

ONNERA GROUP

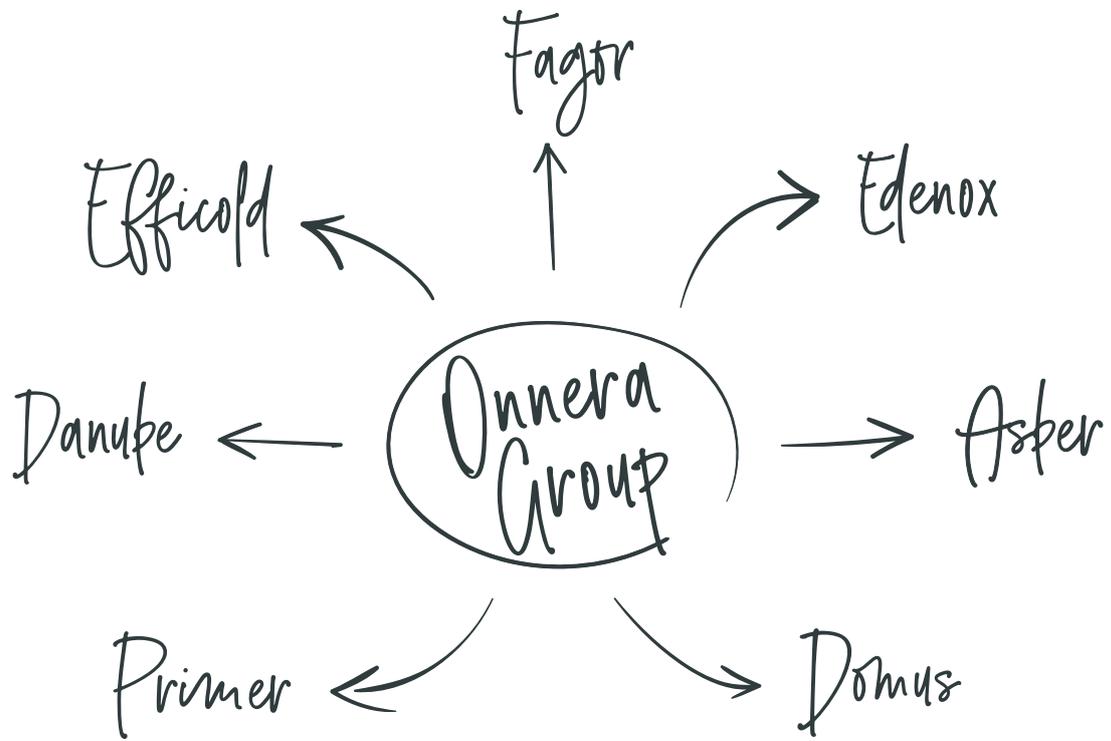
Non-Financial Information Statement
2021

EN

ONNERA GROUP

Together in a new era

ONNERA Group is an international business group dedicated to providing equipment solutions for **restaurant & catering, laundry and refrigeration applications**



01

Letter from the Chairwoman



"ONNERA GROUP is an international business group"

(102-14)

2021 has been a year of recovery for ONNERA Group, as it has been for much of the economy and society. The great work done together with our key stakeholders during the most critical periods of the pandemic, with employees, customers and suppliers alike, has contributed greatly to accelerating the recovery and to our surpassing the 2019 revenue figures in 2021.

Despite the difficulties arising from the pandemic, which have affected virtually all supply chains, we have been able to minimise disruptions to production and respond appropriately to our customers' needs by managing our supply chain well, adjusting forecasts and working closely with our suppliers. Even so, this remains a critical area for further work.

The rising prices of raw materials, electricity, gas, and consequently of most components, make industrial cost efficiency another strategic issue we will have to work on in the coming years.

ONNERA Group continues to maintain its commitment to sustainability, an example of which is the Strategic Sustainability Plan that is being developed for the period 2022-2024, the main aspects of which are:

- Customer service and quality of the product
- Commitment to the environment
- Commitment to fighting climate change
- Commitment to people
- Commitment to communities and society
- Cooperative, ethical and responsible management
- Innovation

The biggest 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. An example of this is the new iKORE ovens that will be launched on the market in 2022, with 10% less electricity, water and gas consumption than the previous range of ovens.

ONNERA Group wants to have a positive impact on its own environment and above all on the people who work in the organisation, ensuring a safe working environment and also equal pay for men and women. Every year, 10% of our profits are allocated to projects that promote the socio-economic development of our environment.

At ONNERA Group we will continue to calculate our Carbon Footprint in its three scopes and we will set emission reduction targets for the coming years in order to contribute to the fight against climate change.

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

Jone Urzelai Bengoetxea

Chairwoman of the Governing Board at ONNERA Group

02

2021 in figures



(102-7, 102-10)

€ 277,854,000 Sales
(65% in Europe)

+ € 243 million
in Assets

We market our
products **on 5 continents**

7 production plants in Spain,
France, Poland and Mexico

2,369 employees (64% in
Spain)

We are members of the Fagor
Group and the MONDRAGÓN
Group



We are making progress on sustainability

- We are finalising our Strategic Sustainability Plan 2022-2024
- We are clearly committed to innovation of our products, processes and services
- We continue to carry out the **calculation of our carbon footprint** in its three scopes
- 78% of our employees have a permanent contract
- **Our wage gap has increased from 0.81 in 2020 to 0.83 in 2021.**
- 64% of our purchases go to **local suppliers**
- **293 suppliers** assessed on quality and service
- We have consolidated our Digital Customer project to improve the service we offer to our customers
- **+ 7,900 tonnes** of renewable raw materials, almost **30%**
- **+ 95,193 euros** provided to the COFIP fund from the Fagor Group

03

ONNERA Group:
Commitment to innovation
and competitiveness



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

ONNERA GROUP, A GLOBAL GROUP:

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



Markets
its products on
5 continents



It has **seven**
manufacturing plants

strategically distributed
around the world (Spain,
France, Poland and Mexico)



+ more than 2,300
professionals

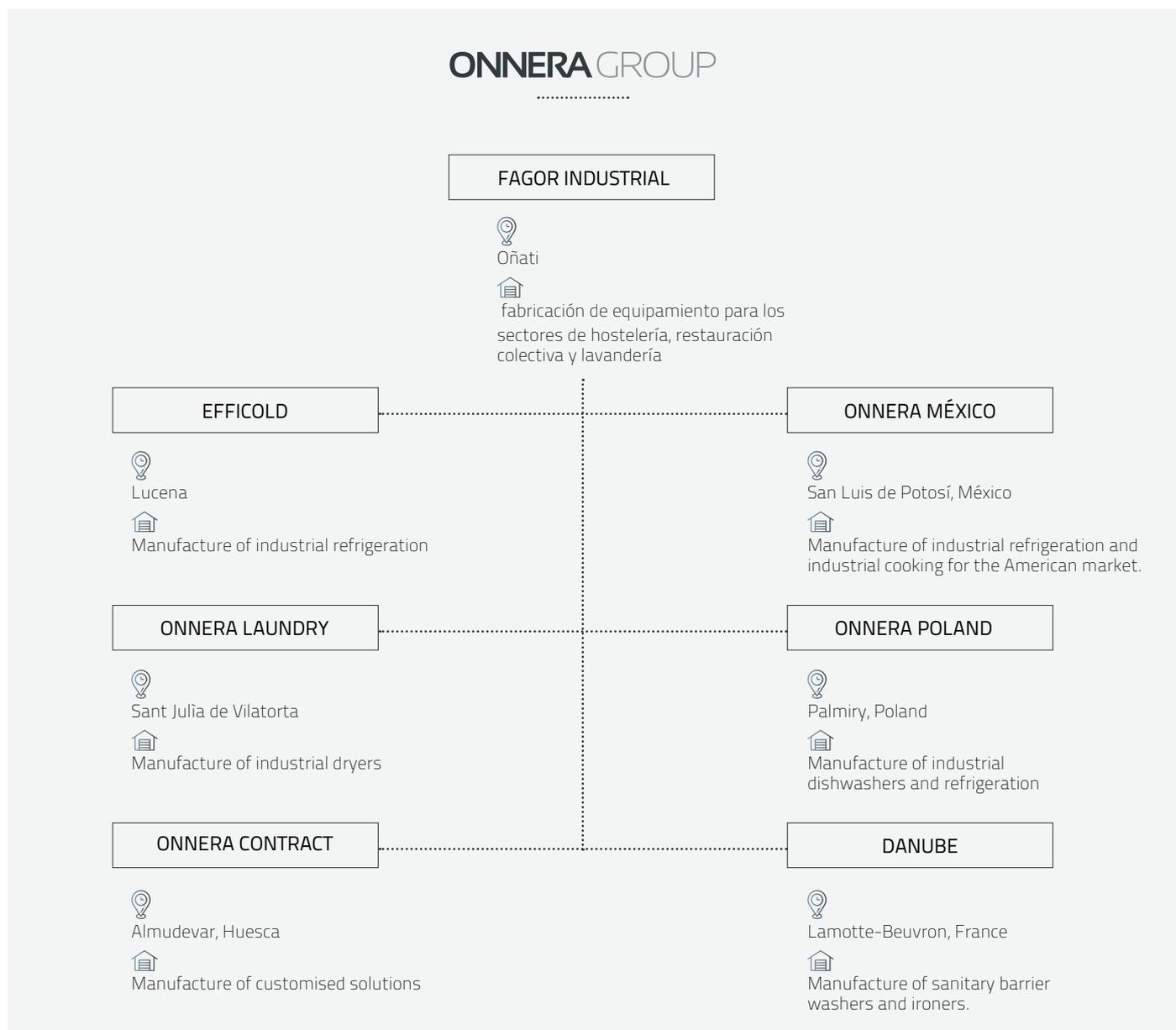
capable of offering a
wide range of solutions
adapted to each market.

03. ONNERA Group: Commitment to innovation and competitiveness

3.1. BUSINESS MODEL

Fagor Industrial S.Coop. is the parent company of the Fagor Industrial Group, whose trade name is ONNERA Group. In this report we will refer to the Fagor Industrial Group as the ONNERA Group.

ONNERA GROUP, as we have already mentioned, has its parent company in Oñati and several manufacturing and commercial subsidiaries around the world, with a shareholding of more than 50% in all of them and 100% in several of them. The following diagram shows the manufacturing plants together with the location and activity of each one:



Integrated into the MONDRAGÓN 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 be constantly searching for better, more efficient and sustainable methods, making ONNERA Group a leading international group.

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

We are the leading manufacturer of equipment for the hospital-ity, catering and laundry industries. And this is after more than 60 years of experience offering a comprehensive range of products under a single brand.

In order to strengthen the ONNERA Group's different activities and increase sales in each of them, the business was divided into five main blocks in 2021:

- Food Service
- Laundry
- ONNERA Contract (direct sales)
- Commercial refrigeration
- Asber and Edenox

Each of these businesses has its own objectives and its own strategic plan.

We belong to a cooperative world:

We are part of the Fagor Group, an industrial cooperative group made up of 8 cooperatives, with an annual turnover of over one billion euros and with more than 10,000 employees all over the world.

The Fagor Group has developed the Fagor 2030 sustainability strategy, a strategy that seeks to drive the transformation of the cooperatives so that they remain profitable in a new competitive context increasingly influenced by digitalisation 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, universities 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 Fagor's cooperatives taking on explicit commitments to the Sustainable Development Goals (SDGs), concentrating our contribution on SDGs 1, 4, 5, 8, 9, 11, 13 and 16.

We are also part of the MONDRAGÓN Group, the largest cooperative corporation in the world, made up of more than 90 cooperatives and 140 subsidiaries that are active across 5 continents, organised into four business areas: Finance, Industry, Distribution and Knowledge. The Mondragón Group has its own university and 15 R&D centres to nurture the cooperatives' talent and support their innovation strategies, and is internationally recognised as a model of inclusive competitiveness.

As a whole, the Mondragón cooperatives have a turnover of more than €11 billion and employ more than 80,000 people around the world, of which more than 45% work in the industrial area. At the Mondragón 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.

3.1.1 Our products and services

(102-2, 416-1)

ONNERA Group is the union of a wide range of brands operating in three different specialist areas:

COLLECTIVE FOOD SERVICE: With our wide range of cooking, oven, dishwashing, laundry and refrigeration products, we respond to the most innovative and demanding needs of restaurant and 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 have one of the largest ranges of refrigeration appliances on the market, designed for cooling, preserving and displaying food and beverages. A wide variety of solutions that are fully customisable in terms of size, application, features and finishes, all produced in our manufacturing plants. Within this business area ONNERA Group offers the following brands: Fagor Professional, Efficold and Asber.

03.
ONNERA Group: Commitment to innovation and competitiveness

3.1. BUSINESS MODEL

3.1.2 Global presence

(102-4)

ONNERA Group sells its products and services throughout the world.

The following map shows the worldwide location of the Group's various manufacturing plants and sales affiliates.



3.2. CORPORATE CULTURE

(102-16)

As part of the MONDRAGÓN cooperative experience, we want to be recognised as a company in which:

- We grow with our customers, working together to provide the most efficient solutions wherever they need them,
- We act as a team of responsible people involved in a common project,
- We are committed to society and its future and to the development of energy-efficient and sustainable products.

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 embrace 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. GOALS AND STRATEGIES

ONNERA Group produces a Strategic Plan every four years, which establishes the strategic guidelines for the next four years.

The Group has divided its business into 5 main blocks, and for the 2021-2024 Strategic Plan it has set a target of reaching €100m in sales in this period in each of the blocks:

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

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

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

- Profitability
- Quality of product and service
- Digital transformation
- Attraction of talent
- Sustainability

The inclusion of sustainability in our strategic plan was part of a project promoted by the MONDRAGÓN Group to define the sustainability strategies of the cooperatives. During 2022 we will finalise our group-wide Strategic Sustainability Plan, defining the action plan and the KPIs needed to implement it.

03.

ONNERA Group: Commitment to innovation and competitiveness

3.4. TRENDS AND RISKS

(102-15)

The main trends in the global market have been identified, which will be key factors in the hospitality and industrial laundry equipment business:

- The new normal post Covid-19 pandemic:
 - Health and hygiene have become key issues for all types of customers.
 - Ease of cleaning machines is becoming increasingly important.
 - Hospitality and laundry businesses require flexible solutions due to changing situations in the sector.
- 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 in general.
- Digitisation:
 - The restrictions on movement that have occurred during the pandemic have changed the overall way we work and relate to all stakeholders.

The need to offer networked products has been highlighted.

- Health and safety risks arising from Covid-19. A committee was set up in March 2020 to develop a Covid-19 prototype and to manage risks and preventive actions related to the pandemic. Throughout 2021, the committee held weekly meetings to analyse the evolution of the data and to amend or reduce the security measures in line with the data.
- The rising costs and shortages of raw materials in the global market put the stability of our supply chain at risk and directly affect the cost of our products. This requires a constant effort on the part of our purchasing and procurement departments, monitoring the stock situation and the status of back orders at all times, to manage urgent deliveries if necessary or to find quality alternatives for raw materials and components that may be in short supply.

