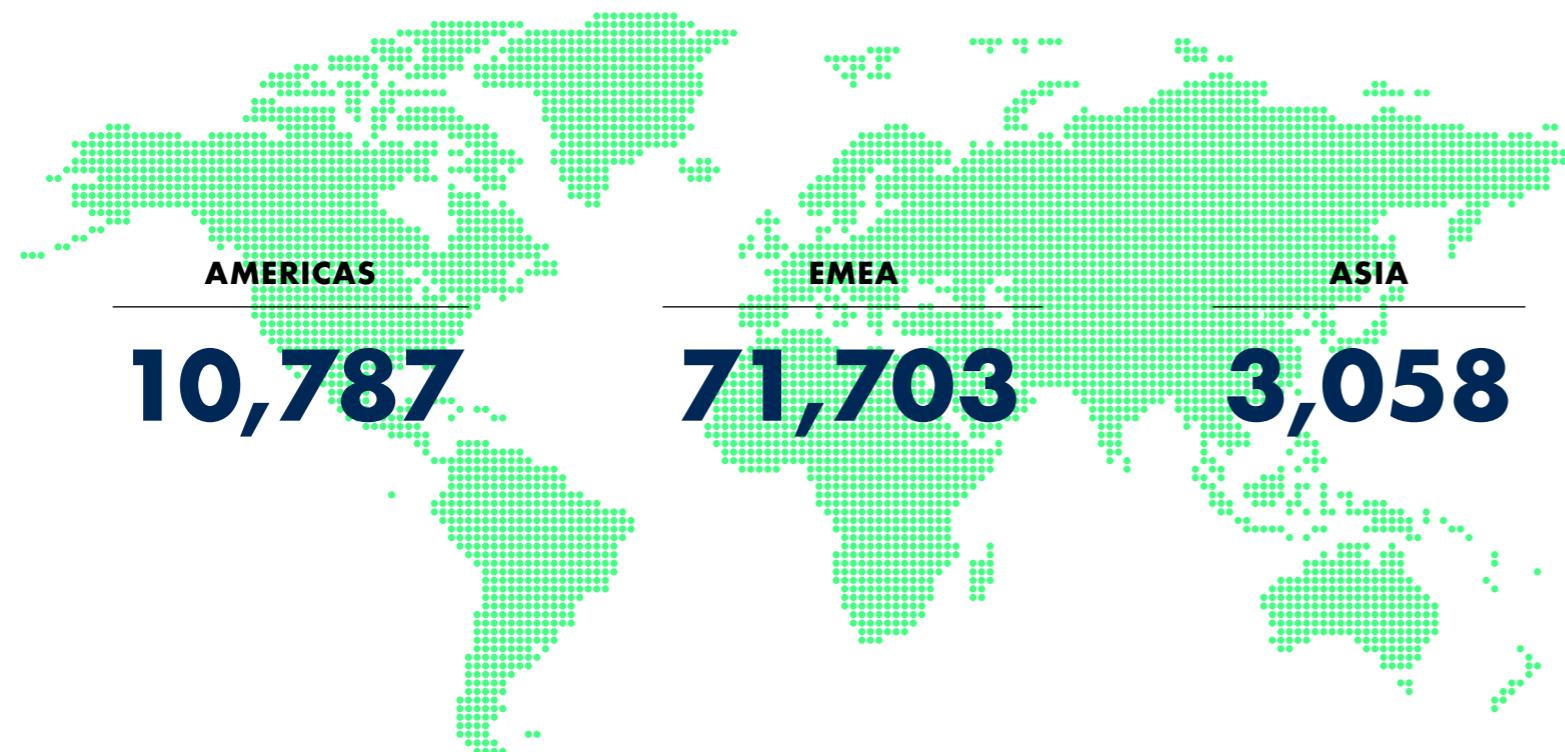
AUTOMOTIVE CABLE SOLUTIONS:

3,318

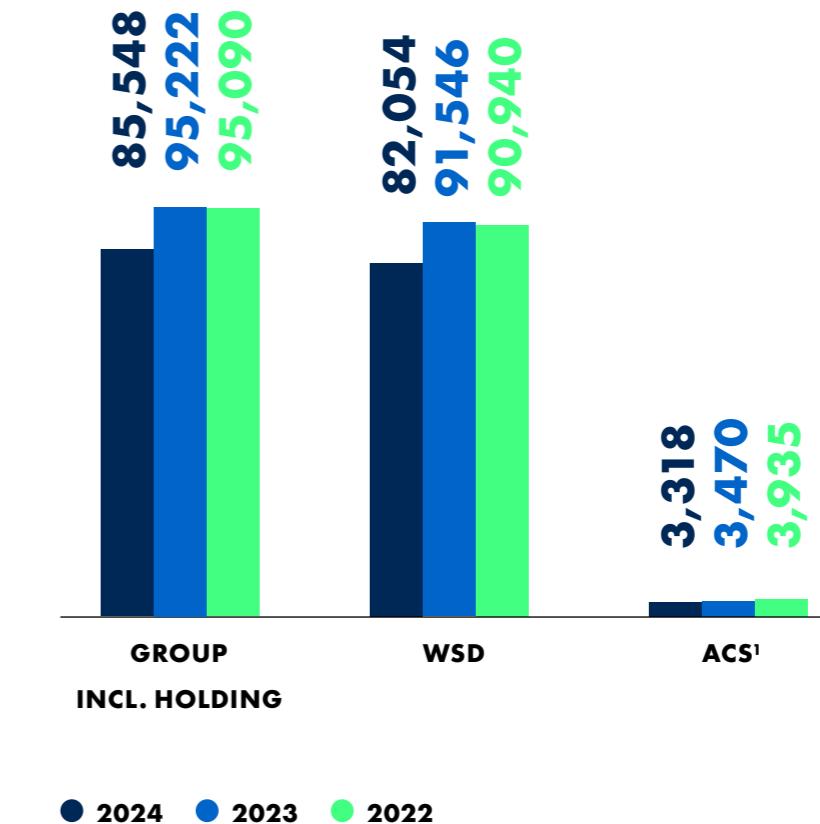
<sup>1</sup> In the consolidated financial statements as at 31/12/2024, consolidated sales are presented without the sales of ACS because, based on an agreement reached in September 2024, the ACS sub-group was sold in early July 2025. In our financial reporting, these activities are presented as a discontinued operation pursuant to IFRS 5. In derogation thereof, the ACS sub-group is still considered to be part of our overall group in our sustainability reporting for 2024.

<sup>2</sup> Unless stated otherwise, the term 'Wiring Systems Division' in this report also covers the LEONI AG holding company.

# Headcount 2024



	2024	2023	2022
<b>EMEA</b>	<b>83.8 %</b>	<b>83.0 %</b>	<b>82.9 %</b>
Germany	2.9 %	2.8 %	3.3 %
Western Europe (excl. Germany)	1.8 %	1.8 %	2.0 %
Eastern Europe	29.3 %	34.5 %	37.6 %
Africa	49.8 %	43.9 %	40.0 %



<sup>1</sup> The 2024 and 2023 numbers of employees exclusively include staff of ACS; no longer those of the WCS sub-group at the time. The figure for 2022 includes the numbers of employees of the WCS at the time.

## EMPLOYEE STRUCTURE

	2024	2023	2022
White collar (direct) employees	72.1 %	72.8 %	71.6 %
Blue collar (indirect) employees	15.9 %	15.7 %	12.4 %
White collar (indirect) employees	12.0 %	11.5 %	16.0 %



<sup>1</sup> The scope of consideration comprises facilities  $\geq$  30 employees.

A professional portrait of a middle-aged man with grey hair, smiling. He is wearing a dark blue suit jacket over a light blue shirt. He is holding a white marker with a red cap in his right hand, which has a small blue and red band on the wrist. The background is a blurred outdoor setting with greenery and a white building.

**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 transformation 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 2024, 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. LEONI's commitment to sustainability is bundled into three focal areas: climate protection, material efficiency & resource conservation as well as decent work. As part of its long-term corporate strategy, LEONI has defined specific targets in these areas. Key sustainability issues are assigned to each focal area with realistic, clearly structured roadmaps that enable measurable controlling of progress.

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

LEONI has been reporting its climate-related sustainability activity to the CDP non-profit organisation since 2010. The Company has furthermore had itself rated by the EcoVadis rating agency since 2013 – in the categories of environment, working and human rights, ethics and sustainable procurement. As in the previous year, CDP again rated LEONI with Score C in 2024. This attests to the Company's raised environmental awareness as well as its understanding of the impact of its business activity on humans and ecosystems. EcoVadis rated LEONI with 66 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. A primary focus is on reducing and avoiding emissions. The biggest causes of emissions at LEONI include energy sources used in generating power at our production facilities as well as in logistics. LEONI intends to remain an attractive supplier to its customers and to contribute to the mobility turnaround through efficient use of renewable energy and environmentally friendly transport.

##### Key sustainability issues:

- ▶ Renewable energies and energy efficiency
- ▶ Environmentally friendly transport

##### Overarching goal:

Reduction of emissions aligned to science-based targets



### REWIRE RESOURCES

#### MATERIALS EFFICIENCY & RESOURCE CONSERVATION

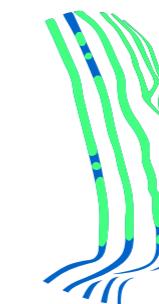
There is only limited supply of many natural resources, while worldwide demand for them is gradually rising. In view of the resultant shortage of resources, we are contributing by using materials efficiently and, going forward, by closing raw material cycles. At LEONI, such metals as copper and aluminium as well as such plastics as polyvinyl chloride (PVC) are especially pertinent. LEONI is making its products environmentally and socially more compatible – while keeping quality consistently high – through responsible procurement as well as sparing use and targeted substitution 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 creating good working and living conditions as well as safeguarding internationally recognised human rights. It is especially important for our labour-intensive business to ensure these standards for both our employees and across our entire supply chain. We aim to motivate staff, make business processes efficient and to contribute to improving 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

