

**Intra-year-addition of the
Declaration by the Executive Board and the Supervisory Board of LEONI AG
on the recommendations of the
‘Government Commission on the German Corporate Governance Code’
in accordance with Article 161 of the German Stock Corporation Act (AktG)**

The Executive Board and the Supervisory Board of LEONI AG submitted the last Declaration of Conformity in accordance with Article 161 AktG on 14 December 2022. In addition to this Declaration, the following is declared:

The Supervisory Board of LEONI AG decided to appoint Mr. Hans-Joachim Ziems as a member of the Executive Board for the period of about six months (10 January 2023 until 30 June 2023). Mr. Ziems was assigned the responsibility for the ongoing financial and operational restructuring of the Company. Mr. Ziems already acted from October 2019 until March 2020 as general representative (Generalbevollmächtigter) of LEONI AG und from 1 April 2020 until 31 March 2021 as Chief Restructuring Officer (CRO) of the Executive Board of LEONI AG. For this Mr. Ziems received a fixed monthly salary respectively. Because of these previous activities for LEONI AG and the duration of the appointment, which is again limited in time, the Supervisory Board and Mr. Ziems agreed, that the executive board service contract contains a fixed salary again for the activities of Mr. Ziems. The executive board service contract contains no variable compensation components.

Furthermore, the Executive Board and the Supervisory Board of LEONI AG decided to mandate the Ziems & Partner consulting firm, so they can support the Executive Board with the ongoing financial and operational restructuring of the Company. Mr. Ziems holds a major interest in the Ziems & Partner consulting firm and therefore indirectly benefits from the fees the Ziems & Partner consulting firm receives. The Ziems & Partner consulting firm receives for its advice on restructuring a fixed basic fee and – in the case of achieving certain targets – an additional contingency fee. The Supervisory Board considered and approved the fees for Ziems & Partner consulting firm in reaching its decisions on appointing Mr. Ziems as a member of the Executive Board and the determination of remuneration.

Due to the aforementioned compensation agreement with Mr. Ziems, LEONI AG declares highly precautionary a deviation from the recommendations G.6 to G.11 of the German Corporate Governance Code in the version of 28 April 2022 (DCGK 2022) as published in the official part of the German Federal Gazette (Bundesanzeiger) on 27 June 2022. It is the opinion of the Executive Board and the Supervisory Board that these deviations are justified as the incentive effects, which are usually associated with variable compensation, would not have been appropriate considering that Mr. Ziems’ activity on the Executive Board is limited to half a year and the special tasks he was assigned as CRO. In addition, a sufficient incentive effect is already given by the agreed contingency fee with the Ziems & Partner consulting firm.

With regard to the other members of the Executive Board, LEONI AG intends to comply with all of the aforementioned recommendations.

Nuremberg, 9 January 2023

LEONI AG

For the Executive Board



Aldo Kamper

For the Supervisory Board



Klaus Rinnerberger