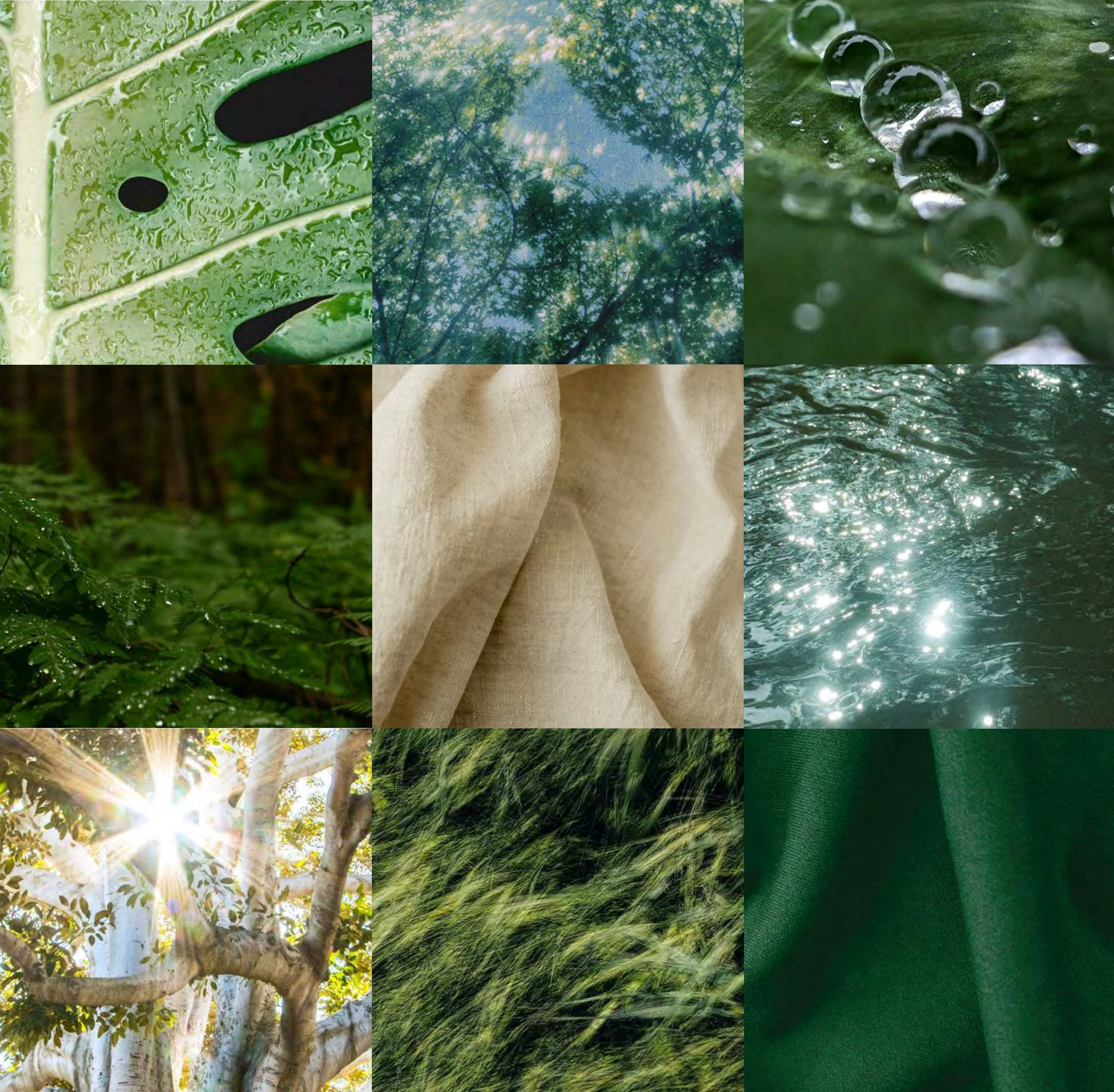


2024

Sustainability Report





Sustainability Report

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01 | Letter of introduction



(2-22) In 2024, we reached a historic milestone by surpassing €200 million in sales. Despite an increase in turnover of 6.98%, we managed to reduce the carbon footprint of the products we sold by 6.21%. This was possible thanks to our goal to BE A REFERENCE FOR CREATING A POSITIVE IMPACT ON PEOPLE AND THE PLANET, which we have placed at the center of our strategy. This approach has led us to develop increasingly efficient products and sustainable solutions, such as the ZERO WATER range for saving and reusing water in laundries.

Following a three-year strategic reflection, we have launched our new 2024-2026 strategic plan, a continuation of the previous one. We believe that the key to getting closer to our purpose is to work to CREATE VALUE:

- Value for our customers: Through more efficient solutions that have a positive impact on their business.

- Value for our employees: Making our organization more human through a leadership model that inspires, challenges, empowers and contributes to entrepreneurship.

- Value for shareholders: Generating profitability and motivation to continue investing in the project.

- Value for our society: Generating wealth in the areas in which we operate, respecting people and facilitating the work of laundry employees with more ergonomic products, such as SORTECH. We are involved in several projects aimed at promoting STEM careers among young people and innovation in our environment through the INNOVACAT Awards.

- Value for the planet: With investments in our facilities aimed at reducing CO₂ emissions and with more efficient products, such as GENIUS washing machines, and water-saving solutions.

Our value creation strategy is based on three pillars:

1. CUSTOMER INTIMACY: To be able to offer our customers that which they are not yet able to express. To do so, we have organized ourselves into Business Units and have developed specific value propositions for each market segment, comprised of products and services that, together with the implementation of FIELD SERVICE software, make life easier for our customers.

2. ONE TEAM: We cooperate both internally and with other companies and organizations, and take care of people. At Girbau, we have made progress in caring for people: in addition to a canteen service with healthy food and a gym and yoga classes, we offer our employees physiotherapy services and prioritise health and safety in the workplace.

3. INNOVATION & SUSTAINABILITY: Only through innovation are we able to solve our customers' problems and reverse climate change. We are very proud to be the recipients of the ECOVADIS BRONZE MEDAL, which distinguishes us as a company that addresses environmental, social and governance challenges.

To improve our presence in certain markets, in 2024, we undertook some important changes:

• China: We redefined our product portfolio for both the Chinese market

and other emerging markets, offering enhanced robustness, durability and better garment care. In addition, we relocated our factory in Shanghai to adapt it to new needs.

• US: We formed a partnership, formalized in February 2025, with EVI, the country's biggest distribution network, which integrated Girbau North America into its network as master distributor. We also built a production facility that manufactured its first units in the first quarter of 2025.

Thanks to these changes, we have become a multi-factory company, with factories on every continent, and are strengthening our presence in these two strategic markets in an increasingly regionalized world.

In this changing, ambiguous, uncertain and volatile environment, we are preparing to celebrate our 105th anniversary in 2025, thanking all those who have contributed to the creation, growth, development and transformation of GIRBAU. Without them, it would have been impossible to get to where we are today.

THANK YOU VERY MUCH.

Mercè Girbau
Chair and CEO

Pere Girbau
CEO



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02 | About us



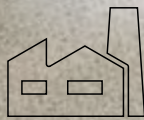
02.1

2024: Girbau in figures

Company



17 subsidiaries



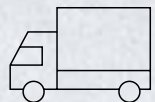
6 production centers
(Spain, France and China)



140 countries in which
our products are sold



12,884
machines sold

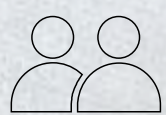


318 distributors



7,316 customers

Workforce



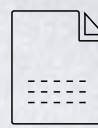
870

People



25%

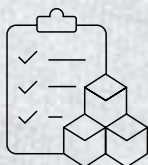
Women



93%

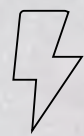
Staff under
permanent contract

Suppliers



3,570 Active suppliers

Environment



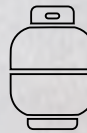
0.06

kWh/€
turnover of energy consumption
at production centers



0.09

l/€
turnover of water consumption
at production centers and sales
offices



0.01

kg CO₂ eq/€
turnover of greenhouse
gas emissions at production centers



87.7

%
of renewable
(GO) or self-generated energy at group
level

Financial figures

207,281,922

€
turnover (sales)

3.98

%
turnover allocated to
R&D&i



02.2

Our essence

Our purpose is to be a reference for creating a positive impact on people and the planet.

Mission

We develop and deliver complete, sustainable and innovative textile processing solutions in a global environment with a local perspective, driving both the personal and economic progress of our customers, team, partners and shareholders.

Vision

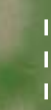
An inclusive community, with a sustainable and ambitious project, flexible and always attentive to customer needs.

Values

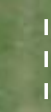
The company's values were defined through a participatory process that involved both the Girbau family and team. As a key pillar, the business family established commitment as the main value that guides the essence and purpose of the company. With this as a foundation, they pre-selected other representative values and left it up to the Girbau team, feeling reflected in them, to select the remaining five.



Commitment



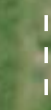
Excellence



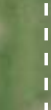
Collaboration



Integrity



Passion



People Care

Girbau's values are the essence of our company and guide us in the way we act to achieve our goals.

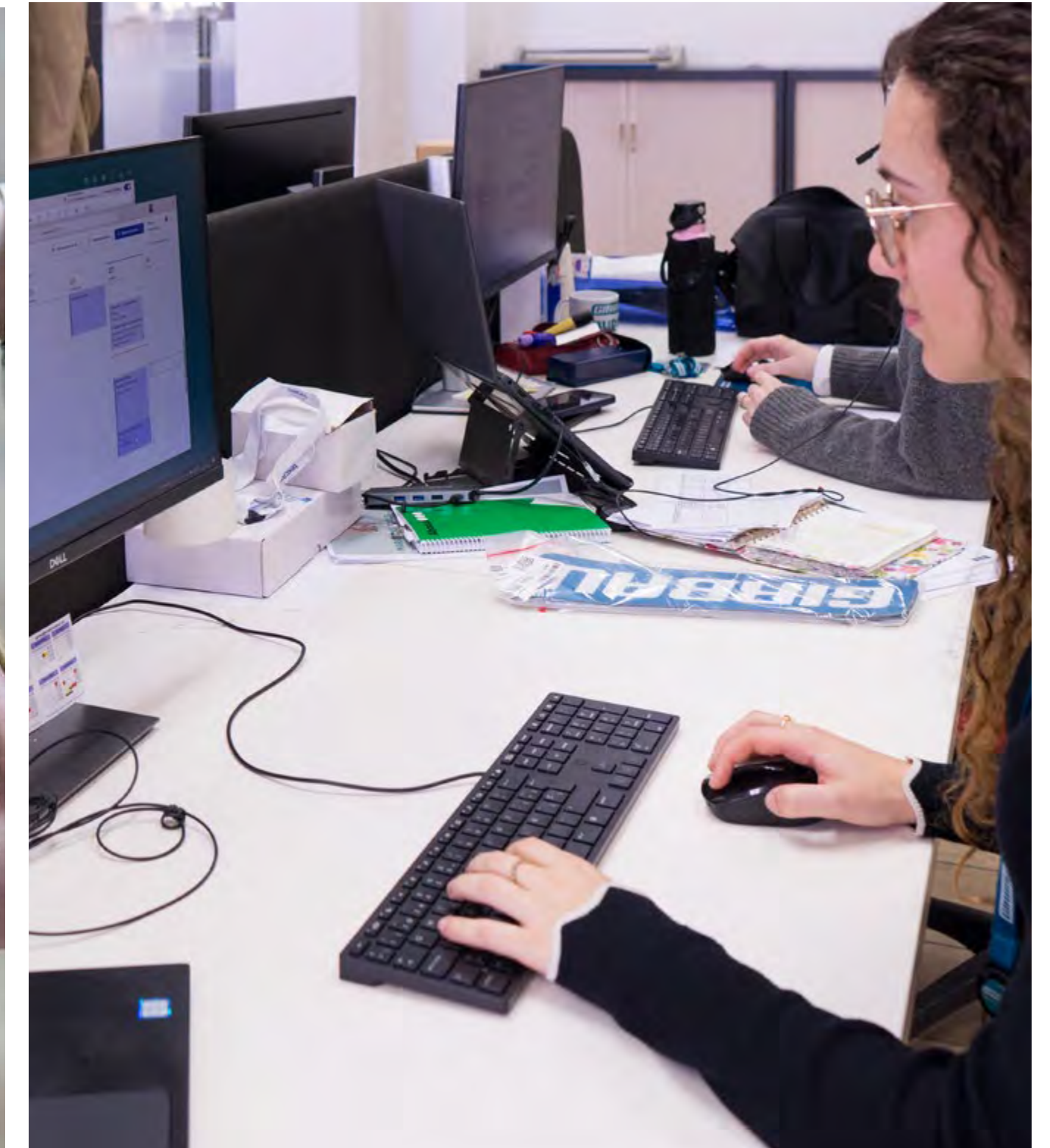
To mark the presentation of **Girbau's Annual Plan**, we organized a team building activity centered around the company's values. This activity involved staging a Talent Show designed to encourage cooperation and reinforce our staff's identification with Girbau's corporate principles

Girbau's values are present in all our communications and have a dedicated space on the employees' internal platform.

Paddle tennis tournaments, an opportunity to strengthen bonds, foster camaraderie and reinforce team spirit both in and outside the work environment.

Improvements to the onboarding model to effectively integrate the teams, incorporating tools such as Welcome Plans and the Welcome Box, which contain everything necessary to speed up the onboarding process, as well as a Buddy who accompanies new workers in the adaptation process.

Promoting young talent through visits by students from different educational centers to the Girbau factories and training cooperation programs, with the aim of attracting talent and raising awareness of the work we do.





2024-2026 Strategy: Moving forward together to create value

At Girbau, we have defined the new strategic framework for the 2024-2026 period, the result of a process of reflection that reaffirms our commitment to creating value for our customers and employees. Centered around three fundamental pillars, this plan guides us into the future with a clear and committed vision.

One Team

We are committed to people and their growth, fostering a **multicultural, cooperative and dynamic environment**. We encourage a culture of continuous learning, creativity and teamwork, which is key to moving forward together and continually evolving.

This year, we continued to strengthen leadership and talent growth, lending continuity to the GRevolution program. We also repeated the engagement survey, which we conduct on a regular basis to evaluate the level of satisfaction and motivation of our team. Likewise, to reinforce cohesion, we promoted Girbau's values through *Pillar Days*, fostering a sense of belonging and connection between everyone in the organization.

Customer Intimacy

Our commitment to our customers goes beyond sales, providing added value, anticipating market demands and offering tailored solutions along with an exceptional after-sales service, ensuring trust and proximity in every interaction.

In 2024, we strengthened our customer-oriented approach with new launches designed to respond to market demands by offering innovative solutions tailored to their needs. As part of this commitment and with a view to expanding our interaction with customers, distributors and partners, we actively took part in trade fairs and conventions, highlighting our international presence at Texcare Frankfurt.

Innovation & Sustainability

At Girbau, we continue to lead the way in **digital integration and energy efficiency**, developing **solutions that reduce water and energy consumption**, minimizing the environmental impact and improving our customers' profitability.

