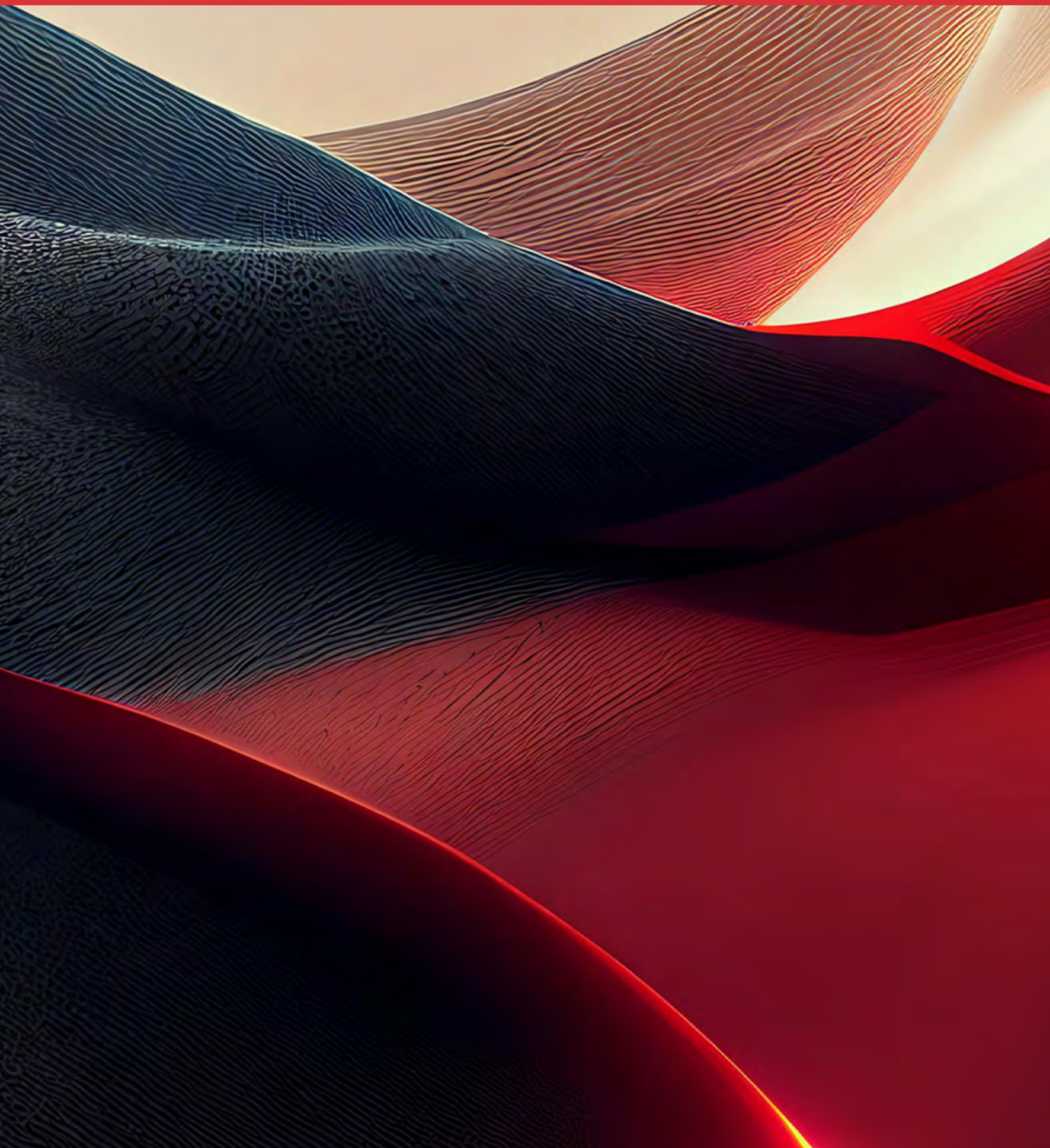


# Statement of Non-Financial Information

## 2024



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# 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 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing, in terms of non-financial information and diversity.

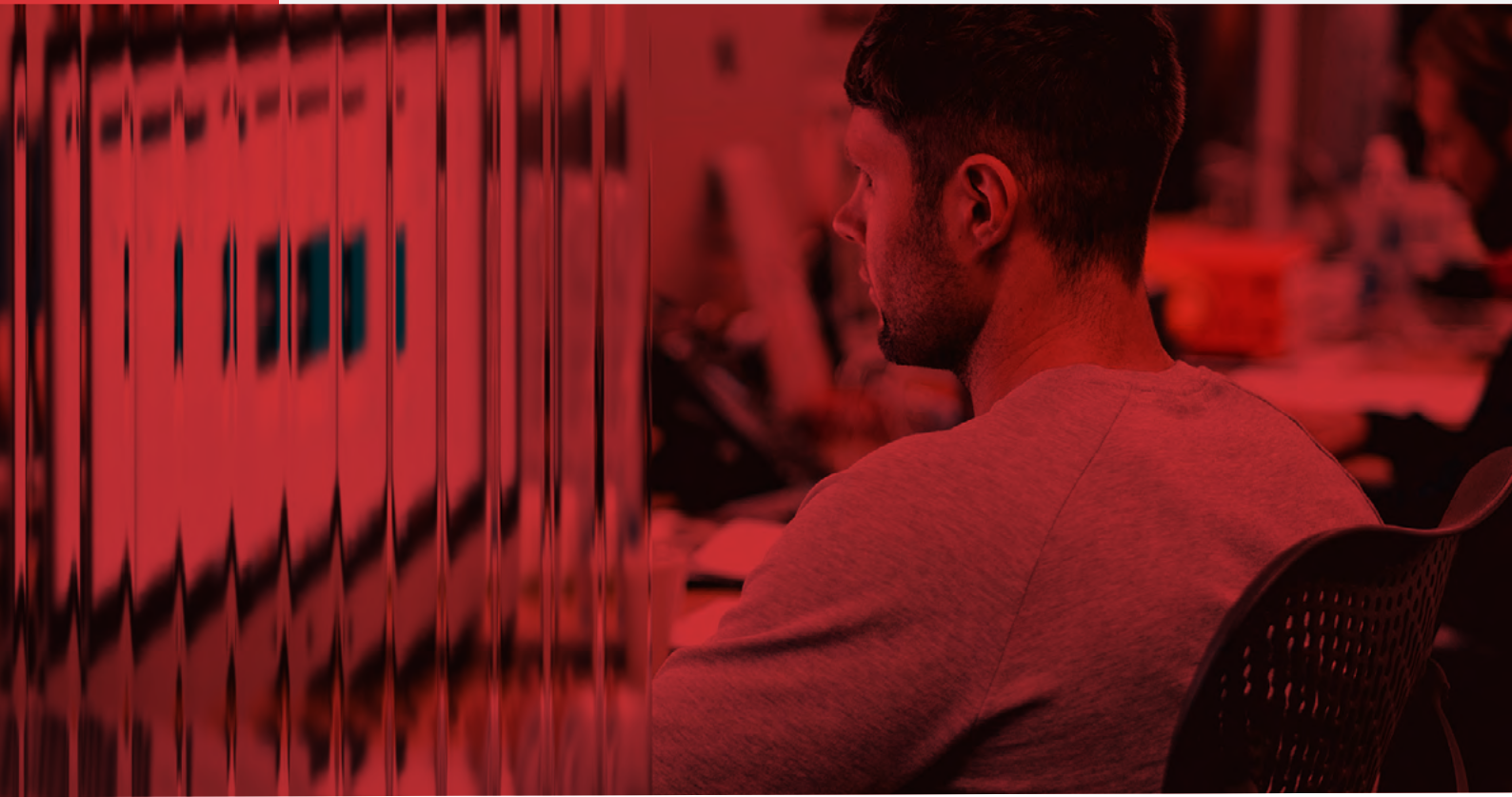
The Governing Board of Fagor Electrónica has chosen to formulate the Statement of Non-Financial Information, in a separate document, although the content of the Statement of Non-Financial Information is part of the Consolidated Management Report.

