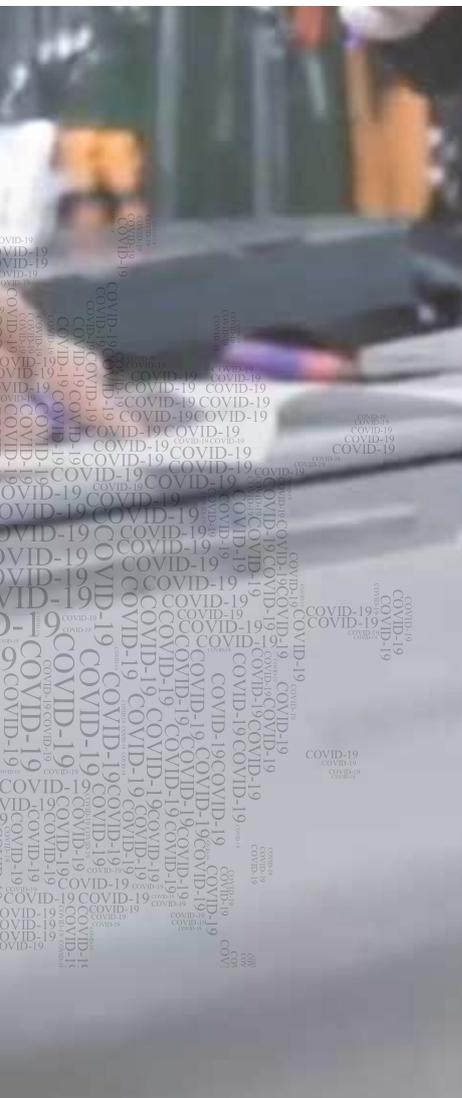


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PUBLISHED BY: Grupo ULMA S. Coop. Bº Garagaltza 51 20560 OÑATI, T 943 25 03 00
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NEW LOGISTICS AUTOMATION PROJECT FOR ULMA HANDLING SYSTEMS IN LABORATORIOS CINFA



Laboratorios CINFA will expand its current warehouse with the incorporation of a new logistics automation project from ULMA Handling Systems. This project **includes a new automated warehouse for transferred product, the connection of its two warehouses with a high-speed automatic transport system using STVs, four aisles with additional stacker cranes, and the updating and expansion of ULMA's**

monitoring and supervisor system already implemented in CINFA.

This project is a clear commitment to Industry 4.0. thanks to U.Mind Sentinel, a supervisory system developed by ULMA. This cloud hosted system allows real-time monitoring and interaction of logistics facilities through mass data processing, cloud computing and the latest digital features.

For Javier Aranguren Goñi, CINFA's Head of Order Preparation, Logistics and Distribution, *"the increase in storage capacity together with the flexible solution of STVs provides important advantages over traditional solutions. This solution, the result of the collaboration between CINFA and ULMA, enables us to adapt the integration of the two silos with the future preparation facility for our orders"*.

COMMITMENT TO ENERGY SAVING ON YOUR BIKE RIDES

In April, **2.41 tons of CO₂ emissions were saved through the participation of ULMA people in the "30-day bike challenge"**, a Ciclogreen programme initiative, a total distance of 9,647 km travelled. This challenge involves going to work by bike as a commitment to more sustainable mobility, taking care of our environment.

Throughout 2021, **265 people have already participated by travelling 85,232 km - a total saving of 19.31 tons of CO₂. To participate in this programme, just register at www.ekokilometro.ulma.com** and travel to or from your ULMA Business in the State. In addition to the resulting energy savings, those who participate will be able to win "cycles" and exchange them for gifts under this programme.



ULMA GROUP

ULMA FORMWORK FOR LARGE-SCALE INFRASTRUCTURE IN THE PHILIPPINES



The **Cebu Cordova Link Expressway with length of 8.25 km and a width of 27 m, will have two lanes in each direction, serving some 40,000 vehicles daily.**

The largest element of the project is a **650-m cable-stayed bridge, with a main span of 390 m between two octagonal pylons, varied on all faces and 150 m high** linking the cities of Cebu and Cordova.

The **ATR Self-Climbing System not only adapted to the height and geometry of the pylons, but also to the presence of a 50 m high ornamental metal cross embedded in the concrete, a tribute to Magellan's arrival in Cebu.**

In order to connect the Cebu South Coastal Road to the main bridge, a pier cap support beam with demanding technical specifications was required. ULMA's engineering team proposed a **solution based**



NEW MANAGER FOR ULMA ADVANCED FORGED SOLUTIONS



ULMA Advanced Forged Solutions has appointed **Mikel Lázaro Aguirre as the new Manager of the cooperative**, replacing Jesús Urien, who becomes Director of Project Development in the cooperative itself.

Mikel Lázaro was born in Bilbao has spent most of his working life in the Tubacex Group where, for 23 years, he has held managerial positions in the Sales and Management departments. He also has experience in auditing and foreign trade.

He has a degree in Economics and Business Studies from the University of Deusto, with further training in Business Internationalization.

As head of the Business, his task will be to lead, with the management team, the cooperative's transformation process and align it with its new Strategic Plan in accordance with the changes taking place in the world Oil & Gas market, its main market.

PREFABRICATED BALCONIES WITH A MODERN LOOK FOR A NEW HOSTEL IN THE HEART OF MADRID



ULMA ARCHITECTURAL SOLUTIONS

DESIGN WITH A CUSTOMIZED FINISH IN A SPECIFIC COLOUR, QUICK AND SIMPLE TO INSTALL WITH A MODERN, MINIMALIST LOOK WERE THE THREE CONDITIONS OF THE "TAS VALOR ARQUITECTURA" ARCHITECTURAL FIRM IN MADRID, WHEN IT COMMISSIONED ULMA ARCHITECTURAL SOLUTIONS TO PRODUCE 56 PRE-FABRICATED BALCONIES FOR NEW CENTRAL HOUSE HOSTEL IN MADRID.

This new project is located in the Lavapiés neighbourhood, Madrid. And it is particular for its balconies, which are made of 3 polymer concrete prefabricated pieces of anthracite grey, with a glass railing. They are the central features of a unique facade with a symmetrical,

clean look and an aesthetic contrast with the reddish facing brick of the building.

Polymer concrete is very light, which makes it easy to work with during installation. It is also a non-porous material, with a low level

of absorption that **guarantees a full seal and minimal wear** due to atmospheric phenomena and pollution, which is an essential feature in cities like Madrid.

