



LETTER FROM THE CHAIRMAN

Ernesto Antolín

Times of change can be uncertain and demanding, but they are also what push us to innovate, improve and transform obstacles into real opportunities. This year has put us to the test. It has transformed the way we work, of course, but it has also reinforced the essence of who we are. I therefore speak to you all – customers, suppliers, investors, employees and wider society – with a deep sense of gratitude for supporting us in this process, which is key to our growth and consolidation as a leading company in technological and innovative solutions for vehicle interiors.

This year, our Transformation Plan has continued to bear fruit and has allowed us to move forward in a demanding and disruptive environment. We have also consolidated a vision and values that show the world who we are. Family spirit, responsibility-sustainability, evolution-innovation, talent-commitment lie at our core and form the essence that will guide us in the coming years. "Essence In Motion".

Just as the Values Awards recognize the people who, on an annual basis, best represent Antolin's spirit, our brand and corporate identity shine a light on our efforts for all to see, both those who contribute to our success from within and those who perceive us from the outside as one of the best global suppliers in the sector.

Family spirit has been the driving force behind Antolin since its beginnings and has instilled in us a strong sense of independence and decision-making capacity, allowing us to adapt flexibly to the demands of the market and the needs of our customers. We believe in closeness and trust as key elements to build long-lasting relationships, and therefore we endeavor to instill a company culture where collaboration and a sense of belonging form the bedrock for our success.

Responsibility, sustainability, evolution and innovation are also essential components of our essence. At Antolin we understand our role in the industry with the conviction that every step we take must bring us closer to a more environmentally-friendly—and therefore socially responsible—model, generating value and wellbeing in the long term wherever we operate.

Evolution and innovation drive us forward on this path. We constantly look for new ways to improve and explore emerging technologies that allow us to anticipate the challenges ahead. Our creativity in this field ensures that we remain at the forefront of the sector, leading the way in quality and differentiation in each of our designs.

And finally, Antolin's greatest success and most valuable asset: human talent. The talent and commitment of each and every one of our employees are the linchpin of our long journey, which will be 75 years old in 2025. We believe in the power of teamwork and in the importance of a motivating environment that recognizes the efforts of those who contribute every day to making Antolin a better and more competitive company.

We closed 2024 with the certainty that we are moving in the right direction and looking to the future. We will continue to work with passion, guided by our values, to continue to provide our customers with innovative and sustainable solutions, making a positive impact and strengthening our commitment to each of you.

Thank you for being part of this journey. Let's continue to build the future of mobility together.

