

2016

# News

## 29

| 1st semester



### New Strategic Plan

CIE Automotive presents its Strategic Plan 2016-2020 with the commitment of doubling its net profit in five years' time.

**pg. 3**

### CIE Automotive acquires Amaya Telleria

This operation is part of the CIE Automotive group's strategy of growth and diversification.

**pg. 4**

### Dominion goes public

Through this operation 54,744,525 shares in the company will be issued, representing 33.30% of its equity capital.

**pg. 7**

### New Internal Code of Professional Conduct

The present rules of conduct shall apply, without any exception, to all workers of all the companies in the Group.

**pg. 15**



**CIE Automotive**

Managing high value added processes

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

# Open door to new challenges

Dear Friends,

As always, it is a pleasure to present a new issue of our magazine. Six months ago we expressed our conviction that 2016 would be a very special year for CIE Automotive and all of us who work in it. And we were not mistaken. The first half of the year, which is now coming to an end, was very busy for the company as a whole, with its flotation on the stock exchange, presentation of the 2016-2020 Strategic Plan and new acquisitions as key milestones in the period.

We would like to highlight the stock market flotation of Dominion. In a complex investor environment, our specialist engineering and solutions subsidiary has proved to be one of the most successful IPOs on the Spanish market so far this year, and its performance in the period from its flotation up to writing these lines has exceeded that of the Ibex 35. With this operation there are now three companies in the group quoted on the stock market, proving that we are a solid project able to access, in optimum conditions, the most demanding financial markets, where solvency, transparency and prospects for the future are indispensable requirements.

This future looks as bright as our present; for it we have prepared a new Strategic Plan, with new challenges from now to 2020, such as the commitment to double our net profits through

organic growth in five years. This plan can only be successful through an ongoing quest for efficiency in all processes at all levels, and through constant work to achieve excellence and continue to be our customer's preferred partner. We will also need to reach a new scale with the takeover in the next five years of further companies to cement the group's position as one of the top players at global level.

In 2016 we want to prioritise the continuity and deepening of our commitment to our employees' personal and career development, and the awareness of the need to be a sustainable business. For this reason, line with our Strategic Corporate Social Responsibility Plan, we present the new Code of Conduct, which is binding on all of us as a guide to action in our day-to-day work.

We will take on these new challenges with the dedication and enthusiasm of all the people who make up CIE Automotive. We are already working as hard as we can and we are convinced we will be successful.

Let us open up the door to new challenges together.

**Antón Pradera**  
**Jesús María Herrera**



## Index

pg. 2

Open door to new challenges

pg. 3

Strategic Plan 2016-2020

pg. 4

- CIE buys GAT  
- CIE acquires the remaining 35% of Century

pg. 5

- Forjas de Celaya  
- New identity of CIE Stratis

pg. 6

- Annual Report  
- CIE holds its Shareholders Meeting

pg. 7

Dominion goes public in order to grow

pg. 8

Interview to Roberto Tobillas

pg. 9

Dominion's acquisitions

pg. 10

Engineering

pg. 11

- PSA Award  
- Human Resources

pg. 12

Interview to Susana Molinuevo

pg. 13

- CSR Awards  
- Forética Membership

pg. 14

New CSR Projects in Lithuania

pg. 15-20

CIE Automotive's Internal Code of Professional Conduct



# CIE Automotive presents its Strategic Plan 2016-2020



In May, we presented our new Strategic Plan 2016-2020 with the commitment of doubling its net profit in five years' time via organic growth, achieving over EUR 250 million

This organic growth will be based on accumulated growth during the period of around 7%, with an increased presence on all markets: we will extend our position of leadership in Europe to the rest of the world. In this way we will take advantage of good forecast growth in Mexico, we will develop new customers, products and technologies in our Asian plants and we will also turn the challenges we are facing in Brazil into major possibilities.

We will also continue to pursue our goal of developing strategic products and customers and taking on high added-value component projects. To do this we plan to open and/or expand nearly 20 plants around the world, in the five different technologies we work with. Together with the productivity improvements planned in the group plants and with a demanding level of return on investment, this organic growth scenario represents a high level of cash flow generation.

It is precisely this solid balance sheet, this capacity to take on additional debt, that enables us to consider non-organic as well as purely organic growth. In this sense, CIE Automotive will integrate during the next five years new companies that will consolidate the Group as one of the most important global players, new companies that will contribute with around EUR 1,000 million additional revenues (EUR 700 million in Automotive Unit and EUR 300 million in Dominion).

To face these challenges, CIE Automotive Group will carry on with its business model which has proved its soundness and success during the last 20 years: industrial vocation combined with financial mindset, strong customer, geographical and product diversification, focus on process efficiency, decentralization and simplification of an entrepreneur-thinking-chain-of-command, strict opportunity and return policy concerning acquisitions. A business model to which new

elements are now added, such as a very exigent reputational level, an active human resources policy that allows sustaining growth and generational succession or a major digital advance towards 4.0 factories.

All this is based on an unsurpassable starting point: a turnover in 2015 of over 2,600 million euros and a net profit of 129 million.

## CIE Automotive in the market

The first Analyst Day was held in Santiago de Compostela on 26th and 27th May. Part of this was the presentation of the Group Strategic Plan for 2016-2020. The backing of the analysts present was unanimous and during the event, as well as a presentation of the plan by our CEO Jesús María Herrera, we visited CIE Galfor, where our analysts had the chance to chat to the management team and learn a little more about their everyday work, challenges, management tools, motivations and so on.

In the first half of 2016 there have been four major conferences at which CIE Automotive and its quoted subsidiaries Mahindra CIE and Dominion were invited to take part. In January London hosted the Haitong Annual Iberian Conference, where we had the opportunity to meet at least ten investors and benefited from the support of the Mahindra CIE investor relations department, represented by Vikas Sinha.

The Santander Iberian Conference in February, the Exane BNP Spain Investors Day in April and the BME MedCap forum in May, all of them in Madrid, enabled us to meet eighty investors, presenting our project to some of them and explaining more about it to many others. The MedCap forum represented Dominion's first venture into the world of investor relations, as it was attended for the first time by the CEO Mikel Barandiarán and German Pradera of Corporate Development.

# GRUPO AMAYA TELLERIA AND CIE AUTOMOTIVE AGREE TO MERGE

This will represent an investment of 186 million euros

CIE Automotive and Grupo Amaya Telleria have agreed to merge through the signing by CIE Automotive of a contract to acquire 100% of the equity of Grupo Amaya Telleria.