ULMA PACKAGING DEVELOPS LEAFMAP™, A NEW SUSTAINABLE PACKAGING SOLUTION FOR SLICED PRODUCTS

ULMA Packaging has developed LeafMap™, a new packaging solution in a paper fibre structure for any type of sliced product, which replaces the traditional structural plastic. This packaging solution is based on 100% recyclable flat cardboard trays that reduce the use of plastic by up to 80%. It also improves recycling processes thanks to easy opening and separation of the constituent materials.

LeafMap™ is designed to make modified atmosphere packing (MAP) to guarantee totally hygienic conditions, thus preserving the properties of packaged food until it is opened



ULMA PACKAGING

and consumed. Cardboard trays also enable two-sided printing, giving the container a range of visual communication possibilities.

This new solution is part of the #ULMAweCare project that

promotes the development of sustainable designs and applications for the wide range of ULMA packaging machines.

NEW SUPERCOMPACT EPT-20LIO ELECTRIC PALLET TRUCK FOR INTENSIVE USE OF INOXTRUCK



With Inoxtruck ULMA Maintenance Services attended, in person, the Rennes CFIA international food fair 2021, to present its new EPT-20LiO SUPERCOMPACT electric pallet truck. This new LITHIUM ION technology pallet truck is more compact, as its small battery enables its length to be 20 cm shorter than its predecessor the EPT-20.

This electric pallet truck, in addition to its innovative and easy-clean design, has a maintenance-free 24V LITHIUM ION battery with high capacity fast charging with which it can work intensively for hours, as it allows opportunity charges in short breaks, thus extending battery range throughout the working day. With the LITHIUM

ION technology, and its small size, the EPT-20LiO SUPERCOMPACT offers maximum productivity in the smallest spaces.

MIKEL UÑA CO-AUTHOR OF THE NEW SPECIFIC SURVEILLANCE PROTOCOL FOR SILICOSIS

Mikel Uña, a doctor at the ULMA Group Occupational Health Service, has collaborated in the drafting of the new "Specific Surveillance Protocol: Silicosis", recently approved by the Interterritorial Council of the National Health System and applied throughout the state. This protocol targets the health staff of the Prevention Services and was presented on 11 May, 2021, in a Training Workshop.

The protocol responds to the need for health surveillance of people exposed to silica dust in their work, not only in mining but also in other sectors such as foundries or construction. Since 2011, a group of occupational physicians,



ULMA GROUP

including Mikel Uña, have been working on this project to review the decisions in the current state protocol, and to stress the importance of primary prevention in the workplace. This new protocol addresses the accumulated dose

of silica, as well as the years of exposure of workers, in view of the hygienic measurements of their jobs.

NEW PACKAGING MACHINES AND AUTOMATION PROJECTS FOR PACKING ALL KINDS OF COVID-19 SAFETY MASKS



ULMA PACKAGING

ULMA Packaging has expanded its packaging solutions for the Medical and Pharmaceutical sector, **with new services guaranteeing fulfilment of the maximum standards in the sector and ensuring the reliability and safety of protective masks, in response to the new safety measures required by the Pandemic.**

ULMA's experience in packaging machines for medical and pharmaceutical products allows new solutions **that are suited to masks of different shapes and fastenings, combining different materials and customization of the final container** to adapt it to the characteristics and specifications of any kind of mask, regardless of its shape, size or fastening.

These solutions allow different

types of masks to be packaged, especially those that are safest against Covid-19, such as surgical and FFP2 type masks, both in individual format and in groups. It also highlights the possibility of designing automation projects for packaging the masks according to the required standards.

MACHINES PREPARED FOR PACKAGING THE SAFEST COVID MASKS, WHICH ARE THE SURGICAL AND FFP2 TYPES

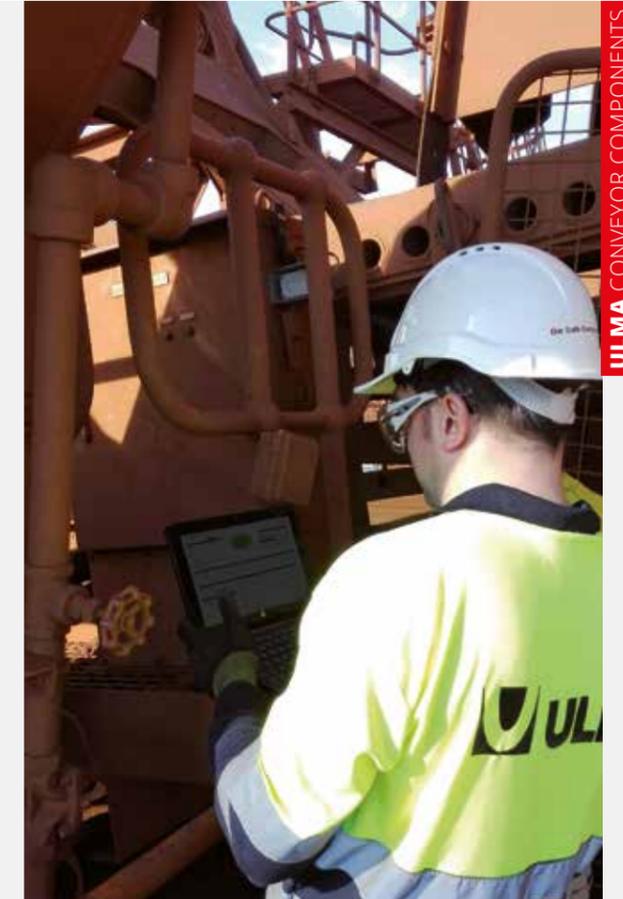


ULMA CONVEYOR COMPONENTS GAZIMO PROJECT GETS HAZITEK FINANCIAL SUPPORT FOR INDUSTRIAL R&D

The ULMA Conveyor Components project, **"GAZIMO-2 - New system for early failure detection in a mining load conveyor through new energy-efficient sensorized rollers**, has been financed by the R&D Grant Support Programme for industrial R&D - HAZITEK.

The Gazimo project is a real and available ULMA solution, composed of **a network of wireless sensors to provide complete analysis of the data and report possible problems in real time, to create a communication network with more than 15,000 rollers.**

This project, co-financed by the European Regional Development Fund 2014-20, with the participation of the Basque Government and the European Union, targets improving those possible problems caused by the demanding working conditions to which the rollers are exposed, where inspection and maintenance to detect problems can often be costly and difficult, thus reducing production efficiency and undermining the operational safety of the machines.



