



ANNUAL REPORT 2025

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PRESIDENT'S
MESSAGE

“**Thanks to our collective effort, we have been able to close the year on a positive note, strengthening our activity and reinforcing our capacity to generate economic and social value.**”

First of all, I would like to express my appreciation and gratitude to everyone who is part of our organisation. Your involvement, active participation, and daily commitment have been key to successfully addressing the challenges of this financial year and continuing to make steady progress.

We are now 6,997 people present in 14 countries. Thanks to our collective effort, we have been able to close the year on a positive note, strengthening our activity and reinforcing our capacity to generate economic and social value. These results reflect a way of work based on collaboration, responsibility and mutual trust, enabling us to continue to grow as an organisation.

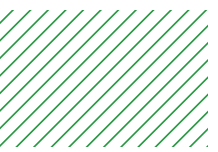
We also renewed our adherence to the United Nations Global Compact for another year as a symbol of our commitment to sustainability, an essential part of both our present and our future.

Looking ahead, we will continue to promote strategic initiatives that strengthen our position and help us further develop a solid, competitive project with a long-term outlook. A social entrepreneurial project that is, above all, shared, and that is built day by day with the involvement of everyone.

My best regards

IKER ARGOTE
President





GENERAL MANAGEMENT'S MESSAGE

“ We continue to make progress in consolidating our cooperative experience in Europe through our Orona EU2030 roadmap.

At the end of the 2025 financial year, we can confirm that we continue to operate in an especially demanding environment, characterised by global volatility, geopolitical tensions and an increasingly intense pace of technological transformation, driven by new digital capabilities that are redefining the way organisations operate. Added to this is the growing impact of climate change, which adds to the complexity of this environment. In this context, it becomes even more necessary for us to move forward as an organisation with agility, sound judgment, and a long-term vision.

Even in this context, we are able to assess the year positively. In 2025, we maintained a path of sustained growth, strengthening our competitive position and achieving sales of 1,195 million euros, a workforce of 6,997 people, and an EBITDA of 191 million euros.

We have continued to advance our social entrepreneurial project and to further develop strategic lines that strengthen our model and prepare us to face future challenges with greater confidence. We continue to make progress in consolidating our cooperative experience in Europe, through Orona EU2030, a clear roadmap and a shared ambition.

Likewise, Orona Ideo remains a space for innovation, sustainability and collaboration with our surroundings, in partnership with Orona Fundazioa. This balance between business competitiveness and social contribution is an essential part of our identity and of how we understand progress.

I would like to conclude by expressing my gratitude for the effort, involvement and commitment of all the people who are part of Orona. The future of the project will depend, to a large extent, on our ability to continue building it together.

My best regards

OIER LIZARAZU

Managing Director



MATERIALITY ANALYSIS

We are active and involved

Through our commitment to sustainability and in collaboration with our stakeholders, Orona aims to have a positive impact on its environment. Therefore, this relationship with the people and organisations directly or indirectly impacted by the activity of Orona must be based on trust, respect and continuous dialogue.

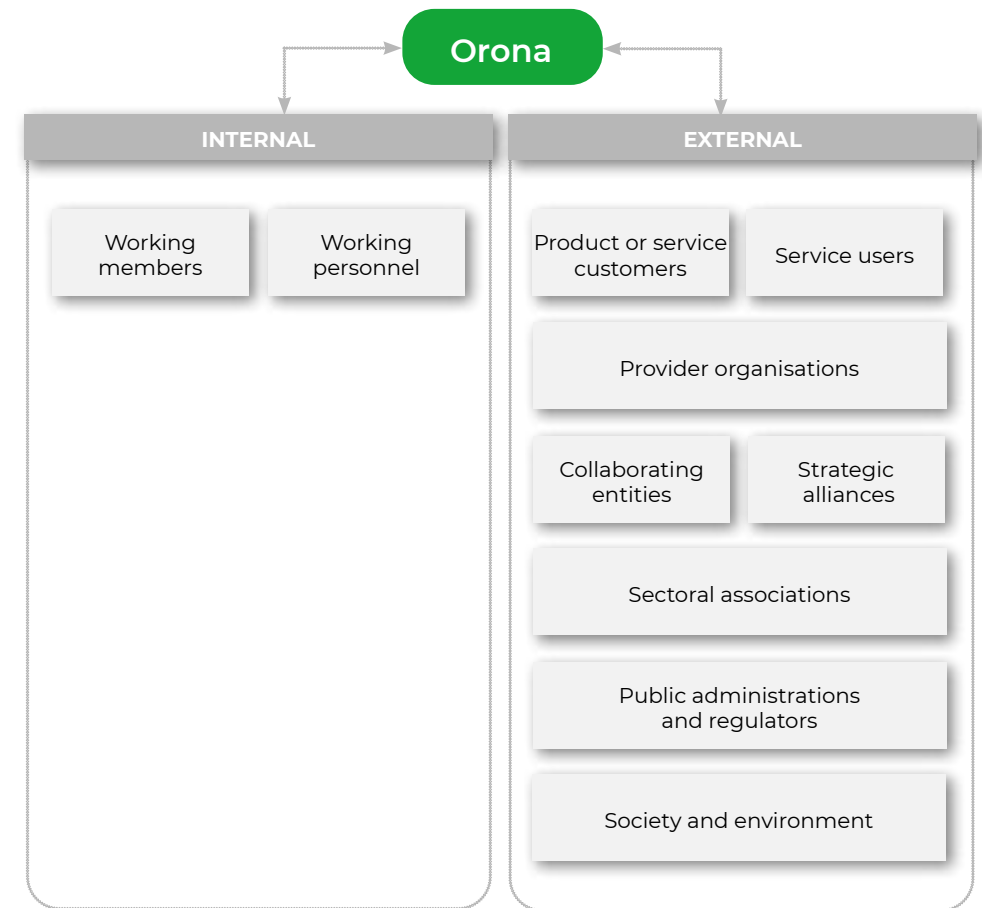
The materiality analysis carried out comprises:

- Stakeholder identification and mapping
- Preliminary identification of material issues
- Dual materiality analysis

STAKEHOLDER IDENTIFICATION AND MAPPING

The materiality analysis is based on the identification of stakeholders and their needs and expectations, as part of the annual management review of the Integrated Management System.

This process analyses the situation of Orona stakeholders on an annual basis, indicating possible changes that may occur both in their relationship and in their needs and expectations, or the way in which the organisation responds to them. It also identifies the main communication mechanisms maintained with each of the parties.



PRELIMINARY IDENTIFICATION OF MATERIAL ISSUES

A list of material topics is developed following analysis of secondary reference sources (competitors, peer companies, and sustainability-related organisations). The selection is made by collecting the topics with the highest level of occurrence in the sources analysed.

This selection of material topics also includes the needs and expectations of Orona stakeholders.

DUAL MATERIALITY ANALYSIS

The material topics were analysed using a dual materiality approach:

- Impact materiality: Identifying the impact of our activity on the economy, society and the environment.
- Financial materiality: Identifying the impact for Orona arising from material issues.

The impact is identified with the collaboration of different internal experts and by consulting external sources of information. Subsequently, the importance of the impact was assessed by identifying the most significant ones. The result is a dual materiality matrix and a list of priority material topics to be addressed in this report.

Throughout the 2025 financial year, apart from the inclusion of 'sustainable supply chain' as a material topic, there have been no significant changes in external factors that would require redefining the previously identified impacts. Furthermore, there have been no organisational or operational changes that would require their review and, therefore, the materiality analysis performed last year is still considered appropriate and valid.



IMPACT MATERIALITY	PRIORITY	• Equality, diversity and inclusion	• Climate change • Health and safety of employees • Professional development, engagement and retention • Monitoring business impacts • Creating value in the environment • Added value in products and services
	RELEVANT	• Business ethics, compliance • Respect for Human Rights • Circular economy • Sustainable supply chain	
		RELEVANT	PRIORITY
FINANCIAL MATERIALITY			

BUSINESS MODEL

**Our way of being
and doing**

We are Orona, a European social entrepreneurial project made up of around 7,000 people. Our activity focuses on providing 360° solutions that cover the entire value chain of design, manufacture, installation, maintenance, modernisation, rehabilitation and replacement of lifts, escalators, inclined moving walks and walkways for all market segments.

As one of the 10 main world manufacturers in the field of elevation, we are able to provide all kinds of lifting solutions to our customers, whether they are construction companies, property developers, end-users or distributors, or other companies in the elevation sector. We have two production plants that make us the leader in production capacity for complete equipment in Europe.

Our local, centralised manufacturing at our two plants in Europe sets us apart, and is a reflection of our commitment to the local economy and to the sustaining of local employment.

This flexible and dynamic production capacity, focused at all times on our customers, allows us to ensure that 1 in 10 new lifts in Europe is an Orona, and that more than 300,000 lifts around the world carry our technology.