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 includes the information necessary 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 relating to personnel, including the measures adopted to promote 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, we have taken into account the results of the double materiality of the organization updated in 2022 and based on GRI standards. The methodology used, the stakeholders consulted and other relevant information for the analysis is detailed in a specific section of the report.

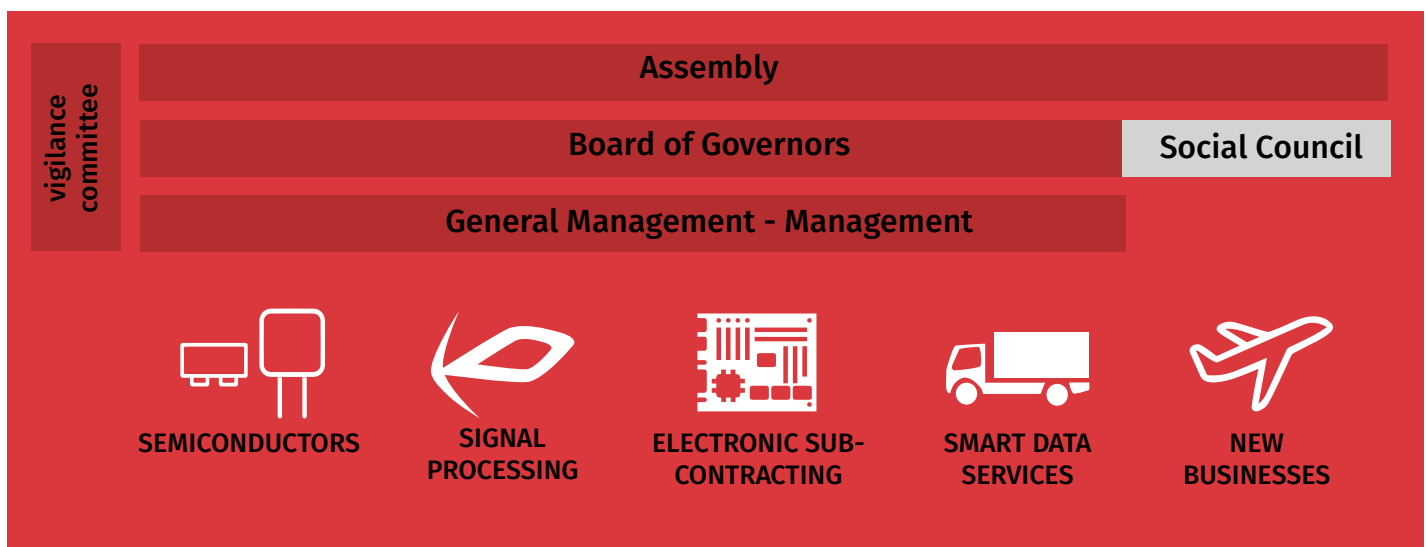




# Governance

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 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 members. It is a democratic and inclusive way of doing business, with owners and workers participating in the management to make competitive and sustainable projects.







## Sustainability Governance

The committee in charge of sustainability management is the Sustainability Committee made up of:

- Quality and Systems Management. A graduate in environmental sciences with sufficient and proven experience in the areas of Management Systems and Environmental Management.
- Chairman of the Governing Board.
- Financial Management.
- People Management.
- Purchasing, Logistics and Planning Management.
- Innovation and Digitalization Management.
- Systems, Environment and Prevention Technician. Degree in Chemical Sciences with extensive experience in Management Systems, Environmental Management and Occupational Health and Safety.

The committee is led by the Quality and Systems Management, meets at least 3 times a year and has the following functions:

- Maintain the evaluation 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 area and serves as the basis for the preparation of the Dual Materiality study.

- Propose to the Board of Directors and the Board of Governors
  - o The company's Sustainability Strategy and challenges,
  - o Corporate policies related to sustainability,
  - o Sustainability objectives and
  - o Human and financial resource requirements to achieve them
- Approves the necessary plans to achieve the commitments made by the organization.
- They monitor policies, commitments and agreed action plans and take the necessary actions in the event of deviations from the objectives set.

The initiatives and recommendations arising from this committee are submitted every six months to the Board of Directors and the Board of Governors, where they are discussed and approved, among others:

- The Sustainability Strategy and objectives
- The corporate policies
- The annual Non-Financial Reports.

The final approval of the strategy and Non-Financial reports is made at the General Meetings of members.



# Business Model and Value Chain

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 Electronics Division of Ulgor, S. Coop. (later Fagor Electrodomésticos).

From then until the present day, the Fagor Electrónica Group has been evolving, adapting 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 the 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 talent of the cooperatives and support their innovation strategies, and is internationally recognized as a model of inclusive competitiveness.

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, Colombia, Chile and Peru, and three production plants in Thailand, Mexico and Turkey.

## Our Mission

To develop a long-lasting 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 people and teams that promote a cooperative identity to generate wealth and transform society.



## Our vision

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

## Our Values

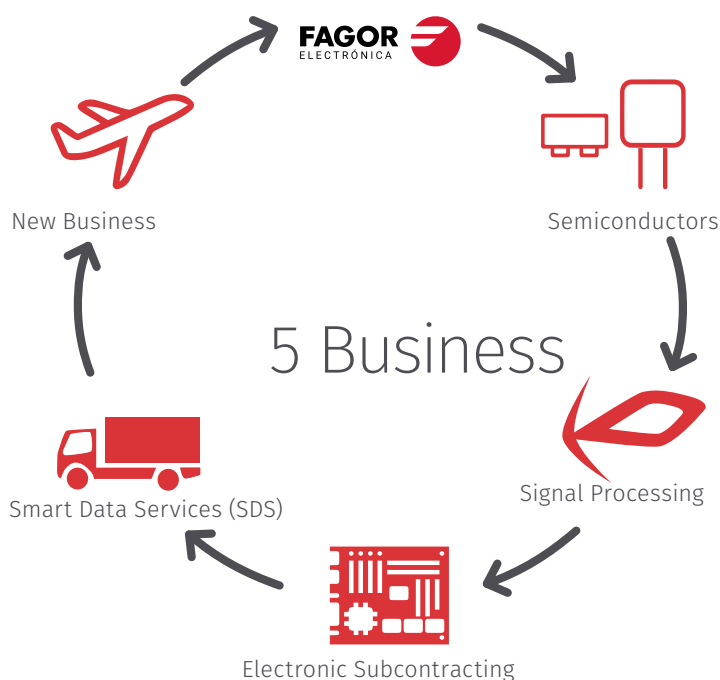
The values are shared and related to all workers who make up the Fagor Electrónica Group and can be summarized in 5:

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



## Business and organization

It currently has 5 Businesses whose activities are:



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

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 manufacturing, with high levels of reliability.

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

**TV Reception:** systems for digital and analog TV reception, processing and distribution.

**Electronic Subcontracting (CEM):** Electronic subassemblies and electronic cards for different applications, mainly aimed at the following sectors: automotive, household appliances, industrial electronics and telecommunications

**Smart Data Services (SDS):** Fleet management and location systems through Internet and intranet.

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

### 655 EMPLOYEES



It currently employs 655 people at eight locations:

### 8 LOCATIONS



- **Fagor Electrónica S. Coop.** 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 mainly Production operations are carried out.
- **Fagor Electronics México, S.A. de C.V.** located in Mexico where production operations related to the Electronic Subcontracting Business are carried out.
- **Fagor Telecom Colombia, S.A.S.** located in Colombia where operations related to the Fleet Management Business are carried out.
- **Fagor Telecom Chile, S.P.A.** 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 Electronic Subcontracting Business are carried out.
- **Fagor Telecom Perú, S.A.C.** located in Peru from where operations related to the Fleet Management Business are carried out and which has no assigned workers.

Note: in February 2024 the company **Fagor Multimedia Solutions S.L.** located in Astigarraga (Guipúzcoa) has been incorporated in which Fagor Electrónica participates with 100% of the capital. The data referring to this company will start to be reported in the 2025 report.



## Value chain

Fagor Electrónica's supply chain is made up of the following types of suppliers:

- Suppliers of chemical products: Large multinational suppliers working for all industrial sectors.
- Suppliers of raw materials and components for the electronics industry: Silicon and metallic materials.
- Suppliers of electronic components
- Suppliers of printed electrical circuits.

