

Management and works council reach agreement on the reduction of around 650 jobs in Germany

Important step for greater competitiveness of Webasto – Transfer company to provide employees with the best possible social security

Stockdorf – April 2, 2025 – Webasto, global systems partner to the automotive industry, will significantly improve its efficiency and productivity as part of its ongoing restructuring program to strengthen its competitiveness and future viability. This also requires the adjustment of capacities in Germany and the reduction of around 650 positions by the end of 2025. This approach was agreed by management and employee representatives after intensive negotiations. The automotive supplier informed the employees at its German locations about this today. The Chairman of the Management Board of Webasto SE, Jörg Buchheim, emphasized: “This was a tough decision, but one that was also unavoidable for Webasto due to the market development. It contributes significantly to making Webasto fit for the future in the long term. We will implement the planned personnel measures with the utmost respect for the social security of our employees and in line with our corporate culture.”

In order to make the reduction of headcounts in Germany as socially acceptable as possible, the management and the company-wide works council have worked closely together to develop a balance of interest with a social plan. The central element of the package of measures is the offer to employees to move to a transfer company that will support them for a maximum of twelve months in finding a new professional perspective.

The focus of the job cuts is on positions in administration and development. In addition, production capacities will be adjusted to the changed demand. The Webasto locations in Gilching, Hengersberg, Neubrandenburg and Utting, as well as the headquarters in Stockdorf near Munich, are affected. The company-wide works council of Webasto, together with representatives of the management and the human resources department, will personally inform the employees about the details of the reduction in personnel. Corresponding events will be held at the respective locations in the coming days. Following these meetings, the company will also make the main facts available to the media upon request.

About Webasto

As a global innovative systems partner to the mobility industry, Webasto is one of the 100 largest suppliers to the automotive sector worldwide. In development, manufacturing and sales, the company focuses on roof systems on the one hand and on vehicle electrification on the other hand. The product range includes openable and fixed roofs, electric high-voltage heaters and batteries, as well as thermo management solutions. Among the customers of Webasto are manufacturers of passenger cars, commercial vehicles, and boats, as well as dealers and end customers. In 2023, the Group generated sales of around 4.6 billion euros and employed more than 16,600 people at over 50 locations. The headquarters of the company, which was founded in 1901, is located in Stockdorf near Munich (Germany). For more information, please visit www.webasto.com

Press Release

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