

Competence profile of the Supervisory Board of LEONI AG

including diversity concept

To ensure qualified supervision and advice for the Executive Board, the Supervisory Board has established a competence profile. The profile emphasises the level of independence, integrity, commitment and professionalism that is expected of all Supervisory Board members and is thoroughly reviewed and updated on a continuous basis. The objective pursued is that the Supervisory Board as a whole combines all the knowledge and experience needed to execute its tasks – this applies, in particular, to the knowledge and experience that is important to LEONI AG.

professional competencies – target image

at least 1 expert

Product / Technology / Markets

- industry and sector knowledge in the LEONI business areas
- new technologies, products and services (including mobility of the future, electrification)
- operations & operative excellence
- transformation of processes (including automation, process optimisation and redesign)

Finance / Audit

- legal / compliance / corporate governance
- accounting
- auditing
- (re)financing / liquidity / capital market

competencies

IT / ESG

- digitalisation / IT / Software
- ESG / sustainability (especially related to LEONI)

Leadership / Strategy

- management / leadership
- human resources / new work / transformation
- business development and corporate organisation / M&A transactions
- restructuring and crisis competence

The Supervisory Board reviews its current competence profile annually during its 'Executive Session' and, if necessary, realigns it with exogenous or LEONI specific developments.

The competence profile is structured in the areas of (1) professional competencies and (2) diversity criteria, the latter also taking into account important criteria such as independence, sector knowledge, international professional experience, etc.

The professional competencies that are of particular relevance to the work of the Supervisory Board from its point of view are shown in the chart on the left. The competence profile provides that each of the listed competencies is fulfilled by at least one member of the supervisory board (expert status). At least one member of the Audit Committee has expertise in the field of accounting and at least one other member has expertise in the field of auditing and particular knowledge as well as experience with regard to internal controlling procedures (,FISG'-Conformity). Accounting and auditing also include sustainability reporting and its audit.

Competence profile of the Supervisory Board of LEONI AG

including diversity concept

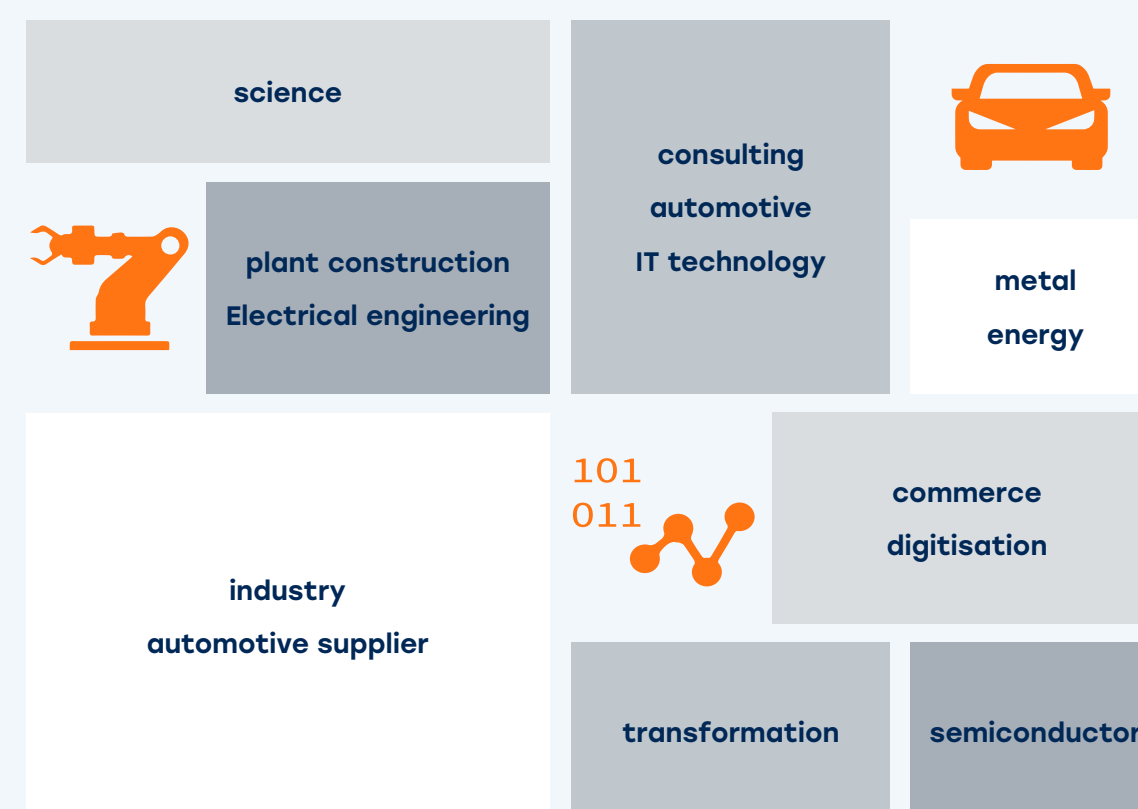
The aim of the diversity criteria integrated in the competence profile is sufficient diversity beyond the professional qualification. The relevant criteria are presented in detail as follows:

age structure

The Supervisory Board shall ensure a balanced age structure within set parameters for a standard retirement age (currently at 70 years of age at the time of appointment; maximum membership of 15 years).

sector experience

The Supervisory Board as a whole shall demonstrate experience in the global corporate environment as well as in regions and markets of international importance for LEONI:



diversity

The composition of the Supervisory Board shall ensure appropriate **gender diversity** on the Supervisory Board and its committees (>30% women).

