


**CIE** Automotive

## Social Action Policy


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## 1. Introduction

CIE Automotive, S.A. ("CIE Automotive" or the "Group", interchangeably) is of the opinion that social action carried out by the Group should provide solutions to the difficulties and needs existing in the communities where it operates.

## 2. Objectives

- ✓ Contribute to the improvement of the communities where CIE Automotive operates.
- ✓ Increase employee satisfaction.
- ✓ Improve the Company's reputation.

## 3. Principles and scope

The social action carried out by CIE Automotive is based on the following principles:

- ✓ **Collaboration:** CIE Automotive works together with its employees, other private organisations, public institutions and non-governmental organisations to increase the efficacy of its social action.
- ✓ **Transparency:** CIE Automotive works to continuously increase the transparency of its social action so that its impact can be clearly measured and used for the purposes agreed.
- ✓ **Contribution of additional value:** CIE Automotive views its social action as a contribution that is additional to its business contribution. Under no circumstances does it view its social action as a substitute for its business contribution.
- ✓ **Long-term commitment:** the initiatives carried out by CIE Automotive have a long-term focus and are intended to last over time.
- ✓ **Joint company-employees commitment:** CIE Automotive aims for the people employed in its various social action initiatives to be committed to the action in question.
- ✓ **Focus on disadvantaged places:** CIE Automotive's investments in social action, without neglecting any of the communities where it carries out its activities, will focus on those communities with the greatest socio-economic problems.


This policy and these principles apply to all Group activities regardless of where they are carried out around the globe.

## 4. Type of actions

The activities contained in the Social Action Policy of CIE Automotive are classified into the following categories:

- ✓ **Donations:** one-off economic aid to non-governmental organisations or similar organisations for the development of their social activities. This aid will be provided by the various Group companies in response to the particular challenges of their community.
- ✓ **Sponsorship and patronage:** sponsorship or patronage activities carried out either at the Group level or at the individual company level locally. In any event, the support provided will be in keeping with the principles indicated in this policy.

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- ✓ **Investments in communities:** long-term investments in the communities where CIE Automotive operates aimed at improving the situation of the aforementioned communities, ranging from long-term collaboration with non-governmental organisations to volunteer activities, involving employees of CIE Automotive and awareness programmes always in keeping with the principles of this policy.

The contributions may be made in kind or in cash, according to the nature of each action.

Each Group company will be free to select their own social action, provided that they are related to the experience acquired in their business and contribute to the objectives of this policy.

## 5. Supervision and review

On an annual basis, CIE Automotive will report on the social action carried out in the various geographic areas in which it operates, quantifying, to the extent possible, their impact on the communities.

Once the social actions carried out are completed, their social benefit will be monitored and ongoing activities will be defined so that the aforementioned initiatives are more successful.

To that end, a system of indicators will be designed that enables the benefits of the Group's social action to be assessed. All activities will be accompanied by an assessment of these indicators, the results of which will be analysed annually.

The content of this policy will be reviewed with the frequency indicated by the Corporate Social Responsibility Committee and the Board, to ensure that CIE Automotive follows best practices in relation to social action.

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