ULMA CONVEYOR COMPONENTS

TOWARDS THE CONSOLIDATION OF THE AUTOMATED QUALITY LINE

Since its inception in 2009, ULMA Embedded Solutions has been able to detect market needs and define its range of services to respond to its customers. Three years ago, with the aim of covering the lack of integrators of test automation systems in the industry and taking advantage of the technical knowledge of its team in this area, it established a new line of work.

This automated quality line **develops measurement, validation and control systems for different applications and sectors. It offers solutions for conducting tests at the end of the production lines, to ensure the correct assembly of electronic products.** It also develops tailor-made test benches to run different tests on the products to measure their behaviour under extreme conditions. ULMA Embedded Solutions also specializes in hardware-in-the-loop (HIL) simulation projects and in the development of SCADA systems.



ULMA EMBEDDED SOLUTIONS

The team's experience and strategic alliances with 6TL and MSI Grupo mean that it can develop competitive, scalable and high-quality solutions that are very well received in the market.

ULMA HANDLING SYSTEMS PRESENTS THE TRENDS IN THE COLD LOGISTICS SECTOR



ULMA Handling Systems has participated in the "XII Cold Logistics Conference", organized by the Logistics area of Grupo C de Comunicación, together with the Association of Refrigerating, Logistics and Distribution Operations of Spain (ALDEFE), 8 - 10 June.

César Nosti, ULMA's Sales Director, **presented the trends in the cold logistics sector and highlighted various ULMA success stories.** The conference also featured the presentation of the first Cold Storage Observatory, the result of the collaboration of ALDEFE and the University of Zaragoza, with the aim of becoming a knowledge tool that helps its members adopt a more proactive perspective during Logistics and warehousing planning.

RENOVATION OF GUADIANA INTERNATIONAL BRIDGE

THE INTERNATIONAL BRIDGE OVER THE GUADIANA RIVER JOINS SPAIN AND PORTUGAL, SPANNING BETWEEN THE TOWNS OF AYAMONTE AND VILA REAL DE SANTO ANTÓNIO. SINCE ITS ORIGINAL CONSTRUCTION IN 1991 IT HAS BECOME A SYMBOL OF THE UNION BETWEEN THE TWO COUNTRIES THAT COMPOSE THE IBERIAN PENINSULA.

The composite bridge was designed by the architects José Luis Cancio Martins and Teixeira Duarte, with a length of 666 metres is divided into five spans.

ULMA **provisioned 460 tonnes of formwork and scaffolding for the renovation of the Guadiana International Bridge.** The variety of work and the quantity of equipment needed made seamless coordination an absolute necessity.

The 100 m pylons were covered with BRIO modular scaffolding and access stairways to create many distinct access points and facilitate the repair of the suspension cables. **The scaffolding design had to accommodate the pylon geometry and the presence of the suspension cables, while**



ULMA CONSTRUCTION

providing safe working spaces. The design was further complicated by the presence of strong winds onsite.

ULMA ARCHITECTURAL SOLUTIONS IMPLEMENTS A HIDDEN DRAINAGE SYSTEM IN LAS PALMAS DE GRAN CANARIA



ULMA ARCHITECTURAL SOLUTIONS

In one of its latest projects, ULMA Architectural Solutions **has managed to maintain the look of the complex with a drainage system that cannot be seen.**

This is the Sea Front of Las Palmas de Gran Canaria. The project, by local architecture firm Romera y Ruiz, is inspired by traditional Lateen sailing boats, and is a tribute to them.

The key novelty of this imaginative project is the use of a hidden drainage system, which is used to maintain the total visual aesthetics of the complex, making it practically unnoticed. This drainage system has been applied along the entire promenade and on the terrace suspended over the sea and **combines the slotted grating and the drainage channel. It is fully compatible for light drainage, technical and civil works needs.**



For its maintenance and cleaning, clip-on manholes are installed. These are manufactured with the same characteristics and measurements, so that they can be taken off easily to carry out the due maintenance.

ULMA PACKAGING INCORPORATES ITS BETTER-SEAL™ MACHINES, AN INNOVATIVE SYSTEM THAT IMPROVES THE SEALING OF SINGLE-MATERIAL SOLUTIONS



ULMA PACKAGING

BETTER-SEAL™ is ULMA's innovative response to the difficulties created by using mono-material films in the packaging of containers for improved recycling.

With this new technology, ULMA is responding to the major challenges in the field of ecodesign and sustainability, solving the problems that affect the machinability of mono-material films, such as mono-PP or mono-PE laminates, whose range of working temperatures is narrower than that of other conventional materials. Mono-material packaging is 90% and even 95% made from a single material, which facilitates their recycling, and thus promotes the commitment towards a transition to the circular economy.

REFURBISHMENT OF A BUILDING IN PAMPLONA WITH VENTILATED FACADE

ULMA ARCHITECTURAL SOLUTIONS



"We highly value the willingness and knowledge of all the people involved in the company, from the salespeople to the technicians who have been giving us support and even the assemblers themselves." This is the opinion of Iñaki Tanco, architect of the TCGA Arquitectos firm, which ULMA Architectural Solutions has collaborated with on refurbishing a facade with unique forms and a large scale for a building in Pamplona.

Building renovations with ULMA's ventilated facade system are increasingly frequent, with the consequent benefit in comfort inside the home and the recovery in the value of the building itself, which can be up to 25%. These projects also entail constant collaboration between the designer, manufacturers and installers so that the refurbishment

becomes a successful project from the beginning to the end.

For this refurbishment, panels with textures in different finishes, white paper and black earth, were combined, which gave the facade an attractive and renewed exterior appearance.

HOUSES REFURBISHED WITH VENTILATED FACADE SYSTEM GAIN COMFORT INSIDE THE HOME AND MAY INCREASE IN VALUE BY UP TO 25%



INOXTRUCK TAILORED SOLUTION FOR CASA TARRADELLAS

ULMA MAINTENANCE SERVICES



Casa Tarradellas, one of the most important and recognized pizza producers in Spain, has incorporated the ULMA Maintenance Services Inoxtruck solutions into its production processes.

The limitation of spaces in the production plants makes it necessary to look for imaginative solutions, in this case, with the lateral feeding of the containers instead of the classic front-loading system for the pizza preparation line. To address the gradual unloading into some "troughs" from where the toppings are manually dispensed onto the pizza, ULMA fitted its turners with funnels adapted to the product, to ensure correct dosage and avoid caking and unwanted product falls.

