



CIE Automotive

Social Action Policy

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1. Introduction

CIE Automotive, S.A. (“**CIE Automotive**” or as a corporate group together with its subsidiaries,¹ the “**Group**”, used in this document without differentiation) believes that the Group should engage in social action, to help provide solutions for the difficulties and needs existing in the communities where it operates. This is based on its understanding that a company’s success should go hand-in-hand with a commitment to working towards a more prosperous society.

One of the objectives of the Group’s commercial activities is to create wealth and improve quality of life in the communities where it operates. It therefore has a sustainable social action programme that combines one-off contributions with other forms of contribution that are maintained over time.

2. Objectives

- ✓ To contribute to improving the communities where CIE Automotive operates
- ✓ To increase Employees² satisfaction
- ✓ To enhance the Group’s reputation

3. Principles and scope

The social action programme implemented by CIE Automotive is based on the following principles:

- ✓ **Collaboration:** CIE Automotive must work together with its employees, other private-sector organisations, public institutions, and non-governmental organisations (NGOs) in order to increase the effectiveness of its social action programme.
- ✓ **Transparency:** CIE Automotive must work on continually increasing the transparency of its social action programme, so that it can be used for the agreed purposes, and so that its impact will be clearly measurable.
- ✓ **Additional contribution of value:** CIE Automotive must view its social action programme as a contribution that it makes to the community in addition to its business contribution, not as a substitute for it.
- ✓ **Long-term commitment:** CIE Automotive must apply a long-term perspective to its social action initiatives, to ensure that they are designed to remain in place over time.
- ✓ **Joint company-employee commitment:** CIE Automotive must make an effort to develop social action initiatives that can benefit from the involvement of its Employees.
- ✓ **Emphasis on locations with greater needs:** although CIE Automotive must implement social action initiatives in all communities where it performs its activities, it must put a special emphasis on those with the greatest socio-economic needs.

This Policy and its corresponding principles must be applied in relation to all of the Group’s activities, regardless of the worldwide location where they are performed.

¹ Companies where CIE Automotive, S.A. owns more than 50% of the share capital or has appointed more than half the members of the management body.

² The term “Employees” is broadly defined in this Policy to refer to all persons who could be acting under CIE Automotive’s authority, regardless of whether they have a labour-based and/or commercial relationship.

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4. Types of social actions

The activities covered by CIE Automotive’s Social Action Policy are classified into the following categories:

- ✓ **Donations:** these are one-off instances of financial assistance given to non-governmental organisations (NGOs) and similar organisations, to help them perform their community-based activities. This form of assistance must be delivered by the Group’s various companies, in response to the particular challenges existing in their own local communities.
- ✓ **Sponsorships and patronage:** sponsorship and patronage activities are performed either at the Group level or at the local level by each individual company. In either case, the assistance offered must remain in line with the principles established in this Policy.
- ✓ **Investing in communities:** these are long-term investments in the communities where CIE Automotive operates, made with the intention of improving the overall situation in those communities. They include, for example, long-term collaborations with NGOs, volunteering activities with participation by CIE Automotive’s Employees, and awareness-raising programmes, always in line with the principles from this Policy.

Contributions can be monetary or made in other items of value, depending on the nature of each action. Regardless of their category, they must be made in full compliance with the applicable legislation on prohibitions, restrictions, and transparency requirements for contributions made to public-sector bodies or entities, to persons holding public offices, and to other organisations and people of special relevance or interest.

The following categories are used to classify the forms of contribution from the social action model:

- ✓ **Financial contributions:** collaboration with community-based projects or activities through sponsorships (for sports or institutional activities), patronage (for social-cultural activities), and donations.
- ✓ **Contributions of time:** participation by the Employees in volunteering programmes and/or campaigns, who contribute their knowledge, talent, or assistance.
- ✓ **Contributions of items of value:** for example, donations of IT equipment, mobile devices, furniture, promotional materials, etc. to entities with social purposes.
- ✓ **Framework collaboration agreements:** these are collaboration agreements formed with associations, entities, or collectives, for the purpose of generating shared value with our stakeholders.

Each of the Group’s companies will be free to select their own social action activities, provided they are always linked to the experience acquired through their business activities and make a contribution to this Policy’s objectives.

5. Procedure for implementing activities

- ✓ **Analysis of the needs** existing in the areas where the company operates. The procedure begins by identifying the needs existing in the various areas of collaboration (social welfare, economic development, education, youth programmes, community health, etc.), through dialogue with stakeholders (primarily with public-sector bodies, members of local communities, and the company’s personnel).

Issued and reviewed: ESG Committee	Approved: Board of Directors	Date: February 2024
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- ✓ **Identification of desirable partnerships**, in order to establish a dialogue and identify potential alliances, always in compliance with the established criteria.
- ✓ **Analysis and selection of collaboration initiatives** by assessing their potential impact.

6. Oversight and review

On an annual basis, CIE Automotive must report to the Environmental, Social, and Governance (ESG) Committee regarding the social action activities performed in the various geographic areas where the Group operates, including quantification, whenever possible, of the impacts generated in those communities.

Once the social action activities have been completed, follow-up monitoring must be performed regarding the social benefits generated, with continuity actions defined for the most successful initiatives.

For this purpose, a system of indicators must be designed that will allow evaluation of the benefits that the Group's social action activities have produced. Each of the activities must be assessed based on the following indicators, and their results must be analysed on an annual basis.

- ✓ Amount of the contribution
- ✓ Number of hours dedicated
- ✓ Number of participants from the Group
- ✓ Number of beneficiaries in the community where the activity occurred

The contents of this Policy must be reviewed with the periodicity indicated by the ESG Committee and Board of Directors, to ensure that CIE Automotive is always applying best practices on this subject.

7. Terms and definitions

For purposes of this document, the following terms and definitions will apply:

- **Employees:** Members of the Board and all of CIE Automotive's personnel and collaborators, regardless of the type of relationship or contract they have.
- **Stakeholder:** all persons or organisations that can affect, be affected by, or be perceived as being affected by, a decision or activity. For CIE Automotive, the stakeholders are the following: shareholders, staff, clients, suppliers, financiers, public-sector bodies, the industry, analysts and investors, and the community.
- **ESG Cross-Group Committee:** people who are part of the committee with responsibility and authority for the operation of the NFRS. The people who are part of this committee are identified on the Group's corporate website: <https://cieautomotive.com/en/esg-committee>

8. Approval

This Policy has been approved by the Board of Directors and is effective as of that moment. It may only be modified by new express agreement of this administrative body, which will be given the necessary dissemination.

Issued and reviewed: ESG Committee	Approved: Board of Directors	Date: February 2024
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