**Sustainable
mobility solutions**



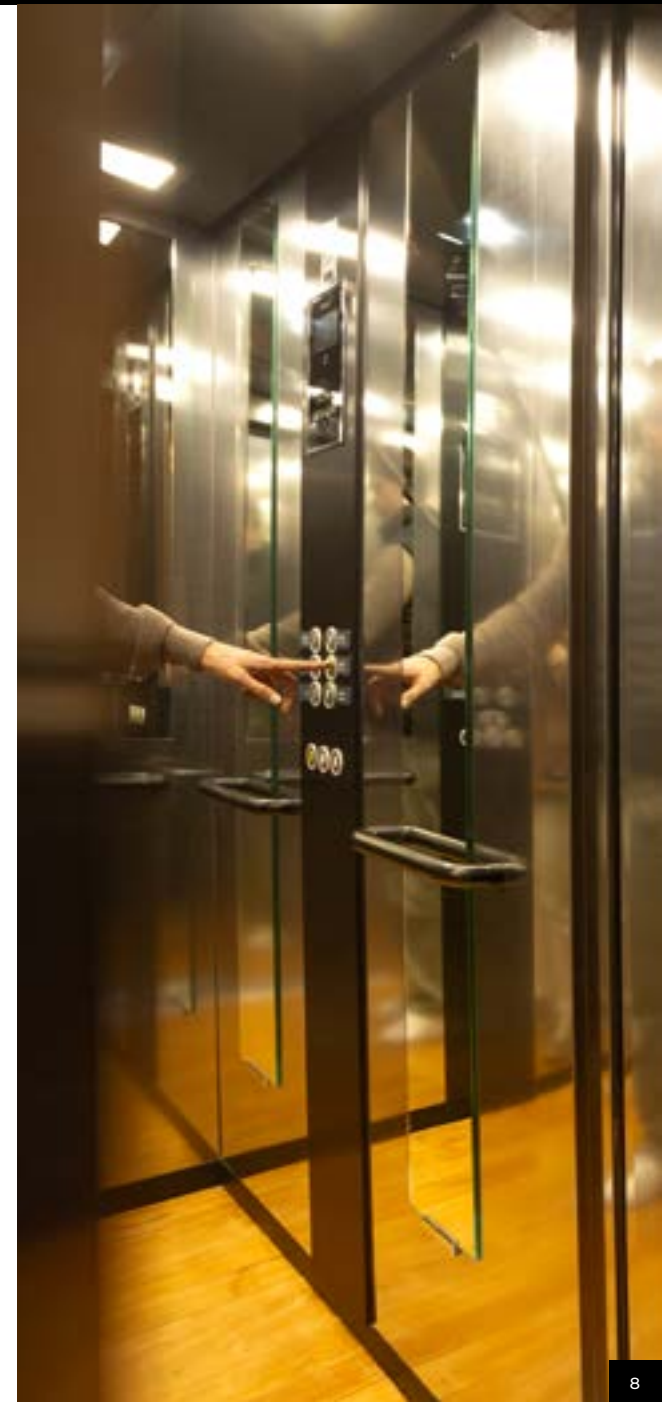
**Own organisation
in 14 countries**



**6,997
people**

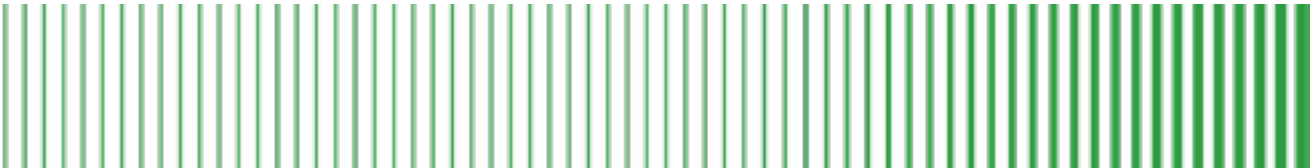


**2 production
plants in Europe**



VALUE CHAIN

Our activity is focused on offering 360° solutions that cover the entire value chain.



Sustainability is one of the **cornerstones** of our social entrepreneurial project on which the Orona cooperative experience is based.

OUR ORIGINS ARE AS A COOPERATIVE

The fact that Orona, S. Coop. was originally established as a cooperative, and has continued to operate within the same legal model, is due to its firm determination to uphold values such as commitment, proactivity, proximity and meaningful innovation – values that we employ with passion in each and every one of the products we manufacture, in the services we provide, and in the relationships we maintain with all of our stakeholders.

Our cooperative experience is intrinsic to our philosophy of sustainability, with a firm commitment to people, society and the environment:

- Job creation, personal development, and a work-life balance are implicit in our cooperative principles.
- The various dynamics within the cooperative (General Assembly, Governing Council, Social Councils, institutional participation forum – FOPI) ensure ongoing and fluid two-way communication and participation.
- Since it was established, Orona has been characterised by its commitment to solidarity and social responsibility with the environment. Each year, we allocate a portion of our profits to social and development projects.
- We firmly believe that we must act in a responsible manner by minimising the impact of our business and our products on the environment.



The business model is based on two strategies:

COMPREHENSIVE MODEL:

A MODEL IN ITSELF THAT INCLUDES THE DIFFERENT REALITIES

Deploying all the links in the value chain of the sustainable vertical mobility of people and focused on the European market, we have a direct presence through Holding companies in 13 European countries (Germany, Belgium, Spain, France, the Netherlands, Ireland, Luxembourg, Malta, Norway, Poland, Portugal, the United Kingdom and Italy) and 1 country in South America (Brazil).

14

Countries with a direct presence

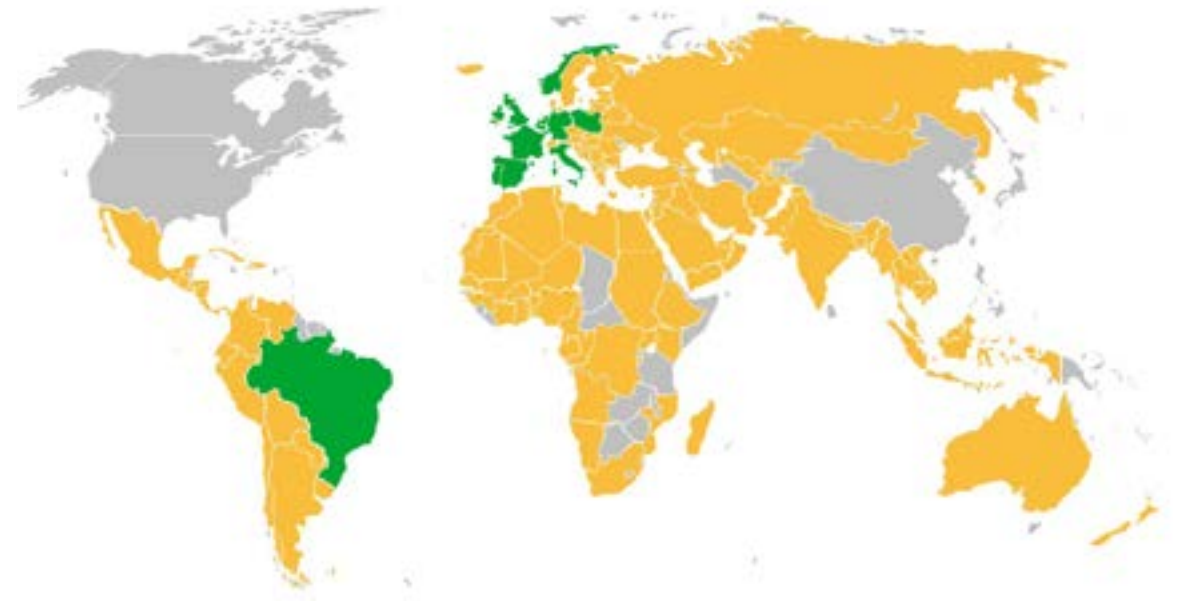
+100

Countries through distribution companies

EXPORT MODEL:

WE SUCCESSFULLY OPERATE IN MORE THAN 100 COUNTRIES

We supply our products through distribution partners in all other international markets. We currently operate successfully in more than 100 countries.



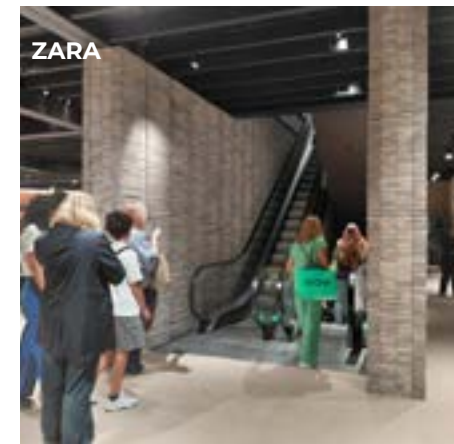
UNIQUE PROJECTS

Our catalogue of solutions makes it possible to respond to any challenge asked of our clients, with capacity to both manufacture fully standardized products and carry out customized projects adjusted to different demands the construction environment poses, so that our products are optimally integrated. The extensive typology of emblematic sites that use Orona products proves this.

Some of the most significant examples in recent years:

- Hospital Arnau Vilanova, Lleida (Spain)
- Inclined lift, Bilbao (Spain)
- Bonpreu Esclat, Cunit (Spain)
- Hospital Sint-Lucas, Ghent (Belgium)
- Antakalnio Polyclinic, Vilnius (Lithuania)
- Mercedes dealership, Limonest (France)
- Consum supermarket, Balmes (Spain)
- Consum supermarket, Olot (Spain)
- ETS (Euskal Trenbide Sarea) station, Gernika (Spain)
- ZARA, Madrid (Spain)

The integration of our highly energy-efficient solutions in this type of buildings contributes to obtaining environmental certifications (LEED or BREEAM).



HIGHLIGHTS OF THE YEAR

NEW INFRASTRUCTURES

In line with the Orona UE 2030 roadmap, the infrastructure chapter takes on particular relevance as a result of the growing evolution of demand. To address this need, Orona has formalised a purchase agreement for strategic land located in Estubegi (Hernani, Gipuzkoa).

This new site, covering 60,000 m² with 30,000 m² of buildable area, will enable the harmonisation of the global management of our industrial capabilities and strengthen our competitive leadership in the global context.

PARTICIPATION IN TRADE FAIRS

In 2025, with the aim of continuing to promote our Orona Next solutions platform both nationally and internationally, we have strengthened our proximity to customers, partners, and professionals by participating in some of the most relevant industry events.

Thus, we have been present at:

- **National Meeting of Property Administrators in Ávila** (May): we had the opportunity to share how our solutions facilitate the rehabilitation, safety, and continuous improvement of existing buildings.
- **Interlift** (October): Held for the first time in Nuremberg (Germany), Orona attracted a high number of visitors from multiple regions, reflecting the growing interest in our solutions and value proposition.
- **GEE Milan** (November): This event helped strengthen Orona's presence in one of the strategic markets for our growth in Europe.
- **SIMI Paris** (December): Focused on the real estate sector and on the integration of mobility solutions in residential, hospitality and commercial projects.