In this regard, in 2024, we continued to promote innovation as a driver of sustainable transformation, focusing our efforts on circular economy projects and incorporating eco-design as a strategic axis aimed at minimizing the environmental footprint of our products. Also, through *The Zero Platform*, we reinforced our commitment to solutions that minimize the environmental impact in the use phase of our capital equipment, helping our customers reduce their footprint throughout the lifetime of their machines.





Pillar Days

In 2024, at Girbau, we continued to organize **Pillar Days** with the aim of promoting the involvement of all members of the Girbau community in our strategy.

“One Team” Pillar Day: the power of teamwork at a global level

We organized a new “One Team” Pillar Day, reaffirming the importance of cooperation and teamwork as the essence of our corporate culture. In this edition, participation was also global, with the involvement of our subsidiaries, reinforcing the sense of belonging to one single Girbau community.

Through the activity **“Click & Go”**, our teams initiated a **domino effect on a mass scale**, symbolising how each individual action generates an impact on the entire organization. With diverse materials and creativity, each team designed dynamic and spectacular circuits in different locations, reflecting the interconnection and cooperation that characterise Girbau.

Finally, with “La Tirada” [The Roll], a chain reaction was set in motion at each subsidiary and at Girbau’s main offices, showing that when we all move in the same direction, the impact is even greater. All the “rolls” were recorded to capture this unique moment and demonstrate that, at Girbau, each person plays a key role in building the company’s future.



“Customer Intimacy” Pillar Day: building trust with every action

The **“Customer Intimacy”** Pillar Day highlighted our commitment to **proximity and trust with our customers**, essential elements for building strong, lasting relationships. Through a collaborative virtual mural, the teams shared daily actions that reinforce this bond, from training and advice to technical follow-up and actively listening to their needs.

Each contribution could be commented on, valued and shared, encouraging recognition of the positive impact they have on the customer experience. Inspired by these contributions, an illustrator transformed the mural into a **visual depiction of the trust that people have in Girbau, creatively and carefully reflecting the company’s commitment to its customers.**

This event served as a reminder that our relationship with customers goes beyond sales, consolidating our position as a strategic partner who supports and provides added value at every step of the way.



PILLAR DAY 2024

26 THE STRATEGIC FRAMEWORK 2024 TO 2026

COSTUMER INTIMACY



GIRBAU

02.3

Our activity

⁽²⁻⁶⁾ At Girbau, we develop and provide comprehensive laundry solutions that stand out thanks to their sustainability and innovation. We have the most complete range of commercial and industrial laundry equipment in the world, which we enrich with a wide range of services, such as training, consulting, engineering and connectivity. We also tailor our solutions to the specific needs of a wide variety of industries.

We offer laundry solutions adapted to all types of businesses, with a focus on excellence in laundry and textile care. Our goal is to ensure that each customer achieves the highest standards of operating quality, efficiency and productivity.

Each sector has specific needs: a laundry in a hotel, a hospital, a nursing home, a fitness center or a self-service facility requires different solutions. At Girbau, we apply the knowledge we have acquired over the years to design tailored proposals, analysing each case and adapting the solution to the real needs of each customer

Two main divisions

Commercial

For hotels, care homes, hospitals, self-service laundries or any other business intended for large groups

FINISHING
SOLUTIONS

LOGISTICS
SOLUTIONS

IRONING
SOLUTIONS

DRYING
SOLUTIONS

WASHING
SOLUTIONS

SUSTAINABILITY
SOLUTIONS





Industrial

For businesses involved in fabric processing or other activities with highly automated processes



FINISHING
SOLUTIONS

IRONING SOLUTIONS

SORTING SOLUTIONS

DRYING
SOLUTIONS

LOGISTICS
SOLUTIONS

SUSTAINABILITY
SOLUTIONS

WASHING
SOLUTIONS



02.4

Global market, local approach

Subsidiaries

- Germany

Argentina

Australia

Brazil

China

Colombia

Cuba

United Arab Emirates

Spain
- United States

France

Italy

Malaysia

Mexico

Portugal

United Kingdom

Dominican Republic

Production Sites

[Vic \(Spain\)](#)

Girbau 1 (G1)
Assembly of large-capacity washers and Genius washers, small and medium-capacity dryers, ironers and production of components and metal sheets.

Girbau 2 (G2)
Assembly of batch washers (batch washers, presses, dryers), flatwork ironers and complementary equipment.

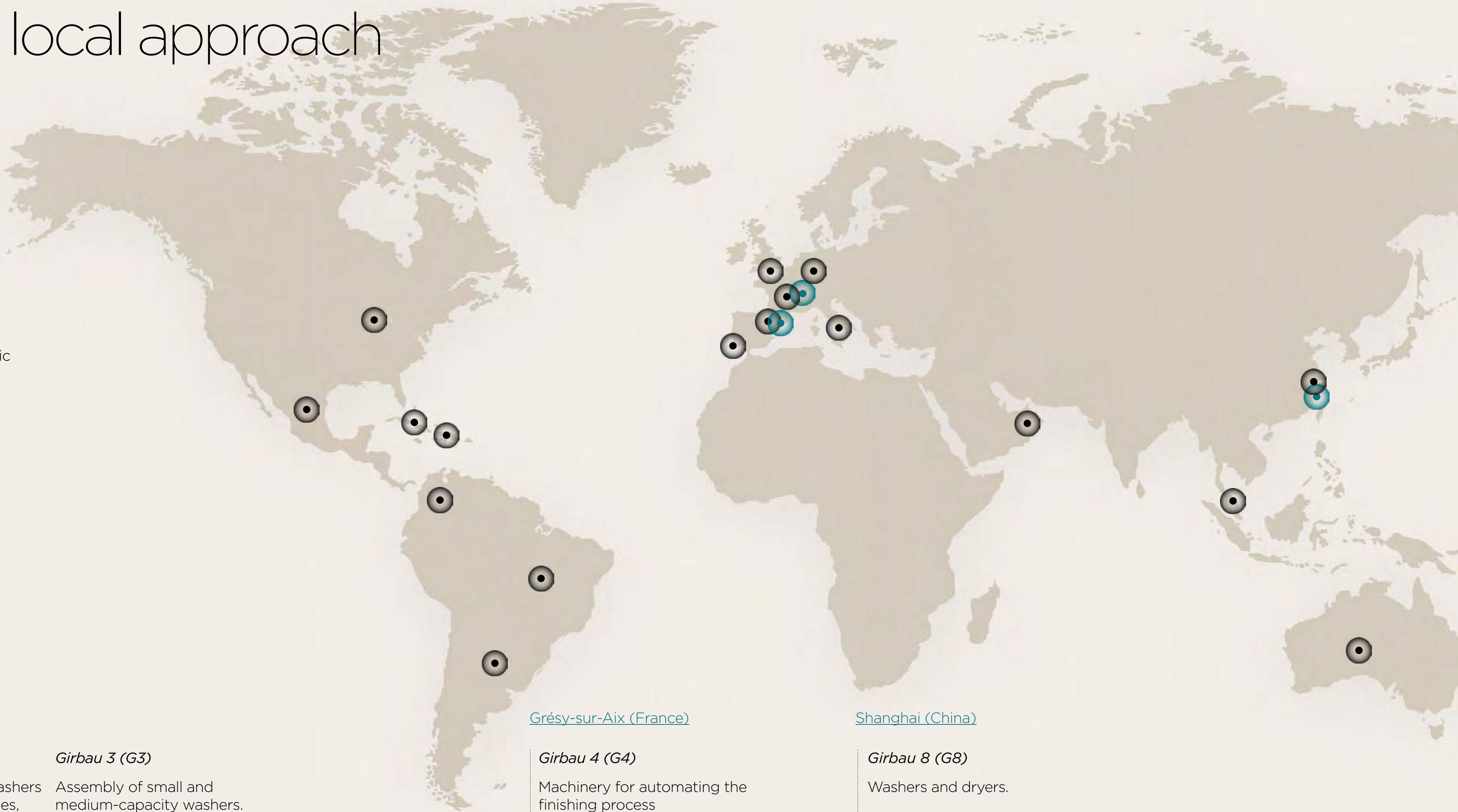
Girbau 3 (G3)
Assembly of small and medium-capacity washers.
Girbau 6 (G6)
Machining and welding.

[Grésy-sur-Aix \(France\)](#)

Girbau 4 (G4)
Machinery for automating the finishing process (feeders, folders, stackers), Compact Pro and Sortech.

[Shanghai \(China\)](#)

Girbau 8 (G8)
Washers and dryers.





Consolidating movements

Relocation of our plant in China

In 2024, we **moved our production plant in China to a new location in Shanghai**, in line with our commitment to **streamlining our production processes and continuing to offer solutions tailored to the needs of the Asian market.**

This new facility reinforces our presence in the region, enabling us **to manufacture equipment aligned with the demands of the local market and other countries on the Asian continent**, maintaining the highest standards of quality, innovation and sustainability.

The new facilities are designed to meet Girbau's **ergonomic standards**, improving working conditions in all our production centers.

Girbau Mexico's new offices: closer to customers

In 2024, we relocated the headquarters of **Girbau Mexico** in Mexico City to the Polanco Corporate Building, which has attained **LEED Gold certification** due to its efficiency and sustainability. The inauguration, which took place on 27 August, brought together customers and employees, **reinforcing our commitment** to proximity, innovation and service excellence in the Mexican market.





02.5

Digitalization

To us at Girbau, the digital transformation is a key pillar that drives the evolution of our entire digitalization. We are committed to digitalization as a means of improving both the experience of our customers and distributors, with new channels and services, and the operational efficiency of our factories, where automation and advanced analytics make it possible to streamline processes, strengthen simulation capacity and improve decision-making. Throughout 2024, we continued to drive this process through several digitalization projects that reinforce our commitment to innovation.

Horizon Platform. In 2024, Horizon, Girbau's e-platform for distributors, strengthened its position as a key element for business growth. This digital platform integrates e-commerce modules, enabling the sale of machines and spare parts, and provides continuous access to order processing, inventory management and real-time information. Horizon currently operates in Spain, Italy, France, Portugal, Argentina, the United States and Mexico, facilitating commercial expansion and optimizing operational efficiency in the different markets.

Digitization of the technical field service. In 2024, we continued to improve the functionalities of our Field Service platform, optimizing the digital management of our technical field service. When an issue cannot be resolved remotely, the platform may be used to schedule a visit and implement the established maintenance plan, improving operational efficiency, streamlining routes and ensuring the availability of spare parts, among other advantages. The service was already available in Spain and the United Kingdom, and this year was extended to Australia, Portugal, the Dominican Republic, Mexico and Argentina. In 2025, the global rollout will continue with the addition of new subsidiaries to the platform.

For our customers, we have continued to develop **Sapphire Laundry Management & Connectivity by Girbau**, the aim of which is to improve efficiency and optimize consumption in laundries by monitoring and managing the machines in real-time via mobile devices. The **Sapphire 2.0** version introduces new functionalities that make it possible to remotely change

settings, manage backups, modify programs and adjust the prices of the self-service machines. These improvements increase the remote control and customization capabilities, improving business management and reducing the environmental impact caused by travel.

In 2024, with the aim of further improving our internal processes and the wellbeing of our employees, we made progress in the development of the **G&YOU Employee Central** portal. This platform helps manage employee time off more efficiently, digitizing the process internally and improving communication

Cybersecurity

In 2024, we continued to make progress in the ongoing improvement of cybersecurity to protect digital information and devices, as well as our networks and management applications. To this end, we took several steps:

Regular and mandatory cybersecurity training, which has been provided to 90% of our staff, with the aim of reducing our vulnerability to potential attacks.

Analysis of the risks related to **SPAM and Phishing** attacks, which revealed that 30% of the emails received correspond to these categories. Despite receiving 8,327 attacks, no accounts were compromised.

Simulations of security attacks to strengthen risk awareness among employees.

To reinforce security at our facilities, we conduct regular audits to optimize our protection systems. In 2025, our network and IoT infrastructure are due to undergo an internal and external audit, ensuring a more secure and robust digital environment.





02.6

Governing bodies

(2-9)

Shareholder protection and legal compliance

The aim of our corporate governance model is to guarantee the interests of all shareholders and ensure the long-term sustainability of the company. This model is based on strict compliance with the law and a corporate culture that combines family and professional values, together with a structure that seeks a balance between the different powers and responsibilities.

Girbau complies with these obligations in all group companies, while always adapting to the local legislation.



The percentage of women on the Board of Directors at Girbau, S.A. is 16.7%.
The ratio between the annual total compensation of the highest paid person and the average annual total compensation of all employees at Girbau, S.A. is 7.84.



02.7

Ethics and transparency

(3-3 Anti-corruption, 3-3 Socioeconomic compliance)

The fundamental principles of our management model at Girbau are based on integrity, transparency, business ethics, respect for human rights and compliance with current laws and regulations.

The Board of Directors, Management and the *Compliance Officer* are responsible for ensuring that these values are known, upheld and integrated into the organizational culture.

The appointment of a new Compliance Officer was one of the most important developments in 2024.

We also integrated the risks related to Compliance and Corporate Governance into the Strategic Risk Map approved by the Board of Directors and communicated to Management, ensuring that the necessary means are put in place to adequately manage these risks.

In 2024, at Girbau, we relaunched our Reporting Channel, which is now available as a secure, anonymous and accessible web tool in all the languages of the countries in which the group operates. During the year, we received a total of 6 complaints, all of which have been rigorously investigated and resolved, having notified the parties concerned of the resolution within the legally established period.

We at Girbau declare that the Reporting Channel complies with the provisions of the applicable legislation and ensures that no retaliation will occur against anyone who reports incidents in good faith. To raise awareness of this tool, training activities were organized for all staff members and signs explaining how the Reporting Channel works were distributed to all work centers in their official language.

In line with our commitment to prevent improper practices, this year we promoted communication initiatives to strengthen the understanding of current policies. We carried out several email campaigns for different target audiences (employees in general, Management or Subsidiary Management) that included short training modules on Compliance.

Several courses on Compliance and Ethics were also organized: general courses for new employees and specific courses for each job position.

In 2024, these training initiatives aimed to prevent behaviour contrary to the Code of Conduct and the law. Our new recruits received basic training on the Code of Ethics and a copy of the Code. Middle management also received training on the proper use of their powers and good practice in *compliance*. We also provided managerial training in ethical competence

and plan to extend this initiative to all sales representatives in the coming years. All new hires took part in at least one *compliance* training session.

As for specific training for each job position, this initiative was extended to more than two hundred employees through both online and on-site sessions.

We also conducted internal ethics and corruption audits at sites in the United States, Mexico and China in 2024, with more audits scheduled for 2025.

02.7

Partnerships and associations

2-28

Our commitment to the sector and the regions in which we operate has led us to become a member of various organizations.

Girbau, S.A.



Subsidiaries



Girbau, visitor center for the Catalonia Circular Congress

We were selected as visitor center for the second edition of the Circular Catalonia Congress, which took place in June 2024 as a meeting point for actors from the public, private and third sectors. During the visit, the participants were given a tour of the Girbau *headquarters* in Vic and visited a laundry with sustainable solutions for water reuse, the capture of *microplastics* and the elimination of single-use plastics, examples of industrial process optimization through innovation and cooperation.