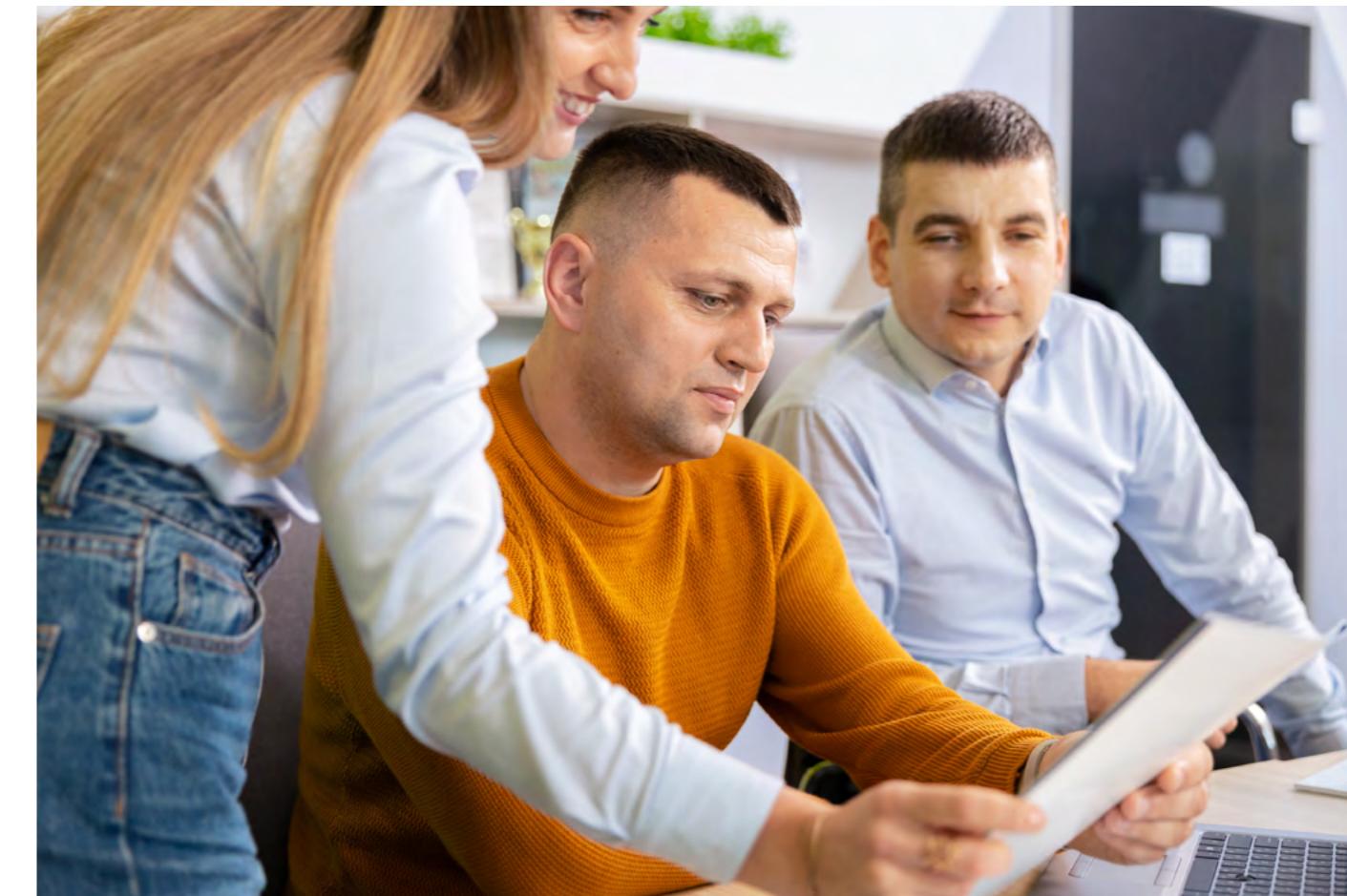
##### Overarching goal:

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 based on a materiality analysis that was carried out in line with the requirements of the Global Reporting Initiative. As part of the analysis, LEONI initially evaluated and validated a population of potentially relevant sustainability issues and focal areas that have ecological and societal effects on both the Company's upstream and downstream value chain. We furthermore included the requirements of statutory conditions, expectations of our customers, other stakeholders and our specialist departments in the analysis. Likewise included were sustainability issues identified by benchmarking – with aim of establishing a strategic basis for viable corporate positioning.

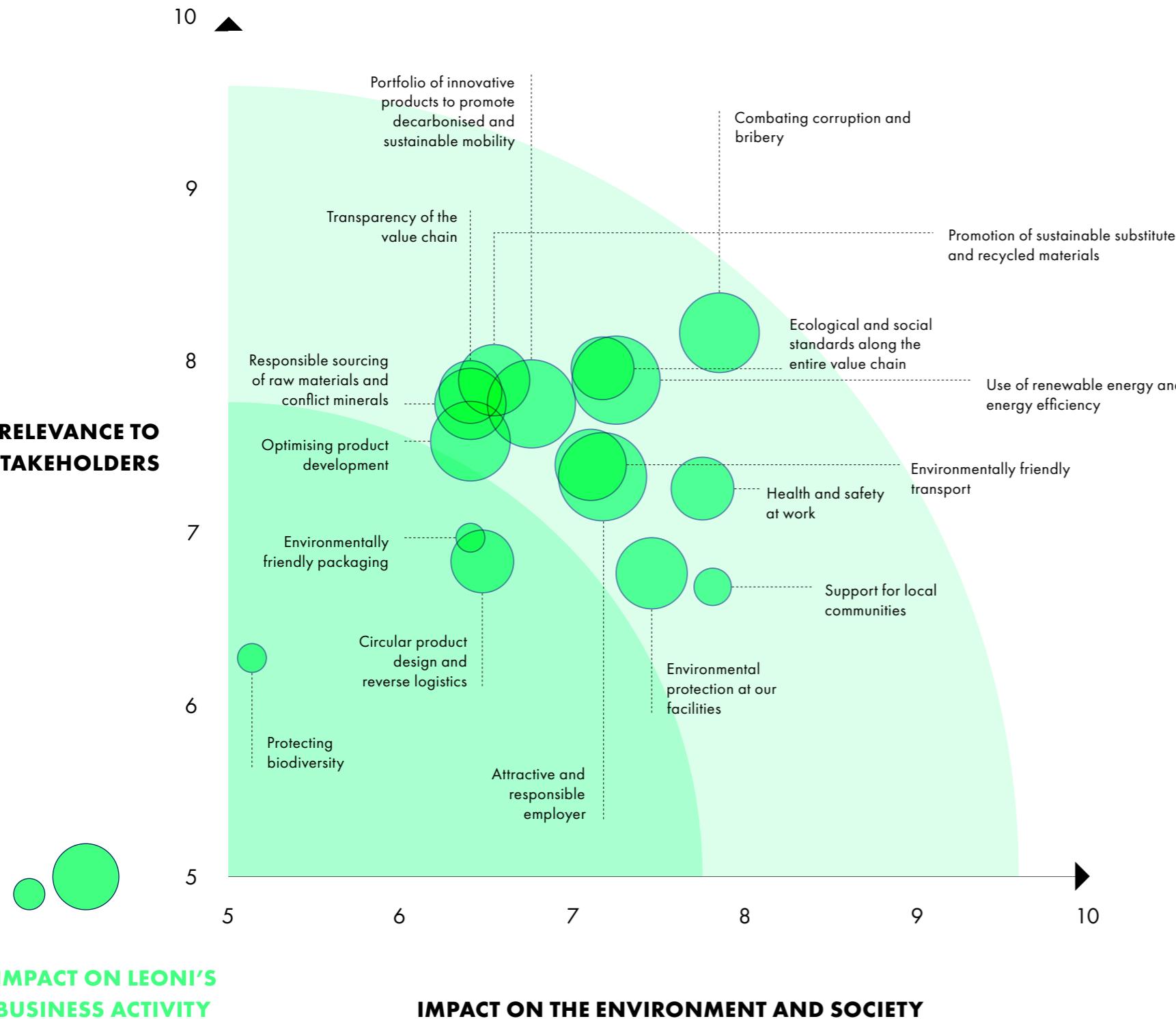
In the next step, our sustainability team and representatives of specialist departments quantitatively evaluated the issues based on the three dimensions of 'relevance to stakeholders', 'impact on the environment and society' and 'relevance to LEONI's business performance'. We transferred the findings into a materiality matrix and validated them in a workshop including in-house experts from our Corporate Sustainability department as well as outside sustainability consultants. Finally, the Executive Board affirmed the findings. Together, our sustainability team and specialist departments developed specific, strategic targets and sustainability roadmaps for the key and stakeholder-relevant sustainability issues – likewise with the Executive Board's approval.



LEONI regularly checks the results of the materiality analysis for their relevance.

**WITH THE HELP OF THE MATERIALITY ANALYSIS, RELEVANT SUSTAINABILITY TOPICS FOR LEONI ARE IDENTIFIED.**

# 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 were incorporated in evaluating 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 deemed to be material issues. Our sustainability team composed from the Corporate Risk, Compliance & Sustainability department together with experts from our existing Sustainability Steering Committee revised the materiality analysis in 2024 – in keeping with the requirements of double materiality as defined by the European Sustainability Reporting Standards (ESRS 1). The updated materiality analysis will be published together with the Sustainability Report for 2025, but it already forms the basis for sustainability-related work in 2025.

# Organisation and responsibility

Following the departure of the Chief Human Resources Officer, ultimate responsibility for sustainability lay with the Chief Financial Officer in the reporting period. The CFO 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 CFO remit. This department 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 defines our sustainability strategy, sets targets and governance structures, and it is responsible for reporting within the Company as well as externally. In addition, it 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 effectively 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 on the latest developments, findings, customer's requirements and amendments to legislation with respect to sustainability. 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. The Sustainability Steering Committee meets one to two times a year as required to discuss the identified areas for action and target parameters in each Management Area and deliberates on strategic direction setting.

The organisational structure concerning sustainability at LEONI enables the specialist departments to share knowledge in a targeted way so they can fulfil the demands placed on them with ample capacity and by the best possible means. In 2024, we introduced a new carbon accounting software tool as a corporate recording system. With the help of this tool, LEONI surveys and consolidates quantitative and qualitative sustainability data from all pertinent units and facilities. A particular advantage of this new tool is that we can now record, compute and analyse our Scope 3 emissions even more systematically. This gives us significantly improved transparency and efficiency in our computing and analysis of emissions. To ensure the quality of the data, its final release still 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 individual units and facilities – it also establishes Group-wide transparency of the roadmaps as well as ecological and social issues.



THROUGH REGULAR EXCHANGE OF THE SUSTAINABILITY COORDINATORS FROM THE VARIOUS DEPARTMENTS, AN EFFICIENT SUSTAINABILITY MANAGEMENT IS ENABLED.

# 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. This data was also used in our double materiality analysis to study the effects of sustainability aspects on LEONI. The findings thereby gained are used for risk reporting and the future reporting requirements of the CSRD. In addition, LEONI also considers abstract risks stemming from non-financial aspects in accordance with the German Commercial Code, 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. The aim is to comprehensively assess the non-financial risks in the operating segments. No highly probable risks with seriously negative consequences were identified in 2024.

As guiding corporate principles, integrity and compliance shape LEONI's entrepreneurial action. Alongside its Risk Management System, LEONI hitherto used an audited Compliance Management System in accordance with the IDW PS 980 auditing standard to ensure rule-compliant conduct. In 2024 and based on ISO 37301, we adapted our Compliance Management System as part of our regular review of its appropriateness and effectiveness.

The Compliance Management System serves to lastingly strengthen LEONI's compliance culture and to permanently embed rule-compliant conduct in the thinking and actions of all employees. In particular, this includes avoiding and early identification of corruption, acts of economic crime and money laundering. LEONI makes the corresponding modules – for instance on compliance policies, training material and business partner checks, conflicts of interest, gifts, invitations, donations, sponsorship and many other topics – 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 2024, we ran a Group-wide awareness campaign in the context of introducing the LEONI Code of Conduct as amended in December 2023. This comprised posters, videos, awareness training sessions for blue and white collar colleagues, a video message from the Chief Executive Officer as well as other supporting material. It was communicated to about 20,400 employees via newsletters and the Intranet. In a Leadership Circle, furthermore, we specifically addressed about 300 managers with information on the Code of Conduct to ensure that it is passed on in their respective reporting lines.

In addition, we introduced an e-learning course for all white collar staff. By the end of 2024, 12,267 staff from within the target group had completed the e-learning course, i.e. a 91 percent completion rate. Furthermore, the LEONI Code of Conduct has been and is being integrated as a key element in the obligatory training content for all blue collar staff. 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 2024, 2,394 of the employees who were first assigned to take the e-learning course on anti-corruption successfully completed it, which consequently equates to a completion rate of 88 percent within this target group. Since the e-learning course on anti-corruption was first assigned to employees in its updated version in 2021, 12,749 staff members have

successfully completed it, which comes to an overall completion rate since 2021 of 94 percent (previous year: 91 percent). These figures refer respectively to active staff members on 31 December of the year concerned.

