

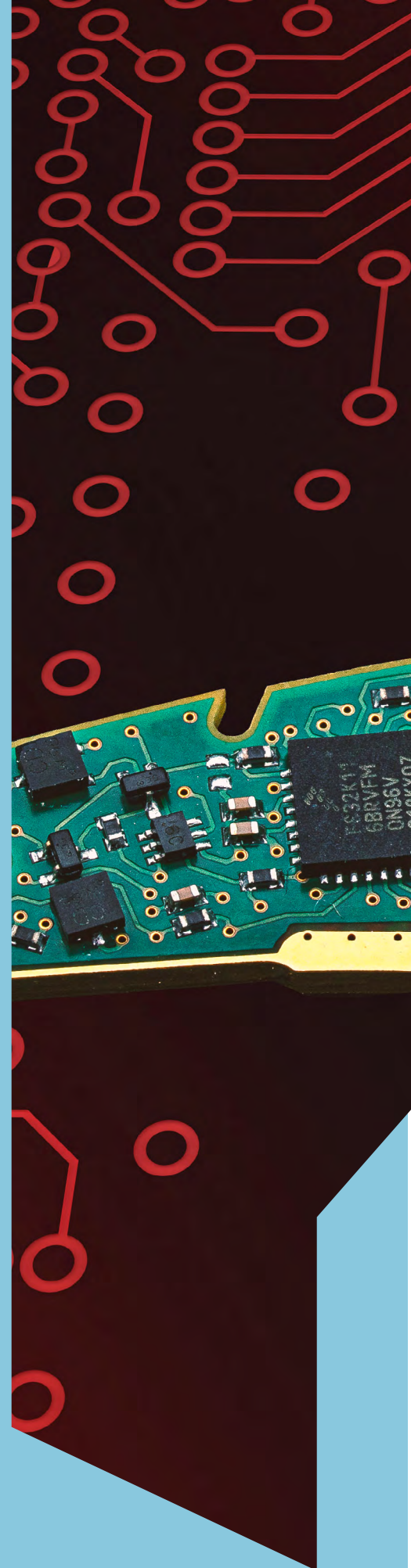
Statement of Non-Financial Information

2022



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Introduction

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

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

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

The document contains the information necessary to understand the evolution, results and situation of the Fagor Electrónica Group, and the impact of its activity with regard to environmental and social issues, respect for human rights and the fight against corruption and bribery, as well as with regard to personnel, including the measures adopted to favour the principle of equal treatment and opportunities between women and men, non-discrimination and the inclusion of people with disabilities, among others.

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

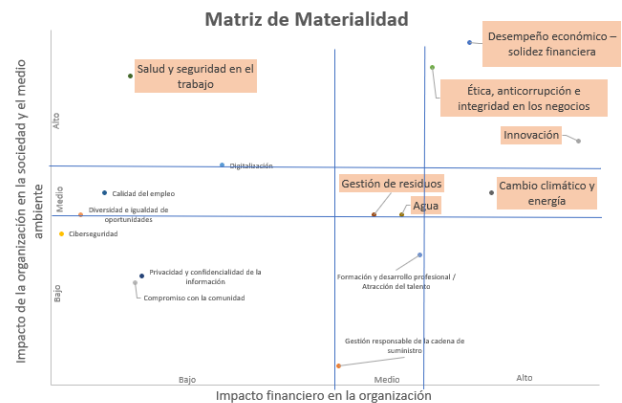
The objective of this matrix is to align the Group's sustainability strategy with the expectations of our stakeholders and with the negative or positive effects that the environment may have on the Group's economic value.

This dual materiality was drawn up by a team of people representing the Board of Directors and the Governing Board of Fagor Electrónica.

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

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

The following graph shows the conclusions reached by the work team and which have been used to determine the material issues of the Fagor Electrónica Group.



MATERIAL MATTER	IMPACT AREA
Economic performance-financial soundness	Economy-finance
Ethics, anti-corruption and business integrity	Ethics and corporate governance
Innovation	Innovation
Climate change and energy	Environment
Water	Environment
Waste management	Environment
Health and safety at work	Work placements

Business Model

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

It was founded in 1959 with the manufacture of selenium plates and rectifiers as the Electronics Division of Ulgor S.Coop. (later Fagor Electrodomésticos).

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

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

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

Our mission

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



Our vision

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

Our values

The values are shared and shared by all the workers who make up the Fagor Electrónica Group and can be summarised in 5:

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



Gobernance

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

The governance model is based on democratic principles. The General Assembly is the governing body where:

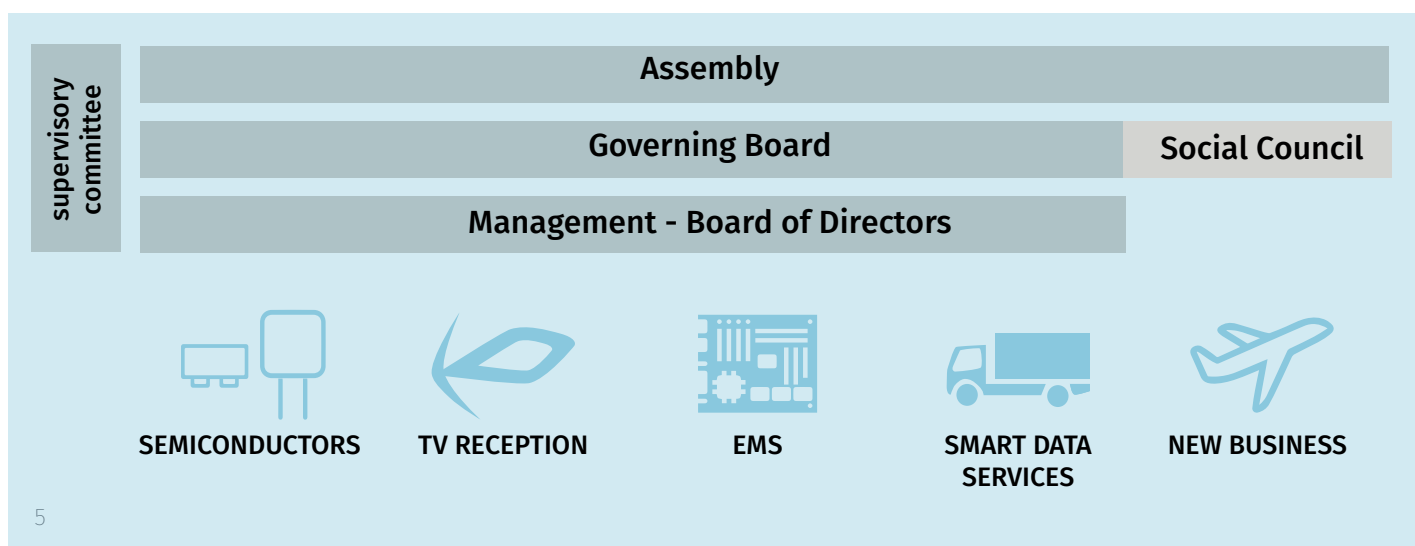
- the statutes and regulations governing the Co-operative are approved
- the members of the Cooperative's other governing and management bodies (Governing Council, Social

Council and Supervisory Committee) are elected.

