

Combined separate non-financial report

For us, sustainability begins with the people who work at our Company and are linked to it. It covers such aspects as research and development, procurement and production as well as the finished products and the end-of-life recycling of product components. With the expansion of our global presence and the Group's broad footprint, we are also supporting this message internationally.

This combined separate non-financial report (NFR) has been prepared in accordance with the requirements of sections 315b and 315c in conjunction with sections 289c to 289e of the German Commercial Code (HGB). It contains the disclosures required by law on material matters pertaining to the environment, employees, social concerns, observance of human rights and anti-corruption and anti-bribery precautions. In addition, it discloses material risks in accordance with section 289c (3) No. 3 and 4 HGB where these are necessary for an understanding of the Group's business performance, results of operations and position as well as the impact on non-financial aspects. This report is the combined separate declaration for the GRAMMER Group and GRAMMER AG for 2020 in accordance with sections 289b and 315b HGB, which is made available to the general public at the Company's website under Company > Sustainability > Non-financial report. Unless otherwise stated, the contents refer to the entire GRAMMER Group including GRAMMER AG. In this report, the term GRAMMER Group also includes GRAMMER AG. The GRAMMER Group has defined solely financial parameters and financially significant performance indicators. For this reason, there are no non-financial performance indicators pursuant to section 289c (3) No. 5 HGB that are of significance for the business activities of the GRAMMER Group. Detailed information on provisions can be found in the notes to the consolidated financial statements starting on page 96. Otherwise, there is no direct link between the amounts reported in the annual financial statements of the GRAMMER Group in

accordance with section 289c (3) No. 6 HGB and the non-financial aspects. In some cases, reference is made to the content of the Group management report in accordance with section 315 b (1) sentence 3 HGB. The NFR has been reviewed by the Supervisory Board, which has satisfied itself of its legality, propriety and suitability for its intended purpose. The combined non-financial report has been prepared on the basis of the Global Reporting Initiative (GRI) standards. Looking forward, reporting in accordance with this standard is to be expanded step by step.

1. Sustainability at GRAMMER

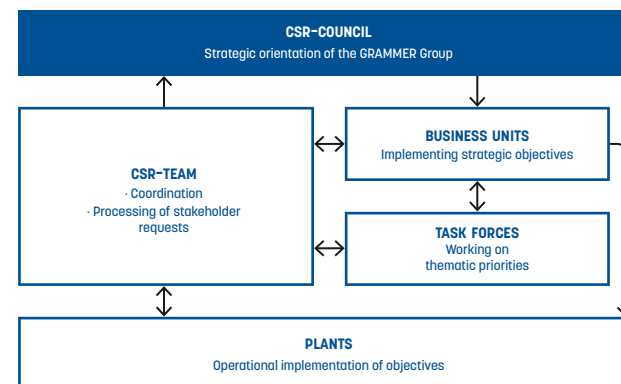
The GRAMMER Group is a global group of companies specializing in the development and production of complex components and systems for automotive interiors as well as driver and passenger seats for offroad applications and trucks, buses and trains. GRAMMER is committed to sustainability and has firmly entrenched economic, ethical and ecological principles in its corporate guidelines. For us, accepting responsibility for people, society and the environment means minimizing strain on people and nature as far as possible and furthering their ability to regenerate. We seek to balance all our stakeholders' interests, further our employees' interests and strive for uniform environmental management at all locations.

1.1 Organizational structure of sustainability

Sustainability forms part of GRAMMER's strategy as well as its operating activities. We have created organizational structures to ensure the observance of our rules as a basis for coordinating sustainability aspects internationally across the entire GRAMMER Group. In view of its high importance for the GRAMMER Group's business activities, responsibility for sustainability is assigned directly to the Executive Board. The Corporate Social Responsibility team supports it, coordinating

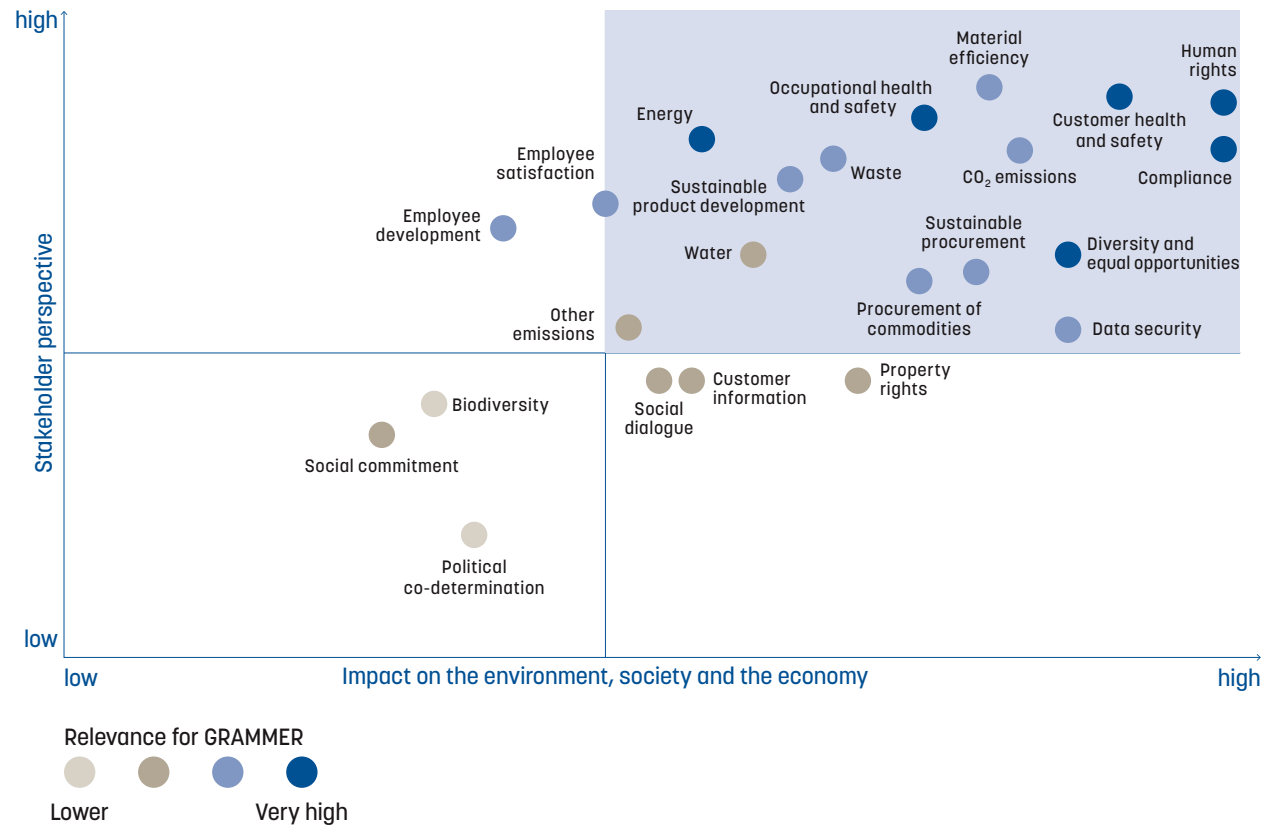
GRAMMER's worldwide activities in this area. A CSR council was established in 2015 to entrench sustainability more firmly within the GRAMMER Group. This council includes executives from all relevant parts of the Group such as accounting, compliance, controlling, finance, IT, communications, human resources, production, quality assurance, R&D, legal, supplier management and environment as well as executives from the regions and divisions. Institutionalized dialog and regular meetings ensure that sustainability as an overarching issue is firmly rooted in the Group and operationalized in accordance with the corporate strategy and business requirements. The individual business units represented on the CSR council are responsible for implementing the strategic CSR objectives. This involves close communications with the individual plants to operationalize the objectives.

