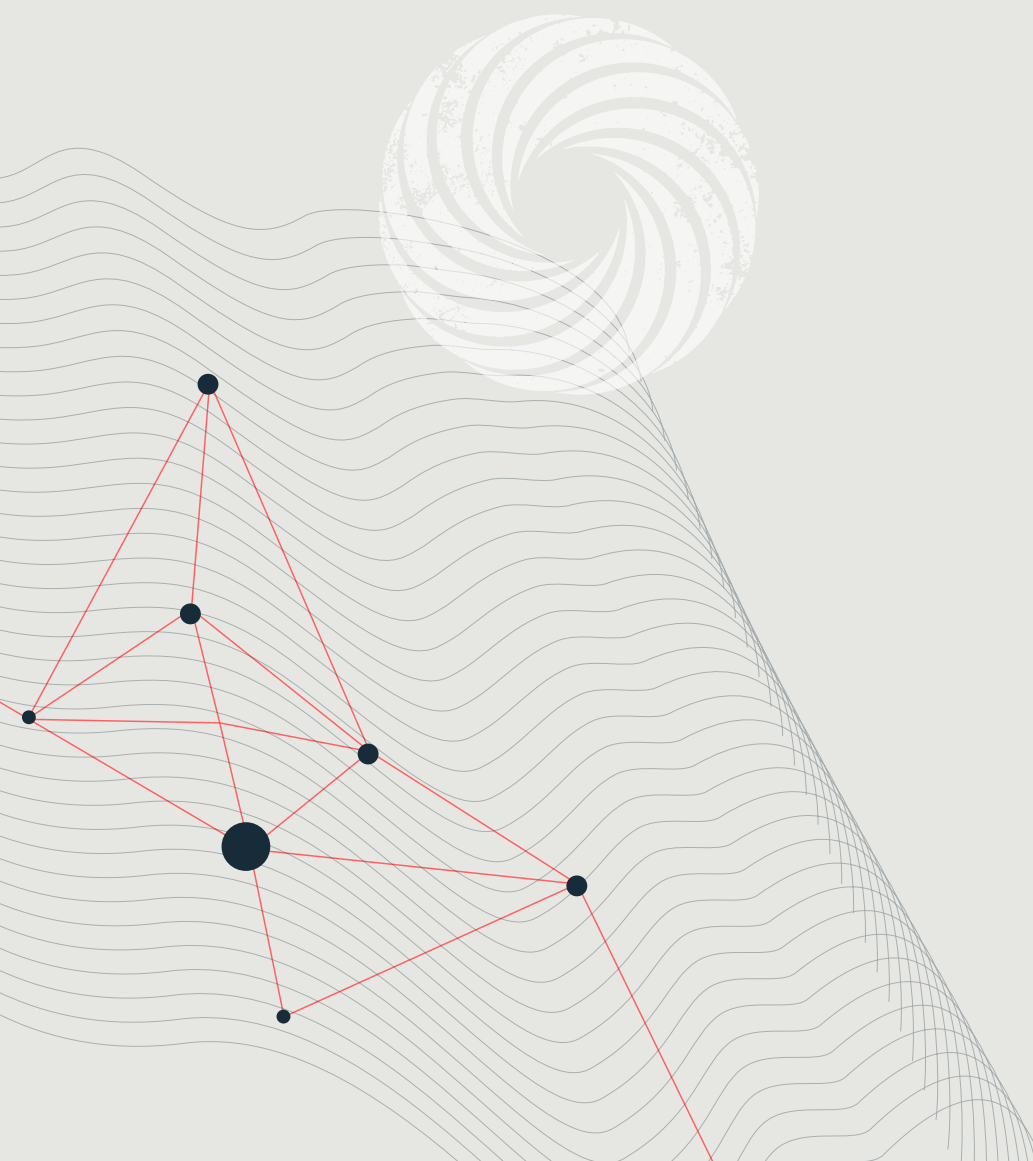


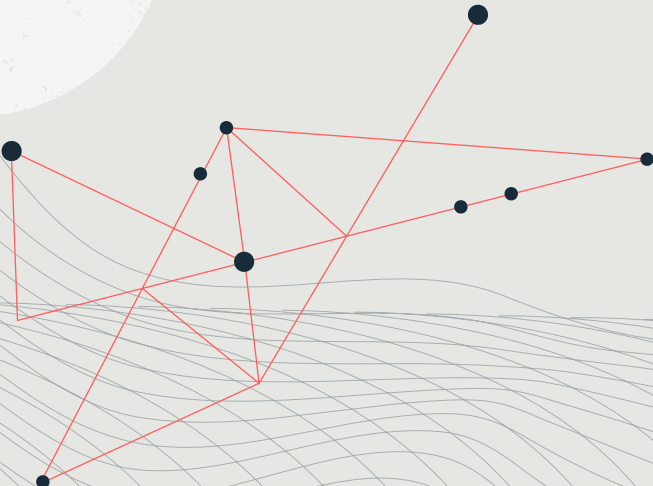
FAGOR ELECTRÓNICA GROUP 2025 NON-FINANCIAL INFORMATION STATEMENT



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INTRODUCTION

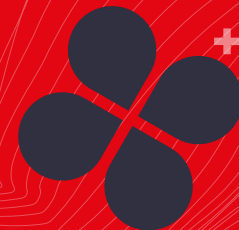
This document presents the Fagor Electrónica Group's Statement of Non-Financial Information, in accordance with the requirements of Law 11/2018, of December 28, amending the Commercial Code; the consolidated text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2; and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

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

All information included in this document refers to the parent company and all subsidiaries comprising the Fagor Electrónica Group, as set forth in the scope of the document.

The document contains the information necessary to understand the performance, results, and financial position of the Fagor Electrónica Group, and the impact of its activities on environmental and social issues, respect for human rights, and the fight against corruption and bribery, as well as matters relating to personnel—including measures adopted to promote the principles of equal treatment and equal opportunities between women and men, non-discrimination, and the inclusion of people with disabilities, among others.

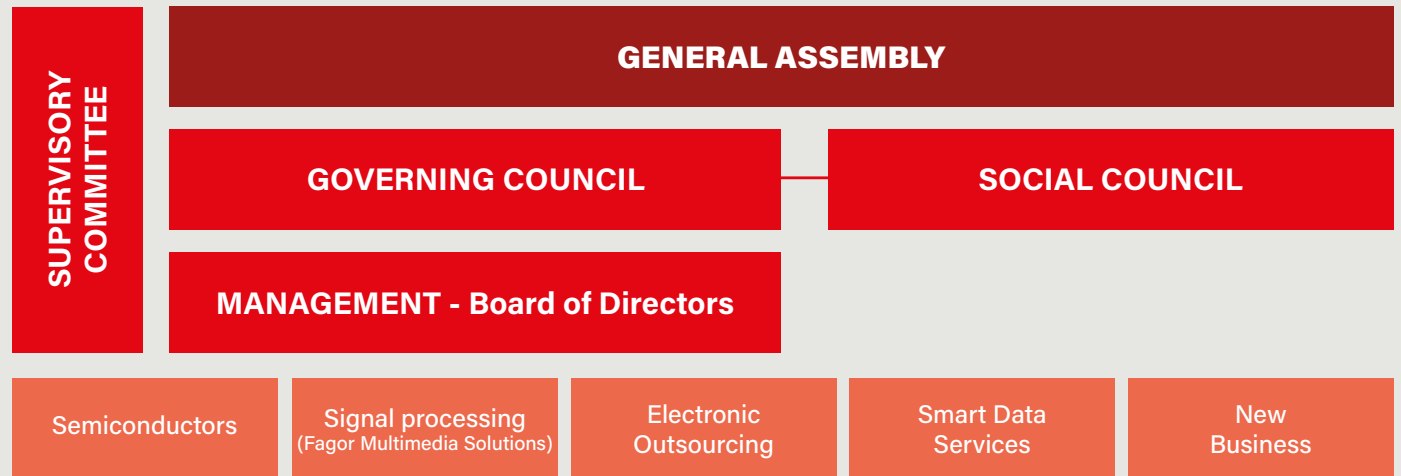
In preparing this report and selecting its content, the organization's dual materiality assessment—updated in 2024 and based on GRI standards—was taken into account. The methodology used, the stakeholders consulted, and other information relevant to the analysis are detailed in a specific section of the report.



GOVERNANCE

The companies of the Fagor Electrónica Group adhere to the guidelines of the parent company, Fagor Electrónica, S. Coop., a COOPERATIVE enterprise that places people and cooperation at the heart of its mission and views capital as a means to an end, with employment, sustainability, and social transformation as its ultimate goals.

The governance model of Fagor Electrónica, S. Coop. ensures transparency in decision-making, management, and accountability to all members. It is a democratic and inclusive way of doing business, with owners and workers participating in management to create 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 Cooperative's other governing and management bodies (Governing Council, Social Council, and Supervisory Committee) are elected.

It is composed of all worker-members. Each member has one vote, regardless of their position in the company, and it serves as the forum where the common project is discussed and approved.

Among the matters within its jurisdiction are: reviewing and evaluating the company's management, approving the financial statements and balance sheets, deciding on the distribution of surpluses, and establishing the criteria for allocating contributions toward cooperative education and promotion, as well as other purposes of interest.

Governing Council

This is the collegial body responsible for the management and representation of the Cooperative. It governs, approves, and oversees institutional and strategic matters. It has the authority to establish general guidelines for the company's operations and to carry out other actions assigned to it by current legislation and the Cooperative's Bylaws.

It consists of 6 members, a secretary, a vice president, and a president (5 men and 4 women) who come from the following areas of the company:

- R&D in the Semiconductor business
- Maintenance in the Electronics Subcontracting business
- Finance
- Sales in the Signal Processing business
- Engineering, Electronics Subcontracting Business
- Production in the SC Business
- IT
- Quality in the Signal Processing Business

Management and Board of Directors

Management, appointed by the Governing Board and assisted and advised by the Board of Directors, proposes and implements strategic and operational management policies. The Executive Board is the company's highest governing body in all matters related to business operations, acting under the supervision of the Governing Council. Its primary function is to anticipate, plan, and promote the company's business development across the entire spectrum of corporate and social management.

It currently consists of 9 men and 3 women.

Oversight Committee

Its main functions are to review the annual financial statements, examine the company's books, oversee the selection and appointment process by the Assembly of members of the other governing bodies, and perform any other duties expressly entrusted to it by law.

It currently consists of 1 man and 2 women.

Social Council

This is the body representing the company's members, with the basic functions of providing information, advice, and consultation to the Governing Council on all matters affecting the conditions of the working members.

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



SUSTAINABILITY GOVERNANCE

The committee responsible for sustainability management is the Sustainability Committee, composed of:

- Quality and Systems Department.
- Chair of the Governing Council.
- Finance Department.
- Human Resources Department.
- Purchasing, Logistics, and Planning Department.
- Innovation and Digitalization Department.
- Systems, Environment, and Prevention Department.

The committee is led by the Quality and Systems Department, headed by a graduate in environmental sciences with sufficient and proven experience in the fields of Management Systems and Environmental Management. It meets at least three times a year and is responsible for the following functions:

- To keep the assessment of dependencies, impacts, risks, and opportunities up to date. This assessment is carried out by a multidisciplinary team led by the organization's management systems department and serves as the basis for preparing the Double Materiality Study.
- Make proposals to the Executive Board and the Governing Council
 - The Company's Sustainability Strategy and Challenges,
 - Corporate Policies on Sustainability,
 - Sustainability objectives, and
 - The human and financial resources needed to achieve them
- Approves the plans necessary to fulfill the commitments made by the organization.
- They monitor agreed-upon policies, commitments, and action plans and take the necessary actions in the event of deviations from the established objectives.

The initiatives and recommendations arising from this committee are submitted every six months to the Board of Directors and the Governing Council, where the following, among other items, are discussed and approved:

- The sustainability strategy and objectives
- Corporate policies
- Annual non-financial reports

Final approval of the strategy and the non-financial reports takes place at the General Meetings of members..