Thus, a single machine can distribute different products: ham, chicken, bacon... without

the need to make any changes to the machine.

Inoxtruck works every day to offer quality solutions fully tailored to the needs of its customers and, where reliability and ease of cleaning make its equipment a fully guaranteed solution.



63 PEOPLE HAVE OBTAINED THE ULMA EMPLOYABILITY PROFILE

63 people from different ULMA Businesses have already obtained the Profile after completing the Training Plan courses in the Employability Plan that the ULMA Group has been developing with partners under the age of 50.

These open-ended courses are for members who do not have a Higher Cycle degree and were under 50 years of age at September 2017. The courses have been delivered by the Miguel Altuna Institute at its Bergara facilities with the aim of obtaining the ULMA Profile in Mechanical Manufacturing, Industrial Machinery and Equipment, Mechatronics and Materials and Welding. Throughout June this year and in the current month of July, the diploma certificate ceremonies have been carried out, electronically, as we wait to be able to have a face-to-face event, for recognition of the ULMA Profile, to the extent that the current situation allows it.



Award of diplomas in ULMA Conveyor Components

ULMA GROUP

MK SHORING SYSTEM DEMONSTRATES ITS HIGH LOAD-BEARING CAPACITY IN THE CONSTRUCTION OF THE WASTE CONVERSION PLANT IN PAVIA

ULMA PROVIDED COMPREHENSIVE ENGINEERING SUPPORT, IN THE CONSTRUCTION OF THE A2A WASTE- TO-ENERGY PLAN PROJECT IN PAVIA, ITALY.

Approximately 230,000 tonnes of material will be processed at the plant annually, 99% of which will be incinerated to generate 200,000 megawatts of electricity, as compared to the 40,000 MW currently produced.

MK Shoring Towers were used to prop the 6 m thick transverse beam, built at a height of 21 m, to support the hopper that feeds the plant's large turbines.

MK Shoring is one of the best-performing heavy-duty shoring systems available for civil engineering projects. It offers a load-bearing capacity of 250-360 kN per foot, with few components and the capacity for multiple configurations. Assembly was



ULMA CONSTRUCTION

performed in situ quickly, safely, and with continuous oversight from an ULMA technician throughout the entire process. The towers were set

in place with cranes, and after use could be moved and disassembled using, only the wheels integrated into their bases.

ULMA CONVEYOR COMPONENTS CONSOLIDATES ITS PRESENCE IN NORTHERN EUROPE



stopped. This avoids frozen liquid blocking the rotation of the roller and ensures that start-ups of conveyors in sub-zero conditions are not problematic.

In addition to their design, the materials used to seal the rollers are suitable for very low temperatures, since they maintain their mechanical properties and optimal lubrication of the roller bearing at all times, thus reducing energy consumption.

All these qualities are making ULMA into a benchmark in the sector in these countries and applications.

ULMA Conveyor Components consolidates its presence in the Nordic countries in partnership with an EPC company for the supply and distribution of rollers for applications in very cold environments.

The design of the rollers and particularly the design of the protection of the bearings developed by ULMA, ensure that water or humidity do not accumulate on the front of the roller even when the roller is

NEW AUTOMATED WAREHOUSE EXPANSION DEVELOPED BY ULMA HANDLING SYSTEMS

A renowned German company in the automotive sector, specialized in the assembly of cockpits, is committed to a new automated warehouse for ULMA Handling Systems in its production centre in Pamplona. This new project will increase its automatic storage capacity thanks to its two mini load stacker cranes and a new automatic transport system that will link its storage areas. The new automated warehouse will be used for the sequencing of cable hoses for the assembly of cockpits.

The relationship between ULMA and this company started a few years ago. The logistics automation developed in 2016 by ULMA has increased its productivity, as well as the traceability of its products, has optimized the efficiency of its logistics process and, therefore,



ULMA HANDLING SYSTEMS

has improved the service offered to its customers. After this very positive experience, they have opted for ULMA again.

NEW AKTIBLAITU COMPETITION TO ACTIVATE OUR HABITS WITH THE BASQUE LANGUAGE



The ULMA Group has organized the Aktiblaitu contest, with the aim of reflecting on linguistic behaviours in the professional and personal sphere, activating the thinking of each person and for immersion in new habits. This competition was

held between 19 May and 23 June and more than 200 people from all over the ULMA Group participated.

Every Wednesday, two questions were launched in the "Aktiblaitu lehiaketa" section of the Begira internet portal,

and those who participated had a week to respond. The winners of each Business have received a basket of "Ereindajan" products and books in Basque have been raffled among all the people who participated.

Aktiblaitu thus joins other initiatives on linguistic habits that have been launched by the ULMA Group, such as Bidegorriak Euskararentzat, Euskaraldia and the TELP courses that will be resumed in the autumn at Group level.

OTHER TALENTS OF THE ULMA GROUP

FROM SHADOW TO LIGHT. A HOBBY MADE INTO A RECORD



—
IBAN YANIZ
ULMA PACKAGING

“I VERY MUCH ENJOYED THE WHOLE PROCESS OF CREATING THE ALBUM. THE MUSIC AND EVEN MORE PLAYING AN INSTRUMENT, IT HAS A HUGE THERAPEUTIC AND RECREATIONAL POWER”.

—
Iban Yaniz has worked in the Communication area of ULMA Packaging for 22 years, but in addition to working at ULMA, he has several hobbies in which he excels. One of them is music.

Although many in his work environment were unaware of this facet, he is a veteran musician who began playing the guitar at the age of 17 in the shadow of various local groups. After several appearances in short-lived cover bands, always in the field of classic rock and blues, he became a finalist in the San Sebastián city demo contest. After years of self-training as a musician, guitarist and sound technician, he decided to bring to light a selection of songs that he had saved for a long time, hence the title of the album *Itzaletik argira* (from shadow to light) represented on the evocative cover of the disc, in which a figure emerges from a dark and misty forest into a blinding light.

It is a self-produced work, which the musician has recorded in his own home studio for the past 3 years. It showcases 10 of his own compositions in which slow songs and acoustic instruments predominate in a melodic, nostalgic and dense atmosphere, with Basque lyrics speaking to us about human beings, their experiences,

desires, feelings and frustrations. *“Music has always been a hobby for me, but three years ago, seeing how other soloists began to release self-produced albums, I decided to release my own. I decided to focus on a quiet acoustic style (alternative rock - folk).*

I used some recordings made some time ago and added new compositions to make up the 10 songs on the album. After working on them, writing them, recording them, mixing them, etc. this album was released”, Iban tells us.

