CORPORATE GOVERNANCE STATEMENT

GRAMMER AG – pursuant to Sections 289f and 315d of the German Commercial Code (HGB)

In this statement, the Executive Board and Supervisory Board report on the company's corporate governance in the financial year from January 1 to December 31, 2025, in accordance with Sections 289f and 315d of the German Commercial Code (HGB) and as provided for in Principle 23 of the German Corporate Governance Code (GCGC). Further information on corporate governance – such as the company's Articles of Association and the Rules of Procedure of the Supervisory Board, as well as the corporate governance statements for previous financial years – is also available on the GRAMMER AG website at https://www.grammer.com/en/investor-relations/corporate-governance/.

1. Declaration of conformity with the German Corporate Governance Code

The Executive Board and Supervisory Board of GRAMMER AG have approved the following statement pursuant to Section 161 of the German Stock Corporation Act (AktG) as of December 16, 2025:

"Statement by the Executive Board and Supervisory Board of GRAMMER Aktiengesellschaft on the recommendations of the Government Commission on the German Corporate Governance Code pursuant to Section 161 of the AktG

Since submitting its last declaration of conformity on December 17, 2024, in the form of its supplement dated February 6, 2025, GRAMMER AG ("the company") has complied with all recommendations of the Government Commission on the German Corporate Governance Code, version dated April 28, 2022, published by the Federal Ministry of Justice in the official section of the Federal Gazette on June 27, 2022 ("2022 GCGC") with the following differences:

On February 6, 2025, the Supervisory Board of GRAMMER Aktiengesellschaft resolved to appoint Mr. Thomas Strobl as a member of the Executive Board for a term of one year, effective April 1, 2025. Mr. Strobl took over responsibility for finance and IT management from April 1, 2025, until his departure on June 20, 2025. Due to the one-year term of his appointment, the Supervisory Board and Mr. Strobl agreed that his Executive Board contract would provide only for fixed remuneration and one-year variable remuneration (short-term incentive, or STI) for his role. The Executive Board service contract did not contain any multi-year variable remuneration components. Furthermore, Mr. Strobl's remuneration did not include any variable remuneration in shares or share-based arrangements.

The Supervisory Board is currently working on adjustments to the remuneration system for the Executive Board approved by the Annual General Meeting on May 22, 2025, due to take effect on January 1, 2026, provided that the Supervisory Board resolves to adjust the remuneration system and the 2026 Annual General Meeting approves this. The Supervisory Board therefore refrained from setting performance criteria for the Executive Board for the 2026 financial year on the basis of the remuneration system applicable at the end of the 2025 financial year.

Consequently:

Due to the aforementioned remuneration arrangements for Mr. Strobl, a deviation from recommendations G.6 and G.10 sentence 1 of the GCGC is declared for the past. The deviations were justified in the opinion of the Supervisory Board because, given that Mr. Strobl's term on the Executive Board was only for one year, the incentives usually associated with multi-year variable or share-based remuneration would not have been appropriate. In addition, Mr. Strobl's maximum remuneration was lower than permitted under the current remuneration system for the Executive Board, and the target remuneration was below that of the other members of the Executive Board due to the lack of the multi-year variable and share-based remuneration component. In the opinion of the Supervisory Board, a sufficiently long-term incentive effect was already provided by a key subtarget (strategy and sustainability (environment, social, and governance)) of the one-year variable remuneration.

Due to the fact that no decision was made in the 2025 financial year regarding performance criteria for the variable remuneration components of the Executive Board for the 2026 financial year, a deviation from recommendation G.7 sentence 1 is declared. The deviations were justified from the Supervisory Board's point of view because of retroactive adjustments to the remuneration system approved by the 2025 Annual General Meeting and due to take effect on January 1, 2026. It would not be appropriate to define performance criteria based on the remuneration system applicable at the end of the 2025 financial year.

The company also complies with all recommendations of the 2022 GCGC and will continue to do so in the future.

Ursensollen, December 16, 2025

GRAMMER Aktiengesellschaft

The Executive Board The Supervisory Board"

The current declaration of conformity and the declarations of conformity for the past five years can be viewed on the GRAMMER AG website at https://www.grammer.com/en/investor-relations/corporate-governance/.

2. Remuneration report / remuneration system

The remuneration report for the last financial year and the auditor's opinion pursuant to Section 162 of the AktG, the applicable remuneration system for the members of the Executive Board pursuant to Section 87a (1) and (2) sentence 1 of the AktG, which was approved by the Annual General Meeting on May 22, 2025, and the resolution passed by the Annual General Meeting on May 22, 2025, pursuant to Section 113 (3) of the AktG on the remuneration of the members of the Supervisory Board are publicly available at https://www.grammer.com/en/investor-relations/corporate-governance/.

3. Information on corporate governance practices

Suggestions from the GCGC

GRAMMER AG also voluntarily complies with all recommendations of the GCGC.

GRAMMER Code of Conduct

Other corporate governance practices that go beyond the legal requirements are set out in particular in the GRAMMER Code of Conduct, which is publicly available at https://www.grammer.com/en/company/compliance/. The GRAMMER Code of Conduct defines the ethical and legal framework within which the company operates. It contains the fundamental principles and rules governing conduct within the GRAMMER Group and in relation to external partners and the public.

Compliance management system

The corporate culture at GRAMMER is shaped to a significant extent by the GRAMMER Code of Conduct. It is mandatory for all employees of the GRAMMER Group to comply with the GRAMMER Code of Conduct. It summarizes the most important external and internal principles and rules and contains compulsory requirements on topics such as the prevention of corruption, fair competition, data protection, occupational health and safety, insider trading, export control, and health and environment. The GRAMMER Code of Conduct is publicly available at https://www.grammer.com/en/company/compliance/ and is supplemented by detailed compliance guidelines, which are available on the intranet in the languages relevant to GRAMMER. Overall responsibility for compliance lies with the entire Executive Board across all departments. A compliance organization headed by a Chief Compliance Officer is responsible for the ongoing development of the compliance management system as well as for advising and training managers and employees. In the event of suspected or reported misconduct or violations of applicable laws or internal requirements, all employees and external parties have access to the multilingual electronic whistleblower system, which also offers the option of being used anonymously.

