



Leading in innovation, customer focus and sustainability

Corporate Presentation
2024-11



Our Vision



**Solutions for a
world on the move.**



We deliver what matters.

GRAMMER aims to be the world's leading supplier of seating solutions for commercial vehicles and interior solutions for the automotive industry. Our products set the standard in ergonomics, comfort and sustainability. Customers and partners in the OEM business as well as in the aftermarket perceive us as innovation and quality leader and appreciate the great support we provide.



Innovation



Customer Focus



Sustainability



We make the difference. By our culture.

C

Collaboration

O

Openness

D

Drive

E

Empowerment

We draw our strength from our values and the new GRAMMER culture:

- Our behavior is based on respect & trust
- Way of Working CODE:
Collaboration, Openness, Drive, Empowerment
- Diversity & Inclusion



Fast Facts 2023

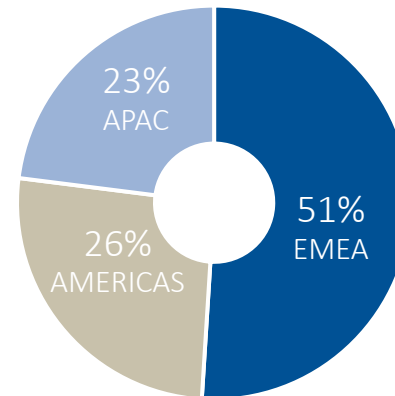
15,000+

Employees on average (incl. temporary workers)