02.9

Financial figures¹

(2-6)

Key figures

	2023	2024
Balance sheet figures		
Non-current assets	€32,899,948	€36,302,976
Current assets	€123,448,284	€125,201,695
Net equity	€98,491,858	€107,348,682
Current and non-current liabilities	€57,856,374	€54,155,988
Income statement figures		
Equivalent turnover	€193,758,251	€207,281,922

1. Data corresponding to the consolidated accounts.



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03.1

Laundry Experts: knowledge at the service of customers

At Girbau, we remain committed to specialization and proximity as means of increasing our customer base. The team of *Laundry Experts*, comprised of multidisciplinary specialists with extensive experience in the sector, has continued to accompany laundry businesses around the world, offering solutions adapted to every need.

In 2024, our efforts resulted in:

73 on-site consultations, optimizing the operational efficiency of the facilities and assisting in facility start-up

16 Wet Cleaning workshops, promoting sustainable alternatives to dry cleaning

12 specialized training courses through **Girbau University**, strengthening training in the sector



Girbau University

Girbau University is the professional laundry sector's leading online training platform. With **2,252 users**, it has established itself as a learning space for customers that offers specific courses for laundry managers and operators, as well as a training environment for internal teams, promoting professional growth within the company.

In 2024, we delivered **12 courses for customers**, with **285 participants**. With a global focus, Girbau University has trained professionals around the world and offers multilingual support to facilitate access to its content.





03.2

Customers

For us at Girbau, proximity to our customers is key. We strive to establish close ties that allow us to gain detailed insight into the expectations and particular needs of our customers. This direct connection helps us tailor our products and services, offering customized solutions and ensuring customer satisfaction.

2024 commercial milestones

PortAventura World: a high-performance laundry in record time

At Girbau, we designed and installed the centralized industrial laundry at PortAventura World, a benchmark in the tourism and entertainment sector. This facility, capable of processing up to 17 tonnes per day in the high season, serves all the park's hotels and other external establishments, guaranteeing optimum performance under highly demanding conditions.

Right from the start, PortAventura World opted for a comprehensive, sustainable solution, trusting our team for all consultations, equipment installation, the reduction of water and energy consumption and the elimination of plastics in the process. Thanks to efficient planning and continuous support, in just three months we transformed an empty space into a fully functioning laundry, ensuring a smooth and effective start-up.

This project not only improves the resort's operational efficiency, but also reinforces its commitment to sustainability, aligned with its mission of reducing its environmental footprint without compromising service quality and generating a positive corporate social impact.





Fernando de Noronha: an oasis of sustainability amid natural surroundings

In one of the world's most protected natural paradises, the Atlantic Laundry Noronha has taken a step towards greater sustainability with Girbau. Located in the Brazilian archipelago of Fernando de Noronha, this laundry has implemented highly efficient solutions with minimal environmental impact, ensuring the responsible use of resources in an environment in which water and energy are limited.

At Girbau, we designed a comprehensive solution that combines water reuse technologies, solar energy and washing cycle optimization, together with premium and efficient equipment such as Genius washing machines, recognized for their capacity to reduce consumption and improve operating performance. Thanks to these advances, Atlantic Laundry Noronha has been able to significantly reduce its electricity consumption, minimize water waste and reduce its carbon footprint, setting a new standard for efficiency in the professional laundry sector.

More than a project, this facility represents a sustainability model that should be emulated by others in the sector, demonstrating that it is still possible to operate to the highest standards while protecting the environment. At Girbau, we continue to lead the transformation of the industrial laundry sector, adapting our solutions to the specific challenges of each customer and each environment.

Excellence Playa Mujeres: innovation and efficiency for growth

With a view to supporting the expansion of the exclusive Excellence Playa Mujeres resort in Mexico, at Girbau, we designed a laundry solution adapted to its growth from 1,000 to 1,500 rooms, guaranteeing more efficient and sustainable operations.

The project involved a complete transformation of the laundry system, from standalone equipment to a hybrid tunnel washer with an efficient heating system. The gas-heated flatwork ironers also underwent a complete renovation, eliminating the dependence on steam and optimizing energy consumption.

Coordination and proximity to the customer proved essential in minimizing downtime and ensuring that the hotel's services were not affected. Thanks to this tight-knit partnership, Excellence Playa Mujeres has streamlined its operations, improved its efficiency and strengthened its commitment to sustainability.





Poland 2024: Commercial success with Compact Pro

Our initiative “Growing Poland Together” (GPT), launched in 2023, yielded fantastic results in 2024 with the sale of five Compact Pros on the Polish market. Thanks to a strategy based on proximity and demonstrations at the Girbau Experience Center, customers were able to see first-hand the reliability and automatic adaptation of the Compact Pro to different types of textiles, especially synthetic textiles.

These five satisfied customers are now Girbau ambassadors, reinforcing the brand's presence in the country. In addition, the sales and service network has been strengthened, driving our growth in Poland in a sustained and strategic manner.



Strengthening strategic alliances with Key Accounts



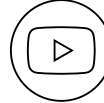
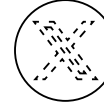
In 2024, we at Girbau strengthened the relationship with our Key Accounts (KAMs) through active participation in international conferences organized by some of the leading hotel groups, such as Marriott, Hilton and Radisson, in key regions such as EMEA, CALA and APAC. These meetings allowed us to share our vision and align ourselves with the needs of the sector, consolidating Girbau's role as a strategic partner in the professional laundry sector.

We also kept in constant communication with our key customers, contributing to newsletters intended for the owners of these hotel groups, offering valuable content and reinforcing Girbau's proximity to the sector.





Multiple communication channels

				
2023	14,842 followers	4,924 followers	3,262 subscribers	1,896 followers
2024	18,239 followers	5,355 followers	3,633 subscribers	1,892 followers

Data as of 31
December.



Girbau shines at Texcare 2024: Innovation, sustainability and automation at the service of the sector

Texcare 2024, the leading global trade fair for the laundry industry, was the ideal setting for Girbau to reaffirm its position as a leader in innovation, efficiency and sustainability. Our booth, designed to showcase the complete and diverse range of products we offer, was organized into four distinct areas:

- 1) Industrial laundries
- 2) Commercial laundries
- 3) Sustainability solutions
- 4) Wet Cleaning

The stand attracted numerous visitors interested in our latest developments, such as the **Genius washing machine**, the **Sortech** automated sorting system and technologies designed to optimize resource consumption. Sortech stood out thanks to its **cutting-edge RFID technology**, which enables it to automatically identify and sort garments, adapting to different volumes and layouts. For its part, the Genius washing machine has proven to be a key solution for **maximizing productivity**, with up to 15 cycles per day,

guaranteeing robustness, full connectivity and **27% fewer repairs** than its competitors.

In line with our intrinsic commitment to the planet, we presented our **Zero Water solutions**, capable of recovering up to **85% of the water used**, reducing costs and contributing to efficient resource management. Another highlight was our **PRT60 turbo press**, capable of processing up to 2,400 kg of linen per hour, optimizing drying time and achieving **energy savings of up to 2.5 kWh per cycle**.

The event also served as an opportunity **knowledge and reflect on the future of the sector**. Joan Vilaseca, sustainability officer at Girbau, took part alongside representatives from EcoLab and Jensen in a round table on sustainability organized by VDMA, in which he discussed challenges and solutions for greater energy recovery and achieving **carbon neutrality by 2030**.

Texcare 2024 was a key edition for strengthening our customer relationships, promoting new business opportunities and reaffirming Girbau's position as leader in the transformation of the industrial laundry sector.





International proximity to our customers

In addition to our high-profile participation in Texcare 2024, Girbau was also present at strategic trade fairs for different sectors throughout the year, extending our reach and strengthening our proximity to customers around the world. From events specialising in *hospitality, healthcare*, tourism, catering and professional cleaning, to regional laundry sector meetings, our subsidiaries have shown innovative and sustainable solutions adapted to the needs of each market.

This global presence has allowed us to generate new business opportunities, strengthen relationships with customers and distributors and share our vision for the future of professional laundry, consolidating our commitment to efficiency, digitalization and sustainability.

FDIC Show 2024 (USA)

United Soccer Coaches Convention 2024 (USA)

CLA Excellence in Laundry 2024 (USA)

Abastur (Mexico)

Equipotel (Brazil)

CleanEX (United Kingdom)

Gastronomic Forum (Spain)

CleanTek (Oporto)

SIAHA (Algeria)

H&T Show (Spain)

CleanExpo (Russia)

Hospital Expo (Indonesia)

NoVacancy Show (Australia)



Shared knowledge as a catalyst for growth

At Girbau, we believe in the power of alliances and the exchange of knowledge as key pillars for moving forward and facing the challenges of the sector together. Our conventions and strategic meetings reinforce this vision, aligning objectives, strengthening relationships and generating new opportunities. In 2024, we held several internal meetings to reinforce this commitment:

Girbau Malaysia

We were invited to speak at a major conference organized in cooperation with Laundry Care, Ecolab and the Malaysian Association of Housekeepers (MAHIR). In front of an audience of around 100 sector professionals, Girbau had the opportunity to share our vision on innovation and sustainability in linen care, contributing to professional development and knowledge exchange in the hospitality industry. This participation reinforces our commitment to operational excellence and proximity to customers in the hospitality sector.

Heightened cooperation with our strategic distributors in North America

In 2024, we welcomed a delegation of strategic distributors from Girbau North America to our headquarters in Vic as part of a cooperation program. During the visit, the attendees had the opportunity to see our latest innovations, share market perspectives and take a tour of our production plants to learn more about our manufacturing processes.

This meeting has helped strengthen our relationship with our business partners and align our strategies to continue offering solutions adapted to the needs of the North American market, consolidating proximity as a key pillar in the global growth of our company.

Spanish Delegates' Convention: Building Girbau's future together

From 16-18 October, Madrid played host to the Spanish Delegates' Convention, a key meeting in the continued promotion of our strategy in the domestic market. Over the course of three days, the area delegates from different parts of the country took part in *workshops*, strategic sessions and discussion forums, sharing their experiences and knowledge with a view to further strengthening Girbau's value proposition.

This meeting served to align objectives, exchange market *insights* and reinforce the common vision to face the challenges and opportunities of the sector.

APAC Distributors' Convention: Executive Girbau's future in Asia

In November, Girbau held its first APAC Distributors' Convention in Malaysia, the beginning of a new stage in our relationship with the region. For two days, distributors took part in workshops, talks and strategic discussions, sharing knowledge and strengthening our common vision.

One of the key moments was the visit to Laundry Care, one of the country's leading industrial laundries, during which attendees had the chance to see the advanced solutions we have developed in action. Much of the conversation was centered around the Genius platform, highlighting its potential to streamline processes and generate value in industrial laundries.

This meeting was a key step in aligning strategies, strengthening alliances and exploring new opportunities in the APAC market, consolidating our commitment to the region and to our strategic partners.



Customer service and satisfaction

Service quality and customer care are our priority. To assess our performance, every two years we conduct a survey based on the **Net Promoter Score (NPS)**, among both customers and suppliers. We also carry out transactional surveys following all spare parts operations to analyse the quality of our service and identify opportunities for improvement.

In 2024, as part of the dual materiality process, we strengthened our interaction with the various stakeholders in our value chain, including customers, through interviews which provided further insight into their expectations and needs.

This year also marked the launch of the Field Service platform, which allows us to measure and monitor the efficiency of our technical service at a global level. Through this tool, we analyse key indicators such as average repair time and the need for additional visits. These data provide us a clear view of the customers' perception and enable us to identify areas for improvement to streamline resources.





03.3

Product quality and certifications

(3-3 Customer health and safety)

At Girbau, quality constitutes a key pillar that is present in all areas of our company, backed by management systems, methodological approaches and accreditations that guarantee compliance and continuous improvement. Our commitment is to reassure our customers, employees, suppliers and the environment, ensuring that each process is carried out in accordance with the highest standards.

Our production plants at Girbau, S.A., Girbau China and Girbau Robotics (France) are certified to ISO standard 9001, which ensures that the design and manufacture of our products follow the procedures established in our quality manual.

In addition, our product certifications guarantee compliance with the strictest regulations in terms of quality, safety, efficiency and eco-design in all the markets in which we operate. To make our products even more reliable, the components we use also have the relevant accreditations.

European market (EC)

- EC marking of compliance with the Gas Appliances Regulation (GAR), issued by LGAI-Applus.
- EC marking of compliance with the Pressure Equipment Directive (PED), issued by TÜV Rheinland.
- EC marking of compliance with the Radio Equipment Directive (RED), issued by LGAI-Applus.
- EC testing in compliance with the Electromagnetic Compatibility Directive (EMC), performed by Applus.

- Compliance with WEEE responsibilities as producers of electrical and electronic equipment, according to the Waste Electrical and Electronic Equipment (WEEE) Directive.

British market (United Kingdom)

- WRAS Certification (S6 and S7)

Swiss market

- SVGW Gas Certification (ED)

North American market (United States and Canada)

- ETL Certification (S6, S7, ED, PB, EDD, EDS, Compact), issued by Intertek
- CSA Certification (motors and drainage)
- UL certification (S6 and S7 variable frequency drives)

Australian market

- AGA Gas Certification (ED)
- Watermark Certification (S6)

Korean market

- KC Certification (only for some S6 models), issued by KTL
- KGS Certification (as manufacturers of gas appliances)

Global market

- CB Scheme (S7) Certification, for most countries





01 | Letter of introduction

02 | About us

03 | Customer Intimacy

04 | One Team

05 | Innovation and Sustainability

06 | Principles that govern this report

04 | One Team



04.1

People

(3-3 Customer health and safety)

We place people at the center of our sustainability strategy, with a firm commitment to fostering their development and the growth of our team.