Most of the suppliers in the supply chain are large

suppliers with an international presence. Therefore, the organization manages the supply chain taking into account the impacts, risks and opportunities that arise from this, such as the possibility of lack of supplies due to adverse socio-political situations or climate-related regulations.

We operate in national and international markets, serving customers seeking quality products and services with a responsible approach.

Our customers are distributed throughout the world:

**60% Europe**



**25% Asia**



**15% America**



(\*) Approximate percentages

and a large part belongs to sectors that are highly committed to sustainability, among others: automotive, white goods, etc.



# Dual materiality analysis

The purpose of this matrix analysis 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 taking into account the impact and expectations of our stakeholders: Partners / DC, Customers, Employees, Suppliers, Public Administration and Social Agents

The process of obtaining the impact materiality included the determination of the stakeholders, the identification of the material issues to be addressed and the prioritization of these according to their impact on the organization and their relevance for the stakeholders.

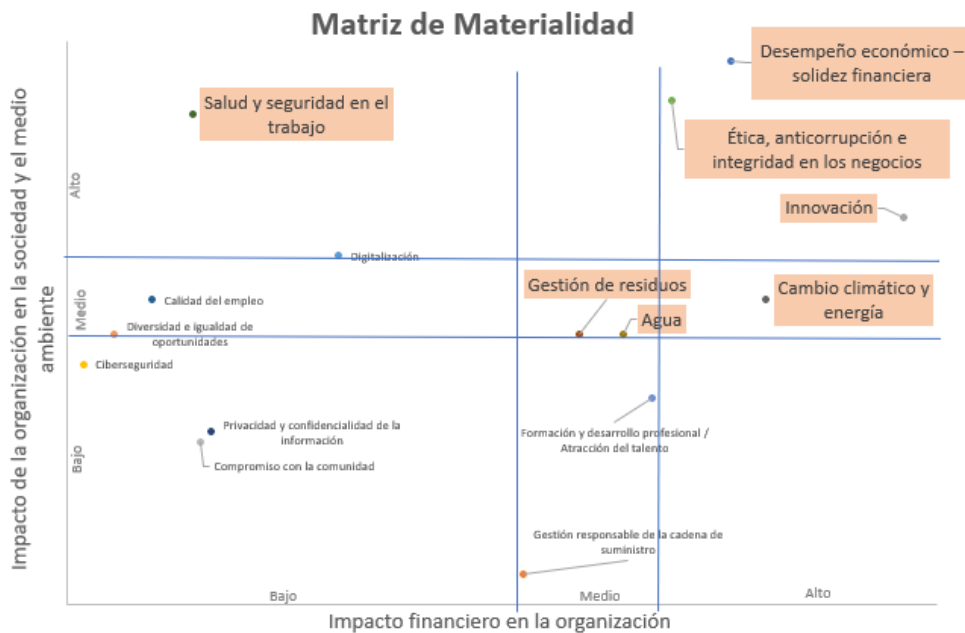
The conclusions of this study are shown in the following table:

In the case of financial materiality, global and

Category 1	Category 2		Material issues	Partners/ DC	Customers	Employees	Suppliers	Public Admin. public	Social agents
Economic and Governance	Economic Economic	1	Economic performance - financial strength						
		2	Responsible supply chain management						
	Innovation	3	Innovation						
		4	Digitalization						
	Ethics and Corporate Governance	5	Ethics, anti-corruption and business integrity						
		6	Privacy and confidentiality of information						
Environmental	Environmental	7	Waste management						
		8	Climate change and energy						
		9	Water Social						
	Labor practices	10	Quality of employment						
		11	Occupational health and safety						
		12	Training and career development / Talent attraction						
		13	Diversity and equal opportunities						
	Social action	14	Community involvement						

Level of expectations and needs	High	Medium	Low
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MATERIAL ISSUE	IMPACT AREA
Economic performance-financial soundness	Economics-finance
Business ethics, anti-corruption and integrity	Ethics and corporate governance
Innovation	Innovation
Climate change and energy	Environment
Water	Environment
Waste management	Environment
Occupational health and safety	R.H.R.H.

## Double materiality update 2024

During the year 2024 a double materiality update process has been carried out in order to align the organization with the advances in regulations developed by the European Commission within the framework of the European Green Pact to improve the transparency and quality of the sustainability reports of companies in the European Union.

This evaluation was carried out at two levels. Initially, it was approached at the Fagor Group level with the participation of all the Group's cooperatives and with the aim of obtaining a starting document that contemplated the Group's realities and all the contributions of the different participants. After this initial analysis, the evaluation was carried out at the cooperative level where the specific realities of the cooperative were

taken into account. Both analyses covered the Group's activities and its total value chain, including upstream, own and downstream operations. This will allow the material impacts, risks and opportunities to be integrated into Fagor Electrónica's strategy, helping to ensure that material sustainability issues are incorporated transversally throughout the organization.

After the initial identification of the impacts, the degree to which each impact affects the value chain was detailed and its characteristics were described in depth. In addition, it was indicated whether the specific impacts generate positive or negative results, classifying them according to time horizons: short term (year of the 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,

classifying potential risks and opportunities according to time horizons using the same criteria as impacts.

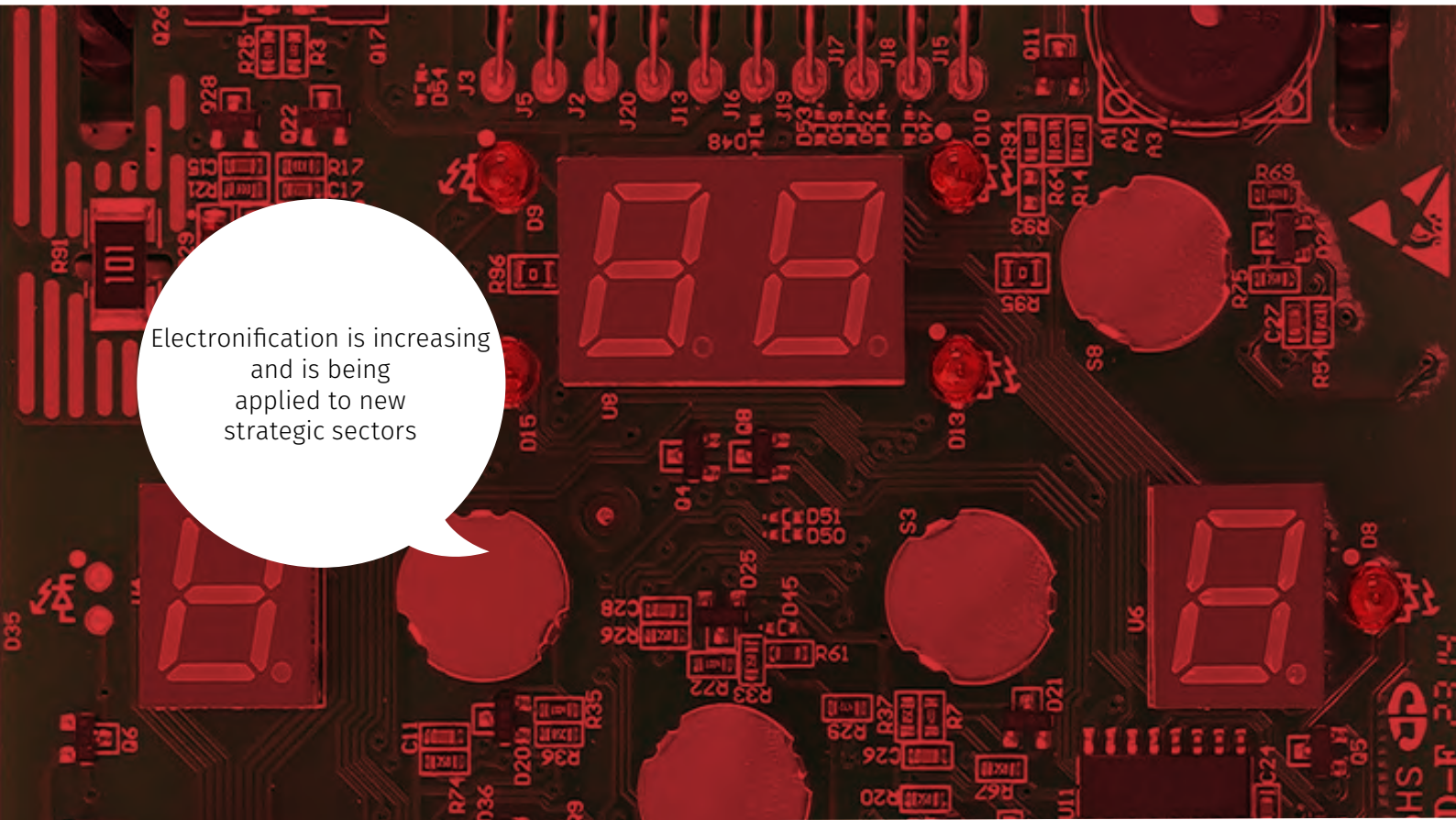
Fagor Electrónica evaluated a list of 56 impacts, risks and opportunities on ESG issues throughout the value chain, of which 26 were impacts (19 negative and 7 positive) and 30 were risks and opportunities (25 risks and 5 opportunities).