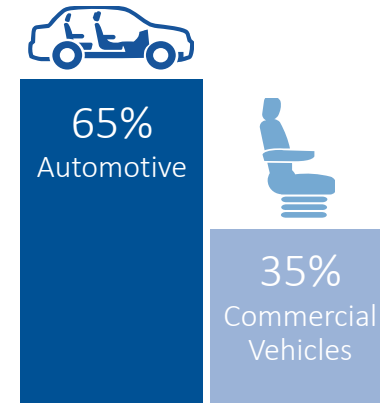
44 locations in

19 countrys around the world

~2.3 billion EUR revenue

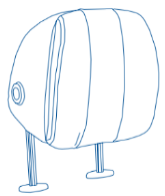


Revenue by regions



Revenue by product area

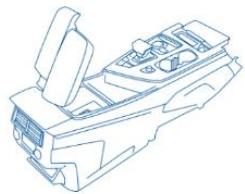
Products Automotive



Headrests



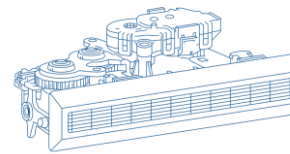
Armrests



Center Consoles

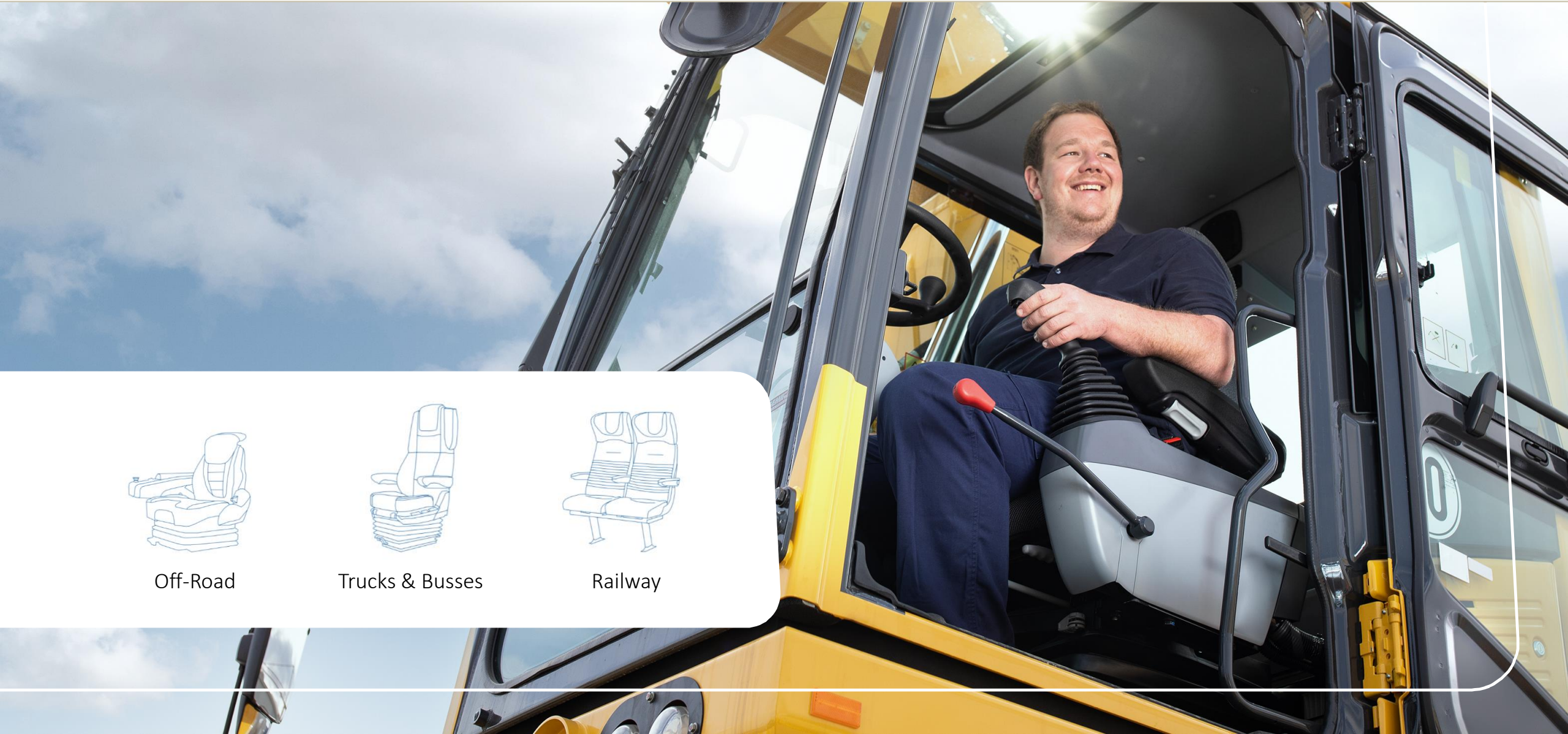


Interior Components



eAirvents

Products Commercial Vehicles



