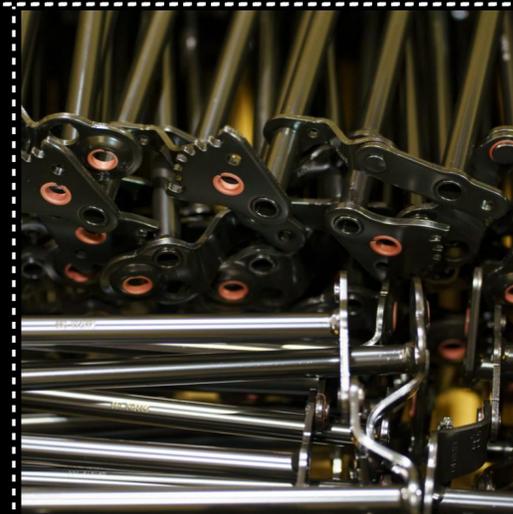


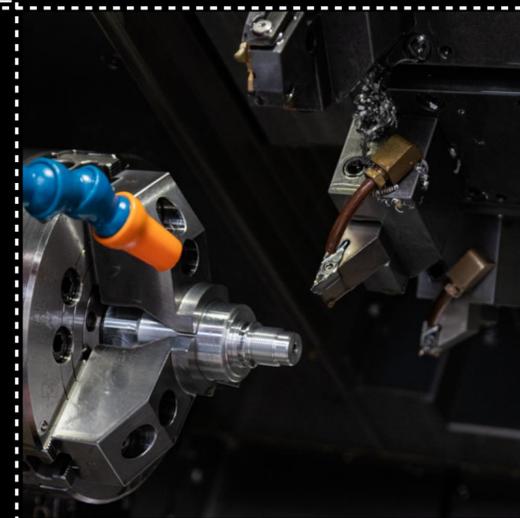
# TEKNIA

Your manufacturing partner for mobility



2025

## Corporate presentation





# Teknia in figures



FOUNDED IN

**1992**

More than 30 years of experience in automotive sector



LOCATIONS

**22**

Productive plants



TECH CENTERS

**4**

Niche product design & tailored equipment



TURNOVER

**431**

Millions Euros in 2024



MARKETS

**11**

Presence in different countries



TECHNOLOGIES

**4**

Different state of the art technologies



MERGERS & ACQUISITIONS

**+20**

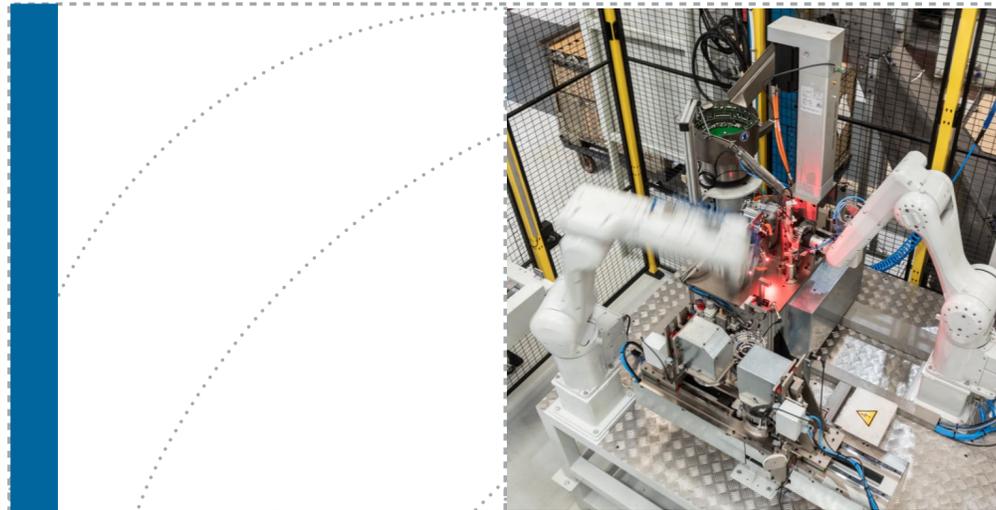
Companies successfully integrated

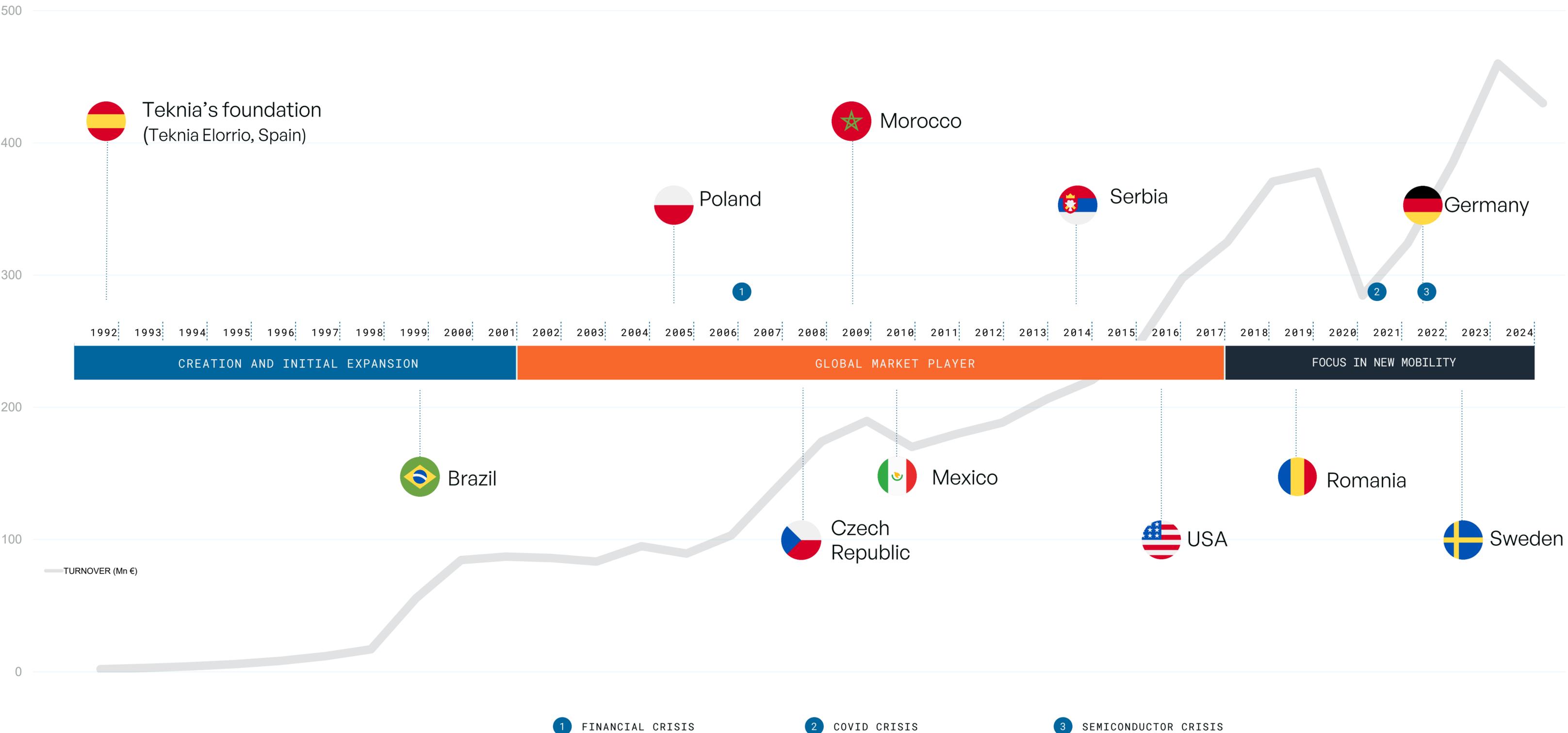


PEOPLE

**+3.500**

Staff end of 2024





