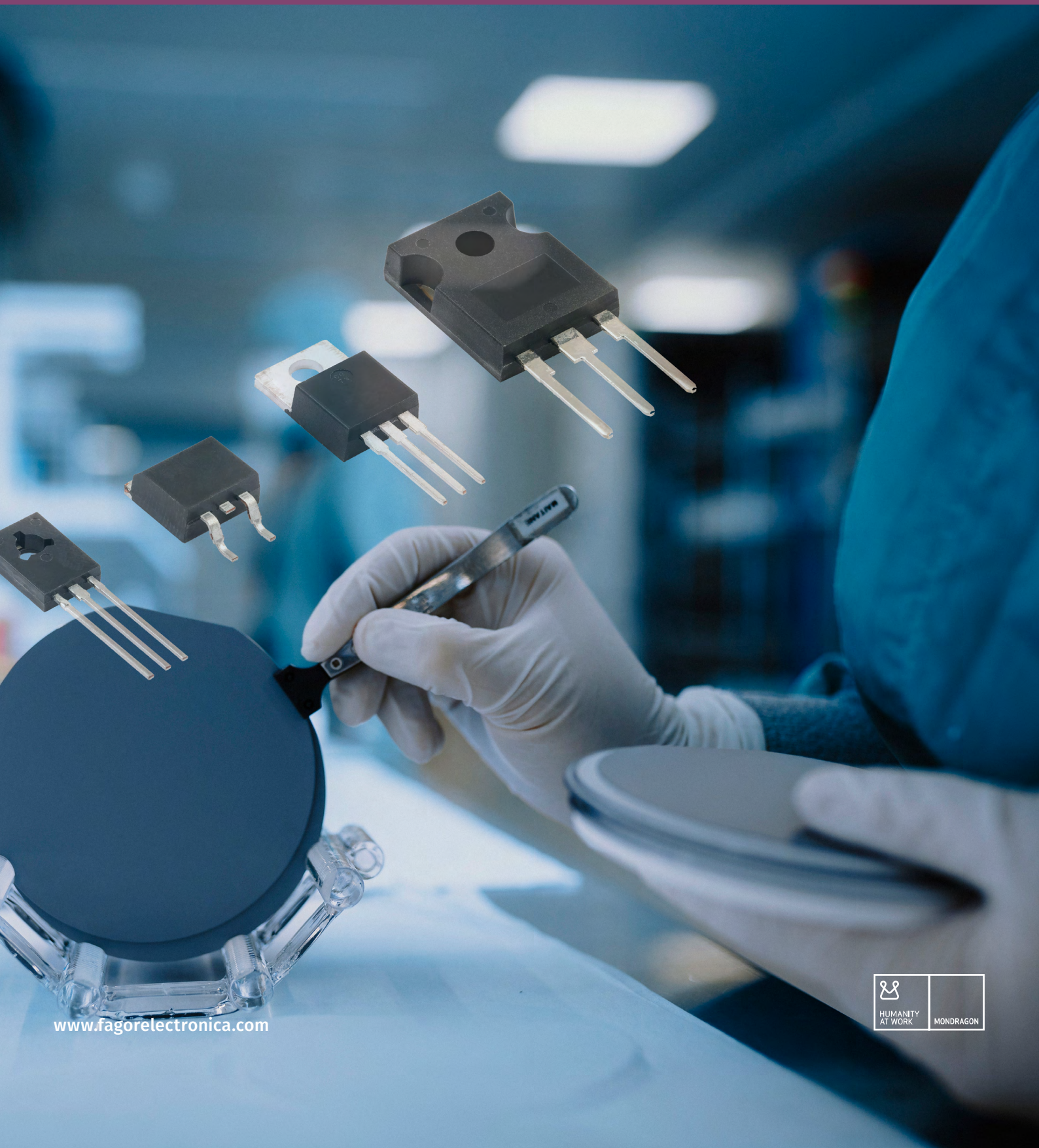


# Non-Financial Information Statement

## 2023

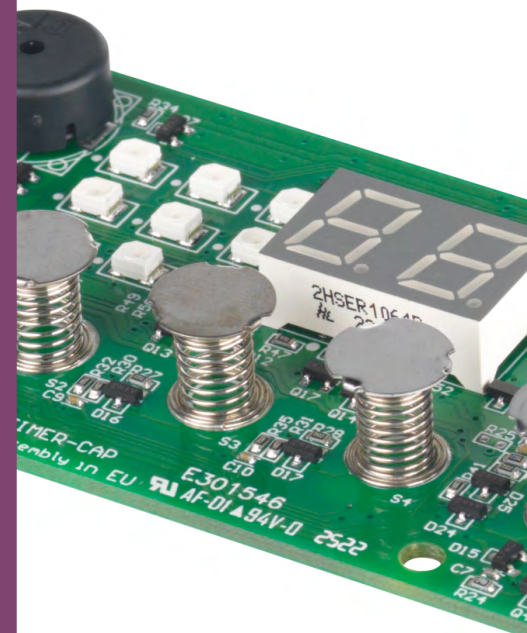


[www.fagorelectronica.com](http://www.fagorelectronica.com)



# Contents

Introduction	3
Business Model	5
Our mission	5
Our vision	5
Our values	5
Governance	6
Business and organization	8
Market trends and risks	9
Management Model - Due Diligence Policies and Procedures	11
Non-financial risk assessment	12
Key non-financial indicators	13
Information on Environmental Issues	14
Measures to prevent contamination	14
Circular economy and waste prevention and management	15
Sustainable use of resources	17
Climate change - Emissions	18
Biodiversity protection	18
Information on Social and Personal Issues	19
Employment - Remuneration	19
Work Organization	23
Health and safety	24
Social Relationships	25
Training	26
Accessibility	26
Equality	26
Respect for Human Rights	26
Fighting corruption and bribery	27
Information about the Company	28
Sustainable development	29
Subcontracting and suppliers	29
Consumer health and safety	29
Tax information	30
Appendix A- Staffing Distribution Tables	31
Appendix B - Relationship between contents of law 11/2018, sections of the report and standards applied.	36
Annexes	40





# Introduction

This document presents the Statement of Non-Financial Information of the Fagor Electrónica Group, in accordance with the requirements of Law 11/2018, of December 28, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing of Accounts, in terms of non-financial information and diversity.

The Board of Directors of Fagor Electrónica has opted to formulate the Statement of Non-Financial Information in a separate document, although the content of the Statement of Non-Financial Information forms part of the Consolidated Management Report.

All the information included in this document refers to the parent company and all the subsidiaries that make up the Fagor Electrónica Group.

The document gathers the necessary information to understand the evolution, results and situation of the Fagor Electrónica Group, and the impact of its activity with respect to environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as those related to personnel, including the measures adopted to favor the principle of equal treatment and opportunities between women and men,

non-discrimination and inclusion of people with disabilities, among others.

In the preparation of this report and in the selection of its contents, the results of the update to the double materiality of the organization, according to GRI standards, have been taken into account as part of the strategic reflection of the Fagor Electrónica Group and the review carried out in 2022 to include financial materiality.

The purpose of this matrix is to align the Group's sustainability strategy with the expectations of our stakeholders and with the negative or positive effects that the environment may have on the Group's economic value.

This double materiality was prepared by a team of people representing the Board of Directors and the Governing Board of Fagor Electrónica.

The process of obtaining the materiality of impact included determining the stakeholders, identifying the material issues to be addressed and prioritizing them according to their impact on the organization and their relevance to the stakeholders.

The conclusions of this study are shown in the following table:

Category 1	Category 2		Material issues	Partners/ CD	Customers	Workers	Suppliers	Public	Social agents
Economic and Governance	Economic	1	Economic performance - financial strength						
		2	Responsible supply chain management						
	Innovation	3	Innovation						
		4	Digitization						
	Ethics and Corporate Governance	5	Ethics, anti-corruption and business integrity						
		6	Privacy and confidentiality of information						
Environmental		7	Waste management						
		8	Climate change and energy						
		9	Water						
Social	Internships	10	Quality of employment						
		11	Occupational health and safety						
		12	Training and professional development / Talent attraction						
		13	Diversity and equal opportunity						
	Social action	14	Commitment to the community						

Level of expectations and needs

Hight

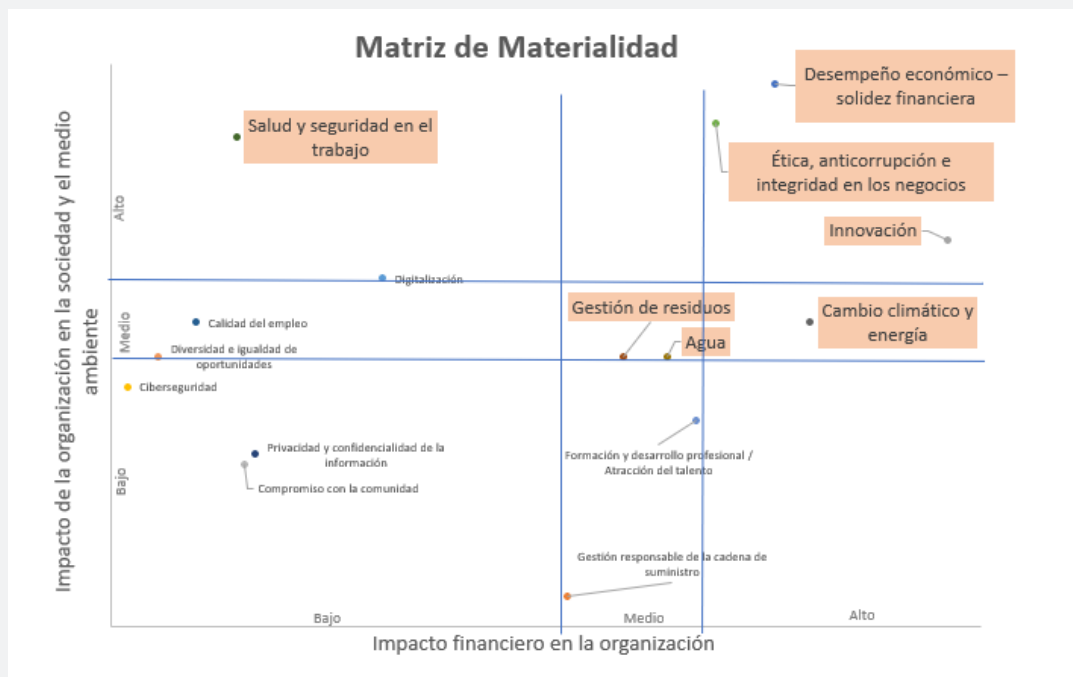
Medium

Low

In the case of financial materiality, global and sectoral risk analyses carried out by prestigious entities such as THE GLOBAL RISKS REPORT 2022 or the RISK HORIZON REPORT (see section “Trends and risks associated with the market”), on the one hand, and internal risks detected by the Group, on the other, were taken into account.

The incorporation of financial materiality entailed changes in the relevance of some issues, thus “quality of employment” and “digitalization” were replaced by “water” and “waste management” in the list of material issues of the Fagor Electrónica Group.

