



2021

GIRBAU
BEYOND LAUNDRY



LETTER OF INTRODUCTION

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PRINCIPLES OF THE REPORT

01 LETTER OF INTRODUCTION



(102-14)

2021 was a very turbulent year, still marked by the pandemic, but we have started to see a recovery in recent months.

Our business is closely linked to hospitality and tourism and, therefore, has been particularly affected. Although domestic tourism has returned in some countries, restrictions on international mobility have affected hotel occupancy in many regions and the business has not recovered. Consequently, investments in the hotel sector have been put on hold.

We have adapted to the market situation adopting several measures, though we have also had to resize our productive structures and capacities: we have made as few adjustments as possible in this regard so as not to affect our ability to implement those projects currently in progress nor our potential for growth. These adjustments were implemented throughout 2020 and during the first half of 2021.

In the second half of the year we started to see the beginnings of a recovery. It is worth noting our performance in the North American market, in which we have already exceeded pre-pandemic levels of turnover.

Given the situation in the hospitality sector, we have taken steps to diversify by promoting other market segments, such as health and self-service laundries, and niche sectors, such as veterinary clinics and fire stations.

Thanks to all this, turnover has increased by 13% and we have closed the year with the best order book in our history.

The pandemic has also disrupted the supply chain and logistics chain. Therefore, just when we began to notice an upturn in our orders, we suffered shortages of components and a sharp increase in the prices of raw materials, components and transport, together with the lengthening of delivery times. We have managed to maintain a decent level of service to our customers thanks to the excellent work of our purchasing, procurement, R&D, production and OTD teams, and to the support received from suppliers.

Despite the chaotic situation, 2021 closed with above expectations and with an extraordinary order book for

2022 which, together with the improving situation of the pandemic, makes us optimistic for the future.

In 2021 we launched the strategy for 2023 focused on generating value: generating value for our customers by offering comprehensive and innovative solutions; generating value for our employees by creating an environment that facilitates and helps their personal and professional development; generating value for society by contributing to our community; generating value for the planet through our GARDENIA sustainability programme.

And since at Girbau it is not only what we do that counts but also how we do it, through a participatory process involving the entire Girbau community and with the involvement of shareholders, in 2021 we reflected on what our values are and which ones we should be promoting.

As Peter Drucker says, "culture eats strategy for breakfast". Only by working and making the culture (and, therefore, our values) evolve will we be able to implement the strategy that we have defined.

And the strategy is the path towards our purpose:

to be leaders in creating a positive impact on people and planet.

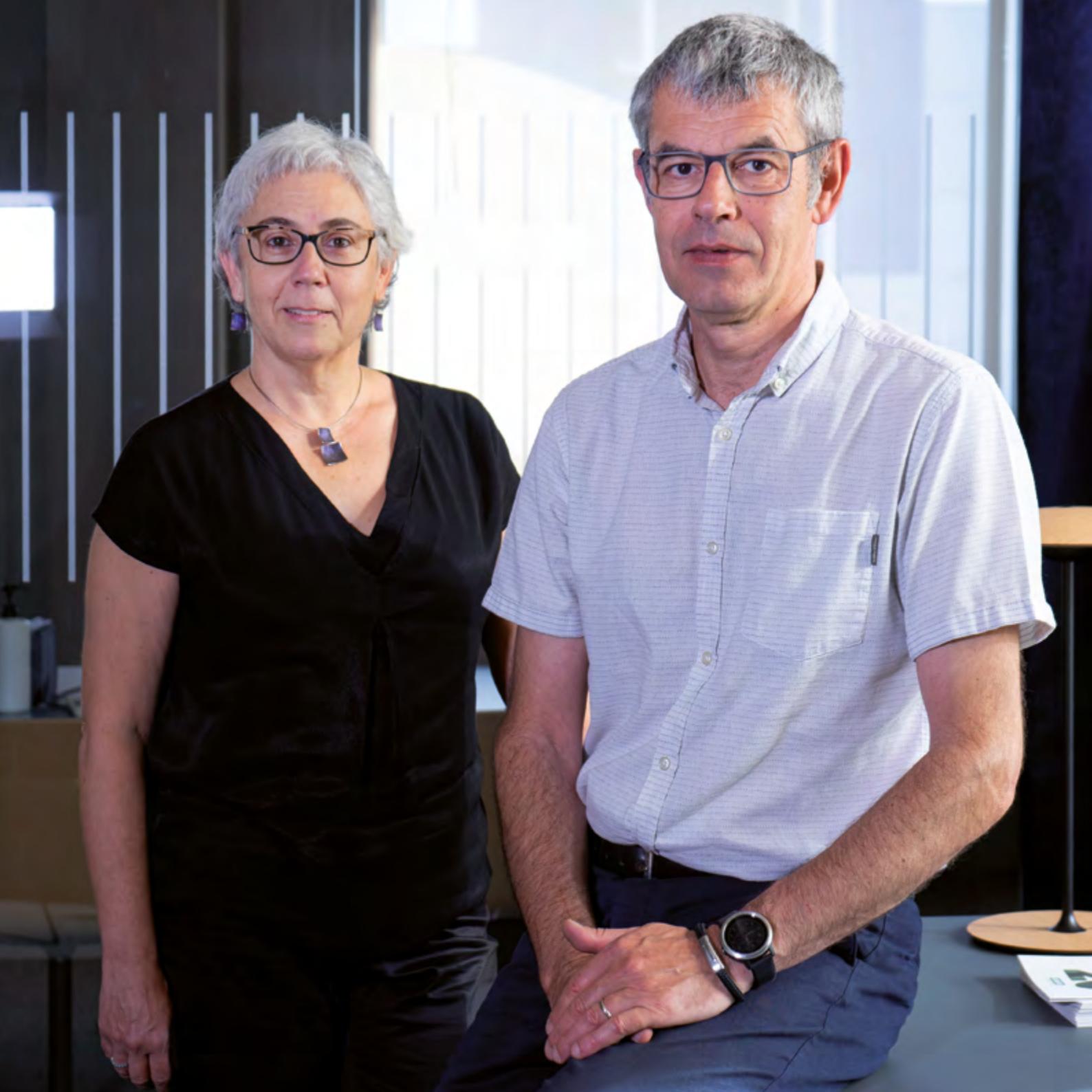
With great enthusiasm for this purpose we now approach 2022, a year that will be full of challenges and of major upheaval. Indeed, at the time of writing, the situation has been aggravated by the war in Ukraine. But we are sure that, thanks to the dedication and passion of the entire Girbau team, we will overcome these new challenges.



Mercè Girbau
Chairwoman and
CEO



Pere Girbau
CEO



O2 ABOUT US



(102-7)

GIRBAU 2021

16
Subsidiaries**06****Production centres**
(Spain, France and China)**130**Countries in which
our products are sold

In 2021:

11,872 Machines sold
+200 Distributors
+5,600 Customers

OUR PEOPLE

**779**

People

**26%**

Women

**96%**Personnel on
permanent
contracts

SUPPLIERS

2,284 Active suppliers

THE ENVIRONMENT

**0.130** kWh/€ turnover
of energy consumption in production centres**0.24** l/€ turnover
of water consumption in production centres and
commercial offices**0.031** kgCO₂eq/€ turnover
of greenhouse gas emissions in production centres

FINANCIAL FIGURES

127,785,899 € in turnover (sales)**4.09%** Turnover allocated to R&D&I

2.2 OUR ESSENCE

Our purpose is to be a reference for creating a

POSITIVE IMPACT

on people and planet.

Our objective: to contribute to the personal and economic growth of our customers, our team and the collaborators who support us.

Our purpose defines our *raison d'être* as a company and as a community, that which inspires us, which gives fundamental meaning to our business, aligns and guides us in the transformation of the company, putting people and the planet at the heart.

Mission

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

Vision

An open community, with a sustainable and ambitious project, adaptable and always close to our customers.



Commitment



Excellence



Collaboration



Integrity



Passion



People care

The business family chose commitment as the company's inviolable value, and made a pre-selection of other possible values to represent it. The Girbau team was then invited to choose the five remaining values with which they felt represented. The result is six values that define the work and soul of the company:

At Girbau, it's not only what we do that counts, but also HOW WE DO IT. Our values are about the HOW.