DATA SOURCE: ANNUAL CONSOLIDATED RESULTS 2024

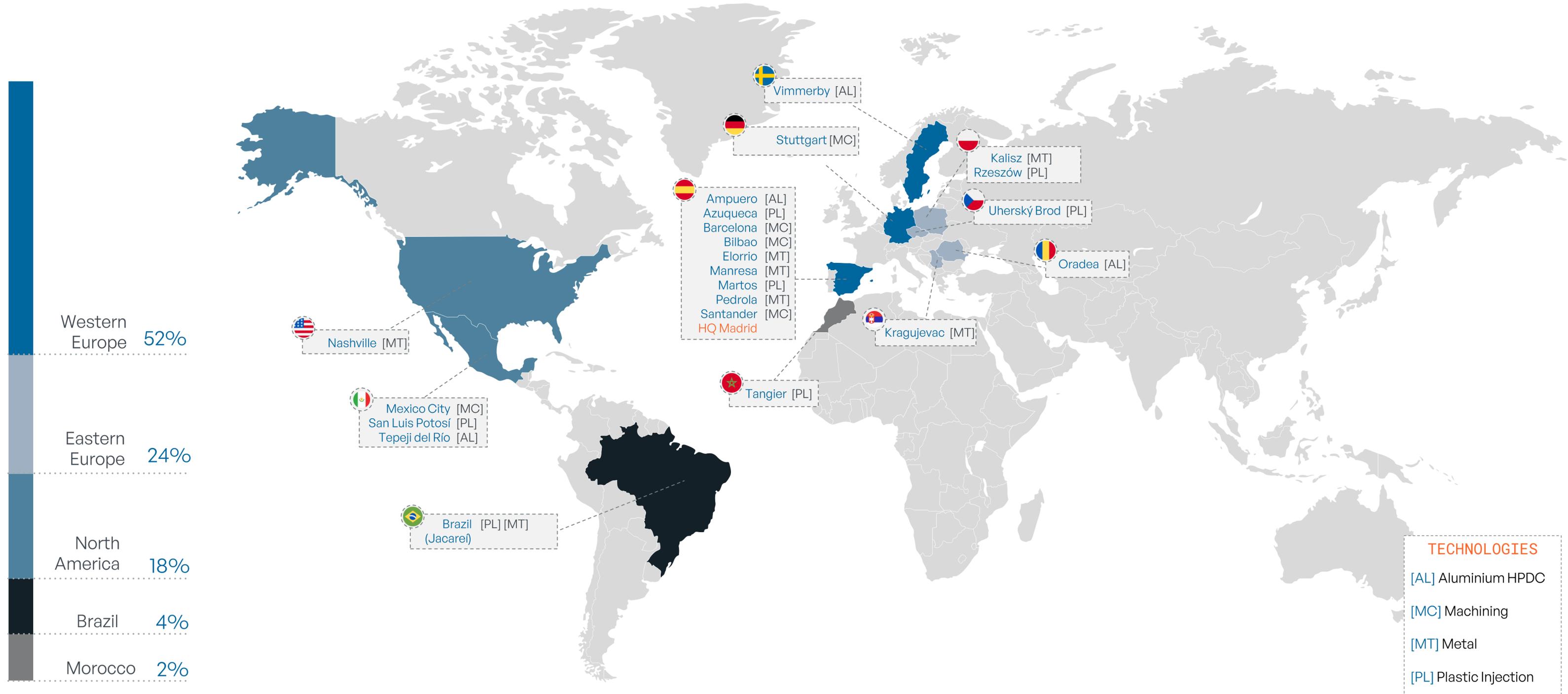
1 FINANCIAL CRISIS

2 COVID CRISIS

3 SEMICONDUCTOR CRISIS



# Production by location





# Technologies



# Category products

|   |  |   |  |   |  |  |
|---|--|---|--|---|--|--|
|   |  |   |  |   |  |  |
| <b>NEW MOBILITY</b>   | <b>POWERTRAIN</b>  | <b>SAFETY</b>   | <b>EXTERIORS</b>   | <b>DRIVING COMFORT</b>  | <b>ELECTRONICS</b>   | <b>INTERIORS</b>   |
| <ul style="list-style-type: none"> <li>Powertrain system</li> <li>Thermal Management</li> <li>Battery System</li> </ul> | <ul style="list-style-type: none"> <li>Engine piping (cooling &amp; fuel)</li> <li>Engine Starter &amp; Battery System</li> <li>Climate Control</li> </ul> | <ul style="list-style-type: none"> <li>Brake System (wet &amp; semi dry)</li> <li>Airbag Components</li> <li>Seatbelt Components</li> </ul> | <ul style="list-style-type: none"> <li>Wiper System</li> <li>Body in White Mechanisms</li> <li>Chassis Components</li> </ul> | <ul style="list-style-type: none"> <li>Steering system</li> <li>Suspension system</li> <li>Drivetrain system</li> </ul> | <ul style="list-style-type: none"> <li>Lighting</li> <li>Electronics protection</li> <li>Electrics mechanical support</li> </ul> | <ul style="list-style-type: none"> <li>Seating structure and trim</li> <li>Interior Trim &amp; kinematics</li> <li>Instrument Panel &amp; central console</li> </ul> |