- Product-related risks. Most of the 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 damage to persons and property. The ONNERA Group ensures the safety of its products and mitigates these risks by developing and launching new products according to an established procedure, by carrying out the necessary laboratory tests, and by following the standards that affect each product range. In addition, many of the products are certified by external laboratories.
- Regulations related to environmental impacts. Market requirements and new regulations will be increasingly demanding in order to minimise the environmental impacts 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 a breach at this level could paralyse manufacturing processes and all IT systems, with serious financial repercussions. The Fagor Group has established cybersecurity protocols which are continuously monitored by the IT department.

3.5. COMMITMENTS TO THE SDGS

Fagor was formed 60 years ago to respond to the various needs of the community. 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.

As the Social Responsibility strategy is one of the cornerstones of our cooperative, influencing the communities in which our business is present is one of our priorities, both through the involvement of our employees and by participating as an organisation.

We have made the current global needs our own by participating in the project to adopt the Sustainable Development Goals (SDG) within the cooperatives. We are analysing how MONDRAGÓN Group contributes to the SDGs, comparing the SDGs with the group's values. In this way, we are working on the commitment to align global challenges with local challenges:



03.

ONNERA Group: Commitment to innovation and competitiveness

3.6. TRUST AND PROXIMITY TO STAKEHOLDERS

(102-40, 102-42)

The stakeholders identified in the ONNERA Group are:

- Employees
- Customers
- Suppliers
- Administration
- Contracting
- Fagor Group / Mondragón 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 summary analysis is provided by a participatory meeting between the Board of Directors and the Chairwoman.

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

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

The approach to organising stakeholders:

- Employee participation in the management of the company: continuous participation; the members elected at the General Assembly are active members of the Governing Board and the Membership Council. The members of the Governing Board, along with the chairwoman, have been members of the organisation's executive branch for four years. The members of the Membership 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: there is a constant and close relationship with customers through our commercial network, and we attend different trade fairs in the sector to consolidate relations with our customers, as well as to 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. The last survey was carried out in 2019. Due to the critical situation experienced by the hospitality sector during the pandemic, it was decided not to conduct the survey in 2021, and the next survey will be conducted in 2022.
- Suppliers and subcontractors: we maintain an ongoing relationship with the purchasing and procurement department. Their participation in the summary analysis has been done through surveys sent to the most significant suppliers.
- Educational centres and technology centres: we participate in specific projects according to the needs of both sectors. They have also participated in the summary analysis through surveys.
- Fagor Group and the Mondragón Corporation: there is an ongoing relationship that is realised through different committees that hold regular meetings.
- Administration: when there is a need on either side.

The organisation receives concerns or dissatisfaction mainly from two stakeholder groups: employees and customers:

- The Membership Council tries to manage employee dissatisfaction by responding at the next meeting to the concerns or dissatisfaction expressed at the previous meeting. Members of the Board of Directors may attend the meeting, if necessary, depending on the issue being discussed.
- When it comes to customers, aside from the customer satisfaction survey, which can give us a sense of their satisfaction level at the 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 to the person who made the complaint, with all the 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. SUMMARY ANALYSIS

(102-21, 102-31, 102-43, 102-44, 102-47)

For the ONNERA Group's summary updating process in 2021, a review of the exercise carried out in mid-2020 has been conducted and the various sustainability trends for 2021 have been assessed, issues that have become more relevant as a result of the changes in the global environment that have occurred over the last year.

The ONNERA Group summary analysis was updated and adjusted in 2021 in accordance with the methodology developed by the Global Reporting Initiative (GRI).

The identification of trends and the updating of material aspects is approached through the following three phases:

Phase 1: identification; considering the impacts of ONNERA Group's actions or activities on its stakeholders.

- Internal sources:
 - MONDRAGÓN Corporation's guidelines for sustainability
 - Fagor Group strategic sustainability plan
 - Results from surveys sent to customers, employees, etc.
 - Results from previous summary analyses

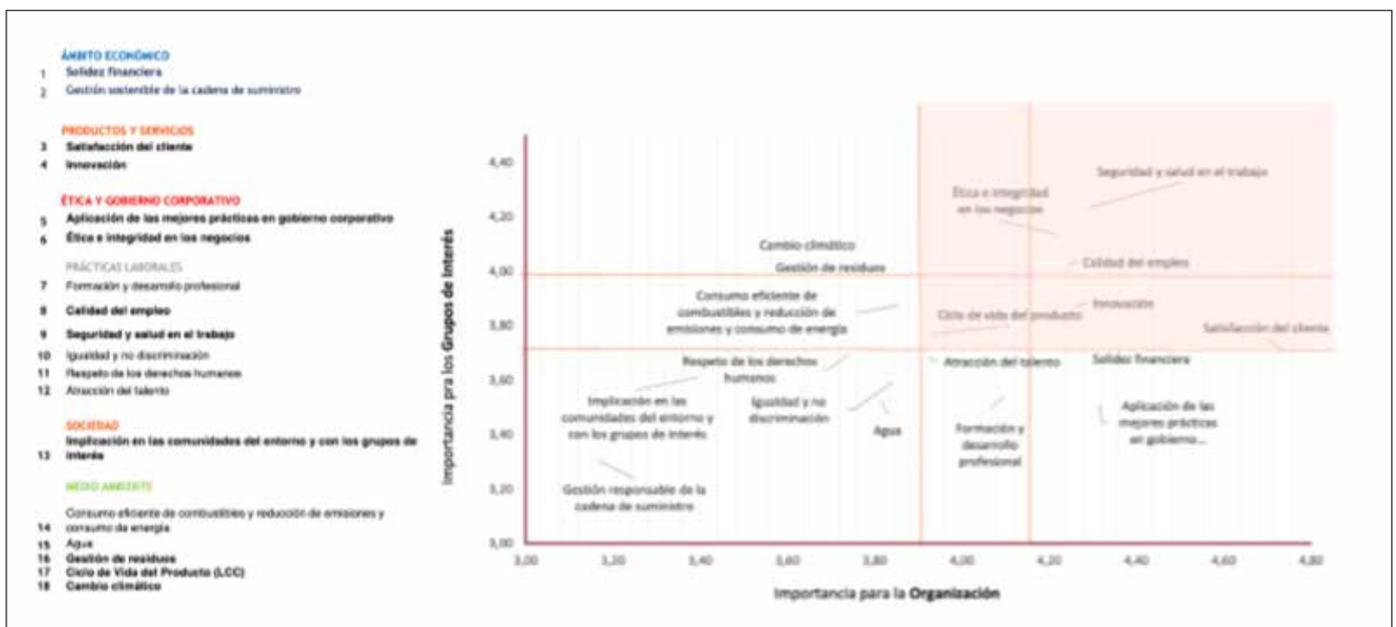
- External sources:

- GRI Standards List of Topics
- International and industry sustainability standards
- Global Pact
- United Nations Sustainable Development Goals
- European Non-Financial Reporting Directive / Law 11/2018 on non-financial information and diversity

In this phase, we established a ranking of importance for each stakeholder group, as well as a trend analysis.

Phase 2: The material issues identified are prioritised according to their relevance and the likelihood that they will have an impact on the ONNERA Group, which in turn is related to the ability to manage stakeholder expectations and value creation. We prioritise the issues from two different perspectives, both internally and externally, by consulting with interest groups through surveys.

Phase 3: validation; reasonable and balanced representation of the organisation's sustainability performance, both negative and positive impacts.



03.
ONNERA Group: Commitment to innovation and competitiveness

3.7. SUMMARY ANALYSIS

MATERIAL ISSUES AT ONNERA GROUP



Financial - Governance

- Financial soundness (GRI 201)
- Application of best practices in corporate governance (no GRI)
- Business ethics and integrity. (GRI 205/206)
- Products and services.
- Customer satisfaction (GRI 416)
- Innovation (no GRI)



Environmental

- Waste management (GRI 306)
- Product life cycle (GRI 201/305)
- Climate change (GRI 201/305)



Social

- Job quality (GRI 401)
- Occupational health and safety (GRI 403)
- Involvement in local communities and with stakeholders (GRI 413)

3.8.

INNOVATION AND DEVELOPMENT

(102-12, 103-1, 103-2, 103-3)

ONNERA Group is fully committed to innovation, which is reflected by the fact that 2.45% of its turnover is allocated for RDI.

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 in the market.
- Services: the Digital Transformation, Electronics and Product departments are focusing their efforts on digitisation of service and machine connectivity projects.
- 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.

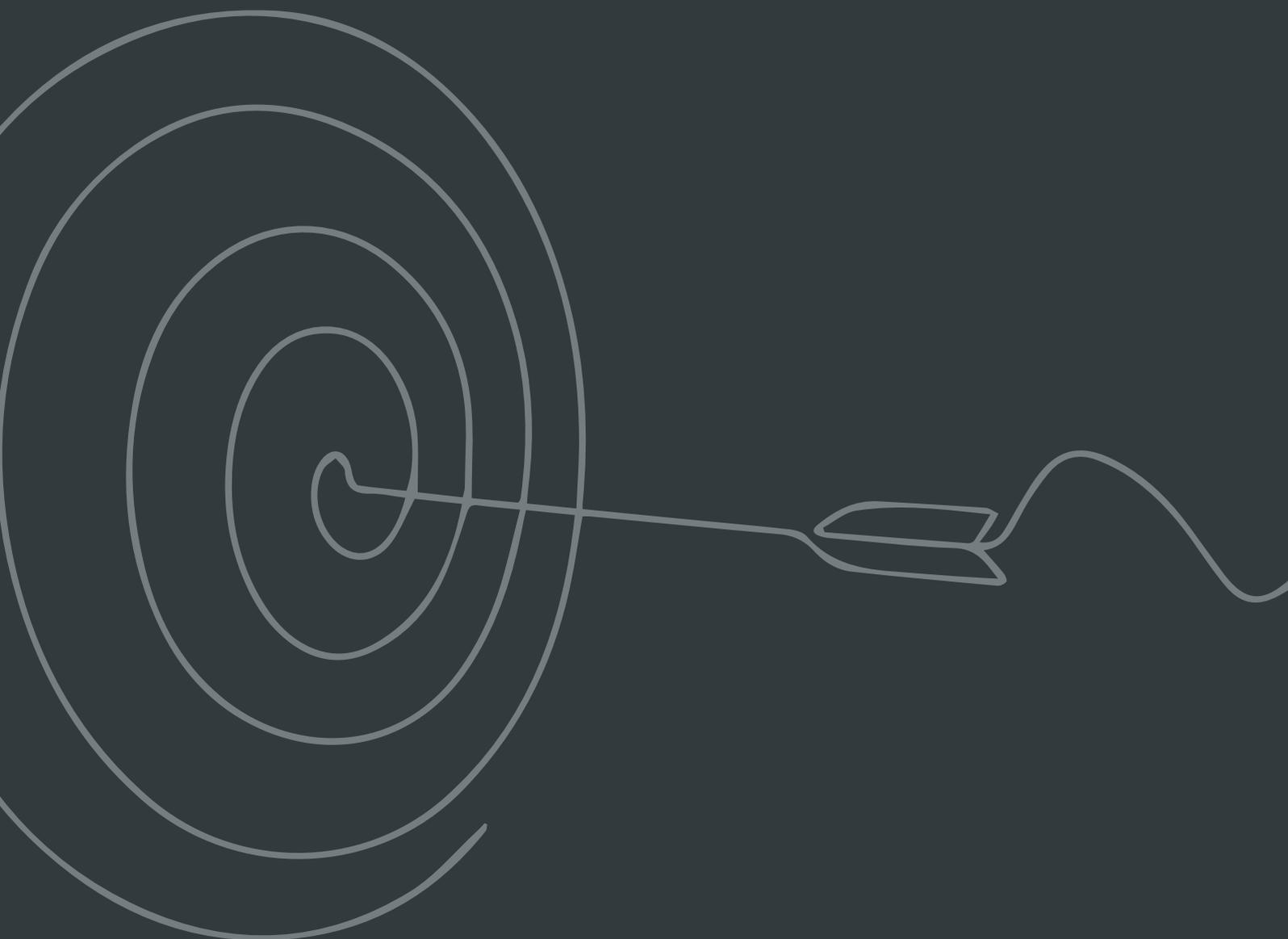
We collaborate with several education and technology centres to carry out new developments and, in turn, attract talented personnel to join our organisation. These were some of the collaborations carried out during 2021:

- We are collaborating with Ikerlan in the design of a flexible connectivity platform that will allow us to connect machines from different groups to the IoT with the same solution.
- Agreements were made with different universities such as Mondragón Unibertsitatea and vocational training centres so that their students can carry out their final projects or internships in our organisation.
- Collaboration with the Basque Culinary Center to test and improve the culinary aspect of our products.

At a process and service level, our innovation needs usually go hand in hand with the need to achieve better quality products, and also the need to improve efficiency in our production processes. ONNERA Group has relationships with various leading suppliers in the sectors of machine tools, 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 our products.

04

Governance:
Rooted in the territory



Ours is an experience that has extended democracy to the company level, which operates on the principle of one member, one vote. Our employee-partners participate in ownership, profit sharing and management.

We are developing a cooperative governance model committed to the Sustainable Development Goals, and our highest body is the General Assembly, 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 that belongs to MONDRAGÓN Group, whose main governance body is the Governing Board, which generally follows and approves the directives established by the Group's Board of Directors.

GENERAL ASSEMBLY

The highest body of the cooperative is the General Assembly, in which all members participate and can express their opinion. The General Assembly is the social body constituted by the members to deliberate and pass resolutions on matters within its remit. Any member chosen by the General Meeting may become a member of the Governing Board.

GOVERNING BOARD

The General Assembly 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 Assembly, and the members of the Board are replaced every 4 years at the General Assembly.

The Governing Board is the collegiate body exclusively responsible for the management and representation of the Cooperative, exercising all the powers not expressly reserved to it by law, the Articles of Association 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. In 2021 the Governing Board was made up of 5 men and 3 women (one of which was the Chairwoman).

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 Mondragón 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 Membership Council). The objective is to develop relationships of trust and joint responsibility between the different bodies.



04.

Governance: Rooted in the territory

4.1. GOVERNANCE STRUCTURE**BOARD OF DIRECTORS**

The Board of Directors coordinates the functions of the management team 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 Assembly. 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.

MEMBERSHIP COUNCIL

The Membership Council represents all of the members in regard to internal procedures at the cooperative. It is a body that informs and involves participation from all the members. The number of people in the council is based on the number of members in the cooperative. The Membership 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 employee 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 critical concerns to the Governing Board or the Board of Directors is via monthly meetings that each representative from the Membership Board holds with the people they represent, and then the corresponding representative will report the concerns to the Membership 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 Membership 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 Membership Council.

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

This is how dialogue with the membership is maintained within the Cooperative located at the Oñati head office, so the employee members from the province of Gipuzkoa are exempt from the Gipuzkoa 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 Gipuzkoa, are: Madrid, Seville, Valencia, Tenerife, Las Palmas, Huesca, Barcelona and Córdoba.

OTHER COMMITTEES

The Supervisory Committee ensures that the accounting aspects and any other aspects requiring its consideration are properly complied with. 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 top executives 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.

4.2. COOPERATIVE MODEL

(102-18, 102-19, 102-22, 102-23, 102-24, 102-26, 102-33)

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 cooperative 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 the achievement of human progress, based on a demanding and responsible solidarity that fosters individual and collective commitment to everyone's own personal professional circumstances.
- The means of production are owned by the employee-partners, and the exercise of social rights is linked to the work of the individual and not to the possession of capital.