In 2021 we set out our 2021-2023 Strategy, whose objective is the **Creation of Value**, value for people, the planet, customers and society, with a positive impact.

The strategy is based on three pillars:

Customer Intimacy

"Identify the key insights."

With the customer in mind, this pillar focuses on the creation of value propositions and innovative solutions that help anticipate their needs and encourage interaction with them.

One Team

"If you want to go fast, go alone: if you want to go far, go as a team."

Focused on the Girbau community, this pillar is based on strategic alignment, collaboration and transversality as underlying principles that guide us towards a common goal.

Innovation and sustainability

"Promote innovation to provide differentiating value to our customers, while generating a positive impact on the planet".

This is about putting sustainability at the heart of the strategy, for which innovation is essential. Only by creating a culture of innovation will we be able to solve the challenges posed by climate change and have a positive impact on society, people and the planet.



Girbau's commitment to the environment has been part of our DNA since our beginnings. This year, more than ever, sustainability has become a fundamental pillar of the company at all levels.

GARDENIA is the name chosen for the programme that encompasses the set of actions carried out in the area of sustainability.

And why Gardenia?

It is a persistent plant, like the Girbau company, with a flower of pure white, like the colour our customers are looking for when using our machines. The letters G for Girbau, R for Resources, E for Earth and A for Action have been highlighted in the name GARDENIA.

The name of the programme was chosen from an internal consultation with all our national and international collaborators carried out through Ideabox. In total, 50 proposals were submitted.



2.3 OUR ACTIVITY

Girbau offers solutions for the treatment of textiles, with the most complete line of commercial, industrial and self-service laundry machinery in the world, which is complemented by a wide range of textile garment washing services and specific solutions for very diverse sectors.

(102-1) Girbau, with 60 years of experience, is made up of a team of nearly 800 people and is a world leader in the laundry industry. We have six production plants located in Spain (4), France and China, around 70 product references on the market, with a direct presence in 17 countries and sales in more than 130.

We act like an open community, with a sustainable and ambitious project, adaptable and always close to our customers, for whom we want to create maximum value, with comprehensive, sustainable and innovative solutions.

Our products
(102-2, 102-6)

Commercial laundries

Clothing care

Hospitality

Institutions



Hospitality

Clothing care

Institutions

Commercial laundries

Self-service



We have consolidated the manufacture of the new range of Genius washing machines

We have launched a new line of more sustainable washing machines, the Genius series. With a higher spin capacity, it significantly reduces energy and water consumption. In addition, it incorporates a 10.1-inch control screen and a Smart Corner 360º Vision LED that visually indicates the status of the machine (in operation, finishing, available, etc.).



Solutions

We offer a range of services around the washing of textile garments that range from virtual reality and project management to remote monitoring and continuous training, among other things. We have launched Girbau University (see chapter 3), a platform for sharing knowledge in the world of professional laundry.

We provide solutions for the world of textile treatment adapted to any type of business. Our common denominator: the quality in the washing and care of textiles.



2.4 GLOBAL PRESENCE

Production centres

Vic (Catalonia, Spain)

Girbau 1 (G1)

Assembly of large capacity washing machines, small and medium capacity dryers, ironers and manufacturing of components and ironing.

Girbau 2 (G2)

Assembly of batch washers (batch washers, presses, dryers), flatwork ironer and complementary equipment.

Girbau 3 (G3)

Assembly of small and medium capacity washing machine production lines.

Girbau 6 (G6)

Machining and welding.

Grésy-sur-Aix (France)

Girbau 4 (G4)

Machinery for automation of the finishing process (feeders, folders, stackers) and Compact ironers.

Shanghai (China)

Girbau 8 (G8)

Washers, dryers, ironers and flatwork ironers.



Commercial subsidiaries and delegations

Germany

Argentina

Australia

Brazil

China

Cuba

Colombia

United Arab Emirates

Spain

United States

France

Italy

Mexico

Portugal

United Kingdom

Dominican Republic

2.5 DIGITALIZATION

At Girbau we continue to promote digital transformation. We see digitalization as a tool that allows us to improve and streamline the internal management of our processes as well as our relationship with customers.

In 2021 we launched the new corporate website and set up the G&You intranet for all subsidiaries.

In 2021 we made considerable progress. Specifically in the following:

- Integration of information for management analytics.
- Improvement of stock management in subsidiaries.
- Automation of the management of the G1 general warehouse and the picking of spare parts, which until now was manual.
- Integration of digitalization in our production and repair and maintenance machines.
- Launch of a new corporate website, which promotes Girbau's new vision and approach.
- Launch of Girbau University, an online platform for sharing knowledge on aspects related to professional laundry and clothing care (see chapter 3).

SAP Fiori, increased digitalization of production processes

In 2020 we began the implementation of SAP Fiori in Vic, a digitalization system that provides real-time updates of procedures, plans, tasks, incidents and production indicators. This allows plant personnel to work with tablets and have the information available in an agile and accessible way at all times.

In addition, it provides significant savings in paper, electricity and technician travel and reduces order delivery times.

In 2021 we implemented the software in the new assembly lines of the Genius washing machine series, all the assembly lines of G1 and we have started on one line of G3.

G-Logistics: warehouse reorganization and digitalization of spare parts picking

We have applied the Quick Response Manufacturing concept to some of our washer and dryer lines. Likewise, we have completely reorganized the components warehouse and established a new way of operating in the assembly and testing area that has allowed us to make a significant qualitative leap, moving from a workshop-type operation to a semi-automatic factory, with improvements in the speed and safety of production.

We have also digitalized the picking of spare parts, enabling us to reduce the days of response to our customers' orders from 9 to 4, avoiding useless trips, reducing unnecessary internal flows and printing the labels on site.

Automation of exploded design and digitalization

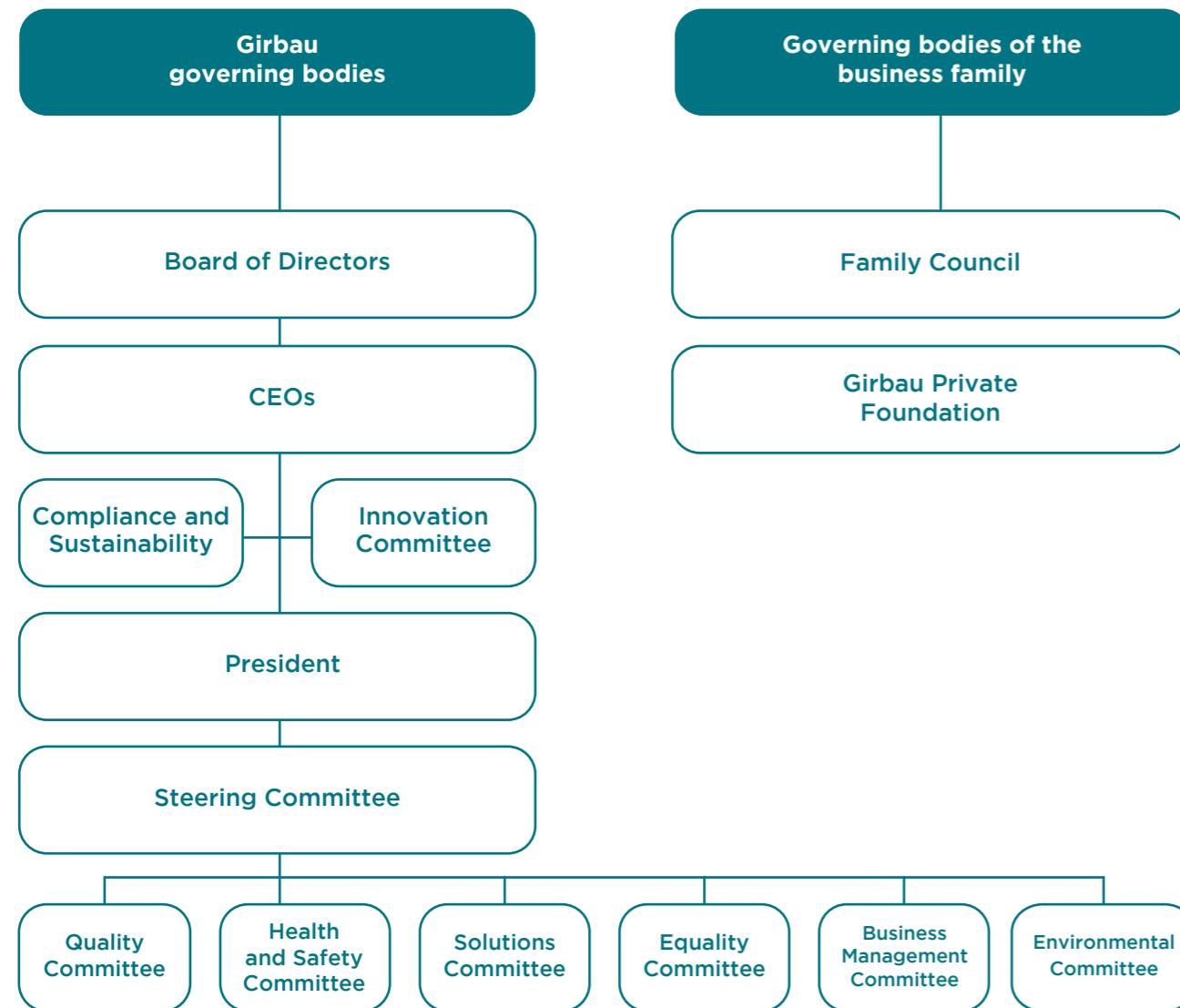
The spare parts and exploded view manuals are used in the repair and maintenance of the products for the end customer.

