

begira

#62
December 2024

 **ULMA**

Ondarea

Ondarea.
A Legacy for Future
Generations

20 Years Since
the First Basque
Language Plan

Gunea Academy.
Formación para
impulsar nuestro
futuro

Arkaitz Carracedo.
Researching
Cancer Gives You
the Chance to
Understand Life

Pili Kortabarria,
Growing alongside
the company



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ULMA GROUP

Around 250 People Participate in Health Talks and Courses

At ULMA Group, we make an effort to care for the well-being of our workers through courses where they learn about different issues related with health. In 2024, fifteen courses and talks have been set up, which around 250 people have participated in.

The success of the Izan Osasuntsu programme, which included in-person yoga, hypopressives and Pilates,

should be highlighted. In addition to the course in nutrition and healthy habits taught by dietician-nutritionist Amaia Diaz de Monasterioguren in May and October.

And we must not overlook the health talks given by the ULMA Group health services, like the pelvic floor workshops (one for women and another for men), a new talk about menopause

and another one about cancer, given by researcher Arkaitz Carracedo.

Lastly, we have opened a section in Portalde where we have uploaded videos of the talks and workshops given at ULMA that are available for people who could not attend.

ULMA FORGED SOLUTIONS

ULMA Participates in the OptForge European Project

The goal of OptForge is to implement completely smart forging lines for steel, aluminium, and superalloys by developing advanced models for predicting the final properties and new coatings for tools, implementing new digital solutions, and including all those results into a digital monitoring system that can detect and warn about forging practice processes that are dangerous or not robust.

In addition to being the project leader, ULMA Forged Solutions is in charge of the demonstrator for su-

peralloys, with which the global efficiency of devices can be dramatically improved to produce parts with a high aggregate value.

The consortium of the project is made up of entities from Spain (ULMA Forged Solutions, Mondragón Unibertsitatea, Lazpiur), Turkey (Alteka, Teknorot,



METU-Hacettepe), the Czech Republic (Comtes and Kovarna), and Germany (Fraunhofer IKTS and Gärtner).

The OptForge project has received financing from the CDTI (Centre for Industrial Technological Development) through Eureka and the Clusters and SMART Cluster programme.



ULMA CONSTRUCTION

ULMA in the Lisbon metro expansion works

The expansion of the Lisbon Metropolitan yellow line comes to life with the new Estrela station, an engineering landmark that will make the route between Rato and Cais do Sodré circular.

The works have been carried out on three construction fronts: The Pharmacy Building of the Old Military Hospital, the Station Shaft and the Station Tunnel.

The collaboration between ZAGOPE and ULMA throughout all phases of the project has been crucial, resulting in innovative solutions that have overcome every technical difficulty. ULMA's formwork and shoring systems have made it possible to build anything from straight to curved walls, through its ability to adapt to complex geometries, to slabs of different thicknesses, and supporting structures with large wingspans. The BRIO scaffolding carriages, capable of handling more than 20 tonnes, have been essential for the steel reinforcement work and the MK formwork carriages for concreting the tunnel walls. ULMA has been present from the initial design to the final delivery, bringing its know-how to each stage of the project.

ULMA PACKAGING

The new ULMA Packaging machining plant is running at full capacity



WITH AN INVESTMENT OF 10 MILLION EUROS AND MORE THAN 6000 M², THE PLANT SHOWS ULMA PACKAGING'S COMMITMENT TO INNOVATION AND CONTINUOUS IMPROVEMENT.

Equipped with advanced technology, it will manufacture high-precision components for the packaging machines we distribute around the world.

Commitment to Quality, Efficiency, and Sustainability

Designed to optimise costs and guarantee quality, the plant has 370 kW solar panels, in line with ULMA Packaging's carbon footprint reduction plan.

Another Step Down the Path of Sustainable Growth

The opening reinforces ULMA Packaging's position as a leader in personalised and flexible packaging solutions, advancing their strategy of continuous growth and commitment to excellence and innovation.



ULMA PACKAGING

Bühlmann Optimises Test Packaging with ULMA Packaging

Diagnostics test manufacturer Bühlmann faced the challenge of increasing the efficiency and precision of the packaging for their Quantum Blue® test, because of an increase in demand. To solve their problem they sought out ULMA Packaging, who designed a personalised solution based on their FM 205 Flow Pack wrapping machine, **a high-production automated machine that guarantees hermetic packaging.**

The solution included an automated desiccant feeder and a 90 degree transfer system, which ensures perfect synchronisation between the test and the desiccant. In addition, the machine has an advanced quality control system, variable printing and OCR/OCV verification to guarantee traceability and standards compliance.

The outcome was an **improvement in Bühlmann's efficiency, fewer defects and total operational control using an ULMA HMI.** The project reinforces Bühlmann's position as a leader in diagnostic tests and strengthens ULMA's experience in automatic solutions for the medical sector.

