



Leading in innovation, customer focus and sustainability

Corporate Presentation
2025-11



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 2024

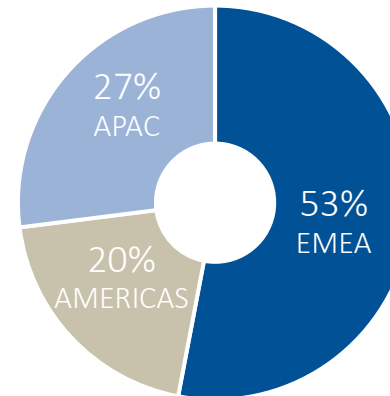
~14,000

Employees
on average (incl.
temporary workers)

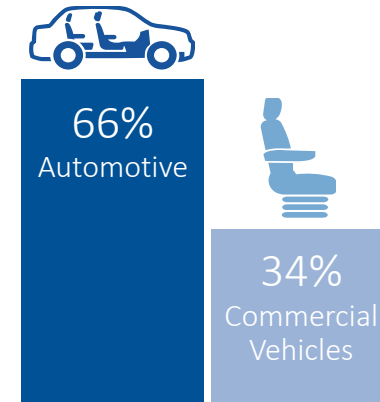
44 locations in

20 countrys around the world

~1.9 billion EUR
revenue

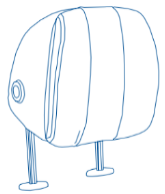


Revenue by regions

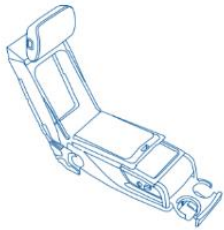


Revenue by
product area

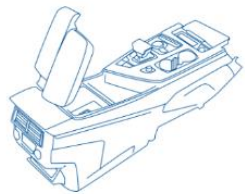
Products Automotive



Headrests



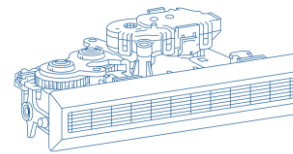
Armrests



Center Consoles

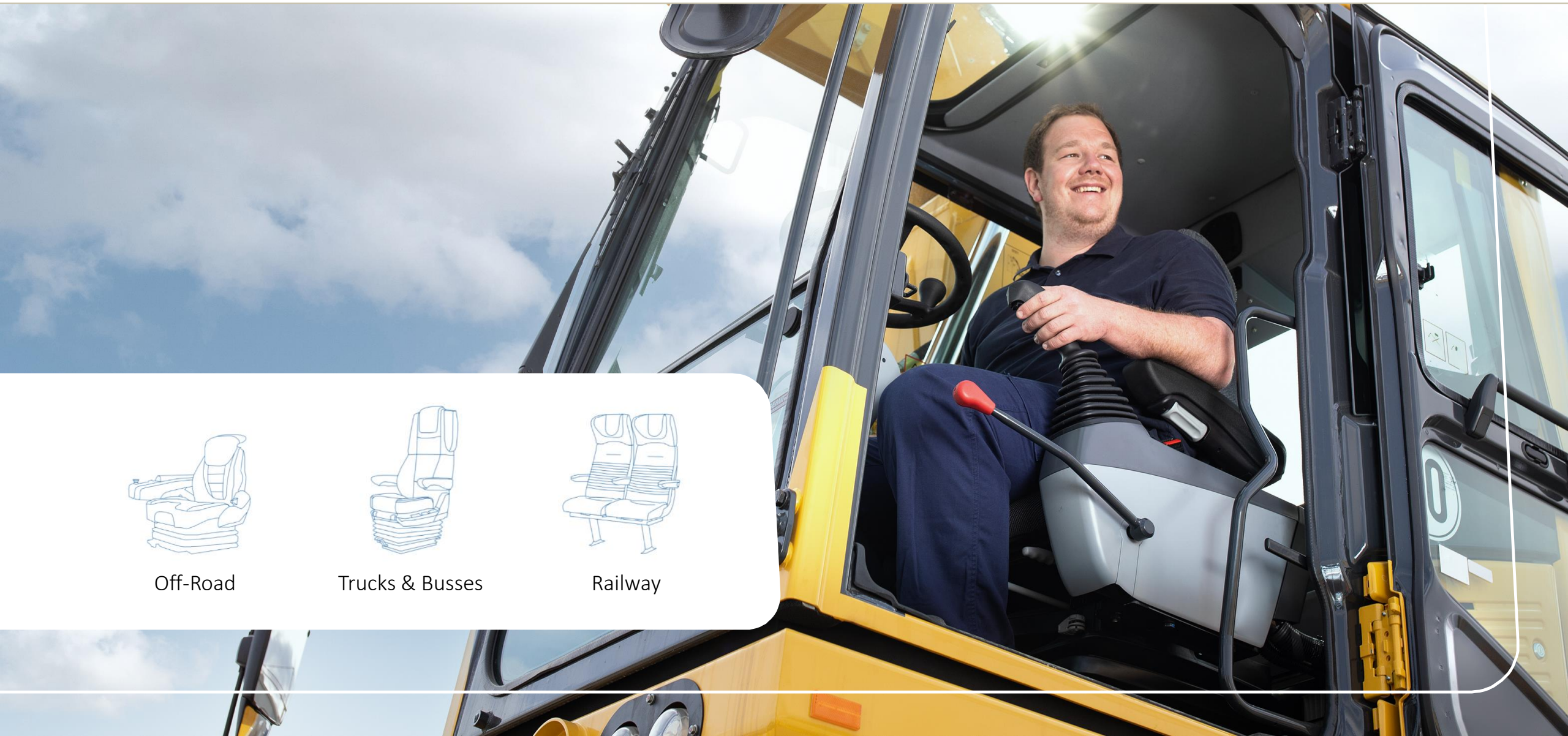


Interior
Components



eAirvents

Products Commercial Vehicles



Off-Road



Trucks & Busses



Railway

Executive Board



GUOQIANG LI
Chief Operating Officer (COO)