# Highly diversified sales & client's portfolio

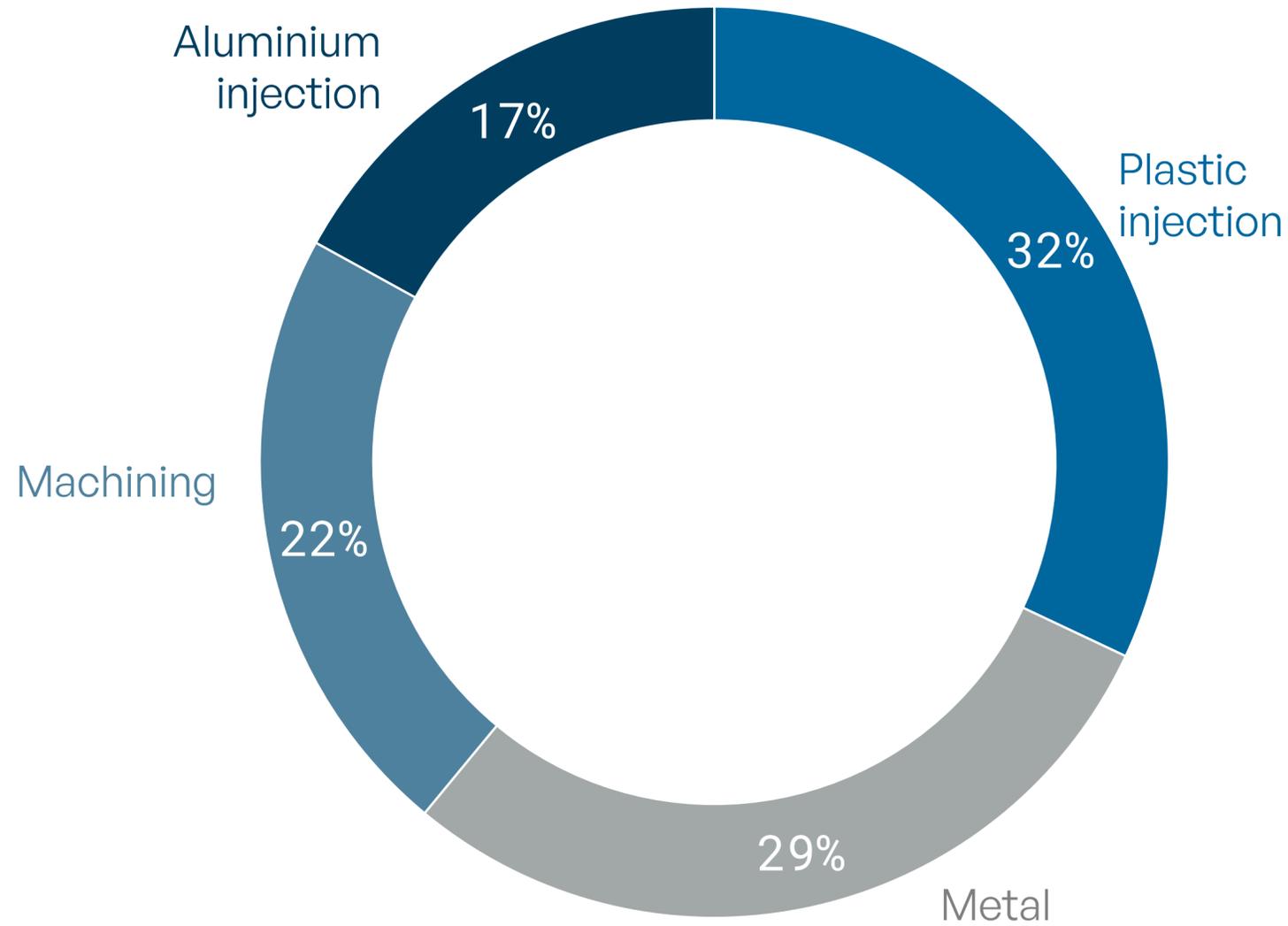


## Main customers

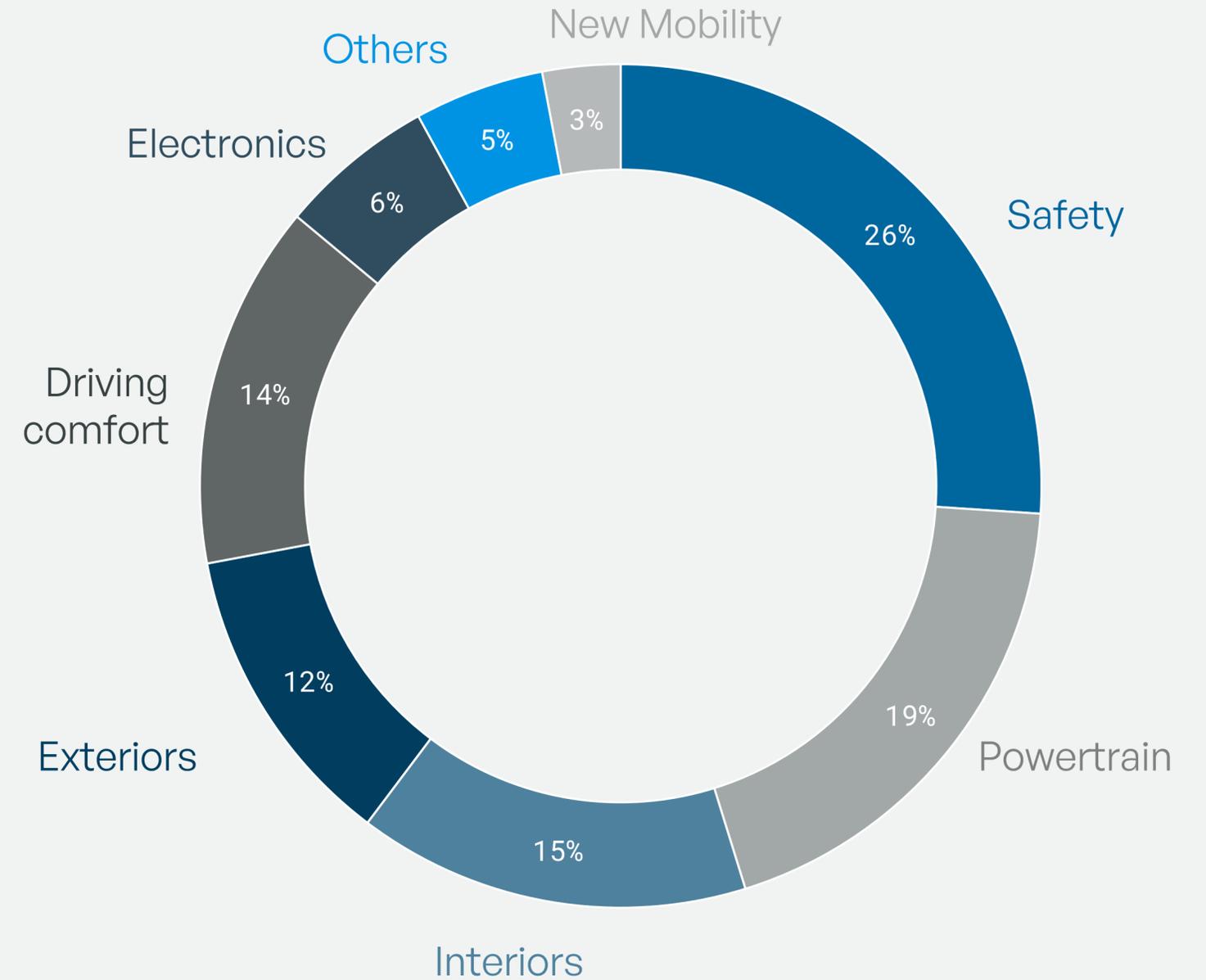




