



SECOND SEMESTER 2020

NEWS
CIE AUTOMOTIVE N.38





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IN THE MIDST OF UNCERTAINTY, THE VALUE OF RELIABILITY

Dear friends,

A year that will mark a milestone in the history of the world is coming to an end, and although some news gives ground for hope, there are still many uncertainties that lie ahead. From a global point of view, the medical advances to combat Covid-19 open the road to optimism and to thinking that the normalisation of our lives is closer, at least from a health perspective. The economic impact of the pandemic has been enormous and it is foreseeable that it will have consequences as lasting as those seen in recent financial crises.

In the United States we are witnessing a change in the presidency and, although it is still early to know its course, makes experts speculate on the possibility of international trade relations entering a more stable phase after the disruptions introduced by the

Trump Administration when it promoted protectionist measures.

In the automotive sector, all these difficulties have been added to those of an industry that has been dragging along with it an evident overcapacity for years and which has to deal with trends that threaten to transform it completely, from electrification to autonomous cars, to the reduction of emissions, to name but a few. Temporary factory shutdowns due to the pandemic have been another obstacle for an industry that has been riding the storm for several years.

Amidst so much uncertainty, at CIE Automotive we have demonstrated that our business model makes us a reliable company, capable of meeting its commitments, even in adverse conditions. We also know that we cannot let circumstances paralyse us, which is why we made progress during the year

on important projects, such as the new logistics warehouses for CIE LT Forge in Lithuania or supplies for new vehicle launches in Brazil. As a result of the reliability and professionalism that characterise us, we have received various awards and sectorial recognition throughout the world, which, given the context of this year, are even more valuable.

We have not been idle in the area of sustainability either. On the contrary, we have reaffirmed our commitment to being a sustainable company and have therefore signed several agreements linking the cost of the financing received by CIE Automotive to its good performance in ESG (environmental, social and governance) aspects. Our commitment to equality within the workforce has been highlighted by a new series of measures, including updating the protocol for preventing and dealing with harassment. Our



commitment to transparency in our interaction with our stakeholders has also remained intact, as evidenced by the 14 awards granted to us by Institutional Investor and the excellent classification obtained in Informe Reporta, where we are once again among the ten best listed companies in Spain.

In conclusion, I would like to thank all the professionals who make up CIE Automotive. Your efforts and dedication during the year have been extremely commendable. And just as we overcame these challenges, I know that thanks to you we will be able to meet the challenges of the new year.

Jesús María Herrera

THE AUTOMOTIVE SECTOR IN TIMES OF COVID-19

Jesús María Herrera (CEO of CIE Automotive) and Lorea Aristizabal (Corporate Development Director) analyse the automotive industry and explain why they believe it will emerge stronger from this crisis.

Automotive. "Cursed sector to avoid." This is what many of you will immediately think when you read this. Automotive sector? What future does it have? Everything seems uncertain. But sometimes - many times - things are not what they seem...

We need to remember where we are coming from...

Before the word "COVID-19" appeared in our lives, the industry was already suffering from its own unnameable ghosts that, in the form of structural changes, loomed over the sector. All those sectoral mega trends that threatened us with that abstract concept of disruption, but with the very tangible reality of large investments: **electrification, hybridization, autonomous car, connected car, emission reduction...**

Not to mention the fact that the sector, historically very fragmented, has been operating for years with

evident overcapacity, especially high since the peak of production in 2017, which has generated increasing - and significantly greater than the historical - price pressure on us.

...and understand where we are...

And, in case we did not have enough with our sectoral challenges, in 2020 COVID-19 appears, an exogenous variable that turns the downpour in the automotive industry into a perfect storm.

Now we must manage the large investments needed in future technologies, in conditions of sectorial overcapacity, while resisting the pandemic and the associated economic recession.

Are we all done?

Let's not forget that even the perfect storms ease, and this one has already started to do so. Little by little. With little big news every

day, with a firm step and leaving us changes that have come to stay. Changes we are understanding and adapting to.

