

# begira



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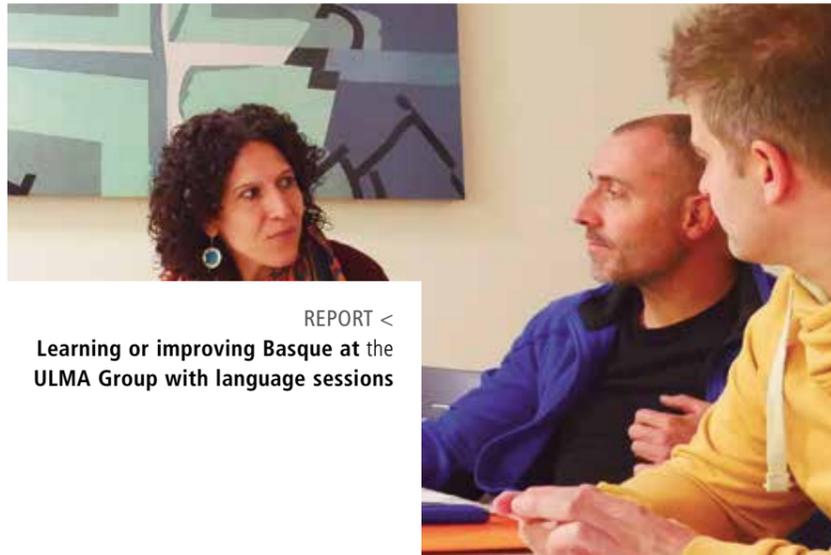


## Tribute to our Retirees





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**Manu Colino Vega** of ULMA Construction  
 receives the GALBAHE Inventor of the Year award



REPORT <  
**Learning or improving Basque at the  
 ULMA Group with language sessions**



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**RAÚL GARCÍA**  
 Former Chairman of the ULMA Group

**LANDER DIAZ DE GEREÑU**  
 Chairman of ULMA Group

After five years of work as chairman of the ULMA Group and eight years at ULMA Construction, the time has come to pass the torch to other people. From everything I learned during this time, I want to highlight two points. On the one hand, the great potential of our cooperative model to improve people and society, creating quality employment, worthily distributing wealth and continuously strengthening the pillars for the future. It is undeniable that today the ULMA Group is a strong industrial group and an example for others on many issues. Despite our incidents and shortcomings, the productive road travelled in 58 years is apparent.

On the other hand, I would highlight the difficulties of this model going forward. The conditions to compete in the international market are difficult but, in general, we are not able to change these conditions and the difficulties we encounter are the same as those faced by the competition. Furthermore, we have other structural barriers to overcome, for example, financing, but probably the greatest threat comes from within. In my opinion, it is very difficult to maintain this model unless you have a deep cooperative culture. To face current and future challenges, it is very important that the group understands and lives the cooperative nature to its fullest, with its main characteristics being: dignity, solidarity, generosity, and commitment to leaving a solid legacy. That is our essence, which we should care for and nurture. The ULMA Group offers us an unparalleled space to develop this culture.

I firmly believe that, with the support and contributions of everyone and also with the drive of the new Chairman of the Group, we will continue to develop and strengthen ULMA as well as our surrounding society.

To conclude, I would like to wish the new Chairman of the Group a fruitful journey. Lander, congratulations AND good luck going forward!

Excitement and motivation, but at the same time nervousness and unsteadiness. That's what I felt when I found out I was going to be the new Chairman of the ULMA Group. Being the Chairman of an increasingly large and strong cooperative group is not just any challenge, and suddenly, it's right there in front of me.

Having been Chairman at ULMA Packaging, I know that the businesses have a clear understanding of their responsibilities and that they are working hard to achieve good returns. However, we cannot forget that ULMA is a unique social business project where all the people who participate in it must work in the same direction.

I would like to focus on the following challenges because in order to maintain the cooperative culture of the Group, we all need to continue to working towards: maintaining the balance among all the cooperatives, facing responsibility ... In short, we must strengthen the concepts that define us as a cooperative and turn them into support of our identity.

And, since we are not going to walk alone, we must continue to collaborate, of course, with MONDRAGON, with the public administration as well as many other entities.

To conclude, I would like to thank Raul for setting the bar very high, for the work accomplished over the past few years and above all, for pointing me in the right direction.

Good luck in this new stage and going forward!

## ULMA FORKLIFT TRUCKS

### The transforming power of logistics mobility at Ese Erre

Ese Erre, a business unit of ULMA Forklift Trucks specialized in the distribution and sale of multi-brand spare parts for forklifts and platforms, continues taking significant steps towards its commitment to establish itself as the national benchmark company in its sector. For this, it has developed a system that will enable it to organize, coordinate, and optimize its warehouse processes and operations in order to provide better service to its customers. Thus, with the implementation of this tool, and motivated in large part by increasing demand, Ese Erre has taken a qualitative leap in its service capacity and logistics management and stands as an Industry 4.0 leader in the spare parts sector in Spain.

#### IMPLEMENTING INNOVATIVE MOBILITY SOLUTIONS

The mobility based logistics management solution implemented at Ese Erre's warehouses manages logistics flows from product reception to delivery of merchandise and is especially designed for companies that, like Ese Erre, have very specific needs consisting of measuring and optimising the reception-delivery-location tasks that occur at their warehouse.

Using mobile devices that indicate the steps to follow in the terminal enables operators to record all

merchandise movements that occur inside the warehouse and report erroneous operations prior to execution.

#### PROFESSIONALISM, PROXIMITY AND UNDERSTANDING OF CUSTOMER NEEDS BASED ON POWERFUL ECOMMERCE

With a service philosophy focused on satisfying the needs of an increasingly demanding and globalized market, Ese Erre offers consultation support with highly qualified technicians as well as its own commercial network that enables, thanks to its ecommerce and newly optimized logistics system, placing orders anywhere in the country in record time, while also offering a wide range of stocked references at really competitive prices.

This leadership position that Ese Erre currently holds in terms of supplying spare parts is strengthened by its consolidation in ecommerce. Its differential and innovative commitment based on 24/7 service availability provides a positive customer experience thanks to agile, efficient, and unlimited service solutions, validating its slogan "if we don't have what you need, then you don't need it" and demonstrating its attempt to continuously provide customers with the parts they truly need.