4. Description of the working methods of the Executive Board and Supervisory Board, as well as the composition and working methods of their committees

GRAMMER AG is subject to German stock corporation law and therefore has a dual management system consisting of an Executive Board and a Supervisory Board. Their duties and powers, as well as the requirements governing their working methods and composition, are essentially derived from the German Stock Corporation Act, the Articles of Association of GRAMMER AG, and the Rules of Procedure. The Articles of Association of GRAMMER AG and the Rules of Procedure for the Supervisory Board are available on the website at https://www.grammer.com/en/investor-relations/corporate-governance/.

Executive Board

As the management body, the Executive Board is bound to act in the interests of the company and is committed to increasing its long-term value. The members of the Executive Board share responsibility for overall management and decide on fundamental issues of business policy and corporate strategy, as well as on annual and multi-year planning.

The Executive Board is responsible for preparing the company's quarterly reports and half-yearly financial report, as well as for preparing the annual and consolidated financial statements and the management report for GRAMMER AG and the Group. It prepares the controlled company report and, together with the Supervisory Board, the remuneration report. The Executive Board ensures compliance with legal provisions and internal guidelines and works to enforce and observe them within the company. In order to fulfill these obligations, the Executive Board ensures that there is an appropriate and effective internal control and risk management system in place that is tailored to the company's risk situation and also includes a compliance management system tailored to the company's risk situation. Employees and third parties are given the opportunity, under appropriate protection, to report violations of the law within the company.

The Supervisory Board has issued Rules of Procedure for the Executive Board, which include the division into various departments and the rules for cooperation both within the Executive Board and between the Executive Board and the Supervisory Board. The Supervisory Board has designated the members of the Executive Board responsible for the individual Executive Board departments in a schedule of responsibilities. The HR Director, as head of the Human Resources department, is appointed in accordance with Section 33 of the German Co-Determination Act. Each member of the Executive Board is responsible for managing the department assigned to them; matters of particular importance are set aside to be decided upon by the entire Executive Board. The Executive Board is supported by the Executive Committee, which meets regularly. The Executive Committee consists of the members of the Executive Board and the heads of key core business areas and forms the company's highest operational management body.

The Executive Board and Supervisory Board work closely together for the benefit of the company. The Executive Board informs the Supervisory Board regularly, promptly, and comprehensively about all business matters that are of particular importance due to their financial impact and/or their significance for general corporate policy. This includes, in particular, issues relating to strategy, business development, risk exposure, risk management, and compliance. The members of the Executive Board are subject to a comprehensive non-compete clause during their employment with GRAMMER AG. They are committed to the interests of the company and are not permitted to pursue personal interests in their decision-making. In particular, they must

not exploit any business opportunities arising for the company for their own benefit. They may take on secondary employment, particularly supervisory board positions outside the GRAMMER Group, only with the approval of the Supervisory Board. The decision on how to handle remuneration for secondary employment also rests with the Supervisory Board. Each member of the Executive Board is obliged to disclose any conflicts of interest to the Supervisory Board without delay and to inform the other members of the Executive Board of any such conflicts.

Members of the Executive Board are initially appointed for a maximum of three years. However, the Supervisory Board assesses on a case-by-case basis which term of appointment appears appropriate.

The Executive Board of GRAMMER AG comprised the following members during the financial year: Jens Öhlenschläger, Jurate Keblyte (until March 31, 2025), Guoqiang Li, Thomas Strobl (from April 1, 2025, to June 20, 2025), and Kelvin (Bangben) Wang (since August 1, 2025):

Jens Öhlenschläger Spokesman of the Executive Board; member of the Executive Board since January 1, 2019; appointed until December 31, 2026	Responsibilities (as of December 31, 2025): Strategy & Market Research, Sales, Research & Development, Human Resources (since April 1, 2025), Legal & Compliance (since April 1, 2025), Internal Audit (since April 1, 2025), Corporate Social Responsibility (CSR), Marketing Until March 31, 2025: Quality Management & HSE
Jurate Keblyte Member of the Executive Board since August 1, 2019; HR Director; appointed until March 31, 2025	Responsibilities (as of March 31, 2025): Accounting & Controlling, Finance & Treasury, Investor Relations, Human Resources, Legal & Compliance, IT, Risk Management
Thomas Strobl Member of the Executive Board from April 1, 2025, to June 20, 2025	Responsibilities (as of June 20, 2025): Accounting & Controlling, Finance & Treasury, Investor Relations, IT Management, Risk Management, Corporate Social Responsibility (CSR)
Kelvin (Bangben) Wang Member of the Executive Board since August 1, 2025; appointed until July 30, 2028	Responsibilities (as of December 31, 2025): Accounting, Financial Planning & Analysis, Controlling, Finance & Treasury, Investor Relations, IT Management, Risk Management, Supply Chain Management
Guoqiang Li Member of the Executive Board since April 1, 2024; appointed until March 31, 2027	Responsibilities (as of December 31, 2025): Operations, Project Management, Value Analysis and Value Engineering, Quality Management & HSE (since April 1, 2025), Manufacturing Engineering (since August 1, 2025) Until March 31, 2025: Digitalization Operations Until July 31, 2025: Supply Chain Management;

The résumés of the members of the Executive Board in office as of December 31, 2025, are available on the company's website at https://www.grammer.com/en/company/management-supervisory-board/. Further details on the memberships of the members of the Executive Board to be disclosed in accordance with Section 285 No. 10 of the HGB can be found in Section 10 of this statement.

Supervisory board

The Supervisory Board of GRAMMER AG consists of 12 members. In accordance with the German Co-Determination Act, it comprises equal numbers of shareholder representatives and employee representatives. The shareholders' representatives on the Supervisory Board are elected by a simple majority at the Annual General Meeting. Elections to the Supervisory Board are regularly conducted on an individual basis. The employee representatives on the Supervisory Board are elected in accordance with the provisions of the German Co-Determination Act.

Further details on the members of the Supervisory Board and their memberships as required by Section 285 No. 10 of the HGB can be found in Section 11 of this statement. The résumés of the current Supervisory Board members are published at https://www.grammer.com/en/company/management-supervisory-board/ and updated annually.

The Supervisory Board monitors and advises the Executive Board in the management of the company. The Supervisory Board discusses business development and planning as well as strategy and its implementation at regular intervals. It audits the annual and consolidated financial statements, the combined management report of GRAMMER AG and the Group, including the non-financial statement, the sustainability report, and the controlled company report. It approves the annual financial statements of GRAMMER AG and the consolidated financial statements, based on the results of the preliminary review conducted by the Audit Committee and taking into account the auditor's audit reports. The Supervisory Board decides on the Executive Board's proposal for the appropriation of net retained profits and the Supervisory Board's report to the Annual General Meeting, and submits a proposal to the Annual General Meeting for the selection of the auditor. Together with the Executive Board, the Supervisory Board prepares a report on the remuneration granted and owed to the members of the Executive Board and Supervisory Board in the last financial year. In addition, the Supervisory Board and the Audit Committee are responsible for monitoring the company's compliance with legal provisions, official regulations, and internal company policies. The monitoring and advisory functions of the Supervisory Board also include sustainability issues in particular.

