



CIE Automotive

NEWS N.46

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We turn challenges into opportunities

Dear friends,

This year, we have once again demonstrated that at CIE Automotive we not only adapt to changes, but also turn them into opportunities to continue growing and leading.

This progress has translated into financial results that consolidate our leadership. In the first nine months of the year, we achieved revenues of €3,012 million, up 1.3% year-on-year, EBITDA of €559.2 million and net profit of €258.8 million. These numbers stand out even more in a challenging industry environment and reflect our flexibility and ability to adapt to the needs of the market.

But our achievements are not accidental. They are the result of the vision, effort and commitment shared by everyone in this company.

This year we reiterated our support for the development of talent within the company. The fourth edition of the Ulysses programme

is an example of our commitment to young professionals. For eight months, participants of different nationalities receive intensive training in key areas such as innovation, leadership and technology, as well as hands-on experience at CIE Automotive's iconic plants. This programme not only fosters the growth of our talent, but also strengthens the internal network that links our plants and teams globally.

I would like to highlight that this second half of the year was also full of celebrations, such as the 25th anniversary of CIE Unitools Press in the Czech Republic, and public acknowledgements such as first place in the Reporta 2024 Report, which underlines the added value of the excellent work that has transformed our Annual Report into a quality benchmark in less than a decade; the Vodafone DEIA Innovation Sariak award, which focuses on our technological development as a driver of growth; and the Institutional Investor Awards,

which reward the quality of our relationship with investors.

While we look to the coming months with caution, we continue to bet on the future with the certainty that we are building a solid track. And all this is possible thanks to the talent, dedication, commitment and vision of each and every one of you.

Thank you for making CIE Automotive a unique company, capable of overcoming challenges and turning them into opportunities to grow and transform. Let's continue to make a difference together.

Jesús María Herrera



GOLD MEDAL FOR CIE AUTOMOTIVE IN THE “INFORME REPORTA”

In a year in which the average score was 2 points higher than the previous year, CIE Automotive shares first place with Banco Santander

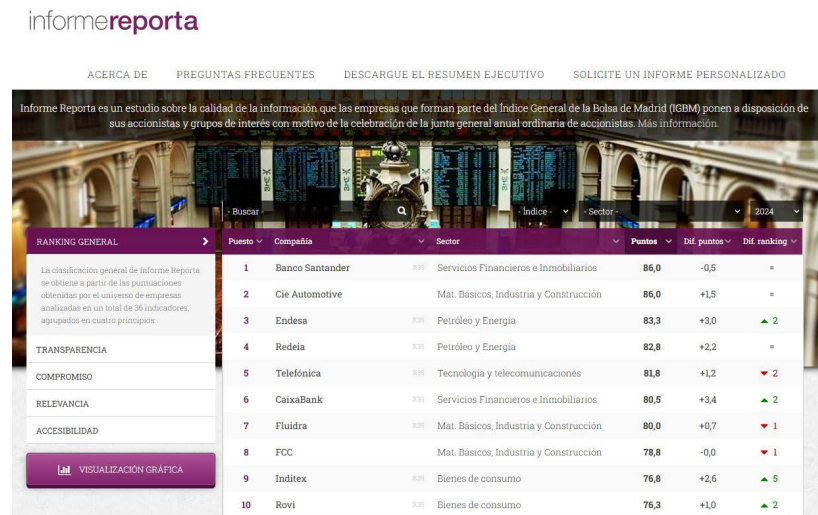
In September, “Informe Reporta” presented the results of the 2024 study, which assesses the 2023 Annual Report of companies listed on the Spanish stock exchange, in which Banco Santander and CIE Automotive lead the ranking, both with 86 points, followed by Endesa with 83 points.

A highly commendable podium for CIE Automotive, which this year has improved 1.5 points reaching Santander – the undisputed leader for the past three years – and which also tops the scores in the Basic Materials, Industry and Construction sector and in two of the four categories analysed (relevance and accessibility), as well as the ranking of non-IBEX 35 companies.

It is worth recalling the meteoric evolution of CIE Automotive’s Annual Report, which has risen from 51st position – and a score of 47.6 – in 2014 to second position in 2022 and 2023, and this shared podium in 2024.

The “Informe Reporta”, which since 2010 has been promoted and coordinated by the consulting firm Quum, analyzes the quality of the annual reports and sustainability reports that the companies in the Madrid Stock Exchange General Index (IGBM) make available to their shareholders and stakeholders. The overall ranking is obtained from the scores achieved by the universe of companies analyzed in a total of 36 indicators, grouped into four principles: transparency, commitment, relevance and accessibility.