BUSINESS MODEL AND VALUE CHAIN

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

It was founded in 1959 as the Electronics Division of Uigor, S. Coop. (later Fagor Electrodomésticos), manufacturing selenium plates and rectifiers.

From then until now, the Fagor Electrónica Group has continued to evolve, adapting to new technologies and market demands, while placing great emphasis on quality assurance systems.

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

In addition, it is part of the FAGOR Group, a regional consortium of eight industrial cooperatives, where strategic frameworks are established and actions are centralized to improve management efficiency in areas such as governance, social relations, and social transformation.

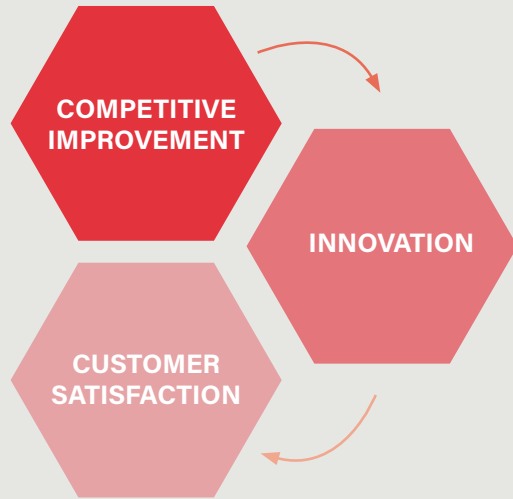
The parent company of the Fagor Electrónica Group is located in Arrasate-Mondragón (Gipuzkoa) and operates commercially on five continents. It has subsidiaries in Santander, Astigarraga, Colombia, Chile, and Peru, as well as two production plants in Thailand and Mexico.

Regarding the scope of this report, there are two changes compared to the 2024 report: the inclusion of the Astigarraga production plant and the removal of the plant in Turkey from the scope of consolidation due to the cessation of operations.

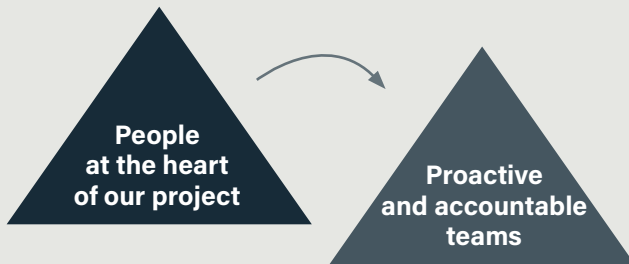


OUR MISSION

To develop a sustainable socio-business group offering electronic and digital products, services, and solutions, committed to:



Based on:

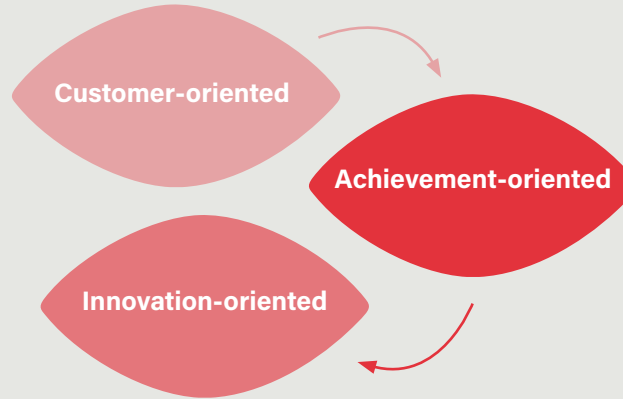


Fostering cooperation to generate wealth and transform society.

OUR VISION

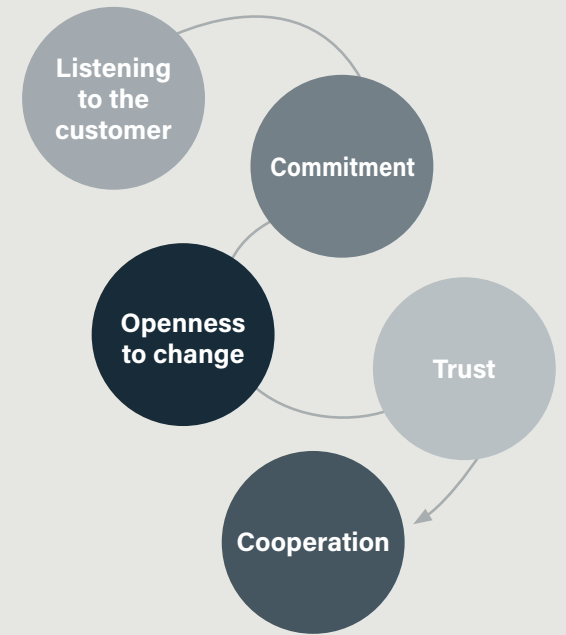
We aspire to continue growing as a sustainable and diversified global group, excelling in management, with enthusiastic teams that cooperate and support our clients' development over time.

From a culture,



OUR VALUES

These values are shared and embraced by all employees of the Fagor Electrónica Group and can be summarized in five points:



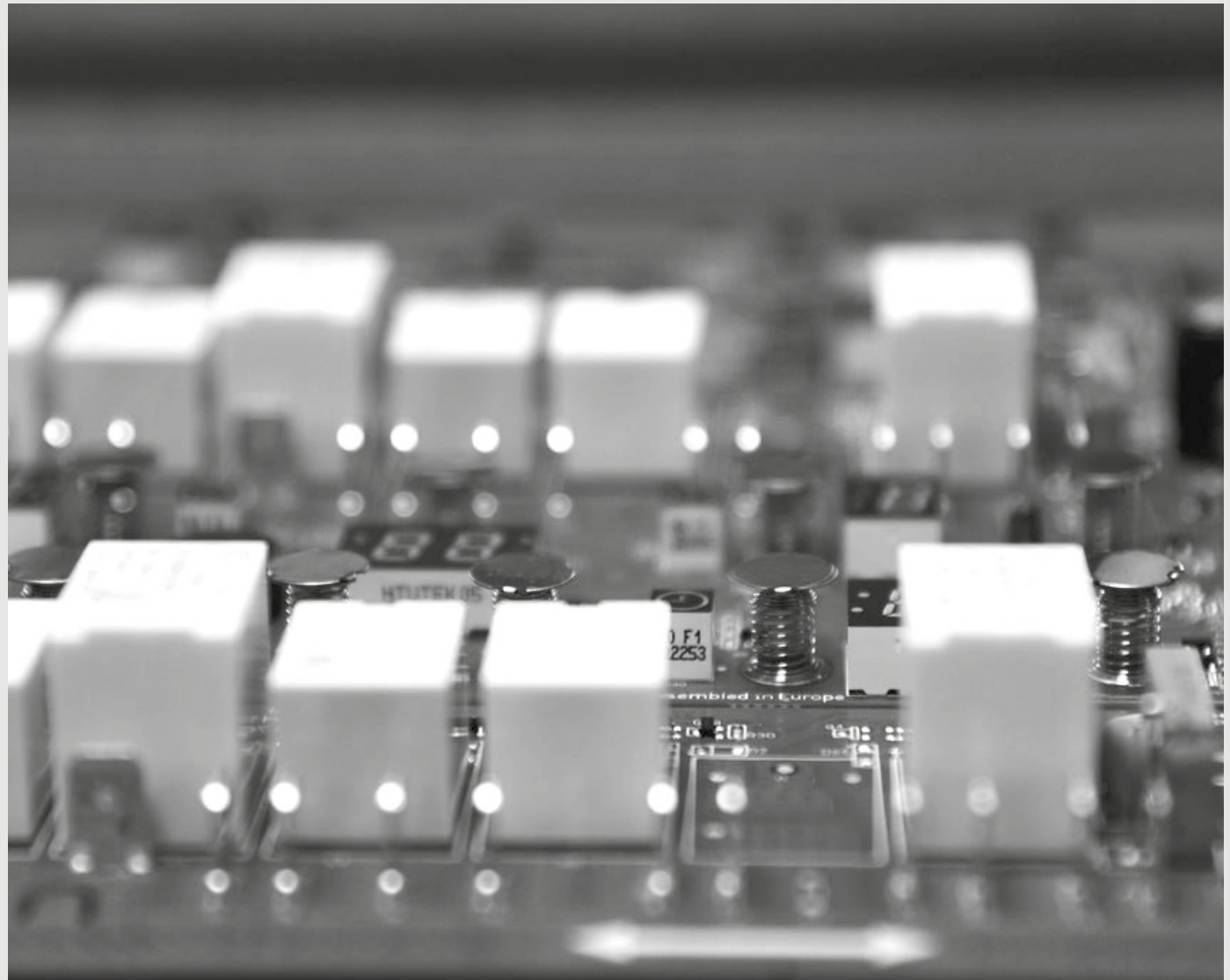
BUSINESS AND ORGANIZATION

It currently has five business units whose activities are as follows:

- **Semiconductors:** Discrete semiconductors to meet the needs for rectification, stabilization, protection, regulation, and control components, operating globally in the consumer, telecommunications, computer, and automotive sectors.

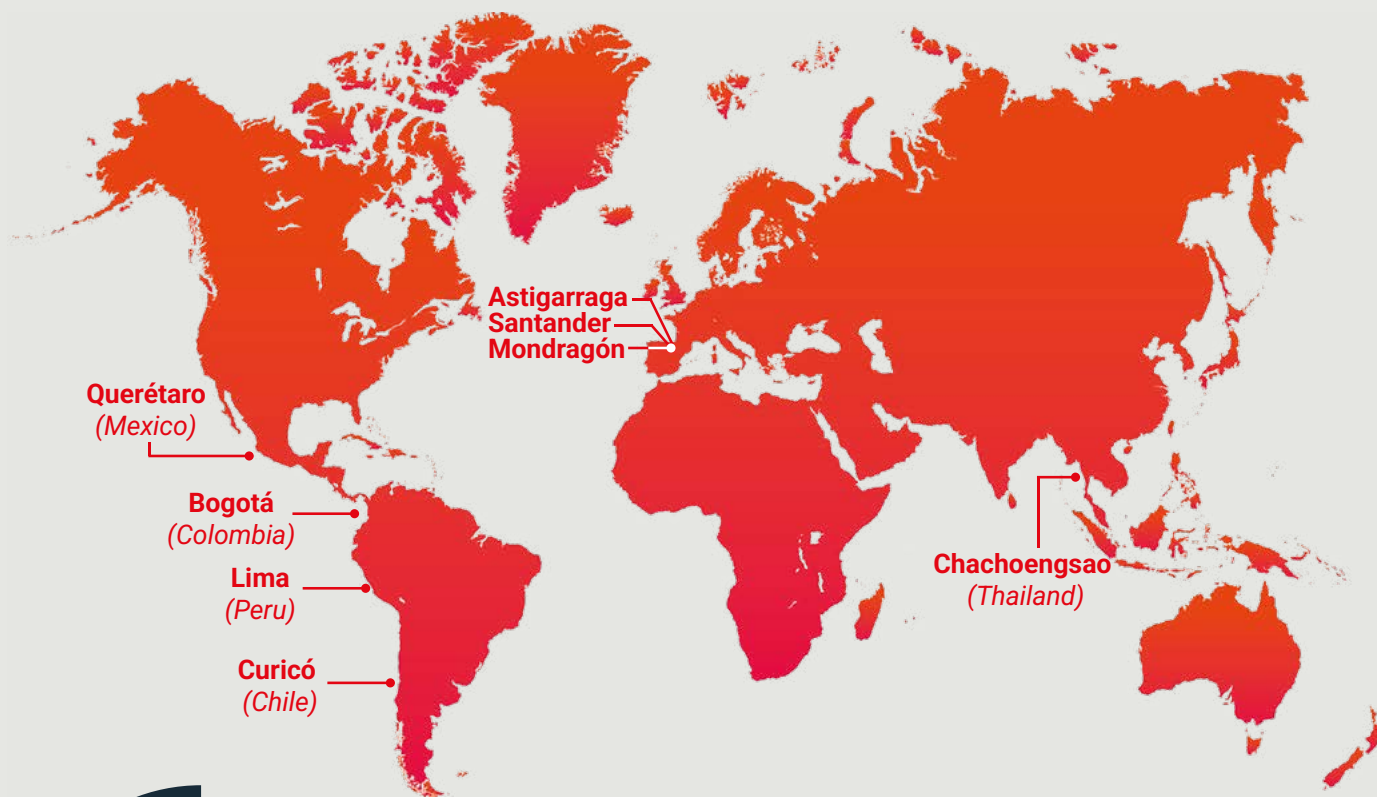
It manufactures silicon chips for subsequent assembly into diodes and thyristors of various types and power ratings. It has Class 10,000 and 1,000 cleanrooms for this manufacturing process, ensuring high levels of reliability.

