

2022

GIRBAU

BEYOND LAUNDRY

X E D N I

01

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PRINCIPLES OF THE REPORT

A field of yellow flowers, possibly rapeseed, with a teal overlay on the right side. The number '01' is centered at the top, flanked by horizontal lines that extend to the left and right. The teal overlay contains the text 'LETTER OF INTRODUCTION' in white, uppercase letters.

01

LETTER OF
INTRODUCTION

2-22

The year 2022 was the year of recovery, the year of exiting COVID-19. Although the recovery was not homogenous nor proceeded at the same rhythm around the world, we noticed an improvement globally.

The US was the first market to recover. After strong growth in 2021, our activity continued to grow at the same speed in 2022. In Europe in general and in Latin America, there was an improvement in tourism and in investment in our industry. Asia may be lagging behind, but we already started to notice a certain optimism in some countries. China was the exception, as it spent most of the year in lockdown. We hope the recovery will take place in 2023. As a consequence, our turnover was €182.3m, almost the same as in 2019.

The year 2022 was also the year of reunions. We started to travel and took part in two of our industry's international fairs: The Clean Show in Atlanta and EXPOdetergo in Milan. Even if the origin of attendees was slightly limited, it was a success in numbers, and we were able to see progress towards automation and energy efficiency within our sector. At our stand we presented the new washer series GENIUS, which stands out for its communication with users through the control panel and a light that shows the machine's status, as well as the latest generation of feeders and folders. This positioned us as a sustainable brand, and created great expectation and a large flow of visitors.

We were also reunited with the managers of our subsidiaries, recovering in-person meetings (Global Management Meeting) aimed at sharing strategy and best practice, as well as building team spirit. It was attended for the first time by Ricardo García (general manager of Girbau Colombia, who joined the company towards the end of 2019) and Ramiro Gordillo (general manager of Girbau México, who joined during the pandemic). In December, we had the pleasure of meeting up again with retired workers, who celebrated their annual lunch at the Girbau canteen and had the chance to visit our manufacturing facilities at G1.

In 2022 we continued reducing CO₂ emissions generated by our own consumption (scopes 1 and 2). We achieved our aim of a 10% reduction thanks to several actions: installation of solar panels, insulation at some plants, destratifiers which help the circulation of air in areas with very tall ceilings and the introduction of electric vehicles, among others. Although at first we thought it would be difficult to reach our goal of reducing our emissions of greenhouse gases by 45% by 2030, after carrying out a series of energy audits at our main installations, we corrected this goal and we hope to reduce emissions by 100% by 2030.

At the same time, we are working to improve the efficiency of our teams with sustainable solutions and circular designs in order to have a definitive impact on scope 3, which basically refers to the use of equipment at our clients' facilities. By doing this, we contribute to the creation of value for our clients. Thanks to our cross-cutting team of climate agents, made up of representatives from each subsidiary and the head office, we are impacting on our organisation's awareness.

We are powering the transformation of our plants with the most modern technologies of 5.0 industry: we have launched new assembly lines for the GENIUS range washers and an automatic manufacturing module for drums and outer covers, and we are continuing digitalisation of production centres. 2022 was a year of successes, although it was not easy. Thanks to the work of our teams, we were able to continue delivering our machines despite the great difficulties in the supply chain of materials and components. That is why we would like to sincerely thank Serge Joris, our general manager, the executive committee and all our collaborators for the work, dedication and commitment that made possible our recovery and the obtention of better results than the goals we set ourselves, which bring us closer to our vision and our purpose:

To lead creating a positive impact on people and the planet.


Mercè Girbau
 President and CEO


Pere Girbau
 CEO





02

ABOUT
US



GIRBAU 2022

16

Subsidiaries



06

Production centres
(Spain, France and China)



130

Countries where the products were marketed

During 2022:

16,000 **Machines sold**

250 **Suppliers**

6,200 **Customers**

WORKFORCE



807

People



25%

Women



96%

Staff on a permanent contract

SUPPLIERS

2,466

Active suppliers

THE ENVIRONMENT



0.09

kWh/€ of turnover
of energy consumption in production centres



0.15

l/€ of turnover
of water consumption in production centres and sales offices



0.02

kg CO₂eq/€ of turnover
of emission of greenhouse effect gases in production centres

FINANCIAL FIGURES

€181,280,966

of turnover (sales)

4.02%

of turnover allocated to R&D

We approved the Girbau, S.A., **Plan for Equal Opportunities**, with the main aim of guaranteeing equal treatment of men and women, and not allowing any kind of discrimination within the company.

We created the **Open Lab** initiative, a process laboratory to contribute our knowledge on fabric treatment to solve the challenges our clients and industry players face.

2.2

Our essence



To be leaders creating
**A POSITIVE
 IMPACT**
 on people and the planet

Our purpose defines our raison d'être as a company and as a community. It is what moves us, what gives a transcendental sense to our project, what aligns us and directs us in the transformation of the company, putting people and the planet at its core.

MISSION

We design and provide complete, sustainable and innovative solutions for the treatment of fabric in a global market with a local focus, enabling the personal and economic growth of our clients, team, partners and shareholders.

VISION

An open community which has a sustainable and ambitious project, adapts and always remains close to its clients.

VALUES



The company's values were revised in a participatory process. Initially, the business family selected commitment as the company's unequivocal value and pre-selected other possible values that could represent it. Afterwards, Girbau's team was asked to pick five values with which they identified. The result is the following six values:



Commitment



Excellence



Collaboration



Integrity



Passion



People-oriented

Girbau's values are the company's soul and they direct the way we act to achieve our goals.

FOSTERING THE CREATION OF VALUE FOR OUR STAKEHOLDERS

In line with Girbau's corporate purpose, during 2022 we progressed in the roll-out of our 2021-2023 Strategy and our goal of creating value for our stakeholders. We continue to foster sustainable and competitive solutions for our clients, guarantee quality employment and the welfare of our teams, and get increasingly involved with the communities where we operate through collaborations and partnerships, making sure we do so in the most sustainable way for the planet.

The 2021-2023 Strategy “CREATING VALUE” has three pillars:

CLOSE RELATIONSHIPS WITH OUR CUSTOMERS

“Identifying key insights”

Focusing on our clients, this pillar focuses on the creation of value propositions and innovative solutions to anticipate their needs and encourage interaction with them. In 2022, we continued to work to be close to our clients and offer them new products, services and more sustainable solutions.

ONE TEAM

“If you want to go fast, go alone; if you want to go far, go together.”

Focused on the Girbau community, this pillar is based on strategic alignment, collaboration and cross-disciplinarity as underlying principles that guide us towards a common goal. Last year, we continued to roll out actions in the areas of equality, training, health and safety, and wellbeing, among others, with the aim of placing the people on Girbau’s team at the centre.

INNOVATION AND SUSTAINABILITY

“Promoting innovation to contribute a differentiating value to our customers, while generating a positive impact on the planet.”

It is a question of putting sustainability at the centre of our strategy. To do this, it is essential we innovate. Only by creating a culture of innovation and collaborating with other players in the ecosystem will we be able to resolve the challenges climate change poses and have a positive impact on society, people and the planet. The efforts we made in innovation in 2022 focused on continued fostering of collaborative and disruptive innovation to respond to our clients’ expectations and the environmental and social challenges we face. Moreover, we continued to make progress in the development of our environmental sustainability strategy Gardenia.



This year we activated Pillar Days, which help us encourage participation and knowledge of our sustainability strategy among all the people in the Girbau community. In 2022 we held three such events, one for each pillar, and they achieved broad participation.

CLOSE RELATIONSHIPS WITH OUR CUSTOMERS

In June we celebrated our Pillar Day dedicated to close relationships with our customers. At the car park at Girbau 1 we created a summer area with an ice-cream and slushies trolley. Everybody who took part had the chance to share information about the value and importance of working closely with clients to identify key ideas and anticipate their needs.

ONE TEAM

The “One Team” Pillar Day consisted in the creation of a human logo. At our Vic headquarters we replicated the full Girbau logo, while in subsidiaries around the world the G was replicated in each country’s colours, in a further sign of how at Girbau we work as a team globally to reach our goals. During this activity a very moving video was shot, which shows the participation of all the people in the Girbau community.

INNOVATION AND SUSTAINABILITY

On the Pillar Day for Innovation and Sustainability, we took on the challenge of covering 14,280 km, the distance which exists between all the Girbau subsidiaries, without generating any emissions: walking, running and cycling. Thanks to the broad uptake in the Girbau community, we reached 78% of our goal: 11,199 km. At our Vic centre we organised spinning classes which generated enough energy to run three Genius series washers.



See video

2.3

2-6

Our activity

Girbau offers solutions for fabric treatment, with the most complete line of commercial, industrial and self-service laundry machinery, which complements a broad range of washing services for fabric garments and specific solutions for very diverse sectors.