ULMA ARCHITECTURAL SOLUTIONS

An "all-court" for the Rafa Nadal Academy in Majorca

It is a bespoke project for the Rafa Nadal Academy tennis school with the installation of A15 to D400 drainage solutions.

There are **SELF family** channels in the facilities for pedestrian areas and sporadic traffic areas, and **SPORT family** channels for sports facilities and around the tennis courts.

We can also find more technical channels, like the **Multi V +**, which are more versatile and suitable for intermediate loads and vehicle traffic where the hydraulic requirements are low or medium.

Lastly, we installed **Hydro drainage solutions.** They are made of polypropylene and also intended for pedestrian and sporadic car use in areas with low hydraulic requirements.

Hydraulic Calculation

In projects like this one, that has such a wide variety of solutions, the technical team from Engineering Office used **multi-platform software developed by ULMA (OptimalDrain®).** The cost of the channel lines could thus be optimised by choosing the most suitable channel for each application.



ULMA AGRÍCOLA

Greenhouses for a Sludge Management Project Driven by the Government of the Canary Islands

The government of the Canary Islands has implemented an innovative project for sludge management in a wastewater treatment station using solar drying technology, and they used a greenhouse from ULMA Agrícola to do it.

Drying sludge with solar energy is an efficient and sustainable method that uses the energy of the sun to eliminate excess water content from sludge. During solar drying, the mud is spread out into thin layers inside the greenhouse where solar radiation and air flow lower the water content to 10-20%, depending on the climate conditions.

Solar mud drying is an efficient and sustainable method that uses the energy of the sun

This method is done in special greenhouses equipped with suitable ventilation and automatic stirring machines so the sludge is dried evenly.

ULMA Agrícola Has Installed an EVEN SPAN Greenhouse The greenhouses are specially designed to facilitate efficient water drainage and maximise sunlight to improve product drying.

ULMA LIFTING SOLUTIONS

Eduardo Trojaola Wins the Honorary 2024 Movicarga Award

Eduardo Trojaola, Spare Parts Director at ULMA Lifting Solutions, has won the honorary award at the 2024 Movicarga awards. The award **recognises the value of his career and leadership in the sector for spare parts for lifting and maintenance equipment.** The Movicarga magazine, which awards the prize, highlights his fundamental role in the evolution of the industry and his constant commitment to excellence.

During his entire career Eduardo has worked elbow to elbow with his team in spare parts, which is a group of committed people who stand out for their dedication and deep knowledge of the market. The team bases their work on providing individualised attention to every client and their capacity to give fast and effective responses to their needs, which are fundamental values that have been key to their achievements.

It is recognition not just for Eduardo's achievements, but also the collaboration and effort of a human team that day after day works hard to provide personalised solutions and high-quality service.

Congratulations Eduardo for this well-deserved award and thanks to the entire team for being part of this success!





ULMA GROUP

ULMA Celebrates Basque Language Day in Arantzazu

“Euskara, jalgi hadi ULMAra” was the event where the song “Kontrapas” was officially presented in an audiovisual collage format with the participation of 300 people from ULMA in the recording.

At ULMA we wanted to show our years-long commitment to promoting the Basque language with the Kontrapas project. To do that, 300 people came together to perform the song “Kontrapas” by Bernat Etxepare, which was popularised by the celebrated musician Xabier Lete.

Last 3 December, a meeting was held in Arantzazu with the slogan “Euskara, jalgi hadi ULMAra!” to celebrate the 20th anniversary of when the first Basque language plan at ULMA was set in motion, all in the context of the Basque Language Day. The song “Kontrapas” was presented at the celebration in an innovative format: an audiovisual collage. The collage was the outcome of a meticulous recording project that was done in several stages over many months.

Afterwards, the entire ULMA collective was asked to collaborate to complete the song. The various Basque language committees at ULMA collaborated on this task. There was high participation, and at ULMA, we would like to express our most sincere gratitude to everyone who participated to help carry out this very important project.



Do you want to watch the video?
Scan the QR

Twenty Years Have Passed Since the First Basque Language Plan Was Implemented at ULMA

The celebration at Arantzazu was an event that delighted everyone who attended the official presentation of the song “Kontrapas”, which was received with great enthusiasm. The audiovisual collage was also published on ULMA’s social media on 3 December, coinciding with the Basque Language Day.

ULMA ARCHITECTURAL SOLUTIONS

The IEB - Institute for Market Studies in Madrid with ULMA prefabricated structures

The new headquarters of the Instituto de Estudios Bursátiles (IEB), will be opened in early 2025 and It is an impressive building that evokes old English universities. And, surprisingly, it originated from a hand-drawn sketch by the client.

The work done to make the polymer concrete have a **finish and colour similar to a “Campaspero” type natural stone** should be highlighted.