For the creation of this album, he saw the need to add several acoustic instruments that were consistent with the style of the album, such as the mandolin and the dobro (resonating guitar), characteristic instruments of American folk. He learned to play them and included them together with acoustic guitar, electric guitar, bass, piano, and drums.

He has put this work together without haste, with a lot of dedication and a lot of care. It is a very elaborate album, with a great wealth of arrangements.

Iban is skilled with instruments, so creating music has not been difficult for him. He also manages recordings and technical matters, mixing, mastering etc ... very well.

Writing lyrics for the songs took him the longest, although he confesses to feeling positively surprised with the result.

“Publishing an album is always a challenge, but I enjoyed it and learned a lot in the process. It has been a good form of escape. Music, and even more so playing an instrument, offers enormous therapeutic and power and escapism”, this native of Oñati tells us.

He has published a video clip, also created by him... *“you have to make yourself known today on social networks. It is difficult for music to spread by itself, so you have to accompany it with images to capture interest. It is a modest video, recorded at home, but I don't think it has not turned out too badly,”* says Yaniz.

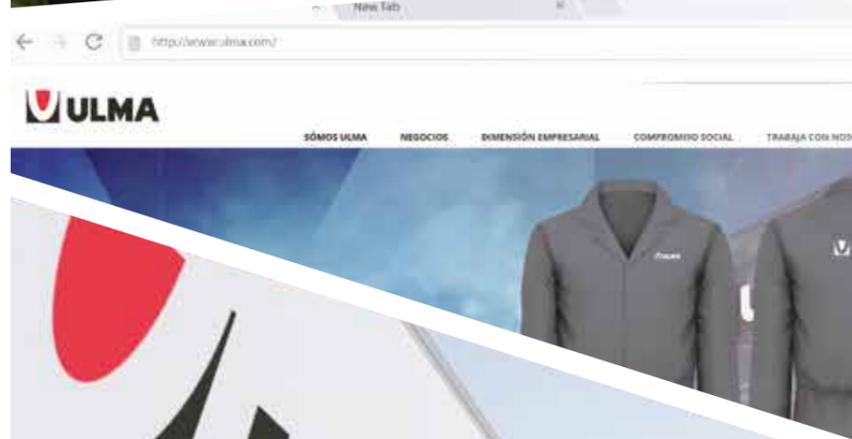
Iban's album is enjoying an extraordinarily positive reception among specialized critics and among the audience. The CD is available for sale in the Elkar stores and in Oñati at the Aranburu paint store; it can also be listened to on digital platforms (Spotify ...).



NEW IMAGE AND CORPORATE VISUAL IDENTITY FOR ULMA

Throughout 2020 and the first months of 2021, the Group's Communication Committee worked on and coordinated the project to review the corporate image and visual identity, which has recently been approved by the corporate bodies of the ULMA Group. This is an important revision project that has adapted, ordered and defined all the graphic and visual keys of ULMA for the next decade.

To put the project in context, it is important to note that the ULMA Group's Communication, Image and Identity Policy is defined in the POGU (ULMA Group Organisational Policy) and is specified in the management and coordination of the Group's external and internal communication and in the use and protection of the ULMA brand. It is precisely on this issue of the Brand where most of the weight of our Corporate Image and Visual Identity is focused. The final objective is to build a consistent, distinctive and sustained Group image and corporate identity over time.



Photomontages created from the design prototypes

Image and Corporate Visual Identity Manual

The defined and approved rules and regulations will be specified in the new ULMA Group Corporate Visual Identity Manual, which will include all aspects linked to our image and identity and that will be mandatory. From there, the materials, messages and corporate content will be developed to reinforce the brand image and support the positioning of our Businesses in their respective markets.

OBJECTIVES

1

Consolidate and enhance our corporate personality to support our Cooperative Business Culture as a Group through a new image and Visual identity that is more digital and more suitable for the 21st Century.

2

Communicate and consistently project our Values through the correct use and application of the ULMA Brand.

3

Repeatedly transfer and disseminate a powerful ULMA Group project through **Strong Brand Support** in all our messages and communications.



We want to lay the foundations and graphic and visual references of our entire Image and Identity as a Group for the next decade

CARLOS SARABIA

Head of the Brand and Communication Area at ULMA and Coordinator of the Group's Communication Committee.

ULMA AND THE PANDEMIC

THESE HAVE BEEN HARD, DIFFICULT MONTHS IN WHICH THE PANDEMIC HAS CHALLENGED OUR COOPERATIVE VALUES. TODAY, ONE AND A HALF YEARS LATER, WE CAN STATE THAT WE ARE EMERGING STRONGER AS A GROUP, AN EXAMPLE OF SOLIDARITY AND GOOD PRACTICE. WE WOULD LIKE TO THANK EVERYBODY AT ULMA FOR YOUR COLLABORATION IN DEALING WITH THIS SITUATION, BECAUSE THAT IS WHAT HAS MADE IT POSSIBLE FOR US TO KEEP OUR OPERATIONS RUNNING IN A SAFE WORKING ENVIRONMENT.

20

COVID COMMITTEE

AND GENERAL RESPONSE PROTOCOL OF ULMA

ULMA immediately set up a Coronavirus Committee to monitor the situation and coordinate the required preventive response. Its members are people from all our cooperatives, with internal advisors. They liaised with the health authorities to analyse developments and update protocols. This Coronavirus Committee was formed to ensure the maximum protection of the health of all ULMA people, to comply with the instructions issued by the authorities and to complement them with additional actions deemed necessary to control the spread of the virus and safeguard the continuity of

industrial activity. All these rules and instructions were specified in ULMA's General Action Protocol, which is mandatory for all those working at ULMA, and for external staff who access our facilities.



21

TESTIMONIALS

THE GENERAL MANAGER, THE PRESIDENT AND THE ULMA GROUP MEDICAL OFFICER GIVE US THEIR OPINION ON THE LAST YEAR AND A HALF AT ULMA.