CSR organization








1.2 Materiality analysis

A new materiality analysis was carried out in 2020 in order to update the material sustainability aspects of the GRAMMER Group. It looked at the economic, ecological and social perspectives to evaluate the sustainability aspects. The stakeholder perspective was evaluated by internal experts. The survey was conducted using both written responses and workshops. In addition, the impact of the Company's activities on the environment, society and the economy as well as the relevance of the matters for GRAMMER were included in the evaluation. The results of the materiality analysis are shown in the following chart. All aspects in the light blue quadrant and whose relevance for GRAMMER was classified as high/very high (blue points) will be considered as relevant in the GRAMMER Group in the future.



As a result of the analysis, the fourteen material aspects listed in the chart will be reported subdivided into five aspects of relevance. In addition to the matters defined as material, "social commitment" has been included as a further relevant issue in this separate combined non-financial report in order to provide information on social matters within the Company.

Good corporate governance	Products	Environment	Supply chain	Social concerns and society
Compliance	Sustainable product development	CO ₂ emissions	Working conditions and human rights	Employee satisfaction
Data security	Material efficiency	Energy and resources	Sustainable procurement	Occupational health and safety
	Customer health and safety	Waste	Procurement of commodities	Diversity and equal opportunities
				Responsibility as a Corporate citizenship

Aspects of relevance for the GRAMMER Group	Material aspect	Non-financial aspect
 Good corporate governance	Compliance Data security	Cross-cutting issue, particularly anti-corruption
 Products	Sustainable product development Material efficiency Customer safety and health	Environmental footprint, social concerns
 Environment	CO ₂ emissions Energy and resources ¹ Waste	Environmental footprint
 Supply chain	Working conditions and human rights Sustainable procurement of commodities	Cross-cutting issue, relates to all non-financial aspects
 Social concerns and society	Employee satisfaction Health and safety Diversity and equal opportunities Responsibility as a Corporate citizenship ²	Employee matters, social matters

¹ Energy and resources, incl. water.

² No material aspect; reporting is voluntary.

1.3 Support for sustainable development goals

As a company operating internationally, we actively contribute to the achievement of global sustainability goals. Adopted at the beginning of 2016, the United Nations' Sustainable Development Goals (SDGs) comprise 17 concrete objectives aimed at making the world more sustainable and fairer by 2030. In order to underline the relevance of the SDGs and to make our contribution to the individual sustainability goals visible, we have identified 10 SDGs on which we as a supplier of automotive components are able to exert influence. These are summarized in the adjacent table.

1.4 Inclusion of all stakeholders

GRAMMER attaches particular importance to dialog with and the inclusion of its various stakeholders. These communications are mostly handled by the relevant parts of the Group. By systematically tracking these activities, it is possible to access the results of such communications centrally in order to address corresponding inquiries from outside the Company or to convey messages from within the Company to the general public. As we maintain very close contact with our stakeholders, we were able to take account of the expectations and needs of the individual groups in the formulation of our sustainability goals.

The GRAMMER Group's stakeholders



SDG	Description	Corporate governance	Products	Environment	Supply chain	Social concerns and society
1 NO POVERTY	No poverty			●	●	●
2 ZERO HUNGER	No hunger					
3 GOOD HEALTH AND WELL-BEING	Health and well-being		●			●
4 QUALITY EDUCATION	Quality education				●	●
5 GENDER EQUALITY	Gender equality				●	●
6 CLEAN WATER AND SANITATION	Clean water and sanitation					
7 AFFORDABLE AND CLEAN ENERGY	Affordable and clean energy		●	●		
8 DECENT WORK AND ECONOMIC GROWTH	Decent work and economic growth	●	●	●	●	●
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Industry, innovation and infrastructure		●	●		
10 REDUCED INEQUALITIES	Reducing inequality	●			●	●
11 SUSTAINABLE CITIES AND COMMUNITIES	Sustainable cities and communities					
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Responsible consumption and production		●	●	●	
13 CLIMATE ACTION	Climate action			●	●	
14 LIFE BELOW WATER	Life below water					
15 LIFE ON LAND	Life on land			●		
16 PEACE AND JUSTICE STRONG INSTITUTIONS	Peace, justice and strong institutions	●			●	●
17 PARTNERSHIPS FOR THE GOALS	Partnerships to achieve the targets					

● Strong influence
● Medium influence

1.5 Risk evaluation of non-financial matters

Business always entails opportunities as well as risks. Our risk strategy defines various principles relating to the Group's risk policy. In this connection, GRAMMER defines opportunities and risks in the context of risk management as any positive or negative deviations from a plan or target defined in circumstances of uncertainty. Risk management thus contributes to value-based management of the Group. GRAMMER Group has implemented a uniform Group-wide risk management system to detect risks at an early stage, to analyze and assess their causes and avert or at least mitigate them. The risk management process ensures early identification, analysis and assessment of risks, along with coordinated implementation of suitable measures to manage risk as well as risk monitoring and control. This also entails the early detection of risks to the Group's going-concern status. Under the CSR Directive Implementation Act governing the disclosure of non-financial and diversity-related information, companies must not only report on the material aspects but also explain the related risks. The concept of risk has been expanded and integrated in risk management to map the non-financial risks in the process. Internal experts have assessed the qualitative impact of our corporate activities. GRAMMER views risk in net terms, i.e. after risk mitigation. No material risks that are linked to the Company's own business, business relations or products and are liable to have severely adverse effects on non-financial aspects have been identified in connection with non-financial aspects. However,

there are fundamental risks which may impact individual non-financial aspects. Among other things, this applies to ecological risks which we address by implementing management systems in accordance with ISO 14001 and ISO 50001.

Green Company

GRAMMER has been promoting the expansion of its environmental management systems at all sites for many years. In future, it seeks to further its commitment to sustainability. For this reason, we launched the strategic initiative "Green Company" at the start of 2020. This initiative focuses on deepening and strengthening the awareness of environmental and sustainability aspects throughout the entire GRAMMER Group, assisted by specific measures led and monitored by the CSR Council. We have defined the following five areas of activity and guiding principles:

Energy and resource efficiency: We want to reduce energy consumption within our processes, promote the use of renewable sources of energy and use natural resources sparingly ([further details see page 31 f](#)).

Efficient use of materials: We optimize the efficient use of our production and non-production materials over the entire product lifecycle. Responsible handling of critical materials is a matter of course for us ([further information on pages 30](#)).

Avoidance of waste and recycling: We reduce our waste and minimize the use of dangerous waste materials. Furthermore we recycle more waste and ensure that the appropriate waste disposal and recycling methods are used ([further information on page 32](#)).