We have the dubious honour of being a sector where Darwinism is unforgiving. And it is the case that this evolution - be it sought or overcome - is in our DNA.

And here we are, with each player performing their particular stress test of their business model to check if it is valid as defined or if the ship's course needs to be corrected (how many restructuring plans have we seen launched lately...). We are faced with the challenge of recovering profitability given the certainty that we will have to do so without the short-term return of volumes. Nobody said it was easy, in this sector nothing ever is.

We do feel at this time the support (although it never feels enough, that human emotion...) from **the institutions to implement these**

necessary changes gradually in a sector that in Spain represents 10% of GDP (almost 8% a European level) and 9% of the workforce (7% at European level). Changes to give competitiveness to an industry in transition towards a more sustainable economy, an industry that with more than 60,000 million euros invested each year, is the largest private investor in innovation in the EU.

And of course, taking advantage of the occasion, we cannot help but remember that our necessary evolution would have an easier context if the governments gave up putting obstacles to free trade that cost the sector millions of euros in lost commercial operations, as well as avoided significant regulatory divergences between geographies and regulated with common sense to avoid that the final consumer is so confused as to delay the purchase of a new vehicle while the current vehicle fleet ages and pollutes (does this situation ring a bell?).



...to define where we are going and who we are going to be.

Evolution implies being in continuous movement, innovating and growing to progress. And in the automotive industry we continue to demonstrate that, in the face of every difficulty, success is constantly evolving.

In the medium term, the industry will have emerged from this crisis stronger and with a lighter backpack.

The excessive overcapacity of the sector will have been reduced, albeit involuntarily.

There will be concentration, there will be fewer players and they will be larger, stronger, more diversified, more internationalized players, with more market share and with greater resilience in the face of future crises.

There will be players with masterful lessons learned on balance sheet strength, liquidity, Capex control, optimization of working capital or the advantages of contained fixed costs and lean structures.

There will also be strategic collaborations. COVID-19 has focused on the urgent need to maintain a healthy financial situation

that can withstand unexpected stakes and will naturally lead to alliances that rationalize large investments that otherwise would not have found return.

There will be trends that accelerate and others that take the service path: if something has become clear to us, it is that resources are finite and priorities must be established.

Economic recovery will arrive, volumes will return, we will have new regulations, consumers will show new preferences, social norms will be altered... and in the industry we will have evolved to adapt. As we did so

many times before.

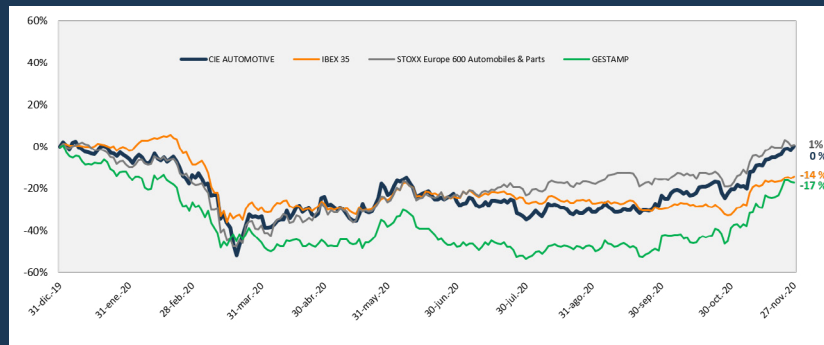
"Man discovers himself when he measures himself against the obstacle", Antoine de Saint-Exupéry told us. It is clear that our sector does so as well.

You just have to wait and watch... or invest now and reap the fruits of the fabulous work that each and every player in the sector is developing. You decide.

INVESTOR RELATIONS ACTIVITY

In spite of the restrictions imposed by the COVID-19, CIE Automotive's Investor Relations department has continued its intense marketing activity, which has been transferred to the digital environment, having participated – up to end of November – in a total of (i) 16 virtual roadshows, (ii) 16 virtual conferences, (iii) as well as a multitude of conference calls with investors. In addition, and always within the parameters of health and safety, 3 visits to our plants have been organised with a very small groups of investors. All this means that we have maintained the agenda planned for 2020 and have interacted with a total of 570 investors from 29 different countries.