- **Fagor Multimedia Perspectives (FMP):** Design, manufacture, and sale of electronic products for various applications:
 - **TV Reception:** systems for the reception, processing, and distribution of digital and analog TV.
- **Electronic Contract Manufacturing (CEM):** Electronic sub-assemblies and circuit boards for various applications, primarily serving the following sectors:
 - Automotive
 - Home Appliances
 - Industrial Electronics
 - Telecommunications
- **Smart Data Services (SDS):** Fleet management and tracking systems via the Internet and intranet.
- **New Business:** Development of innovative, manufacturing-oriented solutions for projects across various sectors, including: Automotive, Aerospace, and Energy.



The company currently has a workforce of 679 employees spread across eight locations: **Fagor Electrónica, S. Coop.**, the parent plant located in Mondragón, where marketing, sales management, R&D&I, production, and procurement operations are carried out

- **Fagor Telecom, S.L.U.**, located in Santander, where operations related to the SDS business are carried out
- **Fagor Electronics, L.T.D.**, located in Thailand, where production operations are primarily carried out
- **Fagor Electronics México, S.A. de C.V.**, located in Mexico, where production operations related to the Electronics Subcontracting Business are carried out
- **Fagor Telecom Colombia, S.A.S.**, located in Colombia, where operations related to the SDS Business are conducted
- **Fagor Telecom Chile, S.P.A.**, located in Chile, where operations related to the SDS Business are conducted
- **Fagor Telecom Perú, S.A.C.**, located in Peru, from which operations related to the SDS Business are conducted and which has no assigned employees.
- **Fagor Multimedia Solutions S.L.**, located in Astigarraga (Gipuzkoa), where operations related to the FMP Business are carried out



VALUE CHAIN

Fagor Electrónica's supply chain consists of the following types of suppliers:

- Chemical suppliers: Large multinational suppliers serving all industrial sectors.
- Suppliers of raw materials and components for the electronics industry: Silicon and metallic materials.
- Suppliers of electronic components
- Suppliers of printed circuit boards.

Most suppliers in the supply chain are large-scale, internationally established companies. Therefore, the organization manages the supply chain by taking into account the resulting impacts, risks, and opportunities—such as the possibility of supply shortages due to adverse socio-political conditions or climate-related regulations.

We operate in both domestic and international markets, serving customers who seek high-quality products and services delivered with a responsible approach.

Our customers are located all over the world:

(*) approximate percentages

60%
Europe



25%
Asia



15%
America



And a large portion belongs to sectors strongly committed to sustainability, including: automotive, home appliances, etc.

DOUBLE MATERIALITY ANALYSIS

The objective of this matrix analysis is to align the Group's sustainability strategy with the expectations of our stakeholders, with regulatory developments by the European Commission within the framework of the European Green Deal, and with the potential negative or positive effects that the external environment may have on the Group's economic value.

This assessment was conducted in 2024 based on the EFRAG Guidance on Double Materiality and builds upon the Fagor Electrónica Group's 2022 double materiality assessment.

The study begins with the identification of the value chain, which includes upstream activities, the Group's own operations, and downstream activities:

PHASE 1	Innovation, design, and development
PHASE 2	Procurement Raw materials, components, subassemblies, products, services, etc.
PHASE 3	Production of components, final products, and/or services
PHASE 4	Sales, distribution to customers, and after-sales service
PHASE 5	Manufacturing of the final product for customers, distribution, and sale to the end consumer
PHASE 6	Product use
PHASE 7	End of Life
PHASE 8 (SUPPORT PHASES)	
Business Management	Cooperative Model

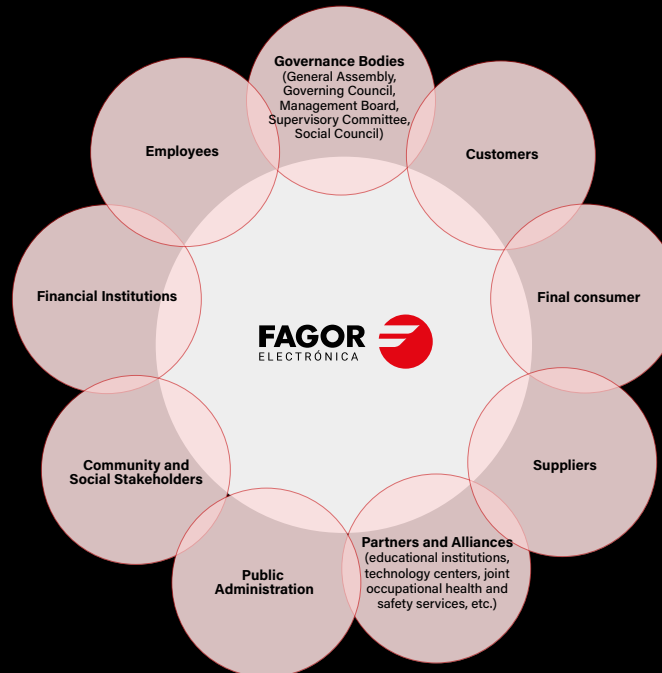
- Upstream of business activity
- Business activity
- Downstream of business activity





Fagor Electrónica also monitors the concerns and needs of its stakeholders as an essential step toward achieving sustainable development and ensuring that the Group's economic, social, and environmental objectives are aligned with them. The stakeholders that have been identified are:

Following the ESG context analysis, the identification of Impacts, Risks, and Opportunities (IROs) began at two



levels. First, the process was addressed at the FAGOR Group level with the participation of all the Group's cooperatives, and then the assessment was conducted at the cooperative level, taking into account each cooperative's specific circumstances.

Following the initial identification of impacts, the degree to which each impact affects the value chain was detailed; it was indicated whether specific impacts generate positive or negative outcomes; and they were classified according to time horizons: short term (fiscal year), medium term (up to 5 years), and long term (more than 5 years).

For risks and opportunities, a distinction was made between actual and potential risks and opportunities, with potential ones classified by time horizon using the same criteria as for impacts.

Fagor Electrónica assessed a list of 56 ESG-related impacts, risks, and opportunities across the value chain, of which 26 were impacts (19 negative and 7 positive) and 30 were risks and opportunities (25 risks and 5 opportunities).

The identified and classified IROs were subsequently assessed according to thresholds defined by the FAGOR Group.

As the final step in the process, the identified material issues were redefined to align them with EFRAG standards.

The methodology, the Double Materiality approach, and the definitions of the material issues identified were led by subject matter experts in accordance with EFRAG guidelines.

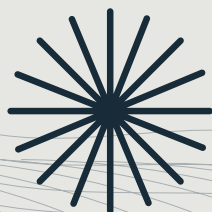


Material Issues

The material issues identified for Fagor Electrónica through this process are shown in the following table:

Material Issues Environment		Material Issues Social		Material Issues Corporate Conduct	
Climate Change and Pollution	ESRS E1. Climate Change. Climate Change Mitigation	Managing Our People	ESRS S1. Our Employees. Secure Employment	Corporate Culture	ESRS G1. Business Conduct. Corporate Culture
	ESRS E1. Climate Change. Adaptation to Climate Change		ESRS S1. Direct Employees. Collective Bargaining		
	ESRS E1. Climate Change. Energy		ESRS S1. In-house staff. Training and development	Supplier Relationship Management	ESRS G1. Business Conduct. Supplier Relationship Management
	ESRS E2. Pollution. Air pollution		ESRS S1. Own employees. Talent and retention (NOT ESRS)		
Waste	ESRS E5. Circular Economy. Waste	Health and Safety of Own Personnel	ESRS S1. Own employees. Health and safety		

These material issues will be key to the development of the organization's sustainability strategy in the coming years.



TRENDS AND RISKS ASSOCIATED WITH THE MARKET

In 2025, the Fagor Electrónica Group began a new strategic period covering 2025–2028. As part of the strategic planning process, the organization's various contexts were analyzed, risks and opportunities were identified, and, as a result, the course of action for these four years was established.

For the 2025–2028 period, the following opportunities have been identified: the growing electrification of traditional and new sectors, interoperability with other companies within the Corporation, and the trend toward sourcing suppliers outside of China.



The main risks are:

- Global competition that is increasingly well-prepared both technically and economically
- Decision-making by our non-European customers in the white goods sector
- Increasing digitalization (AI, processes, robotics, etc.).
- Very aggressive pricing by Chinese suppliers due to low demand in their domestic market.
- Difficulty in recruiting certain types of talent.
- Global geopolitical situation (energy, currencies, logistics, wars, etc.).



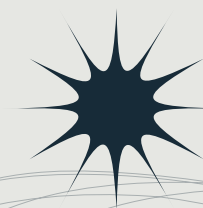
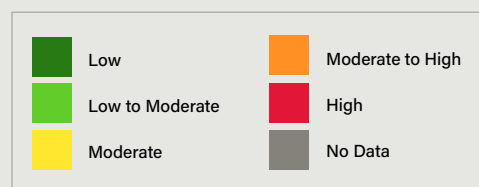
Regarding environmental and sector-specific risks, we have relied on Risk Horizon reports and incorporated them through the materiality analysis.

Environmental and Social Risk

	Sector			Location		
	Electrical and electronic equipment	Semiconductors	Telecommunications services	Mexico	Spain	Thailand
	Energy management	7.00	7.53	6.63	3.10	2.61
GHG emissions	N/A	3.00	N/A	4.36	2.89	4.73
Hazardous materials	7.40	6.00	N/A	4.73	2.14	4.49
Procurement of materials	5.00	7.00	4.90	2.61	4.22	5.62
Waste management	4.00	6.00	N/A	10.00	.06	6.02
Water management	7.40	6.00	N/A	6.78	0.64	9.82
Water stress	N/A	6.00	N/A	7.00	7.43	3.32
Data privacy	N/A	N/A	6.50	.74	0.02	1.23
Health and safety at work	N/A	5.20	N/A	7.32	5.76	6.70
Talent management	N/A	5.00	N/A	5.04	N/A	4.14

Governance Risk

	Sector			Location		
	Electrical and electronic equipment	Semiconductors	Telecommunications services	Mexico	Spain	Thailand
	Anti-corruption	6.33	4.00	5.10	5.77	N/A
Business ethics	6.33	N/A	4.90	7.90	2.90	7.10
Competitiveness	6.33	6.50	6.47	2.50	3.75	1.00
Product Design Management	8.03	6.67	5.50	4.94	1.97	2.42
Product quality and safety	5.57	N/A	N/A	4.67	0.79	3.73
Systematisation of risk management	7.40	N/A	5.00	6.72	N/A	6.64





Once market trends and risks were identified, strategies were defined to address the identified factors, which have been specified in the following 5 strategic pillars:

- **COMMITMENT AND COOPERATIVE IDENTITY**
- **BUSINESSES WITH A FUTURE / DIMENSION**
- **FLEXIBILITY, ADAPTABILITY, CUSTOMER FOCUS**
- **OPENNESS AND SOCIAL IMPACT**
- **INTERCOOPERATION**

MANAGEMENT MODEL - DUE DILIGENCE POLICIES AND PROCEDURES

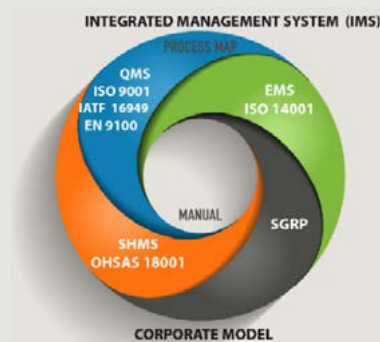
The Fagor Electrónica Group's management model is based on the integrated PDCA (Plan-Do-Check-Act) management approach at all levels of the organization: at the strategic level, at the process level (both operational and support processes), and at the systems level, to manage all relevant aspects of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

At the strategic level, the results derived from the management cycles at all levels are integrated. Together with an analysis of the organization's external context and its stakeholders, a SWOT analysis (Strengths - Weaknesses - Opportunities - Threats) and an assessment of challenges are conducted. Subsequently, new challenges to be addressed in the next management cycle are defined.