All members of the Cooperative are involved in choosing their representatives 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 development, these cooperative principles provide guidelines for the behaviour of the people in our organisation, in order to put the values of the Cooperative 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

(102-17, 205-1)

In 2021, ONNERA Group has continued to work on the development of a Compliance system to be applied first in the parent company and then extended to the rest of the affiliates once it is up and running. At the end of 2021, the complaint channel was commissioned, but in 2022 the project will be completed at the parent company.

Efficold has already implemented a compliance system, which will be adapted to the general guidelines when the corporate one is designed. ONNERA Mexico and ONNERA Laundry Barcelona also have a code of conduct. All of the employees at these plants are fully informed about these policies. Furthermore, all employees of Efficold, ONNERA Mexico and Onnera Laundry Barcelona have been informed about the anti-corruption systems and policies in place.

Any Fagor industrial worker can report ethical concerns by notifying their social representative so that they can pass them on, if necessary, to the Membership Council, the Governing Board or even the Chairperson themselves. The complaints channel was opened at the end of 2021, and no complaints have been received to date.

This channel is also to be used to convey possible allegations of corruption and bribery issues, and no such allegations have been received in 2021 either.

So far, no compliance-related training has been carried out at the corporate level.

4.4. HUMAN RIGHTS

(412-1)

The cooperative legal structure, like that of Fagor Industrial, 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 rejects on principle forced labour, child labour and any kind of discrimination, in compliance with the core conventions of the International Labour Organisation. The people who work for our company 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.

Within our scope of activity we have not detected any relevant risks related to the violation of Human Rights. Due to not having detected any risks in this regard, we have not deemed it necessary to implement any due diligence processes in relation to Human Rights. As in 2020, in 2021 we did not receive any complaints regarding the violation of Human Rights at ONNERA Group.

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. At Fagor Industrial we have defined the "PRO53 Internal Conflict Resolution" procedure the aim of which is to establish the necessary actions to channel complaints or claims for harassment at work.

ONNERA Mexico includes a specific section in its code of conduct on harassment at work and sexual harassment at work.

As part of the implementation of our compliance system, in 2021 we will be developing a code of conduct for the entire ONNERA Group, which will contain a specific section on Human Rights.

05

Customers:
Responsible,
high-quality products



ONNERA GROUP OFFERS ITS PRODUCTS AND SERVICES THROUGH TWO TYPES OF CUSTOMERS:

Sales DISTRIBUTION:

distributor customers who have their own sales and service network to carry out sales and provide comprehensive after-sales service 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

(102-6)

The safety of products manufactured by ONNERA Group is guaranteed by the certifications required for their sale in each destination country.

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 development and launch of new products on the market with guaranteed quality is always carried out following a procedure that establishes all the benchmarks for laboratory tests, pre-series and observation periods to be carried out on the market in order to be able to launch them.

05.
Customers: responsible, high-quality products

5.2.
HEALTH AND SAFETY

Our relationship with our customers is key to our business, which is why our commercial network maintains a close and constant relationship with them. These relationships are built up over time by offering good pre-sales and after-sales services, making regular visits and providing technical and commercial training. 2021 has not been a normal year due to the restrictions resulting from the pandemic, but it has been possible to hold some events such as the Host Fair in Milan, a leading trade fair in the Food Service sector. ONNERA Group was present at the fair with a large stand where our customers from all over the world could attend.

Customer satisfaction is a permanent focus for us. The evaluation and management of this satisfaction is carried out in two ways:

- Our sales and technical network is in permanent contact with our customers and collects their feedback on our products and services. 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 where all product launches are coordinated.
- Biannual customer satisfaction survey; a large sample of our customers is asked about 20 different criteria, such as the reliability of our products, the sales approach and the pre- and after-sales services. A report is then produced to draw conclusions from all the answers, followed by an action plan.

The last Customer Satisfaction Survey was carried out in 2019 and, as the survey is to be carried out every two years, it should have been carried out again in 2021. Due to the pandemic and the difficult situation that the hospitality sector has suffered, and believing that this could distort the outcome, it was decided to postpone it until the end of 2022, in the hope that the situation will have normalised by then.

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 monthly complaints meetings held by each business unit. In these meetings preventive actions are proposed for each complaint and once the complaints are closed, information related to the actions carried out is sent to the person who reported the complaint, so they can communicate the solution to the customer.

The quality management is reflected in the positive evolution of the percentage of complaints received with respect to sales:

	% Complaints on sales
2019	0.54%
2020	0.55%
2021	0.44%

The follow-up of all complaints and the corrective and preventive actions taken for each one of them leads to a constant improvement of our product, which is reflected in the drop in the percentage of complaints compared to 2019. In 2020 it was slightly higher than in 2019, mainly due to lower sales, because the number of claims was 29% lower than in 2019.

5.3. DIGITAL TRANSFORMATION AND CYBERSECURITY

It is a priority for ONNERA Group, and even more so with the situation arising from the pandemic, to be able to offer a comprehensive and quality service to all our customers, and to this end the digital transformation strategy that we have been working on in recent years is key. The areas that have already been developed within the Digital Customer project are as follows:

- Create and record enquiries in our system
- Convert these enquiries into solid orders
- Record orders for spare parts
- Access technical assistance remotely through cutting-edge digital tools

The project to connect our machines to the IoT is currently being completed. This option will allow customers to control their equipment remotely, receive alerts and notifications, and create recipes among many other options. This milestone is key to the growth of the business, especially in the laundry area.

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

5.4. COMMUNICATION AND CUSTOMER RELATIONS

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

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



Communications more directly related to product catalogues and the technical aspects of products are done through newsletters sent by e-mail to internal or external personnel, depending on the type of message to be transmitted.

06

Suppliers:

Sustainability in the supply chain



(102-9, 204-1, 408-1, 414-1, 414-2)

THE ONNERA GROUP'S SUPPLY CHAIN IS MADE UP OF THE FOLLOWING PARTS:

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: the transport of materials is usually freight collect and is mostly handled by our procurement departments.
3. Manufacture of sheet metal parts: 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 parts: all commercial and in-house manufactured components are stored in a central warehouse, which supplies the assembly lines on the basis of a production schedule.
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. Transport of the final 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 needed 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 product: a small proportion of the products we sell in our catalogues are purchased from other manufacturers.

06.

Suppliers: sustainability in the supply chain

6.1. SUSTAINABLE MANAGEMENT OF THE SUPPLY CHAIN

Within the framework of the development of the Compliance system, ONNERA Group is working on the definition of a globally applicable code of conduct that will cover all areas of sustainability - economic, social and environmental - which will be mandatory for suppliers.

The supplier code of conduct will be put on the supplier portal which is currently being worked on, and suppliers will be able to adhere to the code through the portal.

The crisis caused by Covid-19 in the supply of raw materials and components and the resulting increase in market prices has disrupted the stability of the ONNERA Group's supply chain.

In order to be able to respond to the growing demand for our products and to maintain production levels, the monitoring of suppliers by the purchasing and procurement divisions has been of vital importance.

The biggest risk at present is the instability in the market for delivery times and prices of raw materials and components. This requires close contact and collaboration with suppliers and forecasting a year and a half to two years ahead for some components, especially electronic components and raw materials.

The subcontracting of suppliers, especially for maintenance and installation work in manufacturing plants as well as installation and commissioning work in direct sales operations, poses a security risk to the organisation. For this reason, the manufacturing plants have a procedure for controlling contractors which defines the methodology for the coordination and management of activities between the organisation and third parties in order to preserve the health and safety of both employees and third parties who provide their work and/or services for our organisation, as well as describing the system to be followed to control the following points:

- Approval of contractors, from an Occupational Health and Safety perspective.
- 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.

The ONNERA Group considers the occupational health and safety of its employees to be a very important aspect for both the employee and supplier, and therefore the parent company has integrated the international ISO 45001 certification 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 at design. Samples are approved, and the first batch is also inspected.

Supplier approval is carried out annually, and all cases with scores below 97% are analysed to assess whether or not to send them the evaluation report in order to request corrective actions. The criteria that we take into account when evaluating suppliers is as follows:

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

Considering the nature of our business, we don't 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, it is the purchasing department that normally 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 roster.

Last year we completed 293 supplied evaluations, and 90.1% of them scored above 97%. The remaining 9.9% of suppliers have been analysed on a case-by-case basis to identify which of them are sent the evaluation report.

6.2. LOCAL SUPPLIERS

The groups of materials with the highest volume of purchases in the ONNERA Group are as follows:

Materials	% of total purchases
Sheet metal raw materials	28.9%
Various products (plastic parts, refrigeration units, sundries, adhesives, etc.)	28.8%
Electrical or electronic components	25.5%
Metal parts/units	16.8%

These data reflect the importance of good management of the purchase of raw materials at a time when the global supply and pricing of this group of materials is critical.

64% of purchases were local in 2021, which is stable compared to the previous year. We define a local purchase as when a manufacturing plant purchases components from suppliers in its own country.

07

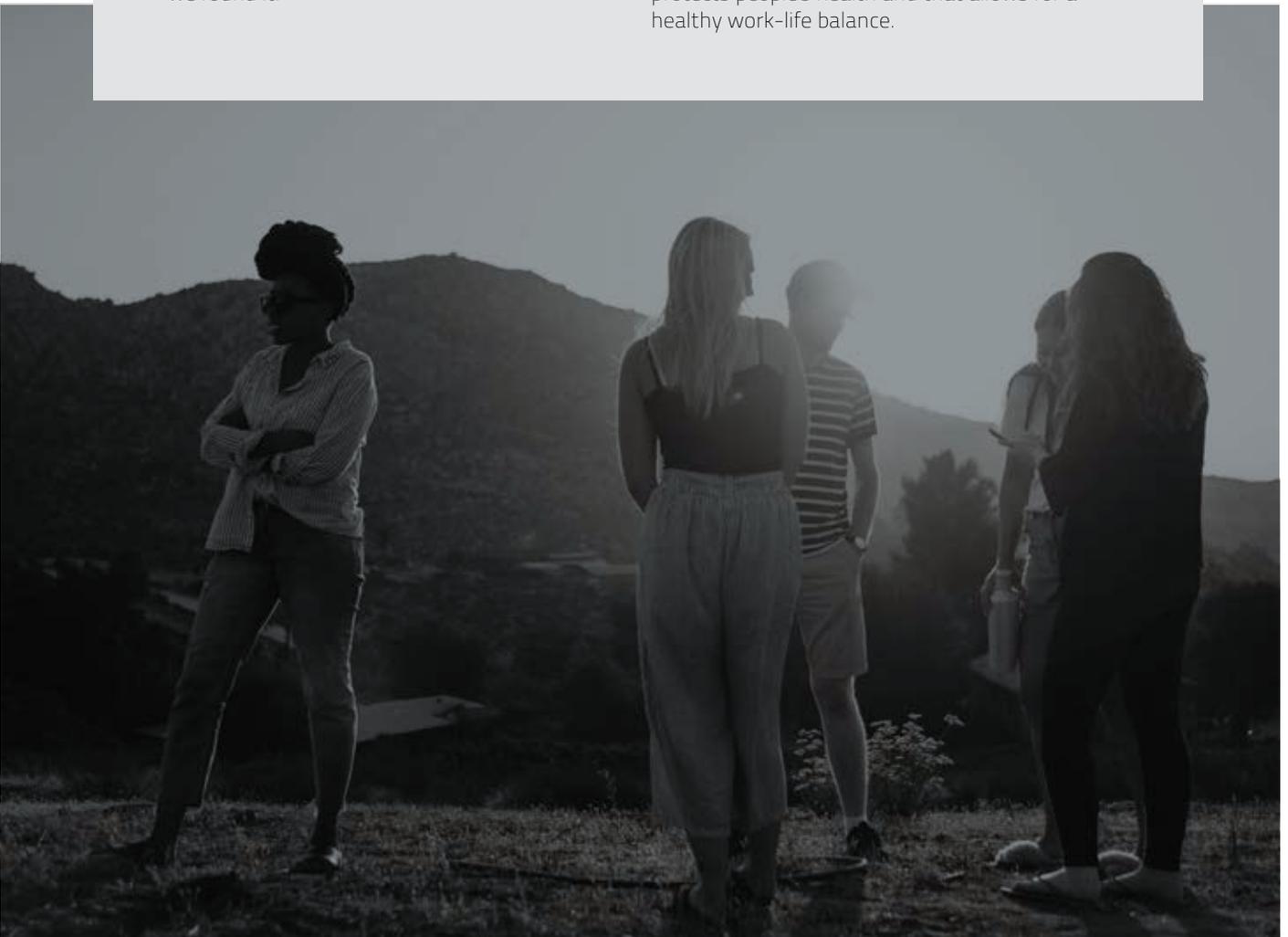
Human resources: Looking after people



At Fagor, people are the focus.

We are the people who are building a future together, jointly responsible for a shared project and fully committed to leaving later generations with a cooperative that was better than when we found it.

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.
Solidarity as a fundamental principle

7.1. ENVIRONMENTAL MANAGEMENT

In a situation marked by the COVID-19 crisis, 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 and satisfies their needs over the long term. As employee-members, we share equally in the cooperative's capital and contribute actively to its management.

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

7.1.1 Employment

(102-8)

As of 31 December 2021, ONNERA Group had a workforce of 2,369 people, with 1,794 men and 575 women. Compared to 2020, with a total of 1,787 people, there has been a significant increase of 24.5%, 582 people in total, which shows the positive evolution of the Group's activity during the year, which is reflected in the volume of hires.

The gender distribution of our workforce during 2021 has seen a significant increase in the number of male employees, with 418 out of 582 people (72%) being men.

Nevertheless, the overall percentage of women has increased slightly, whereas in 2020 77% of the workforce were men and 23% women, in 2021 75.7% are men and 24.3% women.

7.1.2 Types of contract

As for the type of contract, in 2021, 78% had a permanent contract, 22% a temporary contract.

In 2020, 91.38% of ONNERA Group's workforce was employed on permanent contracts, while the remaining 8.62% were temporary.

There has been a considerable increase in the number of temporary contracts over the past year. This is due to the increase in ONNERA Group's turnover from €221M in 2020 to €277M in 2021. The recovery in business after the pandemic has been gradual, hence the recovery in employment has so far only been reflected in temporary hiring. During 2022, these new temporary hires will progressively consolidate as the business recovery stabilises, and there will be conversions from temporary to permanent contracts as long as the international context allows the recovery to stabilise over time.

	2021	2020
Permanent contract	1848	1633
Temporary contract	521	154
* Part-time contract	42	44

*Part-time contracts are included in permanent and temporary contracts.

Evolution of the type of contract by gender (Average total number):

	Permanent Contract		Temporary Contract		Part-time Part-time	
	Men	Women	Men	Women	Men	Women
2021	1360.90	395.20	377.40	126.90	25.50	16.00
2020	1284.79	355.00	162.29	42.33	12.45	27.65

In 2021, 98.2% of employees worked full time, while the remaining 1.8% worked part time. In contrast, during the 2020 period, 97.54% of employees were full-time, compared to 2.46% who worked part-time:

Type of contract	Full-time Full-time		Part-time Part-time	
	2021	2020	2021	2020
Permanent	1808	1595	40	38
Temporary	519	145	2	6
Total	2327	1743	42	44

7.2. WAGE SOLIDARITY

(102-35, 102-36, 405-2)

GENDER PAY RATIO

The salary ratio between men and women by professional category in ONNERA Group was as follows:

Type of contract	Full-time Full-time		Part-time Part-time	
	2021	2020	2021	2020
Permanent	1808	1595	40	38
Temporary	519	145	2	6
Total	2327	1743	42	44

(*) The data have been calculated by taking the average salaries of ONNERA Group employees. (People who have been employed for less than 3 months of the year have been eliminated from the calculation so as not to distort the average).