THE EVOLUTION OF CIE AUTOMOTIVE'S SHARE



CIE AUTOMOTIVE REAFFIRMS ITS COMMITMENT TO LONG-TERM SUSTAINABILITY BY LINKING THE COST OF ITS SYNDICATED FINANCING TO ESG

The company has thus successfully completed the novation of its syndicated financing, which now includes the linking of economic conditions to ESG criteria (environmental, social and governance)

CIE Automotive has completed the novation of its 690 million euro syndicated loan. One of the main objectives of the novation was to make this landmark financing sustainable. Thus, each year and according to the score given by an independent consultant, the company will adjust its financial cost to the evolution of its sustainability parameters.

The independent company responsible for verifying CIE Automotive's ESG rating will be Vigeo Eiris, one of the market's leading providers of sustainability analysis and information. Each year, Vigeo Eiris will carry out an in-depth review of CIE Automotive's performance on a range of ESG criteria including, among many others, environmental strategy, staff composition, non-discrimination and diversity, occupational health and safety, employee professional

development, respect for human rights, adherence to social standards in the supply chain, transparency, internal controls, etc.

The co-agents of sustainability of this syndicated financing are Banco Santander and UniCredit, two entities strongly committed to sustainable development and which also act as bookrunners of the financing, which has the participation of eight other prestigious national and international entities.

Furthermore, the 40 million loan signed on 3 December 2019 with BNP became sustainable in 2020 under the same criteria as those agreed in the 80 million euro loan signed in July 2019 with BBVA, with Vigeo Eiris being the independent company responsible for verifying CIE Automotive's ESG rating.

The introduction of ESG criteria in the financial area is in line with the company's sustainability strategy and is further evidence of its commitment to environmental, social and governance issues. Since October 2015, CIE Automotive has been a signatory to the United Nation's global compact for sustainable development and is currently actively involved in meeting 8 of the 17 Agenda 2030 goals.

According to Jesús María Herrera, CIE Automotive's CEO, "by linking the cost of part of our main funding sources to environmental, social and governance criteria, we are strengthening our business model, which is clearly focused on value creation and long-term growth compatible with the United Nations' Sustainable Development Goals.

Thanks to this operation, CIE Automotive is once again a pioneer in the sector, remaining at the forefront of innovation and sustainability awareness".

CIE Automotive is a member of the internationally prestigious sustainability index FTSE4Good®.

SOLIDARY COLLABORATION

As part of our support for society, CIE Automotive has collaborated with the solidarity initiative EITB Maratoia, in favor of research into the social and health consequences of COVID-19, with an amount equivalent to 7 euros per company employee in the Basque Autonomous Community. This year the cause is all of us.



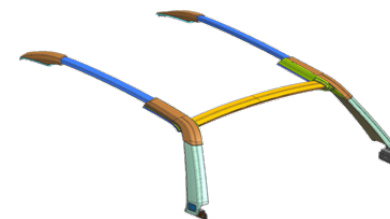
NEW RELEASES IN BRAZIL

In these turbulent times, when the Covid-19 pandemic continues to intensely affect the world, Brazil is experiencing an interesting moment, which is a pleasant surprise, due to the great success of the launch of new vehicles such as the VW Nivus and the FIAT Strada. These launches have favoured and

helped our units by participating in the supply of various components such as wheel hubs, pivots, roof bars, engine components, bodywork components, etc.

Our technological solutions, development capacity and competitiveness, continue to

increasingly position CIE Automotive as a strategic and preferential supplier to our customers for various technologies and product families.



CIE LT FORGE COMPLETES THE CONSTRUCTION OF 3 NEW LOGISTICS WAREHOUSES

During 2016 – 2019 CIE LT Forge sales have increased from 14 million up till 47 million euros per year. This increase in sales have led a plant to make a strategic decision to expand its logistics areas.