## ULMA HANDLING SYSTEMS

### ULMA Handling Systems opens its doors to dual training

ULMA Handling Systems continues to play an active part in the Dual training offered by Mondragon Group, this time opening its doors to all young graduates to study a Dual Master's Degree at the Cooperative

ULMA Handling Systems continues to support Mondragon Group's Dual training method, which students will take part in right from the start of their Master's Degree studies. This experience is described as a different form of training, **the aim being to alternate both study and work in order to gain experience, thus providing a real vision of what the future profession involves.**

ULMA Handling Systems has grown its workforce every year for the past 14 years. "In this new digital era and based on our forecast, our aim is to continue building and strengthening the base of logistics 4.0 on our most important pillar, namely our experts' talent," explained Karlos Aitor Pérez, Director of the Human Resources Division at ULMA Handling Systems.

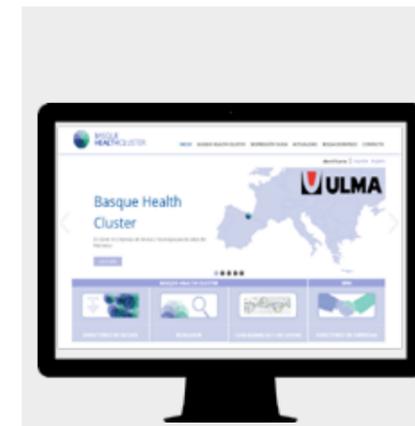
Talent is the most important pillar at ULMA Handling Systems, and it is essential that students have the option to train in real projects in order to develop their knowledge and skills while being part of this innovative project. Only when all the parts work harmoniously in coordination with mathematical precision can we say that the logistics are finally tuned. That's why we only work with the best: our team of over 450 experienced professionals, today's know-how, and that little something special.

## ULMA GROUP

### Lander Diaz de Gereñu, new Chairman of the ULMA Group

Lander Diaz de Gereñu, current Chairman of the Board of Directors of ULMA Packaging, has been elected by the Ordinary General Assembly of the ULMA Group as the new Chairman of the General Council of the ULMA Group for a period of 4 years. Lander replaces Raúl García who held the position since June 2014.

Lander Diaz de Gereñu is a Technical Engineer in Electronics and Higher Engineering in Automation and Power Electronics. He has always worked in the Technical Department of ULMA Packaging as an electronics designer and since 2015 he has been the Chairman of ULMA Packaging.



## ULMA MEDICAL IMAGING

### ULMA teams up with the Basque Health Cluster

In March ULMA joined the Basque Health Cluster, a non-profit association founded in 2010 with the aim of coordinating, representing, managing, promoting, and defending the common interests of Basque companies in the health field.

The network formed by the association now includes more than 50 Basque companies working in biotechnology applied to health, the agri-food sector, medical devices, e-health, management, transversal services, etc.

ULMA has decided to join this association due to the **great business opportunity** it offers, given its **collaboration with public administrations and other organizations in the field of bioscience and health, contributing to development, growth, and internationalization.**

## ULMA ARCHITECTURAL SOLUTIONS

### A clean, simple and durable facade for the San Juan de Dios centre in Ciempozuelos, Madrid (Spain)

IN THIS PROJECT, A TOTAL OF 4500M2 OF FACADE HAS BEEN INSTALLED.

#### COMBINATION OF TEXTURES, COLOURS AND INSTALLATION SYSTEMS

Two textures and several colours have been chosen for the building's skin. On the main facade, overlooking the "Plaza de la Convivencia", a bluish tone was chosen, and the vertical panel installation system has been used. Meanwhile, the horizontal system has been chosen for the rest of the building.

For the rest of the facades, on the top part, the Air range has been used in a light shade, and for the base on which the building rests, the Water range has been chosen in a

grey shade, with a corrugated texture installed vertically.

#### MATERIAL AND SERVICE

As one of the architects responsible for the project, Rafael Fernando Pérez, told us, *"the aim was to design a building with a clean and simple volumetry, a resistant ventilated facade of minimal thickness, and in different textures and colours"*.

This centre of the Order of San Juan de Dios has different services, including the University Nursing College, the Physiotherapy College and now the Psychogeriatric Unit.



## ULMA PACKAGING

### ULMA Packaging opens its own subsidiary in Thailand, consolidating its presence in Southeast Asia

THE COMPANY REINFORCES ITS GLOBAL COMMITMENT WITH ITS PRESENCE IN MORE THAN 50 COUNTRIES.

With this new effort, the company consolidates its growth in new markets and after almost two decades marketing its products and services in Thailand through distribution companies, it undertakes a new and important challenge by establishing its own subsidiary.

The objective of ULMA with this recent commercial commitment is to offer its customers in this Southeast Asian country a more personalized technical service tailored to the needs of each project. As stated by **Mikel Kortabitarte, Commercial Director of ULMA Packaging for Asia-Pacific**, “we decided to establish ourselves in Thailand since many of our customers demanded closer attention and we wanted to provide the Thai industry with a higher quality technical service”. The Thai market is characterized by the strength of its agri-food sector, with large local corporations that are global exporters of packaged food and ULMA Packaging offers packaging solutions tailored to this powerful industry.

The priority of ULMA Packaging is to always **ensure maximum operability and productivity for its customers**, hence, the importance of trying to be as close as possible to them in each of the markets in which the company is present. The new subsidiary will offer close commercial consultation, guaranteeing through

technical service that equipment operates at maximum efficiency to provide added value to customer businesses. ULMA Packaging acts as an extension of customer work teams and is distinguished by its response proximity, speed, and efficiency. Not surprisingly, one of the strategic pillars of the brand is its commitment to quality, proximity, and efficient customer service.

**The new subsidiary** located in Bangkok will be headed by **Chuckkrit Apikul**, who joins ULMA after having gained extensive experience in the sector. As Mr. Apikul points out, “the Thai market is very attractive to ULMA given its current size and excellent growth potential. We are very optimistic about the future of this new subsidiary. We are convinced that it will achieve great successes.”

With this implementation, the main challenge of ULMA Packaging is to ensure the satisfaction of current customers while counting on their loyalty, in addition to seeking an increased market share. With the subsidiary, they will also be able to take on projects with a higher technical complexity and a broader scope.