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

As a final point of the process, the material issues identified were redefined to align them with EFRAG

standards.

The methodology, the approach to Dual Materiality and the definitions of the material issues obtained were led by subject matter experts under EFRAG guidelines.



Electronification is increasing and is being applied to new strategic sectors

### Material issues

The result of this process was the prioritization of the material issues shown below:



Material topics Environment		Material topics Social		Material topics Business Conduct	
Climate change and pollution	ESRS E1. Climate change.	Managing our people	ESRS S1. Own personnel. Secure Employment	Company culture	ESRS G1. Business conduct. Corporate culture.
	ESRS E1. Climate change. Adaptation to climate change		ESRS S1. Own personnel. 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 personnel. Talent and retention (NO ESRS)		
Waste	ESRS E5. Circular economy. Waste	Health and safety in own staff	ESRS S1. Own personnel. Health and safety		

In this evolution of the dual materiality analysis with respect to its predecessor, we can see that:

- the themes "Economic performance-financial soundness" and "Ethics, anti-corruption and business integrity" give way to the new material theme "Corporate culture".
- Innovation" and "Water" are no longer material topics, and "Climate change" and "Waste" continue to be key environmental topics for the organization
- the importance of internal personnel is expanded from

the previous topic "Occupational health and safety" to two material topics from the social aspect: "Management of our people" and "Health and safety of our own personnel".

- Supplier relationship management" appears as a material topic in line with the importance given to the value chain by the new regulations.

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



# Market trends and risks

In 2021 the Fagor Electrónica Group began 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 this period 2021-2024, the growing electronification of traditional and new sectors has been identified as an opportunity, and the main risks:

- Global Competition increasingly more technically and economically prepared
- Shortage of Raw Material
- Protectionist policies
- Technological changes of miniaturization of components and increased power
- Digitalization of the different fields

- Difficulty in attracting talent in the usual fishing grounds
- Growing importance of environmental care

Regarding the risks of the environment and our sectors, the Risk Horizon reports have been used and have been 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:

- BUSINESS WITH FUTURE/ DIMENSION: double-digit annual growth
- INTERCOOPERATION: development of joint ventures with other companies
- FLEXIBILITY AND ADAPTABILITY: adapt organization and systems to respond to market demands
- DIGITAL TRANSFORMATION: leverage the development of digital tools to increase efficiency and market opportunities
- SUSTAINABILITY: alignment plan towards 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 organization: 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 of the management cycles at all levels are integrated, and together with the analysis of the external context of the organization and its stakeholders, a review of the SWOT (Strengths - Weaknesses - Opportunities - Threats) and challenges is carried out. The new challenges to be met in the next management cycle are then defined.

The Strategic Plan is deployed annually through the Management Plan. The quantification of the necessary resources, the definition of the most appropriate organization to deploy the long, medium and short term strategy designed and, in turn, the strategic scorecard that will allow to check the progress in each of the defined challenges.

At the process level, the guidelines derived from the

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

The owners of the processes and their teams periodically monitor the objectives and actions under their scope of management, taking the appropriate actions.

	Mondragon (date of 1st issuance)	Thailand (date of 1st issuance)	Mexico (date of 1st issuance)	Turkey (date of 1st issuance) (date of 1st issuance) issue)
IATF16946	05/02/2018	11/01/2018	28/02/2022	16/09/2024
EN 9100	18/07/2016			
EN 9110	18/07/2016			
EN ISO14001	2002	2014		
EN ISO 9001	1993	2002	2022	2024

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 regarding compliance with the quality requirements of customers, environmental protection, health and safety of workers and asset liability, the DC promotes the development of

the **integrated management system**, inspired by specific regulations, as shown in the following figure, and obtaining the appropriate certifications.



Similar to the strategy and processes, the people responsible for the integrated management systems (Quality, Environment, Occupational Health and Safety and Liability) maintain the appropriate policies and due diligence procedures.

They deploy them throughout the organization, periodically evaluating their performance 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	Integrated management system (ISO 14. 001 Certification) Social and personnel issues High risk - Significant waste generation (ISO 14. 001 Certification)001)
Social and Personnel Issues High risk - People-centered cooperative model Cooperative model focused on people	Bylaws 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	Bylaws EESS Internal Cooperative Regulations (RIC) Code of Conduct
Issue	Management approach
Fight against 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 area of influence Our products have no impact on consumers	Corporate Social Responsibility Policy Solidarity FAGOR Group Solidarity MONDRAGON

The approaches are discussed in greater detail below in the sections dealing with specific issues.

## Key non-financial indicators

The Fagor Electrónica Group, with this statement of non-financial information, wants to provide a comparable, verifiable and accurate picture of the results and the situation of the organization, in environmental, social, respect for human rights, the fight against corruption and personnel.

For the drafting of this Non-Financial Report have been used GRI standards (Sustainability Reporting Standards), internationally recognized and widely accepted and indicators AECA (Spanish Association of Accounting and Business Administration), recognized nationally. 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 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 axis of environmental management is the evaluation of environmental risks to identify and prioritize areas of action to mitigate their impact.

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

## 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 the emissions of the Fagor Electrónica Group 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 permitted by current legislation.

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

Significant emissions into the air by weight and source are presented below:



Substance	Significant air emissions		Source
	2024	2023	
NOX	3.9 Ton	3.9 Ton	Silicon etching processes
SOX	0.15 Ton	0.2 Ton	Cleaning processes
Volatile organic compounds (VOCs)	24.5 Ton	15,2 Ton	Glass cleaning and deposition processes
Particulates (PM)	0.2 Ton	0.3 Ton	Blasting and encapsulation processes
Ozone depleting gases	0.07 Ton	0.02 Ton	Cooling systems
<b>TOTAL</b>	<b>28.8Ton</b>	<b>19.6 Ton</b>	

\*Source (Process from which the aforementioned emissions originate)

These values are obtained from periodic measurements at emission points.

# 2024



## 462 Ton

Hazardous waste



## 489 Ton

Non-hazardous waste

## Circular economy and waste prevention and management

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

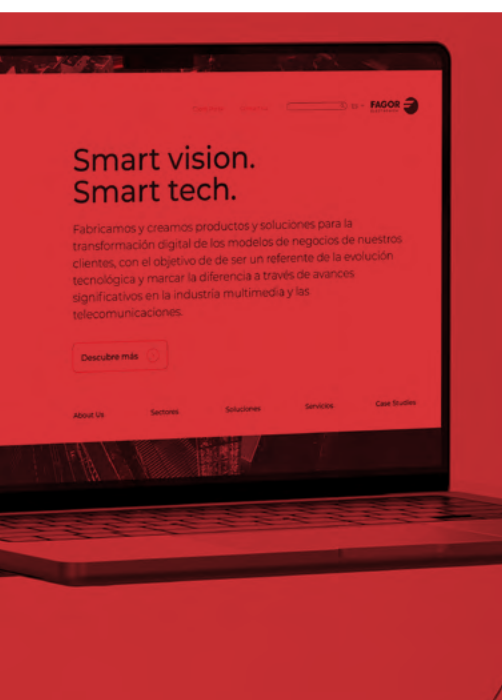
- Cardboard
- Plastics (antistatic expanded polystyrene, PBDE, EPP...)
- Wood

Of all the limit quantities set by R.D. 782/1998, cardboard is the material that generates the most packaging waste (14 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 carried out in the Fagor Electrónica Group.