— **IÑAKI GABILONDO**
General Manager of the ULMA Group

ULMA's performance has been spectacular both at the Business and Group level

The pandemic has made it very clear that the foundations on which our situation rests are fragile, both on a personal and business level. We plan for the future based on predictable hypotheses, which we imagine to be more or less controlled. Yet events show us again and again that is not the case. And for example, during the last 8 years we have had economic crises, political changes that have changed the rules for doing business, technological changes and, finally, a health crisis.

We are in an increasingly interconnected society and this is not rhetoric. I propose the exercise of reading the most relevant news (and something important happens almost every week) at international level from the perspective of the ULMA Group's Businesses to see how they all affect one or more of them in one way or another. If we add the constant technological changes, changing habits, etc., then we are outlining a scenario where the rules of the game for our Businesses change more quickly every day.

And, finally, we have the "black swans", which is what we call those surprising events that have a major socioeconomic impact, such as the Coronavirus. Then there are always voices, studies, etc., that say that what happened is not so surprising (it happened previously with the Spanish flu, etc.) but the reality is that no government or supranational entity had really taken this risk into account (with budgeted actions and plans).

Are we facing an exceptional situation and should we think that we can return to a known past or not? You never go back to the past and it is not unreasonable to think that changes and impacts will be a constant in the future. Therefore, let us be prepared.

So how should we act in a situation like this? In the short term, the ULMA Group's actions offer some of the keys; be quickly aware of the situation and act quickly, with a positive and collaborative attitude in the implementation of all kinds of solutions; flexibility and commitment to accepting

the changes that are proposed, understanding certain decisions since we are talking about situations of total uncertainty. And in the medium to long term, adapting, training our organization so that it is prepared for the different scenarios that may arise.

The ULMA Group's response has been spectacular both at the Business level and at the Group level. This report provides some examples. The result is not a coincidence but the outcome of the work carried out and the commitment shown by the entire group. We have emerged stronger from this exceptional situation where we have demonstrated our ability to respond.

ZORIONAK ETA MILA ESKER DENORI



— **LANDER DIAZ DE GEREÑU**
Chairman of the General Council of the ULMA Group

I would highlight the response that the group has given us, which has been a great lesson in accountability

The ULMA Group has had to face many adversities throughout its history, but I would dare to say that none has been like the COVID-19 pandemic. Never before have we faced a situation in which mobility has been - minimized not just locally, but globally. The impact it has had on our Businesses has been brutal, but the impact on the people who make up the ULMA Group has been no less severe.

Our Boards of Directors and Governing Bodies have had to make difficult decisions, decisions that have not always been to everyone's liking. But if we set the common good as our objective, I think these decisions have mostly been successful.

In any case, if there is something that would stand out from all this, it is the response that the group has given us, which has been a huge

lesson in accountability. In such a difficult situation, the group has managed to adapt to the needs of the Businesses, always knowing that people's health had to be prioritised. Undoubtedly, all this has made us remember something that we already knew, but that many times we forget: that at ULMA the person is our focus, not as a passive subject, but as an active participant.



— **MIKEL UÑA**
Chief Medical Officer of the ULMA Group's Occupational Health service

We must not relax and we must maintain the same attention and effort that we have invested so far

Never before have so many measures been activated by so many governments at the same time with constant monitoring from the media and with such a wealth of information from numerous research teams around the world. This has generated continuous changes in official protocols and procedures and uncertainty in the population.

At ULMA, we adapted quickly, by immediately adopting measures with the active participation of all people, with coherent unity of action by all the Business Units and with the commitment of all the governing bodies of the cooperatives. Currently, thanks to the vaccines we are gradually overcoming this situation and feeling safer and recovering / getting closer to normality.

After the cases that we have experienced closely, we understand that we must not relax and we must maintain the same attention and effort invested to date, with the understanding and commitment of all the ULMA people to prioritize the health of the entire group.

GENERAL ACTIONS

ACTIONS PROPOSED BY THE ULMA COVID COMMITTEE AND DEVELOPED FROM THE GROUP

RECOMMENDATIONS AND PREVENTION

Information to the group about the recommendations of the health authorities, the steps to be followed, actions implemented and the prevention measures established by the ULMA Coronavirus Committee to address the situation.



ONLINE TALK

Online talk by Nerea Mendizabal for ULMA people on "The Pandemic of fear, COVID and emotions".



AWARENESS CAMPAIGNS

Campaigns to raise awareness and prevent COVID-19 at ULMA through posters and brochures published on our own communication channels.



COLLABORATIONS

Financial collaborations for the Red Cross, the Food Bank and Caritas to help alleviate the situation of those most disadvantaged by the pandemic.



OUR BUSINESSES AND COVID

SPECTACULAR WORK IN OUR BUSINESSES, REDOUBLING EFFORTS BEFORE THE TERRIBLE SITUATION BROUGHT ABOUT BY COVID, BY ADAPTING QUICKLY AND SAFELY TO FIGHT THE VIRUS WITH THE IMPLEMENTATION OF AN IMPORTANT BATTERY OF MEASURES THROUGHOUT THIS LAST YEAR AND A HALF.



ULMA ADVANCED FORGED SOLUTIONS

All the Measures adopted in the cooperative have been in line with the measures proposed by the ULMA Group's COVID Committee highlighting that at all times the group has been fully informed of the epidemiological situation of the Business.

- Hydroalcoholic gels and masks available to the Group.
- Lockout of rooms, canteens, vending machines, etc. for the control of any possible source of infection (at the beginning of the pandemic).
- Opening of Meeting Rooms with limited capacity and respecting social distancing (as the pandemic has stabilised).
- A new dining room with greater capacity has been provided.
- More cleaning staff to ensure better disinfection of the facilities.
- Temperature monitoring at entrances (first with our own staff and then with thermographic cameras).
- Prioritization of essential personnel in the facilities.
- Change of entry and exit points and their corresponding timetables, to establish staggered entry and exit and avoid crowds at entrances and changing rooms.
- Constant control and monitoring of the measures to check their effectiveness.

ULMA EMBEDDED SOLUTIONS

- Remote working is activated by making the necessary equipment available to workers to work from their own homes to reduce mobility and the people meeting in the workplace as much as possible.
- Work-life balance flexitime. With the closure of schools, our workers are offered flexibility in working hours for work-life balance reasons.
- Participation in the COVID committee. We participate in the ULMA Group's COVID Committee to prepare and update the protocol to be followed in our cooperative.
- Staggered return to the workplace. First the Engineers who needed to make use of devices located in the offices, then Engineers who felt they needed to work together with other project colleagues and, finally, administrative staff.
- Measures in the workplace to ensure a safe work environment. Respect for social distancing, installation of screens between tables, use of masks, provision of hand sanitizer gels to workers and increased cleaning service at workstations and in common areas.
- Tracing in positive cases or direct contacts. Monitoring by staff and Workplace Risk Prevention in positive cases and in cases of direct contact or symptoms compatible with COVID.