Now with 19 subsidiaries all over the world, ULMA Packaging reinforces its **global commitment and strategy of customer service and proximity**.

## ULMA ARCHITECTURAL SOLUTIONS

### ULMA drainage channels at the newly opened Lidl store in Tres Molinos, Barcelona

The new Lidl store was opened last February and is located in the historic Tres Molinos building in Esplugues. It is **the largest and most sustainable store that the German firm has opened in Spain, and it has now become the benchmark establishment**. It has an area of 1800 square metres and more than 150 parking spaces.

Once again, Lidl has opted for our channel solutions. Two different systems have been installed in the store’s car park: The **F system** for large loads and for lighter traffic the **MultiV+ channels**.

#### F SYSTEM AND MULTIV+ SYSTEM

The F channels are highly resistant and have a system to fix the grating to the channel using 4 screws. They have been specially designed for sections which are subjected to heavy loads, especially in goods loading and unloading areas. For their part, the MultiV+ channels are an improved product range that is mainly used in pedestrian areas, commercial areas and car parks for all types of vehicles.



## ULMA CONSTRUCTION

### ULMA in the construction project of the Diablos Rojos Stadium in Mexico

ULMA has taken part in the construction of the recently inaugurated Alfredo Harp Helú Stadium located in México City and that will place to the Mexican Diablos Rojos baseball team.

The Diablos Rojos Stadium, the new headquarters for the Mexican Baseball League (LMB), will be equipped with a lightweight steel ceiling in the shape of a devil’s pitchfork, and will seat up to 13,000 spectators.

One of the key conditions for this project was the ability to provision a large quantity of equipment – 810 tonnes – within the established timeline. **The client chose ULMA systems for their load-bearing capacity and efficiency in size, making it possible to move freely throughout the jobsite without interference.**

Twelve MK Shoring Towers were employed to support the eight ceiling structures weighing 550 tonnes each. Towers were configured with four or

eight feet and a maximum height of 26 m, depending on the load to be borne.

The tower were first assembled into modules on the ground, which were later lifted into place and fitted vertically by crane. Each tower is equipped with

an utterly safe infrastructure for vertical transit, stairways, and working platforms with handrails that guarantee compliance with all applicable safety regulations.



## ULMA AGRÍCOLA

### ULMA undertakes a project for the planting of olive trees in Morocco

This project entails supplying a **5,000 m2 greenhouse** designed for planting olive trees, **which has all the necessary equipment to help the plants during their initial growth in preparation for them to be subsequently transplanted.**

The greenhouse is part of a program to help develop one of the most disadvantaged regions of the African country, where the Kingdom of Morocco helps the inhabitants of rural areas by providing them with plants and modern irrigation systems to achieve a sustainable life in the countryside and prepare for a future where the population of large Moroccan cities is increasing and where rural areas are becoming depopulated.

Morocco annually produces 2 million tons of olives (data from 2018), which is an increase of 28% compared to the previous year, with a total plantation area of more than 1 million hectares.



« ULMA PACKAGING

## Marta Vázquez as co-protagonist of the #aitzindariakLH #precursorasFP HETEL campaign

On May 13th, the Association of Vocational Training Centres of the Basque Network, Hetel, launched the #aitzindariakLH #pretelarasFP Hetel campaign with the aim of attracting women to industrial cycles.

The press conference held at the Sala BBK in Bilbao brought together different media outlets that listened to the opinions of some of the protagonists of the campaign as well as of collaborators such as BBK and Euskaltel.

Our colleague, Marta Vázquez, who works in sub-assembly production at the Goribar heat sealing plant, participated in the publicity spot created by Hetel.

As Marta explains: "After eight years

*working in another sector, I needed a change in my life. The assembly world attracted me a lot so I decided to study Industrial Mechatronics".*

Thank you Marta for your collaboration and we hope that your story will encourage more women to follow your footsteps.



« ULMA HANDLING SYSTEMS

## ULMA Handling Systems participated as part of the faculty in the 38th edition of summer courses at the Universidad del País Vasco

### INDUSTRIAL DIGITAL TRANSFORMATION AND ITS INFLUENCE ON THE SUPPLY CHAIN.

You can find this and much more in the summer courses at the Universidad del País Vasco where ULMA Handling Systems has become a member of the faculty.

This has been the 38th edition of the summer courses held at Universidad del País Vasco (EHU/UPV), which offers a meeting space to shed light on the challenges of society. In total, there have been 191 onsite proposals.

On June 21st ULMA Handling Systems participated in the course; "Industrial digital transformation and its influence on the supply chain" held at the Miramar Palace in Donostia-San Sebastián.

The participation in this course of the Basque Mobility and Logistics Cluster, Universidad de Deusto, Microsoft, PA Consulting, and ULMA Handling Systems provided expert knowledge for all those who attended the event.

The digital transformation of the industry is currently an opportunity to generate added value to businesses, add efficiency to processes, optimize management and improve the services offered to customers.

**The objective of this course was to become familiar with the opportunities offered by the digital transformation of the industrial sector.** We analysed the

current trends and technologies that are essential for this digital transformation as well as the direction in which they are headed. To do this, the products and services that may be incorporated into industrial management were analysed along with the advantages they offer in terms of added value and performance of each business.



« ULMA FORKLIFT TRUCKS

## The September edition of MasterChef began on top of ULMA Forklift Trucks

ULMA FORKLIFT TRUCKS COLLABORATED WITH THE TVE 1 SHOW BY PROVIDING THREE UNITS FROM ITS NEW EDIA EM LINE.



For more than 15 minutes of the program, ULMA Mitsubishi forklift trucks were the main attraction as the panel members who drove them marked the beginning of the new season. ULMA personnel were present during the filming to ensure that both the driving and load handling were performed properly while observing all the appropriate safety measures, which, according to the images, were strictly followed.

The first outdoor test of the 2019 edition took place at the San Pedro de Cardeña Monastery in Burgos, which was built in the year 902, has 9,000 square meters and has been declared a site of cultural interest.

« ULMA CONSTRUCTION

## The experience with and evaluation of the team formed by ULMA and its customers, recounted first-hand

Each construction project completed becomes part of the knowledge and grounding of ULMA's commercial, production, technical and logistics teams, which are univocally customer-oriented and cooperate with the different actors participating in them.

