



CIE Automotive

NEWS N.42

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It's time to move forward together towards new goals

Dear friends,

We are about to close a year that has been characterised by the return to a certain degree of normality after Covid-19. However, the energy crisis, the rise in the price of raw materials, uncontrolled inflation and the climate emergency, among others, have meant that this return to the longed-for normality has not been what we had hoped for.

Despite this, thanks to the hard work and tenacity of our professionals and a successful strategy, in the second half of the year we were able to move forward with projects we had been working on for some time and achieve some of the milestones we had among our goals.

In this context, one of the most eagerly awaited actions that we have been able to announce is the opening of the new CIE Golde Pune plant in India, which will be the first facility dedicated to roof systems technology in the country.

Also, as part of our commitment to the environment in general and to promoting scientific and technological vocations in particular, I would like to highlight the launch of the CIE STEM PLANET project, an initiative that we fund to provide digital training in schools from an early age. Thanks to this programme, which has enabled the supply of advanced technological resources in schools, we reaffirm our responsibility towards diversity and the Sustainable Development Goals, contributing to gender equality, quality education and the reduction of inequalities.

On the other hand, we have been able to witness how BASQUEVOLT, the Basque initiative for the production of solid-state batteries, is already a reality. The project, which I am convinced will make the Basque Country a benchmark in the sector at European level, has recently closed its first round of financing worth 10 million euros. The project is led by the Basque government and involves

a major group of investors from the energy and automotive sectors, including CIE Automotive.

All these new actions are added to the good results we are obtaining in other projects such as those developed in the Metal Europe Division, which, in its plants in the Basque Region and the Czech Republic, has already started the mass production and delivery of complex components for electric vehicles, which will provide the division with a qualitative and quantitative leap with respect to its positioning in the zero-emissions market.

And all the effort made by the professionals who form part of the CIE family has not only materialised in the aforementioned, but has also earned us various awards in the areas of sustainability, professionalism and good governance. These awards encourage us to continue to strive for excellence in everything we do, demonstrating to our clients that we



are a trusted partner, even in times of uncertainty and volatility such as those we are currently experiencing, which we are managing to overcome with great resilience.

2023 is a year to be explored and, I would hope, full of opportunities. Now is the time to, together, move forward towards new goals, enabling CIE Automotive to continue to be a leading, responsible and sustainable company.

Jesús María Herrera

INAUGURATION OF THE NEW GOLDE PUNE PLANT

It will be the first production plant for Roof Systems in India

Last 27th September saw the inauguration of the first Roof Systems plant in India, Golde Pune. This production centre, with a surface area of approximately 9,000 square meters, will respond to the growing demand from our customers in India, who until now have had an R&D centre for Roof Systems in Bengaluru that supported the import of roof systems products from other CIE Golde plants. From now on, this supply will be locally manufactured.

“CIE Automotive relies on growth with local teams. We are committed to growth in India. Golde Bengaluru’s technical centre is one of the best in the world. All this will contribute to the development of local production”, explained Aitor Zazpe, Managing Director of CIE Roof Systems. Asier Txurruka, Technical Director of CIE Roof Systems, highlighted that “the operations in India will follow the best practices of the rest of the global production centres. This country is growing

incredibly and we want to grow together with the customer, being competitive and profitable”. Both were present at the plant’s inauguration ceremony, along with Ravi Kune (Managing Director, CIE Golde India) who will lead the Indian operations and technical centre – which has more than 20 years of design experience – and numerous customers and suppliers.

Golde Pune will specialise in sunroof assembly and related vertical integration, as well as shading and glazing systems, and will employ over 200 people.

The objective of this new opening is to develop a complete supply chain in India, which will provide a value proposition for our customers. CIE Roof Systems will thus meet the manufacturing demands of the future using creative concepts and state-of-the-art technology.



CIE METAL EUROPE AND THE ROAD TO ELECTRIC VEHICLES

The Metal Europe Division, at its plants in the Czech Republic and the Basque Region, has started the production and serial delivery of important programmes secured for the new platforms recently marketed in Europe, as part of its process of adaptation and growth regarding new electric vehicle products. These projects will give the division a qualitative and quantitative leap in terms of its strategic positioning in the zero-emission market.