Their digitalization has helped us to automate the disassembly of our products: based on the structure of the machines designed by R&D, the technical service has created digital kits and 3D visualizations of the disassembly processes that allow us to improve the work and quality of our technical customer service and, in turn, update maintenance manuals in a faster and more versatile way.

Training modules have also been developed for these processes that are used in the virtual training platform, Girbau University (more information in "Customer Intimacy") to improve customer service.

2.6 GOVERNING BODIES

(102-8)



In 2021 we created an Audit Committee, whose function is to ensure compliance with all regulations and follow up on the group's audits and their conclusions, and the People Committee, to regulate the personnel policy and, in particular, manage salaries, as well as the selection and remuneration of strategic positions. Both committees report to the Board of Directors.

Girbau's corporate governance model is based on a professionalized family business culture: our smooth functioning and sound structure ensure a balance of power. This safeguards the interests of the shareholders and the company's continuity over time.

The members of the fourth generation of the family are being trained in different areas of the business. In 2021, two training sessions were held on innovation, marketing and R&D&I and family businesses. This enabled to create a link between the fourth generation and the company.

Each Girbau subsidiary has its own Board of Directors.

2.7 ETHICS AND TRANSPARENCY

Our management model is based on integrity, transparency, ethical business management, human rights and compliance with the laws and regulations that apply to us. The Board of Directors, the Management and the Compliance Officer ensure compliance with these principles and commitments.

In 2021 we completed the implementation of the Compliance programme for the entire group. During the year, all employees took a test (compliance test) which allowed us to evaluate the knowledge acquired and launch training actions around those topics which required further training. Conflict of interest training was also provided for sales representatives, technicians and personnel from the Purchasing Department at Girbau, SA, which will be extended in 2022 to the rest of the subsidiaries.

Girbau has internal protocols in place for the prevention and detection of any criminal conduct within the company and a code of conduct that establishes the following commitments:

Girbau has internal protocols in place for the prevention and detection of any criminal conduct within the company and a code of conduct that establishes the following commitments:

- **Respect for the integrity of individuals.** Employees are urged to act in accordance with human rights and international ethical guidelines, including those of the International Labour Organization, the United Nations Universal Declaration of Human Rights and the European Convention on Human Rights. European Convention on Human Rights.

- **Commitment against corruption and bribery.** Members of the company are informed about how to proceed ethically and professionally.

- **Commitment in the fight against money laundering and fraud prevention.** We adopt the appropriate measures in order to prevent any type of money laundering.

2.8 PARTNERSHIPS AND ASSOCIATIONS



(102-13)

Award from the Osona Chamber of Commerce for Mercè Girbau

The Osona Chamber of Commerce recognizes the talent and effort of the region's productive fabric through the Osona Chamber of Commerce awards, which it gives out annually. The awards recognize organizations that contribute to the economic and socially responsible growth of the region.

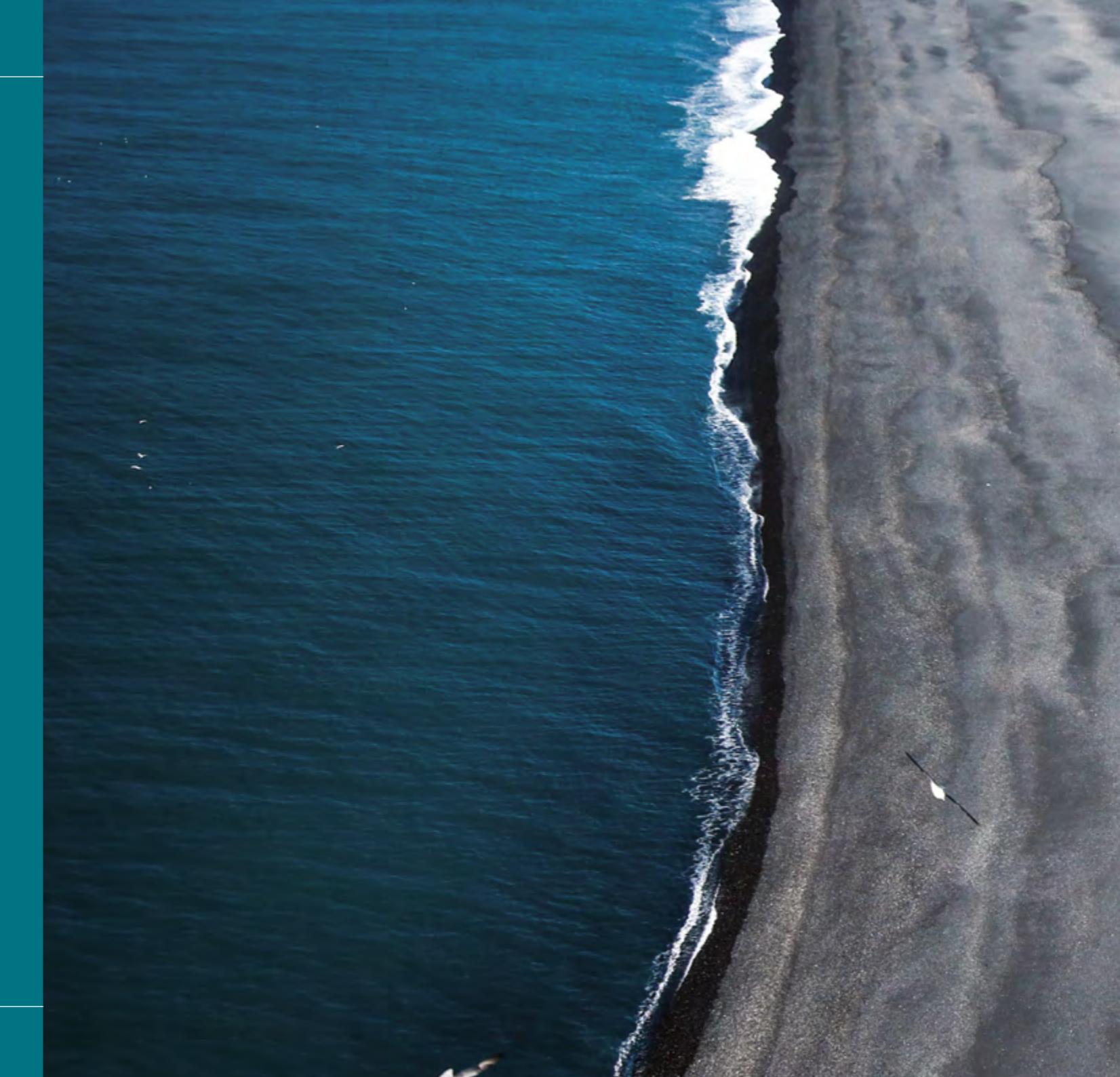
In November 2021, Mercè Girbau, the Chairwoman of Girbau, was granted the award for the Women in Business category. The event took place in Vic, attended by companies and professionals from all over Osona.