The Supervisory Board is also responsible for appointing and dismissing members of the Executive Board and determining the allocation of responsibilities. The Supervisory Board decides on the remuneration system for the members of the Executive Board based on a proposal from the HR and Mediation Committee and determines the specific remuneration in accordance with the system. It sets the targets for variable remuneration and the respective total remuneration for the individual members of the Executive Board and reviews the appropriateness of the total remuneration and, on a regular basis, the remuneration system for the Executive Board.

Significant decisions by the Executive Board – such as major acquisitions, divestments, investments in property, plant, and equipment, and financial measures—are subject to the approval of the Supervisory Board. Preliminary meetings are usually held to prepare for Supervisory Board meetings. The Supervisory Board also meets regularly without the Executive Board. Each member of the Supervisory Board must disclose any conflicts of interest to the Supervisory Board. The Supervisory Board report discloses any conflicts of interest and how they were handled. The members of the Supervisory Board are responsible for undertaking the training and continuing professional development measures necessary for their duties and are supported in this by the company. Internal lectures and talks are also offered for the purpose of ongoing training. Details of the Board's work are provided in the Supervisory Board report, which is publicly available for the last financial year at https://www.grammer.com/en/company/management-supervisory-board/.

Committees of the Supervisory Board

The Supervisory Board had five committees in the reporting year. Their duties, responsibilities, and work processes comply with the requirements of the German Stock Corporation Act and the GCGC. The chairs of the committees regularly report to the Supervisory Board on the activities of their committees.

The Audit Committee monitors accounting and the accounting process in particular. It is responsible for the preliminary audit of the annual and consolidated financial statements and the combined management report of GRAMMER AG and the Group, including non-financial matters. On the basis of the auditor's report on the audit of the financial statements, it submits proposals for the approval of the annual financial statements of GRAMMER AG and for the approval of the consolidated financial statements by the Supervisory Board after its own preliminary review. The Audit Committee is required to discuss the quarterly reports and the half-yearly financial report with the Executive Board. The Audit Committee also deals with sustainability reporting. In addition, the Audit Committee is responsible for monitoring the company's compliance with legal provisions, official regulations, and internal company policies. It also handles the company's risk monitoring system and monitors the adequacy and effectiveness of its internal control system, risk management system, and internal audit system. The Audit Committee prepares the Supervisory Board's proposal to the Annual General Meeting regarding the choice of auditor and submits a corresponding recommendation to the Supervisory Board. Following the resolution of the Annual General Meeting, the Audit Committee assigns the audit to the auditor and monitors the audit as well as the selection, independence, qualifications, rotation, and efficiency of the auditor and the services provided by the auditor. It regularly assesses the quality of the audit. The chair of the Audit Committee also maintains regular dialog with the auditor outside meetings. The Audit Committee consults regularly with the auditor, including without the Executive Board being present.

During the reporting year, the Audit Committee consisted of the following members:

- Dagmar Rehm (Chair) (until March 31, 2025)
- Dr. Martin Kleinschmitt (until March 31, 2025)
- Udo Fechtner (until May 22, 2025)
- Xiaolu Tang (Chair) (since April 1, 2025)
- Sijun Zhang (since April 1, 2025)
- Andrea Elsner
- Nicole Schobert (since May 22, 2025)

According to the German Stock Corporation Act, at least one member of the Supervisory Board must have expertise in the field of accounting and at least one other member of the Supervisory Board must have expertise in the field of auditing. Until March 31, 2025, the Supervisory Board and its Audit Committee included a member with expertise in the field of auditing, Chair of the Committee Dagmar Rehm, and a member with expertise in the field of accounting, Dr. Martin Kleinschmitt.

After studying economics, Dagmar Rehm worked for many years in business management positions and as a chief financial officer. She has been Chair of the Audit committee at Koenig & Bauer AG for several years and therefore has particular knowledge and experience in the field of auditing. In addition, she has in-depth knowledge of sustainability reporting requirements. Ms. Rehm is also independent.

After completing an apprenticeship in banking and studying law, Dr. Martin Kleinschmitt also worked as a CFO for many years and, as a member of the Executive Board of Noerr Consulting AG, advises companies on financing issues and business management. He therefore has special knowledge and experience in the application of accounting principles and internal control and risk management systems.

Since April 1, 2025, the Supervisory Board has included two members with expertise in the areas of auditing and accounting: Xiaolu Tang as Chair of the Committee and Sijun Zhang.

After completing her Bachelor of Management, Business Administration, and Executive MBA degrees, Xiaolu Tang spent many years in senior financial positions at various companies in China and Europe. Since 2024, she has been head of finance (CFO) at the Poggenpohl Group in Herford, Germany, and therefore has expertise in auditing and accounting. She also possesses knowledge in the field of sustainability reporting.

After completing his studies in international accounting, Sijun Zhang worked as an auditor and in fields including accounting

and controlling. Since 2019, he has been Chief Financial Officer of Ningbo Jifeng Auto Parts Co. Ltd. in Ningbo, China. He therefore has extensive knowledge in the fields of accounting and auditing.

The HR and Mediation Committee acts in an advisory and preparatory capacity with regard to the Supervisory Board's personnel decisions, particularly regarding the appointment and dismissal of members of the Executive Board (including entering into, amending, extending, and terminating employment contracts with members of the Executive Board), the remuneration system for the Executive Board, the determination of the total remuneration of individual members of the Executive Board, and the preparation of the remuneration report. When considering proposals for initial appointments, the committee takes into account the requirement that the term of appointment generally should not exceed three years. When proposing candidates for appointment to the Executive Board, the Committee considers their professional suitability, international experience, and leadership qualities, the age limit set for members of the Executive Board, long-term succession planning, and diversity. In addition, the HR and Mediation Committee regularly discusses long-term succession planning for the Executive Board. The HR and Mediation Committee decides in particular on the approval of any Executive Board member's secondary employment and whether and to what extent any remuneration is to be allowed for.