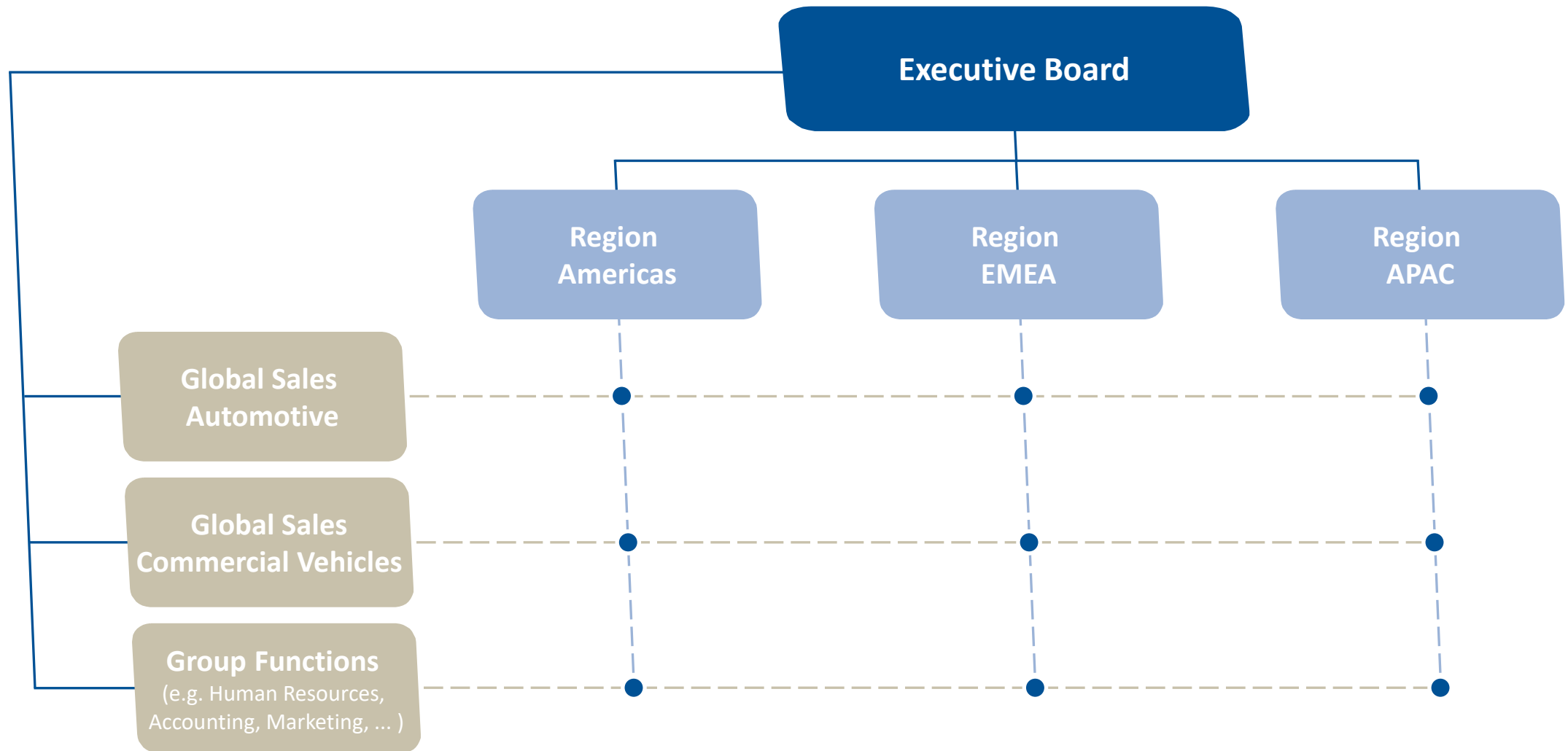


JENS ÖHLENSCHLÄGER
Chief Executive Officer (CEO)