This operation involves an investment by CIE Automotive estimated at 86 million euros, both for payment of the price of the operation (to be settled in cash) and for taking on the debts of Grupo Amaya Telleria.

Founded in 1958, Grupo Amaya Telleria is a family industrial group based in Ermua (Bizkaia) and with production through different subsidiaries in Spain (Basque Country and Galicia), Slovakia, Mexico and Brazil.



This operation is part of the CIE Automotive group's strategy of growth and diversification, in line with its 2016-2020 Strategic Plan.

Grupo Amaya Telleria manufactures components using aluminium injection moulding and grinding technologies. Its main products are chassis, transmission and engine parts. It also brings OEM customers to add to the CIE Automotive portfolio.

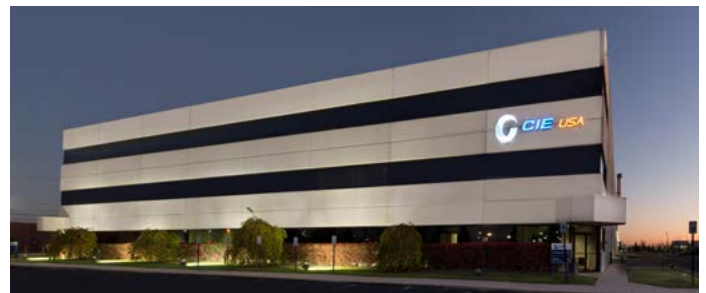


# CIE AUTOMOTIVE ACQUIRES THE REMAINING 35% OF CENTURY PLASTICS

Up to date, this percentage was under the ownership of the founder shareholders of the company

CIE Automotive informs that the Company has entered into an agreement for the acquisition of the remaining 35% of the company Century Plastics LLC. Such 35% has been, up to date, under the ownership of the founder shareholders of Century Plastics LLC.

The transaction entails the exercise of the put option by the founding shareholders of Century Plastics LLC for such 35% and implies a payment of USD 68.8 million (EUR 60.8 million) and has been paid in cash.



Century Plastics LLC has closed financial year 2015 with a turnover of USD 164 million (EUR 148 million), which entails an increase by 120% since the acquisition of such Company by CIE Automotive in 2012.

Century Plastics LLC is a company located in Detroit (Michigan), one of the centres of the automotive business in the United States and has as its main purpose the manufacturing of automotive parts through the plastic injection technology.

## FORJAS DE CELAYA

October 2015 saw production start up at the new CIE Automotive hot forging plant in Celaya, Guanajuato (Mexico)

This project, begun as a greenfield site in order to meet the demands of the automotive market in the NAFTA region, involved planning and constructing the factory buildings on land next to PEMSA Celaya, at the same time as it required the equipment necessary for the production lines to be developed and purchased.

On the global market there is currently strong demand for hot forged parts, particularly in the NAFTA region, where there is little supply of these products. This, together with the CIE Automotive group's know-how with this technology in Spain - recently expanded to Lithuania and China - generated the opportunity for the group to carry on growing by adding this technology in Mexico. This opportunity will help to avoid the extra logistics costs incurred when products have to be shipped from another region, and could potentially be very useful to certain customers in reaching the required percentage of regional content. At the same time, this project will give continuity to CIE Automotive's strategy of achieving global penetration in the manufacture of crankshafts and other forged parts for the automotive industry.

Thus, to meet the demand for crankshafts, two production lines were planned. On one of them a 6,000-tonne press was installed and began working in 2015, while on the other a 4,000-tonne press is planned to come into use from 2017. Like



this, Forjas de Celaya began operations using its first production line in October 2015, with the mission to "be leaders in the manufacturing of stamped and extruded forged steel parts, including finishes, complying with the main quality certificates, in order to fully meet the needs of the automotive market in the NAFTA region." The plant has a workforce of 86.

Currently, as well as daily operation with the first production line, the second and third stages of the project are under way, practically side by side. The second consists of expanding the facilities and purchasing the equipment necessary to install the second crankshaft production line, planned to come into operation in early 2017. The third includes the expansion of the facilities and purchase of the equipment necessary to install the first crown pinion line with a press with a 2,500-tonne capacity; this is going ahead with the same model as that used for crankshafts, with the assistance and support of CIE Legazpi. The extension of facilities is currently 95% completed. The end of June 2016 sees the start of setup of the machines for the second crankshaft line and in September work will begin on setting up the first crown pinion line. The estimated total investment for the three stages will be about 35.6 million US dollars.

## CIE STRATIS: NEW BEGINNING AND NEW IDENTITY

CIE Apoloblue adopts the official name of CIE Stratis

At the end of 2015, CIE Plasfil, owner of the majority of the shares of CIE Apoloblue, reached an agreement with the remaining shareholders to take over their positions and become, by all means, the only shareholder.

On this integration process within the CIE Automotive perimeter, it seemed relevant to adopt a new company name which, besides an official assumption of our filiation, could translate an easier and deeper commercial understanding of our industrial operations.



Therefore, 2016 begins with a new chapter of our company's history, that will maintain the same tax number and register but, since February, has adopted the official designation of CIE Stratis – Tratamentos, Lda, that will be, commercially, presented as CIE Stratis.

In fact, our mission is to receive parts from our customers, mainly produced in polymeric resins, and enhance their aesthetical and functional performances using coating and over layering processes. And so, Stratis is a latin rooted word that means superimposed layers.



# ANNUAL REPORT 2015

## Available online

CIE Automotive has published its Annual Report 2015. The document includes key contents concerning results, strategy, risk management, purchasing, human resources, Corporate Social Responsibility and Sustainability, shares and dividends, among other information.



# CIE AUTOMOTIVE CELEBRATES ITS SHAREHOLDERS GENERAL MEETING

## The event took place on April 26th 2016

CIE Automotive held its Shareholders General Meeting on April 26th 2016. In the course of the day the consolidated group annual accounts were approved, as was the proposal for the distribution of profits from the financial year 2015, among other proposals. Further information about the event can be consulted on the CIE Automotive website.



**NEW WEBSITE**  
**[www.cieautomotive.com](http://www.cieautomotive.com)**

# Dominion goes public in order to grow

Global Dominion Access, S.A. went public on Wednesday 27th of April 2016 at 12.30 pm.

The company is pleased to announce that its share offering, aimed at qualified investors, the prospectus for which was approved by the CNMV, the Spanish securities commission, on 14th April, has been fully subscribed, having set, in cooperation with the banks responsible for the operation, a price of €2.74 per share

The company is pleased to announce that its share offering, aimed at qualified investors, the prospectus for which was approved by the CNMV, the Spanish securities commission, on 14th April, has been fully subscribed, having set, in cooperation with the banks responsible for the operation, a price of €2.74 per share.