During the period September 2018 – October 2020, CIE LT Forge has successfully planned and completed a project of building 3 new logistics warehouses.

Two of the newly built warehouses are meant for raw material storage. In July 2020 CIE LT Forge started

working in these new logistics warehouses equipped with new cranes and racks. Combined in both new warehouses up to 4,000 tons of raw material can now be stored. This is enough space for 11.1 million parts per year. In comparison before starting working in new warehouses, CIE LT Forge could store up to 1,500 tons of raw material, which was 4.1 million parts per year.

The third of newly build warehouses is meant for storing finished goods parts produced both in small

forging and crankshafts lines. In October 2020 CIE LT Forge started working in this new warehouse which has enough space for storing 7.2 million parts per year.

The area of all three new buildings combined is 3,250 square meters. The main building of the factory is not used any longer for warehousing after the company started using these new warehouses.



AWARDS AND RECOGNITIONS

CIE AUTOMOTIVE, AMONG THE TOP SUPPLIERS IN SEVERAL PUBLICATIONS

The Brazilian magazine Valor 1000 and the North American publication Automotive News acknowledge CIE Automotive's positioning in the automotive sector.

The CIE Autometal group in Brazil has been highlighted in the traditional economic magazine of great local circulation Valor 1000, of the Valor publishing group, as one of the main companies in the automotive sector in the country.

With a large local circulation, it is an annual supplement that recognizes the main companies in the country based on the performance of the previous year - in this case it refers to the activity of 2019 -.

The companies that make up the ranking are distributed by sector and are analyzed through various indicators, including profitability, margin, liquidity or growth, among others. CIE Autometal is included in the group of vehicles and spare parts, and this year it appears in position number 4 in the general classification of the sector, behind Baterias Moura, Facchini and Nakata. It should also

be noted that CIE Autometal ranks 503rd out of the 1,000 largest companies in Brazil.

This good news joins the publication at the end of June of the Automotive News magazine ranking of the Top Suppliers in the industry. In this list also referring to 2019, CIE Automotive is ranked 59th worldwide, which represents an improvement of 7 positions compared to the same ranking the previous year. At the European level, the company remains in position 41, the same position as the previous year, while in North America an improvement of 3 positions is obtained to position 67.

This classification, prepared by the leading source of news about the global automotive industry based in Michigan, ranks the players based on their annual turnover.

INSTITUTIONAL INVESTOR RECOGNIZES CIE AUTOMOTIVE'S WORK

Institutional Investor recognizes CIE Automotive's work in the field of Investor Relations (IR) with 14 awards in 16 categories

Institutional Investor, the world's leading company in the preparation of rankings in the financial sector, has recognized Jesús María Herrera as one of the best CEOs in Europe in the automotive sector, as well as Lorea Aristizabal as the best IR Professional, among other awards.

Institutional Investor has released the results of the All-Europe Executive Team 2020 awards, which score, through a survey of analysts and fund managers, aspects such as knowledge of the company and

the sector, credibility, leadership, communication, accessibility, published financial information and the quality of the meetings held, among others.

In this edition, 1,182 investment professionals from 519 firms have participated.



CIE LT FORGE WAS SELECTED AMONG TOP 10 LEADING COMPANIES IN LITHUANIA

The main business newspaper of the country *Verslo Zinios* selected the strongest Lithuanian Production and Energy companies according to a rating model developed by editorial analysts.

The ranking includes the largest companies in individual sectors. Companies operating in the same industry are compared with each other, assessing 9 indicators: pre-tax profit, sales revenue, annual change

of both, profitability, average salary, etc., based on 2019 financial data. In the Production and Energy sector, 257 companies were ranked this year and CIE LT Forge was selected among Top 10 Leading companies.



CIE AUTOFORJAS AWARDED BY HONDA

In July 2020, CIE Autoforjas received the award from Honda Automóveis do Brasil in recognition of its good performance in 2019, scoring a

top annual average of “Atende sem restrições” in the Ranking of Suppliers - Quality & Delivery category.