2.9. FINANCIAL FIGURES

(102-7)

**Main figures
(in euros)**

	2020	2021
NON-CURRENT ASSETS	32,183,588	30,507,476
CURRENT ASSETS	91,737,117	102,962,359
NET EQUITY	76,860,986	76,860,986
CURRENT AND NON-CURRENT LIABILITIES	47,059,719	55,025,398
Income statement figures		
EQUIVALENT TURNOVER	113,206,577	127,785,899



O3 CUSTOMER INTIMACY



VALUE PROPOSITION

SOLUTIONS INNOVATIONS

CUSTOMER INTERACTION

We want to personalize and adapt our products, services and solutions to the specific needs of our customers.

3.1 GIRBAU UNIVERSITY

Girbau University, the professional laundry university.

In 2021 we created and launched Girbau University. It is a platform to share and spread knowledge in our community. In it, 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, which currently has 242 registered users.

The main objectives are:

- **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.**
- **Train the laundry environment and promote knowledge in aspects related to this occupation in order to professionalize it.**

It should be noted that this is a unique, innovative and unprecedented initiative that will add value to this profession.

The training offer is structured around four programmes:

- **Online.**
- **On-site: courses taught at the Experience Center.**
- **On tour - training sessions that are carried out in our customer's establishments**
- **Seminars: short programmes based around talks, conferences and exchanges of ideas.**

The courses are provided with materials, videos, teachers and specific content. Most of them are certified base on an exam. Girbau University aims to offer quality training, both in relation to all laundry processes, including management, monitoring, washing and sustainability (Laundry Academy), as well as in all types of learning aimed at technicians in the management of Girbau machinery (Technical Service). It is also used for internal training. Training through the platform facilitates asynchronous training and reduces time and costs of transport, coordination, space, etc., as well as increasing accessibility.

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 have changed the way we understand our customers so respond to their needs more quickly. The implementation of customer and distributor segmentation, the result of an internal study process started in 2019 (Athenea Project), has allowed us to better understand the particularities and needs of each customer and offer each of them the most appropriate solutions and value propositions.

As a consequence of the impact of COVID-19 on the hotel sector, we have accelerated our diversification strategy towards other sectors.

With this same approach, we have created a new sales process (Value selling) focused on how to add value to each customer, which is associated with product documentation explaining its particularities and value. A significant number of our salespeople have been trained in this new sales formula and we expect the entire sales team to be trained and prepared in 2022.

Girbau Camping Day

On 1 December we brought together at our facilities a group of Costa Brava campsite owners who had previously attended the Girocamping Pro 2021 fair and come to our stand and received a gift voucher to visit us.

At this meeting, we presented our company, its innovation capabilities and its commitment to society, customers and the environment. During the Girbau Camping Day, our guests were able to meet the Girbau Management team and visit the company, including the manufacturing processes and facilities, and see some of our products first-hand.

The visit, which lasted a whole day, was considered a huge success.



Convention on self-service laundries: "emprendiendo juntos" (starting up together)

Under the slogan "Emprendiendo juntos" (starting up together), Girbau annually holds meetings with Spanish customers and company employees to share news about market trends, challenges and needs.

During 2021 we held various Vended conventions at the Girbau, SA facilities, where we brought together customers from Catalonia, the Balearic Islands, Aragon and the Basque Country. The goal of these conventions is to create a Vended community.

The format is similar in all the conventions: the Management team welcomes the guests, new developments are showcased, there are presentations and debates, and issues, procedures and needs are shared.

In total, 55 people participated in 2021, including both established and potential customers. Internal attendance was high and the overall view was that the events were a great success.



Multiple communication channels

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

Social Media

	2020	2021
TWITTER	1,823	1,847
YOUTUBE	2,058	2,606
LINKEDIN	9,114	10,209
FACEBOOK	3,994	4,555

Data as of 31 December 2021.

Girbau continues to attend events related to its business. This past year it attended different regional fairs, including Hygienalia, in Madrid; the Fire Department Instructors Conference and the Veterinary Meeting & Expo in the United States, and the Independent Hotel Show and The Healthcare Facilities Management Conference and Exhibition, in the United Kingdom.



Product quality and certifications

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

The Girbau, SA, Girbau China and Girbau Robotics production plants have implemented a quality management system, certified to ISO 9001 standards which guarantees that our products have been 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 (CE)

CE marking according to the Gas Appliances Regulation (GAR), issued by LGAI-Appplus.

CE marking according to Pressure Equipment Directive (PED), issued by TÜV.

CE marking according to the Radio Equipment Directive (RED), issued by LGAI-Appplus.

CE testing according to the Electromagnetic Compatibility Directive (EMC), carried out by Appplus.

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

2) English 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 (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

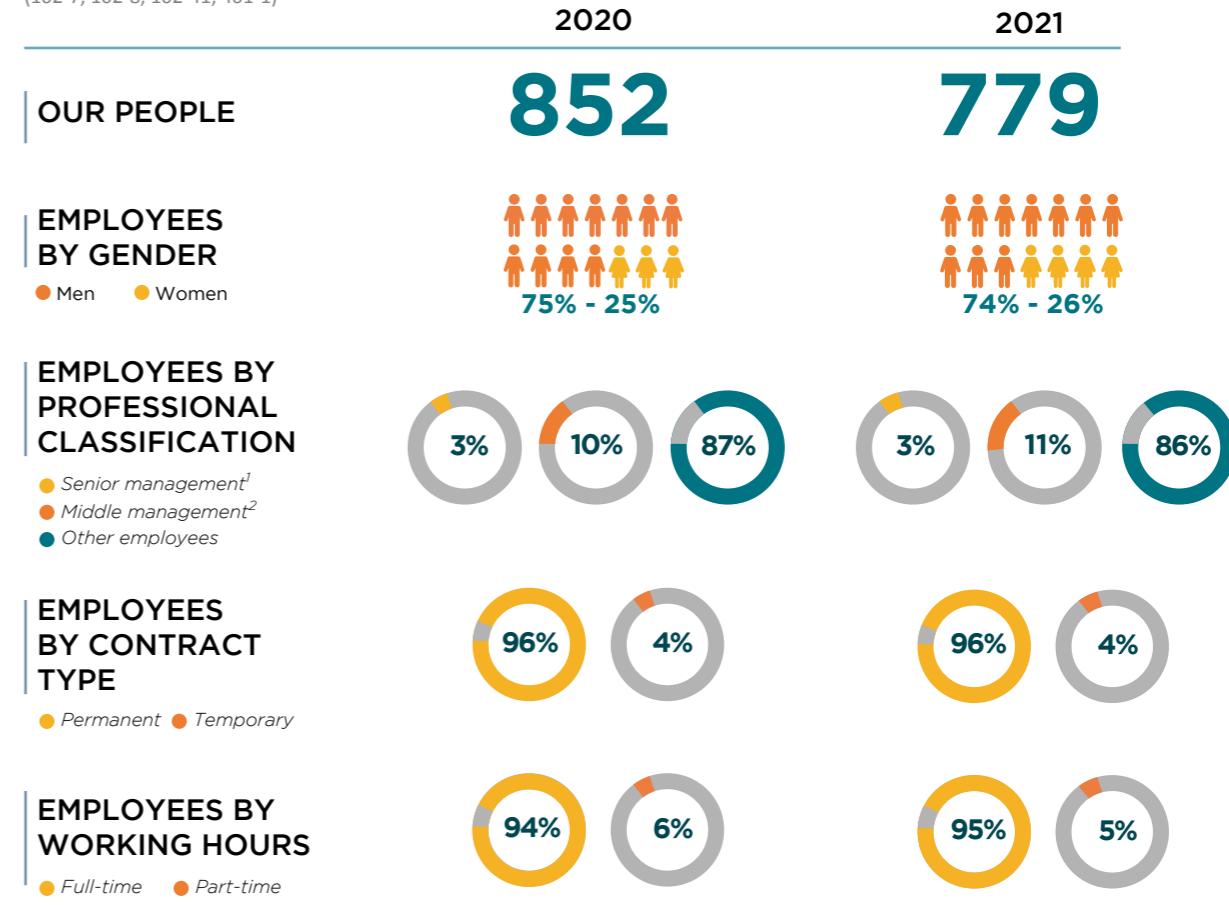
TRANSVERSALITY

**If you want to go fast, go ALONE:
if you want to go far, go as a TEAM.**

4.1 OUR PEOPLE

We act like an open community that shares a common ambition: sustainability. Nothing makes sense to us unless it puts people at the heart of it all.