Girbau, with 60 years' experience, is made up of a team of over 800 people and is a world leader in the laundry industry. We have six production plants located in Spain (4), France and China, and over 70 products in the market, with branches in 16 countries and sales in over 130. Our community feels open and has a sustainable and ambitious project. It adapts and always remains close to clients, for whom we aim to create maximum value through complete, sustainable and innovative solutions.

2-6

Products and segments

Commercial:

for hotels, gyms, clinics or any other business aimed at large groups

Industrial:

for businesses in fabric treatment or other activities with highly automated processes



Completion of the implementation of QRM

In 2022 we completed the implementation of quick response manufacturing (QRM) in all manufacturing areas for washers and dryers. This strategy will allow us to reduce response times for all manufacturing operations and processes, and thus become more efficient and sustainable.

Consolidation of the marketing of the new range of GENIUS series 7 washers

In 2022 we consolidated the marketing of the new complete line of the most sustainable and efficient washers, Genius series 7. This year, we must highlight the launch of the complete range of this type of washers, which includes the new models GS7024, GS7028 and GS7032.

With greater spinning speed, they significantly reduce energy and water consumption. They also incorporate a 10-inch control panel and LED Smart Corner, which gives visual information on the state of the machine (running, finishing, available, etc.).



Industrialisation of EDD

The G1 production facility was adapted in a bid to start the industrial production of the first prototypes of EDD dryers.

Solutions

We offer a variety of services around the washing of fabric garments which range from virtual reality or project management to remote monitoring or lifelong learning, among others. We consolidated Girbau University (see chapter 3), a platform to share knowledge in the world of professional laundry. We offer solutions to the world of fabric treatment adapted to any type of business. Our common denominator: quality washing and fabric care.

2.4

Global presence

PRODUCTION CENTRES

Vic (Catalonia, Spain)

Girbau 1 (G1)

Assembly of large-capacity washers, the new range of GENIUS washers, small and medium-capacity dryers, and ironers; manufacture of components and metal sheets.

Girbau 2 (G2)

Assembly of tunnel washers (tunnels, presses, dryers), calenders and complementary equipment.

Girbau 3 (G3)

Assembly of small and medium-capacity washers.

Girbau 6 (G6)

Machining and welding.

Grésy-sur-Aix (France)

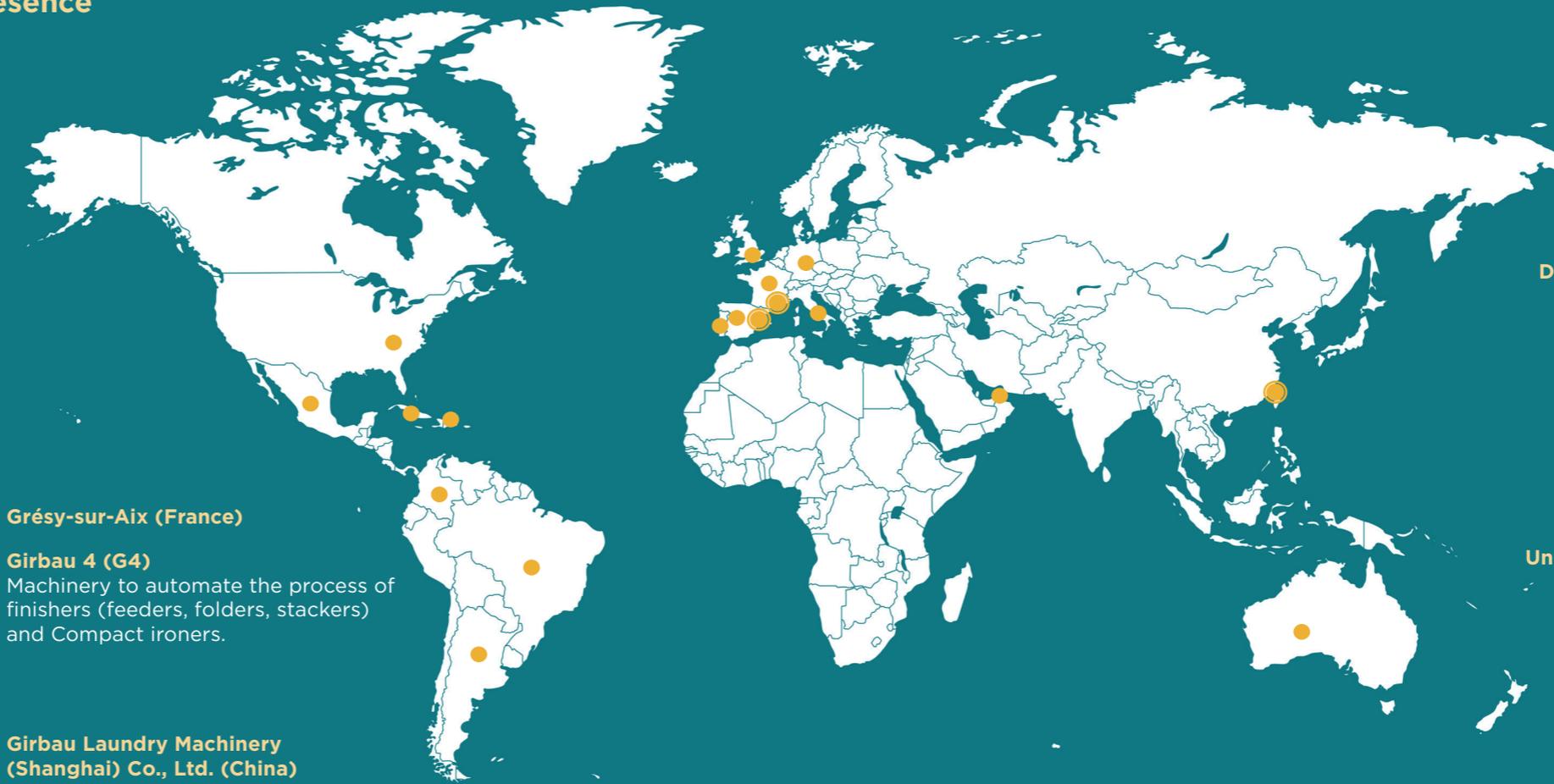
Girbau 4 (G4)

Machinery to automate the process of finishers (feeders, folders, stackers) and Compact ironers.

Girbau Laundry Machinery (Shanghai) Co., Ltd. (China)

Girbau 8 (G8)

Washers, dryers, ironers and ironing tunnels.



- Argentina
- Australia
- Brazil
- China
- Colombia
- Cuba
- Dominican Republic
- France
- Germany
- Italy
- Mexico
- Portugal
- Spain
- United Arab Emirates
- United Kingdom
- United States

COMMERCIAL SUBSIDIARIES AND BRANCHES

2.5

Digitalisation

At Girbau, we believe in digital transformation as a tool to continuously improve our internal processes. This also allows us to have a more agile relationship with our subsidiaries. In 2022 we continued to make progress in our digitalisation projects. Specifically:

We set up an *e-commerce* platform for replacement parts in the subsidiaries in Italy, France, Portugal, Australia and the US.

We extended electronic invoices to suppliers of the French sales subsidiary and to the robotics production facility.

We implemented the manufacturing quality indicator in machines of all of the lines produced by Girbau, S.A. This allows us to monitor in real time and decide on possible improvements.

As part of the “G-Logistics” project, we supported the continuous improvement of the stock management system for all our subsidiaries.

We re-designed the website to communicate in the languages we operate in.



SAP Fiori, more digitalisation in production processes

In 2020 we started the roll-out of SAP Fiori in Vic, a digitalisation system that provides real-time updates of procedures, blueprints, tasks, incidents and production indicators. This allows plant staff to work with tablets and have up-to-date information easily available at all times. Moreover, it contributes to significant savings of paper and electricity, technicians are not required to move as much, and orders’ delivery times are cut. In 2022, we continued work on the improvement of the system, and it is now functioning in assembly lines G1, G3 and G7.

Global roll-out of the customer service platform Service Cloud

In keeping with our commitment to innovation and digitalisation, last year we advanced in the roll-out of customer service platform Service Cloud to all our subsidiaries. Service Cloud allows us to manage our clients’ incidences and have a global database to develop continuous improvement plans.

Solutions

At Girbau, we offer solutions to make laundry more sustainable, reducing its environmental footprint through the use of less plastic, energy and water, driving more efficient and environmentally friendly manufacturing and operating processes. Our offer goes beyond machinery and includes consultancy services, training and laboratories. Among other aspects, we advise on work methods, machine adaptation, changes of energy source, re-using water, fabric care, etc.