Off-Road



Trucks & Busses



Railway

Executive Board

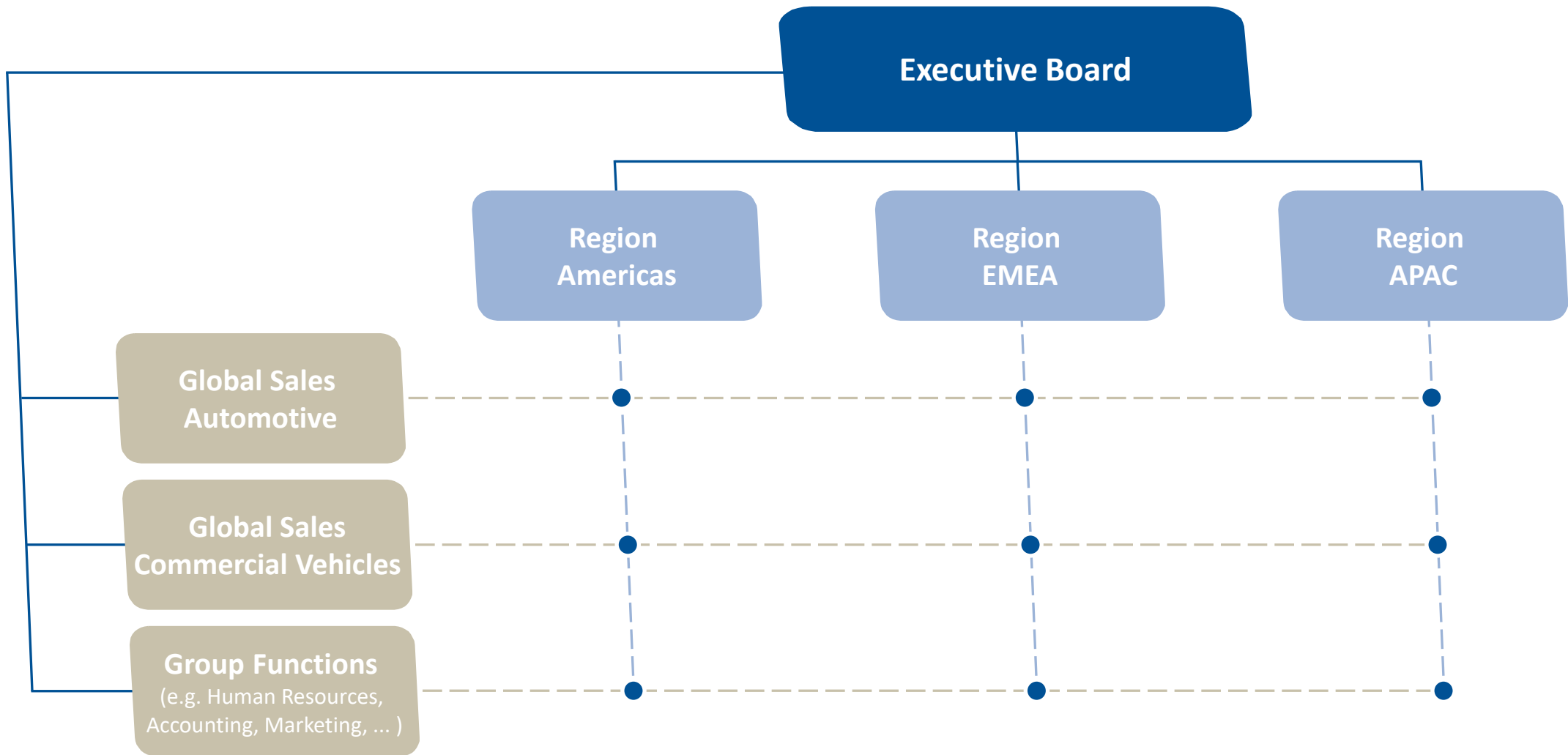


GUOQIANG LI
Chief Operating Officer (COO)

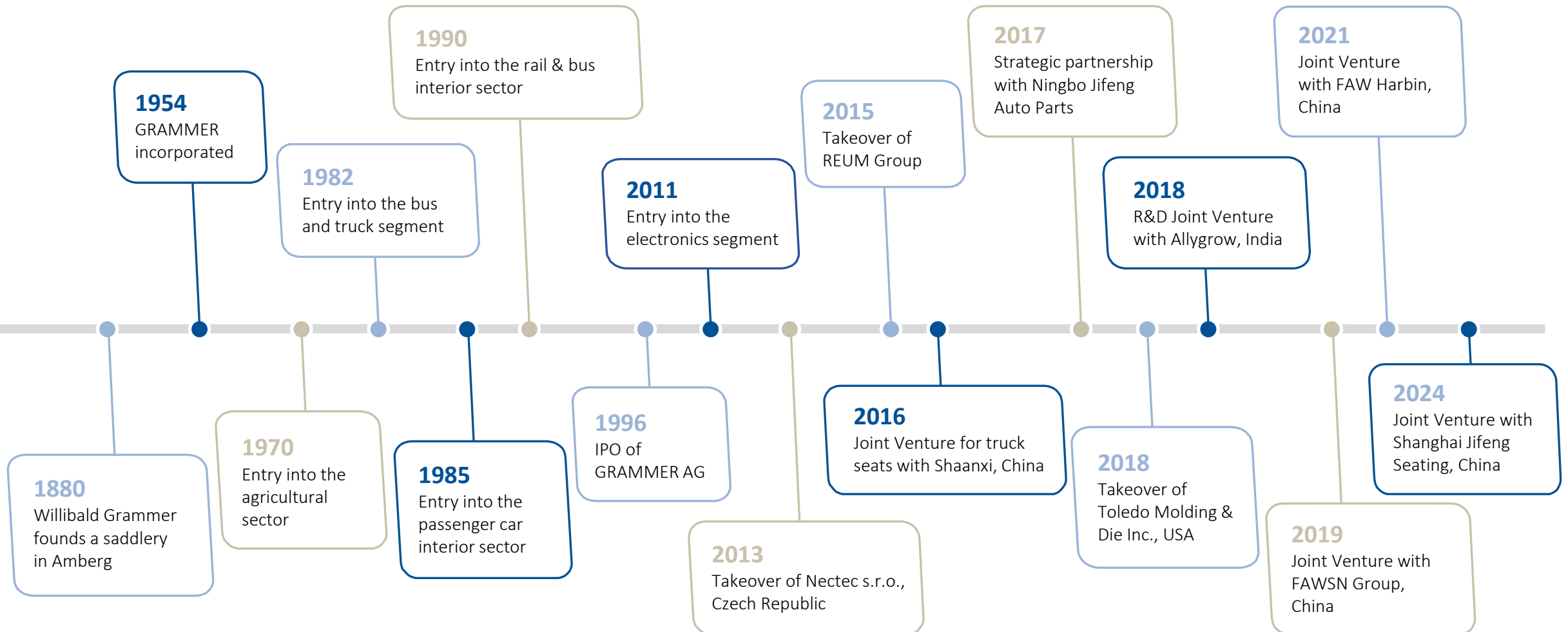
JURATE KEBLYTE
Chief Financial Officer (CFO)