(102-7, 102-8, 102-41, 401-1)



Data as of 31 December 2021.

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

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

4.1.1. MANAGING THE IMPACT OF COVID-19 ON THE WORKFORCE

Since the start of the COVID-19 pandemic, Girbau, has worked hard to cushion the impact on its workforce of nearly 800 people. One of our major successes has been keeping the infection rate below 1% of the total workforce.

It is worth mentioning, without wishing to underestimate the impacts of the pandemic, that, we have learned several lessons from all our efforts aimed at mitigating the negative effects, and we have introduced improvements that have led to positive changes which are here to stay:

- **Pilot test involving an increase in the number of teleworking days per month to six in Girbau, SA.**
- **Interaction and teamwork at an international level have improved as a result of us updating our digital channels and we have become accustomed to using electronic forms of communication.**
- **Many projects are being developed together across departments and countries thereby increasing interaction and the teamwork team.**

4.1.2. WORK ENVIRONMENT

The work environment directly influences employee satisfaction, commitment, motivation and group cohesion, which contributes to the achievement of business objectives. To promote a good climate, in 2021 we carried out team building sessions in our subsidiaries in China and the United States.

65% of Girbau China employees participated in the group reinforcement session, with the aim of improving interdepartmental communication and cooperation and reducing pressure at work.

A total of 39 employees participated in the session of the United States subsidiary, who were divided into nine teams of between four and five people. Each team cooked different varieties of chili, which were then evaluated by external judges and by the participants themselves. Tickets were sold during the session, the proceeds of which were donated to a local charity.



4.1.3. INTERNAL COMMUNICATION

At Girbau we maintain a fluid and permanent 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 with 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 topic is always Safety First, which offers information about aspects related to the evolution of the pandemic. The video is sent to the entire workforce by email and the internal communication app GICOM.
- Internally, at Girbau, SA, information is sent on the measures adopted to deal with the pandemic.
- **Internal posters** in all work centres and sent via email, GiExpress and the GICOM mobile application.
- **Employee Portal.** We have changed the image of the intranet portal, G&YOU, which has been expanded with a space for personal information and a directory of the people who are part of the Girbau community.
- **Girbau Annual Plan sessions**, which take place during the first quarter of the year, to publicize the end of the previous year's results and the main projects in the current year.

- **Quarterly meetings** addressed to middle managers.
- **Monthly videoconferences** hosted by Management with the general managers of the subsidiaries. Subject-specific communications with videos on topics of interest, such as sustainability, the pandemic, projects for the current year, among other things.
- **Quarterly meetings** addressed to middle managers.
- **Monthly videoconferences** hosted by Management with the general managers of the subsidiaries.
- **Subject-specific communications** with videos on topics of interest, such as sustainability, the pandemic, among other things.

4.1.4. EQUALITY, DIVERSITY AND MULTICULTURALISM

Girbau has a large international team of people, made up of a diversity of 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.

Through the Equality Commission, Girbau, SA is working to adapt the Equal Opportunities Plan established in 2012, to the new legislative requirements (Royal Decree 901/2020, of 13 October which regulates equality plans and their registration). 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 have implemented the following initiatives:

- **International Day for the Elimination of Violence against Women.** We invite all our subsidiaries to participate in this international initiative with gatherings at the entrance of all the centres for five minutes of silence and by disseminating awareness posters and videos.
- **Survey on equality between men and women**, an initiative of the Equality Commission to find out the internal opinion on this issue and identify any needs so we can take actions to improve the situation. This is an anonymous online survey.
- **Social reintegration programme.** Our French subsidiary, Girbau Robotics, works with the social reintegration company CATM (Capacidad a tu Montaje), whose objective is to increase the employability of people with social and professional difficulties through training, support and recruitment in companies. In Osona, Girbau, SA collaborates with the Tac Osona special employment centre, a social enterprise that employs mainly people with disabilities, with the aim of integrating them into the labour market.

We collaborate with CATM for the social reintegration of people at risk of exclusion

CATM is a company with about 100 workers, of which 80 % are enrolled in a two-year professional reintegration programme promoted by the French government. As part of this programme, CATM establishes collaboration links with French companies (Girbau Robotics, Tefal, SolisArt, etc.) from the industrial and construction sectors, so that people enrolled in the programme can carry out work (part assembly, electronics, packaging, etc.) for these companies for two years, after training for three months. After this time, the company for which they have worked can incorporate one of these people into its workforce.

Girbau Robotics has participated in this programme since 2015 and describes it as a very interesting and valuable experience that helps, among other things, to break down stereotypes. In 2021, Girbau Robotics worked with 38 people from this programme. Since the beginning of this collaboration, Girbau has collaborated with more than 100 people and has integrated five workers from this programme into its workforce.

Employees by age group and gender

Data as of 31 December 2021.

	2020	2021
<30 years	77 Men 57 Women 20	53 Men 40 Women 13
30 - 50 years	485 Men 359 Women 126	432 Men 314 Women 118
>50 years	290 Men 225 Women 65	294 Men 226 Women 68

Employees by professional classification and gender

	2020	2021
Senior management ¹	24 Men 22 Women 2	23 Men 21 Women 2
Middle management ²	89 Men 60 Women 29	83 Men 54 Women 29
Other employees	739 Men 559 Women 180	673 Men 505 Women 168

Employees with functional diversity by gender

	2020	2021
Men Women	7 3	7 2

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

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

4.1.5. TRAINING AND PROFESSIONAL DEVELOPMENT

Girbau is committed to the development and training of all the people who make up the team. We promote professional development, key to tackling business challenges. We believe that employee training is a fundamental tool to guarantee growth and provide the set of skills and competencies necessary to successfully achieve the company's objectives.

We have created the G-Performance program, which acts as a common tool and process for the entire organization for evaluating performance in accordance with the skills that we have identified as key in our company, as well as for defining action plans to help the development and growth of our teams. The project has been launched, starting with middle management and key positions in the company to whom people report (about 200 people in total).

In 2022, the project will be extended to the rest of the organization, with the aim of covering 100% of the workforce.

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

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

(404-1) In 2021, a total of 10,070 hours of training was given to employees. More than 448 people from both the production centres and commercial subsidiaries received training.

The most important training courses offered in 2021 are listed below:

- **Cybersecurity.**
- **Value selling.**
- **Compliance: conflicts of interest.**
- **Languages, safety and occupational risk prevention.**
- **Training for subsidiaries to optimize the material procurement.**

4.1.6. EMPLOYEE SAFETY

Under the slogan "Safety Excellence", we put the safety of the people who work in the company at the top of our list of priorities.

We dedicated 2021 to the global integration of the occupational safety and prevention system and we focused on defining and disseminating the global occupational health and safety culture and policy, under the slogan "Safety excellence", with the aim of putting it into action in 2022.

After carrying out an analysis of the internal workplace safety culture, we have defined a roadmap and management system for the coming years, so we can achieve our aim of creating a global and safe Girbau community.

We have set ourselves the shared global target of reducing accidents to zero and of ensuring that everyone participates in achieving this goal.

On a monthly basis, we monitor the accident rate through the Total Recordable Incident Rate (TRIR) indicator and we share experiences on accidents and lessons learned. We have provided guidelines to improve the health and well-being of the entire Girbau community. A relevant aspect is the direct and active involvement of Management in the safety audits carried out every month in the factory.

The following main actions are carried out at Girbau, SA:

- Inclusion of the near miss frequency rate, as part of an accident prevention culture.
- Continuous information and safety training sessions, using the 5-minute technique, based on the repetition of messages.
- Adapting machinery and the work environment to improve safety and ergonomic working conditions.
- Audits of legal requirements with significant improvements compared to previous years. These audits have also been carried out in China and the results and solutions adopted have been shared.
- Technical measurements of light and noise to ensure that they are within legal limits.

The following training actions have been taken:

- On safety instructions.
- Training in the use of defibrillators (AED) to a group of 23 people, so that they can act immediately in any heart attack situation.
- Information sessions on ergonomics, to improve static and moving postures in industrial areas.

Evolution of COVID-19

Our focus continues to be on the pandemic. Since the state of alarm was declared, we have treated COVID-19 as a risk to the health of our entire team, to the extent that it has become part of the company's preventive culture.