The Strategic Plan is implemented annually through the Management Plan. This involves quantifying the necessary resources, defining the most appropriate organizational structure to implement the designed long-, medium-, and short-term strategy, and establishing the strategic scorecard that will track progress on each of the defined challenges.

At the process level, guidelines derived from the Management Plan and information regarding the achievement of objectives, action plans, and risk analysis are compiled annually to adjust the objectives for the next management cycle, identify which elements of the process need to be adjusted, and disseminate the appropriate guidelines to teams, departments, and individuals.

Process owners and their teams periodically monitor the objectives and actions within their scope of management and take the necessary actions.



	Spain (date of 1st issuance)	Thailand (date of first issuance)	Mexico (date of first broadcast)
IATF16946	February 5, 2018	January 11, 2018	February 28, 2022
EN 9100	July 18, 2016		
EN 9110	July 18, 2016		
EN ISO14001	2002 (**)	2014	
EN ISO 9001	1993 (*)	2002	2022

(*) Mondragón, Santander, and Astigarraga plants

(**) Mondragón and Astigarraga plants

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

Given the critical nature of the business—which revolves around meeting customer quality requirements, protecting the environment, ensuring worker health and safety, and fulfilling liability obligations—the Board of Directors promotes the development of **an integrated management system** based on specific standards, as illustrated in the figure below, and obtains the necessary certifications.

Similar to the strategy and processes, the individuals responsible for the integrated management systems (Quality, Environment, Occupational Health and Safety, and Financial Liability) maintain the appropriate policies and due diligence procedures. They implement these throughout the organization, periodically evaluating their performance and, on an annual basis, reviewing and reporting on their suitability.

ASSESSMENT OF NON-FINANCIAL RISKS

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	Integrated management system (ISO 14001 certification). Sustainability Policy Climate Policy Sustainable Procurement Policy
Social and Personnel Issues High Risk - People-Centered Cooperative Model	Articles of Association and 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	Articles of Association and EESS Cooperative Internal Regulations (RIC) Code of Conduct
ISSUE	MANAGEMENT APPROACH
Combating Corruption and Bribery Low Risk - Operations in Mature Sectors	Anti-Bribery Policy Code of Conduct Cooperative Internal Regulations (RIC) Manual on the Prevention of Criminal Risks
Society Low Risk - A cooperative model deeply rooted in our area of influence Our products have no impact on consumers	Corporate Social Responsibility Policy FAGOR Group Solidarity MONDRAGON Solidarity

The approaches are outlined in greater detail below in the sections addressing specific issues.

KEY NON-FINANCIAL INDICATORS

With this non-financial report, the Fagor Electrónica Group aims to provide a comparable, verifiable, and accurate picture of the organization's performance and status in the areas of the environment, social issues, respect for human rights, the fight against corruption, and human resources.

This Non-Financial Report has been prepared using the internationally recognized and widely accepted GRI (*Global Reporting Initiative*) *Sustainability Reporting Standards*, as well as the indicators of the AECA (Spanish Association of Accounting and Business Administration), which is recognized at the national level. These indicators comply with the criteria established by law, presenting comparable, accurate, and verifiable information.

Appendix B includes a table showing the correspondence between the requirements of Law 11/2018 INF and the reference standards used in the report.

INFORMATION ON ENVIRONMENTAL ISSUES

The Fagor Electrónica Group incorporates management measures into its processes to reduce the environmental impact of its operations and is certified under the ISO 14001 standard at its plants in Mondragón, Thailand, and Astigarraga.

The cornerstone of environmental management is the assessment of environmental risks to identify and prioritize areas of action that mitigate their impact.

Environmental impacts are monitored, and appropriate operational controls have been designed to mitigate their harmful effects. Additionally, action plans are in place to mitigate the environmental effects caused by catastrophic events.

Led by the owner of the "M12: Infrastructure Management" process, the risk map associated with this process is reviewed annually, and actions are identified and prioritized to reduce the level of risk.

The budgets that the Fagor Electrónica Group has allocated to environmental management over the past two years are as follows:

2025	2024
478.287 €	455.868 €

The Fagor Electrónica Group has taken out insurance that provides sufficient coverage for environmental risks.

All employees are periodically informed of the environmental results achieved.



MEASURES TO PREVENT POLLUTION

The Fagor Electrónica Group has a solvent management plan in place and submits an annual report on solvents. Relevant reviews and inspections are conducted every 5 years in accordance with Law 38/72 on the protection of the atmosphere and Decree 833/75, as required by law, regarding atmospheric emissions. The main emissions are volatile organic compounds, resulting from glass cleaning and deposition processes. All emissions from the Fagor Electrónica Group are below the maximum limits established by current legislation.

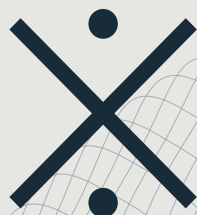
On the other hand, noise and light are not significant aspects of the Fagor Electrónica Group's operations. The management system includes periodic noise measurements, and the results are below the levels permitted by current regulations.

The emissions data presented here were obtained through measurements and encompass emissions from all plants.

The following table presents significant air emissions by weight and source::

Substance	Significant Air Emissions		Source (*)
	2025	2024	
NOX	2.75 metric tons	3.9 metric tons	Silicon etching processes
SOX	0.14 metric tons	0.15 metric tons	Cleaning processes
Volatile Organic Compounds (VOCs)	28.3 metric tons	24.5 metric tons	Glass cleaning and deposition processes
Particulate Matter (PM)	0.7 metric tons	0.2 metric tons	Blasting and encapsulation process
Ozone-depleting gases	0.016 metric tons	0.07 metric tons	Refrigeration systems
TOTAL	31.9 metric tons	28.8 metric tons	

*Source: Process from which the aforementioned emissions originate
These values are obtained from periodic measurements at emission points.



CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT

The materials used to make the packaging for our products are:

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

Of all the quantity limits set by Royal Decree 1055/2022, cardboard is the material that generates packaging waste in amounts exceeding its limit (15, metric tons). The measures implemented to reduce the impact of this waste are detailed in Packaging Prevention Plans.

The processes carried out by the Fagor Electrónica Group generate the following quantities of hazardous and non-hazardous waste.

	2025	2024
Hazardous waste	483 metric tons	477 metric tons
Concentrated acids, used solvents	263 metric tons	236 metric tons
Sewage sludge	164 metric tons	183 metric tons
Other	56 metric tons	58 metric tons

	2025	2024
Non-hazardous waste	568 metric tons	469 metric tons
Plastics, epoxy resin scraps	165 metric tons	136 metric tons
Copper	68 metric tons	60 metric tons
Cardboard	82 metric tons	73 metric tons
Other metals	96 metric tons	84 metric tons
Remaining	157 metric tons	116 metric tons

The data includes waste generated at all Fagor Electrónica Group plants.

These figures are derived from weigh-ins conducted at the waste management facilities.

Most hazardous waste is generated during the manufacture of semiconductors, specifically due to the need to use chemicals in the various processes.

As for the generation of non-hazardous waste, in the Electronic Subcontracting and Fagor Multimedia Perspectives businesses, it is primarily linked to the packaging of electronic components used as raw materials, and in the Semiconductors business, to the assembly processes for small-format components (generation of copper scraps) and epoxy resin injection (material used in water dispensers).

During fiscal year 2025, there was a significant increase in the volume of non-hazardous waste managed compared to the previous year. The main contributors to this increase were waste classified as "other"; specifically, wood and electronic materials.



This growth is related, on the one hand, to a higher volume of wooden packaging associated with the receipt of new machines and, on the other hand, to the reorganization, cleaning, and optimization of warehouse spaces, which has led to the removal of materials no longer useful for manufacturing, thereby increasing the volume of electronic waste.

Part of the waste is reused at our facilities, and the rest is delivered to authorized waste management companies for proper treatment, which in 2025 and 2024 will consist of:

WASTE NOT INTENDED FOR DISPOSAL	2025	2024
Hazardous waste	222 metric tons	231 metric tons
Preparation for reuse	3 metric tons	6 metric tons
Recycled	219 metric tons	225 metric tons
Other recovery operations	0 metric tons	0 metric tons
Non-hazardous waste	342 metric tons	273 metric tons
Preparation for reuse	154 metric tons	135 metric tons
Recycling	176 metric tons	135 metric tons
Other recovery operations	12 metric tons	3 metric tons

WASTE INTENDED FOR DISPOSAL	2025	2024
Hazardous waste	261 metric tons	246 metric tons
Incineration (with energy recovery)	0 metric tons	0 metric tons
Incineration (without energy recovery)	24 metric tons	24 metric tons
Transport to landfill	43 metric tons	44 metric tons
Other disposal operations	194 metric tons	178 metric tons
Non-hazardous waste	226 metric tons	197 metric tons
Incineration (with energy recovery)	0.5 metric tons	0.5 metric tons
Incineration (without energy recovery)	0 metric tons	0 metric tons
Transport to landfill	158.5 metric tons	136 metric tons
Other disposal operations	67 metric tons	60 metric tons

Every 4 years, Fagor Electrónica implements a Waste Minimization Plan in which it identifies and plans actions to reduce the waste generated

The Fagor Electrónica Group does not carry out specific actions to combat food waste because the impact of its operations in this area is minimal.

SUSTAINABLE USE OF RESOURCES

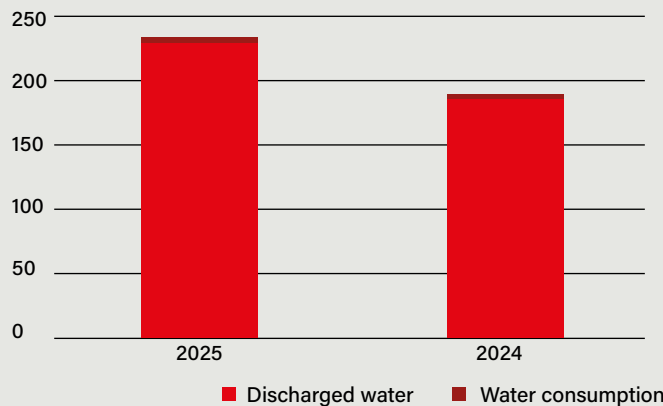
The resources relevant to the Fagor Electrónica Group in connection with its operations are water and energy.

In the case of water, consumption is monitored daily to identify malfunctions, abnormal situations, etc., and to take the most appropriate measures.

Data on the volume of water withdrawn, consumed, and discharged over the past two years:

	2025	2024
Total volume of water consumed	2.3 dam ³	2.7 dam ³
Total volume of water discharged	234 dam ³	190 dam ³
Total volume of water withdrawn	237 dam ³	193 dam ³

Annual water consumption (dam³)



Water is primarily used as a cleaning agent in processes involving chemicals. Before entering the production system, the water undergoes purification processes, and once used, it is treated before being discharged in compliance with the conditions established by the government.

