

Sustainability  
report  
**2022**

Non-Financial Information Statement

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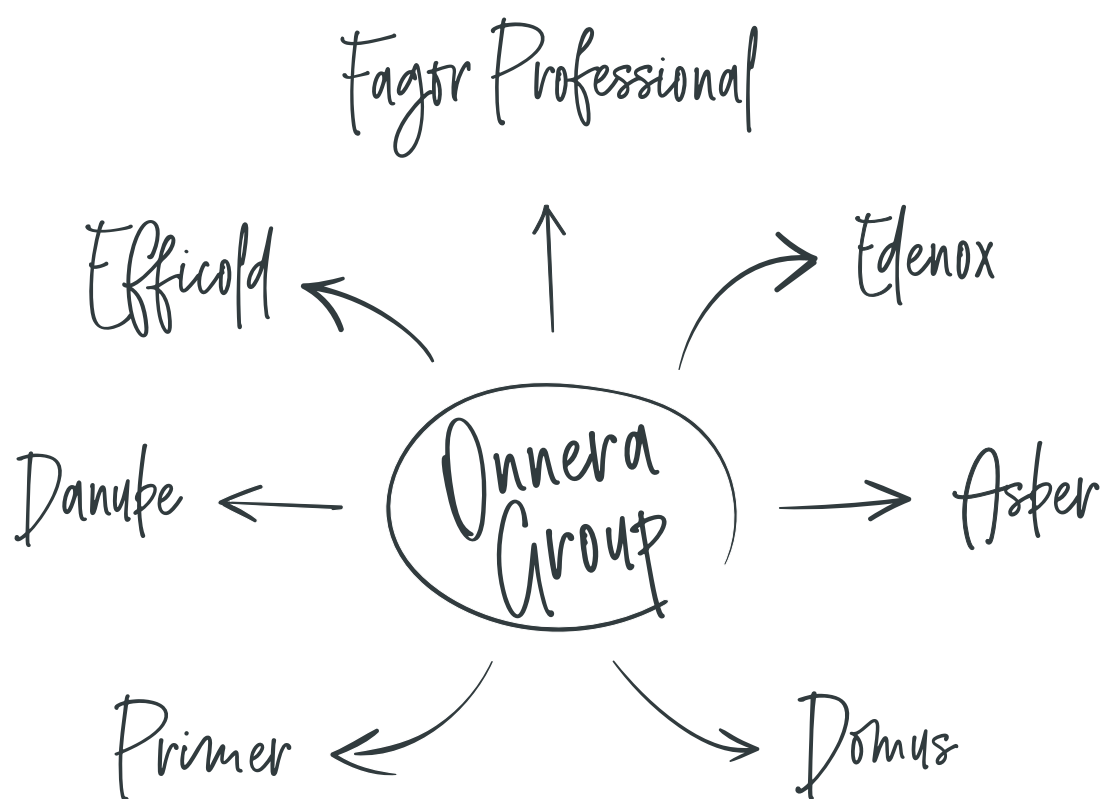
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# Together in a new era

ONNERA Group is an international business group working to provide equipment solutions for the restaurant & catering, laundry and refrigeration applications industries.







# Letter from the Chairman

(2-22)

2022 has been a very good year for ONNERA Group in terms of business, with turnover 37 % higher than the previous year and results 78% higher than in 2021.

The division of the organisation into independent businesses three years ago has been the key contributor to this improvement in total business figures. Each business sets its strategies and has a structure in place to meet its challenges and targets.

The relationship of trust that we maintain with our customers, together with our wide range of products and our commitment to quality, have also contributed to this result.

Most of our suppliers have been improving their supply of materials throughout the year, although we continue to have problems with some specific components. This improvement in deliveries, together with the implementation of a central component warehouse, has helped us to keep our supply chain running smoothly.

The rising costs of raw materials, components and energy make industrial cost efficiency another strategic point we are working on and will continue to work on in the coming years.

ONNERA Group has defined a 360° strategic sustainability plan, covering social, environmental and governance issues, and a number of the actions defined therein, among others, have been carried out during 2022:

- Dual materiality analysis
- Development of a tool to calculate the three scopes of the carbon footprint
- Organisational culture survey
- Social action projects
- Compliance project
- Increasing the digitisation level of production

The greatest environmental impact of ONNERA Group's business is in the energy and water consumption of our products, which is why all our product developments are aimed at reducing electricity, gas and water consumption. The new iKORE ovens, which were launched on the market in March 2022, have an energy improvement of 16% compared to our previous range of ovens.

Our organisation, through the implementation of the compliance system, is committed to creating a culture that promotes ethical conduct and compliance with the code of conduct, thus avoiding future risks that may trigger legal and criminal liabilities.

ONNERA Group continues to maintain its commitment to the environment and to society, contributing 10% of our profits to projects that promote the socio-economic development of our environment.

This is our third Sustainability Report, which, like the previous ones, will help us to communicate transparently with our stakeholders.

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**Patxi Azpiazu**

Chairman of the Governing Board at ONNERA Group

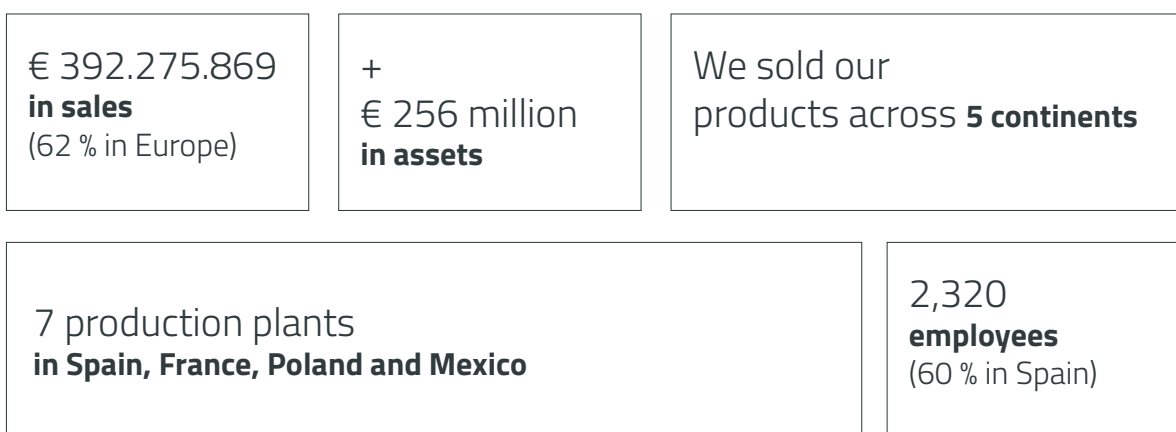




# 2022 in figures



(2-6, 2-7)



## We are making strides in sustainability

We are finalising our Strategic Sustainability Plan 2021-2024.

We are clearly committed towards innovation of our products, processes and services.

We are continuing to **calculate our carbon footprint** in its three scopes.

92.2 % of our employees have a permanent contract.

**62.5 %** of our purchases were placed with **local suppliers**.

**305 suppliers** evaluated for quality and service.

We consolidated our Digital Customer project to improve the service we offer to our customers.

**+ 5,039 tonnes** of renewable raw materials, almost **21 %**.

**+ 482,376 euros** provided to the COFIP fund from the Fagor Group.



ONNERA Group:  
committed to  
innovation and  
competitiveness

(2-6)

ONNERA GROUP IS AN INTERNATIONAL BUSINESS GROUP DEDICATED TO PROVIDING EQUIPMENT SOLUTIONS FOR THE RESTAURANT & CATERING, LAUNDRY AND REFRIGERATION APPLICATIONS INDUSTRIES.



Sells its products  
across  
**5 continents**



**Has 7  
production plants**  
strategically distributed  
throughout the world  
(Spain, France, Poland and  
Mexico)



**Employs more than 2,300  
professionals**  
who are able to offer a wide  
range of solutions adapted to  
each market.

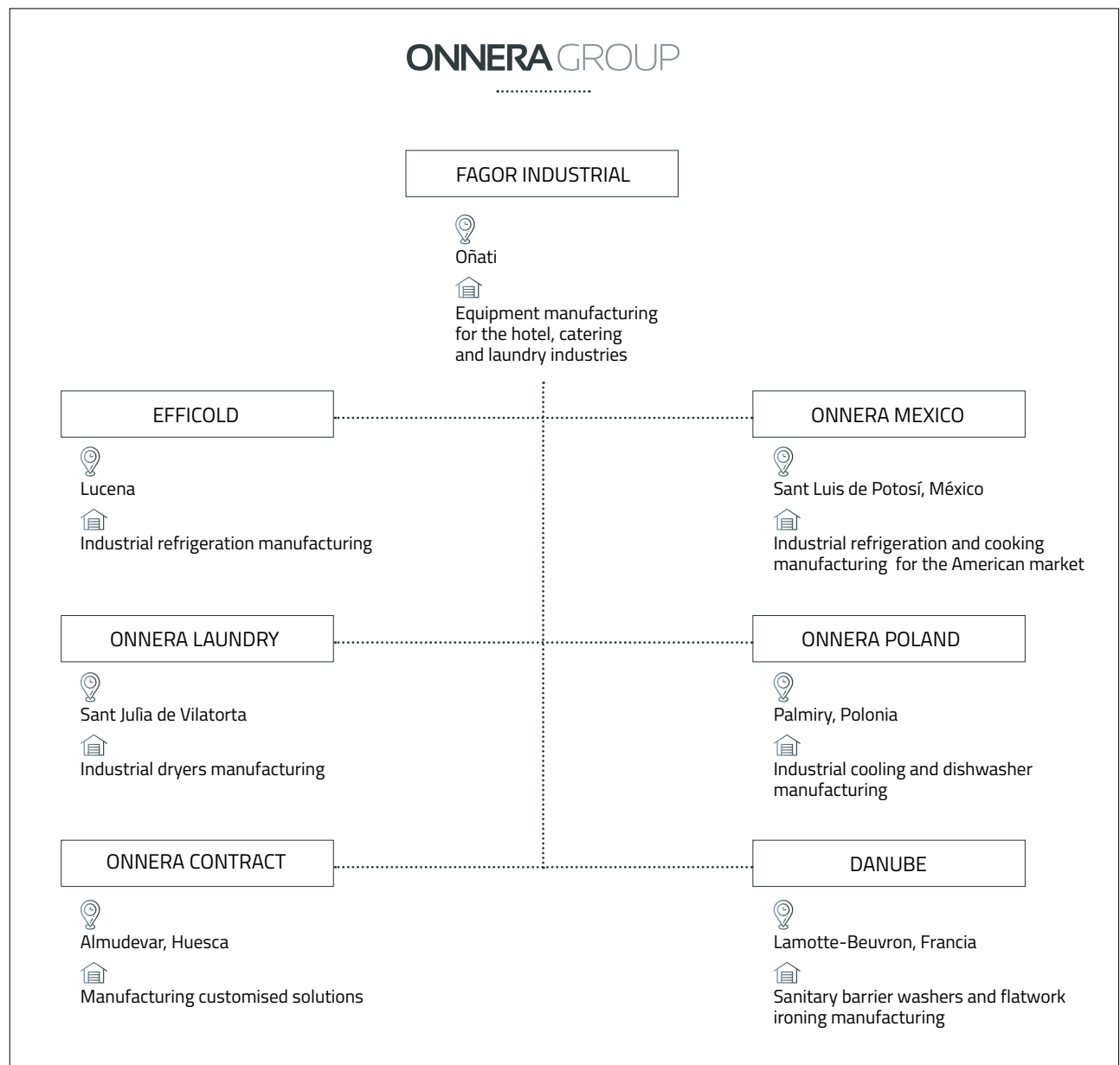


## 3.1. Business model

Fagor Industrial S.Coop. is the parent plant of ONNERA Group.

ONNERA GROUP has its headquarters in Oñati and has several manufacturing and commercial subsidiaries around the world. The following diagram shows the manufacturing

plants together with the location and activity of each one, and the map below shows the worldwide location of the Group's different manufacturing plants and commercial subsidiaries:



## ONNERA GROUP SELLS ITS PRODUCTS AND SERVICES THROUGHOUT THE WORLD



We offer products that meet the needs of professionals who are as demanding, committed and innovative as us, with the same high quality standards.

### 03. ONNERA Group: committed to innovation and competitiveness

#### 3.1. Business model

(2-6)

We are a leading manufacturer of equipment for the hospitality, catering and laundry industries. And this is after more than 50 years of experience in offering a comprehensive range of products.

(2-22)

We belong to a MONDRAGON Group, the largest cooperative corporation in the world. It is made up of 90 cooperatives and 140 subsidiaries that are active across 5 continents, organised into four business areas: Finance, Industry, Distribution and Knowledge. The Mondragon Group has its own university and 15 R&D centres, which supply talent to the cooperatives and support their innovation strategies. The Group is internationally recognised as a benchmark in inclusive competition.

As a whole, the Mondragon cooperatives turn over more than € 11,000M and employ more than 80,000 people across the world, 45% of whom work in the industrial sector. At the Mondragon Group we have various different inter-cooperation and solidarity procedures that make us more resilient, and they will be essential in enabling us to successfully implement the transformations that we will be undergoing over the coming years.

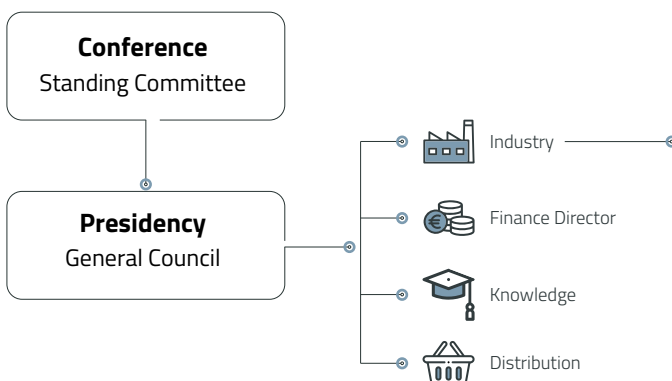
We are a member of the Fagor Group, an industrial cooperative group made up of 8 cooperatives, with an annual turnover of over €1,000M and more than 10,000 employees throughout the world.

The Fagor Group has developed the Fagor 2030 sustainability strategy, a strategy that aims to drive the transformation of the cooperatives to make them more profitable in a new competitive environment that is becoming more and more influenced by digitisation and sustainability. In addition to driving the transformation of our cooperatives, as founding

members of the Debagoiena 2030 sustainable development network, we are firmly committed to sustainability in the areas where we carry out the majority of our industrial activities. We work with local administrations, the university and other interested parties to develop and finance various projects that aim to turn Debagoiena into an intelligent, inclusive and climate-neutral region by 2050. Fagor 2030 also involves the Fagor cooperatives taking on explicit commitments to the Sustainable Development Goals (SDGs), with our contribution being focused on SDG 1, 4, 5, 8, 9, 11, 13 and 16.

The ONNERA Group's parent plant is located in Oñati, which in turn belongs to Debagoiena, a region in the historical territory of Guipúzcoa, bordering the provinces of Biscay and Álava. All parent plants of the Fagor Group are also located in different towns belonging to the same region of Debagoiena.

Integrated into the MONDRAGON cooperative experience, ONNERA Group is committed to a better future. A future where the brands that make up the group are synonymous with integrity, commitment, initiative and teamwork, so we can work towards a new era together. A proactive attitude to constantly search for better, more efficient and sustainable methods, making ONNERA Group a leading international group.



#### FAGOR Group

The 8 cooperatives of the FAGOR Group remain part of MONDRAGON Corporation's industrial business. The FAGOR Group cooperatives are:

- Fagor Arrasate
- Fagor Automation
- Fagor Electrónica
- **Fagor Industrial**
- Fagor Ederlan
- Copreci
- Mondragon Assembly
- Galbaian

Parent plant of: **ONNERA GROUP**



### 3.1.1 Our products and services

(2-6, 416-1)

ONNERA Group is the merger of a wide range of brands operating in three different specialised areas:

#### Foodservice:

With our extensive range of cooking, oven, dishwashing, laundry and refrigeration products, we respond to the most innovative and demanding needs of catering professionals. Within this business area ONNERA Group offers the following brands: Fagor Professional, Efficold, Edenox and Asber.

#### Laundry:

Washing machines, dryers and industrial ironers available in the latest models and designed for small businesses and larger establishments, such as hotels, hospitals, etc. Within this business area ONNERA Group offers the following brands: Fagor Professional, Domus, Primer and Danube.

#### Commercial refrigeration:

We offer one of the biggest ranges on the market for refrigeration equipment designed to chill, store and display food and drink products. A wide variety of solutions that are fully customisable in terms of size, application, features and finishes, all produced at our manufacturing plants. Within this business area ONNERA Group offers the following brands: Fagor Professional, Efficold and Asber.

## 3.2. Corporate culture

(2-23)

Integrated into the MONDRAGON cooperative experience, we want to be recognised as a company that:

- Grows alongside our customers, working with them to achieve the most efficient solutions wherever they are needed.
- Acts as a team of responsible people, all involved in one common project.
- Is committed to society and its future, developing products that are energy-efficient and sustainable.

#### The values of ONNERA Group are:

##### INTEGRITY.

"The security of being certain"; at ONNERA Group we act with integrity and aim to build long-lasting relationships based on openness and transparency that are mutually beneficial to the people who make up the group, as well as our customers and partners.

##### COMMITMENT.

"We are as good as our word"; our commitment at ONNERA Group is to strive to achieve results, to complete the job properly and to keep to our word, while ensuring everyone else involved does the same.

##### GLOBAL TEAM.

"Together we achieve more"; at ONNERA Group we are a global team, we listen to and take on board everyone's contributions, we share the same vision for the Group, and we adopt decisions as our own if they prioritise the common good over individual interests.

##### INITIATIVE.

"The strength of taking the first step"; at ONNERA Group we act with initiative and a proactive attitude, providing solutions to the customer in an agile way, constantly looking for ways to improve our methods to make our company stronger and stronger.

## 3.3. Targets and strategies

(2-24)

During 2022, ONNERA Group has been immersed in the 2021-2024 Strategic Plan, working to achieve the targets set.

The Group has divided its business into 5 main blocks:

1. Food Service
2. Laundry
3. Onnera Contract (direct sales)
4. Commercial refrigeration
5. Asber and Edenox

Each business has developed its own strategic plan and has defined its challenges, targets and actions to achieve them. The main challenges shared are:

- Business profitability
- Product and service quality
- Digital transformation
- Attraction of talent
- Sustainability

ONNERA Group understands sustainability as encompassing and integrating its three main pillars: environmental, social and governance. With these three pillars in mind, a strategic sustainability plan has been drawn up, which in the future will be integrated with the strategic business plan.