CIE Unitools & CIE Metal Cz

Over the last year and a half, the complex industrialisation of the new secured projects has been carried out, requiring the opening of a new building (CIE Hranice) with significant investments in assembly lines. Serial production has already started for a major pioneer 100% electric OEM located in Germany. This programme encompasses components for the battery area, seats and BiW.



CIE Egaña & CIE Udalbide

Following on from the plants in Czech Republic, both CIE Egaña and CIE Udalbide are beginning their journey in the serial production of complex components for electrified vehicles. These are mainly assemblies for the battery area of the vehicles for European OEMs that are in the process of developing and manufacturing their new 100% electrified vehicles. The changes required to adapt to the new manufacturing processes at both plants have been significant, especially in terms of welding and component assembly processes.



CIE Automotive participates in the launch of Basquevolt, the Basque initiative for the production of solid-state batteries

The company, recently chosen as one of the 20 most innovative in the world, plans to set up a production line in 4 years, with an investment of 700 million euros and more than 800 direct jobs generated

BASQUEVOLT, the Basque solid-state battery initiative, will start production of battery cells in 2027 with the aim of reaching 10GWh capacity. This project, which includes as founding shareholders the Basque Government, Iberdrola, CIE Automotive, Enagás, EIT InnoEnergy, and CIC energiGUNE, has closed its first round of initial funding of €10 million. In addition, the Spanish Centre for Technological and Industrial Development (CDTI), through the Invierte programme, has earmarked an investment of 1.25 million euros, which means that the public entity would become the seventh shareholder.

After two years of hard work, BASQUEVOLT is now a reality that will make the Basque Region a European benchmark in the development of solid-state batteries. The experience of the companies that make up the initial group of investors ensures that BASQUEVOLT is in a very important competitive position

both in the battery race, where there are also important possibilities for collaboration, and in the storage industry, which is key to making progress in the energy transition.



Thus, BASQUEVOLT plans to start up a first production line in 2027, supported by an investment of more than 700 million euros, and which will be capable of generating more than 800 direct jobs. The company, based in Álava, aims to become the European leader in solid-state battery technology thanks to its patented composite electrolyte, the result of more than 10 years of research carried

out by Professor Michel Armand and some of the most prominent solid-state battery researchers at CIC energiGUNE.

The promoters of BASQUEVOLT are aware that liquid electrolyte lithium batteries

are reaching maturity and that the next technological breakthrough to really release the true potential of energy storage must come from the solid state. The company's initial targets are the development of prototype cells and a pilot production line in 2025, with the ambition to start production in 2027. The new technology will enable the energy density of current storage solutions to be far exceeded.

"Today's lithium batteries are reaching the limit of what they can offer and moving to the next phase requires a change in technology, which is where BASQUEVOLT's products come in," says co-founder and CEO Francisco Carranza. Recently, Business Worldwide magazine included Basquevolt in its list of the 20 most innovative companies in the world.

About Basquevolt

BASQUEVOLT aims to become the European leader in the next generation of solid-state lithium batteries. BASQUEVOLT's technology will enable the mass deployment of electric transport, stationary energy storage and advanced portable devices.

For more information: basquevolt.com



WE STAND FOR STEM EDUCATION

We launch CIE STEM PLANET, the digital training initiative for educational centres

In a changing environment where innovations in automation and artificial intelligence are reshaping the workforce, the need to digitally train the students who will fill these jobs in the future is becoming clear.

CIE Automotive is committed to involving the entire community around us in our growth, with a special focus on the younger generations.

With this commitment, we have launched CIE STEM PLANET (STEM stands for Science, Technology, Engineering and Mathematics), an ambitious and innovative pilot programme for the training of teachers and students with the participation of schools in Duranguesado area and Vitoria.

Aimed at students from 3rd to 6th grade of elementary school, and 1st and 2nd of high school, the programme has enabled the provision of advanced technological resources such as educational robots and a platform that allows the personalisation of the learning of more than 2,000 participants, through which we hope to measure and demonstrate their evolution in digital competences.