National Meeting of
Property Administrators
Ávila



Interlift
Nuremberg



GEE
Milan



SIMI
Paris

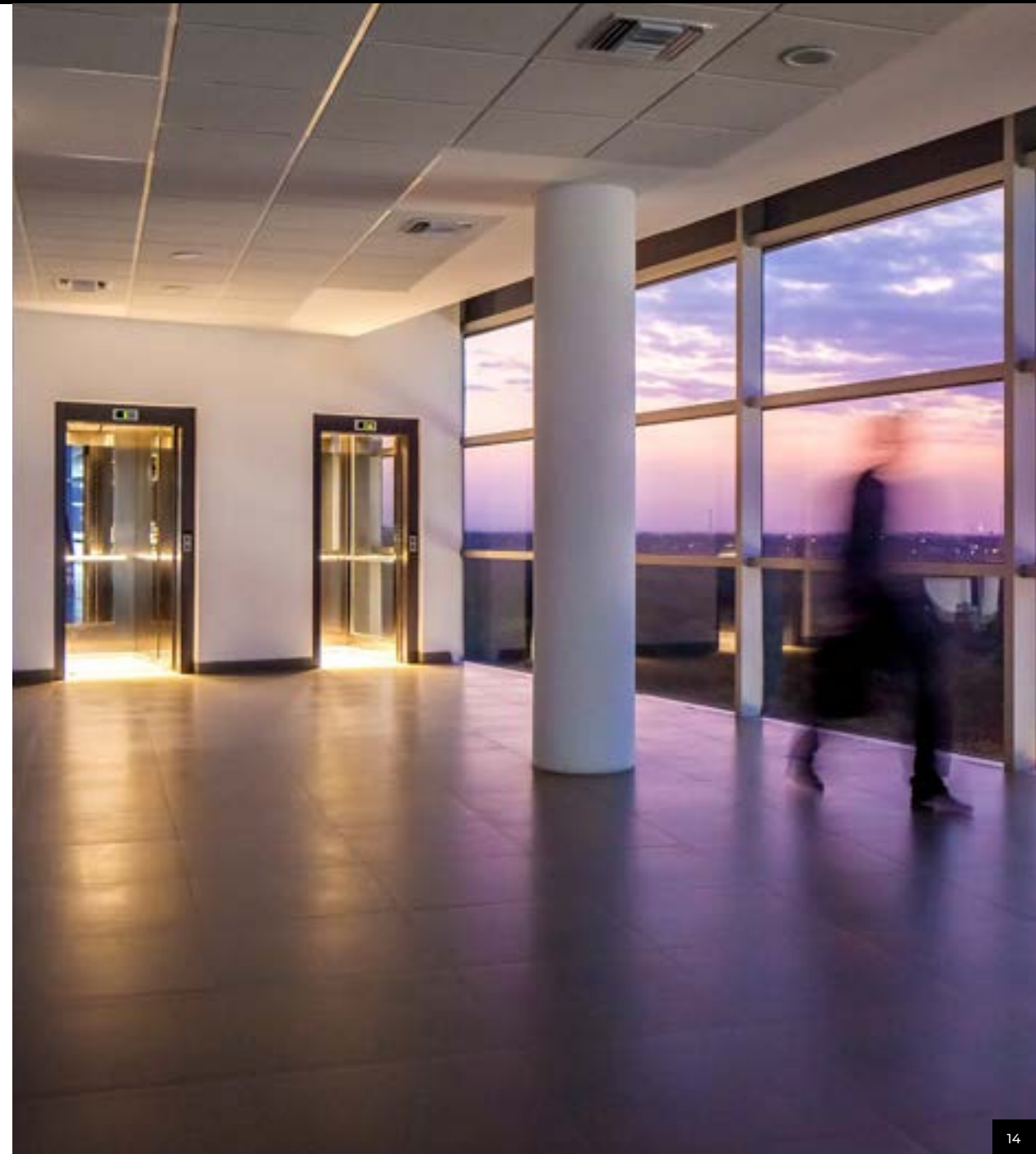
ORONA EU 2030

Orona EU 2030 is a project focused on firmly consolidating our company at European level, and aims to continue generating employment and exceeding 8,000 employees and 1.5 billion euros in sales.

Among the objectives set out in the Orona EU 2030 roadmap, the following stand out:

- Consolidating the **Cooperative experience in Europe**
- Maintaining our **commitment to sustainability and the environment**
- Strengthening our position among the leading lift companies **in Europe**
- Consolidating Orona as a **benchmark in the global supply** of lifts
- Extending and adapting our range of **solutions and services** to the needs of our clients

In the 2025 financial year, in addition to achieving notable expected results, the Orona Strategic Cooperative Project (ECO 2025–2030) was developed and launched within the framework of Orona EU 2030, focusing on the second stage of the 2030 roadmap towards establishing Orona as a leading company in the sector in Europe.



2025 FIGURES

Consolidating our socio-business project**6,997**

PEOPLE

14%**86%****€1.195 B**

NET SALES

**14**COUNTRIES WITH OWN
ORGANISATION**-18.3%**tCO₂e EMISSIONS

SCOPE 1 & 2

absolute terms compared to
2019 (base year)**€191 M**

EBITDA

+100COUNTRIES WITH EXPORT
MODEL**€58 M**

INVESTMENTS

02

Integrity and ethics

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RESPECT FOR HUMAN RIGHTS

A commitment to the **society** and to our **co-operative** character

The nature of our **cooperative model**, as set out in our articles of association, responds directly to respect for and promotion of **human rights**.

Orona respects and promotes human rights as a fundamental part of the values that underpin our cooperative culture and our commitment to the environment.

Our commitment extends to respecting human rights in all our activities, based on international standards, measures and best practices, our own policies and strict compliance with the existing legal framework.

As described in the Articles of Association of Orona, S.Coop., the *raison d'être* of the Cooperative, which brings together a group of people, is the promotion of their human, economic and social development through the exercise of their business activity, integrated in solidarity and respectfully in the communities and environments to which it belongs.

Likewise, as a cooperative, our own governance system has instruments for information and the participation for the entire group of people in the organisation, which favour respect for human rights while conducting our business.

The cooperative nature, as well as in everyday operations, is transmitted to all working members through the different training courses held in the cooperative:

- Training for the corporate bodies (Governing Council and Social Council)
- Training of new members

In the other companies and countries, the existing internal regulations and rules, as well as the dynamics of social dialogue, guarantee both compliance with the applicable law in each country and respect for human rights.



A commitment of **more than 19 years**: Since **2006** we have reaffirmed year after year our **adherence to the Global Compact** and our firm commitment to the principles it upholds

COMMITMENT TO SOCIETY:
ORONA'S ADHESION TO THE UN'S GLOBAL COMPACT

We are proud to be part of the Global Compact network, as we are aware that it represents a fundamental guide for advancing the sustainability commitments with which we maintain a close relationship.

We believe that our actions aligned with each of the Global Compact principles reaffirm our commitment, in the hope that they will further strengthen concepts such as respect for human rights, good environmental practices, and a greater presence of sustainability both in the business world and in society.

In order to comply with the 2030 Agenda set by the United Nations, we have making progress in the evaluation, monitoring and improvement of the Sustainable Development Goals since 2015.

HUMAN RIGHTS VIOLATION

There have been no cases of complaints of Human Rights violations within the organisation or affecting third parties, such as indigenous peoples.

Due to the type of activity carried out by Orona and the countries in which it is established, it is not considered a risk area, neither in the management of operations nor in that of suppliers.

However, in order to ensure that the activity of suppliers of production purchases is also aligned with respect for Human Rights, adherence to the Orona supplier code of conduct has been an essential condition since 2020. This code has been revised and updated in the 2025 financial year.

Of the 17 goals, we have focused on the development of the following 12. During 2025, we continued to make progress on these goals through initiatives such as those detailed below:

Diameter 200			Orona Innovation Center
Health and safety in the workplace ISO 45001			Mundukide Fundazioa
Orona University			Urban Mobility
Collaborating entity for the equality of women and men			Environmental management ISO 14001 Ecodesign ISO 14006 Environmental Product Declarations
Orona Ideo			Calculated Carbon Footprint ISO 14064 GHG Protocol
Orona Fundazioa			Orona Compliance Model

For information on our adherence to the Global Compact, see [Orona, S. Coop | UN Global Compact](#)

ORONA FUNDAZIOA

Fostering educational, cultural and social development

In accordance with the provisions of the articles of association, the purpose of Orona Fundazioa is to carry out, on a non-profit basis, all those activities and initiatives aimed at promoting and encouraging actions in the field of education, training and research in all areas of knowledge in line with the evolving needs of society.

Included in the fundamental goals are activities aimed at the promotion and management of education and research institutes, the implementation of material resources for the development of education, training and research activities, as well as organising congresses, seminars, courses, day workshops and conferences.

**Commitment to the following SDGs**

In addition, the foundation sets out to promote and support the social economy and spread cooperative values, the promotion of professional integration and support for all kinds of cultural, social and charitable activities.

The aim of Orona Fundazioa is to contribute to the development of society in terms of socio-economic, cultural, educational, social and sporting activities. To this end, we collaborate on projects with various social organisations, providing infrastructure, human capital, and fundraising support.

Our contribution model is proactive. Activities are carried out in collaboration with social actors. We provide support by lending infrastructure and in the form of human capital, our capacity for forging links and financial resources.

AREAS OF ACTION

Orona Fundazioa's activity is organised around three main areas of action:

- COFIP
- Gizarterantz
- Events

The first two areas, COFIP and Gizarterantz, are geared towards generating a positive and tangible impact on society. This is achieved through direct support to associations, initiatives or specific projects led by different social entities.

The third area, Events, focuses on the organisation and management of activities in the spaces that Orona Fundazioa has available within the Orona Ideo environment. These events are highly diverse in nature and objectives and may be promoted by different types of actors: Stakeholders within the Orona Ideo ecosystem, associations or social organisations, and companies.

GIZARTERANTZ

LINE OF ACTION FOR THE DEVELOPMENT OF SOCIETY AT THE LOCAL LEVEL

The line of action for the development of the environment (Gizarterantz) is the one that is most directly rooted in local society, aiming to promote its development in various dimensions:

- Education, training, and research.
- Cultural, social and charitable activities.
- Promotion of the Basque language.