Through this operation 54,744,525 shares in the company will be issued, representing 33.30% of its equity capital after the offering (i.e. once the new shares have been issued). Moreover, the offering provides for a 'greenshoe' option at the disposal of the financial institutions involved in the operation, for 15% of the shares issued.

Revenue from the issue is to finance the company's growth, including the identification of new business opportunities in accordance with its strategy. It will also help to improve the solidity of its balance sheet, helping the company to position itself with a clear advantage on the market when it comes to tendering for major new projects.

As Mikel Barandiaran, Dominion's CEO, explained, "Today's operation is not an end but a means, an important step to carry on growing, developing our potential and adding new companies and teams. Dominion has a vocation to be a pole of attraction in the consolidation process in the industry."

Dominion, founded in 1999, has grown to become a global provider of multi-technical services and specialized engineering solutions. Dominion understands digitalization as the use of digital technologies in order to change business models. The core competence of the company is helping its customers to make their business processes more efficient, whether on a full outsourcing basis or through the application of specialized technology-based solutions. Dominion conducts business through two operating segments: multi-technical services "Services" and specialized engineering solutions "Solutions"; and focuses on serving customers in three principal fields of activity: Telecommunications and Technology "T&T", Industry and Renewable Energy.



The keys to Dominion's Smart Innovation model are the following: Digitalization, Diversification, Decentralization and Financial Discipline.

Dominion is ready for the future and ready for the new economy. The digital revolution is now a reality and Dominion has the capacity to play an important role in it.





# ROBERTO TOBILLAS

AS CHIEF STRATEGY OFFICER (CSO) AT DOMINION, ROBERTO TOBILLAS IS RESPONSIBLE BOTH FOR THE STRATEGIC AND M&A SPHERE AND THE FUNCTIONS OF ACCOUNTING, REPORTING AND AUDITING

**As we explained before, Dominion has gone public in order to grow and strengthen its balance sheet with a view to tender processes. Can you tell us a little more about these reasons?**

Both at Dominion and at CIE we share the view that one of the structural changes to come out of the crisis we have all endured is the need for increasingly solvent companies.

Neither markets nor customers have any more confidence in highly indebted companies, the viability of which depends excessively on hypothetical growth and profitability rates that have repeatedly been missed.

Furthermore, globalisation in the industries in which we work, plus a trend towards increasing outsourcing of activities in order to increase efficiency, and a demand for bigger, more solvent companies that can support their customers with a comprehensive range of solutions and services using the “One Stop Shop” concept that is here to stay in industry.

We therefore see solvency and size (economies of scale) as drivers of our value and, at the same time, as the rationale for our recent IPO. Both these concepts place the focus on generating cash flow as a basic factor. The expansion of capital by €164M, greenshoe included, represents an essential step in our vision of having a balance sheet that is securely founded on liquidity and own funds, and on a net cash balance in comparison to the indebted position of all our competitors.

**What are the key factors guiding Dominion's growth? Are there many opportunities on the table?**

Our strategic guidance combines organic and inorganic growth to reach a turnover figure of 1,000 million euros, and both of these are essential to our strategy of exploiting our operational leverage to generate greater profitability.

Dominion has a solid history of corporate operations: I believe we can claim to be experts in integrating workforces. In fact, people's profile and their ability to fit into our culture is one of the determining factors in our analytical process.

When we have taken over a company we follow three steps to generate value: restructuring, so that the new contribution margin is a maximum percentage of EBITDA; computerisation, making its production processes more efficient and exploiting our transversal capacity; and internationalisation, placing at its disposal our investment in geographical expansion to that it can expand to supply the maximum number of countries and customers.

As for the number of opportunities, the answer is yes, there are many. Our sector, currently characterised by its fragmentation and growing weakness, is in a clear process of consolidation, and there are not yet the global players to lead this consolidation on the basis of computerising production processes as a source of efficiency and the extension of concepts like the “One Stop Shop” I mentioned before.



# DOMINION FINALISES THE PURCHASE OF THE ABANTIA PRODUCTION UNITS



This acquisition is expected to increase Dominion's turnover by 70 million euros.

On 24th May 2016, Dominion Industry & Infrastructures (Dominion I&I) completed the process of acquiring the Infrastructure, Industrial and Renewable Energy Development production units of the Abantia group.

This operation is estimated to represent an increase in Dominion's annual turnover of about 70 million euros.

Moreover, this acquisition will combine the proven capacity, experience and know-how of the team joining Dominion from

Abantia with the latter's financial solvency and expertise in improving processes through the use of computerisation.

The team of professionals joining Dominion, 925 people, reinforce its presence in the telecommunications and technology, industrial and energy sectors, at the same time enriching its overall range of services with experience and know-how in areas as important as electrical installations, process automation and control systems, electromechanical assembly and high-pressure fluid and gas installations, and implementation of turnkey projects in the fields of energy, health and industry and all aspects of maintenance related to these business areas.

# DOMINION ACQUIRES COMMONWEALTH DYNAMICS



This will enable the company to reinforce its range of high added-value solutions and build up its presence in the USA, Mexico, Peru and India

In line with its strategy and the goals of its recent flotation on the stock exchange, of becoming a major player in the consolidation process in the multi-technology services and solutions and specialist engineering sector, Dominion has acquired the American firm Commonwealth Dynamics, Inc.

This company, based in New Hampshire (USA), is a niche firm with over 35 years of experience in providing engineering solutions and carrying out highly complex projects for a wide range of sectors in the industrial sphere.

Commonwealth Dynamics concentrates its business in countries with major industries, including the USA, Chile, Mexico, Peru and India, and most of the leading firms in these countries are among its customers.

The cost of the takeover is around six million US dollars (about 5.2 million euros). In the last full financial year, Commonwealth Dynamics, Inc. had a turnover of 49 million US dollars (about 42.6 million euros).

With this acquisition, Dominion evidences its ability to integrate high added-value teams and strengthen both its range in the area of specialist solutions and its presence in countries with enormous industrial potential.

# Engineering

## Aerodynamic simulation for roof system development



During the last years, ACS and the CIE Automotive engineering department have been collaborating in the development of roof systems. Many knowledge areas must be covered in the development phase such as water management, vehicle integration and style, fatigue, NVH, etc.

In the NVH field the aerodynamic behaviour has an important role; however it is complex to predict any issue on that field. One of the components designed to improve the NVH performance is the wind deflector, of which the main function is to ensure the comfort of the occupants reducing the air flow inside the vehicle and to avoid the booming effect in the interior area.