CIE Automotive reaffirms its commitment to diversity and the Sustainable Development Goals (SDGs) by contributing to Gender Equality, Quality Education and Reducing Inequalities, by promoting diversity as part of our commitment to society.

"CIE STEM PLANET has meant a leap in quality with respect to teacher training. The platform we are going to work with offers development and evaluation guarantees for our students' STEM competences".
Ibon Remiro. Teacher at San Viator Ikastetxea School.



SECOND EDITION OF THE UPDATED ULYSSES PROGRAMME IS LAUNCHED

The second edition of the Ulysses programme was launched in the second half of 2022. On this occasion, the programme involves young employees from our plants in 3 countries (Mexico, India and Brazil).

Our colleagues will spend more than 2 months training at the Leartiker training centre in Markina, focusing on specialisations in plastic, metal, forging or aluminium injection moulding, depending on the technology of their plant of origin.

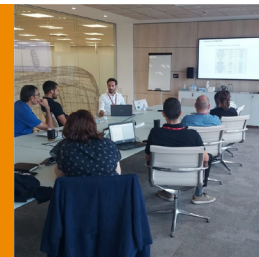
During this period, they will also receive visits from CIE Automotive Corporate Directors who will take advantage of their stay in the Basque Region to present new developments in their respective areas.

Subsequently, for an additional period of 6 months, the students will carry out internships in companies of the Group where they will learn about the ways of working in some of our historical plants, and will generate networking and professional ties, both among themselves and with their counterparts and other workers in the plants where they carry out the internship. Thus, they will also contribute to facilitating communication and learning between the various plants of the group in the future.



ECODESIGN TRAINING

At CIE Automotive we continue to incorporate environmental criteria from the earliest stages of projects, even from the conception phase. At our development centre, we closed the year with a training and reinforcement seminar on eco-design concepts.



SOCIAL ACTION PROJECTS IN INDIA

CSR INITIATIVES AIMED AT CHILDREN

"History will judge us by the difference we make in the everyday lives of children" Mr. Nelson Mandela – First President of South Africa.

This quote is very significant in the 21st century, as children are the future of any country. If we want to make Indian nation great, then initiatives need to be taken for young kids. In line with Corporate Social Responsibility (CSR) obligation of MCIE, various CSR projects have been started for providing better opportunities to underprivileged kids in education, health and life skills:

PROJECT GEMS

In order to make school kids more responsible towards environment, activity-based training is being conducted in schools under the project GEMS (Green Education Movement in Schools). This project provides training on safety, sustainability and health.



PROJECT MAMTA

HIV is still almost incurable disease for medical science. Many of those infected remain in solitude. MCIE has started CSR Project MAMTA in thrust area of health to support children suffering from this disease by providing proper medical, nutrition, education and rehabilitation. The project has created significant impact and gives them an opportunity to improve their lives.



PROJECT LOTUS

Also, project LOTUS (Learning Opportunity and Training for Upliftment of Special Students), is a unique CSR initiative to provide training on Indian Sign Language to students, who are suffering from speech and hearing impairment. This training is enabling students to learn through digital learning platform and online apps. A remarkable improvement in their confidence level has been noted, which have helped them to groom. Additionally, training on Sign Language is being conducted for teachers as well.



PROJECT WASH

COVID has adversely impacted the whole world, both financially and mentally. We can notice the behaviour change among us towards hygiene in daily life. To provide the children with most accurate and scientific knowledge towards importance of hygiene and correct ways to achieve it, MCIE has taken initiative under its CSR and started Project WASH – Water, Sanitation and Hygiene.



EMPLOYEE SOCIAL ENGAGEMENT PROGRAM (ESEP)

The Employee Social Engagement Program (ESEP) is the platform offering a set of social work engagement and volunteering to the company employees. These activities are planned and implemented by employees themselves based on the needs of marginalized communities in and around their areas of operation. In this manner, ESEP enables our employees to serve the community and devote valuable time. The four thrust areas of the activities lie under Education & Skill Development, Environment, Health Care & Sanitation and Rural Development.