After the initial reaction plan, during which all prevention and security measures were adopted in a global and coordinated manner, we have continued to implement actions to adapt to the health situation at all times.

Some of these measures are listed below:

- Collaboration between the different subsidiaries, enabling an exchange of information to better protect ourselves.
- The definition of specific action plans for each subsidiary and at each moment as necessary. For example, at Girbau, SA, mass testing and screenings were carried out in factories.
- Subsidiaries, factories and subcontractors were aligned with the safety and prevention plan and information campaigns were carried out globally and strategically.

The infection rate at Girbau was less than 1% of the total workforce for almost the entire year.

Data corresponding to Girbau, SA

	2021
FIRE PREVENTION AND PROTECTION WORKSHOPS	47
RISK ASSESSMENTS	18
OCCUPATIONAL RISK PREVENTION AND OTHER WORKSHOPS	77
TECHNICAL REPORTS (NOISE, THERMAL STRESS, LIGHTING, ERGONOMICS AND PSYCHOSOCIAL STUDY)	16
EMERGENCY DRILLS	01

Accident indicators

(403-9)

Data as of 31 December 2021.

	2020 ⁴	2021
NUMBER OF WORK ACCIDENTS LEADING TO SICK LEAVE¹	05  	10  
NUMBER OF TO AND FROM WORK ACCIDENTS LEADING TO SICK LEAVE	01  	00  
NUMBER OF DAYS LOST	200  	78  
FREQUENCY INDEX²	7.35  	7.59  
SEVERITY RATE³	0.245  	0.059  
TOTAL RECORDABLE INCIDENT RATE (TRIR)⁵	2.21	1.52

1. The subsidiaries in Argentina, Brazil, France (sales office), Cuba, Germany, Italy, Portugal, the United Arab Emirates and the United States have not recorded any work accident resulting in sick leave.

2. Represents the number of accidents leading to sick leave (including accidents 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 have only been recorded in Spain (Girbau SA) and in the US subsidiary. The frequency and severity rates have been calculated considering only the companies that have recorded work accidents leading to sick leave.

5. Number of work accidents leading to sick leave/200,000 work hours

4.2. SOCIAL ACTION

We support the community

We continue to support the community around us. Of note this year were the following:

- Our table tennis team, **Girbau Vic TT** was proclaimed champion of the Iberdrola table tennis league, in the play-off for the title, held in Antequera. This was the fourth Spanish women's top-tier title achieved by our club.
- The third edition of the FIRST Tech Challenge tournament **organized with the University of Vic - Central University of Catalonia and the Scientia Foundation, promotes the largest international STEM programme for young people between 16 and 18 years of age.** The competition was held at the end of May and had to be adapted to the pandemic situation at the time, so the teams participated from their home countries. A studio was set up in our headquarters' facilities to broadcast the tournament. Girbau participated with a financial contribution, volunteers and provided spaces for the event.
- The **United States subsidiary** sponsored the Oshkosh Christian School auction, golf events organized by the YMCA and Oshkosh City Chamber of Commerce, the Kalahari charity golf event, and the youth football teams of the YMCA. **Girbau's Oshkosh Express laundry centre participated once again in the "Pink Possible" campaign, which is carried out annually and involves local businesses to raise money for breast cancer patients.** In addition, it offered laundry services to the Oshkosh Christian School during the annual convention of the Experimental Aircraft Association (EAA).



4.3. GIRBAU PRIVATE FOUNDATION

The Girbau Private Foundation is a non-profit organization 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.

In the social field, the goal is to promote dignified living conditions for all. We focus on organizations that work with people at risk of social exclusion or with care needs. We also support actions in favour of nature conservation, natural heritage management and sustainable development. In terms of culture, we promote its dissemination and access to it.

This has been a year of reflection, insofar as we wanted to strengthen Company-Foundation relations to define and promote this link, and learn more about the entities with which we collaborate. As a result of this reflection, we have decided to focus on projects to promote and help people in vulnerable situations and work with entities in the local environment or with which we have a long-standing relationship. We also want to promote actions that raise awareness and encourage participation in the Foundation among the entire Girbau, SA workforce.

As a result of this new approach, we have drawn up a protocol to improve the monitoring of the projects in which we are involved and we have signed long-term agreements with certain entities, providing them with greater economic stability.

The Girbau Private Foundation, during 2021, donated 114,163 euros, distributed among 29 entities based in Catalonia, to finance cultural, social and environmental projects.

We financed the projects of 29 entities based in Catalonia for a value of around 115,000.

Breakdown of donations 2021



46%
Social

14%
Cultural

23%
Environmental

17%
International cooperation

Nature and Society Award

On 17 May we announced the third edition of the Nature and Society Award, to which 39 projects were submitted. The award ceremony was held on 6 November.

This award is aimed at transformative actions that promote an environmentally friendly approach and stimulate changes in consumption habits.

The first prize went to the Group of Naturalists of Osona, for the creation of a reserve for nocturnal birds of prey in the Plana de Vic. The project is based on a territorial model that protects native species.

We also awarded a second prize and an achievement award. The second prize went to the Eixarcolant Collective, from the Anoia region, for the creation of an arboretum of traditional fruit and other woody varieties, an initiative to recover the natural and cultural heritage. The achievement award went to the Canvis en Cadena association for its Bicibús.cat project which encourages changes in mobility habits.

The jury was made up of five members: Josep Saña and Anna Girbau (representatives of the Foundation), Carles Castells (expert), Eduard Furró (representative of the Network for the Conservation of Nature, XCN) and Andria Córdoba (representative of the winning entity of the last edition).

The Foundation's Board of Trustees is made up of 9 people, whose mission is to obtain in-depth knowledge of the reality of the region and its entities and projects, and to promote the creation of a network of entities in which they participate directly or indirectly.

Projecte guanyador

Creació d'una reserva de rapinyaires nocturns a la Plana de Vic



4.4. SUPPLIERS

Girbau has a network of suppliers from very diverse categories and fields, adapted to the necessary technical, competitive, quality and productivity standards and who constantly update their services to comply with the company's requirements and the regulations. This ensures the proper functioning of the business.

The policies and practices for supplier selection are the same for both local and foreign suppliers. All things being equal, preference is given to local suppliers, since they reduce transport needs and, consequently, the environmental impact, contribute to the cohesion of the factories with their surroundings and, in addition, promote close relationships that allow the sharing and development of know-how.

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.

We are improving sustainability in our supply chain: most suppliers receive information on our Code of Ethics, which they sign to confirm their commitment.

In 2020 we started working to improve the sustainability of our suppliers in the environmental and social dimensions.

We have been developing a classification of suppliers based on their environmental performance. This is used to assess whether: a) they have an environmental management system, b) they carry out environmental actions, c) they declare waste or whether d) they do nothing in this area. Based on this classification, we have drawn up a list which allows us to increase the requirements of those suppliers that have not yet incorporated the environmental variable into their behaviour. We have also defined environmental criteria used to score suppliers during the selection process.

Meanwhile, in 2021 we shared our Code of Ethics with all our suppliers and promoted adherence to it. The initiative has been very well received by most of our suppliers. More than 80% of them have signed a commitment to our code and carrying out their business in a sustainable manner, one that promotes a circular economy that is respectful of the environment and people.

	2020	2021
ACTIVE SUPPLIERS	2,327	2,284

In 2021, about 46% of the group's total suppliers correspond to Girbau, SA, of which 85% are national.

05 INNOVATION AND SUSTAINABILITY



PROCESS INNOVATION

INNOVATION CULTURE

SUSTAINABILITY ROADMAP

"Promote innovation to provide differentiating value to our customers, while generating a positive impact on the planet".

Our new strategy is combines Innovation and Sustainability to find solutions based on eco-efficiency and the proper use of resources.

Innovation, in the broadest sense of the word, is one of Girbau's main drivers for growth, which allows us to offer new solutions adapted to the needs of the market. It is implemented by the Solutions Committee and, in a more disruptive manner, by Girbau LAB.

5.1 GIRBAU LAB

Girbau's collaborative and open innovation platform, from where we convey our knowledge, research and technology for textile treatment, thus leading its transformation.

Girbau LAB offers open innovation that adds value and opens up new business opportunities to the laundry and textile treatment industry. We do it from environments outside the company itself, with actions that address disruptive and advanced solutions for industrial laundry. Our strategic challenges are: digital transformation, sustainability and circularity, and people's health and well-being.