On this occasion, 110 companies were analysed and the average score was 52.2 points, 2 points higher than the previous year, reaching a new all-time high in score and growth. 52 companies scored below this average.



CIE AUTOMOTIVE HONoured IN THE PRESTIGIOUS “INSTITUTIONAL INVESTOR AWARDS”

“Institutional Investor, the world leader in financial sector rankings, has released the results of its annual “Developed Europe Executive Team” awards, based on a survey of analysts and fund managers. This year, 1,765 investment professionals from 820 financial services firms participated, representing a significant increase in participation over previous years.

Continuing the success of previous editions, CIE Automotive was once again the most awarded company among the Automotive “Small & Midcaps”. It repeated first place in the “Best CEO” category with Jesús María Herrera and “Best IR Professional” with Lorea Aristizabal, as well as in “Best IR Team”, “Best Investor/Analyst Day” and “Best IR Program”, and second place in “Best ESG Program”.

The CEOs were rated for their credibility, leadership and communication skills. In the area of investor relations, companies were rated on attributes such as productivity of conferences/roadshows, quality of earnings conferences,

knowledge of the business and the market, responsiveness, credibility and consistency and granularity of financial disclosures.

In addition, within the framework of the Automotive All Caps – which includes all companies in the sector regardless of their size – CIE Automotive obtained third place in the “Best IR Professional” and “Best IR Team” categories, where it shared the podium with leading players in the financial market such as Ferrari and Renault.

CATEGORY	CIE AUTOMOTIVE
Most Honored Companies	1st.
Best CEO	1st.
Best IR Professional	1st.
Best IR Program	1st.
Best IR Team	1st.
Best ESG	2nd.
Best Analyst/Investor Event	1st.

INVESTOR RELATIONS

This year CIE Automotive has participated in 23 events, including conferences and roadshows, surpassing last year’s figures. The company has also organized 6 plant visits, which strengthened our relationship with investors through direct meetings at our facilities.

Among the highlights were our annual event with retail investors, in collaboration with Renta 4 Banco, and our participation in the “Auto Day” sector conference organized by Banco Santander, together with important players in the sector

such as Mercedes, Volkswagen, Gestamp and Renault.

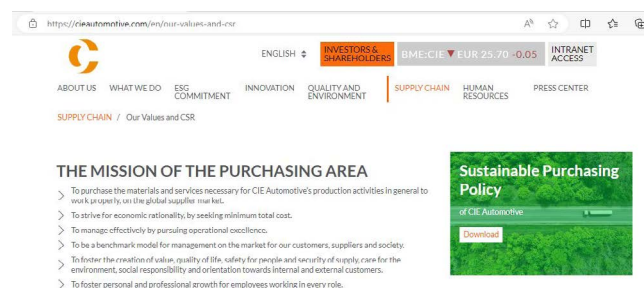
Throughout the year, we held meetings with close to 400 institutional investors, and with more than 150 retail investors. These activities reinforce our commitment to constant and transparent communication, which is key to consolidating the confidence of our investors in a challenging market environment.

NEW SUSTAINABLE PURCHASING POLICY

Within the framework of compliance with new regulations and the group's commitment to strengthening and minimizing ESG risks in our supply chain, a new Sustainable Procurement Policy has been issued, which applies without distinction to all of the group's suppliers worldwide. The deployment of this policy entails the commitment of each plant to make it known to its existing and future supplier base.

In 2022, CIE Automotive obtained ISO20400 certification in Sustainable Procurement and, as part of the continuous improvement process, this new policy further reinforces CIE Automotive's sound management of environmental issues and of the human and labor rights of workers in the value chain.

<https://cieautomotive.com/en/our-values-and-csr>



ARTIFICIAL INTELLIGENCE TOOL FOR ESG RISK CONTROL

Once again this year, CIE Automotive has reached an agreement with one of the world's leading ESG rating companies to verify the degree of ESG compliance of more than 90% of its global purchasing volume.

Daily alerts are monitored on: sanctions, human rights, environment, corporate behavior, corporate governance, default risk. Also known as REDFLAGS.

The information provided by this rating company, which checks the information using artificial intelligence tools and its own and external databases, allows the group to contrast and complement the information obtained through the supplier portal.