The following chart shows the conclusions reached by the work team, which were used to determine the material issues of the Fagor Electrónica Group.



MATERIAL MATTER	IMPACT AREA
Economic performance-financial strength	Economy-finance
Ethics, anti-corruption and business integrity	Ethics and corporate governance
Innovation	Innovation
Climate change and energy	Environment
Water	Environment
Waste management	Environment
Occupational health and safety	HHRR

It is planned to review this list every strategic period (4 years) in order to incorporate the lessons learned by the organization, as well as changes in the expectations of the different stakeholders and, in general, in the global context.

The next review will be used to align Fagor Electrónica’s material topics with the topics, subtopics and, where necessary, sub-subtopics, set by ESRS (European Sustainability Reporting Standards), as a guide to focus the Group’s sustainability efforts.



# Business Model

The Fagor Electrónica Group has its origins in the cooperative company Fagor Electrónica, S. Coop. which develops and manufactures electrical components for various uses.

Its birth dates back to 1959 with the manufacture of selenium plates and rectifiers as the Electronic Division of Ulgor, S. Coop.

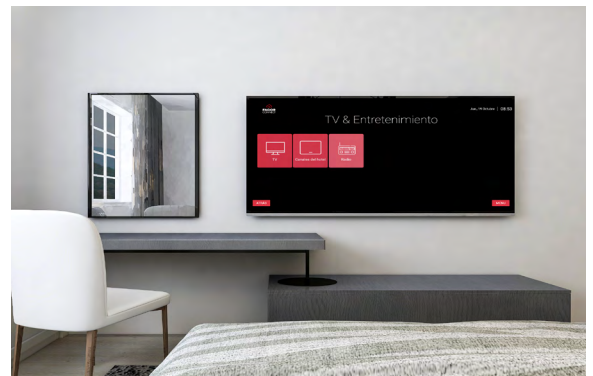
From then until today, the Fagor Electrónica Group has been evolving to adapt to new technologies and market demands, paying great attention to quality assurance systems.

Fagor Electrónica is part of the MONDRAGON GROUP, a corporation made up of more than 90 cooperatives, with more than 140 subsidiaries with a presence on five continents organized into four business areas: Finance, Industry, Distribution and Knowledge. The MONDRAGON Group has its own university and 14 R&D centers to nurture the cooperatives' talent and support their innovation strategies, and is internationally recognized as a model of inclusive competitiveness.

The headquarters of the Fagor Electrónica group is located in Arrasate-Mondragón (Gipuzkoa) and operates commercially in the five continents. It has subsidiaries in Santander, Colombia and Chile, and three production plants in Thailand, Mexico and Turkey.

## Our Mission

To develop an enduring socio-business group of products, services and electronic solutions, committed to a sustainable environment, competitive improvement, innovation and customer satisfaction, based on a set of proactive and co-responsible individuals and teams that foster a cooperative identity to generate wealth and transform society.



## Our vision

We aspire to be a diversified global group with excellent management excellence, in continuous growth with enthusiastic teams that accompany the development of our clients over time.

## Our values

The values are shared and related to all the workers that make up the Fagor Electrónica Group and are summarized in 5:

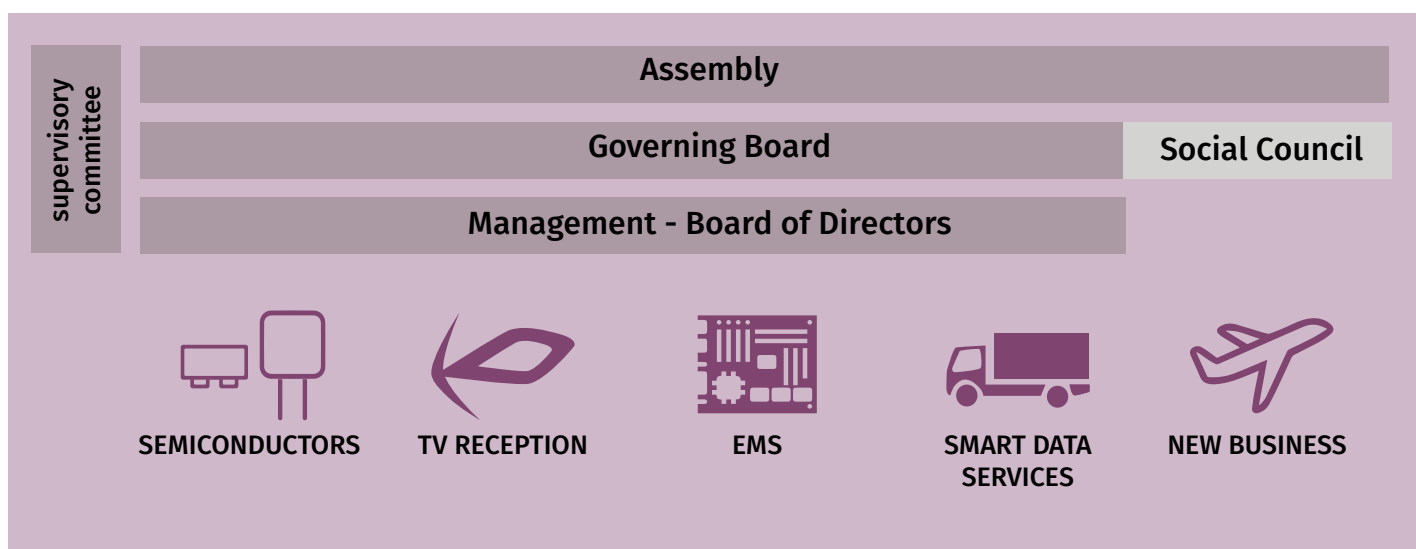
- Listening to the customer
- Commitment
- Openness to change
- Trust
- Cooperation



## Governance

The companies of the Fagor Electrónica group follow the guidelines of the parent company Fagor Electrónica, S. Coop., a COOPERATIVE company that makes people and cooperation the key elements of its project, and that understands capital as a means, with employment, sustainability and social transformation as its goals.

The governance model of Fagor Electrónica, S. Coop. guarantees transparency in decision making, management and accountability to all partners. It is a democratic and inclusive way of doing business, with owners and workers participating in the management to make competitive and sustainable projects.





## General Assembly

It is the governing body where:

- the bylaws and regulations governing the Cooperative are approved.
- the members of the rest of the Cooperative's governing and management bodies (Governing Council, Social Council and Supervisory Committee) are elected.

It is made up of all the worker-members. Each of them has one vote, regardless of their position in the company and is the meeting point where the common project is shared and approved.

Among the matters within its competence are: examining and censuring the management of the company, approving the accounts and balance sheets, agreeing on the distribution of surpluses and establishing the criteria for the application of the contribution for cooperative education and promotion and other purposes of interest.

## Governing Council

It is the collegiate body responsible for the management and representation of the Cooperative. It governs, approves and supervises the institutional and strategic scope. It is empowered to establish general guidelines for the company's actions and to carry out the other acts attributed to it by the legislation in force and the Cooperative's Bylaws.

It is made up of 6 members (2 women and 4 men), secretary, vice-president and president who come from the following areas of the company:

- Semiconductor Business Engineering
- Quality and Systems
- R&D of the Electronic Subcontracting business
- Semiconductor business R&D
- Shopping
- Electronic Subcontracting Business Maintenance

- Financial
- Signal Processing Business Commercial

## Management and Board of Directors

The Management, appointed by the Board of Directors and assisted and advised by the Board of Executive Officers, proposes and executes the strategic and operational management scope. The Board of Directors is the highest body of the company in all matters relating to business functions, acting under the supervision of the Board of Governors. Its main function is to foresee, plan and promote the company's business development in the entire field of social and business management.

It is currently made up of 7 men and 2 women.

The Quality and Systems Management leads the Sustainability Committee in which the Financial Management and the Presidency of the Cooperative also participate.

## Surveillance Committee

Its main functions are the review of the annual accounts, the review of the company's books, the supervision of the process of selection and appointment by the Assembly of the members of the other bodies and any other functions expressly entrusted to it by law.

It currently consists of 1 man and 2 women.

## Social Council

It is the representative body of the members of the company, with basic functions of information, advice and consultation of the Board of Directors in all those aspects that affect the conditions of the working members.

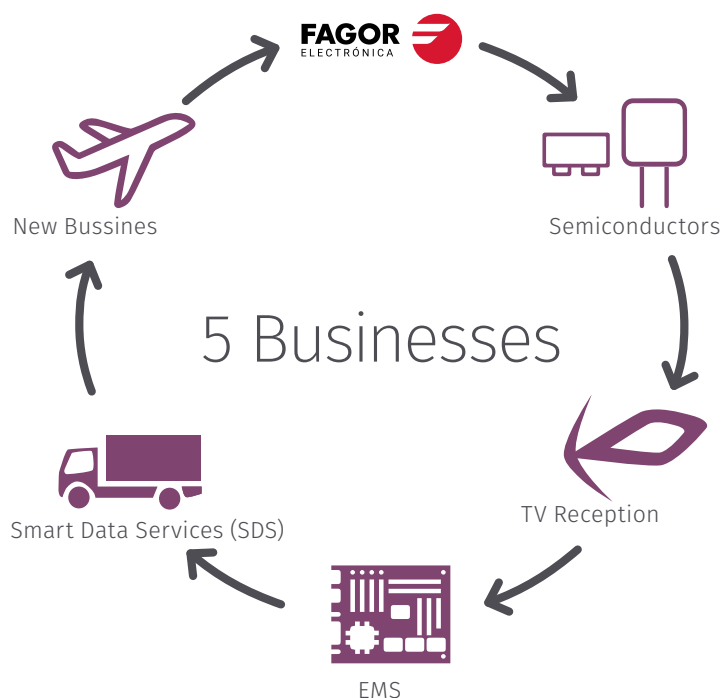
It is made up of 12 members (4 women and 8 men), who are elected by the workers of the area they represent.





## Business and organisation

It currently has 5 Businesses whose activities are:



**Semiconductors:** Discrete semiconductors to meet the needs of rectification, stabilisation, protection, regulation and control components, operating worldwide in the consumer, telecommunications, computers and automotive sectors.

It manufactures silicon chips for subsequent assembly in diodes and thyristors of different types and powers. It has class 10,000 and 1,000 clean rooms for such manufacture, with high levels of reliability.

**Signal Processing:** Design, manufacture and sale of electronic products for different applications:

TV reception: systems for digital and analogue TV reception, processing and distribution.

**Electronic Subcontracting (EMS):** Electronic sub-assemblies and electronic cards for different applications, mainly aimed at the sectors: Automotive, Household appliances, Industrial Electronics, Telecommunications

**Smart Data Services (SDS):** Fleet management and tracking systems via Internet and intranet.

**New Business:** Development of innovative solutions, oriented towards manufacturing, from where projects in different sectors such as: Automotive, Aeronautics and Energy are tackled.

### 589 WORKERS

It currently employs 589 people at seven locations:

### 7 LOCATIONS

**Fagor Electrónica S. Coop.** parent plant located in Mondragón where Marketing, Commercial Management, R&D&I, Production and Purchasing operations are carried out.