INTERNATIONAL DAY OF YOGA & ANNUAL SPORTS EVENT IN INDIA

Aurangabad Electricals Limited (AEL) hosted International Day of Yoga and Annual Sports week at all AEL locations. This event was designed and conceptualized to be well integrated with People-Process-Product-Technology approach of Go Beyond as strategic approach adopted by AEL. This event targeted the people health and well-being as an excellence area. Hence, badminton was selected this year as a strategic game which is an all inclusive game that can be played by all age groups in our organization.

Also, this year the theme for the International Day of Yoga (IDY) was Yoga for Humanity and this day was observed to raise awareness worldwide of the many benefits of practicing yoga. To mark the significance and honor our ancient wealth of Indian knowledge – A yoga session was planned on IDY evening in AEL Campus at all locations.



TEA WITH EXECUTIVE DIRECTOR – TOWNHALL FOR EMPLOYEES

Tea with Executive Director sessions started in AEL in August 2019. The program is designed to invoke an environment to stimulate candid conversations between management and employees on the topics of company goals, vision and mission. This forum interaction provides a perspective for senior leaders to think strategically about how management decisions can be perceived internally and externally by linking the deliberation with human life leading to understanding and commitment required for achieving company goals and business context.



SUSTAINABILITY PROJECTS – CANTEEN COOKING GAS (VAYU)

Under Clean India Mission & Sustainability drive at MCIE we had implemented one of the projects to convert our waste into cooking gas. We had installed this plant in our Stamping Zaheerabad location to convert our food waste into natural gas which is used for cooking the canteen food. The waste generated after conversion of natural gas is used as compost for gardening & tree plantation.

RESUMING ESG SEMINARS

Events to remember and deploy the ESG Plan 2025

In June, July and November, the Compliance department held ESG (Environmental, Social and Governance) workshops at the Somaschini (Italy), Golde Lozorno (Slovakia) and all the US plants, to remind and insist on the commitments acquired in the ESG 2025 Plan approved and published in November 2021, as well as the regulatory requirements of each plant.

Local management teams participated in the training sessions, which were conducted by Susana Molinuevo, Director of Compliance and ESG, together with Iker Hernández, Head of Risk Management and Internal Control. Both are members of CIE Automotive's cross-cutting ESG Committee, which is responsible for monitoring the deployment, implementation and follow-up of the actions included in the ESG 2025 Plan through compliance with the various indicators reported on the corporate intranet since 2021, as well as for providing the necessary training.

These workshops are a continuation of those held in 2020 and 2021 by telematic means in all the geographies in which the Group operates, and they analysed the material issues for CIE Automotive and its stakeholders, trends and commitments in sustainability, with a special focus on the growing

regulatory demands in environmental matters, as well as the increase in customer requirements in this area.

- The occasion was also used to update the Group's internal materiality analysis, which identifies the Environmental, Social and Governance (ESG) aspects of greatest concern to the organisation and how these are currently being managed. As always at these conferences, the opportunity was taken to recall the importance of the following:
 - Be rigorous in the non-financial information reported in any area, be it environment, human resources, supply chain and/or social action.
 - To count on the collaboration and support of the ESG cross-cutting Committee for any queries that may arise in this area in the organisation. For this purpose, the corporate email address is esg@cieautomotive.com.
- Use the corporate website and the Annual Report (www.informeannual.cieautomotive.com) to learn everything that CIE Automotive does in terms of ESG.



CIE AUTOMOTIVE JOINS AIR FRANCE-KLM'S "CO2 IMPACT PROGRAMME"

CIE Automotive has signed a collaboration agreement with the Air France-KLM Group to offset the CO2 emissions from the trips made by the company's employees through sustainable development projects. This project, known as the "CO2 impact programme", consists of those companies participating in it making a financial contribution corresponding to the CO2 emissions from their employees' air travel.

The funds are invested in projects aimed at reducing CO2 emissions labelled as Global Goals in the Gold Standard certification and contribute to SDGs 11, 13 and 15. Furthermore, these projects also promote local sustainable development.

In the case of CIE Automotive, the contributions are entirely devoted to the "EcoAct" reforestation project in Vichada, Colombia. This project consists of reforesting and preserving patches of forest in the Vichada region to develop carbon capture, while stabilising and restoring fragile and degraded areas in the Orinoco River region in an economically, socially and ecologically viable manner.