The impact of the solutions sold

Water-saving, energy-saving and plastic-less solutions enable our clients to carry out a more efficient and sustainable wash process. Moreover, all these solutions contribute to meeting the goal of reducing our carbon footprint for scope 3 (use of equipment by clients).

Recovery and re-use of water solutions are estimated to have reduced consumption by 84,600 m³/year, which translates into a 33,417 kg reduction in equivalent CO₂ emissions. Energy solutions are estimated to reduce energy consumption by 3,630 MWh/year, which translates into a 736,890 kg reduction in equivalent CO₂ emissions. Finally, it is estimated that *plastic-less* solutions reduce energy consumption by 199,135 kWh/year and save 22,750 kg of plastic, which translates into a 161,105 kg reduction in equivalent CO₂ emissions.



Cybersecurity

In 2022, we continued to work on the continuous improvement of cybersecurity, aware of the importance of protecting the information we process and our management networks and applications.

Specifically:

We set up a two-step log-in for all applications and one single *password*.

We offered regular training in cybersecurity.

We run a *phishing* test.

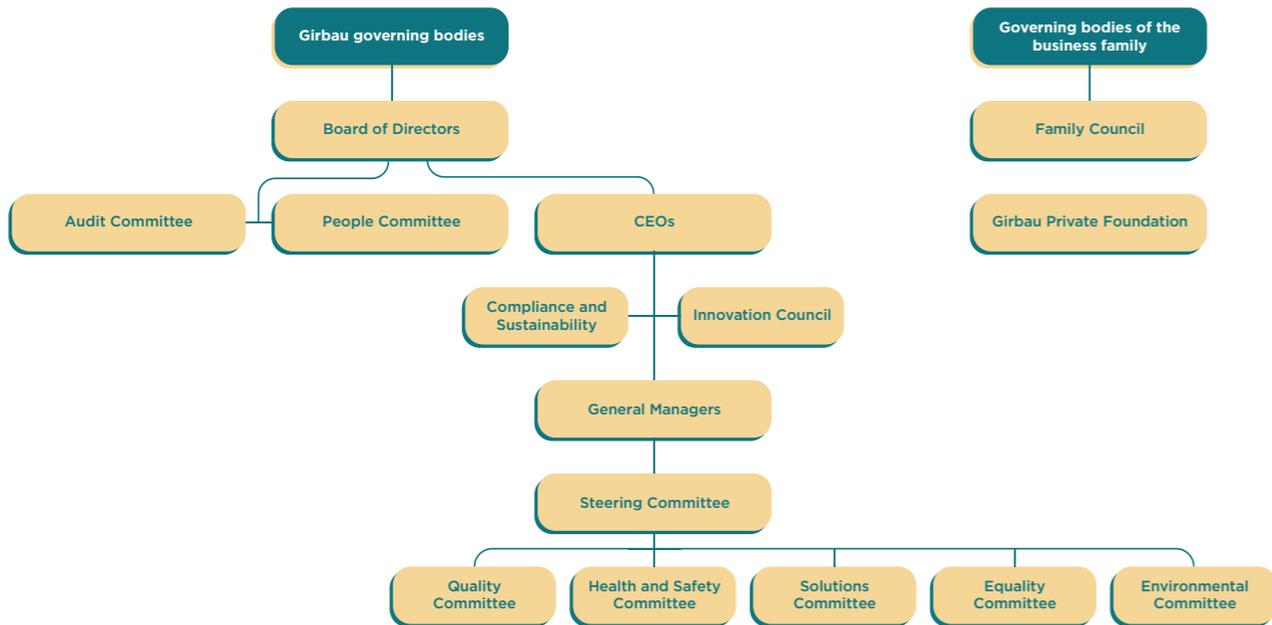
2.6

2-9

Governing bodies

Girbau's corporate governance model is based on a professionalised family business culture: smooth operations and a proper structure balance powers. This enables the safeguarding of shareholders' interests and long-term sustainability.

As part of a process of reflection and debate focused on the new generational change, the fourth generation took part in a training programme in the business's different areas. Each Girbau subsidiary has its own board of directors.



2.7

3-3 Anti-corruption, 3-3 Socioeconomic compliance

Ethics and transparency

Girbau's management model is based on integrity, transparency, ethical management of the business, respect for human rights and compliance with the applicable laws and regulations. The board of directors, the management and the *compliance officer* ensure these principles and commitments are observed.

The group has a crime prevention plan made up of internal protocols for the prevention and detection of criminal behaviour within the company and a code of conduct which establishes the following commitments:

Respect for people's integrity

We act in accordance with human rights and international ethical guidelines, including the International Labor Organization's guidelines, the United Nations' Universal Declaration of Human Rights and the European Convention of Human Rights.

Commitment against corrupt behaviour and bribery

We inform members of the company as to how to proceed in an ethical and professional manner.

Commitment to the prevention of fraud and to the fight against money laundering.

We adopt relevant measures with an aim to prevent any kind of money laundering.

As part of the group's *compliance* programme, we highlight the following initiatives carried out in 2022:

Collaborators at the Chinese subsidiary completed a *compliance* test to evaluate the knowledge acquired and launch training actions around topics requiring further training.

Extension of conflict of interest training to sales representatives, technicians and staff from the Purchasing Department to the group's subsidiaries.

Launch of knowledge pills on the *compliance* programme as a reminder to collaborators across the whole group.

2.8

2-28

Girbau promotes INDPULS, a collaborative space to drive innovation

At Girbau we believe strongly in collaborative innovation to drive positive change in the industrial sector. In this regard, in 2022 we constituted INDPULS, a hub for collaborative industrial innovation made up of 15 Catalan manufacturing companies, which is presided over by Girbau, represented by the group's president and CEO, Mercè Girbau. The goal of INDPULS is to establish synergies and collaborations with other companies, start-ups, universities, tech centres, etc., to guide the future of industry towards innovation and sustainability.

By being part of this group, we hope to play a strategic role in the sector's transformation towards environmentally committed business models, aware that cooperation with other companies accelerates the development of technological solutions in line with the achievement of global climate goals and the industry's digital transformation.

Partnerships

Committed to industry, we take part in:

Girbau, S.A.



Subsidiaries



2.9

2-6

Financial figures

KEY FIGURES

BALANCE SHEET FIGURES

	2021	2022
Non-current assets	€30,507,476	€31,710,563
Current assets	€102,962,359	€111,161,319
Net equity	€78,444,436	€87,327,039
Current and non-current assets	€55,025,398	€55,544,843

INCOME STATEMENT FIGURES

Equivalent turnover	€127,785,899	€181,280,966
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03

CUSTOMER
INTIMACY

VALUE PROPOSITION

INNOVATIVE SOLUTIONS

INTERACTION WITH THE CUSTOMER

WE ANTICIPATE THE NEEDS OF OUR CLIENTS BY FOSTERING INNOVATION AND THE CONTINUOUS IMPROVEMENT OF OUR PRODUCTS, SERVICES AND SOLUTIONS.

3.1

Girbau University

Girbau University, the professional laundry university

In 2022, Girbau was consolidated as a platform to share and spread knowledge in our community. It is where people linked to the profession and the world of laundry can learn how to improve their workspace and business across the board. The platform can be accessed at university.girbau.com and currently has 452 registered users.

Its main goals are:

- To train the people with whom we work, both internal and external to Girbau, on the operation and management of our machines in order to improve their performance.
- To train laundry workers and promote knowledge in aspects related to this occupation in order to promote its professionalisation.

It should be noted that this is a unique, innovative and unprecedented initiative that will add value to this profession. As of 2022, all courses are available in Spanish and English. We completed the course offer to include the most important machinery in commercial laundry, i.e., washer series HS and Genius, dryer series ED, ironer series PB and Sapphire. The courses are aimed at users and technicians.



3.2

Customers

The Strategic Marketing Department leads the creation of new solutions based on in-depth knowledge of both the market and our customers in order to anticipate their needs.

We changed the way we understand our customers to respond to their needs more quickly. Segmentation of clients and suppliers allows us to

better understand the peculiarities and needs of every client, and offer the solutions and value propositions most adapted to each of them. In this regard, we continued training our sales representatives in the new sales process (*value selling*), focused on how to add value to each customer, which is associated with product documentation explaining its peculiarities and value.

General management meeting 2022

In 2022, we must highlight the General Management Meeting, which brought together the executive committee and general managers of subsidiaries at Girbau's central office facilities. The event enabled an analysis of trends and a revision of the current strategic plan, as well the identification of new opportunities for future projects. In addition, in the framework of the event, Girbau gave awards to five subsidiaries for their activities in 2021. Specifically:

Girbau Australia obtained the Value Creation Award for having the best conversion rate.

Girbau Dominicana received the Customer Intimacy Award for scoring the highest on NPS.

The One Team Award was given to Robotics for obtaining the highest score in commitment improvement in 2022.

