Ethical Channel Regulation

Contents

1. Purpose 2
2. Confidentiality and non-retaliation 2
3. Scope 2
4. Roles and responsibilities 2
5. Complaints processing 3

1. Purpose

CIE Automotive, S.A. (hereinafter "**CIE**") has enabled channels that allow all directors, managers, employees and workers of all the member companies of CIE Automotive, S.A., without exception, to communicate irregularities or any breach of the CIE Internal Code of Professional Conduct (hereinafter, the "**Code of Conduct**"), as well as any conduct or behaviour contrary to the law and capable of generating criminal liability to those legal entities.

The channels enabled by CIE are as follows:

- Electronic ethical channel: whistleblowerchannel@cieautomotive.com
- Mail addressed to the Compliance Department at the following address:
  Alameda Mazarredo 69, 8º. C.P. 48009 Bilbao (Vizcaya), Spain
- Information and communication channel on the intranet and the corporate website.

This document aims to regulate these mechanisms.

2. Confidentiality and non-retaliation

The complainant's identity must in any case be disclosed at the time of making use of any of the three available channels. However, CIE will maintain the complainant's identity confidential, and will not disclose it to the alleged offender.

Reprisals against those who have made use, in good faith, of the established channels to inform possible of irregularities, will not be tolerated.

Any person making a complaint relating to a breach of the Code of Conduct must have prima facie evidence to assert that the alleged breach poses a significant problem.

Any allegation that is shown to have been falsely brought in a malicious and knowing manner may give rise to the legal actions CIE deems necessary.

3. Scope

The mechanisms are in place to enable all those belonging to the organisation to report any irregularities or breaches of ethics or integrity or that infringe the guidelines established in the Code of Conduct.

4. Roles and responsibilities

Reports or consultations must include the information necessary for the identification of the person who communicated the fact and the description of the consultation or reports. The Compliance Department is tasked with processing reports and consultations and these will be studied and treated confidentially. Details of those participating will be managed in accordance with the prevailing Data Protection laws in force in each country.

It is the responsibility of the CIE Corporate Social Responsibility Committee to ensure the existence of these channels, while the Compliance Department will be responsible for managing, maintaining and updating the channels.

All the reports will be collected and analysed by the Compliance Department which will decide the course of action in each case. When reports are received by mail or other means by the Internal Audit Department, it has the obligation to forward the complaint to the attention of the Compliance Department.

5. Complaints processing

When a complaint is received via the ethical channel, the Compliance Department will decide the need to investigate it or not according to its relevance or nature. If it considers it unnecessary to analyse it, the Compliance Department will make a record of the complaint and communicate the decision to the complainant.

If, however, the Compliance Department decides to investigate the complaint received, it will define an action plan to address it. The investigation may be carried out by the Compliance Department itself, the Internal Audit Department or may be delegated to a suitable person. Whoever is designated to carry out the investigation may, upon approval of the Chairman of the Corporate Social Responsibility Committee, the Secretary of the Board and the manager of the Compliance Department, hire external auditors or other advisors to help investigate and analyse the results.

Those conducting the investigation shall be empowered to interact with the source of the complaint for the purposes of gathering further details and to direct the investigation in an appropriate manner.

Once the investigation is complete, a report must be issued with reasonable details and with a clear account of the events, delivering a copy thereof to all members of the Compliance Department. This report shall contain at least the following information:

- ✓ The complaint received.
- ✓ The procedures employed to investigate it.
- ✓ Documented results of the investigations.
- ✓ Corrective measures that may be recommended.

The Compliance Department must review the investigation report received and determine the actions to take depending on the results. The final approval of the corrective actions rests with the Corporate Social Responsibility Committee.

In any case a log will be presented containing details of all the complaints received, whether or not they were followed-up, to be presented periodically to the Corporate Social Responsibility Committee.