Congratulations to the CIE Autoforjas team for this recognition and its excellent partnership with Honda.



MCIE AWARDS AND BRIEF NEWS



MCIE awarded Outstanding Performance in Quality award by General Motors.



MCIE awarded best in class Quality & Delivery Performance in FY19 by John Deere.

MCIE India – Gears Division has received the “Gold” Category award from Siemens. The award is a recognition of the efforts in striving zero defect quality culture. The award has been received consecutively for two years.



Foundry Division commissions its 3rd Machine Shop along with state-of-the-art robotic bearing cap machining line for Ford Panther project.



CIE GOLDE CHINA RECOGNITION

CIE Golde Shandong plant, located in Shandong Province, started operations in July 2019. In spite of being a new plant, CIE Golde Shandong has already received several recognitions from SGM & GMK, especially noteworthy the one recently received from General Motors Sr. Manager on 3rd of July 2020, recognizing CIE Golde team for making "flawless launch and support of product stage very successfully". GMK team reviewed the 9B project launch performance for various critical suppliers and parts and they were impressed by the excellence of the launch. As highlighted by GMK,

the sunroof system is a critical part and it caused many quality and noise issues during previous programs with other suppliers. CIE Golde's team "fully supported GMK through vehicle validation, matching, build and launch events, clearing all open issues before SORP with very stable quality", as highlighted by Bangwon Hwang, GM's Sr. Manager.

As CIE Golde Shandong Plant Manager Wu Zhou stated: "CIE Golde Shandong team will continuously improve products quality and focus on customer services, and will be dedicated on E2UB/YB sunroof and

glass encapsulation new programs flawless launch as well as make contributions for Golde brand setup in the automotive market."



CIE PEMSA SALTILLO NOMINATED RAW MATERIAL SUPPLIER OF THE YEAR

FCA North-America has nominated CIE PEMSA Saltillo as Raw Material Supplier of the Year for the fourth time. Congratulations to the whole team!

CIE GOLDE PUEBLA VIRTUAL LEADERSHIP MODEL

Fear, worry and stress are normal responses in times when we are faced with uncertainty, unknown situations of change or crisis. At CIE Golde Puebla we give value to people by encouraging participation, creativity, teamwork and adding value. It is for this reason that we decided to launch our CIE Golde Leadership Model program. On August 18 and 19, the beginning of the Virtual Training in Golde Leadership Model took place. The objective of this program is to reinforce the Leadership in these times of crisis covering the following items: Credibility, Respect, Fairness, Pride and Commitment. The results on the application of this model have not been long in coming and, despite the adversities, the team continues to produce with safety, quality and commitment. In CIE Golde Puebla we work together to move forward.

CIE AUTOMOTIVE, ONE MORE YEAR IN THE TOP 10 OF THE PRESTIGIOUS RANKING REPORTA

In this edition, the 2019 Annual Report of up to 120 companies listed on the Spanish stock exchange has been assessed

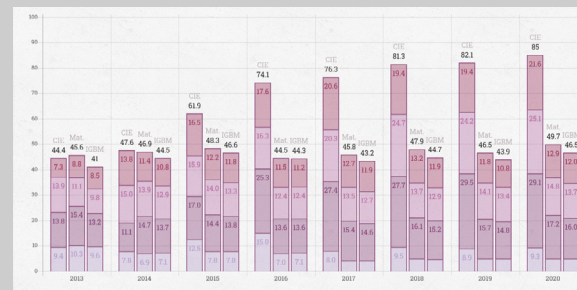
CIE Automotive stands out again in the Reporta ranking. Published for the first time in 2010, Reporta values the quality of the information that the companies included in the General Index of the Madrid Stock Exchange (IGBM) make available to their shareholders and stakeholders in the Annual Report.

By means of a total of 36 indicators, aspects such as economic-financial and operational transparency; commitment to the environment, to society, to corporate governance and to sustainable development; the relevance of the information presented and the accessibility of this information, are evaluated.