UNIT	2024	2023
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### E-LEARNING ON ANTI-CORRUPTION

SUCCESSFULLY COMPLETED E-LEARNING COURSES ON ANTI-CORRUPTION (WHERE FIRST ASSIGNED)	Number	2,394	1,483
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED)	%	88.3	66.0
SUCCESSFUL COMPLETION SINCE FIRST ASSIGNED IN 2021	Number	12,749	13,121
TOTAL COMPLETION RATE SINCE 2021	%	94.3	91.3

### E-LEARNING ON CODE OF CONDUCT (NEW SINCE 2024)

SUCCESSFULLY COMPLETED E-LEARNING COURSES ON THE CODE OF CONDUCT (WHERE FIRST ASSIGNED IN 2024)	Number	12,267	-
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED IN 2024)	%	90.9	-

Based on the Institute of Internal Auditors' three-lines-of-defence model, compliance, being the second line of defence, is among other things responsible for overseeing the compliance guidelines and processes within the framework of Compliance Quality Reviews. The focal areas of these 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 2024 was on data protection, corruption and fraud, 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), 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 & competition law
- ▶ Money laundering
- ▶ Conflicts of interest
- ▶ Tax offences
- ▶ Other acts of economic crime
- ▶ Data privacy & information security
- ▶ Sexual harassment
- ▶ Discrimination
- ▶ Working conditions
- ▶ Environmental protection
- ▶ Breach of the LEONI Code of Conduct for Business Partners

Again in 2024, we carried out continual quality assurance to fulfil the internal and external requirements placed on processing of whistleblower reports. Management of whistleblower reports is harmonised across departments (esp. Compliance, HR and HSEE) and was rolled out as part of a Group-wide Work Instruction. Since 2023, this has included pooling of all 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). Likewise 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.

NUMBER OF REPORTS VIA WHISTLEBLOWER PROCEDURE

**UNIT** **2024**

Number 134

NUMBER OF REPORTED CASES OF DISCRIMINATION INCLUDING HARASSMENT

Number 23

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 shape the corporate actions of LEONI.

# Human rights

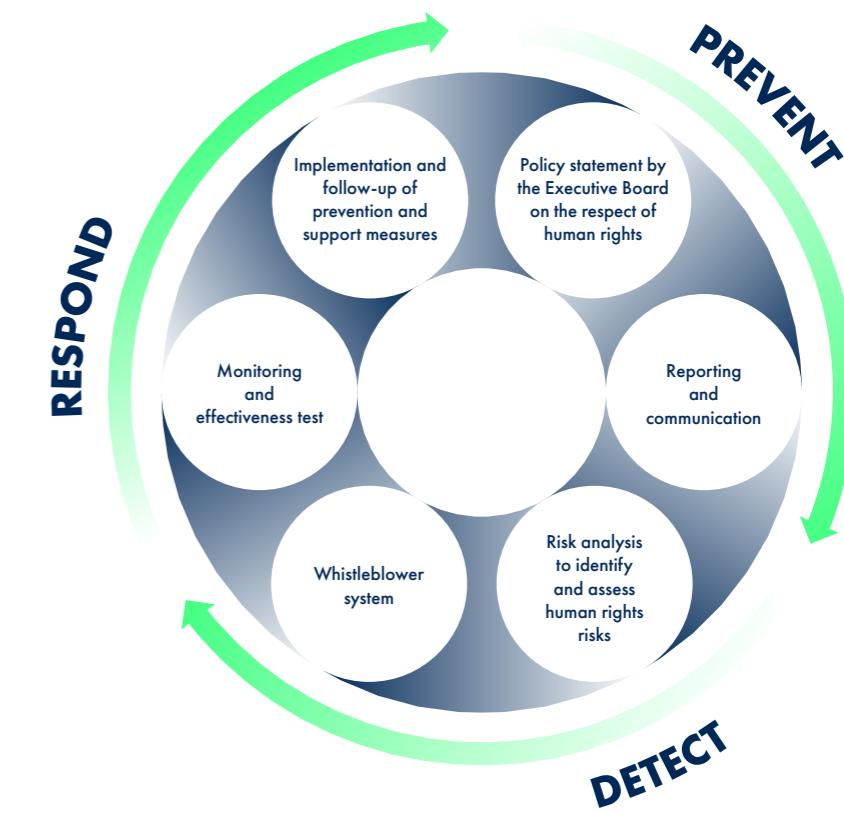
Observing and protecting human rights is part of the non-negotiable principles for operating responsibly and with success over the long term. For this reason, LEONI is committed to protecting human rights and follows the goal of not only avoiding and penalising any breaches of these rights along its 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, 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 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 human rights violations will neither be tolerated nor left unsanctioned.

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. As part of implementing the German Act on Corporate Due Diligence Obligations in Supply Chains, we set up our human rights risk management in 2023 to identify human rights and environment-related risks and expanded it further in 2024.

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 LEONI 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. In 2024, 11,842 of the employees who were first assigned to take the e-learning course on human rights and working conditions successfully completed it, which equates to a completion rate of nearly 96 percent within this target group.

Also in 2024, we ran a Group-wide awareness campaign in our new LEONI Code of Conduct that, in addition to an obligatory training course, included many other elements (posters, a video message from the CEO, other videos, etc.).



Our management system for the compliance with human rights due diligence obligations.

An optional online training course on the Code of Conduct for Business Partners has also been available since 2023. Our human rights Risk Management System is to be tested for effectiveness at LEONI's facilities by means of Quality Reviews in 2025.

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 first run at all LEONI locations in 2023. It is run annually (also in 2024) 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, meaning a comprehensive analysis tool for supply chains. 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, as well as by 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 can also be shared with several customers. Starting in 2025, LEONI will furthermore make it binding for relevant suppliers to complete the e-learning course on its Code of Conduct for Business Partners.

An appointed human rights officer monitors our human rights risk management and, 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 **2024**

### E-LEARNING ON HUMAN RIGHTS AND WORKING CONDITIONS (ASSIGNED TO ALL ACTIVE EMPLOYEES AND STAFF (INDIRECT))

SUCCESSFULLY COMPLETED E-LEARNING COURSES ON HUMAN RIGHTS AND WORKING CONDITIONS (WHERE FIRST ASSIGNED)	Number	11,842
COMPLETION RATE WITHIN THE TARGET GROUP (WHERE FIRST ASSIGNED)	%	95.6

# Transparency and responsibility in the supply chain

LEONI's supply chain plays a key role in our business and supports us in serving our customers operating worldwide in the best possible way. Based on close collaboration with our suppliers, we ensure that our sustainability-related efforts are applied in a responsible and environmentally aware manner along our entire supply chain. We pay particular attention to upholding human rights, protecting the environment as well as 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 our entire 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 as well as 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 OSHAS 18001 certification. The certificates are regularly checked in-house and requested afresh upon expiry.

LEONI relies on proactive and ongoing dialogue with its suppliers to promote a shared understanding of sustainability along its supply chain. Various measures support us in establishing a comprehensive awareness of sustainable action. Our onboarding programme for new suppliers is a key element in this respect. The programme instructs our suppliers on

our sustainability-related expectations as well as on transparency and responsibility in the supply chain; a certificate confirms successful completion. Forming a key basis, our Code of Conduct for Business Partners furthermore defines clear expectations concerning ethically, socially and ecologically responsible action. In addition, we have developed an e-learning format that conveys our expectations in an understandable and succinct way. We sent out corresponding information on how to participate, thereby actively involving our suppliers and giving them access to this training offering.

We rely on the Sustainability Assessment Questionnaire (SAQ) developed by the Drive Sustainability Initiative and implemented by SUPPLIERASSURANCE to evaluate the sustainability-related performance of our suppliers. The questionnaire constitutes a tool established in the sector and that is particularly widespread in the automotive industry. The SAQ covers core matters of entrepreneurial responsibility including such environmental management as emissions, energy and resource efficiency as well as environmental certifications, social responsibility focussed on working conditions, safety at work, human rights and dealing with conflict minerals<sup>1</sup> as well as such aspects of corporate ethics as avoiding corruptions and protecting whistleblowers. Sustainability management within the upstream supply chain is also taken into account. Our suppliers' replies are systematically evaluated

<sup>1</sup> Definition on the following page.

and flow into our supplier assessment. Depending on the finding, we examine possible ways to improve in joint dialogue with those suppliers.

In 2024, LEONI was commended by SUPPLIERASSURANCE for its commitment in the area of sustainability. LEONI was selected for a case study to show successful implementation of the SAQ and the related accomplishments. We already met our target of evaluating at least 80 percent of our suppliers for production materials with a sustainability self-assessment or the SAQ in 2024 with a figure of 85 percent.

In 2024 and as part of a project coordinated with its tech departments, our ACS division incorporated sustainability and compliance-related aspects even more specifically in existing supplier assessment processes and clearly communicated the corresponding requirements to all key suppliers. The division also launched an extensive escalation campaign to follow on from the existing SAQ campaign to obtain missing information from suppliers.

In 2024, it furthermore sent out and evaluated a comprehensive questionnaire related to the Uyghur Forced Labor Prevention Act to crucial and relevant suppliers. The objective is to recognise potential risks related to forced labour in the

supply chain at an early stage and to take corresponding, preventive action.

Another step involved developing an audit framework in 2024 that forms the basis for entry into our sustainability audits. On this basis, our Wiring Systems Division carried out the first audits at a supplier's location – an important starting point on which we will now be building. These audits enable us to examine actual implementation of our requirements and to specifically identify further potential for ongoing improvement.

The WSD's hosting of the 4th LEONI Supplier Summit was a particular highlight in 2024. During this event, we once again presented the Supplier Sustainability Award for outstanding sustainability-related performance. With this award, LEONI commends the special commitment of individual business partners and highlights positive examples. Among other factors, the award is based on the results of the supplier assessment in which the sustainability strategy, targets and performance to date of the suppliers are considered.

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 of the Responsible Minerals Initiative. 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 Conflict Minerals Reporting Template to ensure that LEONI's business partners do not support any conflict regions, child labour or unsafe working practices.

## KEY FIGURE

Proportion of suppliers for which information concerning conflict minerals is available<sup>1</sup>

## 2024

66.2 %

<sup>1</sup> Information on conflict minerals was requested from the pertinent suppliers. This key figure only included suppliers who provided feedback.

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 is actively engaged in several Copper Mark working groups and in these commits itself, together with a wide range of different stakeholders, to greater transparency and collaboration among the entire supply chain.



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

## 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	85.0 % <sup>1</sup>	– <sup>2</sup>
Development of a sustainability auditing process for suppliers	Completed	2023	Completed <sup>3</sup>	Not completed

<sup>1</sup>The target figure was not met in 2023. We did manage to achieve the targeted figure in 2024 thanks to a campaign of running sustainability self-assessments.

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

<sup>3</sup>The target figure was not met in 2023. In 2024, we developed and audit framework and on this basis already conducted an initial audit at a supplier's facility.

## CLIMATE PROTECTION



# RE WIRE 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 serious 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 well on our way thanks to operational measures under our ReWire sustainability programme.**

### OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT



**7** ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL



**11** MAKE CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE



**13** TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Climate action is a 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. Our two specialist departments, Sustainability Management and Health, Safety, Environment & Energy, bear central responsibility and drive strategy on the issue. In countries where we have numerous production facilities, the country HSEE managers coordinate the HSEE managers working locally at site level. In the Wiring Systems Division, the respective section or departments managers report to the Chief Operating Officer and, in the Division Automotive Cable Solutions, they report to the Chief Executive Officer. As part of an ongoing improvement process, they apply measures – while considering local circumstances, infrastructure peculiarities and legal requirements – aimed at reducing greenhouse gas emissions and avoiding further environmental consequences.