**Fagor Telecom, S.L.U.** located in Santander where operations related to the Fleet Management Business are carried out.

**Fagor Electronics LTD** located in Thailand where production operations are mainly carried out.

**Fagor Electronics Mexico** located in Mexico where production operations related to the Electronics Subcontracting Business are carried out.

**Fagor Telecom Colombia SAS** located in Colombia where operations related to the Fleet Management Business are carried out.

**Fagor Telecom Chile SPA** located in Chile where operations related to the Fleet Management Business are carried out.

**Fagor Electronics Turkey Teknoloji Sanayi Ve Ticaret Limited Şirketi** located in Turkey where production operations related to the Electronics Subcontracting Business are carried out.

Note: in 2023 the activity of Fagor Telecom Peru, S.A.C. has started. Data relating to this subsidiary will begin to be included in the 2024 report, since, due to its size and low activity in 2023, it has been considered of little relevance to the information contained in this report.

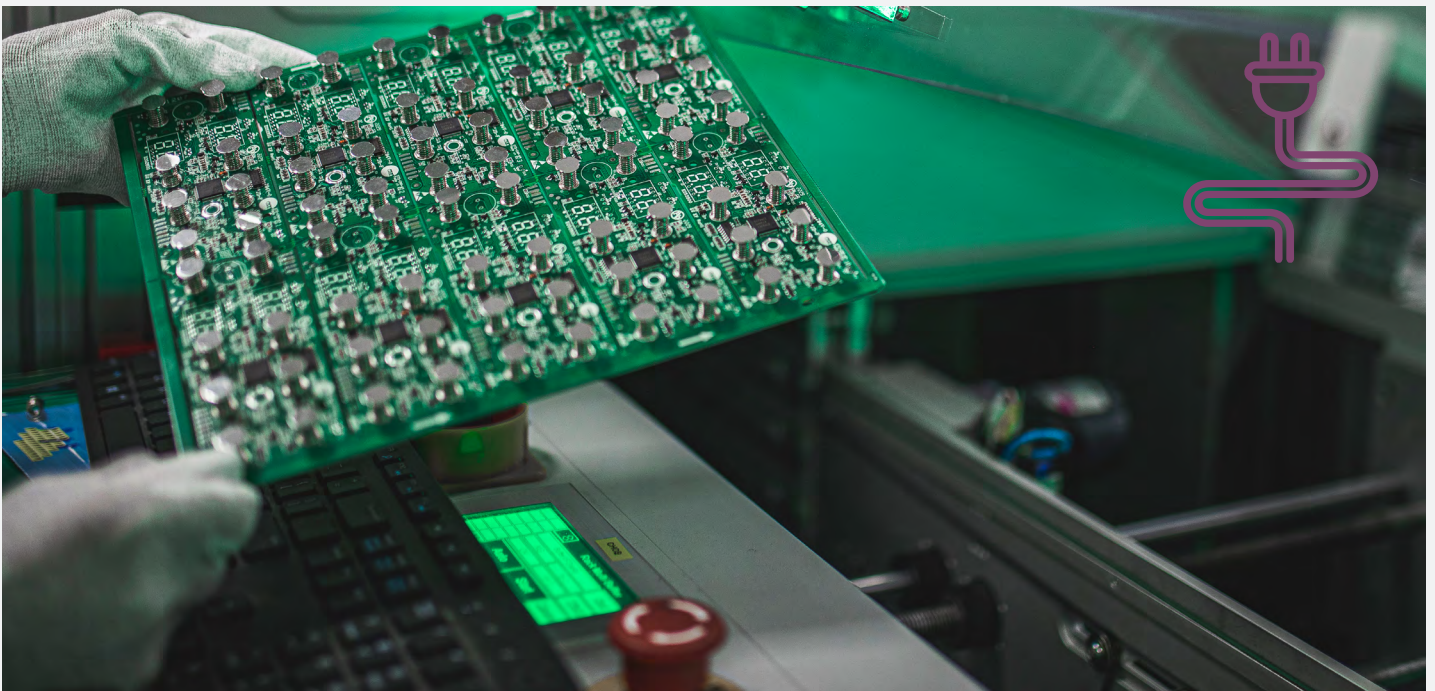
Fagor Electrónica's supply chain is composed of the following typology of suppliers:

- Chemical suppliers: Large multinational suppliers working for all industrial sectors.
- Suppliers of raw materials and components for the electronics industry: Silicon and metallic materials.
- Electronic components suppliers
- Suppliers of printed electric circuits.

Most of the suppliers in the supply chain are large and international suppliers. Therefore, the organization

manages the supply chain taking into account the resulting impacts, risks and opportunities, such as the possibility of supply shortages due to adverse socio-political situations or climate-related regulations.

Taking into account the new European regulations that are being developed, and that will be applicable to Fagor Electrónica in the coming years, the organization is preparing to develop a detailed IRO analysis that will allow it to strengthen its sustainability performance in terms of its supply chain.



## Trends and risks associated with the market

In 2021 the Fagor Electrónica Group started a new strategic period covering 2021-2024. As part of the strategic reflection process, the different contexts of the organization were analyzed, risks and opportunities were identified and, as a conclusion, the lines to be followed during these 4 years were marked.

For the 2021-2024 period, the growing electronification of traditional and new sectors has been identified as an opportunity and the main risks:

- Global competition is becoming more and more technically and economically prepared.
- Shortage of raw materials

- Protectionist policies
- Technological changes of component miniaturization and power increase
- Digitization of the different areas
- Difficulty in attracting talent in the usual fishing grounds
- Growing importance of environmental care

Regarding the risks of the environment and our sectors, Risk Horizon reports have been used and incorporated through the materiality study.

## Environmental and social risk

	Sector			Localización		
	Equipamiento eléctrico y electrónico	Semiconductores	Servicios de telecomunicaciones	México	España	Tailandia
Gestión de la energía	7.00	7.53	6.63	3.10	2.61	5.07
Emisiones GHG	N/A	3.00	N/A	4.36	2.89	4.73
Materiales peligrosos	7.40	6.00	N/A	4.73	2.14	4.49
Abastecimiento de materiales	5.00	7.00	4.90	2.61	4.22	5.62
Gestión de residuos	4.00	6.00	N/A	10.00	1.06	6.02
Gestión del agua	7.40	6.00	N/A	6.78	0.64	9.82
Estrés hídrico	N/A	6.00	N/A	7.00	7.43	3.32
Pivacidad de datos	N/A	N/A	6.50	1.74	0.02	1.23
Seguridad y salud laboral	N/A	5.20	N/A	7.32	5.76	6.70
Gestión del talento	N/A	5.00	N/A	5.04	N/A	4.14

Once the market trends and risks have been identified, strategies have been defined to respond to the factors identified and have been specified in the following challenges:

- **BUSINESSES WITH FUTURE/ DIMENSION:** double-digit annual growth
- **INTERCOOPERATION:** development of joint ventures with other companies
- **FLEXIBILITY AND ADAPTABILITY:** adapting the organization and systems to respond to market demands.
- **DIGITAL TRANSFORMATION:** take advantage of the development of digital tools to increase efficiency and market opportunities.
- **SUSTAINABILITY:** Alignment plan towards the SDGs.

## Governance risk

	Sector			Localización		
	Equipamiento eléctrico y electrónico	Semiconductores	Servicios de telecomunicaciones	México	España	Tailandia
Anticorrupción	6.33	4.00	5.10	5.77	N/A	3.37
Ética empresarial	6.33	N/A	4.90	7.90	2.90	7.10
Competitividad	6.33	6.50	6.47	2.50	3.75	1.00
Gestión del diseño de producto	8.03	6.67	5.50	4.94	1.97	2.42
Calidad y seguridad de producto	5.57	N/A	N/A	4.67	0.79	3.73
Sistematización de la gestión de riesgos	N/A	N/A	5.00	6.72	N/A	6.64

■ Bajo 
 ■ Bajo a moderado 
 ■ Moderado 
 ■ Moderado a alto 
 ■ Alto 
 ■ Sin datos



# Management model - Due diligence policies and procedures

The Fagor Electrónica Group's management model is based on the integrated PDCA (Plan - Do - Check - Act) management approach at all levels of the organisation: at the strategic level, at the process level (both operational and support) and at the systems level to manage all relevant aspects of its strategy and operations.

At the strategic level, the results derived from the management cycles at all levels are integrated, and together with the analysis of the external context of the organisation and its stakeholders, a review of the SWOT (Strengths - Weaknesses - Opportunities - Threats) and the challenges is carried out. The new challenges to be achieved in the next management cycle are then defined.

The Strategic Plan is deployed annually through the Management Plan. The necessary resources are quantified, the most appropriate organisation is defined to deploy the long, medium and short term strategy designed and, in turn, the strategic scorecard is drawn up to check the progress of each of the challenges defined.

At the process level, the guidelines derived from the Management Plan and the information derived from the fulfilment of objectives, action plans and risk analysis are collected annually to adjust the objectives of the next management cycle, identify the process elements that need to be adjusted and deploy the appropriate guidelines to teams, departments and individuals.

Process owners and their teams regularly monitor the objectives and actions under their management scope and take appropriate actions.

	Mondragon (1st issue date)	Thailand	México (date of 1st issue)
IATF16946	(date of 1st issue)	Mexico	28/02/2022
EN 9100	(date of 1st issue)		
EN 9110	18/07/2016		
EN ISO14001	2002	2014	
EN ISO 9001	1993	2002	2022

Annually, the owners report on the degree of compliance with their objectives, the performance of the projects deployed and the risk map of the process, proposing the appropriate improvement projects.

Due to the critical nature of the business in terms of compliance with the quality

requirements of customers, environmental protection, health and safety of employees and financial responsibility, the DC promotes the development of the **integrated management system** based on specific regulations, as shown in the following figure, and obtains the appropriate certifications.

Similar to the strategy and processes, the persons responsible for the integrated management systems (Quality, Environment, Occupational Health and Safety and Asset Liability) maintain the appropriate policies

and due diligence procedures. They deploy them throughout the organisation, periodically assessing their operation and annually reviewing and reporting on their adequacy.

## Non-financial risk assessment

The following table shows the management approaches used by the Fagor Electrónica Group for each of the relevant non-financial issues:

ISSUE	MANAGEMENT APPROACH
Environmental Issues Medium risk - Significant waste generation	Sistema integrado de gestión (Certificación ISO 14001)
Social and Personal Issues High risk - People-centred cooperative model	Articles of Association EESS Internal Cooperative Regulations (RIC) Code of Conduct People Development” Process Integrated management system Conflict management protocol
Respect for Human Rights Low risk throughout the value chain	Estatutos Sociales EESS Reglamento Interno Cooperativo (RIC) Código de conducta
Fighting corruption and bribery Low risk - Operations in mature sectors	Anti-bribery policy Code of Conduct Internal Cooperative Regulations (RIC) Criminal Risk Prevention Manual
Society Low risk - Cooperative model deeply rooted in our catchment area Our products have no impact on consumers	Corporate Social Responsibility Policy FAGOR Group Solidarity MONDRAGON Solidarity

The approaches are further elaborated below in the sections dealing with the specific issues.