JENS ÖHLENSCHLÄGER
Chief Executive Officer (CEO)

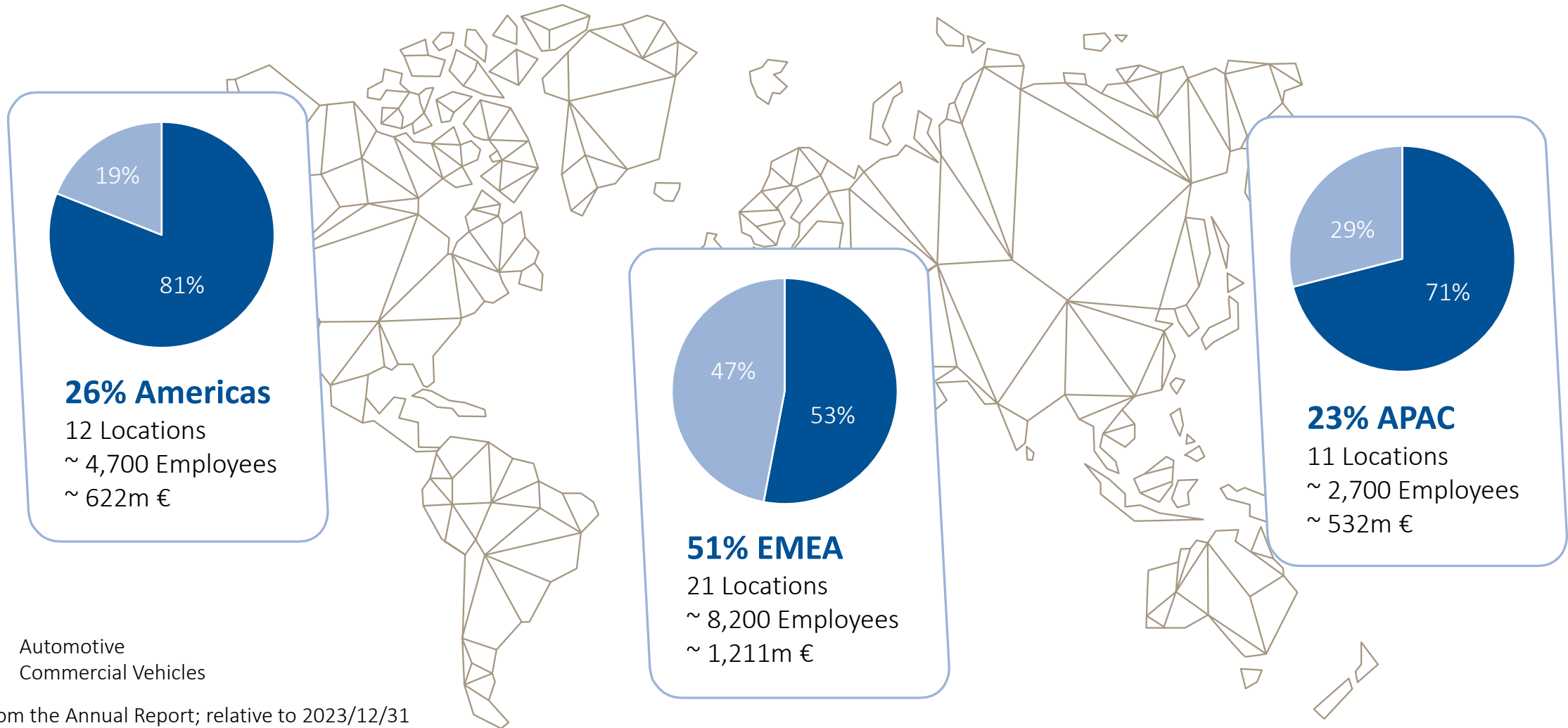
Organization Structure



Milestones



Global Footprint



From the Annual Report; relative to 2023/12/31

Our sustainability strategy



Environment

- **Delivering sustainable product solutions**
(CO₂ emissions reduced and circular products)
- **Decarbonization of production**
(energy efficiency)
- **Green Purchasing**
(sustainable supply chain and services)



Social

- **Employer of choice**
- **Employee Health & Safety**
- **Diversity, Equity and Inclusion**
- **Engaging our employees and suppliers for society**




Governance

- **Ethics and Compliance**
- **Product safety and quality**
- **Data protection and Cybersecurity**

Our sustainability targets and performance

Environment		Social		Governance	
PRODUCTS Intensification and continuation of sustainable product development and materials	PURCHASING 20% CO ₂ emissions reduction in the supply chain (upstream) by 2030 (base year 2021)	DIVERSITY Women In Top Management Increase the percentage of women at top management level (the first level below the Executive Board) to 20% by 2030	EMPLOYEE HEALTH & SAFETY <ul style="list-style-type: none"> Implementation ISO 45001 certification in 100% of our facilities by 2024 Continuous reduction for Lost Time Injury frequency rate (LTIFR) – Target: 4% LTFIR for 2024 	EMPLOYEE SATISFACTION Advanced training Ø 12 hours per employee (white collar) per year by 2030	RESPONSIBLE SUPPLY CHAIN Sustainable Suppliers 95% of suppliers confirm our Supplier Code of Conduct by 2025
PRODUCTION Climate Neutrality Climate neutral production CO ₂ emissions reduction of own production (Scope 1&2) by 100% by 2040 (base year 2019)	Energy Renewable energies 100% purchased electricity from renewable sources by 2025 Energy efficiency Raising energy efficiency by 10% by 2025 (base year 2019)	Water Freshwater supply -20% m ³ /€ millions of sales by 2030 (base year 2019)			BUSINESS ETHICS & COMPLIANCE <ul style="list-style-type: none"> Installing certified Compliance Management System by 2027
					TRAINING COMPLIANCE / BUSINESS ETHICS >90% participation of assigned workforce in Compliance/Ethics training

PERFORMANCE 2023

PRODUCTS  Increased use of sustainable materials in our products	PRODUCTION  CO ₂ emissions (Scope 1&2) Reduction by 39% (Base year 2019)	ENERGY 51% Green electricity worldwide 100% ISO 14001 56% ISO 50001 (German facilities 100%)	DIVERSITY <ul style="list-style-type: none"> Global Top Management Level (the first level below the Executive Board): 16.7% Women Global Workforce: 44% Women 	EMPLOYEE HEALTH & SAFETY 77% ISO 45001 2.27% LTIFR	EMPLOYEE SATISFACTION <ul style="list-style-type: none"> New e-learning system established by 2023 New employee development programs for managers and young talents launched
					BUSINESS ETHICS & COMPLIANCE <ul style="list-style-type: none"> New Code of Conduct New Supplier Code of Conduct Human Rights Policy Whistleblowing System
					DATA & IT PROTECTION AND SECURITY <ul style="list-style-type: none"> ISO 27001 certified TISAX certification



Thank you for your attention.
We deliver what matters.

Contact

Grammer AG

Phone: +49 (0)9621 66 - 0

Mail: info@grammer.com