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. As many as 50 percent of ACS production facilities were already certified in 2024. Initial preparations for ISO 50001 certification were launched in our WSD in 2024. Its production facilities began procuring and installing measuring equipment. Further steps are planned for 2025 to establish the conditions for the first certifications.

LEONI's ReWire sustainability programme, which prescribes a long-term path of reducing carbon emissions guided by science-based targets, forms the framework for our climate protection measures. 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. The protocol defines various scopes and emission categories. Scope 1 covers direct emissions from stationary or mobile combustion processes as well as from production processes and volatile gases. Scope 2 covers indirect emissions associated with the purchase of electricity, steam, heat, or cooling. Scope 3 records the emissions of the upstream and downstream value chain.

We use the emission factors of the UK Department for Environment, Food & Rural Affairs (Defra) to calculate our Scope 1 emissions, the respective latest version of the database being the basis. The emission factors comprise numerous energy-derived sources and are regularly updated to ensure consistent and recognised calculations in line with the requirements of the GHG Protocol. To calculate Scope 2 emissions, we prioritise the suppliers of specific emission factors that are associated with the electrical power purchased (market-based method). In so doing, we consider particularly the mechanisms of power purchase agreements (PPAs), green electricity tariffs as well as origin certificates. If suppliers do not provide specific emission factors, we draw on the

emission factors published by the International Energy Agency and apply the location-based method.

Our targets for 2030 and 2050 follow the Science Based Targets initiative as well as the pathway to attaining the 1.5-degree target. In 2024, LEONI issued an official commitment to SBTi and thereby laid the foundation for a binding, science-based reduction strategy. 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 2 degrees and ideally 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.

We are currently working out a comprehensive transition plan on climate protection that also considers, alongside the requirements of the SBTi, the stipulations of the CSRD as well as the ESRS E1 (climate protection), and that further clarifies our strategic targets, measures and resources related to decarbonization.

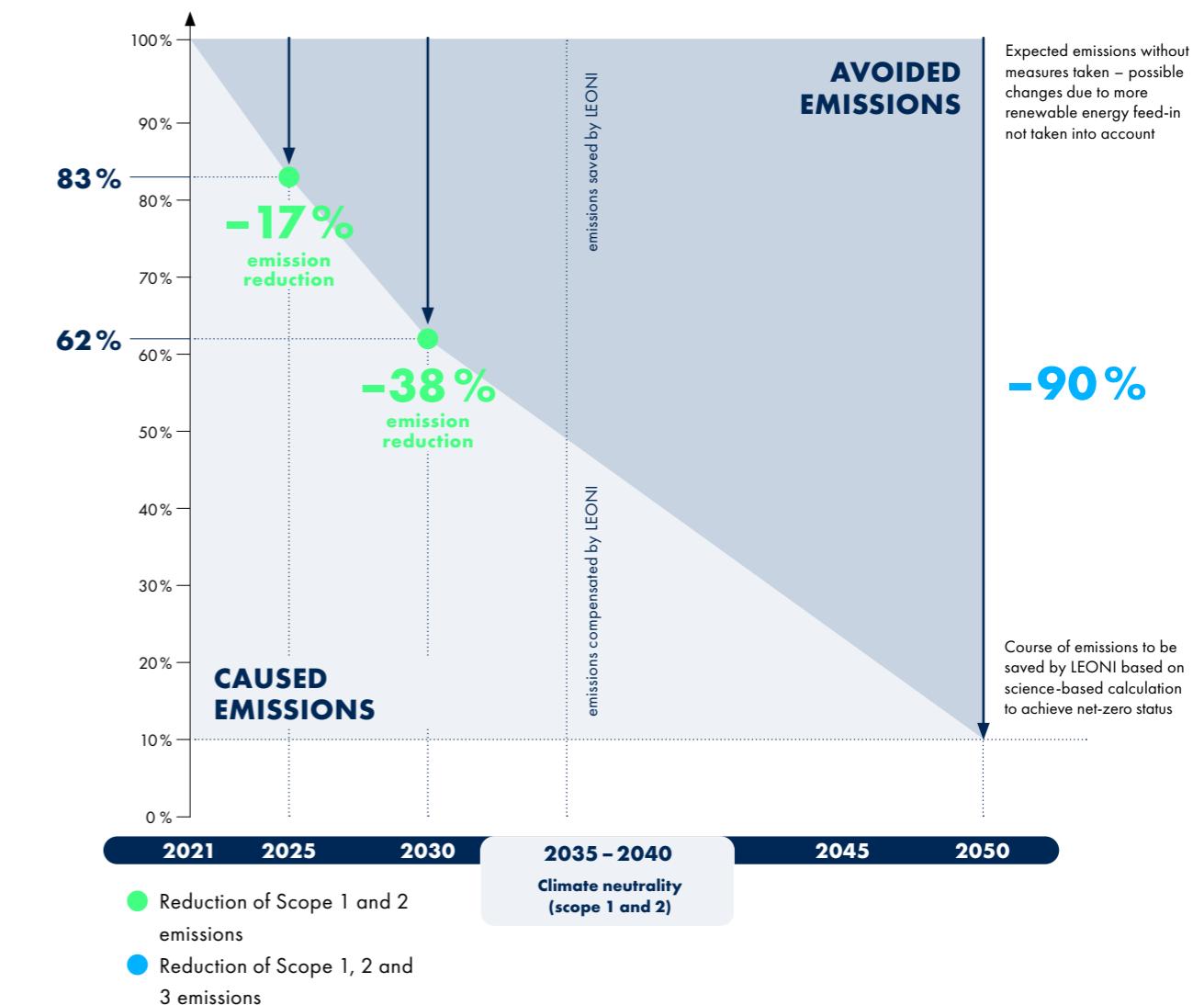
# LEONI's science-based reduction targets (baseline year 2021)

## How does the Greenhouse Gas Protocol work?



The graphic illustrates the three scopes according to the Greenhouse Gas Protocol. LEONI causes Scope 1 emissions, for example, through the combustion of gas and heating oil, and Scope 2 emissions through the procurement of energy, for example, in the form of electricity. Scope 3 emissions are generally recorded in 15 different categories. LEONI assesses emissions for those categories that are relevant to its own value chain.

## Reduction of LEONI's scope 1, 2 and 3 emissions



In order to reduce its Scope 1 and 2 emissions and meet the 1.5-degree target, LEONI has calculated a reduction plan. Accordingly, LEONI aims to save 17 percent of its emissions by 2025 compared to the base year 2021 and 38 percent by 2030. LEONI plans to produce 90 percent fewer emissions by 2050 than in 2021 through continuous reduction measures. To achieve climate neutrality between 2035 and 2040, emissions that cannot be reduced will be compensated for with certificates starting in 2035. The targets for 2030 and 2050 are based on scientific calculations according to the 1.5-degree target.

# Renewable energies 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 2024, our relative energy consumption amounted to approx. 80 megawatt hours per million euros of sales. This corresponds to virtually the same level as in the previous year (2023: 79 megawatt hours per million euros of sales)<sup>1</sup>. Total consumption amounted to 397,455 megawatt hours. Compared with the previous year, this is a reduction of approx. 8 percent (2023: megawatt hours)<sup>1</sup>.

We applied various measures to raise energy efficiency in 2024. For instance, at some locations we converted inside and outside lighting to energy efficient LED technology. In addition, we made more use of intelligent lighting solutions that further reduce energy consumption with the help of movement sensors and dimmer switches. Optimising use of compressed air was another focal area. By regularly checking for leaks as well as targeted monitoring of pressure settings on the compressors we ensured that no unnecessary energy is wasted. Furthermore, we ran employee training sessions to further boost awareness of responsible use of energy.

Alongside energy saving measures, converting to more efficient and renewable energy also represents an important lever for us to attain our climate targets. We applied various

measures in 2024 – also including smaller adjustments that are showing palpable effect despite their scale – to cut our Scope 1 emissions further. For instance, we managed to save about 55,500 litres of diesel annually by replacing one diesel-powered forklift truck with an electrically-driven one – given our use of electrical power from renewable energy, this equates to having avoided about 140 tons CO<sub>2</sub> equivalent per year.

Other reduction measures involved changing from internal 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 carbon emission per vehicle type. We promote selection and procurement of battery electric vehicles 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 emission reductions. With our global guideline, we furthermore set parameters for our country organisations to promote a sustainable fleet. The emissions of LEONI's fleet totalled about 2,490 tons CO<sub>2</sub> equivalent in 2024 – a significant drop versus the previous year (2023: 3,806 tons CO<sub>2</sub> equivalent).

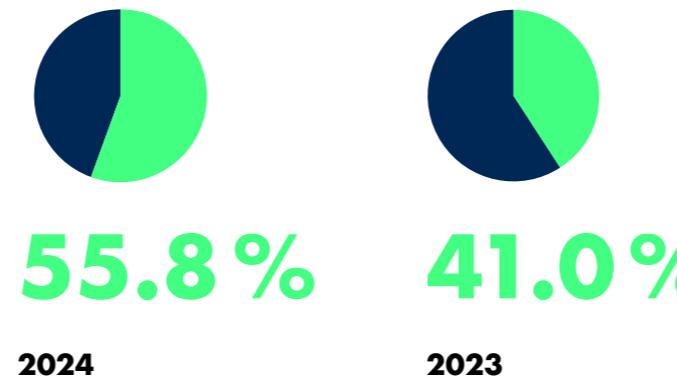
<sup>1</sup> Subsequent adjustment in 2024 due to the adjustment of the calculation model.

In 2024, we switched two further ACS facilities – in Slovakia and in Turkey – to electricity from renewable energy, meaning that six of the ten ACS facilities are already drawing power from renewable energy. By having switched at these two facilities we managed to avoid about 6,900 tons CO<sub>2</sub> equivalent within ACS in 2024. In 2024, the Wiring Systems Division commissioned a photovoltaic system at our facility in Jining, China, which saved 1,097 tons CO<sub>2</sub> equivalent annually.

These facilities have therefore already met our science-based target of exclusively using power from renewable energy (either produced in-house or procured) by 2030. The proportion of our total electricity consumption globally accounted for by renewable energy stood at about 56 percent in 2024 (previous year: 41 percent).

In 2024, we included the emissions from consuming refrigerants in calculating our Scope 1 emissions for the first time. This broadening of our data recording resulted in a 15 percent year on year increase in reported Scope 1 emissions. Without these newly recorded emissions from refrigerants our Scope 1 emissions would have been down by 4 percent from the previous year. Refrigerants are used mainly in air-conditioning systems that are essential at several of our

## GLOBAL SHARE OF RENEWABLE ENERGIES IN OUR TOTAL ELECTRICITY CONSUMPTION.



facilities, especially in such hotter countries as Morocco, Mexico and Tunisia.

By having switched to electricity from renewable energy as described above, we succeeded in reducing our Scope 2 emissions to 86,967 tons CO<sub>2</sub> equivalent and thus by 13 percent year on year and by 42 percent versus the baseline year.

# Emissions along the value chain

While we are reducing specifically Scope 1 and Scope 2 emissions through energy saving measures and switching to more efficient or renewable energy, transparency of Scope 3 emissions is also of major significance. These indirect emissions along our upstream and downstream value chain in the automotive supply industry account for an average of about 80 to 90 percent of our corporate carbon footprint. Only by thoroughly understanding our Scope 3 emissions can we develop effective measures to reduce them and successfully meet our climate targets.

In 2024, we made major progress in systematically recording our relevant Scope 3 categories with the help of a new carbon accounting software tool. This tool facilitates automatic calculation of emissions by drawing on saved databases and offering comprehensive evaluation options. For LEONI, this tool represents tremendous progress because it

provides significantly improved transparency and efficiency in recording and analysing our Scope 3 emissions.