During the reporting year, the HR and Mediation Committee consisted of the following members:

- Gabriele Sons (Chair) (until March 31, 2025)
- Dr. Martin Kleinschmitt (until March 31, 2025)
- Dr. Markus Lauer (Chair) (since April 1, 2025)
- Dr. Ping He (since April 1, 2025)
- Udo Fechtner
- Martin Heiss

The main duties of the Strategy Committee are to advise the Executive Board on the company's ongoing strategic development in matters of corporate strategy and on projects of strategic relevance and to monitor their implementation.

During the reporting year, the Strategy Committee consisted of the following members:

- Prof. Birgit Vogel-Heuser (Chair) (until March 31, 2025)
- Dr. Martin Kleinschmitt (until March 31, 2025)
- Dr. Ping He (Chair) (since April 1, 2025)
- Sijun Zhang (since April 1, 2025)
- Udo Fechtner
- Martin Heiss

The Nomination Committee is responsible for proposing suitable candidates to the Supervisory Board for election to the Supervisory Board by the shareholders at the Annual General Meeting. In addition to the necessary knowledge, skills, and professional experience, the objectives specified by the Supervisory Board for its composition and the competence profile developed for the entire Board should be taken into account in the proposal of candidates. When determining its composition, the Supervisory Board should, in particular, consider the company's international operations, the specified age limit, and diversity. Care must be taken to ensure that there is appropriate representation of men and women in accordance with the legal requirements on gender quotas and that the members of the Supervisory Board as a whole are familiar with the sector in which the company operates.

During the reporting year, the Nomination Committee consisted of the following members:

In the reporting year, the members belonged of the Nomination Committee were:

- Gabriele Sons (Chair) (until March 31, 2025)
- Dr. Martin Kleinschmitt (until March 31, 2025)
- Dagmar Rehm (until March 31, 2025)
- Dr. Markus Lauer (Chair) (since April 1, 2025)
- Jian Shi (since April 1, 2025)
- Sijun Zhang (since April 1, 2025)

The main responsibility of the Chairman's Committee is to support the Chair of the Supervisory Board in the performance of the Chair's duties, particularly in preparing meetings and coordinating the work of the Supervisory Board, as well as in preparing Supervisory Board resolutions.

During the reporting year, the Chairman's Committee consisted of the following members:

- Dr. Martin Kleinschmitt (until March 31, 2025)
- Dr. Ping He (from April 1, 2025, to December 31, 2025)
- Udo Fechtner

Further details on the working methods and composition of the Supervisory Board and its committees can be found in the Rules of Procedure for the Supervisory Board, which are publicly available at https://www.grammer.com/en/investor-relations/corporate-governance/.

Supervisory Board self-assessment

The Supervisory Board and its committees regularly review, either internally or with the involvement of external advisors, how effectively the Supervisory Board as a whole and its committees perform their duties. The last self-assessment was conducted in the 2025 financial year.

The overall results of the 2025 self-assessment were at a very high level, confirming the constructive cooperation within the Supervisory Board and with the Executive Board. The composition and structure of the Supervisory Board, including its committees, were deemed effective and efficient. There was no fundamental need for change, but strategic work within the Board in particular is to be strengthened in the future. Individual

recommendations for action aimed at further optimizing the work of the Supervisory Board are also taken up and implemented during the year.

5. Targets as per Section 76 (4) of the AktG for the share of women at the two management levels below the Executive Board; information on compliance with the inclusion requirement when appointing members of the Executive Board; and minimum quotas in the appointment of members of the Supervisory Board

When filling management positions within the company, the Executive Board takes diversity into account and strives in particular to ensure that women and international candidates are given appropriate consideration. In compliance with the legal requirements in Germany, the Executive Board has set targets for the share of women working in positions at the first and second management levels below the Executive Board at GRAMMER AG as stipulated in Section 76 (4) of the AktG. These targets are 15% for the first management level below the Executive Board and 20% for the second management level below the Executive Board by September 30, 2030.

As of December 31, 2025, 15.4% of managers at the first management level below the Executive Board and 12.3% at the second level were women. The target of 15% for the first management level was thus achieved. The target of 20% for the second management level below the Executive Board was not achieved by December 31, 2025. Although the majority of female executives who left the company were replaced by women, the share of women in this area has nevertheless declined slightly as, despite efforts to the contrary, there were no suitable applications or no applications at all from women for the available positions. As the Executive Board of GRAMMER AG consisted of three members in the financial year, the gender quota requirement under Section 76 (3a) of the AktG does not apply. In 2023, the Supervisory Board set the target for the share of women on the GRAMMER AG Executive Board in accordance with Section 111 (5) of the AktG at a minimum of 33% by December 31, 2028. In the 2025 financial year to March 31, 2025, the Executive Board of GRAMMER AG consisted of one woman and two men, meaning that the target was achieved up to March 31, 2025. Since April 1, 2025, the Executive Board has consisted of three men. Due to Ms. Keblyte's premature resignation on March 31, 2025, and Mr. Strobl's departure by mutual agreement in June 2025, the short period of time available meant that it was not possible to initiate a standardized succession process in which suitable women could have been specifically considered in the selection process. Regardless of this, the inclusion of women is an essential aspect of the Supervisory Board's long-term succession planning for the Executive Board. In doing so, it takes into account the company's management planning and also considers diversity.

In the reporting year, the Supervisory Board consisted of five women and seven men, thus complying with the minimum requirements set out in Section 96 (2) of the AktG.

6. Diversity policy for the Executive Board and long-term succession planning

When selecting members of the Executive Board, the Supervisory Board pays attention to their personal suitability, integrity, convincing leadership qualities, international experience, professional qualifications for the area of responsibility to be taken on, previous achievements, knowledge of the company, and the ability to adapt business models and processes in a changing world.

Diversity is an important selection criterion in appointments to Executive Board positions, including aspects such as age, gender, and educational and professional background. When selecting members of the Executive Board, the Supervisory Board also considers the following aspects in particular:

- In addition to the specific expertise and management and leadership experience required for the respective duty, the members of the Executive Board should cover as broad a spectrum as possible in terms of knowledge and experience, as well as educational and professional backgrounds.
- In view of the company's international orientation, the composition of the Executive Board should reflect international profiles in terms of different cultural backgrounds or international experience.
- The Executive Board as a whole should have experience in the business segments that are important to GRAMMER, particularly in the industrial and automotive sectors.
- The Executive Board as a whole should have extensive experience in the areas of research and development, technology, purchasing, production and sales, finance, legal affairs (including compliance), and human resources.
- Diversity also refers to gender diversity. The gender quota requirement under Section 76 (3a) of the AktG does not currently apply to the Executive Board of GRAMMER AG. The target for the share of women on the Executive Board specified by the Supervisory Board in accordance with Section 111 (5) of the AktG is required be taken into account in appointments to the Executive Board. The Supervisory Board has set a target of at least 33% female representation on the Executive Board, which is to be achieved again by December 31, 2028.
- It is considered helpful to have different age groups represented on the Executive Board. In accordance with the recommendation of the German Corporate Governance Code, the Supervisory Board has set an age limit for members of the Executive Board. According to this, persons appointed to the Executive Board are to be no more than 63 years old at the time of their initial appointment or reappointment.

