

Sustainability Report 2025



Table of contents

6

Letter of introduction

10

About us

2025: Girbau in figures	12
Our essence	14
Our activity	30
Global presence	34
Digitalisation	40
Cybersecurity	42
Governing bodies	44
Ethics and transparency	46
Partnerships and associations	50
Financial figures	52

54

Customer intimacy

Laundry Experts	56
Customers	58
Product quality and certifications	78

80

One team

People	82
Social and community action	114
Suppliers	120

122

Innovation and sustainability

Sustainability strategy	124
Girbau LAB	128
New products and solutions	136
Use of eco-efficient products	140
Environment	150

170

Principles that govern the report

Scope and coverage	172
--------------------	-----

Letter of introduction

(2-22)

2025 has been a particularly significant year for Girbau: a year of deep transformation and, at the same time, recognition of our history.



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

This year we mark 105 years since our grandfather founded the small electro-mechanical workshop that gave rise to the company.

Subsequent generations have continued to build a global, innovative and committed industrial project. We would like to open this report by paying tribute to all the people who have been part of Girbau throughout this century-long journey. To all of them, thank you for making this possible.

Throughout 2025, we have taken key decisions to strengthen our customer intimacy, increase industrial resilience, and adapt the organisation to a more volatile geopolitical context, shaped by protectionist trends such as the imposition of tariffs by the US Administration.

In North America, we formalised a strategic alliance with EVI, the largest distribution network in the country, and our subsidiary Girbau North America became integrated into its structure as master distributor, strengthening our presence in this strategic market. At the same time, we began local production to be closer to customers, improve our competitiveness and reduce risks associated with the geopolitical environment, taking

another step in the company's global expansion.

In Spain, and with the same commitment to customer intimacy, we integrated the business of our agent in Andalusia into Girbau Spain's structure, expanding our service capacity and strengthening our presence in the region.

In Australia, a market that is distant and complex to serve from Vic, we entrusted operations to Aqualogic, a company with a long-standing track record and strong reputation in our sector. This step ensures continuity, intimacy and excellent service for local customers.

All of this has taken place in a context of significant turbulence and conflicts that are causing countless victims, refugees and severe environmental damage.

It is in this context that we believe our purpose carries even greater meaning: we want **to be leaders in creating a positive impact on people and the planet.**

And we pursue this through our day-to-day work, through every action, and every gesture. Seeking coherence and alignment across everything we do with our purpose.

In addition to the planet, people are at the centre of Girbau. For this reason, we are developing our own leadership style based on: Inspiring, Challenging, Empowering and Entrepreneurship.

We have set ourselves the goal of becoming carbon neutral by 2030, and we are well on track. We have reduced our own emissions (Scopes 1 and 2) by 37%, thanks to ongoing annual investments in photovoltaic installations, changes to heating systems, the gradual electrification of our vehicle fleet, more efficient machinery and equipment, and water reuse systems in the washing machine testing area, while also seeking greater comfort for our team. We are aware that achieving zero emissions is very challenging, and we are already working on innovative projects that will help us offset the balance: together with INDPULS companies, we are investing in a carbon capture plant and biochar production facility, generating carbon credits.

We have also set ourselves the target of reducing Scope 3 emissions by 20%, particularly those generated by our equipment in operation at customer sites. In this regard, we not only design increasingly efficient products, but we have also developed systems for water saving, recovery and recirculation, as well as microplastic filters.

In 2025, we took an important step with the creation of Golder SL, the new holding company through which we are driving investments in circularity and sustainability projects. This new structure also integrates the Girbau Lab team, which continues its mission of exploring new technologies and business models through collaborative innovation.

A notable example is Opera Garment Solution, a pioneering initiative aimed at recovering and adding value to returned and second-hand garments through professional treatments that extend their lifespan. This project reinforces our commitment to circularity and to a more sustainable textile model.

In addition to the planet, people are at the centre of Girbau. For this reason, we are developing our own leadership style based on: Inspiring, Challenging, Empowering and Entrepreneurship. We ensure the safety and health of our team and embrace diversity. We contribute to our local environment by helping to promote STEM vocations through the Digital Classroom with Vic City Council, as well as sponsoring Girbau Vic TT. We are transparent and committed to communicating and sharing with our community.

In recognition of Girbau's efforts and commitment in environmental, social and governance matters, we have been awarded the EcoVadis GOLD medal, which is a source of great pride for us.

On 16 March 2026, Martí Giralt joined as Chief Executive Officer. His experience in industrial and international companies will be key to continuing to drive our vision of a global Girbau, close to markets and focused on creating value for customers, our team, society and the planet. We would like to express our special thanks to Àlex Alamany for his dedication and commitment in taking on this responsibility on a temporary basis during 2025.

We cannot close this letter without mentioning Xavier Torra, member of the Board of Directors, who passed away in February 2026. A warm, generous and always optimistic person, he left a profound human and professional mark on Girbau. His strategic vision, his understanding of the business world and his entrepreneurial spirit greatly enriched our project. His contribution over nine years on the Board —and previously on the Advisory Committee— has been decisive in our evolution.

We continue to look ahead, convinced that the best tribute to these 105 years is to keep building a global, innovative and sustainable company that creates real value for people and the planet.

**Mercè Girbau Junyent & Pere Girbau Pous
President and CEOs.**

Mercè Girbau
*President and
Chief Executive Officer.*

Pere Girbau
Chief Executive Officer.



Letter of
introduction

About us

Customer
intimacy

One team

Innovation and
sustainability

Principles that
govern the report

About us



After a light rain, a salt desert becomes a vast natural mirror, perfectly smooth and without imperfections. It reminds us that even the most barren landscapes can reveal unexpected beauty.

2025: Girbau in figures

105 years of history

(2-6, 2-7)

COMPANY



15
subsidiaries



7
production centres

4 in Spain
1 in France
1 in China
1 in the United States



335
distributors



139
countries

where our
products are
sold



7,410
customers



10,750
machines sold

FINANCIAL FIGURES



€177,053,052
turnover (sales)



4.8%
turnover allocated to R&D&I

WORKFORCE



933
people



24%
women



91.6%
of employees
on permanent contracts

ENVIRONMENT



0.04 kWh/€
turnover of energy consumption
at production centres



0.012 tCO₂ e/€
turnover of greenhouse gas emissions
in production centres



0.06l/€
turnover of water consumption at
production centres and sales offices



91%
of renewable (GO) or self-generated
energy at group level

Our essence

Promoting Girbau's values

At Girbau, our values inspire us to be leaders and to generate a positive impact on people and the planet.



MISSION

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



VISION

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

VALUES

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

Commitment

Excellence

Collaboration

Integrity

Passion

People-oriented

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

105^{years} of Girbau's history

This year we proudly celebrate 105 years of Girbau's history, a milestone that invites us to look back with gratitude and forward with determination. From that small workshop founded in 1920 to becoming a company present in more than 100 countries, our journey has only been possible thanks to the commitment, talent and dedication of all the people who have been part of this organisation across generations. This anniversary represents much more than a date: it is the reflection of a collective project built day after day.

The celebration held at our headquarters in Vic was a reminder of the strength of our community. We brought together our teams, their families and representatives from our international subsidiaries to relive the moments that have shaped our evolution and to showcase how we continue to advance in innovation and sustainability. The event allowed us to highlight our industrial identity, our creativity and the collaborative spirit that defines us.

It was also an opportunity to recognise careers that have left a lasting mark, such as that of Mike Floyd at Girbau North America, and to honour the legacy of people who have profoundly shaped our history, such as Pere Girbau.



Throughout the year, we continued with various commemorative initiatives across all our sites, as a symbol of our roots and the strength of our shared project. Celebrating 105 years means, for us, reaffirming who we are: a global company with deep roots, guided by strong values and always committed to building a better future for people and the planet.

This anniversary drives us to keep growing, innovating and working together so that Girbau continues to be a benchmark in our industry for many decades to come.



Strategy 2026-2028

Moving towards excellence

At Girbau, we are currently in the final stretch of the 2024-2026 Strategy, a plan that has guided our decisions and actions, consolidating our commitment to creating value for customers, employees, society and the planet. Built on three essential pillars, this strategy has set the course towards excellence.

During 2025, we redesigned the 2026-2028 Strategy: a roadmap that maintains the strength of our three pillars and a clear objective, while opening up new opportunities to continue transforming, innovating and growing as a team.

One Team

At Girbau, we continue to focus on what drives our transformation: people. This year we strengthened our vision of **One Team**, working as a single organisation that **embraces diversity** and turns every opportunity into shared growth.

We have fostered a collaborative, dynamic and multicultural environment, encouraging creativity and continuous learning as the foundation for moving forward together.

**Three pillars
to continue
transforming,
innovating and
growing as a team.**

Customer Intimacy

At Girbau, we are strengthening our customer focus through a **proactive approach** based on anticipation and operational excellence.

Our commitment goes beyond the sales process: we analyse trends, identify emerging opportunities and develop tailored solutions that respond to our customers' present and future needs.

We complement this approach with a strong and high-quality after-sales service, ensuring continuous support, reliability and a close professional relationship in every interaction.

Innovation & Sustainability

At Girbau, we aim to fulfil our purpose through **responsible and innovative solutions**.

Our commitment to responsible innovation enables us to reduce environmental impact, improve operational sustainability and enhance our customers' profitability.

This integrated approach reinforces our corporate commitment and positions us as a benchmark in technologically efficient and environmentally responsible solutions.

Pillar Days

In 2025, at Girbau we continued to promote the **Pillar Days** initiative, a key programme to reinforce our strategy and encourage the involvement of the entire Girbau community in the pillars that define us: *One Team, Customer Intimacy and Innovation & Sustainability*.

If in 2024 the focus was on our team, this year we have focused on the *Customer Intimacy* pillar, reminding ourselves that placing the customer at the centre of everything we do goes far beyond offering a good product and service: it means getting to know them, understanding their real needs and anticipating their future ones. Only in this way can strong, long-lasting relationships based on mutual trust be built.

Over four weeks, inspiring content and materials were shared, encouraging reflection on how trust and closeness can be created through everyday actions:



Pillar Day 1 “Doing it better every day”

Excellence is built in everyday actions. Each improvement, each gesture, helps strengthen relationships with customers.

Pillar Day 2 “Taking action to reduce impact”

Sustainability is not a one-off action, but a way of working that reduces negative impact and increases effectiveness.

Pillar Day 3 “The side we do not see”

Recognising the importance of small, invisible details makes the difference: a quick response, active listening or a sincere message are gestures that build trust.

Pillar Day 4 “Now let’s take action”

Closing the journey with a call to action: learn from what has been done, improve every day and continue building strong, lasting relationships.



Each video and reflection has reminded us that customer intimacy is not just a value, but a daily practice that allows us to grow together. Thanks to everyone’s involvement, Girbau continues to consolidate itself as a strategic partner that supports and adds value at every stage of the journey.

Girbau Annual Plan

The Girbau Annual Plan (GAP) is a key corporate milestone for sharing with the entire organisation the strategic priorities, operational focus areas and main challenges of each financial year.

In 2025 and 2026, the GAP sessions were held at Headquarters and in our subsidiaries, ensuring global alignment, consistency of messaging and a shared vision across the Group.

In 2026, the GAP held at headquarters took place at our own facilities rather than at an external venue, through two in-person sessions with the teams. The meeting also served to introduce the new CEO, Martí Giralt, whose appointment at Girbau became effective on 16 March 2026.

The GAP therefore continues to strengthen its role as a driver of alignment and execution, connecting strategy and action throughout the organisation.



Double materiality at Girbau

Girbau has updated its double materiality assessment to meet the transparency and governance expectations arising from the CSRD and the European Sustainability Reporting Standards (ESRS).

Double materiality combines impact materiality; how Girbau's activities affect people and the environment, and financial materiality; how ESG topics affect (or may affect) cash flows, financial position and business performance. This dual perspective acts as the filter used to determine the topics that must be prioritised in Girbau's strategy.

The analysis has considered the entire value chain and a set of 20 ESG topics. It has been informed by sectoral and regulatory sources as well as internal expertise, ensuring methodological traceability with EFRAG guidelines. The methodological phases were as follows:

Phases

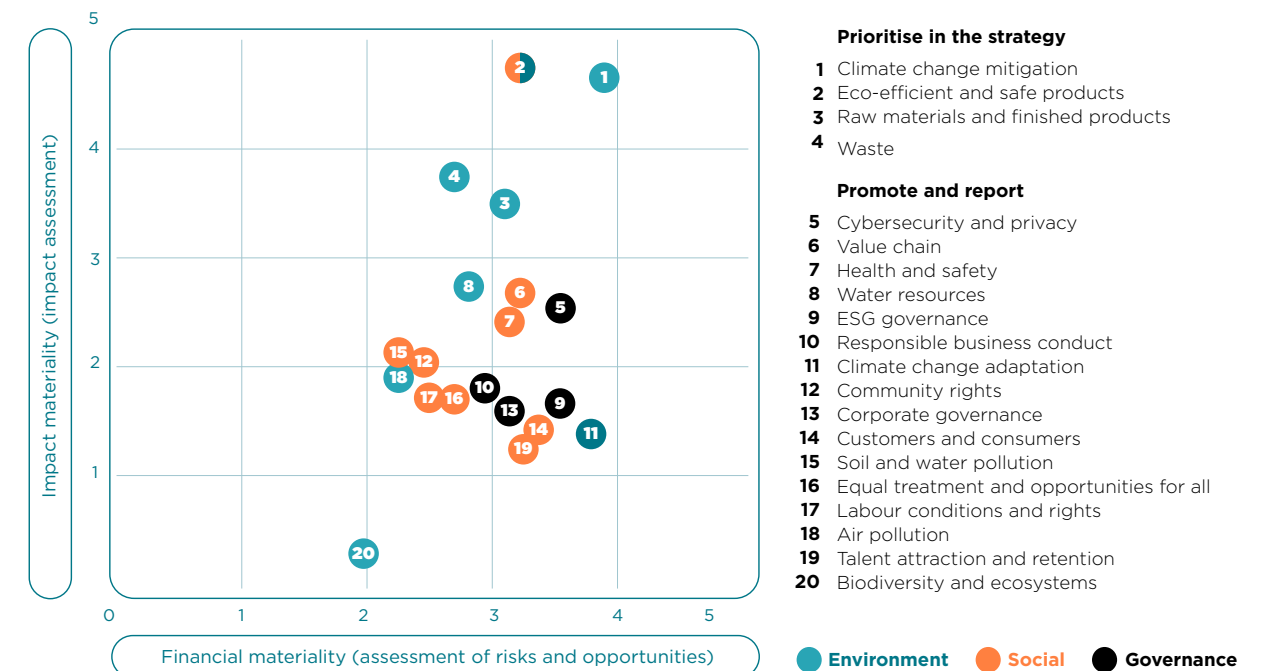


During stakeholder engagement, the process involved 206 inputs from stakeholders through surveys and desk research: employees, distributors and agents, suppliers, customers, as well as analysis of investors, regulators, competitors and media. Each group was weighted, and the relevant impacts were assessed according to their relationship with Girbau.

Key results of the double materiality assessment

The results of the double materiality analysis highlight, among the most relevant and strategic topics, climate change mitigation, eco-efficient and safe products, raw materials and finished products, and waste. The resulting matrix is as follows:

These results reinforce our roadmap and allow us to move forward with greater clarity and determination towards a more responsible, resilient business model aligned with the expectations of our environment.



Girbau's sustainability strategy

In 2025, we continued to strengthen our ESG strategy as a framework that guides decision-making and accelerates Girbau's sustainable transformation.

This approach is integrated across all our business areas and reinforces the collective commitment to advancing towards a business model that generates responsible value. Our corporate purpose inspires our people and acts as a driver of positive impact on the environment, communities and the territory.

Furthermore, we defined in Girbau's environmental statement –which includes key indicators from our production sites– a set of environmental objectives aligned with the Sustainable Development Goals (SDGs). These are aimed at improving resource efficiency, reducing impacts and advancing decarbonisation.

These concrete actions enable us to turn commitments into measurable improvements, integrating sustainability into the daily operations of all our sites.

Girbau aligns its environmental objectives with SDG 6 (Clean Water and Sanitation), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action), thereby consolidating a coherent environmental approach aligned with international sustainability standards.

**Girbau aligns its
environmental
objectives with the SDGs**





Our sustainability objectives

AMBITION

Climate

Zero emissions throughout our value chain

Water

Zero grey or blue water footprint throughout our value chain

Waste

Eliminate plastic and persistent chemical pollution through reduction and circularity

Social

Improve the living conditions of people across our value chain

Governance

Integrate sustainable development as a key factor in all decision-making processes of the Board of Directors

OBJECTIVES

Carbon neutrality for Scope 1 GHG emissions by 2030

Zero blue water footprint (direct operations) by 2040

Reduce our consumption of virgin plastic by 50% by 2040 (base year 2024)

Implement policies and procedures that ensure socially responsible and legally compliant conduct across all subsidiaries by 2030

Promote ethical behaviour by providing ethics and compliance programmes by 2030

Carbon neutrality for Scope 2 GHG emissions by 2030

Zero grey water footprint (direct operations) by 2040

100% of our plastic packaging to be reusable, recyclable or compostable by 2030 (rigid packaging) and by 2040 (flexible packaging)

Empower and/or support 2,500 women and children at risk of exclusion through textile-related projects by 2035

100% of employees trained in diversity, inclusion and company ethics; accessible to all by 2030

Reduce Scope 3 GHG emissions by 20% by 2030 (base year 2023)

Reduce absolute water consumption during the use phase of sold products by 30% by 2040 (base year 2023)

100% of products and operations free from persistent chemicals by 2040

Support SMEs within our value chain in meeting our ESG standards by 2030

Ensure that the Board of Directors identifies and responds to any ESG non-compliance and put the necessary mechanisms in place by 2026

All washing equipment to incorporate microplastic capture systems or attachments by 2030

Ensure a living wage for all employees by 2030

80% of key suppliers to adhere to the ESG policy by 2030

Three employees with functional diversity per 100 employees

As well as monitoring metrics and indicators, we work to ensure that sustainability is translated into actions that drive real and lasting change.