This year, there has been a significant increase in the volume of water withdrawn. This increase is primarily due to the subsidiary in Thailand, where improvements implemented in manufacturing processes to enhance quality have led to higher water consumption.

The organization conducts periodic analyses of this discharge to ensure it complies with the parameters required by the various regulatory agencies.



The following table presents the direct energy consumption data for the Fagor Electrónica Group in 2025. The energy data was obtained from the meters installed by the organization at its various plants:

	2025	2024
Electricity	19,639,735 kWh	18,895,012 kWh
Natural gas	3,754,202 kWh	3,508,149 kWh

In 2025, the possibility of improving energy efficiency in compressed air production was explored, but no conclusive results were obtained. The increases in energy consumption are due to the introduction of new machinery and new processes with higher consumption.

As for raw materials, the trend in this cost for Fagor Electrónica has been as follows:

	2025	2024
Raw Materials	58,403 k€	48,712 k€

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

CLIMATE CHANGE - EMISSIONS

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

The figures for the last two years, using the same databases as in previous years' calculations, are:

	Source	2025	2024
Direct GHG emissions (Scope 1)	Natural gas	767.76 metric tons of CO2	710.39 metric tons of CO2
	Diesel	12.66 metric tons of CO2	6.28 metric tons of CO2
	Fugitive Emissions	191.55 metric tons of CO2	454.26 metric tons of CO2
	TOTAL	971.97 metric tons of CO2	1,170.93 metric tons of CO2

	Plant	2025	2024
Indirect GHG emissions from imported electricity (Scope 2, market-based)	Spain	2,647.73 metric tons of CO2	2,259.9 metric tons of CO2
	Thailand	4,733.05 metric tons of CO2	4,205.8 metric tons of CO2
	Mexico	354.38 metric tons of CO2	304.6 metric tons of CO2
	TOTAL	7,735.2 metric tons of CO2	7,075.9 metric tons of CO2



Based on data published by the MITECO database, the calculations for 2025 are as follows:

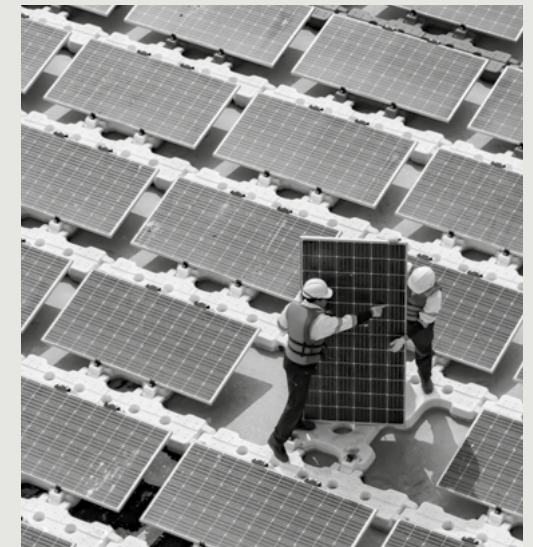
	Source	2025
Direct GHG emissions (Scope 1)	Natural gas	692.60 metric tons of CO2
	Diesel	12.09 metric tons of CO2
	Fugitive emissions	191.55 metric tons of CO2
	TOTAL	896.24 metric tons of CO2

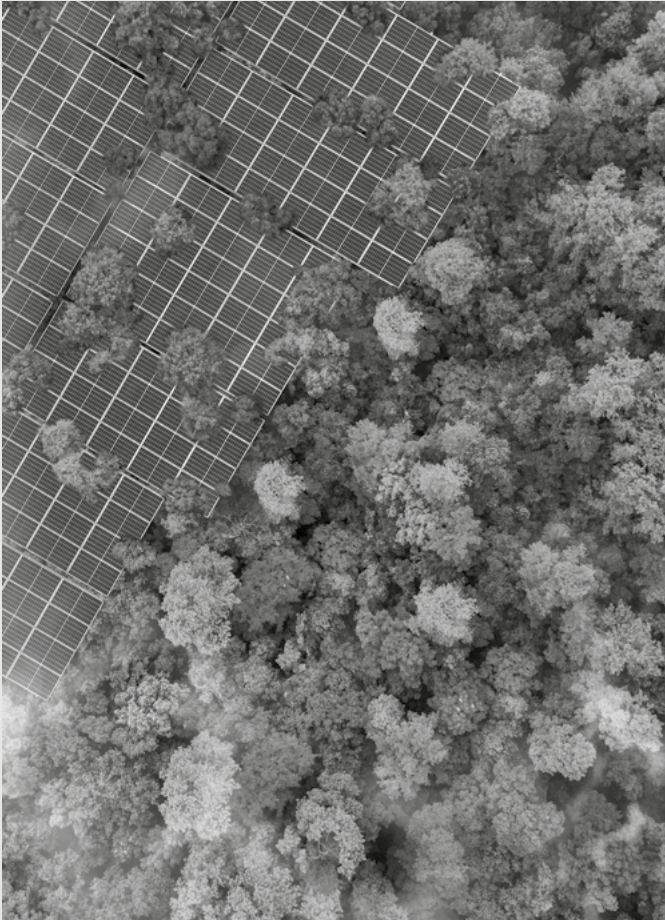
	Plant	2025
Indirect GHG emissions from imported electricity (Scope 2, market-based)	Spain	2,647.73 metric tons of CO2
	Thailand	4,733.05 metric tons of CO2
	Mexico	354.38 metric tons of CO2
	TOTAL	7,735.2 metric tons of CO2

A comparison of the figures for 2025 and 2024 shows a decrease in Scope 1 greenhouse gas emissions. Fagor Electrónica has actively worked to repair leaks in its refrigeration equipment, significantly reducing these emissions.

In addition to these efforts, Fagor Electrónica undertook a strategic investment in 2024 to build a photovoltaic power plant. Significant milestones in its development were reached throughout 2025; however, the start of green energy production is not expected until mid-2026.

The organization's concern for the environmental impact of its operations led it to systematize its actions in accordance with the ISO 14001 framework, a certification held by the Mondragón plant since 2002, the Astigarraga plant since 2025, and the Thailand plant since 2014.





Decarbonization Plan

Fagor Electrónica designed a Decarbonization Plan based on the organization's carbon footprint for the year 2022.

To comply with Royal Decree 214/2025, dated March 18, Fagor Electrónica has reviewed and updated this plan, adapting it for the 2025–2030 period. This plan reflects Fagor Electrónica's long-standing commitment to sustainability and is designed to be compatible with the transition to a sustainable economy, aligning with the objectives of the Paris Agreement. Its main objective is to identify, prioritize, and implement emission reduction targets, accompanied by specific measures for their execution and monitoring, focusing efforts on those areas where the company has the greatest capacity for action and progressively addressing the management of indirect emissions across the entire value chain.

The plan sets a 40% reduction in Scope 1 and 2 emissions by 2030. To move toward this goal, the main lines of action include:

- optimizing energy efficiency;
- investments in photovoltaic power plants.
- purchasing electricity with renewable energy guarantees of origin (GdO) for the group's various plants.

In addition to the specific targets for 2030, Fagor Electrónica maintains an overall commitment to reduce its Scope 1 and 2 carbon footprint by 50.41% (SBTi target) by 2032, using 2022 as the base year. This target reaffirms Fagor Electrónica's firm commitment to decarbonization, sustainability, and the transition to a low-carbon economy, in line with the principles of the Paris Agreement.

BIODIVERSITY PROTECTION

All of the Fagor Electrónica Group's facilities are located either in industrial parks or urban areas; therefore, the activities carried out at these locations do not have a significant impact on biodiversity or other protected areas. For this reason, this report does not include information on this aspect, as it is not considered relevant.



II INFORMATION ON SOCIAL AND PERSONNEL ISSUES

People are a fundamental factor at the Fagor Electrónica Group, and as stated in our organization's vision, our goal is to consolidate a successful socio-business model based on enthusiastic and committed individuals, transforming their environment and enriching the Mondragón cooperative experience.

The human resources policies we implement through the M8 "People Development" process are consistent with the following internal regulatory documents:

- The Articles of Incorporation of the parent company, which, in the chapter "Declaration of Principles," sets forth the principle of "Work and Solidarity."
- The parent company's Internal Regulations, which form the basis of the Compensation Policy, establish the general framework for compensation within the Group, as detailed in Chapter IV, "Employment Regime," Section III, "Professional Classification."
- The parent company's Code of Conduct establishes the guidelines for behavior that should guide employees' daily work in relation to their stakeholders.

These policies apply to all employees, regardless of their employment status. The human resources management team, led by the head of human resources, periodically evaluates the implementation of these policies and the functioning of the related processes: recruitment, training, compensation, etc.

The Fagor Electrónica Group has developed a conflict management protocol that establishes clear and effective principles for preventing and addressing interpersonal conflicts.

The Committee for the Management of Conflicts and Situations of Harassment and Workplace Violence is the specialized technical body responsible for analyzing, evaluating, mediating, and proposing solutions to interpersonal conflicts of any kind within the workplace. The committee serves in an advisory and informational capacity and operates under the direct responsibility of the cooperative's governing/management bodies.

Additionally, to provide a communication channel for all employees—in addition to the chain of command—there is a confidential internal channel managed by the HR Department through which employees can raise questions regarding interpretation or seek clarification on ambiguous situations and report possible violations of ethical principles.

EMPLOYMENT - COMPENSATION

The Parent Company's Compensation System serves as the methodological framework for the various plants within the Fagor Electrónica Group. Using these guidelines as a reference and ensuring their strict adherence, each plant adapts to the specific characteristics of its respective country, while complying with the applicable regulations and collective bargaining agreements in each case.

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

Bonuses for shift work, night shift work, seniority, etc., are determined by the applicable regulations and collective bargaining agreements for each plant and country and are granted to employees in accordance with the position they hold.

Any salary or wage increases granted during a fiscal year apply equally to all employees across the entire plant, without any discrimination based on sex, race, religion, age, sexual orientation, nationality, marital status, or socioeconomic status.

At the various plants, compensation levels are in line with those prevailing in the labor market of the respective country, while in all cases adhering to the relevant collective bargaining agreements and/or industry standards. No specific or different compensation criteria apply to Senior Management compared to the rest of the workforce at the Fagor Electrónica Group.

A continuación, se presenta la evolución de los The following section presents trends in personnel data. Employees are defined as those working under an employment contract, and this category includes partners (both permanent and fixed-term) and relocated employees:

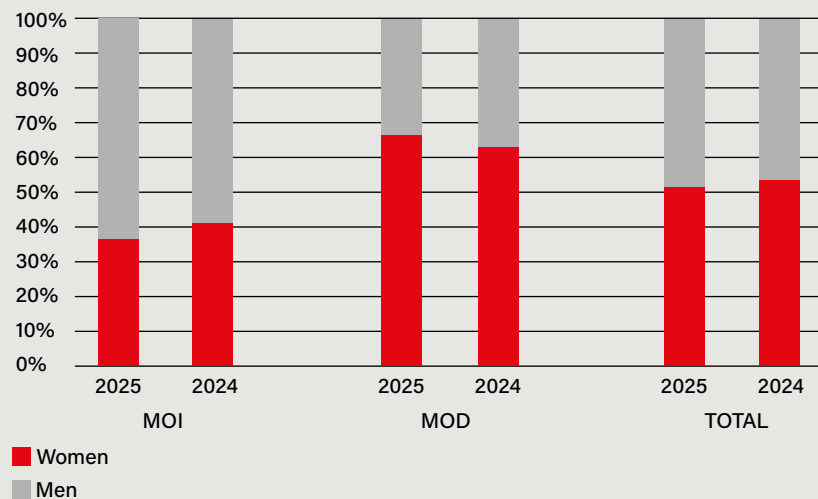
	2025	2024
Number of employees under contract at the end of the fiscal year	679	655
Women with contracts at the end of the fiscal year	346	351
People in senior management positions	21	20
Women in senior management positions	7	6

Detailed data on:

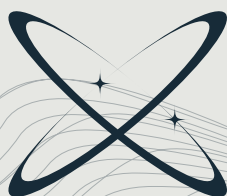
- workforce distribution by country, job category, and gender over the past two years,
- Number of active contracts at the end of the last two fiscal years, both in total and on average, for each category.
- Trends in hiring, voluntary resignations, and layoffs over the past two years are included in Appendix A.