Hence, simulation procedures enable the capacity to modify and

improve design in its initial phases, reducing the cost of the prototype and validation phases.

Aerodynamic simulation allows modifying the wind deflector area to reduce the air flow in the vehicle, as well as reducing flow turbulence in contact between the air and the interior structures, and smoothing pressure gradients.

ACS has a strong knowledge in roof systems, and the use of predictive tools in the different field speeds up the development process and reduces the final cost and the lead time of the process.

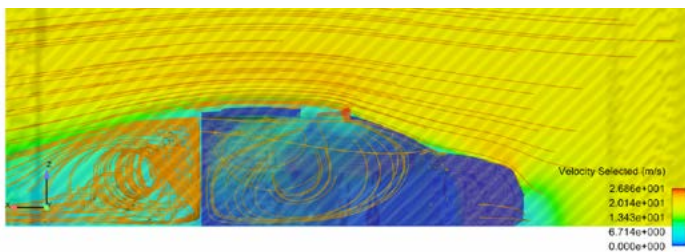


Image: Streamlines around the vehicle with the sunroof in open position

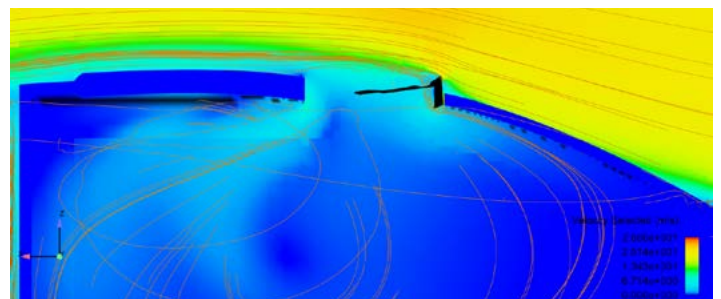


Image: Streamlines and the air velocity map in the area of the deflector.

# PSA Award

This year PSA has recognised the 76 best supplier plants out of a group of around 1,850, representing 4% of the total.

The plants recognised included three CIE Automotive sites: CIE Compiègne, CIE Egaña and ACS Orense. Both CIE Egaña and CIE Compiègne were also winners in 2015.



# Human Resources



## Organisational changes in the Plastic Division

In May a reorganisation of the Europe Plastic division began, involving the following changes:

- Gonçalo Tomé will become Division Operations Manager as well as continuing to head Plastic in Portugal.
- Asier Altube becomes head of Technical Management in the Plastic Division, covering both the area of R&D and that of

production of new projects.

- Koldo Izeta takes over the management of CIE Orbelan.

Both Iñigo Arrue and Roman Spurek will carry on at the head of CIE Maroc and CIE Plasty, respectively.

## The Metal Division backs youth employment

The Metal Division plants in the Basque Country (CIE Egaña, Norma and Udalbide) are firmly committed to helping young people into employment. In this respect there is a solid tradition of cooperation with different training centres in the region (Escuela de Armería in Eibar, Maristak Durango, Politeknika Ikastegia Txorierri and Instituto Máquina Herramienta in Elgoibar), in three main areas:

- Training placements supported by grants under cooperation agreements in the first training cycle.
- Dual training: by signing a training and learning contract to ensure compatibility between studies and work.
- Group visits to the plants.

Closeness to training centres and to young people in the region is a key factor in assuring the renewal of the workforce with qualified young professionals, as well as an exercise in social responsibility.



Visit to CIE Udalbide on 6th May by mechanical manufacturing students from the Txorierri college in Derio.





# SUSANA MOLINUEVO



CSR & COMPLIANCE OFFICER

## When did CIE Automotive start paying attention to Corporate Social Responsibility (CSR)? And why?

CSR has always been implicit at CIE, though in a way that was very much focused on the different plants and regions. We could say that it was handled in a decentralised way, without any common pattern or guidelines. However, in 2015 a specific committee was set up, responsible to the board of directors, as well as a transversal committee made up of eight executives from the organisation, specialising in meeting the needs of the different interest groups with whom CIE interacts in the course of its business. One of the first things this committee did was to draw up, together with Deloitte, a strategic CSR plan for the period 2015-2018. Setting out from an analysis of the initial situation in comparison to other companies in the sector, paying special attention to best practices on the market, this plan outlined a series of measures to take within the said timescale, scheduled according to their level of priority.

Having made clear the excellence in management and the success of the CIE model, the 2016-2020 strategic plan makes the world of image one of our strategic orientations, in line with the current trend on the markets in which we operate. We want to be considered as a unique project, successful in the long term, pioneering and a benchmark. In this respect, reputation and transparency are of great importance and form part of the day-to-day running of CIE.

## What is the current context in the sphere of CSR?

There is a clear trend to interpret CSR as meaning care for the environment, social action, decent working conditions and so on, but the concept is much broader and deeper than this, and it must be manageable, improvable and measurable in order to take decisions in advance on all the matters included within it. A key component of this concept is that of corporate governance, which calls for the existence of a system of risk management and effective internal control linked to the company's activities and to its strategic plan.

The economic development and increasing globalisation of companies has led all the stakeholders linked to the business world to demand that companies behave more responsibly and show more commitment to their environment. Historically it was the public sector that was responsible for fostering schemes of this kind. Faced with increasing demand and the situation of the planet, it is fair to say that the actions being taken are extending to the private sector, where maximising profits for shareholders must be made compatible with basic social, ethical, employment and environmental responsibilities.

## What are the latest steps to have been taken by CIE Automotive in the field of CSR?

Modification of the internal code of professional conduct, included in full in this publication and distributed throughout the organisation, as well as approval by the board of directors and publication of policies on human rights, social action, anti-corruption and anti-fraud, purchasing, suppliers' commitment to social responsibility and the group's own CSR commitment (available on the corporate website). Channels of communication have been set up for the different interest groups: an ethical channel for reporting irregularities in compliance with the code of conduct, and a specific CSR channel.

## What are the next steps planned?

In the short term, compilation at global level of all the information necessary to draw up a sufficiently detailed sustainability report and systematic, monitored GRI indicators. Within the period of the strategic CSR plan, systematising the process for identifying interest groups' expectations, including ESG risks in supply chain management, establishing a plan for developing talent, establishing an ecoefficiency plan including a monitoring model and establishing a model for managing social action. To do all these things, in 2016 we will be implementing a tool in the SAP environment to centralise information from all the plants in the group. Moreover, we will be taking part as members in Forética and therefore forming part of the transparency, good governance and integrity cluster formally set up on 14th June.