Our activity

(2-6)

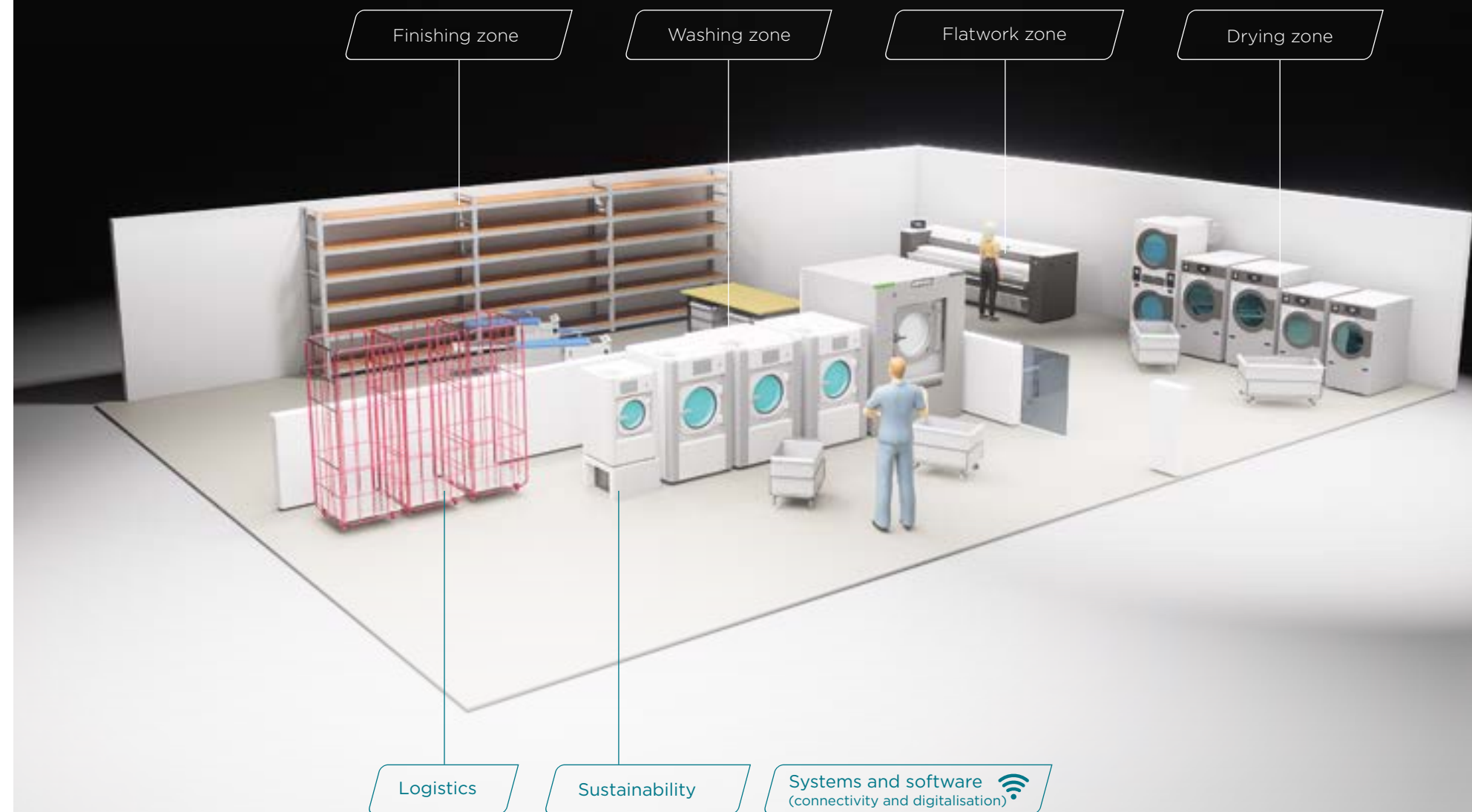
At Girbau, we combine technology, innovation and sustainability to offer a global range of commercial and industrial laundry equipment, along with training, consulting and engineering services.

Our product and solution portfolio is designed for a wide variety of sectors and supports customers in their transition towards more efficient and responsible models.

We have more than 900 professionals, seven production plants and a presence in over 130 countries. This global dimension, combined with a deeply local approach, allows us to stay close to our customers and move forward as an open, flexible community focused on a sustainable future.

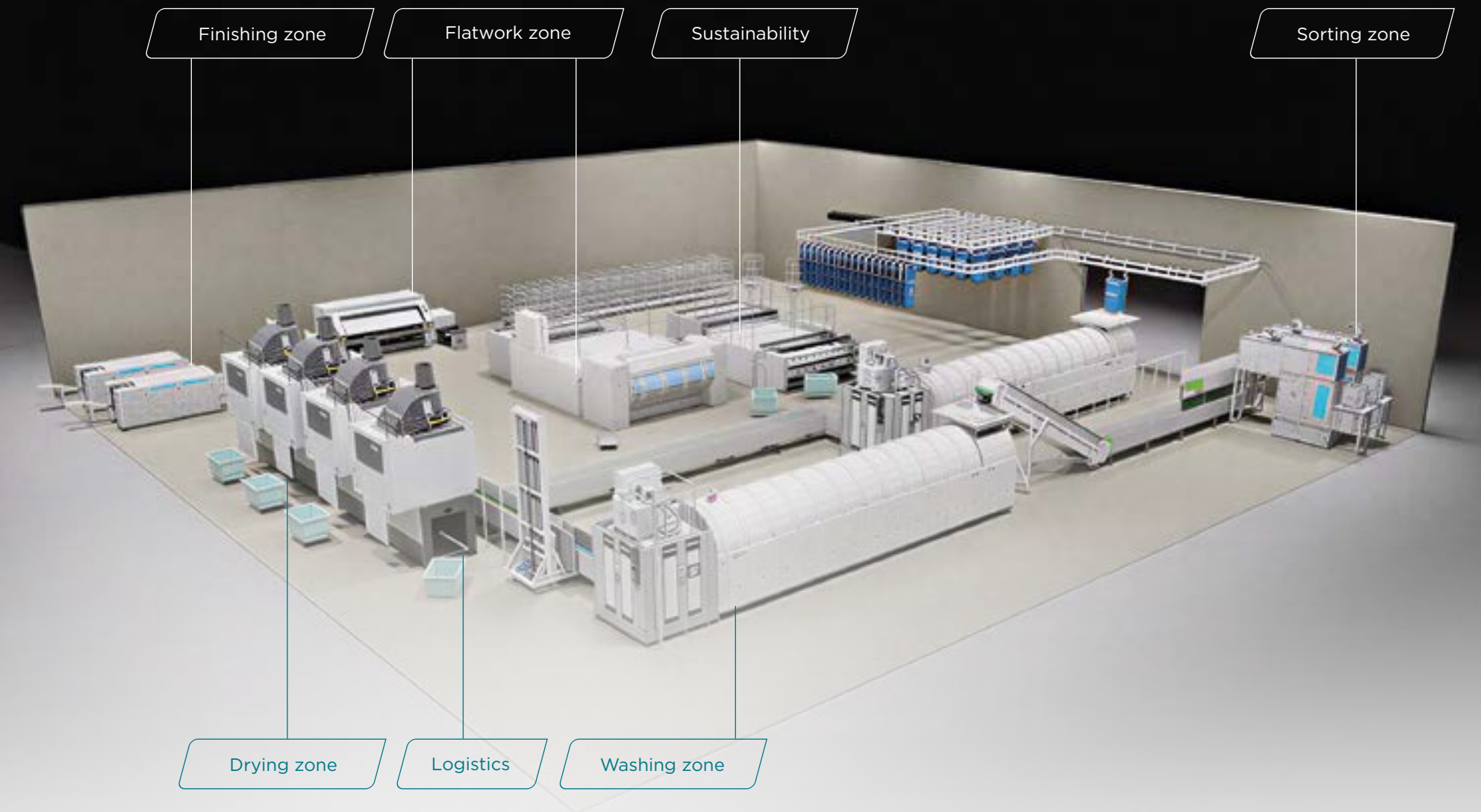
Commercial

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



Industrial

For businesses dedicated to textile processing or other highly automated operations.



Solutions that go further than just machines

Thanks to our experience and expertise in the sector, we develop laundry solutions for different types of businesses, designed to ensure quality, efficiency and productivity.

Laundry management varies across diverse sectors: hospitality, healthcare, care homes, sports centres and self-service laundries.

At Girbau, we turn this diversity into value by offering complete solutions; from machines to a full ecosystem of tailored services, based on analysis and consolidated expertise. On this basis, we offer a range of key services:

Auditing and consulting to optimise your laundry business



Digital management that transforms your laundry business



Technical training for your laundry business



Maintenance to keep your laundry business fully operational

Global presence

Global market, local approach

At Girbau, we have a global network of production centres and sales subsidiaries that allows us to operate internationally while maintaining close proximity to customers in each market.

Production centres

Vic (Spain)

Girbau Vic (G1)

Assembly of large-capacity washers, the range of Genius washers, small and medium-capacity dryers, ironers and production of components and metal sheets.

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

Girbau Vic (G3). Assembly of small and medium-capacity washers.

Girbau Vic (G6). Machining and welding.

Grésy-sur-Aix

Girbau France (G4)

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

Shanghai

Girbau China (G8)

Washers and dryers.

Oshkosh

Girbau United States (G9)

Assembly of commercial machines.

Subsidiaries and branches

Germany
Argentina
Brazil
China
Colombia

Cuba
United Arab Emirates
Spain
France
Italy

Malaysia
Mexico
Portugal
United Kingdom
Dominican Republic

Inauguration of the production plant in the United States

In 2025, we opened a new production plant for the North American market in Oshkosh (Wisconsin, USA).

This facility has an annual production capacity of 3,000 machines and is exclusively dedicated to serving the needs of the US market. The plant has been designed to improve customer intimacy, shorten delivery times and reduce the logistics footprint. The opening of this facility represents a decisive step in the Group's industrial expansion across the Americas and a renewed commitment to innovation and sustainability. The inauguration ceremony was attended by local authorities and teams from Girbau and Continental, highlighting the value of international collaboration and local job creation.



New steps at national and international level

New strategic alliance in North America

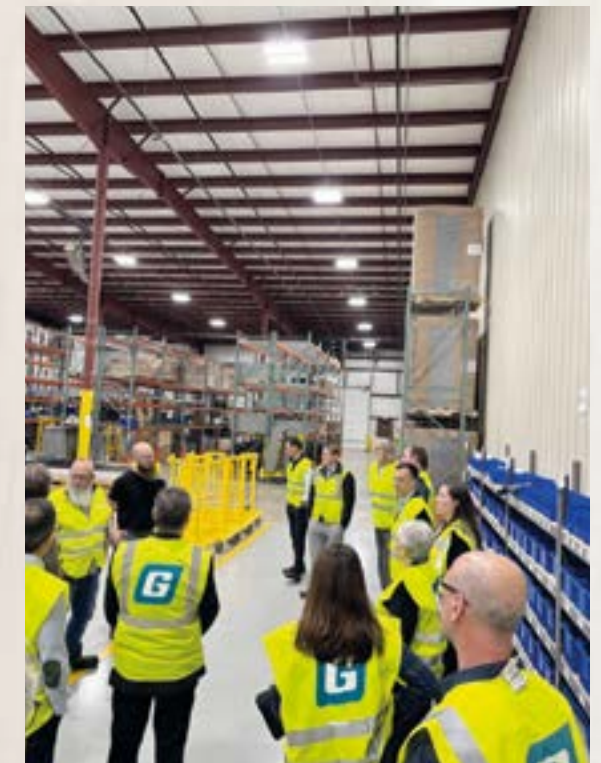
In February 2025, we entered into a strategic alliance with EVI Industries aimed at strengthening our position in the North American market and accelerating growth in an increasingly competitive environment.

As part of the agreement, Girbau North America (GNA) has joined EVI's distribution network, ensuring continuity for the team, customer service and the full solutions portfolio, with no organisational changes.

New chapter in Andalusia

Girbau has taken a strategic step in strengthening its territorial organisation in Spain through the acquisition of the professional laundry business of Macrun and Macrun Servicios. This decision marks the beginning of a new phase of direct operations in the region with the creation of Girbau Andalucía.

Effective from 1 October 2025, the integration brings together 20 professionals and reinforces our commitment to quality, customer intimacy and direct management of the customer experience, while also strengthening brand positioning and our territorial structure.

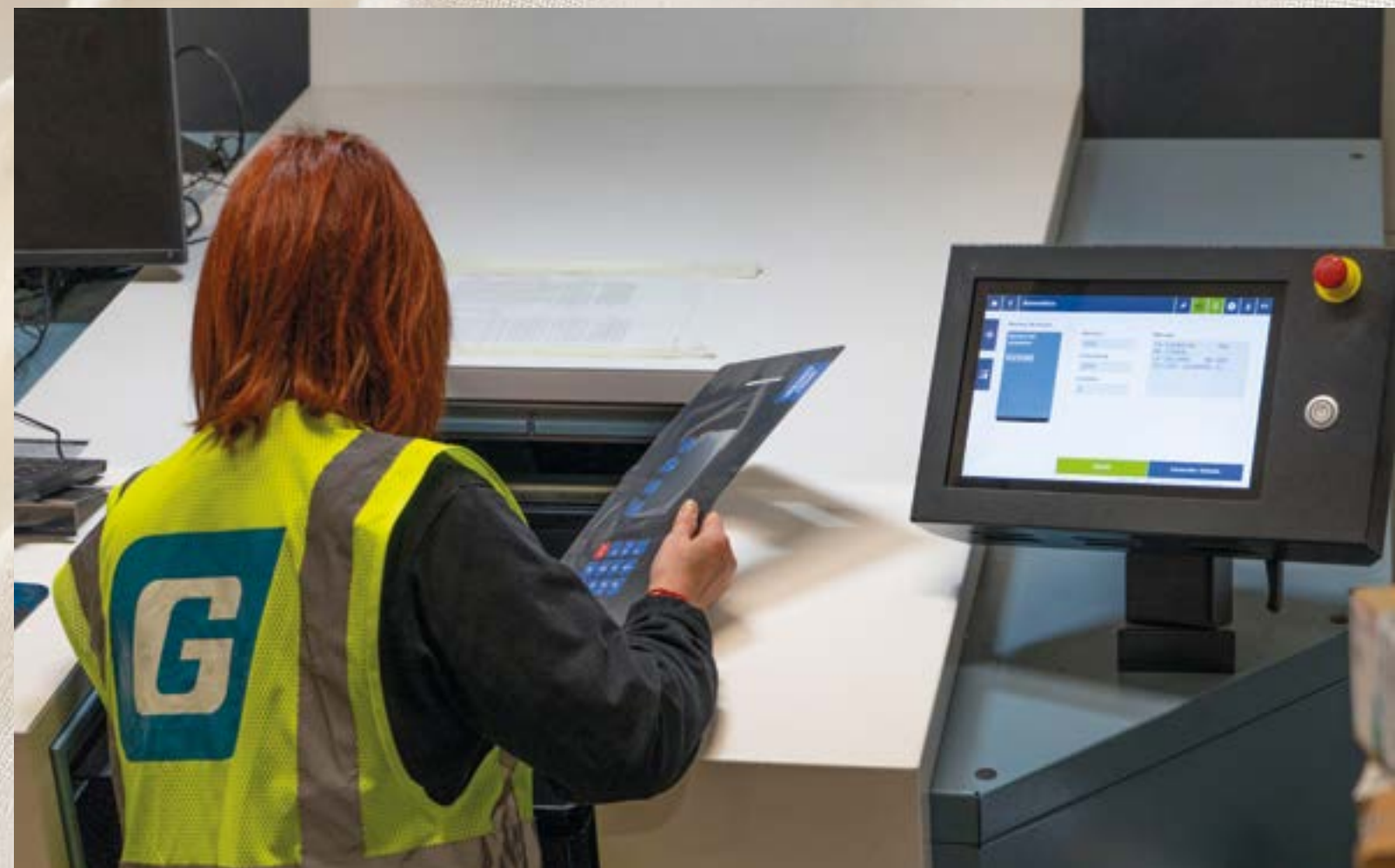


New strategic alliance in Australia

At the end of 2025, we took another important step in Girbau's international expansion through a strategic alliance with Aqualogic, aimed at strengthening our presence and operational capabilities across Australia, New Zealand and the Pacific Islands. This agreement forms part of our global sustainable growth strategy, enhancing commercial efficiency, customer intimacy and service quality throughout the region.

New spare parts logistics warehouse in 2026

In 2026, a new spare parts logistics centre began operations with the aim of strengthening the Girbau Group's operational capacity and improving parts availability across all the markets in which we operate. This project, developed internally over more than three years, was supported by a specialised external consultancy for a period of eighteen months, enabling a full review of global spare parts flows and ensuring the robustness of the new model. As a result of this process, we made the strategic decision to **consolidate Vic as our global logistics hub**, while optimising stock levels across the different subsidiaries.



Digitalisation

Digitalisation is redefining the way we work, produce and interact with our customers.

At Girbau, we are driving this transformation by integrating technology across the organisation to create smarter operations, more agile experiences and data-driven decision-making.

Our goal is to integrate technology into every area of the business and deliver a more efficient experience for customers and distributors. Throughout 2025, we took significant steps forward through multiple digitalisation projects that reinforce our commitment to innovation and lay the foundations for a 2026 full of new opportunities to continue advancing our digital transformation.

Horizon Platform

By 2025, the *e-platform* for distributors was rolled out across virtually all markets, with the exception of the Dominican Republic and Germany, and handled 80% of distributor sales for both machines and spare parts. Further improvements were also introduced to the user experience, including advanced 3D spare parts visualisation, enhancing both efficiency and channel autonomy.