ULMA ARCHITECTURAL SOLUTIONS

In addition to all the measures set out in the ULMA Group's COVID-19 Protocol, others have been taken in the cooperative;

- Temperature monitoring logs. Create cooperative access areas where people record their temperature taken at home. Provide thermometers in order to take temperatures in these spaces.
- Spaces that, in addition to including all the relevant information necessary, have hydro-alcoholic liquid for hand cleaning.
- Enhanced cleaning of changing rooms, offices and bathrooms by doubling the cleaning team by 2 people in the morning and 2 in the afternoon to clean each shift.
- Cleaning of common areas (handrails, information tables, keypads, etc.). Hired a cleaning service expressly to clean these items twice a day.
- More vigorous cleaning of work clothes. In the case of the cooperative, the cleaning company, because it uses products such as silica in its components, is obliged to take responsibility for cleaning the clothes. From the arrival of COVID-19, clothes collections have been doubled to twice a week instead to ensure that staff have clean clothes at their disposal.
- Staff may only use their own cutlery at meals in rest areas.
- Delimit the capacity in changing areas, rooms, rest area, txokos, etc. by marking waiting areas.
- Provide hydroalcoholic gel in txokos, common areas, meeting rooms, etc.
- Mark a smoking area as an area for a single person and maintain social distancing.
- A range of awareness and information posters throughout the plant.
- Distribution of masks (FFP2 or KN95 masks for manufacturing personnel at least twice a week).
- Access control of visits with temperature monitoring and protocol instruction.
- Provision of a used mask collection area.
- Placement of partitions in office areas.



Temperature monitoring at the entrance to the work centres

ULMA CONSTRUCTION

The measures adopted by the cooperative have been adapted to the features of each work centre (number of people, level of risk in the province, etc.) so not all measures have been applied in the same way in all state work centres.

- Temperature monitoring at the entrance to the centres.
- Limited visits to work centres.
- Coordination of activities with visits and subcontractors who access the work centres.
- Contact tracing by the Medical Service.
- Monitoring and support of people with symptoms.
- Protection of especially vulnerable people.
- Monitoring and support for trips abroad.
- Reinforcement of cleaning and disinfection of workplaces and equipment. Depending on the workplace, the frequency and depth of cleaning and disinfection have been increased by expanding contracts with cleaning companies and / or through our own workers.
- Regulation of the use of canteens, defining maximum capacity, marking the seats that can be used and prohibiting workers from using their own resources.
- Regulated use of changing rooms and toilets with definition of rules for use and preventive measures to be applied, by closing changing rooms with an incidence rate of 150 in the province.
- Definition of the maximum capacity, marking of usable spaces and closing of taps to maintain social distancing.
- Regulated use of coffee machines and vending machines.
- Limited face-to-face meetings.
- On-site training has been suspended, except for the essential Workplace Risk Prevention meetings, with maximum capacity, disinfection and ventilation.
- Organizational measures to reduce occupancy of workplaces by organizing shifts, remote working and reduction of face-to-face hours.
- Measures in the distribution and spatial organization of workstations to guarantee a safe distance of 2 metres (methacrylate screens, relocation of workstations, etc.).
- Logistics to supply masks to workers in all work centres and, if necessary, to subcontractors.
- Regulation of the use of masks.
- Supply of soap and other disinfectants for cleaning hands, surfaces ...
- Regulation of the ventilation of workplaces with open windows, air conditioning, CO₂ measurements, etc.
- Coordination of activities (COVID) for access to external work centres - civil engineering work.
- Signalling and Communication of measures (posters, intranet, meetings ...).

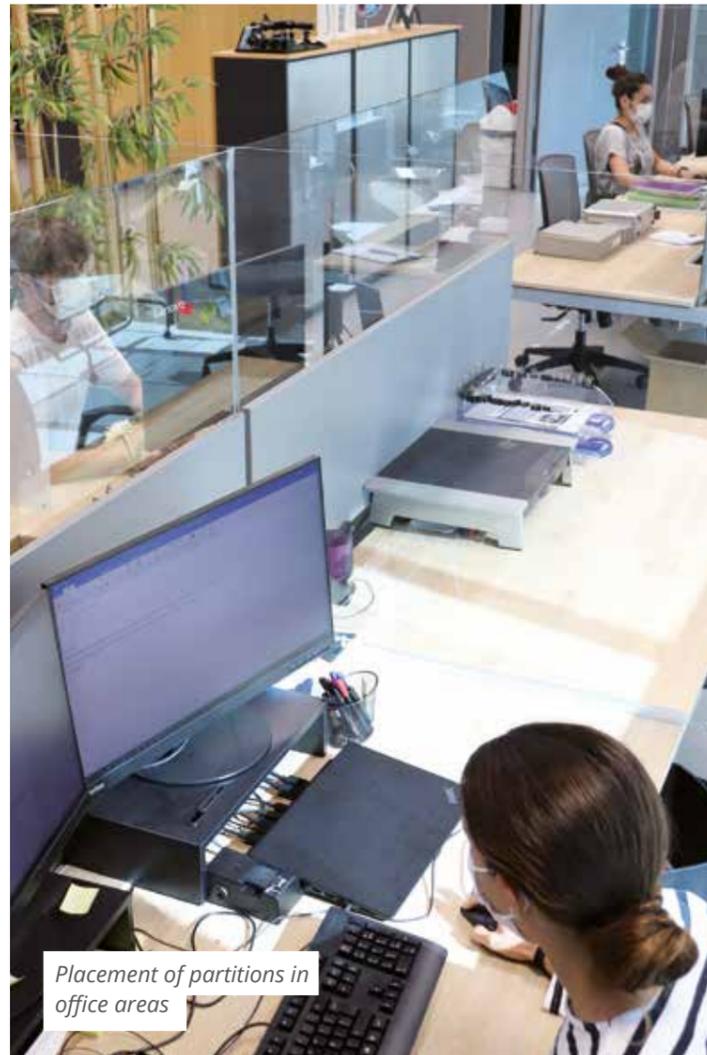


Common elements in dining rooms and vending machines disabled

ULMA PACKAGING

Business has kept going throughout the COVID-19 pandemic as it was included within the essentials with the main objective of maintaining the safety of the people of the cooperative with the premise of co-responsibility on the part of each and every one of them.