## Why is CSR important to a concern like CIE?

CSR is currently one of the topics attracting the greatest interest in the business world, with increasing importance as a differentiating factor. Major companies at global level have already recognised the benefits of being seen as responsible firms in terms of society and their environment. In this respect, CIE's aim is to pursue this line of action - rather than a trend - as a global corporation and as a benchmark in the automotive industry. Most of the economic and social players with whom CIE interacts in the course of its business are engaged in this process.

## What advantages does CIE have over other companies in the sector in the area of CSR?

It is very hard to establish a way of measuring CIE's position in comparison to the industry. Many companies are working in this direction, so we are all getting better. We believe that in the case of CIE a big advantage is the determination and involvement of the company's governing bodies as well as the whole of senior management and the management team in general. This support is essential to make significant progress in this area.

# CSR Awards

Fundación San Prudencio and Renault have awarded CIE Automotive in recognition to its work concerning Corporate Social Responsibility

## Premio Fundación San Prudencio

On 16th June CIE was awarded a prize at the 17th San Prudencio foundation "Responsible Initiative" awards, the aim of which is to reward actions and good practices by companies in the area of Corporate Social Responsibility, in fields such as health and safety, the environment, employment, ethical codes of conduct and so on. The award presentation event began with a speech on the subject of "Compliance", given by Alain Casanovas, a partner at KPMG. After the talk a debate began, chaired by the presenter and journalist Estíbaliz Ruiz de Azúa, in which Antón Pradera, chairman of CIE, Emilio Titos, head of Mercedes-Benz Vitoria and Imanol Sánchez, head of Tuboplast Hispania discussed the current role of businesses as creators of employment and wealth in the country and the implementation of "Compliance" in their companies and the benefits involved. The awards were presented by Lehendakari (Basque first minister) Iñigo Urkullu, as well as representatives of the Alava provincial authority and Vitoria-Gasteiz city council.

The San Prudencio foundation, as it explains on its website ([lafundación.com](http://lafundación.com)) is the leading body in managing and implementing social responsibility in businesses in Alava province, with more than 45 years of history behind it. Its members are 400 companies accounting for about 30,000 employees who benefit, together with their families, from the foundations' different activities, which thus reach nearly 80,000 people. Its mission is to channel corporate social responsibility activities as a tool for improving companies' competitiveness and the professional and personal quality of life of their employees and all the people of the province of Alava. Its values include competition, commitment, dialogue, initiative, being pioneers and transparency.

## CSR Award from Renault

CIE Maroc has been awarded by Renault in recognition to our high contribution in Corporate Social Responsibility. The Renault Supplier Awards Ceremony was held in June 20th, in Paris (France), in the presence of Mr Th. Bolloré, Chief Competitive Officer of Renault.

## JOINING FORÉTICA

At the end of May, CIE became a member of Forética, the leading association of companies and professionals in the field of corporate social responsibility and sustainability in Spain and Latin America



The mission of Forética is to foster the integration of social, environmental and good governance aspects in the strategy and management of businesses and other organisations, and it currently has over 200 members. Forética has been chosen by the World Business Council for Sustainable Development as its sole representative in Spain and therefore appointed to the Spanish Business Council for Sustainable Development, as well as forming part of the board of directors of CSR Europe.

In Spain, Forética is part of the national CSR board as an expert member and owner of the SGE 21 standard, the first social responsibility management system that enables organisations, on a voluntary basis, to gain CSR certification. Today more than

a hundred companies and organisations are certified under this standard in Spain and Latin America.

14th June saw the constitution of the Transparency, Good Governance and Integrity Cluster, of which CIE is a part. This business meeting place was set up with the aim of transferring trends, generating knowledge, cooperating with political interlocutors and opinion leaders and attaining a leading position in this area. This year the group will assess the implications for businesses of the European directive on the disclosure of non-financial information and the new code of good governance of the CNMV (Spanish securities commission).





# New CSR Projects in Lithuania



This year CIE LT Forge participated in several important projects, promoting the young people interest in our company and the activities we perform. The projects we participated are: Kaunas Technological University CAREER DAYS 2016, Junior Colleague Week (Job Shadowing) and Training Students Company Fair

## KTU Career Days 2016

On March 1st 2016, CIE LT Forge participated in KTU Career Center Career Days at "KTU Career Days 2016", along with the largest and most advanced Lithuanian enterprises. It is the largest in the Baltic countries students and company representatives' career matchmaking event. This event is designed to establish closer contacts between companies and students. Over 100 companies, organizations and government agencies attended the event. About 7 thousand students and pupils attended the fair this year. Our goal was to introduce our company activities, tell assistants about the projects under development, engage and attract future professionals and explain what knowledge and skills are required to students who want to join our company.



## Junior Colleagues Week

Lt Forge participated in the Junior Colleagues Week, Job Shadowing program that allowed each program student to spend half of the day with a professional working specialist in CIE LT Forge. The students had the opportunity to experience what the job is like and could ask questions as well. Students from a small village called Gražiškiai, aged 15 to 17 years, were amused by the plant and expressed a desire to work with us in the future. It's a great opportunity to learn more about a career and a chance to practice interaction with adults on a professional level.

A lot of communication has been done not only with Lithuanian students. We had guests in the plant under Erasmus exchange program- students from Italy, Spain, Cyprus and Germany; 10 students in total. Dressed with safety clothes while walking in our plant, our guests were fascinated by the power of presses. We are proud to show the production we are making and the plant itself. Commerce leader Karolis Bardauskas delivered a lecture for students about CIE LT Forge, what we are doing, what kind of specialists are working for CIE LT Forge, etc. Kids left with a smile on their faces and full of lasting impressions.



## Training Students Company Fair

Finally, the entrepreneurial virus reached Marijampole and we were part of one of the main National Junior Achievement events! CIE LT Forge was one of the sponsors of the training students Company Fair that was organized in Marijampole for the first time. Still studying at school, the students participating in the Lithuanian Junior Achievement programs set up educational companies and learn to manage their own businesses simulating real market conditions. Participating in training companies, students in fairs compete for a variety of nominations and businesses attention. Our nomination was "Best Students Training Company in Marijampole District", and the nomination went to "Killing sound" team. The team is engaged in the production of non-traditional headphones from empty bullets tubes. After the fair everyone listened for the motivating speech of our GM Darius Masionis and concert.





# Internal Code of Professional Conduct



The present rules of conduct shall apply, without any exception, to all directors, executives, employees and workers of all the companies in the Group.

The knowledge and compliance of the rules of conduct stated herein are compulsory for everyone, and under no circumstances shall ignorance of the law excuse compliance.