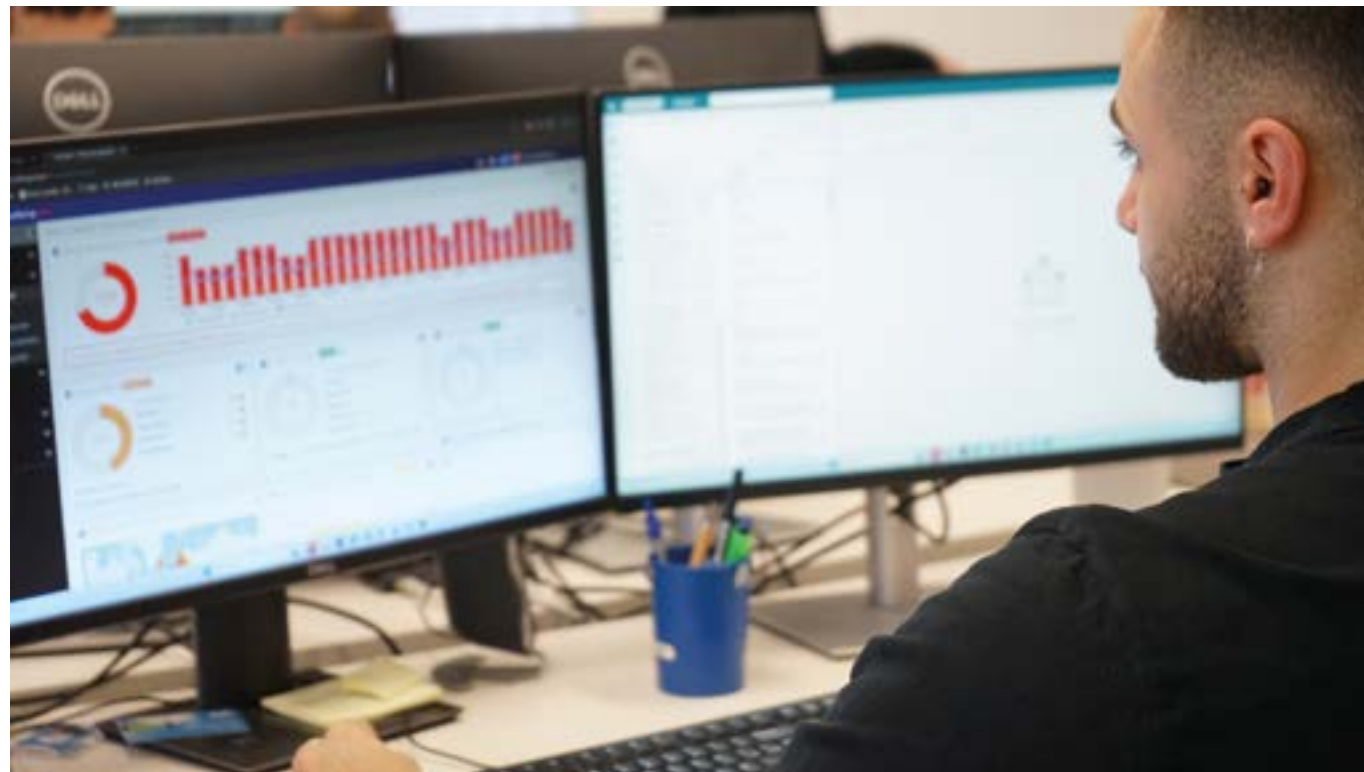
Digitalisation of field service

In 2025, we continued expanding the platform with the incorporation of Brazil, France and the industrial division. A new dashboard was also introduced, enabling analysis of margins, efficiency and other key business indicators, supporting more informed and accurate decision-making.

Sapphire Laundry Management & Connectivity by Girbau

The **Sapphire** platform has continued to evolve with the launch of **Genius 3.0** which includes new features such as remote machine upgrades, and **Genius Wash** a patented software to optimise water consumption.

In 2025, we continued to drive the continuous improvement of our internal processes and employee wellbeing through the *G&YOU portal* within *Employee Central*. This platform enables more agile and efficient leave management by fully digitalising both the process and internal communication.



Cybersecurity

In 2025, we continued to strengthen our cybersecurity strategy, with a focus on continuous improvement and readiness for future technological challenges.

This year, we worked on defining new key indicators specifically related to *cybersecurity training*. Alongside this, we implemented a digital certificate platform that strengthened security mechanisms and allowed us to measure employee awareness and preparedness more accurately. This effort will continue into 2026, when training will be extended to all employees, consolidating a preventive and standardised model across the organisation.

During 2025, we launched an internal programme on *artificial intelligence training and awareness*, aimed at preparing teams for the safe, responsible and effective use of these technologies. This training included the use of Microsoft Copilot in the workplace and the identification of potential use cases, both to improve internal processes and to develop customer-oriented solutions.

We also progressed in defining the AI governance model, establishing criteria and roles to ensure adoption aligned with innovation, security and business ethics.

Throughout the year, we carried out technical audits, control reviews and risk analyses to assess the robustness of the technology ecosystem and the effectiveness of the protection measures in place. As part of our monitoring framework, 0 confirmed information security incidents were recorded in 2025, all of them managed in line with internal protocols and with no significant operational impact.

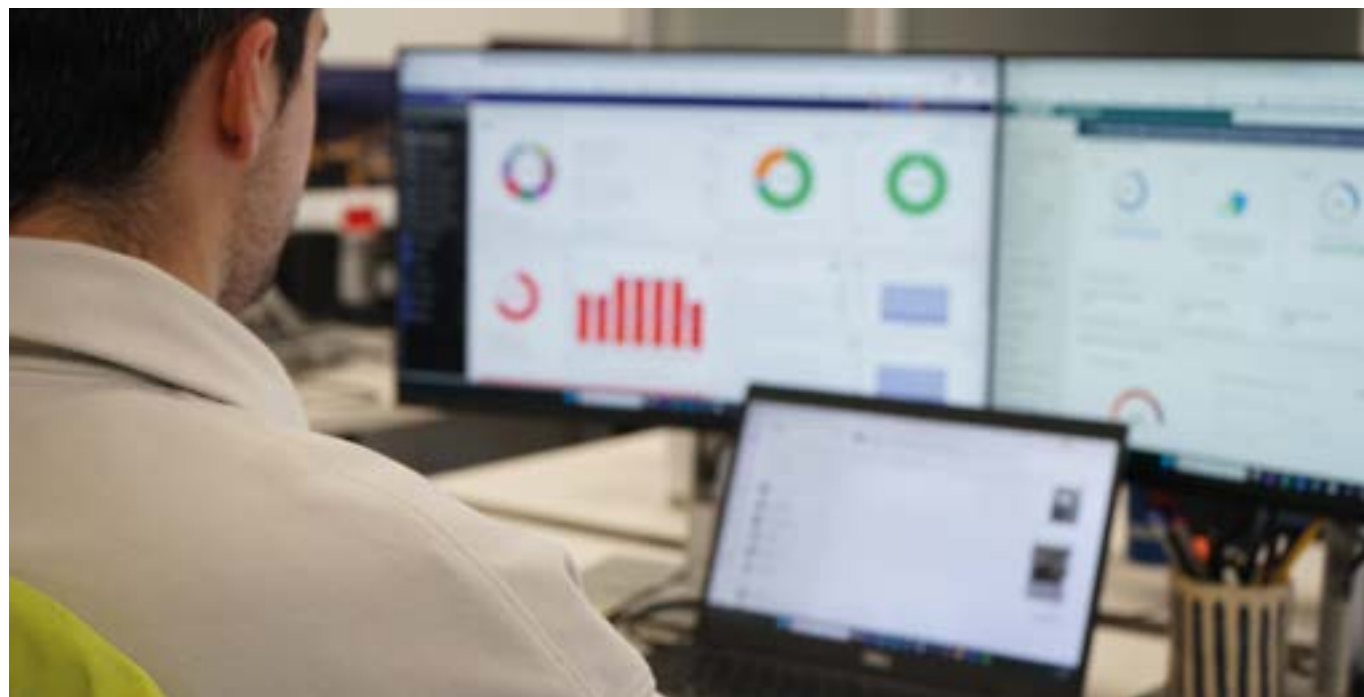
On the organisational front, we continued to evolve our main digital platforms **-ERP, CRM, e-commerce and field service solutions-** to improve the experience of customers and distributors, reinforcing traceability, operational agility and service quality.

In addition, we implemented a new digital certificate management platform to strengthen corporate information security.

Finally, 2025 saw the launch of **Multifactory** a new digital approach that unified design and manufacturing processes across different plants, with the aim of internationalising operations and improving industrial coordination.



In 2025, 100% of employees participated in the cybersecurity awareness programme, reinforcing Girbau's commitment to advancing digital transformation in a safe and responsible way.



Governing bodies

(2-9)

Legal responsibility and compliance assurance



Our governance model is based on strict compliance with the law and on a corporate culture that integrates both family and professional values.

This framework is supported by a balanced and continuous governance structure, where roles, responsibilities and decision-making powers are clearly defined and consistently distributed, enabling transparent and effective decision-making. The ultimate purpose of this approach is to safeguard the interests of all shareholders and ensure the long-term sustainability of the Group.

Girbau ensures compliance with these obligations across all Group companies, adapting its governance model and internal practices to local legislation.

In 2025, Golder S.L. was established as the Group's holding company, with Girbau S.A. integrated as a subsidiary.

The percentage of women on the Board of Directors of Golder S.L. is 50%, while at Girbau S.A. it is 18%. The ratio between the total annual compensation of the highest-paid individual and the average employee compensation is 6.79.

Ethics and transparency

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

**Girbau operates a
management model based
on five core pillars:**

Integrity

Transparency

Business ethics

Respect for
human rights

Compliance with
applicable laws
and regulations

The Board of Directors, Management and the Compliance Officer are responsible for ensuring that these values are known, upheld and fully integrated into the organisational culture, fostering an environment in which ethical behaviour and responsible decision-making are part of everyday practice across the Group.

During 2025, we continued to strengthen the Group's integrity, corporate ethics and regulatory compliance framework, driving new tools, training and procedures aimed at reinforcing the prevention, detection and response to potential breaches.

A summary of the main actions carried out during the year is provided below.

➤ More than 6 compliance reports were received and investigated through the various available reporting channels. All reports related to potential breaches of the Code of Conduct. In all cases, a thorough analysis was carried out and appropriate corrective and disciplinary measures were applied. No reports related to our partners or supply chain were received during 2025, in contrast to 2024, when one case was reported in this area.

The procurement contract model was reviewed and updated, incorporating strengthened clauses on ethical and compliance obligations for suppliers.

➤ Awareness-raising has been a central pillar of the compliance programme. During 2025, 12 communication campaigns were delivered across different Group audiences, with the aim of reinforcing ethical values and the culture of compliance. In terms of training, the following activities were carried out:

- 3 compliance training sessions for new hires across all countries
- 7 specific compliance training sessions for technical teams across seven countries
- 7 specific compliance training sessions for commercial teams across seven regions
- 1 specific training session for the Procurement team

- 1 specific training session on the responsible use of image and the brand.
- Specialised training sessions for specific teams
- Legal compliance training was delivered to commercial delegates, who play a key role in our value chain as commercial agents in Spain.

Overall participation in these specific training sessions was:

- 100% of senior management and Presidents of subsidiaries.
- +75% of technicians
- +75% of sales personnel
- 90% of new hires

- Anti-corruption due diligence was further strengthened through training delivered to the Procurement team. Specific training sessions were delivered on the use of contractual mechanisms to ensure the identification and compliance of counterparties, with the support of external specialists. In addition, targeted work on this area was incorporated into internal audit processes.
- An external review of the Crime Prevention System was carried out, further strengthening the robustness and reliability of the internal control framework. The findings of the review were positive and were shared with the Board of Directors.
- The procurement contract model was reviewed and updated, incorporating strengthened clauses on ethical and compliance obligations for suppliers.
- A new supplier compliance maturity assessment system was developed, with the aim of increasing traceability and control across the value chain. The Group also approved a global sponsorship and donation policy, establishing consistent, transparent criteria aligned with corporate values.
- Seven cases involving conflicts of interest or potential conflicts were reviewed, covering both employees and suppliers. The Board

of Directors held two dedicated oversight sessions on the control system and the compliance framework, further strengthening its supervisory and strategic monitoring role.

- A strengthened approach to Human Rights was also implemented, with a particular focus on workers across both the organisation and the value chain. Key actions included:
 - The definition of a new People Policy, establishing internal and external obligations aligned with international standards.
- Compliance mechanisms were updated to align with applicable international regulations, incorporating requirements derived from data protection legislation in China and Modern Slavery regulations in Australia, where applicable.

- Six specific ethics and anti-corruption audits were carried out in subsidiaries in Argentina, Brazil, Mexico, China, the United Kingdom and Portugal, assessing the adequacy of local controls and strengthening the prevention of irregular conduct across all regions. During 2026, equivalent audits are planned in Argentina, Brazil, Malaysia, the United Arab Emirates and France.
- Finally, more than 150 enquiries were managed via email, of which approximately 90% were submitted by employees.

More than 150 enquiries were managed via email, of which approximately 90% were submitted by employees.



Partnerships and associations

(2-28)

Our commitment to the sector and the regions in which we operate leads us to actively participate in a range of industry organisations.

Girbau, S.A.



Subsidiaries



International 2025



Financial figures

(2-6)

In 2025, Girbau transitioned its business model towards a partnership-based approach in key markets. This change affects comparability with 2024 and is reflected in a lower reported turnover.

KEY FIGURES

	2024	2025
Non-current assets	€36,302,976	€36,748,817
Current assets	€125,201,695	€135,179,053
Net equity	€107,350,630	€116,595,462
Current and non-current liabilities	€54,154,040	€55,332,408
Equivalent turnover	€207,281,922	€177,053,052

However, on a like-for-like basis, business performance remains positive. This new approach has also enabled strategic investments, including industrial development in China and the new production plant in the United States, laying the foundations to accelerate future growth and value creation.

Customer intimacy

The cultivation of flax (*Linum usitatissimum*) is a sustainable agricultural practice with a short growth cycle (around 100 days). It is valued for both its textile fibre and its seeds (linseed).

Laundry experts

Support for customers

In 2025, *Laundry Experts* strengthened its specialised customer support services, driving operational efficiency and training in laundry management.

During the year, the following activities were carried out:

- > **58 on-site operational efficiency audits**, enabling the assessment of processes and follow-up on implemented improvements
- > **12 on-site consultancy assignments** to support the commissioning and optimisation of new facilities.
- > **36 specialised training sessions** in laundry management, wet cleaning and best practices for operators, reinforcing technical training as a key pillar for continuous improvement in the sector. These programmes involved the **participation of 561 professionals**, reflecting the scale and evolution of the training activities within *Laundry Experts*.



Customers

At Girbau, we place the customer at the centre of every decision and every development. In 2025, we strengthened this commitment by working more directly and consistently with customers to better understand their real needs and operational expectations.

This approach allows us to anticipate challenges, adapt our solutions and provide tailored support that ensures high levels of satisfaction and sustainable results. At Girbau, we place the customer at the centre of every decision and every development.

Commercial success stories 2025

Industrial project in France: capacity expansion with fast-track execution

Girbau carried out the full modernisation of one of the leading industrial laundry operators in France, replacing its entire washing line with a next-generation solution designed to increase capacity, efficiency and scalability. The project was structured in two phases during 2025 and included the installation of two TBS50 tunnel washers, high-efficiency press systems, CED technology and industrial drying equipment, configuring a production line designed for higher volumes and faster cycle times.

Execution was supported by detailed technical planning and close coordination with the customer and external suppliers, minimising production disruption during the transition. As a result of the new configuration, the plant reduced cycle times, increased process load capacity and raised overall productivity by more than 70%, strengthening operational reliability and future growth potential.

Large hospital laundry facility in Denmark: sustainability and high operational performance

Girbau contributed to the development of one of the most advanced hospital laundry facilities in Denmark, *Nyt Sygehusvaskeri for Region Sjælland*, located in Tuse (Holbæk), in the Region of Zealand. The project is characterised by its integrated approach to sustainability, resource efficiency and operational reliability. The facility was designed to primarily serve three major hospitals, with the capacity to expand to the entire region, processing approximately 15 tonnes per day, under an industrial model focused on process continuity and traceability.

The plant incorporates a complete range of industrial washing and finishing solutions, including fully programmable Hygien tunnel washers, hydro-extraction

presses, high-performance ST dryers, barrier washers, disinfection systems for trolleys, and a flatwork finishing tunnel with six loading positions, all synchronised with an automated garment sorting system. The finishing and folding area operates with state-of-the-art equipment with automatic dispatch, alongside automation for uniform handling and overhead loading systems, ensuring efficiency, ergonomics and operational stability in a healthcare environment.

The project also integrates advanced water and energy optimisation solutions, including water reuse through ultrafiltration, recovery of residual process heat and thermal energy recovery in drying, among others, establishing a benchmark infrastructure in sustainable hospital laundry operations and demonstrating Girbau's ability to deliver large-scale, complex industrial projects.

Exponential growth with Laundromat

We have achieved strong growth in the self-service laundry segment in Eastern Europe thanks to the expansion of our strategic customer Laundromat, which opened 67 new stores in 2025.

These openings have strengthened our presence in key markets and demonstrated Girbau's ability to support high-growth business models with integrated solutions combining machinery, commissioning services, digital product development and specialised training.

The new sites feature modern, well-lit spaces designed for an intuitive user experience, with fully equipped washing and drying lines using Girbau machinery, including the Genius Series, which offers IoT connectivity, a large-format interface and high performance, helping optimise cycle times, energy savings and wash quality.