Once a potential alert is received at the corporate level from a supplier, the correction mechanism is triggered:

- Sending to the affected plant/s details of the content and typology of the alert.
- Request to contact the supplier.
- Define action plan for its correction.
- Feedback to corporate purchasing on the status within a maximum period of 3 months.
- Assessment together with Compliance of the decision to be taken based on the severity.
- Non-compliance without an informed remediation plan will lead to the end of the contractual relationship with that supplier and therefore the search for an alternative plan.

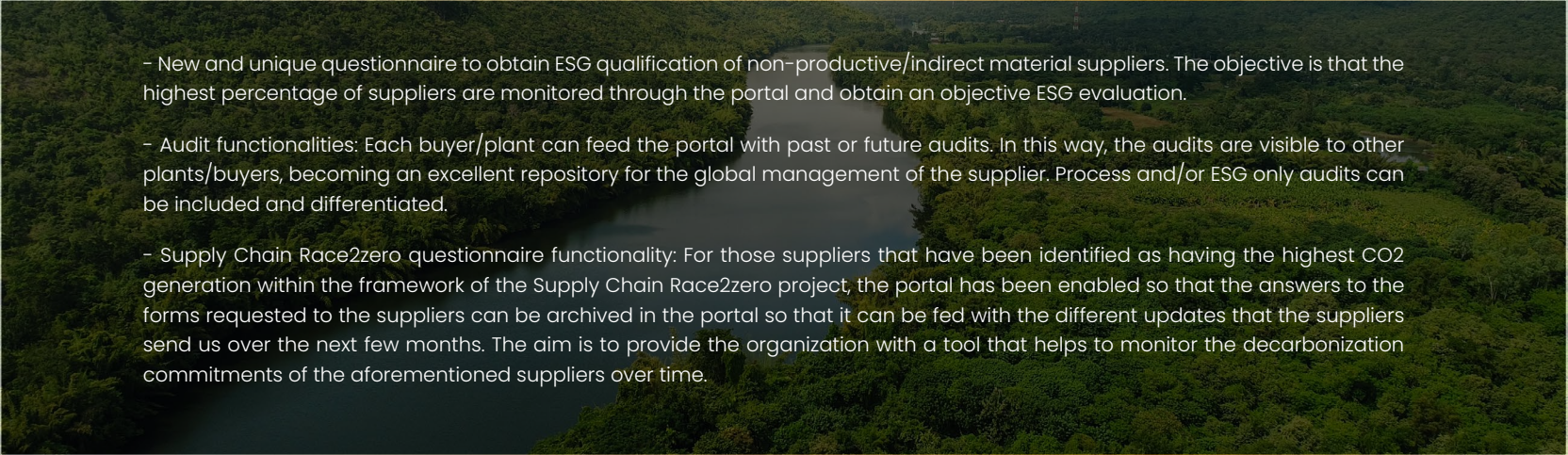
NEW FEATURES ON THE ESG SUPPLIERS PORTAL

CIE Automotive launched in 2018 a tool that today we can say was a pioneer in the non-financial and ESG rating of the supply chain.

A tool that suppliers globally access through our website (<https://supplychain.cieautomotive.com/#/login>) and obtain an objective rating through the completion of 4 questionnaires.

This registration and qualification is the first mandatory step for all suppliers who supply raw materials, subcontracting, components or tooling. That is to say, the productive/direct material products according to our purchasing families qualification (<https://cieautomotive.com/documentation> (click on What do we buy?).

New developments throughout the year 2024 that are already available on the portal have been:

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- New and unique questionnaire to obtain ESG qualification of non-productive/indirect material suppliers. The objective is that the highest percentage of suppliers are monitored through the portal and obtain an objective ESG evaluation.
 - Audit functionalities: Each buyer/plant can feed the portal with past or future audits. In this way, the audits are visible to other plants/buyers, becoming an excellent repository for the global management of the supplier. Process and/or ESG only audits can be included and differentiated.
 - Supply Chain Race2zero questionnaire functionality: For those suppliers that have been identified as having the highest CO2 generation within the framework of the Supply Chain Race2zero project, the portal has been enabled so that the answers to the forms requested to the suppliers can be archived in the portal so that it can be fed with the different updates that the suppliers send us over the next few months. The aim is to provide the organization with a tool that helps to monitor the decarbonization commitments of the aforementioned suppliers over time.

Finally, it is important to emphasize that the portal is an excellent tool for internal use to consult ISO9001/IATF16949/ISO14001 or other certifications that suppliers host on the portal with detailed expiration dates and the tool sends notifications to suppliers as early as one month before the certifications are due to expire.