The decision on who fills a specific position on the Executive Board is always based on the interests of the company, taking into account all circumstances of the individual case.

Implementation of the diversity policy for the Executive Board in the past financial year

The diversity policy for the Executive Board is implemented as part of the appointment process. When selecting candidates and proposing appointments to the Executive Board, the Supervisory Board and the HR and Mediation Committee observe the requirements set out in the diversity policy for the Executive Board.

In its current composition, the Executive Board meets most of the requirements of the diversity policy. The members of the Executive Board cover a broad spectrum of knowledge and experience as well as educational and professional backgrounds and have international experience. The Executive Board as a whole possesses all the knowledge and experience deemed essential in view of GRAMMER's operations. The entire Executive Board has experience in the business segments that are important to GRAMMER. Until March 31, 2025, the Executive Board had one female member, Jurate Keblyte. The target of 33% set by the Supervisory Board was achieved during some of the past financial year. No member of the Executive Board is currently older than 63.

Long-term succession planning for the Executive Board

The Supervisory Board, together with the Executive Board, is responsible for long-term succession planning for the Executive Board, with assistance in a preparatory capacity from the HR and Mediation Committee. In addition to the requirements of the German Stock Corporation Act, the recommendations of the German Corporate Governance Code, and the Rules of Procedure, long-term succession planning takes into account the target for the share of women on the Executive Board set by the Supervisory Board and the criteria in accordance with the diversity policy adopted by the Supervisory Board for the composition of the Executive Board. Taking into account the specific requirements for skills and qualifications as well as the criteria mentioned above, the HR and Mediation Committee prepares an ideal profile that is then used to draw up a shortlist of available candidates. Structured interviews are conducted with these candidates. The Committee then submits a recommendation to the Supervisory Board, which subsequently makes a decision. If necessary, external consultants support the Supervisory Board or the HR and Mediation Committee, as applicable, in defining the job descriptions and selecting candidates.

7. Objectives for the composition, competence profile, and diversity policy for the Supervisory Board

The Supervisory Board of GRAMMER AG is expected to be composed in such a way as to ensure that it can provide qualified supervision and advice to the Executive Board. In this context, complementary interaction between members with different personal and professional backgrounds, as well as diversity in terms of international profile, age, and gender, are considered helpful.

The shareholder representatives on the Supervisory Board are proposed by the Supervisory Board and elected by the Annual General Meeting. The employee representatives on the Supervisory Board of GRAMMER AG are elected in accordance with the provisions of the German Co-Determination Act and comprise four employees of the company, including one senior executive, and two representatives of the trade unions. The Supervisory Board has no legal right to propose candidates for the election of employee representatives to the Supervisory Board. In view of this, and taking into account the recommendations and suggestions of the GCGC, the following competence profile for the Supervisory Board is to be observed regarding the composition of the Supervisory Board and in the Supervisory Board's nominations for election presented to the Annual General Meeting.

Competence profile

The candidates proposed for election to the Supervisory Board should, based on their knowledge, skills, and experience, be capable of performing the duties of a Supervisory Board member at an international, publicly traded company and safeguarding the GRAMMER Group's public reputation. Particular attention should be paid to the character, integrity, and commitment of each person nominated for election. The aim is to ensure that the Supervisory Board as a whole possesses all the knowledge and experience considered essential in view of GRAMMER's activities.

In addition to experience in management and leadership, this also includes expertise in strategy, market development, and business development, as well as corporate development and organization. Among further significant qualities are industry and sector knowledge in business areas specific to GRAMMER and expertise in operations and operational excellence, new technologies, products, and services, as well as digitalization, IT, and software. Experience in sales and marketing, human resources, new work, and sustainability is also considered important.

Knowledge of control systems (CMS, RMS, ICS, and internal auditing), accounting, financial statement auditing, restructuring and transformation, as well as financing and capital markets, are of particular relevance to the members of the Audit Committee, but are also important for the entire Supervisory Board. According to the German Stock Corporation Act, at least one member of the Supervisory Board must have expertise in the field of accounting and at least one other member of the Supervisory Board must have expertise in the field of auditing. Expertise in the field of accounting should consist of particular knowledge of and experience in the application of accounting principles and internal control and risk management systems and expertise in the field of auditing should include particular knowledge of and experience in auditing. Accounting and auditing also include sustainability reporting and the auditing of that reporting. The chair of the Audit Committee is expected to be suitably knowledgeable in at least one of the two areas, and should be independent.

In the event of an upcoming vacancy, a review should be carried out to determine which of the desirable skills are to be strengthened on the Supervisory Board.

Diversity

Sufficient diversity is expected to be ensured in the composition of the Supervisory Board. In addition to giving due consideration to both genders, this also includes diversity in terms of age structure, nationality, international experience, and differences in educational and professional backgrounds, experiences, and ways of thinking. When reviewing potential candidates for a special election or to fill vacant positions on the Supervisory Board, the aspect of diversity must be taken into account appropriately at an early stage of the selection process. In view of the company's international orientation, particular attention should be paid to ensuring that the Supervisory Board has a sufficient number of members with international experience.

According to the German Stock Corporation Act, at least 30% of the supervisory board must be women and at least 30% must be men.

Independence

The Supervisory Board should comprise a number of independent members that it deems appropriate, taking into account the ownership structure. The Supervisory Board bases its definition of independence on the German Corporate Governance Code. More than half of the shareholder representatives should be independent of the company and the Executive Board. Significant conflicts of interest that are not merely temporary must be avoided. No more than two former members of the Executive Board of GRAMMER AG may serve on the Supervisory Board. The members of the Supervisory Board should have sufficient time to perform their duties so that they can do so with the necessary regularity and diligence.