Every piece, from the pinnacles of the towers to the cornices, moulding, and window frames, including the beams that imitate wood, were designed with great care. The precast **Sto-neo** pieces cover all eight facades and 380 windows with their sashes and mullions.



The low weight of the ULMA pieces (20 kg/piece in comparison with natural stone of 70-80 kg/piece), **is another advantage because they are very easy to handle during installation.**

This new building perfectly combines the classical and modern, and it doesn’t leave anyone indifferent.

ULMA LIFTING SOLUTIONS

ULMA Lifting Solutions Drives its US Expansion with Pack Expo in Chicago



ULMA Lifting Solutions has taken a strategic step towards internationalisation by opening their new branch in the United States.

The company is aiming to consolidate in a demanding market, promoting **sanitisable Inoxtruck solutions for industries like food, pharmaceuticals, and chemicals.**

Jokin Etxarri, the current US Area Manager, led the appearance at Pack

Expo Chicago, where the Inoxtruck stood out with ergonomic solutions for handling loads. The fair, from 3 to 6 November, was key for showing the brand’s advantages in the American market.

In addition, ULMA sent an initial batch of 42 Inoxtruck units to their warehouse in Pennsylvania, in an effort to **speed up shipments and improve customer service.** A new stage of growth in the United States has thus begun.



ULMA LIFTING SOLUTIONS

Inoxtruck Arrives in Tanzania: A new milestone in its international expansion

ULMA Lifting Solutions is continuing to expand their global presence, and this autumn they closed a deal for a new operation in Tanzania, reaffirming their capacity for reaching far-away markets with innovative solutions.

This time, the EPT20C electric hand-truck will be sent to the city of Arusha, where it will operate in the clean rooms and laboratories of a new plant for producing and distributing Aflasafe TZ01, an essential fungicide for agricultural biological control.

ULMA Lifting Solutions Strengthens Their Capacity to Reach Far-Away Markets with Innovative Solutions

This project is part of the Tanzanian initiative for preventing aflatoxin contamination (TANIPAC), which aims to eliminate aflatoxins from food systems, especially the corn and peanut value chains, to improve the health and nutrition of the local population.

For ULMA Lifting Solutions, **this operation marks significant progress in their commitment to support global initiatives that promote health and sustainable development.** Reaching Tanzania is not just a commercial achievement, it is an opportunity to contribute to a healthier future in Africa.



ULMA CONSTRUCTION

BRIO scaffolding solutions for the restoration of the Mosque-Cathedral of Cordoba

The restoration project of the three domes of the macsura of the Cordoba Mosque-Cathedral, a historical, architectural and artistic jewel, is a great challenge conditioned by the care and adaptation to the dimensions and location of the limited areas on which the BRIO multidirectional scaffolding structures are supported.

The works have been carried out in two different phases. At the beginning of 2016, the assembly of a protective roofing over the macsura roofs began. In a second phase, eight years later, the assembly of a walkway was carried out, which serves as a material storage and access from the outside of the wall on the west side to the protective roofing, thus creating a safe and comfortable working environment for the rehabilitation.

A great challenge conditioned by the care and adaptation to the dimensions and location of the limited areas on which the BRIO multidirectional scaffolding structures are supported

In approximate execution period of three years, **the monument will recover the original appearance** of both the mihrab and the macsura, **using the same materials that were used in its building in the 10th century.**



ULMA PACKAGING

ULMA Packaging Opens a New Branch in Dubai and Presents Their Latest Innovations at Gulfood Manufacturing 2024

As part of their **internationalisation strategy and commitment to being close to their clients**, ULMA Packaging has opened a new branch in Dubai. This expansion strengthens their presence in a strategic region, and lets them provide **faster, more flexible service adapted to the specific needs of clients in the Middle East.** With this office, they are reaffirming their commitment to providing high-quality service that spans technical consulting, after-sales support and personalised solutions for every client.

In addition, at the 2024 Gulfood Manufacturing fair a wide range of packaging solutions designed to take on the current challenges of the food industry will be shown. Visitors will be able to see the latest innovations in industrial packaging machinery, automation, and sustainability that lets companies improve their operational efficiency, reduce their environmental impact and guarantee maximum food safety.

ULMA Packaging reaffirms their commitment to providing quality services that span technical consulting, after-sales support, and personalised solutions for every client



ULMA EMBEDDED SOLUTIONS

Distributor of Rohde & Schwarz Testing and Measurement Devices

Rhode & Schwarz, a global leader in electronic testing and measurement and secure communications solutions, among other things, has put their trust in ULMA Embedded Solutions to distribute their R&S® Essentials testing and measurement devices in northern Spain.

With this strategic relationship Rhode & Schwarz can benefit from ULMA's experience in the region and provide not just **instrument sales**, but also **specialised technical support and local consulting for clients.**

In the framework of this collaboration, last 8 October they jointly organised a successful seminar about Signal and Power Integrity aimed at professionals in the technology and electronic engineering sectors.