(**) Directors' salaries include not only the ONNERA Group's Management Committee but also other front-line managers who are not part of the Group's Management Committee.

AGE PAY RATIO

Below you can see how the average remuneration by age group in ONNERA Group has change from 2020 to 2021:

Groups by age	Average pay by age	
	2021 (€)	2020 (€)
From 20 to 35	14,021.46	€14,613
From 36 to 45	23,492.46	€24,216
From 46 to 55	27,742.89	€28,148
Over 55	29,291.01	€29,929

(*) The data have been calculated by taking the average salaries of ONNERA Group employees. (People who have been employed for less than 3 months of the year have been eliminated from the calculation so as not to distort the average).

With regard to the crisis caused by COVID-19 and the use of ERTes (Expediente Temporal de Regulación de Empleo [Temporary Redundancy Schemes]) or similar measures, designed by different governments to deal with the economic consequences of the pandemic, by 2020 all legal entities located in Europe: Spain, France, Italy and Poland were forced to use these measures to make their activities more flexible, so that market demand was successfully matched with production and employment needs.

During the year 2021, however, ONNERA Group has not seen the need to use this measure in a widespread manner. The positive development of the business, despite a context influenced by the pandemic, has meant that it has not been necessary to use these labour flexibility measures. Thus, while in 2020 the number of redundancies was 165 people, in 2021, due to a change in trend in the recovery of activity, the number of redundancies was only 71, with the figure being substantially reduced and showing a very positive trend in hiring.

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

07

Solidarity as a fundamental principle

7.2. WAGE SOLIDARITY

WAGE RATIO BY PROFESSIONAL CATEGORY

If we focus on average remuneration data according to professional categories, the changes experienced at ONNERA Group from 2020 to 2021 are shown in the following tables:

(* The data have been calculated by taking the average salaries of ONNERA Group employees. (People who have been employed for less than 3 months of the year have been eliminated from the calculation so as not to distort the average).

Categories	Average remuneration by professional classification	
	2021 (€)	2020 (€)
Upper management	69,307.93	€61,896
Middle management	32,270.95	€26,399
Technicians	26,880.49	€27,103
Operators	17,495.27	€18,172

PAY GAP BY COUNTRY

If we focus on average remuneration data according to professional categories, the changes experienced at ONNERA Group from 2020 to 2021 are shown in the following tables:

Countries	Categories	Men		Women	
		2021	2020	2021	2020
Spain		69307.93	€61,896		
	Upper management	72176	71800	47671	55282
	Middle management	42507	40343	39974	36023
	Technicians	35165	34087	30471	27172
	Operators	23402	24832	20834	23122
France	Upper management	124513	134185	-	-
	Middle management	90635	60241	-	54601
	Technicians	48287	42880	36016	28559
	Operators	26516	25034	22531	26203
Italy	Upper management	80000	70000	-	-
	Middle management	47000	53000	70000	-
	Technicians	29925	38000	25333	25000
	Operators	-	-	-	-
Mexico	Upper management	64664	53627	62928	12153
	Middle management	14301	11258	12275	9532
	Technicians	8031	6768	9560	-
	Operators	3471	3863	3078	3588
Poland	Upper management	47381	38134	35301	32955
	Middle management	24062	22369	19904	17740
	Technicians	15345	15423	11520	12387
	Operators	13968	11308	11320	8886
USA	Upper management	134591	108650	-	-
	Middle management	77204	53303	34762	40339
	Technicians	38677	43636	40203	35377
	Operators	-	-	-	10113
Others (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and the Czech Republic). Dominican Rep.)	Upper management	-	35696	-	32814
	Middle management	36979	25260	26447	17451
	Technicians	14973	12422	15493	8210
	Operators	-	-	-	-

(* The data have been calculated by taking the average salaries of ONNERA Group employees. (People who have been employed for less than 3 months of the year have been eliminated from the calculation so as 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 chairperson who gives up their work position, while all the other members of the Governing Board balance their governing responsibilities with their work responsibilities. Thus, **there is no link between the remuneration of these persons and the work they perform as administrators 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 Euskadi.

Board members' education and training
Degree in Economics
Degree in Humanities and Business
Technical Engineering Degree in Electronics
Second Degree Vocational Training in Industry
Technical Engineering Degree in Electronics
Second Degree Vocational Training in the Automotive Industry
Second Degree Vocational Training in Computer Management
Second Degree Vocational Training in Industry
Diploma in Business

MANAGEMENT COMMITTEE

The average salary of the Management Committee in 2021 is 99,917 euros, while in 2020 it was 89,585 euros. We have not broken it down by gender as we want to maintain confidentiality, since there is only one woman in the Management Committee.

There are no specific benefits for the governing body or the senior executives for the role they perform. They receive compensation 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 salary, including the senior executives.

The variable compensation system enables cooperative employees to earn up to 7% of their gross annual salary in compensation, and for ONNERA Group directors this percentage is double.

BOARD OF DIRECTORS

The average salary of the Board of Directors in 2021 is 37,124 euros, while in 2020 it was 35,524 euros.

Average salary of the Board of Directors by gender:

Gender	Average salary (€) 2021	Average salary (€) 2020
Men	36313	35337
Women	38745	36086

(*) Calculated including gross annual salary.

The highest governing body of the cooperative does not receive any remuneration directly for the work they do, as individuals they receive compensation corresponding to the role they perform.

In 2021, the average remuneration of female directors remains above the average remuneration of male directors. This is worth highlighting and reiterates the fairness and equality that prevail as one of the fundamental principles of the cooperative model.

07. Solidarity as a fundamental principle

7.3. ORGANISATION OF WORK

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.

There is, however, a general approach in the Group that is based on trust and commitment of the 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 equitable criteria: the same response to the same situations.
- b) Fostering a culture of productivity, not an on-site culture, by minimising the recourse to overtime.
- c) Avoiding and minimising bureaucracy: authorisations, requests, control, etc.
- d) Meeting flexibility needs of the company.
- e) Promoting confidence in managing working time.

Percentage of employees covered by a collective bargaining agreement in Spain	2021	2020
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	1559	1031
Total no. of Employees (B)	2369	1787
Calculation: A/B	65.8%	57.69%

7.4. SOCIAL RELATIONS

(102-41, 407-1)

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	2021	2020
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	1559	1031
Total no. of Employees (B)	2369	1787
Calculation: A/B	65.8%	57.69%

7.5. PROMOTING EQUALITY BETWEEN WOMEN AND MEN

The bylaws of the cooperative clearly state that there can be no discrimination on any grounds whatsoever:

“None of the following shall be grounds for refusing admission to an applicant, unless they are incompatible with the cooperative’s purpose: race, language, sex, 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 man or woman who accepts the basic principles and proves to be professionally suitable for the positions that may be available.

Democratic organisation: The cooperative experience ensures basic equality for male and female employee-members in terms of respecting their rights to be, to own and to 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 intend to implement policies and action plans at a cooperative level and throughout ONNERA Group to ensure equal opportunities and prevent any form of discrimination. At Fagor Industrial, ONNERA Laundry Barcelona and Efficold, we have defined an equality plan which we will continue to work on it to make it as effective as possible. As a result of this assessment, in 2021 we will be implementing an ambitious equality plan with brand new guidelines. In addition, we have protocols for action in the event of situations of harassment in the workplace. Efficold has a specific protocol on sexual harassment, and Fagor Industrial has a proposal for a protocol for the same.

7.6. JOINT RESPONSIBILITY IN WORK-LIFE BALANCE

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

Governing bodies	Men (%)	Women (%)
Rest of the workforce	55.56%	33.33%
Middle management	11.11%	0.00%

In the 2021 period, as in the 2020 period, no cases of discrimination have been reported or occurred.

7.5.1 Managing diversity

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

At the moment, we are about to start the construction of 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 be inaugurated at the end of 2023 and will be a benchmark for 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:

	Disabled employees (entire group)	
	2021	2020
Total no. of employees with a disability (a)	36	25
Total no. of employees (b)	2369	1787
Calculation: a/b	1.52%	1.4%

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 and special working hours, 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 agreement. Outside Spain there are special agreements in the countries where we have manufacturing facilities, Mexico and France, except for Poland, where there are no specific regulations.

For example, the catering service at the head office plant and the transport organised to the ONNERA Mexico factory are just two of the ways our organisation improves working standards for its employees.

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

07.
Solidarity as a fundamental principle

7.7. WE ENCOURAGE THE DEVELOPMENT OF PEOPLE

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

The most important training needs revolve around workplace 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 prevention training requirements set out in the sector's collective agreement, a training plan is being implemented which will end in 2022 and which includes general and specific training for all the trades that have been detected in our organisation. This is aimed at the entire group, both contracted workers and members of the cooperative, as well as at all levels of the organisation, from managers to workshop operators.

At ONNERA Group there is a great **commitment to training and developing 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 key 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 enable the internal comparison of this training with a higher industrial cycle. The aim of the cooperative is to have more and more highly qualified members, which is why the educational bar for membership has been set at the higher education level. In tandem with this decision, we have chosen to train our employee-members to update their skills and to provide them with options for further professional development within the organisation.

We have also organised training at a social level with the aim of promoting confidence, commitment and involvement from our employees with 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.

The ONNERA Group's investment in training has increased in 2021 as a result of the recovery and return to a certain degree of normality in our organisations, after a generalised context of stoppage caused by the pandemic during 2020, when most of these types of activities had to be cancelled or temporarily interrupted.

Particularly noteworthy is the increase in investment in training for operators as a result of the training project aimed at validating the cycle of higher internal industrial grade for the roles of machinists, welding robots and testers. A successful training project that will be continued in 2022.

Number of hours of training	2021	2020
Operators	16858	4194.5
Technicians	3884	3279
Middle management	3057	2283
Upper management	563	359

7.8. WE LOOK AFTER PEOPLE

(103-1, 103-2, 103-3, 403-2, 403-3, 403-10)

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

The PRL 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, and the next one will be carried out in 2023.

The maintenance of these certificates is a sign of the cooperative's commitment to achieving the highest standards of prevention and staff welfare.

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. However, due to the arrival of the pandemic both in 2020 and 2021, it was forced to cease organising the initiatives that were under way. All the efforts of the people who work in the healthcare field at the cooperative have been put towards creating a safe work environment for our employees, as we continually establish different preventive measures to protect them from COVID-19.

Workplace health and safety was of crucial importance in 2020 due to the pandemic. Every plant had to develop their own COVID-19 protocol to protect employees from the virus as effectively as possible and to do everything they could to prevent contagions within the organisation.

The measures put in place in 2020 have remained in place in our organisations in 2021, as they have helped us to ensure the protection of the health of our employees against the virus in an effective and successful way. The work carried out by the prevention service and the medical service has been fundamental and valuable.

The recognised cases of workplace illnesses were as follows:

Number of occupational diseases	2021	2020
Women	2	0
Men	1	2
Total	3	2

In 2020, workplace illnesses started to be recognised by our mutual insurance company, as they were previously considered common diseases. This has meant that developments have been increasing in 2021, as injuries that previously did not fall into this category now do. And as more injuries come under scrutiny, it is logical that the number of workplace illnesses will increase.

Regarding the number of accidents with sick leave, the following box shows the trend over the last 3 years.

Number of accidents with sick leave	2021	2020
Women	18	12
Men	62	60
Total	80	72

In 2021, there were also 6 cases of accidents without sick leave among women and 34 cases of accidents without sick leave among men.

The most common types of workplace injuries are contusions, cuts and superficial wounds.

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

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

Accident severity index(*)										
	Group		Poland		France		Mexico		Spain	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Women	0.79	1.58	0	0	0.44	0.25	2.01	4.00	0.10	0.19
Men	0.68	0.72	0.9	0.18	3.56	1.73	1.32	1.34	0.35	0.55
Total	0.71	0.72	0.9	0.18	2.73	1.34	1.55	2.14	0.30	0.48

Accident frequency index(**)										
	Group		Poland		France		Mexico		Spain	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Women	16.61	15.84	0	0	38.89	103.71	12.67	10.64	22.34	20.65
Men	18.91	24.16	6.53	9.17	14.47	18.86	12.02	6.09	24.14	39.40
Total	18.34	22.21	5.24	9.17	21.09	41.49	12.24	7.46	23.75	35.73

(*) Calculation of severity index:

Number of accidents with sick leave and by sex, occurring during the working day, per million hours worked:

(No. of accidents by sex / No. of hours worked by sex) * 1,000,000

(**) Calculation of frequency index:

Number of working days lost by sex, as a result of accidents at work, per 1,000 hours worked:

(No. of days lost by sex / No. of hours worked by sex) * 1,000

08

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

(102-11)

At ONNERA Group we are aware of our responsibility towards the environment, and we aim to prevent pollution in order to minimise the harmful environmental impacts that our activity may generate. Introducing environmental criteria in the design of our products and promoting the use of non-polluting processes and materials.

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 carrying out correct environmental management. The rest of the manufacturing plants have a person dedicated to environmental management.

The greatest positive impact on the ONNERA Group's value chain would be made through the development of energy-efficient products, and this is the goal that the different R&D departments are working on, such as the development of a new drying system based on an inverter heat pump that is being developed at ONNERA Laundry Barcelona, or the iKORE ovens that are going to be launched in 2022, with 10% less energy and water consumption than the current range of ovens. In the refrigeration sector, eco-labelling is a standard, and the products that Efficold has developed are among the most energy-efficient on the market.

The Integrated System Programme is established on an annual basis, outlining all the objectives in terms of how we respond to the most important environmental factors. These goals are monitored in the environmental committees at all ISO 14001 certified sites. After analysing these important factors, we did not identify any product or technology being implemented that we believe could pose a risk to public health or the environment.

The important factors that Factor Industrial was working with in 2021 were the consumption of natural gas, electricity and water, together with the generation of iron and galvanised scrap metal.

Relevant investments made in ONNERA Group in 2021 to improve environmental performance are:

- Centralisation of alarm systems to improve emergency planning at Efficold
- Improvement of the gas charging system at Efficold, to switch to automatic gas charging of the equipment, instead of charging by boilers one at a time.
- Upgrading the lighting in the Efficold showroom with LED lights
- New air conditioning system by means of air recirculation in ONNERA Laundry Barcelona.
- New condensing gas boiler at ONNERA Laundry Barcelona

Although light pollution is not an environmental aspect that is regulated for ONNERA Group's production plants due to the relatively minor impact associated with it, we do promote the installation and efficient usage of lighting systems, with a commitment to the implementation of low-consumption bulbs.

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Environment: Commitment to the planet

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

In 2021, as in 2020, no sanctions for environmental non-compliance have been received. Fagor Industrial S.Coop. also has environmental insurance.

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

Direct Expenditures Assigned to the EMS (Amount in €)	2021	2020
ISO 14001 Certification	12835	9509
Safety advisor	11850	13545
Consultation on environmental requirements	30127	18399
Rat extermination, disinfection and decontamination	16404	39151*
Management of inert waste (paper/cardboard, wood, plastic, rubbish)	197581	88933
Management of hazardous waste	13647	12373
Water analysis (spillage control)	5544	4534
TOTAL	287988	186445

The resources devoted to environmental risk prevention have been growing over the years.