## Non-financial key indicators

The Fagor Electrónica Group, with this statement of non-financial information, aims to provide a comparable, verifiable and accurate picture of the results and situation of the organisation in environmental, social, human rights, anti-corruption and personnel matters.

The internationally recognised and widely accepted GRI (Sustainability Reporting Standards) and the nationally recognised AECA (Spanish Association of Accounting and Business Administration) indicators have been used for the drafting of this Non-Financial Report.

These indicators comply with the criteria established in the Law, presenting comparable, accurate and verifiable information.

A table with the association between the requirements of the law 11/2018 INF and the reference standards used in the report is attached in Appendix B.





# Information on Environmental Issues

The Fagor Electrónica Group incorporates management measures within its processes to reduce the environmental impact generated by its activity and is certified by the ISO 14001 standard. The core of environmental management is the assessment of environmental risks in order to identify and prioritise areas of action to mitigate their impact.

Environmental impacts are monitored and appropriate operational controls have been designed to mitigate their harmful effects. There are also action plans in place to mitigate the environmental effects of catastrophic events.

Led by the owner of process M12 "Infrastructure Management", the risk map associated with this process is reviewed annually and actions are identified and prioritized to reduce the level of risks. Actions have been established to reduce energy consumption (see specific sections).

The budgets that the Fagor Electrónica Group has allocated to environmental management in the last two years are:

The Fagor Electrónica Group has contracted an insurance policy that sufficiently covers environmental risks.

All workers are periodically informed of the environmental results achieved.



508.953 €

2023 budget of the Fagor Electrónica Group  
dedicated to environmental management

496.496 €

2023 budget of the Fagor Electrónica Group  
dedicated to environmental management

## Measures to prevent contamination

The Fagor Electrónica Group has a solvent management plan and makes an annual solvent declaration. Reviews and inspections are carried out every 5 years according to law 38/72 on atmospheric environment protection and Decree 833/75, within the requirements of the law, on atmospheric emissions. The main emissions are volatile organic compounds, due to glass cleaning and deposition processes. All Fagor Electrónica Group emissions are below the maximum levels established by current legislation.

On the other hand, noise and light are not significant aspects in the activity of the Fagor Electrónica Group. The management system contemplates the periodic measurement of noise and the results measured are below the levels allowed by current regulations.

The emissions data presented have been obtained through measurements and include emissions from all plants.

Significant air emissions by weight and source are presented below:

Substance	Significant air emissions		Source (*)
	2023	2022	
NOX	3,9 Ton	3,4 Ton	Silicon etching processes
SOX	0,2 Ton	0,2 Ton	Cleaning processes
Volatile organic compounds (VOCs)	15,2 Ton	17,4 Ton	Glass cleaning and deposition processes
Particulate Matter (PM)	0,3 Ton	0,2 Ton	Blasting and potting process
Ozone-depleting gases	0,02 Ton	0,08 Ton	Cooling systems
<b>TOTAL</b>	<b>19,6 Ton</b>	<b>21,4 Ton</b>	

\*Source=Process from which the aforementioned emissions come from

These values are obtained from periodic measurements at emission points.

# 2023



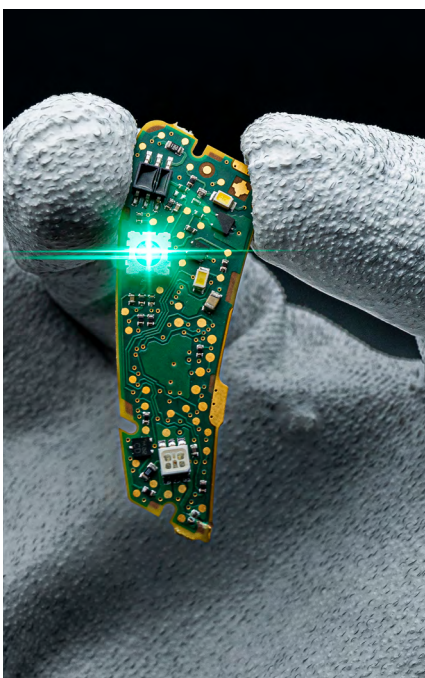
## 462 Ton

Hazardous waste



## 489 Ton

Non-hazardous waste



## Circular economy and waste prevention and management

The materials of which the containers used to supply the products are composed are:

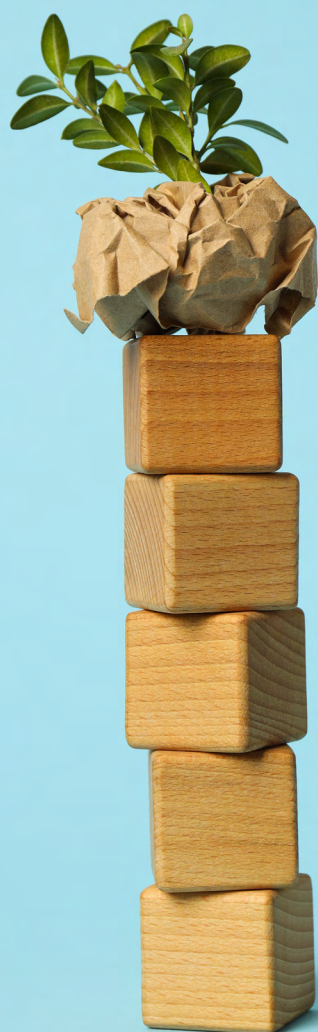
- Cardboard
- Plastics (antistatic expanded polystyrene, PBDE, EPP...,)
- Wood

Of all the limits set by R.D. 1055/2022, cardboard is the material that generates more packaging waste than the limit (15 tons). The measures implemented to reduce the impact of this waste are specified in Packaging Prevention Plans.

The following quantities of hazardous and non-hazardous waste are generated in the processes developed in the Fagor Electrónica Group.

	2023	2022
<b>Hazardous waste</b>	<b>462 Ton</b>	<b>491Ton</b>
Concentrated acids, used solvents	250 Ton	254 Ton
Sewage sludge	151 Ton	157 Ton
Rest	61 Ton	80 Ton
<b>Non-hazardous waste</b>	<b>489 Ton</b>	<b>470 Ton</b>
Plastics, epoxy resin residues	136 Ton	159 Ton
Copper	66 Ton	70 Ton
Cardboard	78 Ton	81 Ton
Rest	209 Ton	160 Ton

The data include the waste generated in all the plants of the Fagor Electrónica Group



These data are obtained from the weighing carried out at the waste managers' facilities.

Most of the hazardous waste originates during semiconductor manufacturing, specifically due to the need to use chemicals in the various processes.

Regarding the generation of non-hazardous waste, in the Electronic Subcontracting and Signal Processing businesses it is mainly linked to the packaging of electronic components used as raw material and in the Semiconductor business to the assembly processes of small formats (generation of copper cuttings) and injection of epoxy resin (material used in sprues).

Part of the waste is reused at our facilities and the rest is delivered to authorized waste managers for proper treatment, which in 2022 and 2023 will be as follows:

WASTE NOT DESTINED FOR DISPOSAL	2023	2022
<b>Hazardous waste</b>	<b>229,7 Ton</b>	<b>255,5 Ton</b>
Preparation for reuse	7,4 Ton	16 Ton
Recycling	222,3 Ton	239 Ton
Other recovery operations	0 Ton	0 Ton
<b>Non-hazardous waste</b>	<b>299 Ton</b>	<b>254 Ton</b>
Preparation for reuse	156 Ton	117 Ton
Recycling	139 Ton	135 Ton
Other recovery operations	4 Ton	2 Ton

WASTE FOR DISPOSAL	2023	2022
<b>Hazardous waste</b>	<b>232 Ton</b>	<b>236 Ton</b>
Incineration (with energy recovery)	0 Ton	0 Ton
Incineration (without energy recovery)	24 Ton	33 Ton
Transfer to landfill	23 Ton	27 Ton
Other disposal operations	185 Ton	176 Ton
<b>Non-hazardous waste</b>	<b>190 Ton</b>	<b>215 Ton</b>
Incineration (with energy recovery)	0,5 Ton	0,5 Ton
Incineration (without energy recovery)	0 Ton	0 Ton
Transfer to landfill	135 Ton	157 Ton
Other disposal operations	54 Ton	58 Ton

The Fagor Electrónica Group is continuously searching for improvements in the management of its waste in two ways:

- Reduction of the quantities produced for which, every 4 years, we carry out a Waste Minimization Plan where we identify and plan actions to reduce the waste generated.
- Encourage reuse. This interest is materializing in the FOOTPLASTIC project where Fagor Electrónica

collaborates with other companies (managers, laboratories, ...) to achieve a traceability system for plastic waste in order to guarantee the quality of the recycled product.

The Fagor Electrónica Group does not carry out specific actions to combat food waste because the impact generated by its activity in this aspect is minimal.



## Sustainable use of resources

The relevant resources for the Fagor Electrónica Group linked to its activity are water and energy.

In the case of water, there is daily monitoring of consumption to identify faults, anomalous situations, ...

and take the most appropriate measures.

Data on the volume of water withdrawn, consumed and discharged in the last two years:

	2023	2022
Total volume of water consumed	3,9 dam <sup>3</sup>	4,7 dam <sup>3</sup>
Total volume of water discharged	187 dam <sup>3</sup>	199 dam <sup>3</sup>
Total volume of water withdrawn	191 dam <sup>3</sup>	203 dam <sup>3</sup>

The main use of water is as a cleaning agent in processes with chemical products. Before entering the production system, the water is subjected to purification processes and, once used, it is purified to be discharged in compliance with the conditions legislated by the Administration.

The organization performs periodic analyses of this discharge to ensure that it complies with the parameters required by the different administrations.

### Annual water consumption (m<sup>3</sup>)



	2023	2022
Discharged water	187.379 dam <sup>3</sup> /year	199.00 dam <sup>3</sup> /year
Consumed water	3,9 dam <sup>3</sup> /year	4,7 dam <sup>3</sup> /year

During 2023, work has been done to reduce water consumption, especially at the Thailand plant, where reuse measures have been studied and implemented, resulting in a 13% reduction in the plant's water consumption.

With regard to actions to reduce energy consumption, in 2023 several areas of the Arrasate and Thailand plants have been changed to LED lighting, and in the latter, solar panels have been installed to light the parking lot.

**The direct energy data consumed by the Fagor Electrónica Group in 2023 are presented below. The energy data have been obtained from the meters that the organization has in the different plants:**



ELECTRICITY:	
2023	2022
18.836.956 kwh	19.102.585 kwh



### NATURAL GAS

2022	2021
3.587.782 kwh	2.706.128 kwh

The higher gas consumption is related to the air conditioning needs of our production areas, specifically the maintenance of humidity conditions. This parameter is critical for the process and, given the weather conditions in 2023, has meant a significantly higher consumption than in 2022.