Our projects are developed in a number of key areas, each aimed at generating a positive and lasting impact. We work on different initiatives that seek to transform and improve various fundamental aspects of our society. The following are the areas of action on which we focus, committed to progress and sustainability in each of them.

COOPERATIVE EXPERIENCE

We support development projects through the solidarity values of the cooperative experience.

KILOMETRE 0

This encompasses different initiatives that seek to turn the way food is produced and consumed towards a more sustainable model that also promotes the development of the local economy.

SOCIAL COHESION

We promote the social inclusion of groups at risk of exclusion, trying to rekindle the sense of belonging among local groups and encouraging the connection between different agents.

ACADEMIC DEVELOPMENT

We seek to promote educational innovation among educational institutions, enabling students to acquire and develop new skills.

CULTURAL DEVELOPMENT

We want to keep cultural activity alive in our society, as a contribution and nod to the future.

PROMOTION OF THE BASQUE LANGUAGE

We support projects and activities aimed at promoting the Basque language as part of our cultural identity.

BIODIVERSITY

Biodiversity is itself a key natural asset and we promote its importance and preservation for economic development and social progress.





For further information on the projects supported, please refer to the Orona Fundazioa 2025 Report

MAIN GIZARTERANTZ 2025 PROJECTS

COOPERATIVE EXPERIENCE

Cooperation projects - Mundukide Fundazioa
Strategic Reflection Workshop - Zabalduz - social initiative cooperative

KILOMETRE 0

Food project - Diameter 200
General Assembly - ENBA - Euskal Nekazarien Batasuna
Merkatu-e - San Martin Market

SOCIAL COHESION

Kind Surf - Shelter Surf Kluba
Denur - Bathing Without Barriers - Hegalak Zabalik
Guztion Olatuak - Donostiako Zurriola Surf Kluba
2025 Donosti Cup Presentation - Donosti Cup
Authenticity Day by Orona Fundazioa - Donosti Cup
Bizi Hadi - inclusive sports team - Bizi Hadi
Dragon Boat - Club HS2 Surf Hondarribia
Inclusive team - Hernani Club Rugby Elkartea
Adapted triathlon championship - Zumaia Triatloi Taldea
Powerchair football team - Club Deportivo Kemen
AS family camp - Asociación Duchenne FM
Errebeldeak fest 2025 - Dame Tvisión
40th anniversary day - Fundación Izan - Proyecto Hombre
Gertu kultura - Kultur Kabia Elkartea
Txiki Txoko - Arrats Elkartea
Acquisition of standing frames - ASPACE Gipuzkoa
Opera and + - ABAO Bilbao Opera
Annual Assembly - Asociación Nagusilan
Equality training - Gautena - Asociación Guipuzcoana autismo
Equality training - Arrats Elkartea
Strategic reflection workshop - Kolore guztiak Asociación Intercultural

ACADEMIC DEVELOPMENT

First Lego League - Santo Tomas Lizeoa
Technology workshops - Doplay
PBL Day - Mondragon Unibertsitatea
Kaixo Mundua - Puntueus Fundazioa
Bizipoza Eskola - Bizipoza Elkartea
Bidean training project - (H)emen Elkartea
Bullyingari Galga - Ihitten Elkartea
Marramiau - Pakita Kultur Elkartea

CULTURAL DEVELOPMENT

Nao San Juan - Albalola Factoría Marítima
Tolofolk Festival - Jeajeaka Kultur Elkartea
Awareness-raising project - Landarbaso
Doubles remonte championships - Remonte
Documentary *Ni ez naiz sorgina* - Herrima Kultur Elkartea
Tribute *Nik ere maite zaitut* - Maite Zaitut Kultur Elkartea
Euskal musika ondarea - Donosti Ereski Gregoriar Schola
Short film Igogailua - Gastibeltza Filmak
Orfeón Donostiarra - Orfeón Donostiarra
150th anniversary - Valentín Larrea
Underwater archaeological research - Suhar Arkeologia Elkartea

PROMOTION OF THE BASQUE LANGUAGE

Ikastolen jaiak - Erronka initiative - EHI - Euskal Herriko Ikastolak
Bertsolari aldizkaria - Asociación Bertsozale
Exhibition *Kanthoria eta auto-tunea* - Musika Bulegoa
EuskarAbentura Expedition - EuskarAbentura Elkartea
Documentary Jalgi Hadi - AEK - Mirokutana

BIODIVERSITY

Recovery of natural spaces - Irukurutzeta Fundazioa
Enarak Project - Sociedad de Ciencias Aranzadi

PARTICIPATION MODEL

A model that guarantees communication and participation.

Communication and **participation** are implicit in our cooperative principles. The organisational structure itself guarantees permanent and fluid two-way communication and participation.

Through our institutional representation and participation bodies, in addition to the executive channels, within the cooperative, the members and workers of Orona, S. Coop. are actively involved in the progressive development and consolidation of our cooperative experience and the associated regulatory framework.

The Social Council is configured as a participatory, advisory, information and social monitoring body for general interests or problems, undertaking to collaborate, within its field of action, with the Governing Board and Management.

Today, in response to the organisational and corporate configuration, Orona has 5 Social Councils, with a total of 111 members, which meet on a quarterly basis to deal with aspects related to the social entrepreneurial evolution and institutional dynamics.

The Social Counselors, in turn, hold periodic informational meetings (FOPI-Institutional Participation Forum) that are held in the different work centres in order to inform and actively participate, dealing with topics of general interest and the activity that the Social Council is undertaking.

The general assembly is the supreme organ of expression of the corporate will of the members of Orona. Among other functions, it has the exclusive power to adopt different agreements in the corporate, economic and business spheres.



A high level of institutional activity was maintained in 2025:

- Ordinary Assembly held in person on 11 April.
- Number of Social Councils held: 25 throughout the year.
- Governing Councils held: the ordinary Governing Councils have continued to be held every month, as well as the extraordinary ones that have been deemed necessary due to different circumstances.

On the other hand, in the rest of the companies that make up Orona, the same values of social dialogue and information are guaranteed through different representation groups.

90.1% of the workforce has a collective agreement of reference both in Spain and in the other countries where Orona is present. Likewise, the representation of their interests is guaranteed through the effective mechanisms legally established in each case.

FIGHT AGAINST CORRUPTION AND BRIBERY

Our **values**, central core of our **DNA**

Among the inalienable values shared by the entire organisation are **honesty**, **transparency** and **ethics**

Orona has solid values that are part of the central core of its DNA as an organisation and are closely linked to all the activities that are carried out in an ordinary and extraordinary way.

We compete in the lifting sector with other organisations in search of the achievement of the business objectives, but this competition is always carried out within the framework of established national and international legislation.



Orona requires its organisation to act ethically at all times, which includes strict compliance with current regulations.

Strict observance of the applicable regulations in its relations constitutes one of the fundamental values of Orona's internal policy in its relations with other companies and market operators.

CORPORATE SOCIAL RESPONSIBILITY MANUAL

Orona, S. Coop. has a "Corporate Social Responsibility Manual" which forms part of the training and documentation received together with the Welcome Plan. This manual includes all things related to the way in which we should behave in the market based on our assigned duties.

Everyone in the organisation assumes that they can be audited by internal or external personnel who will verify by any means available to them that there is no non-compliance.

The main aspects developed in the guidelines refer to:

- **Conduct:** Prohibition of abusive conduct, of a dominant position...
- **Antitrust Law:** Prohibited agreements, control of aid, agreements and abuses...
- **Procedures established to ensure compliance with competition law**
- **Behaviour instructions**
- **Procedures on subcontracting**
- **Prohibition of unfair competition, deception, misleading omission, denigration....**
- **Offences typified in the criminal code:** Bribery, influence peddling, corruption...

In the same way, Orona's financial departments actively collaborate with the financial entities with which they work so that there are no breaches due to money laundering, contributions to non-profit entities or any other type of irregular transactions.

ORONA STATUTORY AND REGULATORY FRAMEWORK

The MERO (Orona Statutory and Regulatory Framework) is one of the projects which is at the service of the social entrepreneurial project and aims to adapt and update the entirety of the Statutory and Regulatory Framework of Orona, S. Coop. Its implementation constitutes an integrative experience capable of driving broad organisational participation and defining a policy framework committed to the future.

If 2024 was the year in which the Orona Regulatory Development Framework received a decisive boost with the approval of the Internal Rules and Regulations and the update of the Articles of Association at the Ordinary General Assembly, 2025 has been a year of intense work on regulatory development, with the approval of the Work Organisation Regulations (WOR) on Work schedules, Leave management, Teleworking, Leaves of Absence, Health and Family, Reduction of Working Hours, and Health & Safety in the workplace.

ONGOING REGULATORY DEVELOPMENT AND CULTURE OF INTEGRITY

In line with the established principles of integrity, transparency, and prevention of corruption, future regulatory developments will incorporate these values across the board, ensuring that all organizational policies, procedures, and practices actively contribute to:

- Strengthen the culture of ethics and integrity in all areas of the organisation
- Prevent situations of conflicts of interest, corruption and bribery
- Promote transparency
- Consolidate control and supervision mechanisms in critical processes
- Encourage individual and collective responsibility for regulatory compliance

In this way, each rule, policy, and procedure is assessed through the lens of business ethics and integrity, with controls and safeguards in place to minimise risks and reinforce Orona's commitment to the highest standards of business conduct.

This cross-cutting approach ensures that business integrity is not an isolated element, but a guiding principle that permeates Orona's entire regulatory framework and organisational culture.



COMPREHENSIVE SECURITY

We remain firmly committed to fighting both internal and external threats that could cause significant harm to the organisation's IT infrastructure and its most sensitive data (personal data of employees, financial data, organisational data, etc.), as well as to preventing intentional and malicious interference in the organisation's processes and tasks, which could lead to activities contrary to Orona's ethics.

As part of the Orona Cybersecurity Plan established in 2019, decisive progress has continued throughout 2025 across the various aspects of security protection and governance.