Girbau Portugal made the most sales of new solutions and received the Innovation Award.

Girbau Argentina focused its efforts on the reduction of CO₂, which earned it the Sustainability Award.

Girbau North America received the golden G in recognition of their great contribution to the business thanks to their significant growth in 2021.



2022 Commercial success

Laundry service fully powered by solar panels at a sustainable resort in Brazil

The Brazil subsidiary sold two HS6032 washers, two ED660 dryers and one PB5132 to Zagaia resort for its laundry service. Zagaia is a resort located in the Mato Grosso do Sul state, known for its commitment to sustainable tourism. The resort is completely powered by solar power, including its laundry service.



Girbau industrial laundry on a MSC cruise

After four years of work, commitment and effort by every one of Girbau's sections, MSC World Europe now sails with a Girbau laundry onboard.

The laundry is on the second and third decks of the 22-deck ship. On the third deck, there are two complete washing-by-batches systems, made up of two 12-module TBS50 tunnels, two SPR50 presses, ten ST1302 dryers and one set of unloading conveyor belts which takes the clothes to the deck below. It has capacity to process 2,500 kg of clothes per hour. To complete this solution, we installed three HS washers with capacity for 24, 57 and 110 kg, as well as three ED1250 dryers.

Once the clothes automatically reach the bottom deck, it goes through two full ironing systems with two automatic DRF feeders, two PC120 ironers and two FR+ folders.



Reparto eléctrico, leading laundry services in Havana (Cuba)

This project started in 2018 with the provision of a complete machinery solution for an industrial laundry on the outskirts of Havana. It is currently one of the leading laundry services in the Havana area, which processes laundry for the most important hotels in the city.

In 2022 we supplied a full tunnel washing system: 12-module TBS50 tunnel, SPR-50 press, CED+twin, six ST100 dryers, three FTMaxi towel folders, two full ironing tunnels (DRF, PC120 and FR+; DRB, PC120 and FR+) and later HS6024, HS6057, HS6110 and two ST1302.

In line with the client's needs, the settings of all of this machinery were adjusted to seek minimum water consumption and maximum water saving. For instance, this included a tank with a filtering system in the wash tunnel, which allowed for water to be re-used, and a heat interchanger to use the water's residual heat to pre-heat clean water. In the case of HS model washers, they all have a water recovery system so that it can be re-used in certain phases of the process.



Safe and sustainable laundry in the US

SER-CLEAN is the second laundry facility Girbau set up in Florida, specifically in Miami. Its clients are high-quality hotels (4-star and 5-star). It is currently processing around 21,000 kg of laundry a day.

One of the business's priorities is its employees' wellbeing. That is why the whole building was air-conditioned and an investment to automate excessively repetitive and tough processes has been planned.

In this case, Girbau supplied a complete 12-module TBS50 wash tunnel, a SPR50 press, CED+twin, five ST2700 dryers, two FTMaxi towel folders and two complete ironing tunnels (DRE, PC120 and FRB; PC80 and FRB).



Multiple communication channels

Girbau is present on major social media sites to facilitate dialogue and communication with customers and other stakeholders.

Data as of 31 December 2022.

	 followers	 followers	 subscribers	 followers
2021	10,209	4,555	2,606	1,847
2022	12,204 ↗	4,752 ↗	2,949 ↗	1,895 ↗

Girbau continues to attend events related to its business.

This year we took part in the main local trade fairs for our industry, such as Cleanex 22, Care Show, London Vet Show, Boutique Hotelier and Hospitality Expo in the United Kingdom, LavTech in Brazil, Expo Clean in Indonesia, FIHAV in Cuba, H&T in Málaga or Fòrum Gastronòmic in Girona, among others.

We would like to highlight our attendance at the two important international trade fairs: EXPOdetergo in Milan and The Clean Show in Atlanta.

EXPOdetergo in Milan

At the end of October, we attended the EXPOdetergo international trade fair in Milan, where we had an innovative interactive stand with three thematic spaces. During the fair, we were able to show the company's latest innovations, such as the EDD double dryer, the new line of GENIUS smart and sustainable washers, the IT platform Sapphire and new industrial equipment, such as the DRE feeder or the FTQ towel folder.

We also gave presentations on diverse topics, such as *wet cleaning* and new trends and innovations in the professional laundry industry, which were very well attended. Additionally, personalised assessment was offered to all visitors who wished for it.





The Clean Show Atlanta

During the last week of July and the beginning of August, we attended The Clean Show in Atlanta, one of the main fairs in the world for laundry, dry-cleaning and fabric care services, supplies and equipment. We set up three areas, each dedicated one area where Girbau provides solutions: commercial, self-service and industrial. We were also present at a different stand presenting the Poseidon wet cleaning solution.

Thanks to wide offer of solutions we presented, from the new DRE and DRC feeders, to the FTQ towel folder, the Genius washer or the Compact Pro ironer, we positioned ourselves as the most diverse industry provider for commercial, industrial and self-service laundry and for fabric care.

In addition, visitors were able to enjoy special offers on products and financing from the GNA team.



3.2.1 Product quality and certifications

We set high standards in our work, and excellence is one of our key values. Quality is integrated at all levels of the company through management systems, tools and certifications that guarantee its achievement and continuous improvement.

The Girbau, S.A., Girbau China and Girbau Robotics production plants implemented a quality management system, certified to ISO 9001 standards, which guarantees that our products were designed and manufactured in accordance with the established procedures in the quality manual. Certifications provide a guarantee that our products comply with the strictest quality, safety, efficiency and eco-design regulations that apply in the different markets in which they are sold.

1. European Market (EU):

CE marking of compliance with the Gas Appliances Regulation (GAR), issued by LGAI-Applus.

CE marking of compliance with the Pressure Equipment Directive (PED), issued by TÜV Rheinland.

CE marking of compliance with the Radio Equipment Directive (RED), issued by LGAI-Applus.

CE testing in compliance with the Electromagnetic Compatibility Directive (EMC), carried out by Applus.

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

2. British Market (UK)

WRAS Certification (S6 and S7).

3. Swiss market

SVGW Gas Certification (ED).

4. North American market (United States and Canada)

ETL Certification (S6, S7, ED, PB, DY130), issued by Intertek.

CSA certification (motors and drainage).

UL certification (S6 and S7 variable-frequency drives).

5. Australian market

AGA gas certification (ED).

Watermark Certification (S6).

6. Korean market

KC certification (only for some S6 models), issued by KTL.

KGS certification (as manufacturers of gas appliances).



04

ONE TEAM

STRATEGIC ALIGNMENT

TALENT MANAGEMENT

CROSS-DISCIPLINARITY

“ IF YOU WANT TO GO FAST, GO ALONE;
IF YOU WANT TO GO FAR, GO TOGETHER. ”

OUR PEOPLE

EMPLOYEES BY GENDER

EMPLOYEES BY PROFESSIONAL CLASSIFICATION

EMPLOYEES BY CONTRACT TYPE

EMPLOYEES BY WORKING HOURS

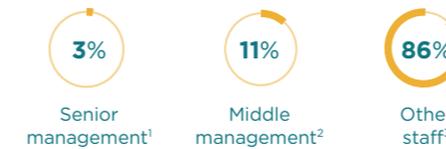
4.1

2-7

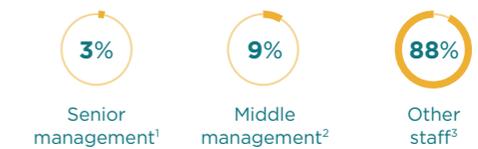
Our people

Our community feels open and shares a common ambition: sustainability. Nothing makes sense to us unless it has people at its centre.

2021
779



2022
807



1. Includes CEOs, members of the Girbau, S.A., Steering Committee and subsidiaries' general managers.

2. Includes the intermediate positions at Girbau, S.A (according to the organisational chart as of December 31) and the members of subsidiaries' steering committees (excluding general managers).

Data as of 31 December

Girbau UK awarded Silver level accreditation by Investors in People

Our commitment to talent management and value creation for people was rewarded in 2022 with the Silver accreditation given by Investors in People. It was our Girbau UK subsidiary which received the award, a fantastic achievement that only 15% of assessed organisations obtain.



4.1.1 Work environment

The work environment directly influences employee satisfaction, commitment, motivation and group cohesion, which contributes to the achievement of business objectives.

Engagement survey

This year, we carried out the third *engagement survey* at a global level, in which 595 people took part (81% of the Girbau community), which consolidated it as a tool to assess the work atmosphere. We would like to highlight the great uptake among staff and the fact that the aspect that obtained the best results was commitment.

To encourage a positive work atmosphere at Girbau we carry out *team-building* sessions which help us improve relations among the workforce, reinforce our values and contribute to the development of skills and expertise. In 2022 we carried out *team-building activities* at Girbau, S.A., and at our subsidiaries in Portugal, Australia, France, USA and China.