At the General Assembly, each employee-partner has one vote, regardless of his or her position in the company.

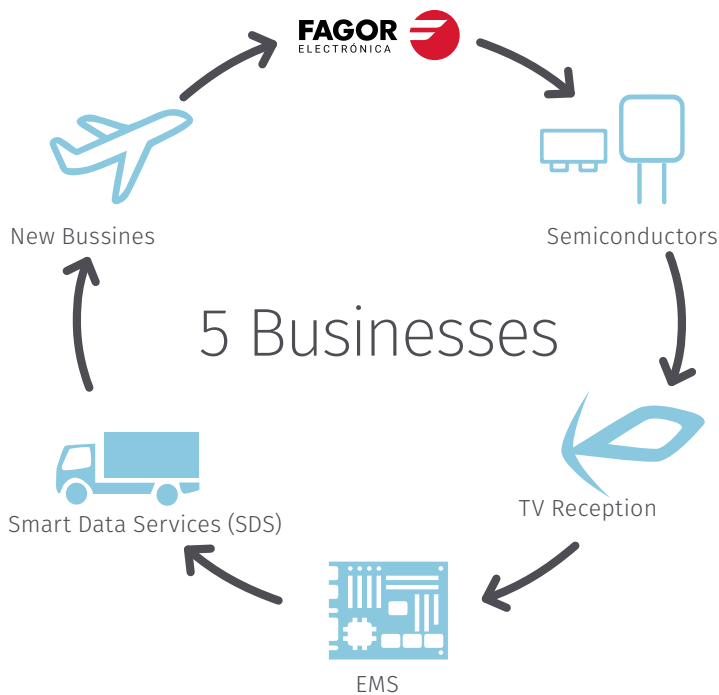
The **Governing Council** is the collegiate body responsible for the management and representation of the Cooperative. It governs, approves and supervises the institutional and strategic scope of the Cooperative.

The **Management**, appointed by the Governing Board and assisted and advised by the **Board of Directors**, proposes and implements the strategic, executive and operational management.



Business and organisation

It currently has 5 Businesses whose activities are:



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

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

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

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

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

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

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

614 WORKERS



It currently employs 614 people at seven locations:

7 LOCATIONS



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

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

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

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

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

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

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

The latter location has started its activity within the year 2022.

Market trends and risks

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

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

- Global competition is becoming more and more technically and economically prepared.

- Raw Material Shortages
- Protectionist policies
- Technological changes of miniaturisation of components and increase of power.
- Digitisation of the different areas
- Difficulty in attracting talent in the usual fishing grounds
- Growing importance of environmental care

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

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

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

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



Environmental and social risk

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

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

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

Governance risk

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

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

Management model - Due diligence policies and procedures

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

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

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

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

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

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

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

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

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

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

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

Non-financial risk assessment

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

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

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

Non-financial key indicators

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

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

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

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



Information on Environmental Issues

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

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

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

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

This increase is due to the higher costs of running the water treatment plant, in particular the quantity and cost of raw materials used for its proper operation.

The Fagor Electrónica Group has taken out insurance that sufficiently covers environmental risks.

All employees are regularly informed of the environmental results achieved.



496.496 €

2022 budget of the Fagor Electrónica Group
dedicated to environmental management

428.162 €

2022 budget of the Fagor Electrónica Group
dedicated to environmental management

Measures to prevent pollution

The Fagor Electrónica Group has a solvent management plan and makes an annual solvent declaration. The relevant reviews and inspections are carried out every 5 years in accordance with Law 38/72 on the protection of the atmospheric environment and Decree 833/75, as required by law, on atmospheric emissions. The main emissions are volatile organic compounds, due to the glass cleaning and deposition processes. All the Fagor Electrónica Group’s emissions are below the maximum levels established by current legislation.

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

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

Significant air emissions by weight and source are presented below:

Substance	Significant air emissions		Source (*)
	2022	2021	
NOX	3,4 Ton	3,7 Ton	Silicon etching processes
SOX	0,2 Ton	0,2 Ton	Cleaning processes
Volatile organic compounds (VOCs)	17,4 Ton	21,7 Ton	Glass cleaning and deposition processes
Particulate Matter (PM)	0,2 Ton	0,1 Ton	Blasting and potting process
Ozone-depleting gases	0,08 Ton	---	Cooling systems
TOTAL	21,4 Ton	25,7 Ton	

Source (Process from which the above-mentioned emissions are derived)

2022



491 Ton

Hazardous wastes



470 Ton

Non-hazardous waste

Circular economy and waste prevention and management

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

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

Of all the limits set by R.D. 782/1998, cardboard is the material that generates the most packaging waste (14 tonnes). The measures implemented to reduce the impact of this waste are set out in three-yearly Packaging Prevention Plans.

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

	2022	2022
Hazardous waste	491 Ton	484 Ton
Concentrated acids, spent solvents	254 Ton	261 Ton
Sewage sludge	157 Ton	151 Ton
Rest	80 Ton	72 Ton
Non-hazardous waste	470 Ton	466 Ton
Plastics, epoxy resin residues	159 Ton	164 Ton
Copper	70 Ton	78 Ton
Cardboard	81 Ton	87 Ton
Rest	160 Ton	136 Ton

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





Most of the hazardous waste arises during the manufacture of semiconductors, in particular from the need to use chemicals in the various processes.

