



CIE Automotive

Corporate Governance Policy

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1. Overview

The Board of Directors of CIE Automotive S.A. ("**CIE Automotive**" or the "**Group**") is responsible for approving the Corporate Governance Policy.

The Corporate Governance Policy is focused on compliance with and improvement and review of the CIE Automotive rules of governance. Likewise, the Group believes that the principles and practices of corporate governance are a key element for fostering investor confidence and increasing economic efficiency and growth. The Group's commitment to good corporate governance and transparency is one of the backbones of its strategy to fulfil its objectives.

2. Basic principles

The principles on which the Corporate Governance Policy of the Company is based and that will serve as reference for the Company's actions include, but are not limited to, the following:

- ✓ To maximise, in a sustainable manner, the value of CIE Automotive, protecting shareholders' interests and rights.
- ✓ To promote the informed participation of shareholders and to ensure equal treatment, protecting and facilitating their ability to exercise their rights.
- ✓ To remain committed to transparency. CIE Automotive applies measures aimed at strengthening the transparency and reliability of the financial reporting it publishes in the market.
- ✓ To encourage Directors to attend and participate in meetings so that, with their experience and training, they fulfil the duties and obligations established in the Board Regulations, ensuring the periodic assessment of the functioning thereof.
- ✓ To ensure the proper conduct, professionalism and independent judgment of Board members and the management team, as well as compliance with the internal and external regulations related to market abuse, in particular the Internal Code of Conduct within the scope of the securities markets.
- ✓ To ensure the strategic guidance of CIE Automotive.
- ✓ To be committed to the independence of the external auditor, enabling the auditor to issue their Auditors' report with objectivity and impartiality.
- ✓ To comply with national and international best practices related to corporate governance.

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3. CIE Automotive's practices related to Corporate Governance

In the "Corporate Governance" section (<https://www.cieautomotive.com/web/investors-website/corporate-governance>) of the corporate web page of CIE Automotive, you can find the documents in force relating to this subject, which include, among others:

- ✓ The Regulations of the General Meeting.
- ✓ General Meeting: meeting notice, agenda and proposed resolutions.
- ✓ Board of Directors:
 - Board composition and Regulations.
 - Committees, their composition and their Regulations.
- ✓ Annual Corporate Governance Report.
- ✓ Annual Directors' Remuneration Report.
- ✓ Directors' Remuneration Policy.
- ✓ Internal Code of Conduct.

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