- Preparation of specific guidelines to respond to the specific needs of each area, visits, subcontractors, etc.
- Outings to the customer's premises and instructions for use of the different PPE supplied.
- Temperature checks and use and distribution of masks at the entrances to our facilities.
- Adaptation of work hours and work arrangements to respond to the requirements of the situation in which we find ourselves.
- Maintaining 2-metre social distancing and continued use of the mask throughout the working day (mask use and 2m social distancing pictogram posters).
- Reduction of capacity in meeting rooms by disabling seats and other common spaces such as rest areas, dining rooms, changing rooms, etc.
- Installation of separation screens between office tables.
- Routine indirect measurements of air quality in work areas.
- Deployment of telecoms tools for digital meetings and talks in order to reduce face-to-face contact.
- Increase in the cleaning service in the facilities and definition of a disinfection guideline to ensure sanitation.
- Reduction of the entry of external staff to our facilities and definition of a visit protocol for those cases where entry is essential.
- Digital transformation of the relationship with the network of subsidiaries, delegations and clients.
- Minimized number of trips by increasing collaboration with our network of subsidiaries and delegations; for an essential trip, individual analysis of the health situation at destination, both nationally and internationally.
- Conversion of all training to online provision from annual training plans to other ad-hoc training.
- Request for specific protocols for subcontractors when coordinating activities.
- Regular briefings and dissemination of bite-sized training for the whole group, on current measures and on the business situation.



Placement of partitions in office areas

ULMA CONVEYOR COMPONENTS

All the measures adopted in the cooperative have been in line with the measures proposed by the ULMA Group's COVID Committee to safeguard the health of workers at all times.

- Daily supply of one mask per person entering the facilities AND temperature measurement.
- Distribution of hydroalcoholic gel dispensers in each work area.
- Distance from workstations ensuring 2 metres' separation or screen for 1.5 metres.
- Limited maximum capacity in each office area, in meeting rooms and in bathrooms, depending on the square metres of each area.
- Creation of a cleaning protocol for the spaces increasing the frequency and common elements, cleaning with gel for each use.
- Coffee areas closed until start-up with a cleaning protocol.
- Organization of the spaces to make it possible to eat in the meeting rooms with partitions, ventilation and shifts.
- Flexibility of hours, to eat at home with the possibility of continuous work or departure depending on need.
- Use of changing rooms, limited capacity in changing rooms and organized by shifts to respect distances.
- Limitations on travel. Authorized car trips to Spain and France but not air travel.
- Implementation of a protocol for communication to the Medical Service for the organization of isolation in case of infection or close contact.
- Daily monitoring by the management team with daily meetings and specific communications about the situation in order to closely monitor the situation and needs of the group.
- Remote working. Everybody was given a laptop with connection to the servers and Office 365 to enable connection by videoconference. High flexibility in terms of schedules, days and working from home.
- 3 rooms set up with videoconferencing facilities.
- Prepared online presentations and increased activity on Social Media in addition.



Cleaning and disinfection service in the facilities

ULMA MAINTENANCE SERVICES

All the measures adopted in the cooperative have been in line with the measures proposed by the ULMA Group's COVID Committee to safeguard the health of workers at all times.

- Lay-out changes to maintain social distancing with distribution of people from the same department in different locations and a minimum separation of 2 metres.
- Case-by-case analysis of the possibility, as an exception, of working from home.
- Oñati workshop doors opened with continuous hours from 7:00 a.m. to 3:00 p.m.
- General services in Oñati with work shifts from 7:00 a.m. to 2:00 p.m. and from 2:00 p.m. to 9:00 p.m.
- SAT technicians go to the client's facilities without first going to their own facilities.
- Carriers or parcel deliveries are not allowed to access the warehouse. Materials are collected and delivered from the outside, thus avoiding contact.
- Two work teams are established, one in the morning and one in the afternoon, and 1 person from 2:00 p.m. to 10:00 p.m.
- Limit of 3 people in rest and office areas in addition to cleaning tables and vending machines after use with provision of resources.
- Limit of 5 people in changing rooms.
- Responsible management of the hours bank, holidays, calendar adjustment hours and unpaid leave.
- Flexitime.
- Facilitation of requested work-life balance for the care of children, with explanation.
- For the declaration of a positive case in the workplace and, depending on the situation and scale, designated officers to establish a crisis committee, to consider all the possible social, health (close contact traced), organizational repercussions, etc.
- The general protocol is mandatory for all those who are not obliged to access the cooperative's facilities, either because they work directly at the client's premises (SAT), or because they work from home.
- Appointment of officers responsible for opening and closing windows at the end and beginning of office work hours.
- Vending machines cleaned after each use (resources provided).



Supply of disinfection products for hands and other surfaces

ULMA HANDLING SYSTEMS

All the Measures adopted in the cooperative have been in line with the measures proposed by the ULMA Group's COVID Committee highlighting that at all times the group has been fully informed.

- Division of offices / toilets / rest areas by zones and colours.
- Provisions of different entrances and exits in the building.
- Daily temperature measurement.
- Special protocol for visits + carriers.
- Organization of offices for minimum distances.
- Provision of gel and masks.
- Facilitate shifts in the changing rooms.
- Enhanced cleaning and disinfection service.
- Enable remote working and flexitime.
- Maximum capacity in meeting rooms.
- Promotion of remote meetings.
- Check-in by card rather than fingerprint.
- Use of lift disable.
- Limits on the use of forklifts, bridge cranes and common tools.
- Organization to avoid overlap in change of shifts.
- Continuous air renewal.
- Signage by posters for recommendations and work instructions.
- Preparation and delivery of travel KITS for trips.
- Briefings and downloads of corresponding protocol.
- Follow-up and monitoring of progress and indicators.

2021

1 May - 31 August

RETIREMENTS

MIGUEL ANGEL UGARTE

JUAN JOSE IRAZABALBEITIA

ANGEL MARIA ZABALETA



JOSE ANTONIO BEITIALARRINGOITIA

JOKIN UGARTE



IÑIGO DEL RIO

MIGUEL ANGEL DIAZ



PEDRO ISASMENDI

ANTONIO BARREIRO



ANGEL GARCIA

FERNANDO ELIZONDO



CARLOS MOYA

Thank you - enjoy!
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