As part of the Group's energy efficiency plan, the actions carried out in 2023 included: switching to LED lighting in several areas of the Arrasate and Thailand plants and installing solar panels to light the parking lot at the Thailand plant.

As for raw materials, the evolution of this cost for Fagor Electrónica has been as follows:

2023	2022
<b>41.011 k€</b>	<b>43.471 k€</b>



The current configuration of our information system does not allow us to provide data either in weight or volume.

## Climate change - Emissions

Greenhouse gas emissions generated as a result of the Fagor Electrónica Group's activity are reported by calculating the organization's Scope 1 and 2 carbon footprint.

The values for the last two years are as follows:

	Source	2023	2022
Direct GHG emissions (Scope 1)	Natural gas	725,63 Ton CO2	548,07 Ton CO2
	Diesel	4,68 Ton CO2	4,98 Ton CO2
	Fugitive Emissions	187,82 Ton CO2	335,4 Ton CO2
	<b>TOTAL</b>	<b>918,13 Ton CO2</b>	<b>888,45 Ton CO2</b>
	Plant	2022	2021
Indirect GHG emissions from imported electricity (market-based Scope 2)	Spain	2.595,9 Ton CO2	0 Ton CO2
	Thailand	4.319,6 Ton CO2	4.799,0 Ton CO2
	Mexico	266,0 Ton CO2	248,8 Ton CO2
	Turkey	132,7 Ton CO2	--
	<b>TOTAL</b>	<b>7.314,2 Ton CO2</b>	<b>5.047,8 Ton CO2</b>

Comparing 2023 and 2022 values:

-Despite the decrease in consumption at the plants in Spain and Thailand, the change of the Spanish plant's trading company means that the contribution to the carbon footprint is not zero.

-The Turkey plant is included in the calculation when production starts in 2023.

The organization's concern for the impact of our activity on the environment led us to systematize our actions following the ISO14001 scheme, a certification that the Mondragon plant has held since 2002 and the Thailand plant since 2014.

## Biodiversity protection

All Fagor Electrónica Group facilities are located either in industrial estates or urban areas, so the activity carried out in these locations does not generate significant impacts on biodiversity or other protected areas. For this reason, this report does not include information related to this aspect considered not relevant.





# Information on Social Issues and Personnel

People are a fundamental factor in the Fagor Electrónica Group, and as the vision of our organization states, our objective is to consolidate a successful socio-business model, based on enthusiastic and committed people, transforming their environment and enriching the Mondragón cooperative experience.

The people policies that we deploy through the M8 “People Development” process are consistent with the following internal regulatory documents:

- The Articles of Association of the parent company, which in the chapter “Declaration of Principles” includes the principle of “Work and Solidarity”.
- The Internal Regulations of the parent company, which form the basis of the Remuneration Policy, determine the general framework of the Group’s Remuneration, which is developed in Chapter IV “Labor Regime”, in Section III “Professional Classification”.
- The parent company’s code of conduct establishes the behavioral guidelines that should guide the daily work of employees in relation to their stakeholders.

These policies apply to all employees, regardless of their corporate status. The people management team, with people management as the owner, periodically evaluates the deployment of the policies and the functioning of the processes involved: recruitment, training, compensation, etc.

The Fagor Electrónica Group has developed a conflict management protocol, which establishes clear and effective principles for the prevention and treatment of interpersonal conflict situations.

The Committee for the Management of Conflicts and Situations of Harassment and Workplace Violence is the specialized technical body responsible for analyzing, evaluating, arbitrating and proposing solutions to situations of interpersonal conflict in any

of its variants and within the workplace. The committee is an advisory and informative body and acts under the direct responsibility of the governing bodies/directors of the cooperative.

In addition, in order to provide a means of communication to all employees, in addition to the hierarchical line, there is an internal confidential channel managed by the HR Department through which employees can raise doubts of interpretation or clarification of doubtful situations and report possible violations of ethical principles.

## Employment - Compensation

The Remuneration System of the Parent Company is the methodological reference for the different plants of the Fagor Electrónica group. Taking these bases as a reference and applying the respect and due compliance of these, each plant is adapted to the idiosyncrasy of the corresponding country, respecting the regulations and agreements to be applied in each case.

All employees at each plant are assigned to a job with a salary commensurate with the work and responsibilities performed, and no differentiation is made on the basis of race, religion, age or gender in order to avoid a wage gap.



Relief bonuses, night bonuses, seniority bonuses, etc. are related to the regulations and agreements of reference by Plant-Country and are applicable to the person in coherence with the position held.

The salary or wage increases that may be made in a fiscal year are equally applicable to all personnel of the entire plant, without any discrimination based on sex, race, religion, age, sexual orientation, nationality, marital status or socioeconomic status.

In the different plants, the salaries are in line with those existing in the labor market of the corresponding country, respecting in all cases the references of the collective labor agreement and/or sector.

No specific or different remuneration criteria are applied to the Senior Management than to all the employees of the Fagor Electrónica Group.

The evolution of the data related to people is presented below. Employees have been considered as employees and workers include partners (permanent and fixed-term) and relocated workers:



	2023	2022
Persons under contract at the end of the fiscal year	589	614
Women under contract at the end of the fiscal year	304	317
Individuals in senior management positions	21	17
Women in senior management positions	4	5

At 31 December 2023, 589 people make up the Fagor Electrónica Group's team.

**589** PEOPLE

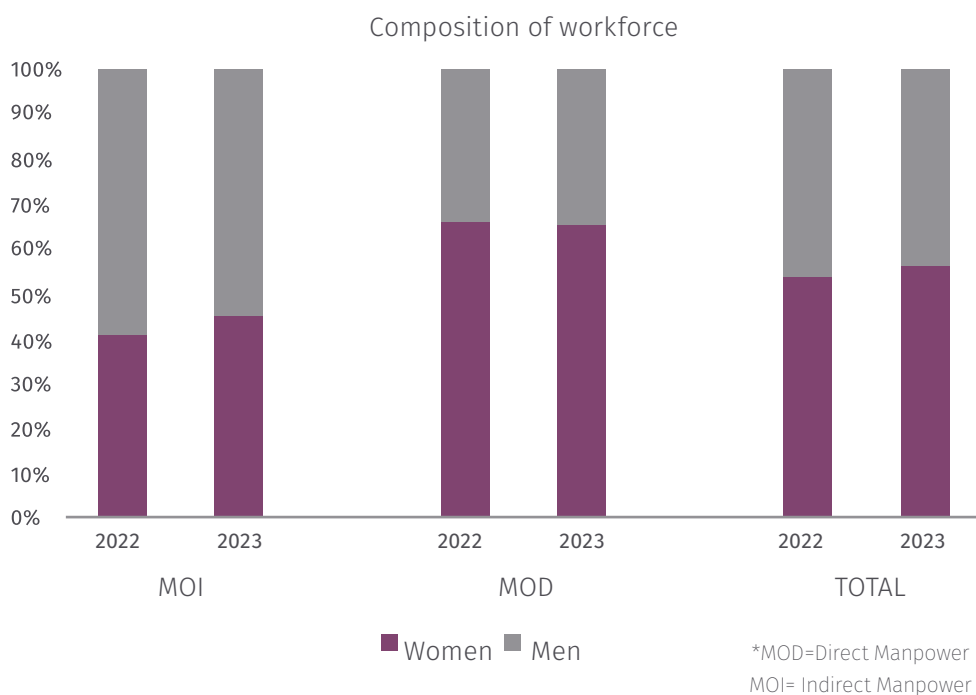


Detailed data on:

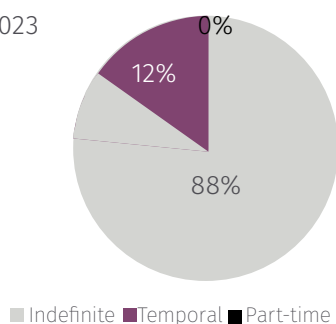
- distribution of workforce by country, employment category and gender for the last two years,
- number of contracts in force at the end of the last two fiscal years in number and average for each category.

- the evolution of hiring, voluntary departures and layoffs in the last two years

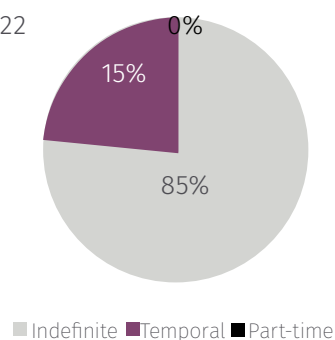
are included in Appendix A. A brief summary is shown in the following graphs:



Type of contract 2023



Type of contract 2022



The level of contracting is at 21%. This high value is related to the high turnover values in foreign plants.

The breakdown of the average remuneration in 2023 of

the Fagor Electrónica Group's plants in Spain, distributed by age, professional classification and gender, is as follows:

## Year 2023

Age	Average remuneration: MEN		Average remuneration WOMEN	
	MOI	MOD	MOI	MOD
Under 30	39.932 €	29.794 €	35.385 €	35.566 €
Between 30 and 50	47.894 €	35.684 €	44.447 €	35.463 €
Over 50	62.193 €	39.292 €	62.316 €	35.285 €
Media	45.156 €		39.196 €	

## Year 2022

Age	Average remuneration: MEN		Average remuneration WOMEN	
	MOI	MOD	MOI	MOD
Under 30	38.661 €	29.097 €	35.570 €	28.577 €
Between 30 and 50	49.018 €	37.469 €	43.969 €	35.842 €
Over 50	70.573 €	48.159 €	57.723 €	36.412 €
Media	46.943 €		39.062 €	

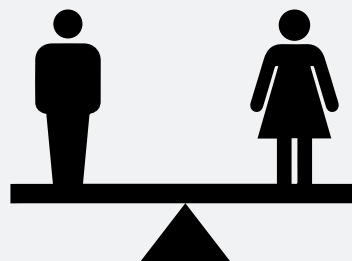
\*Does not include information from outside plants

\* The annual compensation has been calculated with the gross salaries of all men and women who worked during fiscal year 2023.

**Data Wage gap calculated as:**

Wage gap = (average pay for men - average pay for women) / (average pay for men).

	2023	2022
Other plants	21,0 %	13,2%
Spain	12,7%	16,4 %



Regarding the average compensation of the management team and the corresponding salary gap, we have the following data:

Year	Men			Women			Wage gap
	Annual Remuneration k€	NO.	Average k€	Annual Remuneration k€	NO.	Average k€	
2023	1341 k€	16	83 k€	267 k€	4	67 k€	20,3 %
2023	1072 k€	12	89 k€	297 k€	5	59 k€	33,5 %

These job salaries and their evolution disaggregated by gender, age and professional classification are in line with the company averages for similar positions.

Fagor Electrónica Group is committed to non-discrimination and inclusion of people with disabilities and universal accessibility. Thus in the year 2023 the Fagor

Electrónica Group has had in its staff 4 people, one of them belonging to another cooperative, with disabilities who occupy quality jobs, stable and on equal terms.