The event, which fifty professionals from cutting-edge companies from the area participated in, had a programme of conferences and exhibition areas. Mostly issues related with signal integrity were addressed, and Arturo Medina from the university of Zaragoza was one of the notable speakers.

ULMA ARCHITECTURAL SOLUTIONS

Facade Rehabilitation and Creativity on a Building in Finland

In architecture, there can be two kinds of personalisation needs.

.The first is one that emerges in a new project and imagining how it can be given a unique personality.

.The second one is rehabilitation. That requirement has a less creative component, doesn't it?

Current technology makes it possible to create original textures, from rough surfaces that evoke nature to original geometries.

ULMA Architectural Solutions helps personalise facades, either from their origin or during rehabilitation,

like on this official Finnish building with a facade whose texture is reminiscent of a bar of chocolate. The goal of the rehabilitation was to give a renewed, modern image to the building and at the same time preserve its personality and original finish.

In addition to the aesthetic possibilities of Stoneo finishes, the ventilated facade building system improves energy efficiency by improving thermal insulation. In addition, it is durable and easy to maintain, either in areas with an extreme climate or areas with a lot of rain and heat.



ULMA HANDLING SYSTEMS

ULMA Handling Systems Celebrates their "Family Day"

Last 21 September, ULMA Handling Systems had "Family Day", an event where the jobs and facilities are shown to family members of the ULMA Handling Systems collective and collaborators. **The event had many activities for all ages**, from technological txokos that showed the latest innovations to recreation areas for children. There was also music and

food, which helped create a relaxed and festive atmosphere.

"Family Day" doesn't just help understand the value of people's work better, it reinforces the sense of belonging to the cooperative. ULMA Handling Systems wants to give thanks to the visitors and organising team for creating an unforgettable day.



Scan the QR

ULMA CONSTRUCTION

Two new cut-and-cover tunnels on the E18 motorway in Norway

ULMA is participating in the construction of two cut-and-cover tunnels, Bjønås and Grenland, along the new E18 motorway that will connect the cities of Langangen and Rugtvedt in Norway.

Nye Veier-project located near Porsgrunn in Telemark, is one of the most important road construction in Norway as it connects two major urban centres, Oslo and Kristiansand.

Due to the complexity of the project, ULMA has not only designed and supplied the solution based on our **MK formwork carriage for cut-and-cov-**

er tunnels, but the client has also received **continuous on-site supervision assistance** contributing to achieve maximum efficiency and safety during the entire construction process.

This project will bring multiple benefits to the area, as it will contribute to urban and commercial development by improving connections to nearby regions.



ULMA GROUP

Mirari Malbadi, volunteer in Guinea-Bissau

Mirari Malbadi, a nurse with ULMA Health Services, travelled to Guinea-Bissau again this year as part of the Bubaque Bissau NGO team. From 25 October to 12 November, she treated various illnesses and ophthalmological problems in the country alongside a team of different specialists.

Primarily, the team did check-ups, consultations, and cataract operations. In addition, one more year they had assistance from ULMA, which let them finance the trip and ship equipment.



ondarea

A Legacy for Future Generations

The presentation of the ONDAREA project was held last 14 November at Gandiaga Topagunea in Arantzazu.

The project aims to tell the history of ULMA as accurately as possible. It's a story where the main characters are the people who for the last 63 years have been building what ULMA is today.

The choice of Arantzazu to present a project like this was closely tied to the history of ULMA, because in 1962 ULMA helped and collaborated in the installation of the apse by Lucio Muñoz in the basilica. And, as the presentation emphasised, "The history of ULMA also has strong local bonds... to Oñati and its people."

More than 160 people participated in the event, among whom were the main participants in the project, representatives from various bodies of the ULMA cooperatives, a large group of pensioners, ULMA Group presidents, the Mayor of Oñati and of Otxandio, in addition to people from the Basque cooperative landscape.

Six chapters, six decades

ONDAREA tells the history of ULMA from its creation in 1961 to the current day through testimonials by people who have been part of ULMA over the years. It tells how a small workshop set up by six young people from Oñati became a large industrial cooperative group that expanded their borders and entered new business sectors.

The story is divided into decades, starting in Oñati in the late 50s. It was a time of changes in society that pushed a lot of people to leave the baserri and go into the industry. The beginnings of two small projects that would grow together - ENARA and ULMA - are told here. In the 70s, those modest

initiatives started to consolidate and structural changes and training were needed to have suitable resources. The first three decades ended with a major internal crisis in ULMA in the early 80s that came to a head with the cooperatives from Oñati coming together and creating the OÑALAN comarque group, which was the origin of the ULMA Group.

The last three decades kicked off with the ULMA Group in expansion and opening branches around the world, and they are ending with, among other things, the 50th anniversary and, more recently, the impact of COVID.