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

Part of the waste is reused at our facilities and the rest is delivered to authorised waste managers for proper treatment, which in 2021 and 2022 is as follows

WASTE NOT DESTINED FOR DISPOSAL	2022	2021
Hazardous waste	255,5 Ton	226 Ton
Preparation for re-use	16 Ton	7 Ton
Recycling	239 Ton	219 Ton
Other recovery operations	0 Ton	0 Ton
Non-hazardous waste	254 Ton	250 Ton
Preparation for re-use	117 Ton	96 Ton
Recycling	135 Ton	152 Ton
Other recovery operations	2 Ton	2 Ton

WASTE FOR DISPOSAL	2021	2021
Hazardous waste	236 Ton	258 Ton
Incineration (with energy recovery)	0 Ton	0 Ton
Incineration (without energy recovery)	33 Ton	31 Ton
Transfer to landfill	27 Ton	40 Ton
Other disposal operations	176 Ton	187 Ton
Non-hazardous waste	215 Ton	215 Ton
Incineration (with energy recovery)	0,5 Ton	0,8 Ton
Incineration (without energy recovery)	0 Ton	0 Ton
Transfer to landfill	157 Ton	161,7 Ton
Other disposal operations	58 Ton	52,7 Ton

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

- Reduction of the quantities produced for which, every 4 years, it carries out a Waste Minimisation Plan where it identifies and plans actions to reduce the waste generated.
- To encourage reuse. This interest is materialising in the FOOTPLASTIC project where Fagor Electrónica

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

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

Sustainable use of resources

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

In the case of water, there is daily monitoring of consumption, in order to identify faults, anomalous

situations, etc. and take the most appropriate measures.

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

	2021	2020
Total volume of water consumed	4,7 dam ³	4,7 dam ³
Total volume of water discharged	199 dam ³	194 dam ³
Total volume of water withdrawn	203 dam ³	199 dam ³

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

The organisation carries out periodic analyses of this discharge to ensure that it complies with the parameters required by the different administrations.

Annual water consumption (m³)



	2022	2021
Discharged water	199.00 dam ³ /year	194.000 dam ³ /year
Consumed water	4.700 dam ³ /year	4.700 dam ³ /year



With regard to actions to reduce energy consumption, in 2022 the measures approved by the Spanish Government were followed with regard to the setpoint temperatures for air conditioning. Despite this measure, overall consumption has risen due to the expansion of production areas with special requirements in terms of temperature, humidity and number of particles (clean room). These environmental conditions imply complex air-conditioning systems with high energy demand.

The data on direct energy consumed by the Fagor Electrónica Group in 2022 is presented below. The energy data have been obtained from the meters available to the organisation at the different plants:

	ELECTRICITY:	
	2022	2021
	19.102.585 kwh	18.438.289 kwh



NATURAL GAS

	2022	2021
	2.706.128 kwh	2.728.268 kwh

This slight increase compared to 2021 is related to higher production demands, both due to increased quantities and higher quality standards.

In terms of raw materials, the evolution of this cost for Fagor Electrónica was as follows:

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

2022
43.471 k€

2021
36.959 k€



Climate change - Emissions

Greenhouse gas emissions generated as a result of

the Fagor Electrónica Group's activity are reported by calculating the organisation's scope 1 and 2 carbon footprint.

The values for the last two years are:

	Source	2022	2021
Direct GHG emissions (Scope 1)	Natural gas	548,07 Ton CO2	496,54 Ton CO2
	Diesel	4,98 Ton CO2	0,24 Ton CO2
	Fugitive Emissions	335,4 Ton CO2	0,0 Ton CO2
	TOTAL	888,45 Ton CO2	496,79 Ton CO2
Indirect GHG emissions from imported electricity (Scope 2)	Distributor Spain	0 Ton CO2	1.111,1 Ton CO2
	EGAT Thailand	4.799,0 Ton CO2	1.416,5 Ton CO2
	EGAT Mexico	248,8 Ton CO2	124,9 Ton CO2
	TOTAL	5.047,8 Ton CO2	2.652,6 Ton CO2

In 2022, the criteria for calculating the carbon footprint that we will adopt in the coming years were established. Thus, from among the available emission factors, those that most reliably represent our reality have been selected.

Comparing the 2022 and 2021 values:

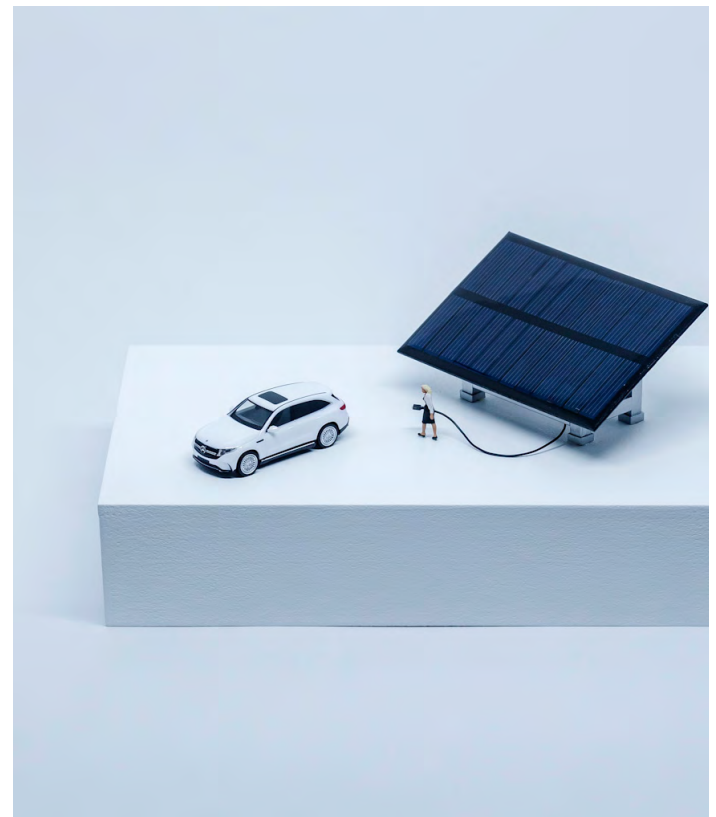
- an increase in the contribution of the plant in Thailand has been obtained due to the standardisation of the emission factor used and
- a decrease in the contribution of the Mondragón plant by consuming 100% renewable energy.

The organisation's concern for the impact of our activity on the environment led us to systematise our actions according to the ISO14001 scheme, a certification that the Mondragón plant has held since 2002 and that of Thailand since 2014.

information on this aspect, which is not considered relevant.

Biodiversity protection

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



Information on Social Issues and Personnel

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

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

- The Articles of Association of the parent company, which in the chapter “Declaration of Principles” includes the principle of “Work and Solidarity”.
- The Internal Regulations of the parent company, which form the basis of the Remuneration Policy, determine the general framework for remuneration in the Group, which is developed in Chapter IV “Labour Regime”, in Section III “Professional Classification”.
- The Code of Conduct of the parent company sets out the behavioural guidelines that should guide the daily work of employees in relation to their stakeholders.