## Work Organization

The working conditions are included in the Internal Cooperative Regime, in articles 45 to 56, and regulate the following working conditions: Workday; Work Calendars; Overtime; Half Day; Shift Work; Flexible Schedule; Weekly Rest; Holidays; Annual Leave and Vacations.

Inspired by the cooperative framework and the legislation in force in each country, contracts are established for all group employees. The legal limits for the establishment of the working day or the working calendar of the employees are respected or improved, as well as all types of leaves (sickness, vacations, maternity, official holidays and equivalent).

Data on days not worked and days worked are shown, presenting the percentage of absenteeism in the last two years:

Year	Number of days not worked	No. of days worked	% Absenteeism
2023	6.536	147.488	4,2
2022	8.826	144.626	5,8

The following table shows the evolution of the number of people with reduced working hours in Spain as of December 31. This figure does not exist in the rest of the

Year	Women	Men
2023	12	2
2022	16	6

The analyses carried out with the different people in the workforce, as well as the company's labor regulations with a high degree of flexibility when it comes to adapting working hours to the particular needs of individuals, have led us to the conclusion that it is not necessary to establish specific digital disconnection policies.

The reality experienced in 2020 and 2021 with the implementation of new ways of working in order to cope with the impact of the pandemic, made us aware of the possibilities that opened up through these new ways of working in different areas such as attracting and retaining talent, the efficiency of coordination between teams and people located in distant places, as well as the facilities it introduces for better reconciliation of work and personal life. As a result of which, in 2022 the regulation of telematic work was addressed and tested in some jobs, obtaining high levels of satisfaction. In 2023, a map of positions susceptible to teleworking was drawn up and this possibility was opened to all identified positions.



## Health and Safety

The Fagor Electrónica Group's integrated system contemplates Occupational Health and Safety by addressing all the elements recommended by ISO45001 Occupational risk assessment procedures, definition of operational controls to mitigate risks, procedures for Health Surveillance, procedures for the treatment of incidents and accidents, internal audits, measurement mechanisms and evaluation mechanisms.

The Fagor Electrónica Group deploys, in all group companies, the occupational risk prevention plans designed in the parent company, so that all jobs have a risk assessment and a set of mitigation measures of a structural and personal nature (use of PPE, emergency plans, fire protection, ...).

The accident rate data for the last 2 years, segregated by type of contract, plant and gender, are shown below:



	2023							
	Spain				Rest of plants			TOTAL
	Partners	TCA	Men	Women	TCA	Men	Women	
Type of accidents	mild	mild	mild	mild	mild	mild	mild	<b>mild</b>
Number of accidents	10	4	1	13	9	5	4	<b>23</b>
Lost days	67,7	114,2	31,8	150,1	94,0	83	11	<b>275,8</b>
Total positions	259	47	159	147	283	126	157	<b>589</b>
Incidence rate	38,6	21,3	6,3	68,0	31,8	39,7	25,5	<b>34,0</b>
Deaths	0	0	0	0	0	0	0	<b>0</b>

	2022							
	Spain				Other plants			TOTAL
	Partners	TCA	Men	Women	TCA	Men	Women	
Type of accidents	mild	mild	mild	mild	mild	mild	mild	<b>mild</b>
Number of accidents	5	5	3	7	8	6	2	<b>18</b>
Lost days	65,9	124	11	178,9	133	31	102	<b>322,9</b>
Total positions	243	71	160	154	300	137	163	<b>614</b>
Incidence rate	12,3	42,3	12,5	26,0	26,7	43,8	12,3	<b>22,8</b>
Deaths	0	0	0	0	0	0	0	<b>0</b>

\*The members have also taken into account the employees of the Udalaitz cooperative.

Note: Incidence rate = number of accidents with sick leave of more than 1 day per 1,000 workers, including in itinere accidents.

In the Fagor Electrónica Group we have not detected any case of occupational disease during 2023.

## Social relations

Labor conditions are established in the Cooperative's Internal Regulations in Chapter IV, Articles 44-88, and apply to 100% of the workers.

In the Code of Conduct, Section III "Ethical Principles", point 4 "Conflict of Interest", the Fagor Electrónica Group explicitly states its respect for the performance of social and public activities by its members, the right to unionize, freedom of association and collective bargaining in the workplace, provided that they do not interfere with their professional activity.

The members of the Fagor Electrónica Group exercise their rights in accordance with the legal and statutory regulations and the agreements validly adopted by the bodies of the cooperative.

The management of the social and labor relations of non-members is carried out in accordance with labor and union legislation and the regulatory frameworks in force in each geographical area.

100% of the Fagor Electrónica Group's workforce is covered by collective bargaining agreements or similar.

Each center has its own communication channels between the company and its employees in order to inform, but also to receive and learn about people's concerns, demands, contributions and suggestions.

## Training

The automotive sector has very important quality requirements in management, at all levels, and to meet them, the Fagor Electrónica Group has qualified people in a permanent process of learning and improvement.

In its "People Management" process, the Fagor electronics Group has a "Conversations for improvement and teams" procedure which is used to identify the training and development needs of people. On the other hand, it has a "Training" procedure that allows the planning, implementation and evaluation of the training actions identified.

Both procedures are systematically audited by internal and external personnel. These procedures serve as guidelines for the plants located in the different geographical areas for the determination of an annual training plan, which is adjusted throughout the year according to new needs that arise or modifications that may occur in relation to what was planned.

Part of the effort invested by the Group in training corresponds to the induction plans. Historically, it is very important for the Fagor Electrónica Group that people receive adequate training, both when they start their work in any of the companies of the group, as well as when there is a change of position. The training given includes all those aspects that have to do with the correct performance of the job, contemplating not only technical aspects, but also all the policies of its integrated management system.

The average hours of training of the Fagor Electrónica Group's workforce over the last two years are shown below:

COUNTRIES/ GEOGRAPHICAL AREAS	TOTAL NUMBER OF TRAINING HOURS IN 2023			NUMBER OF PEOPLE TRAINED IN 2023		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	439	4718	<b>5156</b>	20	254	<b>274</b>
Other plants	433	528	<b>961</b>	27	70	<b>97</b>

COUNTRIES/ GEOGRAPHICAL AREAS	TOTAL NUMBER OF TRAINING HOURS IN 2023			NUMBER OF PEOPLE TRAINED IN 2023		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
España	837	3376	<b>4213</b>	33	133	<b>166</b>
Resto plantas	270	235	<b>505</b>	69	48	<b>117</b>





## Accessibility



Accessibility is contemplated in the organization's emergency plan. Fagor Electrónica's facilities allow access for people who need wheelchairs to ensure their mobility.

## Equality

Section III point 3 "Labor Relations" of our Code of Ethics, includes the commitment of the Fagor Electrónica Group to ensure that all its members, regardless of their employment or corporate relationship or their sex, origin and religion, have equal employment, promotion and development opportunities.

Fagor Electrónica has an Equality Plan whose objective is to work and improve continuously in this area.

The ethics channel, together with the conflict management procedure, are the mechanisms designed by the Fagor Electrónica Group to deal with cases in which a conflict may have arisen with respect to this matter.

In 2023, one complaint related to equality was received which, after applying the defined protocol, was filed as not applicable.

## Respect for Human Rights

The Fagor Electrónica Group recognizes the fundamental principles of the Declaration of Human Rights, as defined by the United Nations in 1948, and they constitute a frame of reference for the way of acting in the organization.

Section III point 3 "Labor Relations" expressly includes the commitment of the Fagor Electrónica Group to guarantee not to hire minors and not to resort to forced labor.

The ethics channel (see information on social and personal issues) is the communication channel for reporting and investigating any non-compliance with these policies.

In 2023, no issues related to non-compliance with human rights have been addressed.



# Fighting corruption and bribery

The Fagor Electrónica Group has established an anti-corruption policy where the necessary measures are determined to prevent, detect and sanction fraudulent acts and the use of the functions and means of the Fagor Electrónica Group, for economic or other benefit, of the employees, managers or members of the administrative bodies of these.

The employees of the Fagor Electrónica Group, as well as any person or entity working on its behalf or representation, may not offer, make, promise or authorize the payment of any sum of money or valuable goods, directly or indirectly, to any individual, government official, political party, representative, member or candidate of a political party or political office, in order to provide, obtain or retain any business, favor, interest or dishonest advantage to the Fagor Electrónica Group.

Any decision to favor the Fagor Electrónica Group with preferential conditions, or to provide confidential, private information, which could give the Group a dishonest advantage, is included in this prohibition.

The anti-corruption policy is an essential part of the ethical principles and standards of behavior and action contained in the Code of Conduct.

On the other hand, in Chapter V of the Cooperative's Internal Regulations on the labor disciplinary regime, Article 92 contemplates as a very serious offense "directly or indirectly managing or accepting, from

Cooperative customers or third parties in general, remuneration, promises, advantages or prerogatives of any kind, for performing or having performed a service for the Cooperative" and "Fraud, embezzlement, misappropriation, misappropriation and the like; fraud, disloyalty or abuse of trust in the tasks entrusted to it".

The Fagor Electrónica Group has a Surveillance Committee and the corresponding external audits as a preventive element against the risk of money laundering.

In addition, in 2022, the Compliance Committee (Criminal Compliance) was created to be responsible for monitoring and complying with the Criminal Risk Prevention Manual approved by the Group's Board of Directors.

No issues related to corruption, bribery or money laundering have been addressed in 2023.



# Information about the Company

- The Corporate Social Responsibility policy of the Fagor Electrónica Group is intrinsically linked to its culture as a cooperative organization. It pursues the sustainable development of the environment, in the different locations where it is located, as well as the defense of the interests and general welfare of customers, suppliers, workers and other stakeholders.

The corporate responsibility of the Fagor Electrónica Group is based on 3 axes:

- Basic cooperative principles.
- People development, wealth generation and sustainable development.
- Ethical corporate governance.

## Desarrollo sostenible

Fagor Electrónica, S.Coop. belongs to Mondragón Corporación, an organization that considers social transformation as one of ten Cooperative principles.

Fagor Electrónica, S.Coop. is also part of the Fagor Group, a regional group of cooperatives whose main objectives are to develop a common people management model and an inter-cooperation project with the environment in which they operate.

Said inter-cooperation project is governed by a regulation "Regulation 1/2018, on Criteria for the application of the

Contribution for Cooperative Education and Promotion and Other Purposes of Public Interest" and establishes that 12% of the profits of the Fagor Group's cooperatives be allocated to support the development of community aid projects, in the fields of Education, Social and Cooperative Development, and Community Distribution.