We are currently working on retroactively broadening our Scope 3 emissions for 2023 and on recording them more precisely with the help of our carbon accounting software tool. The complete, relevant Scope 3 emissions for the 2024 reporting year are not yet available, but will be in the course of 2025.

Our transport emissions are also part of recording our Scope 3 emissions – for both shipments from our suppliers to LEONI and transports to our customers if LEONI organises these. With the help of our logistics management software, we will in future also be able to significantly more precisely record transport-related emissions along our supply chain. Whereas we hitherto depended largely on spend-based data, using

the GPS data of the means of transport deployed makes it possible to much more accurately determine the distances actually covered. This data will in future flow directly into our carbon accounting software and thus facilitate more precise calculation of the corresponding emissions.

Our transport management software will furthermore enable us to compare transport distances with respect to emissions, delivery times and costs. This function will in future be a key basis for well-informed decisions on choosing more sustainable transport options. The system architecture also already provides for suggestions on alternative, lower-emission vehicle types and, with increasing data availability, it will be possible to make even more targeted use of these. At present, our focus is above all on optimising vehicle utilisation to make transports more efficient and to avoid emissions.

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2024 FIGURE	2021 FIGURE (BASELINE YEAR)
Completion of logistics emissions data	Completed	2025 <sup>1</sup>	Not completed <sup>1</sup>	Not completed

<sup>1</sup> We adjusted the target date originally planned for 2023. We are currently working on comprehensively recording and evaluating the carbon emissions along our supply chain with the help of our transport management software.

We will raise the transparency of our relevant Scope 3 emissions and continue to gradually develop our methodology in the years ahead. In so doing, we will increasingly rely on primary data from suppliers to establish a well-founded basis for targeted measures to reduce the emissions along our supply chain.

An important step in this direction has already been taken in our ACS division by a master's thesis headed 'Developing a Strategy for Scope 3 Reduction'. This thesis involved

performing a comprehensive analysis of procurement data as well as of the market. It focussed on identifying the sources of emissions and their distribution by region. This work furthermore involved developing potential measures to reduce Scope 3 emissions and examining their impact on the entire value chain. The findings and recommendations for action of the analysis provide a valuable basis for our future steps towards targeted reduction of emissions in our supply chain.

## Emissions at LEONI



<sup>1</sup> We revised and adjusted the Scope 1 and 2 emissions for 2023 because of the disposal of BG PS and adjustment of the calculation model.

<sup>2</sup> In 2024, we included the emissions due to refrigerants in Scope 1 for the first time. Without this share, our Scope 1 emissions would have been down 4% from the previous year.

<sup>3</sup> Scope 3 currently includes categories 1, 3 and 6 of the GHG. Only the figures of the ACS division and of already sold BG PS were currently considered in categories 3.1. The accounting is currently being developed further.

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2024 FIGURE	2023 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	–44.3 %	–29.5 % <sup>4</sup>	Newly defined target
Reduction of Scope 3 emissions from the baseline year <sup>1</sup>	– 10.0% – 23.0%	2025 2030	– 35.9 % <sup>2</sup>	– 30.6 % <sup>2</sup>	Newly defined target
Reduction of Scope 1 thru 3 emissions from the baseline year <sup>2</sup>	– 90.0 %	2050	– 37.8 %	– 30.3 % <sup>4</sup>	Newly defined target
Renewable share of electricity used <sup>1</sup>	80.0 % 100 %	2025 2030	55.8 %	41.0 %	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 so far unavoidable.

<sup>4</sup> We revised the Scope 1 and 2 figures as well as the reduction for 2023 due to having adjusted the calculation model.

# RE WIRE RESOURCES

## MATERIALS EFFICIENCY & RESOURCE CONSERVATION



**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 exist 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 2024, we purchased about 100,000 tons of copper and 13,600 tons of plastics as raw materials. Given our decreased sales, the amount of PVC we procured was down by 1 percent and the amount of copper we purchased was down by about 10 percent year on year.

We are managing to preserve precious primary resources through targeted weight reduction, for instance by optimising conductor cross sections to a minimum, and by making increased use of secondary materials. In the ReWire Resources area meanwhile, LEONI pursues the aim of using the largest possible proportion of recyclate – so far as this is technically feasible – in its products. It should be noted that limits can occur among copper suppliers with respect to using recycled copper. This is due either to the process parameters – 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 also offer reduced-emission primary copper, responsible handling of raw materials for instance by using electrical power from renewable energy

sources, more efficient processes and shorter transport distances from ore mining to wire production.

We depend on collaboration with our suppliers to find optimum solutions. We aim to further increase the transparency of the proportion of secondary raw materials through continual sharing of information with our supplier and raising their awareness. This is reported via the International Material Data System along the value chain. LEONI takes targeted action to ensure transparent presentation of secondary raw materials. This also includes regular control of database updating and sharing information with our suppliers on the carbon footprint of our products.

We attach great importance to the transparency of secondary raw materials when it comes to copper and the plastics that are most significant to LEONI. While good transparency already prevails in the EMEA market, there are still challenges outside this market that LEONI is confronting in a targeted way. By using standardised questionnaires and ongoing as well as through open dialogue, LEONI supports its suppliers in fulfilling its specific requirements with respect to secondary raw materials.

LEONI promotes the use of sustainable substitute and recycled materials to create a portfolio of innovative products that support decarbonised and sustainable mobility. LEONI is also studying various approaches and solutions with

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

	Copper	PVC
2023	22.4	2.8
2024	20.0	2.7

<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.

respect to recycling components. In 2024, for example, a bachelor's thesis involved a detailed analysis of connectors from end-of-life vehicles to assess their suitability for reuse in an automotive application. The findings show that costs of disassembly, cleaning and assuring function exceed those of new goods, which is why commercial reuse is not possible. Disassembly nevertheless contributes to better separation of material flows, which in turn facilitates use of secondary raw materials and multiple reuse of plastics without downcycling.

Sustainable solutions and resource optimisation were also a core topic during LEONI's strategic customer projects in 2024. These projects focused on examining suitable, sustainable material alternatives. We furthermore maintained ongoing and transparent dialogue with customers to inform them

about more sustainable solutions and to proactively drive their introduction forward.

In July 2024, LEONI also organised a Press TechDay during which presentations were given on ways to implement a recycling economy as well as on such innovative products as ACS' LIMEVERSE product line with bio-based cable insulations. Our own materials database for recycled and bio-based plastics as well as corresponding studies supports the measures we launched in 2024 to establish a well-founded basis for decision-making on choice of sustainable material. Our tech department's wiring systems development team was comprehensively integrated in the possible uses of this new materials database.



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

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2024 FIGURE	2021 FIGURE (BASELINE YEAR)
Recording of the WSD's secondary raw material share involving copper in the EMEA market <sup>1</sup>	100 %	2025	90.0 %	<sup>2</sup>
Recording of the ACS division's secondary raw material share	100 %	2023	100 %	Not completed

<sup>2</sup> Because the target was adjusted in 2024, there is no figure for 2021.

<sup>1</sup> The target for the WSD was adjusted in 2024. In the WSD, we are concentrating on the transparency of the secondary shares involving copper in the EMEA market. There are still challenges outside this market. As we depend on feedback from our suppliers, we will be relying on sharing of information and dialogue to also raise transparency in other pertinent markets and materials in future.

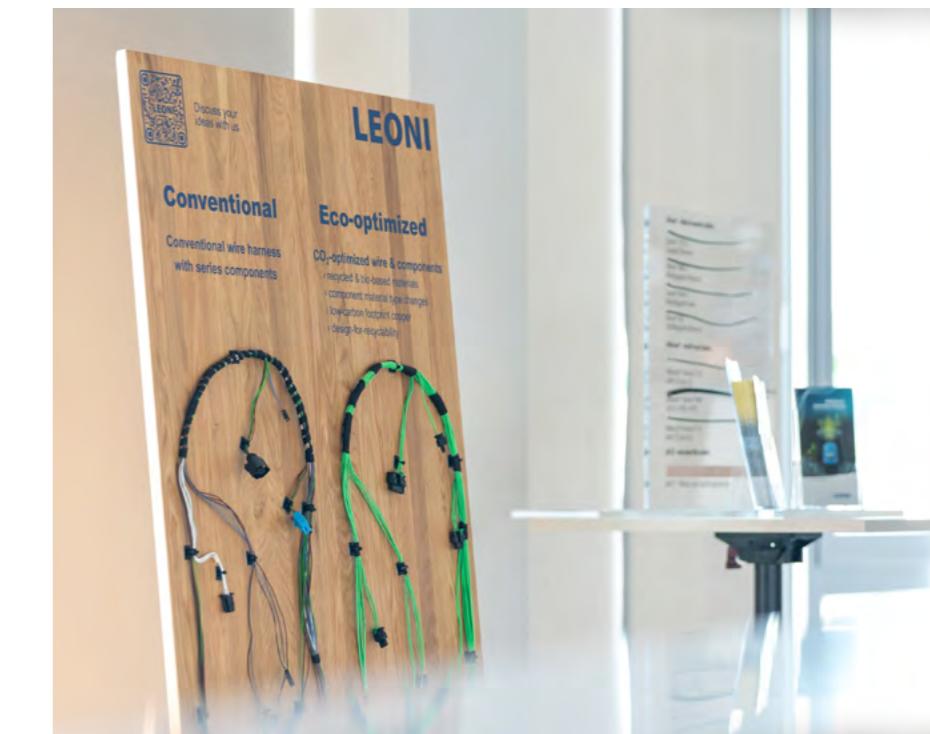
At the same time, we obtained important feedback on continually expanding the database. LEONI furthermore maintains a regular dialogue with its suppliers to raise material efficiency and to examine design alternatives in their product portfolios.

LIMEVERSE is LEONI's completely recyclable product line and is based on an innovative insulation material that our engineers have developed. This material makes greater use of bio-based materials, meaning they are based on sustainable and/or renewable raw materials instead of crude oil. We also use mass balance plastics that made it possible during their synthesis in the chemical industry's reactors to additionally reduce the demand for crude oil-based raw materials thanks to bio-based raw materials. The outcome is – depending on cable type – a carbon footprint up to 50 percent lower compared with conventional automotive and charging cables.

By using more recyclate 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. As early as the bidding process, LEONI provides CO<sub>2</sub> calculations for cable harnesses and thereby makes it possible, thanks to targeted use of lower CO<sub>2</sub> materials, to take advantage of optimisation potential even at the design phase. 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. With the ambitious goal of a 50 percent reduction in the carbon footprint of our products by 2030 compared with the 2023 figures, we intend to significantly accelerate our progress towards green cables and wiring systems, especially so in the EMEA market. Attaining this goal will depend, however, on our customers actively taking up the reduction offered to be able to jointly realise them. Based on our sustainable solutions, we therefore offer our customers the opportunity to reduce their carbon footprint and consequently make a valuable contribution to reducing emissions.



LIMEVERSE is LEONI's completely recyclable product line.

# Resource conservation in environmental management system

Alongside resource-conserving development of our products, environmentally compatible handling of resources at our production 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 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 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 November 2024, LEONI's global Heads of Quality and HSEE managers met for a workshop to forge ahead with strategies and measures to raise quality and HSEE performance. The agenda items included sharing of best practices and determining a strategy that enables LEONI to meet its

ambitious targets for 2025 and beyond. The launch of the LEONI Quality & HSEE Academy was also announced at the event. This new initiative will offer targeted training and development schemes and ensure that LEONI's commitment to quality management and HSEE remains a driving force in the future, too. The managers of the two departments outlined a clear roadmap for improvements in the areas of health, safety, the environment and energy as well as quality and they ensured that all levels of the company pull together as well as accept responsibility. Under the motto of 'Save the Earth Walk', they ran a major campaign that not only cleared the beach of waste, but also heightened awareness of environmental protection and sustainability. Cleaning a beach made the urgency obvious of the involved employees that plastic waste must be reduced and how important community action as well as innovative solutions are with respect to protecting the environment and awareness of responsible use of our resources.