Age limit

In compliance with the age limit set by the Supervisory Board, as a rule, only persons who are no more than 70 years old at the time of their election or re-election should be proposed for election to the Supervisory Board.

Implementation of the objectives for the composition, competence profile and diversity policy for the Supervisory Board in the past financial year; independent members of the Supervisory Board

The Supervisory Board and its Nomination Committee take into account the objectives for the composition of the Supervisory Board and the requirements set out in the diversity policy when selecting and nominating candidates for the Supervisory Board.

In the opinion of the Supervisory Board, its current composition fulfills the objectives for composition and fulfills the competence profile and diversity policy. The members of the Supervisory Board have the professional and personal skills and qualifications deemed necessary. They are familiar with the sector in which the company operates and have the knowledge, skills, and experience that are essential to GRAMMER in the areas mentioned, particularly management and leadership, strategy, market and business development, human resources, ESG and sustainability, law, compliance and corporate governance, restructuring, and transformation. Some of the members of the Supervisory Board work internationally or have many years of international experience. Due consideration is given to diversity on the Supervisory Board. Until March 31, 2025, the Supervisory Board had five female members, including three shareholder representatives and two employee representatives. Between April 1, 2025, and May 22, 2025, there were four female members, two representing shareholders and two representing employees. Since the end of the 2025 Annual General Meeting on May 22, 2025, the Supervisory Board has once again included five women, with two shareholder representatives and three employee representatives. This means that 41.7% of members of the Supervisory Board were women as of December 31, 2025. The shareholder representatives have assessed that there are currently four shareholder representative members – and therefore more than two – who are independent as stipulated by the GCGC. The defined age limit has been observed.

The status of implementation of the competence profile on the Supervisory Board is disclosed below in the form of a qualification matrix.

Qualification matrix – Shareholder representatives

as of December 31, 2025

		Dr.-Ing. Ping He	Dr. Markus Lauer	Jian Shi	Xiaolu Tang	Yiping Wang	Sijun Zhang	Dr. Martin* Kleinschmitt	Jürgen* Kostanjevec	Dagmar* Rehm	Gabriele* Sons	Prof. Dr.-Ing. Birgit Vogel-Heuser
	Member since / elected until	**2020 / 2030**	**04/2025 / 2030**	**04/2025 / 2030**	**04/2025 / 2030**	**04/2025 / 2030**	**04/2025 / 2030**	**2022 / 03/2025**	**2020 / 03/2025**	**2022 / 03/2025**	**2020 / 03/2025**	**2017 / 03/2025**
Function	Supervisory Board	Chairman	Member	Member	Member	Member	Member	Chairman	Member	Member	Member	Member
	Audit Committee				Chairwoman		Member	Member		Chairwoman		
	Nomination Committee	Member	Chairman	Member				Member		Member	Chairwoman	
	Personnel and Mediation Committee	Member	Chairman					Member			Chairwoman	
	Strategy Committee	Chairman					Member	Member				Chairwoman
	Chairman's Committee	Member						Member				
Independence	Independence according to DCGK	yes	yes	yes	yes	no	no	yes	yes	yes	yes	yes
Diversity	Sex	male	male	female	female	male	male	male	male	female	female	female
	Age cluster	66 – 75	46 – 55	46 – 55	36 – 45	56 – 65	36 – 45	56 – 65	56 – 65	56 – 65	56 – 65	56 – 65
	Nationality	Chinese	German	Chinese	Chinese	Chinese	Chinese	German	German	German	German	German
	International Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Educational background	Engineer	Lawyer	Economist	Economist	Economist	Economist	Lawyer	Ingenieur	Economist	Lawyer	Engineer
Professional competences	Management / Leadership		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Strategie / Market Development / Business Development	✓		✓	✓	✓	✓		✓	✓		✓
	Corporate development and organization		✓		✓	✓	✓	✓	✓	✓	✓	✓
	Industry and sector knowledge in GRAMMER business segments (global perspective)	✓		✓		✓	✓	✓	✓			

		Dr.-Ing. Ping He	Dr. Markus Lauer	Jian Shi	Xiaolu Tang	Yiping Wang	Sijun Zhang	Dr. Martin* Kleinschmitt	Jürgen* Kostanjevec	Dagmar* Rehm	Gabriele* Sons	Prof. Dr.-Ing. Birgit Vogel-Heuser
Professional competences	Operations / Operational Excellence					✓			✓			✓
	New technologies, products and services	✓										✓
	Digitalization / IT / Software	✓										✓
	Sales / Marketing					✓			✓			✓
	Human Resources / New Work		✓			✓		✓			✓	
	ESG / Sustainability	✓	✓	✓	✓			✓	✓	✓	✓	
	Legal / Compliance / Corporate Governance		✓		✓			✓	✓	✓	✓	
	Control systems (CMS, RMS, ICS, internal audit)				✓		✓	✓	✓	✓		
	Accounting			✓	✓		✓	✓		✓		
	Financial audit				✓		✓	✓		✓		
	Restructuring / Transformation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Financing / Capital Markets	✓	✓	✓	✓			✓		✓		
	Experience in Advisory or Supervisory Boards	✓		✓				✓		✓	✓	✓
Proven Expert	Financial expert pursuant to Sec. 100 (5) AktG											
	Accounting Expert				✓			✓				
	Audit Expert						✓			✓		
	ESG Expertise according to DCGK				✓					✓		

Note: at least 75% as part of the annual self-assessment

* Resigned from the Supervisory Board with effect from March 31, 2025

Qualification matrix – Employee representatives

as of December 31, 2025

		Udo Fechtner	Klaus Bauer	Andrea Elsner	Martin Heiß	Caterina Messina	Nicole Schobert	Peter Kern
	Member since / elected until	**2023 / 2030**	**2020 / 2030**	**2015 / 2030**	**2015 / 2030**	**01/2025 / 2030**	**05/2025 / 2030**	**2025 / 05/2025**
Function	Supervisory Board	Deputy Chairman	Member	Member	Member	Member	Member	Member
	Audit Committee			Member			Member	
	Nomination Committee							
	Personnel and Mediation Committee	Member			Member			
	Strategy Committee	Member			Member			
	Chairman's Committee	Member						
Independence	Independence according to DCGK	–	–	–	–	–	–	–
Diversity	Sex	male	male	female	male	female	female	male
	Age cluster	56 – 65	46 – 55	46 – 55	46 – 55	46 – 55	46 – 55	56 – 65
	Nationality	German	German	German	German	German	German	German
	International Experience							
	Educational background	Toolmaker	Engineer	Industrial clerk	Data processing clerk	Lawyer	Industrial clerk	Locksmith
Professional competences	Management/Leadership	✓	✓		✓			✓
	Strategy / Market Development / Business Development	✓					✓	
	Corporate development and organization	✓					✓	
	Industry and sector knowledge in GRAMMER business segments (global perspective)	✓	✓	✓				✓
	Operations / Operational Excellence	✓	✓					
	New technologies, products and services	✓						
	Digitalization / IT / Software				✓			
	Sales / Marketing			✓			✓	
	Human Resources / New Work	✓		✓	✓		✓	✓
	ESG / Sustainability		✓					
	Legal / Compliance / Corporate Governance	✓					✓	
	Control systems (CMS, RMS, ICS, internal audit)	✓						