CYBERACADEMY

In a digital ecosystem characterised by technical sophistication and full interconnectivity, cybersecurity has ceased to be a purely technical barrier and has become a strategic asset for our organisation. The emergence of new forms of intrusion and the automation of threats require continuous evolution of our defensive capabilities and constant vigilance.

Therefore, for the 2025 financial year, we have strengthened our lines of action, enhancing the cybersecurity capabilities of the identified risk groups within the organisation. We understand that security is not a static state, but a daily commitment we assume from the very first day each professional joins the organisation, fostering a culture of prevention that protects our digital assets against increasingly complex attacks.



SUPPLIER CODE OF CONDUCT

Building a responsible value chain

In 2020, the Purchasing department, where most of the management is centralised, established adherence to the "Code of Conduct for Orona suppliers" as a requirement for registering suppliers for productive purchases.

Orona reserves the right to terminate any contract with a supplier that does not comply with it.

This document, which was revised and updated in the 2025 financial year, is based on three main pillars:

1. EMPLOYMENT RULES

Occupational health & safety, freedom of association and collective bargaining, elimination of forced labour and abusive hiring policies, support for the eradication of child labour and support for the abolition of discriminatory practices in employment.

2. ENVIRONMENT

Its preventive approach, environmental responsibility, and the use of environmentally friendly technologies.

3. BUSINESS ETHICS

Confidentiality, respect for intellectual and industrial property rights and work against corruption.



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Promoting health & safety

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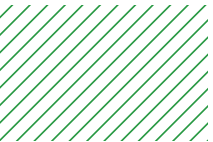
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JOB CREATION

Quality of working life in line with our cooperative principles

Since its inception, Orona has assumed the clear principle of meeting the human, economic and social needs and aspirations of workers and of society in general, through the development of its business activity with a solid commitment to the future

Job creation, people development and a quality of working life in line with our cooperative principles are the fundamental elements of Orona's raison d'être.

The increase in the workforce has been due to the efforts made to maintain and even increase activity in the countries in which we operate.

WORKFORCE BY COUNTRY 2025

Belgium	389
Brazil	234
France	926
Germany	39
Ireland	109
Italy	22
Luxembourg	21
Malta	49
The Netherlands	196
Norway	126
Poland	216
Portugal	212
Spain	4,065
UK	393

6,997
TOTAL



Women
14%
962



Men
86%
6,035



HEALTH AND SAFETY PROMOTION

**Health & safety
in the workplace**

Orona's health and safety policy is part of the "Quality, environmental, eco-design and occupational health and safety policy" and expressly includes the commitments of senior management in the area of OHS:

- Eliminate hazards, reduce risks and provide safe and healthy working conditions for the prevention of injury and deterioration of the health of workers.

- Ensure the training, information, consultation and participation of workers in health and safety at work.
- Comply with applicable legal and regulatory requirements, as well as other requirements to which the organisation subscribes, regarding occupational health and safety.

- Consideration of occupational health and safety management as a strategic factor for the fulfilment of the commitments defined by the organisation.
- Providing the necessary resources for the fulfilment of OSH-related objectives.

This policy is developed through an ISO 45001-certified Occupational Health and Safety Management System. In this way, the health & safety of all the people who form part of Orona is established as a main and essential objective of the organisation, and preventive activity is integrated into all areas of business management and hierarchical levels.

The policy is included in onboarding programs, published on the intranet, and disclosed in the annual reports and the Non-Financial Information Statement. The Health, Quality, Safety & Environment (HQSE) department is in charge of developing the necessary processes to ensure proper implementation throughout the organisation.

Following the approval in 2024 of Orona's new Internal Rules and Regulations (IRR), which includes a specific section on 'Occupational Health and Safety' and reflects the commitment of Orona in this area, specific Work Organisation Regulations (WOR) for Occupational Health & Safety were developed in 2025.

In 2025, internal OSH audits were carried out in all companies and work centres in Spain to verify compliance with the requirements of the integrated OSH management system and the applicable legal requirements.

The deviations detected in these audits and in the external certification audits have been managed through the non-conformities module of the HQSE management application, identifying the non-conformities, observations and opportunities for improvement, as well as the actions defined for their correction. Detailed follow-up has been carried out on a monthly basis, monitoring the status of these deviations.



RISK ASSESSMENTS

Risk assessments remain one of the main activities of the OSH Management System.

The assessments corresponding to 2025 were carried out by technical staff from the prevention service, defining the preventive measures to be taken and updating the job cards and risk maps as information tools for all workers. The planning and results of risk assessments have been shared with workers' representatives in the Health and Safety Committees.

In addition to the risk assessments carried out at the industrial sites, the risk assessments for the assembly and maintenance activity were updated in 2025.

OCCUPATIONAL RISK PREVENTION INSPECTIONS

Occupational risk prevention inspections or internal audits are another relevant activity of the OSH Management System. Through these actions, the implementation of operational requirements for the prevention of occupational risks in Orona's processes is audited.

Specifically, in 2025, occupational risk prevention inspections were carried out at all workplaces of all companies in Spain and Portugal.

In addition, inspections were carried out on 100% of the assembly and maintenance staff, 100% of the work equipment used by the assembly and maintenance professionals, and more than 1,600 works and assemblies.

EMERGENCY AND SELF-PROTECTION PLANS

In 2025, the emergency and self-protection plans for the Hernani and Vitoria and Orona Ideo production plants were revised. In addition, the response teams at the 3 sites were upgraded.

Likewise, 3 evacuation drills were carried out (one for each of the plants) and two chemical alarm drills were carried out at the Hernani plant. In addition, 26 evacuation drills were carried out at the workplaces of all Orona companies in Spain and Portugal.



HEALTH AND SAFETY STANDARDS

Following the provisions of the SMA 02- 'Information, consultation and participation of workers' procedure, 4 Health & Safety Committees were held, with representation from the prevention delegates. These committees are held both in Orona, S.Coop. and in each of the companies in Spain and Portugal.

In the rest of the countries, similar standards are used for OSH management, in compliance with the legislation in force in each case.

HEALTH SURVEILLANCE

Following the integration in 2023 of health surveillance activities into the Orona, S. Coop. in-house prevention service, this team conducted more than 2,700 medical examinations in 2025. All examinations include specific blood and urine tests depending on the associated risks in each case.

The Orona, S.Coop. Medical Service has implemented other complementary activities, such as the annual flu vaccination, blood donation drives and the preparation of informational documents on health-related issues (visual management).



TRAINING AND PROFESSIONAL DEVELOPMENT: ORONA UNIVERSITY

Commitment to training

One of the main inputs at Orona, S. Coop. for the preparation of the training plan over almost two decades has been the annual evaluation of each employee, as well as the biennial evaluation of managers by their teams.

The group as a whole evaluates itself, evaluates its manager and receives regular and structured feedback on its performance, projecting expectations and accepting commitments on its attitudes, skills and knowledge, which is essential input for the development of training plans.

Orona University develops its training plans at its 4 schools:

TRAINING SCHOOLS



COOPERATIVE EXPERIENCE SCHOOL



TECHNICAL SCHOOL

Proposed training pathway for
technical fields



BUSINESS SCHOOL

- Skills
- Digitalisation



INTERDISCIPLINARY SCHOOL

- Languages
- PRL
- CyberAcademy

During 2025, progress continued to be made in the use of new methods and tools to improve the boosting of and information associated with training. Emphasis was placed on the design of our courses, using videos, avatars, exercises and interactive activities.

We remain immersed in the process of digitising training management through an LMS (Learning Management System) tool with the aim of facilitating the launch, call for applications, registration and monitoring of training activities, as well as the digitalisation and distribution of training content to the entire group of employees.

In line with previous years, 2025 was intense in terms of training in occupational risk prevention, but above all in technical training, in order to respond to the technological and regulatory objectives of our sector.

GENDER EQUALITY AND DIVERSITY MANAGEMENT

**Universal accessibility
for people with diverse abilities**

At Orona, we are committed to the **social integration** of people with disabilities through their **integration into the workplace**, a commitment that goes beyond legal requirements.

We encourage inclusion in our recruitment processes through collaboration with several special employment centres, as well as through the advertising of vacancies through specialised channels aimed at this group.

The Spanish General Law on Disability aims to promote and foster the integration of people with disabilities into the labour market.

At Orona, not only do we comply with these precepts, following the necessary protocols to ensure access for persons with disabilities, but we also implement equivalent operational and economic measures provided for in their absence.

In our group companies established in other countries, we also follow the guidelines set by local laws, reaffirming our global commitment to diversity and inclusion.



TRACK RECORD IN EQUALITY

Orona, S. Coop. began its structured approach to equality in 2009. Since then, it has developed and implemented three equality plans.

In 2022, once the implementation of the 3rd Equality Plan had been completed, we initiated a new cycle of equality planning, resulting in this plan, which was agreed in 2023 and registered in 2024.

Orona, S. Coop. has an Equality Commission that is in charge of ensuring compliance with the objectives set, monitoring the progress of the different initiatives and proposing the different lines of intervention.

IV EQUALITY PLAN 2023 - 2026

In 2025, Orona, S. Coop. drew up its new Equality Plan for 2023 – 2026, based on the evaluation of the implementation of the previous Equality Plans and on the updating of the assessment on the equality of men and women in the enterprise.

Similarly, Iberia companies with more than 50 employees (Ga-Lo, S.L.U., Ulahi, S.A.U., Pécres, S.L.U., Bayfer, S.L.U., Ascensors Girona, S.A.U., Balear de Ascensores, S.L., and Ascensores BurgasDiher, S.L.U.) have updated and registered plans valid until 2026.

STRATEGIC PILLARS OF THE 4TH EQUALITY PLAN:

1. Equality management

This pillar focuses on consolidating the structures and processes that enable the integration of a gender perspective into organisational management.
2. People Management from a Gender Perspective

This pillar aims to eliminate gender bias in recruitment, promotion and remuneration processes.
3. Health and Gender

This pillar integrates the gender perspective into risk prevention and occupational health.
4. Transformative Culture for Equality

This pillar aims to transform the organisational culture towards more egalitarian models.