As such, **ULMA reserves a preeminent space on its website to give a voice and protagonism to those individuals who, since the very inception of each project, make up a unified team of qualified professionals from both ULMA and its customers to recount their experiences first-hand.**

Great cooperation, smooth execution, excellent support, innovation from experience, quick response, very complex technical solutions, comprehensive technical and logistic advice, practical and efficient solutions, satisfaction, 100% collaboration, high availability and stock, proactivity, good customer support service, safety and confidence. These are some of the reasons that motivate



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ULMA's customers and collaborators to continue to work together in successive construction projects.

Staying close to the customer, committed and involved in the profitable and safe designing of ever-increasingly demanding and complex construction projects translates to reliable service offered by ULMA, **recognised by both customers and**

**collaborators. Their evaluations inspire and encourage the individuals who make up ULMA to continue** striving in terms of innovation, creativity and quality to offer comprehensive solutions, from the design of the technical formwork and scaffolding solution to the supply of materials and on-site supervision.

## ULMA ARCHITECTURAL SOLUTIONS

### We now have an Equality Committee!

The goal of the new committee is to **identify and reduce any gender gaps**, implementing a Gender Equality Plan throughout this year.

This plan aims to **promote equality between men and women** in our cooperative, analysing working conditions, internal organisation, operation, services and relations with other entities.

The first step will be to survey the whole group, along with a series of in-depth interviews to understand the cooperative's current situation, allowing us to define and design an action plan.

The committee is made up of representatives of the cooperative's organisations and groups, with a view to ensuring a complete overview that includes all perspectives.



## ULMA EMBEDDED SOLUTIONS

### Complete and innovative IoT solution in collaboration with FlyThings

Industry 4.0 is increasingly playing a more important role. The number of companies that need to implement a solution for collecting and storing data and monitoring their assets and/or products has increased considerably.

Nowadays, it is possible to find multiple sensor solutions for data collection. Normally, these solutions are easy to configure and do not require a significant economical investment. The real difficulty lies in storage and monitoring.

Until now, acquiring software customized to the monitoring needs of each company was very expensive and required a significant investment. Furthermore, this did not ensure that the solutions always met expectations.

At ULMA Embedded Solutions we are committed to expanding the range of services in the area of Industry 4.0. Accordingly, thanks to the collaboration agreement with FlyThings, a spin-off of ITG (Instituto Tecnológico de Galicia), we have defined an innovative solution based on an advanced web platform from FlyThings that **enables storing, monitoring, and adding value to millions of data transmitted in milliseconds by**

**multiple sensing devices. This solution offers performance capabilities that allow to manually or automatically manage monitored facilities in a multi-user, multi-company, and multi-language environment.**

ULMA Embedded Solutions helps industrial companies define and implement a complete IoT solution based on a platform developed by FlyThings to

help our customer's transition to Industry 4.0 while knowing, at all times, the cost required for both the implementation and maintenance. The system is differentiated by its speed and flexibility at the time of deployment.

The results we are obtaining after implementing this IoT solution in certain projects are excellent.



## ULMA PACKAGING

### LeafSkin and Reduced Scrap: two examples of sustainable packaging at IFFA

LeafSkin and Reduced Scrap are two outstanding applications from the sustainable packaging solutions line of ULMA Packaging that were introduced at the latest edition of the IFFA fair in Frankfurt.

ULMA Packaging's sustainable packaging solutions **have been designed to minimize environmental impact** by reducing the amount of packaging that is required, guaranteeing food safety, product shelf life, waste reduction, and use of more recyclable and compostable materials.



LeafSkin

This is **one of ULMA Packaging's most sustainable packaging solutions providing up to an 80% reduction in plastic**. This solution is based on a 100% recyclable flat cardboard tray and the different materials are fully separable.

It includes an easy-open corner to remove the film wrap and a second corner to separate the two materials comprising the tray in order to facilitate the subsequent recycling processes.



Reduced Scrap

Another very attractive sustainable packaging solution is Darfresh packaging, which **reduces waste film by up to 40%**. It is designed for products that allow perforation of the base film specifically for vacuum sealing.

These two solutions, among others, introduced under the new **#ULMAweCare** concept, represent ULMA Packaging's solid commitment to sustainable packaging. At the stand itself, an area was designated where people could see many more sustainable packages and practically all the machines displayed were aligned with this new concept to provide concrete benefits in terms of reducing materials and even replacing traditional materials with more sustainable ones.

## ULMA AGRÍCOLA

### PLANASA relies on ULMA Agrícola for an installation in Morocco

PLANASA, a Spanish leader in the agri-food sector with international production plants in several countries has entrusted ULMA Agrícola to carry out a strategic project.

**This is an installation with an area of 65,000 m<sup>2</sup>** in Morocco for the cultivation of red berries, particularly raspberries.

The greenhouse is a G12 model with a 6m gutter height, equipped with overhead butterfly vents, shade screens, climate controller for 4 independent areas and a 1536m<sup>2</sup> gabled warehouse with a sandwich panel roof.

The **contract** was for a **turnkey installation** and ULMA Agrícola undertook the challenge of hiring 20-30 direct workers via a subcontract and also enjoyed the support of many locals for the assembling, coordination, and start-up tasks.





ULMA FORKLIFT TRUCKS

### Under the slogan “Smaller is better”, Inoxtruck introduced the new COMPACT EPT at IFFA 2019

The Innoxtruck electric pallet trucks, activity of ULMA Forklift Trucks are recognized for their **SANITIZABLE design that makes them ideal for use in cleanrooms**, especially in those where the presence of water and salt causes other electric pallet trucks to have very short service lives and costly maintenance.

However, the size of these devices manufactured by ULMA Innoxtruck made it impossible to use them in applications with minimal manoeuvring space. Faced with the need to reduce the size of these devices and the possibility of incorporating smaller, “cleaner” and longer-lasting batteries with the new lithium-Ion (Li-Io) technology, ULMA Innoxtruck has embarked on an innovative project to launch a new line of COMPACT electric pallet trucks with lithium Ion batteries, together with

company AMOPACK (Álava) and the support of the HAZITEK Program of the Basque Government as well as the European Regional Development Fund (FEDER).