The three ISO 14001 certified manufacturing plants have a plan in place that identifies potential emergency situations and establishes a systematic response to such emergency situations and actual incidents that may occur, in order to prevent or mitigate adverse consequences for the environment and for the health and safety of employees.

8.2. EMISSIONS AND COMBATING CLIMATE CHANGE

(103-1, 103-2, 103-3, 305-7)

In 2020, the ONNERA Group's carbon footprint was calculated for the first time in the three scopes, and the aim is to continue to do so every year. No reduction targets have been defined so far, but the aim is to do so in the coming years.

The greenhouse gases emitted by ONNERA Group are outlined in the following tables. The calculations have been carried out according to the GHG Protocol standard.

Direct greenhouse gas emissions scope 1:

	2021 (tCO ₂ eq)	2020 (tCO ₂ eq)	2019 (tCO ₂ eq)
Spain	1008.56	596.28	912.4
France	153.68	91.06	113.99
Poland	303.86	228.83	1053.57
Mexico	94.79	20.95	117.56
Total	1560.89	937.13	2197.53

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)

Although emissions have increased compared to the previous year, restrictions on mobility during part of the year 2021 mean that the 2019 emission values have not yet been reached.

Indirect greenhouse gas emissions scope 2:

	2021 (tCO ₂ eq)	2020 (tCO ₂ eq)	2019 (tCO ₂ eq)
Spain	153.85	1563.81	1745.25
France	8.21	7.43	7.45
Poland	1120.22	848.09	2327.57
Mexico	1023.05	705.58	891.49
Total	2305.33	3124.93	4971.77

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 positive effect of renewable energies on scope 2 emissions can be clearly seen in the data.

Indirect greenhouse gas emissions scope 3:

	2021 (tCO2eq)	2020 (tCO2eq)	2019 (tCO2eq)
Spain	-	7690811.70	8009281.30
France	-	923625.60	850891.83
Poland	-	1867101.36	1846462.05
Mexico	-	1324900.02	2945142.19
Total	-	11806438.68	13651777.38

* Scope 3 of 2021 will be calculated later in the year 2022.

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

The base year for the calculation of GHG emissions has been 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 Report, but the methodology used at that time was not very precise.

Below is the total company carbon footprint for:

	2021 Scope 1 and 2	2020 (tCO2eq)	2019 (tCO2eq)
Spain		7692761.81	8011939.0
France		923724.09	851013.3
Poland		1868178.28	1849843.19
Mexico		1325626.56	2946151.25
Total		11810500.64	13658946.68

ONNERA Group is in the process of calculating its scope 3 carbon footprint for 2021, which will be published next year.

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
- Warming Potentials indicated in the Fourth IPCC Assessment Report (Regulation 517/2014)

Within the ONNERA Group, Fagor Industrial is the only plant that has sources of atmospheric emissions, two to be precise:

1. Paint booth propane burner pollutants that are measured: CO, NOx, SO2 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:

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

NOx Average value: 23.5ppm; Threshold value: 300ppm

SO2 Average value: 28 gr /Nm3; Threshold value: 850 gr /Nm3

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

The next revision is planned for 2022.

As for noise pollution, the noise levels produced by our facilities do not exceed the established legal limits.

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Environment: Commitment to the planet

8.3. RESPONSIBLE USE OF NATURAL RESOURCES

8.3.1 Energy consumption

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

The energy consumption within the organisation is:

Fuel types	Consumption of Fuel 2021 (kWh)	Fuel consumption 2020 (kWh)
Propane	1,638,371.1 (35.4%)	628,777 (18.1%)
Natural gas	2,987,593.3 (64.6%)	2,846,689 (81.9%)
Total	4625964.4	3475466

(*) The calculation of propane consumption has been obtained from litres to kWh using conversion factors:
 1Kg of propane = 13.385kWh
 1 litre of propane = 0.51Kg

Total energy consumption within the organisation, including electricity, natural gas and propane, is 20,541,489 kWh.

In terms of energy consumption, the primary consumption data for ONNERA Group is as follows:

	2021	2020	2019
Electricity (Kwh)	15957851	12386373	13309933
Natural gas (Kwh)	2987593	2846689	3703539
Propane (litre)	240007	92115	127199

75,413 kWh (0.4%) of the total was generated by photovoltaic panels at ONNERA Laundry Barcelona.

11,326,967 kWh, 55.1% of the total, from Efficold and Fagor Industrial, come from renewable energy sources. In 2020, renewable energy consumption was 31%.

The energy intensity in 2021 has remained the same as in 2020, at 0.07kWh, but as mentioned above, it is important to note that there has been a 24% increase in renewable energy consumption from one year to the next. We calculate energy intensity by dividing energy consumption by the amount of sales, including fuel and electricity.

8.3.2 Water consumption

(303-1, 303-5)

The water consumption within the organisation is:

Water consumption (megalitres)	2021	2020	2019
Water consumption in all areas	54.98	49.24	45.96

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

Water consumption in the ONNERA Group is significant in the plants where washing machines and dishwashers are manufactured, i.e. Fagor Industrial and ONNERA Poland. Both plants have a water recirculation system to reduce consumption, but we do not have recirculation data for 2021 because in Poland no meter has been installed to obtain the data, and in Fagor Industrial there has been a technical problem and we do not have that information either.

Consumption in 2021 was 11% higher than in 2020, but sales increased by 20%.

8.3.3 Raw materials and supplies

(301-1, 301-2)

The main raw material that is used throughout the 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 group's total consumption in tonnes.

Consumption in Tn	2021	2020	2019
Stainless steel	10380.5	7655.5	7773
Galvanised	7515.4	6240.2	4743
Iron	450.7	371.4	297
Wood	6099.1	2855	3077
Cardboard	1843.4	476	477

The increases in consumption are due to the increase in production in 2021.

Each plant carries out quality procedures aimed at reducing the number of parts scrapped, thus reducing the consumption of the corresponding raw materials. The quality committee continuously monitors the scrap data and proposes actions for improvement.

The weight of non-renewable raw materials used for producing the organisation's main products and services in 2021:

Non-renewable raw materials	2021 Weight (Kg)	2020 Weight (Kg)
Iron	450700	383700
Stainless steel	10380500	7948700
Galvanised	7515400	6337300
Total	18346600	14669700

The weight of renewable raw materials used for producing the organisation's main products and services in 2021:

Renewable raw materials	2021 Weight (Kg)	2020 Weight (Kg)
Wood	6099100	2854600
Cardboard	1843400	476200
Total	7942500	3330800

8.4. CIRCULAR ECONOMY AND WASTE MANAGEMENT

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

All our manufacturing plants collect and transport waste through authorised waste managers and transporters, to ensure that the waste is handled properly.

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 urban	2021	2020	2019
Sheet metal: iron+ galv. steel (tn)	2992	2795	2706
Sheet metal: stainless steel (tn)	2424	1393	2110
Wood (tn)	752	602	647
Urban waste (tn)	422	453	88
Cardboard/paper (tn)	414	311	328
Plastic (tn)	196	27	37
Total inert waste	7201	5581	5916

Waste generated has risen in 2021 due to the increase in production, as has the consumption of raw materials.

Hazardous waste	2021	2020	2019
Contaminated material (Kg)	6549	5373	8485
Contaminated plastic packaging (Kg)	6304	4798	4685
Non-halogenated org. SOLVENT (Kg)	4972	2443	2990
Metal dust (Kg)	3584	4588	5452
Contaminated metal packaging (Kg)	2039	2518	2804
Aerosols (Kg)	1398	1259	1562
Total hazardous waste	24846	20979	25978

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Environment: Commitment to the planet

Waste not destined for disposal in 2021 is as follows, in one table classified according to composition and in the following tables according to recovery operations:

Waste NOT destined for disposal broken down by composition (Tn)	Fagor Industrial	Eficold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
Cardboard	111.3	128	31.5	99.7	41	0	3	414.50
Wood	158.7	367	51.5	151.7	0	13	10	751.90
Scrap metal	1614.5	1643	570.7	887	515	93	93	5416.20
Plastic	160	4	1.1	17.1	12	0	2	196.20
Contaminated plastic packaging	0.32	4.8	0.41	0.4	0.37	0	0	6.30
Solvents	0.4	4.47	0	0.09	0	0	0.01	4.97
Metal dust	1.96	0.72	0	0.40	0.51	0	0	3.58
Contaminated metal packaging	1.62	1.16	0	0.32	0.1	0	0	3.20
Aerosols	0.46	1.16	0	0.32	0.1	0	0	2.04
TOTAL	2049.26	2154.31	655.21	1157.03	569.07	106.00	108.01	6798.89

Wastes NOT destined for disposal	Fagor	Eficold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
Hazardous waste (recovery operations) tonnes								
Recycling	2.73	0.90	0.16	0.40	0.80	0.00	0.00	4.98
Recovery or regeneration of solvents	0.40	4.47	0.00	0.09	0.00	0.00	0.01	4.96
Inertise	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recovery	0.78	5.96	0.41	0.72	0.47	0.00	0.00	8.34
Valuation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Landfill	2.00	3.46	0.00	0.72	0.37	0.00	0.00	6.55
On-site storage	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Contaminated metal packaging								
Recycling	0.16	4.00	1.10	17.10	12.00	0.00	2.00	36.36
Recovery or regeneration of solvents	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Inertise	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recovery	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Valuation	1.88	2.14	0.65	1.14	0.56	0.11	0.11	6.59
Landfill	9.4	229.00	36.40	78.40	27.00	0.00	42.00	422.20
On-site storage	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Total hazardous and non-hazardous waste NOT destined for disposal for each recovery operation listed in the table above.	Fagor	Efiicold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
Recovery operation: RECOVERY Tonnes								
In the facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outside of the facilities	1.88	2.14	0.65	1.14	0.56	0.11	0.11	6.59
Recovery operation: RECOVERY Tonnes								
In the facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outside of the facilities	1.18	10.43	0.41	0.81	0.47	0.00	0.01	13.31
Recovery operation: RECOVERY Tonnes								
In the facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outside of the facilities	2.89	4.90	1.26	17.50	12.80	0.00	2.00	41.35
Recovery operation: LANDFILL Tonnes								
In the facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outside of the facilities	11.40	232.46	36.40	79.12	27.37	0.00	42.00	428.75

Waste not destined for disposal in 2021 is as follows, in one table classified according to composition and in the following tables according to recovery operations:

Waste for disposal broken down according to composition	Fagor Industrial	Efiicold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
Waste urban	9.4	229.00	36.4	78.4	27.00	0.00	42.00	422.20
Contaminated material	2.00	3.45	0.00	0.72	0.37	0.00	0.00	6.54
TOTAL	11.4	232.45	36.4	79.12	27.37	0.00	42.00	428.74

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Environment: Commitment to the planet

Waste not destined for disposal in 2021 is as follows, in one table classified according to composition and in the following tables according to recovery operations:

Waste for disposal	Fagor	Eficold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
HAZARDOUS WASTE (Recovery operations) Tonnes								
Incineration (with energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer to a landfill	2.00	3.46	0.00	0.72	0.37	0.00	0.00	6.18
NON-HAZARDOUS WASTE (Recovery operations) Tonnes								
Incineration (with energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Incineration (without energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer to a landfill	9.40	229.00	36.40	78.40	27.00	0.00	42.00	353.20
Outside of the facilities	11.40	232.46	36.40	79.12	27.37	0.00	42.00	428.75

Total hazardous and non-hazardous waste NOT destined for disposal for each recovery operation listed in the table above.	Fagor	Eficold	ONNERA Laundry Barcelona	ONNERA Mexico	ONNERA Poland	Danube	ONNERA Contract	Weight Total
Recovery operation: LANDFILL Tonnes								
In the facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Outside of the facilities	11.40	232.46	36.40	79.12	27.37	0.00	42.00	428.75

It should be noted that only 6% of the total waste generated is destined for disposal.

Together in a new era

09

Society:

Promoting community
development



(103-1, 103-2, 103-3, 203-2, 413-1)

We were founded more than 60 years ago to respond to the needs of society, which is why our organisation is rooted in the community. Society's challenges are also our challenges, which is why we are involved in the transformation of our region.

The ONNERA Group's actions in collaboration with society are mainly promoted by Fagor Industrial, which is the parent company, although some of the other manufacturing plants, such as Efficold, also make contributions in their area. This section reports the actions carried out by Fagor Industrial and also those carried out by the Fagor Group, which Fagor Industrial belongs to.

The Fagor Group's links with the community have been a constant since it was founded. Fagor is a cooperative group created to promote the socio-economic development of the Debagoiena region based on solidarity and community self-organisation.

The 21st century presents us with new challenges, and it is urgent that our territories, as well as our institutions, move towards sustainability. In this regard, we promote alliances with other partners to work together towards the achievement of the sustainable development goals, in line with SDG 17, partnerships for the achievement of the goals.

To this end, as established by the Basque Cooperatives Act, Fagor has a COFIP fund (Cooperative Promotion and Training Fund) which is endowed with 10% of the annual profits of the cooperatives that make up the Group. In addition to complying with this legal obligation, Fagor allocates a further 2% to this fund, as a sign of our commitment to the challenges facing our society. The largest part of this fund is used to promote strategic projects that aim to generate long-term impact, while the other part, which is not so large, is used to support numerous social, cultural and sporting organisations.

In total, thanks to this fund, €1,134,992 has been distributed in 2021, of which €269,163 will be used to co-finance plans for the normalisation of the Basque language in our cooperatives.

Fagor Industrial has contributed a total of €95,193 to the Fagor Group's COFIP fund, 10% of its 2021 profits. As mentioned above, the Fagor Group manages 90% of the fund contributed by each cooperative, and the remaining 10% 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	Social transformation projects at the cooperatives (2%)	Projects managed by each cooperative (8%)
€95,193	€23,798	€23,798	€23,798	€9,519	€4,760	€1,904	€7,615

09.

Society: Promoting community development

9.1. COMMUNITY DEVELOPMENT

Fagor Industrial has earmarked €7,615 in 2021, 8% of the total contributed to the COFIP fund, for various projects. The criteria for allocating the fund to different projects are as follows: 40% for educational projects/activities; 30% for social support projects; 15% for sports activities; 10% for cultural projects or activities; 5% for local festivals.

The projects which Fagor Industrial has contributed to in 2021 are:

- Training courses of personal interest requested by members of the cooperative: €1,400
- Promoting the Oñati Multikirola educational project, so that children from the town's different schools can practise different kinds of more general sports during the week through specialised sessions at weekends: €3,000
- Elkarrekin bila is a project promoted by the Franciscans of Arantzazu, together with a group of lay people. The project aims to offer people and groups who have difficulties in life (sick people, people with addictions, unprotected minors, prisoners, people with disabilities...) a stay at the Arantzazu Sanctuary, providing them with leisure time and, at the same time, offering them possible training. Fagor Industrial has contributed €500 to this project.
- Hermansoloña is a local NGO from Oñati, which helps to provide food and clothes to people in need in different parts of the world. Fagor Industrial has contributed €500 to help the Sahrawi camp.
- Aloña Mendi Igeriketa Saila (the swimming section of the Aloña Mendi sports club in Oñati) has been sponsored with the promotion of the new Fagor Professional brand: €500
- Contribution to the Ganbara de Oñati choral singing project: €300

9.1.1 Debagoiena 2030

Debagoiena 2030 is a network created to promote the sustainable development of the territory in which the head offices and most of the production plants of our cooperatives are located.