60 years, six decades and hundreds of stories that tell about achievements through testimonials of people who were there. All of that is accompanied by pictures and documents from the period and the context given by references from history, education, and the economy.

vv Izaro Elorza, Mayor of Oñati, Ibon Calvo President of ULMA, and Egoitz Garmendia, Mayor of Otxandio.



The Premiere

An event full of memories and anecdotes

The event started off with a welcome from journalist Xabi Pérez, who was the narrator of the audiovisual Ondarea documentaries, and Ibon Calvo, president of the ULMA Group. Together, they told everyone about Ondarea and explained the motives and goals of the project. As Ibon Calvo noted, "ONDAREA is a project that we have been pursuing for a long time, and now it's here. It's a historical legacy for the new generations."

In the spirit of the project, several key people from the six decades of ULMA's history took the stage to share their memories, experiences, and anecdotes. Vicente Elguero and José Antonio Urteaga talked about the beginnings of ULMA, when Packaging and Construction were part of the same cooperative. José María Loiti explained how and why OINAKAR emerged, which would later become ULMA Forklift Trucks that today is ULMA Lifting Solutions.

After them, Roberto Guridi from ULMA Forging took the stage to speak about the fast evolution of Enara and its confluence with ULMA in the 80s, Elías Elorza who brought value to the creation of ULMA Polymer Concrete and, lastly, Fernando Goyena highlighted the step taken by the cooperative from Otxandio, Rochman, to join the ULMA Group in 2009.

A summary piece of the Ondarea documentary about the main points of the six decades of ULMA's history was shown after the chat.



"ONDAREA is a project that we have been pursuing for a long time, and now it's here. It's a historical legacy for the new generations".

IBON CALVO
Chairman of ULMA Group

^w Several people who were in the documentary participated in a short talk before the premiere. Antonio Urteaga and Jose Maria Loiti are in the picture.



Watch video



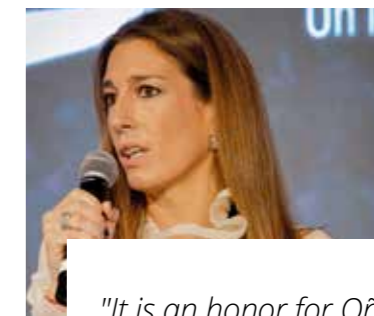
Tribute and Recognition

For Two Fundamental Pillars of ULMA's History

After the screening of the documentary, the time came for the tributes to two of the fundamental pillars of ULMA's history: **the Cooperatives** that have built what the ULMA Group is today, and their **local roots** in the area they do business.

To those ends, and to represent the two pillars there was a tribute to, on one hand, all the Presidents the ULMA Group has had in its history, and on the other, the Mayors of Oñati and Otxandio, who have contributed to what ULMA is today.

^M There was a tribute to the former presidents of the ULMA Group during the presentation event.



"It is an honor for Oñati to be the cradle and strength of ULMA. Oñati would have been incomprehensible without ULMA and vice versa".

IZARO ELORZA
Mayor of Oñati



"The Otxandio City Council is fully committed to continue working together with ULMA".

EGOITZ GARMENDIA
Mayor of Otxandio

A special pack and the website

When the event was over, the attendees received a special pack with six pamphlets by decade and a USB stick with the entire project of 6 audiovisual files.

Additionally, a website has been created with all the material from the project, the six audiovisual episodes and the six pamphlets as PDF files. It can be seen at:

www.ulma.com/en/ondarea



20 Years Since the First Basque Language Plan

The first Basque language plan at the ULMA Group was implemented in 2003. The last six presidents have thought about the progress made and future perspectives.

On several occasions, the last presidents of the ULMA Group, who prefer looking forward to looking back, have commented on what still needs to be done. On this occasion, however, in recognition of the 20 years since the first Basque language plan was launched, a look back was taken to talk about what has been achieved, what has been done, and the difficulties encountered along the way. Xabier Mugarza, Irene Alberdi, Raúl García, Lander Díaz de Gereñu and Ibon Calvo have been the last presidents of the ULMA Group and, even though the times and their experiences have been different, they described the path of the Basque language at ULMA.

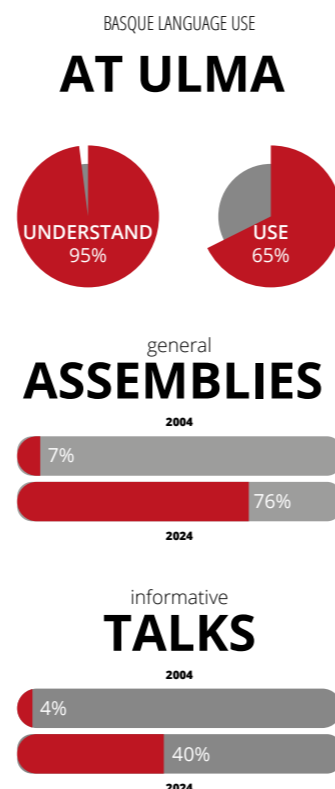
Over those two decades they have had to take on changes and face different social and economic situations, that have also influenced the Basque language plans. The ongoing work done regarding the Basque language, which started out with an activist stance, and that never took steps backwards has brought about the current institutionalisation of work around Basque. In the face of stoppages and difficulties to making progress, they have opened the way for Basque, and little by lit-

tle their progress has shown results. Proof of that is the recent **Bai Euskara-ri** award, the **Bikain certificates**, and other awards that different companies have been given.