To take steps towards disruptive innovation, we work in an open and completely international environment, fostering collaboration and the generation of ideas. Today's world, more globalized and interconnected than ever, offers huge opportunities for increasing synergies to help develop ideas and solutions and to take advantage of internal capabilities.

Main Girbau LAB projects in 2021

1

New collaboration with Elisava Barcelona School of Design and Engineering, this time to find solutions that respond to the environmental problems of microplastics.

Three students were involved, as part of their final degree project, in a project called FIX to collect and treat the microplastics that are released during washing in industrial washing machines with the aim of reducing their impact on the environment.

This project reflects the commitment of Elisava and Girbau to the circular economy, as well as the desire to promote the professional development of young students.

2

4th edition of iDrivers. In December 2021 we completed the fourth edition of iDrivers (and second international edition), Girbau's internal entrepreneurship programme, in which the company proposes a real and specific business challenge so that people from the company can contribute ideas to help find solutions and disruptive business proposals. In this edition, 10 people from our offices in Argentina, Mexico, Australia, Brazil, Colombia and Spain participated virtually.

3

Participation in trade fairs and workshops. We participated in several fairs and conferences to share our know-how, including: the Mobile World Congress in June 2021, where we set ourselves the challenge of attracting emerging companies that specialize in artificial vision; the Korean fair Next Rise, which we attended virtually to attract emerging international companies and the working session with the Catalan Water Partnership water cluster.

4

Participation in training projects and design of solutions for specific challenges. On 15 and 16 April we participated in a hackathon organized by the Ministry of Education of the Government of Catalonia, focused on intermediate and advanced level vocational training students, for whom we set the challenge of finding a more sustainable packaging solution for our 6 series washing machines. They had less than 24 hours to design the project. The idea was to create an application for all subsidiaries in order to encourage the recycling of this material.

We also collaborated with the Mataró Tecnocampus in a three-month international pilot test in which we proposed another challenge to students studying various degrees at different universities. We wanted them to investigate how to find out about trends in the textile sector and in innovation in laundry.

5

Innovators Club sessions. This is a meeting space used to promote an innovative culture at Girbau. The Club aims to be a tool that inspires and innovates, based on knowledge of the main trends, cutting-edge technologies and best practices. In 2021, the Club held the following sessions:

Albert Colmenero, from Kompyte, described his experience in founding his company, which uses competitive intelligence to track market opportunities.

Manuel Barbero, from Girbau, presented the project "Microplastics and the impact of industrial laundry".

Magí Galindo, from Leitat and an expert in 3D, described the "AM/3DP Additive Manufacturing" project.

5.2 NEW PRODUCTS, SERVICES AND SOLUTIONS

5.2.1. NEW RANGE OF GENIUS SERIES WASHING MACHINES

The new Genius Series washing machines has a powerful spin cycle that offers unprecedented efficiency and, combined with state-of-the-art technology and built-in connectivity, make it the most intuitive and efficient washing machine on the market.

We have designed a new series of Genius washing machines going one step further in terms of efficiency, connectivity and ergonomics in the world of laundry. The high spin speed of 450 G reduces the drying time by 10% and electricity consumption by 30%. In the same way, through an improved drum surface, a modular weighing system and an accurate control of water and chemicals, significant water savings are achieved.

Moreover, this series incorporates connectivity as well as IoT 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"), a vibration sensor (motion guard), which enables the behaviour of the machine to be monitored and corrected, and a 360º Vision corner, that allows the user to see the status of the machine very easily, through visible light signals from any point in the laundry, which offers efficiency and reduces downtime.

The Genius series washing machine is an intelligent machine, with a versatile and intuitive control and with the option of adding a weighing system to adjust the consumption of water and detergents based on the laundry load.



Catalonia Ecodesign Award 2021

Girbau was awarded the 2021 Catalonia Ecodesign Award in the Product in Development category for its GS7018 sustainable washing machine.

This award is promoted by the Ministry of Climate Action, Food and Rural Agenda of the Government of Catalonia and recognizes products and proposals designed to improve environmental performance throughout the life cycle, following a circular economy model. In this edition, 131 nominations were submitted.

The GS7018 sustainable washing machine, still under development, is an ergonomic industrial washing machine with an intuitive interface that achieves high efficiency in the use of resources and optimizes energy consumption, both of water and chemical products. The washing machine also resolve the issue of separating and capturing microplastics that are released during washing prior to the discharge of the water.

The Catalonia Ecodesign Award 2021 promotes the transition towards the circular economy and products which are more sustainable, more efficient in the use of resources and more durable.



5.2.2. G-WET

This wet cleaning system is used to wash very delicate garments, such as silk shirts, down-filled garments and anything that was previously dry cleaned.

We have launched the G-Wet service line, which are programmes that allow washing machines to be adapted to any detergent and to any circumstance that our customers require. This will help us to be more versatile, to improve our relationships with our customers and with soap producers and, at the same time, to broaden our horizon in terms of textile care.



5.2.3. GIRBAU CHINA: NEW BRAND AND NEW RANGE OF AURUM WASHERS AND DRYERS

In October we launched Girbau China's Aurum brand of washers and dryers (AWD and AQD, respectively) at an event attended by more than 40 people, including distributor representatives, hotel engineering representatives and senior industry media representatives.

These machines are produced in China for the Asian market with significant improvements in efficiency, ergonomics and safety. The Aurum brand has three washing machine and three dryer models, which vary basically in terms of their capacity.

The new Aurum brand is the result of the combination of more than 60 years of experience in quality, robustness and European technology with Chinese flexibility and strength. We started our business under the Golder brand and now we have launched Aurum in China. Both brands have the same origin and concept, gold, a precious metal that we want to offer our customers. Aurum is a brand adapted to a new value proposition for China, a value that incorporates three fundamental Girbau principles: ease, reliability and profitability.

The creation of the Aurum brand and its catalogue is perfectly aligned with our strategic plan, since it creates value through Customer Intimacy: a value proposition adapted to the Chinese market, which fits perfectly with the market and the needs of customers.



5.2.4. NEW SOLUTIONS AND SERVICES

At Girbau we offer solutions to make laundries more sustainable by reducing their environmental footprint with less plastic, energy and water consumption. We improve production and operational efficiency and promote the transformation of the traditional industrial business towards circular solutions.

Our offer goes beyond machinery, offering consultancy, training and laboratory services to our customers. We advise on aspects such as working methods, machine adaptation, energy source changes, water reuse, textile care and much more.

In 2021 we launched two solutions for reducing environmental impact:

Water recovery system.

We have designed a centralized, compact plug-and-play system for the recovery of water from batch washers and washing machines. This can save up to 30 % of the rinse water and up to 50 % of the total water if filtration modules are incorporated.

Case study: we achieved a saving of 9,500 m³ in 2021 in a washing production of 342 kg/h.

Paper banding machine.

We offer alternative packaging solutions that replace plastic with paper. Banding solutions using recycled and recyclable paper in combination with reusable containers (trolleys with covers) are an excellent alternative, without compromising quality or production in any laundry. In addition, this banding machine reduces energy consumption and waste.

Case study: we reduced the use of plastic by more than 1,400 kg and CO₂ emissions by 10,900 kg per year in a washing production of 109 kg/h.

In an industrial laundry, electricity consumption (mainly gas and electricity) is 20 to 25% of the production cost. Of this consumption, 40% is lost in the form of heat and hot water. At Girbau we offer mechanisms to save up to 30 % on gas or electricity consumption, including: water-water heat exchangers, air-air heat exchangers and air-water heat exchangers. We also promote steam-free solutions and the possibility of supplying the hot water production system with solar energy.

Case study: More than 990,000 kWh less energy consumption in 2021 in a 18,000 kg/day production laundry using non-steam solutions.



5.3 THE ENVIRONMENT

5.3.1. ENVIRONMENTAL MANAGEMENT

(102-11) **Girbau's activity is carried out with focus on the environment. Our manufacturing process, and in general the lifecycle of our products, is based on optimizing the use of natural resources and energy, and constant improvements to mitigate and minimize their environmental impacts. Respect for the environment is an indispensable requirement for a company with a sustainable vocation like ours. For this reason, the company's Management has defined an environmental policy for the entire Girbau Group.**

Since 2004, plants G1, G2 and G3 have an environmental management system certified according to the ISO 14001 standard and verified according to the EMAS Regulation. Girbau China is also ISO 14001 certified. The environmental management system allows us to understand our activity better and monitor it from an environmental point of view, and also enables continuous improvement in the environmental objectives and goals we set ourselves annually.