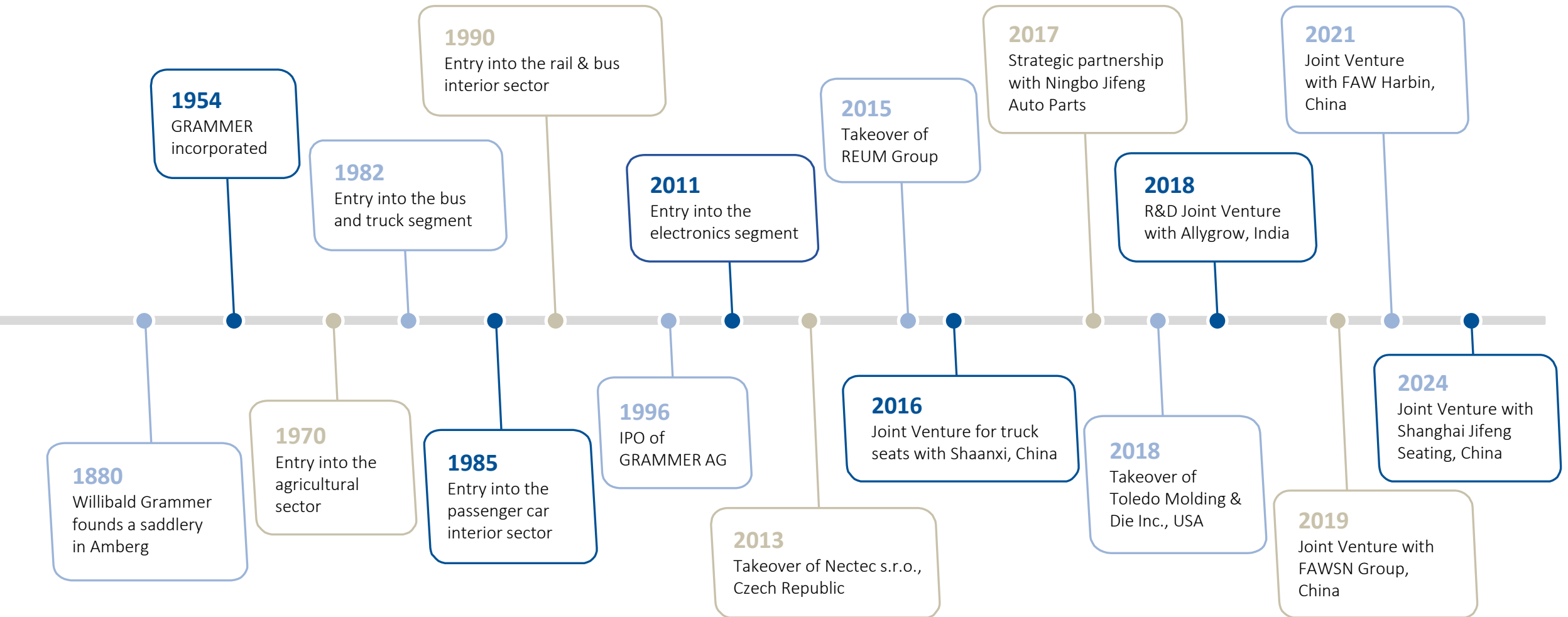


KELVIN (BANGBEN) WANG
Chief Financial Officer (CFO)