OVERWHELMING SUCCESS AT IFFA

And what better context than IFFA 2019, the most important event in the world for the meat industry, to introduce not only this new model, which will be available on the market starting in 2020, but also all the innovative solutions that Innoxtruck has developed for handling cargo in aggressive environments for the agri-food sector.

*“Innovative solutions that have sparked great interest among the public; to the point that they have exceeded all expectations,”* said Fernando Odriozola, director-manager of the business unit.



ULMA CONSTRUCTION

### A geometrically unique office building, overlooking the Hudson River in Manhattan

The 40 Tenth Avenue building is a 10-story office building adjacent to the High Line and overlooking the Hudson River, in Manhattan. Located in Meatpacking District the office building has 139,000 square feet which include 20,000 square feet of outdoor space and 40,000 square feet of retail space with a large storefront facing 10th Avenue.

The building was designed to have a positive impact on the environment and the façade is covered by glass with sheared corners revealing a truncated geometric pattern. The shearing was guided by the sun’s relationship with the area so that it would minimize shadows.

The solution adopted to build the 14,000 SQF floor plate spans was the **combination between Aluminium Modular Formwork CC-4 and Timber Beam Slab Formwork ENKOFLEX**. Both shoring systems are compatible and worked in combination to keep the work schedule pace. The ceilings raised as high as 17 feet and the **Aluminium Prop ALUPROP** was the ideal system for that.



ULMA HANDLING SYSTEMS

### Modifications by ULMA Handling Systems to several AENA airports valued at more than 58 million euros

TO CARRY OUT THESE MODIFICATIONS THE MANUFACTURE OF MORE THAN 2,500 PIECES OF EQUIPMENT BY ULMA WILL BE REQUIRED, EQUIPMENT THAT WILL BE INSTALLED IN PHASES BETWEEN 2020 AND 2022.

ULMA Handling Systems will proceed to carry out the **necessary adaptations at the airports in the AENA network in accordance with the new European standard safety regulations**. The modifications to be made at the airports of **Gran Canaria, Malaga, Menorca, Fuerteventura, Zaragoza and A Coruña** and will exceed the 58-million-euro mark.

At Malaga airport, which had more than 19 million passengers in 2018, ULMA will renew the baggage system in its 3 terminals. Specifically, in Terminal 3, the 14 existing inspection circuits will be modified in order to increase the decision time required in the new regulations and will integrate the new machines known as standard 3. In addition, level 3 circuits will be modified to integrate new dual-view machines and a new transit line will be introduced.

In Terminal 2, on the other hand, in addition to updating the nine inspection circuits to integrate the nine new machines, the entire check-in area will be changed, to incorporate sixty-five check-

in counters and six inclined carousels.

In Terminal 1, the entire storm water drainage system will also be changed, two new N1-N2 inspection circuits will be incorporated, a circuit for Level 3 and two inclined tracks.

At Gran Canaria airport, with over 13 million passengers per year, ULMA will renew the luggage system at the three terminals, integrating 24 standard

3 inspection machines and five dual-view machines for Level 3.

Menorca airport, on the other hand, will see an extension to its terminal building of approximately 900m2 that will house a complete baggage system with a capacity of up to 6,000 bags / hour, with six N1-N2 inspection circuits, a level 3 circuit and four inclined tracks.



ULMA PACKAGING

### ULMA Packaging presents a video about its identifying values to the Group



At the General Assembly held on May 24th at the court area of the Zubikoa Sports Centre in Oñati, a video was presented describing, through a simple story, the six values identified as the most representative and with which we would like to be recognized.

Using Motion Graphics, different moments of the work at ULMA Packaging were shown in which all these values were identified: **passion for improvement and innovation, integrity, we are global, teamwork, responsible with our legacy and commitment towards the customer.**

The Chairman of ULMA Packaging, Lander Diaz de Gereñu, introduced the video and received an emotional response from the audience that prompted an applause.

This video is accompanied by a booklet that will be distributed shortly called **“Development of ULMA Packaging Values”** where each of the values is detailed with guidelines for appropriate and inappropriate behaviours.

« ULMA PIPING

## ULMA Piping expands its network of approvals with an important midstream partner such as Kinder Morgan

After years of working towards midstream approvals in the USA, achieving the approval of Kinder Morgan is a major milestone for ULMA Piping.

**ULMA Piping now occupies an advantageous position for midstream approvals in the USA with approvals from Enterprise and Kinder Morgan.**

Kinder Morgan is one of the largest energy infrastructure companies in North America. The company owns or operates approximately 84,000 miles of pipeline and 152 terminals. Its pipelines transport natural gas, gasoline, crude oil, carbon dioxide (CO2) and other products. In addition, they also store or handle a variety of products and materials at their terminals, such as

gasoline, jet fuel, ethanol, coal, petroleum coke, and ores. The company has approximately 72,000 miles (115,900 km) of pipelines to transport natural gas and moves about 38 percent of the natural gas consumed in the United States.



« ULMA ARCHITECTURAL SOLUTIONS

## Customized, creative, polymer concrete terrace face In La Moraleja (Madrid)

This residential building located in the neighbourhood of La Moraleja (Madrid) that is more than 50 years old. Due to the years and weather damage, the terrace face pieces were old and there was a danger of detachment.

**PROBLEM**

There were cracked panels on the front. In addition, water filtrations from the planters affected the prefabricated panels, causing rust on their reinforcements and auxiliary support structure. The owners decided to **replace the damaged original pieces**, which have very creative shapes and give the building great personality.



**CUSTOMIZED SOLUTION**

As a customized solution was required, with the purpose of obtaining similar, but more resistant pieces, **ULMA had to scan a significant section of the building's facade in order to obtain a 3D-printed piece of the existing model. From this first piece, the moulds were manufactured, which were used to obtain the first prototypes sent to the site. After the customer's final approval, a specific substructure for the installation of the pieces on the facade was designed, defined and developed.**

« ULMA MEDICAL IMAGING

## First ULMA Medical Imaging devices

ULMA Medical Imaging, an activity immersed in the launching of new business initiatives in the health sector and specifically in the field of non-invasive medical imaging, has developed a medical image capturing device that supplements the software solutions it is developing to offer a global solution to the market. The device is called U-RETINAL FC.