More info:
<https://eco-act.com/tr/project/vichada-colombie/>



CIE LEGAZPI AWARDS ITS "COMMUNITY GRANTS" TO HOTZ LEGAZPI AND ANDRAITZ

CIE Legazpi has held its 5th edition of "community grants". On this occasion, the forging plant has given a financial aid of €4,000 to two local non-profit associations (€2,000 to each): HOTZ Legazpi, which carries out actions to cover the basic vital, health and educational needs of refugees and relocated people; and Andraitz Kirol Elkartea, which works to promote basketball among the young people of Legazpi.

These grants came into existence in 2017 as part of CIE Automotive's strategic plan with the aim of contributing to local society beyond job creation. "This is not an action carried out

exclusively by management, but by the entire workforce. To this end, we put together a team made up of people from different departments and positions at the plant. Most of them live in Legazpi, and they evaluate the different initiatives that are suggested to be subject to these aids during the presentation period that is opened for this purpose. These initiatives can be of a social, cultural or sporting nature, with priority being given to social initiatives and those that support people", according to CIE Legazpi members.



INVESTOR RELATIONS

The second half of the year has left us with important milestones in the context of the Investor Relations department's activity, especially in terms of meetings with investors. We would like to highlight some of them:

- First meetings with some of the funds selected as targets in our Investor Targeting Analysis (funds active in the automotive sector but which do not yet have CIE Automotive on their radar),
- the annual event with retail investors, which in 2022 we have organised in conjunction with Renta 4 Banco, and
- participation in the sectoral conference "Auto Day" organised by Banco Santander and in which Mercedes, Volkswagen, Gestamp and Antolín also took part.

In total, we have met with more than 500 institutional investors in 2022 as a whole, in addition to retail investors (more than 150).

Meanwhile, ESG issues are gaining momentum in the financial world, where all members of CIE's Investor Relations team obtained CESGA (Certified Environmental Social and Governance Analyst) certification this year, with the aim of better understanding investors and speaking the same language as them in terms of ESG issues. This certification is currently held by more than 3,500 people, the vast majority of whom are European, and places us at the forefront of Investor Relations teams.

Also related to ESG issues, CIE Automotive was included in the IBEX Gender Equality Index, which measures the gender equality of Spanish listed companies and has 45 members that meet strict criteria in this specific area.

Finally, regarding the share performance, it continues to be affected by the very complicated and volatile environment surrounding our industry, in which investors simply do not discriminate between companies. CIE Automotive continues to break earnings records, while the stock was down -11% at the end of November 25th, a slightly better performance than the Stoxx Auto (-17%).



CIE AUTOMOTIVE PARTICIPATES IN THE BASQUE CIRCULAR SUMMIT

CIE Automotive has been involved in circular economy initiatives for 10 years through the Basque Ecodesign Center, of which the company is a founding partner. In November, we had the opportunity to participate in the materials panel debate that took place at the Basque Circular Summit at FICOPA, the most important event on circular economy in southern Europe. It has been a pleasure to share experiences and challenges with all the attendees and especially with our colleagues at the discussion panel, both from automotive and other sectors.



LOREA ARISTIZABAL AND IRACHE PARDO, SPEAKERS AT IMAP INTERNATIONAL CONFERENCE

The directors of Corporate Development and Finance & Purchasing, respectively, participated in IMAP's annual event, which this year brought together more than 130 specialists in mergers and acquisitions (M&A) and corporate transactions from all over the world

The International Conference of IMAP, a global organisation focused on mergers and acquisitions and corporate transactions, was held in Bilbao from 3 to 5 November. During the conference, and in the words of IMAP's president, Jurgis V. Oniunas, "ideas on transactions in the current economic context were shared. We are heading into one of the most challenging economic environments of at least the last 40 years, and there is still too much complacency. We want to share that there will be relevant changes in the market due to a GDP slowdown and falling but persistently high inflation, i.e. a stagflationary environment not seen since the early 1980s".

In this context, Lorea Aristizabal explained the key role of M&A in the history and growth of CIE Automotive, while Irache Pardo explained the integration of ESG (Environmental, Social and Governance) values into the Group's business model, and concluded by focusing on the growing importance and potential impact of ESG in the M&A world.