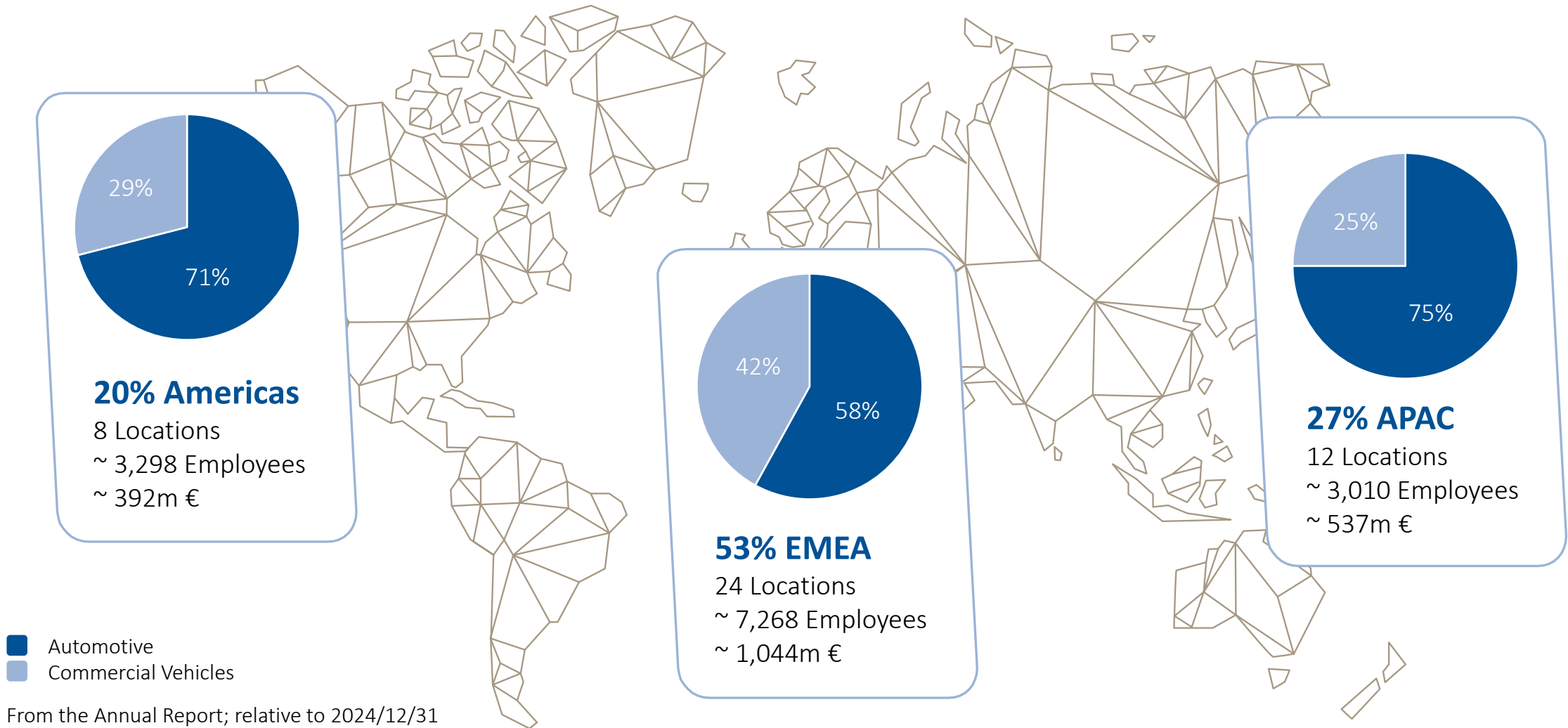
Organization Structure



Milestones



Global Footprint



From the Annual Report; relative to 2024/12/31

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

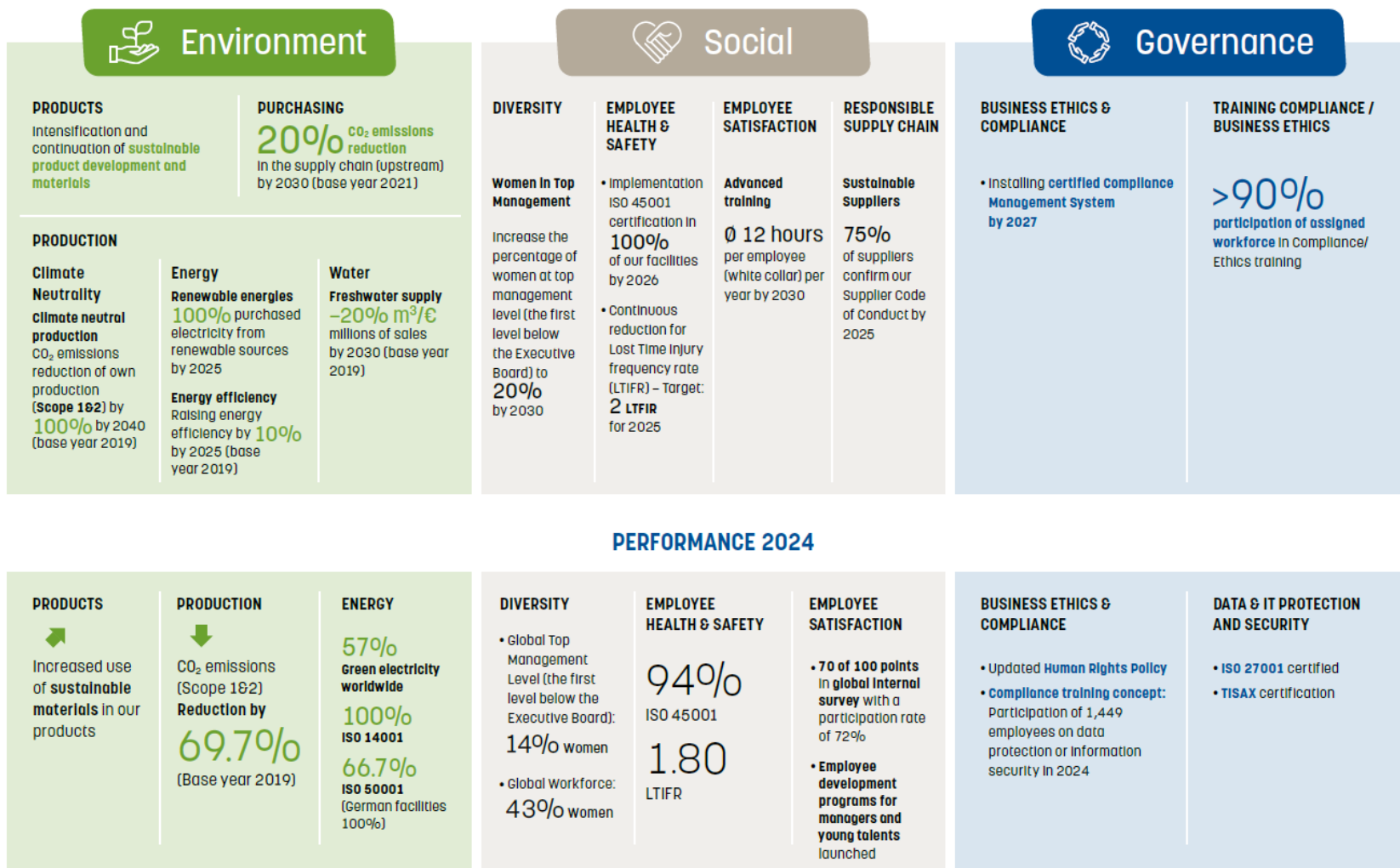
- **Employer of choice**
- **Employee Health & Safety**
- **Diversity, Equity and Inclusion**
- **Engaging our employees and suppliers for society**



Governance

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

Our sustainability targets and performance





Thank you for your attention.
We deliver what matters.

Contact

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