The targets defined in our strategic sustainability plan are:

- 1.** To reduce the environmental footprint (energy, water, waste, chemicals, materials) of our industrial activity and in the production, use and end cycle of our products
- 2.** To identify the risks and opportunities of the consequences of climate change on Onnera Group's activities
- 3.** To systematise carbon management to coordinate current and future actions and make Onnera Group carbon neutral
- 4.** To promote and guarantee decent, fair and favourable working conditions for all the people of Onnera Group, guaranteeing the creation of employment and stable, quality jobs that promote their well-being
- 5.** To actively participate in the local environment and in society, facilitating the generation of value in the territory through the support and collaboration of charitable social action initiatives
- 6.** To promote relationships of cooperation and trust with different stakeholders
- 7.** To promote a cooperative culture where transparency, integrity, trust and a long-term view are part of the essence of the cooperative
- 8.** To offer products and services that meet the needs and requirements of our customers
- 9.** To encourage applied innovation to continue improving in terms of efficiency and quality

*Considering product innovation as the main driver of business growth, we have set ourselves the target of redesigning our products, aiming to have leading products in each of the businesses and ranges that we market.*

## 3.4. Trends and risks

(2-23)

We have identified the main trends in the global market, which will be key factors in the food service and industrial laundry equipment business:

### Sustainability awareness:

- Some customers in our sector are starting to request information on actions taken by ONNERA Group to be a sustainable organisation.
- Several direct sales customers have asked us to register and be evaluated on the Ecovadis platform.
- The sales pitch for our products, especially in the laundry sector, apart from taking into account the main features of the machines, in terms of price, is turning towards the energy efficiency of the machines and the amortisation of the machines in a few years, justifying the savings in energy and water consumption.

### Climate change:

- Climate change and the scarcity of resources such as water, electricity and fuel have made sustainability a key factor in all businesses and society as a whole.

### Digitisation:

- The laundry market mainly, and gradually those of the rest of our businesses, are asking for connectable products, which they can control remotely.
- The global way of working and relating to all stakeholders has been changing in recent years. The need to offer connectable products and services has become more prominent.

The main risks we have identified for ONNERA Group's businesses in terms of economic, social and environmental issues are:

**The rising costs** of all types of components and raw materials directly affect the cost of our products. The supply problems we have been experiencing over the last two years have been resolved for the vast majority of components, although there are still some risk components on which high forecasts and alternative components are being worked on.

**Product-related risks.** Most products manufactured and sold by ONNERA Group are subject to standards and regulations, as failure to comply with them could result in personal injury and material damage. ONNERA Group ensures the safety of its products and reduces these risks by developing and launching new products according to an established product development and launch procedure, conducting the necessary laboratory tests, and following the standards that apply to each product family. Moreover, many of the products are certified through external laboratories.

**Regulations related to environmental impacts.** Market demands and new regulations will become more and more demanding in order to minimise the environmental impact of organisations and their products. Currently, three of ONNERA Group's manufacturing plants are ISO 14001 certified and the reduction of electricity, gas and water consumption is a critical factor in all new product launches.

**Risks related to cybersecurity.** Cyber-attacks are increasing globally and an intrusion at this level could shut down manufacturing processes and all IT systems, with serious financial repercussions. ONNERA Group has established cybersecurity protocols that are continuously monitored by the IT department.



## 3.5. Commitments to the SDGs

Our cooperative was formed 60 years ago to respond to the various needs of the environment. Our own goals are shared with those of society, which is why we work alongside other cooperatives, public administrations and other interested parties to respond to the challenges we face in the 21st century.

Since Sustainability is one of the core pillars of our cooperative, one of our priorities is to have a positive influence on the communities where our business operates, both through the participation of our employees and our participation as an organisation.

MONDRAGON is committed to the SDGs, making contributions to each of the Sustainable Development Goals.

Sustainability is a strategic axis for MONDRAGON. It places emphasis on decent, quality employment, occupational health and safety, education, responsible consumption, innovation as a lever for the digital and green transition, and support for infrastructures and social and community initiatives. In short, responding to society's needs is part of MONDRAGON's principle of Social Transformation.



## 3.6.

# Trust and proximity to stakeholders

(2-23)

The stakeholders identified at ONNERA Group are:

- Employees
- Customers
- Suppliers
- Administration
- Contractors
- Fagor Group / Mondragon Corporation
- Joint prevention service
- Education centres
- Technology centres
- Local environment (residents and town council)

The basis for identifying and selecting the stakeholders involved in the materiality analysis is obtained in a participatory meeting between the Board of Directors and the Chairman.

Of all the stakeholders identified, those that in our opinion have the greatest impact on the organisation were selected:

- Employees
- Distribution customers
- Direct customers
- Suppliers
- Social institutions (including education and technology centres)
- Public administration

*The approach for organising interest groups:*

- **Participation of employees in the company management:** continuous participation; the members chosen at the General Meeting play an active role in the Governing Board and the Social Council. The members of the Governing Board, along with the Chairman, have been members of the organisation's executive branch for four years. The members of the Social Council give a monthly summary to their representatives regarding the relevant issues they've discussed, and the employees can make contributions. Furthermore, every four years an Organisational Culture Study is carried out to obtain feedback from employees on how they feel about different areas of the organisation and their management.
- **Customers:** our sales network maintains a constant and close relationship with our customers, and we attend different trade fairs in the sector to consolidate relations with current customers, as well as create new business opportunities. We also carry out a customer satisfaction survey every two years

in order to objectively assess their satisfaction level regarding our organisation and our products and services. The next survey will be carried out in 2023.

- **Suppliers and subcontractors:** we maintain a constant relationship with them via our purchasing and stock department. They participate in our materiality analysis via surveys that we send to our key suppliers.
- **Education and technology centres:** we participate with universities and technology centres to work on different projects according to our needs. We also collaborate with universities on students' end-of-degree projects, which we also use as a way of attracting talent. They have also participated in the materiality analysis through surveys.
- **Fagor Group and the Mondragon Corporation:** a continuous relationship is maintained between the two through various committees that hold regular meetings.
- **Administration:** when there is a particular need from either of the two parties.

*The organisation mainly receives concerns or complaints from two stakeholders: workers and customers:*

- We try to manage employee complaints through the Social Council, providing a response at the next meeting to any queries or complaints that were received at the previous meeting.
- When it comes to customers, aside from the customer satisfaction survey that can give us a sense of their satisfaction level at that time, we also have a complaint system on our intranet where our technicians can record product, documentation or service complaints. These complaints go through a validation procedure, to see if we have enough information or if we need to ask for more details. Once validated, they are transferred to the corresponding solutions team. Each business unit monitors all the complaints and the corresponding actions on a monthly basis. Once the actions have been completed, the complaints are closed, and a response is sent with all information regarding the actions taken..
- Complaints from employees are mostly related to social issues, whereas complaints from customers are generally regarding product issues (occasional product faults or service issues).

## 3.7. Materiality analysis

(2-12, 2-29, 3-2)

In 2022 we conducted a dual materiality analysis based on the impact materiality analysis we conducted in 2020.

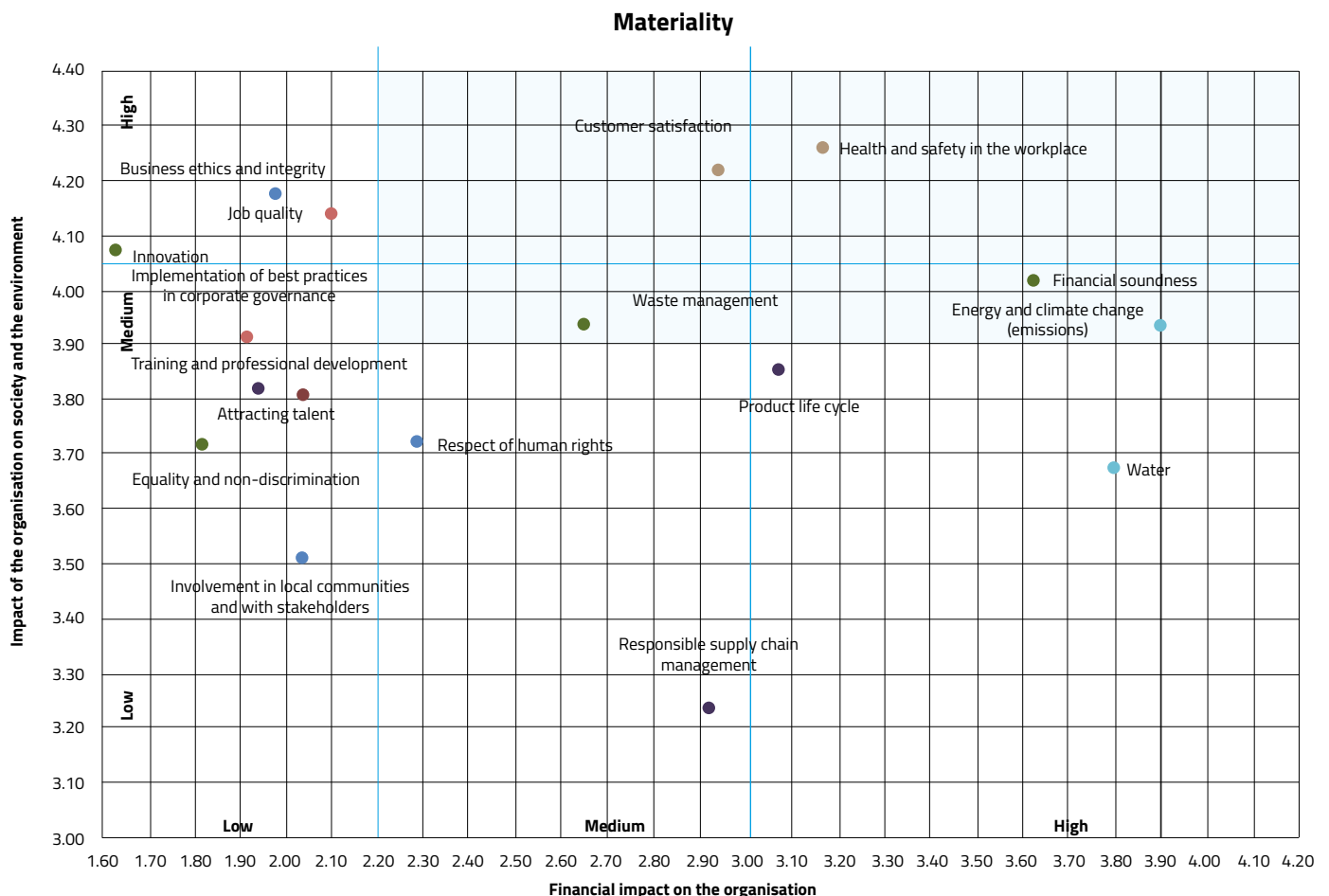
In 2020 we worked on ONNERA Group's materiality from an internal and external perspective, considering stakeholders. Global and sectoral trends were identified by analysing sustainability areas.

We analysed key global risks based on the 2022 WorldEconomicForum Report, which identifies potential risks in the short- (0 to 2 years), medium- (2 to 5 years) and long-term (5 to 10 years) and their relevance.

We analysed the key sectoral risks for the cooperative taking into account the countries and locations in which it operates. The Risk Horizon platform helps us to have an overview of the risks that are not relevant, relevant and very relevant for the company in ESG (environmental, social and governance) aspects.

Finally, an internal session was held with the Board of Directors and the Chairman, in which the relevance of these relevant issues for our organisation was weighted. The weighting was carried out exclusively from the perspective of financial materiality, as the weighting of impact materiality was carried out in the previous meeting.

The initial dual materiality matrix was as follows:



## 3.8. Innovation and development

(3-3)

### **ONNERA Group allocates 1.67% of its turnover to R&D+i.**

Our innovation work involves different areas:

- **Products:** we identify opportunities from various different sources, including customers, technology centres and education centres. They are then evaluated by the Product Market Committee for each business unit. All approved opportunities go through the New Product Launch Process until the products are launched onto the market.
- **Services:** the Digital Transformation, Electronics and Product departments are focusing their efforts on service digitisation projects and machine connectivity.
- **Processes:** innovation in terms of processes is geared towards improving productivity and the quality of our products by purchasing cutting-edge technology and digitising our production plants.

In 2022, the new iKORE ovens were launched, with an energy improvement of 16% compared to the previous range of ovens. These ovens also feature connectivity in the Advance range, allowing end users and customers to upload recipes, set parameters and track errors.

At a process and service level, our innovation requirements usually go hand in hand with the need to achieve better quality products, and also the opportunity to improve efficiency in our production processes. ONNERA Group has relationships with various leading suppliers in the sectors of sheet metal transformation and welding technologies. We have worked with a number of different suppliers on special developments for ONNERA Group, for the purposes of improving the quality and efficiency of our production processes and products.

In a subsequent validation meeting, it was agreed to also include Product Life Cycle, Business Ethics and Integrity, and Innovation as material topics.

Upon completion of the process and having classified the issues according to their degree of importance, all issues of high importance in both financial materiality and social and environmental impact have been considered material, as well as issues of high, medium and low importance in both perspectives.

This is the selection of ONNERA GROUP'S MATERIAL ISSUES:

### **Economics and Governance field**

- Financial soundness
- Business ethics and integrity

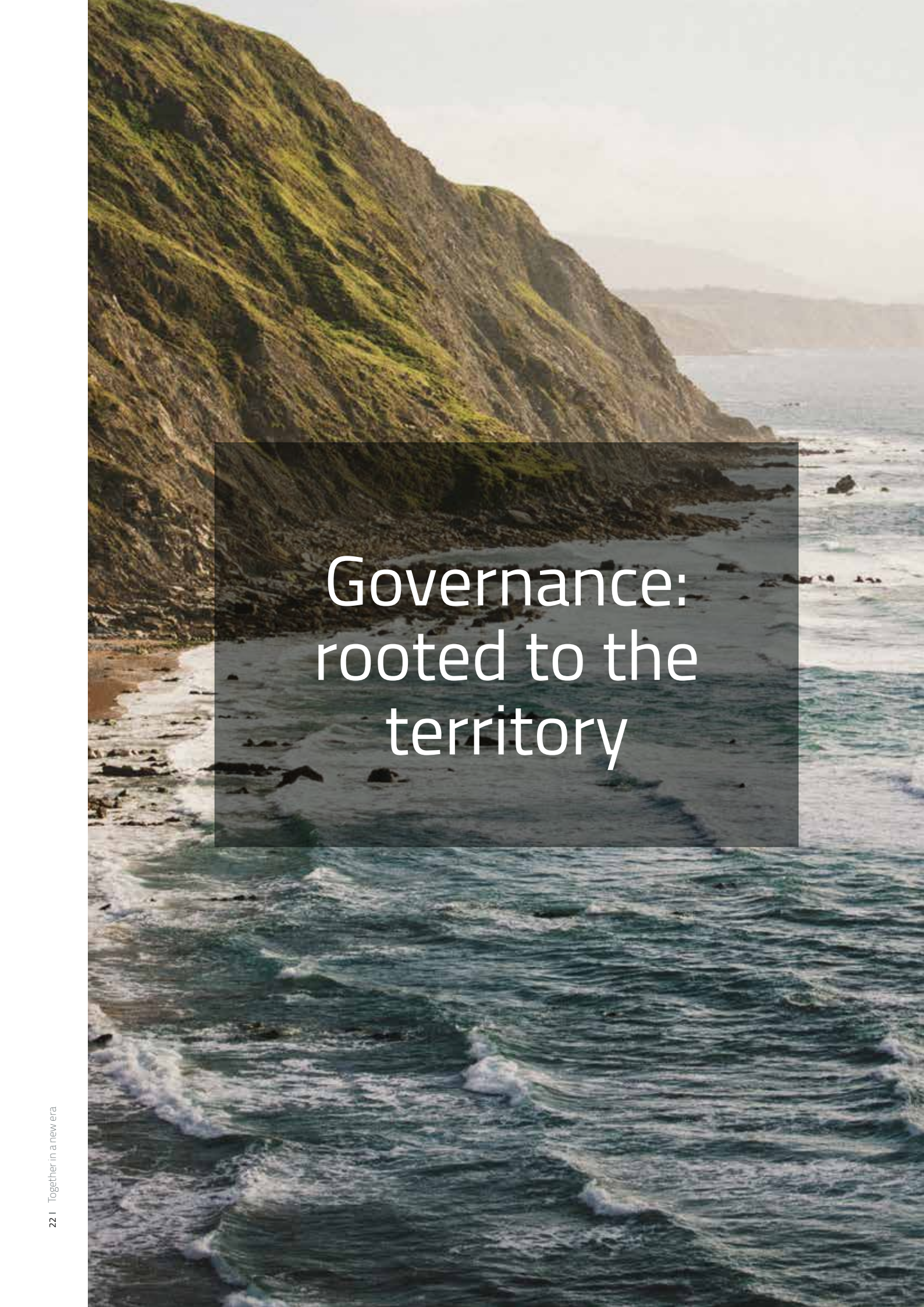
### **Environmental field**

- Waste management
- Energy and climate change
- Product life cycle

### **Social field**

- Health and safety at work
- Customer satisfaction
- Innovation





# Governance: rooted to the territory

(3-3, 2-10, 2-11, 2-12, 2-13, 2-16, 2-29 )

**WE HAVE EXTENDED THE NOTION OF DEMOCRACY THROUGHOUT OUR ORGANISATION,** ACTING ACCORDING TO THE PRINCIPLE OF ONE PARTNER, ONE VOTE.

Our worker members participate in ownership, distribution of results and management.

We are developing a cooperative governance model committed to the Sustainable Development Goals and our highest body is the General Meeting, where we make all the important decisions that determine our future.

## 4.1. Governance structure

Fagor Industrial, the parent company of ONNERA Group, is a cooperative company belonging to MONDRAGON Corporation, whose main governance body is the Governing Board, which generally follows and approves the directives established by the Group's Board of Directors.

### General meeting:

The highest body of the cooperative is the General Meeting, where all members can participate and express their opinions. The General Meeting is a corporate body made up of members, who discuss and make decisions related to their areas of expertise. Any member chosen by the General Meeting may become a member of the Governing Board.

### Governing board:

The General Meeting chooses the Governing Board, the cooperative's representative and governing body. The Governing Board has its own Chairperson, who is also chosen by the General Meeting, and the members of the Board are replaced every 4 years at the General Meeting.

The Governing Board is a collegiate body that is exclusively responsible for the management and representation of the Cooperative, in addition to exercising all the powers that are not expressly reserved by law, other statutes or other corporate bodies. When voting to select the members of the Governing Board, members take into account their expertise, background and experience.

The Governing Board is made up of a Chairperson, a Vice-Chairperson (who will take on the duties of the Chairperson in their absence), a secretary and five board members. Each of their votes carries the same weight, except in the case of a tied vote, when the Chairperson's vote will be counted as double.