These include:

84% of **Girbau China** employees participated in the team-building session in the historic town of Shaxi (Taicang, Jiangsu).



The **Girbau Robotics** team enjoyed a team-building session where they had a day out in the snow and took part in different activities. Our colleagues from the French subsidiary also held a series of workshops to improve teamwork and group cohesion.



At **Girbau Australia**, the end of the 2022 financial year was celebrated with a cruise across Sidney Bay, and there were also quarterly brunches during the year.



In December, the **Girbau USA** team organised small workshops to boost teamwork and cohesion. These included a cookie decoration competition, a present-wrapping session, drawing a snowman, etc.



4.1.2 Internal communication

At Girbau we maintain a smooth and steady flow of communication with our community. We promote dialogue through the use of corporate channels and with various actions that promote reciprocal communication with Management and among the entire company:

Dialogue with management

Internal communication initiative, aimed at the entire Girbau community, which brings together people from different areas and centres with the company's CEOs during a session where topics of common interest and proposals for improvement are discussed.

Girbau Today

Monthly video from the CEO, in which the most relevant information about the Girbau Group, the company's monthly results and the main projects being carried out are shared. The first point is always *Health and safety*, and the main indicators and improvements are announced. The video is sent to the entire workforce by email and the internal communication *app* GICOM.

Internal signage

Posters are put up in all work centres and sent via email, GiExpress and the GICOM mobile application.

"G&YOU" employee portal

It is an intranet which contains personal information and a directory of the people who are part of the Girbau community.

Sessions of the Girbau Annual Plan

These take place during the first quarter of the year, to publicise the end of the previous year's results and the main projects for the current year.

Subject-specific communications

These contain videos on topics of interest, such as sustainability or the pandemic, among others.

Moreover, as an innovation in the area of internal communication, we launched new initiatives, such as *town halls* at our China subsidiary, an Employee Forum at Girbau UK and People Talks at Girbau, S.A.

Launching People Talks at Girbau, S.A.

People Talks are an initiative led by the People area of Girbau, S.A., which offer a safe, accessible and functional space to team members to raise questions or concerns and try to solve them.



Celebrating Values Champion Awards at Girbau UK

The British subsidiary of Girbau is celebrating the Values Champion Awards, in which awards are given to team members who are an example of Girbau Group's corporate values.

4.1.3 Equality, diversity and multiculturalism

We approved the new Plan for Equal Opportunities, with the main aim of guaranteeing equal treatment of men and women, and not allowing any kind of discrimination within the company.

Girbau has a large international team of people, made up of widely diverse cultures, ethnic groups and nationalities. We are proud of our cultural diversity and we promote respect, understanding and acceptance of different cultures. We work to promote equal opportunities and prevent any type of discrimination in the workforce.

Our commitment to equal opportunities is implemented through our employee recruitment protocol. In this regard, the human resources managers of each subsidiary guarantee equal opportunities for all members of the company and work to ensure that no type of discrimination exists in relation to all aspects of work.

In 2022, Girbau, S.A., approved a new Equal Opportunities Plan 2022-2026, thereby meeting new legislative requirements (Royal Decree 901/2020, of 13 October which regulates equality plans and their registration). The highlights of the Plan's approval are:

the creation of a **Equality Committee**, an advisory body also charged with monitoring the roll-out of the Plan;

the appointment of an **Equality Agent**, whose main role is to coordinate, implement, manage and assess the initiatives included in the Plan;

and the creation and communication of an **official protocol of protection measures against gender violence**. We also have protocols in place regarding sexual, moral (*mobbing*) or gender-based harassment, as well as a guide to neutral language at work.

With the aim of promoting gender equality and respect between people, we implemented the following initiatives:

International Day for the Elimination of Violence against Women

We organised a breakfast at our Vic work centre, where we raised €1,000 for the WASSU UAB Foundation, an international scientific organisation linked to the Autonomous University of Barcelona which acts to prevent harmful traditional practices, with a special focus on female genital mutilation (FGM), treating its consequences and supporting its women and girl victims.

Women's Day

To celebrate Women's Day, at Girbau the Equality Committee handed out purple facemasks among the teams, sent out an official statement via Girbau Express, put up information posters and also posted the information online.

Work inclusivity and diversity

At Girbau we are committed to the inclusion of the more disadvantaged, and that is why we collaborate actively with organisations that aim to empower them and give them back their dignity.

For example, at Girbau, S.A., and Girbau Portugal we collaborate with Euroforms Foundation through its Iguales programme, which aims to offer an assessment and support service to help all workers (and their families) who need to obtain or renew their disability certificates and want to obtain information on the aids and benefits available to them as holders of said certificate.

Along the same lines, Girbau, S.A., collaborates with the Tac Osona special employment centre, a social enterprise that mainly employs people with disabilities with the aim of integrating them into the labour market. Our French subsidiary, Girbau Robotics, works with the social reintegration company CATM, whose objective it is to increase the employability of people with social and professional difficulties through training, support and recruitment in companies.



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Data as of 31 December 2022.

		2021	2022
EMPLOYEES BY AGE GROUP AND GENDER	<30	53	50
	Men Women	40 13	39 11
	30-50	432	455
Men Women	314 118	331 124	
>50	294	302	
Men Women	226 68	232 70	
EMPLOYEES BY AGE GROUP AND GENDER	Senior management¹	23	23
	Men Women	21 2	21 2
	Middle management²	83	73
Men Women	54 29	46 27	
Other employees	673	711	
Men Women	505 168	535 176	
DIFFERENTLY-ABLED WORKFORCE	9	12	

1. Includes CEOs, members of the Girbau, S.A., Steering Committee and subsidiaries' general managers.

2. Includes the intermediate positions at Girbau, S.A. (according to the organisational chart as of December 31), and the members of subsidiaries' steering committees (excluding general managers).

4.1.4 3-3 Training and education Training and professional development

Girbau is committed to the development and training of all the people who make up the team. This is indispensable to face up to the business's challenges. We believe that employee training is a fundamental tool to guarantee growth and provide the set of skills and expertise necessary to successfully achieve the company's goals.

In 2022, we rolled out the G-Performance programme across all subsidiaries except China, where it will be rolled out in 2023. It acts as a common tool and process for the entire organisation to evaluate performance in accordance with the skills that we identified as key in our company, as well as for defining action plans to help the development and growth of our teams.

We carry out an annual training plan at Girbau, S.A., which is linked to the needs of the Strategic Plan, involving different actions in different areas.

404-1

This year at Girbau, S.A., a total of **5,955 hours** of training were given to a total of **388 employees**.

This year we continued training in cyber-security, value selling, compliance and specialised technical training at our branches. Additionally, at Girbau, S.A., we made personal development plans for team members and provided training in circular economy and eco-design. At Girbau UK, we offered first-aid training in mental health.

Attracting talent

We established training collaboration programmes to incorporate talent through internship agreements with foundations, professional schools and universities.

The main initiatives in this area in 2022 were the following:

Participation in ETSEIB Forum

We took part in a new edition of the ETSEIB Forum, one of the most important engineering fairs in Spain. The event is organised by students of Barcelona's Industrial Engineering Technical College and has the aim of bringing students closer to the labour market and facilitate their access to it. We attended the event and offered information about our company.

Work placements:

We had 9 students complete work placement with us. They were students at IES Vic, University of Vic, Sant Tomàs Foundation, University of Girona, Polytechnic University of Barcelona and Barcelona School of Engineering.

Launch of Girbau digital classroom

In collaboration with Vic town council, we created Girbau digital classroom. It was conceived as a space to promote science and tech collaborations, as well as digital skills, sustainability or practical learning among secondary school and vocational students of La Farinera robotics course at the Centre d'Arts Visuals in Vic (Barcelona).



4.1.5 3-3 Workplace health and safety Safety

Workplace health and safety are a strategic pillar for us. We have built a culture of across-the-board prevention, shared throughout the company.

In 2022, we consolidated the global integration of the management system for the prevention and safety in the workplace, standardising the management of people's safety at group level. We also set ourselves a common global goal to reduce accidents to zero.

Girbau's Safety Policy consists of 10 rules applicable to all team members. It allows us to continue to energetically promote a corporate culture that seeks to guarantee the health and safety of its workforce. In this framework, we set global goals for the total recordable incident rate (TRIR) and near misses: monitoring this indicator monthly allows us to identify improvement opportunities to correct and prevent, as well as take appropriate measures to prevent them and share lessons learned with other group subsidiaries. A relevant aspect is the direct and active involvement of Management in the safety audits carried out every month in the factories.





Progress in our workplace safety strategy

The global integration of the prevention and safety in the workplace system across the group and the furtherance of a culture of prevention were our main priorities.