## Sales by technology

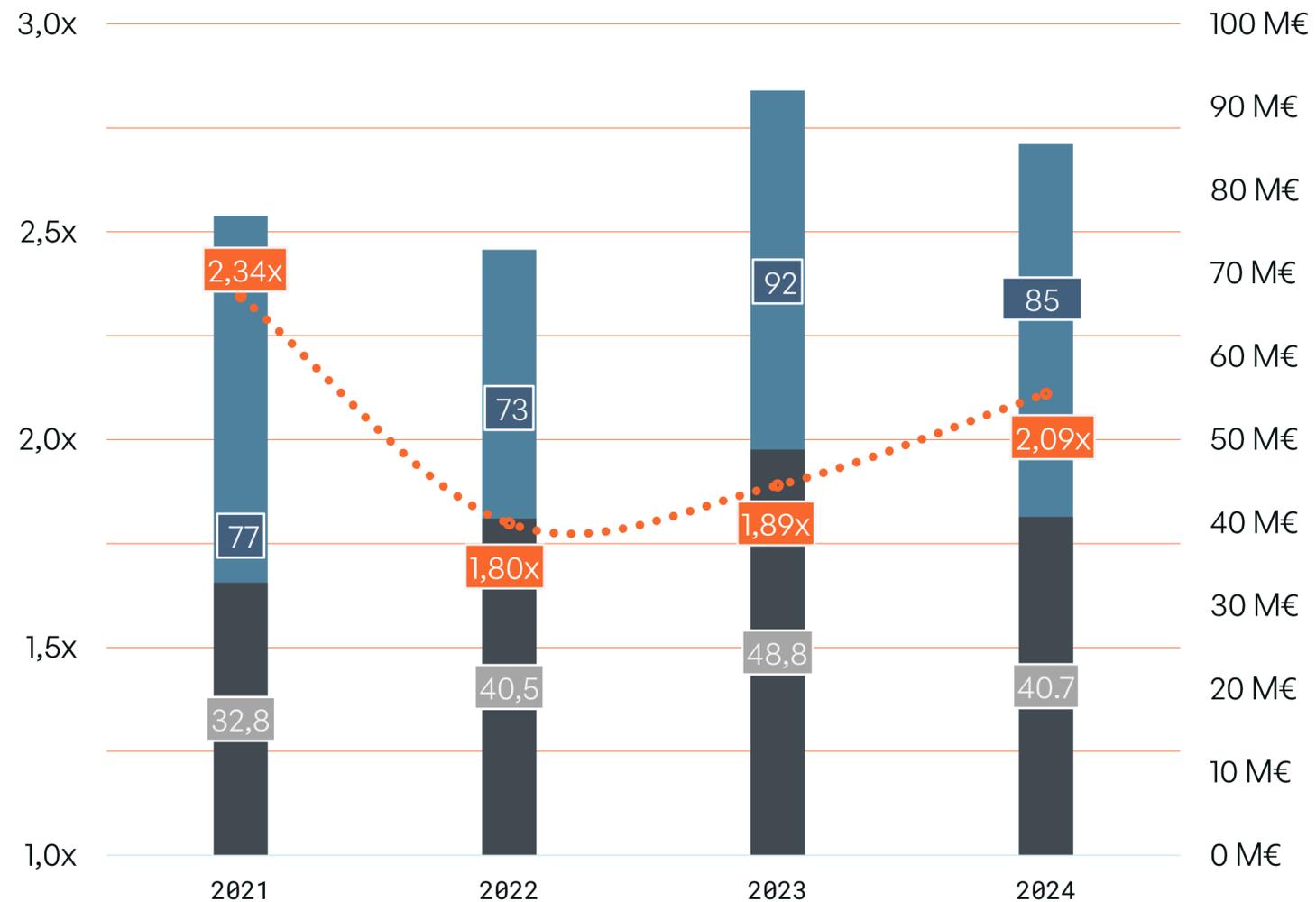


## Sales by category





## Net Financial