The Governing Board is working on a project to redesign our governance model, for which they have received a number of training sessions from the Corporate Management department at the Mondragon Corporation. Through this model that is currently being worked on, we are reviewing and redefining the functions and relationships between the various bodies in the cooperative (Governing Board, Board of Directors and Social Council). The objective is to develop relationships of trust and joint responsibility between the different bodies.

### Board of directors:

The Board of Directors coordinates the activities of upper management and advises the Governing Board. The Board of Directors has a managing director and several member directors. The managing director is chosen by the Governing Board, and, alongside the Chairperson, they lead the

cooperative project on the basis of company excellence and the Cooperative Principles.

The performance of the Governing Board and the Board of Directors is evaluated every year at the General Meeting. During said meeting, a vote is taken on whether or not to approve the management of the previous year and also whether or not to approve the Management Plan presented for the current year.

### Social council:

The Social Council represents all the members with regard to internal procedures at the cooperative. It is a body that informs and involves participation from all members. The number of people in the council is based on the number of members in the cooperative. The Social Council is a body that enables the working community to contribute towards the administration of the Cooperative on a continual basis. Its purpose is to represent the worker members, acting as a spokesperson for their interests.

Its basic functions include providing information, advice and consultation, and it also provides negotiation and membership oversight.

The normal avenue for communicating staff concerns and queries to the Governing Board or the Board of Directors is via monthly meetings that each representative from the Social Council holds with the people they represent, and then the corresponding representative will report the concerns to the Social Council.

But in exceptional cases, the members of the Governing Board and the Chairperson themselves are available to respond to any members directly.

The Plenary Session of the Social Council has 16 members, with each representing a particular group of both members and employees. They receive requests, suggestions and concerns from the group of people they represent and meet once a month to handle these queries. They also meet with all the people they represent once a month to communicate all responses, agreements and commitments made during the Plenary Session of the Social Council.

In the Social Council there is also a permanent committee made up of 5 members, whose job is to coordinate the work of the Social Council by proposing, collecting and communicating issues and information.

This is how social dialogue is maintained within the Cooperative located at the Oñati head office, so the worker members from the province of Gipuzkoa are exempt from the Metal Agreement that applies to contracted workers.



Furthermore, taking into account the provinces in Spain where ONNERA Group is active, whether it be through the presence of a plant or a sales branch, the collective agreements that apply to our sector, aside from the one from Guipúzcoa, are: Madrid, Seville, Valencia, Tenerife, Las Palmas, Huesca, Barcelona and Córdoba.

#### Other committees:

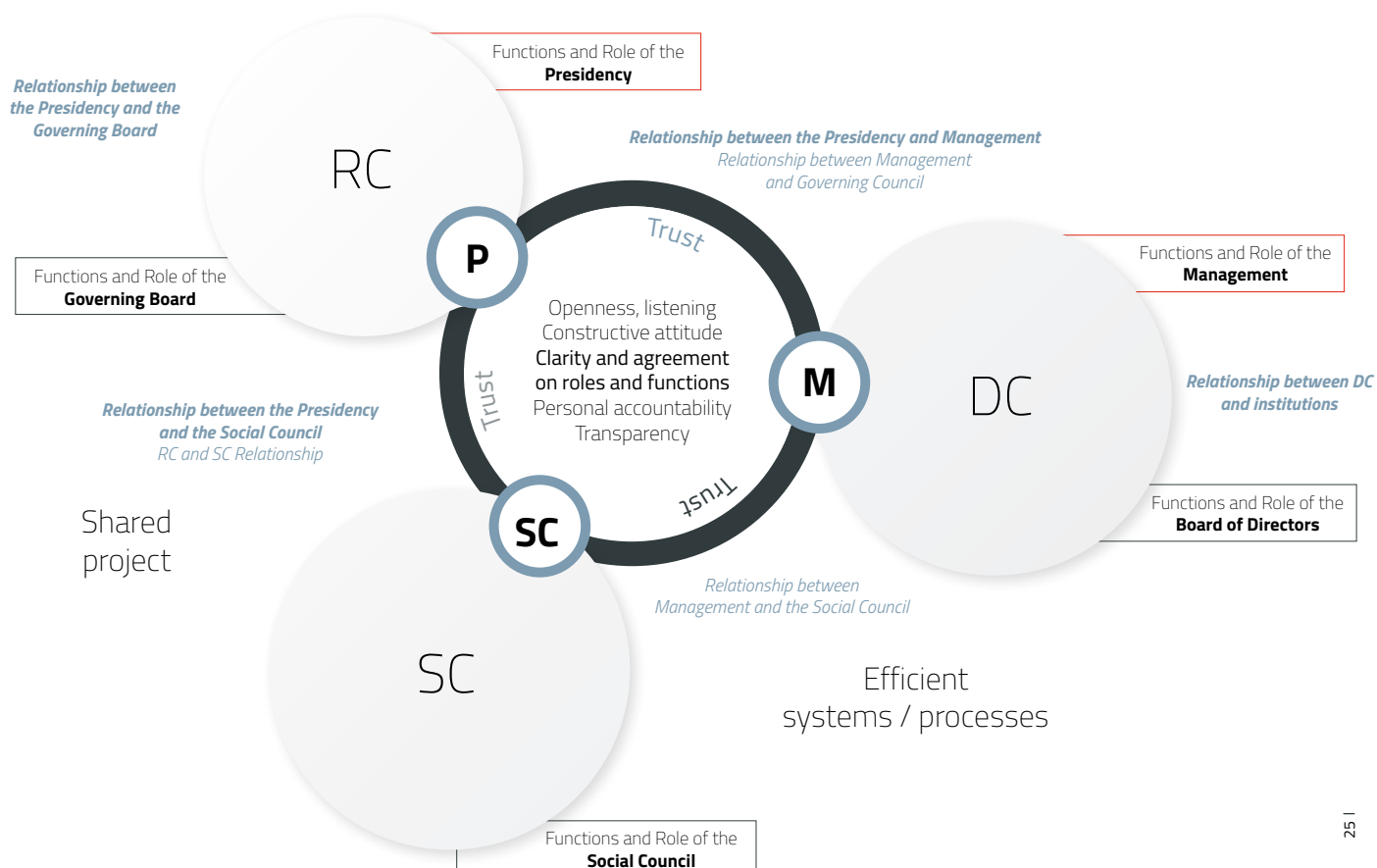
The Vigilance Committee monitors the compliance of accounting aspects and any other that fall within their purview. Their main objective is to review the annual accounts and produce a mandatory report about said accounts and about the proposed distribution of surpluses or allocation of losses.

The committees responsible for making decisions regarding economic, environmental and social issues are the Governing Board and the Board of Directors. The Governing Board delegates authority for economic issues to financial management and environmental issues to industrial management. When it comes to social issues, the Governing Board handles them itself with the support of the HR department and advice from the Board of Directors for issues that are particularly relevant or of significant concern.

The upper management and the Governing Board develop, approve and monitor the organisation's objectives. It is also they who announce the organisation's mission and values, as well as the strategies, policies and objectives related to economic, social and environmental issues. For this, all members of the Governing Board receive specific training in economic and social issues when they join the board.

### Systemic view of Cooperative Governance

Based on the dynamics of roles and relationships





## 4.2. Cooperative model

The cooperative model, from the definition and manifestation of the basic principles that inspire our work community, aims to satisfy the human and professional aspirations of our members by building a profitable and solid business structure, and to ensure that the cooperation serves the people, in solidarity with the world and the environment that we are a part of.

- We see work as a resource for the progressive satisfaction of human aspirations and for achieving human progress, from a demanding and responsible sense of solidarity that fosters individual and collective commitment to everyone's own personal professional circumstances..
- The means of production are owned by the worker members and social rights are linked to the work of people, not to the possession of capital.
- All members of the Cooperative are involved in choosing their representative and governing bodies and in determining their future as members, advocating a democratic model that permits and encourages joint responsibility as a community, both in terms of corporate structure and business management.

*Along with education and cooperative development, these cooperative principles serve as behavioural guidelines for the people in our organisation, so they can put the Cooperative's values into practice. **People building a shared project together.***

*In order to ensure that the Cooperative's governing bodies and the way they perform their functions are truly democratic, we encourage members to participate in selecting them, to join them and to actively participate in the network of communications and decision-making of a system that is based on participation and work autonomy.*

## 4.3. Compliance and business ethics

(2-26, 205-1)

In 2022, ONNERA Group has continued to work on the development of a Compliance system to be applied first at the parent company's plant and, once it is up and running, to extend it to the other subsidiaries. The code of conduct has been developed and the members of the Compliance Committee have been appointed to ensure that everything specified in the code of conduct is complied with. In the last quarter, the first meetings of the Compliance Committee began to be held and in 2023, the extension of the code of conduct to the whole organisation will be systematised.

Any employee of Fagor Industrial can report ethical concerns to their membership representative, so that, if necessary, they can communicate them to the Social Council, the Governing Board or even the Chairman himself. The whistleblowing channel was opened at the end of 2021 via the e-mail address [compliance@onneragroup.com](mailto:compliance@onneragroup.com) and no complaint has been received to date.

Our code of conduct clearly states that acts of corruption, bribery or extortion are expressly prohibited, including the offer or promise, directly or indirectly, of any kind of illicit advantage, as well as influence peddling. The same applies to money laundering, indicating that we will always comply with national and international money laundering laws.

The whistleblowing channel must also be used to channel possible reports on issues related to corruption, bribery and money laundering. No such complaints have been received in 2022 either.

## 4.4. Human rights

(3-3, 2-23, 2-24, 2-25, 2-26, 414-2, 412-1)

The cooperative legal structure, like ours, is an ambitious development of the principles of the Universal Declaration of Human Rights, specifically that all humans are born free and equal in dignity and rights.

*ONNERA Group refuses on principle to engage in forced labour, child labour and any kind of discrimination and complies with the fundamental conventions of the International Labour Organisation.*

The people who work for our cooperative are members with the same rights and obligations, regardless of their expertise or position in the hierarchy. They all have a stake in the risks and benefits of the company's activities..

The only possible negative impact we detect in this area would be related to our supply chain, with suppliers in countries that may be at risk of human rights violations. Our purchasing department is in charge of reviewing the situation of these suppliers' plants and in the event of detecting possible risks, collaboration with these companies would automatically be ruled out. These evaluations are sometimes carried out by visits and sometimes by requesting information from them, which is then checked as best as possible. In the medium-term, we plan to ask suppliers to adhere to our code of conduct, which specifically details our commitment to:

- Prohibition of forced and arduous labour
- Prohibition of trafficking in human beings and protection of foreign nationals
- Prohibition of child labour and protection of minors

Internally, a Compliance Committee has been set up to ensure compliance within the organisation with our code of conduct, which encompasses the human rights aspects mentioned above. The five members of the Compliance Committee have each reached 3 hours of training.

One risk that is perhaps more significant is that of harassment in the workplace. While there have been no incidents in our case, it does of course have a significant effect on people who have suffered it. We have developed the "PRO53 Internal Conflict Resolution" procedure, which aims to establish the necessary actions to take in response to complaints about harassment in the workplace. The complainant can rely on a mediator from among the possible profiles that are defined for this task. An attempt will always be made first to resolve the conflict through a conciliatory meeting, but in the event that the meeting is not successful, a formal resolution will be made.

To date, ONNERA Group has not received any complaints regarding human rights violations.

As our parent plant is a cooperative entity, we promote and respect freedom of association and the right to collective bargaining through the governing body called the Social Council, whose functions are explained in section 4.1, and the non-cooperative plants do so through trade union representatives.



Customers:  
responsible and  
quality products

(3-3, 2-6)

ONNERA GROUP SUPPLIES ITS PRODUCTS AND SERVICES TO TWO TYPES OF CUSTOMERS:

• **DISTRIBUTION sales:** distributor customers that have their own sales and service networks to sell our products and offer comprehensive after-sales support to end users.

• **DIRECT sales:** Onnera Contract is a leader in professional kitchen and laundry solutions for the hospitality industry and other groups. We are able to take care of every stage of the project, from the design to the engineering, logistics, installation, start-up and maintenance. We supply the following sectors through direct sales: hotels, catering, social and healthcare services (hospitals, residential homes, clinics), hospitality, restaurants and supermarkets. We may supply these users directly or through various other channels, such as building companies, investment funds, specifiers, etc.

## 5.1. Product quality and safety

(416-2, 417-1)

The safety of products manufactured by ONNERA Group is guaranteed by the different certifications obtained in order to be able to sell them in different countries around the world.

Our laboratories are accredited to produce certifications in accordance with the standards that regulate products according to their intended markets. In order to respond to the growing certification demands from various different countries, we also work with a number of external laboratories.

ONNERA Group complies with all requirements in terms of the labelling and documentation required by each certification, and there is no current conformity to which it does not comply.

The quality of all product launches to the market is guaranteed, following the procedure for launching new products, which establishes all the milestones for laboratory tests, pre-series and observation periods to be carried out in the market in order to be able to launch products on the market.

## 5.2. Customer satisfaction

ONNERA Group's sales network makes a great effort to ensure that the relationship it maintains with its customers is serious, close and long-lasting, because this is a key aspect of our business.

These relationships are consolidated over time, based on a good pre-sales and after-sales service, with regular visits and continuous technical and commercial training. ONNERA Group is also committed to consolidating and strengthening the position of our brands in the market by attending different trade fairs in the food service and laundry sectors throughout the world.

Customer satisfaction is a permanent focus for us. This satisfaction is measured and managed in two ways:

- Our **sales and technical network** is in permanent contact with our customers and gathers their feedback on our products and services through visits, phone calls and e-mails. Both our sales team and our technicians can report complaints and concerns from customers to the organisation through our complaints management system, or they can also communicate needs for new products and services to the Product Market Committee, which is responsible for coordinating all product launches.

- **Customer satisfaction survey:** we ask a wide range of our customers questions about 20 different factors, which may relate to the reliability of our products, our sales service or our pre-sales and after-sales services. A report is then produced to draw conclusions from all the answers, followed by an action plan.

The process to conduct the customer satisfaction survey was started at the end of 2022 and is expected to be completed during the first quarter of 2023.

All product, service and documentation complaints are managed internally through the complaint management system on the ONNERA Group intranet. We collect and classify all the complaints along with their reports and all other necessary documentation. Complaints are analysed individually and followed up in the monthly complaint meetings held by each business unit. At these meetings, preventive actions are proposed for each complaint and once the complaint is closed, they are closed, reporting the solution given.

The quality management carried out is reflected in the positive evolution of the percentage of complaints received with respect to sales. The following table reflects the no. of complaints received with respect to units sold:

	% Complaints over sales
2020	0.55%
2021	0.44%
2022	0.40%

The monitoring of all complaints and the corrective and preventive actions taken for each of them leads to a constant improvement of our product, and this is reflected in the drop in the percentage of complaints year after year.



## 5.3. Digital transformation and cybersecurity

(418-1)

It is a priority for ONNERA Group to be able to offer a comprehensive and quality service to all our customers, and the digital transformation strategy that we have been working on in recent years is key to this.

By 2022, more than 2,000 of our customers' washing machines have been connected to the cloud via our IoT platform. This connection allows our customers to remotely control their equipment, receive alerts and notifications, and create schedules, among many other options. This milestone is key to the growth of the business, especially in the laundry area.

From the end of 2022 and throughout 2023, as many ovens as possible will be connected in order to offer this same service in ovens by 2024.

Cybersecurity is another key aspect on which the ONNERA Group's IT department is working continuously, updating protocols to prevent intrusions into our computer system as much as possible.

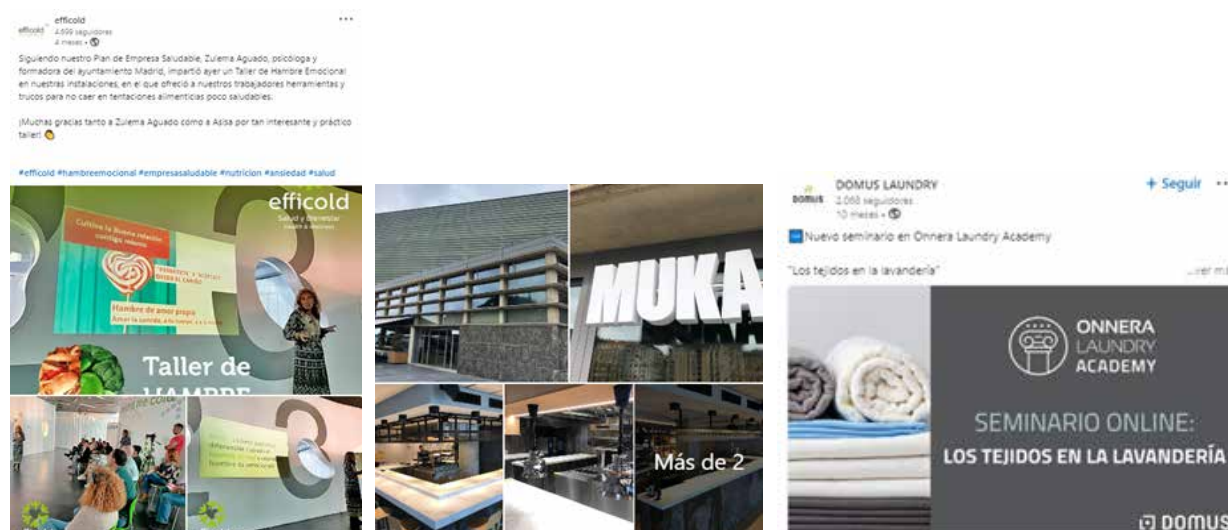
We have received no complaints regarding breaches of customer privacy or loss of data, neither in 2022 nor in previous years.

## 5.4. Communication and relations with customers

Each ONNERA Group brand has its own communication plan for its different stakeholders. These communication plans include the maintenance and monitoring of the websites and, above all, the implementation of campaigns and communications through social networks such as LinkedIn, Facebook and Instagram.

Each brand has its own website and social media profiles from which different types of messages are sent to stakeholders. Here are some examples of posts made by the different brands:

The communications more related to product catalogues and the technical part of the products are carried out through newsletters that are sent via e-mail to internal or external staff depending on the type of message to be conveyed.