SUPPLIER CONFERENCE IN INDIA

CIE India and its commitment to sustainability and ESG future

The 3rd Supplier Conference organized by CIE India was held on September 30, 2024 in Pune, under the theme “ESG – Engage with the Future”, and brought together suppliers from CIE India’s seven divisions: Forging, Iron Foundry, Aluminum Foundry, Gears, Stamping, Magnetic Products and Composites.

The event began with a welcome by the Corporate Director, Safety and Sustainability, who underlined the importance of environmental, social and governance (ESG) principles as key drivers to foster sustainability and responsible growth. In his speech, he highlighted the need for mutual collaboration that benefits both business and the community, inviting attendees to explore innovative partnerships focused on long-term sustainability and creating a positive impact for the future.

The inauguration included a traditional Indian lamp lighting ceremony, with the presence of prominent figures such as the Director of SCM, Treasury and Finance, and the Director of Quality, Engineering and Environment from the global CIE Automotive team. Subsequently, the directors of the Purchasing Division presented their suppliers.

In his speech, the Managing Director of CIE India, Mr. Manoj Menon, highlighted the essential pillars of sustainability, such as responsible sourcing, energy efficiency, water management, traceability and the use of sustainable technologies.

He also emphasized the importance of supply chain digitization and cross-sector initiatives to drive responsible growth. In addition, he presented CIE India’s non-financial results for 2023, highlighting ESG objectives and challenges related to decarbonization.

Vice President of Strategy, Mr. Vikas Sinha, gave an overview of the CIE Automotive group and presented the policies of the Code of Conduct and Whistle Blower Policy. Mr. K. Jayaprakash then presented CIE India’s financial results for 2023.

The message of reinforcing the commitment to sustainability and growth, delivered by Mr. Ander Arenaza Alvarez, CEO of CIE India, consolidated the company’s strategic focus.



Irache Pardo and Iñigo Loizaga, Heads of SCM, Treasury and Finance, and Engineering, Quality and Environment, respectively, presented CIE Automotive's Quality Strategy, Supply Chain Initiatives and ESG Roadmap, highlighting the importance of complying with the European "Fit for 55" regulations and the decarbonization targets set by the OEMs to maintain competitiveness in the industry.

Anup Mishra, Chief Business Controller and Chief Information Officer, shared his insights on CIE India's digitization, highlighting how technology is driving compliance with ESG targets and optimizing operations.

During the event, some suppliers presented their best practices in ESG, which was highly appreciated by the attendees. These included Hindalco Industries Ltd., Sanyo Special Steel Ltd., Fococo India Ltd. and CMR Ltd. These presentations provided valuable insights for other suppliers to implement improvements in their own processes.

The conference also honored the most outstanding suppliers in quality, delivery, cost, and ESG practices. Best Supplier award winners included Kalyani Steel Ltd, Shweta Engineering, Mukand Sumi Special Steel Ltd, Tata Steel Ltd, among others. In addition, Best ESG Initiatives awards were presented, recognizing companies that have made significant contributions to sustainability, including Sanyo Special Steel Ltd., ArcelorMittal Nippon Steel Ltd.

The event concluded with an open discussion forum, where suppliers thanked CIE India for the organization and highlighted the benefits of the discussions and networking opportunities. In closing, the Director of Safety and Sustainability thanked the suppliers for their participation and called the conference a resounding success for CIE India.



CIE GOLDE PUEBLA SHARES KEYS TO SUCCESS IN CONFERENCE WITH VOLKSWAGEN

On November 5, CIE Golde Puebla was invited by Volkswagen to give a presentation as an A supplier (category assigned by VW), given by Plant Manager Victor Perez Arenas, in which he shared some of the lessons and best practices that have allowed us to improve the quality of our products and processes.

Among the most important lessons, he highlighted the management of the supply chain, involving the commercial areas from the beginning to ensure not only good prices, but also stability and quality compliance. Global workshops were also discussed, an excellent practice that has allowed us to share learning and solutions among our plants in Europe, China and Puebla (Mexico).

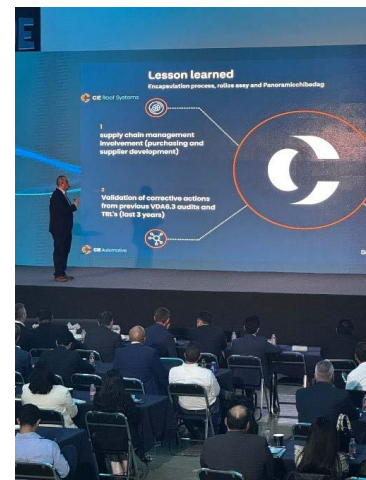
Another key point was the implementation of continuous improvement, ensuring that any progress made on one project is implemented across all others. In addition, monthly global quality meetings have helped us to create

a network of support between plants to solve problems more quickly and effectively.