The following charts provide a brief summary:

Workforce composition



*MOD = Direct Labor;
*MOI = Indirect Labor



The hiring rate stands at 33%. This figure remains high and is related to high turnover rates at overseas plants.

The breakdown of average compensation for fiscal year 2025 at the Fagor Electrónica Group's plants in Spain, by age, job classification, and gender, is as follows:



AGE	Average Compensation: MEN		Average Compensation: WOMEN	
	MOI	MOD	MOI	MOD
Year	2025			
Under 30	47,843 €	37,993 €	52,695 €	35,985 €
Aged 30 to 50	55,804 €	41,884 €	53,105 €	40,725 €
Over 50	71,519 €	50,687 €	63,443 €	41,455 €
Average	54,215 €		46,183 €	
AGE	Average pay: MEN		Average pay: WOMEN	
	MOI	MOD	MOI	MOD
Year	2024			
Under 30	43,489 €	36,355 €	44,946 €	34,678 €
Between 30 and 50	55,800 €	40,892 €	51,193 €	41,623 €
Over 50	67,344 €	61,625 €	67,473 €	39,404 €
Average	52,635 €		45,439 €	

* Does not include information from external facilities

* Annual compensation was calculated using the gross salaries of all men and women who worked during fiscal year 2025.

Data: Pay gap calculated as:

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

	Other plants	Spain
Wage Gap 2025	17%	14,8%
Wage Gap 2024	13,6%	13,7%

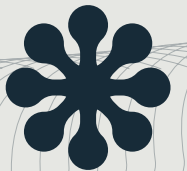
Regarding the average compensation for the management team and the corresponding pay gap, we have the following data:



YEAR	MEN			WOMEN			Pay Gap
	Annual Compensation (k€)	No.	Average k€	Annual Compensation (k€)	No.	Average k€	
2025	990 k€	12	83 k€	469 k€	7	67 k€	18,8%
2024	1126 k€	14	80 k€	378 k€	6	63 k€	21,8 %

These job-related compensation figures and their trends, broken down by gender, age, and job classification, are in line with industry averages for similar positions.

The Fagor Electrónica Group is committed to non-discrimination, the inclusion of people with disabilities, and universal accessibility. Thus, in fiscal year 2025, the Fagor Electrónica Group had 7 employees with disabilities on its staff—one of whom belonged to another cooperative—who held high-quality, stable jobs under equal conditions.



WORK ORGANIZATION

Working conditions are set forth in the Internal Cooperative Regulations, in Articles 44 through 55, and govern working conditions regarding: the workday; work schedules; overtime; part-time work; shift work; flexible hours; weekly rest; holidays; leave; and annual vacation.

Contracts for all employees in the group are established based on the cooperative framework and the current legislation of each country. The legal limits for setting employees' workdays or work schedules are met or exceeded, as are all types of leave (sick leave, vacation, maternity leave, official holidays, and equivalents).

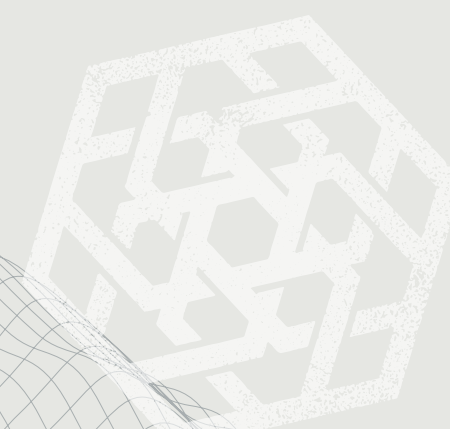
Data on days not worked and days worked are displayed, showing the absenteeism rate over the past two years:

Year	No. of days not worked	No. of days worked	Absenteeism Rate
2025	9,944	162,959	5.8
2024	7,623	146,680	4.9

The following table shows the trend in the number of people on reduced work hours in Spain as of December 31. This figure is not available for the other plants.

Year	Women	Men
2025	21	8
2024	18	3

The assessments conducted with various members of our staff, as well as the company's labor regulations—which allow for a high degree of flexibility in adapting work schedules to individuals' specific needs—have led us to conclude that it is not necessary to establish specific digital disconnection policies.



HEALTH AND SAFETY

The Fagor Electrónica Group's integrated system addresses Occupational Health and Safety by incorporating all elements recommended by the ISO 45001 standard, including occupational risk assessment procedures, the definition of operational controls to mitigate risks, health surveillance procedures, procedures for handling incidents and accidents, internal audits, measurement mechanisms, and evaluation mechanisms.

The Fagor Electrónica Group implements, across all group companies, the occupational risk prevention plans designed in the matrix, ensuring that every workstation has a risk assessment and a set of mitigation measures—both structural and personal (use of PPE, emergency plans, fire protection, etc.).

The following table presents accident rate data for the last two years, broken down by contract type, plant, and gender:

2025								
	Spain				Other plants			TOTAL
	Socios	TCA	Hombres	Mujeres	TCA	Hombres	Mujeres	
Type of accidents	minor	minor	minor	minor	minor	minos	minor	minor
Number of accidents	8	3	2	9	5	3	2	16
Missed sessions	48,9	28,9	0,0	77,8	7,0	7	0	84,8
Total positions	324	48	194	178	307	139	168	679
Incidence rate	6,2	41,7	0,0	22,5	3,3	7,2	0,0	7,4
Deaths	0	0	0	0	0	0	0	0

2024								
	España				Resto de plantas			TOTAL
	Socios	TCA	Hombres	Mujeres	TCA	Hombres	Mujeres	
Type of accidents	minor	minor (except for 1 serious)	minor (except for 1 serious)	minor	minor	minor	minor	minor (except for 1 serious)
Number of accidents	8	3	4	7	10	5	5	21
Missed sessions	262,6	77,7	133,4	206,9	38,0	8	30	378,3
Total positions	263	58	161	160	334	143	191	655
Incidence rate	19,0	34,5	18,6	25,0	29,9	35,0	26,2	26,0
Deaths	0	0	0	0	0	0	0	0

*The TCA figures also include employees of the Udalaiz cooperative.

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

As shown in the table, there were no serious accidents in 2025.

Furthermore, the incidence rate has decreased significantly due to a lower number of accidents resulting in lost-time absences.

At the Fagor Electrónica Group, we did not detect any cases of occupational disease in 2025.



LABOR RELATIONS

Working conditions are established in the Cooperative's Internal Regulations, Chapter IV, Articles 44–88, and apply to 100% of the workforce.

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

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

The management of labor and social relations for non-members is carried out in accordance with labor and union laws, as well as the regulatory frameworks governing each geographic area.

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

Each facility has its own channels of communication between the company and employees, designed not only to provide information but also to receive and address employees' concerns, requests, contributions, and suggestions.

TRAINING

The automotive sector imposes very high quality standards on management at all levels, and to meet these standards, the Fagor Electrónica Group relies on skilled employees who are constantly learning and improving.

As part of its "People Management" process, the Fagor Electrónica Group has a "Conversations for Improvement and Teams" procedure designed to identify employees' training and development needs. Additionally, it has a "Training" procedure that enables the planning, implementation, and evaluation of the identified training initiatives.

Both procedures are systematically audited by internal and external personnel. These procedures serve as guidelines for plants located in different geographic areas to establish an annual training plan, which is adjusted throughout the fiscal year based on new needs that arise or changes that may occur to the original plan.

A portion of the Group's investment in training is dedicated to onboarding programs. Historically, the Fagor Electrónica Group has placed great importance on ensuring that employees receive adequate training, both when they begin working at any of the Group's companies and when they change positions. The training provided covers all aspects related to the proper performance of the job, addressing not only technical aspects but also all the policies of its integrated management system.

The following table shows the average number of training hours for the Fagor Electrónica Group workforce over the past two years:

COUNTRIES/GEOGRAPHICAL AREAS	TOTAL NUMBER OF TRAINING HOURS IN 2025			NUMBER OF EMPLOYEES TRAINED IN 2025		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	1215	2803	4018	31	190	221
Remaining plants	218	1372	1590	78	81	159

COUNTRIES/GEOGRAPHICAL AREAS	TOTAL NUMBER OF TRAINING HOURS IN 2024			NUMBER OF PEOPLE TRAINED IN 2024		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	396	1498	1894	29	104	133
Remaining plants	580	637	1217,3	146	37	183

ACCESSIBILITY

Accessibility is addressed in the organization's emergency plan. Fagor Electrónica's facilities are accessible to people with limited mobility or who use wheelchairs, ensuring their mobility.

EQUALITY

Section III, point 3, "Labor Relations," of our Code of Ethics sets forth the Fagor Electrónica Group's commitment to ensuring that all its members—regardless of their employment or corporate status, or of their gender, origin, or religion—have equal opportunities for employment, promotion, and professional development.

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

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

In 2025, no complaints related to equality were received.

RESPECT FOR HUMAN RIGHTS

The Fagor Electrónica Group recognizes the fundamental principles of the Universal Declaration of Human Rights, as defined by the United Nations in 1948, which serve as a framework for the organization's conduct.

Section III, point 3, "Labor Relations," expressly states the Fagor Electrónica Group's commitment to ensuring that it does not hire minors and does not resort to forced labor.

The ethics hotline (see information on social and personnel issues) is the channel for reporting and investigating any violations of these policies.

In 2025, no issues related to human rights violations were addressed.

During the double materiality analysis, an approach was adopted that prioritizes human rights issues in the assessment of impacts, risks, and opportunities to align the organization with European and global trends, regulations, and corporate initiatives on human rights.

COMBATING CORRUPTION AND BRIBERY

The Fagor Electrónica Group has established an anti-corruption policy that sets forth the necessary measures to prevent, detect, and sanction fraudulent acts and the use of the Fagor Electrónica Group's functions and resources— for financial or other gain by employees, executives, or members of its governing bodies.

Employees of the Fagor Electrónica Group, as well as any person or entity acting on its behalf or in its name, may not offer, make, promise, or authorize the payment of any sum of money or property of value, directly or indirectly, to any individual, government official, political party, representative, member, or candidate of a political party or political office, for the purpose of providing, obtaining, or retaining any business, favor, interest, or unfair advantage for the Fagor Electrónica Group.

Any decision to favor the Fagor Electrónica Group with preferential terms, or to provide confidential or private information that could give the Group an unfair advantage, is included in this prohibition.

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



Furthermore, in the Cooperative's Internal Regulations, Chapter V on labor disciplinary procedures, Article 92 defines as a very serious offense "directly or indirectly soliciting or accepting, from the Cooperative's clients or third parties in general, remuneration, promises, advantages, or privileges of any kind, for performing or having performed a service for the Cooperative" and "fraud, embezzlement, misappropriation, and equivalent acts; fraud, disloyalty, or breach of trust in the duties entrusted to the employee."

The Fagor Electrónica Group has a Supervisory Committee and undergoes the corresponding external audits as a preventive measure against the risk of money laundering

In addition, the organization has a Compliance Committee (Criminal Compliance) responsible for monitoring and ensuring compliance with the Criminal Risk Prevention Manual approved by the Group's Governing Council.

In 2025, no matters related to corruption, bribery, or money laundering were addressed.

INFORMATION ABOUT THE COMPANY

The Fagor Electrónica Group's Corporate Social Responsibility policy is intrinsically linked to its culture as a cooperative organization. It seeks to promote sustainable development in the communities where it operates, as well as to defend the interests and general well-being of customers, suppliers, employees, and other stakeholders.