With a view to 2050, the vision of Debagoiena 2030 is to become a smart, inclusive and climate-neutral territory, by deepening the community development of the region.

In order to achieve this vision, the network aims to facilitate links between social groups and people, to influence people's values and vision of the world, and to promote innovative initiatives and projects that have a significant impact on the territory.

The priority areas of involvement that have been identified are as follows:

- The future of work
- Energy transition
- Circular economy
- Sustainable mobility
- Healthy and sustainable food
- Education for sustainability

Throughout the year 2021, work has focused on two areas: the energy transition and the future of work. In each of them, an exploratory phase has been carried out in order to get to know the organisations working in each area and to identify the initiatives, projects and ideas they have. From there, and through co-creation processes in which the participants themselves have taken part, projects have been defined to address the challenges that have been identified.

Fagor has allocated €269,123 to this initiative in 2021, a sign of our commitment to SDG 11: sustainable cities and communities.

9.1.2 The Elkarrekin Herrigintzan Programme

The Elkarrekin Herrigintzan programme is a programme that the Fagor Group has set up to subsidise projects and build collaboration frameworks for agents that operate with social commitment.

Throughout 2021, the Errigora, Bizipoza and Pauso Berriak programmes of the Gureak Group have been the most significant subsidised initiatives. A total of €79,646 has been allocated to these programmes.

9.1.3 Promoting local partnerships

Part of our COIP distribution is used to subsidise the activities of the various associations operating in the communities where our cooperatives are located. Specifically, €86,132 has been earmarked for the year 2021.

9.2. COMMITMENT TO EDUCATION

9.2.1 Gizabidea

Through the Gizabidea Foundation, Fagor has been working with local cooperative educational organisations for the past 40 years to fund new infrastructure in the region to offer quality education to children and teenagers. This collaboration is carried out with Arizmendi Ikastola and Mondragon Unibertsitatea, with the aim of financing new buildings or transforming existing ones, so that the region has modern, quality infrastructures. The buildings financed by Gizabidea will become the property of the Foundation to ensure that they are always used for education. The market value of the buildings, which are owned by the Gizabidea Foundation, is over €50M.

Fagor's commitment to the cooperative educational organisations in the region goes beyond collaboration within the Gizabidea Foundation, given that Fagor participates in the governing bodies of Mondragon Unibertsitatea and Arizmendi Ikastola.

In 2021, Fagor directed €269,123 from its COFIP fund to the Gizabidea Foundation, as a demonstration of their commitment to SDG 4: Quality education.

9.3. COOPERATION FOR DEVELOPMENT

9.3.1 Mundukide

In order to respond to the universal spirit of cooperativism and to help developing countries generate home-grown community development processes, more than 10 years ago Fagor set up the Mundukide Foundation, together with other MONDRAGON cooperatives and several local NGOs. Fagor is a member of the board of trustees and actively participates in the challenges of the Foundation. In addition to financing its activity, Fagor enables its members to participate as volunteers in the countries where Mundukide has programmes.

In 2021, Fagor allocated €97,665 from the COFIP fund to the Mundukide Foundation, a demonstration of our commitment to SDG 1: Ending Poverty.

9.3.2 Garabide

The Garabide association is an institution that fosters the language, learning from the processes of recovering the Basque language and sharing this knowledge with other countries. Garabide works with minority language communities to enrich their socio-economic development through the process of language recovery.

In 2021, Fagor allocated €10,000 of COFIP funds to Garabide.



09.

Society: Promoting community development

9.4. FAGOR COMMUNITY

We want Fagor's commitment to sustainability and the Sustainable Development Goals to be not only a corporate commitment, but also a personal commitment for our partners. To this end, the Commission for Social Transformation was set up in 2020, composed of representatives from all the cooperatives and coordinated by the person responsible for corporate sustainability. The aim of this committee is to promote activities and projects that involve members in the Sustainable Development Goals and reinforce the feeling of belonging to the Fagor community.

The most important activities carried out during the year 2021 are as follows:

- Fagormugi: an initiative to encourage sustainable mobility in commuting, offering a series of incentives to people who accumulate the most sustainable kilometres. In 2021, 440 people registered, and between them they travelled more than 145,000 km in a more sustainable way.
- Campaign for the consumption of Km0 products in collaboration with the Errigora initiative. The feasibility of using products from growers in southern Navarre in Fagor's cafeterias has been analysed, and as a first step, three locally grown products have been brought to the kitchen of a cooperative, in collaboration with Errigora and Auzo Lagun.
- Collaboration with the Harreman shop, dedicated to the sale of fair trade products, consuming local products and carrying out campaigns to involve our members as volunteers.
- Recycling of face masks. In five of the group's cooperatives, we have started to recycle face masks to reduce the environmental impact of this type of waste.
- We have participated in the UNICEF COVAX campaign with a financial contribution of over €18,000. Of this, more than €8,000 was donated by members.
- We took part in the EITB marathon and contributed €15,000 to Alzheimer's research.

A total of €54,180 was earmarked in 2021 to finance these activities from the COFIP fund.



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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 manufacturing plants:

	Profits added to the consolidated balance sheet (thousands €)*			Taxes on profits (thousands of €)			Public subsidies received (thousands of €)		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Spain	6267	1655	11047	-225	382	963.2	224	459	607.3
France	528	115	-266	175	96	197.5	3	-	3.6
Mexico	2137	-284	18	1656	257	326.1	-	-	0.4
Poland	1530	332	565	232	185	234.1	-	-	0.2
Other countries	1288	-530	954	232	39	33.9	-	-	-

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

	Profits added to the consolidated balance sheet (thousands €)*			Taxes on profits (thousands of €)			Public subsidies received (thousands of €)		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Combined Total	11749	1288	12318	2069	959	1755	227	459	611

*Results before reconversion

2021 has seen a move towards economic recovery, far outstripping 2020 earnings and approaching the pre-pandemic figures of 2019.

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About this report



(102-32, 102-46, 102-48, 102-49, 102-50, 102-51, 102-52, 102-54)

This report presents the Non-Financial Information Statement of Fagor Industrial S. Coop and subsidiaries (hereinafter, ONNERA Group), in accordance with the requirements of Law 11/2018, of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, in relation to non-financial information and diversity. This would be the second Sustainability Report - EINF that has been carried out for the 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 2021 to 31 December 2021. 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 chairwoman 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).

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12.1.

GRI TABLE OF CONTENTS

GRI Standards Indicator	Page/Direct Response	Omissions	External verification
GRI 101 FUNDAMENTALS 2016 GRI 102 General basic conditions 2016			
Profile of the organisation			
102-1 Name of the organisation	Annex 1.- Contact details		
102-2 Activities, brands, products and services	3.1.1. Our products and services		
102-3 Location of the head office	Annex 1.- Contact details		
102-4 Location of operations	3.1.2.2. Global presence		
102-5 Ownership and legal form	Annex 1.- Contact details		
102-6 Markets served	3.1.2.2. Global presence		
102-7 Scale of the organisation	2.- 2021 in figures		
102-8 Information about employees and other workers	7.1.1- Employment		
102-9 Supply chain	6.1.- Sustainable management of the supply chain		
102-10 Significant changes to the organisation and its supply chain	6.1.- Sustainable management of the supply chain		
102-11 Precautionary principle or approach	8.1.- Environmental management		
102-12 External initiatives	3.8.- Innovation and development		
Strategy			
102-14 Declaration from the highest governing body	1.- Letter from the chairwoman		
Ethics and integrity			
102-15 Impacts, risks and key opportunities	3.4.- Trends and risks		
102-16 Values, principles, standards and behavioural standards	3.2.- Cooperative culture		
102-17 Assessment procedures and ethical concerns	4.3.- Compliance and business ethics		

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GRI Standards Indicator	Page/Direct Response	Omissions	External verification
GRI 101 FUNDAMENTALS 2016 GRI 102 General basic conditions 2016			
Governance			
102-18 Governance structure	4.1.- Governance structure		
102-19 Delegation of authority	4.1.- Governance structure		
102-21 Consultation with interest groups about economic, environmental and social issues	3.-.- Trust and proximity to stakeholders		
102-22 Composition of the highest governing body and its committees	4.1.- Governance structure		
102-23 Chairperson of the highest governing body	4.1.- Governance structure		
102-24 Nomination and selection of the highest governing body	4.1.- Governance structure		
102-26 Function of the highest governing body and selection of objectives, values and strategy	4.1.- Governance structure		
102-29 Identification and management of economic, environmental and social impacts	3.4.- Trends and risks		
102-30 Effectiveness of risk management processes	3.4.- Trends and risks		
102-31 Evaluation of economic, environmental and social issues	3.4.- Trends and risks		
102-32 Function of the highest governing body in the production of sustainability reports	11.- About this report		
102-33 Communication of critical concerns	4.2.- Cooperative model		
Participation of interest groups			
102-40 List of interest groups	3.6.- Trust and proximity to stakeholders		
102-41 Collective negotiation	7.4.- Membership relations		
102-42 Identifying and selecting interest groups	3.6.- Trust and proximity to stakeholders		
102-43 Approach for the participation of interest groups	3.6.- Trust and proximity to stakeholders		
102-44 Key issues and concerns raised	3.7.- Summary analysis:		
Procedures for producing reports			
102-45 Bodies included in the consolidated financial statement	Annex 1. Companies in the Group		
102-46 Determining the contents of the reports and the coverage of the issue	3.7.- Summary analysis:		
102-47 List of material issues	3.7.- Summary analysis:		
102-48 Restatement of the information	11.- About this report		
102-49 Changes to the production of reports	11.- About this report		
102-50 Reporting period	11.- About this report		
102-51 Date of the last report	11.- About this report		
102-52 Production cycle of reports	11.- About this report		
102-53 Point of contact for questions about the report	Annex 2.- Contact details		
102-54 Declaration for the production of the report in accordance with the GRI Standards	11.- About this report		
102-55 GRI table of contents	12.1.- GRI table of contents		
102-56 External verification	12.4.- External verification		

Material Issues

GRI Standards Indicator	Section in the report/Direct response	Omissions	External Verification
GRI 200 FINANCIAL ISSUES			
GRI 201 Financial soundness (2016)			
103-1 Explanation of the material issue and its coverage	3.3.- Goals and strategies		
103-2 Management approach and components	3.3.- Goals and strategies		
103-3 Evaluation of management approach	3.3.- Goals and strategies		
201-4 Financial assistance received from the government	10.- Tax information: sustainable economic growth		
GRI 205/206 Business ethics and integrity (2016)			
103-1 Explanation of the material issue and its coverage	4.- Governance: rooted in the territory		
103-2 Management approach and components	4.- Governance: rooted in the territory		
103-3 Evaluation of management approach	4.- Governance: rooted in the territory		
102-17 Assessment procedures and ethical concerns	4.3.- Compliance and business ethics		
205-1 Operations evaluated for risks related to corruption	4.3.- Compliance and business ethics		
NO GRI Application of best practices in corporate governance			
103-1 Explanation of the material issue and its coverage	4.- Governance: rooted in the territory		
103-2 Management approach and components	4.- Governance: rooted in the territory		
4.2.- Cooperative model			
103-3 Evaluation of management approach	4.- Governance: rooted in the territory		
108-18 Governance structure	4.1. Governance structure		
102-19 Delegation of authority	4.2.- Cooperative model		
102-22 Composition of the highest governing body and its committees	4.2.- Cooperative model		
GRI 416 Customer satisfaction (2016)			
103-1 Explanation of the material issue and its coverage	5.- Customers: responsible, high-quality products		
103-2 Management approach and components	5.1.- Product quality and safety		
103-3 Evaluation of management approach	5.- Customers: responsible, high-quality products		
416-1 Evaluation of the impacts on health and safety from our different categories of products and services	5.1.- Product quality and safety		
NO GRI Innovation			
103-1 Explanation of the material issue and its coverage	3.8 Innovation and development		
103-2 Management approach and components	3.8 Innovation and development		
103-3 Evaluation of management approach	3.8 Innovation and development		
NO GRI % of turnover directed to RDI	3.8 Innovation and development		

(*) Indicates which part of the value chain is impacted.

(**) Indicates the organisation's involvement in the impact: direct (the organisation has caused the impact directly) or indirect (the organisation is connected to the impact through its business relations)

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Material Issues

GRI Standards Indicator	Section in the report/Direct response	Omissions	External Verification
GRI 300 ENVIRONMENTAL ISSUES			
GRI 306 Waste management (2016)			
103-1 Explanation of the material issue and its coverage	8.4.- Circular economy and waste management		
103-2 Management approach and components	8.4.- Circular economy and waste management		
103-3 Evaluation of management approach	8.4.- Circular economy and waste management		
306-2 Waste by type and elimination method	8.4.- Circular economy and waste management		
NO GRI Life cycle of products			
103-1 Explanation of the material issue and its coverage	8.3.- Responsible use of natural resources		
103-2 Management approach and components	8.3.- Responsible use of natural resources		
103-3 Evaluation of management approach	8.3.- Responsible use of natural resources		
301-1 Materials used by weight or volume	8.3.- Responsible use of natural resources		
301-2 Recycled supplies	8.3.- Responsible use of natural resources		
GRI 201/305 Climate change (2018)			
103-1 Explanation of the material issue and its coverage	8.2.- Emissions and combating climate change		
103-2 Management approach and components	8.2.- Emissions and combating climate change		
103-3 Evaluation of management approach	8.2.- Emissions and combating climate change		
305-1 Direct greenhouse gas emissions (Scope 1)	8.2.- Emissions and combating climate change		
305-2 Indirect greenhouse gas emissions (Scope 2)	8.2.- Emissions and combating climate change		
305-3 Other indirect greenhouse gas emissions (Scope 3)	8.2.- Emissions and combating climate change		
GRI 400 MEMBERSHIP ISSUES			
GRI 401 Job quality (2016)			
103-1 Explanation of the material issue and its coverage	7.- Human team looking after people		
103-2 Management approach and components	7.1 Solidarity as a fundamental principle		
103-3 Evaluation of management approach	7.1 Solidarity as a fundamental principle		
102-8 Information about employees and other workers	7.1.1 Employment		
401-1 New hires of employees and staff turnover	Traceability table for the law 11/2018		
GRI 403 Health and safety in the workplace (2018)			
103-1 Explanation of the material issue and its coverage	7.8.- We take care of people		
103-2 Management approach and components	7.8.- We take care of people		
103-3 Evaluation of management approach	7.8.- We take care of people		
403-2 Identification of hazards, risk assessment and investigation of incidents	7.8.- We take care of people		
403-3 Healthcare services in the workplace	7.8.- We take care of people		
GRI 413 Involvement with local communities and interest groups (2016)			
103-1 Explanation of the material issue and its coverage	9.- Society: Promoting community development		
103-2 Management approach and components	9.- Society: Promoting community development		
103-3 Evaluation of management approach	9.- Society: Promoting community development		
413-1 Operations with participation from the local community, impact evaluations and development programmes	9.- Society: Promoting community development		
413-2 Operations with significant negative impacts (real or potential) on local communities	9.- Society: Promoting community development		

12.2. TRACEABILITY OF THE LAW 11/2018

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
BUSINESS MODEL			
Description of the group business model	Brief description of the group's business model, including its corporate environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its evolution in the future.	GRI 102-1 Name of the organisation	Annex 1.- Companies in the Group
		GRI 102-2 Activities, brands, products and services	3.1.1.- Our products and services
		GRI 102-3 Location of the head office	Annex 1.- Companies in the Group
		GRI 102-4 Location of activities	3.1.2.- Global presence
		GRI 102-5 Ownership and legal form	Annex 1.- Companies in the Group
		GRI 102-6 Markets served	3.1.2.- Global presence
		GRI 102-7 Scale of the organisation	2.- 2021 in figures
INFORMATION ABOUT ENVIRONMENTAL ISSUES			
Policies	Policies that the group implements, including due diligence procedures applied to the identification, assessment, prevention and mitigation of risks and significant impacts, and verification and monitoring, in addition to the measures that have been adopted.	GRI 103-2 The management approach and its components	3.4.- Trends and risks
		GRI 103-3 Evaluation of the management approach	3.3.- Goals and strategies
		GRI 102-15 Impacts, risks and key opportunities	3.4.- Trends and risks
		GRI 102-30 Effectiveness of risk management processes	3.4.- Trends and risks
		GRI 201-2 Financial implications and other risks and opportunities resulting from climate change	8.2.- Emissions and combating climate change
Managing Director	Actual and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety	GRI 102-15 Main impacts, risks and opportunities	3.4.- Trends and risks
		GRI 102-29 Identification and management of economic, environmental and social impacts	3.4.- Trends and risks
		GRI 307-1 Non-compliance with environmental legislation and regulations	As in 2020, ONNERA Group did not identify any non-compliance with environmental legislation or regulations in 2021.