Reduction of emissions: We are aiming for the 1.5 degree Paris Agreement goal and are reducing greenhouse gases. Other emissions such as VOC or noise are being reduced to a minimum ([further information on page 31 f](#)).

Green products: We are exploring innovative and sustainable product solutions so we can offer our customers environmentally friendly alternatives in the future ([further information on pages 29 f](#)).

The five aspects allow the entire product lifecycle (from research and development through to procurement, transportation, production through to sales, use through to waste disposal) to be assessed and they help establish the "green company" philosophy across all processes. In addition, options for all employees to engage actively with this important aspect will be provided.

In 2020, long-term goals and measures were defined for every area of activity. A description of the goals can be found in the relevant chapter.

2020 CSR Award

Corporate social responsibility, i.e. responsibility for employees, the environment and society, is of great importance for the GRAMMER Group and, moving forward, is to be additionally intensified. For this reason, a decision was made to introduce a GRAMMER Corporate Social Responsibility (CSR) Award starting in 2019. The CSR is an internal award to acknowledge our plants that have displayed a particularly high degree of initiative in the area of sustainability. In this way, GRAMMER is seeking to set an example for greater sustainability and acknowledge the strong commitment of the individual sites within the Group. Awards are presented in three categories: "Environment", "Employees" and "Society". The projects which took the top spot in each category of the 2020 CSR Award are described below.

Environment category: GRAMMER Interior Co. Ltd, Changchun (China) & GRAMMER System GmbH, Bremen (Germany)

In this category, the jury was unable to decide on who should get awarded the top spot; it therefore selected two projects as the winners.

Project: VOCs processing equipment upgrade

To comply with all regulations and ensure a better and healthy working environment for employees, the VOCs processing equipment was upgraded.

Project: WoW Environment Day

As part of a workshop, 180 ideas were generated to improve the carbon footprint. Ten of them are currently being implemented in projects.

Employee category: GRAMMER CZ s.r.o., Tachov (Czech Republic)

Project: Collection for a good cause

GRAMMER employees collected money in order to support a colleague whose five-year-old son suffers from muscular dystrophy. The collection raised around CZK 31,654 (approx. € 1,222.57). The money will be used to fund a rehabilitation program that is not covered by health insurance.



The diplomas were awarded virtually at the General Management Meeting.

Social commitment category: GRAMMER Interior Components GmbH, Hardheim (Germany)

Project: GRAMMER Academy: A close-to-the-heart project to support the regional children's hospice in Mosbach

As part of a Christmas campaign, the GRAMMER Academy raised € 2,700 with handmade face masks and loops bearing the GRAMMER logo. All the takings were donated to the children's hospice in Mosbach.

2. Responsible corporate governance

GRAMMER is committed to specific values that are observed by our employees day by day and shape our business activities. We communicate clearly and openly, thus creating a high degree of transparency for our customers, shareholders and employees. In addition to achieving transparency, GRAMMER attaches key importance to balancing the interests of our stakeholders and ensuring a respectful approach. In this way we are creating the deep-seat trust that is required for business success and our corporate culture.

2.1 Compliance and anti-corruption

Compliance with the rules and laws and with GRAMMER's own provisions is a central and important topic. Our binding Group-wide code of conduct defines the values and conduct expected of all employees. It forms the basis of our business activities.

All new employees are briefed on this code of conduct, while existing ones undergo regular training to refresh their knowledge of its contents. The GRAMMER code of conduct is available in different languages. The GRAMMER code of conduct was revised in 2020 in order to enshrine in the code even more firmly aspects such as human rights, the rejection of forced labor and child labor, the freedom of association and data protection.

GRAMMER attaches fundamental importance to observing all laws, particularly those governing fair trade practices and the avoidance of corruption. In addition, we are committed to the prohibition of insider trading, the confidential handling of information, the avoidance of conflicts of interest, protection of the environment, health protection, occupational safety and social responsibility. Comprehensive measures have been firmly in place for many years. All specialist and management staff undergo regular anti-corruption and anti-bribery training and training on fair trade practices, including the appropriate response to such occurrences. In particular, decision-makers are required to take part in training (including online training).

20%

of all employees take part in the biannual compliance and cartel law training.

Our internal control system (ICS) safeguards the efficacy and economic viability of our business activities and ensures due and proper internal and external accounting operations and compliance with the applicable legal requirements. Moreover, regular compliance audits are performed by Internal Auditing to identify any compliance or corruption risks to which individual plants may be exposed. For this purpose, the Transparency International corruption index for specific countries provides an important indicator for determining the frequency of audits at individual locations. Should an audit conducted at a specific GRAMMER location give rise to initial suspicion, further investigations are performed, any necessary consequences taken and measures initiated if required.

TARGET

Awareness of compliance and corruption risks is to be raised at 100% of GRAMMER sites every two years. In future, new employees will receive training immediately after joining GRAMMER. Moreover, compliance audits will be implemented at sites with compliance/corruption risks by the end of 2022.

39

plants underwent compliance audits between 2017 and 2019 (mostly in the form of self-audits).

Established whistleblowing mechanisms ensure that possible breaches can be readily reported. Thus, a code team and an internal whistleblower system have been established to accept any reports. Internal Auditing examines any specific suspicions after coordination with the Executive Board or the code team. If investigations relate to individual employees, the findings are forwarded to the Human Resources Department, which

processes them and takes any necessary measures under employment law. Reports by whistleblowers were investigated in 2020 and, where the reports proved justified, measures were taken and implemented.

Together with our open corporate culture, the availability of points of contact for whistleblowers and regular training, we want to ensure that any breaches of the code of conduct within the GRAMMER Group are avoided. Should breaches of the GRAMMER code of conduct occur, we want to continue to ensure in the future that they are uncovered and penalized.

2.2 Data protection

The GRAMMER Group has high data protection standards. A data protection organization reporting to GRAMMER's Executive Board has been in place for many years. The data protection officer is responsible for ensuring observance of the statutory requirements as well our data protection policy, which is binding on all employees. GRAMMER expects its employees to protect the business secrets and intellectual property rights held by GRAMMER as well as its business partners. Industrial property rights, business secrets and other confidential company information must be protected against unauthorized disclosure. In order to heighten employees' awareness of data protection, e-learning training is due to be implemented going forward.

TARGET

Germany-wide introduction of data protection training on the new e-learning platform by 2022.

As part of the data protection organization, inquiries from staff and managers will be processed and the corresponding solutions designed and implemented. Regular IT security tests and authorization checks are carried out while taking into account statutory data protection requirements.

2.3 Information security

Information security denotes the characteristics of (technical or non-technical) information-processing and storage systems that ensure confidentiality, availability and integrity. Its purpose is to provide protection from dangers and threats, to avert economic damage and to minimize risks. In practice, information security within IT security management is based on the international ISO/IEC 27000 series, among others.

GRAMMER considers it necessary to ensure information security along with all its requirements. The introduction of an information security management system (ISMS) at all sites of the GRAMMER Group is necessary in order to guarantee this in the context of IT security management. As with any roll-out of a new management system, initial certification of the central GRAMMER AG departments was completed before implementing the ISMS at all subsidiaries and locations. In December 2019, certification was achieved thanks to professional collaboration between all departments involved, resulting in successful ISO 27001 certification.