	2024	2023
<b>Hazardous waste</b>	<b>477 Ton</b>	<b>462 Ton</b>
Concentrated acids, spent solvents	236 Ton	250 Ton
Sewage sludge	183 Ton	151 Ton
Rest	58 Ton	61 Ton
<b>Non-hazardous waste</b>	<b>469 Ton</b>	<b>489 Ton</b>
Plastics, epoxy resin residues	136 Ton	136 Ton
Copper	60 Ton	66 Ton
Cardboard	73 Ton	78 Ton
Remainder	200 Ton	209 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 facilities of the waste managers.

Most of the hazardous waste is generated during the manufacturing of semiconductors, specifically due to the need to use chemical products in the different processes.

Regarding the generation of non-hazardous waste, in the Electronic Subcontracting and Signal Treatment businesses it is mostly 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 epoxy resin injection (material used in sprues)

Part of the waste is reused in our facilities and the rest is delivered to authorized waste managers for its correct treatment, which in 2023 and 2024 is specified as:

WASTE NOT INTENDED FOR DISPOSAL	2024	2023
<b>Hazardous waste</b>	<b>231 Ton</b>	<b>229 Ton</b>
Preparation for reuse	6 Ton	7 Ton
Recycling	225 Ton	222 Ton
Other recovery operations 0 Ton 0 Ton Non-hazardous waste 273 Ton 299 Ton Preparation for reuse 135 Ton 156 Ton Recycling 135 Ton 156 Ton recovery	0 Ton	0 Ton
<b>Non-hazardous waste</b>	<b>273 Ton</b>	<b>299 Ton</b>
Preparation for reuse	135 Ton	156 Ton
Recycling	135 Ton	139 Ton
Other recovery operations	3 Ton	4 Ton

WASTE INTENDED FOR DISPOSAL	2024	2023
<b>Hazardous waste</b>	<b>246 Ton</b>	<b>232 Ton</b>
Incineration (with energy recovery)	0 Ton	0 Ton
Incineration (without energy recovery)	24 Ton	24 Ton
Transfer to landfill	44 Ton	23 Ton
Other disposal operations	178 Ton	185 Ton
<b>Non-hazardous waste</b>	<b>197 Ton</b>	<b>190 Ton</b>
Incineration (with energy recovery)	0,5 Ton	0,5 Ton
Incineration (without energy recovery)	0 Ton	0 Ton
Transfer to landfill	136 Ton	135 Ton
Other disposal operations	60 Ton	54 Ton

Every 4 years Fagor Electrónica carries out a Waste Minimization Plan where 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 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 breakdowns, anomalous

situations, ... and take the most appropriate measures.

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

	2024	2023
Total volume of water consumed	2.7 dam <sup>3</sup>	3.9 dam <sup>3</sup>
Total volume of water discharged	190 dam <sup>3</sup>	187 dam <sup>3</sup>
Total volume of water withdrawn	193 dam <sup>3</sup>	191 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>)



	2024	2023
Water discharged	190,779 dam <sup>3</sup> /year	187,379 dam <sup>3</sup> /year
Water consumed	2.7 dam <sup>3</sup> /year	3.9 dam <sup>3</sup> /year

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.

The following table shows the direct energy data consumed by the Fagor Electrónica Group in 2024. The energy data have been obtained from the meters that the organization has in the different plants:



### ELECTRICITY:

	2024	2023
	18,895,012 kwh	18,836,956 kwh



### NATURAL GAS

	2024	2023
	3,508,149 kwh	3,587,782 kwh

As part of the Group's energy efficiency plan, the actions carried out in 2024 included: improvements in the facilities to control the relative humidity required in the production areas and optimization of the use of compressors in the Thailand plant.



Regarding raw materials, the evolution of this cost for Fagor Electrónica has been:

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

2024	2023
48,712 k€.	41,011 k€.



## 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:

	Source	2024	2023
Direct GHG emissions (Scope 1)	Natural gas	710.39 Ton CO2	725.63 Ton CO2
	Diesel	6.28 Ton CO2	4.68 Ton CO2
	Fugitive Emissions	454.26 Ton CO2	187.82 Ton CO2
	TOTAL	1,170.93 Ton CO2	918.13 Ton CO2
	Source	2024	2022
Indirect GHG emissions from imported electricity (market-based scope 2)	Spain	2,259.9 Ton CO2	2,595.9 Ton CO2
	Thailand	4,205.8 Ton CO2	4,319.6 Ton CO2
	Mexico	304.6 Ton CO2	266.0 Ton CO2
	Turkey	305.6 Ton CO2	132.7 Ton CO2
	TOTAL	7,075.9 Ton CO2	7,314.2 Ton CO2

Comparing the values for 2024 and 2023:

- energy efficiency improvements have been implemented in the plants in Thailand and Spain resulting in a decrease in scope 2 of the organization's carbon footprint.

- there has been an increase in refrigeration equipment breakdowns leading to an increase in the emission of refrigerant gases.

In addition to these considerations, Fagor Electrónica has materialized an investment for the construction of a photovoltaic power plant that will start producing green energy during 2025.

The organization's concern for the impact of our activity on the environment led to systematize the actions following the ISO14001 scheme, a certification that the Mondragon plant has held since 2002 and the one in Thailand 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 on this aspect, which is not considered relevant.



# Information on Social and Personal Issues

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 Bylaws 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 Remuneration in the Group, which is developed in Chapter IV "Labor Regime", in Section III "Professional Classification".
- The code of conduct of the parent company 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 the people management as owner, periodically evaluate the deployment of the policies and the operation of the processes involved: selection of people, training, remuneration, etc.

The Fagor Electrónica Group has developed a conflict management protocol, where clear and effective principles are established for the prevention of interpersonal conflict situations and the treatment of the same.

The Committee for Conflict Management 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 cooperative's governing bodies/managers.

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

## Employment-Remuneration

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 the people employed in each plant are assigned to a job with a remuneration according to the work and responsibilities performed, not making any differentiation for reasons of race, religion, age or sex in order to avoid the salary gap.

Relief bonuses, night work bonuses, seniority, 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 can be made in a fiscal year are equally applicable to all the 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 work salaries are in accordance with those existing in the labor market of the corresponding country, respecting in all cases the references of the agreement and/or sector.

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

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



	2024	2023
Persons under contract at year-end	655	589
Women under contract at year-end	351	304
Persons in senior management	20	21
Women in senior management	6	4

As of December 31, 2024, 655 people make up the Fagor Electrónica Group's team.