CIE Automotive, S.A. is an industrial group specialised in high value-added processes that operates in two business areas: automotive components and Smart Innovation (hereinafter "CIE Automotive, S.A." or the "Group", indistinctly).

The guiding values of the activities performed by CIE Automotive, S.A. are the following:

1. Internal and external client orientation and service-based approach.
2. Respect for people, their capacity for initiative, creativity and innovation, participation and teamwork.
3. Ability to achieve objectives and added value.
4. Positive attitude to change and continuous improvement.
5. Responsibility and integrity of people in their commitment towards a job well done.
6. Respect for the environment, working to minimise any impact.
7. Transparency, publically disclosing all the relevant data from our activities.

In addition to these basic values of the Group's performance, the Board of Directors of CIE Automotive, S.A. has considered appropriate to adopt specific rules of conduct that form an Internal Code of Professional Conduct (hereinafter, the "Code of Conduct").

CIE Automotive, S.A. firmly believes that relations must be based on mutual trust, respect and an obvious recognition of the dignity of all employees.

## Conduct Guidelines

### 1. Regulatory compliance: behaviour according to law and ethics

CIE Automotive, S.A. publicly expresses its absolute rejection of any kind of unlawful and/or criminal practice, hereby stating that such practices are completely prohibited, without exception or limits, within the organisation.

For this reason, all the people who are part of CIE Automotive, S.A. must (i) on one hand, perform their functions within the organization, not only in strict compliance with applicable legislation, but also avoiding any bad practice that is not ethically

acceptable under strict criteria of honesty and moral integrity; and (ii) on the other hand, act in a clear and transparent manner, ensuring that none of their actions may be liable to be interpreted as deceitful.

### 2. Transparency, integrity and confidentiality of information

All the people who are part of CIE Automotive, S.A. must act in a clear and transparent manner, ensuring that none of their actions may be liable to be interpreted as deceitful.

In addition, they must ensure the reliability and accuracy of the financial and non-financial reporting, both for internal use and that submitted to the market, providing accurate, comprehensive, understandable and timely information. No person from CIE Automotive, S.A. shall provide intentionally incorrect, inaccurate or imprecise information that may mislead the recipient and/or which may affect the market value of the Group.

With this objective, a series of specific rules aimed at all persons involved in the CIE Automotive, S.A. financial reporting preparation process are described below:

- Act with honesty and diligence in the financial reporting preparation process.
- Ensure that all registered financial reporting is derived from transactions and operations actually performed and that the information was recorded at the appropriate time.
- Ensure that the financial reporting is recorded accurately, faithfully reflecting all of the transactions.
- Record and prepare the financial reporting in accordance with the applicable laws and regulations and under generally accepted accounting principles.
- Comply with the Group's financial policies and procedures and follow an effective system for the internal control of the financial reporting.
- Update and maintain all skills that are necessary for the performance of the activities in the financial reporting preparation process.
- Correct or report for correction any error that may affect the reliability of the financial reporting.
- Inform the Audit and Compliance Committee of the Board of Directors of CIE Automotive, S.A. regarding any situation involving a breach of the rules contained herein.

Compliance with the rules described here does not exempt from compliance with the remaining rules contained in the Code of Conduct.

In addition, all the people who are part of CIE Automotive, S.A. are obliged to respect the confidentiality of the information acquired in the course of their activities, both if it is owned by CIE Automotive, S.A. or by other companies or entities, to which they may have access owing to their responsibilities. In particular, in the course of their work the employees of CIE Automotive, S.A. are prohibited from using any information or documentation, in physical or electronic format, belonging to another company to which they have gained access or which has been obtained as a result of a previous job, without the consent of the company.

### 3. Tax obligations and use of public funds

CIE Automotive, S.A. assures the fulfilment of its tax and Social Security obligations, as applicable in accordance with the legislation in force (submission of tax returns, payment of taxes, registration of transactions subject to taxation, payment of Social Security contributions, etc.).

As a result, it is prohibited (i) to unlawfully elude payments or obtain undue benefits, to the detriment of the Tax Authorities, on account of the Group; and (ii) to avoid the payment of Social security contributions and joint collection taxes, to obtain undue refunds of such contributions or to benefit from improper deductions for any reason.

Furthermore, it is expressly prohibited to request, on behalf of CIE Automotive, S.A., any subsidies, rebates or aid from Public Administrations, using false information or conditions of any kind on behalf of CIE Automotive, S.A. If such an action is directly proposed by the official or public authority, it must be rejected and reported immediately to a higher authority.

CIE Automotive, S.A. must operate under a framework of transparency and truth, especially in the application, implementation and justification of subsidies, always providing information that is truthful and accurate, and monitoring the implementation of any subsidy granted. It is also forbidden to allocate a subsidy or public fund to any purpose other than for which it was awarded.

### 4. Relations with interest groups

#### **Shareholder relations.**

The purpose of CIE Automotive, S.A. is the creation of continuous and sustained value for shareholders and the reconciliation of the interests of all stakeholders.

CIE Automotive, S.A. undertakes to provide appropriate information to all the shareholders, in a transparent, complete, truthful and accurate manner, and to establish dynamic tools to communicate with them.

The actions of the people who are part of CIE Automotive, S.A. will be focused on the protection and maximization of value of our shareholders' investments, achieving a reasonable return for those investments.

#### **Client relations.**

The policy of CIE Automotive, S.A. is to offer, to our clients, products and services of high quality, at adequate prices and in conformance with the established delivery date commitments. The people who are part of CIE Automotive, S.A. shall act with integrity with clients of the Group with the aim of achieving the highest levels of quality and excellence in the rendering of the services and the long-term development of relations based on trust and mutual respect.

Contractual relations with clients must be conducted with transparency and sufficient, accurate, timely and appropriate information must be given.

#### **Relations with suppliers, contractors and business partners.**

The selection processes for suppliers, contractors and business partners of CIE Automotive, S.A. must be conducted with impartiality and objectivity, for which its employees must apply criteria of quality and cost in these processes, avoiding any conflict of interest or favouritism in their selection.

CIE Automotive, S.A. will require its suppliers to sign the "Supplier Social Responsibility Commitment". Likewise, the company will promote the performance of any audits that may be necessary to identify and correct deficiencies or weaknesses in the internal control systems of suppliers, contractors and business partners.

#### **Relations with competitors.**

CIE Automotive, S.A. undertakes to strictly comply with antitrust laws. Likewise, it undertakes to compete in markets in a fair manner, promoting free competition and always complying with prevailing legislation.