In 2022, we completed a Nordic Occupational Safety Climate Questionnaire (NOSACQ-50), which gave us a clear vision of our current state in relation to preventive health and safety culture. On the basis of this questionnaire, we created an action plan structured around four vectors: common language, homogenisation and standardisation, leadership, and people commitment, which include specific measurable initiatives which must be rolled out in the coming years.

The main actions carried out in this field in 2022 were the following:

Consolidation of the inclusion of the near miss frequency rate, as part of an accident prevention culture.

5S audit of our China subsidiary.

Naming of *key persons* in all of the group's subsidiaries.

Start of work to obtain ISO 45001 certification, developing the management and visualisation system and identifying key accident risk indicators.

Safety Walks at Girbau Robotics and Girbau, S.A., installations: regular visits by management which help us highlight their commitment to the health and safety of team members.

Technological improvements to facilities to prioritise safety, the ergonomics of job positions and manufacturing risks. In 2022, we assessed seven job positions from an ergonomic point of view.

In 2022 we continued working towards the ergonomic adaptation of all job positions across Girbau, S.A.

These and other actions allowed us to advance and make evident the commitment held by the organisation and every member of our community, as well as to successfully reduce accident risk and better rates compared to 2021 thanks to continuous improvement. We carried out the following actions to train staff and raise awareness:

Girbau, S.A.

Training in the use of defibrillators (AED) for team members on the emergency brigades.

Training in specific safety measures for metalworking.

Training in preventive resources and best practice in workplace safety when working from home.

Organisation of Tool Talks: five-minute training at factories focusing on safety.

Girbau Robotics

Training for the team in stress management techniques.

Girbau China

Training in best practice shared by Girbau, S.A.

Encouragement of the proper use of PPE.

Training in recording and reporting near-miss accident indicators.

Girbau UK

Training in mental health first aid.

Furthermore, we held monthly internal meetings on health and safety and regularly sent an internal statement containing the most relevant accident indicators. As for the evolution and effects of COVID-19, the threat disappeared and we completely adapted to this situation.

Data as of 31 December 2022.	2021	2022
Practical courses on fire prevention and protection	47	15
Courses on health and safety in the workplace	77	128
Emergency drills	1	5
Risk assessments	18	43
Technical reports (noise, thermal stress, lighting, ergonomics and psychosocial study)	16	19

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Data as of 31 December 2022.

	2021 ⁴	2022	
ACCIDENT INDICATORS	Number of work accidents leading to sick leave¹ Men: 6, Women: 4	10 Men: 6, Women: 4	8 Men: 7, Women: 1
	Number of accidents on the way to and from work leading to sick leave Men: 0, Women: 0	0 Men: 0, Women: 0	0 Men: 0, Women: 0
	Number of days lost Men: 72, Women: 6	78 Men: 72, Women: 6	91 Men: 76, Women: 15
	Frequency index³ Men: 7.71, Women: 9.35	7.59 Men: 7.71, Women: 9.35	6.11 Men: 9.08, Women: 2.43
	Severity rate³ Men: 0.093, Women: 0.014	0.059 Men: 0.093, Women: 0.014	0.069 Men: 0.099, Women: 0.036
	Total recordable incident rate (TRIR)⁵	1.52	1.22

1. The subsidiaries in Argentina, Brazil, France (sales office), Cuba, Germany, Italy, Portugal, the United Arab Emirates and the United States did not record any work accidents resulting in sick leave. The frequency and severity rates were calculated considering only the subsidiaries that recorded work accidents leading to sick leave.
 2. Represents the number of accidents leading to sick leave (including accidents on the way to and from work) per million hours worked.
 3. Represents the number of days lost per thousand hours worked.
 4. Accidents leading to sick leave were only recorded in Spain (Girbau, S.A.) and in the US subsidiary. The frequency and severity rates were calculated considering only the companies that recorded work accidents leading to sick leave.
 5. Number of accidents leading to medical leave / work hours * 200,000.

4.1.6 Health and wellbeing

Ensuring the wellbeing of Girbau's team members is one of the company's main priorities.

At Girbau, we put people at the centre of our company strategy. That is why we apply several measures with the

aim of improving their wellbeing and quality of life. In 2022, 100 % of the Girbau, S.A., and Girbau Robotics staff completed a survey on psychosocial risk and Girbau Australia's social benefits programme was consolidated.

We continued promoting sport by supporting sporting activities outside the workplace, such as cycling and padel, and we provided healthy lifestyle advice through our GiExpress communication tool at a global level.

At Girbau, S.A., we reopened the canteen, which offers a healthy menu, after two years during which it was closed due to COVID-19 restrictions. We continued carrying out awareness campaigns among the workforce.

Facilitating work-life balance

Timetable flexibility and working from home measures are two aspects which have a beneficial impact on the capacity of each of Girbau's workers' to maintain a good balance between work, family and themselves.

In this regard, in 2022 at Girbau, S.A. we worked to consolidate a working-from-home policy that establishes the criteria that must be followed as it is rolled out. Moreover, other subsidiaries, such as Girbau USA, took measures which allow staff to enjoy a hybrid work model, where they intersperse working from home with working from the office.



4.2

Social action

4.2.1 ^{3-3 Local communities} We support the community

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At Girbau we care about the communities we operate in and, year after year, we support social, cultural and sporting institutions. We would like to highlight the following for 2022:

We continue sponsoring the **Girbau Vic TT** table tennis team. Vic's women's table tennis team have played in the top tier of Spanish table tennis competitions for 31 consecutive years and have taken part in European competitions for 4 consecutive seasons. Junior teams also play against the top national and international teams.

Girbau UK made a financial contribution to **Kilbarchan Pipe Band** and donated a Girbau HS6008 washer, an Econodry dryer and an ironing board to **Street Soccer Scotland** for its training centre in Dundee.

Every year the US subsidiary takes part in community initiatives in Oshkosh. Last year it took part in the **Leadership Oshkosh** programme, which is supported by the city's Chamber of Commerce. The programme brings together a diverse group of people with a shared interest and commitment to the community to visit and get to know specific business areas, businesses and initiatives first-hand.

4.3

Girbau Private Foundation

The Girbau Private Foundation is a non-profit organisation that provides support and financial aid to social, cultural and environmental actions and projects. It operates primarily in Catalonia, where the Foundation has its headquarters. Its activity focuses on supporting social initiatives for vulnerable groups and those at risk of social exclusion. It also participates in

initiatives which seek to preserve wildlife, pursue sustainable development and provide access to culture. In 2022, its donations policy and annual report were published on its website, and three new patrons joined.

The Foundation prioritised training and assisting vulnerable youngsters, collaborating in the creation of a training course at the Tapis association, offering scholarships for training programmes on Fundació Impulsa, offering support in flats for youngsters provided by Caritas or the socio-educational project Casal Claret. We also supported collaborative initiatives such as Ressò, an innovative project created by a group of social organisations from Osona county.

In 2022, a total of €134,430 were donated to projects run by 44 institutions: 18 in the social sphere, 17 related to culture and 7 dedicated to international cooperation. Moreover, we continued promoting synergies and partnerships with organisations around us and boosting new initiatives.



The Foundation continues to weave networks and promote synergies with social and cultural organisations around it.

Sala Oberta, a new project with social organisations from Osona county.

With the aim of giving visibility to the work third-sector organisations carry out, the Foundation and Osona's Volunteer Coordination created a series of events which were open to the public and where attendees could intervene in order to share experiences, promote synergies and showcase projects carried out by the county's organisations. These events were recorded by Ràdio Vic and TV Canal Taronja, and a summary was later published in *Estrip* magazine.

Representatives from associations are interviewed on a specific topic and there is a subsequent debate. Joan Turró, a journalist and representative of Volunteer Coordination, moderates the events. In this first edition three events were held, which discussed social entrepreneurship, the value of diversity, and supporting and caring for people.

4.4

Suppliers

To ensure the appropriate functioning of the business, we have a network of suppliers of very different kinds and fields, which adapt to the necessary technical, competitive, quality and productivity standards. This network is revised continuously in order to comply with company and regulatory requirements.

The policies and practices for supplier selection are the same for both local and foreign suppliers. Nevertheless, all things being equal, preference is given to local suppliers, since they have a smaller environmental impact due to reduced transport needs; a greater impact on the local community where we operate, thereby contributing to the cohesion of the factories with their surroundings; and promote close relationships that allow us to share and develop *know-how*.

In 2022 we had to face up to the scarcity of components and the increase of in purchase costs derived from several circumstantial aspects, which forced us to seek alternative suppliers to guarantee the continuity of production. In this context, we adapted to a situation of uncertainty, without impacting on product quality nor manufacturing efficiency. Moreover, we reduced accounts payable days.

