



Leading in innovation, customer focus and sustainability

Corporate Presentation
2023-12



Our Vision



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



Our Mission

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:

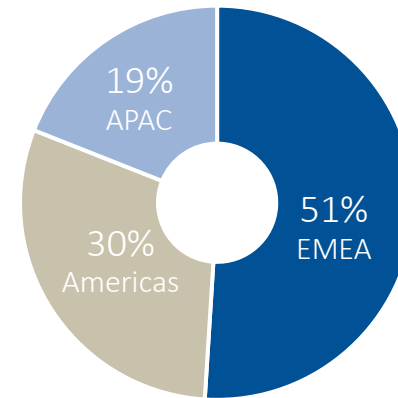
- Our behavior is based on respect & trust
- Way of Working CODE:
Collaboration, Openness, Drive, Empowerment
- Diversity & Inclusion



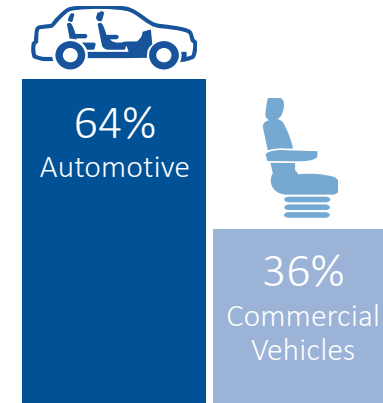