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

The Fagor Electrónica Group has developed a conflict management protocol, which establishes clear and effective principles for preventing and dealing with interpersonal conflict situations.

The Committee for the Management of Conflicts and Situations of Harassment and Violence at Work is the specialised technical body responsible for analysing, evaluating, arbitrating and proposing solutions to

situations of interpersonal conflict in any of its variants and within the workplace. The committee is an advisory and informative body and acts under the direct responsibility of the cooperative’s governing bodies/managers.

In addition, in order to provide a channel of communication for all employees, in addition to the hierarchical line, there is an internal confidential channel managed by the HR Department through which employees can ask questions of interpretation or clarify doubtful situations and report possible breaches of ethical principles.

Employment - Remuneration

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

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



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

Increases in remuneration or salaries that may be made in a financial year are equally applicable to all staff of the entire plant, without any discrimination based on sex, race, religion, age, sexual orientation, nationality, marital status or socio-economic status.

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

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

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

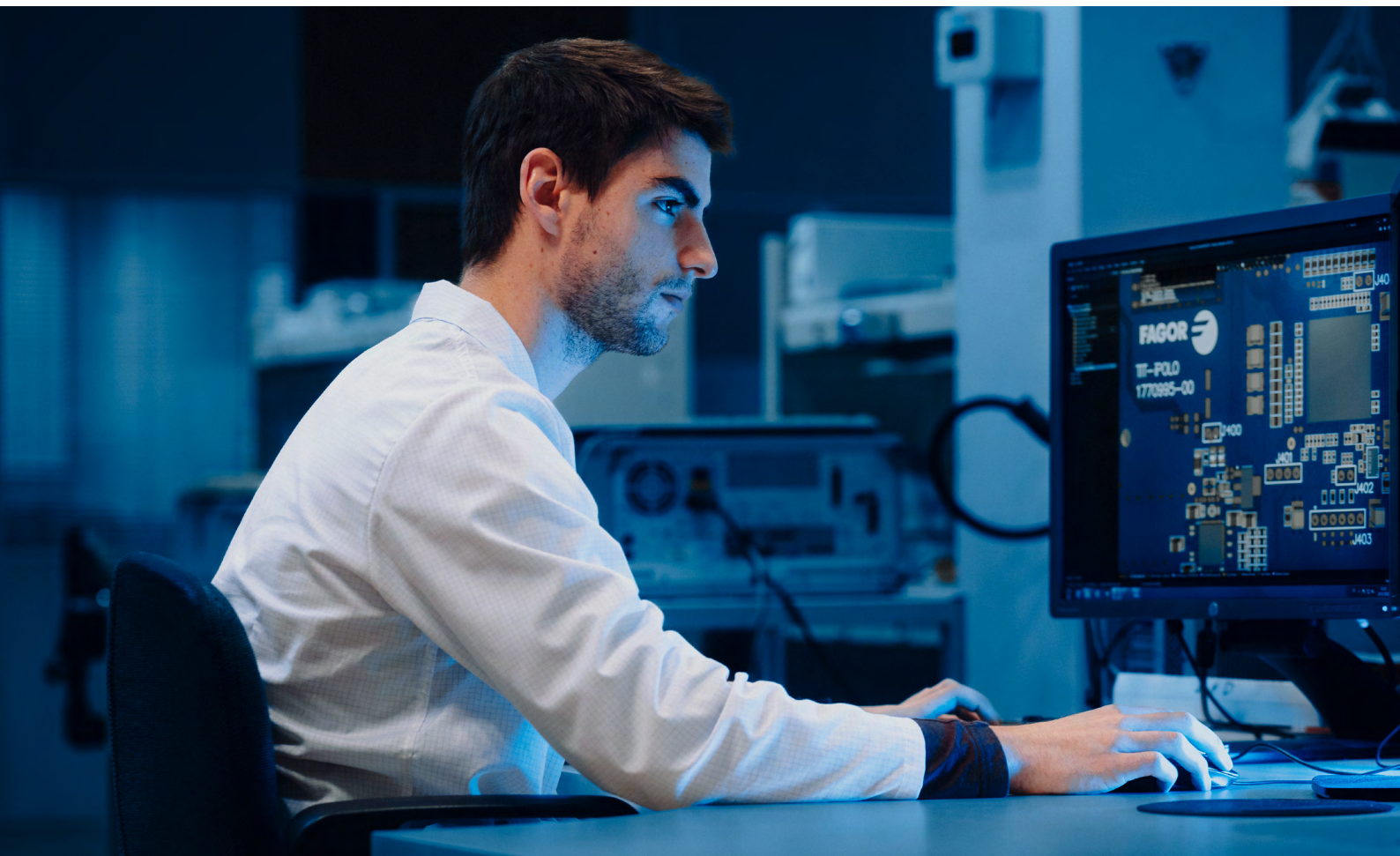


	2022	2021
Persons under contract at the end of the financial year	614	573
Women under contract at the end of the financial year	317	314
Persons in senior management positions	17	17
Women in senior management positions	5	6

A 31 de diciembre de 2021, 573 personas conforman el equipo de personas de del Grupo Fagor Electrónica.



614 PERSONAS

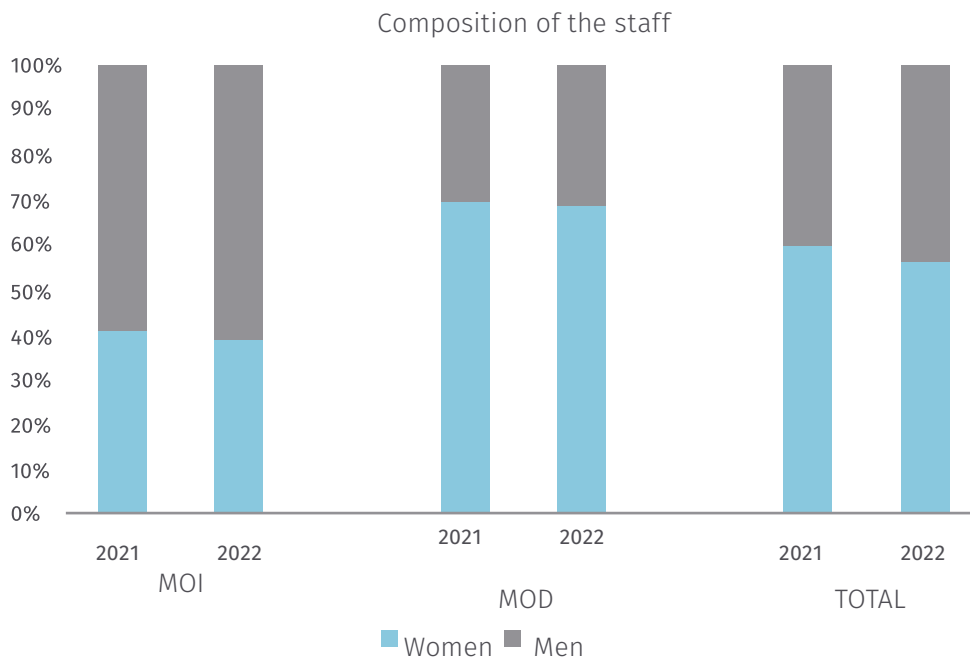


The detailed data of:

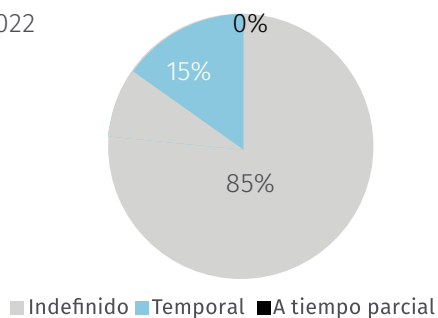
- distribution of the workforce by country, job category and gender for the last two years,
- number of contracts in force at the end of the last two financial years in number and average for each category.

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

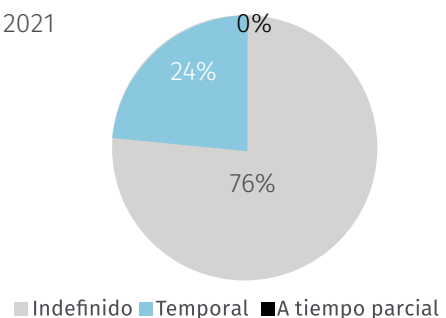
are included in Appendix A. A brief summary is shown in the following graphs:



Contract type 2022



Contract type 2021



The level of contracting is at 51%. This high value is related to the increase in production and, above all, to the high turnover values in foreign plants.

The breakdown of average remuneration in the 2022 financial year of the Fagor Electrónica Group's plants in Spain, distributed by age, professional classification and gender, is as follows:

Year 2022

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

Year 2021

Age	Average remuneration: MEN		Average remuneration: WOMEN	
	MOI	MOD	MOI	MOD
Under 30	30.664 €	25.154 €	29.723 €	24.623 €
Between 30 and 50	38.396 €	27.980 €	33.355 €	27.900 €
Over 50	54.120 €	33.386 €	41.924 €	30.124 €
Media	36.609 €		30.535 €	

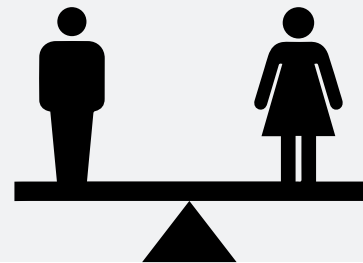
*Does not include information from outside plants

* The annual remuneration has been calculated on the basis of the gross salaries of all men and women who worked during the financial year 2022.

Data Wage gap calculated as:

Wage gap = (average male pay - average female pay) / (average male pay).

	2022	2021
Other plants	12,7%	20,2%
Spain	16,4%	16,6%



Year	Men			Women			Brecha salarial
	Retribución Anual k€	Nº	Media k€	Retribución Anual k€	Nº	Media k€	
2022	1072 k€	12	89 k€	297 k€	5	59 k€	33,5 %
2021	845 k€	11	77 k€	328 k€	6	55 k€	28,8 %

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

The Fagor Electronica Group is committed to non-discrimination and inclusion of people with disabilities and universal accessibility. Thus, in the 2022 financial year,

the Fagor Electronica Group has had 4 people on its staff, one of them belonging to another cooperative, with disabilities who occupy quality, stable jobs under equal conditions.



Work organisation

The working conditions are set out in the Internal Cooperative Regime, in articles 45 to 56, and regulate the working conditions regarding: Working day; Working calendars; Overtime; Half day; Shift work; Flexible working hours; Weekly rest; Holidays; Leave and annual holidays.

Inspired by the cooperative framework and the legislation in force in each country, contracts are drawn up for all the group's employees. The legal limits for the establishment of the working day or the working calendar of employees are respected or improved, as well as all types of leave (sickness, holidays, maternity, public holidays and equivalent).

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

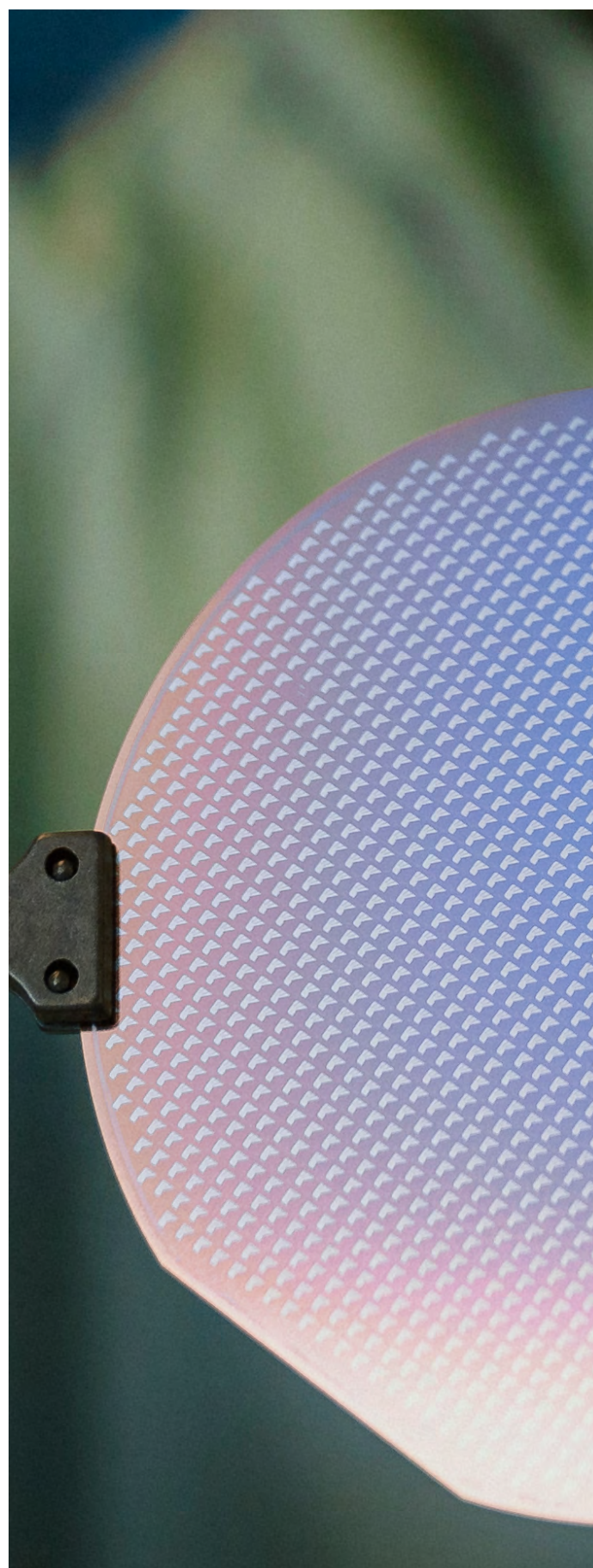
Year	Number of days not worked	Number of days worked	% Absenteeism
2022	8.826	144.626	5,8
2021	5.938	137.737	4,1