The requirements of an ISMS extend beyond the theoretical aspects and also include an evaluation of physical security. This ensures construction-related protection. Thus, for example, special requirements apply to the environment for product development as well as to access restrictions, the handling of prototype parts and much more.

3. Products

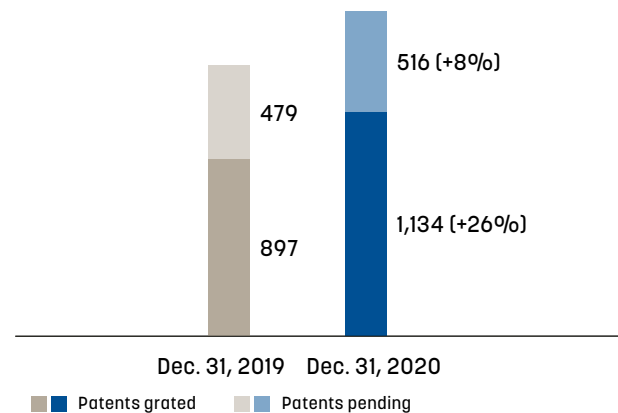
The GRAMMER Group attaches key importance to process and product efficiency, quality and safety. Product responsibility commences in the development phase and continues during production (use of material) and subsequent utilization by the customer. Examples of important criteria include quality, resilience, safety, ergonomics and product innovation. Our high-quality seating systems and premium interior products are currently being produced at 48 (2019: 48) production and logistics facilities around the world.

Innovations in products and production processes form a key determinant of the GRAMMER Group's business success. At the same time, they seek to minimize the strain on the environment. At EUR 59,015 thousand, non-capitalized research and development costs remained steady compared with the previous year (2019: EUR 64,119 thousand).

3.4% was the share of non-capitalizable research and development costs in total revenue in 2020.

The GRAMMER Group has established research and development (R&D) units in key regions in order to offer customers high-quality solutions meeting their requirements. Our engineers work on the development of new, and further development of existing, GRAMMER products at a total of 15 development locations. The number of patents pending and granted rose by 20% to 1,650 in 2020 (2019: 1,376) as a result of this.

Patents in %



In addition, the R&D function is present at the production plants to provide the necessary support directly and promptly.

3.1 Customer health and safety

All our construction- and manufacturing-related activities seek to provide users with the highest possible level of product security. Calculating, evaluating and reducing potential product risks through the use of appropriate technologies ensures that all aspects pertaining to product security are adequately taken into consideration.

Products are tested for their security, comfort and service life at our test labs worldwide. The test departments form part of our Competence Centers. The globally applicable standards for the corresponding product groups are ensured via three Competence Centers in Amberg (Germany), Hardheim (Germany) and Toledo (Ohio, United States) and are also certified by our customers. Certification governs general requirements for the competence of test and calibration laboratories. The laboratory scope of our test centers is moreover expanded continuously by a variety of different tests such as fire tests and various endurance tests.

For example, seat prototypes are tested in dynamic long-term tests on test benches, some of them developed by ourselves. To ensure impeccable quality over the entire lifecycle of a product, overall structures, seat cushions and backrests as well as operating elements and other elements are tested.

In order to meet the high quality requirements which our products must satisfy, GRAMMER has also established a uniform quality management system. All our GRAMMER sites are regularly certified under the ISO 9001 quality management standard, the IATF 16949 quality management standard for the automotive industry and the ISO/TS 22163 for the railway vehicle industry.

100% of our production facilities are certified in accordance with ISO 9001, IATF 16949, ISO/TS 22163.



The new robot test system in the Competence Center Amberg (Germany) is putting the seats through their paces.

Ergonomics

In our development activities, we attach particular importance to ensuring that the driver's health is preserved through ergonomically optimized products. Moreover, our headrests are an important safety feature for very largely preventing injury of or strain on the cervical spine in the event of an accident. Products that are not only height-adjustable but also permit the distance from the head to be modified and then store these personal settings in a memory function provide especially effective protection. In addition, our crash-active headrests protect passengers from the risk of whiplash injury.

The ergonomic design of our multifunction armrests for commercial vehicles featuring an optimum arrangement of the control elements eases the strain on the spine, prevents overstraining of the forearm, shields the driver from excess mental pressure and thus heightens the seat comfort. Our suspension seating systems for all kinds of commercial vehicles also meet the highest ergonomic requirements, thus helping to preserve the driver's health. The GRAMMER Group regularly reviews the status of its products on the basis of customer feedback, internal testing, user studies and discussions with leading biomechanics and spine researchers. In this connection, we use biomechanical measuring methods to test the impact of new features on the human body. Using electromyography (EMG), we measure electrical muscle activity in strain situations for example. Efficient and safe use of a vehicle calls for physically and mentally sound drivers. For this reason, the GRAMMER Group is particularly committed to promoting basic spine research. For this reason, we have established the GRAMMER European Spine Journal Award in recognition of outstanding research activities.

TARGET

We will continue to combine scientific findings with industrial application knowledge. For this reason we plan to hold our third international Ergomechanics Congress in 2022. We also foster young scientists working in the area of spine research through the European Spine Award.

3.2 Sustainable product development

In the interests of the continuous development of its product range, GRAMMER uses a modern innovation management system. Product ideas are jointly coordinated in international teams consisting of product and process experts, employees from sales and purchasing as well as managers from the two divisions and functions and incorporated in the Group's decision-making process. The GRAMMER Group has already entrenched sustainability in the product development process. An internal environmental manual sets out the rules for environmentally friendly product development and includes, for example, stipulations concerning the use of materials as well as a list of banned substances and materials.

The issue of sustainable product development forms part of our strategic initiative "Green Company". As part of this initiative, we explore innovative and sustainable product solutions that allow us to offer our customers environmentally friendly alternatives. This includes light-weight construction, the use of recycled materials and of alternative sustainable materials.

Rapid technological progress is being accompanied by the steadily growing demands made of components suppliers by OEMs (original equipment manufacturers). Drive trains, vehicle concepts and the level of driving automation alongside safety and digital interfaces are defining the framework for future development. Further focal issues of the automotive industry include the use of recycled materials and achieving carbon neutrality throughout the entire value chain.

To move one step closer towards carbon neutrality GRAMMER launched a pre-development project titled "CO₂-neutral console" as part of the "Green Company" initiative in the fourth quarter of 2020. Our goal is to develop a CO₂-neutral product. To begin, a carbon footprint is used to establish the main influencing factors, allowing targeted measures for their reduction to be initiated.

Alternative sustainable materials

The patented POROLOFT® process investigates options for producing air channels based on fiber fabrics using sustainable materials, thereby reducing the cost of materials. Conventional processes use fiber fabrics which are pre-processed into mostly rectangular blanks. These are then heated and pressed into the desired shape. Excess material must be separated from the components in a further step along the process. In the POROLOFT® process, the fabric fibers are dissolved in a water-based suspension and then deposited on a porous negative mold of the target components. Different thicknesses and material strengths can be controlled via process parameters. This ensures savings in the production of blank mats and produces components free of excess material. Currently, different fiber materials are being tested for their suitability for use in the process together with their component properties. This involves both synthetic/thermoplastic materials and natural fibers from renewable resources (e.g. cellulose), which could even be composted at the end of their life cycle.