Training as a strategic driver for sales and distribution

In 2025, we developed a comprehensive training programme for technicians, commercial teams and distributors, designed as a strategic driver of competitiveness. A total of 122 participants took part in 15 training sessions delivered in multiple languages. The sessions were structured into two main areas:

- > **Commercial focus**, with sessions centred on Girbau products
- > **Technical focus**, with content adapted to different levels, from basic to advanced, addressing the real needs of diverse professional profiles.

Most sessions were delivered at the headquarters and at the *Girbau Experience Center*, while others took place in countries such as Malaysia, Argentina and Italy. This training programme will continue in 2026, reinforcing Girbau's commitment to continuous upskilling and the ongoing improvement of its technical and commercial network.



Multiple communication channels

With the aim of listening to our customers and different stakeholder groups, Girbau has maintained an active and continuous network of communication channels. During 2025, this approach led to an increase in followers across all channels, reflecting the interest and trust generated by our activity:

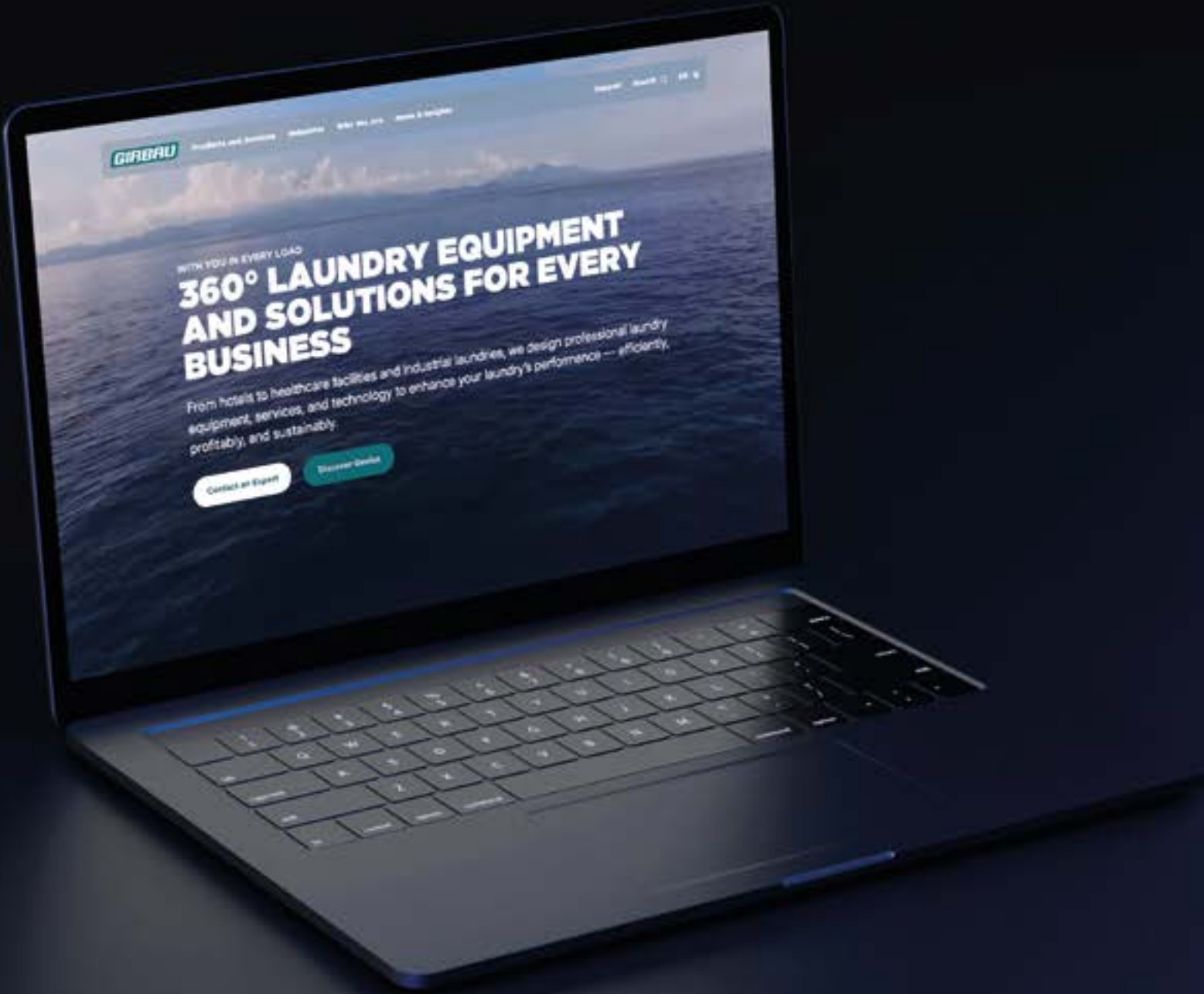
	2024	2025
in	18,239 followers	22,780 followers
f	5,355 followers	5,725 followers
▶	3,633 subscribers	3,889 subscribers

Data as of 31 December 2025

Corporate website

At the beginning of 2026, we launched a renewed corporate website to reflect our strategy and long-term vision, with a strong focus on customers and global growth. Designed as a key digital touchpoint, the new website improves access to information, enhances user experience and provides relevant content tailored to different professional profiles.

Through this platform, Girbau reinforces its position as a close, innovative and reliable partner. The message is clear: to support customers and partners in developing their business, both today and in the long term. A website aligned with the strategy, designed to scale and ready to accompany our growth.



Trade fairs

Texcare Asia 2025

Girbau stood out at Texcare Asia 2025 through meaningful engagement with attendees, the exchange of knowledge and the strong interest shown by visitors in the company and its solutions.

During the event, held from 11 to 13 November, the Girbau China team, together with colleagues from headquarters and Southeast Asia, presented the latest advances in innovation, efficiency and sustainability applied to the laundry industry. The stand served as a key meeting point where professionals, partners and customers could explore new solutions and product features.





Clean Show 2025

Girbau's presence at Clean Show 2025 highlighted our commitment to connectivity, efficiency and innovation in professional laundry.

Held from 23 to 26 August in Atlanta, the event brought together professionals, partners and customers who were able to explore the latest Genius XL washers with Genius 3.0 technology, ExpressDry+ dryers, and industrial solutions such as CompactPro, the DRE feeder and the Sortec intelligent sorting system.

The stand became a key reference point, where live demonstrations, new functionalities and the main trends shaping the industry's future were showcased. Girbau also received recognition at the Innovation Awards, where Sortec was awarded an Honourable Mention, highlighting our innovative capability and our commitment to solutions that improve efficiency, sustainability and user experience.



Customer intimacy

Throughout 2025, we strengthened our international presence by participating in key trade fairs, reinforcing relationships and identifying new opportunities across multiple sectors.

Our teams were active at events in professional cleaning, food service, hospitality, healthcare and tourism, as well as regional laundry-focused exhibitions, bringing our solutions closer to the specific needs of each market.

These global activities strengthen our connection with customers and distributors and allow us to share our commitment to a more efficient, digital and sustainable future.

ExpoDetergo 2026

We have begun preparations for our participation in ExpoDetergo, one of the most important international events in the sector, which will take place in October 2026 in Milan.

This event represents a strategic opportunity to present our latest solutions, deliver live technology demonstrations and take part in knowledge-sharing sessions.

ExpoDetergo will be a key platform to share expertise, strengthen relationships with customers and partners, and showcase our innovation capability and ongoing technological development.



Global presence, local connection

- 
- 1 > Clean Show (GSA/Continental) 2025
2 > Abastur (GMX) 2025
3 > Equipotel (GBR) 2025
4 > No Vacancy Hotel Show (GMY) 2025
5 > Housekeeping Thailand Convention (GMY) 2025
6 > Independent Hotel Show (GUK) 2025
7 > Texcare Asia (GCN) 2025
8 > FIHAV (GCU) 2025
9 > Hygienalia (GES) 2025
10 > Lavtech (GBR) 2025
11 > Texcare France (GFR) 2025
12 > CleanTek (GPT) 2026
13 > Fòrum Gastronòmic (GES) 2026
14 > Miss Housekeeping International (GMY) 2026
15 > THAIFEX - HOREC Asia 2026 (GMY) 2026
16 > ExpoDetergo (GSA) 2026

Alliances as a growth driver

At Girbau, we promote alliances and knowledge sharing as key pillars to address the challenges of our industry. Our conventions and strategic meetings reinforce this vision, supporting internal alignment and creating new opportunities for growth.

In 2025 we have held several events to consolidate this commitment.

Spanish Delegates' Convention 2025

The Spanish Delegates' Convention 2025 was a key forum to drive Girbau's strategy in the domestic market. Over three days, regional delegates took part in strategic sessions and working groups that encouraged the exchange of experiences and strengthened alignment around the value proposition. The meeting helped align priorities, share market insights and reinforce a shared vision to address the challenges and opportunities of the sector.



Laundry Leaders in Malaysia

During 2025, a training and partner session was held in Malaysia, bringing together Girbau regional partners in an environment designed to generate new ideas, align objectives and strengthen collaboration. The sessions enabled strategic connections to be built and team capabilities to be reinforced, consolidating a shared approach to advancing in the region.

AsiaPacific Distributor Convention

From 4 to 6 March 2026, Girbau held its second Asia Pacific Distributor Convention in Bali, a biannual event launched in 2024 to strengthen alliances with our strategic partners in the region.

Over three days, distributors participated in workshops, presentations and knowledge-sharing sessions focused on market insights, strategic priorities and joint development opportunities.

The programme included workshops on the commercial and industrial divisions, as well as the EVO machine, presentations from distributors, and strategic discussions on regional trends, challenges and opportunities. One of the highlights of the convention was a visit to the laundry facility at the **Nusa Dua Beach Hotel & Spa**, where participants were able to observe real-life applications of advanced solutions and operational optimisation cases. The convention once again confirmed its role as a key platform to align strategies, strengthen alliances and unlock new growth opportunities in the APAC market.

Girbau Middle East: Sponsorship of the 40th Anniversary of CKP Hospitality Consultants

Girbau Middle East took part as a sponsor in the 40th anniversary celebration of CKP Hospitality Consultants, held on 15 July 2025.

The collaboration strengthened relationships with consultants and industry leaders, increased brand visibility and reinforced engagement with key stakeholders through close interaction and institutional presence during the event.

As part of the sponsorship, we made a modest financial contribution to support the anniversary celebration.



Customer service and satisfaction

In 2025, we continued to strengthen our service model, placing the customer experience at its core.

To support this approach, we maintain an active continuous listening system combining periodic Net Promoter Score (NPS) surveys with transactional feedback in spare parts processes. This methodology provides a more accurate and up-to-date understanding of service perception and highlights areas where further improvement is possible.

Results for the year show a positive trend in the United Kingdom, where NPS improved thanks to increased efficiency from the technical team. At the same time, Spain and South American markets maintained stable satisfaction levels, reflecting consistent service delivery aligned with customer expectations. The rollout of the Field Service platform also continued in 2025, further strengthening our ability to measure, analyse and improve technical service performance.



Product quality and certifications

(3-3 Customer health and safety)

Quality is a cross-cutting pillar at Girbau, supported by established management systems, continuous improvement methodologies and certifications that demonstrate the robustness of our processes.

In 2025, our production plants in Girbau S.A., Girbau China and Girbau Robotics (France) maintained **ISO 9001 certification**, confirming the strength of our quality management system.

This certification ensures that all design and manufacturing phases follow rigorous, documented procedures, reinforcing consistency, traceability and product reliability.

In addition, several key certifications were renewed, including those required for the CE market and for EDS machines in the GAR range, ensuring that our equipment complies with the technical and safety standards required in each region.

Product certifications are continuously maintained and ensure compliance with the most demanding standards in quality, safety, efficiency and eco-design across all markets in which we operate. All components integrated into our solutions hold the relevant certifications, reinforcing final product reliability and ensuring that every machine meets the highest performance and safety standards.

Our purpose is to ensure that every solution, service and operation creates value and strengthens the trust of customers, employees, suppliers and communities.

European market (EC)

- CE certification for EDS machines
- 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), performed by Applus
- Compliance with WEEE responsibilities as producers of electrical and electronic equipment, according to the Waste Electrical and Electronic Equipment (WEEE) Directive

British market (United Kingdom)

- WRAS Certification (S6 and S7)



Swiss market

- SVGW Gas Certification (ED).

North American market (United States and Canada)

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

Australian market

- AGA gas certification (ED)
- Watermark Certification (S6)

Korean market

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

Global market

- CB Scheme (S7) Certification, for most countries





One team

When industry reduces its impact, efficiency increases and the cycle moves forward in greater balance. It reflects the harmony between precision and nature, between progress and responsibility.

People

We build an environment where people are at the centre of our sustainability strategy, through policies that foster motivation, inclusion and active employee engagement.

Staff profile

(2-7)

Data as of 31 December 2025

2024
870
Employees



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

Internal communication

“G&YOU” employee portal

In 2025, the portal continued to consolidate its role as the central connection point for all Girbau employees. This intranet brings together personalised information, corporate resources and an updated directory that facilitates interaction between teams and improves access to internal services.

Safety News

Within the “G&YOU” portal, we have the Safety News space, a dedicated section providing information, resources and recommendations on safety, prevention and environmental matters. Its purpose is to raise awareness and strengthen a preventive culture across the organisation.

Environment and Occupational Health and Safety mailbox

In 2025, we continued to promote the EHS mailbox, a channel designed to enable Girbau employees to share ideas and suggestions aimed at improving EHS management across the organisation.

Girbau Focus Group

We provide virtual and anonymous spaces to gather people's perceptions, needs and expectations in key areas such as compensation, career development and the overall employee experience.

Girbau Today

We produce a quarterly video led by the General Management team, sharing the most relevant updates from across the Group. This format allows key corporate indicators, health and safety developments, and progress on strategic priorities to be communicated in a direct and accessible way.

GiExpress

Through our email communication channel, we keep Girbau employees informed about internal initiatives, relevant news and corporate updates.

Internal signage

All sites are equipped with internal signage systems that support day-to-day communication.

Subject-specific communications

We have strengthened our subject-specific communications through short videos focused on safety, health and wellbeing, including in 2025 new mental health awareness content and specific messaging on flu prevention.

We promote a transparent and accessible communication model that enables continuous dialogue and active participation across the entire Girbau team.

General Management Meeting 2025

The 2025 General Management Meeting, held at Girbau headquarters, brought together the presidents of all subsidiaries for a series of sessions focused on reviewing strategic projects for 2025, sharing market insights and taking part in technical workshops centred on innovation and operational excellence.

The programme included the presentation of the Girbau Awards, recognising the most relevant achievements of the year:

> **Girbau Cuba**

Highest Conversion Rate - "Value Creation"

> **Girbau Brazil**

Highest score based on NPS - "Customer Intimacy"

> **Girbau Malaysia**

Strategic Framework'26 + Values - "Values & One Team"

> **Girbau Spain**

Highest rate of Genius Sales - "Innovation"

> **Girbau France**

Highest Positive Impact in Sustainability - "Sustainability", being the subsidiary with the highest G-Seeds per revenue thanks to its contribution to reducing Scope 3 CO2 emissions in 2024.

A visit to the laundry facility at the Atzavara Hotel in Santa Susanna also provided first-hand insight into the application of our solutions in real operational environments.

The meeting strengthened **global coordination across the Group**, encouraged **knowledge sharing** and consolidated a **shared vision** aimed at driving growth and value creation internationally.



Team initiatives

At Girbau, we carry out initiatives that strengthen connections between people and enrich internal life across the organisation.

Through sporting, creative and festive activities, we foster an open and engaging environment where collaboration and team spirit are key elements of our corporate culture.



In 2025, the following initiatives stood out:

3rd Christmas Card Contest

A new edition of the contest was held for the children of Girbau employees, inviting them to illustrate Christmas as a team. The winning designs were used for the corporate Christmas greeting and received a gift voucher, encouraging creativity and strengthening the family bond with the organisation.

National Ugly Christmas Sweater Day

This festive initiative was once again celebrated, inviting employees to wear Christmas sweaters or accessories, creating a friendly, joyful atmosphere and reinforcing internal cohesion in the days leading up to Christmas.

Annual Christmas gathering with retired employees

The traditional Christmas gathering with retired employees took place once again, a well-established initiative deeply embedded in the company's culture. This year, the event carried special significance as it formed part of Girbau's 105th anniversary celebrations, reinforcing recognition of those who have contributed to the company's history and values.

Mentoring programme with Fundación Impulsa

We continued participating in this programme, where employees volunteer to support young people by sharing experience, guidance and advice, strengthening social commitment and a culture of collaboration.

Equality, diversity and multiculturalism

At Girbau, we uphold diversity, respect and equal opportunities as strategic pillars of our international workforce.

We actively work to prevent any form of discrimination by applying an inclusive recruitment protocol and ensuring the ongoing involvement of human resources teams across all subsidiaries.



Girbau S.A. has an Equal Opportunities Plan 2022-2026, developed in accordance with current legislation (Royal Decree 901/2020 of 13 October, regulating equality plans and their registration).

The plan includes the company's Equality Policy, a set of work-life balance measures and guidelines promoting the use of gender-neutral language in the workplace.

In 2026, a new Equal Opportunities Plan will be developed to ensure continuity and establish the framework for the following years.

To ensure effective and consistent implementation of the plan, Girbau has established a solid internal structure supported by several bodies and mechanisms that guarantee monitoring, coordination and continuous updating:

EQUALITY COMMITTEE

Body that supervises and advises on the implementation of the Plan.

EQUALITY OFFICER

Responsible for coordinating, executing and evaluating the Plan's actions.

PROTOCOL ON PROTECTION

Against gender-based violence.

PREVENTION AND ACTION PROTOCOL

Against sexual and/or gender-based harassment.

During 2025, we continued to strengthen our internal policies related to equality, diversity and harassment prevention:

- > In coordination with the different subsidiaries, we worked on the development of a **Diversity Protocol**, which will set out guidelines and measures to promote a fully inclusive environment. Its publication is planned for 2026, establishing a global framework that expands the scope of equality towards a broader approach to diversity.
- > We continued developing the **Harassment Prevention Protocol**, which will update and extend existing mechanisms. This new framework will cover harassment situations not only related to gender but also other diversity dimensions, reinforcing the comprehensive protection of all employees.