NATIONAL FESTIVITIES IN MEXICO AND INDIA

DAY OF THE DEAD CELEBRATION

The Day of the Dead is one of the most significant traditions in Mexico. It celebrates the memory of loved ones and pays homage to their memory. In this celebration in Mexico, death does not represent an absence but a living presence, which is materialised in the offerings and in the Literary *Calaveritas* that express in a humorous way in the form of an epitaph points of view or feelings.

As part of this celebration, Golde Puebla organised an "Open House" in which 80 children participated and visited the different production lines and received detailed explanations of the work carried out in each operation. At the end of the event, there were Literary Skulls, Costume and Offerings contests, in which the participants set up their altars with different themes.



VIVA MEXICO AT CIE GOLDE

Mexico is painted in the colours of the nation - green, white and red - during the month of September to commemorate the history that took place just over 200 years ago. For this reason, on the 15th of September, all CIE Golde Puebla staff celebrated the "Independence of Mexico" with a fair in the true Mexican style. During the fair, the staff was able to participate in games of skill such as target shooting, darts, etc. Wearing colours alluding to our flag and regional costumes, we enjoyed a celebration full of colour, typical food, regional music and dance. At CIE Golde Puebla we proudly celebrate being Mexican!



AEL INDIAN INDEPENDENCE FORTNIGHT

India celebrated 75 years of independence on August 15, 2022. The government of India had steered a poised mission of tiranga (flag) at every home to spark the values of patriotism in Indian citizens. In response to the clarion call of nation, AEL had envisaged and promoted independence fortnight activities (Monday August 1 – Friday August 15, 2022) to honor martyrs and nation builders by participating in the National Freedom Celebration. AELites stood in solidarity with the motherland for its services to Indians and world along with their families. Over 2,000 families of AEL employees and vendor partners joined virtually in this movement every day for national anthem and activities.



AEL's business model has placed government, society and people delight at the apex in its journey towards continual improvement and evolution to be a greater workplace. Further to this, the activities were planned in spirit and letter to link same with national values and contribution of individual and organization in national development.

AWARDS AND RECOGNITIONS

CIE AUTOMOTIVE SUCCEEDS AGAIN AT THE INSTITUTIONAL INVESTOR AWARDS

Following the success of previous editions, CIE Automotive was once again honoured by the world's leading financial sector ranking company, Institutional Investor. The company is once again **the most recognised company in the "Small & Midcap" segment in the automotive sector**. Below is a breakdown of the awards granted – 7 out of a possible 8 – to CIE Automotive in the Small & Midcap category of the "Auto & Auto parts – Europe" sector:

Reconocimientos Small & Midcaps	Posición CIE Automotive	Auto & Auto Parts
Most Honored Companies	1ª	
1. Best CEO	1ª	
2. Best IR Professional	1ª	
3. Best IR Program	1ª	
4. Best IR Team	1ª	
5. Best ESG	1ª	
6. Best Company Board	1ª	
7. Best Analyst/Investor Event	1ª	

The Developed Europe Executive Team awards are based on a survey of analysts and fund managers, which this year involved 1,380 investment professionals from 632 firms. CEOs were rated on their credibility, leadership and communication. For Investor Relations programmes, firms were rated on the following attributes: productivity of conferences/roadshows; results conferences; business and market knowledge; responsiveness; entity and credibility; timing of financial disclosure; consistency of financial disclosure; and granularity of financial disclosure. In addition, voters also rated each company on the quality of analyst and investor events, the company's Board of Directors and ESG metrics.

In addition, in the Automotive All Caps category, CIE Automotive obtained second place in "Best IR Professional" and third place in "Best Company Board", where it shared the podium with players such as Brembo, Volkswagen and Stellantis, amongst others.

CIE AUTOMOTIVE RECEIVES A MENTION IN THE AECA'S CORPORATE TRANSPARENCY AWARDS

The Spanish Association of Accounting and Business Administration (AECA) held a new edition of its prestigious awards to recognise Spanish companies' efforts and results in terms of transparency and disclosure of financial information, good governance and sustainability. At the ceremony, the jury recognised CIE Automotive with an honourable mention in the XXI AECA Award for Corporate Transparency for the "Most Improved Performance with respect to the previous edition", in the "IBEX-35 Listed Companies" category. The award was collected by Virginia Diaz Emparanza, CIE Automotive's Director of Consolidation and Reporting.