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Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT ENVIRONMENTAL ISSUES			
	GRI 102-31 Review of economic, environmental and social issues	3.7.- Summary analysis:	
Environmental evaluation or certification procedures	No GRI	8.1.- Environmental management	
Resources dedicated to the prevention of environmental risks	No GRI	8.1.- Environmental management	
Application of the principle of precaution	GRI 102-11 Precautionary principle or approach	8.1.- Environmental management	
Provisions and guarantees for environmental risks	GRI 307-1 Non-compliance with environmental legislation and regulations	As in 2020, ONNERA Group did not identify any non-compliance with environmental legislation or regulations in 2021.	
Pollution	GRI 103-2 Management Approach (guided by GRIs 302 and 305)	8.2 Emissions and combating climate change	
	GRI 302-4 Reduction of energy consumption	8.3.1. - Energy consumption	
	GRI 302-5 Reducing the energy requirements of products and services	8.3 – Responsible use of natural resources	
	GRI 305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other emissions that affect the air	8.2.- Emissions and combating climate change	
	NO GRI: Measures to prevent, reduce or remedy sound pollution	8.2.- Emissions and combating climate change	
	NO GRI: Measures to prevent, reduce or remedy light pollution	8.1.- Environmental management	
		GRI 103-2 Management Approach	8.3 – Responsible use of natural resources
Circular economy and prevention and management of waste	GRI 306-1 Generation of waste and related significant impacts	8.4.- Circular economy and waste management	
	GRI 306-2 (2020) Management of significant impacts related to waste	8.4.- Circular economy and waste management	
	GRI 306-3 Waste generated	8.4.- Circular economy and waste management	
	GRI 306-2 (2016)	8.4.- Circular economy and waste management	
	NO GRI Actions to combat food wastage	Given the activities we carry out, we have no need to take any action to combat food wastage.	

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT ENVIRONMENTAL ISSUES			
Sustainable usage of resources	The consumption and supply of water in accordance with local constraints	GRI 303-2 Management of impacts related to water discharges	8.1.- Environmental management
		GRI 303-3 Water extraction	8.3.2.- Water consumption
		GRI 303-5 Water consumption	8.3.2.- Water consumption
	Consumption of raw materials and measures adopted to use them more efficiently	GRI 103-2 Management Approach (guided by GRI 305-5 Reduction of greenhouse gas emissions)	8.3.3.- Raw materials and supplies
		GRI 301-1 Materials used by weight or volume	8.3.3.- Raw materials and supplies
	Energy: Consumption (direct and indirect); measures taken to improve energy efficiency; use of renewable energies.	GRI 103-2 Management Approach (guided by GRI 305-5 Reduction of greenhouse gas emissions)	8.1.- Environmental management
		GRI 302-1 Energy consumption within the organisation	8.3.1.- Energy consumption
		GRI 302-4 Reduction of energy consumption	8.1.- Environmental management
	Greenhouse Gas Emissions	GRI 305-1 Direct greenhouse gas emissions (scope 1)	8.2.- Emissions and combating climate change
Measures adopted to adapt to the consequences of Climate Change	GRI 305-2 Indirect greenhouse gas emissions from generating energy (scope 2)	8.2.- Emissions and combating climate change	
Medium and long-term reduction goals voluntarily established to reduce greenhouse gas emissions and measures implemented for said purpose	GRI 103-2 Management Approach (guided by GRI 305-5 Reduction of greenhouse gas emissions)	8.2.- Emissions and combating climate change	
Protection of biodiversity	GRI 103-2 Management Approach (guided by GRI 305-5 Reduction of greenhouse gas emissions)	8.2.- Emissions and combating climate change	
	Impacts caused by activities or operations in protected areas	ONNERA Group's activities does not have any impact on biodiversity or on protected areas.	
	GRI 304-3 Protected and restored habitats		

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT MEMBERSHIP ISSUES RELATED TO EMPLOYEES			
Policies	<p>Policies that the group implements, including due diligence procedures applied to the identification, assessment, prevention and mitigation of risks and significant impacts, and verification and monitoring, in addition to the measures that have been adopted.</p>	<p>GRI 103-2 The management approach and its components</p>	<p>7.- Human resources: looking after people</p>
Main risks	<p>Main risks associated to issues related to the group's activities, including, when relevant and appropriate, any of its commercial relationships, products or services that may have a negative impact on those areas, and how the group manages said risks, explaining the procedures used to detect and assess them in accordance with Spanish, European or international reference frameworks for each matter. Information should be included regarding the impacts that have been detected, in addition to a summary of said impacts, with a particular focus on the main short, medium and long-term risks.</p>	<p>GRI 102-15 Impacts, risks and key opportunities</p>	<p>3.4.- Trends and risks</p>
Employment		<p>GRI 102-7 Scale of the organisation</p>	<p>2.- 2021 in figures</p>
	<p>The total number and distribution of employees by sex, age, country and professional classification</p>	<p>GRI 102-8 Information about 3.1 Employees and other workers</p>	<p>7.- Human resources: looking after people 12.3- Supplementary information tables relating to personnel matters</p>
		<p>GRI 405-1b The percentage of 3.1 Employees per each work category for both of the following diversity categories: sex and age group (indicating the total number as well as the percentage)</p>	<p>12.3.- Supplementary information tables relating to personnel matters</p>
	<p>Total number and distribution of employment contract types</p>	<p>GRI 102-8 Information about employees and other workers</p>	<p>12.3.- Supplementary information tables relating to personnel matters</p>

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT MEMBERSHIP ISSUES RELATED TO EMPLOYEES			
Annual average of permanent, temporary and part-time contracts by sex, age and professional classification	NO GRI: the total number of 3.1 Employees by contract (permanent/temporary and full/part time) by sex and region is considered, but not the average by age or professional classification (recalculation of 102-8).	12.3.- Supplementary information tables relating to personnel matters	
Number of layoffs by sex, age, country and professional classification	GRI 401-1.b New hires and staff turnover	12.3.- Supplementary information tables relating to personnel matters	
	NO GRI: Number of layoffs by professional classification	We are working on designing tools to collect this information for next year.	
Average salaries and their development, separated by sex, age and professional classification, or a similar value	GRI 102-35 Remuneration policies	7.2.- Wage solidarity	
	GRI 102-36 Process for determining remuneration	7.2.- Wage solidarity	
Employment	GRI 201-3 Obligations of defined benefit and other pension plans	All employee members make contributions to Aro Gestión. Aro Gestión is a non-profit Voluntary Social Welfare Institution (EPSV) with defined contributions, and LagunAro EPSV serves as its promoter and guardian. The aim is to provide cooperatives with the tools they need to improve the retirement coverage for their members.	
	Wage Gap	GRI 405-2 Ratio of basic salary and remuneration of women vs. men	12.3.- Supplementary information tables relating to personnel matters
Equal remuneration for job titles or the society average	GRI 202-1 Direct economic value generated and distributed	7.2.- Wage solidarity	
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 sex.	GRI 201-3 Obligations of defined benefit and other pension plans	All employee members make contributions to Aro Gestión. Aro Gestión is a non-profit Voluntary Social Welfare Institution (EPSV) with defined contributions, and LagunAro EPSV serves as its promoter and guardian. The aim is to provide cooperatives with the tools they need to improve the retirement coverage for their members.	
	Quantitative	12.3.- Supplementary information tables relating to personnel matters	
Implementation of measures for disconnection from work	NO GRI: Disconnection from work policies	We do not have any specific disconnection policies.	
Employees with disabilities	GRI 405-1 b) Percentage of 3.1 Employees per professional category for each of the following diversity categories (iii. Vulnerable groups).	12.3.- Supplementary information tables relating to personnel matters	

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Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT MEMBERSHIP ISSUES RELATED TO EMPLOYEES			
Employment	Organisation of work time	GRI 102-8 The total number of 3.1 Employees per employment contract type (full or part time) and per sex.	12.3.- Supplementary information tables relating to personnel matters
	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.	12.3.- Supplementary information tables relating to personnel matters
	Measures designed to enable a healthy work-life balance and encourage joint responsibility by both parents.	GRI 401-3 Parental leave	We are working on designing tools to collect this information for next year.
		GRI 103-2 Management Approach (guided by GRI 403 Health and Safety)	7.5.- Promoting equality between men and women
Health and Safety	Health and safety conditions in the workplace	GRI 403-1 Representation of employees in joint health and safety committees	8.1.- Environmental management
		GRI 403-2 Identification of hazards, risk assessment and Investigation of incidents	7.8.- We take care of people
		GRI 403-3 Healthcare services in the workplace	7.8.- We take care of people
		GRI 403-5 Training for employees on health and safety in the workplace	7.7.- We encourage the development of people
	Work accidents (frequency and severity) separated by sex	GRI 403-9 Injuries due to work accidents	12.3- Supplementary information tables relating to personnel matters
	Occupational illness (frequency and severity) separated by sex	GRI 403-10 Occupational illness and ailments	7.8.- We take care of people
Membership Relations		GRI 102-43 Approach for the participation of interest groups	3.7.- Summary analysis:
	Organisation of dialogue with members, including the procedures for communicating, consulting and negotiating with employees	GRI 402-1 Minimum warning periods regarding operational changes	We comply with the legal periods established by the agreements of each of the countries where we have production plants or sales offices.
		GRI 403-1 Representation of employees in joint health and safety committees	Each plant has its own health and safety committee, where various employees participate as board members or representatives for all the other employees. The Fagor Industrial plant follows the guidelines established by the ISO 45001 system and all the other plants follow occupational risk prevention regulations.

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION ABOUT MEMBERSHIP ISSUES RELATED TO EMPLOYEES			
Membership Relations	Percentage of employees covered by a collective bargaining agreement, by country	GRI 102-41 Collective bargaining agreements (NO GRI: separated by country)	12.3.- Supplementary information tables relating to personnel matters
	Summary of the collective bargaining agreements, particularly related to health and safety in the workplace	GRI 403-4 Occupational health and safety issues covered by formal agreements with legal representation for employees	Occupational Health and Safety Committees meet every quarter to monitor accident and incident indicators and the actions taken in response to the accidents, operational controls and inspections. These committees involve the participation of prevention representatives chosen by all the employees, the medical service, the workplace risk prevention technicians and the Industrial Management.
Training	Policies implemented related to training	GRI 103-2 Management approach and its components GRI 404-2 Programmes for improving employee skills and programmes to aid job transition	7.7.- We encourage the development of people 7.7.- We encourage the development of people
	Total number of training hours by professional category	GRI 404-1 Number of training hours per employee NO GRI: Total hours of training	7.7.- We encourage the development of people
	Accessibility	Universal accessibility for disabled people	GRI 103-2 Management approach and its components
Equality	Measures adopted to promote equality in terms of the treatment of men and women and the opportunities available to them	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination)	7.5.- Promoting equality between men and women
	Equality plans	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination)	7.5.- Promoting equality between men and women
	Measures adopted to promote employment	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination)	7.5.- Promoting equality between men and women
	Protocols to combat sexual or gender-based harassment	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination)	4.4.- Human rights
	Integration and universal accessibility for disabled people	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination)	7.5.1.- Waste management
	Policy against all kinds of discrimination and, where applicable, for managing diversity	GRI 103-2 Management approach (guided by GRI 405 Diversity and Equality of Opportunities and GRI 406 Non-Discrimination) GRI 406-1 Cases of discrimination and corrective actions taken	7.5.- Promoting equality between men and women 7.5.- Promoting equality between men and women

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION REGARDING THE RESPECT OF HUMAN RIGHTS			
Policies	Policies that the group implements, including due diligence procedures applied to the identification, assessment, prevention and mitigation of risks and significant impacts, and verification and monitoring, in addition to the measures that have been adopted.	GRI 103-2 Management Approach (guided by GRI 412 Evaluation of Human Rights)	4.4.- Human rights
		GRI 103-3 Management Approach (guided by GRI 412 Evaluation of Human Rights)	4.4.- Human rights
		GRI 412-2 Training for employees policies and procedures on human rights	We are considering carrying out training next year related to the development of a new code of conduct for the entire ONNERA Group.
Main risks	Main risks associated to issues related to the group's activities, including, when relevant and appropriate, any of its commercial relationships, products or services that may have a negative impact on those areas, and how the group manages said risks, explaining the procedures used to detect and assess them in accordance with Spanish, European or international reference frameworks for each matter. Information should be included regarding the impacts that have been detected, in addition to a summary of said impacts, with a particular focus on the main short, medium and long-term risks.	GRI 102-15 Main impacts, risks and opportunities	3.4.- Trends and risks
		GRI 102-30 Effectiveness of risk management processes	3.4.- Trends and risks
Human Rights	Application of due diligence procedures on human rights	GRI 103-2 Management Approach (guided by GRI 412 Evaluation of Human Rights)	4.4.- Human rights
		GRI 103-2 Management Approach (guided by GRI 412 Evaluation of Human Rights)	4.4.- Human rights
	Prevention of risks for the infringement of human rights and, where applicable, measures to mitigate, manage and remedy any potential breaches committed	GRI 412-1 Operations that have undergone reviews or impact evaluations regarding human rights	4.4.- Human rights
GRI 410- 1 Safety personnel trained in human rights policies and procedures			