The Fagor Electrónica Group's corporate responsibility is based on three pillars:

- Basic cooperative principles.
- Human development, wealth creation, and sustainable development.
- Ethical corporate governance.

SUSTAINABLE DEVELOPMENT

Fagor Electrónica, S.Coop. is part of Mondragón Corporación, an organization that considers social transformation to be one of its ten cooperative principles.

Likewise, Fagor Electrónica S.Coop. is part of the Fagor Group, a regional group of cooperatives whose main objectives are to develop a common human resources management model and a project for inter-cooperative collaboration with the community in which they operate.

This inter-cooperative project is governed by "Regulation 1/2018 on Criteria for the Application of the Contribution for Cooperative Education and Promotion and Other Public Interest Purposes" and stipulates that 12% of the profits of the Fagor Group's cooperatives be allocated to supporting the development of community assistance projects in the areas of education, social and cooperative development, and community distribution.

Within this framework, the Fagor Electrónica Group has allocated €167,983 to various social transformation and sustainability projects. This amount has been distributed as follows:

Funds	Amount 2025 (€)	Amount 2024 (€)
Initiatives of the Fagor Group's Social Transformation Group	27.378 €	32.578 €
Intercooperative Education and Promotion Fund managed by the Mondragon Group	27.378 €	29.894 €
Funds managed by the Fagor Group	113.227 €	134.422 €

Breakdown of funds managed by the Fagor Group	Amount 2025 (€)	Amount 2024 (€)
Educational Promotion		
Gizabidea Foundation	27.378 €	32.578 €
Social and Cooperative Development		
Debagoiena 2030	27.378 €	32.578 €
Standardization of the Basque language	26.283 €	31.275 €
Cooperation with developing countries / Mundukide	10.951 €	13.031 €
Inter-Cooperation and Cooperative Promotion	6.571 €	7.819 €
Community Distribution		
Social Transformation Projects in Cooperatives	2.190 €	2.606 €
Projects managed by the Fagor Electrónica Group's Social Transformation Committee	12.476€	14.535€
Total awarded	113.227€	134.422 €



Adicionalmente, en el seno de la cooperativa matriz, hay Additionally, within the parent cooperative, a Social Transformation Committee has been established which, in addition to distributing the financial aid allocated in the table above, promotes volunteer participation in various initiatives. Specifically, in 2025, the cooperative collaborated with:

- **Food Bank:** working with volunteers on the food drive.
- **Ointxe Sports Club:** fifth year of financial support for all the club's women's teams.
- **Zaporeak:** helping with the food drive for refugees in Lesbos (Greece)
- **Mundukide:** participating in the annual charity run organized to promote the Mundukide Foundation.
- **FagorMugi:** continuing to promote the app launched in 2020, which aims to encourage the use of alternative modes of transportation to private vehicles.

SUBCONTRACTING AND SUPPLIERS

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

We have not incorporated requirements related to other non-financial issues into our procurement policies due to the low level of risk associated with these matters in our supply chain and our organization's limited influence over the selection of our significant suppliers.

CONSUMER HEALTH AND SAFETY

Fagor Electrónica Group products reach end consumers, but as components incorporated by a third party into a final product. As a component manufacturer, we comply with all European legislation related to the CE marking.

As described in the previous section, we require our suppliers to demonstrate legal compliance regarding the raw materials and components we incorporate into our final products.

TAX INFORMATION

In fiscal year 2025, the breakdown by country of the Fagor Electrónica Group's pre-tax profit and the tax information regarding income taxes paid and government grants received are as follows (in thousands of euros):

	Year 2024		Year 2025	
	Other plants	Spain	Other plants	Spain
Pre-tax profit	1.612k €	-1.958 k€	2.326 k€	-1.501 k€
Taxes on income paid (*)	189k €	31 k€	5 k€	26 k€
Public grants received (**)	1.264 k€	0 €	2.273 k€	0 €

*The net amounts actually paid during fiscal year 2025 will be reported; this includes income taxes accrued in prior periods that were paid during the current fiscal year, but excludes income taxes accrued during the current period that will be paid in the future. Tax refunds from prior fiscal years are also included, if applicable.

** Non-repayable grants received in fiscal years 20 25 are included.

APPENDIX A—WORKFORCE DISTRIBUTION TABLES

Workforce distribution by country, job category, and gender for the last two years:

Countries/Geographic Areas	2025						TOTAL employees
	MEN			WOMEN			
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	139	55	194	67	111	178	372
<30	27	8	35	8	6	14	49
Between 30 and 50	70	36	106	45	66	111	217
>50	42	11	53	14	39	53	106
Thailand	47	40	87	45	88	133	220
<30	11	23	34	6	29	35	69
Between 30 and 50	35	17	52	35	55	90	142
>50	1	0	1	4	4	8	9
Colombia/Chile	19	0	19	9	0	9	28
<30	7	0	7	1	0	1	8
Between 30 and 50	11	0	11	8	0	7	19
> 50	1	0	1	0	0	0	1
Mexico	17	16	33	9	17	26	59
<30	6	9	15	3	5	8	23
Between 30 and 50	10	6	16	4	8	12	28
> 50	1	1	2	2	4	6	8
TOTAL	222	111	333	130	216	346	679

Countries/Geographic Areas	2024						TOTAL employees
	MEN			WOMEN			
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	109	52	161	63	97	160	321
<30	19	8	27	10	7	17	44
Between 30 and 50	61	33	94	42	55	97	191
>50	29	11	40	11	35	46	86
Thailand	26	51	77	42	80	122	199
<30	10	19	29	7	21	28	57
Between 30 and 50	15	32	47	31	54	85	132
>50	1	0	1	4	5	9	10
Colombia/Chile	19	0	19	6	0	6	25
<30	6	0	6	0	0	0	6
Between 30 and 50	11	0	11	6	0	5	17
> 50	2	0	2	0	0	0	2
Mexico	14	21	35	7	21	28	63
<30	6	10	16	3	7	10	26
Between 30 and 50	8	9	17	3	10	13	30
> 50	0	2	2	1	4	5	7
Turkey	8	10	18	4	25	29	47
<30	6	4	10	4	7	11	21
Between 30 and 50	2	6	8	0	17	17	25
> 50	0	0	0	0	1	1	1
TOTAL	176	134	310	122	223	345	655

The following tables show the number of active contracts at the end of the last two fiscal years, both in total and as an average, for each category.

Contract Types by Number

Contract Types	2025						
	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Undefined	192	107	299	121	190	311	610
<30	37	39	76	17	37	54	130
Between 30 and 50	116	57	173	85	113	198	371
>50	39	11	50	19	40	59	109
Seasonal	30	4	34	9	26	35	69
<30	14	1	15	1	3	4	19
Between 30 and 50	10	2	12	7	16	23	35
>50	6	1	7	1	7	8	15
Part-time	0	0	0	0	0	0	0
<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
TOTAL	222	111	333	130	216	346	679

Contract Types	2024						
	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Undefined	170	104	274	106	181	287	561
<30	36	36	72	18	35	53	125
Between 30 and 50	107	58	165	73	114	187	352
>50	27	10	37	15	32	47	84
Seasonal	24	12	36	14	43	57	93
<30	11	5	16	7	8	15	31
Between 30 and 50	11	6	17	2	14	16	33
>50	2	1	3	5	21	26	29
Part-time	0	0	0	1	0	1	1
<30	0	0	0	0	0	0	0
Between 30 and 50	0	0	0	1	0	1	1
>50	0	0	0	0	0	0	0
TOTAL	194	116	310	121	224	345	655

Average Contract Types

Contract Types	2025						
	Average MEN			Average for WOMEN			TOTAL Average
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Undefined	28%	16%	44%	18%	28%	46%	90%
<30	5%	6%	11%	3%	5%	8%	19%
Between 30 and 50	17%	8%	25%	13%	17%	29%	55%
>50	6%	2%	7%	3%	6%	9%	16%
Seasonal	4%	1%	5%	1%	4%	5%	10%
<30	2%	0%	2%	0%	0%	1%	3%
Between 30 and 50	1%	0%	2%	1%	2%	3%	5%
>50	1%	0%	1%	0%	1%	1%	2%
Part-time	0%	0%	0%	0%	0%	0%	0%
<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%
TOTAL	33%	16%	49%	19%	32%	51%	100%

Contract Types	2024						
	Average MEN			Average for WOMEN			TOTAL Average
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Undefined	26%	16%	42%	16%	28%	44%	86%
<30	5%	5%	11%	3%	5%	8%	19%
Between 30 and 50	16%	9%	25%	11%	17%	29%	54%
>50	4%	2%	6%	2%	5%	7%	13%
Seasonal	4%	2%	5%	2%	7%	9%	14%
<30	2%	1%	2%	1%	1%	2%	5%
Between 30 and 50	2%	1%	3%	0%	2%	2%	5%
>50	0%	0%	0%	1%	3%	4%	4%
Part-time	0%	0%	0%	0%	0%	0%	0%
<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%
TOTAL	30%	18%	47%	18%	34%	53%	100%

The following tables show the trends in hiring, voluntary resignations, and layoffs over the past two years:

Hiring	2025		2024	
	MEN	WOMEN	MEN	WOMEN
Spain	16	5	7	13
Other plants	89	114	124	126
HIRING RATE	33%		21%	
Voluntary resignations	2025		2024	
	MEN	WOMEN	MEN	WOMEN
Spain	7	4	2	6
Other plants	63	93	94	96

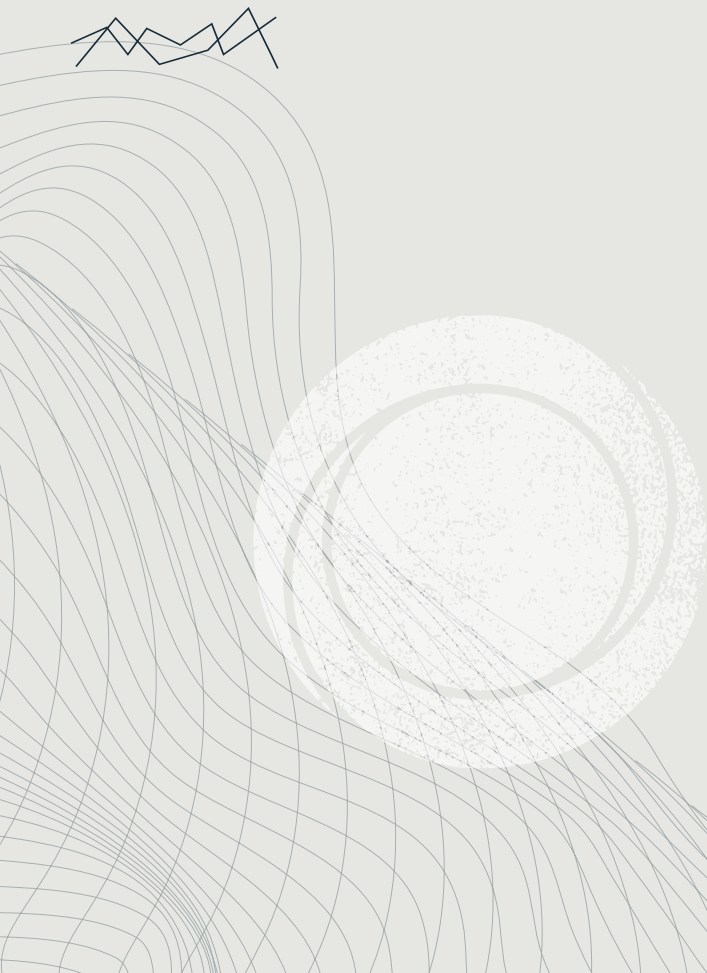
Procurement	2025	2024
<30	114	123
Between 30 and 50	97	123
>50	13	24
Total	224	270

Voluntary departures	2025	2024
<30	80	94
Between 30 and 50	74	83
>50	13	18
Total	167	195

