Competence profile

including diversity concept

of the Supervisory Board of LEONI AG

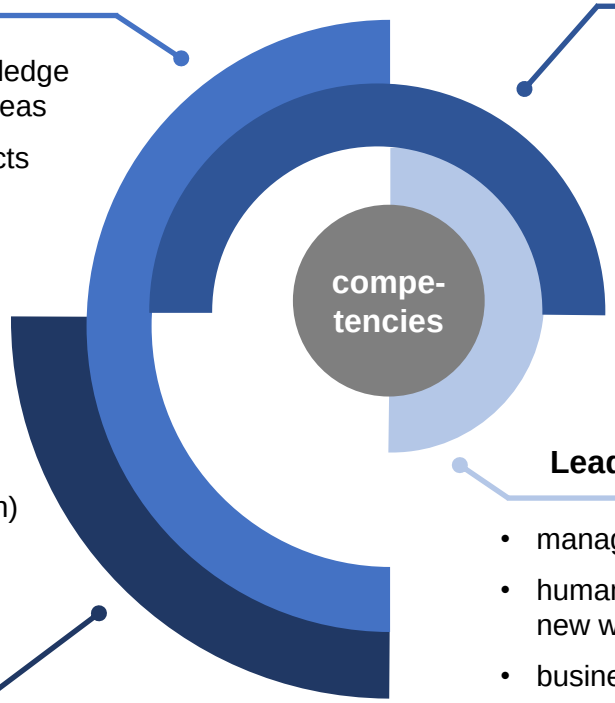
Status from 09/22

LEONI

Competence profile including diversity concept of the Supervisory Board of LEONI AG (1/2)

To ensure qualified supervision and advice for the Board of Directors, 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

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

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 competences and (2) diversity criteria, the latter also taking into account important criteria such as independence, sector knowledge, international professional experience, etc. (for details see following page).

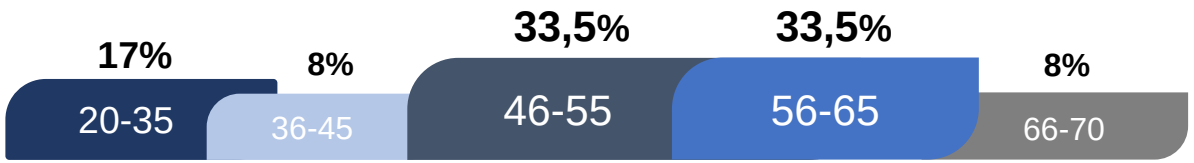
The professional competencies that are of particular relevance to the work of the Supervisory Board from its point of view are shown in the chart on the left. The competence profile provides that each of the listed competencies is fulfilled by at least one member of the supervisory board (expert status). 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).

Competence profile including diversity concept of the Supervisory Board of LEONI AG (2/2)

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:

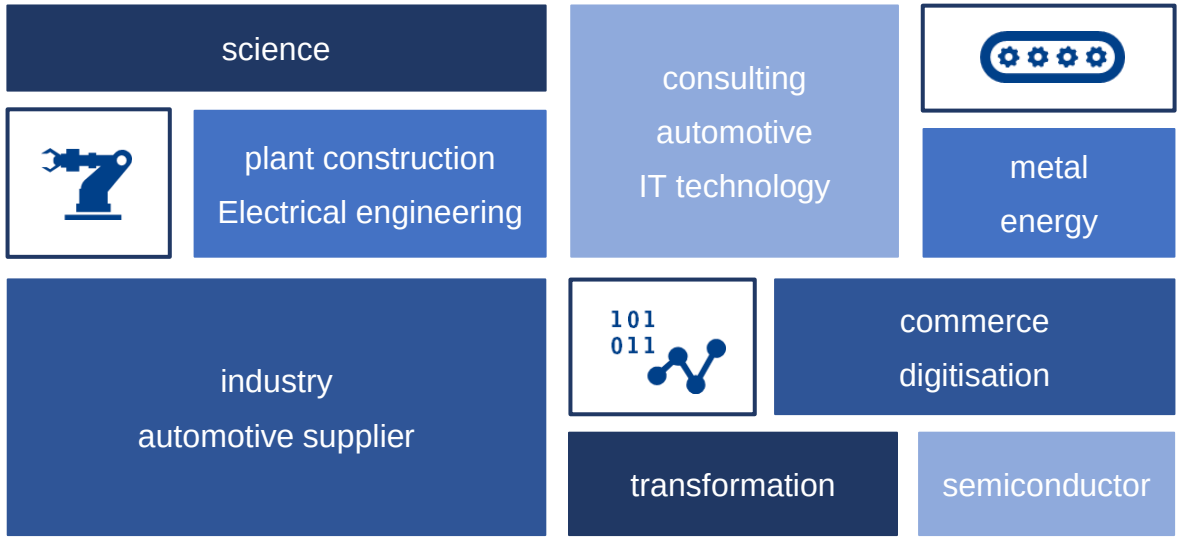
age structure

The Supervisory Board ensures 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). The age structure is as follows:

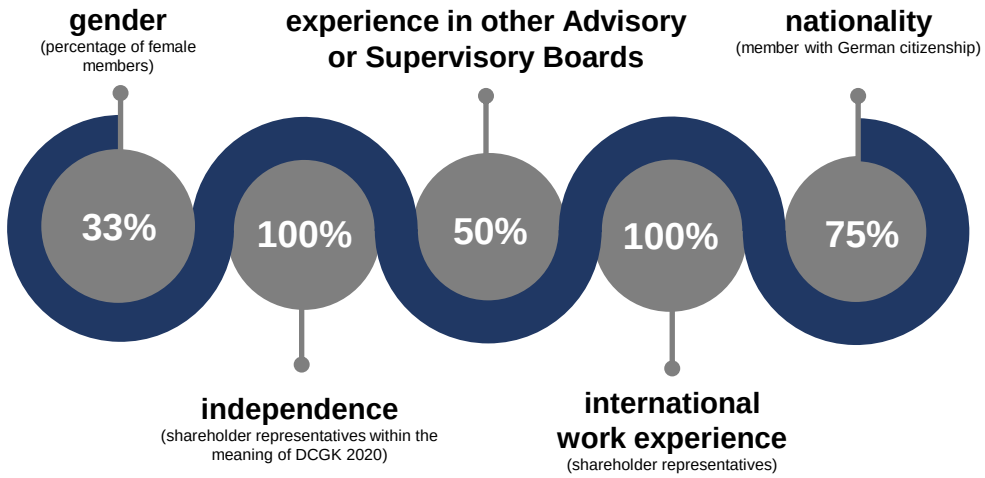


sector experience

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



diversity



In its current composition, appropriate **gender diversity** is ensured on the Supervisory Board and its committees (>30% women).

Furthermore, all shareholder representatives are considered **independent** within the meaning of DCGK 2020.

The supervisory board can ensure its role as a driving force by the fact that currently 50% of its members have **experience from advisory or supervisory board work** of other companies.

The **international business orientation** is taken into account, among other things, by the fact that 100% of the shareholders have international professional experience or are not German citizens.