(2-7)

Data as of 31 December

Staff profile

People

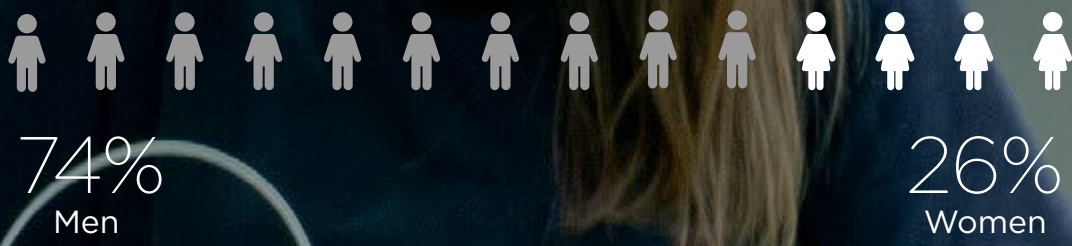
2023

834

2024

870

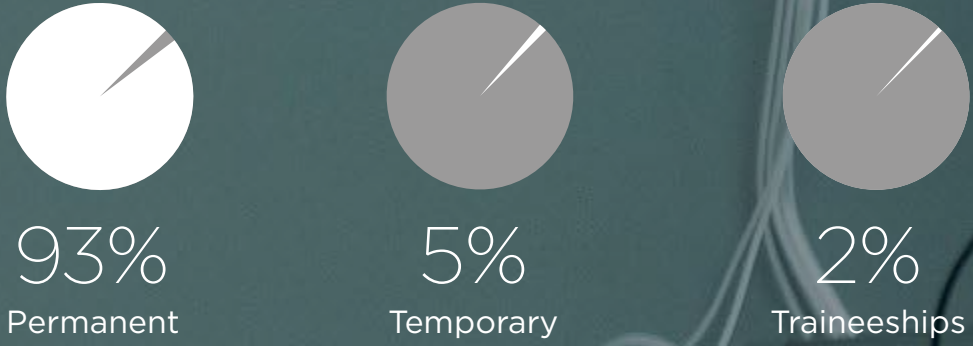
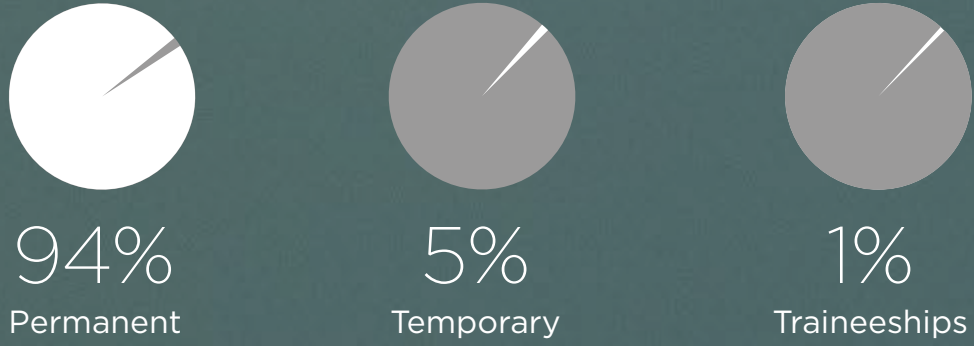
Staff by gender



Staff by professional category



Staff by contract type



Staff by working hours



1. Includes CEOs, members of the Girbau, S.A. Executive Committee and the general managers of the subsidiaries.
2. Includes intermediate positions at Girbau, S.A. (according to the organizational chart as of December 31) and members of the subsidiaries' executive committees (excluding general managers).



Internal communication

We foster fluid and transparent communication with our team, promoting dialogue through corporate channels and various initiatives that facilitate the exchange of ideas and active participation.

“G&YOU” employee portal. An intranet with a space for personal information and a directory of all Girbau community members. This year, it also features the new and revamped Reporting Channel, allowing employees to safely and anonymously report any breach of the law or the company’s Code of Ethics.

Safety News section within the “G&YOU” portal. A page where our employees can find information and advice on safety, prevention and the environment, with the aim of raising awareness among employees.

Environment and Occupational Health and Safety mailbox. In 2024, we launched a new communication channel through which employees may contribute ideas and suggestions for improving the company’s EHS management. To promote its use, we organised a contest in which the best proposals related to health, safety and the environment were entered in a draw for *tickets* for the canteen.

People Talks at Girbau, S.A. A People Department initiative that offers an accessible, safe and functional space where team members can raise and resolve questions and/or concerns.

Girbau Focus Group. Anonymous online sessions for sharing staff perceptions, needs and expectations regarding remuneration and professional development.

GRevolution. Leadership development and cultural change program intended for middle management that seeks to align Girbau’s growth strategy through orientation sessions.

Girbau Today. Quarterly video produced by General Management which shares the most relevant information about the Girbau Group. It also reports the main indicators and improvements in health and safety, as well as information on the strategic lines. It is sent to the entire workforce by email.

Internal posters at all work centers.

Press releases on a recurring basis via email, GiExpress.

Girbau Annual Plan sessions, in the first quarter of the year, to present the previous year’s results and the main projects for the current year to all employees.

Subject-specific communications, with videos on specific topics of interest. This year, we carried out a communication campaign for *Safety Day* (28 April), in which we presented our health and safety policy, the keys to safety, the position of *Safety Agent* and a survey-based contest to promote risk awareness.



2024 General Management Meeting

As we do every year, we brought together the management team from Girbau and the presidents of our subsidiaries at the **General Management Meeting (GMM)**, a key event aimed at **aligning strategies, sharing knowledge and strengthening the company's overall vision**. In 2024, the meeting was held at PortAventura World, which provided the opportunity to see the PortAventura World Group's future industrial laundry, equipped with our solutions.

Over the course of four days, the attendees took part in specialized workshops in the following areas: *after-sales service*, Genius, sustainability and other key aspects of our business, as well as talks on strategic segments such as *Hospitality and Care Homes*, exploring trends and growth opportunities in these sectors. New this year was a round table with Hilton, in which discussion focused on the added value we bring as a company to the hotel industry and to our key customers.

Another highlight was the presentation of the **Girbau Awards**, which in each edition recognize the performance of our subsidiaries. In 2024, the awards went to:

“Values & One Team” – to the North American subsidiary.

“Customer Intimacy” – to the subsidiary in France.

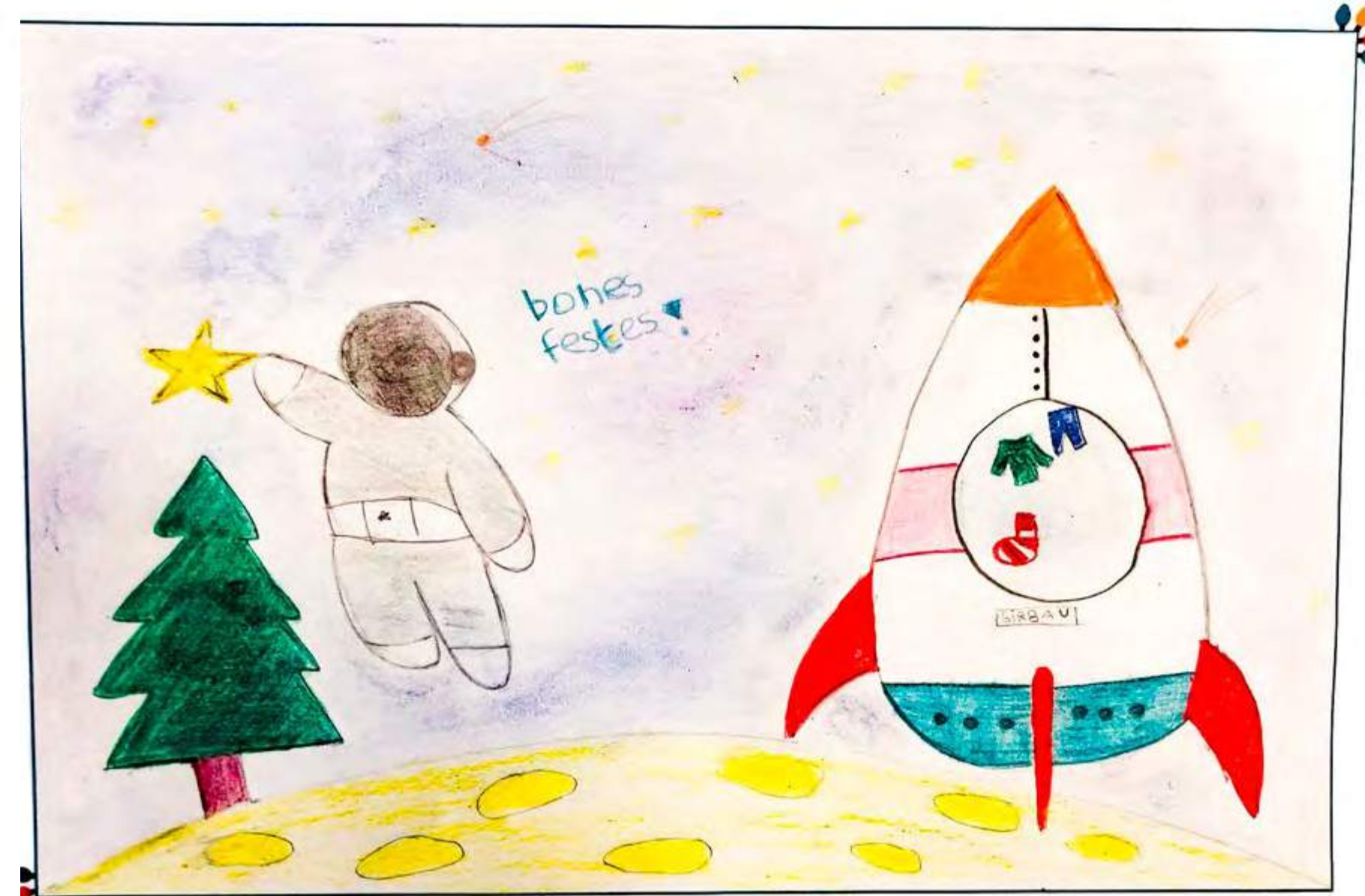
“Innovation” – to the subsidiary in Italy.

“Value Creation” – to the Middle East subsidiary.

“Sustainability” – to the Malaysian subsidiary.

GMM 2024 concluded with a closing dinner, in which *middle managers* from Girbau's main offices also took part, reinforcing team spirit and consolidating our company's **commitment** to innovation, sustainability and operational excellence.





At Girbau, we promote activities that strengthen cohesion, commitment and a sense of belonging within the organization. Through sports and creative and festive initiatives, we focus on fostering a closer and more cooperative environment.

Round Robin Paddle Tennis Tournaments. This year, two tournaments were organised, promoting sports and team cohesion.

2nd Christmas Card Contest. Initiative intended for the children of staff members from our headquarters and subsidiaries, based on the theme "Girbau's machines of the future". The contest received more than forty entries and was divided into two categories: 2 to 7 years old and 8 to 14 years old.

National Ugly Christmas Jumper Day. Invitation to all subsidiary staff to join in by wearing a Christmas jumper or ornament.

Christmas trees. Employees were able to write and hang their Christmas wishes or New Year's resolutions on the trees at the G1 and G2 receptions.



Equality, diversity and multiculturalism

At Girbau, we celebrate the diversity of our international team and promote respect and equal opportunities. To this end, we are actively working to prevent all forms of discrimination, implementing a recruitment protocol and ensuring the ongoing involvement of our human resources teams in all subsidiaries.

At Girbau, S.A., we have implemented the 2022-2026 Equal Opportunities Plan, designed in compliance with current legislation (Royal Decree 901/2020, of 13 October, regulating equality plans and their registration). This plan includes Girbau's Equality Policy, a set of work-life balance measures and a guide for the use of neutral language within the company.

To guarantee its implementation and effectiveness, the Equality Plan provides for the following bodies and tools:

Equality Commission, responsible for advising and supervising the implementation of the Plan.

Equality Agent, responsible for coordinating, managing, executing and evaluating the actions set out in the Plan.

Protocol on protection against gender-based violence.

Protocol for the prevention of and action against sexual and/or gender-based harassment.

Along these lines, we continued to promote awareness-raising actions in 2024, in efforts to ensure that all employees are aware of the Equality Plan, and carried out initiatives which reinforce our commitment to gender equality and respect among people:

International Women's Day (8 March):

As a sign of our commitment to gender equality and the empowerment of women, the Equality Committee carried out a communication action to highlight eight women who, in different contexts and fields, have broken barriers and left their mark on history.

International Day for the Elimination of Violence against Women (25 November):

We organized a solidarity fundraising event in which attendees had the opportunity to sample pastries and chocolate, with proceeds going to organizations that provide support to women in vulnerable situations.

Protocol in the case of sexual assault:

Coinciding with 25 November, we produced and disseminated a video with infographics explaining the recommendations and actions to follow in the event of an assault.



Worker diversity and inclusion

At Girbau, we are committed to employing people in vulnerable situations and actively cooperate with organizations that seek to empower them and provide them jobs.

Along these lines, Girbau, S.A. works with the TAC Osona special work center, facilitating the employment of people with specific needs. This year, we launched a pilot project that reinforces this commitment, reusing residual cardboard from our purchases and converting it into filler material for packaging, with the active involvement of these workers.

Our French production site, Girbau Robotics, cooperates with the social reintegration company CATM, whose objective is to increase the employability of people with social and professional difficulties through training, support and in-company recruitment.

(405-1)

Data as of 31 December		2023				2024			
Staff by age group and gender	<30 years	64	39 Men	25 Women		92	67 Men	25 Women	
	30-49 years	489	364 Men	125 Women		463	350 Men	113 Women	
	>=50 years	281	214 Men	67 Women		315	236 Men	79 Women	
Staff by professional category and gender	Senior management ¹	25	23 Men	2 Women		24	22 Men	2 Women	
	Middle management ²	88	66 Men	22 Women		114	83 Men	31 Women	
	Other staff	721	528 Men	193 Women		732	548 Men	184 Women	
Differently-abled staff		12				12			

1. Includes CEOs, members of the Girbau, S.A. Executive Committee and the general managers of the subsidiaries.
2. Includes intermediate positions at Girbau, S.A. (according to the organizational chart as of December 31) and members of the subsidiaries' executive committees (excluding general managers).



Training and professional

(3-3 Training and education)

development

Team development and training is key to tackling business challenges. At Girbau, we are convinced that training is essential for growth and for attaining the skills necessary to achieve our business targets. Each year, Girbau, S.A. drafts a **Training Plan**, which is linked to the strategy's needs and involves numerous actions in different areas.

In 2024, we developed an **EHS competency matrix**, which optimizes the control and management of the Safety, Health and Environment training. This tool allows us to ensure that the entire team receives the necessary strategic training in these key areas.

We provided negotiation training for key profiles in **sales, marketing, services and operations**. With a total of **312 hours of training**, these sessions provided essential tools for negotiating **confidently, ethically and effectively**, ensuring that projects and strategic processes are managed more efficiently.

This initiative not only enhances individual capabilities, but also **strengthens our company's overall alignment**, promoting more effective and quicker decision-making in all areas of business.

In 2024, we consolidated the **GRevolution Program**, a leadership model based on Girbau's values, the aim of which is to promote a cultural change in the company,

aligning middle management with a common strategic vision for project development. Through sessions designed to enhance individual talent and skill diversity, the program fosters the creation of synergies and sound decision-making, strengthening value-based leadership.

We also launched the **Team and Technical Leaders Project**, a constantly evolving initiative that includes a continuous training plan, which was launched in 2024 and is expected to continue throughout 2025. This project is structured into three thematic training blocks. The first is focused on **internal training** and covers topics such as occupational health and safety, first aid and **compliance**, among others. The second block focuses on the **development of soft skills**, with an emphasis on leadership and team management. The third is dedicated to **technical training**, with a specific focus on preparing teams ahead of the generational renewal.

At Girbau, we provided a total of 6,121 hours of training to 809 people in 2024.

GTalent is our internal tool for managing talent within Girbau. It facilitates a clearer understanding of the expectations, while allowing employees to express their professional interests and aspirations. It also promotes feedback as a basis for personal and professional growth, fostering continuous learning. In addition, it helps boost motivation and recognition, strengthening the relationship between the employees and their immediate superior.