# Supplier companies: sustainability in the supply chain

(2-6, 204-1, 308-2, 408-1, 414-1, 414-2)

## THE SUPPLY CHAIN AT ONNERA GROUP IS MADE UP OF THE FOLLOWING ELEMENTS:

1. Supply of raw materials and components: we plan the purchase of components and raw materials based on demand.
2. Transport of raw materials and components to our warehouses: materials are usually transported as collect on delivery and are generally managed by our stock departments.
3. Manufacture of sheet metal: the sheet metal components for our machines are manufactured in each plant, using the raw materials we've purchased.
4. Storage of components and sheet metal: all components that have been purchased or manufactured internally are stored in the central warehouse, which supplies the assembly lines based on a manufacturing programme.
5. Manufacture of appliances: this is the entire process of machining and assembling the various appliances that we assemble in our plant (cookers, ovens, washing machines, dishwashers, commercial chillers, etc.)
6. Storage of finished product: all the appliances we've manufactured are sent to the finished product warehouse, where they are stored until the orders are sent to our customers.
7. Transporting the finished product to customers: the way this transport is handled will depend on the type of customer and the destination country.

We work with three types of providers in our organisation:

- **Suppliers of raw materials and components:** they supply our plants with the materials they need to manufacture our products..
- **Transport and service providers:** transport companies that bring us the materials we need for manufacture and also deliver the finished products to our customers.
- **Suppliers of finished products:** a small proportion of the products we sell in our catalogues are purchased from other manufacturers.

Below are some of the potential negative social and environmental impacts we have identified in our supply chain:

- Human rights violations in countries with a higher risk of violating these rights. Although we have not identified any such impacts among our current suppliers, ONNERA Group is working to extend our code of conduct first internally and then to suppliers. Suppliers will be asked to adhere to our code of conduct, in which we clearly state our commitment to equal opportunity and non-discrimination, as well as to the prohibition of forced labour and the prohibition of human trafficking and child labour.
- GHG emissions generated by the energy used to transport raw materials and components. We try to source a large part of our suppliers locally, but we also have to take into account the profitability of the business and the importance of material costs in this aspect. In cases where it is not possible to buy from local suppliers, materials are grouped together as much as possible at the different ports in order to minimise the impact of transport.



## 6.1. Responsibility for the supply chain

As part of its compliance system, ONNERA Group has developed a globally applicable Code of Conduct covering all areas of economic/governance, social and environmental sustainability.

So far, all employees at the organisation will adhere to this Code of Conduct, but the next step will be to extend it to all our suppliers through the supplier portal.

During 2022, there has been an improvement in supplier compliance, although some electronic components are still quite unstable. The experience of recent years has meant that we have had to make longer-term forecasts for our manufacturing in order to be able to guarantee the supply of all components, as this is the greatest risk to our production process and customer service.

The subcontracting of suppliers, especially for maintenance and installation works at the manufacturing plants and also installation and commissioning works in direct sales operations, poses a security risk for the organisation. For this reason, the manufacturing plants have a control procedure for contractors that determines the correct procedure for coordinating and managing activities between the organisation and third parties, in order to protect the health and safety of both employees and third parties who provide work and/or services to our organisation. There is a system in place in order to manage the following aspects:

- The approval of contractors, from the viewpoint of Occupational Health and Safety.
- Environmental effects generated by contractors as a result of their work at Fagor Industrial facilities.
- Ensuring that contractors are legally authorised to carry out their work.
- Procedures for visits, drivers, etc.

ONNERA Group considers the occupational health and safety of its employees to be a very important aspect for both employees and suppliers and for this reason, the parent plant has the international ISO 45001 certification integrated into its management system, together with ISO 9001 and ISO 14001.

All new or modified components undergo an approval process to ensure that they comply with the specifications defined from design. Samples are approved and the first batch is also inspected.

The approval of suppliers is carried out annually and all cases with scores below 97% in the quality section are analysed, as well as those with supply problems. After this analysis, it is decided to which of these suppliers the evaluation report will be sent, requesting corrective actions. The criteria that we take into account when evaluating suppliers is as follows:

- Result of the initial evaluation carried out
- Quality
- Service

The inclusion of environmental and social criteria is being considered in the future.

Considering the nature of our business, we do not consider it necessary to carry out supplier audits unless some significant incident occurs with one of them.

In terms of the measures adopted by the organisation to contribute towards the abolishment of child labour and the elimination of force labour, it is the purchasing department that visits new suppliers and investigates this issue. If there is any sign that the supplier engages with child labour, they will be automatically excluded from our supplier portfolio.

*Last year we completed 305 supplier evaluations and 90.5% of them had a score over 97%. The remaining 9.5% of suppliers have been analysed on a case-by-case basis to identify the suppliers to whom the evaluation report is sent.*

## 6.2.

### Local suppliers

The material groups with the highest purchasing volume at ONNERA Group are as follows:

Material groups	% purchases over Total
Sheet metal raw materials	34%
Various families (plastic parts, refrigeration units, sundries, adhesives, etc.)	27%
Electrical or electronic components	24%
Metal parts/units	15%

These data reflect the importance of a good management of the purchase of raw materials at this critical time in terms of supply and prices of this group of materials worldwide.

62.5% of purchases were local in 2022, down slightly from 64% in the previous year. We define a local purchase as when a manufacturing plant purchases components from suppliers in its own country.



A close-up photograph of a person's hand gently holding a thin, green plant stem with small, feathery seed heads. The background is a soft-focus field of similar green plants. A semi-transparent dark grey rectangle is centered over the image, containing the text "Human team: taking care of people" in white. The overall mood is peaceful and connected to nature.

Human team:  
taking care of  
people

(2-6, 204-1, 308-2, 408-1, 414-1, 414-2)

## AT ONNERA GROUP, PEOPLE ARE AT THE CORE OF EVERYTHING.

We are the people who build the future with co-responsibility for the shared project, with the commitment to leave new generations a better cooperative than the one we have received.

To enable people to give their very best, **we are working towards building an advanced corporate culture** that encourages teamwork, that knows how to manage diversity, that protects people's health and that allows for a healthy work-life balance.

## 07. Human team: taking care of people

### 7.1. Solidarity as a fundamental principle

In a situation characterised by a positive evolution of Onnera Group's business and results, articulated and duly agreed internal and inter-cooperative procedures enable us to manage our people through a cooperative management model with signs of identity that generate a sense of belonging, promote inter-cooperation and contribute towards optimising synergies.

The cooperative model that ONNERA Group follows is one that prioritises the well-being of its people, their motivation, and satisfies their needs over the long-term. As worker members, we participate equally in the cooperative's capital and actively contribute to its management.

We believe in equality and solidarity between people and institutions, which is why the retribution scale at our cooperative is limited to 1-6 and we all help each other to move forward in collaboration towards an exciting future.



#### 7.1.1 EMPLOYMENT

(102-8)

As of 31 December 2022, ONNERA Group had a workforce of 2,320 people, with 1,742 men and 578 women. Compared to 2021, with a total of 2,369 people, we can confirm that the workforce has remained stable. The total number of men has decreased by 52, and the total number of women has increased by 3.

As a consequence, in the overall percentage, the indicators remain the same. While in 2021 75.7% of the workforce were men and 24.3% women, in 2022 75.1% are men and 24.9% are women.

#### 7.1.2 HIRING PROCESSES

In terms of the hiring process, in 2022, 92.2% had a permanent contract and 7.8% had a temporary contract.

In 2021, 78% of the workforce at ONNERA Group was employed with a permanent contract, while 22% were temporary employees.

During the past year, the context of growth in the business,

from a turnover in 2021 of €277M to €392M in 2022, has allowed us to continue consolidating permanent hires in the organisation. Progress in this aspect has been very significant in such a way that, over the past year, we have managed to provide stability to a workforce that strengthens the foundations of an organisation that trusts in the value of people

	2022	2021
Permanent contract	2,139	1,848
Temporary contract	181	521
* Part-time contract	35	42

\* Part-time contracts were incorporated into the permanent and temporary contracts.

Evolution of contract type by gender (average total number):

	Permanent contract		Temporary contract		Part-time	
	Men	Women	Men	Women	Men	Women
2022	1,611.89	518.7	317.34	131	14	22
2021	1,360.90	395.20	377.40	126.90	25.50	16.00

In 2022, 98.6% of employees worked full time, while the remaining 1.4% worked part time. In 2021, the data were very similar, with 98.2% of employees working full time and the remaining 1.8% working part time:

Contract type	Full time		Part time	
	2022	2021	2022	2021
Permanent	2,107	1,808	32	40
Temporary	178	519	3	2
<b>Total</b>	<b>2,285</b>	<b>2,327</b>	<b>36</b>	<b>42</b>

In terms of the evolution of layoffs, although it is true that the number of permanent contracts has increased considerably, layoffs have also increased compared to the previous year. It should be borne in mind that there has been an overall reduction in the number of Onnera Group employees. Thus, if in 2021 the number of layoffs was only 71, in 2022 this figure has increased to a total of 132 layoffs.

In terms of redundancy payments, these are made according to the corresponding legislation in each country.

## 07. Human team: taking care of people

# 7.2. Wage solidarity

(2-19, 2-20, 405-2)

### WAGE RATIO BY GENDER

In terms of wages, there has been a significant increase in the year 2022, both globally and for each professional category, as shown in the following table:

Categories	Men		Women	
	2022 (€)	2021 (€)	2022 (€)	2021 (€)
Upper management	80,147	72,498	60,334	48,249
Middle management	40,932	35,603	28,864	22,869
Technicians	28,132	27,021	26,862	26,607
Operators	19,518	18,570	13,583	13,347

(\*) The data have been calculated by taking the average wages of Onnera Group employees. (Those people who have been at the company for less than 3 months have been eliminated from the calculation in order not to distort the average).

(\*\*) The wages of Upper Management include not only the Management Committee of Onnera Group but also other first-line upper management members who are not part of the Group's Management Committee.

### WAGE RATIO BY AGE

With regard to the evolution of the average remuneration by general age group in 2022 and 2021, there has been an increase in all age groups, the higher the age range, the more significant the increase. The data are shown in the following table:

Age groups	Average remuneration by age	
	2022 (€)	2021 (€)
From 20 to 35	14,911	14,021
From 36 to 45	24,602	23,492
From 46 to 55	29,414	27,742
Over 55	32,808	29,291

(\*) The data have been calculated by taking the average wages of Onnera Group employees. (Those people who have been at the company for less than 3 months have been eliminated from the calculation in order not to distort the average).



## WAGE RATIO BY PROFESSIONAL CATEGORY

If we focus on average remuneration data according to professional categories, the evolution experienced at ONNERA Group from 2021 to 2022 is as follows:

Categories	Average remuneration by professional category	
	2022 (€)	2021 (€)
Upper management	78,005	69,307.9
Middle management	37,985	32,270.9
Technicians	27,689	26,880.5
Operators	18,174	17,495.3

(\*) The data have been calculated by taking the average wages of Onnera Group employees. (Those people who have been at the company for less than 3 months have been eliminated from the calculation in order not to distort the average).

## WAGE GAP BY COUNTRIES

The comparative wage gap between financial years 2022 and 2021 is shown below:

Wage gap by countries 2021- 2022	Spain		France		Italy		Mexico		Poland		USA		Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	
	2022 (€)	2021 (€)	2022 (€)	2021 (€)	2022 (€)	2021 (€)	2022 (€)	2021 (€)	2022 (€)	2021 (€)	2022 (€)	2021 (€)	2022 (€)	2021 (€)
Average remuneration for women (a)	28,128	25,790	37,076	35,223	34,250	36,500	7,877	5,940	11,497	12,115	41,793	38,648	20,578	18,536
Average remuneration for men (b)	29,970	27,588	51,794	46,945	46,333	46,836	9,957	6,551	15,191	15,823	75,374	72,355	27,911	23,013
Calculation: a/b	0.94	0.93	0.71	0.75	0.74	0.78	0.79	0.91	0.76	0.78	0.55	0.53	0.74	0.80

(\*) The average wage of the employees of the legal entities that Onnera Group has in each country has been calculated.

## 07. Human team: taking care of people

### 7.2. Solidarity as a fundamental principle

(2-19, 2-20, 405-2)

#### WAGE RATIO BY GENDER AND CATEGORY, BY COUNTRIES

The base wages and remuneration for men and women in each professional category are as follows:

Countries	Categories	Men		Women	
		2022 (€)	2021 (€)	2022 (€)	2021 (€)
Spain	Upper management	73,005	72,176	57,251	55,282
	Middle management	43,494	42,507	41,808	36,023
	Technicians	37,418	35,165	30,370	27,172
	Operators	25,248	23,402	24,131	23,122
France	Upper management	152,892	124,513	-	-
	Middle management	69,246	90,635	53,367	-
	Technicians	38,064	48,287	31,078	36,016
	Operators	30,025	26,516	27,898	22,531
Italy	Upper management	58,500	80,000	-	-
	Middle management	45,000	47,000	70,000	70,000
	Technicians	35,500	29,925	22,333	25,333
	Operators	-	-	-	-
Mexico	Upper management	98,295	64,664	69,586	62,928
	Middle management	21,902	14,301	17,594	12,275
	Technicians	11,119	8,031	13,272	9,560
	Operators	5,975	3,471	4,943	3,078
Poland	Upper management	26,785	47,381	-	35,301
	Middle management	27,332	24,062	28,854	19,904
	Technicians	15,565	15,345	12,055	11,520
	Operators	13,268	10,331	10,331	11,320
USA	Upper management	177,616	134,591	-	-
	Middle management	83,173	77,204	54,208	34,762
	Technicians	32,266	38,677	40,241	40,203
	Operators	-	-	-	-
Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	Upper management	-	-	-	-
	Middle management	42,845	36,979	30,580	26,447
	Technicians	18,171	14,973	18,473	15,493
	Operators	-	-	-	-

(\*) The data have been calculated by taking the average wages of Onnera Group employees. (Those people who have been at the company for less than 3 months have been eliminated from the calculation in order not to distort the average).

### Governing Board

It should be mentioned that none of the members of the cooperative's Governing Board receive payment for their governing role, in fact it is only the Chairman who gives up his work position, while all the other members of the Governing Board balance their governing responsibilities with their work responsibilities. As such, there is no connection between these people's wages and the administrative work they do for the cooperative.

There are 9 board members in total, and each one represents a different area of the organisation and has a different level of responsibility. All of them are members of the cooperative and live in the Basque Country.

### Board members' education and training

- Bachelor's Degree in Business Studies
- General Basic Education
- Technical Engineering Degree in Electronics
- Second Degree Vocational Training in Mechanics
- Technical Engineering Degree in Electronics
- Second Degree Vocational Training in the Automotive Industry
- Second Degree Vocational Training in Mechanics
- Second Degree Vocational Training in the Maintenance Industry
- Diploma in Business

### Management Committee

The average wage of the Onnera Group Management Committee in 2022 was €118,809, while it was €99,917 in 2021. We have not broken it down by gender as we want to maintain confidentiality, since there is only one woman on the Management Committee.

There are no specific benefits for the governing body or the upper management for the role they perform. They receive remuneration determined by an index, which reflects their responsibilities within the cooperative, but in every other sense they have the same rights and duties as all other members and employees of the cooperative, with no form of additional privileges. As such, all the positions in the cooperative have a

specific index that determines their wage, including the upper management.

The variable remuneration system enables cooperative employees to earn up to 7% of their gross annual wage in remuneration.

### Board of Directors

The average wage of the Board of Directors in 2022 was €38,749, while it was €37,124 in 2021.

We have not broken it down by gender as we want to maintain confidentiality, since there is only one woman on the Board of Directors.

The highest governing body of the cooperative does not receive any remuneration directly for the work they do, as individuals they receive remuneration corresponding to the role they perform. In 2022, the average remuneration of the Board of Directors has increased slightly compared to 2021.

## 7.3. Work organisation

In terms of work organisation, management at ONNERA Group is decentralised, with each country and each plant working according to their own cultural differences, deep-rooted customs and the needs and capabilities of the production plants, functioning autonomously.

However, the Group does have general criteria that is based on trust and the commitment of its employees.

At the cooperative we have general guidelines set by our internal regulations on this matter, and we also have internal operational standards regarding work time that are based on the following criteria:

- a) Clear and fair criteria: the same response to the same situations.
- b) Encouraging a culture of productivity, rather than an on-site culture, minimising the need for overtime.
- c) Avoiding and minimising bureaucracy: authorisations, requests, monitoring, etc.
- d) Responding to the needs that ensure flexibility in the company.
- e) Promoting trust in the management of work time.

## 7.4. Social relations

(2-30, 407-1)

As a cooperative organisation, Onnera Group's parent company has the social participation bodies inherent to a cooperative organisation: the Social Council, the Governing Board and the Meeting. And linked to these decision-making bodies, different forums are organised in which members have the opportunity to actively participate: mainly small councils, informative talks for members and meetings of collaborators.

Moreover, at the end of 2022 we carried out the organisational culture survey and the psychosocial risk survey to gather the opinions of the cooperative's people in these areas and establish action plans to improve satisfaction, commitment and well-being.

Collective bargaining agreements or similar regulations applicable in the countries where the group operates include aspects related to work health and safety. Below is data reflecting the number of employees covered by a collective bargaining agreement:

Percentage of employees covered by a collective bargaining agreement in Spain	2022	2021
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	1,885	1,559
Total no. of Employees (B)	2,320	2,369
Calculation: A/B	81.2%	65.8%

## 7.5. Promoting equality between men and women

(2-23, 405-1)

The cooperative's bylaws clearly establish that no discrimination will be accepted for any reason:

*None of the following shall be grounds for refusing admission to an applicant, unless they are incompatible with the cooperative's purpose: race, language, gender, civil status or beliefs regarding politics, trade unions or religion.*

And we ensure equality between male and female employee members, enshrined by the following two principles:

Open membership: the cooperative experience shall be open to any men or women who accept the basic principles and prove to be professionally suitable for the positions that may exist.

Democratic organisation: The cooperative experience ensures basic equality for male and female employee members in terms of respecting their rights to be, own and be informed, which involves accepting the democratic organisation of the company.

*We aim to continue working towards equality and to establish the necessary conditions to guarantee it at all levels of the organisation..*

To do this, we have policies and action plans at a cooperative level and throughout ONNERA Group to ensure equal opportunities and act against any form of discrimination. At all the legal entities located in Spain: Fagor Industrial, Onnera Laundry Barcelona, Onnera Contract and Efficold, we have defined an equality plan. As a result of this plan, we have implemented new lines of action during 2022 that aim to raise awareness throughout the organisation. We also have protocols for action in the event of situations of workplace harassment, and at Efficold and Fagor Industrial we have a specific protocol on gender-based harassment.

Below you can see the percentage of people in the governing bodies by gender:

Governing bodies	Men (%)	Women (%)
Rest of the workforce	66.67%	11.11%
Middle management	22.22%	0.00%

In 2022, like in 2021, there were no reports of, nor have there been, any cases of discrimination.

### 7.5.1 Diversity management

At ONNERA Group we are fully committed to improving accessibility. We make significant effort to ensure that the works carried out at our plants enable and improve accessibility to our buildings and facilities.

We are currently about to start work on the new laundry production plant at the ONNERA Group headquarters, to house and increase the production of washing machines. It will be a modern and innovative plant that will begin construction shortly and will be a benchmark in the group in terms of digitisation, innovation and accessibility.