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

Year	Women	Men
2022	16	6
2021	15	5

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

The reality experienced in 2020 and 2021 with the implementation of new ways of working in order to cope with the impact of the pandemic, made us aware of the possibilities opened up by these new ways of working in different areas such as attracting and retaining talent, the efficiency of coordination between teams and people located in distant places, as well as the facilities it introduces for a better work-life balance. As a result, in 2022 the regulation of teleworking was addressed and tested in some workplaces, with high levels of satisfaction. In 2023, this possibility will be opened up to more jobs.

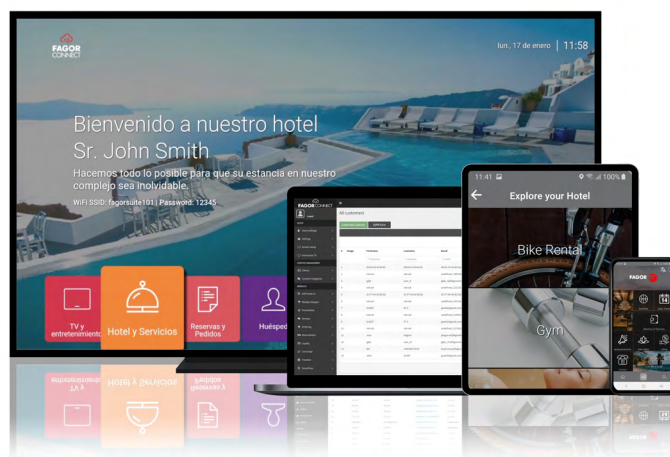


Health and safety

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

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

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



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

	2021							
	Spain				Other plants			TOTAL
	Partners	TCA	Men	Women	TCA	Men	Women	
Type of accidents	minor	minor	minor	minor	minor	minor	minor	minor
Number of accidents	1	5	2	4	10	7	3	16
Lost days	22,0	88	30,0	80	78	8	70	188,0
Total posts	197	113	154	156	263	105	158	573
Incidence rate	0,0	44,2	13,0	25,6	38,0	57,1	19,0	26,2
Deaths	0	0	0	0	0	0	0	0

*The employees of the Udalaiz cooperative have also been taken into account in the membership.

In the Fagor Electrónica Group we have not detected any cases of occupational disease in 2022.

Social relations

The working conditions are set out in the Internal Regime of the Cooperative in chapter IV articles 45-91 and apply to 100% of the workers.

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

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

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

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

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

Training

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

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

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

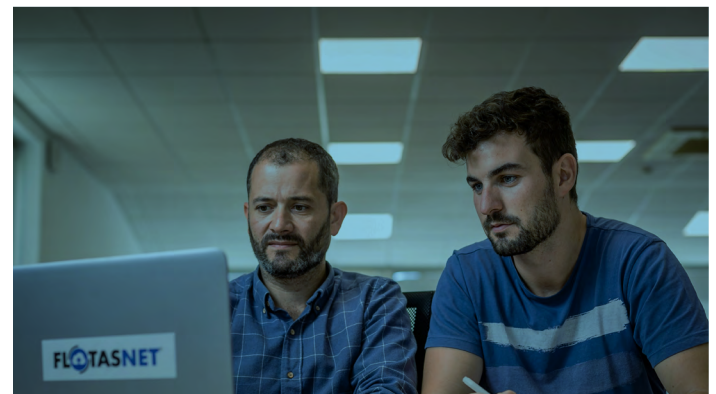
that may be made to the plan.

Part of the effort invested by the Group in training corresponds to the induction plans. Historically, it is very important for the Fagor Electrónica Group that people receive adequate training, both when they start work in any of the companies in the group and when they change jobs. The training provided covers all aspects related to the correct performance of the job, covering not only technical aspects, but also all the policies of its integrated management system.

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

COUNTRIES	TOTAL NUMBER OF TRAINING HOURS IN 2022			NO. OF PEOPLE TRAINED IN 2022		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	837	3376	4213	33	133	166
Other plants	270	235	505	69	48	117

COUNTRIES	TOTAL NUMBER OF TRAINING HOURS IN 2022			NO. OF PEOPLE TRAINED IN 2022		
	MOD	MOI	TOTAL	MOD	MOI	TOTAL
Spain	236	2009	2245	9	109	118
Other plants	245	357	602	33	38	71



Accessibility



Accessibility is included in the organisation's emergency plan. Fagor Electrónica's facilities allow access for people who need wheelchairs to guarantee their mobility.

Equality

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

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

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

In 2022, no equality disputes have been addressed.

Respect for Human Rights

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

Section III, point 3 "Labour relations" expressly includes the commitment of the Fagor Electrónica Group to ensure that it does not employ minors and does not resort to forced labour.

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

In 2022, no issues related to the non-respect of human rights have been addressed.



Fighting corruption and bribery

An anti-corruption policy was established in 2017. These policies determine the measures necessary to prevent, detect and sanction fraudulent acts and the use of the functions and means of the Fagor Electrónica Group, for financial or other advantage, by employees, managers or members of the administrative bodies of the same.

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

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

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

On the other hand, in Chapter V of the Co-operative's Internal Regulations on the disciplinary labour regime, Article 95 considers as a very serious offence "directly or indirectly negotiating or accepting remuneration, promises, advantages or prerogatives of any kind

from customers of the Co-operative or third parties in general, for performing or having performed a service for it" and "Fraud, embezzlement, misappropriation, misappropriation and the like; fraud, disloyalty or abuse of trust in the tasks entrusted to them".

The Fagor Electrónica Group has a Supervisory Committee and the corresponding external audits to prevent the risk of money laundering.