Light-weight construction

Our product innovations such as light-weight construction allow weight savings to be achieved as a means of reducing fuel consumption. Light-weight construction plays a key role in the development of seats, center consoles, armrests and headrests. For one thing, reduced material requirements lower resource input and, for another, cut CO₂ emissions during the vehicle product life cycle. We achieve weight reductions by means of function integration and changes in the design, for example.

Recycling

The use of recycled materials in vehicle interiors and seating systems will additionally lower resource requirements. We are collaborating closely with our customers in this area to launch joint solutions. Examples include polyamide material blended with recycled carbon fibers or the use of recycled plastic for injection molding processing, especially in the area of console technology.

3.3 Efficiency of materials

Material efficiency within processes can be achieved through a variety of different approaches. For example, the use of materials can be minimized, surplus production avoided or waste within processes reduced. GRAMMER is pursuing two different approaches to promote material efficiency within the Company. First, the use of materials within core processes is minimized through new technologies. Secondly, innovative construction and material solutions are used to reduce the material use at a product level.

TARGET

Reduction in material use through the development of technologies, use of new production techniques and increased recycling of materials.

For example, foaming, painting and gluing systems now use solvent-reduced materials on a large scale. The Manufacturing Engineering Department continues to standardize production processes and equipment and developed or implemented innovation and automation initiatives step by step. The purpose of the GRAMMER production system GPS is to achieve a continuous improvement in our value flows by systematically minimizing work and resource requirements with the aim of achieving operational excellence.

To reduce the use of materials over the long term, three specific aspects have been defined as part of the Green Company initiative, which are due to be implemented over the coming years. A regranulation strategy for plastics is scheduled to be implemented to increase its recycling rate. Recyclates (recycled plastics) are already being used in some GRAMMER plants today and this will be stepped up at all locations worldwide as we move forward. To this end, we are already testing new material compositions in current development projects and are evaluating the potential for the use of natural-fiber-filled or -based thermoplastics in our GRAMMER products.

Moreover, the quantities of the chemicals polyol and isocyanate (polyurethane foams) used are to be reduced. To this end, best practice examples were collected and the first pilot projects defined in 2020.

Material or leather is also used for many of our products. Another important topic is therefore to increase the degree to which cover materials (leather, PVC, textiles) are used by deploying digitalization technology when cutting the raw material.

In recent years, the use of release agents during foaming has been reduced by more than 30% thanks to targeted technology initiatives. By coating foaming tools and additional process optimization (e.g. use of spray robots), the use of release agents by unit produced is scheduled to be reduced further over the coming years. In addition, electricity consumption was cut by 40% and the strain on employees in their proximity was reduced. As a further positive effect, energy consumption has been decreased, which has had an associated positive effect on CO₂ emissions.

4. Environment

The GRAMMER Group assumes responsibility for the environment and, in doing so, takes an integrated approach. Our mission statement defines active environmental protection as a key goal. Overall responsibility for environmental management has been assigned to Quality, Services and HSE, which reports to the Chief Operating Officer. This unit devises strategic parameters for environmental protection across the entire Group under the guidance of the Senior Manager, Health and Safety. A local environment, health and safety manager is assigned to each plant to implement the measures. We are also aiming to reduce business-induced environmental impacts as far as possible. Accordingly, material goals and measures relating to company environmental protection entail increased energy efficiency, a reduction in emissions from production and the value chain and the optimum use of resources along our value chain. We also analyze and optimize our production processes continuously in order to lower our water consumption. The targets pursued by and the progress made in our environmental activities including observance of all relevant legal rules are regularly audited and assessed both internally and externally. By making appropriate adjustments, we are able to achieve continuous improvements in our environmental and energy management systems. Due to the acquisition of the TMD Group (2018) and the fact that its sites are not fully certified, despite the further introduction of ISO 14001 at an existing site the percentage share fell slightly in 2020. 80% of all the Group's facilities around the world have already implemented an environmental management system in accordance with ISO 14001 and defined local environmental targets and measures. Accordingly, our goal is to certify all GRAMMER production sites in accordance with the environmental management system ISO 14001 by 2022.

TARGET

By 2022, certification of all GRAMMER production sites in accordance with the environmental management system ISO 14001.

2030: 30% reduction of CO₂ emissions in our global supply chain.

Key figures: 2021 baseline figure

4.1 Energy

GRAMMER seeks to reduce energy consumption within processes and promote the use of renewable energy sources and sparing use of natural resources. For this reason, an energy management system in accordance with ISO 50001 is scheduled to be implemented across all GRAMMER production sites by 2022. This measure will allow us to control, manage and, if necessary, adjust energy consumption. We have already rolled out an energy management system in accordance with ISO 50001 at all energy-relevant German plants, thus ensuring compliance with the statutory requirements.

100%

All energy-relevant German production facilities are certified in accordance with ISO 50001.

To better identify savings opportunities, energy monitoring is due to be introduced at all production locations. At the start of 2020 the monitoring system was already implemented at all energy-relevant German locations. Initial savings measures resulting from this step have already been identified, such as unnecessary machinery and plants ready for operation during non-production time. In addition, plant-precise measuring and the existing material consumption data can be used to compare efficiency between similar plants and increase it.

2021

Implementation of a potential analysis including the definition of measures across all GRAMMER production sites worldwide.



The new GRAMMER AG Campus in Ursensollen.

2022

Rollout of an energy management system in accordance with ISO 50001 at all GRAMMER production sites worldwide, including energy monitoring.

We buy green electricity for our power supply. In addition, our new Campus has been built according to the latest energy standards.

4.2 CO₂ emissions

One particular focus is on reducing air pollutants, such as CO₂ emissions and volatile organic compounds (VOC). As part of the strategic initiative "Green Company", GRAMMER has decided to aim for the 1.5 degree goal of the Paris Agreement and to also reduce other emissions such as VOC to a minimum.

In this context, we have calculated the carbon emissions of the sites according to the Greenhouse Gas Protocol (GHG Protocol). This involves determining the Scope 1 emissions as well as Scope 2 emissions. Scope 1 emissions are direct emissions occurring during the Company's own energy production and the production process. Scope 2 emissions are indirect emissions that, for example, arise when externally sourced electricity and heat are used. The calculation process will

be undergoing further optimization and expansion over the next few years. In order to make a material contribution to the reduction of climate-damaging materials, GRAMMER aims to reduce CO₂ emissions (Scope 1 & 2) by 50% by the year 2030. To achieve this goal, first the reduction potential within the processes will be analyzed over the coming years. We will focus on reducing energy consumption as this is the area where most CO₂ emissions are created.

TARGET

Reduction in CO₂ emissions (Scope 1 & 2) of 50% by 2030

(Baseline year 2019: Scope 1: 13,875 t & Scope 2: 133,594 t)

In addition, over the coming years the Scope 3 emissions are due to be determined. They include, for example, purchased (input) products, company travel, logistics processes or employee journeys to/from work. To calculate the CO₂ emissions within our supply chain, we will use existing digital tools to check and establish the carbon footprint of our suppliers. As set out in detail in the "Sustained product development" chapter, we will moreover for the first time calculate the carbon footprint of a center console system.

TARGET

Calculation of Scope 3 emissions by 2025.