In terms of best practices, the importance of constant verification of quality control at all stages of production and validation of poka-yokes under real production conditions was highlighted. Also mentioned was the QRQC (Quick Response Quality Control) mentality, which involves all levels of the organization in problem solving, and the implementation of product audits of subassemblies, which has allowed us to detect failures before they reach the final product.

This exchange of ideas with Volkswagen reinforces our commitment to continuous improvement and excellence in each of our processes.

Let's keep learning and improving!



CIE AUTOMOTIVE AT IZB WOLFSBURG 2024

CIE Automotive participated once again in the International Suppliers Fair (IZB) in Wolfsburg, showing its products and innovations.

CIE Automotive, together with other companies from the ACICAE automotive cluster, exhibited a selection of products from the machining, aluminum injection, plastic, forging, stamping and tube forming and roof systems divisions.

With close to 40,000 trade visitors and 843 exhibitors from 33 different nations, IZB 2024 provided CIE Automotive with an excellent platform to meet with a large number of customers and industry peers, showcasing all the multi-technology solutions that CIE Automotive is able to offer globally.



CIE UNITOOLS PRESS CELEBRATES ITS 25TH ANNIVERSARY

On June 15th, CIE Unitools Press celebrated its 25th anniversary as a member of the CIE Automotive group. Located in Valasske Mezirici (Czech Republic), Unitools Press CZ, was in 1999 the first company acquired by the group outside Spain, constituting the current CIE Unitools Press.

The celebration, held in the plant's own facilities, was attended by current and former employees accompanied by their families; a total of 630 people.

The whole group enjoyed a beautiful day, with music and attractions for the children, and in which the families also had the opportunity to visit the plant with a guided tour to see the production facilities in operation.



ULYSSES PROGRAM: TRAINING AND DEVELOPMENT

Training and development opportunities for young talents in our company

October saw the start of the fourth edition of CIE Automotive's Ulysses program, which is consolidating its position as a training and development opportunity for young talent in our company.

For two months, 15 participants from Mexico, Brazil, India and Lithuania receive intensive training in subjects such as metal technology, production leadership, innovation and entrepreneurship at the Leartiker technology center. During this academic phase, they also have the opportunity to receive a visit from CIE Automotive corporate directors, who share insights into the vision and strategy of our company, offering a unique perspective. After this initial stage, the program will continue with six months of practical training at iconic CIE

Automotive plants, where participants will put their knowledge into practice in a real-world environment.

Since the first edition, the Ulysses program has already attracted more than 50 participants from 5 different countries, representing nearly 20 home plants, and with internships at 15 host plants. This track record not only underscores CIE Automotive's commitment to the training and development of young talent, but also consolidates an internal network that internalizes CIE Automotive's values, facilitates fluid communication between countries and fosters strong relationships between the different plants.



NEWS IN BRIEF

CIE LEGAZPI COLLABORATES WITH THE COMMUNITY

In September, CIE Legazpi has delivered a financial aid of 4,000 € to a local non-profit association, with the aim of collaborating with the community, as it has been doing since 2017.

In 2024, the chosen association has been “Sorgintxulo alai atsedenaldi taldea” which has been developing leisure activities aimed at young people between 5 and 16 years old since 1998. The association promotes the Basque language, the importance of the group, nature and human values, increases the interrelationships of young people from different quintas in order to increase the circle of friendships, works on the autonomy of young people by taking them out of their family comfort circle and avoids the constant dependence of young people on electronic devices.



CIE AUTOMOTIVE FIGHTS AGAINST HUNGER AND MALNUTRITION

At CIE Automotive, we are committed to contributing to the fight against hunger and malnutrition. In collaboration with “Acción contra el Hambre” (NGO fighting malnutrition), during the month of November we joined this worthy cause through the United Heroes app, which activated a challenge in which the steps, kilometers and daily activities of the volunteers were counted, converting them into points. Our goal has been to add up as many points as possible among all of us, to transform them into a significant donation to “Acción contra el Hambre”. Together we make a difference!