**U-RETINAL FC is a non-mydratiac digital retinograph that captures high-resolution 2D retinal images.** This device is portable and easy to use. Its most innovative feature is the integration of quality control software that provides intelligence to the device indicating the validity of the image to be analysed by both the specialist as well as the U-RETINAL DR software. Another feature of U-RETINAL FC is Wi-Fi

connectivity capable of sending the captured image instantly to any device.

These differentiating characteristics together with their highly competitive price, enable widespread use of this technology providing a positive impact on the treatment of patients and society.

In September ULMA plans to obtain "CE marking", a certificate that is required for its marketing and distribution.



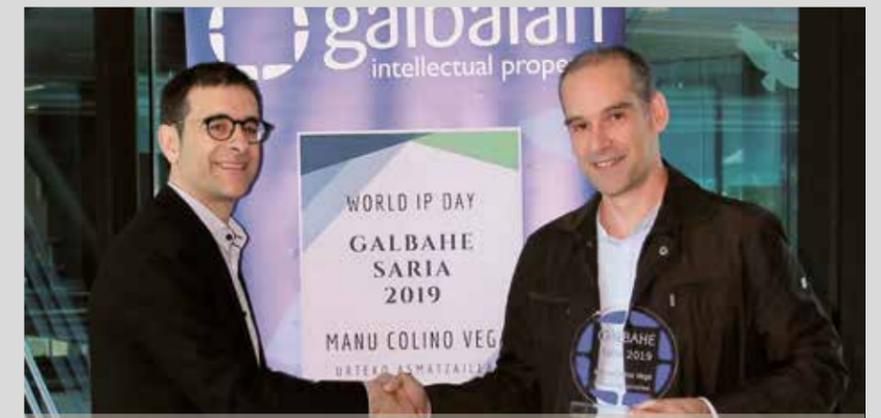
« ULMA CONSTRUCTION

## Manu Colino Vega of ULMA Construction receives the GALBAHE Inventor of the Year award

Within the context of the ceremonies related with the "World Intellectual Property Day", the company GALBAIAN, specialized in this sector, presented the **2019 GALBAHE AWARD to Manu Colino Vega, R&D engineering technician of ULMA Construction.**

The director of GALBAIAN, Ismael Igartua, presented the 2019 GALBAHE Inventor of the Year award at the ceremony held on May 22nd at the Garaia de Mondragón Technology Park and **highlighted Manu Colino's ability to successfully undertake the technological challenges faced by him**, while underscoring his contribution of devising improved alternative solutions that do not infringe on third-party patents as well as his efforts to properly protect his own inventions.

This **public recognition of the innovation and development work carried out by the technical and engineering team of ULMA** contributes to highlighting ULMA's commitment towards innovation, creativity,



and quality in the design as well as offering comprehensive formwork and scaffolding solutions that offer excellent profitability and safety to its customers

and their employees during the execution of international construction projects.



## Breaking stereotypes, Visibility of STEAM studies for women

Ezoz Sobá, ULMA Handling Systems



*“I came into this project with the intent of contributing; however, it has given me the opportunity to learn quite a lot.”*

### OTHER TALENTS OF THE ULMA GROUP

Many people from the Group make their professional careers compatible with very demanding hobbies WHERE they demonstrate that all obstacles can be overcome with talent and hard work.

**Ezoz Sobá, 28 years old and a native of Oñati, has worked in the Marketing and Communication department of ULMA Handling Systems for more than 4 years and actively collaborates as a mentor in the INSPIRA STEAM Project.**

With a graduate degree in Industrial Organization Engineering and a post-graduate degree in Marketing and Communication, Ezoz is the perfect prototype of a STEAM woman required by this project.

The aim of INSPIRA STEAM is to promote studies related with science, innovation, and technology to women, hence its name STEAM (Science, Technology, Engineering, Arts and Math). The project does not seek to steer the entire female population towards these types of studies. The objective is that when it comes time for young women to choose a career field, for them to at least consider these as options and not automatically disregard them for reasons related with stereotypes.

Currently, the low percentage of females in university studies and professional training in the fields of electricity, mechanization, engineering, etc., is a reality due to, among other reasons, stereotypes by which these

studies have been masculinised.

Ezoz's role as a project mentor consists of sharing her academic and work experience with Oñati students when choosing their fields of study. Through "group mentoring" work techniques, she and two other colleagues (a telecommunications engineer and a doctor in biology) have guided the students, attempted to break stereotypes, talked about equality and suggested STEAM studies to the young women.

*“When explaining this project to my friends I always give the following example: there are 100 different types of studies and many times girls choose from among 50 of the 100. It is not that women disregard the others, but rather for them directly, some studies such as engineering, electricity, machining, mathematics, etc. “don't exist”. The aim of this project is for women to have all 100 options on the table and for them to choose based on their likes and interest”, she explains.*

Ezoz acknowledges that when she received the invitation to participate in the project, she was scared and did not understand it very clearly. The age of the girls with whom they had to work with, 13-14 years old, was complicated. It was difficult to manage their reactions, feelings, expressions, etc., but at the

same time, she saw it as a personal challenge. *“It never hurts to make our small contribution. Our intervention will be successful when the young women we have mentored are able to select from among all 100 options when it is time for them to choose. And if they only choose from among 50 options, then that should be due to a lack of interest and not for any other reason” she explains.*

Prior to initiating the project, all mentors received training in topics such as equality, cultural stereotypes, etc. Moreover, a specialized coach demonstrated the keys to addressing sessions with young women at such a complicated age, where insecurities are prevalent. *“It's not easy; it requires a lot of dedication and effort. But thanks to the flexibility offered by ULMA Handling Systems, I can be involved in the project and also do my job without any problem” she says. “Besides, we learn from all our experiences. Did you know that the windshield was invented by a woman? Her name is Mary Anderson and her story is very interesting. What about correction fluid? Correction fluid was also invented out of necessity by a woman called Bette Nesmith Graham. I came into this project with the intent of contributing; however, it has given me the opportunity to learn quite a lot” she said.*

# Managing talent, a new challenge for ULMA

Currently many of our Human Resources departments are fully ENGAGED in a task that worries and concerns all of us. THIS TASK is: recruiting and retaining talent. For this reason, in this face to face, we have concluded a series of interviews with the heads of HR of our businesses to ask their opinions and get them to tell us, in terms of the group as well as within their own business, how they are experiencing, on the one hand, the need to recruit and attract talent, and on the other, developing the personnel THAT ARE currently employed with us.