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

No issues related to corruption, bribery or money laundering have been addressed in 2022.



Information about the Society

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

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

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

Sustainable development

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

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

This inter-cooperation project is governed by a regulation "Regulation 1/2018, on Criteria for the application of the Contribution for Co-operative Education and Promotion and Other Purposes of Public Interest" and establishes that 12% of the profits of the Fagor Group's co-operatives are earmarked to support the development of community aid projects, in the fields of Education, Social and Co-operative Development, and Community Distribution.

In 2022, the amount distributed by the Fagor group was 2,254,093 euros, of which 9%, i.e. 202,868 euros, corresponds to the contribution of Fagor Electrónica. This amount has been distributed as follows:

Area	Amount (€)
Educational promotion	
Gizabidea Foundation	54.221 €
Social and Cooperative Promotion	
Debagoiena 2030	54.221 €
Normalisation of the Basque language	52.053 €
Cooperation with developing countries/ Mundukide	21.689 €
Intercooperation and Cooperative Promotion	13.063 €
Community distribution	
Social Transformation Projects in Cooperatives	7.621 €
Total awarded financial year 2022	202.868 €

In addition, within the parent cooperative, the Social Transformation Committee has worked on various initiatives. In some cases, through financial contributions totalling €14,000 distributed in 2022 and, in other cases, by participating as volunteers in various initiatives. Specifically, in 2022 we collaborated with:

- **Banco de Alimentos: collaborating with volunteers in the food collection campaign.**
- **Ointxe Sports Club: second year of financial collaboration with all the Club's women's teams.**
- **Mask Recycling: organisation of the selective collection of used masks at the factory for subsequent recycling.**
- **FagorMugi: to continue promoting the application launched in 2020, which aims to promote the use of alternative means of transport to private vehicles.**
- **Mundukide: organisation of the annual charity race organised to promote the Mundukide Foundation.**

Subcontracting and suppliers

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

We have not incorporated requirements relating to other non-financial matters in our procurement policies because of the low level of risk in these matters associated with our supply chain and the low level of influence our organisation has over our significant suppliers.

Consumer health and safety

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

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



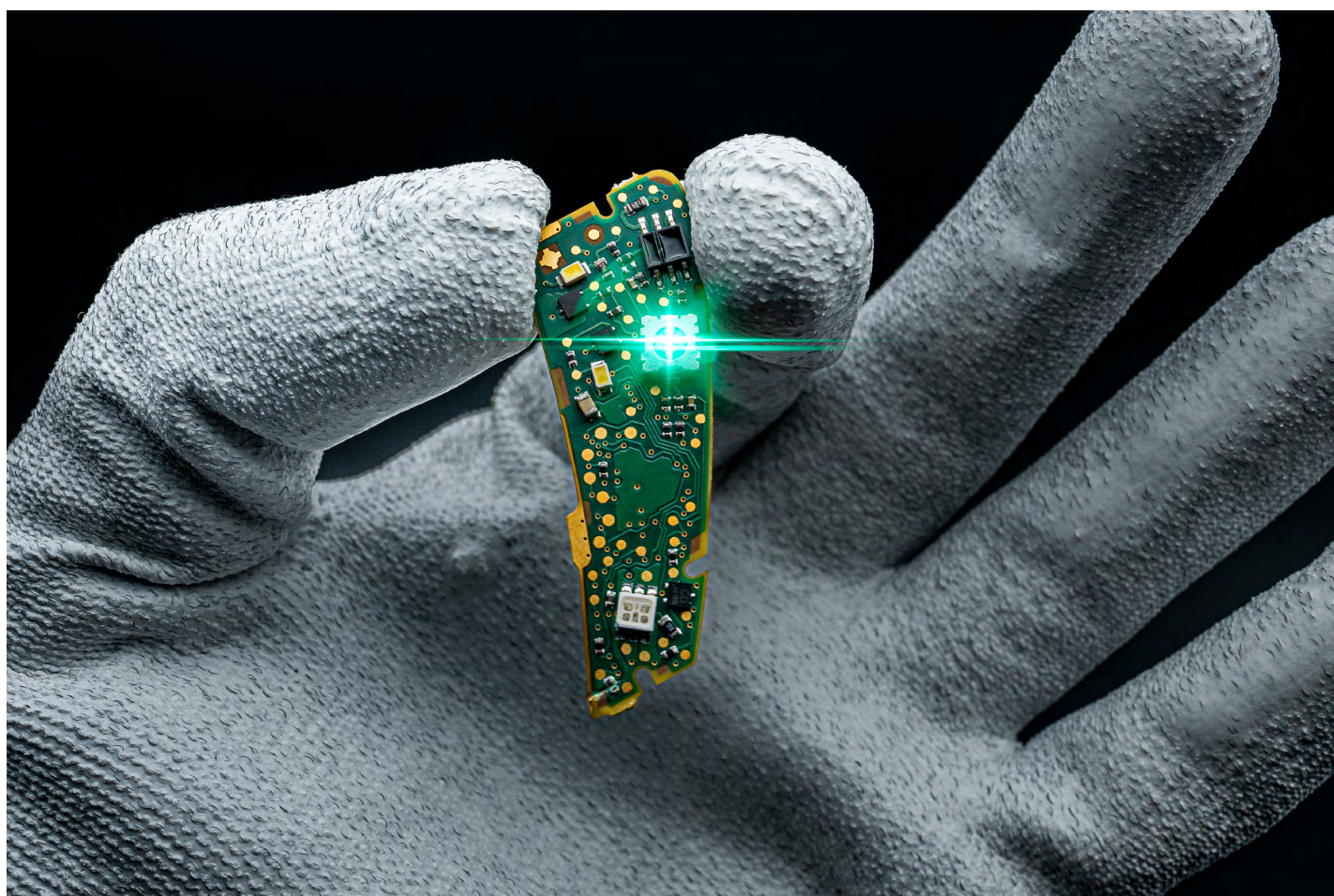
Tax information

In the financial year 2022, the contribution by country to the profit before tax of the Fagor Electrónica Group and the tax information on taxes on profits paid and public subsidies received are as follows (in thousands of euros):

	Year 2022		Year 2021	
	Spain	Other plants	Spain	Other plants
Profit before tax	2.392 k€	-927 k€	2.941 k€	-1.070 k€
Taxes on benefits paid (*)	8 k€	5 k€	13 k€	5 k€
Public subsidies received (**)	165 k€	0 €	188 k€	0 €

*Net amounts actually paid in the year 2022 are computed, including income taxes accrued in prior periods that have been paid in the year, but excluding income taxes accrued in the period but to be paid in the future. Also included, where applicable, are refunds from previous years.