This initiative is in line with our Company-wide activity, which we are implementing with an ISO 14001-certified

environmental management system, among other ways. In 2023, all LEONI's production facilities had an ISO 14001-certified environmental management system – a core element of our corporate sustainability strategy by which we systematically manage environmental aspects and take targeted action to save energy as well as resources. As part of our environmental management system, we also apply the ISO 14001 stipulations on responsible dealing with waste.

## TARGETS & PROGRESS

### KEY FIGURE

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

### 2024 FIGURE

100 %

## 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 2024, LEONI recorded a total 40,539 tons of waste (previous year: 40,174 tons) and thus remained at roughly the previous year's level. Relative to our sales, the volume of our waste rose by approx. 10 percent to 8.1 tons per million euros in sales (previous year: 7.4 tons per million euros in sales).

About 39,050 tons of our total waste was non-hazardous while approx. 4 percent, or 1,489 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.

A key focus is on avoiding waste that goes to landfill. In so doing, we consider the specific disposal options in the respective countries where we operate. To increase our recycling rate, we strive for better presorting to prepare materials for recycling more efficiently and thereby to raise their reusability.

## WATER CONSUMPTION

At LEONI, we use water mostly as a coolant for our production processes in closed cycles. As production particularly in our Wiring Systems Division is labour-intensive, operating sanitary facilities accounts for major proportion of water consumption. Even though we need comparatively little water for making our products, we are committed to sparing use of water given a growing population, increasingly irregular precipitation as well as overuse and shortage of water resources.

We 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 LEONI Code of Conduct. Given our high density of employees and the associated water consumption in the sanitary facilities, the WSD pursues the goal at division level of reducing water consumption in keeping with ISO 14001. One example in this regard is the use of flow restrictor valves that optimise water flow and noticeably reduce the amount of water consumed. At one of our facilities in Tunisia,

furthermore, we commissioned a water recycling plant in 2024. This treats the waste water from sanitary facilities and prepares it for reuse as rinse water.

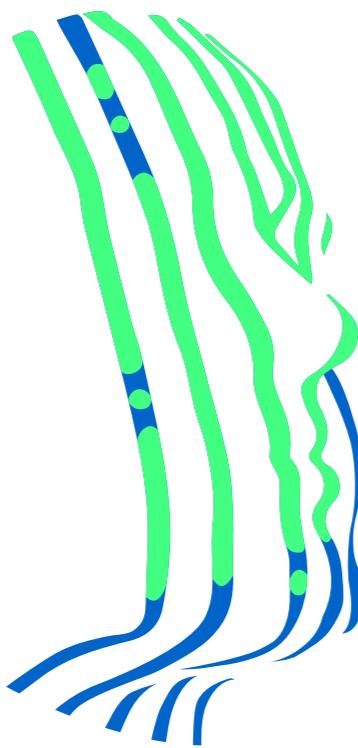
As only very limited use of water is made in our production process itself and this was therefore not identified as a key Group-wide issue in our materiality analysis either, reduction targets are intentionally pursued at site level and are not defined as overarching Group targets.

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

2023	7.4
2024	8.1

<sup>1</sup> t/m € sales

# REWIRED PEOPLE



## DECENT WORK

**At LEONI, about 86,000 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 as well as 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. Our Labor Relations, Executive Management & Total Rewards, Talent Acquisition & Growth and HR Systems & Services departments, the heads of which report to the Chief Human Resources Officer, are responsible for international governance of human resource management. These departments strategically support and manage 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 pursues 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 whole team. It furthermore boosts the commitment of staff and contributes to establishing a positive working environment. We broadened and updated our offering of learning activities at global and local level further in 2024. A total of 285 courses are available to all employees in the training catalogue of our global Learning Management System. New courses,



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

such as the LEONI Code of Conduct Awareness Campaign and introduction of LOS (LEONI Operating System), were furthermore enhanced at the global level while more courses were added to the training catalogue at the local level. These new offerings refer to both functional expect knowledge and subjects relating to leadership, project management and soft skills. In the area of 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 programme was then rolled out further – alongside additional options for the various management levels – in 2024. 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 and 2024.

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 in our Company, it is particularly important to LEONI to reflect such diversity in appointments to management positions. Alongside the right qualification of new talent, we therefore pay particular attention to diversity in our recruiting process. As a company with a global presence that

employed 53 percent women in 2024, and a company that can draw on a global network, LEONI has access to 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. To raise the expertise and intercultural skills of managers regardless of their gender, LEONI furthermore values international experience and foreign secondments. We apply such varying measures to increase the proportion of women in leadership positions as giving priority consideration to female candidates where suitability is otherwise the same and collaborating with trade associations to strengthen external networks and promoting women in management.

## SOCIAL PROJECTS

As part of ReWire People, we also 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 deeper into a few examples:



### SUPPORTING THE TELETON FOUNDATION

The Teletón Foundation is a Mexican organisation that supports people with disabilities and runs rehabilitation centres, which provide significant help for affected people. One of the principal projects is 'Reciclatón' that involves collecting PET bottles and other recyclable materials to fund medical equipment and to support therapy resources. LEONI contributes every year by donating PET bottles. These donations help to buy the resources needed for therapy and rehabilitation. We are proud of exerting a positive influence on the environment with this commitment and simultaneously to be supporting important social projects.

### 'TRASH CHALLENGE' ENVIRONMENTAL CAMPAIGN

The staff of LEONI's plants in Niš and Malošiće once again participated in the 'Trash Challenge' environmental campaign, which was organised in Niš for what for the 5th year in succession. Staff members collected more than 20 sacks full of waste on the banks of the Nišava river and thereby made a significant contribution to conserving nature. This year they received energetic support: children of LEONI staff pitched in, rolled up their sleeves and, together with their parents and friends, collected packaging, cans, paper and other waste. In the process, they learned how to correctly dispose of waste – and why it is so important to throw waste in drums and containers provided for the purpose.



### ENVIRONMENT DAY AT LEONI MEXICO

LEONI's plants in Mexico joined forces for a range of activities and campaigns to boost team spirit and heighten awareness of the importance of protecting our planet. The most significant activities included a monthly recycling competition as well as allotting trees and compost to promote reforestation and soil enrichment.

## VALUE CAMPAIGN 2024

The LEONI corporate values we share shape LEONI's identity and are at the heart of our corporate culture. They form the guideline for all actions and decisions, provide support and guidance in our everyday conduct and are a key element for LEONI's future success. Shared culture and values are crucial for a large international business like LEONI.

When our employees identify with our corporate values this leads to greater motivation, commitment and loyalty. They feel more strongly connected with the company, which can in turn raise work satisfaction and productivity. Our values are the basis for confidence and allow successful and effective collaboration to flourish among each other as well as with internal and external stakeholders. Continual working with and on our values not only establishes a solid foundation for day-to-day interaction, but also contributes to long-term stability and LEONI's success. As part of the ongoing development of our corporate culture, sharing more practical ideas and local good practices on activities in various countries relating to corporate values was again of prime importance in 2024. By sharing successful initiatives and

programmes from various countries and sites with one another, we identified worthwhile methods and carried them over to other areas. Not only does this strengthen realisation of our values, it also promotes dialogue and collaboration between our facilities. The most outstanding local examples were compiled in a presentation.

At the same time, there were suggestions at the global level for several measures to develop our corporate culture. A key new feature involved updating of both our Intranet page as LEONI's external careers web page on our corporate values, which now provides an even more user-friendly overview as well as detailed information on our principles. On LEONI's Intranet, staff can find information on local campaigns as well as on global initiatives that make our values perceptible. Outside applicants thereby obtain an authentic insight into our corporate culture.

Other significant activities included development of an explanatory video that presents our corporate values clearly

and understandably and thereby brings our values closer to our employees (also in production) in an interactive and easy-to-comprehend manner. We also updated the slides for the Welcome Day to present our corporate values to new staff members and made this available to our international HR community. This material serves not only initial orientation but also ensures that our values are conveyed clearly and convincingly from the outset. With these various activities and measures we ensured that our corporate values are not only understood, but also continue to be actively adhered to – at both local and global level.

## THE CORPORATE VALUES OF LEONI



Care



Collaboration



Respect



Responsibility



Result orientation

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2024 FIGURE	2021 FIGURE (BASELINE YEAR)
Qualification of all LEONI employees with two learning activities (e.g. e-learning, training) per year	100 %	2025	100 %	— <sup>4</sup>
Percentage of sites with at least one social project per year <sup>1</sup>	100 %	2025	63.7 %	37.0 %
Female members of the Executive Board	— <sup>3</sup>	—	0	1
Quota of women at executive levels 1–3	20.0 %	2030	13.5 %	14.8 %
Quota of women in leadership positions	40.0 %	2040	31.9 %	36.0 %
Quota of non-German citizens at executive levels 1–3 <sup>2</sup>	60.0 %	2030	57.0 %	50.0 %

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

<sup>2</sup> The quota refers to WSD and AG, excluding ACS.

<sup>3</sup> This target is no longer being pursued since 2024 because of LEONI's delisting and suspending application of the German Corporate Governance Code.

<sup>4</sup> This figure was not recorded up to and incl. 2021.

# Occupational health and safety

Occupational health and safety is 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. Two more facilities in Mexico were successfully certified in 2024, meaning that 30 percent of ACS facilities now have ISO 45001 certification. More certifications are already being planned so as to attain our target of establishing a certified occupational health and safety management system at all sites by 2028. The Wiring Systems Division has set itself the target of having all its facilities ISO 45001 certified by 2025. This target was met in 2024 for 100 percent of all production facilities that are older than two years. In total, therefore, 89 percent of our production facilities within the LEONI Group are ISO 45001 certified.

At approx. 75 percent of our facilities we ran such occupational health and safety projects as flu vaccinations, lung functions tests, vision testing days, ergonomic optimisation of office workstations and also training sessions to underpin awareness of safety. Our site in Tunisia is one example of this commitment. Here we applied numerous measures including first aid courses, fire protection assistant training as well as campaigns to raise awareness in the context of 'Breast Cancer Month October'. The campaign aimed to provide thorough information on prevention and to boost awareness of the issue of breast cancer.

LEONI furthermore offered its employees the company's own medical care services at 89 percent of its sites.

The rate of work accidents stood at 0.14 per 100 employees in 2024 (previous year: 0.20). To keep the accident rate low and to lower it, we organised daily HSEE Gemba Walks, i.e. meetings directly at the place of an incident as well as greater reporting of near accidents, in 2024. Regular, global coordination meetings with those responsible for HSEE at our facilities ensured that the latest key figures as well as accident occurrences at plants are reported and information on causes, responses and lessons learned can thereby be shared. At one of our facilities in Morocco we integrated optimised visualisation directly in plant planning to raise safety at work and reduce accidents. The facility serves as an example for other plants and provides a permanently and clearly visible sign to minimise threats and

ensure safe processes in the production hall. We furthermore launched a campaign to increase the safety of crimping presses as well as machines to mechanically connect cables and contacts, and we promoted proactive sharing of best practice.



First Aid Course in Tunisia.