Performance assessment through GTalent is divided into the following stages:

- Self-assessment
- Manager assessment
- Review
- Discussion and signature

Girbau Middle East takes part in the 2024 HR Summit & Expo to boost talent management

On 23 and 24 October 2024, Girbau Middle East was present at the 2024 HR Summit & Expo, held at the Dubai World Trade Center, where our head of Human Resources actively participated in sessions with industry experts.

Attracting talent

In 2024, we remained committed to integrating talent through our training partnership programs, entering into traineeship agreements with foundations, professional schools and universities. This commitment allows us to offer development opportunities to future professionals and strengthen the connection between the academic world and the business sector.

Some of the main initiatives this year included:

Girafeina 2024: Girafeina: we once again took part in the 2nd edition of the Osona Region's job fair, organized by the Osona Regional Council, the Vic Municipal Council and the Chamber of Commerce.

2024 ETSEIB Forum: In May 2024, we were present at a new edition of the ETSEIB Forum, held at the School of Industrial Engineering of Barcelona, together with more than 85 companies. Here, visibility was given to the Girbau Chair with the UPC, and contacts were established with students as part of a highly enriching experience.

Participation in UPC Manresa's University-Business Forum:

In 2024, we took part for the first time in the seventh edition of the UPC Manresa Forum, which has established itself as a key link between academia and the region's business community. This experience proved highly enriching, as it allowed us to meet talent outside the Osona region. In addition, thanks to the diverse nature of the sectors and companies in attendance, we had the opportunity to acquire new knowledge and perspectives that will add value to our development.

Catedra Girbau: Created in 2012, the Catedra Girbau with the UPC promotes research, innovation and knowledge transfer in sustainable technology for textile processing, in cooperation with UPC's Center for Industrial Equipment Design (CDEI). In 2024, following the renewal of the agreement, new initiatives for attracting talent were proposed, such as the completion of Final Degree Projects that facilitate the continuity of students in the company, in addition to reinforcing Girbau's presence in activities intended for the university community.





Girbau’s positive impact on teaching

	2023	2024
Vic University	6	11
Polytechnic University of Barcelona	1	.
EADA	1	.
Universitat Autònoma de Barcelona	.	1
Total	8	12
Vic Secondary School	2	2
La Salle	1	1
Teknós	1	1
Total	4	4
Escorial Vic	1	1
IES Cirviànum, Torelló	.	1
Jaume Mimó Secondary School	.	1
Salesians Atocha	1	.
Total	2	3

In 2024, we hosted 19 trainee students from the University of Vic, Universitat Autònoma de Barcelona, Vic Secondary School, La Salle, Teknós Center, Escorial Vic, Cirviànum Secondary School in Torelló and Jaume Mimó Secondary School.

Girbau Digital Classroom

The aim of the Girbau Digital Classroom, established in partnership with the Vic Municipal Council, is to foster scientific and technological careers and promote digital skills, sustainability and hands-on learning among secondary and post-secondary education students who participate in the La Farinera robotics classroom at the Visual Arts Center in Vic (Barcelona).

Figures for 2024

705 students | 59 sessions | 190 STEM hours

Robotics workshops for Girbau Families

In 2024, we organized several 3D and robotics workshops to promote the use of new technologies, boost digitalization and awaken the spirit of innovation among young people. These sessions, intended for the family members of Girbau employees, gave children the opportunity to explore robotics in a hands-on and educational manner, enhancing their learning and the development of key skills for the future.

Figures for 2024

15 families | 3 sessions

Occupational health and safety

3-3 Occupational health and safety

The safety of our team is a priority at Girbau. A safe work environment ensures physical and emotional wellbeing and fosters a positive and efficient environment. We are therefore committed to ensuring the health and safety of our entire organization. Our Safety Policy, which contains 10 essential principles, applies to the entire team and reinforces a corporate culture focused on a safe and healthy work environment.

In 2024, we reinforced Occupational Health and Safety, integrating it along with the Environment under the EHS (*Environment, Health and Safety*) framework. This unification improves occupational risk prevention and promotes a more efficient and global approach.

We continued to make headway in the implementation of the EHS management system, gradually extending it to all areas of the business. We also optimized our document management, reinforcing access control and the constant updating of information to ensure its reliability and regulatory compliance.

As part of this process, we incorporated ASECORP as a tool for identifying and assessing legal compliance in our production and logistics centers in Spain. We also conducted the annual external audit, which covers occupational health and safety, industrial safety and the environment, reaffirming our commitment to the goal of zero accidents at Girbau.

In addition, progress was made in improving wellbeing at work through the Action Plan based on the psychosocial risk survey carried out in 2022 at Girbau, S.A. Aside from implementing measures to reduce risks and strengthen prevention, in May, we organized Focus Groups to identify the most valued aspects and areas for improvement, thus enriching the plan and defining new actions to continue optimizing the work environment.

Over the course of the year, several **initiatives** were carried out to improve safety and wellbeing at Girbau:

Safety Walks at the Girbau, S.A. facilities: regular visits by the entire chain of command aimed at reinforcing the

company's commitment to health and safety and reviewing procedures to detect opportunities for improvement.

Safety visits at Robotics: quarterly reviews conducted by the Quality Manager to check the conditions of order and cleanliness in the facilities.

Promotion of wellbeing: We continue to consolidate an organizational culture that puts people's health first. As part of the health promotion program, this year we incorporated a physiotherapy service at Girbau, S.A. and continued with the yoga and functional training classes.

Information screens: Information screens have been installed in all production areas, displaying data on accidents and near-misses to raise awareness of the specific risks in each area.

New Environment and Occupational Health and Safety mailbox: We have created a new communication channel for employees to share their suggestions and proposals for improving Health and Safety management, fostering a culture of open communication and strengthening continuous improvement.

Technological improvements in our facilities: We have implemented solutions for improving safety and ergonomics and reducing operational hazards, with special attention to tasks involving the handling of heavy loads. In 2024, several production lines underwent changes, incorporating lifting and dynamic racking systems to optimize working conditions. These improvements, aligned with the workers' needs, promote a safer and more efficient work environment.

Cooperative robot for tedious tasks: The G1 machining center features a robot that tackles repetitive and tedious tasks, such as tapping and welding. This innovation not only makes the process more efficient, but also contributes to the wellbeing of workers, reducing the physical burden and risks associated with repetitive movements.





Our health and safety system, certified to ISO standard 45001

We continue to make progress in the implementation and continuous improvement of our Occupational Health and Safety Management System, consolidating its certification to ISO standard 45001. This certification reflects our commitment to the wellbeing of our team and encourages us to continue strengthening risk identification and management. Through the application of effective practices, we strive to prevent accidents and promote a safe and healthy work environment for all our employees.

Safety training

Data as of 31 December	2023	2024
Fire prevention and protection workshops	2	20
Occupational risk prevention and other workshops	56	80
Emergency drills	4	7
Hazard assessments	21	38
Technical reports (noise, thermal stress, lighting, ergonomics and psychosocial studies)	14	28

Accident indicators

(403-9)

Data as of 31 December	2023			2024		
Number of work accidents resulting in no leave	23	18 Men	5 Women	19	16 Men	3 Women
Number of work accidents resulting in leave ¹	9	8 Men	1 Women	13	9 Men	4 Women
Number of accidents <i>to and from work</i> resulting in leave	4	3 Men	1 Women	5	4 Men	1 Women
Number of days lost	111	95 Men	16 Women	474	274 Men	200 Women
Frequency index ²	8.60	9.92 Men	5.16 Women	11.87	11.32 Men	13.56 Women
Severity rate ³	0.073	0.086 Men	0.041 Women	0.312	0.239 Men	0.542 Women

Total recordable incident rate (TRIR) ⁴	1.19	1.71
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1. The subsidiaries in Australia, Brazil, Robotics France, Germany, Italy, Mexico, Portugal, Dominican Republic, United Kingdom, United Arab Emirates, Colombia and Malaysia reported no occupational accidents resulting in leave. The frequency and severity indices were calculated taking only the subsidiaries that recorded work accidents resulting in

leave into account.
2. Represents the number of accidents resulting in leave (including accidents to and from work) per million hours worked.
3. Represents the number of days lost per thousand hours worked.
4. Number of accidents resulting in leave / work hours x 200,000.

In 2024, the total number of hours worked amounted to 1.516.963



04.2

Social action

We support the community

3-3 Local communities (413-1)

We actively support social, cultural and sports development in the communities in which we operate and, in doing so, strengthen our commitment to the environment and society.

Sponsorship of the 2024 Innovacat Awards

In 2024, we sponsored the 9th edition of the Innovacat Awards, the aim of which is to stimulate the region’s business sector, especially in Osona, in view of the challenges of today’s globalized world. This award recognizes innovation through talent, creativity, sustainability, digitalization and social transformation. The event has also established itself as a forum in which companies from the region may meet and exchange experiences.

Cooperation with the 2024 FIDEM Awards

In 2024, we renewed our partnership with the FIDEM Awards, which highlight the achievements and trajectory of women entrepreneurs in various sectors, promoting their development and strengthening their impact in the business world. FIDEM, the International Foundation for Women Entrepreneurs, founded in 1996, continues to support

women entrepreneurs with resources and support for their projects.

Travelling for Happiness Awards

For the third straight year, Girbau sponsored the Travelling for Happiness Awards, organized by the Madrid Hotel Business Association and Connecting Heads, which recognize sustainable practices in the tourism sector.

INDPULS Project

At Girbau, as founding partners of the INDPULS project, we continued to support this initiative in 2024. INDPULS is a space for business collaboration aimed at promoting innovation and sustainability in the industrial sector. The initiative promotes synergies between companies aimed at pushing the sector towards business models that are more committed to the environment and digitalization. It also offers cooperative innovation programs, spaces for the exchange of knowledge and support for start-ups, facilitating their adaptation to the industrial sector. Mercè Girbau chaired this project until 2024.

Continued success for Girbau Vic TT

We continued to support the Girbau Vic TT table tennis team, which once again achieved notable success in the elite domestic and international table tennis circuits. The senior women’s team has competed in the top category of table tennis in Spain for the past 32 years and has taken part in European competitions in the past five seasons. The teams from the younger categories continue to square off against the best clubs from both Spain and abroad.

Garrins metàl·lics

Ahead of the 2024-2025 season, we renewed our sponsorship of the UVic-UCC “Garrins Metàl·lics” robotics team, comprised of Mechatronics Engineering students, who compete in national and international tournaments. The team is currently preparing for the 2025 edition of Eurobot, where the robots will have to set up a stage for a music show as part of a fully autonomous challenge.

Girbau Spain, committed to the Valencian Community after the DANA event

In October 2024, a DANA event hit the Valencian Community, causing severe damage throughout the region. To support the affected area, Girbau Spain offered commercial support to Macrun, our delegate in the region, and donated electrical appliances to two affected families in Valencia.

Solidarity actions by our subsidiaries

Free Laundry Day at the Oshkosh Express Laundry Center

On 11 June 2024, Girbau North America, together with the *LaundryCares Foundation* and *Oshkosh Express Laundry Center*, organized a free laundry and children's literacy day in Oshkosh, Wisconsin. Families enjoyed free laundry services, educational activities and access to a free digital library. Each child also received a new book, promoting the habit of reading at home. This initiative, part of the *Read, Play & Learn* program, turns laundromats into accessible learning spaces for children. Our partnership with the *LaundryCares Foundation* helps strengthen Girbau North America's commitment to the community, demonstrating that the laundry can be a space for inclusion and development.



Charitable donations chosen by our employees in the UK

In 2024, Girbau UK donated a total of £1,765 to various charitable causes, supporting initiatives proposed by our own employees. From sporting challenges that support young people to fundraising campaigns for cancer research or support for the textile sector, this subsidiary has been actively involved in actions that make a difference. Through this commitment, Girbau UK has reinforced its commitment to solidarity and social responsibility, contributing to the welfare of the community.

Girbau Private Foundation

The Girbau Private Foundation is a non-profit organization that provides support and financial assistance to social, cultural and environmental projects. Its purpose is to promote initiatives that contribute to the wellbeing and progress of people, improving society and the environment. The Foundation operates primarily in Catalonia, home to its central offices.

In the social sphere, its objective is to improve people's living conditions, particularly those in vulnerable situations, at risk of social exclusion or in need of assistance. The Foundation's grants and services are intended for entities and associations that serve these groups.

The Foundation also supports projects that promote respect for nature and sustainable development, benefitting organizations to environmental protection, the restoration of natural heritage and the transmission of responsible environmental values.

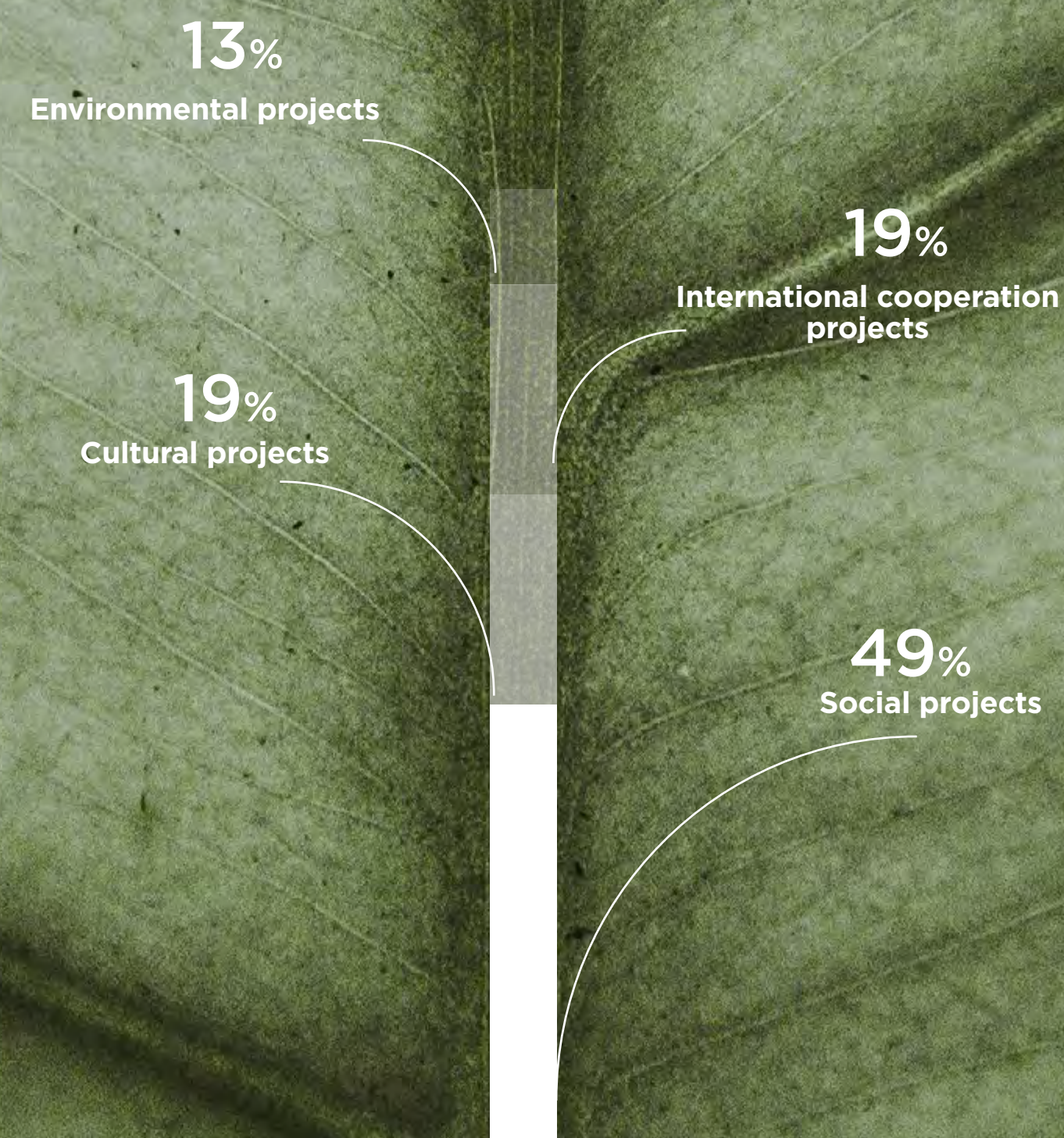
In addition, the Foundation collaborates with various cultural initiatives, sponsoring projects that facilitate access to culture and its dissemination.