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GREEN

**Environmental
commitment**

We believe in the importance of acting **responsibly**, striving to reduce the impact of our activities and products on the **environment**.

In line with the current global situation and the Sustainable Development Goals of the United Nations Global Compact, and aware of its responsibility towards the environment and the expectations of its stakeholders, Orona maintains and promotes environmental certifications such as:

- Environmental Management (ISO 14001)
- Ecodesign Management (ISO 14006)
- Environmental Product Declaration (ISO 14025)
- Carbon footprint (ISO 14064 and Greenhouse Gas Protocol)
- Energy efficiency of lifts (ISO 25745-2)

2025 MILESTONES

- The percentage of eco-designed devices issued during the last financial year increased to 94%.
- Certification of the carbon footprint calculation according to the Greenhouse Gas (GHG) Protocol.
- Achievement of the 'Calculo' label through the registration of the carbon footprint with the Ministry for Ecological Transition and Demographic Challenge.
- Offsetting of GHG emissions generated at the Ordinary General Assembly event of Orona, S.Coop.



To meet environmental expectations and be aligned with both the Sustainable Development Goals (SDGs) and the policy initiatives of the Clean Industrial Deal, Orona aims to strengthen transparency through actions such as:

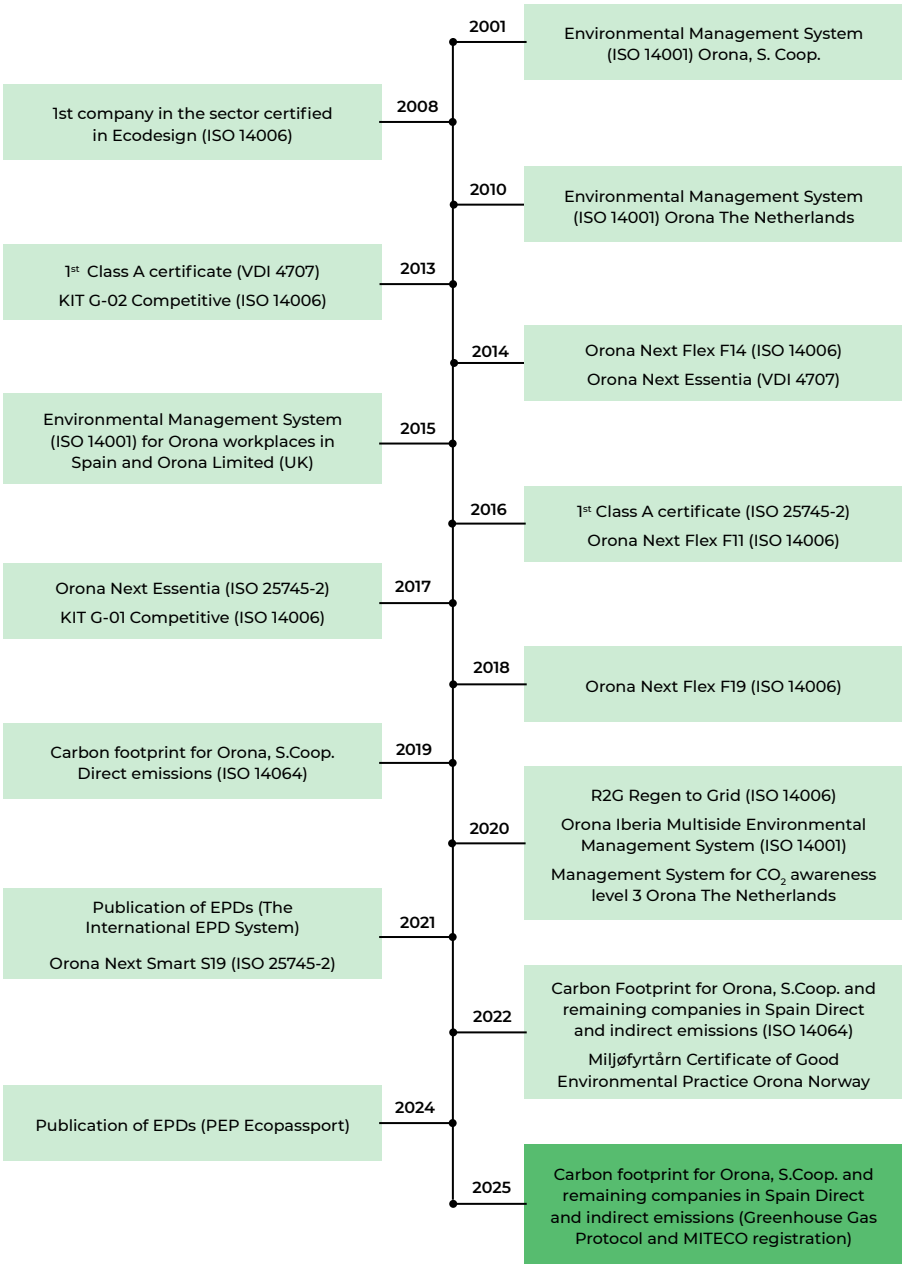
- Carbon neutralisation with a life-cycle approach promoting the reduction of environmental impacts derived from the activity.
- Eco-design for a circular economy and verification of eco-labels such as environmental product declarations.
- Maintenance of the integrated management system, complying with voluntary environmental management standards and assessing new certifications.

In addition to the environmental management track record of our organisation and our products and services, during the 2025 financial year we added the milestone of certifying the calculation of the carbon footprint in accordance with the Greenhouse Gas Protocol

in Orona, S.Coop. and the remaining companies in Spain, as well as achievement of the ‘Calculo’ label through the registration of the carbon footprint with the Ministry for Ecological Transition and Demographic Challenge.

As described in the Quality, Environmental, Eco-design and Occupational Health & Safety Policy (Annex), a document published in the annual report and communicated to all employees of the organisation, in addition to legal compliance, we remain committed to pollution prevention and continuous improvement.

This is reflected in the identification and annual evaluation of environmental aspects; one of the bases for the establishing of environmental improvement objectives, which, led by HQSE (Health Quality Safety Environment), are transferred and materialised in different environmental programmes in companies certified in ISO 14001.



ADDED VALUE IN PRODUCTS AND SERVICES

The environmental factor is a key criterion in the design process.

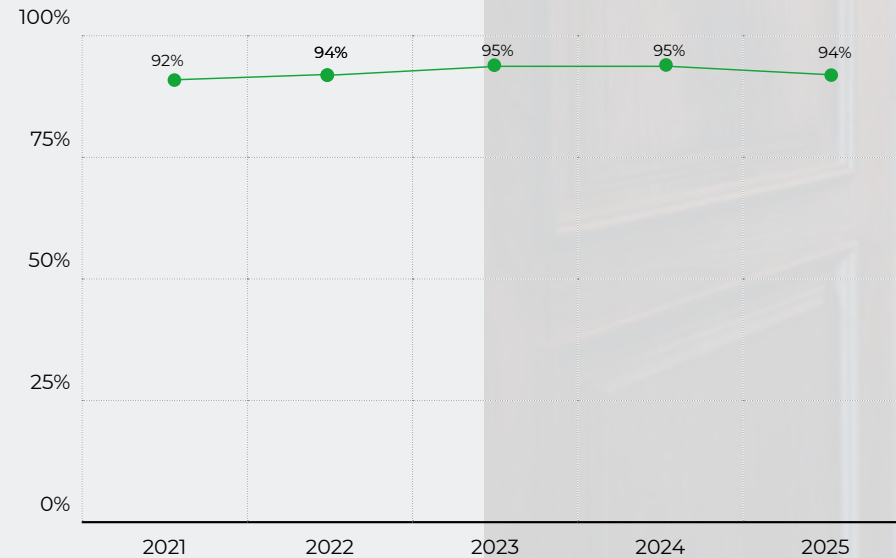
Orona has incorporated **eco-design** management into its **Integrated Management System (IMS)**, facilitating the analysis of its context and the monitoring of key performance indicators to propose effective improvements

We introduce the environmental variable into the design and development of our products and services through eco-design. The aim is to minimise and avoid, as far as possible, the environmental impact that they have on the environment throughout their life cycle.

Furthermore, eco-design is considered the main tool for establishing circular economy strategies, as it makes it possible to prevent waste associated with the life cycle of products and services before it appears.

The percentage of eco-designed devices issued during the last financial year increased to 94%.

EVOLUTION OF SHIPPED ECO-DESIGNED DEVICES



A SUSTAINABLE PRODUCT AND SERVICE PLATFORM

At Orona we integrate the environmental factor as another criterion in the design process of new products and services, always analysing the evaluation of the environmental impacts attributable to a product or service during all stages of its life cycle from cradle to grave.

The Orona Next platform of products and services is able to optimise the company's portfolio of solutions by promoting eco-designed solutions with a lower environmental impact.

Through the Life Cycle Analyses (LCA) that Orona carries out both in the design of new products and in their redesign, we are able to establish strategies to minimise the environmental impact of products and services, thus contributing to carbon neutrality.

These analyses, carried out systematically thanks to the implementation of ISO 14006, are essential for achieving a complete calculation of the carbon footprint and identifying the main lines of improvement to be addressed.

ADDED VALUE IN PRODUCTS

In our desire to contribute to the wealth of the surrounding environment and reduce the environmental impact of the materials acquisition phase, we are strongly committed to contracting local suppliers, acting as a driving force within their supply chain. We are committed to local manufacturing, as the organisation with the largest production capacity for complete lifts in Europe.

Likewise, Orona continues to work on improving the energy efficiency of its products during their use phase by providing its customers with solutions such as energy regeneration systems, energy-saving gearless drives, LED lighting and automatic shutdown and stand-by of the lift.

Orona Next Essentia and Orona Next Smart solutions currently have the highest energy efficiency class according to the VDI 4707 guide and standard ISO 25745-2.



On its website, Orona provides its customers with full information on the environmental impact of its [Essentia](#), [Smart](#) and [Smart+](#) series through environmental product declarations verified by an independent third party.