Step by Step

The first Basque language plan for the ULMA Group was designed in 2003. Since then, from plan to plan, taking on new opportunities that arise, the Basque language has reached more and more places at ULMA. Mugarza remembers, "the work done to promote Basque, that started out as activism, and then the Basque classes and other motivational activities". The later years were very different. Alberdi was the one who had to deal with the severe economic crisis, "The situation wasn't easy, and the primary goal in those years was to not go backwards insofar as the Basque language. In practice, Basque was a secondary issue."

After the crisis, when the economic situation improved, ULMA got to work on other kinds of measures. During the García period, "Basque was included in the management plans", and that is seen as an "important step". In 2019, under



the presidency of Díaz de Gereñu, "the language policy for the Group was created and it was transferred to the companies". And other changes have been made recently, as Ibon Calvo explained, "Before, the people in charge of the Basque language plans were members of the Basque language Commissions and presidency but, nowadays, they're from the Personnel Areas." Although decisions were made and measures were implemented of different scope, they have all be necessary for the Basque language plan to last 20 years.

They were unanimous in confirming that progress has been made, and they have no doubt that "up to now, the companies have gone ahead of the group". Now, Ibon believes the group "has taken a qualitative step and is leading the way".

And, looking to the future, what do you think?

Beyond what has already been done, they nevertheless see the need to think about what needs to be done in the future. "How will we be able to attract people who come to ULMA?", they ask. That is the primary concern, and they talked about how to make the Basque language attractive to new hires at ULMA. They're sure it's something that must be done step by step, and that every person who comes is an opportunity. They have no doubt, "We are ULMA. We use Basque. It's all related." And staying that way is the choice that's been made.



JOSE LUIS MADINAGOITIA
ULMA Group President (2001-2007)

"At that time, at ULMA we spoke Basque between ourselves, but not in more formal situations, like meetings or work issues. It wasn't clear when or how to use Basque. And, because of that, we thought it was the time to take a step and make a Basque language plan for ULMA. Our goal was to gradually incorporate Basque into the workplace. And, in those pioneering years, several initiatives were put in place to achieve that: Basque language classes, writing courses... We started to communicate in Basque."



Training to drive our future

Gunea doesn't just aim to ensure the future of people at ULMA, it aims to ensure the future of Basque industrial cooperativism.

ULMA started Gunea Academy, thus opening a new era in their training project that unites people, knowledge, and business, collectively preparing us for the coming challenges and ensuring our competitiveness in a world in constant transformation.

We live in an environment of deep changes that requires new responses to take on new challenges.

Convinced that our growth is tightly bound to the personal and professional development of our people, and strengthening a common culture, ULMA has advanced Gunea Academy. It is an innovative learning centre that the ULMA Group makes available to its businesses to help our people to be adequately prepared to face present and future challenges.

Gunea is, as its name suggests, a declaration of intentions. Gunea means space-area, with an emphasis on the letters G and U, which together mean us, reinforcing the idea that it's a project in common for everybody in the ULMA Group. "Gunea is our lever for development," notes Iñaki Gabilondo, General Director of the ULMA Group. "Not only does it guarantee sustainability and continuity for the group, but it also drives our project and reinforces our collective identity." With this vision, every person in Gunea becomes an essential part of a shared process of growth that strengthens the entire group.

Gunea comes to reinforce what the ULMA Group has built up so far in terms of training. It's the natural growth of the commitment to developing talent, which is key from a social enterprise project point of view.

The Gunea programmes will contribute to ULMA staying at the cutting edge, and to people developing skills that are key for their professional development. And that will contribute to all the businesses keeping their competitiveness and capacity for adaptation in the sectors where they operate.

Through various training initiatives, not only does Gunea seek to ensure the future of the people who participate in it, it seeks to ensure the future of Basque industrial cooperativism, and, consequently, the whole community the ULMA Group serves.



Training and Promotion OF ULMA PEOPLE

Gunea Academy is a new initiative aligned with the social enterprise project of the ULMA Group and with our mission, vision, and values.

From that point of view, Gunea is framed within our General Learning and Human Development Policy that, among other things, focuses on training and promoting people who are members of the businesses, and internal promotion as the basic way of covering positions with higher responsibility.