We are also a socially conscious organisation, ensuring that disabled people are fully integrated into every one of the group's companies

The total number of disabled employees at ONNERA Group is as follows:

	Employees with a disability (throughout the group)	
	2022	2021
Total no. of employees with a disability (a)	34	43
Total no. of employees (b)	2,320	2,369
Calculation: a/b	1.47%	1.81%

(\*) The 2021 data for disabled employees at group level has been corrected with respect to the 2021 NFIS, from 36 to 43.



## 7.6. Joint responsibility in work-life balance

The working conditions at ONNERA Group, along with the flexible working hours, enable a healthy work-life balance.

The cooperative's internal regulations include measures designed to enable a healthy work-life balance, measures that are outlined in detail in the internal regulations and procedures related to leave, reduced working days, special working hours, etc., so our employees can meet the needs of their home lives.

Employees who work at the Oñati plant will be covered by the regulations included in the Gipuzkoa iron and steel agreement, and the rest of the country will be covered by the other corresponding agreements. Outside Spain, we have special agreements in the countries where we have manufacturing facilities, Mexico and France, except for Poland, where there are no specific regulations.

Some examples of the measures that ONNERA Group makes available to workers aimed at improving the quality of employment and promoting work-life balance are the canteen service at the parent plant and organised transport to the Onnera Mexico factory.

Regarding digital disconnection, at Onnera Group we are aware of the importance of guaranteeing, outside the established working hours, respect for the relaxing, leave and holiday time of our employees. We do not have any regulations in this regard to ensure this guarantee, but we are very aware of the importance of this "disconnection" to achieve the commitment, enthusiasm, efficiency and motivation of our people with our business project.



## 7.7.

# We encourage the development of people

(403-5, 404-1, 404-2)

The most important training needs revolve around occupational health and safety, as this is a fundamental area that is intended to look out for and protect our employees. As an example, at the Oñati plant, in response to the training requirements in terms of prevention set out in the sector's collective agreement, a training plan is being implemented that includes general and specific training for all the trades that have been detected within our organisation and is aimed at the entire group, both employees and members of the cooperative and at all levels of the organisation, from management to workshop operators.

*At ONNERA Group we make great efforts to train and develop our employees. We develop and establish training plans on a yearly basis in order to help people grow, and to ensure that this growth in turn leads to business growth..*

Another fundamental training project has focused on training for the professionalisation of our members. In collaboration with Aretxabaleta Lanbide Eskola, an ad hoc training course has been designed to make this training internally equivalent to an advanced vocational training module. The aim of the cooperative is to have members who are increasingly more highly qualified, which is why, in order to be able to join as a member, the training bar has been set at this advanced training module. Alongside this decision, we have decided to provide training for our employees and members in order to update their skills and provide them with options for further professional development within the organisation.

Moreover, we have continued to organise social training courses aimed, on the one hand, at new members of the Board of Directors in order to professionalise their work and prepare them for the important role they play in the organisation, and also at new members, with a view to promoting the trust, commitment and involvement of our employees in our project.

Another key priority is development training, which is designed for our management team, who are the leaders responsible for managing, motivating and inspiring the people in the organisation. We also provide training courses designed for both employees and managers, such as the "development conversations" project. This objective of this project is to bring managers closer to their teams, so they can jointly discuss their concerns, strengths, areas of improvement, motivations and expectations, to develop a closer relationship between managers and their co-workers, create a space for sharing and encourage the development of both.

ONNERA Group's investment in training continues to evolve in

2022, with very ambitious projects in different technical areas such as Digital Transformation, where we have seen the need to make a significant investment in training in order to be able to successfully face the challenges in this area.

The number of hours of training is shown in the following table:

Number of hours of training	2022	2021
Operators	10,941	16,858
Technicians	5,803	3,884
Middle management	3,550	3,057
Upper management	1,370	563

# 7.8.

## We take care of people

(3-3, 2-25, 403-2, 403-3, 403-9, 403-10)

Fagor Industrial S. Coop holds the ISO 45001 occupational health and safety certification, which is audited on an annual basis by AENOR. The other manufacturing plants have either their own or a subcontracted occupational risk protection service.

The OHS regulatory audit was also carried out in May 2017, in accordance with the terms of the Spanish RD 39/1997 Prevention Services Regulation, of 17 January, with the next one taking place in 2023.

The maintenance of these certifications is a demonstration of the cooperative's commitment to achieving the highest standards regarding risk protection and the well-being of its workforce.

Following the GARATUZ model from Osarten for the Development of Health, Safety and Well-being in the Workplace, Fagor Industrial S. Coop remains committed to organising activities that promote the health of people.

The recognised cases of occupational illnesses were as follows:

Number of occupational illnesses	2022	2021
Women	2	2
Men	2	1
<b>Total</b>	<b>4</b>	<b>3</b>

In 2020, occupational illnesses began to be recognised by our mutual insurance company, as they were previously considered common illnesses. This has meant that the evolution has been increasing in 2021, as injuries that previously did not fall into this category now do. And as more injuries are being studied, it is only reasonable that the number of occupational illnesses will increase.

With regard to the number of accidents with sick leave, the following table shows the evolution of the last 2 years. There has been an increase in the number of accidents, and awareness of the need to continue reducing this indicator is clear.

Number of accidents with sick leave	2022	2021
Women	13	18
Men	74	62
<b>Total</b>	<b>87</b>	<b>80</b>

The most common types of workplace injuries are contusions, cuts and superficial wounds. Occupational hazards that present a risk of injury are determined through an analysis of workstations carried out by a doctor and nurse from the company and the occupational risk prevention service. They also carry out inspections.

Employees also have the opportunity to report any hazards they identify to their immediate superior or through their prevention representative. The prevention service keeps a record of all accidents and incidents.

The occupational risk prevention service monitors the safety actions that arise from workstation analyses, employee suggestions and inspections.

The rate of injuries due to occupational accidents has been calculated for every 1,000,000 hours worked.

Accident severity index (**)										
	Group		Poland		France		Mexico		Spain	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Women	0.18	0.79	0	0	0	0.44	0.40	2.01	0.05	0.10
Men	0.49	0.68	0.19	0.9	0.64	3.56	0.36	1.32	0.61	0.35
<b>Total</b>	<b>0.41</b>	<b>0.71</b>	<b>0.19</b>	<b>0.9</b>	<b>0.64</b>	<b>2.73</b>	<b>0.76</b>	<b>1.55</b>	<b>0.49</b>	<b>0.30</b>
Índice de frecuencia de accidentes (*)										
	Group		Poland		France		Mexico		Spain	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Women	11.83	16.61	0	0	0	38.89	3.42	12.67	18.31	22.34
Men	23.11	18.91	17.74	6.53	30.65	14.47	0	12.02	34.57	24.14
<b>Total</b>	<b>20.23</b>	<b>18.34</b>	<b>17.74</b>	<b>5.24</b>	<b>30.65</b>	<b>21.09</b>	<b>3.42</b>	<b>12.24</b>	<b>31.24</b>	<b>23.75</b>

(\*) Calculation of frequency index:

Number of accidents with sick leave by gender, occurring during the working day, for every one million hours worked:  
 (No. of accidents by gender / No. of hours worked by gender) x 1,000,000

(\*\*) Calculation of severity index:

Number of days lost by gender, as a consequence of occupational accidents, for every 1,000 hours worked:

(No. of days lost by gender / No. of hours worked by gender) x 1,000





# Environment: commitment to the planet



THE CLIMATE CRISIS IS FORCING US TO  
REINVENT OUR RELATIONSHIP WITH THE  
ENVIRONMENT.

**We must abandon the linear economy model based on fossil fuels and move towards a circular economy model based on renewable energy.**

We recognise that we are part of the problem, but we also want to be part of the solution. To do this, we are working to reduce our carbon footprint and be more efficient in how we use materials in our production processes.

## 8.1. Environmental management

(2-23, 2-24, 2-25, 3-3)

At ONNERA Group we are aware of our responsibility towards our surroundings and the environment, and we aim to prevent pollution in order to minimise the harmful environmental impacts that our activity may generate. To introduce environmental criteria in the design of our products and promote the use of processes and materials that don't cause pollution.

ONNERA Group has certified its three main manufacturing plants (Fagor Industrial, Efficold and Onnera Laundry Barcelona) with the international ISO 14001:2015 standard, thereby guaranteeing that they are properly managed environmentally. The other manufacturing plants have a person dedicated to environmental management.

Our Integrated Management System policy (safety, environment and quality) reflects our commitment to protect the environment and prevent pollution in order to minimise the harmful environmental impacts of our activities, together with the commitment to introduce environmental criteria in the design of our products and promote the use of processes and materials that don't cause pollution.

The ONNERA Group's significant environmental impact is focused on the energy and water consumption of our machines during their lifetime use. The major effort at product development level, in addition to ensuring the quality of our product, is focused on designing energy efficient products. In 2022 we launched on to the market:

- New range of iKORE ovens, with a 16% improvement in energy efficiency.
- Refrigeration products are subject to eco-labelling as a standard. The following tables show the progress made in 2022 compared to 2021, increasing the number of certified products in the first letters:

Energy efficiency letters	No. Items	%	No. Items	%
	<b>2021</b>		<b>2022</b>	
A	294	6.4%	597	5.2%
B	387	8.5%	557	4.8%
C	1,804	39.5%	4,948	43.0%
D	1,100	24.1%	3,075	26.7%
E	584	12.8%	1,192	10.4%
F	207	4.5%	873	7.6%
G	190	4.2%	270	2.3%
<b>Total units 2021</b>	<b>4,566</b>	<b>100.0%</b>	<b>11,512</b>	<b>100.0%</b>

In 2023, the laundry business will launch large water recovery tanks and also dryers with heat pumps.

Dishwashing will take another quantum leap in water and energy consumption with the launch of the rack type dishwasher, which is currently being worked on and will be launched in 2024.

We also analysed the impacts of climate change on our business, and these are the material issues it affects most significantly:

Material issue	How it affects ONNERA Group	Actions being worked on at ONNERA Group
Energy and climate change (emissions)	Climate change is causing legislation to be tightened to promote a reduction in emissions and also to reduce resource consumption	<ul style="list-style-type: none"> <li>* Calculate our Carbon Footprint up to scope 3</li> <li>* Reduce the lifetime consumption of the products we manufacture</li> <li>* Investments in the different manufacturing plants to reduce energy and water consumption</li> </ul>
Water	Water scarcity can affect us in terms of water restrictions at our different plants and also in terms of market demands to reduce the water consumption of our products as much as possible	<ul style="list-style-type: none"> <li>* Water recirculation systems at the plants that need water to test the products</li> <li>* Projects to reduce the water consumption of our products</li> <li>* Water recirculation tanks for washing machines</li> </ul>
Financial soundness	Climate change can affect the financial soundness of our business if we do not make the necessary adaptations in terms of new legislation and adapt our products to the new requirements	<ul style="list-style-type: none"> <li>* Know our Carbon Footprint in order to set targets and actions to reduce it in the medium-term</li> <li>* Adapt our products to market requirements</li> </ul>

The relevant investments made in ONNERA Group in 2022 to improve environmental performance are:

- Implementation of photovoltaic cells at the Effcold plant
- Expansion of photovoltaic cells at the ONNERA Laundry Barcelona plant
- New climate control system using air recirculation at ONNERA Laundry Barcelona
- Changing to LED light fittings at the offices of the parent plant

Although light pollution is not an environmental factor that is regulated by the ONNERA Group production plants due to its low impact, we do promote the installation and efficient usage of lighting systems, opting to install energy-efficient light fittings.

It is also important to note that ONNERA Group's activities do not have any impact on biodiversity or on protected areas.

In 2022, like in 2021, no sanction has been received for environmental non-compliance. To cover these risks, Fagor Industrial S.Coop. has environmental insurance.

08. Environment: commitment to the planet

8.1. Environmental management

The resources dedicated by ONNERA Group to the prevention of environmental risks are as follows:

Direct Expenditures Assigned to the EMS (Amount in €)	2022	2021
ISO 14001 Certification	11,626	12,835
Safety advisor	7,866	11,850
Consultation on environmental requirements	21,650	30,127
Rat extermination, disinfection and decontamination	8,177	16,404
Management of inert waste (paper/ cardboard, wood, plastic, rubbish)	225,339	197,581
Management of hazardous waste	15,107	13,647
Water analysis (spillage control)	4,197	5,544
TOTAL	293,964	287,988

Resources dedicated to the prevention of environmental risks have been increasing over the years.

The three manufacturing plants certified in ISO 14001 have a plan in which they identify potential emergency situations and provide a response procedure to handle said emergency situations and real incidents that may occur, in order to prevent or mitigate any adverse consequences for the environment and for the health and safety of employees.

8.2. Emissions and combating climate change

(3-3, 2-25, 2-26, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7)

In 2020, the ONNERA Group’s carbon footprint was calculated for the first time in the three scopes, with the help of an external consultancy. We are currently immersed in a project, driven by MONDRAGON Corporation, together with other cooperatives in the corporation, to develop a simple-to-use tool that will allow us to calculate the three scopes of our organisation’s Carbon Footprint. The aim is that we will have more knowledge about the details of our greenhouse gas (GHG) emissions and that we can calculate them ourselves. We started this project in May 2022 and are scheduled to finish in April 2023; for this reason, we will not present the scope 3s for 2021 and 2022 in this report and will present them in the 2023 report.

The next step after defining the tool during 2023 and having made the calculations up to Scope 3 for the years 2021 and 2022, the step for 2024 will be to start defining targets for reducing GHG emissions.

In the following tables we present the GHGs emitted by ONNERA Group. The calculations have been made according to the GHG Protocol standard.

Direct greenhouse gas emissions scope 1:

	2022 (tCO2eq)	2021 (tCO2eq)	2020 (tCO2eq)
Spain	1,014.89	1,008.56	596.28
France	127.99	153.68	91.06
Poland	375.81	303.86	228.83
Mexico	189.51	94.79	20.95
Total	1,708.2	1,560.89	937.13

Sources of scope emission factors used for the calculation:

- Carbon Footprint Registry April 2021 Version 17
- Global Warming Potentials indicated in the Fourth IPCC Assessment Report (Regulation 517/2014)

The 8.6% increase in GHG emissions compared to 2021 is due to increased emissions from mobile sources, due to more fuel being consumed with cars on business trips and also a small part due to fugitive emissions from refrigeration installations.

*Indirect greenhouse gas emissions scope 2:*

	2022 (tCO <sub>2</sub> eq)	2021 (tCO <sub>2</sub> eq)	2020 (tCO <sub>2</sub> eq)
Spain	2,124.3	153.85	1,563.81
France	8.5	8.21	7.43
Poland	1,289.9	1,120.22	848.09
Mexico	1,027.7	1,023.05	705.58
<b>Total</b>	<b>4,450.4</b>	<b>2,305.33</b>	<b>3,124.93</b>

Sources of scope 2 emission factors used for the calculation:

- Carbon Footprint Registry April 2021 Version 17
- IEA (2021), Emission Factors. Values for 2019

The increase in GHG emissions is due to the fact that in 2021, Efficold was consuming electricity certified with Guarantees of Origin, but in 2022 this was not the case due to the investment in photovoltaic panels that has been made at this plant. In 2023, energy from renewable sources will be consumed again.

*Indirect greenhouse gas emissions scope 3:*

	2022 (tCO <sub>2</sub> eq)	2021 (tCO <sub>2</sub> eq)	2020 (tCO <sub>2</sub> eq)	2019 (tCO <sub>2</sub> eq)
Spain	-	-	7,690,811.70	8,009,281.30
France	-	-	923,625.60	850,891.83
Poland	-	-	1,867,101.36	1,846,462.05
Mexico	-	-	1,324,900.02	2,945,142.19
<b>Total</b>	<b>-</b>	<b>-</b>	<b>11,806,438.68</b>	<b>13,651,777.38</b>

\* The scope 3s for 2022 and 2021 will be calculated during 2023 using the tool we are developing. In this case, we also provide the data for 2019 so that the evolution of two previous years can be seen.

### **2019 was the first year where we calculated scope 3 emissions for the entire organisation.**

The base year for calculating GHG emissions was 2019 and is being calculated following the ISO 14064-1-2019 methodology. Greenhouse gas emissions were calculated for the first time in 2019 for the 2018 Non-Financial Information Statement, but the methodology used at that time was not very precise. In our continuous pursuit for excellence and commitment to sustainability, we decided to switch to the aforementioned methodology.

Sources of scope 3 emission factors used for the calculation:

- DEFRA 2019. Version 1.2
- IEA International Energy Agency Report 2020
- Ecoinvent 3.6. database
- IO DEFRA 2019 Database
- Global Warming Potentials indicated in the Fourth IPCC Assessment Report (Regulation 517/2014)

The total corporate carbon footprint for 2019 and 2020 is presented below because, as mentioned above, we have not yet been able to carry out Scope 3 for 2021 and 2022 as the calculation tool project has not yet been completed:

	2020 (tCO <sub>2</sub> eq)	2019 (tCO <sub>2</sub> eq)
Spain	3,139.16	1,162.41
France	136.5	161.9
Poland	1,665.7	1,324.7
Mexico	1,217.2	1,117.8
<b>Total</b>	<b>6,159</b>	<b>3,766.8</b>



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### 8.2. Emissions and combating climate change

Within ONNERA Group, Fagor Industrial is the only plant with sources of emissions into the atmosphere, two specifically:

1. Spray booth propane burner . pollutants measured: CO, NOx, SO<sub>2</sub> and Opacity.
2. MIG welding robot vacuum . pollutants measured: particles.

These two sources were recorded in April 2017 and the corresponding measurements and controls were carried out by an authorised control body, obtaining a satisfactory result within the established limits.

The 2017 results were as follows:

CO: . Average value: 68ppm; - Threshold value: 500ppm

NOX: . Average value: 23,5ppm; - Threshold value: 300ppm

SO<sub>2</sub>: Average value: 28 gr/Nm<sup>3</sup>; - Threshold value: 850 gr/Nm<sup>3</sup>

Opacity: Average value: <1E.Bacharach; Threshold value: 2 E.Bacharach

The next planned revision took place in 2022, but the official body that conducts the inspection informed us that, due to Spanish Royal Decree 1042/2017, published on 23 December 2017, the propane burner in the paint booth is changed from Group C to Group -, so it does not need to be measured. Therefore, in 2022 only the vacuum measurements of the MIG welding robot have been taken, with a satisfactory result:

Measured value <1,7mg/Nm<sup>3</sup> and the emission limit value or ELV is 150mg/Nm<sup>3</sup>

The next revision is planned for 2027.

With regard to noise and light emissions, the noise and light levels produced by our facilities do not exceed the established legal limits.