655 PEOPLE

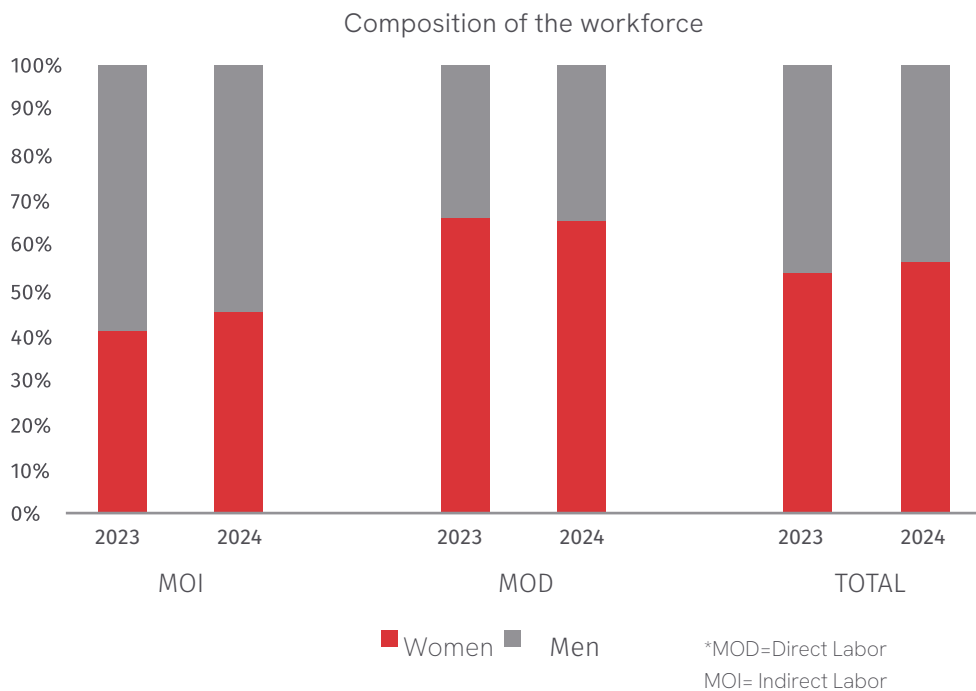




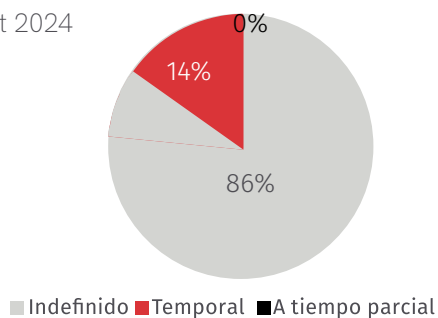
Detailed data on:

- 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.

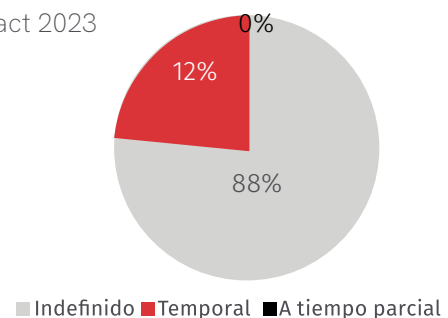
- The evolution of hiring, voluntary severance and layoffs over the last two years  
is included in Appendix A. A brief summary is shown in the following graphs.



Type of contract 2024



Type of contract 2023



The level of contracting is 41%. This high value is related to the high turnover values in foreign plants.

The breakdown of the average remuneration in the year

2024 of the Spanish plants of the Fagor Electrónica Group, distributed by age, professional classification and gender is as follows:

## Year 2024

Age	Average remuneration: MEN		Average remuneration: WOMEN	
	MOI	MOD	MOI	MOD
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 €
Medium	52.635 €		45.439 €	

\* Does not include information from outside plants.

\* Annual compensation has been calculated with the gross salaries of all men and women who worked during fiscal year 2024.

## 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 €
Average	45.156 €		39.196 €	

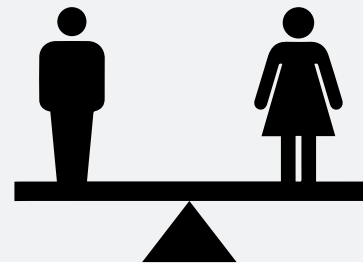
Data Wage gap calculated as:

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

2024 2023

Rest of plants 13.6% 21.0%

Spain 13.7% 13.2% 13.2



With regard to the average compensation of the management team and the corresponding salary gap, we have these data:

Year	Men			Women			Wage gap
	Annual Compensation k€	No.	Average k€	Annual Compensation k€	No.	Average k€	
2024	1126 k€	14	80 k€	378 k€	6	63 k€	21.8 %

These remunerations of the jobs and their evolution disaggregated by sex, age and professional classification are in accordance with the averages of the society for similar positions.

The 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 in equal conditions.



## Work Organization

The working conditions are included in the Cooperative Internal Regime, in articles 44 to 55, and regulate the working conditions regarding: Working day; Working calendars; Overtime; Half day; Shift work; Flexible working hours; Weekly rest; Holidays; Permits and annual vacations.

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

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

Año	Nº de días no trabajado	Nº de días trabajados	% de Absentismo
2024	7.623	146.680	4,9
2023	6.536	147.488	4,2

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 plants.

Año	Mujeres	Hombres
2024	18	3
2023	12	2

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.





## Health and Safety

The Fagor Electrónica Group's integrated system contemplates Occupational Health and Safety by addressing all the elements recommended by the ISO45001 standard 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 workplaces 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:



2024	Spain				Rest of plants			TOTAL
	Members	AAR	Men	Women	AAR	Men	Women	
Type of accidents	minor	minor	minor (except 1 serious)	minor	minor minor	minor	minor	minor (except 1 serious)
Number of accidents	8	3	4	7	10	5	5	21
Lost workdays	262,	77.7	133.4	206.9	38.0	8	30	378.3
Total number of jobs	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
Fatalities	0	0	0	0	0			6

2023	Spain				Rest of plants			TOTAL
	Members	AAR	Men	Women	AAR	Men	Women	
Type of accidents	minor	minor	minor	minor minor	minor	minor	minor	minor
Number of accidents	10	4	1	13	9	5	4	23
Lost workdays	67,	114.2	31.8	150.1	94.0	83	11	275.8
Total jobs	259	47	159	147	283	126	157	589
Incidence rate	38.6	21.3	6.3	68.0	31.8	39.7	25.5	34.0
Fatalities	0	0	0	0				7

\*Employees of the Udalaitz cooperative have also been taken into account in the AARs.

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

As indicated in the table, one serious accident occurred in 2024, specifically a traffic accident during one of the transfers on a work trip.

In the Fagor Electrónica Group we did not detect any cases of occupational illness during 2024.

## Social Relationships

The working conditions are established in the Internal Regime of the Cooperative in chapter IV articles 44-88 and are applied to 100% of the workers.

In the Code of Conduct in Section III "Ethical Principles", point 4 "Conflict of interest", the respect of the Fagor Electrónica Group for the performance of social and public activities by the people who are part of it, the right to unionize, the freedom of association and collective bargaining in the work environment, as long as it does not interfere in the work environment, the freedom of association and collective bargaining in the work environment, as long as it does not interfere in the work environment, the freedom of association and collective

## Training

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

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

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 be made to the plan.

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 work in any of the Group's companies and when there is a change of position. The training provided covers all aspects related to the correct performance of the job, including not only technical aspects, but also all the policies of its integrated management system.

The average hours of training of the Fagor Electrónica Group staff in the last two years are shown below:

bargaining in the labor field, as long as they do not interfere in their professional activity

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

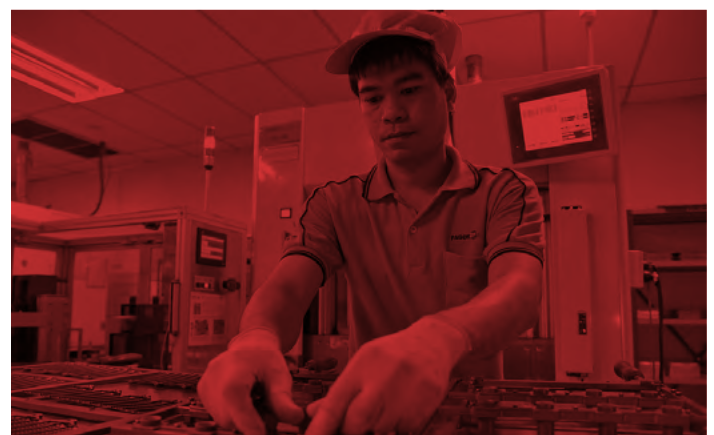
The management of the social and labor relations of non-members is carried out in accordance with labor and union legislation as well as the regulatory frameworks in force in each geographical area.

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

Each center has its own communication channels between the company and the employees in order to inform, but also to receive and know at the same time the concerns, demands, contributions and suggestions of the people.

COUNTRIES/ GEOGRAPHIC AREAS	NUMBER OF TOTAL TRAINING HOURS IN 2024			NUMBER OF TRAINED PERSONS IN 2024		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	396	1498	<b>1894</b>	29	104	<b>133</b>
Rest of plants	580	637	<b>1217,3</b>	146	37	<b>183</b>

COUNTRIES/ GEOGRAPHIC AREAS	NUMBER OF TOTAL TRAINING HOURS IN 2023			NUMBER OF TRAINED PERSONS IN 2023		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	439	4718	<b>5156</b>	20	254	<b>274</b>
Rest of plants	433	528	<b>961</b>	27	70	<b>97</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 opportunities, promotion and development.