Likewise, for the French market, it has 5 Environmental Product Declarations in the [INIES database](#), according to the PEP Ecopassport programme.

ACTIVITY IMPACT MONITORING

**The Carbon Footprint,
a key indicator**

Carbon footprint analysis is defined as an **essential parameter** for the organisation, in order to verify the impact of actions taken towards carbon neutrality.

CARBON FOOTPRINT

Orona, S.Coop. has been calculating its carbon footprint since 2019 in order to identify the main sources of Greenhouse Gas (GHG) emissions and establish actions to eliminate them or, failing that, mitigate them as far as possible.

The verification of this calculation has been carried out under the ISO 14064 standard and the Greenhouse Gas (GHG) Protocol, based on the GHGs produced by our activity: CO₂, CH₄, N₂O and HFCs.

The calculated carbon footprint for the 2024 financial year was verified in 2025. This calculation includes the greenhouse gas emissions generated by all Orona, S.Coop. establishments and remaining companies in Spain.

With regard to the 2025 financial year, a slight increase in GHG emissions from fuel consumption in fixed installations and vehicles is estimated, although it has been possible to maintain the trend for improvement in relation to the base year thanks to the various GHG reduction actions taken, both in the industrial plants and in the services area.

Among these, it is worth highlighting the procurement of guarantees of renewable origin for the electricity consumed across all industrial plants, the corporate headquarters, and the workplaces of all companies in Spain.

After analysing the results obtained in the last financial year 2025, and having eliminated indirect emissions under the organisation's control (category 2) through the procurement of energy with a guarantee of renewable origin, it has been identified that the main source of direct emissions comes from the fleet of vehicles in the services area.

Therefore, at Orona we continue working to reduce fuel consumption from these vehicles through projects such as the substitution and adaptation of the fleet to the characteristics of the routes, the progressive acquisition of sustainable vehicles, and the development of apps to optimise journeys and save fuel.



At group level, Orona calculates its carbon footprint including its international companies which, although not covered by the scope of the ISO 14064 certification, are monitored in order to provide a more comprehensive overview.

To reduce our emissions by 50% by 2030 and aim for carbon neutrality by 2050, at Orona we will continue to act in line with the requirements of the Global Compact to which we are a signatory and its Sustainable Development Goals.

In line with this mitigation policy and driven by the belief that every action counts, Orona decided to calculate and offset the GHG emissions generated during the 2025 Orona, S. Coop. General Assembly event through the Gipuzkoa Voluntary Carbon Fund promoted by Naturklima and the Sustainability Department of the Provincial Council of Gipuzkoa.

ORONA TOTAL EMISSIONS CATEGORY 1 AND 2 2025

16,756.23 t CO₂ e.



NATURAL RESOURCE CONSUMPTION

As part of our commitment to the sustainable use of natural resources and in line with the guidelines set out in the Environmental Pollution Prevention Policy, we regularly monitor environmental management indicators in order to ensure legal compliance and quantify the environmental impact of our activities.

NATURAL GAS CONSUMPTION

As with electricity consumption, and despite process controls and the improvements implemented, the increase in gas consumption was the result of greater use of the climate control systems in the industrial plants, due to the longer and harsher winter recorded in 2025.

WATER CONSUMPTION

The industrial processes used to manufacture lifts are the largest source of water consumption. Currently, most of this resource comes from legalised catchments from rivers and aquifers in the surrounding area in order to achieve a more sustainable consumption of this natural resource. If necessary, this consumption is supplemented with water from the mains, maintaining a balance between the two sources and consolidating control over this resource.

During the 2025 financial year, a slight decrease in mains water consumption and a slight increase in catchment water consumption were identified. The latter was due to both increased production and specific maintenance work carried out at both plants. Despite this, the trend for this resource remains stable, with no significant variations.

ENERGY CONSUMPTION

Orona's energy consumption mainly derives from manufacturing activities at its industrial plants and from the climate control systems in office spaces across its workplaces.

2025 was a year marked by summer heatwaves and a colder, longer winter than in previous years, as well as by the continued implementation of new measures aimed at reducing energy consumption in the manufacturing environment.

If we look at the consumption indicators, it can be seen that during 2025 the energy consumption of the industrial plants maintained its improving trend, achieving the best kWh ratio per lift manufactured in recent years. Workplaces, on the other hand, show an increase directly linked to the aforementioned weather conditions.



FUEL CONSUMPTION

Fuel consumption continues to be a relevant aspect of Orona's environmental impact due to the large number of vehicles in the service area and, consequently, the high incidence of CO₂ emissions.

The increase in the absolute values of fuel consumption in 2025 is monitored and fully in line with the specificities of the business

and the increase in the maintenance fleet, and consequently, of the fleet of vehicles of the different Orona companies.

Aware of the effect of this impact on our business, we continue to work actively on the progressive purchase of more environmentally sustainable vehicles and on overall fuel saving measures in the service area.

RAW MATERIAL CONSUMPTION

Through eco-design, we continue to work towards reducing the environmental impact of the stage of obtaining raw materials and components used in the manufacture of products.

Our main objective is to design and develop products with the minimum possible amount of resources, while maintaining technical and quality specifications.

WASTE MANAGEMENT

We carry out waste segregation in accordance with current legislation in all Orona companies. All the waste generated from industrial activity and in services is managed according to its origin and recovered or disposed of according to its properties.

WASTE GENERATION FROM INDUSTRIAL PLANTS

Industrial plants account for most of the impact in this area. In 2025, both Hazardous and Non-Hazardous waste managed through Authorised Waste Management Companies decreased by 5% per lift manufactured compared to the previous year.



IMPACT ON THE SUPPLY CHAIN: SUSTAINABLE PROCUREMENT OF PRODUCT AND SERVICE

Transition to a **circular economy** model

We have a track record of more than two decades in moving towards a **circular economy**

At Orona, we believe in a model of collaboration among those involved in the supply chain of our activity in order to implement actions to improve environmental sustainability.

We continue to work on the design and deployment of a practical and operational method for the integration of environmental criteria into purchasing and procurement, in line with the criteria set out in the code of conduct communicated to suppliers, and decisively driving the transition towards a circular economy model.

DESIGN

SUSTAINABLE PROCUREMENT

PRODUCTION

USE AND MAINTENANCE

MODERNISATIONS

END OF LIFE



DESIGN

We eco-design our lifts according to the ISO 14006 standard, which allows us to identify different environmental impacts arising from the life cycle of the lifts before they are manufactured. These impacts are analysed in order to establish mitigation measures to develop increasingly sustainable products.

Along these lines, Orona values the inclusion of secondary raw materials as a substitute for virgin raw materials in order to promote the responsible consumption of resources. We therefore incorporate this type of material, such as steel and concrete, into the main raw materials used in the manufacture of our products.

SUSTAINABLE PROCUREMENT

We also promote the procurement of materials and services from local suppliers in order to reduce the environmental impact of transport.

This geographical proximity means that the type of transport used for almost all supplies is by land, avoiding other more environmentally damaging means of transport such as air or sea transport.

Furthermore, we are committed to local and centralised manufacturing and are leaders in production capacity in Europe for complete lifts.

We apply environmental criteria to the packaging used for lift distribution in order to ensure responsible packaging, minimising the use of plastics and reinforcing the use of wood with PEFC and FSC forest management and chain of custody certification.

During the 2025 financial year, a questionnaire was developed regarding suppliers' compliance with sustainability criteria, which will provide a more accurate understanding of their performance in these matters.

PRODUCTION

Since 2019, we have sourced electricity with guarantees of renewable origin for our production plants and all workplaces in Spain, contributing to the achievement of the decarbonisation objectives established by the organisation.

In order to reduce waste generation, we prioritise the use of returnable packaging in the procurement of materials.

Moreover, given that one of the main objectives of the circular model is the elimination of landfill waste disposal, it is worth highlighting that at Orona more than 99% of the Non-Hazardous Waste generated in the manufacturing process is sent for recovery.

In addition, the organisation has managed to recover more than 20% of the Hazardous Waste generated in the industrial area during 2025.



USE AND MAINTENANCE

Orona pursues the highest energy efficiency category for its lifts according to ISO 25745 through the design and improvement of the elements that affect the energy consumption of the product.

Within the lift's life cycle, maintenance processes are key to prolonging its service life with guaranteed operation and safety.

In this phase, it should also be noted that Orona, through internally developed applications, optimises maintenance routes, offering a better service, avoiding unnecessary journeys and improving fuel consumption ratios.

MODERNISATIONS

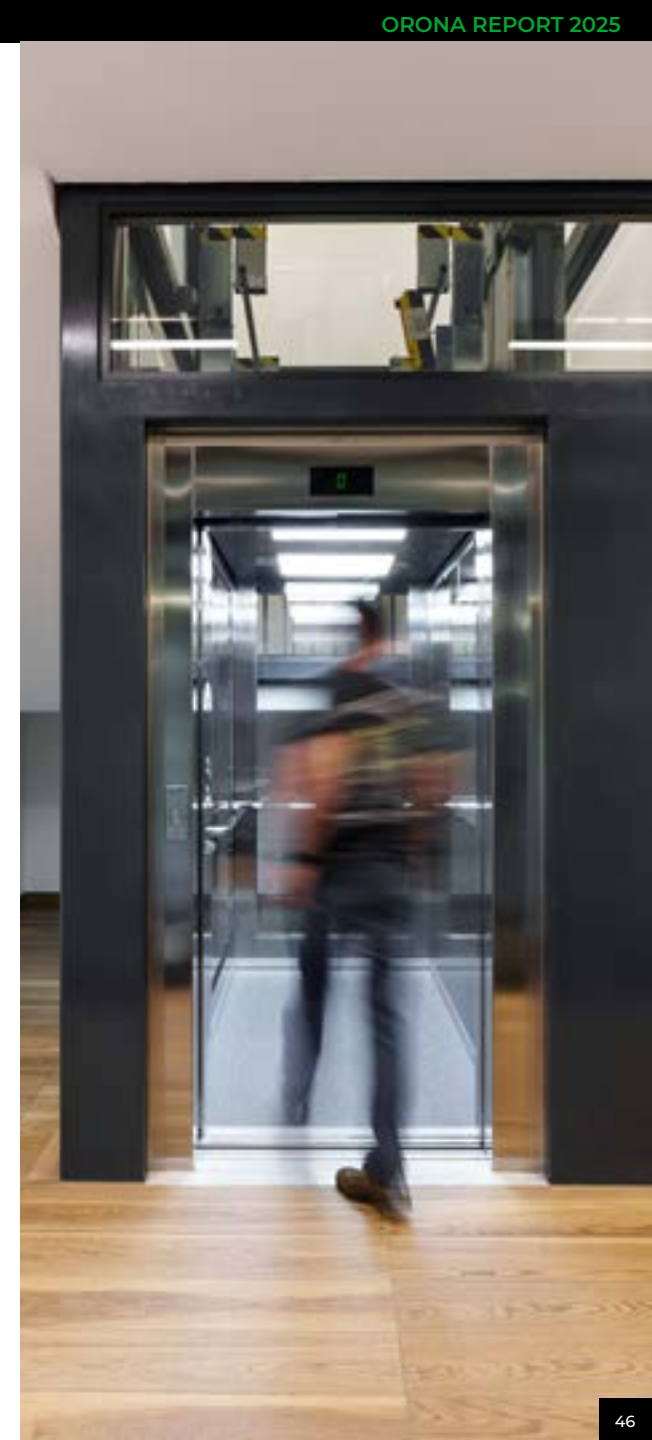
Modernisation solutions, like maintenance processes, are aimed at extending the service life of the existing product.