An appropriate number (=at least two) of the shareholder representatives shall be considered **independent** within the meaning of the recommendations C.6 - C.9 DCGK 2022.

The Supervisory Board shall ensure its role as a driving force by the fact that an appropriate number of its members has **experience from advisory or Supervisory Board work** of other companies.

The **international business orientation** is to be taken into account, among other things, by the fact that the Supervisory Board as a whole has sufficient international professional experience.

Qualification matrix of the Supervisory Board of LEONI AG – Shareholder representatives

	Klaus Rinnerberger (Chairman)	Günther Apfalter	Tom Graf	Dr Ulla Reisch	Karin Sonnenmoser	Dr Lorenz Zwingmann
Personal prerequisites						
- Member of the Supervisory Board since	19/05/2021	24/05/2022	24/05/2022	24/05/2022	24/05/2022	24/05/2022
- Independence according to DCGK 2022		✓	✓	✓	✓	✓
- No "Overboarding" according to DCGK 2022	✓	✓	✓	✓	✓	✓
Diversity						
- Date of birth	02/03/1964	21/08/1960	20/02/1956	22/04/1968	08/10/1969	16/09/1964
- Gender	Male	Male	Male	Female	Female	Male
- Nationality	Austrian	Austrian	German	Austrian	German	German
- International professional experience	✓	✓	✓	✓	✓	✓
- Experience from advisory or supervisory board work of other companies	✓	✓	✓	✓	✓	✓
Professional competencies						
Product / Technology / Markets						
- Industry and sector knowledge in the LEONI business areas	✓	✓	✓	✓	✓	✓
- New technologies, products and services	✓	✓				
- Operations & operative excellence	✓	✓	✓			✓
- Transformation of processes	✓	✓	✓		✓	✓
Finance / Audit						
- Legal / compliance / corporate governance	✓	✓		✓	✓	✓
- Accounting	✓	✓		✓	✓	✓
- Auditing	✓			✓	✓	✓
- (Re-)financing / Liquidity / capital market	✓	✓	✓	✓	✓	✓
- Finance expert according to Section 100 (5) AktG and recommendation D.3 DCGK 2022	✓				✓	✓
Leadership / Strategy						
- Management / Leadership	✓	✓	✓	✓	✓	✓
- Human Resources / new work / transformation	✓	✓	✓	✓		✓
- Business development and corporate organisation / M&A transactions	✓	✓	✓	✓	✓	✓
- Restructuring and crisis competence	✓	✓	✓	✓	✓	✓
IT / ESG						
- Digitalisation / IT / Software	✓		✓		✓	✓
- ESG / sustainability (especially related to LEONI)	✓	✓		✓	✓	✓

✓ Criterion met, based on a self-assessment by the Supervisory Board. This means at least „good knowledge“ and thus the ability to comprehend relevant facts and make well-founded decisions on the basis of existing qualifications and professional skills within the scope of Supervisory Board work for LEONI AG

Qualification matrix of the Supervisory Board of LEONI AG – Employee representatives

	Franz Spieß (Deputy Chairman)	Mark Dischner	Carolin Geist	Martin Hering	Sina Maier	Klaus Wolff
Personal prerequisites						
- Member of the Supervisory Board since	04/10/2006	11/05/2017	24/05/2022	24/05/2022	24/05/2022	26/09/2022
- No "Overboarding" according to DCGK 2022	✓	✓	✓	✓	✓	✓
Diversity						
- Date of birth	25/01/1957	22/12/1973	03/07/1990	05/07/1979	29/11/1997	02/05/1967
- Gender	Male	Male	Female	Male	Female	Male
- Nationality	German	German	German	German	German	German
- International professional experience	✓	✓		✓		✓
- Experience from advisory or supervisory board work of other companies	✓	✓				✓
Professional competencies						
Product / Technology / Markets						
- Industry and sector knowledge in the LEONI business areas	✓	✓	✓	✓	✓	✓
- New technologies, products and services	✓				✓	✓
- Operations & operative excellence	✓	✓		✓	✓	✓
- Transformation of processes	✓	✓		✓	✓	✓
Finance / Audit						
- Legal / compliance / corporate governance	✓	✓		✓	✓	✓
- Accounting	✓					✓
- Auditing	✓					✓
- (Re-)financing / Liquidity / capital market						✓
- Finance expert according to Section 100 (5) AktG and recommendation D.3 DCGK 2022						✓
Leadership / Strategy						
- Management / Leadership	✓	✓		✓		✓
- Human Resources / new work / transformation	✓	✓	✓	✓	✓	✓
- Business development and corporate organisation / M&A transactions	✓					✓
- Restructuring and crisis competence	✓	✓		✓		✓
IT / ESG						
- Digitalisation / IT / Software	✓				✓	
- ESG / sustainability (especially related to LEONI)	✓	✓		✓		✓

✓ Criterion met, based on a self-assessment by the Supervisory Board. This means at least „good knowledge“ and thus the ability to comprehend relevant facts and make well-founded decisions on the basis of existing qualifications and professional skills within the scope of Supervisory Board work for LEONI AG