



MONDRAGON CORPORATION

MEDIA KIT

The MONDRAGON Corporation in brief

- We are the Basque Country's leading industrial group, the tenth largest in Spain, and a global benchmark in the cooperative movement.
- A focus on people and solidarity have underpinned our cooperatives' ongoing development over more than six decades.
- We are firmly committed to job creation.
- We constitute a collective of self-managing and legally independent co-operatives, bound by a series of support mechanisms.
- These support mechanisms for the co-operatives provide a platform for innovation, international expansion, and the deployment of new businesses.
- We are leaders in a wide range of sectors, including machine tooling, vertical displacement, consumer goods, automation, consultancy, and construction.
- We believe both in education, whereby we have our own university (Mondragon Unibertsitatea), and in innovation, with a consolidated network of 15 R&D centres.

MONDRAGON in figures:

- MONDRAGON includes more than 250 businesses (of which 95 are co-operatives), with a combined workforce of 79.931 people.
- 37,809 people work in Industry, 38,523 in Retail, 2,220 in Finance and 1,379 in Knowledge.
- 43.9% of our workers are based in the Basque Country, 37.8% elsewhere in Spain, and 18.3% abroad.
- We ended 2020 with a combined turnover of €10,865 million.
- A third of our sales are made abroad, where 14,144 people work in 138 concerns.
- We invested €335 million in 2020.
- We hold 545 patent families and have 14 R&D centres and 2,384 researchers. We invested €180 million in R&D&i in 2020.



MONDRAGON governance, an overview

- MONDRAGON's key players are its **worker-members**. They are initially hired for a probation period that normally lasts between six months and a year, after which the potential member and the co-operative are free to confirm or terminate their employment.
- MONDRAGON is a Corporation of **co-operatives**, each one with its own organisational structures and legal status.
- There are, furthermore, **Support Co-operatives** or “co-operatives of co-operatives”. One of the best-known support co-operatives is LagunAro EPSV, which provides coverage for healthcare and social welfare.
- The MONDRAGON co-operatives are organised into different divisions, depending on their field of work and affinities. There are **four major areas**, Finance, Knowledge, Retail and Industry, each one with its own strategic framework.
- The **General Assembly** is the supreme governing body within each co-operative, as the mouthpiece for the corporate mandate expressed by all its members.
- The General Assembly appoints the **Governing Council**, which acts in representation of the co-operative.
- There is also a **Board of Directors**, which co-ordinates the duties of the management team and advises the Governing Council. The Board of Directors has a Chairperson and several Directors. The **Chairperson** is elected by the Governing Council.
- The **Company Council** represents members before the co-operative's internal bodies. The number of council members is established in proportion to the number of co-operative members.
- Finally, a **Supervisory Committee** ensures due and proper compliance with accounting procedures and any others falling within its remit.
- Finally, the strategic criteria governing and steering the Corporation are decided at the **Co-operative Congress**, which has 650 delegates chosen by the co-operatives. This body rules on, for example, corporate-business strategy.



Keys to the 2021-2024 Strategic Plan:

MONDRAGON's overriding target on its roadmap for the four-year period 2021-2024 involves "strengthening its positioning, becoming more competitive, more cooperative, and more flexible towards potential upheavals".

It will be centred around seven key future strategies:

1. **Commitment and corporate identity**, with the aim being to accommodate the model to the new scenario without losing its essence.
2. **Sustainability**, to ensure future generations are the recipients of more robust businesses and a healthier planet.
3. **Forward-looking businesses**, to evolve towards operations with higher value-added and a sustained performance over time.
4. **Flexibility and adaptability**, involving dynamic businesses that can pre-empt trends and respond swiftly.
5. **Digital transformation**, towards a scenario in which businesses, processes and jobs are informed by digitisation.
6. **Intercooperation**, to launch business projects of a size and positioning that adapt to the future.
7. **Attraction and development of talent**, as people will be the main differentiating factor across companies seeking to guarantee their success.



MONDRAGON online

MONDRAGON Corporation has online presence in the following areas, along with that of the individual co-operatives, which all have their own websites and social network presence:

15-language website

www.mondragon-corporation.com

The site includes a newsroom and directory of all the Corporation companies, educational institutions and technology centres, in addition to timeless information on the governing bodies and history of MONDRAGON likewise its economic performance.

Twitter, in Basque, English and Spanish

twitter.com/esMONDRAGON (**Spanish**, 20,300 followers)

twitter.com/euMONDRAGON (**Basque**, 3,900 followers)

twitter.com/enMONDRAGON (**English**, 7,800 followers)

[Facebook](#)

[Linkedin](#) (in Spanish)

[Vimeo](#)

[Flickr](#)

[Youtube](#)

[Instagram](#)

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