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

The ethical 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 2024 a complaint related to equality has been received which, after applying the defined protocol, is 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 ensure that minors are not hired and that forced labor is not used.

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

In 2024, no issues related to the breach of Human Rights have been addressed.

The dual materiality update conducted during the 2024 financial year took into account an approach that prioritizes human rights issues in the assessment of impacts, risks and opportunities to align the organization with European and global human rights trends, regulations and corporate initiatives.





# 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.

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 property of value, directly or indirectly, to any individual, government official, political party, representative, member or candidate of a political party or office, with the purpose of providing, obtaining or retaining 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 may 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 the Internal Regime of the Cooperative in Chapter V on labor disciplinary regime, in Article 92 it is considered a very serious offense "to manage or admit directly or indirectly,

from customers of the Cooperative or third parties in general, remunerations, promises, advantages or prerogatives of any kind, for fulfilling or having fulfilled a service of the Cooperative" and "Fraud, embezzlement, misappropriation, misappropriation and equivalents; fraud, disloyalty or abuse of confidence in the entrusted managements".

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

In addition, in 2022 the Compliance Committee (Criminal Compliance) was created as responsible for monitoring and compliance with the Criminal Risk Prevention Manual approved by the Group's Governing Board.

In 2024 no matters related to corruption, bribery or money laundering have been dealt with.



# 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.
- Development of people, generation of wealth and sustainable development.
- Ethical corporate governance.

## Sustainable development

Fagor Electrónica, S.Coop. belongs to Mondragón Corporación, an organization that considers social transformation as one of 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 people management model and an intercooperation project with the environment in which they carry out their activity.

Said intercooperation 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 cooperatives of the Fagor Group are destined 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 €196,894 to different Social Transformation and Sustainability projects. This amount has been distributed as follows:

Funds	Amount 2024 (€)	Amount 2023 (€)
Initiatives of the Social Transformation Group of the FAGOR group	32,578 €	37,580 €
Intercooperative Education and Promotion Fund managed by the Mondragon group	29,894 €	37,580 €
Funds managed by the Fagor Group	134,422 €	150,320 €

Detail of funds managed by the Fagor Group	Amount 2024 (€)	Amount 2023 (€)
<b>Educational promotion</b>		
Gizabidea Foundation	32,578 €	37,580 €
<b>Social and Cooperative Promotion</b>		
Debagoiena 2030	32,578 €	37,580 €
Basque language normalization	31,275 €	36,077 €
Cooperation with developing countries/ Mundukide	13,031 €	15,032 €
Intercooperation and Cooperative Promotion	7,819 €	9,019 €
<b>Community Distribution</b>		
Social Transformation Projects in Cooperatives	2,606 €	3,006 €
Projects managed by the Social Transformation Committee of the Fagor Electrónica Group	14,535 €	12,026 €
<b>Total awarded</b>	<b>134.422 €</b>	<b>150.320 €</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 2024 we have collaborated with:

- Food Bank: collaborating with volunteers in the food collection campaign
- Ointxe Sports Club: fourth year of economic collaboration with all the Club's women's teams.
- Zaporeak: collaborating in the collection of food for refugees in Lesbos (Greece)
- Mundukide: participating in the annual solidarity race organized to promote the Mundukide Foundation.
- FagorMugi: continuing with the promotion of 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.

In our purchasing policies we have not incorporated requirements related to other non-financial issues due to the low level of risk in these matters associated with our supply chain and the low power 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 the European legislation associated with CE marking.

As we have described in the previous section, we require our suppliers to prove the legal compliance related to the raw materials and components that we incorporate in our final products.





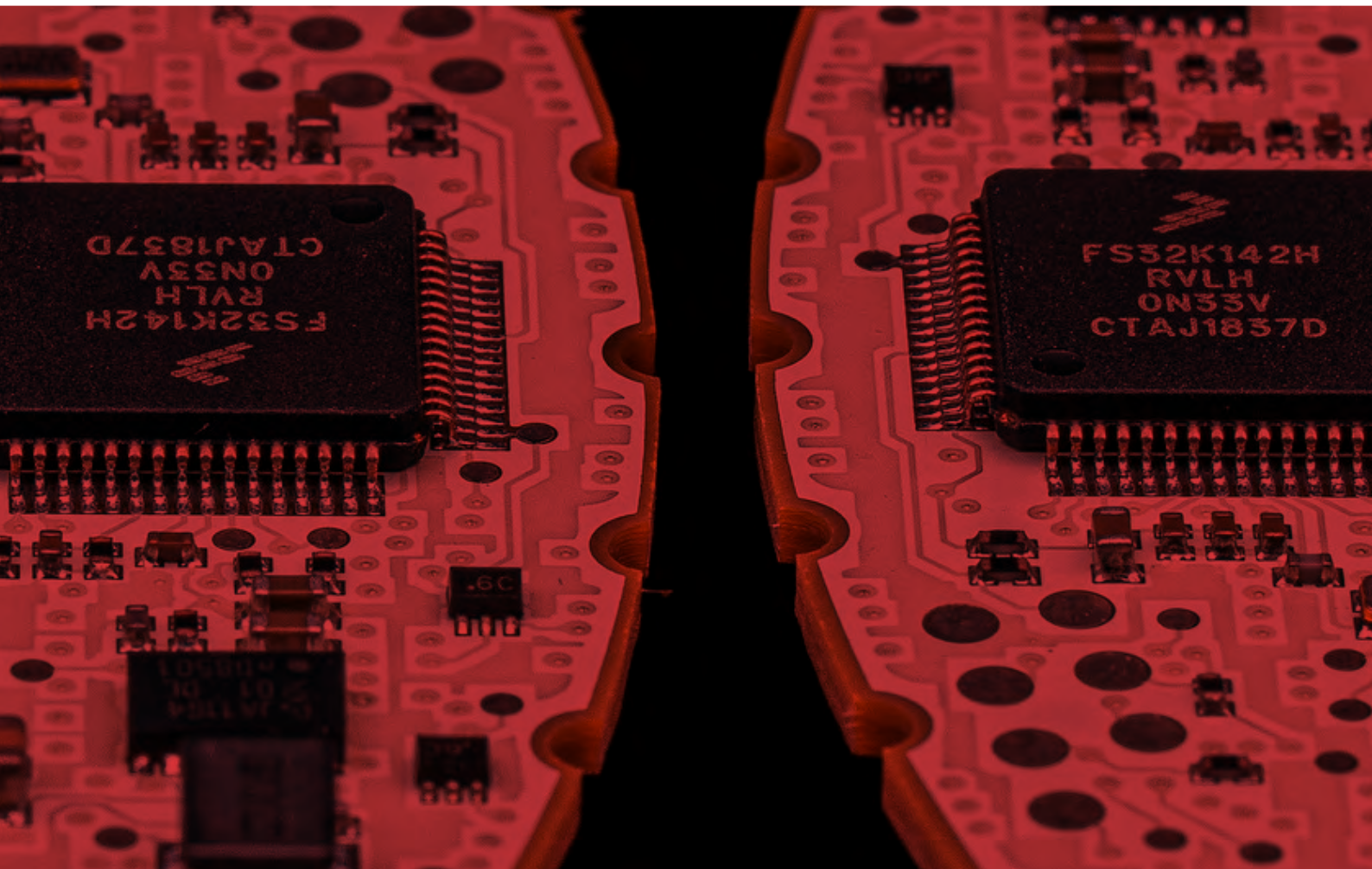
## Tax information

In the 2024 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 2024		Year 2023	
	Spain	Rest of plants	Spain	Rest of plants
Profit before taxes	2,326 k€	-1,501 k€	2.300 k€	-843 k€
Taxes on profit paid (*)	5 k€	26 k€	44 k€	0 k€
Public subsidies received (**)	2,273 k€	0 k€	1,646 k€	0 €

\*Net amounts actually paid in the year 2024 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.

\*\* Non-repayable grants received in 2024 are included.