Girbau follows an annual supplier audit plan that establishes two types of control:

On-site quality audits on aspects such as technical definitions, their transfer to internal manufacturing orders and raw material control roadmaps, product control before shipment, general data, etc.

Supplier registration questionnaire that covers invoicing, customers, quality, etc.

The vast majority of our suppliers signed our Code of Ethics, which proves their commitment to our values and sustainability.

In 2022 we started working to improve the sustainability of our suppliers in the environmental and social dimensions. We developed a classification of suppliers based on their environmental performance. We considered:

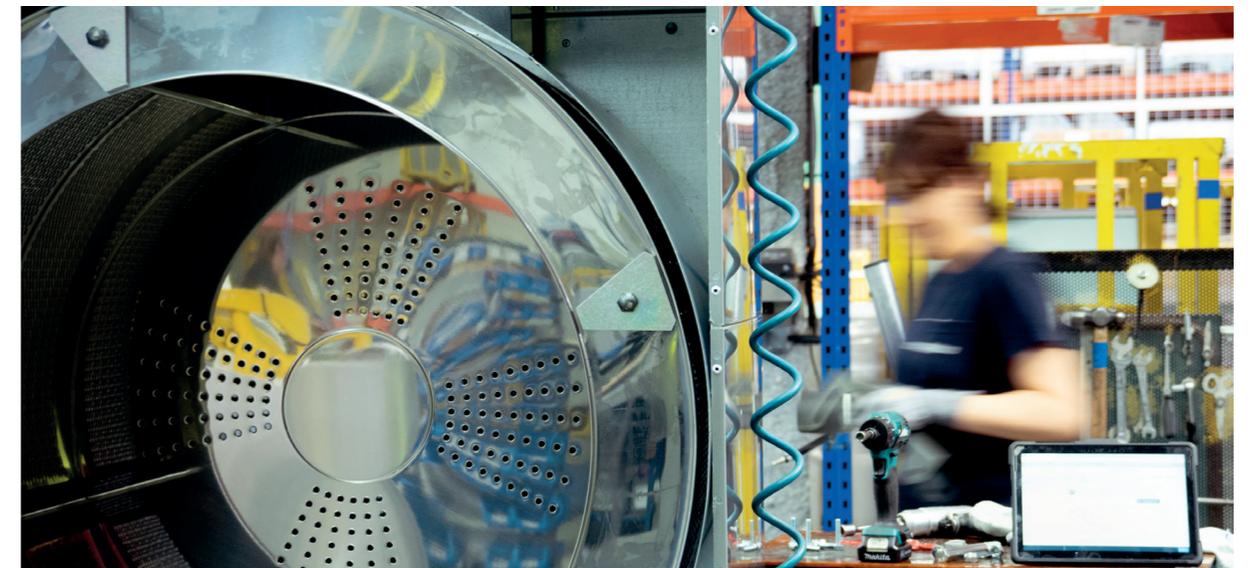
- _____ the existence of an environmental management system;
- _____ participation in environmental action;
- _____ whether they filled in a declaration of waste;
- _____ total lack of action in this field.



Based on this classification, we drew up a list which allows us to increase requirements for those suppliers that have not yet incorporated environmental variables into their behaviour. On the other hand, in 2021 we shared our Code of Ethics with all our suppliers and promoted adherence to it. The initiative was very well received and now a large part of our suppliers have committed to our Code.

2-6	2021	2022
Active suppliers	2,284	2,466

In 2022, about 40% of the group's total suppliers corresponded to Girbau, S.A., of which 83% are Spanish.





05

INNOVATION AND SUSTAINABILITY

PROCESS INNOVATION

CULTURE OF INNOVATION

SUSTAINABILITY ROADMAP

3-3 I+D+i, 3-3 Eco-efficient products

” INNOVATION AND SUSTAINABILITY,
AN INDIVISIBLE COMBINATION ”

**At Girbau, we know that we can be an agent for change
in the laundry sector**

At Girbau, innovation and sustainability go hand in hand. For years, we have fostered innovation with a global vision of our responsibility in the fight against climate change, and we are making progress in the development of more sustainable technological solutions.

Thanks to research, fabric treatment technology and the promotion of our own talent, we developed solutions that have a positive impact on the environment and give us a leading position in this sector's transformation.

5.1

Girbau LAB

This is a collaborative innovation platform to create value through innovation. Girbau LAB collaborates with the most advanced organisations in innovation and sustainability at an international level to assess and validate all the initiatives, ideas, solutions and technologies of interest which may contribute to the transformation of the industry and generate value for society at large.

Girbau LAB works with the Girbau team as well as with suppliers, companies, research and development centres, *start-ups* and emerging initiatives of different kinds. It establishes partnerships with each of them to boost innovation through collaboration and push the industry towards new paradigms of circular and regenerative economy.

Main projects in 2022:

Creation of Open Lab: a laboratory for processes, solutions and services to take a step further in the quest for knowledge and advanced technology, new materials and processes. Co-created with Girbau Group, its main goal is to give solutions to the challenges faced by Girbau's clients, departments, and Girbau LAB.

The main line of research in 2022 focused on microplastics. At Girbau LAB, we selected and assessed over ten proposals for technological solutions to microplastics caused by washing textiles.

We continue making progress in our commitment to circular economy with FIX, as part of the collaboration between Girbau and Elisava. The project responds to an environmental challenge: the capture and transformation of microplastics into a new resource, and its application. The goal of the project was to recover solid wet residue from washers, as it contains microplastics, in order to turn it into a new material and avoid it spreading to the environment. In the second year of their degree, Elisava Industrial Design Engineering and Design students continued to work alongside Girbau LAB to find a solution to the microplastic residue created in the washer.



We collaborate with Barcelona's O80 Fashion Week by supporting O80 Reborn, the first fashion show created entirely using second hand clothes. In a bid to stimulate a culture change in the way we consume resources and showcase our role in the treatment of fabric to prolong its life and usefulness, we took part in this initiative which was born to shift the fashion industry towards a more sustainable and circular model.



Innovators' Club is Girbau LAB's forum to exchange ideas and thoughts related to innovation, technology and disruptive solutions. In 2022, we continued organising sessions with great guests, who stand out for their personal and professional careers in the fields of disruptive innovation with a big impact on sustainability.

Bas van Abel, founder of Fairphone and co-founder of De Clique, discussed his entrepreneurial career at Fairphone, which builds sustainable smartphones both by design and by way of a commitment to transparency throughout the value chain.

Manel Torres, founder of Fabrican, presented his Spray-on fabric technology. It is based on an instant manufacture process of a non-woven fabric with multiple uses in different industries.

Pablo Vidarte, founder of Bioo, shared with us his vision for the creation of biotechnological buildings and cities, and presented biological batteries developed by Bioo.

Cynthia Koenig, founder of Wello, an award-winning social enterprise which co-creates disruptive innovations to provide a better and more reliable access to drinking water. She shared with us her vision of high-impact innovation from the perspective of a social enterprise.

5.2

New products, services and solutions

5.2.1 New range of washers
GENIUS Series 7**The most intuitive and efficient washer in the market now offers a complete range.**

In 2022, we launched the complete range of GENIUS Series 7 washers, which includes models GS7024, GS7028 and GS7032. It goes one step beyond in terms of efficiency, connectivity and ergonomics in the world of laundry. Genius Series 7 have a more powerful spinning drum (450 G), which optimises the consumption of water and energy, which fall by 17% and 20% respectively.

Moreover, this series incorporates BLE, Wi-Fi and IoT connectivity in all its models. This provides peace of mind for our customers' businesses, allowing the monitoring of all aspects of the laundry, such as productivity, alarm control, machine cycles, etc. These models also include state-of-the-art features, such as the largest touch screen on the market (10.1 inches), a vibration sensor (motion guard), which enables the behaviour of the machine to be monitored and corrected, and a 360 Vision light, which allows the user to easily see the current status of the machine thanks to light signals visible from any point in the room, resulting in greater efficiency and reduced downtime.

The GENIUS series washer is a smart machine, with a versatile and intuitive control. It also offers the possibility of adding a weighing system to adjust the consumption of water and detergents based on the laundry load.

5.2.2 Sapphire evolution

Sapphire is our IoT project, a remote connectivity solution that allows the monitoring of laundry machine data, the exhaustive control of programmes and the detection of possible incidents in a safe, quick and efficient manner.

In 2022 it saw further development and features:

Integration of BLE and Wi-Fi connections to maximise machine connectivity.

Expansion of service to B2C, including the Sapphire Laundry Pay App option to allow clients to pay for the service on their mobile phones and enjoy discounts.

Improvement of the LED lighting system that improves visibility and the ability to know a machine's status from any place and angle in the room.