In 2024, it cooperated in training and labour insertion projects, through partnerships and agreements with social entities. It also supported socio-educational initiatives for children.

Its involvement also extended to projects related to health and emotional wellbeing, promoting the creation of the "Narinan" choir for people with Parkinson's disease, or supporting care and therapy programs for people with dependency. Furthermore, it signed an agreement with the University of Vic's Chair in Palliative Care to improve care for nursing home patients with advanced chronic disease.

Moreover, it continues to contribute to cultural and environmental projects with a social impact, such as the Aube Association's Hospitality and Nature program, which promotes the wellbeing of the elderly and other vulnerable groups through contact with nature.

Breakdown of donations



In 2024, donations to the amount of €169,922 were made to 43 institutions: 20 social entities, 12 in the field of culture, 6 dedicated to international cooperation and 5 environmental institutions.

Day of reflection for the network of associations

The Foundation, together with the Vic Municipal Council, organized a day of reflection and recognition for the local network of associations. The meeting encouraged dialogue on the social reality of the city, highlighting the work of the organizations and promoting inter-association cooperation. Participants included experts and municipal representatives, who addressed the challenges of associationism and community action. Working groups featuring several local associations were also formed to identify needs and set priorities. The initiative seeks to establish itself as an annual forum for debate and the promotion of cooperative strategies, with a view to strengthening the associative fabric.



25th anniversary of the Foundation

To mark the Foundation's 25th anniversary, an event was held at Girbau's headquarters featuring the members of the Board of Trustees, the Management Committee and other people linked to the Foundation, with the aim of highlighting the value of its social work. On this occasion, tribute was paid to Teresa Girbau for her dedication and contribution to the Foundation over the years.

During the event, information panels were set up in the company's facilities to raise staff awareness of the Foundation. In addition, as part of this commemoration, a brief explanation was given to all new recruits, and efforts were made to create an explanatory video highlighting the Foundation's various initiatives and projects.



Tribute was paid to Teresa Girbau for her dedication and contribution to the Foundation



04.3

Suppliers

At Girbau, we have a network of suppliers from different fields and categories, selected according to technical, competitive, quality and productivity requirements. To ensure compliance with both company standards and current regulations, we continuously review our supplier network.

Our supplier selection policies and practices are the same for both local and foreign suppliers. However, all other things being equal, we prioritise local suppliers, as this reduces the environmental impact by minimizing transportation needs and generates a positive impact on the community, strengthening the cohesion between our factories and their environment. In addition, it promotes closer relationships, which facilitate the exchange and development of knowledge.

Within this framework, the supplier assessment clauses in the purchase of materials and products include sustainability indicators, and, new in 2024, specific health and safety criteria have been incorporated in the work, extending its scope to all EHS management.

Our annual supplier audit plan establishes two types of checks:

On-site quality audits, which cover aspects such as the technical definition of products, their transfer to internal manufacturing orders, raw material control roadmaps, product inspection prior to shipment and other relevant data.

Supplier approval questionnaire, which collects information on invoicing, customers, quality standards and other key aspects.

(2-6)	2023	2024
Active suppliers	3,487	3,570

In 2024, 39% of the group's suppliers corresponded to Girbau, S.A., of which 32% are Spanish. Our suppliers share Girbau's values and our commitment to sustainability, and 85% of the new suppliers contracted in 2024 for purchases for the head office adhere to our code of ethics.



05 | Innovation and Sustainability



3-3 R&D&i, 3-3 Eco-efficient products

For us at Girbau, innovation is a key pillar that drives our sustainability strategy and, with others, forms the basis of our business vision. Continuous improvement is fundamental to the development of advanced solutions in the industrial laundry sector, while our commitment to sustainability guides our ESG responsibility. The integration of both approaches not only strengthens our leading position in the industry, but also promotes a more responsible and environmentally friendly future. With this in mind, we remain committed to sustainable innovation as a key tool for generating a positive and lasting impact.

05.1

Girbau LAB

Girbau LAB is a cooperative innovation space for interaction with the most advanced ecosystems in innovation and sustainability at a global level. Its purpose is to analyse and validate initiatives, technologies and projects with the potential to transform the industry and generate a positive impact on society.

Working closely with the Girbau team, suppliers, companies, centers, *start-ups* and emerging initiatives, Girbau LAB fosters long-term partnerships that help develop innovative solutions with a vision for the future. This ongoing commitment is essential for progress towards more sustainable business models, based on the circular and regenerative economy, ensuring that innovation translates into tangible and lasting improvements.

In 2024, its initiatives were centered around textile circularity, promoting new business models that reinforce the sustainability of the sector. Girbau LAB also works to recover the value of fabric care and treatment, a key phase in textile durability that has been lost over time. Through awareness and the development of innovative solutions, it aims to promote textile care, durability and reuse, helping fashion and the textile industry evolve towards a more circular future.

Consolidation of the commitment to the Circular Fashion Pact

Our involvement in the *Pact for Circular Fashion in Catalonia* reaffirms our commitment to the sustainable transformation of the textile sector. This alliance enables us to continue taking steps towards extending the useful life of textiles, optimizing their processing and promoting a change in the way we consume resources.

The *Circular Fashion Pact* is a voluntary agreement that brings together institutions and companies from the textile value chain in Catalonia to facilitate the implementation of circular strategies, promote cooperative projects and make the sector more competitive. Within this framework, we have established ourselves as a key player in the textile use phase and promoter of circularity, providing expertise and resources to help keep garments in use for as long as possible.

We continue to promote textile reuse in the 3rd edition of O80 Reborn

In 2024, we consolidated our involvement in the O80 Barcelona Fashion Week with the third edition of *O80 Reborn*, the second-hand fashion show that promotes textile reuse. In this edition, inspired by the major revolutions throughout history, the event once again established itself as a key platform for promoting sustainable fashion, presenting collections made entirely from reused garments and reinforcing the message in support of durable designs. Our partnership with *O80 Reborn* reflects our commitment to transforming the textile sector and reducing its environmental impact. The impact of this event grows every year, reinforcing the discourse of circularity and raising awareness among both the public and industry professionals.

Academic Dry Cleaner: Training designers for more circular fashion

2024 saw the launch of the project *Academic Dry Cleaner*, an initiative that seeks to raise awareness among fashion and apparel designers and students about the impact of their decisions on the durability and life cycle of garments. The aim of the training is to show the importance of integrating criteria that extend the durability of garments.



New laundry models

The environmental impact of laundries

domestic vs. shared

In cooperation with HOLON, Girbau LAB has carried out a study on the environmental and economic impact of the shared laundry model in different types of residential buildings, compared to individual domestic laundries. The results will provide insight into the benefits of this system in terms of energy savings, reduced water and detergent consumption and optimization in the use of household appliances, promoting its adoption as a more sustainable alternative.

Rethinking laundry from a design perspective

Girbau LAB has cooperated with students from IED Barcelona to explore how design can contribute to making laundries more sustainable within the circular economy. The analysis covered both domestic and commercial models, developing proposals to attract new users, particularly young people, and highlighting the benefits of shared commercial laundries over domestic laundries.

Recovery of post-consumer textiles

New business model for recovering filled textiles

We are currently in the validation phase of the business model which involves the recovery, processing and subsequent reuse of the fibres of post-consumer filled products. This promotes the hierarchy of waste and encourages textile circularity.

Use of textile waste in laundries

This year, we partnered with EADA Business School on a project aimed at developing a circular solution based on the reuse of the solid waste generated in laundries at the end of the useful life of hospitality textiles. From researching new applications to implementing advanced recycling strategies, this initiative seeks to end the life cycle of hospitality textiles within the laundry ecosystem, promoting a more circular model for the sector.

Recovery of wool: Boosting the reuse of wool

The aim of the *Tagamanent* project, in which we actively contribute our experience in textile treatment technologies, is to enhance the value of wool and promote its reuse in new products. In this project, efforts are being made to set up a treatment plant specializing in washing and restoring the wool, with the aim of guaranteeing its reintroduction into the value chain. In addition to promoting the recovery of a textile raw material of high functional value, this initiative contributes to boosting the local economy, offering farmers greater profitability and recognition for their work.

We promote permanent carbon capture

Together with the INDPULS Association, we promote *Biofix Legacy*, a start-up that seeks to permanently capture CO₂ and generate certified credits, with a special focus on soil remediation through biochar from forest biomass. Through more efficient forest management in Catalonia, the project seeks to generate validated carbon credits for the industry and contribute to the sustainability of the environment and the participating companies.



Innovators' Club

The Innovators' Club is a forum for exchanging ideas and thoughts about innovation. Throughout the year, we organized inspiring sessions with guest speakers who share their personal journeys, as well as their market propositions, technologies and disruptive solutions. In 2024, the Club conducted interviews with:



Albert Cañigueral, a digital social innovation consultant, who reflects on artificial intelligence and its impact on the job market, analysing the challenges it poses for the future.



Alfons Cornella, founder of the Institute of Next and the EDGERS project, which addresses the main challenges facing the business world and questions whether the sector is moving in the right direction in terms of innovation.



Carmen Hijosa, founder and creative and innovation director at Ananas Anam Ltd, the company behind Piñatex, a sustainable alternative to leather made from natural fibres extracted from pineapple leaves, reusing agricultural waste.



Miquel Coulibaly, founding chef at Comida Codac, a space for creative and experimental cuisine, who leads a culinary innovation workshop based on sensory exploration through taste.

Girbau LAB talks with So Good So Cute

Girbau LAB, in cooperation with So Good So Cute, has organized a series of interviews with experts from the textile sector to reflect on the future of sustainable fashion. In this two-year interview cycle, a number of industry experts have been interviewed:

Núria Ferrer, dry cleaner-laundress, and **Pilar Pasamontes**, contemporary fashion historian: "The importance of strengthening the emotional connection with clothing to prolong its useful life and reduce its environmental impact"

David Allo, head of sustainability at Texfor: "To foster this emotional connection, the key is more education in textile culture"

Lutz Walter, director of Textile ETP, "We need to transform brand narratives to inspire a deeper relationship with clothing"

Pilar Chiva, director of the Catalan Waste Agency's Circular Economy Unit, "Business models such as rental, repair and resale are gaining importance as viable alternatives to maintain the sector's turnover without increasing production"

Cooperative network





05.2

New products and solutions

The new laundry solutions and products we offer are the result of our ability to listen and respond to the needs of the different customers and sectors that support our work. Every year, Girbau prepares innovative launches and models to anticipate and proactively adapt to their demands, ensuring that our solutions remain relevant and effective.

Sortech

Sortech is an innovative solution for automating the separation of linen in large laundries, increasing washing area productivity and improving the working conditions of the operators by reducing the manual handling of used garments. Thanks to RFID technology, Sortech accurately classifies soiled linen, reading the chip on each garment to automatically assign it to the correct category. Unveiled in 2024 at the Texcare Fair, this product has had a positive impact, as demonstrated by its success story at the Interhospitalia laundry, where it has improved the operators' working conditions by reducing health risks.





EDD300 double dryer

Girbau's EDD300 double dryers are designed to maximize space in commercial self-service laundries, as the modules may be stacked on top of one another. Its modern design, aligned with the ED series and perfectly integrated with Girbau washing machines, brings uniformity to the space. With axial airflow and a double glass door, they ensure more efficient and productive drying. The drum support wheels, designed to withstand high loads, ensure robustness and durability, while the easy access from the filter drawer makes maintenance simple.

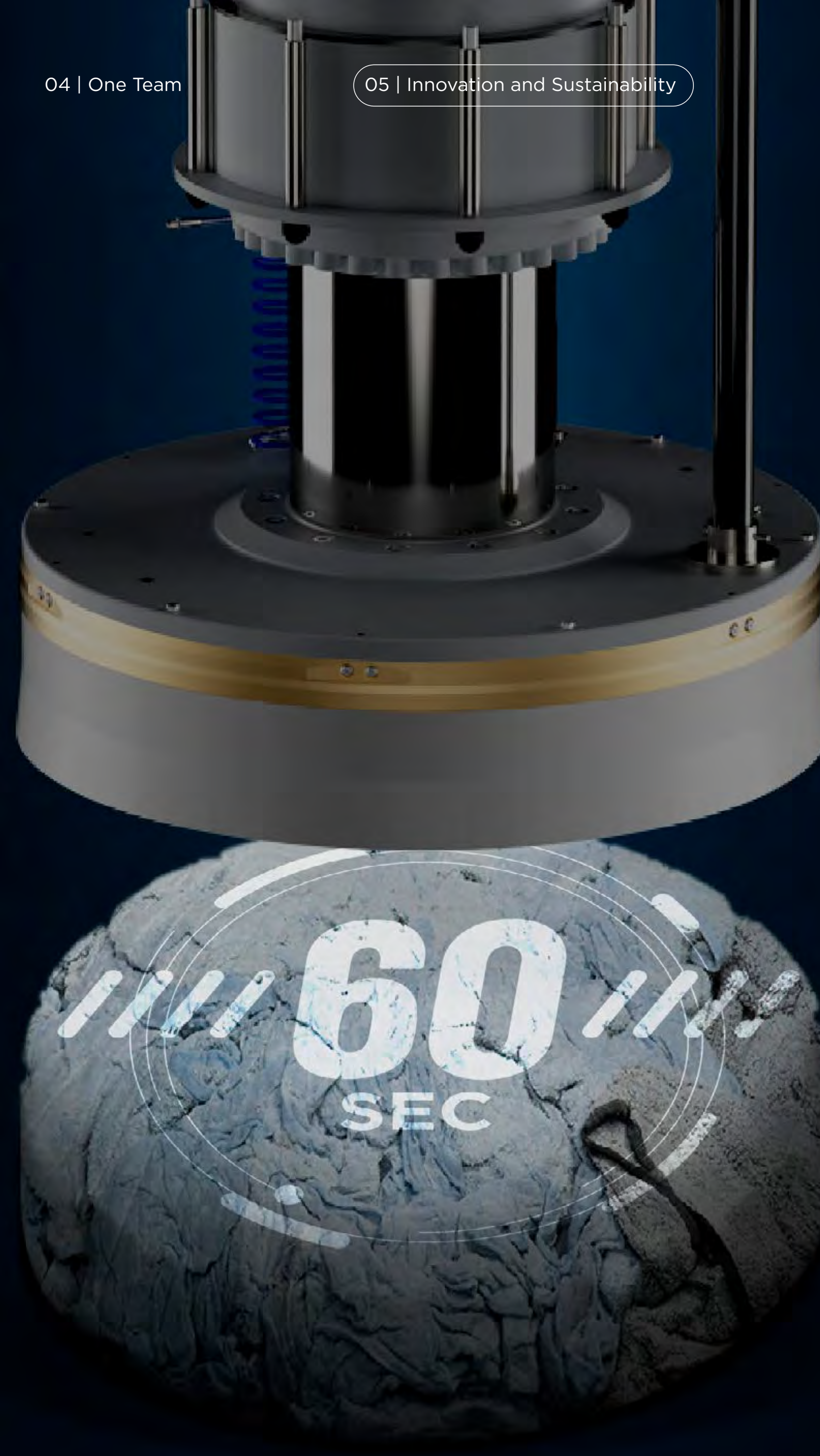
YOU
WIN!