CIE AUTOMETAL PERNAMBUCO I AND II INVOLVED IN THE PREVENTION OF BREAST CANCER

The Pink October event is an awareness campaign on breast cancer prevention. The event took place at CIE Autometal Pernambuco I plant, in the city of Cabo de Santo Agostinho, on October 30, and Pernambuco II, in Goiana, on October 31. This event helps to raise awareness and sensitization about breast cancer, the most common type of cancer and the main cause of mortality in women worldwide.



NEWS IN BRIEF

HALLOWEEN AT CIE GOLDE PUEBLA: A DAY OF FUN AND FAMILY CREATIVITY

On October 31st, CIE Golde Puebla celebrated Halloween with a day full of surprises for employees and their families. One of the most anticipated moments was the little train ride that was organized so that the employees' children could explore the plant in a fun and different way, and with a spooky touch!

Employees also got into the festive spirit by participating in a costume contest for both children and adults, with everything from monsters to characters from classic horror movies. Laughter was guaranteed and creativity was the order of the day.

The celebration was not lacking in Mexican traditions, such as the ofrenda contest. The company's departments were in charge of creating altars filled

with marigold flowers, candles and typical food to honor the dead, keeping the essence of the Day of the Dead alive.

In addition to this, the work spaces were transformed for the horror office contest, in which the different departments decorated their offices with pumpkins, spider webs, skeletons and spooky lights, creating an atmosphere of fear, but with a lot of humor.



MEXICAN PARTY "LET'S CELEBRATE WITH A RODEO" AT CIE GOLDE PUEBLA

On September 13th, CIE Golde Puebla held an exciting celebration of Mexican Independence Day, transforming the day into an authentic rodeo full of tradition and fun.

All employees dressed as cowboys. Attendees enjoyed a variety of typical food, such as chalupas, elotes, esquites, tacos árabes and *al pastor*, and flavored waters. The food not only provided flavor, but also contributed to creating a convivial and festive atmosphere.

The highlight of the celebration was the rodeo, where exciting rides were performed, laughter and applause rang out, making this event an unforgettable experience for everyone.



AWARDS AND RECOGNITIONS

CIE AUTOMOTIVE RECEIVES AN AWARD FOR ITS COMMITMENT TO INNOVATION

At CIE Automotive, we are proud to have participated in the tenth edition of the Vodafone DEIA Innovation Sariak, held in the auditorium of the Azkuna Zentroa in Bilbao. This event has been a space of recognition for companies, SMEs, startups and entities that focus their development on technology and innovation.

The awards ceremony on November 22nd had a special significance, as it celebrated ten years of recognizing the efforts of the business community in the search for innovative solutions.

CIE Automotive received an award in recognition of its efforts and dedication in the field of innovation.

The Group's Director of Corporate Development, Lorea Aristizabal Abasolo, collected the award on behalf of CIE Automotive: "We want to share this award with all the suppliers in the sector, right now we are not having the sunniest days, but here we continue, innovating and moving forward. This award also belongs to all of them," she commented.

At CIE Automotive, we will continue to focus on innovation as the engine of our growth and development, and we are excited about what the future holds.



NORTH AMERICA

USA

- R&D ★
- Plastic
- Machining
- Roof Systems

MEXICO

- R&D ★
- Aluminium Die Casting
- Forging
- Metal Stamping & Tube Forming
- Plastic
- Machining
- Roof Systems

SOUTH AMERICA

BRAZIL

- R&D ★
- Forging
- Metal Stamping & Tube Forming
- Aluminium Die Casting
- Plastic
- Machining
- Iron Casting

WEST EUROPE

SPAIN

- Headquarters
R&D ★
- Aluminium Die Casting
- Forging
- Metal Stamping & Tube Forming
- Plastic
- Machining
- Roof Systems

FRANCE

- R&D ★
- Machining
- Roof Systems

ITALY

- Machining

GERMANY

- R&D ★

PORTUGAL

- R&D ★
- Plastic

CENTRAL EAST EUROPE

CZECH REP

- Metal Stamping & Tube Forming
- Machining
- Plastic
- Cold Forging

ROMANIA

- Aluminium Die Casting
- Roof Systems

SLOVAKIA

- R&D ★
- Machining
- Roof Systems

LITHUANIA

- Forging

HUNGARY

- Roof Systems

AFRICA

MOROCCO

- Plastic

ASIA & OCEANIA

CHINA

- R&D ★
- Forging
- Metal Stamping & Tube Forming
- Machining
- Roof Systems

INDIA

- R&D ★
- Aluminium Die Casting
- Forging
- Metal Stamping & Tube Forming
- Machining
- Roof Systems
- Iron Casting
- Composites
- Magnets