Within this framework, the Fagor Electrónica Group has allocated 225,480€ to different Social Transformation and Sustainability projects. This amount has been distributed as follows:

Funds	Quantity 2023 (€)	Quantity 2022 (€)
FAGOR Group Social Transformation Group initiatives	37.580 €	54.221 €
Intercooperative Education and Promotion Fund managed by the Mondragon group	37.580 €	54.221 €
Funds managed by the Fagor Group	150.320 €	216.868 €

Detail of funds managed by the Fagor Group	Quantity 2023 (€)	Quantity 2022 (€)
<b>Educational promotion</b>		
Gizabidea Foundation	37.580 €	54.221 €
<b>Social and Cooperative Promotion</b>		
Debagoiena 2030	37.580 €	54.221 €
Normalization of the Basque language	36.077 €	52.053 €
Cooperation with developing countries/ Mundukide	15.032 €	21.689 €
Intercooperation and Cooperative Promotion	9.019 €	13.063 €
<b>Community distribution</b>		
Social Transformation Projects in Cooperatives	3.006 €	7.621 €
Projects managed by the Fagor Electrónica Group's Social Transformation Committee	12.026 €	14.000 €
<b>Total awarded</b>	<b>150.320 €</b>	<b>216.868 €</b>



Additionally, within the parent cooperative, a Social Transformation Committee has been created which, in addition to distributing the economic aid assigned in the table above, promotes participation as volunteers in different initiatives. Specifically, in 2023 we have collaborated with:

- **Banco de Alimentos:** collaborating with volunteers in the food collection campaign.
- **Ointxe Sports Club:** third year of economic collaboration with all the Club's women's teams.
- **Zaporeak:** collaborating in the collection of food for refugees in Lesbos (Greece).
- **UNICEF:** collaborating in the campaign to collect donations for the children of Palestine.
- **Mundukide:** collaborating in the fundraising campaign following the earthquake in Turkey and participating in the annual solidarity race organized to promote the Mundukide Foundation.
- **FagorMugi:** to continue to promote the application launched in 2020, which aims to promote the use of alternative means of transport to private vehicles.

## Subcontracting and suppliers

In our supplier selection process, and due to the size and nature of our suppliers, we require evidence of management of their environmental impacts and evidence of compliance with legislation related to the origin and composition of the raw materials they supply directly or incorporate into the components we purchase.

We have not incorporated requirements relating to other non-financial matters in our purchasing policies due to the low level of risk in these matters associated with our supply chain and the low level of influence of our organization in the list of our significant suppliers.

## Consumer health and safety

Fagor Electrónica Group products reach the final consumers, but as components manipulated by a third party in a final product. As a component manufacturer, we comply with all European legislation associated with CE marking.

As described in the previous section, we require our suppliers to provide evidence of legal compliance with respect to the raw materials and components that we incorporate into our final products.



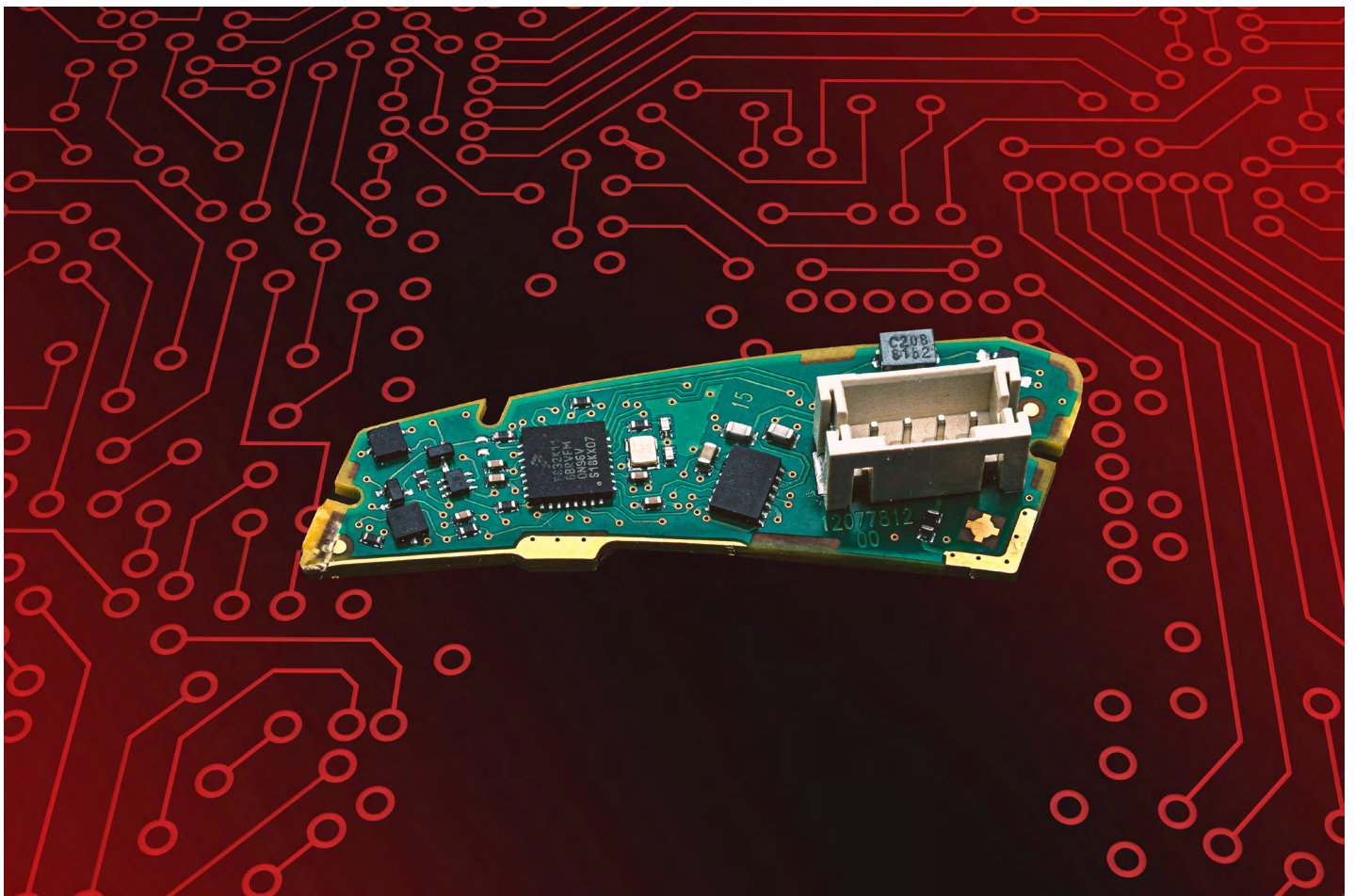
## Tax information

In the 2023 financial year, the contribution by country to the Fagor Electrónica Group's profit before tax and the tax information on taxes on profits paid and public subsidies received are as follows (in thousands of euros):

	Year 2023		Year 2022	
	Spain	Other plants	Spain	Other plants
Profit before taxes	2.300 k€	-843 k€	2.392 k€	-927 k€
Taxes on benefits paid (*)	44 k€	0 k€	8 k€	5 k€
Public subsidies received (**)	1.646 k€	0 €	165 k€	0 €

\*Net amounts actually paid in the year 2023 will be computed, including income taxes accrued in prior periods that have been paid in the year and, on the contrary, income taxes accrued in the period but to be paid in the future are not included. Also included, if applicable, are refunds from previous years.

\*\* Includes non-refundable grants received in fiscal year 20 23.



## Appendix A- Staffing Distribution Tables

Distribution of workforce by country, employment category and gender for the last two years:

2023							
Countries/ geographical areas	MEN			WOMEN			TOTAL persons employed
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	108	51	159	62	85	147	306
<30	19	9	28	9	5	14	42
between 30 and 50	62	33	95	44	49	93	188
>50	27	9	36	9	31	40	76
Thailand	44	31	75	44	75	119	194
<30	13	14	27	12	23	35	62
between 30 and 50	29	17	46	28	48	76	122
>50	2	0	2	4	4	8	10
Colombia/Chile	19	0	19	8	0	8	27
<30	8	0	8	0	0	0	8
between 30 and 50	11	0	11	8	0	5	19
> 50	0	0	0	0	0	0	0
Mexico	14	8	22	7	10	17	39
<30	6	5	11	4	4	8	19
between 30 and 50	8	3	11	2	4	6	17
> 50	0	0	0	1	2	3	3
Turkey	7	3	10	4	9	13	23
<30	3	1	4	4	2	6	10
between 30 and 50	4	2	6	0	7	7	13
> 50	0	0	0	0	0	0	0
TOTAL	192	93	285	125	179	304	589



2022							
Countries/ geographical areas	MEN			WOMEN			TOTAL persons employed
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<b>Spain</b>	<b>107</b>	<b>53</b>	<b>160</b>	<b>55</b>	<b>99</b>	<b>154</b>	<b>314</b>
<30	17	8	25	4	6	10	35
between 30 and 50	66	37	103	42	60	102	205
>50	24	8	32	9	33	42	74
<b>Thailand</b>	<b>48</b>	<b>48</b>	<b>96</b>	<b>50</b>	<b>90</b>	<b>140</b>	<b>236</b>
<30	26	37	63	19	43	62	125
between 30 and 50	20	11	31	27	46	73	104
>50	2	0	2	4	1	5	7
<b>Colombia/Chile</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>15</b>
<30	4	0	4	1	0	1	5
between 30 and 50	8	0	8	2	0	2	10
> 50	0	0	0	0	0	0	0
<b>Mexico</b>	<b>10</b>	<b>13</b>	<b>23</b>	<b>3</b>	<b>12</b>	<b>15</b>	<b>38</b>
<30	6	4	10	1	4	5	15
between 30 and 50	4	9	13	1	5	6	19
> 50	0	0	0	1	3	4	4
<b>Turkey</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>11</b>
<30	1	1	2	1	0	1	3
between 30 and 50	3	1	4	0	4	4	8
> 50	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>181</b>	<b>116</b>	<b>297</b>	<b>112</b>	<b>205</b>	<b>317</b>	<b>614</b>

The following tables show the number of contracts in force at the end of the last two fiscal years in number and average for each category.