PRT60

The PRT60 press is an innovative solution for improving water extraction in industrial laundries. With its 60-second turbo cycle, user-friendly interface and advanced design, it offers faster and more efficient extraction, increasing productivity by up to 33%. It also consumes less energy, saving more than 2.5 kWh per cycle. Its flexibility, with more than 5 stages in each pressing cycle, guarantees gentle handling for all types of garments.





Sapphire 2.0

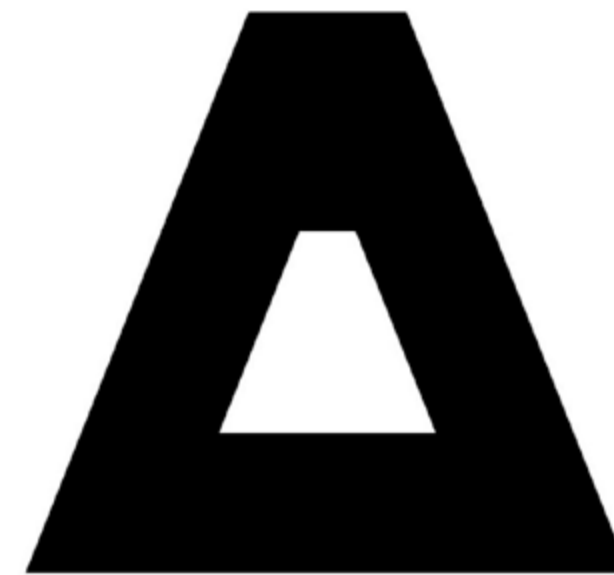
With regards to Sapphire, a remote connectivity solution that monitors laundry machine data, the system is constantly being developed to optimize the processes and save time. 2024 saw additional improvements with the release of Sapphire 2.0, which includes new functionalities such as the Genius Remote Machine Editor, which makes it possible to remotely change the settings, as well as advanced tools for managing backups, editing programs and setting prices on self-service machines, further extending remote control and customization capabilities.



Genius Evolution

The Genius range of washing machines has been enhanced with a series of design and technology upgrades focused on efficiency. These improvements help optimize energy and water consumption compared to previous versions and incorporate advanced connectivity technology with Sapphire 2.0, which allows for remote software updates, wash cycle monitoring and remote program customization, adapting to the user's needs. In addition, the machine's durability has been enhanced through more robust components that may be easily disassembled for repair or replacement.





Selecció Delta ADI Awards 2024

ADI-FAD's 2024 Delta Awards

Genius was selected in the 42nd edition of the Delta Awards, which recognize excellence in industrial design, to be part of the exhibition "ADI Awards 2024: Industrial design and design culture" at Disseny Hub Barcelona.

Organized by ADI-FAD (Industrial Design Association for the Promotion of the Arts and Design), this exhibition brings together some of the most innovative and representative industrial products from recent years, both nationally and internationally. Genius was singled out for its ability to redefine an everyday object, combining innovation and functionality with a sustainable approach, a reflection of Girbau's commitment to design as a driver of transformation and sustainability.



THE ZERO PLATFORM

Our solutions are geared towards making laundries more sustainable and helping them protect the environment. Energy efficiency, reduced water consumption, the filtering of microparticles and less packaging are some of the challenges we face when developing new solutions.

ZERO WATER

Our water consumption optimization solutions provide our customers a more efficient and sustainable washing process. Thanks to Girbau's systems, as much as 35% of the direct water is reused with centralized and individual machine systems and up to 50% with microfiltration modules with centralized systems.

ZERO MICROFIBERS

Our innovative microfibre filter (ZM), designed to remove 90% of particles larger than 50 microns from the wash water, capturing them as a solid residue. This highly efficient microfilter represents an advanced solution in the commercial machine sector that is also self-cleaning and easy to maintain.

ZERO PACKAGING

We have replaced single-use plastic in the packaging of clean and processed linen with sustainable alternatives. Our solutions use 100% recycled and recyclable paper, eliminating the need for single-use plastics and thereby avoiding the fees associated with this type of packaging. Doing so also significantly reduces the environmental impact, cutting equivalent CO₂ emissions by up to 95% compared to plastic.

ZERO ENERGY

Energy saving and efficiency solutions that enable us to optimize energy consumption and contribute to the goal of reducing our Scope 3 carbon footprint:

- In washing processes - centralized heating (without steam) and reuse of waste heat.
- In drying and ironing processes - air-to-air and air-to-water heat exchangers.



Ecodesign

One of our priorities at Girbau is the development of products with a lower environmental impact, offering our customers efficient and sustainable solutions. To this end, we apply eco-design criteria in all stages of the product's life cycle, from its conceptualization and production to use in the customer's facilities. Our comprehensive approach seeks to minimize the environmental impact at every stage, ensuring sustainability throughout the product's useful life.



Key initiatives in this regard include adaptation to the future **digital passport**, which provides information on materials and processes to facilitate recycling, and **eco-labelling**, which certifies a high level of product excellence in terms of the prevention and management of environmental impacts.



05.3

Sustainability Strategy

In 2024, we continued to work on our ESG strategy and create a more ambitious, cross-cutting version aligned with global challenges. Based on five key pillars —climate, water, waste, social and governance— we defined new quantitative targets, limited to specific base years and time horizons, for our entire value chain.

We are committed to decarbonization, circularity, inclusion, ethics and adaptation as drivers of a sustainable industrial transformation.

This roadmap reinforces and materializes our purpose: to be a reference in creating a positive impact on people and the planet.

	Climate	Water	Waste	Social	Governance
Ambition	Zero emissions throughout our value chain	Zero grey or blue water footprint throughout our value chain	End of plastic and chemical pollution forever through reduction and circularity	Improve the living conditions of people throughout our value chain	Integrate sustainable development as a key factor into all decision-making processes up to the Board of Directors
Targets	Carbon neutral in Scope 1 GHG emissions by 2030	Zero blue water footprint (direct operations) by 2040	Reduce our virgin plastic consumption by 50% from 2024 levels by 2040	Implementation of policies and procedures to ensure socially acceptable and lawful conduct at all subsidiaries by 2030	Encourage ethical behaviour by providing certifiable compliance programs by 2030
	Carbon neutral in Scope 2 GHG emissions by 2030	Zero blue water footprint (direct operations) by 2040	100% of our plastic packaging will be reusable, recyclable or compostable by 2030 (for rigid packaging) and 2040 (for flexible packaging)	3 different-abled employees in each program of 100 employees by 2030	Diversity and inclusion training for 100% of employees to ensure a safe work environment for all at the company by 2030
	Reduce absolute Scope 3 GHG emissions by 20% by 2030 (from 2023 levels)	Reduce absolute water consumption of goods sold during their use phase by 30% by 2040 (from 2023 levels)	100% “chemical free forever” products and operations by 2040	Empower and/or support 2,500 women and children at risk of exclusion through textile projects with an impact by 2035	Ensure that the Board of Directors identifies and responds to any situation of ESG non-compliance and establishes all mechanisms by 2026
			All washing equipment equipped with microplastic capture systems or add-ons by 2030	Adherence of 80% of major suppliers to ESG policy by 2030	
				Help for SMEs in our value chain to meet our ESG score by 2030	



05.4

Environment

Environmental Management

At Girbau, we have an environmental policy that applies to all group companies and guides our efforts towards continuously improving the management of our environmental impact. To reinforce this commitment, we have created the G-Green Team, a working group dedicated to promoting actions with a positive impact, and Climate Agents, who lead initiatives to improve the environmental management of our subsidiaries.

We seek to involve stakeholders in the environmental management, sharing our policy and the main impacts generated by our activity. We promote good workplace practices and ensure that all Girbau, S.A. staff, including new recruits, receive the necessary training and information on environmental matters.

In 2024, we integrated the Environment Department with the Occupational Health and Safety Department, unifying them under EHS (*Environment, Health and Safety*) to improve operability and our capacity for action. This reinforcement also involved the creation of a new role, that of Environmental Technician. In addition, progress has been made to integrate the environmental management system with the health and safety (EHS) system, which will play a progressively relevant role in all areas of the business, improving alignment.

We also incorporated ASECORP as a common EHS tool for identifying and assessing legal compliance in all production and logistics work centers in Spain. As part of this process, we conducted the annual external legal compliance audit on the environment, occupational health and safety and industrial safety.

In 2024, we expanded environmental sustainability training to all new workers at Girbau, on matters ranging from proper waste management to the responsible use of water. We also set up a mailbox through which employees may send suggestions for improvement on environmental issues.

Looking ahead to 2025, we are working to develop a new Environmental Policy, which will be launched in the coming year.

Distinctions that reflect our commitment to sustainability

EcoVadis Bronze Medal

In recognition of our commitment to sustainability, in 2024, we earned the EcoVadis Bronze Medal, placing us in the top 19% of the best companies assessed over the past year.



DHL Atlas Award for the most sustainable exports

We were recognized with the Award for the Most Sustainable Exports at the DHL Atlas Export Awards. This award is a reflection of our firm commitment to integrating sustainable practices into all our processes.



Energy transition

(305-1, 305-2)

At Girbau, we have set the goal of becoming climate neutral by 2030.

We have defined a roadmap with key actions and investments to achieve climate neutrality by 2030 in Scope 1 and 2 emissions. To make headway in this commitment, we promote energy efficiency, the use of renewable energies and the reduction of our environmental impact, with specific measures as part of our emissions containment plan. We also monitor our carbon footprint on a monthly basis, allowing us to closely monitor progress and make continuous improvements. In addition, alongside the goal of achieving zero net emissions throughout the value chain, we have set ourselves the target of reducing absolute Scope 3 emissions by 20% from 2023 levels over the same time period. For the first time in 2024, we began participating in MITECO's Energy Savings Certificate (CAE) system, which allows us to calculate and monetize the savings resulting from investments in energy efficiency and new equipment.

Main improvements in 2024:

Fourth stage of the installation of photovoltaic solar panels at G1. In 2024, we completed the installation of photovoltaic panels at G1, covering the entire surface of the building with the addition of panels on the two remaining roofs, which now produce a total of 556 KWp.

Improved energy efficiency at G1. This year, we improved the thermal insulation by changing the roofs, reducing energy consumption and optimizing the climate control system. In addition, all fibre cement was removed, improving health and safety at our facilities. As part of the Decarbonization Plan, the natural gas boiler was replaced with a more efficient electrical system, reducing the environmental impact.





Replacement of laser equipment at G1. In 2024, we replaced the laser at G1 with a more efficient model, reducing the amount of energy consumed per item (kW/item) and increasing production capacity in a more sustainable manner.

Compressor replacement for greater efficiency. We replaced compressors with more efficient models, increasing the power without increasing energy consumption, thereby improving performance and reducing the environmental impact.

Gradual replacement of LED lights. We are continuously replacing all lighting with more efficient LED technology. In 2024, this feature became fully implemented in the G3 warehouse and will continue to be progressively installed in the remaining plants.

Automated warehouse. In 2024, we automated the component warehouse in Vic (G1) with the Kardex system, a compact vertical storage solution optimized with logistics software. This investment has improved operational efficiency and reduced the environmental impact by minimizing space and optimizing the use of resources. It also facilitates material handling, reducing the physical strain on staff and promoting a safer and more efficient work environment.

Improving energy efficiency at the AWEA machining center. In the G6 machining center, we replaced one machine with a more efficient model, reducing the energy consumption and environmental impact. This improvement has also made it possible to increase work speed and optimize the use of resources, boosting productivity in a sustainable manner.

HVAC system upgrade at Robotics. Following the installation of the new HVAC boiler in November 2023, Phase 2 was completed in the first quarter of 2024 with the addition of an electric heat pump system that can run on biogas. With this upgrade, Robotics is moving towards a more efficient hybrid HVAC system, significantly reducing its impact in terms of emissions.

Energy advice program. In 2024, we continued with the Energy Advice Program aimed at helping customers in Spain streamline their laundry operations and reduce energy consumption. In cooperation with a trusted expert, we offer consulting services to optimize energy use and facilitate the transition to renewable sources. Girbau covers part of this service, thus reinforcing its commitment to sustainability and to reducing its Scope 3 footprint.

Products that make the difference

Promoting sustainable mobility at Girbau

In 2024, Girbau reinforced its commitment to sustainable mobility with the installation of a charging station for electric vehicles at its headquarters, facilitating more sustainable transportation options among employees.

Furthermore, our subsidiary Girbau UK renewed its technical service fleet with the incorporation of three fully electric vans, another step forward in its commitment to responsible mobility and to reducing emissions in its daily operations.

Sustainability that starts inside and grows out

In addition, this year, as part of the Gardenia sustainability project and in line with the group's strategy, we developed G-Seeds, an innovative currency that links emission reductions to turnover and employee remuneration. Each product is labelled according to its environmental impact during the use phase, based on its efficiency. The revenue generated by each product is multiplied by a coefficient determined by this classification, becoming G-Seeds. These values contribute to an overall objective that influences the variable remuneration of all employees, ensuring sustainability-driven growth and the sharing of profits within the company.





Reducing our CO₂ footprint

As a result of all these actions, we have made notable progress in our commitment to reducing our carbon footprint, achieving the goal of reducing our carbon footprint by 1% in Scope 1 emissions, 35% in Scope 2 emissions and 6% in Scope 3 emissions, the latter being the most relevant for our business.