Digitalization of the carbon footprint within the supply chain as part of the TCO procurement strategy.

As part of environmental management, GRAMMER has already initiated measures to reduce emissions and monitors their implementation at its sites. We furthermore have individual concepts in place at a large number of sites that are adapted to the activities and work processes on site and to local requirements. GRAMMER's Automotive Division uses emission-reduced foam materials in the EMEA, APAC and Americas regions, which can lower emissions of volatile hydrocarbons by up to 70% in some cases. Likewise, emissions from the use of water-based foam release agents have been cut by around 75%. This has been implemented at 7 out of 18 plants, with a further three sites to follow in 2021.

4.3 Waste

We are aiming to minimize the use of energy and resources in all production processes in order to avoid emissions and waste. In the interests of conserving resources, we apply a waste material hierarchy to minimize waste during the production phase. Seat upholstery materials are cut in such a way as to reduce wastage as far as possible. If it is not possible to recycle waste, it is disposed of properly.

GRAMMER seeks to reduce waste, minimize hazardous waste, increase the recycling of waste and ensure that appropriate waste disposal and recycling methods are applied. For this reason, the material aspect of waste has been included in the strategic initiative "Green Company".

Through the reuse of plastic waste by means of regranulation, the percentage of plastic waste could be reduced by at least 5%.

For example, packaging was optimized for in-house packaging used at the Hardheim site to dispense with the need for filling material, which thus no longer needs to be disposed of.

TARGET

Use of recyclable packaging material.

Increased in-house reuse of packaging material.

Reduction of in-house transport packaging and plastic waste.

To raise awareness of the need for environmental protection, avoidance of waste and a healthy use of our natural resources the sites took part in initiatives organized by charitable organizations, for example by donating recyclables that are sold to certified waste disposal companies or recycled. The proceeds generated benefit people in need or organizations in structurally weak regions.

5. Supply chain

GRAMMER views its suppliers as an extension of the Company and as an important part of its value chain. We select suppliers who are committed to a clear system of values and to ethical principles. We expect our direct and indirect suppliers to comply with the solid business practices that we promote, observe laws and standards, perform their duties in accordance with the applicable rules and regulations and also provide documentary evidence of this.

5.1 Supplier management and environmental & social standards

A supplier code of conduct was published and additionally integrated in the supplier portal in 2019 to address all sustainability criteria and to do justice to our stakeholders' extensive requirements.

At the end of 2019, we established a "Risk Management and Corporate Social Responsibility" position in our supply chain management system. This position, which was previously distributed across various functions within the procurement and supplier quality team, is responsible for implementing and ensuring compliance with all sustainability issues relevant to the supply chain.

In the past, we have used forums such as supplier partner and collaboration days to inform our suppliers of our expectations with respect to the observance of statutory, ethical and environmental requirements. Moving forward, we will continue to use such forums because channels for personal contact and communications are essential in order to reach out to our very broad supplier base. In 2020, we also established a supplier newsletter that will be communicated digitally to the entire supplier base two to three times a year. The content of the supplier newsletter is very broad: It includes topics such as relevant changes within the Company, legal adjustments and important elements of the operating business. Over time, however, we will increasingly also be making use of digitalization as the main tool for implementing corporate social responsibility across our

supplier base as modern IT tools offer the swiftest and most effective method of communicating with all regions of the world in which we purchase components.

We have also established a risk management tool to uncover operational, geopolitical and macroeconomic forms of risk. This tool identifies such risks using artificial intelligence and through the ongoing screening of reliable sources.

TARGET

100% free from conflict minerals in the global supply chain.

100% of global suppliers confirm GRAMMER code of conduct.

In 2020, our tender portal implemented questions relating to the observance of international legal and ethical standards, administrative requirements and our own corporate guidelines. The suppliers' eligibility for bidding for new business depends on their compliance with and acceptance of the standards we have described in our value-based approach to sustainability in GRAMMER's global supply chain. Of the currently 1,400 suppliers of direct materials, only those that agree to comply with our sustainable procurement requirements will remain part of our global supplier basis in the long term.

5.2 Sourcing of commodities under environmental aspects

Generally speaking, we select our suppliers to ensure that they comply with our (environmental) requirements. For example, when procuring commodities (steel, plastic granulates and energy) we pay attention to ensuring that the code of conduct is adhered to and no conflict minerals are used.

When procuring plastic granulates we point out to our customers that their specifications should be environmentally sustainable. Likewise, the specifications of our customers ensure that we take the environmental aspect of plastic granulates into account, and we pursue the same goals in this respect.

To manage the materials data GRAMMER uses the collective, computer-based International Material Data System (IMDS). This system is employed by automotive producers to manage environmentally relevant aspects of the materials used in vehicles. The system enables the automotive industry to reconstruct the entire material flow. It is the responsibility of the data creator to ensure that the requirements are transmitted along the supply chain in order to guarantee compliance with the provisions and data reporting of the material formulation. For this reason, GRAMMER demands the use of this database both in its conditions of purchase and in the supplier code of conduct. Suppliers can consult the IMDS manual on the GRAMMER website for more information on this topic.

5.3 Conflict minerals

In this connection, we also pay particular attention to what is known as "conflict minerals", such as zinc, tantalum, tungsten and gold, which are often mined in regions exposed to high conflict potential. We are working systematically on our processes to exclude the use of conflict materials, the financing of conflicts and the violation of human rights. The origin of the metals is determined in consultation with our suppliers as the materials concerned are not sourced directly from mines or smelters but may be contained in the products that we procure. An annual report based on the conflict mineral reporting template is prepared so as to create transparency across the supply chain. The results are made available to our customers on request.

GRAMMER also expects its suppliers to source conflict minerals contained in the components, building parts or products produced by them from conflict-free sources, to introduce relevant guidelines for the procurement of conflict minerals and to communicate them to their own suppliers. We also expect our suppliers to collaborate with their own suppliers to trace conflict minerals at least to the smelter and to encourage the use of standard reporting procedures.

5.4 Working conditions and human rights

Manufacturing companies are exposed to a greater risk of human rights violations than service companies. Risks of potential human rights violations may primarily arise along the previous value chain and in the procurement of resources. We are aware of our responsibility and have therefore adopted the industry-related code of conduct issued by the German Federal Association of Materials Management, Purchasing and Logistics (BME), which governs conduct with respect to the observance of human rights as well as child and forced labor. This code of conduct applies across the entire Group. As already explained in Section 2.1, the revision of the GRAMMER code of conduct will devote even more space and importance to the observance of human rights, in order to underscore their significance. We are heightening our employees' awareness of human rights issues by means of the "Compliance" e-learning module. GRAMMER provides its employees with more detailed information on the code of conduct via the Intranet. Moreover, we are committed to the core labor standards defined by the International Labour Organization (ILO) and the UN Universal Declaration of Human Rights.

TARGET

Employee awareness of human rights is to be raised in compliance training sessions (online and also through local training on all employee levels).

