

## 2022 Annual General Meeting

### Key messages of the Supervisory Board report

Dr Klaus Probst, Chairman of the Supervisory Board

- **2021 Review:** Despite the continuing impact of the COVID 19 pandemic, the dislocations in global supply chains and the supply crisis, LEONI has made great and important strides on the path to sustainable recovery.
- **Thanks to the Board of Directors** for its extraordinary commitment: Despite the pandemic and the further challenges, the Company is in a better position than it was a year ago.
- **Thanks to the staff** for their outstanding commitment and support in these challenging times - not least currently in managing the consequences of the war in Ukraine as best as possible.
- **Meetings of the Supervisory Board:**
  - A total of 20 meetings, of which eight were ordinary meetings, one of which without the participation of the Board of Directors, and 12 were extraordinary meetings
  - Additionally, Supervisory Board Committees met for a total of 33 times
  - An attendance rate of 96 percent was achieved at plenary and committee meetings, maintaining its very high level
- **Cooperation with the Board of Directors:** Even beyond the meetings, the Supervisory Board was always in close contact with the Board of Directors, especially with the CEO and the former CFO, Ms Jägering. The Board of Directors always fulfilled its reporting obligations in full and provided regular, timely and comprehensive information both in writing and verbally on all issues of relevance to LEONI.

- **Key content areas:**
  - Continuous monitoring of business activities including the progress of the VALUE 21 performance and strategy programme
  - Regular and comprehensive engagement with the carve-out processes of business units in the Wire & Cable Solutions division and with the focus on the business with wiring systems for the automotive industry
  
- **Personnel matters in the Board of Directors:**
  - Early contract extension with the CEO, Aldo Kamper, until 31 December 2026
  - Retirement of Hans-Joachim Ziems as Chief Restructuring Officer (CRO) as planned on 31 March 2021 after one year of service
  - Expansion of the Board of Directors with Dr Ursula Biernert in the function of Chief Human Resources Officer (CHRO) and Labour Director as well as with Ingo Spengler in the function of Chief Operations Officer (COO) as of 1 February 2022
  - Replacement of the position of Chief Financial Officer (CFO) with Dr Harald Nippel after the resign of Ingrid Jägering as of 1 April 2022
  
- **Other key topics of the Supervisory Board's work:**
  - Strategy, planning, operational business development and current situation of the Group
  - Risk, equity and liquidity situation
  - Measures to improve operating profitability and particularly relevant customer projects
  - Financing situation, restructuring and refinancing measures
  - Addressing the voluntary public purchase offer in the form of a partial offer by Pierer Industrie AG to the shareholders of LEONI AG and resolution on the reasoned statement from the Board of Directors and the Supervisory Board in accordance with Section 27 (1) of the German Securities Acquisition and Takeover Act (Wertpapiererwerbs- und Übernahmegesetz, „WpÜG“)

- **Personnel matters in the Supervisory Board:**
  - Dirk Kaliebe's mandate as a court-appointed member of the Supervisory Board ended at the end of last year's Annual General Meeting
  - Klaus Rinnerberger was elected as a new shareholder representative on the Supervisory Board
  - On 25 April of this year, in accordance with the German Co-Determination Act (Mitbestimmungsgesetz), the election of the employee representatives to the Supervisory Board took place, who will begin their term of office at the end of this Annual General Meeting
  - Election of the shareholder representatives, whose term of office ends with today's Annual General Meeting, under agenda item 5 of today's Annual General Meeting
  
- **Thanks to the resigning members** of both the shareholder side and the employee side of the Supervisory Board for their great commitment and excellent work on the Supervisory Board.
  
- **Corporate Governance:** Since issuing its last declaration of conformity on 10 December 2020, LEONI AG has complied and will continue to comply with all recommendations of the German Corporate Governance Code in the version dated 16 December 2019 ("GCGC 2020") published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette on 20 March 2020.