CIE Automotive, S.A. will not participate in conversations, agreements, pacts, projects or partnerships, with current or potential competitors in terms of prices, commercial conditions, offers, allocation of markets or any other activity which restrict or may restrict free and open competition.

#### **Relations with governments and authorities.**

CIE Automotive, S.A. hereby declares its political neutrality, and states that it does not finance, directly or indirectly, either in Spain or abroad, any political parties or their representatives or candidates.

Employees who wish to participate in activities of a public or political nature must do so exclusively on their own account and outside office hours.

**Work environment free from discrimination and harassment.**

CIE Automotive, S.A. is committed to maintaining an environment free from any form of sexual or other harassment, whether it be harassment by one worker to another, or by a worker to a client or supplier, or vice versa, and is committed to ensuring that everyone is treated fairly and with dignity. Consequently any discriminatory practice on the basis of race, colour, sex, age, religion, ethnic or geographical origin, disability or any other illegitimate cause will not be tolerated. However, the differentiation of persons based on their skills or professional qualities required for a job will not be considered as a case of discrimination.

**Respect for Human Rights.**

CIE Automotive, S.A. in addition to complying with the applicable legislation in all the territories in which it operates, is committed to respecting internationally recognised human rights, including the rights set forth in the International Bill of Human Rights and the principles relating to the rights established in the Declaration of the International Labour Organisation.

In addition, CIE Automotive, S.A. complies with the 10 principles of the Global Compact.

**Respect for the environment.**

The respect for and protection of the environment are fundamental values that CIE Automotive, S.A. adheres to, at all times meeting the environmental legislation in each of the countries in which it is established, and undertakes to conduct its activities so that any environmental impacts are minimised.

As a result of the above, all persons that are part of the Group shall respect the environment, making rational use of natural resources, and putting all the control mechanisms at their disposal to minimise the environmental impact derived from the different processes of the industrial activities performed by CIE Automotive, S.A.

**Donations and social projects.**

CIE Automotive, S.A., in its commitment towards the progress and well-being of the communities with which it is involved, actively contributes to their development through donations and projects of social and cultural content.

All donations must be specifically authorised and be reflected in the accounting records of the Group; making donations or financial contributions of any kind to organisations dedicated to, or in any way linked, to illicit activities is strictly prohibited.

## 5. Health and Safety

CIE Automotive, S.A. strives to conduct its activities with high level of safety in the processes, facilities and services, with particular attention to the protection of employees, partners, contractors, suppliers, customers and the local environment. Furthermore, it adopts the preventive measures laid down in the legislation of each country and assumes the commitment that all workers employed to work at its facilities and work centre, should do so in the best conditions of safety and health.

CIE Automotive, S.A. furnishes its employees with the necessary resources and training so they can perform their functions safely and in a healthy environment. For their part, all workers who render services at the centres of CIE Automotive, S.A. (either in-house or outsourced staff) are under the obligation to know and comply with the rules concerning health and safety in the workplace in order to prevent and minimise occupational risks.

Finally, the manufacture, consumption, purchase, sale, trafficking or possession of substances such as alcoholic beverages, narcotics, stimulants or other illicit drugs is prohibited at the company's premises.

## 6. Prevention of fraud and corruption

CIE Automotive, S.A. strongly prohibits any behaviour or practice of corruption, bribery and peddling of influence in connection with clients, suppliers, business partners and public officials or institutions, national or international.

Therefore, in their relations with third parties, persons that are part of CIE Automotive, S.A. may not offer or accept gifts or gratuities that go beyond the merely symbolic or which could be interpreted as an attempt to unduly influence a commercial, professional or administrative relationship.

This prohibition does not extend to disbursements or gratuities that may be considered normal or usual in the market, up to reasonable amounts taking into account the nature, frequency and quantity. In any case, they must be approved by the person in charge of the department in question.

Likewise the delivery, directly or through third parties, of gifts, tokens of appreciation or benefits to public representatives in order for them to exert their influence in favour of CIE Automotive, S.A. is not permitted. Similarly, it is strictly forbidden to take advantage a personal relationship in order to improperly influence an authority or public official.

**Rules related to payments**

Any agreement with third parties that lead to an obligation of payment by a Group company must be recorded in writing, clearly stating the service provided, and must be approved by the appropriate person in accordance with the systems and procedures of that company.

Any payment by the company should be made through a cheque for deposit only or bank transfer. Payments in cash or with a cheque to the bearer are expressly forbidden.



Any payment, direct or indirect, of commissions or any other form of remuneration in order to receive orders or obtain a commercial advantage is expressly prohibited. This does not include payments made to sales agents or representatives of CIE Automotive, S.A. as a result of the performance of their activities on behalf of the Group, provided they are within the law.

Similarly, any payment to any official or employee of any public, national or international agency or entity with the aim of unduly influencing an administrative relationship are expressly prohibited.

## 7. Conflict of interest

Conflicts of interest arise when the personal interests of persons that are part of CIE Automotive, S.A., either directly or indirectly, are contrary to or in conflict with the interests of the Group, they interfere with the fulfilment of their duties and professional responsibilities or personally involve them in any financial transaction or operation of the Group.

Accordingly, any person that considers that they are potentially in a situation of conflict of interests owing to their other activities outside the Group, family relationships, personal assets or any other reason, should immediately notify this fact to the head of their business unit, so that latter may analyse the existence or not of the conflict of interest and, in the event of such a conflict, the head of the unit can exclude the person from participating in the process where the conflict of interest exists.

In addition, the Executive Directors and related persons (deemed to include their spouses or persons with a similar personal relationship, the ascendants, descendants and siblings of employees and their spouses, the spouses of their ascendants and descendants and the companies controlled, directly or indirectly by the employee or by an intermediary) who are linked by a working relationship with CIE Automotive, S.A. may not perform, on a self-employed or an employee basis, tasks, jobs or provide services for the benefit of companies in the sector or companies that develop activities likely to compete directly or indirectly with those of CIE Automotive, S.A.

All employees of CIE Automotive S.A. that have property relationships, direct or through kinship, with suppliers and/or competitors, should inform the head of their business unit. To do so, they must use the document "Appendix 1".

## 8. Use of resources and assets

All the people who are part of CIE Automotive, S.A. will not use for personal or extra-professional use and/or for activities that are not directly related to the interests of the Group any resources, whether financial or non-financial, that have been made available to them for the performance of their professional activities, taking

responsibility furthermore for the protection of the resources entrusted to them in relation to their work.

### Disposal of assets

The people who are part of CIE Automotive, S.A. shall ensure the integrity of the Group's assets in the performance of their duties, in order to preserve them and not prejudice potential creditors.