Layoffs	MEN			WOMEN			TOTAL layoffs
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Year	2025						
<30	1	2	3	-	-	0	3
Between 30 and 50	4	3	7	-	1	1	8
>50	-	1	1	1	0	1	2
TOTAL	5	6	11	1	1	2	13
Year	2024						
<30	2	4	6	-	1	1	7
Between 30 and 50	1	1	2	1	6	7	9
>50	-	-	0	-	-	0	0
TOTAL	3	5	8	1	7	8	16

APPENDIX B - RELATIONSHIP BETWEEN THE PROVISIONS OF LAW 11/2018, SECTIONS OF THE REPORT, AND APPLICABLE STANDARDS

Information required by law regarding non-financial information and diversity	Report Chapter	Reference Standards
General Information		
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 Goals and Strategies	Management Model	GRI 2-23
Key factors and trends that may affect its future development		GRI 2-24 NO GRI
Reference in the report to the national, European, or international reporting framework used to select the key non-financial performance indicators included in each section	Introduction Appendix B	
If the company complies with the non-financial reporting law by issuing a separate report, it must explicitly state that such information forms part of the management report		
Description of the policies the group applies regarding these issues, which shall include the due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, as well as verification and control procedures, including what measures have been adopted	Information on environmental issues Information on social and personnel issues	GRI 3-3 c GRI 2-23
The results of these policies, which should include relevant key non-financial performance indicators that enable the monitoring and evaluation of progress and facilitate comparison across companies and sectors, in accordance with the applicable national, European, or international reference frameworks		Respect for human rights Information on society
The main risks related to these issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European, or international reference frameworks for each subject. Information must be included on the impacts that have been identified, with a breakdown, in particular, of the main short-, medium-, and long-term risks.	Introduction (Double materiality)	



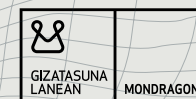
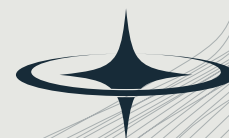
Information Required by Law Regarding Non-Financial Information and Diversity	Report Chapter	Reference Standards
Information on Environmental Issues		
Current and anticipated effects of the company's activities on the environment and, where applicable, on health and safety	Information on environmental issues	Non GRI
Environmental assessment or certification procedures		Non GRI
Resources allocated to environmental risk prevention		Non GRI
Application of the precautionary principle		GRI 2-23
Amount of provisions and guarantees for environmental risks		Non GRI
Measures to prevent, reduce, or remediate emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution	Measures to prevent pollution	GRI 3-3 a GRI 2-25
Measures for prevention, recycling, reuse, other forms of recovery, and waste disposal	Circular economy and waste prevention and management	GRI 301-2 GRI 306-1 GRI 306-2 GRI 306-4
Actions to Combat Food Waste		Non GRI,
Water consumption and water supply in accordance with local constraints	Sustainable use of resources	GRI 303-1 GRI 303-5
Raw material consumption and measures taken to improve efficiency in their use		GRI 301
Direct and indirect energy consumption		GRI 302-1
Measures taken to improve energy efficiency		GRI 302-4
Use of renewable energy		GRI 302-1
Key components 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
Measures Taken to Preserve or Restore Biodiversity	Biodiversity Protection	Not applicable
Impacts caused by activities or operations in protected areas		

Information required by law regarding non-financial information and diversity	Report section	Reference Standards
Information on social and workforce issues		
Total number and breakdown of employees by diversity criteria (gender, age, country, etc.)	Employment – Compensation Appendix B	GRI 2-7 a GRI 405-1
Total number and distribution of employment contract types, annual average of permanent, temporary, and part-time contracts by gender, age, and job category		GRI 2-7 b.
Annual average of permanent, temporary, and by gender, age, and job category		NON GRI,
Number of terminations by gender, age, and job category		GRI 401-1
Average compensation and trends, disaggregated by gender, age, and job category or equivalent value		Non GRI,
Pay gap, pay for jobs of equal value, or the company's average pay		GRI 405-2
Average compensation of board members and senior management		GRI 2-19a
Implementation of work-life balance policies		Non GRI
Employees with disabilities		GRI 405-1
Organization of working time		Work Organization
Number of hours of absenteeism	GRI 403-9	
Measures designed to facilitate work-life balance and promote shared responsibility for these duties by both parents	GRI 401-3	
Occupational health and safety conditions	Health and safety	GRI 403-1,2
Workplace accidents, particularly their frequency and severity, as well as occupational diseases, disaggregated by sex		GRI 403-9
Occupational illnesses (frequency and severity), disaggregated by sex		Non GRI

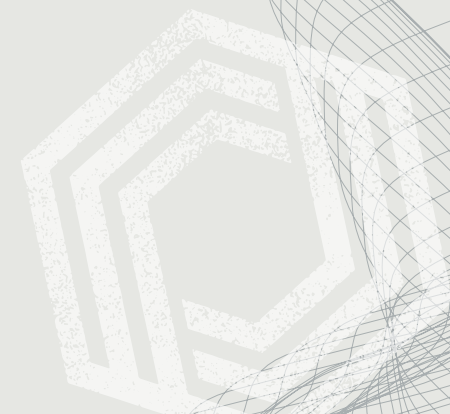
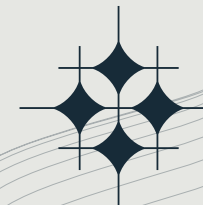
Organization of social dialogue, including procedures for informing, consulting, and negotiating with employees	Labor-Management Relations	Non GRI
Percentage of employees covered by collective bargaining agreements, by country		GRI 2-30a
The status of collective bargaining agreements, particularly in the area of occupational health and safety		Non GRI
Policies implemented in the area of training	Training	GRI 404-2
Total number of training hours by occupational category		GRI 404-1
Inclusion and universal accessibility for people with disabilities	Accessibility	Non GRI
Measures taken to promote equal treatment and opportunities for women and men	Equality	GRI 2-23
Equality plans (Chapter III of Organic Law 3/2007, of March 22, on the effective equality of women and men), measures adopted to promote employment, protocols against sexual harassment and gender-based harassment		GRI 2-24
Inclusion and universal accessibility for people with disabilities		GRI 2-23
Policy against all forms of discrimination and, where applicable, diversity management		Non GRI
		GRI 2-23
	GRI 2-24	

Information required by law regarding non-financial information and diversity	Report Chapter	Reference Standards
Information on respect for human rights		
Implementation of human rights due diligence procedures; prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage, and remedy any abuses that may have been committed.	Respect for Human Rights	GRI 2-15 GRI 3-3 a. GRI 2-23 a
Complaints regarding human rights violations. Promotion of and compliance with the provisions of the International Labor Organization's core conventions related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labor; and the effective abolition of child labor.		GRI 2-26 GRI 409-1 GRI 406-1

Information required by law regarding non-financial information and diversity	Report Section	Reference Standards
Information regarding the fight against corruption and bribery		
Measures Taken to Prevent Corruption and Bribery	Combating corruption and bribery	GRI 2-26 GRI 205-1
Medidas para luchar contra el blanqueo de capitales		Non GRI
Contributions to foundations and nonprofit organizations		GRI 201-1
		GRI 203-2



Information required by law regarding non-financial information and diversity	Report section	Reference standards
Information about the company		
Impact of the company's activities on employment and local development	Sustainable Development	GRI 201-1 GRI 413-1
Impact of the company's activities on local communities and the region		Non GRI
Relationships with local community stakeholders and the nature of the dialogue with them		GRI 2-29
Sponsorship and partnership initiatives		GRI 2-28
Inclusion of social, gender equality, and environmental considerations in the procurement policy	Subcontracting and suppliers	Non GRI
Consideration of social and environmental responsibility in relationships with suppliers and subcontractors		Non GRI
Monitoring and audit systems and their results		Non GRI
Measures for consumer health and safety	Consumer health and safety	Not applicable
Complaint systems, complaints received, and their resolution		
Profits by country, taxes on profits paid	Tax Information	Not GRI
Income taxes paid		Not GRI
Information on government grants received		GRI 201-4 a iii



Information required by law regarding non-financial information and diversity	Report section	Reference standards
Information on respect for human rights		
Implementation of human rights due diligence procedures; prevention of risks of human rights violations and, where applicable, measures to mitigate, manage, and remedy potential abuses.	Respect for Human Rights	GRI 2-15 GRI 3-3 a. GRI 2-23 a
Complaints regarding human rights violations. Promotion of and compliance with the provisions of the International Labor Organization's core conventions related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labor; and the effective abolition of child labor.		GRI 2-26 GRI 409-1 GRI 406-1

Information required by law regarding non-financial information and diversity	Report section	Reference standards
Information regarding the fight against corruption and bribery		
Measures Taken to Prevent Corruption and Bribery	Combating corruption and bribery	GRI 2-26 GRI 205-1
Measures to Combat Money Laundering		Non GRI
Contributions to foundations and nonprofit organizations		GRI 201-1 GRI 203-2



Information required by law regarding non-financial information and diversity	Report section	Reference standards
Information about the company		
Impact of the company's activities on employment and local development	Sustainable Development	GRI 201-1
Impact of the company's activities on local communities and the region		GRI 413-1
Relationships with local community stakeholders and the nature of the dialogue with them		Non GRI
Sponsorship and partnership initiatives		GRI 2-29
Inclusion of social, gender equality, and environmental considerations in the procurement policy	Subcontracting and suppliers	GRI 2-28
Consideration of social and environmental responsibility in relationships with suppliers and subcontractors		Non GRI
Monitoring and audit systems and their results		Non GRI
Measures for consumer health and safety	Consumer health and safety	Not applicable
Complaint systems, complaints received, and their resolution		
Profits by country, taxes on profits paid	Tax Information	Non GRI
Income taxes paid		Non GRI
Information on government grants received		GRI 201-4 a iii



APPENDICES

APPENDIX 1—CONTACT INFORMATION

Name	Fagor Electrónica, S. Coop.
Adress	Barrio San Andrés, s/n. Apdo 33. 20500 Mondragón (Spain)
Phone	+ 34 943 71 25 26
Website	https://www.fagorelectronica.com

APPENDIX 2—GROUP COMPANIES

- Fagor Electrónica, S. Coop.
- Fagor Electronics (THAILAND) LTD.
- Fagor Telecom, SLU.
- Fagor Electronics Mexico, S.A. de C.V.
- Fagor Telecom Colombia, SAS.
- Fagor Telecom Chile, SPA.
- Fagor Telecom Peru, SAC.
- Fagor Multimedia Solutions S.L.

APPENDIX 3—EXTERNAL VERIFICATION

On March 24, 2026, the members of the Governing Council of FAGOR ELECTRÓNICA, S. Coop. prepared the Consolidated Non-Financial Information Statement for the fiscal year ended December 31, 2025. Each page of the aforementioned document, for identification purposes, has been initialed by the secretary of the Governing Board, and all members of the Governing Board have signed this page as a sign of their approval.

Arrasate, March 24, 2026

D. OSCAR ARROYO SAINZ
D.N.I. 72.395.501-B
(President)

Dña. JUDITH HERMOSILLA ÁLVAREZ
D.N.I. 13.306.845-B
(Secretary)

Dña. SONIA GONZÁLEZ MONTERO
D.N.I. 45.622.949-B
(Vice President)

D. SEAMUS AODH MACQUAID
N.I.E X1921344Q
(Member)

D. ANDREA ARZAMENDI MONUX
D.N.I. 44330805 – F
(Member)

Dña. NEREA BARRENETXEA CABEZA
D.N.I. 45.666.655-V
(Member)

D. KERMAN CALLEJA ARANA
D.N.I. 72734440 – E
(Member)

D. JOSU IZAGIRRE ALTUNA
D.N.I. 16.285.540 – E
(Member)

Dña. ODEI GURIDI OCHOA
D.N.I. 44330763 – B
(Member)