## Appendix A- Staffing Distribution Tables

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

2024							
Countries/ geographical areas	MEN			WOMEN			TOTAL employed persons
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	109	52	161	63	97	160	321
<30	19	8	27	10	7	17	44
Between 30-50	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 30-50	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 30-50	11	0	11	6	0	5	17
>50	2	0	2	0	0	0	2
Mexico	14	21	35	7	21	28	63
63 <30	6	10	16	3	7	10	26
Between 30-50	8	9	17	3	10	13	30
>50	0	2	2	1	4	5	7
Turkey	8	10	18	4	25	29	47 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	310 310	122	223	345	655

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

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

Contract types	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	170	104	274	106	181	287	561
<30	36	36	72	18	35	53	125
Between 30 and 50	107	58	165	73	xml-ph-0031@deepl.in50		
2024	27	10	37	15	32	47	84
Temporary	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

Contract types	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	167	85	252	105	159	264	516
<30	38	27	65	21	33	54	119
Between 30 and 50	105	50	155	71	xml-ph-0031@deepl.int50		
2023	24	8	32	13	29	42	74
Temporary	25	8	33	19	20	39	72
<30	8	2	10	8	1	9	19
Between 30 and 50	12	5	17	10	11	21	38
>50	5	1	6	1	8	9	15
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

## Average contract types

2024							
Contract types	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	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%
Temporary	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%

2023							
Contract types	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	28%	14%	43%	18%	27%	45%	88%
<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%
Temporary	4%	1%	6%	3%	3%	7%	12%
<30	1%	0%	2%	1%	0%	2%	3%
Between 30 and 50	2%	1%	3%	3%	2%	4%	6%
>50	1%	0%	1%	0%	1%	2%	3%
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%	48%	21%	30%	52%	100%



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

Hiring	2024		2023	
	MEN	WOMEN	MEN	WOMEN
Spain	7	13	14	8
Rest of plants	124	126	64	38
Recruitment rate	41%		21% 21%	

Voluntary departures	2024		2023	
	MEN	WOMEN	MEN	WOMEN
Spain	2	6	20	22
Rest of plants	94	96	68	46

Hiring	2024	2023
<30	123	60
Between 30 and 50	123	61
>50	24	3
Total	270	124
Voluntary departures	2024	2023
<30	94	76
Between 30 and 50	83	69
>50	18	11
Total	195	156

2024							
Layoffs	MEN			WOMEN			TOTAL layoffs
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<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

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

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

Information required by law on non-financial information and diversity	Reporting 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
Objectives and strategies of the organization	Management model	GRI 2-23 GRI 2-24 NO GRI
Key factors and trends that could affect future developments		
Reference in the report to the national, European or international reporting framework used, European or international reporting framework used for the selection of 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 should 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 risks and impacts of non-financial reporting, prevention and mitigation of significant risks and impacts, and verification and monitoring, including what measures have been taken	Reporting 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 companies and sectors, in accordance with the national, European or international reference frameworks used	Reporting on social and labor issues  Respect for human rights  Reporting on society	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 negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each subject. 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 on non-financial information and diversity	Reporting chapter	Benchmark standards
Information on environmental issues		
Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	Information on environmental issues	No GRI
Environmental assessment or certification procedures		No GRI
Resources devoted to environmental risk prevention		No GRI
Application of the precautionary principle		GRI 2-23
Number of provisions and safeguards for environmental risks		No GRI
Measures to prevent, reduce, or remediate emissions that seriously affect the environment; taking into account any activity-specific forms of air pollution, including noise and light pollution	Measures to prevent pollution	GRI 3-3 to GRI 2-25
Measures for prevention, recycling, reuse, other forms of waste recovery and disposal, other forms of waste recovery and 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		No GRI,
Water consumption and water supply in accordance with 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
Consumption, consumption, direct and indirect, of energy		GRI 302-1
Measures taken to improve energy efficiency		GRI 302-4
Use of renewable energy		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
Measures 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 information and diversity	Reporting chapter	Benchmark standards
Information on employee and social issues		
Total number and distribution of employees according to criteria representative of diversity (gender, age, country, etc.)	Employment-Remuneration Appendix B	GRI 2-7 a GRI 405-1
Total number and distribution of employment contract modalities, average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification		GRI 2-7 b.
Average annual number of permanent contracts, temporary contracts, and part-time contracts by gender, age, and occupational classification		NO GRI,
Number of dismissals by gender, age, and occupational classification		GRI 401-1
Average compensation and its evolution disaggregated by gender, age, and occupational classification or equal value		No GRI,
Wage gap, remuneration for equal or median positions in the company		GRI 405-2
Average compensation of directors and senior management		GRI 2-19a
Implementation of policies for work disengagement		No GRI
Employees with disabilities		GRI 405-1
Organization of working time	Organization of work	No GRI
Number of hours of absenteeism		GRI 403-9
Measures to facilitate the enjoyment of work-life balance and encourage the co-responsible exercise of work-life balance by both parents		GRI 401-3
Occupational health and safety conditions	Health and safety	GRI 403-1,2
Occupational accidents, in particular their frequency and severity, as well as occupational diseases, disaggregated by gender		GRI 403-9
Occupational diseases (frequency and severity) disaggregated by gender		No GRI
Organization of social dialogue, including procedures for informing, consulting, and negotiating with employees	Social relations	No GRI
Percentage of employees covered by collective bargaining agreements by country		GRI 2-30a
The balance of collective bargaining agreements, particularly in the field of occupational health and safety		No GRI
Policies implemented in the field of training	Training	GRI 404-2
The total number of hours of training by employee category		GRI 404-1
Integration and universal accessibility for people with disabilities	Accessibility	No GRI
Measures adopted 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, March 22nd, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment		GRI 2-23
Integration and universal accessibility for people with disabilities		No GRI
Policy against all types of discrimination and, where appropriate, diversity management		GRI 2-23 BRI 2-24



Information required by law on non-financial reporting and diversity	Reporting chapter	Benchmark 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 redress potential abuses.	Respect for Human Rights	GRI 2-15 GRI 3-3 a. GRI 2-23 a
Reporting of human rights abuses. Promotion of and compliance with the provisions of the core conventions of the International Labour Organization concerning: respect for freedom of association and the right to collective bargaining; elimination of discrimination in respect of employment and occupation; elimination of forced and compulsory labor; and the effective abolition of child labor.		GRI 2-26 GRI 409-1 GRI 406-1
Information required by law on non-financial reporting and diversity	Reporting chapter	
Information related to anti-corruption and anti-bribery		
Measures taken to prevent corruption and bribery	Anti-corruption and bribery	GRI 2-26 GRI 205-1
Measures to combat money laundering		No GRI
Contributions to foundations and non-profit organizations		GRI 201-1 GRI 203-2
Information required by law on non-financial information and diversity	Reporting chapter	Reference standards
Information on society		
Impact of society's activity on employment and local development	Sustainable development	GRI 2-26 GRI 205-1
Impact of the company's activities on local populations and the territory		No GRI
Relations maintained with local community stakeholders and methods of dialogue with them		GRI 2-29
Sponsorship and partnership initiatives		GRI 2-28
Inclusion of social issues in procurement policy, gender equality and environmental issues	Subcontracting and suppliers	No GRI
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		No GRI
Monitoring and auditing systems and results		No GRI
Measures for consumer health and safety	Consumer health and safety	NOT applicable
Complaint systems, complaints received and their resolution		
Profits earned country by country, taxes on profits paid	Tax information	No GRI
Taxes on profits paid		NO GRI
Information on public subsidies received		GRI 201-4 a iii

## Annexes

### Annex 1- Contact information

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### Annex 2- Group companies

Fagor Electrónica, S. Coop.
Fagor Electronics (THAILAND) LTD.
Fagor Telecom, SLU.
Fagor Electronics México, S.A. de C.V.
Fagor Telecom Colombia, SAS.
Fagor Telecom Chile, SPA.
Fagor Electronics Turkey Teknoloji Sanayi Ve Ticaret Limited Şirketi.
Fagor Telecom Perú, SAC.
Fagor Multimedia Solutions S.L. The data for this company will be included in the 2025 report.

### Annex 3- External verification