## 8.3.

### Responsible consumption of natural resources

#### 8.3.1 Energy consumption

(302-1, 302-3, 302-4)

The energy consumption within the organisation is:

Fuel types	Fuel consumption 2022 (kWh)	Fuel consumption 2021 (kWh)
Propane	1,541,485	1,638,371.1
Natural gas	2,755,820	2,987,593.3
Electricity	16,568,782	15,957,851
<b>Total consumption</b>	<b>20,866,087</b>	<b>20,583,815</b>
Self-generated electricity consumption (Kwh)	649,403 (3.9%)	75,413 (0.47%)

(\*) The calculation of propane consumption has been obtained from litres to kWh using conversion factors:

1 Kg of propane = 13.385 kWh

1 litre of propane = 0.51 Kg

In 2022, the amount of electricity self-generated within the organisation has increased from 0.47% in 2021 to 3.9% in 2022, due to the new installation of photovoltaic panels at Efficold and the extension of the ones we already had at ONNERA Laundry Barcelona.

The consumption of renewable energy has been reduced in 2022, compared to 2021, because the Efficold plant has not consumed energy certified with GdOs during 2022, due to the fact that they have invested in photovoltaic panels this year, but the intention is to switch back to consuming electricity from the grid from renewable sources in 2023.

Energy consumption within the organisation Onnera Group	2022	2021
Non-renewable fuel consumed (kWh)	4,297,306	5,594,003
Renewable fuel consumed (kWh)	0	0
Consumption of renewable electricity (kWh)	5,916,374 (28.3%)	11,402,380 (52.9%)
Consumption of non-renewable electricity (kWh)	10,652,408	4,555,471
<b>TOTAL energy consumption within the organisation (kWh)</b>	<b>20,866,087</b>	<b>21,551,854</b>

Energy intensity in 2022 has reduced compared to 2021, from 0.07 kWh to 0.05 kWh. We calculate energy intensity by dividing the energy consumption by the number of sales, including fuel and electricity.

## 08. Environment: commitment to the planet

### 8.3. Responsible consumption of natural resources

#### 8.3.2 Water consumption

(303-1, 303-5)

WATER CONSUMPTION (megalitres)	2022	2021
Water consumption in all areas	63,82	54,98

ONNERA Group does not consume water from any water-stressed areas, nor does it make any changes to water storage.

Water consumption at ONNERA Group is significant at the plants where washing machines and dishwashers are manufactured, that is, at Fagor Industrial and Onnera Poland. Both plants have a water recirculation system to reduce consumption.

The increase in water consumption in 2022 was 16% higher than in 2021, but it should be borne in mind that sales have increased by 37%. This comparison shows that our processes are more efficient in terms of water use.

#### 8.3.3 Raw materials

(301-1, 301-2)

The main raw material that is used at ONNERA Group is sheet metal of various different qualities, which we use to form the structure of the appliances. We do use other raw materials, such as oils, plastic, etc., but they are less significant at a production level. Below you can see the total consumption in tonnes:

Consumption in Tn	2022	2021
Stainless steel	9,016.9	10,380.5
Galvanised	9,701.5	7,515.4
Iron	552.4	450.7
Wood	3,293.7	6,099.1
Cardboard	1,745.3	1,843.4

The increase in sheet metal consumption (the first three items in the table above) in 2022 was 5% compared to 2021, despite a 37% increase in sales. This is due to the actions being taken to optimise sheet metal consumption in the cutting of parts and also to the quality actions being taken in the sheet metal area to reduce internal scrap of sheet metal parts.

The weight of non-renewable raw materials used for producing the organisation's main products and services in 2022:

Non-renewable raw materials	2022	2021
	Weight (Kg)	Weight (Kg)
Iron	552,400	450,700
Stainless steel	9,016,900	10,380,500
Galvanised	9,701,500	7,515,400
<b>Total</b>	<b>19,270,800</b>	<b>18,346,600</b>

The weight of renewable raw materials used for producing the organisation's main products and services in 2022:

Materias primas renovables	2022	2021
	Weight (Kg)	Weight (Kg)
Wood	3,293,700	6,099,100
Cardboard	1,745,300	1,843,400
<b>Total</b>	<b>5,039,000</b>	<b>7,942,500</b>

## 8.4.

### Circular economy and management of waste

(103-1, 103-2, 103-3)

As mentioned in our policy, we strive to protect the environment and prevent pollution in order to minimise the harmful environmental impacts of our activities. Being aware that waste is part of the harmful impact generated by our activity, our aim is to reuse most of the waste we generate and recycle most of the waste that cannot be reused. To this end, the waste at all our production plants is collected and transported by authorised waste management and transport companies, so that these waste managers can then reuse and recycle as much as possible.

The waste is classified as either hazardous or inert and is managed differently according to its classification.

The most significant waste generated at ONNERA Group:

Inert/non-hazardous/urban waste	2022	2021
Sheet metal: iron+ galv. steel (tn)	3,399	2,992
Sheet metal: stainless steel (tn)	2,200	2,424
Wood (tn)	827	752
Urban waste (tn)	251	422
Cardboard/paper (tn)	447	414
Plastic (tn)	43	196
<b>Total inert waste (tn)</b>	<b>7,168</b>	<b>7,201</b>

Hazardous waste	2022	2021
Contaminated material (Kg)	6,403	6,549
Contaminated plastic packaging (Kg)	8,450	6,304
Non-halogenated org. SOLVENT (Kg)	7,004	4,972
Metal dust (Kg)	3,905	3,584
Contaminated metal packaging (Kg)	1,867	2,039
Aerosols (Kg)	1,472	1,398
<b>Total hazardous waste</b>	<b>29,101</b>	<b>24,846</b>

Waste generated in 2022 has increased by 13% compared to 2021 due to the increased level of production.

## 08. Environment: commitment to the planet

### 8.4. Circular economy and management of waste

The following table shows waste not destined for disposal in 2022, classified according to composition. The subsequent tables classify them by recovery operations:

Waste NOT destined for disposal broken down by composition (Tn)	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera Mexico		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Cardboard	108.8	111.3	153.2	128.0	39.4	31.5	88.8	99.7	53.0	41.0	0.0	0.0	4.0	3.0	447.2	414.5
Wood	200.7	158.7	321.6	367.0	62.4	51.5	175.6	151.7	41.0	0.0	15.0	13.0	11.0	10.0	827.3	751.9
Scrap metal	1,809.7	1,614.5	1,793.2	1,643.0	795.1	570.7	455.7	887.0	532.0	515.0	110.0	93.0	104.0	93.0	5,559.7	5,416.2
Plastic	0.7	160.0	0.0	4.0	0.1	1.1	27.3	17.1	14.0	12.0	0.0	0.0	1.0	2.0	43.1	196.2
Contaminated plastic packaging	0.2	0.3	7.3	4.8	0.3	0.4	0.3	0.4	0.330.3	0.4	0.0	0.0	0.0	0.0	8.4	6.3
Solvents	0.5	0.4	6.5	4.5	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	7.0	5.0
Metal dust	2.1	2.0	1.0	0.7	0.0	0.0	0.2	0.4	0.5	0.5	0.0	0.0	0.0	0.0	3.9	3.6
Contaminated metal packaging	0.6	1.6	1.2	1.2	0.0	0.0	0.0	0.3	0.1	0.1	0.0	0.0	0.0	0.0	1.9	3.2
Aerosols	1.0	0.5	0.2	1.2	0.1	0.0	0.0	0.3	0.2	0.1	0.0	0.0	0.0	0.0	1.5	2.0
<b>TOTAL</b>	<b>2,124.0</b>	<b>2,049.0</b>	<b>2,284.0</b>	<b>2,154.0</b>	<b>897.0</b>	<b>655.2</b>	<b>748.0</b>	<b>1157.0</b>	<b>641.0</b>	<b>569.0</b>	<b>125.0</b>	<b>106.0</b>	<b>120.0</b>	<b>108.0</b>	<b>6,940.0</b>	<b>6,799.0</b>

Waste NOT destined for disposal	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera México		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
HAZARDOUS WASTE (Recovery operations) → Tonnes																
Recycling	3.1	2.7	1.2	0.9	0.1	0.2	0.2	0.4	0.7	0.8	0.0	0.0	0.0	0.0	5.4	5.0
Recovery or regeneration of solvents	0.5	0.4	6.5	4.5	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	7.0	5.0
Rendered inert	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Recovery	0.8	0.8	8.5	6.0	0.3	0.4	0.3	0.7	0.4	0.5	0.0	0.0	0.0	0.0	10.3	8.3
Reuse	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Landfill	2.0	2.0	3.3	3.5	0.0	0.0	1.0	0.7	0.0	0.4	0.0	0.0	0.0	0.0	6.4	6.6
Storage on site	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
NON-HAZARDOUS WASTE (Recovery operations) → Tonnes																
Recycling	0.72	0.16	0	4	0.1	1.1	27.27	17.1	14	12	0	0	1	2	43.09	36.36
Recovery or regeneration of solvents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rendered inert	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Recovery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reuse	2,119	1,885	2,268	2,138	897	653.8	720.1	1,138	626	556	125	106	119	106	6,874	6,583
Landfill	9.35	9.4	8.28	229	45.66	36.4	94.35	78.4	35	27	21	0	37	42	250.6	422.2
Storage on site	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Total hazardous and non-hazardous waste NOT destined for disposal by each recovery operation included in the table above	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera México		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Recovery operation: RECOVERY → Tonnes																
At the facilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside the facilities	2,119.2	1.9	2,268.0	2.1	897.0	0.7	720.1	1.1	626.0	0.6	125.0	0.1	119.0	0.1	6874.2	6.6
Recovery operation: RECOVERY → Tonnes																
At the facilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside the facilities	1.2	1.2	15.0	10.4	0.3	0.4	0.3	0.8	0.4	0.5	0.0	0.0	0.0	0.0	17.3	13.3
Recovery operation: RECYCLING → Tonnes																
At the facilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside the facilities	3.8	2.9	1.2	4.9	0.2	1.3	27.5	17.5	14.7	12.8	0.0	0.0	1.0	2.0	48.5	41.4
Recovery operation: LANDFILL → Tonnes																
At the facilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside the facilities	11.4	11.4	11.6	232.5	45.7	36.4	95.4	79.1	35.0	27.4	21.0	0.0	37.0	42.0	257.0	428.8

Waste not destined for disposal in 2022 is as follows, in one table classified according to composition and in the following tables according to recovery operations:

Waste destined for disposal broken down by composition (Tn)	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera México		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Urban waste	9.4	9.4	8.3	229.0	45.7	36.4	94.4	78.4	35.0	27.0	21.0	0.0	37.0	42.0	250.6	422.2
Contaminated material	2.0	2.0	3.3	3.5	0.0	0.0	1.0	0.7	0.0	0.4	0.0	0.0	0.0	0.0	6.4	6.5
<b>TOTAL</b>	<b>11.4</b>	<b>11.4</b>	<b>11.6</b>	<b>232.5</b>	<b>45.7</b>	<b>36.4</b>	<b>95.4</b>	<b>79.1</b>	<b>35.0</b>	<b>27.4</b>	<b>21.0</b>	<b>0.0</b>	<b>37.0</b>	<b>42.0</b>	<b>257.0</b>	<b>428.7</b>

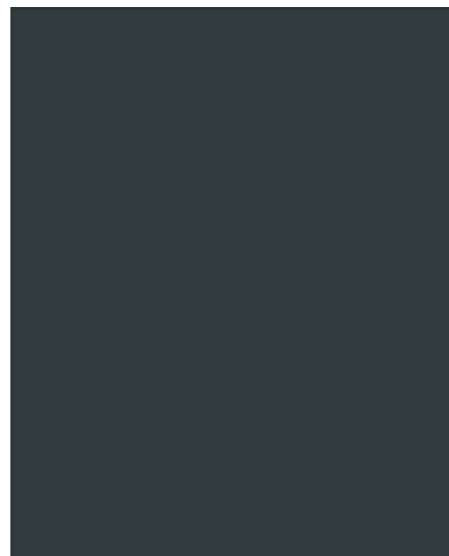
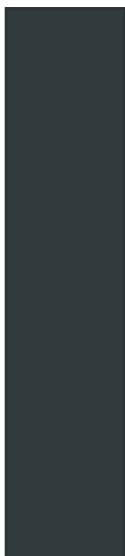
## 08. Environment: commitment to the planet

### 8.4. Circular economy and management of waste

Waste destined for disposal	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera México		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
HAZARDOUS WASTE (Recovery operations) → Tonnes																
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Transfer to a landfill	2.0	2.0	3.3	3.5	0.0	0.0	1.0	0.7	0.0	0.4	0.0	0.0	0.0	0.0	6.4	6.2
NON-HAZARDOUS WASTE (Recovery operations) → Tonnes																
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Transfer to a landfill	9.4	9.4	8.3	229.0	45.7	36.4	94.4	78.4	35.0	27.0	21.0	0.0	37.0	42.0	157.6	353.2

Total hazardous and non-hazardous waste destined for disposal by each recovery operation included in the table above	Fagor Industrial		Efficold		Onnera Laundry Barcelona		Onnera México		Onnera Poland		Danube		Onnera Contract		TOTAL weight	
Recovery operation: LANDFILL → Tonnes																
At the facilities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Outside the facilities	11.4	11.4	11.6	232.5	45.7	36.4	95.4	79.1	35.0	27.4	21.0	0.0	37.0	42.0	257.0	428.8

**It should be noted that only 3.7% of the total waste generated is disposed of. ONNERA Group's activities does not have any impact on biodiversity or on protected areas.**







# Society: promoting community development

(3-3, 2-4, 203-2, 413-1)

WE WERE FOUNDED MORE THAN 60 YEARS AGO TO RESPOND TO THE NEEDS OF OUR COMMUNITY, SO OUR ROOTS ARE ROOTED IN THE COMMUNITY OF WHICH WE ARE A PART. **THE CHALLENGES OF SOCIETY ARE ALSO OURS**, WHICH IS WHY WE ARE INVOLVED IN THE TRANSFORMATION OF OUR TERRITORY.

ONNERA Group is one of the 8 cooperatives belonging to the Fagor Group. In order to achieve a greater impact with the projects we carry out to improve our environment and society, all the group's cooperatives contribute 10% of their profits to the group's Social Fund so that different activities and larger-scale contributions can be coordinated and carried out from there.

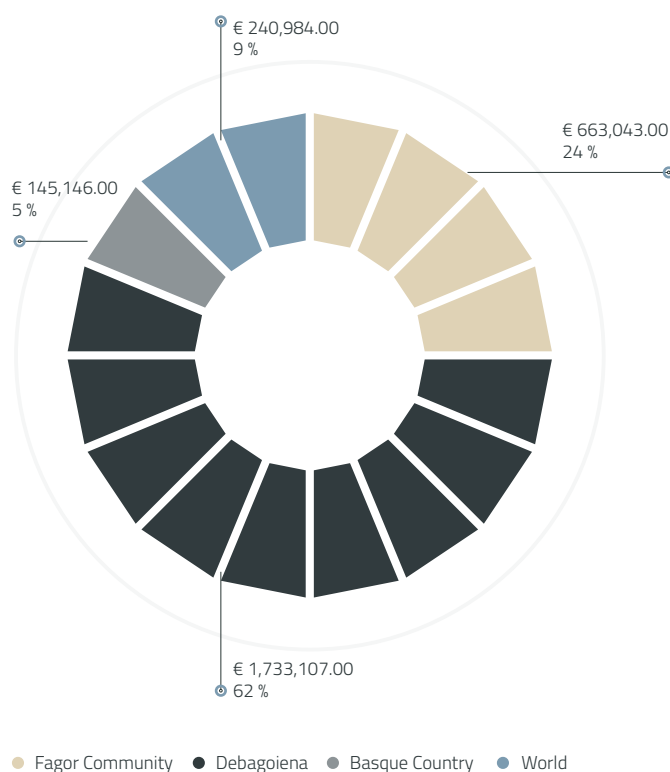
The Fagor Group's link with the community has been a constant since its founding. It is a cooperative group created to promote the socio-economic development of the Debagoiena region based on solidarity and community self-organisation.

The new century brings new challenges, and it is imperative that, as well as companies, territories move towards sustainability. To do this, we promote partnerships with other agents to travel this road together, cooperating to achieve the Sustainable Development Goals. This coincides with SDG 17. 'Partnerships for the goals'.

According to the Basque Cooperatives Act, cooperatives are required to allocate 10% of annual profits to the Social Fund. However, instead of the legal 10%, the Fagor Group allocates 12% to this fund, as a sign of our commitment to the challenges facing society, although each cooperative continues to contribute 10% of its profits to the group's fund.

Through this fund, we promote the self-organisation of society as a lever for achieving the Sustainable Development Goals. In this regard, in 2022, we have allocated €2,782,280 from the Fagor Group's Social Fund to different projects linked to the following four scales:

DISTRIBUTION OF THE SOCIAL FUND 2022



The following points outline the projects carried out in each of these four scales.

ONNERA Group has contributed a total of €482,376 to the Fagor Group's COFIP fund, 10% of its 2022 profits. The Fagor Group manages 92% of the fund contributed by each cooperative, and the remaining 8% is managed by the cooperative itself.

	TOTAL COFIP Fund	Promotion of education (25 %)	Social and cooperative development (65 %)				Community distribution (10 %)	
		Cooperative education (25%)	Social innovation platform (25%)	Normalisation of the Basque language (25%)	Mundukide (10%)	Inter-cooperation and cooperative development (5 %)	Social transformation projects at the cooperatives (2%)	Projects managed by each cooperative (8%)
Fagor Industrial	€ 482,376	€ 120,594	€ 120,594	€ 120,594	€ 48,237	€ 24,119	€ 9,647	€ 38,591



## 9.1. ONNERA Group with the environment and society

contributed to the COFIP fund, to various projects. The criterion we follow to allocate the fund to different projects is: 40% for educational projects/activities; 30% for social support projects; 15% for sports activities; 10% for cultural projects or activities; 5% for local festivals.

These are the local projects to which a contribution has been made in 2022:

- Multikirola Oñati, an educational sports project that promotes school sports: €3,000
- Txantxiku Ikastola, Urgain and Elkar Hezi Schools in Oñati: €6,000
- ASPACE, a non-profit organisation providing care for cerebral palsy throughout Spain: €1,000
- Gipuzkoa Food Bank: €1,000
- Red Cross: €1,000
- Fundación Columbus, a foundation that works to facilitate access to the most advanced therapies for children with cancer or rare diseases: €600
- Contributions have also been made to the following sporting activities:
  - Aloñako Igoera, a mountain race organised in Oñati: 1.300 €
  - Oñatiko Mendi Martxa: 400 €
  - Aloña Mendi swimming club: 500 €
  - Bolatoki Oñati, local bowls tournament: 100 €
  - Arrasate rugby club: 500 €
- Oñatiko Emakumeak Project, for the integration of women: €500
- Korrika, a protest march held in the Basque Country in favour of the Basque language: €700
- Oñati musical band: €500
- Magdalena festivities: €200

## 9.2. Fagor Community

We want the commitment to the Sustainable Development Goals to be not only an institutional commitment, but also that of the people forming part of the Fagor Group. To do this, we offer different opportunities for our people to participate.