We also continued to promote awareness initiatives to ensure that all employees are familiar with the Equality Plan and to strengthen our commitment to gender equality, diversity and mutual respect.

> **International Women's Day (8 March)**

On the occasion of International Women's Day, we carried out an initiative to recognise and highlight the contribution, talent and leadership of all women within the organisation.

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

We carried out an awareness initiative on 25 November to reinforce our commitment to eliminating violence against women and to promote a culture of respect and zero tolerance.

> **Gender equality training**

We provided training sessions on equality and awareness-raising to all employees, aimed at strengthening an inclusive and respectful working environment aligned with Girbau's values of diversity and equity. Awareness training on gender equality was delivered, reaching 69 employees and totalling 138 training hours over the course of the year.



Worker diversity and inclusion

In 2025, we continued to strengthen our commitment to worker inclusion and support for vulnerable groups through new collaborations and social initiatives.

During the year, a joint initiative with the **Public Employment Service of Catalonia (SOC) and the Albir Foundation** was promoted to provide welding training for people at risk of social exclusion, helping improve employability and access to real job opportunities.

We also supported community-based actions such as clothing collection and donations to the organisation **Tapis**, aimed at assisting people in vulnerable social situations.

These initiatives build on existing collaborations with social organisations and sheltered employment centres, reinforcing Girbau's commitment to

inclusive and sustainable social development.

Our plant in France, Girbau Robotics, maintains an ongoing collaboration with CATM (Capacité à ton Montage), an organisation dedicated to social and professional reintegration. This partnership reflects our commitment to initiatives that foster employability through training, guidance and access to the labour market for people facing social or professional barriers.

In 2025, women held 16% of management positions.

Staff by age group and gender

2024 | 2025

<30	92	116
♂	67	90
♀	25	26
30-50	463	491
♂	350	375
♀	113	116
>50	315	326
♂	236	248
♀	79	78

Staff by professional category and gender

2024 | 2025

Senior management ¹	24	25
♂	22	21
♀	2	4
Middle management ²	114	127
♂	83	97
♀	31	30
Other staff	732	781
♂	548	595
♀	184	186
Staff members with functional diversity	12	10

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

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

Data as of 31 December 2025

Training and professional development

(3-3 Training and education)

At Girbau, we promote training and professional development aligned with our business strategy, aimed at strengthening team capabilities and preparing people for current and future business challenges.



In 2025, Girbau continued to strengthen internal training, reaching 424 employees and delivering a total of 275,396.25 hours of learning.

We further expanded and consolidated our learning and development initiatives, enhancing workforce capabilities and supporting the ongoing professionalisation of teams.

During the year, we continued to develop **GRevolution**, a training programme designed to strengthen leadership and support cultural transformation across Girbau. Aimed at middle management, this programme provides tools, knowledge and learning spaces that help align day-to-day team activity with Girbau's strategic objectives.

We also made progress on the rollout of our **leadership model**, based on four dimensions: inspire, challenge, empower and foster entrepreneurial spirit. Following its presentation at headquarters, implementation guidelines were defined with the executive team to ensure organisation-wide integration. Training programmes were deployed across subsidiaries and among middle management at HQ, starting with the "inspire" and "challenge" dimensions.

This rollout will continue progressively, incorporating the remaining dimensions and ensuring a consistent adoption across the organisation.

The aim is to consolidate a leadership style aligned with our strategy and focused on driving talent development and Girbau's transformation.

In addition, we supported a pilot initiative on professional accreditation funded through **Next Generation** funds, in collaboration with a local entity in Vic. The programme was aimed at professionals with work experience but without formal accredited qualifications, enabling the recognition and validation of their competencies. This project will include specific monitoring indicators.

At the same time, new training initiatives were launched, including sessions on:

- Excel at different levels, open to Girbau SA and GES staff.
- Artificial Intelligence, focused on integrating new technologies into daily work.
- Onboarding training for new employees
- LinkedIn training, aimed at strengthening employees' digital presence and networking opportunities
- Updates on metal industry collective agreement topics, working at height and other key technical competencies.

The *Team Leaders* and Technical Leaders programmes continued, with some participants also benefiting from the professional accreditation process.

(404-1)

GTalent continues to play a central role in talent management at Girbau, reinforcing a culture of continuous development and open communication between people and the organisation. The platform helps employees capture their interests and aspirations while providing a clear view of role expectations and objectives. Its use supports ongoing, constructive feedback, fostering individual growth, motivation and a stronger relationship with the direct supervisor.

The performance review process in **GTalent** is structured into four stages that ensure a transparent and participatory approach:

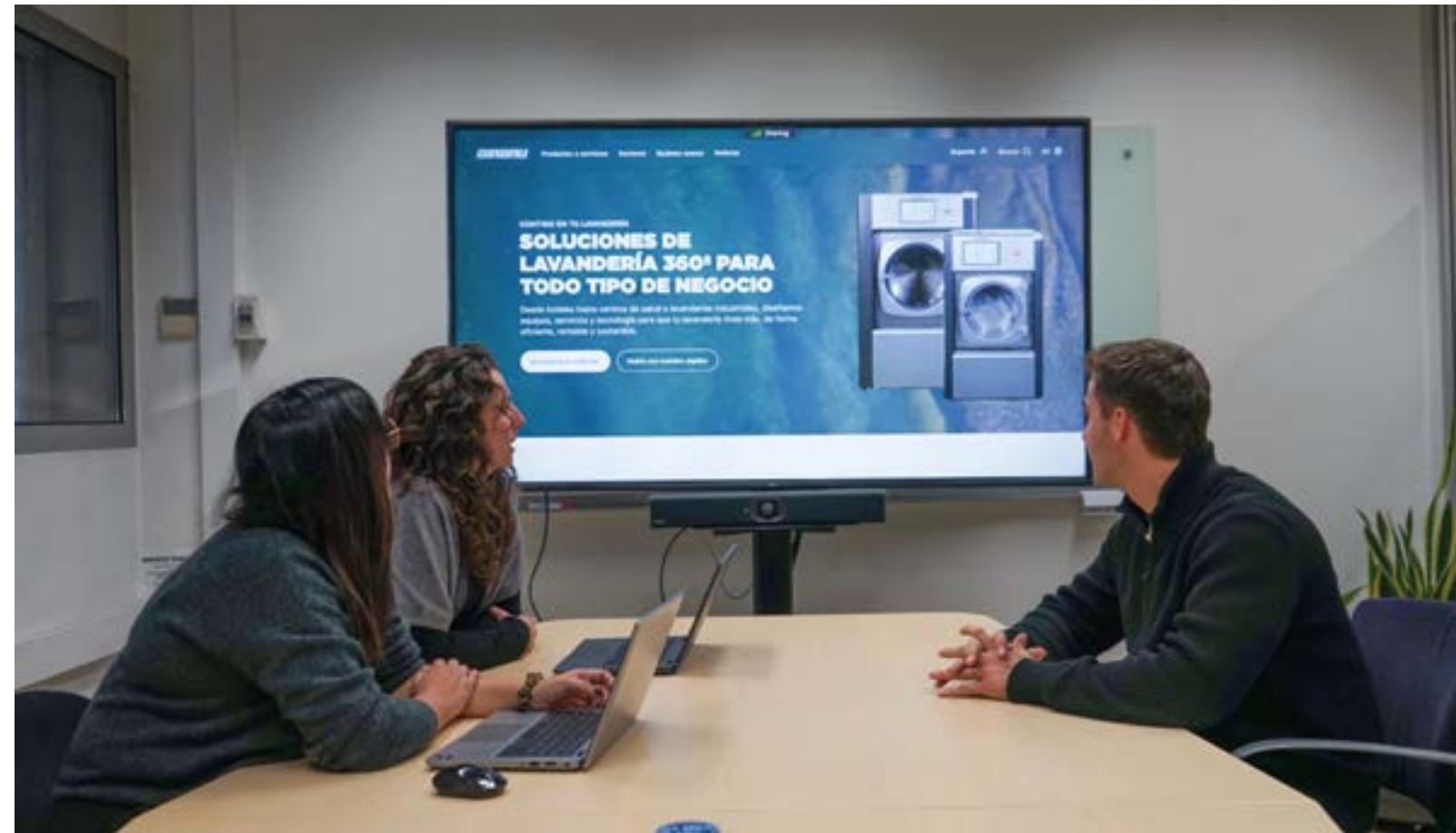
- Self-assessment
- Manager assessment
- Joint review
- Final conversation and sign-off

In 2025, we strengthened internal communication around this process by sharing the official timeline for each stage and centralising all resources on the G&YOU corporate portal. As a new development, we introduced an updated definition of the Leadership competency, together with associated behaviours applicable to all people managers, with the aim of aligning criteria and strengthening a consistent leadership culture across the organisation.

Girbau France

DISC workshop to improve internal collaboration

During 2025, Girbau France implemented a training initiative aimed at strengthening team cohesion and collaboration through a DISC workshop. The programme helped deepen two pillars of the corporate leadership model, contributing to the development of interpersonal skills and reinforcing collaborative dynamics within the subsidiary.



Attracting talent

In 2025, we continued to strengthen our commitment to talent integration through training collaborations and close links with the academic and professional environment.

These initiatives help create development opportunities for students and early-career profiles, while reinforcing Girbau's connection with educational institutions in the region.



Main actions 2025:

Girafira 2025

Girbau once again took part in the **3rd Osona Job Fair**, reaffirming its presence in a key forum to connect the company with students and individuals seeking new career opportunities.

Participation in TIC Talent

Girbau participated in TIC Talent, an initiative aimed at encouraging youth internships and bringing technology profiles closer to the business environment.

Open days for vocational students

We organised visits and open days for vocational training students from Vic, aimed at showcasing the company's activity and fostering interest in industrial and technological careers.

Catalonia FP BIZ DAY 2025 Award

Girbau received the Catalonia **FP BIZ DAY 2025** Award for its collaboration with Institut de Vic. The award recognises a joint project focused on promoting innovation, knowledge transfer and talent development in vocational training. Presented by the Department of Education and the Barcelona Vocational Training Foundation, this recognition reinforces our commitment to connecting business and education as a driver of sustainable growth for people and the region.

Yes-Yes Scholarship Programme with the UVic-UCC

In 2025, Girbau extended its collaboration with the University of Vic – Central University of Catalonia through the **Yes-Yes: Study and Work Scholarship Programme**, incorporating for the first time the degree in Multimedia, Applications and Video Games, and reinforcing its commitment to young tech talent. Through this initiative, one student will complete paid internships throughout their academic programme, participating in real projects related to programming, application design, augmented reality and IoT.

Girbau Chair with UPC

The Girbau Chair remained active in 2025, consolidating its role in promoting research, knowledge transfer and technology innovation applied to sustainability. Work continued on new collaboration projects with UPC, extending beyond academic research to include initiatives linked to innovation and technology.

Girbau’s positive impact on teaching

During 2025, Girbau continued to strengthen its connection with the educational ecosystem by hosting 24 interns from various universities and training centres, including Elisava (with students completing their placement at Golder S.L.), the University of Vic and INS Vic.

Collaborations with Universities (bachelor’s, master’s, PhD programmes)	2024 2025	
	2024	2025
Vic University	11	10
Manresa Polytechnic University	-	1
Terrassa Polytechnic University	-	1
Autonomous University of Barcelona	1	-
UPF School Of Management	-	1
UNIR	-	1
Elisava	-	3
Total	12	17

Collaborations with vocational training programmes	2024 2025	
	2024	2025
INS Vic	2	3
La Salle	1	2
Teknós	1	1
Vedruna Escorial	1	1
Cirviànum	1	-
INS Jaume Mimó	1	1
Total	7	8

In-company work placements	2024 2025	
	2024	2025
Escorial Vic	-	2
Total	0	2

Girbau Digital Classroom

In 2025, the **Girbau Digital Classroom** a project developed in collaboration with the City Council of Vic, continued to foster scientific and technological vocations among secondary and post-compulsory education students.

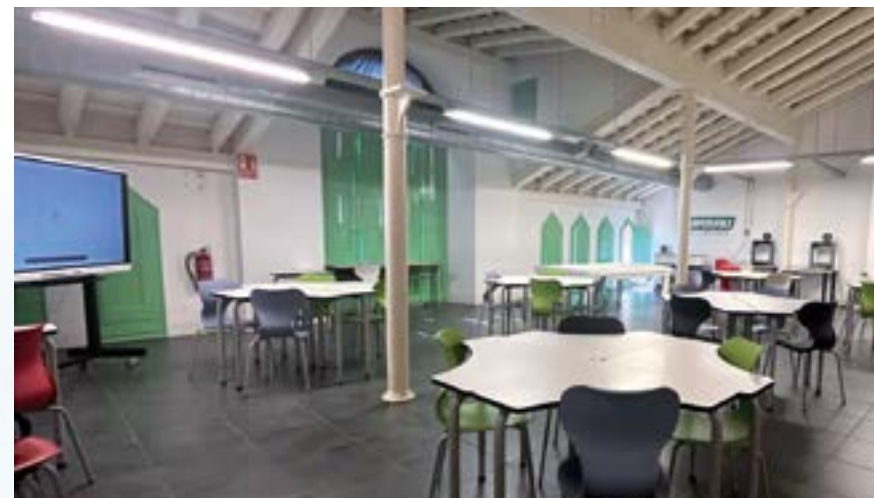
This space, linked to the **La Farinera Robotics Classroom**, continues to promote digital skills, sustainability and hands-on learning through activities that combine creativity, technology and innovation.

During 2025, participation was also promoted in **QUANTA**, a technological challenge in which young people aged 10 to 16 work in teams to design and build a robot brigade capable of completing a series of symbolic challenges related to the promotion of peace.

The activity included three preparatory sessions at the Girbau Digital Classroom and a final competition day, supported throughout by specialist trainers.

Figures 2025

566 students | 41 sessions | 197.5 training hours delivered | 11 participating schools



Occupational health and safety

3-3 Occupational health and safety

The safety of our team is an ongoing commitment and a fundamental pillar at Girbau.

In an industrial environment where prevention is essential, we maintain a proactive and continuous approach to ensure that every workplace is safe, healthy and fully aligned with best practice standards.

Our Safety Policy, structured around 10 core principles, is applied across the entire organisation and guides our day-to-day activities.

In the previous year, we strengthened Occupational Health and Safety by integrating it with Environmental management under the EHS (Environment, Health and Safety) framework. In 2025, Girbau continued to advance the consolidation of a robust management system focused on continuous improvement.

Processes were strengthened to ensure compliance with applicable regulatory requirements through a legal audit conducted by the Internal Prevention Service, which confirmed full compliance. ISO 14001 and ISO 45001 certifications were also jointly renewed for Girbau S.A. and the Robotics site in France, consolidating an integrated management model across safety, health and environmental areas.

In addition, within the EHS management system, risk and opportunity analysis related to safety, health and the environment was integrated, ensuring full alignment with Girbau's overall risk map.



In 2025, regulatory compliance management in industrial EHS was further reinforced through systematic monitoring of ASECORP compliance as a key internal tool for legal obligations control. A detailed and systematic review of applicable requirements across operational sites was also carried out, providing a comprehensive and up-to-date assessment of compliance levels.

This year, we also promoted initiatives aimed at strengthening a safe and healthy working environment at Girbau:

EHS inspections at Girbau facilities

Safety inspections have been expanded to also include environmental risk assessments within the EHS programme, integrating both safety and environmental aspects in a single framework. These inspections provide a systematic way to assess working conditions and identify improvement opportunities. The process has been fully digitised and is now carried out using mobile devices, enabling easier recording, traceability and follow-up of observations. In addition, on-site visits at customer facilities have been strengthened through the technical service team, extending the scope of assessments to both production and administrative areas of end users. Looking ahead to 2026, the programme will be rolled out in China, France and the United States.

Promotion of wellbeing

Wellbeing remains a key priority in Girbau's people management approach, with a strong focus on health, prevention and safety. As part of our health promotion programme, we have maintained access to physiotherapy services, as well as yoga and functional training sessions. In 2025, we conducted a detailed absenteeism analysis, which helped identify the main underlying causes and define an improvement plan. This plan will be rolled out and monitored throughout 2026, supporting a more preventive, data-driven approach to workplace wellbeing.

Information dashboards

We have developed new project management dashboards that include specific indicators to monitor accident rates, as well as tracking corrective actions related to risk management in the Manufacturing Engineering department. This system improves traceability, transparency and operational control in safety management. In 2026, it will be extended to the wider Operations area at Girbau, with the aim of aligning criteria and strengthening preventive management across all sites.

Environment and Occupational Health and Safety mailbox

Actions identified through the EHS mailbox are now reviewed on a regular basis by the Health and Safety Committee, ensuring proper follow-up and implementation of improvements.

Improvements in working conditions

A range of ergonomic and comfort improvements have been implemented, including upgrades to lighting, climate control systems and the reorganisation of production areas through new layouts. We have also introduced dynamic shelving systems, a new ergonomic folding machine, and additional equipment such as lifting assist devices, electric pallet trucks and lifting platforms.

Digitalisation of EHS training

Part of our health, safety and environmental training has been digitalised, establishing a common standard for content and training requirements. This harmonisation helps align criteria, improve compliance traceability and ensure that all employees receive consistent and up-to-date training.

Girbau Robotics

In 2025, the Girbau Robotics plant in France implemented significant improvements in safety and sustainability.

These included the reduction of hazardous chemical products, which were replaced with safer alternatives, as well as the upgrade of the main low-voltage switchboard and the replacement of all sectional doors with fast semi-automatic models, improving both safety and operational efficiency. On the environmental side, the site has strengthened its energy transition, with 24% of its energy needs now covered by photovoltaic power.