## OCCUPATIONAL HEALTH AND SAFETY

**88.9 %** **0.14** **88.8 %**

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

Number of accidents at work per 100 employees

Percentage of facilities that offer medical cover benefits<sup>1</sup>

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

## TARGETS & PROGRESS

KEY FIGURE	TARGET FIGURE	TARGET DATE	2024 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)	100 % <sup>4</sup> (WSD) 30.0 % (ACS)	38.0 %
Percentage of facilities with annual occupational health and safety protection projects <sup>2</sup>	100 %	2025	75.0 %	84.0 %
Annual accident rate per 100 employees	≤ 0.30	permanent <sup>3</sup>	0.14	0.42

<sup>1</sup> The target set for the ACS division differed from that set for the WSD.

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

<sup>3</sup> The target date was originally set to 2023. As these were already met in 2023, we are continuing to focus on upholding the target figure on a permanent basis.

<sup>4</sup> Concerns production facilities that are older than 2 years.

# Key 2024 sustainability figures

LOCATIONS	UNIT	2024	2023	2021 (BASELINE YEAR)
LOCATIONS INCLUDED	Number	<b>79<sup>1</sup></b> WSD: 68 • ACS: 10 holding company: 1	<b>100<sup>1</sup></b> WSD: 82 • BG PS: 6 • ACS: 11 holding company: 1	<b>93</b> WSD: 56 • WCS: 36 holding company: 1
<p><sup>1</sup> The locations to be considered can differ depending on the key figure. Any deviation is noted with the corresponding key figure.</p>				
COMPLIANCE	UNIT	2024	2023	2021 (BASELINE YEAR)
COMPLETION RATE ON GUIDELINE ON COMBATING CORRUPTION AND BRIBERY	%	<b>84.6</b> WSD: 85.7 • ACS: 76.3 holding company: 88.9	<b>81.0</b> WSD: 83.0 • BG PS: 71.2 ACS: 68.6 • holding company: 86.3	<b>87.0</b> WSD: 87.4 • WCS: 85.4 holding company: 97.7
COMPLETION RATE OF E-LEARNING ON ANTI-CORRUPTION	%	<b>94.3</b> WSD: 94.2 • ACS: 95.7 holding company: 94.4	<b>91.3</b> WSD: 91.2 • BG PS: 0 ACS: 100 • holding company: 96.7	<b>92.9</b> WSD: 92.7 • WCS: 93.6 holding company: 94.9
COMPLETION RATE OF E-LEARNING ON CODE OF CONDUCT (NEW SINCE 2024)	%	<b>90.9</b> WSD: 90.6 • ACS: 94.5 holding company: 90.9	-	-

# Key 2024 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>ENERGY CONSUMPTION</b>				
ELECTRICITY	MWh	<b>298,508</b> WSD: 156,380 • ACS: 138,900 holding company: 1,228	<b>334,039</b> WSD: 156,526 • BG PS: 28,831 ACS: 147,682 • holding company: 1,000	<b>371,654</b> WSD: 152,052 • WCS: 218,063 holding company: 1,539
DISTRICT HEATING	MWh	<b>32,351</b> WSD: 31,876 • ACS: 0 holding company: 475	<b>37,809<sup>2</sup></b> WSD: 37,298 • BG PS: 0 ACS: 0 • holding company: 511	<b>12,552</b> WSD: 10,440 • WCS: 1,508 holding company: 604
FOSSIL FUELS	MWh	<b>70,888<sup>1</sup></b> WSD: 37,982 • ACS: 32,375 holding company: 531	<b>59,393</b> WSD: 27,237 • BG PS: 2,227 ACS: 29,929 • holding company: 0	<b>123,168</b> WSD: 38,665 • WCS: 84,503 holding company: 0
RENEWABLE ENERGY SOURCES	MWh	<b>3,125</b> WSD: 3,125 • ACS: 0 holding company: 0	<b>2,589</b> WSD: 2,589 • BG PS: 0 ACS: 0 • holding company: 0	<b>6,181</b> WSD: 6,181 • WCS: 0 holding company: 0
TOTAL ENERGY CONSUMPTION	MWh	<b>397,455<sup>2</sup></b> WSD: 229,021 • ACS: 166,200 holding company: 2,234	<b>433,830<sup>3</sup></b> WSD: 223,650 • BG PS: 31,058 ACS: 177,611 • holding company: 1,511	<b>513,556</b> WSD: 207,337 • WCS: 304,077 holding company: 2,142

<sup>1</sup> The consumption of our vehicle fleet was included here for the first time in 2024, which results in year-on-year deviations. Without considering this, the figure would have been 60,616 MWh.

<sup>2</sup> In 2024, this figure is presented for the first time less the electricity generated by the cogeneration plant. The total of the items stated above therefore does not correspond to the figure for total energy consumption.

<sup>3</sup> We adjusted the figure for 2023. Changes are due to having switched the conversion factor with respect to district heating.

# Key 2024 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>GREENHOUSE GAS EMISSIONS</b>				
SCOPE 1	t CO <sub>2</sub> e	<b>16,803</b> WSD: 10,429 • ACS: 6,245 holding company: 129	<b>15,168<sup>1</sup></b> WSD: 8,331 • BG PS: 552 ACS: 6,192 • holding company: 93	<b>35,124</b> WSD: 17,711 • WCS: 17,273 holding company: 140
SCOPE 2	t CO <sub>2</sub> e	<b>86,967</b> WSD: 56,241 • ACS: 30,726 holding company: 0	<b>116,255<sup>1</sup></b> WSD: 57,469 • BG PS: 15,999 ACS: 42,714 • holding company: 73	<b>151,172</b> WSD: 68,830 • WCS: 81,309 holding company: 1,033
SCOPE 3	t CO <sub>2</sub> e	<b>396,590<sup>2</sup></b> WSD: – • ACS: – holding company: –	<b>429,373<sup>2</sup></b> WSD: – • BG PS: – ACS: – • holding company: –	<b>618,523<sup>2</sup></b> WSD: – • WCS: – holding company: –
SCOPE 1 AND 2	t CO <sub>2</sub> e	<b>103,770</b> WSD: 66,670 • ACS: 36,971 holding company: 129	<b>131,423<sup>1</sup></b> WSD: 65,800 • BG PS: 16,551 ACS: 48,906 • holding company: 166	<b>186,296</b> WSD: 86,541 • WCS: 98,582 holding company: 1,173
BIOGENIC EMISSIONS	t CO <sub>2</sub> e	<b>35</b> WSD: 35 • ACS: 0 holding company: 0	<b>28</b> WSD: 28 • BG PS: 0 ACS: 0 • holding company: 0	<b>94</b> WSD: 94 • WCS: 0 holding company: 0

<sup>1</sup> The figures for 2023 were adjusted due to the change in the calculation model.

<sup>2</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 2024 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>WATER CONSUMPTION</b>				
WATER FROM THIRD PARTIES	m <sup>3</sup>	<b>828,413</b> WSD: 631,758 • ACS: 195,417 holding company: 1,238	<b>792,781</b> WSD: 652,055 • BG PS: 35,419 ACS: 104,563 • holding company: 744	— <sup>4</sup>
SURFACE WATER	m <sup>3</sup>	<b>4,488</b> WSD: 4,488 • ACS: 0 holding company: 0	<b>103,101<sup>3</sup></b> WSD: 2,013 • BG PS: 0 ACS: 101,088 • holding company: 0	<b>724,332</b> WSD: 472,528 • WCS: 250,023 holding company: 1,781
GROUNDWATER	m <sup>3</sup>	<b>173,715</b> WSD: 125,619 • ACS: 48,096 holding company: 0	<b>227,069<sup>3</sup></b> WSD: 73,656 • BG PS: 0 ACS: 153,413 • holding company: 0	<b>798,412</b> WSD: 338,334 • WCS: 460,078 holding company: 0
RAIN WATER	m <sup>3</sup>	— <sup>1</sup>	<b>100,350</b> WSD: 100,270 • BG PS: 80 ACS: 0 • holding company: 0	<b>99,933</b> WSD: 99,843 • WCS: 90 holding company: 0
OWN SOURCES	m <sup>3</sup>	— <sup>2</sup>	<b>168,920</b> WSD: 119,250 • BG PS: 0 ACS: 49,670 • holding company: 0	— <sup>5</sup>
ABSOLUTE WATER CONSUMPTION	m <sup>3</sup>	<b>1,006,616</b> WSD: 761,865 • ACS: 243,513 holding company: 1,238	<b>1,392,221</b> WSD: 947,244 • BG PS: 35,499 ACS: 408,734 • holding company: 744	<b>1,622,677</b> WSD: 910,706 • WCS: 710,191 holding company: 1,781

<sup>1</sup> Collected rain water is recorded under surface water in 2024. Since 2024, we record rain water only if it is being used or consumed for our own business activities.

<sup>2</sup> The recording of "own sources" involves water from our own well and is recorded under groundwater in 2024.

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

<sup>4</sup> Water sourced from third parties has only been recorded since 2023.

<sup>5</sup> Water consumption from own sources was not recorded in 2021.

# Key 2024 sustainability figures

## KEY FIGURES IN ABSOLUTE TERMS

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>WASTE VOLUME</b>				
NON-HAZARDOUS WASTE <sup>1</sup>	t	<b>39,050</b> WSD: 26,425 • ACS: 12,603 holding company: 22	<b>37,390</b> WSD: 22,486 • BG PS: 1,160 ACS: 13,635 • holding company: 109	<b>43,812</b> WSD: 22,035 • WCS: 21,631 holding company: 146
OF WHICH RECYCLED NON-HAZARDOUS WASTE <sup>1</sup>	t	<b>30,571</b> WSD: 18,480 • ACS: 12,081 holding company: 10	<b>32,542</b> WSD: 18,854 • BG PS: 1,066 ACS: 12,621 • holding company: 0	<b>35,402</b> WSD: 18,812 • WCS: 16,590 holding company: 0
HAZARDOUS WASTE	t	<b>1,489</b> WSD: 372 • ACS: 1,117 holding company: 0	<b>2,784</b> WSD: 501 • BG PS: 1,253 ACS: 1,030 • holding company: 0	<b>2,470</b> WSD: 417 • WCS: 2,053 holding company: 0
OF WHICH RECYCLED HAZARDOUS WASTE	t	<b>1,411</b> WSD: 313 • ACS: 1,098 holding company: 0	<b>2,700</b> WSD: 459 • BG PS: 1,251 ACS: 989 • holding company: 0	<b>2,141</b> WSD: 359 • WCS: 1,782 holding company: 0
ABSOLUTE WASTE VOLUME	t	<b>40,539</b> WSD: 26,797 • ACS: 13,720 holding company: 22	<b>40,174</b> WSD: 22,987 • BG PS: 2,412 ACS: 14,665 • holding company: 109	<b>46,282</b> WSD: 22,452 • WCS: 23,684 holding company: 146

<sup>1</sup> These figures comprise waste for recycling, to prepare for reuse and other recovery methods.