Debt & EBITDA



NET DEBT (M€)

EBITDA (M€)

NFD/EBITDA

Strong financial stability

Balanced conservative financial policy and growth support

Invest capacity to lead M&A operations

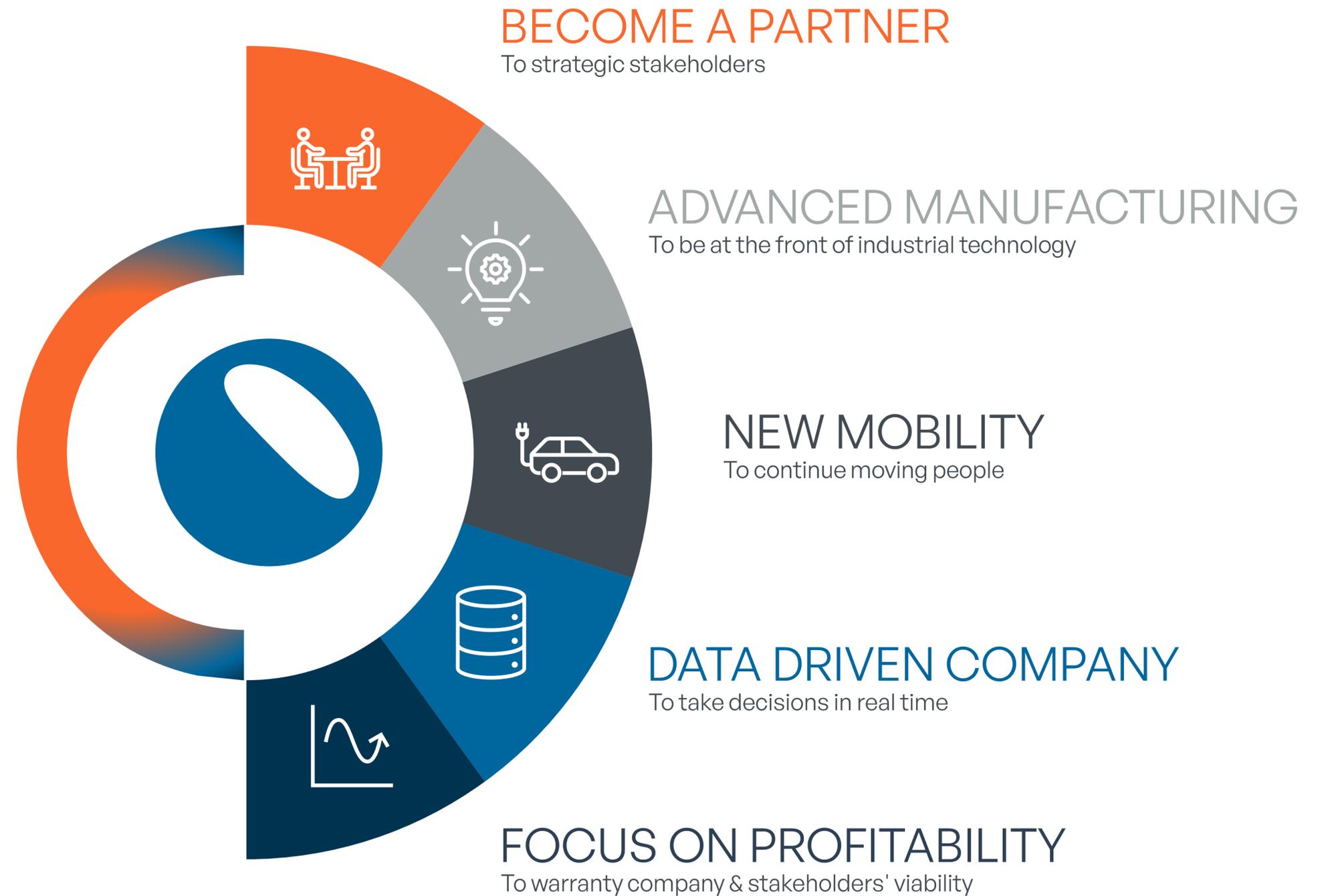
NFD contention and strength for the future