Number of contract types

2023							
Indefinite	MEN			WOMEN			TOTAL
	<30	MOD	TOTAL	MOI	MOD	TOTAL	
<b>Between 30 and 50</b>	<b>167</b>	<b>85</b>	<b>252</b>	<b>105</b>	<b>159</b>	<b>264</b>	<b>516</b>
>50	38	27	65	21	33	54	119
Temporary	105	50	155	71	97	168	323
<30	24	8	32	13	29	42	74
<b>Between 30 and 50</b>	<b>25</b>	<b>8</b>	<b>33</b>	<b>19</b>	<b>20</b>	<b>39</b>	<b>72</b>
>50	8	2	10	8	1	9	19
Part-time	12	5	17	10	11	21	38
<30	5	1	6	1	8	9	15
<b>Between 30 and 50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>
>50	0	0	0	0	0	0	0
TOTAL	0	0	0	1	0	1	1
>50	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>192</b>	<b>93</b>	<b>285</b>	<b>125</b>	<b>179</b>	<b>304</b>	<b>589</b>

2022							
Indefinite	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<b>Between 30 and 50</b>	<b>156</b>	<b>98</b>	<b>254</b>	<b>103</b>	<b>162</b>	<b>265</b>	<b>519</b>
>50	39	43	82	24	47	71	153
Temporary	93	51	144	66	92	158	302
<30	24	4	28	13	23	36	64
<b>Between 30 and 50</b>	<b>25</b>	<b>18</b>	<b>43</b>	<b>9</b>	<b>43</b>	<b>52</b>	<b>95</b>
>50	15	7	22	3	6	9	31
Part-time	8	7	15	5	23	28	43
<30	2	4	6	1	14	15	21
<b>Between 30 and 50</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
>50	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0
>50	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>181</b>	<b>116</b>	<b>297</b>	<b>112</b>	<b>205</b>	<b>317</b>	<b>614</b>

## Average contract types

2023							
Types of contracts	Average MALES			Average WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<b>Indefinite</b>	<b>28%</b>	<b>14%</b>	<b>43%</b>	<b>18%</b>	<b>27%</b>	<b>45%</b>	<b>88%</b>
<30	6%	5%	11%	4%	6%	9%	20%
Between 30 and 50	18%	8%	26%	12%	16%	29%	55%
>50	4%	1%	5%	2%	5%	7%	13%
<b>Temporary</b>	<b>4%</b>	<b>1%</b>	<b>6%</b>	<b>3%</b>	<b>3%</b>	<b>7%</b>	<b>12%</b>
<30	1%	0%	2%	1%	0%	2%	3%
Between 30 and 50	2%	1%	3%	2%	2%	4%	6%
>50	1%	0%	1%	0%	1%	2%	3%
<b>Part-time</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<30	0%	0%	0%	0%	0%	0%	0%
Between 30 and 50	0%	0%	0%	0%	0%	0%	0%
>50	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>33%</b>	<b>16%</b>	<b>48%</b>	<b>21%</b>	<b>30%</b>	<b>52%</b>	<b>100%</b>

2022							
Types of contracts	Average MALES			Average WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<b>Indefinite</b>	<b>25%</b>	<b>16%</b>	<b>41%</b>	<b>17%</b>	<b>26%</b>	<b>43%</b>	<b>85%</b>
<30	6%	7%	13%	4%	8%	12%	25%
Between 30 and 50	15%	8%	24%	11%	14%	26%	49%
>50	4%	1%	5%	2%	4%	6%	10%
<b>Temporary</b>	<b>4%</b>	<b>3%</b>	<b>7%</b>	<b>2%</b>	<b>6%</b>	<b>8%</b>	<b>15%</b>
<30	2%	1%	4%	1%	0%	1%	5%
Between 30 and 50	1%	1%	2%	1%	4%	5%	7%
>50	0%	1%	1%	0%	2%	2%	3%
<b>Part-time</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<30	0%	0%	0%	0%	0%	0%	0%
Between 30 and 50	0%	0%	0%	0%	0%	0%	0%
>50	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>29%</b>	<b>19%</b>	<b>48%</b>	<b>20%</b>	<b>32%</b>	<b>52%</b>	<b>100%</b>



The following tables show the evolution of hiring, voluntary severance and dismissals in the last two years:

Hiring	2023		2022	
	MEN	WOMEN	MEN	WOMEN
Spain	14	8	19	10
Other plants	64	38	115	168
RECRUITMENT RATE	21%		51%	

Voluntary resignations	2023		2022	
	MEN	WOMEN	MEN	WOMEN
Spain	20	22	6	8
Other plants	68	46	86	174

Hiring	2023	2022
<30	60	212
Between 30 and 50	61	91
>50	3	6
Total	124	309

Voluntary resignations	2023	2022
<30	76	183
Between 30 and 50	69	91
>50	11	0
Total	156	274

2023							
Layoffs	MEN			WOMEN			TOTAL despidos
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<30	-	0	0	-	0	0	0
Between 30 and 50	2	0	2	1	-	1	3
>50	-	-	0	-	0	0	0
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>

2022							
Layoffs	MEN			WOMEN			TOTAL despidos
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<30	-	1	1	-	1	1	2
Between 30 and 50	3	0	3	1	-	1	4
>50	-	-	0	-	1	1	1
<b>TOTAL</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>7</b>

## Appendix B - Relationship between contents of law 11/2018, sections of the report and standards applied.

Information required by law regarding non-financial and diversity information	Report chapter	Reference standards
<b>General information</b>		
Brief description of the group's business model	Business Model	GRI 2-1 GRI 2-2 GRI 2-6 a
Geographic presence	Business Model	GRI 2-1 d
Organizational objectives and strategies	Management model	GRI 2-23 GRI 2-24 NO GRI
Main factors and trends that may affect its future development		
Mention in the report of the national, European or international reporting framework used for the selection of the non-financial key performance indicators included in each of the sections.	Introduction Appendix B	
If the company complies with the non-financial reporting law by issuing a separate report, it must be expressly stated that such information is part of the management report.		
Description of the policies applied by the group with respect to such issues, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and for verification and control, including what measures have been adopted.	Information on environmental issues	GRI 3-3 c GRI 2-23
The results of these policies, which should include relevant non-financial key performance indicators to enable monitoring and evaluation of progress and to facilitate comparison across societies and sectors, in accordance with the national, European or international frameworks used.	Information on social and personal issues  Respect for human rights  Company information	GRI 2-24
The main risks related to these issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with the national, European or international frameworks of reference for each subject matter. Information should be included on the impacts that have been detected, with their breakdown, in particular, on the main risks in the short, medium and long term.	Introduction (Double materiality)	

Information required by law regarding non-financial and diversity information	Report chapter	Referenc standards
<b>Information on environmental issues</b>		
Current and foreseeable effects of the company's activities on the environment and, if applicable, on health and safety.	Information on environmental issues	No GRI
Environmental assessment or certification procedures		No GRI
Resources dedicated to environmental risk prevention		No GRI
Application of the precautionary principle		Application of the precautionary principle
Amount of provisions and guarantees for environmental risks		No GRI
Measures to prevent, reduce or remediate emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	Measures to prevent contamination	GRI 3-3 a GRI 2-25
Measures for prevention, recycling, reuse, other forms of recovery and disposal of wastes	Circular economy and waste prevention and management	GRI 301-2 GRI 306-1 GRI 306-2 GRI 306-4
Actions to combat food waste		No GRI,
Water consumption and water supply according to local constraints	Sustainable use of resources	GRI 303-1 GRI 303-5
Consumption of raw materials and measures taken to improve the efficiency of their use		GRI 301
Direct and indirect consumption of energy		GRI 302-1
Measures taken to improve energy efficiency		GRI 302-4
Use of renewable energies		GRI 302-1
Significant elements of greenhouse gas (GHG) emissions generated as a result of the company's activities, including the use of the goods and services it produces.	Climate change and emissions	GRI 305-1 GRI 305-2
Measures taken to adapt to the consequences of climate change		GRI 201-2
Actions taken to preserve or restore biodiversity	Biodiversity protection	Not applicable
Impacts caused by activities or operations in protected areas		



Information required by law on non-financial and diversity information	Report chapter	Reference standards
<b>Information on social and personnel issues</b>		
Total number and distribution of employees according to representative diversity criteria (gender, age, country, etc.)	Employment - Remuneration  Appendix B	GRI 2-7 a GRI 405-1
Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational classification		GRI 2-7 b.
Average annual number of permanent contracts, temporary contracts and contracts with a permanent status		NO GRI,
part-time by gender, age and occupational classification		GRI 401-1
Number of redundancies by gender, age and occupational classification		No GRI,
Average earnings and their evolution broken down by gender, age and occupational classification or equal value.		GRI 405-2
Wage gap, the remuneration for equal or average jobs in society		GRI 2-19a
Average remuneration of directors and senior management		No GRI
Implementation of work disengagement policies		GRI 405-1
Organisation of working time	Work organisation	No GRI
Number of absence hours		GRI 403-9
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.		GRI 401-3
Health and safety conditions at work	Health and safety	GRI 403-1,2
Accidents at work, in particular their frequency and severity, as well as occupational diseases, disaggregated by sex.		GRI 403-9
Occupational diseases (frequency and severity) disaggregated by sex		No GRI
Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	Social Relations	No GRI
Percentage of employees covered by collective bargaining agreements by country		Social Relations
The balance sheet of collective agreements, particularly in the field of health and safety at work		No GRI
Policies implemented in the field of training	Training	GRI 404-2
The total number of training hours per professional category		GRI 404-1
Integration and universal accessibility of persons with disabilities	Accessibility	No GRI
Measures taken to promote equal treatment and opportunities for women and men	Equality	GRI 2-23 GRI 2-24
Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures taken to promote employment, protocols against sexual harassment and harassment on grounds of sex.		GRI 2-23
Integration and universal accessibility of persons with disabilities		No GRI
Anti-discrimination and, where appropriate, diversity management policy		GRI 2-23 BRI 2-24

Information required by law on non-financial and diversity information	Report chapter	Reference standards
--	----------------	---------------------

**Information on respect for human rights**

Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses.	Respect for Human Rights	GRI 2-15 GRI 3-3 a. GRI 2-23 a
Complaints of human rights violations. Promotion and enforcement of the provisions of the core conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour.		GRI 2-26 GRI 409-1 GRI 406-1

Information required by law on non-financial information and diversity	Report chapter	Reference standards
--	----------------	---------------------

**Information relating to the fight against corruption and bribery**

Measures taken to prevent corruption and bribery	Fighting corruption and bribery	GRI 2-26 GRI 205-1
Measures to combat money laundering		No GRI
Contributions to foundations and non-profit organisations		GRI 201-1 GRI 203-2

Information required by law on non-financial information and diversity	Report chapter	Reference standards
--	----------------	---------------------

**Company information**

Impact of the company's activity on employment and local development	Sustainable development	GRI 201-1 GRI 413-1
Impact of the company's activity on local populations and the territory		No GRI
Relationships with local community actors and the modalities of dialogue with them		GRI 2-29
Sponsorship and partnership actions		GRI 2-28
Inclusion of social, gender equality and environmental issues in procurement policy	Subcontracting and suppliers	GRI 2-28
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		No GRI
Monitoring and audit systems and their results		No GRI
Consumer health and safety measures	Consumer health and safety	Not applicable
Complaint systems, complaints received and their resolution		
Profits earned on a country-by-country basis, taxes on profits paid	Tax information	No GRI
Taxes on profits paid		No GRI
Information on public subsidies received		GRI 201-4 iii

## Annexes

### Annex 1- Contact details

Designation	Fagor Electrónica, S. Coop.
Address	Barrio San Andrés, s/n. Apdo 33. 20500 Mondragón (Spain)
Telephone	+ 34 943 71 25 26
Website	<a href="https://www.fagorelectronica.com">https://www.fagorelectronica.com</a>

### Annex 2- Group companies

Fagor Electrónica, S. Coop.
Fagor Electronics (THAILAND) LTD.
Fagor Telecom SLU.
Fagor Electronics Mexico
Fagor Telecom Colombia SAS
Fagor Telecom Chile SPA

### Annex 3- External verification



**Fagor Electrónica, S.Coop.**

San Andrés, s/n. E-20500 Mondragón (Spain)

Tel.: +34 943 71 25 26

E-mail: [fe@fagorelectronica.es](mailto:fe@fagorelectronica.es)

[www.fagorelectronica.com](http://www.fagorelectronica.com)