**“The ability to attract talent requires more than just offering a good salary”**

NEREA BURGOA.  
Director of Personnel and  
Communication Management at  
ULMA Piping

**“ What is the current need of ULMA Piping in terms of the subject in question; is this a priority for the business?**

*For ULMA Piping the Personnel Management strategy is focused on challenges such as: talent attraction and retention, conversations about improvement, employer brand, leadership development programs, implementation and digitalization of human resource management systems and processes, and agile and flexible communication aimed at improving the response as well as the speed with which we handle the present and future business challenges.*

**“ Talent is the ability and quality that allows people to learn or perform a task in a manner that is brilliant; however, do you think we know how to identify the qualities of each person in the organisation and enhance them? Do you think we should be seeking this talent from within our cooperative or from our local academic institutions?**

*We are all able to identify the qualities of the professionals we have around us. However, this does not mean we are all capable of clearly naming them. Currently, the main challenge for organizations is understanding what skills our professionals must have in order to overcome the significant challenges we are facing; both as a society and as companies (challenges faced by Industry 4.0, socio-demographic changes and learning methodologies, among others), if we can identify these new capabilities (self-learning, entrepreneurship, collaborative work, etc.), we will become conscious of the importance of incorporating them into*

*the competencies of our professionals and therefore, our organization will be the first to promote them.*

**“ How do you value the ULMA Group in this area?**

*For the ULMA Group, developing personnel, establishment of guidelines applicable to all the businesses, development of projects jointly through the committees and working groups, sharing of best practices, and learning from what has already worked in certain businesses so as to apply it to others are all fundamental for the development of each business.*

**“ Do you feel you are in tune with the rest of the businesses?**

*Our businesses have very similar principles, values, and ways of understanding work. This ensures we are all on the same page and creates a remarkable feeling of belonging to the Group.*

**“ It seems that having a good business strategy is not enough. Instead we need to incorporate a brand and communication strategy that will define us as an employer brand. From ULMA Piping, how would you like to be recognised by your target audience in this area?**

*The ability to attract talent requires more than just offering a good salary; Nowadays, people are looking for an attractive project rather than a company from which to retire; an opportunity with a healthy balance between the professional and personal life; a company culture where feedback and professional development are*

*encouraged, a place where people want to work. These must be the signs that we send to potential candidates. And if these strengths are also attractive to the people who work at ULMA, then the positive effect will be even greater.*

**“ Finally, do you think we need to invest more in generating and developing the talent we already have rather than recruiting and attracting external talent? Or is it about finding a balance?**

*Nowadays, the challenge is twofold; the ability to attract people with skill sets that contribute and complement the existing talent at the organization; but above all, to adapt the existing talent to the new challenges; to ensure their employability. We are going to have a workforce where 4 different coinciding generations exist. This imposes a significant challenge due to the different ways of thinking and working and we must ensure that each generation is capable of transferring its strengths to the others. With this, we will achieve an organization with greater added value.*

# Emotional tribute to our Retirees



On June 7, we celebrated a tribute to our retirees.

The day was filled with an atmosphere of camaraderie among all. They had the opportunity to reconnect with workmates that they had not seen for a long time, WHICH stirred lot of emotions.

The day began with a welcome and presentation at the Group's auditorium by the General Director, Iñaki Gabilondo, and its Chairman, Raúl García, who reviewed the current news of the ULMA Group business partners. Tours of the businesses were organized where the retirees could observe the evolution of the company and greet former colleagues who are still employed. Finally, a dinner was held at the Zubikoa Sports Centre in Oñati where different events took place; a traditional Basque dance (auresku) in honour of the ULMA retirees, a brief speech by Chairman Raúl García, a video edited for the occasion, Bertso de losu Igartua (ULMA Construction), a performance by Aiko Taldea and the presentation of commemorative gifts. In short, it was a wonderful atmosphere during an entire day for our retirees who are looking forward to the month of June 2022 to do it again.

## Testimonials

**MANU GOROSPE - Retired**



*"I would say that it was a beautiful day, magnificently organized as well as very emotional as a result of being with old comrades with so many unforgettable memories. It was also gratifying to see the evolution of the ULMA Group and the excellent situation of the businesses in general. Thank you all for this day. It really was something unforgettable and I hope to do it again in 3 years. Eskerrik asko".*

**JUANJO IZA - Retired**



*"For me, it was a wonderful day. I was able to spend many hours with friends that I had not seen for 6 years. The business also impressed me with all the progress it has made since I left in terms of products and people as well as the organization. The food was also spot on and very good, although, as always, people tended to stay in their groups. Without a doubt, if there is another similar event, I will also be there. "*

**FIDEL AZPIROZ - Retired**



*"The day of paying tribute to ULMA retirees was a very emotional day for me. First, on my way to Oñate, several memories came to my mind. At the Oñate meeting, surrounded by old friends, I wanted to greet all the former employees, but I came up short, I couldn't do it all, I didn't have time to satisfy all the interest I had in finding out everything about everyone. During the presentation, when I learned about the daily practices and new projects of the ULMA Group cooperatives, I was excited again and it stirred up a lot of feelings from the past. Thankfully, during lunch I had a chance to digest how I felt about everything I'd seen and heard. In the midst of magnificent conversation among friends, we were able to experience the honest and faithful recognition of many years of work and we were able to express the excitement we felt. At the end, we sang some beautiful deep verses of a bertso".*



# Language sessions to learn or improve Basque at the ULMA Group

For many years the ULMA Group has been offering courses to learn and improve Basque. Several employees who taught or attended the 2018-2019 course describe their experience.



## MARIJO ALTUBE. of academia Koma has been giving courses for ten years at ULMA Group

“Normally, the classes I give at ULMA are group classes with students from different businesses. Some groups have an hour and a half class twice a week, while others have a three-hour class once a week; we call this last one the bazkaltegia mode. During the first part of the class we’re usually in class and the rest of the time we’ll go out to eat. At the beginning of the course we establish the objectives and methodology and then we try to carry everything out. Our classes are very communicative in nature; we talk a lot, but we also dedicate a lot of time to theory and exercises in the sessions lasting from October to June.”