CIE Automotive is in 6th position this year, surrounded by the largest companies in the Ibex 35, which top the rest of the top 13. The company scored a total of 85 points out of a maximum of 100 this year, improving its

score by 4% over the previous year. This rating is well above the 46.5-point average for all the companies assessed and also well above the 49.7-point average for the “Basic Materials, Industry and Construction” subset of which CIE Automotive is a player.

The positive evolution of the company and its comparative context with the rest of the companies evaluated can be seen in the following graph:



CIE AUTOMOTIVE PARTICIPATES IN THE AUTOMOB INTERNATIONAL SUMMIT

The event was attended by Iñigo Loizaga, the company's Engineering Director

On 17 November, CIE Automotive participated in AutoMob, an international forum on the future of the sector, which enabled automotive industry leaders to share different points of view. They discussed the challenge of decarbonisation, autonomous and electric vehicles, the factories of the future and the digital revolution, among other issues.



Iñigo Loizaga, CIE Automotive's Engineering Director, participated in one of the panels, in which he shared a session with other leading companies in advanced manufacturing and digitalisation, such as Mercedes, Toyota, Renault and Gestamp.

CONTRACTING AS A TOOL TO IMPROVE SUPPLIER CSR AND SUSTAINABILITY PERFORMANCE

CIE Automotive's purchasing department has contributed to the master dissertation of Nicholas Dransard, member of the ACS purchasing team, which we summarize in the following sum-up

Many companies now realize that customers and other stakeholders do not make the difference between a company and its suppliers. Suppliers, companies, and customers are all linked by materials, information, and capital flows. At each stage of the supply chain, value or losses can be created. Because each step of a good or service production process incurs environmental and/or social costs, companies must be more responsible, not only through their own production processes, but also due to their suppliers' relationship.

Through several discussions a general item has been identified: "contracting, as a tool to support supplier improvement" which leads to the analysis of the use of "contracting as a tool to improve supplier CSR and sustainability performance". Several questions have been highlighted:

- Does contracting help buyers to ensure supply chain continuous improvement?
- How to keep the supply chain involved and committed?
- How does a sustainability performance assessment be supported by performance measures?

The contract is the foundation for the overall business transaction:

- It provides formal governance, with regard to responsibilities and behaviors.

- It is brought to cover all activities associated to reduce or limit risks and to safeguard correct and timely service delivery to customer.

- Applied to manage terms that must be respected: technical specifications, procedures implementation, financial and legal regulation, and overall contractual terms as incoterms or quality. The contract will limit deviations and guarantee customer satisfaction commitment.

As a conclusion, organizations need an effective contract management process in order to increase pressure to reduce costs, optimize financial and operational performance, apply new regulatory requirements, increase contract volumes and complexity, automate and improve contractual processes, or increase compliance and analytical needs.

CIE AUTOMOTIVE, ATTENDS THE 8TH AUTOREVISTA PURCHASING SEMINAR

Irache Pardo, Director of Finance and Treasury as well as Head of Corporate Purchasing has participated in the Autorevista Conference which, this year, focuses on "Competitive Collaboration in Supply Chain Management during Covid Time". The goal was to analyze the purchasing processes as a key factor in the competitiveness of the Spanish automotive industry, as well as to learn about new forms of cooperation and visibility of the supply chain after the impact of Covid-19.

CIE AUTOMOTIVE APPROVES AND PUBLISHES ITS NEW HARASSMENT PREVENTION AND RESOLUTION POLICY

In the last quarter of 2020, as a result of the diversity analyses carried out over the last year, CIE Automotive has published the “ Harassment Prevention and Resolution Policy”. This policy, which demonstrates CIE’s commitment to ESG in general and the lack of tolerance of this type of situation in particular, applies to harassment at work (mobbing), sexual harassment and harassment on the grounds of gender. The Human Resources Directors and Managers of all the Group’s plants worldwide sign the aforementioned protocol as an express commitment to it and its compliance. Likewise, with the aim of making it known within the Organisation, it has been included on the corporate website in the native languages of all the Group’s plants and we have included it below in this internal magazine for general knowledge.