		Udo Fechtner	Klaus Bauer	Andrea Elsner	Martin Heiß	Caterina Messina	Nicole Schobert	Peter Kern
Professional competences	Accounting						✓	
	Financial audit							
	Restructuring / Transformation	✓		✓			✓	
	Financing / Capital Markets						✓	
	Experience in Advisory or Supervisory boards	✓		✓	✓			
Proven Expert	Financial expert pursuant to Sec. 100 (5) AktG							
	Accounting Expert							
	Audit Expert							
	ESG Expertise according to DCGK							

Note: at least 75% as part of the annual self-assessment

8. Directors' dealings

Members of the Executive Board and Supervisory Board, as well as persons closely related to them, are required to disclose transactions involving GRAMMER AG shares and debt securities or related financial instruments if the value of the transactions exceeds EUR 20,000 within one calendar year. Transactions reported to GRAMMER AG are published in accordance with regulations and are available at https://www.grammer.com/investor-relations/corporate-governance/. No transactions were reported in the past financial year.

9. Annual General Meeting and shareholder communication

Shareholders exercise their rights at the Annual General Meeting. Pursuant to Section 22 (5) of the Articles of Association, the Executive Board is authorized to stipulate that Annual General Meetings taking place until May 9, 2028, may be held without shareholders or their proxies being present in person at the venue of the Annual General Meeting (i.e., as virtual Annual General Meetings).

Among other things, the Annual General Meeting decides on the appropriation of profits, the ratification of the actions of the members of the Executive Board and the Supervisory Board, and the selection of the auditor. Amendments to the Articles of Association and changes in capital are decided upon by the Annual General Meeting and implemented by the Executive Board. The Annual General Meeting also decides on the approval of the remuneration system for the Executive Board, the remuneration of the Supervisory Board, and the approval of the remuneration report.

By using electronic means of communication, particularly the internet, the Executive Board makes it easier for shareholders to participate in the Annual General Meeting and enables them to instruct and be represented by proxies in the exercise of their voting rights; the proxies can also be contacted during the Annual General Meeting. Shareholders may also cast their votes in writing or by electronic means (mail-in voting). Shareholders may submit motions regarding resolutions proposed by the Executive Board and Supervisory Board and challenge resolutions passed by the Annual General Meeting.

The reports, documents, and information required by law for the Annual General Meeting, including the annual report, are available on the internet, as are the agenda for the Annual General Meeting and, where applicable, counter-motions or election proposals from shareholders that are required to be disclosed. When elections to the Supervisory Board are held for shareholder representatives, a detailed résumé is published for each candidate.

The Annual General Meeting on May 22, 2025, was held as a virtual Annual General Meeting.

As part of its investor relations work, the company provides comprehensive information about developments within the company. In addition to quarterly reports, half-yearly financial and annual reports, ad hoc reports, and analyst presentations, the financial calendar for the current year is published at https://www.grammer.com/en/investor-relations/. This contains the key publication dates for financial communications and the date of the Annual General Meeting. The Articles of Association of GRAMMER AG and the Rules of Procedure for the Supervisory Board, the declarations of conformity, and other documents relating to corporate governance are available on the GRAMMER AG website at https://www.grammer.com/en/investor-relations/corporate-governance/.

10. Executive Board members and their mandates

The Executive Board's members in the 2025 financial year were:

				Seats on other Supervisory Boards required by law or comparable domestic and foreign governing bodies of commercial enterprises	
Name	**Year**	**First appointed on**	**Appointed until**	**External mandates (as of December 31, 2025)**	**Group mandates (as of December 31, 2025)**
Jens Öhlenschläger (Spokesman)	1964	January 1, 2019	December 31, 2026	None	**Board of Directors:** – Allygram Systems and Technologies Pvt. Ltd., India – GRAMMER Vehicle Parts (Harbin) Co., Ltd., China (until March 7, 2025) **Supervisory Board:** –Changchun GRAMMER FAWSN Vehicle Parts Co., Ltd., name changed to GRAMMER Vehicle Interior Components (Changchun) Co., Ltd. by October 29,2025, VR China (until March 24, 2025) – GRAMMER (China) Holding Co., Ltd., VR China (until April 7, 2025) – GRAMMER Interior (Beijing) Co., Ltd., VR China (until March 24, 2025) – GRAMMER Interior (Changchun) Co., Ltd., VR China – GRAMMER Interior (Shanghai) Co., Ltd., VR China (until March 4, 2025) – GRAMMER Interior (Tianjin) Co., Ltd., VR China (until April 1, 2025) – GRAMMER Seating (Ningbo) Co., Ltd., VR China (until July 14, 2025) – GRAMMER Seating (Shaanxi) Co., Ltd., VR China (until April 27, 2025) – GRAMMER Vehicle Interiors (Hefei) Co., Ltd., VR China (until April 2, 2025) – GRAMMER Vehicle Parts (Shenyang) Co., Ltd., VR China (until March 25, 2025) – GRAMMER Vehicle Parts (Changzhou) Co., Ltd., VR China (until April 1, 2025) – GRAMMER JAPAN LTD., JAPAN
Jurate Keblyte	1975	August 1, 2019	March 31, 2025	– Supervisory Board of HAWE Hydraulik SE, Aschheim / Munich (not listed) – Member of the Supervisory Board of Ottobock SE & Co. KGaA, Duderstadt (not listed) – Member of the Supervisory Board of SAF-Holland SE, Bessenbach (publicly traded)	None