** Includes non-repayable grants received in financial year 2022.



Appendix A- Workforce Distribution Tables

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

Countries/ geographical areas	2022						TOTAL persons employed
	MEN			WOMEN			
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	102	52	154	56	100	156	310
<30	13	11	24	5	7	12	36
Between 30 and 50	65	37	102	43	61	104	206
>50	24	4	28	8	32	40	68
Thailand	39	39	78	47	103	150	228
<30	20	24	44	14	46	60	104
Between 30 and 50	17	15	32	28	57	85	117
>50	2	0	2	5	0	5	7
Colombia/Chile	11	0	11	3	0	3	14
<30	1	0	1	1	0	1	2
between 30 and 50	9	0	9	2	0	2	11
> 50	1	0	1	0	0	0	1
Mexico	10	6	16	2	3	5	21
<30	1	5	6	0	3	3	9
between 30 and 50	8	1	9	2	0	2	11
> 50	1	0	1	0	0	0	1
Turkey	4	2	6	1	4	5	11
<30	1	1	2	1	0	1	3
between 30 and 50	3	1	4	0	4	4	8
> 50	0	0	0	0	0	0	0
TOTAL	181	116	297	112	205	317	614

2021							
Countries/ geographical areas	MEN			WOMEN			TOTAL persons employed
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Spain	102	52	154	56	100	156	310
<30	13	11	24	5	7	12	36
Between 30 and 50	65	37	102	43	61	104	206
>50	24	4	28	8	32	40	68
Thailand	39	39	78	47	103	150	228
<30	20	24	44	14	46	60	104
Between 30 and 50	17	15	32	28	57	85	117
>50	2	0	2	5	0	5	7
Colombia/Chile	11	0	11	3	0	3	14
<30	1	0	1	1	0	1	2
between 30 and 50	9	0	9	2	0	2	11
> 50	1	0	1	0	0	0	1
Mexico	10	6	16	2	3	5	21
<30	1	5	6	0	3	3	9
between 30 and 50	8	1	9	2	0	2	11
>50	1	0	1	0	0	0	1
TOTAL	162	97	259	108	206	314	573

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

Types of contract in number

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

2021							
Types of contract	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	126	75	201	88	147	235	436
<30	24	31	55	15	47	62	117
Between 30 and 50	77	41	118	63	87	150	268
>50	25	3	28	10	13	23	51
Temporary	36	22	58	19	60	79	137
<30	11	9	20	5	9	14	34
Between 30 and 50	22	12	34	12	31	43	77
>50	3	1	4	2	20	22	26
Part-time	0	0	0	0	0	0	0
<30	0	0	0	0	0	0	0
Between 30 and 50	0	0	0	0	0	0	0
>50	0	0	0	0	0	0	0
TOTAL	162	97	259	107	207	314	573

Average contract types

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

2021							
Average contract types	MEN			WOMEN			TOTAL
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
Indefinite	22%	13%	35%	15%	26%	41%	76%
<30	4%	5%	10%	3%	8%	11%	20%
Between 30 and 50	13%	7%	21%	11%	15%	26%	47%
>50	4%	1%	5%	2%	2%	4%	9%
Temporary	6%	4%	10%	3%	10%	14%	24%
<30	2%	2%	3%	1%	2%	2%	6%
Between 30 and 50	4%	2%	6%	2%	5%	8%	13%
>50	1%	0%	1%	0%	3%	4%	5%
Part-time	0%	0%	0%	0%	0%	0%	0%
<30	0%	0%	0%	0%	0%	0%	0%
Between 30 and 50	0%	0%	0%	0%	0%	0%	0%
>50	0%	0%	0%	0%	0%	0%	0%
TOTAL	28%	17%	45%	19%	36%	55%	100%

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

Recruitment	2022		2021	
	MEN	WOMEN	MEN	WOMEN
Spain	19	10	107	92
Other plants	115	168	88	142
RECRUITMENT RATE	51%		75%	

Voluntary departures	2022		2021	
	MEN	WOMEN	MEN	WOMEN
Spain	6	8	8	3
Other plants	86	174	70	132

Recruitment	2022	2021
<30	212	219
Between 30 and 50	91	188
>50	6	22
Total	309	429

Voluntary departures	2022	2021
<30	183	138
Between 30 and 50	91	75
>50	0	0
Total	274	213

2022							
Dismissals	MEN			WOMEN			TOTAL redundancies
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<30	-	1	1	-	1	1	2
Between 30 and 50	3	0	3	1	-	1	4
>50	-	-	0	-	1	1	1
TOTAL	3	1	4	1	2	3	7

2021							
Dismissals	MEN			WOMEN			TOTAL redundancies
	MOI	MOD	TOTAL	MOI	MOD	TOTAL	
<30	-	1	1	-	-	0	1
Between 30 and 50	2	-	2	-	1	1	3
>50	1	-	1	1	-	1	2
TOTAL	3	1	4	1	1	2	6

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

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

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

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

Information required by law on non-financial and diversity information	Report chapter	Reference standards
Information on respect for human rights		
Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses.	Respect for Human Rights	GRI 2-15 GRI 3-3 a. GRI 2-23 a
Complaints of human rights violations. Promotion and enforcement of the provisions of the core conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour.		GRI 2-26 GRI 409-1 GRI 406-1
Information relating to the fight against corruption and bribery		
Measures taken to prevent corruption and bribery	Fighting corruption and bribery	GRI 2-26 GRI 205-1
Measures to combat money laundering		No GRI
Contributions to foundations and non-profit organisations		GRI 201-1 GRI 203-2
Company information		
Impact of the company's activity on employment and local development	Sustainable development	GRI 201-1 GRI 413-1
Impact of the company's activity on local populations and the territory		No GRI
Relationships with local community actors and the modalities of dialogue with them		GRI 2-29
Sponsorship and partnership actions		GRI 2-28
Inclusion of social, gender equality and environmental issues in procurement policy	Subcontracting and suppliers	GRI 2-28
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		No GRI
Monitoring and audit systems and their results		No GRI
Consumer health and safety measures	Consumer health and safety	Not applicable
Complaint systems, complaints received and their resolution		
Profits earned on a country-by-country basis, taxes on profits paid	Tax information	No GRI
Taxes on profits paid		No GRI
Information on public subsidies received		GRI 201-4 iii

Annexes

Annex 1- Contact details

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Annex 2- Group companies

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

Annex 3- External verification