100% Participation rate (online training)

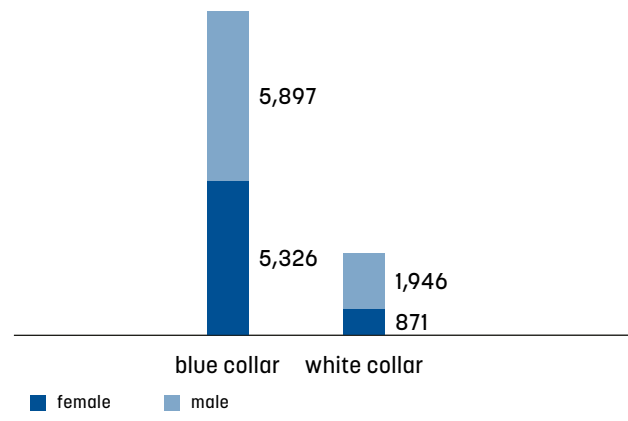
We also strive to monitor and ensure the observance of human rights along our supply chain by imposing corresponding obligations and performing checks, through the supplier code of conduct implemented in 2019, among other things.

6. Social & community

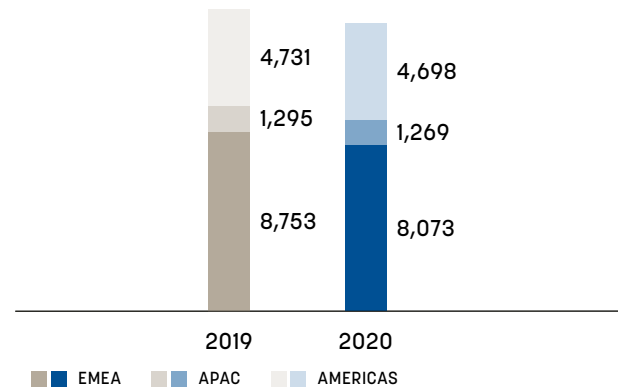
Our business success is above all the result of the commitment and dedication of our 14,040 employees around the world (6,197 women [44.14%] and 7,843 men [55.86%]; as of December 31, 2020). We maintain a dialog with them characterized by mutual trust and actively involve them in the development of the GRAMMER Group. Together with the line managers, Human Resources is responsible for staff development. Human Resources reports directly to the Chief Executive Officer and HR Director.

The GRAMMER Group has a global footprint with operations not only in Europe but particularly also in the Americas and Asia. This is also reflected in the international composition of our workforce. As we are a production company, around 80% of our employees work in production, 47.5% of them are women and 52.5% men. We seek a reasonable gender balance and actively support and encourage our female employees.

Employees by type of employment



Employees by region



6.1 Employee satisfaction

The human resources strategy reflects and supports the GRAMMER Group's strategy and is systematically linked with our sustainability concepts. In addition to requirements planning and the further development of the human resources structures, the main focus is on the expansion of conceptual employee development and strengthening GRAMMER as an attractive employer brand. High employee satisfaction forms the basis of this.

The involvement of employees in resolving problems and making entrepreneurial decisions leads to better results and increases satisfaction. In 2017, we conducted an employee survey as a global feedback instrument and important tool for corporate and organizational development. In this way, we want to regularly evaluate key parameters for employee loyalty and motivation around the world as a basis for defining specific measures. Various global, regional and local projects were initiated on the basis of the results of this evaluation.

Moreover, to mark the change in the Executive Board detailed interviews were conducted with executives from all departments and regions in 2019. In the subsequent workshop

series a Way of Working (WoW@GRAMMER) was derived. The WoW principle defines the principles of cooperation and leadership and ensures that they are applied through the participation of all employees in the definition and implementation of corporate strategy.

The principles of collaboration and leadership are based on collaboration, openness, drive and empowerment. The application of these characteristics is supported by a comprehensive concept consisting of training, coaching and accompanying workshops.

But the WoW characteristics and methods unfold their ultimate effect in the strategy process, which is seen as a regular series of workshops involving all regions, functions and levels of hierarchy. The Executive Board develops the overall strategy and tracks its implementation in regular workshops with the top management, which carries out the same process in its areas of responsibility with its own executives. The systematic application of WoW methods is secured by taking the program into account in the target system and its effectiveness analyzed as part of a specific survey conducted at regular intervals.

A new global employee survey is planned for 2021 to monitor the effectiveness of the measures taken in 2017 and the degree of implementation and effectiveness of WoW@GRAMMER and to identify starting points for further projects to increase satisfaction. In doing so, we have set ourselves the goal of reinforcing existing strengths and making greater use of existing potential.

TARGET

Conducting a systematic global employee survey at regular intervals, and deriving measures for action.

Increasing the employee satisfaction index from 73.4% to 75%.

65%

should be the minimum feedback rate.

6.2 Employee development

We continue to train new employees on a targeted basis in line with requirements so that they possess the skills required to perform their duties and address new challenges. Our employee training activities cover the entire range of statutory requirements as well as those aimed at enhancing quality and developing skills. In addition, we offer individual support, such as coaching, as well as team development activities.

In order to address the need for ongoing further education even more effectively, we have adopted a learning management solution (LMS) to provide targeted learning opportunities regardless of the time and place. "E-learning" in the broadest sense encompasses all forms of learning involving electronic or digital assistance. With the ongoing internationalization of the GRAMMER Group, it is becoming increasingly important to convey a uniform global understanding of products, production activities and processes for all employees. We are pursuing the goal of improving the quality of information sharing and teaching on a sustained basis by implementing e-learning modules. At the same time, e-learning modules can standardize training and elicit a uniform understanding of processes in tandem with defined quality standards for all employees. In this way, the LMS is an answer to the requirements arising from the sharp growth in the Group's international footprint.

In order to fill key positions swiftly and thus contribute to the Company's sustained success, we support experienced managers as well as employees in their efforts to prepare for a leadership role in their career plans with the help of internal qualification programs. We have established GRAMMER Corporate Development Training worldwide under the name career@GRAMMER. It is made up of three modular programs (DRIVE, FAST LANE und TOP GEAR) aimed at strengthening cross-department and cross-location networking as well as reinforcing the necessary leadership skills and social competence among other things. With the availability of dedicated channels, employees have had avenues for many years for providing feedback and for reporting any problems openly and in good time.

We conduct annual performance assessment talks with our pay-scale employees. Non-pay-scale employees in Germany as well as all management positions in our grading system also undergo performance and potential analysis in the form of employee discussions with their line manager. The annual appraisal interview for all employees included in the system constitutes an important instrument for securing a consensus on the performance benchmarks between managers and employees and for defining development targets. At the same time, employees are encouraged to assume responsibility for their own career development.

TARGET

Looking forward, the performance management process will be enhanced and supplementary programs for employee development established.

6.3 Health and safety

Health and safety are of paramount importance in a production company like GRAMMER. This stems from the need to avoid accidents and to encourage activities for preserving employees' health and ability to perform. We have also adopted extensive measures for promoting health and safety. In accordance with the statutory requirements, GRAMMER has installed an occupational integration management system at its German sites and appointed an occupational integration management coordinator. In this way, we are able to help employees who were unable to work for more than six weeks over the previous twelve months to ease themselves back into working life. This also helps to prevent the employees from relapsing into illness and to preserve their long-term working capacity. By simultaneously integrating the company physician, the employee representative council, representatives of people with disabilities and Human Resources in this process, we are achieving a high level of acceptance among our employees and thus creating optimum conditions for joint solutions. In addition, a health task force has been established in Germany to concentrate on employees' health matters. It develops specific proposals

and ideas for furthering employee health. In addition to advice on occupational medicine, GRAMMER also offers voluntary solutions via its in-company medical center, such as annual flu vaccinations and eye tests.