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION REGARDING THE RESPECT OF HUMAN RIGHTS			
Human Rights	GRI 102-17 Assessment procedures and ethical concerns	4.4.- Human rights	
	GRI 406-1 Cases of discrimination and corrective actions taken	4.4.- Human rights	
	GRI 103-2 Management Approach (guided by GRI 412 Evaluation of Human Rights)	4.4.- Human rights	
INFORMATION RELATED TO COMBATING CORRUPTION			
Policies	GRI 103-2 Management Approach (guided by GRI 205 Anti-corruption)	4.3.- Compliance and business ethics	
	GRI 103-3 Evaluation of the management approach	4.3.- Compliance and business ethics	
	GRI 205-2 Communication and training about anti-corruption policies and procedures	4.3.- Compliance and business ethics	
Main Risks	GRI 102-15 Impacts, risks and key opportunities	3.4.- Trends and risks	
	GRI 102-30 Effectiveness of risk management processes	3.4.- Trends and risks	
	GRI 205-1 Operations evaluated for risks related to corruption	4.3.- Compliance and business ethics	

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION RELATED TO COMBATING CORRUPTION			
	Measures adopted to prevent corruption and bribery	GRI 103-2 Management Approach (guided by GRI 205 Anti-corruption) - If the organisation presents 205-2, that indicator also covers this requirement of the law	4.3.- Compliance and business ethics
Corruption and bribery	Measures to combat money laundering	GRI 103-2 Management Approach (guided by GRI 205 Anti-corruption)	4.3.- Compliance and business ethics
	GRI 205-2 Communication and training about anti-corruption policies and procedures	For our activities at ONNERA Group, we have deemed it unnecessary to apply any specific measures to combat money laundering.	
Contributions to non-profit foundations and organisations	GRI 103-2 Management Approach (guided by GRI 205 Anti-corruption)	9.- Society: Promoting community development	
	GRI 201-1 Direct economic value generated and distributed	9.- Society: Promoting community development	
	GRI 203-2 Significant direct economic impacts	9.- Society: Promoting community development	
INFORMATION ABOUT SOCIETY			
Policies	Policies that the group implements, including due diligence procedures applied to the identification, assessment, prevention and mitigation of risks and significant impacts, and verification and monitoring, in addition to the measures that have been adopted.	GRI 103-2 The management approach and its components	9.- Society: Promoting community development
	GRI 103-3 Evaluation of the management approach	9.- Society: Promoting community development	
Main risks	Main risks associated to issues related to the group's activities, including, when relevant and appropriate, any of its commercial relationships, products or services that may have a negative impact on those areas, and how the group manages said risks, explaining the procedures used to detect and assess them in accordance with Spanish, European or international reference frameworks for each matter. Information should be included regarding the impacts that have been detected, in addition to a summary of said impacts, with a particular focus on the main short, medium and long-term risks.	GRI 102-15 Impacts, risks and key opportunities	4.3.- Compliance and business ethics
	GRI 102-30 Effectiveness of risk management processes	4.3.- Compliance and business ethics	

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION RELATED TO COMBATING CORRUPTION			
	GRI 203-1 Investments in infrastructure and supported services	9.- Society: Promoting community development	
	GRI 203-2 Significant indirect economic impacts	9.- Society: Promoting community development	
	GRI 204-1 Proportion of expenditure on local suppliers	6.- Suppliers: sustainability in the supply chain	
	GRI 413-1 Operations with local community participation, impact assessments and development programmes	9.- Society: Promoting community development	
	GRI 413-2 Operations with significant negative impacts - actual and potential - on local communities	9.- Society: Promoting community development	
The company's commitments to sustainable development	GRI 203-1 Investments in infrastructure and supported services	9.- Society: Promoting community development	
	GRI 203-2 Significant direct economic impacts	9.- Society: Promoting community development	
	GRI 201-1 Direct economic value generated and distributed	9.- Society: Promoting community development	
	GRI 413-1 Operations with local community participation, impact assessments and development programmes	9.- Society: Promoting community development	
	GRI 413-2 Operations with significant negative impacts - actual and potential - on local communities	9.- Society: Promoting community development	
Relationships maintained with key figures from the local communities and the types of dialogue with them	GRI 102-43 Approach for the participation of interest groups (related to the community)	3.6.-.- Trust and proximity to stakeholders	
	GRI 413-1 Operations with local community participation, impact assessments and development programmes	79.- Society: Promoting community development	
Association or sponsorship activities	GRI 102-13 Affiliation with associations	ONNERA Group is not a member of any association	

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Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION RELATED TO COMBATING CORRUPTION			
	Inclusion in the purchasing policy of social, gender equality and environmental issues	GRI 103-2 significant direct economic impacts	6.- Suppliers: sustainability in the supply chain
Subcontractors and suppliers		GRI 102-9 Supply chain	6.- Suppliers: sustainability in the supply chain
		GRI 103-2 Management Approach (guided by GRI 416 Health and Safety of Customers)	6.- Suppliers: sustainability in the supply chain
		GRI 308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria.	6.- Suppliers: sustainability in the supply chain
	Consideration of the social and environmental responsibility of suppliers and subcontractors we work with	GRI 308-2 Negative environmental impacts on the supply chain and measures taken	6.- Suppliers: sustainability in the supply chain
		GRI 407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	7.4.- Membership relations
		GRI 409-1 Operations and suppliers with significant risk of cases of forced or compulsory labour	4.4.- Human rights
		GRI 414-1 New suppliers that have passed selection filters according to the social criteria	6.- Suppliers: sustainability in the supply chain
		GRI 414-2 Negative social impacts on the supply chain and measures taken	6.- Suppliers: sustainability in the supply chain
	Supervision and auditing systems and their results	GRI 308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria.	6.- Suppliers: sustainability in the supply chain
		GRI 414-2 Negative social impacts on the supply chain and measures taken and measures taken	6.- Suppliers: sustainability in the supply chain

Contents of the Law 11/2018 on non-financial information and diversity	Standard	Memorandum item / direct response	External verification
INFORMATION RELATED TO COMBATING CORRUPTION			
Consumers	Measures for the health and safety of consumers	GRI 103-2 Management Approach (guided by GRI 416 Health and Safety of Customers)	5.1.- Product quality and safety
	Systems for receiving and resolving complaints and claims	GRI 103-2 Management Approach	5.2.- Customer satisfaction
		GRI 102-17 Assessment procedures and ethical concerns	4.3.- Compliance and business ethics
		GRI 418-1 Complaints based on violations of customer privacy and the loss of customer data	ONNERA Group has not received any complaint of this type.
Tax information	Profits made by country	GRI 201-1 Direct economic value generated and distributed	10.- Tax information: sustainable economic growth
	Taxes on profits paid	GRI 207-1 Taxes paid by country a) and b)	10.- Tax information: sustainable economic growth
	Public subsidies received	GRI 201-4 Financial assistance received from the government	10.- Tax information: sustainable economic growth

12.3. ADDITIONAL INFORMATION, TABLES RELATED TO PERSONNEL ISSUES

Employment

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

GRI 102-8 Information about 3.1 Employees and other workers

Regions	Men	Women	Total 2020
Spain	875	226	1101
France	45	15	60
Italy	6	2	8
Mexico	240	103	343
Poland	165	41	206
USA	13	7	20
Others (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and the Czech Republic). Dominican Rep.)	32	17	49
Total	1376	411	1787

	2021	2020	2019
Men	1794	1376	1521
Women	575	411	497
Total	2369	1787	2018

Regions	Men	Women	Total 2021
Spain	1197	312	1509
France	43	16	59
Italy	5	3	8
Mexico	332	175	507
Poland	175	43	218
USA	12	7	19
Others (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and the Czech Republic). Dominican Rep.)	30	19	49
Total	1794	575	2369

12.3. ADDITIONAL INFORMATION, TABLES RELATED TO EMPLOYMENT ISSUES

GRI 405-1b The percentage of 3.1 Employees by employment category for each of the following categories: gender and age group

Age range	2021	2020	2019
From 20 to 35	781	590	735
From 36 to 45	816	642	707
From 46 to 55	624	463	489
Over 55	148	92	87

Categories	Men		Women		Total	
	2021	2020	2021	2020	2021	2020
Upper management	31	33	5	5	36	38
Middle management	156	155	55	69	211	224
Technicians	332	294	171	144	503	438
Operators	1275	894	344	193	1619	1087
Total	1794	1376	575	411	2369	1787

Regions	Operators	Technicians	Middle management	Upper management	Total 2021
Spain	1047	359	81	22	1509
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
Others (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and Dominican Republic)	-	33	16	-	49
Total	1575	551	209	34	2369

Regions	Operators	Technicians	Middle management	Upper management	Total 2020
Spain	715	283	80	23	1101
France	16	26	17	1	60
Italy	-	7	1	-	8
Mexico	213	38	87	5	343
Poland	142	46	14	4	206
USA	1	13	5	1	20
Others (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and the Dominican Republic)	-	25	20	4	49
Total	1087	438	224	38	1787

Total number and distribution of employment contract types

GRI 102-8 Information about employees and other workers

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
Total	737.7	793.9	620.6	149.8

Type of employment contract 2020	From 20 to 35	From 36 to 45	From 46 to 55	Over 55
Full time	611.47	673.53	461.27	98.14
Part time	9.41	23.51	6.93	0.25
Total	620.88	697.04	468.2	98.39

Type of employment contract 2021	Upper management	Middle management	Technicians	Operators
Full time	35	214.33	570.06	1442.4
Part time	-	1	15	24.5
Total	35	215.33	585.06	1466.9

Type of employment contract 2020	Upper management	Middle management	Technicians	Operators
Full time	40.75	232.83	417.88	1152.95
Part time	0	0.93	14.7	24.47
Total	40.75	233.76	432.58	1177.42

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12.3. ADDITIONAL INFORMATION, TABLES RELATED TO EMPLOYMENT ISSUES

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

NO GRI: the total number of 3.1 Employees by contract (permanent/temporary and full/part time) by sex and region is considered, but not the average by age or professional classification (recalculation of 102-8).

	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
2021	518.7	627.0	487.2	122.3	216.0	137.9	126.4	26.0	3.0	29.0	7.0	1.5
2020	520.16	608.2	418.24	95.19	91.31	65.33	43.03	2.95	9.41	23.51	6.93	0.25
2019	546	545	394	75	187	129	90	9	5	30	5	3

	Permanent contract		Temporary contract				Part-time					
	Operators	Technicians	Middle management	Upper management	Operators	Technicians	Middle management	Upper management	Operators	Technicians		
2021	1031.4	492.76	202.33	33	411	77.3	12	2	24.5	15	1	0
2020	1003.12	369.69	228.22	38.75	149.83	48.19	4.61	2	24.47	14.7	0.93	0
2019	971	294	250	37	317	88	17	2	33	8	1	0

Number of layoffs by sex, age, country and professional classification

GRI 401-1.b New hires and staff turnover

	Gender		No. of layoffs				Professional category			
	Men	Women	Age				Operators	Technicians	Middle management	Upper management
			Age range of 20 to 35	Age range of 36 to 45	Age range of 46 to 55	Age range of over 55				
2021	61	10	31	24	14	2	32	33	6	0
2020	107	58	93	49	19	4	108	20	34	3
2019	49	21	33	30	7	0	37	15	18	0

Wage Gap

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

Wage gap	2021	2020	2019
Average remuneration for women (a)	€19,015	€19,088	€20,122
Average remuneration for men (b)	€22,841	€23,432	€24,419
Calculation: a/b	0.83	0.81	0.82

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 sex.

Board members classification by age		
Ranges	No.	Proportion
Age range of 20 to 35	0	0%
Age range of 36 to 45	8	89%
Age range of 46 to 55	1	11%
Age range of over 55	0	0%
Average age		42

Average remuneration of board members		
Year	Men	Women
2021	€36,313	€38,745
2020	€35,337	€36,086
2019	€36,990	€35,309

Classification by sex	
Year	Women
6	3

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 2021
Upper management	-	-	-
Middle management	2	0	2
Technicians	3	4	7
Operators	26	8	34
Total	31	12	43

Categories	Men	Women	Total 2020
Upper management	0	0	0
Middle management	0	0	0
Technicians	2 (8.11%)	2 (8.11%)	4 (16.21%)
Operators	15.67 (63.52%)	5 (20.27%)	20.67 (83.79%)
Total	17.67 (71.63%)	7 (28.37%)	24.67 (100%)

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12.3. ADDITIONAL INFORMATION, TABLES RELATED TO EMPLOYMENT ISSUES

Organisation of work time

GRI 102-8 The total number of 3.1 Employees per employment contract type (full or part time) and per sex.

Contract types	Men	Women	Total 2021
Full time	1,738.3 (73.37%)	522.1 (22.03%)	2,260.4 (98.19%)
Part-time	25.5 (1.07%)	16 (0.67%)	41.5 (1.8%)
Total	1763.8 (74.45%)	538.2 (22.71%)	2302 (100%)

Contract types	Men	Women	Total 2020
Full time	1,447.08 (76.79%)	397.33 (21.08%)	1,844.41 (97.87%)
Part-time	12.45 (0.66%)	27.65 (1.47%)	40.1 (2.13%)
Total	1,459.53 (77.45%)	424.98 (22.55%)	1,884.51 (100%)

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	2021	2020	2019
Women	40376.8	39098.8	30824
Men	117611.2	129717.4	98538
TOTAL	157988.0	168816.2	129362

Health and Safety

Work accidents (frequency and severity) separated by sex

GRI 403-9 Injuries due to workplace accidents

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	0.42	0.15	0.27	31.78	9.42	22.36
ONNERA Mexico	3.33	2.01	1.32	14.96	5.34	9.62
ONNERA Laundry	0.47	0	0.47	21.22	0	21.22
Danube	2.73	0.44	3.56	46.34	87.3	31.54
ONNERA Contract	0.50	0	0.50	21.31	0	21.31
Efficold	0.43	0.06	0.37	110.78	95.28	15.5
ONNERA Poland	0.9	0	0.9	5.35	0	5.35

2020 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	0.48	0.19	0.55	35.75	20.65	39.4
ONNERA Mexico	2.14	4	1.34	7.46	10.64	6.09
ONNERA Laundry	1.34	0.26	1.73	41.49	103.71	18.86
Danube	0.14	0	0.18	0	0	0
ONNERA Contract	0.92	1.58	0.72	22.21	15.84	24.16
Efficold	0.48	0.19	0.55	35.75	20.65	39.4

Membership Relations

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

GRI 102-41 Collective Bargaining Agreements (NON GRI: broken down by country)

	Percentage of employees covered by a collective bargaining agreement or another similar regulation in 2021						
	Spain	France	Italy	Mexico	Poland	USA	OTHERS (Turkey, China, Czech Republic, Portugal, Colombia, Jamaica and Dominican Rep.)
Total no. of Employees Covered by a Collective Bargaining Agreement (A)	1044	59	8	407	0	19	22
Total no. of Employees (B)	1509	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	OTHERS (Turkey, China, Czech Republic, 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)	1101	60	8	343	206	20	49
Calculation: A/B	64.31%	100%	100%	62.39%	0%	100%	42.86%

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12.4. EXTERNAL VERIFICATION

(102-56)

This non-financial information statement has been submitted to an independent external review process. The independent assurance report is attached as an annex, containing all the objectives and the scope of the process, in addition to the review procedures used and their conclusions.

A1- COMPANIES IN THE GROUP

(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 company, 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 the Czech Republic
- Fagor Catering Kunshan in China
- Dominican Republic
- Fagor Endüstriyel in Turkey
- ONNERA Colombia

A2- CONTACT INFORMATION

(102-1, 102-3, 102-5, 102-53)

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ONNERA GROUP

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