Girbau Middle East: Health & Safety drill in offices

The UAE subsidiary carried out an emergency drill at its offices focused on evacuation procedures and safety protocols, with the participation of 13 employees. The activity allowed participants to practise the use of fire extinguishers, escape routes and emergency response procedures, reinforcing a culture of preparedness and confirming the operational readiness of safety equipment on site.

The drill met the required fire and life safety standards in the UAE, confirming that workplace safety systems are fully functional.

Girbau’s health and safety system.

Certified in accordance with the ISO 45001 standard

The health and safety of workers is a core priority at Girbau.

Our Occupational Health and Safety Management System, certified in accordance with the ISO 45001 standard, remains a key pillar in ensuring safe working environments and preventing risks across all areas of the organisation.

Year after year, we continue to strengthen this model by introducing operational improvements, reviewing processes and enhancing risk identification and control.

Safety training

	2024	2025
Fire prevention and protection workshops	20	8
Occupational risk prevention and other workshops	80	77
Emergency drills	7	11
Hazard assessments	38	29
Technical reports (noise, thermal stress, lighting, ergonomics and psychosocial studies)	28	20

Data as of 31 December 2025

In 2025, a consolidated historical dataset was established covering the last eight years, providing a more comprehensive and comparable view of workforce performance over time.

Accident indicators

(403-9)

At the end of 2025, total hours worked across the organisation amounted to 1,642,694.

This year saw an overall improvement in the overall accident rate, with a reduction in the frequency rate compared to 2024. There was one traffic accident involving two people, which temporarily increased the severity rate.

The consolidation of EHS inspections and the strengthened reporting of Near Misses helped identify and address risks at an early stage, contributing to the overall improvement in results. These measures, already introduced in 2024, showed stronger performance throughout 2025.

2024 | 2025

Number of work accidents not resulting in leave

19 20



16 18



3 2

Number of work accidents resulting in leave¹

13 7



9 7



4 0

Number of accidents to and from work resulting in leave

5 3



4 1



1 2

2024 | 2025

Number of days lost

474 665



274 665



200 0

Frequency rate²

11.87 6.09



11.32 6.31



13.56 5.34

Severity rate³

0.312 0.40



0.239 0.52



0.542 0

2024 | 2025

Total recordable incident rate (TRIR)⁴

1.71 0.85

Data as of 31 December 2025

1. The subsidiaries in Andalusia, Golder S.L., Argentina, France, Cuba, China, Germany, Italy, Portugal, the Dominican Republic, the UK, the UAE, Colombia and Malaysia reported no work accidents resulting in leave. The frequency and severity indices were calculated taking only the subsidiaries that recorded work accidents resulting in leave into account.

2. Represents the number of accidents resulting in leave (including accidents to and from work) per million hours worked.

3. Represents the number of days lost per thousand hours worked.

4. Number of accidents resulting in leave / work hours x 200,000.

Social and community action

Collaboration with the community

3-3 Local communities (413-1)

We promote social, cultural and sporting development in our local environment, reinforcing a sustainable and shared-value impact.

Continued success for Girbau Vic TT

Once again, Girbau reaffirmed its commitment to Girbau Vic TT, supporting a club that continues to stand as a benchmark in national and international table tennis.

The women's first team has maintained its position in Spain's top division for 32 consecutive years and has now competed in European competitions for five seasons, consolidating a long-standing, high-performance sporting project.

Institutional visit from the Regional Minister of Business and Labour

Girbau received the institutional visit of the Minister of Business and Labour of the Government of Catalonia, Miquel Sàmper, on the occasion of Girbau's 105th anniversary. The meeting provided an opportunity to share the company's strategic priorities and discuss the current challenges facing the industrial sector. During the visit, the delegation gained first-hand insight into our developed technological solutions and ongoing projects in areas such as sustainability and social responsibility, including water recovery systems and social inclusion initiatives.



Girbau Private Foundation

Since 1999, the Girbau Private Foundation, a non-profit organisation, has promoted and funded social, cultural and environmental projects.

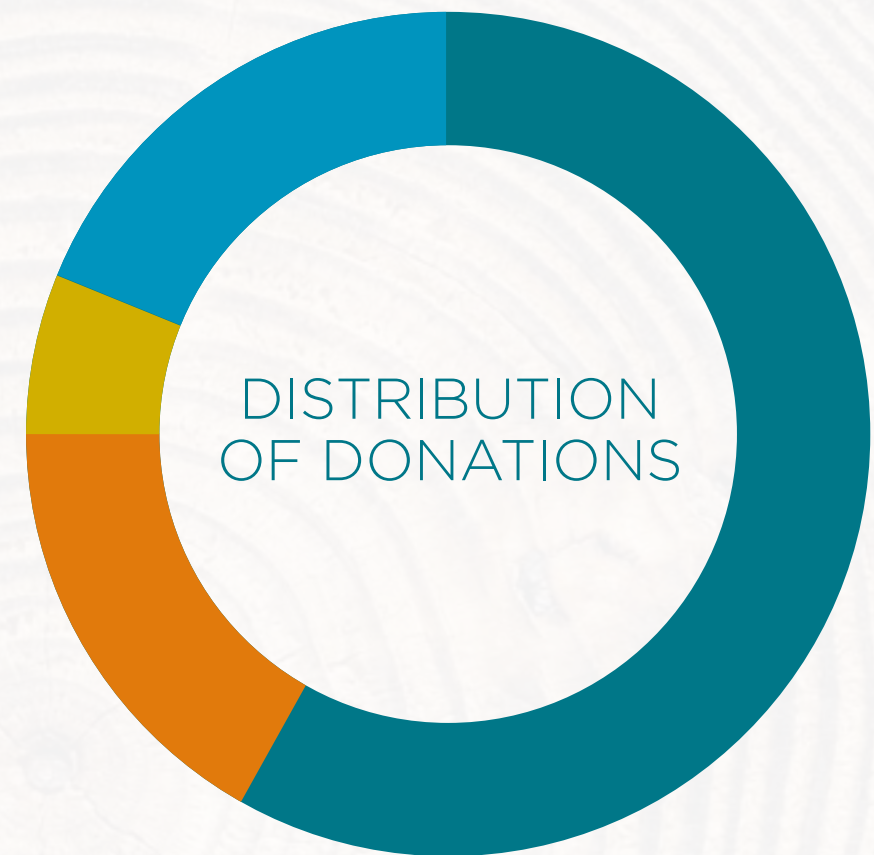
Over more than two decades, the Foundation has strengthened its commitment to initiatives that contribute to people's wellbeing and development, as well as to the improvement of society and the local territory. The Foundation operates primarily in Catalonia, home to its central offices.

In line with our commitment to community wellbeing, the Foundation supports projects that promote dignity, social cohesion and inclusion. Grants and support services are directed to organisations working within the community, fostering partnerships and encouraging collaboration and synergy between them.

Reflecting our environmental commitment, the Foundation also supports initiatives focused on nature conservation and restoration, as well as sustainable and environmentally responsible development models. It also contributes to

cultural initiatives, valuing both the artistic and technical quality of projects, as well as their ability to foster reflection and transmit values that generate a positive societal impact.

In 2025, more than €200,000 was allocated to foundation activities. Donations reached 54 organisations, with four formal agreements signed for welfare and training programmes, highlighting the Foundation's commitment to long-term, high-impact alliances.



58%
Social
projects

19%
Cultural
projects

17%
Environmental
projects

6%
International
cooperation projects

In 2025, more than €200,000 was allocated to foundation activities. Donations reached 54 organisations, with four formal agreements signed.

Local impact

The Foundation's work is built on a close, trust-based relationship with the local community, which enables closer monitoring of projects and strengthens collaboration with local organisations.

This approach helps address the needs of the surrounding area and supports the implementation in Osona of initiatives originating from other parts of Catalonia. In this context, **86% of donations were earmarked for projects in the county.**

2nd edition of the event with the local network of associations

As part of its social commitment, the Foundation organised the second edition of a reflection and recognition event for the local network of associations, in collaboration with Vic City Council. The event focused on culture as a driver of social transformation. It included a roundtable with representatives from various foundations and associations, who shared inspiring experiences on participation, networking between cultural and social organisations, and community cohesion.

A participatory activity was also held with all attendees. The event concluded with a musical performance by Coral NariNan, a choir formed by people living with Parkinson's disease.

5th edition of the Nature and Society Award

The fifth edition of the Nature and Society Award became one of the most significant initiatives of the year, featuring a refreshed format with five thematic categories and attracting 90 projects from across Catalonia. Winners received a €3,000 prize recognising initiatives in community impact, waste reduction and environmental improvement, conservation of natural heritage, established environmental work, and youth innovation.

This edition stood out for the quality and diversity of the submissions, reflecting the vitality of the community organisations sector and offering a positive outlook for the future.



Conference on Alzheimer's

To promote health awareness, the Foundation organised a conference on Alzheimer's, bringing together AFMADO, the Pasqual Maragall Foundation and the University of Vic Continuing Education Centre, strengthening collaboration among them.

The speakers addressed the disease from a dual perspective: the importance of prevention and healthy habits supported by scientific research, and the lived experience of patients and caregivers, highlighting available resources in Osona and the need for emotional support.

The session, part of the UVic continuing education lecture series, was attended by between 700 and 800 people, reflecting strong public interest and the relevance of such initiatives.

Radio talk show "Sala Oberta"

The Foundation has sponsored this programme since its inception, establishing it as a weekly space dedicated to social topics and open to the public.

The format combines discussions and interviews with representatives from Osona's local network of associations, offering a dynamic and accessible meeting point. In line with the spirit of "Sala Oberta", the programme has become a platform that allows social organisations to showcase their projects and promote volunteering.

It also highlights their activities, success stories, challenges and proposals, helping generate synergies and strengthen the shared network of resources and services among participants.

Suppliers

In 2025, we made significant progress in supply chain management, integrating new approaches to sustainability, risk management and operational quality.

We work with a broad network of suppliers across different categories and areas, and we have continued strengthening our global supplier base in line with our corporate values.

To ensure compliance with both our standards and current regulations, we continuously review our supplier network.

In 2025, 77% of the group’s suppliers corresponded to Girbau, S.A., of which 72% are Spanish.

One of the key milestones of the year was the adoption of the Code of Ethics: 100% of direct procurement suppliers onboarded in 2025 have signed Girbau’s Code of Ethics, reinforcing our commitment to integrity, human rights and responsible conduct.

During 2025, we made progress in the development of a new supplier risk assessment model, designed in coordination with our Compliance team with the aim of strengthening operational excellence.

This new global Supplier Evaluation Questionnaire covers seven key areas to ensure supplier suitability: general information, compliance requirements, financial information, operational capabilities and infrastructure, business continuity planning, health and safety management, and environmental criteria. We expect this tool to be implemented and fully operational in 2026.

Our selection policies and criteria are applied consistently to both local and international suppliers. However, when conditions are equivalent, we prioritise local suppliers, as this helps reduce transport-related environmental impact and contributes directly to local community development. Working with nearby suppliers also enables faster and more

collaborative relationships. On an annual basis, and through a regular and random selection process, our supplier audit plan includes two types of controls:

On-site quality audits

These review aspects such as product technical specifications, correct application in internal manufacturing orders, raw material routing sheets, pre-shipment product verification, and other key elements to ensure quality.

Supplier approval questionnaire

This collects information on areas including invoicing, health and safety, environmental practices, customer portfolio, quality standards and other relevant criteria used to assess supplier suitability.

(2-6)

	2024	2025
Active suppliers ¹	1,888 ²	2,115

1. Auditable suppliers that have recorded at least one transaction and/or activity during the financial year 2025.
2. The variation compared with the previous year is due to a methodological change. In 2024 all registered suppliers were included, whereas in 2025 only active suppliers (with at least one delivery during the year) are counted.

Innovation and sustainability

Although fresh water accounts for less than 3% of the planet's total water resources, technologies now exist that make it possible to purify, reuse and manage this resource with a level of efficiency never seen before.

Sustainability strategy

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

At Girbau, innovation is a key driver of our sustainability strategy and guides our long-term vision towards a more ambitious and transformative industrial model.

- We have achieved the **EcoVadis Gold Medal**
- We have reduced Scope 1 **emissions by 23%**
(base year 2021)
- We have neutralised **100% of Scope 2 emissions**
(base year 2021)
- We have reduced **Scope 3 emissions by 33%**
(base year 2023)

Participation in forums and promotion of best practices in sustainability

Throughout the 2025-2026 period, Girbau has maintained an active presence in industry forums, technical conferences, and multi-stakeholder events focused on corporate sustainability, innovation, circular economy, and industrial transformation.

These engagements reflect our commitment to sharing best practices, exchanging knowledge, and collaborating with the wider business and institutional ecosystem. Through presentations and expert discussions, we contribute to the ongoing debate on resource efficiency, responsible innovation, and continuous improvement, while also integrating valuable insights into our own strategic approach.



In this context, Girbau's Sustainability Officer, Joan Vilaseca, took part in a range of sustainability and circular economy events. The most relevant engagements during the period include:

- A presentation at the University of Vic's Sustainability and Social Commitment Conference
- Roundtable discussions hosted by Inèdit and ACCIÓ on how circular economy innovation can drive competitiveness
- A presentation on integrating quality and environmental management at the Annual Session of the Technical Advisory Council on Quality and Accreditation of the Catalan Union of Hospitals
- AMEC Forum 2025
- Roundtable discussion organised by Asociación Diálogo with companies such as Iberdrola, Cuatrecasas, and Engie Solutions on sustainable reindustrialisation in Europe
- A working group meeting on sustainability hosted by ETSA in Brussels



Girbau Lab

In 2025, building on years of development, this commitment was further strengthened through Girbau Lab, a Group initiative designed to create value through collaborative innovation, going beyond traditional laundry solutions.

At Girbau Lab, we work to contribute to the Group's strategic objectives while accelerating the transformation of the sector towards a regenerative industry—one that gives back more than it takes and plays a key role in advancing textile circularity.

Girbau Lab is a collaborative space designed to generate value through innovation. From a global perspective, we analyse and identify leading innovation ecosystems in order to build strategic alliances that enable the co-creation of ideas, technologies, and solutions capable of transforming the sector, taking into account planetary boundaries and people's wellbeing. The aim of the Lab is to build new capabilities, identify opportunities, and develop solutions. Through the creation of the Open Lab, we foster the generation of new knowledge, assess emerging technologies, and help address challenges faced by the Girbau Group and its current or potential customers. Our activity is structured into three main areas:

TECHNOLOGY

Focused on developing socially, environmentally, and financially sustainable technological solutions.

BUSINESS MODELS

Focused on exploring new business models and innovative configurations both within and beyond the laundry sector, always aligned with Girbau's strategic objectives.

CULTURE

Focused on making laundry processes more visible, encouraging reflection on the contemporary challenges facing our industry, and driving transformation across both our sector and adjacent industries through cultural initiatives.

During 2025, we implemented a dynamic agenda of meetings, talks, and collaborations that reinforced Girbau Lab's role as a reference in sustainable innovation. Key activities included sessions on textile sustainability and garment care, as well as talks and exchanges with experts from diverse scientific fields. We also explored topics related to digitalisation and the strategic value of data.



Consolidated projects in 2025

BIOFIX Legacy CO₂ capture

Biofix is a joint initiative with other Indpuls companies to position industry at the forefront of active decarbonisation. Through Biofix, we aim to remove emissions from the atmosphere and generate high-quality certified CO₂ credits through the production of biochar from residual biomass. This initiative is designed as a high-impact project that will support Girbau's progress towards carbon neutrality by 2030.

Òpera Garment Solutions Extending the lifespan of garments

Òpera is an end-to-end solution for recovering returned and second-hand garments through professional treatments that extend their lifespan and preserve their value. It addresses the challenges of brands in managing returns and the lack of control over customer experience in the second-hand market by integrating reverse logistics, textile treatment, traceability, and garment valuation within a single model. Its non-disruptive design makes adoption easier for brands, embedding circularity without changing their core operations. At Girbau LAB, we welcomed its launch as a key milestone, resulting from long-term work and providing a practical solution to retain garment value and advance circular business models.

Turning micro-waste into new resources Scarabat

Scarabat, led by ARPE and Girbau LAB with the support of Tèxtils.cat, Inèdit, and ACCIÓ, builds on previous projects developed by Girbau LAB with Elisava, such as FIX and Clint. Its aim is to recover micro-waste generated during industrial washing and drying processes, transforming them into new resources and promoting a circular model. Open Lab carried out testing involving 25 wash and dry cycles on ARPE garments to measure microplastic release, generating key data to support their future reuse in new materials and products.

Bringing young talent closer to industry challenges G-Wet Pro

We launched a new collaboration with Elisava, where Design and Engineering students worked alongside Girbau professionals to develop a solution for professional textile care, focusing on optimised management of specialised garments using wet cleaning technologies. In this initial phase, they defined the concept by combining technical feasibility, professional use, and environmental impact, validating proposals with experts. Aligned with our collaborative innovation approach, the project will continue in 2026 with validation, development, industrialisation, and communication phases.



Recovering wool from small producers

Tagamanent Plant

In Catalonia, large amounts of sheared sheep wool are discarded each year, as many small farmers lack access to affordable washing and processing services to recover it for reuse. In 2025, the Tagamanent City Council inaugurated a new wool processing plant, supported by the Catalan Waste Agency and Bioboost, to promote circular economy practices and address this challenge. Girbau LAB contributed by defining and testing the optimal washing and drying process for small-scale wool treatment, selecting and adapting technology to project needs. This helped reactivate the first link in the value chain and enable new local and circular applications.



21st edition of the Final Fashion Show Fashioners of the World

We support initiatives that encourage new ways of thinking about fashion from its origin. This year, we collaborated with the graduation show of IED Barcelona, where 25 finalist collections from the 2025 cohort were presented at the Palau Reial de Pedralbes, integrating sustainability, technological innovation, and impact-driven messages. We participated as jury members and helped highlight the importance of textile care and garment culture, promoting training that combines creativity, critical thinking, and a commitment to the multiple lives of clothing from its earliest stages.