The absence rate across all companies was 4.0% in 2020, thus reaching the goal of less than 5% in that year. As we move forward, we want to continue pursuing various measures to improve employee health in order to keep the absence rate at a low level.

4.0%

was the absence rate. (All companies as of December 31, 2020.)

TARGET

The absence rate is to be kept consistently below 5%.

The lost time injury frequency rate (LTIFR) is to be reduced consistently to below 7%.

Plant management at each GRAMMER site is responsible for occupational safety and is supported by a local environment, health and safety manager. GRAMMER wants to have all production sites certified in order to integrate occupational health and safety in day-to-day company practices effectively. After coming into effect in March 2018, ISO 45001 is being implemented step by step at our facilities.

TARGET

The occupational safety and health management system certified in accordance with ISO 45001 is to be implemented at all sites by the end of 2022.

8.8%

of production sites are already certified in accordance with ISO 45001 as of December 31, 2020.

Thanks to the new organization and the completion of the documentation for ISO 45001, we are able to ensure its introduction in 2021 with the exception of the sites of the former TMD Group. A global reporting and performance measurement system has been installed for occupational safety. The transparency and comparability achieved in this way will promote the networking of the individual sites. The synergistic effects gained as a result will improve occupational safety globally on a lasting basis and mark a major step towards achieving the zero accident target.

One particular aspect of this is the workplace design that seeks to minimize the strain on employees as far as possible. This particularly concerns noise and emissions as well as physical stress. With our comprehensive safety measures, we are actively promoting our employees' safety and health. For this reason, particular attention has been paid to the installation of ergonomic furniture and the creation of a healthy working environment at the newly constructed GRAMMER Campus in Ursensollen. For example, every workstation has been equipped with a height adjustable desk to improve ergonomics. Moreover, thanks to the availability of Wi-Fi across the entire campus employees are able to work outside. The outdoor area in proximity to nature not only invites employees to go on walks during breaks, it also encourages them to pursue their activities in the fresh air. The GRAMMER Campus provides traditional meals as well as the "Job+Fit" offer to its employees. Moreover, organic certification is in preparation for the restaurant in Ursensollen.

The coronavirus pandemic

In the past year GRAMMER confronted the challenges posed by the coronavirus pandemic with a prevention system that was adjusted to the situation at all times. A comprehensive pandemic plan was drawn up even before the situation was classified as a pandemic. Thanks to these preparations, the global crisis teams were launched and the measures to be implemented to protect our employees and operating processes were put in place without any delays.

During Group crisis team meetings that were held on a regular basis with the Executive Board, the global infection data at the sites were evaluated weekly, the measures implemented reviewed in terms of their effectiveness and new measures tailored to the situation were decided upon.

Technical and personal protection measures were implemented within a very short period. In addition, binding hygiene provisions based on governmental and scientific parameters were implemented.

Working in close collaboration with the sites, uncontrolled infections within the Company were avoided. The strict compliance with and control of the infection protection measures, the prevention of an infection permeating the Company and the rapid detection of possible chains of infection made a decisive contribution in this regard.

Information campaigns were also organized to explain how to act during the coronavirus pandemic and recommendations were made to reinforce the same kind of conduct in employees' private lives.

The protection measures accompanying the coronavirus pandemic have been continued in 2021 and are being continuously monitored to make sure they are appropriate.

6.4 Diversity and equal opportunities

As one of the first signatories of the Diversity Charter in 2006, GRAMMER does not see diversity as a temporary trend but is committed to putting it into practice. Equal opportunities for all employees are enshrined in the code of conduct. We also condemn any forms of discrimination or harassment at work due to gender, race, disability, ethnic origin, religion or belief, age or sexual identity. Employees are able to report any incidents to the code team through an internal whistleblower system.

TARGET

Maintaining the proportion of women within the Group's workforce at 45% with a deviation of $\pm 5\%$ -points.

44%

Proportion of women in 2020

Owing to the coronavirus pandemic, no Diversity Day was held at GRAMMER in 2020. However, a social media campaign took place in order to raise awareness of the diversity of our workforce and its importance for the sustained success of our Company.



"Stay as you are & stay healthy": a virtual smile was sent round the world on German Diversity Day.

We also encourage cross-border exchange and networking within the GRAMMER Group through our international training programs and by constantly increasing our employees' international mobility. By promoting international secondments and a transparent secondment and reintegration policy, we seek to increase networking between specialists and executives within our Group and thus further mutual understanding.

Work-life balance

We are working on three main aspects to improve employees' work-life balance at GRAMMER: We continuously improve our managers' leadership skills to ensure that these matters are firmly entrenched in our organizational structures. We are creating the necessary basis for flexible working time models (including part-time hours) and implementing numerous measures for promoting health, while also supporting career reintegration. In addition, we are improving the family/job balance by constantly working to improve support in the arrangement of childcare. In 2020, 127 employees at our German sites took parental leave (2019: 134).



With respect, joy and curiosity the children welcome Saint Nicholas at the nursery every year.

At our Hardheim site we have an integrated nursery for the children of our staff, where they can be looked after between 6:45 a.m. and 3:45 p.m. as needed. A variety of drop-off and collection times make it easier for parents to return to work life after their parental leave. While parents pursue their work, the children are well-occupied with games, fun and sport. During weekly design and technology lessons, led by trainees, children are able to gain hands-on experience of a range of exciting topics. But we also cultivate traditions: For example, every year Saint Nicholas visits the nursery and brings presents.

Company pension scheme

The company pension scheme is a key pillar alongside statutory pensions and private retirement savings to safeguard employees' standard of living after they reach the age of retirement. We are promoting this sustainable retirement-saving scheme. For this reason, we rolled out a company pension scheme for employees in the Amberg region in 2018, additionally implementing it at the GRAMMER System GmbH plants in 2019. Looking ahead, we plan to introduce the company pension scheme at the GRAMMER Group's other German plants.

6.5 Responsibility as a corporate citizen

At the GRAMMER Group we are aware of our responsibility as a corporate citizen and support charitable projects, voluntary activities and training facilities at sites around the world. In doing so, we always observe the principles enshrined in our code of conduct as well as our global sponsoring policy. In its donations and sponsorship activities, GRAMMER attaches particular importance to assisting social facilities and projects. Moreover, we support sports, concentrating in particular on young people in different team sports. GRAMMER does not provide any financial support for political parties and/or similar lobby groups. In the area of secondary and tertiary education,

GRAMMER takes part in various partnerships and development and sponsorship programs. This includes schools, vocational training centers and universities in the Amberg region as well as in other parts of Germany and the world. Our aim is to prepare young people for the employment market.

Special circumstances require extraordinary action: Due to the coronavirus pandemic, many donation and sponsorship activities that normally take place every year could not be held. But face masks to protect against the coronavirus pandemic were made at many GRAMMER sites. The face masks were then distributed to employees and donated to regional aid organizations that would not have been able to carry out their work without them.



The exceptional commitment demonstrated by many sites was recognized with the Corona Help Award.