5.2.3 FTQ towel folder: more versatile, more ergonomic and easier to use

The new FTQ towel folder showcases our innovative power for the sector of industrial laundry. The new machine is more efficient than its predecessor, the FTMaxi, especially in its air consumption, and it has better features and fold quality. In addition, the FTQ is far more ergonomic and easier to use, thanks to the many available settings, and features our smart system. These aspects make it an extremely versatile and user-friendly machine.



5.2.4 The new EDD dryer

At Girbau, we continue to work to offer our clients high-quality products, featuring the latest technology, which allow them to maximise productivity and be efficient.

A clear example of our work is the launch of the new EDD double dryer for self-service, presented at the 2022 EXPOdetergo fair in Milan. The new machine was devised to be more energetically efficient and user-friendly, with an innovative design which makes it perfect for small spaces yet maintaining its drying power. Thanks to this new design, we can considerably reduce the consumption of raw materials for its manufacture in comparison with other similar models. The EDD stands out for its features and its efficiency, such as its double-glazed glass door, which acts as an insulator, keeping in the heat and making less noise.



5.3

The environment

5.3.1 Environmental management

Girbau's activity is carried out focusing on a continuous improvement of our impact on the environment

In keeping with our corporate purpose, at Girbau we established an environmental policy that applies to all of the group's companies and directs our efforts to carry out our activities while promoting a continued reduction of our environmental impact.

At Girbau we want to engage and involve stakeholders in environmental management. That is why all employees at Girbau, S.A., including new hires, are trained and informed on environmental matters. We provide information on our environmental policy, its main environmental impacts, and encourage best practices in the workplace.

In 2022, we created a climate agents team with a representative in each subsidiary. Climate agents have as their main goals the dissemination of the group's sustainable culture, the promotion and monitoring of environmental impact projects, and the monitoring of the evolution of the internal carbon footprint. During the first year of work, these climate agents created posters regarding best environmental practice, raised awareness on efficient driving, and shared experience and knowledge during regular meetings.

At the General Management Meeting, a round table on sustainability was organised, in which, among others, Girbau clients took part. At this event, views and experiences regarding environmental, diversity and care policies were shared.



3-3 Energy, 3-3 emissions

5.3.2 Efficiency and carbon footprint

At Girbau, we set ourselves the goal of being climate neutral in scopes 1 and 2 by 2030

We drew up a roadmap which defines the necessary actions and investments to achieve the targets set for 2030 in matters of climate neutrality. Energy efficiency actions and the commitment to renewable energy, as well as other actions to lessen our environmental impact, allow us to advance towards these goals. To monitor our progress, every month we carry out an exhaustive monitoring of the calculations of our scopes 1 and 2 carbon footprint.

Main improvement measures:

In 2022, we completed the substitution of all lighting across the group for LED systems, we optimised technical service vehicles' routes to reduce emissions, set up sustainability guidelines for our travel policy and started replacing company vehicles for hybrids or EVs.



As well as these global measures, other measures were taken locally:

At Girbau, S.A.: At G1 plant we installed automatic doors and curtains to avoid letting heat in or out, we improved insulation at the production plant and we installed destratifiers and temperature sensors. At G2 plant, in the coldest areas, we equipped staff with heated vests to avoid heating very large areas with few staff.

At **Girbau Robotics**: We carried out an energy efficiency study and installed solar panels.

At **Girbau North America**: We carried out an energy efficiency study and we substituted all the dryers at our laundry service in Oshkosh for more energy efficient dryers.



At **Girbau UK**: We sponsored the National Trust, which organises tree-planting as a carbon footprint offset method.

Commitment to renewable energy:

At Girbau we remain committed to increasing self-consumption of renewable energy. In 2022 we continued installing solar panels at Girbau, S.A., Girbau Robotics and Girbau Brasil. In 2022, the annual production of G1 solar panels was 346 MWh, which lowered CO₂ emissions to the atmosphere by 89.61 t.



As a result of all of these measures, we noted significant progress in our commitment to reducing our carbon footprint, as we reached our goal of reducing our carbon footprint (scopes 1 and 2) by 9.11%.

Data as of 31 December 2022.	2021*	2022
Annual energy consumption in production centres (MWh)	11,871	10,439
Annual energy consumption in production centres according to turnover (kWh/€ of turnover)	0.13	0.09
305-1, 305-2		
	2021	2022
Direct GHG emissions (scope 1)	1,857	1,588
Indirect GHG emissions associated with electricity (scope 2)	985	883
Total	2,842	2,471
Greenhouse gas emissions (scopes 1 and 2) in our production centres (kgCO₂eq /€ of turnover)	0.03	0.02
305-4		

*In 2022 the data on direct GHG emissions is reviewed with the aim to improve the quality of information reported in the 2021 Sustainability Report

Our customers' carbon footprint

Energy consumption has a very significant impact on laundry services and, consequently, on our environmental performance. Optimisation of energy consumption is part of our products' DNA, which are designed to achieve maximum efficiency throughout their life cycle.

As well as reducing our internal carbon footprint, Girbau also aims to reduce our clients' footprint. That is why in 2022 we trained our sales team to incentivise the sale of sustainable solutions.

3-3 Effluents and waste

5.3.3 Circularity and responsible management of waste

Materials

Our commitment to innovation in productive processes that promote the circular economy and eco-design positively impacts on the consumption of materials and significantly improves efficiency in its use.

	2021	2022
Raw material consumption in production centres (t)	5,099	5,677
Raw material consumption in production centres (kg/€ of turnover)	0.06	0.05

In 2022 we carried out an analysis of the life cycle of our S6 and S7 machines, which allowed us to compare and identify opportunities to reduce their environmental impact during all of their life phases.

Waste

At Girbau we promote the reduction of waste generation in all areas, in line with our environmental policy. Most of the waste generated at all our offices and production centres is managed responsibly by authorised carriers and managers.

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.

91% in terms of weight of the waste generated in our production centres is recovered.

	2021	2022
Generation of waste in production centres (t)	1,508	1,634
Generation of waste in production centres proportional to invoicing (kg/€ of turnover)	0.02	0.01

301-1



A photograph of a field of wildflowers, including yellow buttercups and white daisies, with a teal-colored overlay on the right side. The number '06' is centered at the top of the image, flanked by thin horizontal lines.

06

PRINCIPLES OF
THIS REPORT

2-2

6

Scope and coverage

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

In this context, Girbau, S.A., and its subsidiaries (hereinafter, Girbau) include the consolidated non-financial information statement, which collects Girbau Group's non-financial information for the 2022 financial year, which runs from 1 January 2022 to 31 December 2022, in Girbau's 2022 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 the Non-Financial Information and Diversity requirements established by Law 11/2018 of 28 December. The principles of comparability, reliability, materiality and relevance set by the Non-financial and Diversity Reporting Law, which are in line with the GRI 1-Foundation 2021 indicator, were applied:

Comparability criterion:

Set out in GRI 1-Foundation 2021 as Comparability ("The organisation shall select, compile, and report information consistently to enable an analysis of changes in the organisation's impacts over time and an analysis of these impacts relative to those of other organisations") and Timeliness ("The organisation shall report information on a regular schedule and make it available in time for information users to make decisions").

Reliability criterion:

Set out in GRI 1-Foundation 2021 as Accuracy ("The organisation shall report information that is correct and sufficiently detailed to allow an assessment of the organisation's impacts"), Completeness ("The organisation shall provide sufficient information to enable an assessment of the organisation's impacts during the reporting period") and Verifiability ("The organisation shall gather, record, compile, and analyse information in such a way that the information can be examined to establish its quality").

Relevance criterion:

Set out in GRI 1-Foundation 2021 as Balance ("The organisation shall report information in an unbiased way and provide a fair representation of the organisation's negative and positive impacts") and Clarity ("The organisation shall present information in a way that is accessible and understandable").

Materiality criterion:

Set out in GRI 1-Foundation 2021 as Sustainability context ("The organisation shall report information about its impacts in the wider context of sustainable development").

This report contains all the material aspects in accordance with the provisions of Act 11/2018 on Non-Financial and Diversity Information.

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

The key indicators of non-financial results in this consolidated non-financial information statement were prepared in accordance with the content provided in the current commercial regulations and following the standards for preparing sustainability reports of the Global Reporting Initiative (GRI standards), international reporting framework provided for in the new Article 49.6(e) of the Commercial Code 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 2022 financial year, is 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 Commercial Code.

Furthermore, all other non-financial information contained in this Sustainability Report for the financial year closed on 31 December 2022 was prepared, in all significant aspects, in line with GRI standards, in the option that refers to the GRI. For the materiality analysis, prepared in 2019, the Accountability AA1000SES (2015) stakeholder engagement standard was followed.

Should you have any questions concerning the contents of this report, you may phone us on +34 938 861 100 or write to us at cgarcia@girbau.com.

girbau.com

