



# *Social Action Policy*

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## 1. Introduction

CIE Automotive, S.A. (hereinafter, “**CIE**” or the “**Group**”, indistinctly) is of the opinion that the social action carried out by the Group should provide solutions to the problems and needs existing in the communities where it operates.

## 2. Objectives

- ✓ To contribute to the improvement of the communities where CIE operates.
- ✓ To increase employee satisfaction.
- ✓ To improve the reputation of the business.

## 3. Principles and scope

The social action carried out by CIE is based on the following principles:

- ✓ **Collaboration:** CIE works together with its employees, other private organisations, public institutions and Non-Governmental Organisations with the aim of increasing the effectiveness of its social action.
- ✓ **Transparency:** CIE works to constantly increase the transparency of its social action so that its impact is clearly measurable and directed towards the purposes agreed.
- ✓ **Provision of added value:** CIE views its social action as a contribution to the community that is additional to, and never a substitute for, its business contribution.
- ✓ **Long-term commitment:** the initiatives implemented by CIE are intended to endure over time and are designed as long-term plans.
- ✓ **Joint company-employee commitment:** CIE aims to ensure that its social action benefits from the involvement of its employees in the different initiatives.
- ✓ **Focus on disadvantaged areas:** CIE’s investments in social action, without forgetting any of the communities where it engages in its activities, will focus on communities with the biggest socio-economic problems.

This policy and these principles are applicable to all of the Group’s activities, regardless of the place in the world where they are carried out.

#### 4. Types of actions

The activities implemented under CIE's Social Action policy are classified under the following categories:

- ✓ **Donations:** specific financial support for Non-Governmental Organisations or similar organisations in the performance of their activities. This support will be delivered by the different companies of the Group in response to the particular challenges of their community.
- ✓ **Sponsorship and patronage:** sponsorship or patronage activities carried out either at the level of the Group or at an individual local company level. In either case, the support offered will be in line with the principles outlined in this policy.
- ✓ **Investments in communities:** long-term investments in the communities where CIE operates, aimed at improving the situation of those communities, ranging from long-term collaboration with Non-Governmental Organisations to volunteer activities involving CIE employees and awareness-raising programs, always in line with the principles of this policy.

The contributions may be made in kind or in cash, depending on the nature of each activity.

#### 5. Supervision and Review

Every year CIE will report on the social action carried out in the different geographical areas where it operates, quantifying insofar as possible their impact on the communities concerned.

The content of this policy will be reviewed periodically as determined by the Corporate Social Responsibility Committee and the Board of Directors, to ensure that CIE is in line with best practices in this area.