## LARRAITZ MADINABEITIA. A member of EMUN Kooperatiba, she has given brief courses at ULMA

“The objective is to increase the use of the Basque language. To achieve this, it is essential that those who do not know Basque take steps to learn it and for Basque speakers to improve their communication capabilities. With that objective we have offered these courses. On the one hand, there are courses aimed at learning Basque: a beginners module (A1) and a module for those with a bit more knowledge (A2); We also offer training sessions to Improve Writing and for communicating in public in a manner that is comfortable and proper. The greatest achievement for beginners is their first contact with the Basque language and we try to generate interest so that they continue working to understand the language. Regarding the people in the training groups, they learn different resources to communicate more correctly. One of the pillars of our methodology is to “learn by using”.



### What do you think of ULMA offering classes to learn Basque? What would you say?

#### EDU GONZALEZ ULMA Piping

“I think it’s a very good initiative that ULMA offers the possibility to learn Basque. It reflects the cooperative’s commitment to Basque. During this course I have participated in the improvement sessions (8h). The teacher taught us resources for correcting errors related to daily tasks and to understand expressions and how to improve them. The session exercises were very adequate to internalize everything that was taught. So, I think the courses make are a good way to improve the current level of Basque of the employees”

#### MARIO PEREZ ULMA Handling Systems

“Between January and February I took the beginning level module (A2). Although it wasn’t a lot, I was able to remember some of what I already knew: verbs, grammar, and such. I learned Basque in school, but since then I have not had the opportunity to use it. Now, since my workmates are in the habit of speaking in Basque, I feel the need to learn it. I still don’t feel that I am able to speak it but I understand more and more. I appreciate having the opportunity to learn Basque at the company”.

#### MARIAN GOMEZ ULMA Architectural Solutions

“Since September I have been in the intermediate level group (B1) at ULMA Construction. Seven employees from different business units meet twice a week from 1:30 p.m. to 3 p.m. We have a nice group, quite homogeneous with respect to the level. These classes have also given me the opportunity to meet people from other businesses, which is also positive. In addition to the classes, we go on outings together and the teacher encourages us to take exams. This also motivates you to practice at home, which enables us to increase the pace of the classes.”

#### ANA REMEDIOS ULMA Packaging

“I participate in the bazkaltegi format at ULMA Packaging; in the beginner level (A2). We have three-hour sessions once a week: during the first half class we do exercises and work and during the second half we practice speaking while we eat. ULMA has totally succeeded with this program. It makes it possible for everybody to participate. For people like me, who did not learn Basque at home, it offers us the possibility of communicating in Basque. It is a very enriching experience.”

#### IBAN LIZARRALDE ULMA Construction

“I participated in the course ‘Comfortable and Correct Public Speaking’. It is a course that goes beyond language. It’s enriching and interesting. As for the teacher, I thought it was a high level course. And the students worked enthusiastically. The course was 10 hours long but we requested to extend it an additional 6 hours. During the course we worked on theory and practiced developing different techniques for efficient verbal communication. Courses of this type should be more common, as they are good for both work and personal life.”

This section provides an update on the activity that your Foundation is undertaking, in collaboration with the employees that comprise ULMA, as a way to channel our commitment WITH the transformation of society INTO a more humanized and sustainable model.



## Work-Life Balance Children's workshops in June

During the first three weeks of June when there are only classes in the morning, **we try to help parents balance their work and family lives.** To accomplish this we have organized the fourth edition of the children's workshops at ULMA designed for children ages 4 and up, from 2 to 6 in the afternoon, so that their parents can go to work with the peace of mind that their children are having fun.

Seven monitors, who are also relatives of ULMA employees, have taken care of energizing these workshops to the fullest with lots of activities, experiments,

manual projects, music, games, and fun.

As special guests this year we have had African refugees that live in the Larraña shelter in Oñati. They have come on Thursdays to teach boys and girls ages 8 and up how to make bracelets using coloured threads.

**On the last day we invited the participants and their families to say goodbye to the 2019 workshops.** The children put on a theatre play and then we saw a video summary of these 80 hours of workshops. To conclude, as a souvenir of the year, the invited refugees brought a gift that they themselves had



4th  
edition

115  
children



7  
monitors

Image taken the last day of workshops >>

made to give to each boy and girl: a threaded bracelet, but a much more complicated version than those taught in the workshops.

## Solidarity collection of eyeglasses for Senegal

Until July 15th we've been collecting eyeglasses for Senegal: **prescription eyeglasses and sunglasses.** The purpose of this collection was to help the Ndank Ndank association of Bergara, in which several employees at ULMA are involved. Ndank Ndank is a non-profit organization dedicated to promoting interculturalism and developing cooperation programs in Senegal. A group of **volunteers from this association will travel to Senegal from 4-18 August to personally deliver all the eyeglasses we collect.** Additionally, they will bring an eye exam machine donated by the Uzuri optics clinic of Elgoibar. If you have eyeglasses to contribute, this will help other people see more clearly.



#gestosostenible

## Electric Mobility at ULMA



The Basque Energy Agency of the Basque Government will hold a **theoretical lecture on electric mobility with practical test drives of the Hyundai Kona electric vehicle** on September 26, between 11:00 a.m. and 1:00 p.m. at the ULMA Group facilities in Oñati, **Personnel attending the lecture will be able to test drive this car for two days to commute from home to work.**

26  
electric bicycles

**The campaign for assistance in purchasing an ORBEA electric bicycle for biking to work has ended.** A total of 26 employees have joined the program and are already enjoying their new electric bike. Thank you for being more sustainable when commuting to work.



## A glance at the past



### The 1960's

Image of the workshop located in the facilities of Otaduy during the 1960's where you can see some of the first packaging machines.

IF YOU HAVE ANY IMAGES LIKE THIS AND/OR YOU REMEMBER ANY HISTORICAL MOMENTS, CONTACT US TO HAVE THEM PUBLISHED IN THIS SECTION WHERE WE LOOK BACK ON THE HISTORY OF ULMA.

THANKS IN ADVANCE FOR YOUR INVALUABLE PARTICIPATION!



## RETIREMENTS: From April 1 to August 31, 2019

Fernando Zabala



Jesús M. Goitia



Bernabe Diaz



Iñaki Olalde



Jose Luis Barrena



Manuel Regueiro



Luis Felipe López



Thank you all and enjoy! **Congratulations**