Training centres are not a new phenomenon. The model started in the mid 20th century when companies like General Motors and McDonald's created their own centres for developing their teams. Shortly after General Electric, Disney, Motorola and Boeing, among other American companies, followed suit.

In Spain, the pioneer was Naturgy (then Unión Fenosa), with their corporate university in 2000. Others, like Banco Santander, Repsol, Telefónica, Ferrovial and BBVA, came afterwards.

Leading Change Through Strategic Knowledge

One of the main goals of Gunea is to position itself as a leader in corporate training in the industrial sectors that ULMA businesses operate in. "Gunea aspires to be a centre of excellence and leadership in training talent. We want to prepare people to be agents of change, and always adapt to new times," underlines Gabilondo.

With that focus, **Gunea reinforces a culture of growth where everybody at ULMA works together, driving a common purpose to ensure the success of everyone. In other words, the success of the group, its businesses, and its people.**

"Gunea is our lever for growth. Not only does it guarantee sustainability and continuity for the group, it drives our social enterprise project and reinforces our collective identity."



IÑAKI GABILONDO
General Manager of the ULMA Group

Researching Cancer Gives You the Chance to Understand Life

Dr. Arkaitz Carracedo is a leader in oncological research. After years of training in prestigious institutions, he started his own research group at CIC bioGUNE in 2010. Last 3rd of December, ULMA, in conjunction with the Mondravember association, organised a talk about cancer given by Dr. Carracedo in the ULMA Central Departments.

Dr. Arkaitz Carracedo spoke about cancer and the line of research he does

Why is the cure for cancer one of the greatest challenges in medicine?

First off, you have to understand that cancer is a group of diseases. It can't be taken on as a whole. Every disease that makes up the cancer has to be separated, and its characteristics and weaknesses have to be studied to be able to personalise every treatment. It's what is known as precision medicine.

And what is precision medicine based on?

It's based on identifying the DNI molecular structure of every cancer in every patient, and assigning a treatment that is going to work for the characteristics that specific cancer may have.

What other challenges are there?

Improving early diagnosis of the disease. Cancer is normally diagnosed through screening, by chance, or because symptoms appear. What we need is to find detection systems that can be used for the whole population.

The better the technologies that let us observe the characteristics of our bodies are, the more capable we'll be at identifying biomarkers that let us detect diseases.

Why did you choose to research a cure for cancer?

I decided to research cancer biology so the knowledge would lead to man-

aging the disease better and to find a cure for it. I've always loved research. And, over time, I've realised that researching cancer gives me a chance to understand life, and because it's a platform for understanding how our bodies work.

Could you explain very briefly what your line of research is based on?

Our line of research is based on prostate cancer. We try to understand how the illness develops and acquires new capacities, why treatments work or they don't, and how changes in our body (age, obesity or other factors), influence its development, etc.

You're also involved in science communication in your work.

Communication is fundamental. Communicating our results and ideas to the science community is the primary vehicle for the progress of science and its application in society. We learn how to communicate in a more technical way, however, we're convinced that social communication is fundamental. We need society on our side, and that they understand what we do.

Therefore, talks like the one you have organized at ULMA are very important.

They are the backbone of our strategy to be able to reach all possible corners. It is an opportunity to continue communicating what we do and to involve society in the work we want to do. And also to impart a scientific

culture that allows people to interpret what they receive from the media.

What do you think is the next major milestone in cancer research?

Twenty years ago the first genome was discovered that made it possible for us to decipher the hieroglyphics of cancer today. Likewise, in the last 10 years we've started to consolidate precision medicine. Another major step has been immunotherapy. Instead of just attacking the cancer cell with precision treatments, our immune system is also taught what cancer is like so it can attack it. And one of the latest milestones is the liquid biopsy, which tries to improve early detection.

What is needed to keep making progress?

Confidence, strategy, investment, and especially having a generation of researchers with a creative, safe environment with possibilities for professional development. We're in a scenario where we have a blank page, and we need to fill it up with ideas that revolutionise the clinical management of cancer.

Now that you've been in the cooperative for a while, what is the most surprising thing? Has the way you see ULMA changed?

Olatz Azkondo

ULMA ARCHITECTURAL SOLUTIONS



I've always thought that a job is rights and duties. But, having time for your family, being able to make plans, and the conditions we have is what I value most. That's really quality of life. What surprises me most right now is the amount of work we have, but in a good way, you can tell all levels and departments have worked hard.

The biggest change has come since I became a member of the cooperative and the Social Council. You see the motivations and how things work from the inside, and the important thing is that the whole collective knows that information. That could be the hardest part. I'd like to be able to transmit what we talk about in the Social Council to everyone, in a way that sinks in, and have the message come across. It's ultimately everyone's job to keep cooperativism healthy.

Alatz Etxebarriarteun

ULMA LIFTING SOLUTIONS



Being from Bergara, I've always known how big and important ULMA is. But, what has really surprised me is the diversity of companies that make up the group and the wide range of markets they span. On top of that, the cooperative philosophy has made a very positive impression on me.