Guoqiang Li (from April 4, 2024)	1974	April 1, 2024	March 31, 2027	None	**Board of Directors:** – GRAMMER Inc., USA – GRAMMER Vehicle Parts (Harbin) Co., Ltd., China – GRAMMER Interior (Tianjin) Co., Ltd., China (from April 1, 2025) – GRAMMER Seating (Shaanxi) Co., Ltd., China (from April 27, 2025) **Supervisory Board:** – GRAMMER (China) Holding Co., Ltd., China (from April 7, 2025)
Thomas Strobl (from April 1, 2025, to June 20, 2025)	1968	April 1, 2025	June 20, 2025	None	– No external or internal appointments
Kelvin (Bangen) Wang (from August 1, 2025)	1975	August 1, 2025	July 31, 2028	None	**Board of Directors:** – GRAMMER Seating (Ningbo) Co., Ltd., China – GRAMMER Interior (Beijing) Co. Ltd., China – GRAMMER Interior (Changchun) Co. Ltd., China – Changchun GRAMMER FAWSN Vehicle Parts Co., Ltd., name changed to GRAMMER Vehicle Interior Components (Changchun) Co., Ltd. by October 29, 2025, China – GRAMMER (China) Holding Co., Ltd., China – GRAMMER Interior (Shanghai) Co. Ltd., China – GRAMMER Interior (Tianjin) Co., Ltd., China – GRAMMER Vehicle Parts (Changzhou) Co., Ltd., China – GRAMMER Seating (Shaanxi) Co., Ltd., China – GRAMMER Vehicle Parts (Shenyang) Co., Ltd., China – GRAMMER Vehicle Interiors (Hefei) Co., Ltd., China – GRAMMER Vehicle Parts (Harbin) Co., Ltd., China (until March 7, 2025) **Supervisory Board:** – GRAMMER Vehicle Parts (Qingdao) Co., Ltd., China – GRAMMER Vehicle Parts (Tianjin) Co. Ltd., China – GRAMMER Vehicle Parts (Changchun) Co., Ltd., China

11. Supervisory Board members and their mandates

The Supervisory Board's members in the 2025 financial year were:

Name, place of residence	Profession	Year of birth	Member since	Appointed until[1]	Seats on other Supervisory Boards required by law or comparable domestic and foreign governing bodies of commercial enterprises (as of December 31, 2025)
Dr. Martin Kleinschmitt, Berlin **(Chair)**	Managing Director of Noerr Consulting GmbH & Co. KG	1960	May 18, 2022	March 31, 2025	– Chair of the Supervisory Board of SAF-HOLLAND SE[3], Bessenbach – Chair of the Supervisory Board of SAF-HOLLAND GmbH, Bessenbach – Chair of the Supervisory Board of G&H Bankensoftware AG, Berlin – Member of the Supervisory Board of Lech-Stahlwerke GmbH, Meitingen
Udo Fechtner[2], Kümmersbruck **(Deputy Chair)**	Primary authorized representative of IG Metall Amberg	1965	October 1, 2023	2030	– Member of the Supervisory Board of Pensionskasse Maxhütte VVaG, Sulzbach-Rosenberg
Klaus Bauer[2], Ensdorf	Plant manager, GRAMMER Deutschland GmbH, Kümmersbruck	1970	September 1, 2020	2030	–
Andrea Elsner[2], Ebermannsdorf	Industrial manager, member of the Works Council at GRAMMER AG	1979	May 20, 2015	2030	–
Dr. Ping He, Wenzenbach-Irlbach	Former development engineer at the Powertrain Division of Continental AG (retired) (Chair of the Supervisory Board until December 31, 2025)	1957	July 8, 2020	2030	–
Martin Heiß[2], Sulzbach-Rosenberg	Data processing specialist, Chair of the Works Council at GRAMMER AG	1971	May 20, 2015	2030	–
Peter Kern[2], Kümmersbruck	Locksmith, member of the Works Council at GRAMMER AG	1963	July 8, 2020	May 22, 2025	–
Jürgen Kostanjevec, Cologne	Independent consultant	1961	July 8, 2020	March 31, 2025	–
Dagmar Rehm, Langen	Independent management consultant	1963	May 18, 2022	March 31, 2025	– Member of the Supervisory Board of Koenig & Bauer AG[3], Würzburg – Non-executive director, Renewable Power Capital Ltd., London, United Kingdom – Member of the Supervisory Board of Rail Capital Europe Investment SAS, Saint-Ouen, France

Name, place of residence	Profession	Year of birth	Member since	Appointed until[1]	Seats on other Supervisory Boards required by law or comparable domestic and foreign governing bodies of commercial enterprises (as of December 31, 2025)
Gabriele Sons, Berlin	Self-employed attorney at law in the Sons law firm	1960	July 8, 2020	March 31, 2025	– Member of the Supervisory Board of ElringKlinger AG[3], Dettingen / Erms – Member of the Board of Directors of Accelleron Industries AG[3], Baden, Switzerland
Prof. Dr. Birgit Vogel-Heuser, Garching	Electrical engineer, professor (Head of the Department of Automation and Information Systems at the Technical University of Munich)	1961	July 26, 2017	March 31, 2025	– Member of the Supervisory Board of HAWE Hydraulik SE, Aschheim / Munich
Caterina Messina [2]	Lawyer on the Executive Board of IG Metall	1972	January 1, 2025	2030	– Member of the Supervisory Board of Finedining Topco GmbH (since October 2, 2025) – Member of the Supervisory Board of GE Wind Energy GmbH
Yiping Wang	Founder and Chairman of the Executive Board of Ningbo Jifeng Auto Parts Co., Ltd., Ningbo, China	1961	April 1, 2025	2030	– Founder and Chair of the Board of Directors of Ningbo Jifeng Auto Parts Co., Ltd., Ningbo, China[3]
Sijun Zhang	Member of the Executive Board and CFO of Ningbo Jifeng Auto Parts Co., Ltd., Ningbo, China	1984	April 1, 2025	2030	– Member of the Board of Directors and CFO of Ningbo Jifeng Auto Parts Co., Ltd., Ningbo, China[3]
Jian Shi	Head of the Investment Department at GAM Investment Management	1975	April 1, 2025	2030	–
Xiaolu Tang	Head of the Finance Department (CFO) at the Poggenpohl Group	1983	April 1, 2025	2030	–
Dr. Markus Lauer	Lawyer	1974	April 1, 2025	2030	–
Nicole Schobert [2]	Industrial clerk, HR specialist (IHK), member of the Works Council at GRAMMER AG	1979	April 1, 2025	2030	–

[1] Term of office set to end at the close of the Annual General Meeting

[2] Employee representative

[3] Listed