Girbau annually publishes its Environmental Declaration, containing extensive information on all environmental aspects of the G1, G2 and G3 production facilities. The Environmental Declaration is available at

<https://www.girbau.es/equipamiento-lavanderia/declaracion-medioambiental>.

Within the framework of our environmental management system, the following significant environmental aspects have been identified:

- Energy consumption.
- Raw material consumption (mainly steel).
- Generation of easily recyclable, mainly non-hazardous (steel) waste.
- Generation of emissions derived from energy consumption.

To ensure the correct control and management of these aspects, we monitor the follow-up indicators and have established procedures in order to define an action plan. Annually, we define improvement objectives for our environmental impact, focused in particular on reducing energy consumption.

At Girbau we want to engage and involve stakeholders in environmental management. The majority of Girbau, S.A.'s employees, including new hires, are trained or informed on environmental matters. We provide information on our environmental policy, the main environmental impacts, and best practices in the workplace.

5.3.2. CIRCULARITY AND EFFICIENCY

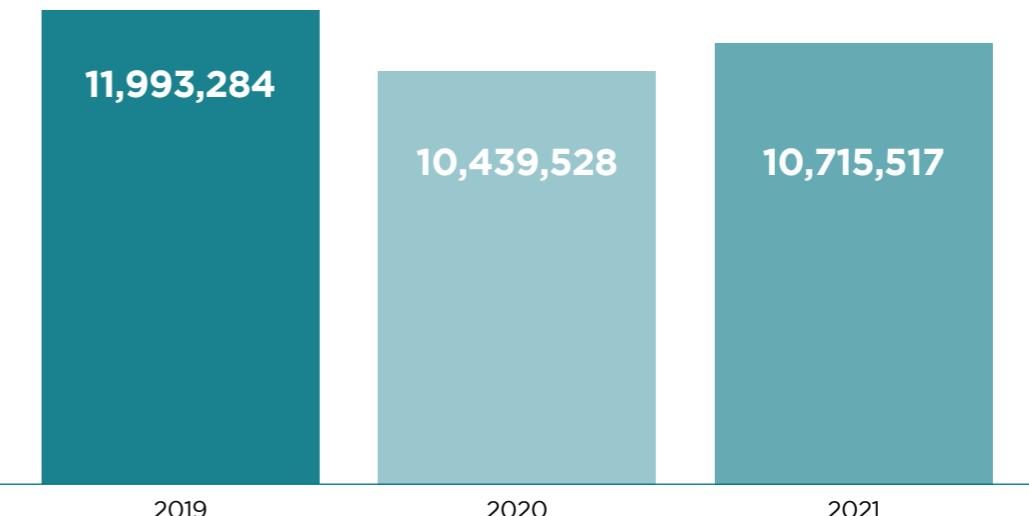
Energy

Energy consumption is a key aspect of our activity and one of the most significant issues in terms of our environmental impact. Efficiency in energy consumption is part of the DNA of our products, which are designed to achieve maximum efficiency throughout their life cycle.

Main improvement measures in the Girbau Group in 2021

We set the target in all our factories and our 12 subsidiaries of reducing the consumption of natural gas and electricity by 10%. This target is part of the variable remuneration of managers and middle managers.

Energy consumption kWh



Girbau, SA

- Renovation of the roof of two G1 production buildings with the installation of skylights in each opening, which entails a significant improvement in comfort, insulation and lighting.
- Photovoltaic solar production for self-consumption. In 2021, the third year of solar energy production for self-consumption, the installed solar panels (99.96 kWp on the G1 roof) produced 118,244 kWh.
- Improvement in energy efficiency by replacing conventional lighting with LEDs in two G1 manufacturing buildings.

Girbau Robotics

- Review of pneumatic energy losses.
- Installation of a timer in the factory.

Girbau China

- Improvement in the control of electricity consumption in luminaires.
- Optimization of machine testing time.

2020 2021

ANNUAL ENERGY CONSUMPTION IN PRODUCTION CENTRES (MWH)

10,966 11,871

ANNUAL ENERGY CONSUMPTION IN PRODUCTION CENTRES ACCORDING TO TURNOVER (KWH/€ TURNOVER)

0.14 0.13

Note: In 2020, due to the COVID-19 pandemic, production was irregular; therefore, the resulting indicator cannot be considered relevant.

In 2022 we expect to achieve a minimum of 310 kWp installed for self-consumption.

Materials

The continuous review of production processes has led to the optimization of the consumption of materials, and a significant improvement in their use has been obtained.

Main improvement actions in 2021**Girbau, SA**

Elimination of 100% of the paper used in the G1 assembly lines thanks to the implementation of SAP FIORI.

Girbau Robotics

Packaging recycling project in conjunction with the supplier, who takes away any packaging that can be reused (key performance indicators related to reduction).

	2020	2021
RAW MATERIAL CONSUMPTION IN PRODUCTION CENTRES (T)	3,521	5,099
RAW MATERIAL CONSUMPTION IN PRODUCTION CENTRES AND OFFICES (KG/€ INVOICING)	0.04	0.06

Note: In 2020, due to the COVID-19 pandemic, production was irregular; therefore, the resulting indicator cannot be considered relevant.

Waste

At Girbau we promote the reduction of waste generation in all areas, in line with our environmental policy.

Most of the waste generated is managed by authorized carriers and managers: we promote responsible waste management in all our production centres and commercial offices.

93% in terms of weight of the waste generated in our production centres is recovered.

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

Girbau Robotics

Collection in the factory of uncontaminated used masks using specific containers.

(301-1)	2020	2021
GENERATION OF WASTE IN PRODUCTION CENTRES (T)	1,456	1,508
GENERATION OF WASTE IN PRODUCTION CENTRES AND PROPORTIONAL TO INVOICING (KG/€ OF INVOICING)	0.02	0.02

Note: In 2020, due to the COVID-19 pandemic, production was irregular; therefore, the resulting indicator cannot be considered relevant.

5.3.3. CARBON FOOTPRINT

2021 represented a milestone for Girbau, a year in which the company undertook an important commitment to environmental sustainability. We see this concept as one of the fundamental pillars that affects all areas of the company's activity. We carry out a comprehensive calculation of our carbon footprint to allow us to establish a roadmap. This roadmap will allow Girbau to define the necessary actions and investments to achieve the targets established for 2030.

One of these targets for 2030 is to reduce the greenhouse gas emissions generated by our activity by 42% (scopes 1 and 2).

Greenhouse gas emissions (tCO₂eq) in our production centres

(305-1, 305-2)	2020	2021
DIRECT GHG EMISSIONS (SCOPE 1)	1,729	1,863
INDIRECT GHG EMISSIONS ASSOCIATED WITH ELECTRICITY (SCOPE 2)	777	852
Total	2,506	2,715
(305-4)		
GREENHOUSE GAS EMISSIONS (SCOPES 1 AND 2) IN OUR PRODUCTION CENTRES (KGCO ₂ EQ /€ INVOICING)	0.03	0.03

The annual production of G1 solar panels is 118 MWh, which lowers CO₂ emissions by 24.83 t.

06 PRINCIPLES THAT GOVERN THE REPORT



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 2010, 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, SA, and its subsidiaries (hereinafter, Girbau) include the consolidated non-financial information statement in Girbau's 2021 sustainability report, as indicated in the table "Contents of the Law on the subject of non-financial information and diversity".

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 2021 financial year, is verified by Despatx i Gabinet d'Auditoria, SL 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, the rest of the non-financial information contained in this Sustainability Report, for the financial year closed on 31 December 2021, has been prepared, in all significant aspects, in line with GRI standards, in the core option, according to the details of point 102-54 of section "GRI Table of Contents" of the report. For the materiality analysis, prepared in 2019, the Accountability AA1000SES (2015) stakeholder engagement standard was followed.

This sustainability report covers 100% of business turnover, which encompasses the activities of Girbau, SA, the holding company of Girbau, and its subsidiaries.

For any issues related to the content of this report, please call 93 702 7093 or write to cgarcia@girbau.com.