HARASSMENT PREVENTION AND RESOLUTION POLICY AT CIE AUTOMOTIVE

Contents

1. Introduction
2. Purpose and Scope of Application
3. Definitions
4. Preventive Measures
5. Action Plan

1. Introduction

This Prevention and Harassment Resolution Policy has been officially issued to identify, assess and propose solutions for personal relationships within the labor environment, which may lead to the onset of psycho-social disorders.

2. Purpose and Scope of Application

This Policy is designed to prevent harassment in the labor environment, and should it occur, ensure appropriate procedures are in place to tackle the problem and prevent its recurrence. These measures aim to ensure a harassment-free labor environment where everybody respects their colleagues’ integrity and dignity in their professional and personal relationships.

The application of this Policy affects all Grupo CIE Automotive

plants. Those plants with their own policy on this matter in place may apply their specific policies; nevertheless, they must ensure its alignment with the measures and procedures set forth herein.

3. Definitions

a) Moral harassment (Mobbing)

It is understood as any abusive or psychologically violent behavior sustained over a period of time against a person in the labor environment, displaying persistent conducts,

actions, orders or words aimed at discrediting, being inconsiderate or isolating a person to make them quit their job, while causing progressive continuous damage to their dignity or mental integrity.

An aggravating factor is when the person harassing is in a position of hierarchical authority in the company structure over the alleged victim.

There are three forms of labor environment moral harassment:

- Downward: when a manager allegedly harasses his/her



subordinate;

- Horizontal: when harassment occurs among co-workers where the harasser seeks to hinder the victim's work, to damage the latter's professional image and even claim the victim's professional achievements for themselves.
- Upward: when a bullying subordinate harasses his/hersuperior.

b) Sexual Harassment

Sexual harassment is understood as any verbal, non-verbal or physical conduct of a sexual nature designed to attack a person's dignity, in particular creating an intimidating, hostile, degrading, humiliating or offensive environment.

c) Gender Harassment

When somebody harasses another person in relation to their gender to attack said person's dignity creating an intimidating, hostile, degrading, humiliating or offensive environment.

4. Preventive Measures

The following measures have been implemented to prevent harassment:

- Observing the principle of zero tolerance with this behavior, using, if necessary, disciplinary measures envisaged under applicable labor law;
- Establishing the principle of joint responsibility whereby all employees should be vigilant of behavior at work; and
- Defining report programs fostering communication and approachability at any organization level.

5. Action Plan

We guarantee the procedure described below will be activated when harassment is reported.

This action plan is governed by the following principles which must be observed at all times:

- Guarantee confidentiality, protection of privacy and dignity for those involved; and in any event, ensure the identity and personal circumstances of those reporting are protected.
- Priority and urgent resolution.
- A comprehensive inquiry into the events conducted by qualified

specialists, where needed.

- Guarantee of action implementing any measures needed, including, where necessary, any disciplinary measures against the person or persons whose conduct is proven to be harassment, as well as regarding those who falsely accuse or maliciously report somebody.
- Indemnity against retaliation, ensuring nobody will receive any adverse treatment or suffer a negative impact as a result of filing a claim or testifying in any way to prevent

harassment and instigate this procedure (notwithstanding any disciplinary measures which may be mediated in the face of false allegations of harassment).

- Guarantee the alleged victim can keep his/her job in the same conditions should he/she so wish.

a) Initiation of procedure

The procedure will be initiated by the plant Human Resources department (hereinafter, "HR") or via the ethics channel at Grupo CIE Automotive.

Therefore, a case of harassment can be reported, always in writing, by:

- The alleged victim or anybody aware of the situation;
- to HR of the specific plant, using different means of communication implemented by each plant HR department and/or via Appendix I to this Policy; or
- Via the corporate ethics channel at CIE Automotive: <https://www.cieautomotive.com/canal-de-denuncias>

b) Investigation

An investigation will be conducted by the plant HR managers on receiving the information in the first place.