Reliability in crisis situations



STRATEGIC PLAN

# Moving Teknia 2025





# Technology, advanced manufacturing and innovation

Teknia develops competitive and cutting-edge processes to meet the needs of its customers.



## 1 Innovation Center

Where commercial and technicians provide our customers with all our know-how to develop and industrialize new products and processes.



## 2 Technical Centers

For the co-development and industrialisation of specialised products with customised equipment.



## 2 mould-making centres

Experience and know-how in the design and manufacture of moulds in Ampuero (Spain) and Rzeszów (Poland).

| INDUSTRIALISATION and R&D |                  |             |
|---------------------------|------------------|-------------|
| Product co-development    | New technologies | New markets |
|                           |                  |             |

| PROCESS INNOVATION     |                |                |
|------------------------|----------------|----------------|
| Operational excellence | Digitalization | Automatization |
|                        |                |                |
| INDUSTRY 4.0           |                |                |

Technological surveillance

+

Internal initiatives

=

Innovation culture



# ESG Strategy

## Environmental

## Social

## Governance

### AMBITION

We want to achieve **climate neutrality** and offer our customers **carbon neutral products** by improving the efficiency of our processes

We want to promote the development of talent and the **work-life balance of our employees**, as well as **ESG training** for the entire team. We also contribute to the development of vulnerable groups through our **social action**.

We want **ethics, commitment and transparency** to continue to guide our actions and decisions in the company.

### PERFORMANCE

- Since 2022, we have reduced our emissions intensity by 13%.
- 54% of the electricity consumed in the Group comes from renewable sources, an increase of 8.5% in the last year. In Spain, this figure rises to 74%.
- 12% in electricity consumption thanks to photovoltaic self-consumption installations.
- In 2024, Teknia Martos (Spain) has become the first carbon neutral plant in its operations.

- More than 1.3 million euros of investment in social projects since 2022.
- 112,187 people have benefited, directly and indirectly, from our social projects in the last 3 years.
- 35.7% of women in the workforce.
- 34% decrease in accidents at work in 2024 compared to 2023.
- Employee training hours have increased by 116% in the last year.

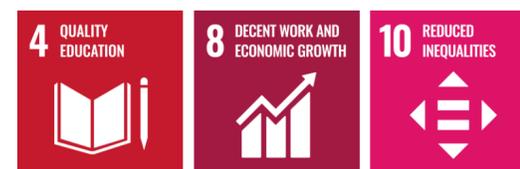
**Teknia's Code of Conduct** is the common framework for ethics and compliance:

- It establishes the principle of diligent action for the prevention, detection and eradication of irregular conduct.
- Zero tolerance for fraud and bribery.

We have signed up as a Partner of the **UN Global Compact**.

In 2024, the new Corporate Risk Management System was presented, including risks against human rights and climate change.

### SUSTAINABLE DEVELOPMENT GOALS





Your manufacturing  
partner for mobility

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[www.tekniagroup.com](http://www.tekniagroup.com)

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