# Key 2024 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>ENERGY CONSUMPTION</b>				
ELECTRICITY RELATIVE TO SALES	MWh / million in sales	<b>59.5</b> WSD: 31.4 • ACS: 27.9 holding company: 0.2	<b>61.2</b> WSD: 28.7 • BG PS: 5.3 ACS: 27.0 • holding company: 0.2	<b>72.6</b> WSD: 29.7 • WCS: 42.6 holding company: 0.3
DISTRICT HEATING RELATIVE TO SALES	MWh / million in sales	<b>6.5</b> WSD: 6.4 • ACS: 0 holding company: 0.1	<b>6.8<sup>1</sup></b> WSD: 6.8 • BG PS: 0 ACS: 0 • holding company: 0.1	<b>2.5</b> WSD: 2.0 • WCS: 0.4 holding company: 0.1
FOSSIL FUELS RELATIVE TO SALES	MWh / million in sales	<b>14.2</b> WSD: 7.6 • ACS: 6.5 holding company: 0.1	<b>10.9</b> WSD: 5.0 • BG PS: 0.4 ACS: 5.5 • holding company: 0	<b>24.1</b> WSD: 7.6 • WCS: 16.5 holding company: 0
RENEWABLE ENERGY SOURCES RELATIVE TO SALES	MWh / million in sales	<b>0.6</b> WSD: 0.6 • ACS: 0 holding company: 0	<b>0.5</b> WSD: 0.5 • BG PS: 0 ACS: 0 • holding company: 0	<b>1.2</b> WSD: 1.2 • WCS: 0 holding company: 0
TOTAL ENERGY CONSUMPTION RELATIVE TO SALES	MWh / million in sales	<b>79.8</b> WSD: 46.0 • ACS: 33.4 holding company: 0.4	<b>79.4<sup>1</sup></b> WSD: 40.9 • BG PS: 5.7 ACS: 32.5 • holding company: 0.3	<b>100.4</b> WSD: 40.5 • WCS: 59.5 holding company: 0.4

<sup>1</sup> We adjusted the figures for 2023. Changes are due to having switched the conversion factor with respect to district heating.

# Key 2024 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>GREENHOUSE GAS EMISSIONS</b>				
SCOPE 1 RELATIVE TO SALES	t CO <sub>2</sub> e / € million in sales	<b>3.4</b> WSD: 2.1 • ACS: 1.3 holding company: 0	<b>2.8</b> WSD: 1.5 • BG PS: 0.1 ACS: 1.1 • holding company: 0	<b>6.9</b> WSD: 3.5 • WCS: 3.4 holding company: 0
SCOPE 2 RELATIVE TO SALES	t CO <sub>2</sub> e / € million in sales	<b>17.5</b> WSD: 11.3 • ACS: 6.2 holding company: 0	<b>21.3<sup>1</sup></b> WSD: 10.5 • BG PS: 2.9 ACS: 7.8 • holding company: 0	<b>29.5</b> WSD: 13.4 • WCS: 15.9 holding company: 0.2
SCOPE 3 RELATIVE TO SALES	t CO <sub>2</sub> e / € million in sales	<b>79.6</b> WSD: – • ACS: – holding company: –	<b>78.6<sup>2</sup></b> WSD: – • BG PS: – ACS: – • holding company: –	<b>120.8<sup>2</sup></b> WSD: – • WCS: – holding company: –
SCOPE 1 AND 2 RELATIVE TO SALES	t CO <sub>2</sub> e / € million in sales	<b>20.9</b> WSD: 13.4 • ACS: 7.5 holding company: 0	<b>24.1<sup>1</sup></b> WSD: 12.0 • BG PS: 3.0 ACS: 9.0 • holding company: 0	<b>36.4</b> WSD: 16.9 • WCS: 19.3 holding company: 0.2
BIOGENIC EMISSIONS RELATIVE TO SALES	t CO <sub>2</sub> e / € million in sales	<b>0</b> WSD: 0 • ACS: 0 holding company: 0	<b>0</b> WSD: 0 • BG PS: 0 ACS: 0 • holding company: 0	<b>0</b> WSD: 0 • WCS: 0 holding company: 0

<sup>1</sup> The figures for 2023 were adjusted due to the change in the calculation model.

<sup>2</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 2024 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>WATER CONSUMPTION</b>				
WATER FROM THIRD PARTIES	m <sup>3</sup> / € million in sales	<b>166.2</b> WSD: 126.8 • ACS: 39.2 holding company: 0.2	<b>145.1</b> WSD: 119.4 • BG PS: 6.5 ACS: 19.1 • holding company: 0.1	<b>—<sup>4</sup></b>
SURFACE WATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>0.9</b> WSD: 0.9 • ACS: 0 holding company: 0	<b>18.9<sup>3</sup></b> WSD: 0.4 • BG PS: 0 ACS: 18.5 • holding company: 0	<b>141.5</b> WSD: 92.3 • WCS: 48.9 holding company: 0.3
GROUNDWATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>34.9</b> WSD: 25.2 • ACS: 9.7 holding company: 0	<b>41.6<sup>3</sup></b> WSD: 13.5 • BG PS: 0 ACS: 28.09 • holding company: 0	<b>156.0</b> WSD: 66.1 • WCS: 89.9 holding company: 0
RAIN WATER RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>—<sup>1</sup></b>	<b>18.4</b> WSD: 18.4 • BG PS: 0 ACS: 0 • holding company: 0	<b>19.5</b> WSD: 19.5 • WCS: 0 holding company: 0
OWN SOURCES RELATIVE TO SALES	m <sup>3</sup> / € million in sales	<b>202.0</b> WSD: 152.9 • ACS: 48.9 holding company: 0.2	<b>30.9</b> WSD: 21.8 • BG PS: 0 ACS: 9.1 • holding company: 0	<b>317.0</b> WSD: 177.9 • WCS: 138.8 holding company: 0.3
TOTAL WATER CONSUMPTION RELATIVE TO SALES	m <sup>3</sup> / € million in sales			

<sup>1</sup> Collected rain water is recorded under surface water in 2024. Since 2024, we record rain water only if it is being used or consumed for our own business activities.

<sup>2</sup> The recording of "own sources" involves water from our own well and is recorded under groundwater in 2024.

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

<sup>4</sup> Water sourced from third parties has only been recorded since 2023.

<sup>5</sup> Water consumption from own sources was not recorded in 2021.

# Key 2024 sustainability figures

## SPECIFIC KEY FIGURES

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>WASTE VOLUME</b>				
NON-HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>7.5</b> WSD: 5.3 • ACS: 2.2 holding company: 0	<b>6.8</b> WSD: 4.1 • BG PS: 0.2 ACS: 2.5 • holding company: 0	<b>8.6</b> WSD: 4.3 • WCS: 4.3 holding company: 0
OF WHICH RECYCLED NON-HAZARDOUS WASTE RELATIVE TO SALES <sup>1</sup>	t/ € million in sales	<b>5.8</b> WSD: 3.7 • ACS: 2.1 holding company: 0	<b>6.0</b> WSD: 3.5 • BG PS: 0.2 ACS: 2.3 • holding company: 0	<b>6.9</b> WSD: 3.7 • WCS: 3.2 holding company: 0
HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>0.3</b> WSD: 0.1 • ACS: 0.2 holding company: 0	<b>0.5</b> WSD: 0.1 • BG PS: 0.2 ACS: 0.2 • holding company: 0	<b>0.5</b> WSD: 0.1 • WCS: 0.4 holding company: 0
OF WHICH RECYCLED HAZARDOUS WASTE RELATIVE TO SALES	t/ € million in sales	<b>0.3</b> WSD: 0.1 • ACS: 0.2 holding company: 0	<b>0.5</b> WSD: 0.1 • BG PS: 0.2 ACS: 0.2 • holding company: 0	<b>0.4</b> WSD: 0.1 • WCS: 0.3 holding company: 0
TOTAL WASTE VOLUME RELATIVE TO SALES	t/ € million in sales	<b>7.9</b> WSD: 5.4 • ACS: 2.5 holding company: 0	<b>7.4</b> WSD: 4.2 • BG PS: 0.4 ACS: 2.7 • holding company: 0.2	<b>9.1</b> WSD: 4.4 • WCS: 4.7 holding company: 0

<sup>1</sup> These figures comprise waste for recycling, to prepare for reuse and other recovery methods.

# Key 2024 sustainability figures

## PERSONNEL FIGURES

	UNIT	2024	2023	2021 (BASELINE YEAR)
<b>EMPLOYEES</b>				
ACTIVE EMPLOYEES, TOTAL	Number	<b>85,548</b> WSD: 82,053 • ACS: 3,318 holding company: 177	<b>95,222</b> WSD: 91,546 • ACS: 3,470 <sup>3</sup> holding company: 206	<b>101,372</b> WSD: 93,705 • WCS: 7,457 holding company: 210
PROPORTION OF WHITE COLLAR (DIRECT) EMPLOYEES	%	72.1	72.8	71.5
PROPORTION OF BLUE COLLAR (INDIRECT) EMPLOYEES	%	15.9	15.7	13.1
PROPORTION OF WHITE COLLAR (INDIRECT) EMPLOYEES	%	12.0	11.5	15.4
QUALIFICATION OF ALL LEONI STAFF WITH TWO LEARNING ACTIVITIES (E.G. E-LEARNING, SCHOOLING, TRAINING) PER YEAR	%	100	100	— <sup>4</sup>
PROPORTION OF SITES WITH AT LEAST ONE SOCIAL PROJECT PER YEAR <sup>1</sup>	%	63.7	58.3	37.0
FEMALE MEMBERS OF THE EXECUTIVE BOARD	Number	0	1	1
QUOTA OF WOMEN AT EXECUTIVE LEVELS 1–3	%	13.5	15.0	14.8
QUOTA OF WOMEN IN LEADERSHIP POSITIONS	%	31.9	32.3	36.0
QUOTA OF NON-GERMAN CITIZENS AT EXECUTIVE LEVELS 1–3 <sup>2</sup>	%	57.0	51.8	50.0

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

<sup>2</sup> The quota refers to WSD and the holding company, excluding ACS.

<sup>3</sup> The 2023 numbers of employees exclusively include staff of ACS. The previous year's figures include the employees of the WCS at the time.

<sup>4</sup> The figures were not recorded in 2021.

# Key 2024 sustainability figures

## HEALTH-SAFETY-ENVIRONMENT-ENERGY FIGURES

UNIT	2024	2023	2021 (BASELINE YEAR)
<b>HEALTH-SAFETY-ENVIRONMENT-ENERGY</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: 87.0 • WCS: 83.0 holding company: 0 <sup>2</sup>
PROPORTION OF PRODUCTION FACILITIES <sup>1</sup> WITH CERTIFIED OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (ISO 45001)	% <b>88.9</b> WSD: 100 • ACS: 30.0	% <b>57.4</b> WSD: 68.2 • ACS: 10.0	% <b>38.0</b> WSD: 60.0 • WCS: 3.0 holding company: 0 <sup>2</sup>
ACCIDENTS AT WORK	Number <b>118</b> WSD: 58 • ACS: 60 holding company: 0	Number <b>189</b> WSD: 124 • ACS: 65 holding company: 0	Number <b>429</b> WSD: 273 • WCS: 153 holding company: 3
ACCIDENT RATE	Accidents per 100 employees <b>0.14</b>	Accidents per 100 employees <b>0.20</b>	Accidents per 100 employees <b>0.42</b>
PERCENTAGE SITES WITH ANNUAL OCCUPATIONAL SAFETY AND SAFETY PROTECTION PROJECTS	% <b>75.0</b> WSD: 73.9 • ACS: 80.0 holding company: 100	% <b>78.6</b> WSD: 77.9 • ACS: 80.0 BG PS: 80.0 • holding company: 100	% <b>84.0</b> WSD: 82.0 • WCS: 89.0 holding company: 0
PROPORTION OF FACILITIES OFFERING MEDICAL COVER BENEFITS	% <b>88.8</b> WSD: 91.3 • ACS: 70.0 holding company: 100	% <b>77.0</b> WSD: 78.0 • ACS: 72.7 BG PS: 66.7 • holding company: 100	% <b>68.0</b> WSD: 77.0 • WCS: 53.0 holding company: 100

<sup>1</sup> Production facilities in 2024: WSD: 54, ACS: 10

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

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**“WE WILL CONTINUE  
OUR EFFORTS TO  
MAKE A POSITIVE  
CONTRIBUTION TO  
THE FUTURE VIABILITY  
OF OUR COMPANY.”**



**LEONI AG**