I come from a multinational, where there's not as much emphasis on people. At ULMA, I've had the chance to participate on the Social Council, which has let me get training about how it works. And, sincerely, it's a model to appreciate for its attractiveness and humanity.

I've known for a long time that ULMA Packaging makes packaging machines. But, after working there as a mechanical engineer for a year, I've realized what an ULMA Packaging machine really means.

Something that keeps surprising me today is the determination to keep providing complete services to all their clients. Thanks to the excellent technical team, machines that are 20, 25 or even 30 years old can be modified to keep working at their best level.

Working at ULMA Packaging has also changed my point of view about the cooperative. Everybody on the team has an enormous willingness to help in any situation, and they are always trying to get better at their job with exceptional determination and motivation.

Iñaki Arzuaga

ULMA PACKAGING



Asier Igartua

ULMA EMBEDDED SOLUTIONS



To start off, I want to say that the years I've been at ULMA have been very enriching. When I started, the only goal I had was personal and professional development. But, thanks to the different things I've learned during the process, the way I've been treated, and the different values I've acquired, I can safely say I've exceeded all my expectations.

I would especially highlight the closeness of the people at ULMA Embedded Solutions who, in addition to helping me along my way at ULMA, have helped me gain confidence and belief in myself. Consequently, today I feel part of a cooperative where I'm very happy to be.

Pili Kortabarría, Growing Alongside the Company



Pili started her career at OINAKAR. Since then, the company has changed its name several times, but she's always been part of the same cooperative. She has held many positions, at first in administration and then in the finance department. The latter was where she worked for the longest, and where she finished her career as Auxiliary Technician for Treasury and Banks.

It's been a total of 38 very fruitful years, both for her professionally and insofar as the evolution of the company. As Pili explains, *"In the early years we were a small group with a lot of eagerness to learn from everything and work", in addition, "Being from Oñati and working at ULMA, and being able to walk to work was really lucky."*, she noted.

As the company grew there were many experiences and different times, some *"good"* and other *"not as good"*, but Pili is sure that you can learn from everything. It should be highlighted that support from the ULMA Group was fundamental for her company to prosper, *"something we're also grateful for"*, she asserted.

During her long career at ULMA she saw many changes, including in terms of technology, *"When we started, we didn't have computers, and you had to go to the ULMA Construction offices in Otadui 3 to enter data... Then the fax came along and for us it was extraordinary... Imagine how much things have changed since then..."* There are a lot of anecdotes, but if there is something she wouldn't give up Pili has no doubt, *"Even though it seems trite, I'd never give up the friends I made along the way."*

To the new generations coming in, her advice is to be enthusiastic and committed in your job, and she reminds them that the success of the ULMA project depends on everybody.

Pili is facing her retirement with a dose of seriousness, but at the same time she's looking forward to it, *"It'll be a big change, but I think I'll get used to it... Read, take walks, do sport, travel... but, mostly, lead a calm life without having a schedule or obligations."*

"Even though it seems trite, I won't give up the friends I've made along the way."

Retirements

From 1 September to 31 December 2024



ESTEBAN IGARTUA
ULMA ARCHITECTURAL SOLUTIONS



JOSE ELIGIO LOPEZ
ULMA ARCHITECTURAL SOLUTIONS



RAFAEL ANDUAGA
ULMA ARCHITECTURAL SOLUTIONS



PILI KORTABARRIA
ULMA LIFTING SOLUTIONS



EDUARDO TROJAOLA
ULMA LIFTING SOLUTIONS



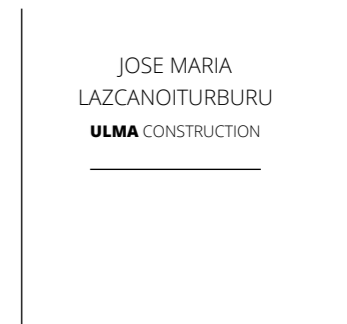
CARLOS IGARTUA
ULMA FORGED SOLUTIONS



JEAN MARTIN OYHAGARAY
ULMA FORGED SOLUTIONS



ALBERTO LOIOLA
ULMA FORGED SOLUTIONS



JOSE MARIA LAZCANOITURBURU
ULMA CONSTRUCTION

*Thank you
and enjoy!
Congratulations*



Merry Christmas and happy new year

THIS CHRISTMAS, ONCE AGAIN WE ARE SENDING THE CHRISTMAS GREETING AMOUNT TO MUNDUKIDE FUNDAZIOA TO KEEP COLLABORATING ON COOPERATION PROJECTS AND DRIVING SOCIAL PROJECTS. WE WORK TOGETHER TO PROVIDE RESOURCES AND IMPROVE LIVING CONDITIONS FOR PEOPLE IN AFRICA AND SOUTH AMERICA.