	2023	2024
Annual energy consumption in production centers (MWh)	9,508	8,855
Ratio of annual energy consumption to turnover in production centers (kWh/€ of turnover)	0.07	0.06
(305-1, 305-2, 305-3)		
Greenhouse gas emissions (t CO ₂ eq)	2023 ¹	2024
Direct (Scope 1) GHG emissions	2,122	2,107
Indirect GHG emissions associated with electricity (Scope 2, location-based)	700.52	452.34
Indirect GHG emissions associated with electricity (Scope 2, market-based)	352	200
Other indirect GHG emissions (Scope 3) ⁽²⁾	2,621,033	2,462,402
Total location-based	2,623,855	2,464,962
(305-4)		
Total market-based	2,623,507	2,464,710
Ratio of greenhouse gas emissions (scopes 1, 2 market-based) at the production centers to turnover (kg CO ₂ eq/€ turnover) ³	0.0105	0.0088
Ratio of greenhouse gas emissions (scopes 1, 2 market-based) at the production centers and commercial offices to turnover (kg CO ₂ eq/€ turnover)	0.0128	0.0111
Ratio of greenhouse gas emissions (scopes 1, 2 market-based and 3) at the production centers and commercial offices to turnover (kg CO ₂ eq/€ turnover)	13.5401	11.8906

(1) During 2024, the carbon footprint corresponding to the year 2023 was recalculated, resulting in the modification of the data previously reported. (2) WTT (Well-to-Tank) emissions were incorporated into the transport-related Scope 3 categories, as recommended by the SBTs and GHGP. Scope 1 and 2 emissions associated with the machines sold throughout their useful life were also calculated, including the energy required to heat the water. In this calculation, consideration was given to the consumption of electricity, natural gas, steam and thermal oil.

Total Scope 3 (t CO ₂ e)	2023 ¹	2024
Goods and services acquired	54,825	54,958
Capital goods	2,531	2,654
Activities related to fuel and energy (not included in Scope 1 or 2)	500	487
Upstream transportation and distribution	784	831
Waste generated in operations	161	110
Business travel	1,385	1,629
Employee travel and teleworking	1,378	1,129
Upstream leased assets	4	4
Downstream transportation and distribution	1,228	1,258
Use of sold products	2,557,623	2,398,712
Treatment of sold products at end of useful life	478	489
Investments	135	142

(1) During 2024, the carbon footprint corresponding to previous years was recalculated and the emission factors updated, in effort to align ourselves with the new recommendations from the Science Based Targets (SBT) Initiative and Greenhouse Gas Protocol (GHGP).



Water footprint

At Girbau, we are committed to addressing the water emergency affecting the region by adopting various measures to optimize the use of this limited resource. Throughout 2024, we implemented key actions to reduce water consumption at our facilities:

Reduction of water consumption in machinery testing, by implementing a more efficient testing system (HS6 *High Capacity*).

Hydraulic improvement of the internal network to reduce unregistered water by detecting leaks and optimizing diffusers, toilets and showers.

Raising awareness among staff at the office and factory in Vic on the proper use of water.

In addition, we have already installed water recirculation systems for reuse in line G2 and are working to implement this methodology in line G1 in 2025.

We have also defined a Water Saving Plan that includes the implementation of various actions to reduce consumption and improve machinery testing. This plan, with specific targets and reduction percentages, which has reduced water consumption by 23%, will continue to be implemented in 2025.

As future targets for water management, we aim to achieve a zero blue footprint in our direct operations by 2040, except for water incorporated in products, and a zero grey footprint within the same period, through full wastewater recycling, heat recovery from heated effluents and treatment of return flows. In addition, we aim to reduce the absolute water consumption of goods sold during their use phase by 30% by 2040, taking 2021 levels as a reference.



Double materiality

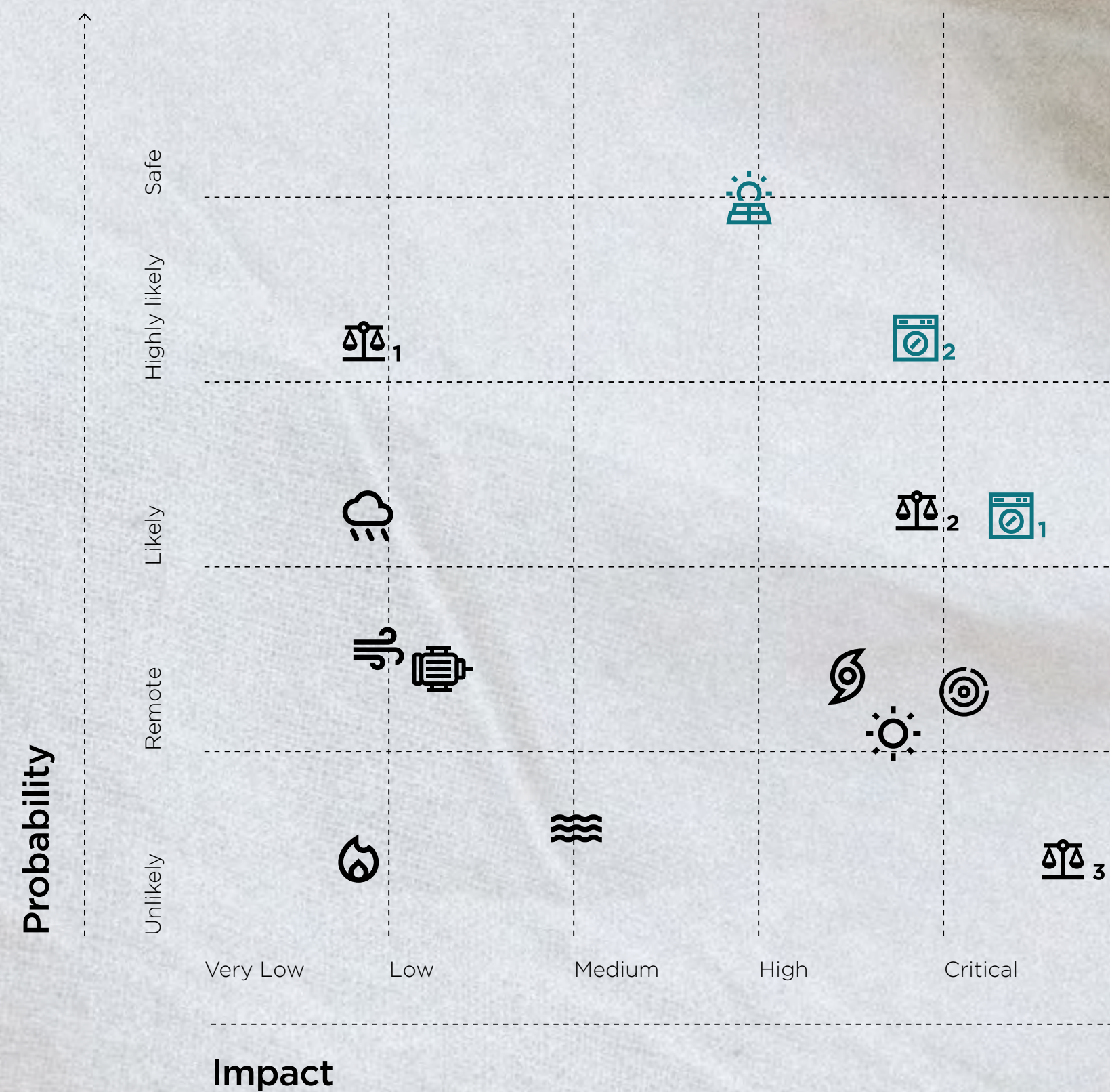
We have updated our double materiality analysis in accordance with EFRAG guidelines, focusing on the identification of the key impacts, risks and opportunities of our business for people and the environment.

We at Girbau have been aware of our climate-related risks and opportunities for a number of years and are making progress in the development of more sustainable technological solutions. Through research, textile treatment technology and the promotion of our own talent, we are developing solutions that have a positive impact on the environment and afford us a leading position in the sector's transformation.

The climate opportunities have a greater probability and magnitude than the risks. The development of more energy and water efficient technologies is expected to provide a competitive advantage. The opportunities are for the medium-term (2026-2030). The greatest risks are due to regulations for the transition to a decarbonised economy, particularly those resulting from increased supply costs. The risks derived from climate events are mitigated by insurance, except in the case of potential natural disasters, such as hurricanes, which are having a more frequent serious impact on customers in the Gulf and Southeast Asia.

The analysis shows that Girbau is a company with more opportunities arising from climate change than risks or threats.

Climate change risks and opportunities



Climate change risks and opportunities

- Risk from flooding due to storm water
- Risk from flooding due to river water
- Risk from extreme wind
- Risk from drought
- Risk from forest fires
- Risk from tropical cyclones
- Risk from impact on critical suppliers
- Regulatory risk due to increased energy costs
- Regulatory risk due to increased purchase prices
- Regulatory risk due to restrictions on natural gas
- Technological transition risk

Opportunities

- Opportunity to market efficient products
- Opportunity from water-efficient products
- Opportunity from energy-efficient products



Circularity and responsible waste management

3-3 Effluents and waste

Management of waste from own activity

At Girbau, we are firmly committed to responsible waste management, promoting initiatives that minimize our environmental impact. We aim to reduce our virgin plastic footprint by 50% by 2040 and ensure that 100% of our plastic packaging is reusable, recyclable or compostable by 2030 for rigid packaging and 2040 for flexible packaging. We are also working to make all our products and operations free of persistent chemicals by 2040. As part of this strategy, we anticipate that, by 2030, all our laundry equipment will be equipped with microplastic capture systems, reinforcing our commitment to more sustainable waste management.

In pursuit of these objectives, in 2024, we acquired a cardboard shredding machine to streamline waste management and promote the reuse of materials within our facilities. As a pilot test, we have begun to transform waste cardboard from our purchases into filler material for spare parts packaging, thus reducing waste and giving it a new life.

This initiative has a positive impact in three key areas: first, environmentally, by reducing waste generation, eliminating single-use plastics and reducing associated emissions; second, economically, by optimizing the use of resources; and third, socially, as the shredding process is carried out with the help of differently-abled people, promoting their inclusion in the job market. After the pilot phase in 2024, the

system is expected to be implemented definitively in 2025, consolidating an efficient and sustainable solution for the reuse of cardboard.

In addition, for internal transport, we have designed custom-made reusable boxes with foam supports that guarantee that the parts are protected without the continuous use of plastic.

Furthermore, in line with waste prevention, we have organized campaigns to collect clothes and electronic devices, which have been donated to social organizations, promoting solidarity among our workers.

In 2025, we will continue to strengthen our commitment to responsible waste management by improving waste separation and sorting. We will also implement new awareness-raising and training actions, in addition to updating the signs in our facilities, promoting a more efficient and sustainable form of management.

Thanks to the installation of the new painting tunnel at G1 last year, by 2025, the pre-coating method will be replaced by paint with the machinery plates.

Post-consumer waste reduction

In line with our environmental policy, we work to minimize the amount of waste we generate in all our operations. We responsibly manage the waste from our production centers and offices through authorised carriers and managers. We also reduce the impact of the waste beyond our facilities by optimizing packaging in transportation, improving its management at the destination and incorporating eco-design criteria to extend the useful life of our products.

In accordance with European regulations, as a producer of waste from electrical and electronic equipment, Girbau is a member of SCRAP (collective systems for extended producer responsibility), which is responsible for the final handling of our machines at the end of their service life.

To further reduce waste in transportation and packaging, we implemented several sustainable measures in 2024. We put into operation two stretch wrapping machines to optimize the use of plastic *film*, reducing its consumption. We also reduced the use of wood in spare parts packaging, replacing it with lighter cardboard boxes, which not only minimize the environmental impact, but also decrease the carbon footprint by reducing the *packaging* and transport weight.

85% of our waste generated at our production centers by weight is recovered.

	2023	2024
Raw material consumption in production centers (t)	4,370	4,761
Raw material consumption in production centers (kg/€ of turnover)	0.03	0.02

(301-1)	2023	2024
Waste generated at production centers (t)	1,661	1,364
Ratio of waste generated at production centers to turnover (kg/€ of turnover)	0.012	0.009



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06 | Principles that govern the report

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Scope and coverage

In December 2018, the Official Spanish State Gazette published Law 11/2018, of 28 December, amending the Code of Commerce, the consolidated text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010, of 2 July, and the Accounts Auditing Act 22/2015, of 20 July, with regard to non-financial and diversity reporting (hereinafter, Law 11/2018), replacing Royal Decree-Law 18/2017, of 24 November, and transposing into Spanish law Directive 2014/95/EU, of the European Parliament and of the Council, as regards the disclosure of non-financial information and information on diversity.

In this context, Girbau, S.A. and its subsidiaries (hereinafter, Girbau) include the consolidated non-financial information statement, which contains the Girbau Group's non-financial information for the 2024 financial year, which runs from 1 January 2024 to 31 December 2024, in Girbau's 2024 sustainability report, as indicated in the table "Contents of the Law on the subject of non-financial information and diversity".

By virtue of this document, Girbau complies with all non-financial and diversity reporting requirements established by Law 11/2018, of 28 December.

The principles of comparability, reliability, materiality and relevance set out in the Non-Financial and Diversity Reporting Act, which are in line with the GRI 1-Foundation 2021 indicator, were applied:

Comparability criterion: GRI 1-Foundation 2021 states the following with regard to comparability: "The organization shall select, compile and report information consistently to enable an analysis of changes in the organization's impacts over time and an analysis of these impacts relative to those of other organizations". With regard to timeliness, it states that: "The organization shall report information on a regular basis and make it available in time for information users to make decisions".

Reliability criterion: GRI 1-Foundation 2021 states the following with regard to accuracy: "The organization shall

report information that is correct and sufficiently detailed to allow an assessment of the organization's impacts"; the following with regard to completeness: "The organization shall provide sufficient information to enable an assessment of the organization's impacts during the reporting period"; and the following with regard to verifiability: "The organization shall gather, record, compile and analyse information in such a way that the information can be examined to establish its quality".

Relevance criterion: GRI 1-Foundation 2021 states the following with regard to balance: "The organization shall report information in an unbiased way and provide a fair representation of the organization's negative and positive impacts"; and the following with regard to clarity: "The organization shall present information in a way that is accessible and understandable".

Materiality criterion: GRI 1-Foundation 2021 states the following with regard to sustainability context: "The organization shall report information on its impacts in the broader context of sustainable development". This report contains all aspects identified as material in accordance with the provisions of the Non-Financial Information and Diversity Reporting Act (Law 11/2018).

The geographical scope of the data reported is the countries listed in section "2.4 Global presence". The financial data includes 100% of the business turnover, which encompasses the activities of Girbau, S.A., Girbau's holding company and its subsidiaries.

The key non-financial results indicators included in this consolidated non-financial reporting statement were prepared in accordance with the content of the corporate regulations in force and the standards for preparing sustainability reports of the Global Reporting Initiative (the GRI standards), the international *reporting* framework indicated in the new Article 49.6(e) of the Code of Commerce introduced by Law 11/2018. The information included in the non-financial information statement, which forms part of the consolidated management report and which will accompany the consolidated financial statements corresponding to the 2024 financial year, has been verified

by Despatx i Gabinet d'Auditoria, S.L., in their capacity as an independent provider of verification services, in accordance with the new wording given by Law 11/2018 to Article 49 of the Code of Commerce.

Furthermore, all other non-financial information contained in this Sustainability Report for the financial year closed on 31 December 2024 was prepared, in all significant aspects, in accordance with GRI standards, in the option referring to the GRI. For the materiality analysis, prepared in 2019, the Accountability AA1000SES (2015) stakeholder engagement standard was followed.

If you have any questions concerning the content of this report, please contact us by calling (+34) 938 861 100 or sending an email to jvilaseca@girbau.com.



GIRBAU