To this end they shall protect and take care of the assets they are responsible for or have access to in the performance of their duties and will use them appropriately for the purpose for such assets were entrusted to them. In particular, it is forbidden to sell, transmit, transfer, conceal, etc. any property belonging to CIE Automotive, S.A., in order to evade the compliance of its responsibilities with regard to creditors.

### Use of electronic means

In particular, without prejudice to other rules and prohibitions contained in the specific usage instructions of each device, employees of CIE Automotive, S.A. must make responsible use of the computer resources and means placed at their disposal, pursuant to criteria of safety and efficiency, excluding any computer use, action, or function that is unlawful, or contrary to the regulations or instructions of CIE Automotive, S.A.

Likewise, it is forbidden to install or use programs or applications whose use is illegal, that do not have the relevant license or that may damage, destroy, alter, disable or impair the systems of CIE Automotive, S.A. or of third-parties.

When in the performance of their duties employees must access a third-party application or computer system they must abide by rules of use established for that purpose by such third party, and the unauthorised access to other computer systems is completely prohibited.

## 9. Protection of personal data

CIE Automotive, S.A. takes special care to ensure the right to privacy and the protection of the personal data entrusted to it by clients, partners, suppliers, business partners, contractors, employees, institutions and the general public. The people who are part of CIE Automotive, S.A. shall not disclose personal data to which they have access as a result of the performance of their professional duties, except with the consent of the interested party or when obliged to do so as result of a legal duty or judicial or administrative decision. Under no circumstances shall such data be processed for purposes other than those legally or contractually provided

Gathering, storing or using personal data or communicating it to third parties must be performed in a manner that is respectful with the person and in accordance with legal provisions.

## 10. Intellectual and industrial property

All the people who are part of CIE Automotive, S.A. must respect and preserve the intellectual and industrial property rights both of the company (either owned by the Group or licensed to it under any arrangement) and of third parties.

Consequently, it is forbidden to make copies of patents, registered industrial design and/or distinctive signs whose owner is a third party; as well as to reproduce, plagiarise, distribute or publicly communicate a literary, artistic or scientific work without the authorisation of the owners of the corresponding intellectual property rights.

## Interpreting

Any questions that might arise from the interpretation of this Code of Conduct will be resolved by the Human Resources Department of the company concerned.

For the appropriate exercise of the powers of oversight of the Corporate Social Responsibility Committee, the Human Resources Department will send an annual report to the Committee on the implementation of this Code of Conduct and any decisions taken regarding its interpretation. The Corporate Social Responsibility Committee may establish general interpretation criteria.

## Non-compliance

Failure to comply with the rules of this Code of Conduct will result in the application of sanctions in accordance with prevailing legislation.

The Corporate Social Responsibility Committee, reporting to the Board of Directors of CIE Automotive, S.A. is responsible for overseeing the proper implementation of the Code of Conduct.

No person who is part of CIE Automotive, S.A. is authorised to breach the guidelines and provisions of this Code of Conduct, even in response to the order of a higher authority.

## Management procedure for notifications and consultations on irregularities or breaches of the Code of Conduct

CIE Automotive, S.A. has established the management procedure for notifications and consultations on irregularities or breaches of the Code of Conduct in order to promote compliance with the Code of Conduct as well as the regulations that develop it.

CIE Automotive, S.A. makes it possible for all people who are part of the organisation to submit doubts and notify irregularities or breaches against ethics or integrity or that infringe the guidelines established in the Code of Conduct, through the following channels or any other means that the Group may establish in the future:

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

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. The data of those involved will be managed pursuant to the applicable data protection laws of the country in question.

Reprisals against those who have made use, in good faith, of the established channels to inform possible of irregularities, will not be tolerated. The existence of the ethical channel is understood to be without prejudice to any other mechanisms that are appropriate to allow the communication of irregularities of potential significance.

# CIE Automotive in the world.

## NAFTA

### USA

Plastic  
Dominion

### MEXICO

R&D  
Aluminium  
Forging  
Stamping & Tube Forming  
Machining  
Plastic  
Roof Systems  
Dominion

## WEST EUROPE

### SPAIN

Headquarters  
R&D  
Aluminium  
Forging  
Stamping & Tube Forming  
Machining  
Plastic  
Roof Systems  
Bionor  
Dominion

### GERMANY

R&D  
Forging  
Dominion

### UK

Forging  
Dominion

### FRANCE

R&D  
Machining  
Roof Systems  
Dominion

### ITALY

Machining  
Dominion

### PORTUGAL

R&D  
Plastic  
Dominion

### DENMARK

Dominion

## CENTRAL & EAST EUROPE

### ESLOVAQUIA

Dominion

### CZECH REP.

Stamping & Tube Forming  
Machining  
Plastic

### LITHUANIA

Forging

### POLONIA

Dominion

### ROMANIA

Aluminium  
Roof Systems

### RUSSIA

Aluminium

## ASIA

### CHINA

Forging  
Stamping & Tube Forming  
Machining  
Plastic  
Roof Systems

### INDIA

R&D  
Forging  
Stamping & Tube Forming  
Machining  
Casting  
Composites  
Dominion

### VIETNAM

Dominion

## CENTRAL AMERICA

### GUATEMALA

Bionor

### HONDURAS

Dominion

## SOUTH AMERICA

### ARGENTINA

Dominion

### BRAZIL

R&D  
Forging  
Stamping & Tube  
Machining  
Plastic  
Casting  
Dominion

### CHILE

Dominion

### COLOMBIA

Dominion

### PANAMA

Dominion

### PERU

Dominion

## MIDDLE EAST

### BAHRAIN

Dominion

### OMAN

Dominion

### QATAR

Dominion

### SAUDI ARABIA

Dominion

### UNITED ARAB EMIRATES

Dominion

## AFRICA

### MOROCCO

Plastic

### SOUTH AFRICA

Dominion

## OCEANIA

### AUSTRALIA

Dominion

### INDONESIA

Dominion



### Head Office

Alameda Mazarredo, 69 - 8º  
E-48009 Bilbao (Vizcaya) SPAIN

Phone: +34 94 605 48 35  
Fax: +34 94 605 48 37  
[www.cieautomotive.com](http://www.cieautomotive.com)

### Sales Offices

AIC - AUTOMOTIVE INTELLIGENCE CENTER  
Parque empresarial Boroa E-483040 Amorebieta-Etxano  
(Vizcaya) SPAIN

Phone: +34 94 605 62 00  
Fax: +34 94 605 62 48  
[www.cieautomotive.com](http://www.cieautomotive.com)