Moritz Feed Dog Fashion on the Big Screen

This year, we began a collaboration with the Moritz Feed Dog fashion documentary festival in Barcelona to strengthen our presence within fashion culture and promote conscious garment care to extend clothing lifespan. Through this partnership, we highlighted the importance of professional textile care in extending garment life and supporting durability, in line with our commitment to textile sustainability.



4th edition of O80 Reborn

The fourth edition of O80 REBORN, promoted together with O80 Barcelona Fashion and in collaboration with the Catalan Waste Agency and Girbau LAB, further consolidated in 2025 a platform that transforms garment reuse into an increasingly relevant exercise in innovation and creativity within the fashion industry. The show reinforced the value of reuse and demonstrated how design, industry, and education can work together to rethink fashion and extend the life of resources. Since its inception, we have collaborated with O80 REBORN to promote circularity in the textile industry and drive a cultural shift in resource use, highlighting the role of textile care in extending the life and functionality of garments.



Innovators' Club

During 2025, we continued to host sessions within the Innovators' Club, featuring speakers from diverse fields of innovation:

- Emil Vestman, co-founder and design director of Mimby, focused on the company's journey and the development of the Mimbox as a response to environmental challenges such as water stress and microplastics. He concluded by envisioning a 2040 in which laundry systems are more adaptive and microplastic filtration becomes a routine part of everyday washing.
- Lucas Guasch, blockchain expert, explained the fundamentals of blockchain and its potential to enable trusted systems, smart contracts, traceability, and decentralised payments. He also explored how these solutions could be applied in industrial environments such as Girbau, highlighting that the main barriers to adoption are cultural rather than technological.
- Dr Antonio Turiel, researcher at the Institute of Marine Sciences (CSIC), presented an analysis of the current environmental and energy situation, noting that six of the nine planetary boundaries have already been exceeded, and emphasising the interdependence between

climate, biodiversity, water, and soil systems. At Girbau LAB, we share this perspective and work through projects, models, and partnerships to move towards a future aligned with planetary limits and human wellbeing.

- Fernando de la Rosa, entrepreneur, consultant, and lecturer specialising in digital strategy, reflected on the role of data in decision-making under the title "Why do you want data if you don't use it afterwards?", helping translate expert knowledge into more informed and strategic decisions.

Girbau LAB x So Good So Cute

As part of the interview series led by Girbau LAB and So Good So Cute, we spoke with Ovidio Ceñera, Head of Costume and Characterisation at the Teatro Real, whose career evolved from acting into costume design. The interview explored how wardrobe management works in a sector that produces hundreds of garments per production, requiring complex manufacturing and maintenance processes, and a strong focus on reuse and careful textile care to extend garment lifespan.

GLAB COMMUNITY 2025

We have established ourselves as a strategic bridge between Girbau and a wider ecosystem of external stakeholders. We collaborate with research centres, universities, start-ups, institutions, and technology companies to explore new frontiers, share knowledge, and connect with professionals from a wide range of disciplines.



New products and solutions

At Girbau we continue to develop new laundry solutions based on active listening to the market and the real needs of our customers.

his close relationship allows us to anticipate trends and design innovative models that keep our offering up to date, competitive, and aligned with our purpose of delivering sustainable value.



In 2025, we introduced a strategic upgrade to the **Genius** washer range, reinforcing its value proposition as a connected, efficient solution that is continuously evolving. This enhancement introduces new digital capabilities that help optimise machine performance, improve resource efficiency, and provide operators with more advanced control.

One of the key features of this update is the ability to receive remote improvements without the need for technical intervention or service interruption. Thanks to these continuous updates, **Genius** washers operate as a living platform that evolves over time, ensuring users always have access to the latest software functionalities.

The update integrates **Genius Wash**, an intelligent system that automatically adjusts water and chemical usage according to load type and selected programme. This optimisation enables resource savings of up to 80%, while maintaining consistent wash quality.

The new version also enables remote configuration of wash programmes and user interfaces across multiple machines, offering greater flexibility for laundry operators. As part of this upgrade, the range now includes standard daily machine and programme data reporting, without the need for additional systems or integrations.

With these advanced capabilities, the **updated Genius platform** is positioned as a future-ready solution, reflecting our ongoing commitment to developing technologies that evolve alongside our customers, enabling more efficient, sustainable, and competitive operations over the long term.

Looking ahead to 2026, we continue to work on new product launches already in development, further evolving our products and platforms to meet market needs. These initiatives include advances in solutions such as **Sortech**, tunnel washing systems, and the Genius platform itself, reinforcing our commitment to continuous innovation focused on the future.

The new version also enables remote configuration of wash programmes and user interfaces across multiple machines.

Recognition for innovation

Honourable Mention for Sortech

During the event, Girbau received an **Honourable Mention at the Clean Show 2025 Innovation Awards** for Sortech, its advanced intelligent laundry sorting system based on UHF RFID technology.

This recognition underscores our commitment to efficient automation, improved productivity, and reduced physical strain for operators, as well as the development of solutions co-created with customers to drive a safer, more sustainable, and more competitive future for the industry.



Participant of the Boilermakers Guild

Girbau is a member of the **Boilermakers Guild, the only professional association of the sector in the region** founded in 1960 and bringing together manufacturers, installers, and repairers of pressure equipment, tanks, boilers, heat exchangers, and other boilerwork and sheet metal components in steel and other materials.

As a member, we contribute to an organisation dedicated to promoting and defending the technical, economic, labour, and organisational interests of the sector, as well as fostering the exchange of knowledge and best practices within this professional network.

Use of eco-efficient products

The zero platform

At Girbau, we develop solutions that improve the efficiency and sustainability of laundry operations, enabling our customers to reduce costs and minimise environmental impact.

Through the Zero Platform, we promote technologies that reduce water and energy consumption, limit microfibre release, and reduce packaging and waste. Our goal is to deliver equipment that enhances performance while providing a clear sustainability advantage.



THE ZERO PLATFORM

LESS IS MORE



ZERO WATER

Optimisation of water consumption

Our solutions enable laundries to operate with greater water efficiency through systems that maximise water reuse:

- More efficient and sustainable washing processes, reducing total water consumption in each cycle.
- Reuse of up to 35% of direct water through centralised systems or machine-level installations.
- Reuse of up to 50% when microfiltration modules are integrated into centralised systems.



ZERO MICROFIBRES

Implementation of filtration technologies

Our ZM system is designed to minimise microfibre release during washing processes through advanced filtration technology:

- Removes up to 90% of particles larger than 50 microns present in process water.
- Captures microfibres as solid waste, enabling safe and responsible waste management.
- Features an automatic cleaning system that reduces manual maintenance and improves operational continuity.
- A high-efficiency microfilter, recognised as one of the most advanced solutions in the commercial laundry sector.



Water recovery tank for single-machine systems

The water recovery tank (ZW35s) is an innovative solution designed specifically to optimise the use of water in Girbau's machinery.

Integrated directly with Genius washers, this system enables the recovery and reuse of water used in the washing process, improving water efficiency and reducing environmental impact.



ZERO PACKAGING

Replacement of single-use plastic

To reduce the environmental impact of packaging clean laundry, we have replaced single-use plastic with more sustainable alternatives:

- Use of 100% recycled and recyclable paper, eliminating conventional plastic packaging.
- Reduced costs associated with taxes and regulations on single-use plastics.
- Significant reduction in environmental footprint, with up to 95% less CO₂ equivalent emissions compared to plastic.
- Direct contribution to more responsible packaging models aligned with sustainability standards in the sector.



ZERO ENERGY

Reduction of energy consumption

We implement technologies that optimise energy use across all stages of the laundry process, directly contributing to the reduction of Scope 3 carbon emissions:

- Washing processes:
 - Centralised heating without steam, improving thermal performance and reducing energy losses.
 - Heat recovery systems that reuse generated energy to reduce total consumption.
- Drying and ironing processes:
 - Air-to-air heat exchangers that maximise thermal transfer and reduce energy demand.
 - Air-to-water heat exchangers that recover heat for other operational uses within the laundry facility.

G-Seeds

In 2025, we further consolidated G-Seeds as an internal sustainable governance system that integrates energy efficiency metrics, environmental impact, and economic performance throughout the lifecycle of our equipment.

Under this model, the revenue generated by each product is multiplied by a coefficient linked to its efficiency category, generating its corresponding G-Seeds value. This internal exchange mechanism, fully aligned with our sustainability strategy, acts as a key driver in decision-making, strategic planning, and variable remuneration. Its annual cumulative result contributes to our overall sustainability targets and reinforces a framework in which sustainability, competitiveness, and shared value advance together.

During 2025, we also strengthened our **eco-labelling** programme through the adaptation and commissioning of a dedicated testing laboratory. While this initiative represented a future ambition in 2024, it became a fully operational process in 2025, supporting the environmental excellence of our products.

The model measures environmental impact during the use phase through operational indicators and assigns each solution an environmental classification.

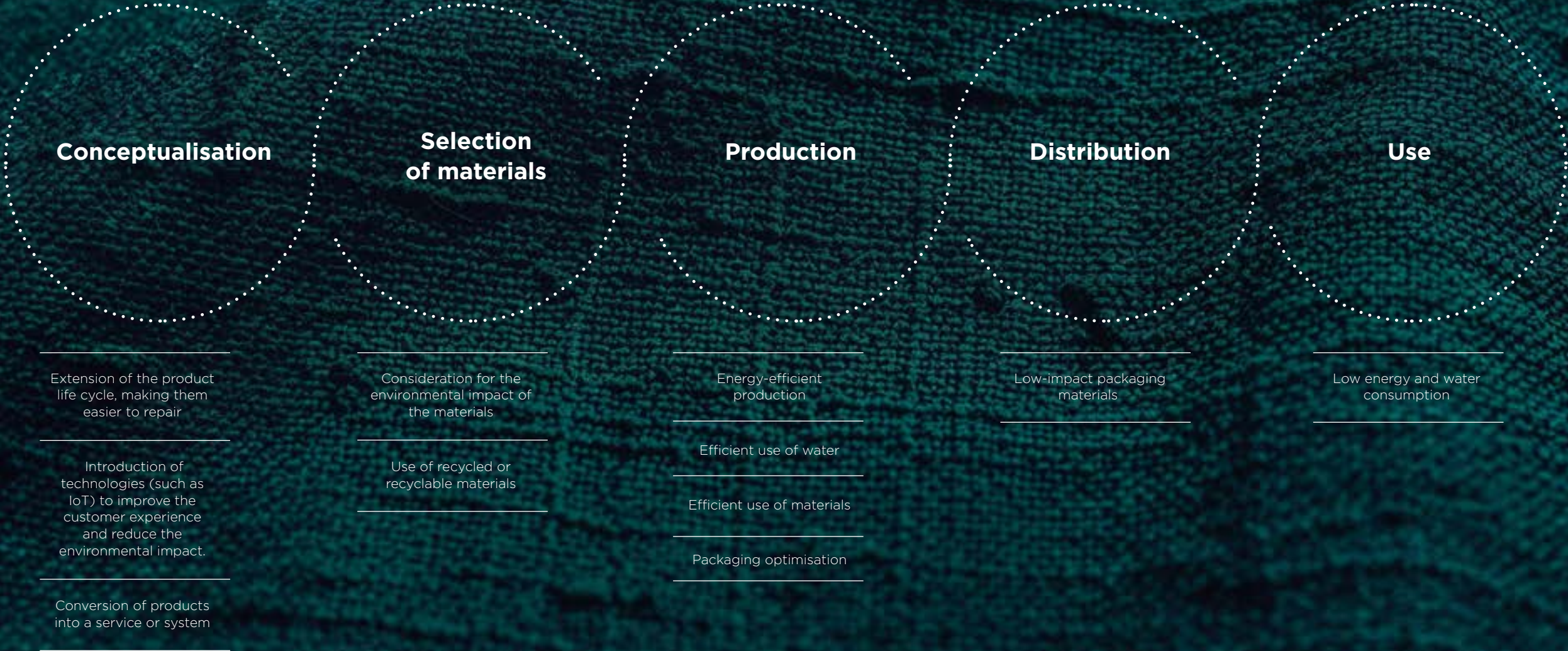


Our ecodesign

At Girbau, we drive innovation by developing solutions that reduce environmental impact and optimise resource use.

Our objective is to provide customers with equipment that is more efficient, durable, and aligned with the transition towards more responsible operations. At Girbau we are moving towards a highly eco-efficient product model by integrating ecodesign principles and environmental metrics throughout every stage of the product lifecycle.

We apply **ecodesign criteria in all phases of the product**, from initial engineering to operational performance at customer facilities:



During 2025, we carried out a more systematic and comprehensive ecodesign assessment, supported by a technical study developed together with a specialised external consultancy and the cross-functional implementation of new environmental evaluation tools.

Ecodesign study

The project carried out enabled a quantitative assessment of the environmental performance of our products using key indicators such as carbon footprint, recycled material content, energy efficiency during use, and reparability.

One of the most significant findings was that the use phase accounts for more than 95% of the total environmental impact of an industrial dryer, reinforcing the importance of continuing to develop technologies with lower energy consumption and reduced water footprint. The study also identified opportunities for improvement in materials, disassembly, sensors, reverse logistics, and preventive maintenance.

Lines of action

Based on the workshops and analyses carried out, several measures were defined to reduce the environmental impact of products during use:

- > **Modularity and reparability:** design of accessible and removable components without destructive joints, facilitating repair and extending product lifespan.
- > **Energy optimisation:** integration of heat recovery systems, energy-efficiency algorithms for drying cycles, and IoT technologies that enable parameter adjustment and reduced consumption.
- > **Reduction of water use:** advances in water reuse linked to the ZERO WATER platform and efficiency criteria associated with water recirculation.

- > **Microfibre control:** integration of filtration solutions that minimise the release of microplastics during washing processes.
- > **Improved packaging:** use of recycled materials and reduction of single-use plastics, aligned with circularity objectives.
- > **Eco-efficient after-sales services:** enhanced preventive maintenance, expanded sensor integration, and the use of data to optimise customer operations.

Definition of KPIs

The ecodesign study and the internal sustainable governance system enabled the definition of specific KPIs that now form part of the environmental monitoring of our products, allowing us to compare designs, identify improvements, and prioritise innovation initiatives:

1. Product carbon footprint
2. Energy efficiency
3. Recycled material content
4. Number of removable components and reparability rating
5. Ranking of parts with highest incidence and associated lifespan
6. Average spare parts delivery time and availability
7. Percentage reduction of water reclaimed and reused in process

Environment

Environmental management

At Girbau, we maintain a strong environmental commitment that continues to evolve year after year as we advance towards increasingly responsible environmental management.

In 2025, we took a decisive step forward in our sustainability commitment through the development and approval of a **new global Environmental Policy**.

This renewed framework reinforces our vision of proactive and consistent environmental management, establishing common criteria to guide impact prevention, resource efficiency, and continuous improvement. With this update, we strengthened a more robust environmental governance model, aligned with current challenges and with our ambition to continue improving environmental performance year after year.

During 2025, we also worked to strengthen environmental legal compliance, raising standards and aligning them with the levels of excellence defined by **ASECORP**. This process enabled us to classify our obligations into five categories and ensure strict, detailed, and independently verified compliance.

We also maintained **EMAS** certification at our production facilities in Spain, alongside ISO 9001 Quality Management and ISO 14001 Environmental Management certifications at our production sites in Spain, China, and France.

At the same time, we continued strengthening the role of our Climate Agents, who act as internal ambassadors for environmental management across our subsidiaries. In 2025, new virtual working groups were created to facilitate interaction, encourage the sharing of best practices between factories and subsidiaries, and promote continuous learning across all sites. This collaborative environment is helping to improve efficiency and align environmental performance criteria throughout the Group.

During 2025, Girbau also strengthened internal sustainability training initiatives, reaching 236 employees and delivering a total of 118 learning hours.



Recognition of our commitment to sustainability

EcoVadis Gold Medal

In 2025, Girbau achieved a significant milestone by earning the EcoVadis Gold Medal, a major step forward from the Bronze Medal obtained the previous year. This recognition places us among the top 4% of companies assessed worldwide and above 96% of companies evaluated over the last twelve months, reinforcing our position as a sustainability benchmark within the industrial machinery sector.

During this reporting period, the assessment was carried out at Group level. To achieve this rating, we strengthened reporting processes, improved document consistency, and enhanced the integration of policies and evidence across the four key areas of the EcoVadis methodology: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. We also formalised internal procedures to ensure the traceability and verification of all supporting evidence, guaranteeing robust and internationally comparable performance.

EcoVadis recognises not only our current performance, but also our commitment to continuous improvement. In this context, we developed specific action plans to continue improving indicators with the greatest potential for progress and to ensure our customers can

rely on a supplier aligned with global ESG standards and prepared to meet emerging regulatory requirements.



“It reflects our long-term strategy and the collective effort of all our teams worldwide. It drives us to continue promoting innovation that creates value for both people and the planet. We remain motivated to lead the transformation of our sector towards a more sustainable future”
Mercè Girbau, CEO of Girbau



EMAS Award

The renewal of the EMAS registration obtained in 2025 represents recognition of Girbau's more than 20-year track record within the European environmental management and auditing system. The Generalitat de Catalunya has confirmed the seventh consecutive renewal of the certification, valid until 2028, reinforcing the strength and continuity of Girbau's environmental management model.

This recognition demonstrates our sustained commitment to continuous improvement, transparency, and the independent verification of environmental performance. The EMAS certification positions us once again as a benchmark in the application of the highest environmental standards, consolidating a rigorous management approach fully aligned with European requirements.

Signing of the United Nations Global Compact



In 2025, we strengthened our commitment to sustainability and ethical business management through our adhesion to the United Nations Global Compact, integrating its Ten Principles covering human rights, labour standards, environmental protection, and anti-corruption. This voluntary commitment reinforces our focus on actions that promote environmental protection, resource efficiency, respect for people, and continuous improvement across our value chain.