The Social Transformation Committee, made up of representatives of the cooperatives, is the body responsible for working along these lines, with the commitments defined at the beginning of 2022 being as follows:

- To strengthen the Fagor Mugi project to encourage the Fagor Group's people to travel to work in a more sustainable way.
- To have an impact on individual consumption habits, giving visibility to projects that surround us and encouraging responsible purchasing, among other aspects; and also to offer information on the communities that are emerging around energy consumption (those that are being formed at a local and regional level)
- To monitor projects focused on social inclusion and analyse the possibilities of participating in them.
- Through the Fagor Group's Social Fund, to strengthen the channels of collaboration we have established with different social agents, designing a new process for distributing part of this fund, inviting associations throughout the Basque Country to participate in them and creating channels so that people at Fagor Group can decide which projects to help.

To respond to all this, at the beginning of 2022 we planned to launch a new digital tool to promote internal communication and the participation of the Fagor Group's people, and this led to the creation of the Fagor Elkarrekin tool.

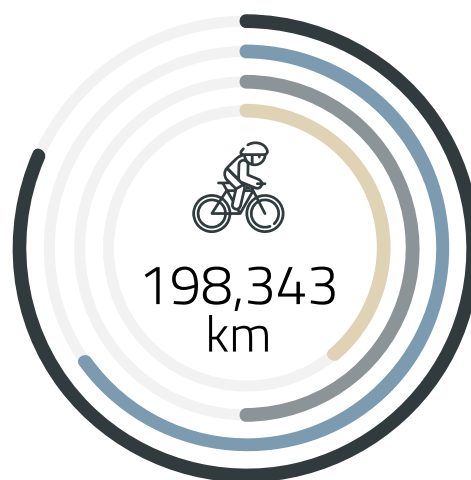
Some of the aforementioned initiatives respond directly to promoting projects that affect the members. More specifically, the following three projects:

### 9.2.1 Fagor Mugi

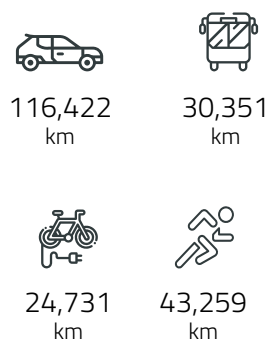
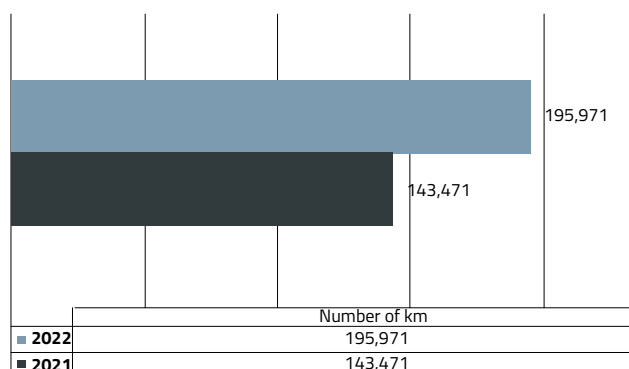
In 2020, we launched the Fagor Mugi initiative to promote sustainable transport when commuting from home to work. Since then, a total of 413,106 km have been covered by Fagor Group members and employees using a more sustainable means of transport (almost half of which have been by bicycle).

We distribute some incentives to reward the efforts of our users through the Fagor Mugi programme. In 2022, a total of 110 users received a prize for the points obtained. The most popular prize was the Mugi ticket, used on public transport in Gipuzkoa.

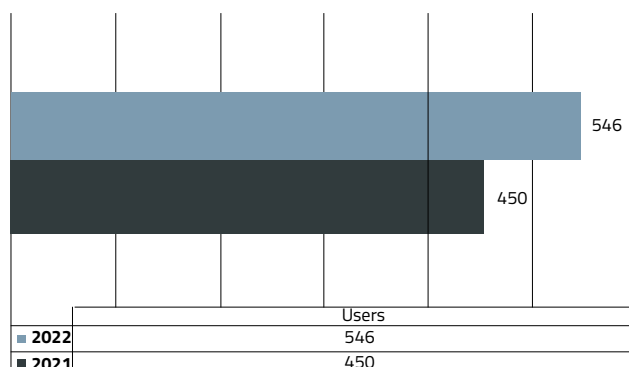
To finance the Fagor Mugi programme, we have allocated €30,097 from the Social Fund in 2022.



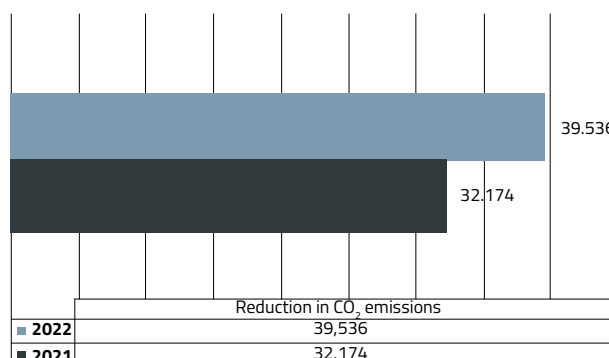
#### Cumulative number of km



#### Number of users



#### Reduction in CO<sub>2</sub> emissions



## 09. Society: promoting community development

### 9.2. Fagor Community

#### 9.2.2 Fagor Elkarrekin

To promote the Fagor Group's cooperative community, in 2022 we launched the Fagor Elkarrekin tool. We launched the initiative in July and by the end of the year, 718 people had registered.

Overall, we have published 18 initiatives in the Fagor Elkarrekin tool. Three of them have been offers for volunteering; two have been requests for donations (among them, the collection of funds to help guarantee drinking water, hygiene and health products, and psychosocial assistance for girls and boys suffering the impact of the war in Ukraine); another for the dynamic to vote for the Fagor Herrigintza programme and one more for the campaign to collect materials. Actions related to SDG 2 'Zero hunger' and SDG 6 'Clean water and sanitation for all'.

The remaining 11 publications have provided members with information on the initiatives and projects of different social agents. As well as providing information, we have occasionally held raffles related to these initiatives, such as for the musical HAZIA. In total, we have distributed 50 pairs of tickets among the members of the Fagor Group.

In addition, in 2022 we contributed €12,000 to the EITB marathon, for research into multiple sclerosis (SDG 3 'Good Health and Well-being').

In total, we have allocated €54,584 from the Social Fund to finance the initiatives of the Fagor Elkarrekin programme.

#### 9.2.3 Fagor Euskaraz

Fagor Euskaraz includes the item earmarked for investment in Basque language plans in the cooperatives. In general, this is an item that we have earmarked for initiatives to finance the Basque language revitalisation plans of both the Group and the cooperatives, as well as the actions specified therein.

A total of €578,362 has been allocated for this purpose.

## 9.3. Debagoiena

We promote the transition towards sustainability in the Debagoiena region; and we also contribute to the development of educational infrastructures.

#### 9.3.1 Debagoiena 2030

Debagoiena 2030 is the network created to promote the sustainable development of the territory where most of the production plants of the Fagor Group's cooperatives are located.

With the conviction that the transition of the Debagoiena region towards sustainability requires collaboration between different agents in the valley (university, public institutions, companies and social agents), in 2018 we decided to promote the Debagoiena 2030 initiative. It is a long-term commitment whose main goal, based on the collaboration between agents, is to respond to the challenges defined in the European Green Deal. To this end, it is working on a wide range of initiatives and projects. The main areas included in the European Green Deal and which Debagoiena 2030 considers to be a priority are as follows:

- The transformation of industry towards a circular economy.
- Energy transition.
- Sustainable and smart mobility.
- Local food production.
- Monitoring and recovery of ecosystems and biodiversity.

Throughout 2022, special care has been taken to work on the energy transition portfolio (SDG 7 'Affordable and clean energy'). In addition to subsidising this portfolio, we have been especially involved in the development of energy communities. We have committed ourselves to becoming collaborating partners of the energy communities that are being created in the region:

- Ekiola in the Leniz Valley
- Berener in Bergara
- Ixotzen in Elgeta

We offer the energy communities our experience in the administration and management of cooperatives. In addition, in 2022 we have made a financial contribution of €335,400 to the Ekiola project in the Leniz Valley, a cooperative project for the generation of zero-kilometre renewable energy that promotes energy self-sufficiency through self-consumption systems.

In total, in 2022, we have allocated €937,860 to the Debagoiena 2030 project.

### 9.3.2 Gizabidea Foundation

Through the Gizabidea Foundation, we have been collaborating for more than 40 years with the cooperative educational agents in the region, helping to finance the infrastructures necessary to offer quality education in the region. Throughout all these long years, the Gizabidea Foundation has worked especially on the development of the University of Mondragón, among other reasons, because it understands that the university is a strategic agent for the development of the region and its business fabric (SDG 4 'Quality education').

In 2022, we have signed various agreements with MGEP, HUHEZI and Ikastola Arizmendi, detailing the projects to be subsidised over a decade.

In total, in 2022, we have allocated €602,460 to the Gizabidea Foundation.

### 9.3.3 Promotion of local associations

Part of the COFIP is earmarked to subsidise the activities of cultural and environmental associations, among others, in the areas where the Fagor Group's cooperatives are located. Specifically, in 2022 we have allocated €192,787 to this promotion.

## 9.4. Basque Country

We support projects whose aim is to provide our own innovative response to the Sustainable Development Goals.

### 9.4.1 Fagor Herrigintza

Fagor Herrigintza is a collaboration programme that we launched in 2022. It is a means of supporting and collaborating with initiatives arising from Basque society. It has been a process carried out through a public call for applications and we have distributed a total of 3 grants.

In 2022, in the first edition of the Fagor Herrigintza collaboration programme, 38 proposals were received through the section created for this purpose on the Fagor Group website. After analysing whether or not the proposals complied with the terms of the call for proposals, based on predetermined assessment criteria, the Social Transformation Committee selected 8 projects that would go on to the voting phase. Finally, the members of our cooperatives have chosen, by vote, which projects are going to receive aid from the Fagor Herrigintza collaboration programme. A total of 226 people took part in the voting phase, and the following 3 projects were chosen:

- Zaporeak, a non-profit association that offers decent food to refugees arriving in Europe: €60,000
- Salvamento Marítimo Humanitario (SMH), an association of volunteers that has been responding to the humanitarian crisis in the Mediterranean since 2015: €40,000
- Seaska, the federation of ikastolas (schools) in the French Basque Country: €20,000

In addition to this aid channelled through the Fagor Herrigintza programme, we are also committed to analysing other possibilities for collaboration with the agents submitted to the programme.

### 9.4.2 Other projects in the Basque Country

In addition to the projects receiving grants from the Fagor Herrigintza collaboration programme, other associations have also received our support in 2022. In total, we have allocated €25,146 to other projects in the Basque Country.

## 9.5. Cooperation for development

### 9.5.1 Mundukide Foundation

In order to respond to the universal vocation of cooperativism and help developing countries to create endogenous community development processes, more than ten years ago we created the Mundukide Foundation together with other MONDRAGON cooperatives and several local Non-Governmental Organisations. Mundukide carries out its work mainly in Mozambique and Brazil and has been promoting the endogenous development of its communities for years, in line with the cooperative philosophy.

We are part of the Board of Trustees and actively participate in the Foundation's challenges. In addition to financing its activity, the members of our cooperatives have the opportunity to participate as volunteers in the countries where Mundukide has programmes.

In 2022 we have allocated €230,984 to the Mundukide Foundation, as a sign of our commitment to SDG 1. 'Ending Poverty'.

### 9.5.2 Garabide

Garabide is an organisation that collaborates in the processes of recovering minority languages, sharing the lessons learned from the process of recovering the Basque language with the processes in other countries and learning from their experiences. It works with these communities to enrich their socio-economic development through the process of recovering their language.

In 2022 we have allocated €10,000 to the Garabide association.









# Tax information: sustainable economic growth

(201-4, 207-4)

ONNERA GROUP'S COMMITMENT TO THE AREAS WHERE IT OPERATES IS ALSO DEMONSTRATED THROUGH RESPONSIBLE MANAGEMENT. AMONG OTHER THINGS, THIS RESPONSIBLE MANAGEMENT INCLUDES COMPLYING WITH ALL APPLICABLE FINANCIAL AND TAX OBLIGATIONS.

Below is a table showing the tax information for the countries where we have production plants:

	Profits added to the consolidated balance sheet (thousands €)*			Taxes on profits (thousands €)			Public subsidies received (thousands €)		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Spain	10,470	6,267	1655	162	-225	382	297	224	459
France	342	528	115	175	175	96	-	3	-
Mexico	6,292	2,137	-284	1,656	1,656	257	-	-	-
Poland	1,630	1,530	332	232	232	185	-	-	-
Other countries	2,291	1,288	-530	73	232	39	-	-	-

**The consolidated data taking into account sales branches and production plants are as follows:**

\* Results before reconversion

	Profits added to the consolidated balance sheet (thousands €)*			Taxes on profits (thousands €)			Public subsidies received (thousands €)		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Total consolidated	21,025	11,749	1,288	2,457	2,069	959	297	227	459

**Results have developed very positively in 2022, almost doubling the 2021 figures.**



# About this report



(2-3, 2-4, 2-14, 3-1, 3-2)

This Report presents the Non-Financial Information Statement for Fagor Industrial S. Coop and the subsidiary companies (hereinafter, ONNERA Group), in accordance with the requirements of Spanish Law 11/2018 of 28 December, which modifies the Commercial Code, the consolidated text of the Capital Companies Act that was approved by Spanish Royal Legislative Decree 1/2010, of 2 July, and Spanish Law 22/2015, of 20 July, on Financial Auditing, relating to non-financial information and diversity. This will be the third Sustainability Report - NFIS prepared for ONNERA Group.

The Non-Financial Information Statement is presented in a separate document, even though the content of the Non-Financial Information Statement is also contained in the Consolidated Management Report.

The Report contains all the necessary information to understand the evolution, results and current situation of ONNERA Group and the impact of its activities in terms of environmental, social and economic issues from 1 January 2022 to 31 December 2022. It was produced in accordance with the GRI Standards methodology, following the Core option, and is a reflection of the importance that ONNERA Group accords its groups of interest and its commitment to sustainability, in order to guarantee that its economic activities align with the basic principles that enable sustainable social and environmental development over time, thus contributing to the United Nations' Sustainable Development Goals.

The production of this Report is not only a clear example of transparency and accountability, but it also contributes

towards improving the Group's own management processes and strategy, by identifying new opportunities for improvement that may develop in the short and medium term.

The process for producing the Report involved direct participation from Management and the people responsible for the main departments at ONNERA Group, in addition to the Chairman of the Group's Governing Board, as a representative of the members.

All the information contained within refers to the parent company and all the subsidiaries that make up the Group, which are included in the Consolidated Accounts (see details in Annex 1).





# Table of contents

## 12.1.

### Table of contents required by Spanish Law 11/2018 and GRI indicators

#### GENERAL AREAS

Areas		Reporting framework	Reference (page)	Comments/Reason for the omission
<b>Business Model</b>	Description of the business model: · Business environment · Organisation and structure · Markets that we operate in · Targets and strategies · Key factors and trends that may affect its future evolution	GRI 2-1 Detalles organizacionales GRI 2-2 Entidades incluidas en la presentación de informes de sostenibilidad GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 2-9 Estructura de gobernanza y composición GRI 2-23 Compromisos y políticas	12-21	
<b>Materiality</b>	Materiality analysis	GRI 3-1 Proceso para determinar los temas materiales GRI 3.2 Listado de los temas materiales GRI 3-3 Gestión de los temas materiales	20-21	
<b>Policies and results of these policies</b>	Description of the policies applied by the group and the results of those policies, including relevant non-financial key performance indicators.	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	48-49, 57-58	
<b>Key risks and impacts identified</b>	Key risks related to these issues and related to the group's activities, including, where relevant and proportionate, its business relations, products or services that could have an adverse effect on these areas.	GRI 3-3 Gestión de los temas materiales	15-16	

## 12. Table of contents

### 12.1. Table of contents required by Spanish Law 11/2018 and GRI indicators

#### ENVIRONMENTAL MATTERS

Areas		Reporting framework	Reference (page)	Comments/Reason for the omission
Environmental management	Current and foreseeable effects of the company's activities	GRI 3-3 Management of material issues Internal criterion/GRI 201-2 Financial implications and other risks and opportunities derived from climate change (Accounting standard) GRI 2-23 Commitments and policies Spanish Law 26/2007 on Environmental Responsibility (if applicable)	48-51	
	Environmental evaluation or certification procedures			
	Resources dedicated to the prevention of environmental risks			
	Application of the principle of precaution			
	Number of provisions and guarantees for environmental risks			
Pollution	Measures to prevent, reduce or remedy carbon emissions (also includes noise and light pollution)	GRI 3-3 Management of material issues	52-54	
Circular economy and prevention and management of waste	Measures for the prevention, recycling and reuse of waste, and other forms of recovery and disposal of waste	GRI 3-3 Management of material issues GRI 306-3 (2020) Waste generated	57-59	
	Actions to combat food wastage	GRI 3-3 Management of material issues	-	Given the activities we carry out, we have no need to take any action to combat food wastage
Sustainable usage of resources	Consumption and supply of water in accordance with local constraints	GRI 3-3 Management of material issues GRI 303-3 Water extraction	54-56	
	Consumption of raw materials	GRI 3-3 Management of material issues GRI 301-1 Materials used by weight or volume		
	Direct and indirect energy consumption	GRI 302-1 Energy consumption within the organisation		
	Measures taken to improve energy efficiency	GRI 3-3 Management of material issues		
	Use of renewable energies	GRI 302-1 Energy consumption within the organisation		
Climate change	Important elements of generated greenhouse gas emissions	GRI 305-1 Direct greenhouse gas emissions (scope 1) GRI 305-2 Indirect greenhouse gas emissions associated with energy (scope 2) If applicable: GRI 305-3 Other indirect greenhouse gas emissions (scope 3)	52-54	
	Measures adopted to adapt to the consequences of climate change	GRI 3-3 Management of material issues		
	Voluntarily set reduction targets	GRI 3-3 Management of material issues		
Protection of biodiversity	Measures taken to protect or restore biodiversity	GRI 3-3 Management of material issues	51, 60	
	Impacts caused by activities or operations in protected areas			

