

## Framework Agreement

Between

The United Steelworkers (USW) and MONDRAGON Internacional, S.A.

The United Steelworkers (USW) and MONDRAGON Internacional, S.A. intend to collaborate in the United States/Canadian marketplace by adapting collective bargaining principles to the MONDRAGON cooperative model and worker ownership principles.

The goals of this collaboration are to develop and grow manufacturing jobs in the United States and Canada, to improve the quality of life of workers, and to create sustainable jobs in a sustainable economy that supports stronger communities and sustainable environmental practices.

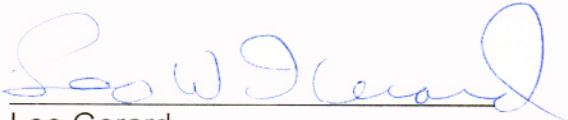
This collaboration further intends to demonstrate that the MONDRAGON worker-ownership model can be highly effective as adapted to an organized workforce and North American culture.

Specifically the USW/MONDRAGON Internacional, S.A. collaboration aims to:

1. Increase participative "one class" employee ownership of businesses through understanding, adopting, and practicing the MONDRAGON Corp. cooperative model as it may apply in hybrid combinations for USW-represented companies.
2. Integrate collective bargaining with MONDRAGON Corp's cooperative practices and model, such as having the Union's Bargaining Committee also serve as the Social Council.
3. Further explore next generation hybrid approaches to collective bargaining that allow deeper worker participation and union/management collaboration.
4. Explore co-investing models and opportunities using successful precedents such as the USW's participation in the Quebec Solidarity Fund, which invests back into the greater Quebec community, and the MONDRAGON Corp. Eroski Foundation, which has similar goals and a fully integrated community ownership structure.


Agreed and signed this 27<sup>th</sup> day, month of October, 2009.

For the United Steelworkers:

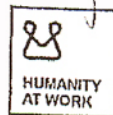


Leo Gerard  
International President

For MONDRAGON Internacional, S.A.



Josu Ugarte  
President  
MONDRAGON Internacional, S.A.



MONDRAGON  
Internacional, S.A.