Should the corporate ethics channel receive the information, CIE Automotive Compliance Department will lead the investigation, notwithstanding delegation of the entire case or part thereof, should involvement of personnel closer to the alleged harassment may be considered convenient.

Those participating in the investigation are bound by professional secrecy regarding any information they may have access to during the case handling. Non-compliance with this



obligation may lead to a sanction. Exceptionally, and in the event of any particular circumstance which might occur, the file investigation may be assigned to another person appointed by the bodies investigating the procedure.

c) Preliminary Procedure

As soon as harassment is reported, a preliminary procedure is automatically launched aimed at immediate resolution of the problem.

During this stage of the procedure, the person leading the investigation will interview the parties to clarify the events and reach a solution acceptable to both parties.

Once started, and in the event of the harassment claim not being solved by said person within fifteen calendar days from its commencement, this will automatically lead to the initiation of formal proceedings.

d)) Formal Proceedings

The formal proceedings will start with the investigating party opening an informative case file.

To do this, any evidence deemed necessary to ascertain the events reported will be gathered and the parties involved will be entitled to a hearing.

A report containing: a description of events reported, concurring circumstances, repeated conduct and degree of impact on the alleged victim's labor obligations and environment, must be drafted as soon as possible and within 30 calendar days.

In any event, such report must cover whether the investigating party agrees or disagrees with the events reported, explaining which events have been objectively accredited according to the inquiries made.

e) Cautionary Measures

During the case file proceedings, and at the request of the investigating party, the plant Management may implement any cautionary measures deemed necessary which will not be detrimental to the labor conditions of those involved, to immediately cease harassment.

f) Assistance for the parties

During the case file proceedings, the parties involved can receive assistance and be accompanied by a person of trust who will not disclose any information he/she may have access to whatsoever. This person of trust may be present when declarations are taken and in communications sent by the investigating party to the parties involved.

g) Case File Closure

Taking into account the severity and magnitude of the events proven, the investigating body of the case file will adopt the necessary corrective measures and impose any disciplinary sanctions pursuant to Law and/or applicable agreement.

In the event of determining the absence of harassment in any form, likewise the malicious intent of a claim, the corresponding disciplinary measures will be implemented.

In any event, the department responsible for dealing with said case file (either the plant HR as the initial recipient of the communication,

or any other person delegated at the plant, if any, in other corporate departments) will submit the final informative case file or a simple form included in Appendix II to this Policy, to the following corporate departments: Compliance (compliance@cieautomotive.com) and HR (hr@cieautomotive.com) so the case of harassment can be monitored throughout Grupo CIE Automotive.

A report form which can be used at plants to inform the above corporate departments is included in Appendix II attached to this document.

CIE AUTOMOTIVE AROUND THE WORLD

NORTH AMERICA

USA

★ R&D
Plastic
Machining
Roof Systems

MEXICO

★ R&D
Aluminium
Forging
Stamping & Tube forming
Machining
Plastic
Roof Systems

SOUTH AMERICA

BRAZIL

★ R&D
Forging
Stamping & Tube forming
Aluminium
Machining
Plastic
Casting

CENTRAL EAST EUROPE

CZECH REP

Stamping & Tube forming
Machining
Plastic
Cold Forging

LITHUANIA

Forging

ROMANIA

Aluminium
Roof Systems

SLOVAKIA

★ R&D
Machining
Roof Systems

RUSSIA

Aluminium

AFRICA

MOROCCO

Plastic

ASIA & OCEANIA

CHINA

★ R&D
Forging
Stamping & Tube forming
Machining
Roof Systems

INDIA

★ R&D
Aluminium
Forging
Stamping & Tube forming
Machining
Casting
Composites

WEST EUROPE

SPAIN

Headquarters
★ R&D
Aluminium
Forging
Stamping & Tube forming
Machining
Plastic
Roof Systems

ITALY

Machining

GERMANY

★ R&D
Forging
Roof Systems

PORTUGAL

★ R&D
Plastic

FRANCE

★ R&D
Machining
Roof Systems