## SOCIAL AND STAFF-RELATED MATTERS

	Areas	Reporting framework	Reference (page)	Comments/Reason for the omission
Employment	Total number and distribution of employees by gender, age, country and professional classification	GRI 2-7 Employees GRI 405-1 Diversity of governing bodies and employees	38	
	Total number and distribution of employment contract types		38-39	
	Annual average of permanent, temporary and part-time contracts by gender, age and professional category	GRI 2-7 Employees	38	
	Number of layoffs by gender, age, country and professional category	GRI 401-1 New hires and staff rotation	39	
	Wage gap	Internal framework: the calculation has been made with the following formula: Avg. Wage Women – Avg. Wage Men) / Avg. Wage Men	41	
	Average remuneration by gender, age and professional category	Internal framework: Average remuneration (includes total remuneration for the year, fixed wage and all variable remuneration (allowances, compensation, payment to savings schemes, etc.) earned during the year	40-41	
	Average remuneration of directors by gender		43	
	Average remuneration of upper management by gender		43	
	Implementation of policies for disconnection from work	GRI 3-3 Management of material issues	46	
	Disabled employees	GRI 405-1 Diversity in governing bodies and employees	45	
Work organisation	Organisation of work time	GRI 3-3 Management of material issues	44	
	Number of hours of absenteeism	Internal framework: absenteeism rate	87	
	Measures designed to enable a healthy work-life balance and encourage joint responsibility by both parents.	GRI 3-3 Management of material issues	46	
Health and safety	Health and safety conditions in the workplace	GRI 403-1 Occupational health and safety management system	48-49	
	Number of occupational accidents and illnesses by gender, frequency and severity rate by gender	GRI 403-9 Work-related injuries Frequency rate= No. of accidents with sick leave x 1,000,000 / no. of hours worked (excluding accidents to and from work)  Severity rate= No. of working days lost x 1,000,000 / no. of hours worked (excluding accidents to and from work)	48-49	

## 12. Table of contents

### 12.1. Table of contents required by Spanish Law 11/2018 and GRI indicators

#### SOCIAL AND STAFF-RELATED MATTERS

	Areas	Reporting framework	Reference (page)	Comments/Reason for the omission
Social relations	Organisation of social dialogue	GRI 3-3 Management of material issues	24, 44, 88	
	Percentage of employees covered by a collective bargaining agreement, by country	GRI 2-30 Collective bargaining agreements		
	Summary of the collective bargaining agreements, particularly related to occupational health and safety	GRI 3-3 Management of material issues		
	Mechanisms and procedures the company has in place to promote the involvement of employees in the company's management, in terms of information, consultation and engagement	GRI 2-29 Approach to stakeholder engagement	19	
Training	Policies implemented related to training	GRI 404-2 Programmes for improving employee skills and programmes to aid job transition	47	
	Total number of training hours by professional category.	Internal framework		
Universal accessibility for disabled people		GRI 3-3 Management of material issues	45	
Equality	Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3 Management of material issues	45	
	Equality plans adopted to promote employment, protocols against sexual and gender-based harassment	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies		
	Integration and universal accessibility for disabled people	GRI 3-3 Management of material issues		
	Policy against all kinds of discrimination and, where applicable, for managing diversity	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies		



## INFORMATION REGARDING THE RESPECT OF HUMAN RIGHTS

Areas	Reporting framework	Reference (page)	Comments/Reason for the omission
Application of human rights due diligence procedures	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material issues	27	
Prevention of risks for the violation of human rights and, where applicable, measures to mitigate, manage and remedy any potential breaches committed	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns		
Reports of violations of human rights	Internal framework: quantitative information on the number of reports.		
Promotion of and compliance with the terms of the ILO fundamental conventions related to respecting the freedom of association and the right to collective bargaining, the elimination of occupational and employment discrimination, the abolishment of forced or compulsory labour, and the effective abolition of child labour	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies		

## INFORMATION RELATED TO COMBATING CORRUPTION AND BRIBERY

Areas	Reporting framework	Reference (page)	Comments/Reason for the omission
Measures adopted to prevent corruption and bribery	GRI 2-25 Processes for remedying negative impacts GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns	26	
Measures to combat money laundering	GRI 2-25 Processes for remedying negative impacts GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns		
Contributions to non-profit foundations and organisations	GRI 201-1 Direct economic value generated and distributed	66	

## 12. Table of contents

### 12.1. Table of contents required by Spanish Law 11/2018 and GRI indicators

#### INFORMATION ABOUT THE COMPANY

	Areas	Reporting framework	Reference (page)	Comments/Reason for the omission
The company's commitments to sustainable development	Impact of the company's activities on employment and local development	GRI 3-3 Management of material issues	60-62	
	Impact of the company's activities on local communities and the area	GRI 3-3 Management of material issues		
	Relationships maintained with key figures from the local communities and the types of dialogue with them	GRI 3-3 Management of material issues	18-19	
	Association or sponsorship activities	GRI 3-3 Management of material issues GRI 2-28 Membership of associations Internal framework: description of association or sponsorship activities.	-	ONNERA Group is not a member of any association
Subcontractors and suppliers	Inclusion in the purchasing policy of social, gender equality and environmental issues	GRI 3-3 Management of material issues GRI 2-6 Activities, value chain and other business relations GRI 2-24 Incorporation of commitments and policies	33-35	
	Consideration of the social and environmental responsibility of suppliers and subcontractors we work with			
	Supervision and auditing systems and their results			
Consumers	Measures for the health and safety of consumers	GRI 3-3 Management of material issues	29-30	
	Complaints systems	GRI 2-16 Communication of critical concerns GRI 2-25 Processes for remedying negative impacts		
	Complaints received and their resolution	GRI 2-25 Processes for remedying negative impacts Internal framework: information on complaints and opportunities for improvement		
Tax information	Profits made country by country	GRI 207-4 Country-by-country reporting	73	
	Taxes on profits paid	GRI 207-4 Country-by-country reporting		
	Public subsidies received	GRI 201-4 Financial assistance received from the government		

## 12.2.

## Additional information, tables related to employment issues

**Employment**

The total number and distribution of employees by gender, age, country and professional classification

GRI 2-7 Information about 3.1 Employees and other workers.

	2022	2021	2020
Men	1,742	1,794	1,376
Women	578	575	411
<b>Total</b>	<b>2,320</b>	<b>2,369</b>	<b>1,787</b>

Regions	Men	Women	Total 2022
Spain	1,103	286	1,389
France	43	14	57
Italy	5	3	8
Mexico	358	194	552
Poland	180	46	226
USA	15	9	24
Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	38	26	64
<b>Total</b>	<b>1,742</b>	<b>578</b>	<b>2,320</b>

Regions	Men	Women	Total 2021
Spain	1,197	312	1,509
France	43	16	59
Italy	5	3	8
Mexico	332	175	507
Poland	175	43	218
USA	12	7	19
Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	30	19	49
<b>Total</b>	<b>1,794</b>	<b>575</b>	<b>2,369</b>

GRI 405-1b The percentage of 3.1 Employees per each work category for both of the following diversity categories: gender and age group

Age range	2022	2021	2020
From 20 to 35	710	781	590
From 36 to 45	782	816	642
From 46 to 55	640	624	463
Over 55	188	148	92

## 12. Table of contents

### 12.2. Additional information, tables related to employment issues

Categories	Men		Women		Total	
	2022	2021	2022	2021	2022	2021
Upper management	29	31	4	5	33	36
Middle management	184	156	60	55	244	211
Technicians	363	332	200	171	563	503
Operators	1,166	1,275	314	344	1,480	1,619
<b>Total</b>	<b>1,742</b>	<b>1,794</b>	<b>578</b>	<b>575</b>	<b>2,320</b>	<b>2,369</b>

Regions	Operators	Technicians	Middle management	Upper management	Total 2022
Spain	932	337	97	23	1,389
France	17	19	20	1	57
Italy	-	4	3	1	8
Mexico	372	100	74	6	552
Poland	159	46	20	1	226
USA	-	12	11	1	24
Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	-	45	19	-	64
<b>Total</b>	<b>1,480</b>	<b>563</b>	<b>244</b>	<b>33</b>	<b>2,320</b>

Regions	Operators	Technicians	Middle management	Upper management	Total 2021
Spain	1,047	359	81	22	1,509
France	16	27	15	1	59
Italy	-	3	4	1	8
Mexico	362	73	67	5	507
Poland	150	46	18	4	218
USA	-	10	8	1	19
Other (UK, Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)	-	33	16	-	49
<b>Total</b>	<b>1,575</b>	<b>551</b>	<b>209</b>	<b>34</b>	<b>2,369</b>

Total number and distribution of employment contract types.

GRI 2-7 Information about employees and other workers

Type of employment contract 2022	From 20 to 35	From 36 to 45	From 46 to 55	Over 55
Full time	798.7	904.3	677.6	198.1
Part time	5	23	8	
<b>Total</b>	<b>803.7</b>	<b>927.3</b>	<b>685.6</b>	<b>198.1</b>

Type of employment contract 2021	From 20 to 35	From 36 to 45	From 46 to 55	Over 55
Full time	734.7	764.9	613.6	148.3
Part time	3	29	7	1,5
<b>Total</b>	<b>737.7</b>	<b>793.9</b>	<b>620.6</b>	<b>149.8</b>

Type of employment contract 2022	Upper management	Middle management	Technicians	Operators
Full time	36	243.7	570.3	1,728.7
Part time	-	2	23	11
<b>Total</b>	<b>36</b>	<b>245.7</b>	<b>593.3</b>	<b>1,739.7</b>

Tipo de contrato laboral 2021	Upper management	Middle management	Technicians	Operators
Full time	35	214.3	570	1,442.4
Part time	-	1	15	24.5
<b>Total</b>	<b>35</b>	<b>215.3</b>	<b>585</b>	<b>1,466.9</b>

#### Annual average of permanent, temporary and part-time contracts by gender, age and professional classification

NO GRI: the total number of 3.1 Employees by contract (permanent/temporary and full/part time) by gender and region is considered, but not the average by age or professional classification (recalculation of 2-7).

	Permanent contract				Temporary contract				Part-time			
	Age range of 20 to 35	Age range of 36 to 45	Age range of 46 to 55	Age range of over 55	Age range of 20 to 35	Age range of 36 to 45	Age range of 46 to 55	Age range of over 55	Age range of 20 to 35	Age range of 36 to 45	Age range of 46 to 55	Age range of over 55
2022	646.9	725.8	579.6	178.1	151.8	178.5	98	20	5	23	8	0
2021	518.7	627	487.2	122.3	216	137.9	126.4	26	3	29	7	1,5
2020	520.1	608.2	418.2	95.1	91.3	65.3	43	2.9	9.4	23.5	6.9	0.2

	Permanent contract				Temporary contract				Part-time			
	Operators	Technicians	Middle Mgmt	Upper Mgmt	Operators	Technicians	Middle Mgmt	Upper Mgmt	Operators	Technicians	Middle Mgmt	Upper Mgmt
2022	1,354.7	506.4	235.3	34	374	63.9	8.4	2	11	23	2	0
2021	1,031.4	492.7	202.33	33	411	77.3	12	2	24.5	15	1	0
2020	1,003.12	369.6	228.2	38.7	149.8	48.1	4.6	2	24.4	14.7	0.9	0

#### Number of layoffs by gender, age, country and professional classification

GRI 401-1.b New hires and staff rotation

	No. of layoffs									
	Gender		Age				Professional category			
	Men	Women	Age range of 20 to 35	Age range of 36 to 45	Age range of 46 to 55	Age range of over 55	Operators	Technicians	Middle Mgmt	Upper Mgmt
2022	94	38	71	30	22	9	78	39	14	1
2021	61	10	31	24	14	2	32	33	6	0
2020	107	58	93	49	19	4	108	20	34	3



## 12. Table of contents

### 12.2. Additional information, tables related to employment issues

#### Wage Gap

GRI 405-2 Base salary and remuneration ratio for men and women

Wage gap	2022	2021	2020
Average remuneration for women (a)	€ 19,714	€ 19,015	€ 19,088
Average remuneration for men (b)	€ 24,693	€ 22,841	€ 23,432
Calculation: a/b	0.80	0.83	0.81

The average remuneration for board members and upper management, including variable revenue, allowances, compensation, payments to long-term savings pension programmes and any other aspect, separated by gender.

#### Quantitative

Board members classification by age		
Ranges	No.	Proportion
Age range of 20 to 35	0	0 %
Age range of 36 to 45	5	56 %
Age range of 46 to 55	4	44 %
Age range of over 55	0	0 %
Average age	46	

Average remuneration of board members		
Year	Men	Women
2022	€ 38,209	
2021	€ 36,313	€ 38,745
2020	€ 35,337	€ 36,086

Classification by gender	
Men	Women
8	1

### Disabled employees

GRI 405-1 b) Percentage of 3.1 Employees per professional category for each of the following diversity categories (iii. Vulnerable groups).

Categories	Men	Women	Total 2022
Upper management	-	-	-
Middle management	2	0	2
Technicians	5	6	11
Operators	17	4	21
<b>Total</b>	<b>24</b>	<b>10</b>	<b>34</b>

Categories	Men	Women	Total 2021
Upper management	-	-	-
Middle management	2	0	2
Technicians	3	4	7
Operators	26	8	34
<b>Total</b>	<b>31</b>	<b>12</b>	<b>43</b>

### Organisation of work time

GRI 2-7 The total number of 3.1 Employees per employment contract type (full or part time) and per gender.

Contract types	Men	Women	Total 2022
Full time	1,929.23 (73.77%)	649.7 (24.85%)	2,578.93 (98.63%)
Part-time	14 (0.53%)	22 (0.84%)	36 (1.37%)
<b>Total</b>	<b>1,943.23 (74.31%)</b>	<b>671.7 (25%)</b>	<b>2,614.93 (100%)</b>

Contract types	Men	Women	Total 2021
Full time	1,738.3 (73.37%) 405	522.1 (22.03%)	2,260.4 (98.19%)
Part-time	25.5 (1.07%)	16 (0.67%)	41.5 (1.8%)
<b>Total</b>	<b>1,763.8 (74.45%)</b>	<b>538.2 (22.71%)</b>	<b>2,302 (100%)</b>

### Number of hours of absenteeism

403-2 a) Types of accidents and ratios of work accidents, occupational illnesses, days lost and absenteeism, and the number of related deaths.

Hours of absence due to accidents or illness	2022	2021	2020
Women	44,800	40,376.8	39,098.8
Men	134,937	117,611.2	129,717.4
<b>Total</b>	<b>179,743</b>	<b>157,988.0</b>	<b>168,816.2</b>

## 12. Table of contents

### 12.2. Additional information, tables related to employment issues

#### Health and Safety

Work accidents (frequency and severity) separated by gender

GRI 403-9 Injuries due to work accidents

2022 data	Accident frequency index: No. of accidents x 1,000,000 / total no. of hours worked			Accident severity index: No. of days lost x 1,000 / total no. of hours worked		
	TOTAL	Women	Men	TOTAL	Women	Men
Fagor Industrial	<b>31.68</b>	4.66	27.02	<b>0.69</b>	0.04	0.66
Onnera Mexico	<b>3.42</b>	3.42	0	<b>0.76</b>	0.40	0.36
Onnera Laundry	<b>32.79</b>	0	32.79	<b>0.77</b>	0	0.77
Danube	<b>30.65</b>	0	30.65	<b>0.64</b>	0	0.64
Onnera Contract	<b>14.03</b>	0	14.03	<b>0.69</b>	0	0.69
Efficold	<b>82.4</b>	10.3	72.1	<b>0.6</b>	0.08	0.52
Onnera Poland	<b>17.74</b>	0	17.74	<b>0.19</b>	0	0.19

2021 data	Accident frequency index: No. of accidents x 1,000,000 / total no. of hours worked			Accident severity index: No. of days lost x 1,000 / total no. of hours worked		
	TOTAL	Women	Men	TOTAL	Women	Men
Fagor Industrial	<b>31.78</b>	9.42	22.36	<b>0.42</b>	0.15	0.27
Onnera Mexico	<b>14.96</b>	5.34	9.62	<b>3.33</b>	2.01	1.32
Onnera Laundry	<b>21.22</b>	0	21.22	<b>0.47</b>	0	0.47
Danube	<b>46.34</b>	87.3	31.54	<b>2.73</b>	0.44	3.56
Onnera Contract	<b>21.31</b>	0	21.31	<b>0.50</b>	0	0.50
Efficold	<b>110.78</b>	95.28	15.5	<b>0.43</b>	0.06	0.37
Onnera Poland	<b>5.35</b>	0	5.35	<b>0.9</b>	0	0.9

#### Social Relations

Percentage of employees covered by a collective bargaining agreement, by country

GRI 2-30 Collective bargaining agreements (NO GRI: separated by country)

Percentage of employees covered by a collective bargaining agreement or another similar regulation in 2021							
	Spain	France	Italy	Mexico	Poland	USA	OTHER (Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	1,044	59	8	407	0	19	22
Total no. of Employees (B)	1,509	59	8	507	218	19	49
Calculation: A/B	69.18%	100%	100%	80.28%	0%	100%	44.90%

Percentage of employees covered by a collective bargaining agreement or another similar regulation in 2020							
	Spain	France	Italy	Mexico	Poland	USA	OTHER (Turkey, China, Czechia, Portugal, Colombia, Jamaica and Dominican Rep.)
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	708	60	8	214	0	20	21
Total no. of Employees (B)	1,101	60	8	343	206	20	49
Calculation: A/B	64.31%	100%	100%	62.39%	0%	100%	42.86%

## 12.3.

### External verification

(102-56)

This non-financial information statement has been submitted to an independent external review process.

#### A1 - Sociedades del grupo

(102-45)

There are 15 entities that make up the consolidated financial totality of the ONNERA Group. Some of them are just sales branches while others are also production plants.

Production plants in Spain:

- Fagor Industrial S.Coop: parent plant, located in Oñati, Gipuzkoa.
- Efficold: located in Lucena, Córdoba
- Onnera Laundry Barcelona: located in Sant Julià de Vilatorrada
- Onnera Contract: located in Almudevar (Huesca)

Production plant in France:

- Danube International: located in Lamotte-Beuvron

Production plant in Poland:

- Onnera Poland: located in Palmiry, close to Varsovia

Production plant in Mexico:

- Onnera Mexico: located in San Luis de Potosí

Sales branches in the rest of the world:

- Fagor Collectivites in France
- Onnera USA in Miami
- Fagor Profesional Mexico
- Fagor Gastro Cz in Czechia
- Fagor Catering Kunshan in China
- Dominican Republic
- Fagor Endüstriyel in Turkey
- Onnera Colombia

#### A2- Contact details

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