Fast Facts 2022

14,000+ Employees on average
46 locations in
19 countrys around the world

~2.2 billion EUR revenue

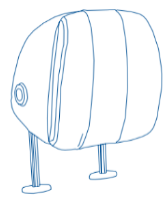


Revenue by regions



Revenue by divisions

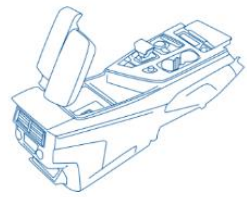
Products Automotive



Headrests



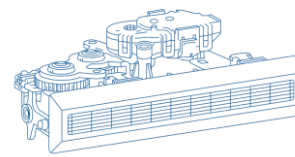
Armrests



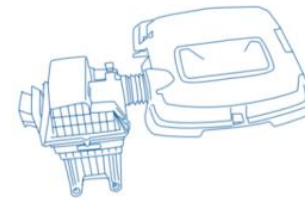
Center Consoles



Interior Components

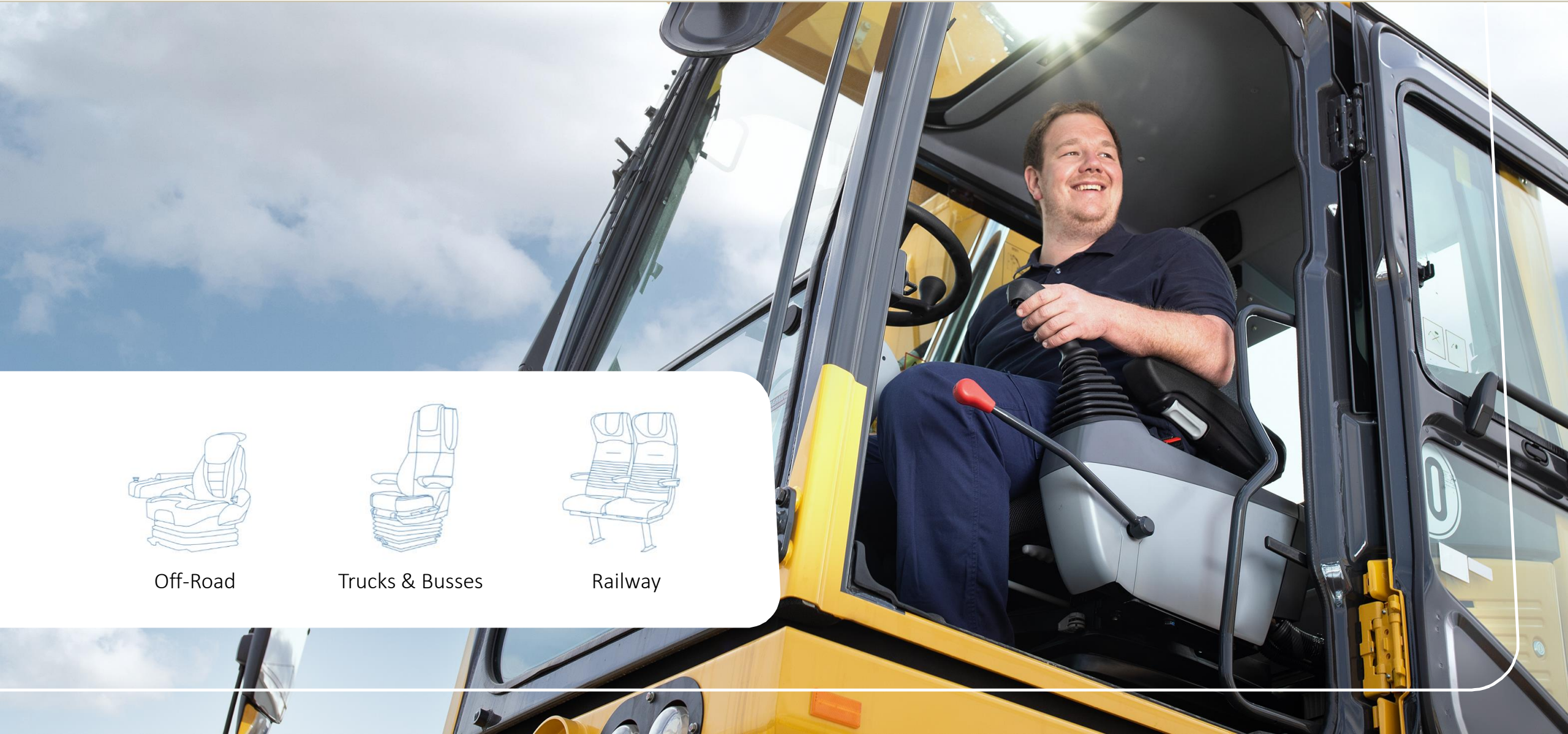


eAirvents



Functional Components

Products Commercial Vehicles



Off-Road

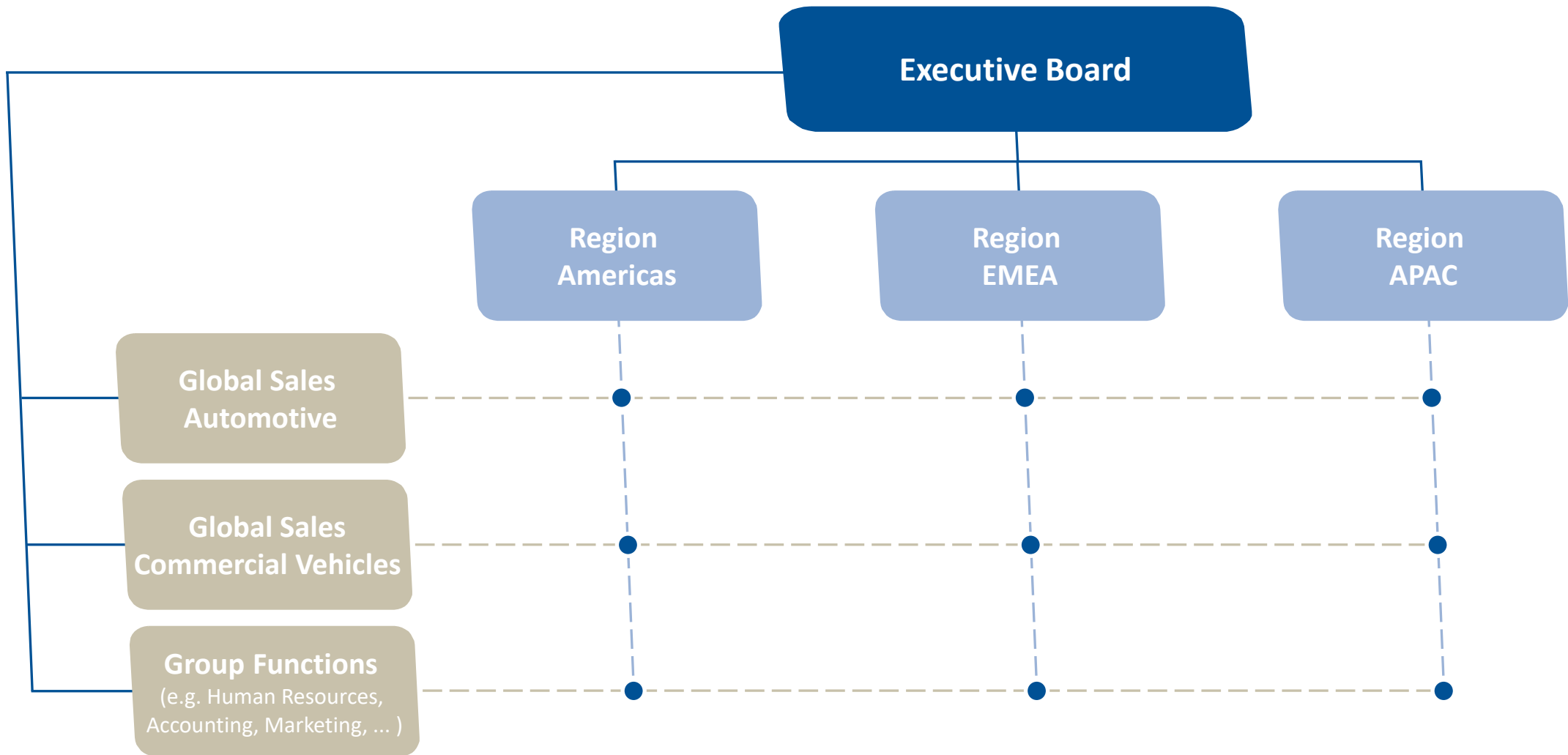


Trucks & Busses

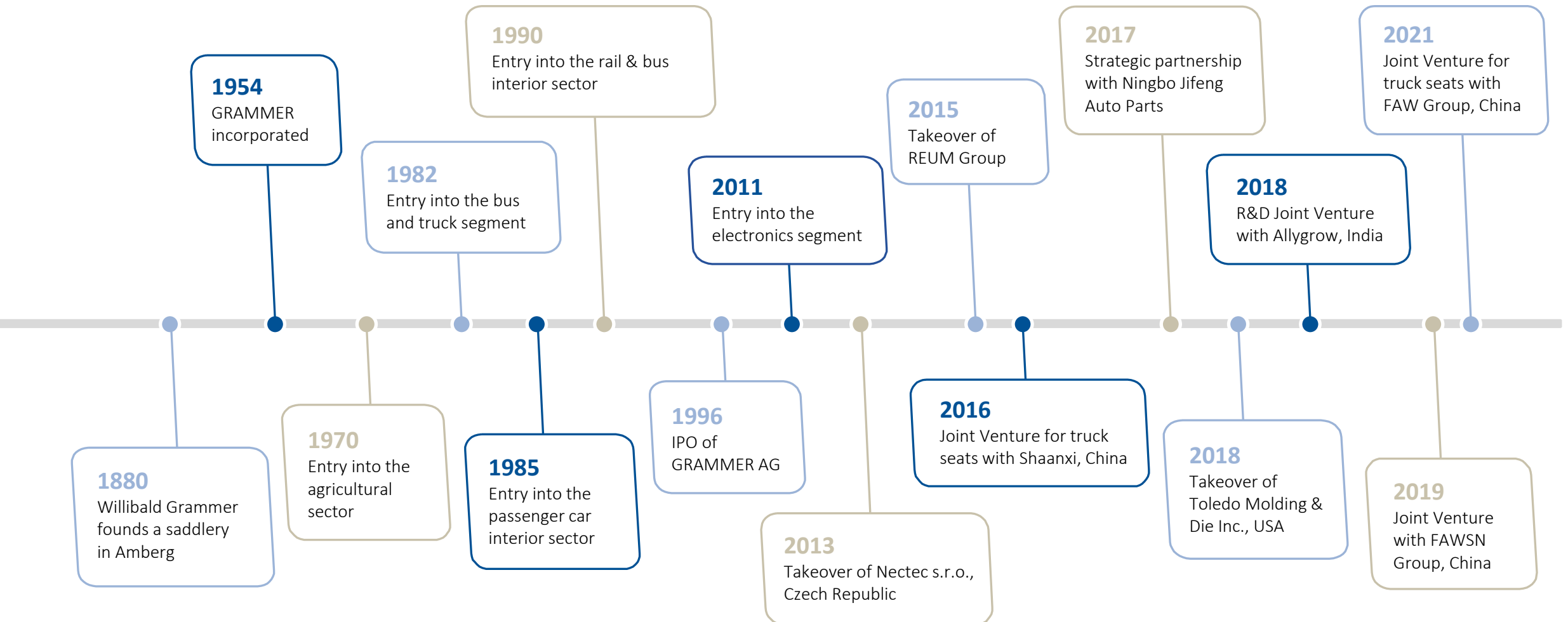


Railway

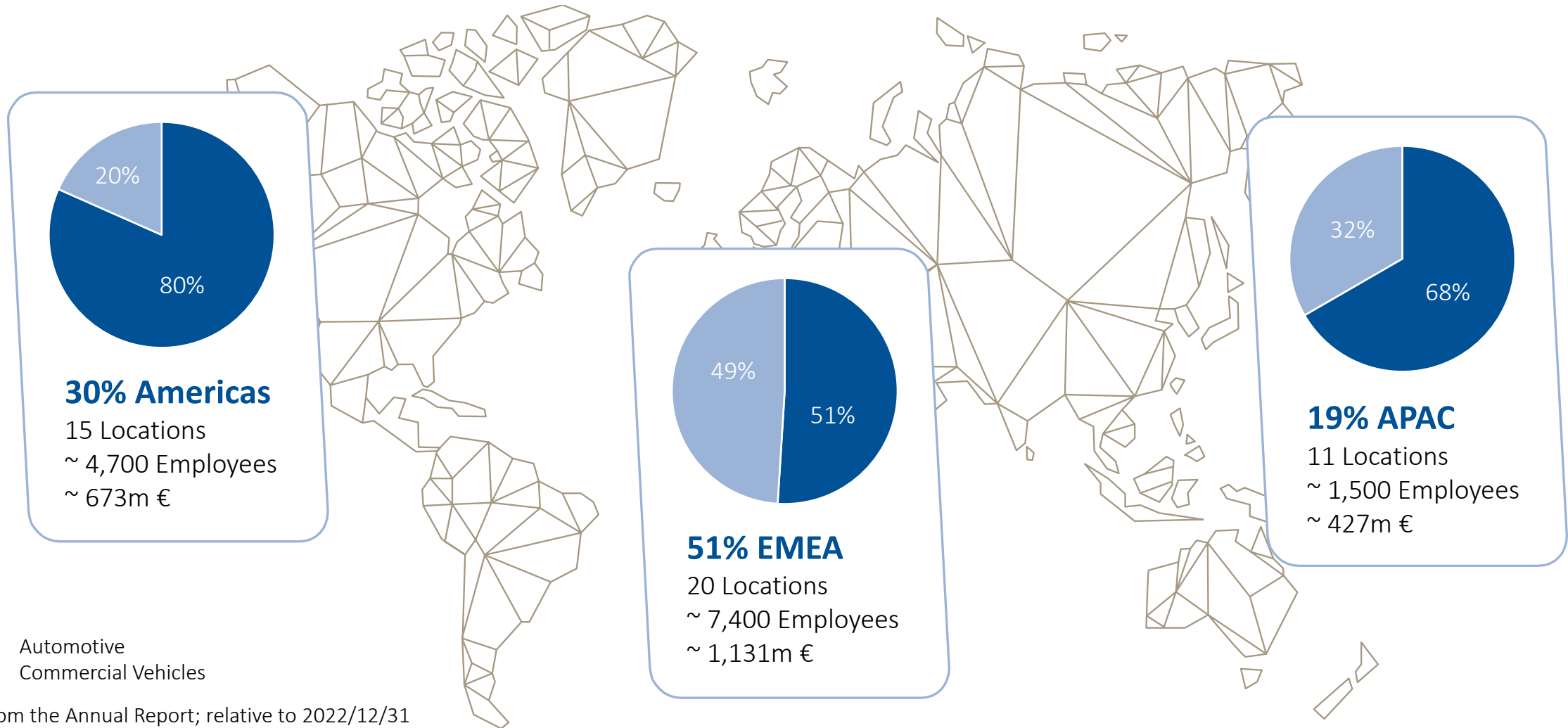
Organization Structure



Milestones



Global Footprint



From the Annual Report; relative to 2022/12/31

Sustainability for our future



Corporate governance - Code of conduct for all employees