In order to assess the applications, a scoring scale is established that takes into account the recommendations contained in the Code of Good Practices for the Disclosure of Financial Information on the Internet, issued by AECA, as well as the current regulations on transparency of information in Spanish companies.



More information is available at

<https://aeca.es/premios-y-becas/xxi-premio-a-la-transparencia-empresarial/>

AWARDS AND RECOGNITIONS

CIE PEMSA CELAYA EARNS NISSAN MEXICO QUALITY AWARD

CIE PEMSA Celaya, our stamping plant in Mexico, was awarded during Nissan's NMEX Manufacturing VP Quality Awards and recognised as Body Parts Best Supplier. Congratulations on the great work accomplished!



THE MAHINDRA SAFETY WAY AWARD TO MCIE 4 PLANTS

The health & safety of our employees is a prime focus area for MCIE for which all necessary resources & actions are being taken on continuous basis. During 2022, M&M completed TMSW assessment of all our locations and nominated its 4 plants for "The Mahindra Safety Way Award" for stage change. MCIE's 4 plants (MPD Bhosari, Stamping Rudrapur, Nashik & Forging Chakan) have been recognized during its 9th Annual Safety Conclave by the senior leadership of M&M. This recognition is given based on the score of 25 different safety parameters including leading & lagging indicators from leadership commitment to safety statistics.



CIE GAMEKO AWARDED BY NISSAN

Nissan granted an award to CIE Gameko for the quality in the supply of wheel hubs (Nissan Europe Regional Quality Award - Axles and Stamping). Miguel Lopez de Armentia (CIE Gameko Quality Manager) and Jose Mari Lazcoz (Quality Manager Machining and Aluminium Division) attended the ceremony in September. Congratulations for the good work done!



AWARDS AND RECOGNITIONS

CIE GOLDE CHINA RECEIVES NUMEROUS AWARDS

Throughout 2022, CIE Golde's plants in China received numerous awards. These include the award of excellence from GM, Mahindra and FAW-VW Tianjin and Changchun and the Silver Award from SAIC-GM DONGYUE, as well as letters of appreciation for PATAC's performance. Congratulations!



PURCHASING AWARD

Martin Medina Jaral, employee of the CIE Automotive Group since 2005 and Purchaser of Indirect supply at the CIE Pensa Celaya and CIE Forjas de Celaya plants, has been recognised by the Automotive Cluster of Guanajuato (CLAUGTO) with an award in the category "Supplier Development", at the Automotive Supplier Forum 2021. Congratulations Martin!





CIE Automotive

North America

USA
R&D ★
Plastic
Machining
Roof Systems

MEXICO
R&D ★
Aluminium HPDC
Forging
Stamping and
Tube Forming
Machining
Plastic
Roof Systems

South America

BRAZIL
R&D ★
Forging
Stamping and
Tube Forming
Aluminium HPDC
Machining
Plastic
Casting

West Europe

SPAIN
Headquarters
R&D ★
Aluminium HPDC
Forging
Stamping and
Tube Forming
Machining
Plastic
Roof Systems

FRANCE
R&D ★
Machining
Roof Systems

ITALY
Machining

GERMANY
R&D ★
Forging
Roof Systems

PORTUGAL
R&D ★
Plastic

Central East Europe

CZECH REP
Stamping and
Tube Forming
Machining
Plastic
Cold Forging

ROMANIA
Aluminium HPDC
Roof Systems

SLOVAKIA
R&D ★
Machining
Roof Systems

LITHUANIA
Forging

RUSSIA
Aluminium HPDC

Africa

MOROCCO
Plastic

Asia

CHINA
R&D ★
Forging
Stamping and
Tube Forming
Machining
Roof Systems

INDIA
R&D ★
Aluminium HPDC
Forging
Stamping and
Tube Forming
Machining
Casting
Composites
Roof Systems

CIE Automotive worldwide