Modernisations are based on the replacement of lift components, achieving improved energy efficiency of the product while consuming fewer material resources than a complete elevator replacement, thereby supporting the transition towards a circular economy.

END OF LIFE

Once the product reaches the end of its life cycle, the different materials can be easily separated for subsequent recovery.

Steel accounts for around 60% of the materials used in Orona lifts, and thanks to the high recyclability of this material, the use of primary resources for the manufacture of new products is largely avoided.



BIODIVERSITY PROTECTION

**We protect
our environment**

We promote initiatives that ensure the conservation of **biodiversity in our environment**, with the aim of extending our reach in line with our company values.

Orona understands biodiversity as the living fabric of our planet and the basis for human wellbeing, making its commitment to its protection clear through different collaborations with public and private agents, bearing in mind the goal of helping minimise any impacts.

**ENARAK CITIZEN SCIENCE PROJECT
SOCIEDAD CIENCIAS ARANZADI**

The ENARAK project is an initiative open to the public for the main objective of promoting social awareness and encouraging the conservation of birds that breed in the towns and cities of Gipuzkoa. The project focuses particularly on house martins, swallows, and swifts, all of them insectivorous species that help control insect pests and depend on humans for survival, as they build their nests on buildings.

**RECOVERY OF NATURAL SPACES
IRUKURUTZETA FUNDAZIOA**

The Irukurutzeta Foundation was established in 2021 with the aim of protecting, restoring, maintaining, and integrating the natural and cultural environment located between Karakate and Irukurutzeta, in Bergara (Gipuzkoa).

In 2025, Orona collaborated with the foundation by supporting various initiatives such as transforming the mountain area into a wooded meadow, restoring the presence of native trees, and promoting sustainable forest management, as well as the introduction and care of emblematic species such as the pottoka and the Basque mountain horse.



WATER OUTFLOW

Orona continues to maintain strict control of its industrial discharges in strict compliance with the limits established by legislation.

The rest of Orona's facilities generate only domestic waste, which is managed directly by the relevant authorities at each site, with no incidents ever having been reported regarding their quality.

EMISSIONS

Orona systematically controls all of its emission sources catalogued through the APCA Authorisation in Vitoria and Orona Ideo and the Integrated Environmental Authorisation of the Hernani plant, guaranteeing strict legal compliance certified by ISO 14001.

Periodically, measurements of CO, NOx, Volatile Organic Compounds and Particulates are taken, reporting in all cases values well below the established limits.

ENVIRONMENTAL NOISE

Orona has established periodic environmental noise measurements for its industrial plants where it maintains mandatory requirements in this area. Measurements are also taken when there are modifications to processes that generate environmental noise.

The activity of Orona's workplaces is not likely to generate disturbances in the surrounding environment; therefore, ambient noise measurements are not carried out at these facilities.

Since activity has been maintained and no substantial changes have been made to the processes, based on the current measurement data, we can continue to confirm that in 2025 Orona remains far from generating any impact on neighbouring areas or the surrounding environment.

LIGHT POLLUTION

The location of the corporate headquarters, the industrial plants and the vast majority of the work centres in industrial estates considerably reduces the impact of the light pollution that Orona generates.

Nevertheless, in line with the specific applicable legislation and recommendations in each country in this area, we continue to implement measures aimed at protecting the night environment, such as the automation of lighting shutdown systems, the use of appropriate lighting technologies, and the efficient management of external emergency lighting.

ORONA IDEO

A benchmark in sustainability

Orona Ideo is an **ecosystem** that was born with a clear focus on innovation and sustainability, through the **collaboration** of Companies, Universities and Technology Centres.

ORONA IDEO

A PIONEERING SPACE IN EUROPE

It is a pioneering space in Europe that brings together all the agents involved in the innovation process: Company, University and Technology Centre.

It is a real exercise in sustainability and innovation, applying the latest technologies in vertical mobility and energy efficiency. The energy consumed in Orona Ideo comes entirely from renewable energy sources and the recycling of energy from installed lifts.

The bioclimatic design of our buildings has taken into account the passive use of energy through their orientation, the surface area to volume ratio and the envelope of each building, which have been designed with tailor-made solutions for each case and in accordance with the use of the spaces inside each one of them.

Green roofs, the use of rainwater, the local generation of renewable energy and the integration of solar energy collector surfaces have been maximized in the designing of the buildings.



ZERO**ORONA'S CORPORATE HEADQUARTERS**

The Zero building houses Orona's corporate and innovation headquarters, which is inspired by the circular brand image and lifting activity. It is a Nearly Zero-Energy Building (NZEB) thanks to its bioclimatic architecture, photovoltaic panels, and the availability of local renewable thermal energy for air conditioning.

GALLERY**THERMAL PRODUCTION PLANT**

Gallery is where all Orona Ideo's thermal energy is generated and distributed to the remaining buildings. Energy management is carried out by means of a BMS (Building Management System), which monitors all the buildings in the complex in real time.

Orona Ideo buildings are the first set of buildings in Europe to be rated LEED Gold and BREEAM Excellent.

ORONA FUNDAZIOA**FOUNDATION HEADQUARTERS**

Fundazioa is a hybrid building which, in addition to housing the foundation's activities, has common services and university teaching spaces.

A3 RESEARCH**A SPACE THAT BRINGS TOGETHER
LABORATORY AND RESEARCH**

A3 Research has laboratories and offices dedicated to research in advanced electrical storage systems.



CLEAN ENERGY GENERATION

Thermal energy is produced on the plot itself through District Heating-Cooling from 100% renewable sources. Part of the electricity is generated by a large photovoltaic roof on the Zero building, and the rest is obtained from the grid by purchasing energy with a guarantee of origin. Since its launch, the project has made it possible to obtain valuable data from its actual operation and to verify compliance with the nZEB (nearly Zero Energy Building) criteria.

PHOTOVOLTAIC ROOF

The renewable electrical energy is produced by the solar panels integrated into the roofing on the Zero building.

DISTRICT HEATING-COOLING

The energy concept is based on the premise of making the best use of the District Heating-Cooling of the complex, which is made up of installations that are powered by various renewable energy sources located on the plot itself: Geothermal, solar thermal, biomass, absorption and chiller. In this way, 100% of the thermal energy required by Orona Ideo's buildings comes from renewable sources.

Renewable systems have been dimensioned prioritizing solar thermal energy, followed by biomass and geothermal energy.

Biomass, which uses certified pellets as fuel, is the dominant source of heat production, while geothermal energy plays a very important role in covering the demand for cooling.

CO₂ EMISSIONS

Very positive results have been obtained since they are clearly below the amounts established as a reference in the most demanding standards of sustainable construction.

WATER CONSUMPTION

Orona Ideo has a 30m³ rainwater collection tank to supply water to the irrigation system of the green areas and, after the modification carried out in 2021, to supply the grey water circuits used in the toilets and urinals of the Zero and Fundazioa buildings. This is used in these latter circuits only during periods of heavy rainfall, when there is an excess of rainwater that can be used for this purpose.

The volume of rainwater used depends on the annual rainfall. Rainwater harvesting in 2025 was similar to that of previous years.



ANNEX

**Quality, environment, eco-design
and occupational health & safety policy**

The cooperative nature of Orona is closely linked to the development of values such as commitment, proactivity, proximity and innovation with meaning; values that are transferred to each and every one of the products that are manufactured, the services that are provided, and the relationships that are maintained with all stakeholders.

Orona considers that the management of quality, environment, eco-design and health and safety at work are strategic factors for the fulfilment of the commitments defined by the organisation. For this reason, an integrated management system has been established and implemented in accordance with the UNE-EN ISO 9001, UNE-EN ISO 14001, UNE-EN ISO 14006 and UNE-EN ISO 45001 standards.

Orona's Management defines this policy as a reference framework for the establishment of objectives related to the integrated management system, providing the necessary resources and assuming the following commitments:

- Meet the needs and expectations of our customers and other stakeholders.
- Comply with applicable legal and regulatory requirements, as well as other requirements to which the organisation subscribes, in terms of quality, environment, eco-design and occupational health and safety.
- Ensure the process of continuous improvement of management systems, processes, products and services throughout their life cycle.
- Guarantee the training, information, consultation and participation of workers in matters of health and safety at work, quality and environmental protection.
- Eliminate hazards, reduce risks and provide safe and healthy working conditions for the prevention of injury and deterioration of the health of workers.
- Protect the environment and prevent pollution in order to minimise the environmental impacts generated by the activity.
- Implement and keep this Policy up to date and communicate it publicly to all interested parties.



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