



NEWS RELEASE

How to Master the Art of the Impossible

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As we celebrate 25 years of Innovation in Motion, we honor the people who have shaped our legacy and continue to drive our future. João Paulo Ribeiro is one of our visionary leaders, whose courage to innovate not only reflects our legacy, but also paves the way for the future we are building together at Visteon.

A Passion for Manufacturing from Day One

João Paulo's journey began in August 1992 at Ford as an engineering student, fueled by a deep curiosity about automotive manufacturing. "I distinctly remember the excitement of my first day, touring the production line", he recalls – a moment that ignited a drive that still motivates him today. In his first role in Quality, acting as a bridge between the plant and each customer, he quickly demonstrated what would become a hallmark of his career: a strong commitment to excellence and customer satisfaction.

Bold Moves that Transformed Our Operations

Among his proudest milestones was being part of the team that took a bold step in the early 2000s – introducing higher levels of automation into our plants. At the time, this was a risk, but the impact was undeniable: improved quality, efficiency, and innovations that continue to shape our operations today.

Making the Impossible Possible

A defining moment for him came early on when he was part of the team that launched the first A/C Scroll Compressor for the automotive industry. It wasn't just about introducing a new product – it meant building a brand-new plant and assembling a new team, a challenge of enormous scale, especially for someone still early in their career.



But it was the difficulties leading up to the launch day that truly shaped João Paulo's mindset. "With the right focus and determination, even the impossible becomes possible," he shares – a lesson that would guide him through every challenge that followed.

Adapting, Innovating, and Leading the Way

Having witnessed firsthand how rapidly the industry evolves, João Paulo knows that staying ahead requires adaptability, innovation, and—above all—the right talent. Building high-performing teams has been central to the success of our global Operations, ensuring that Visteon remains a leader in performance and efficiency.

A Career Fueled by Growth and Passion

For him the most rewarding part of his journey has been Visteon's culture of growth and opportunity. "Seeing talented colleagues rise and drive innovation has been truly inspiring," he says.

His advice to those just starting out? Never stop learning. The industry is always evolving, and success belongs to those who stay prepared for change. Work hard, embrace challenges, but most importantly – enjoy the journey.

And if he had to sum up his 30+ years at Visteon in one sentence?

"Time goes fast when you're having fun," he replies without hesitation.

João Paulo's story is proof that at Visteon, making the impossible possible is more than a lesson; it's how we lead. As we celebrate 25 years of innovation in motion, we continue to nurture leaders who turn challenges into opportunities, push boundaries, and shape the future of automotive technology.

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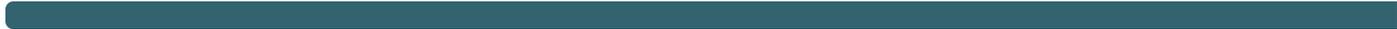


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