Innovative and sustainable product solutions



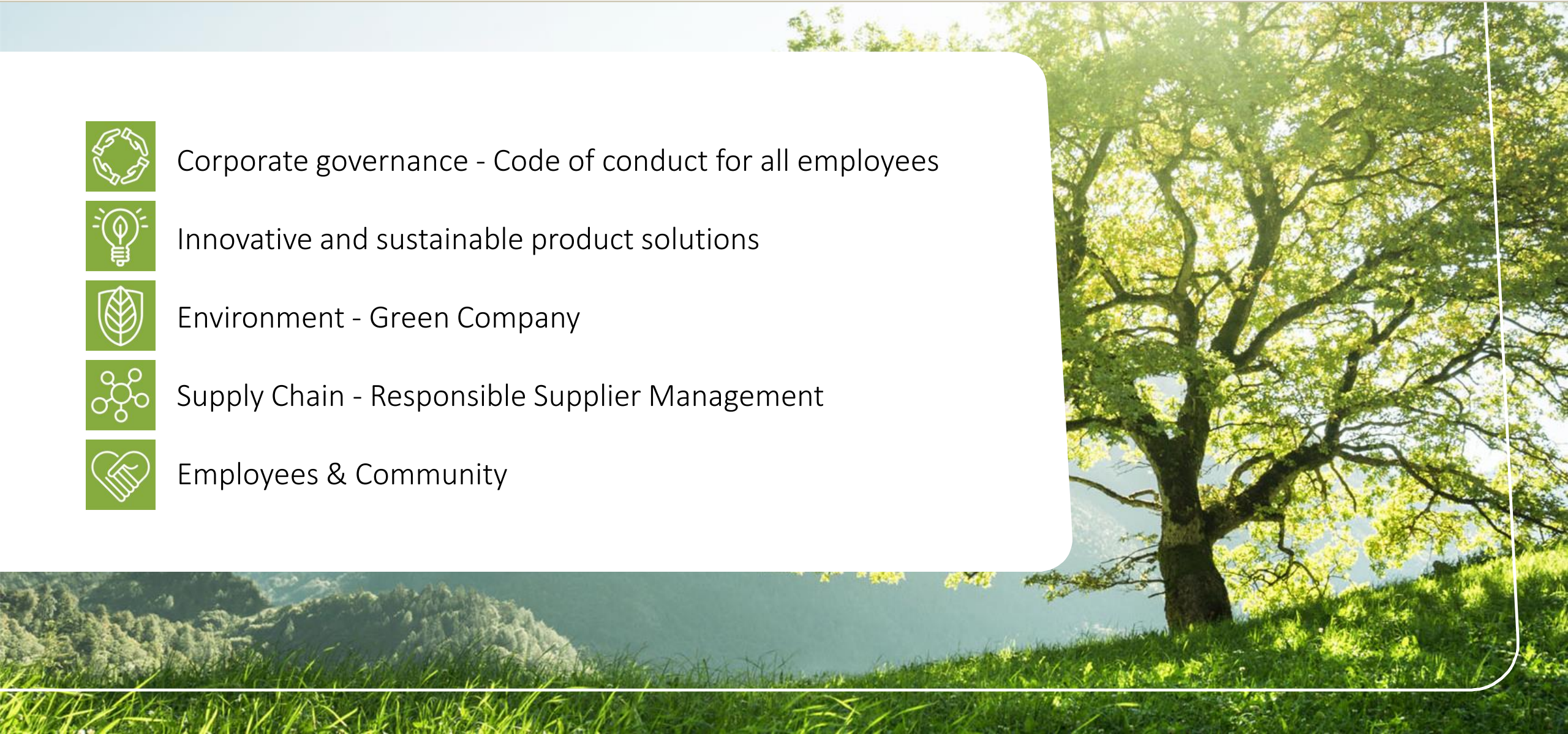
Environment - Green Company



Supply Chain - Responsible Supplier Management



Employees & Community



Sustainability for our future

We aim to achieve the 1.5 degree target of the climate agreement - **CO2 emissions neutrality by 2040.**

Exercise corporate due diligence for **fair working conditions and human rights.**

Diversity & equal opportunities - increase share of women in management positions to 20% by 2030

Measures for 2023

- Use of renewable energies
- Development of sustainable product solutions
- Increase energy and material efficiency
- Waste prevention & recycling
- Promoting responsibility in the supply chain and society



Thank you for your attention.
We deliver what matters.

Contact

Grammer AG
Phone: +49 (0)9621 66 - 0
Mail: info@grammer.com