Commitment to Sustainability

Our participation reflects Girbau's alignment with the UN 2030 Agenda and the Sustainable Development Goals (SDGs), highlighting initiatives such as waste management, environmental protection, and energy efficiency in our production processes.

Scope

As part of the world's largest corporate sustainability initiative, Girbau aligns with global standards of corporate responsibility.

Objectives of the Global Compact

The initiative aims to generate positive impact through transparency and continuous improvement, key principles of the Global Compact framework.



Energy transition

(305-1, 305-2, 305-2)

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

We continue to advance our commitment to energy efficiency through a roadmap of actions and investments that drive a progressive reduction in energy consumption, the transition to renewable sources, and the achievement of climate neutrality for Scope 1 and 2 emissions by 2030 across the Group.

To accelerate this transition, in 2025 we defined a new **Decarbonisation Plan** applicable across the entire Girbau Group.

Scope	2030 target	Target type	Observations
Scope 1	-75%	Absolute reduction	Residual emissions that cannot be technically eliminated will be offset through certified mechanisms.
Scope 2	-95%	Absolute reduction	Priority given to reduction through energy efficiency and renewable energy, including Guarantees of Origin and offsetting where required.
Scope 3	-20%	Absolute reduction	The target focuses primarily on Scope 3.11.

Girbau has defined a set of specific measures to reduce greenhouse gas emissions, with the primary objective of achieving climate neutrality in Scope 1 and Scope 2 by 2030, reducing emissions by 75% and 95% respectively, and lowering Scope 3 emissions by 20% compared to the 2023 baseline year.

These measures have been prioritised according to emission relevance, reduction potential, technical feasibility, economic viability, and alignment with corporate strategy. Implementation will take place progressively between 2024 and 2030.

The plan includes energy efficiency measures in buildings and processes, electrification of thermal energy sources, promotion of sustainable mobility, integration of environmental criteria into procurement and suppliers, industrial optimisation, and product ecodesign. It also includes specific actions to minimise waste and offset emissions that cannot be eliminated. Together, these initiatives support a more efficient operation aligned with the climate objectives set for the 2024-2030 period.

Scope	Actions
Scope 1	➤ Improvements in energy efficiency across facilities and processes, including renewal of thermal equipment. ➤ Progressive electrification of energy sources and replacement of fossil fuels. ➤ Promotion of sustainable mobility through the transition to electric vehicles and reduction of internal travel.
Scope 2	➤ Electrification of energy supply and procurement of renewable electricity. ➤ Implementation of efficiency measures in lighting, HVAC systems, and facility automation. ➤ Optimisation of energy use in buildings and operational areas to reduce electricity consumption.
Scope 3	➤ Sustainable mobility programmes for employees and logistics optimisation to reduce climate impact. ➤ Integration of sustainability criteria in procurement and suppliers, along with ecodesign measures, material reduction, and waste minimisation. ➤ Offsetting of residual emissions through certified environmental initiatives for emissions that cannot be eliminated.

We also define two strategic priorities: prioritising 100% electric vehicles in new corporate fleet acquisitions and sourcing renewable energy at both national and international level.

To support their implementation, new electric vehicle charging points have been installed at the Vic site, strengthening the existing infrastructure. This policy follows a progressive approach and will continue to evolve in line with technological developments and operational needs. We also carry out monthly monitoring of our carbon footprint, allowing us to track its evolution accurately and continuously implement improvements. At the same time, we are committed to reducing Scope 3 absolute emissions by 20% in order to progress towards net zero across the entire value chain.

As a tangible result of these investments, in 2025 the photovoltaic installation at G1 became fully operational. Located on the building's main roofs, the system has an installed capacity of 797 kWp and contributes continuously to renewable energy generation and the reduction of grid electricity consumption.

Key developments in 2025

Upgrading equipment at G1.

In 2025, we made further progress in improving the energy efficiency of the G1 building through the replacement of outdated equipment with more efficient systems, enhancing the reliability and performance of the facilities. As part of these improvements, a new water recirculation system was installed in the testing line, optimising water consumption and reducing the energy required for testing processes.

Renewal of industrial machinery.

During 2025, we formalised the purchase of a new punching machine and a new welding robot, which will replace existing equipment and are expected to be operational in 2026. These investments will improve precision, performance, and overall production efficiency.

Replacement of the natural gas boiler.

In 2025, a 1,221 kW natural gas boiler was replaced with a high-efficiency heat pump system. This new installation provides heating for part of the G1 building and significantly reduces fossil fuel consumption. It is estimated to deliver an annual reduction of approximately 200 tCO₂, directly contributing to emissions reduction targets and supporting the transition towards more sustainable energy sources.

In 2026

Optimisation of logistics and warehouse

Two key projects are planned for the end of 2025 and the beginning of 2026, as part of our internal efficiency strategy:

- Relocation of the spare parts warehouse to improve internal flows, reduce picking times, and optimise after-sales logistics.
- Deployment of a new automated warehouse linked to the SPS project, enabling improved traceability, better inventory management, and reduced operational lead times across the supply chain.

Our CO₂ footprint

Progress that makes a difference

At Girbau, we have strengthened our verification system through the official certification of our carbon footprint by Spain's Ministry for the Ecological Transition (MITECO), obtaining in 2025 the "We Calculate and Reduce" label for Scope 1 and 2 emissions. This milestone provides external validation of our policies and of the results achieved in decarbonisation over the last four years.

We have also begun implementing a new carbon footprint tracking and analysis software, which will enable more robust monitoring, higher data quality, and faster decision-making. Its full rollout will be completed in 2026, further strengthening our internal emissions monitoring capabilities.

We have also made progress in the design of Girbau Vic's Corporate Mobility Plan, a six-year roadmap with biennial reviews aimed at reducing the environmental impact of business travel and promoting more sustainable transport alternatives.

At the same time, we have introduced the role of Mobility Manager and launched awareness campaigns to communicate the progress and operation of the plan, highlighting the importance of understanding mobility habits and identifying improvements such as public transport, car sharing, or healthier commuting options.

As part of this effort, we have also distributed a sustainable mobility survey to encourage employees to reflect on their commuting patterns and consider alternatives to private car use.

As a result of these initiatives, in 2025 we have seen progress in reducing our carbon footprint. The results show a positive trend across all emissions categories: a 3.7% reduction in Scope 1 emissions, a 9.3% reduction in Scope 2 emissions (location-based), and a 28.7% decrease in Scope 3 emissions, which remains the most significant category within our business model.

2024 | 2025

Data as of 31 December 2025

Annual energy consumption in production centres (MWh)	8,855	7,389
Ratio of annual energy consumption to turnover in production centres (kWh/€ of turnover)	0.04	0.04

(305-1, 305-2, 305-3)

Greenhouse gas emissions (t CO₂ e)

2024 | 2025

Direct (Scope 1) GHG emissions	2,107	2,028
Indirect GHG emissions associated with electricity (scope 2, location-based)	452	410
Indirect GHG emissions associated with electricity (scope 2, market-based) 352 200	200	0
Other indirect GHG emissions (Scope 3) ²	2,462,337	1,756,399
Total location-based	2,464,897	1,758,838
Total market-based	2,464,645	1,758,428
Ratio of greenhouse gas emissions (scopes 1, 2 market-based) at the production centres to turnover (kg CO ₂ eq/€ turnover) ⁵	0.0088	0.011
Ratio of greenhouse gas emissions (scopes 1, 2 market-based) at the production centres and commercial offices to turnover (kg CO ₂ eq/€ turnover)	0.0111	0.014
Ratio of greenhouse gas emissions (scopes 1, 2 market-based and 3) at the production centres and commercial offices to turnover (kg CO ₂ eq/€ turnover)	11.8906	9.9316

2024 | 2025

Total Scope 3 (t CO₂e)

Goods and services acquired	54,958	61,454
Capital goods	2,654	3,849
Activities related to fuel and energy (not included in Scope 1 or 2)	487	429
Upstream transportation and distribution	831	802
Waste generated in operations	110	102
Business travel	1,629	1,109
Employee travel and teleworking	1,129	1,126
Upstream leased assets	4	0.11
Downstream transportation and distribution	1,258	1,609
Use of sold products	2,398,712	1,685,371
Treatment of sold products at end of their lifespan	489	434
Investments	142	113

(1) During 2024, the carbon footprint corresponding to previous years was recalculated and the emission factors updated, in effort to align ourselves with the new recommendations from the Science Based Targets (SBT) Initiative and Greenhouse Gas Protocol (GHGP).
(2) WTT (Well-to-Tank) emissions were incorporated into the transport-related Scope 3 categories, as recommended by the SBTs and GHGP. Scope 1 and 2 emissions associated with the machines sold throughout their lifespan were also calculated, including the energy required to heat the water. In this calculation, consideration was given to the consumption of electricity, natural gas, steam and thermal oil.

Water efficiency

In the face of the growing global water challenge, at Girbau we have strengthened our commitment to sustainable water management.

In 2025, we maintained ongoing initiatives and introduced new measures that allow us to continue reducing consumption and ensuring a more responsible use of this essential resource:

Optimisation of water consumption in machinery testing.

In 2024, a more efficient testing system (HS6 High Capacity) was implemented at G1, enabling a reduction in water consumption during machinery testing. During 2025, this improvement was also extended to the G2 and G3 lines, further expanding water reduction across technical validation processes.

Water reuse and progress in recirculation systems

Following project completion, the new water recirculation system has been fully installed, enabling continued water reuse in the G1 line. This initiative represents a significant step forward in the progressive adoption of water recirculation solutions.

Improvements to the internal water network.

We have continued implementing measures aimed at reducing unaccounted water through leak detection and the optimisation of taps, showers, and bathrooms. This area of work remains key to minimising losses and improving the overall water efficiency of the site.

Internal awareness campaign on efficient water use.

In 2025, we continued strengthening internal awareness around responsible water use, a critical resource in our environment. As part of this effort, we launched communication actions and signage explaining the renewal of taps and showers in the G2 and G3 facilities, significantly reducing flow rates and therefore overall water consumption.

Planned progress for 2026

Looking ahead to 2026, we expect to further strengthen our water efficiency strategy through new tools and methodologies that will enhance monitoring, analysis, and reduction of consumption.

Comprehensive water monitoring and management platform.

A new platform is planned to be implemented, providing a unified system for detailed water usage tracking, including leak detection, consumption monitoring, and identification of inefficiencies.

Calculation of the corporate water footprint.

In 2026, we also plan to begin calculating our corporate water footprint, a key step in assessing the real impact of water use and management across the company's entire operational cycle. This measurement will help define future action plans and further integrate water-related criteria into Girbau's climate strategy.

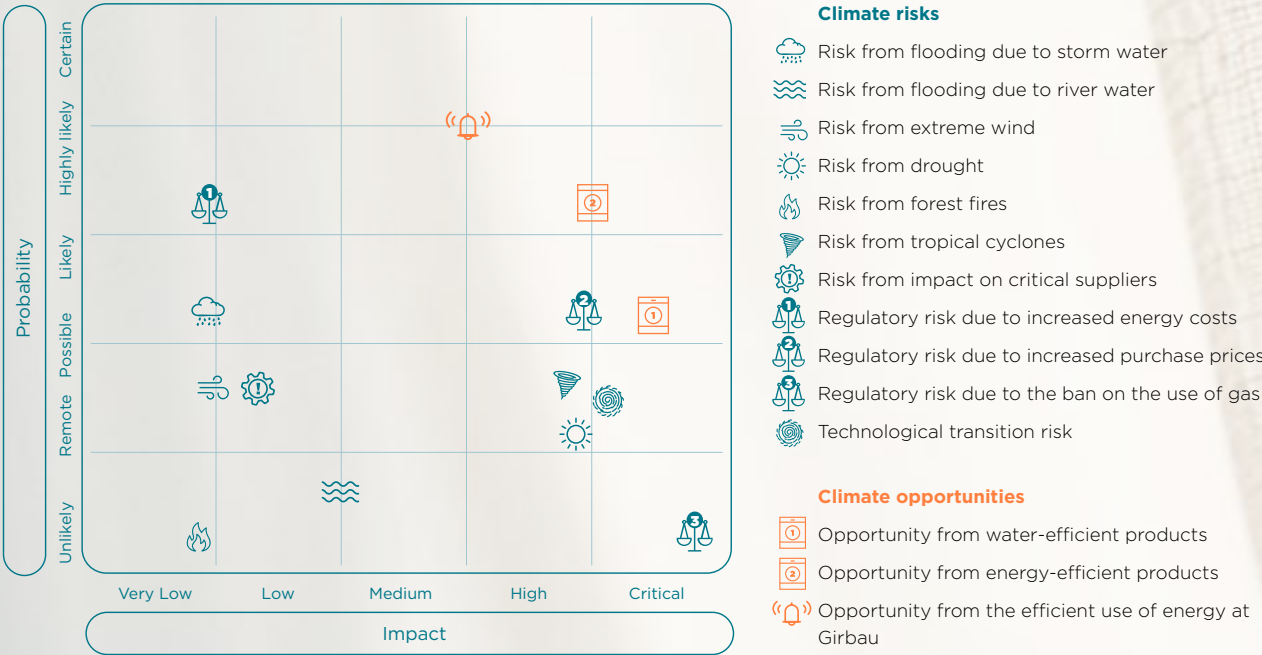
Our 2040 objective is to operate in our direct operations with a **zero blue water footprint**, except for the water embedded in products, and a **zero grey water footprint**, through full wastewater recycling, heat recovery, and treatment of return flows. At Girbau, we also aim to reduce by 30% the total water consumption associated with the use of our products, using 2021 as the baseline year.

Climate risks and opportunities management

At Girbau, we have long analysed our climate-related risks and opportunities, stemming from our high dependence on environmental conditions.

Through research, innovation in textile processing, and the development of internal talent, we design solutions that help reduce environmental impact and support the transformation of the sector.

Climate change risks and opportunities



The analysis carried out shows that Girbau's climate opportunities present greater likelihood and impact than the associated risks.

The development of more energy- and water-efficient technologies is expected to generate a significant competitive advantage, representing key medium-term opportunities (2026-2030).

At the same time, the main risks stem from the regulatory framework linked to the transition towards a decarbonised economy, particularly the increase in procurement and energy costs.

Risks associated with extreme weather events are largely mitigated through insurance coverage, except for potential natural disasters that may increasingly affect customers in the Gulf region and Southeast Asia.

Circularity and responsible waste management

(3-3 Effluents and waste)

Our responsible waste management

At Girbau, we maintain a strong commitment to the continuous improvement of waste management across our operations. We are working to halve the use of virgin plastic by 2040 and ensure that all packaging is reusable, recyclable or compostable, with differentiated targets for rigid plastics by 2030 and flexible plastics by 2040.



We are also working to eliminate persistent chemicals from our operations and products by 2040. In line with this commitment, we expect all our washing equipment to incorporate microplastic capture systems by 2030, reinforcing a strategy focused on minimising environmental impact.

Throughout 2025, we worked extensively to raise awareness and improve understanding around the proper management of waste. One of the most significant advances was the promotion of the separate collection of plastic film, a highly recyclable waste stream whose differentiated management improves both traceability and recovery rates. This initiative was implemented as a pilot project at the G1 plant, delivering positive results that support its future rollout across other facilities.

In 2024, we launched a pilot initiative to improve internal waste management through the acquisition of a cardboard shredding machine. Thanks to this initiative, residual cardboard began to be transformed into packaging filler

material for spare parts shipments, promoting reuse, reducing waste and eliminating part of the single-use plastic previously used.

Throughout 2025, we continued working towards the full implementation of the system, with the aim of consolidating it as an efficient and sustainable solution within our operations.

We also strengthened awareness initiatives aimed at our teams during 2025. As part of this effort, we launched a campaign focused on improving waste segregation in break and vending areas.

The initiative included new, more detailed signage differentiated by waste type. Through these actions, we are making selective waste collection easier and strengthening internal awareness, continuing to advance towards more responsible waste management.

2024 | 2025

Raw material consumption in production centres (t)	3,761	4,413
Raw material consumption in production centres (kg/€ of turnover)	0.02	0.02

Responsible management of post-consumer waste

In line with our environmental policy, we work to ensure the proper end-of-life management of our equipment, helping guarantee that disposal processes are as sustainable as possible.

Waste generated at our production centres and offices is managed through authorised transport and waste management providers, ensuring appropriate treatment and handling. We also work to minimise the impact of waste beyond our facilities by optimising packaging, improving end-of-life management and applying ecodesign criteria that extend the lifespan of our products.

In 2025, we continued to comply with European waste management regulations. As producers of electrical and electronic equipment, **we remained part of collective extended producer responsibility schemes (EPR systems)**, which manage our machines at the end of their lifespan.

In addition, during 2025 we completed our integration into a **specific EPR scheme for packaging**, further strengthening our commitment to more responsible and sustainable management of waste generated by our products and packaging.

At the same time, our objective is to maximise the percentage of **recycled plastic** used in our packaging materials. Within this framework, we continued improving our packaging solutions and plan to introduce new, more sustainable materials from 2026 onwards, aligning with circular economy principles and reducing the environmental impact associated with our products.

2024 | 2025

(301-1)

Generation of waste in production centres (t)	1,364	1,534
Generation of waste in production centres and proportional to invoicing (kg/€ of invoicing)	0.007	0,009

At our production centres, 83.8% of waste generated by weight is recovered, prioritising recovery over disposal.



Principles that govern the report

Cotton fields are agricultural landscapes characterised by the white fibre bolls that emerge from the cotton plant (*Gossypium*) when it reaches maturity. This crop is fundamental to the global textile industry and is mainly cultivated in regions with warm summers and access to irrigation.



Scope and coverage

(GRI 2-2)

This Non-Financial Information Report presents consolidated information for Golder S.L. and its subsidiaries (hereinafter “Girbau”) for the financial year 2025, which runs from 1 January 2025 to 31 December 2025, in Girbau’s 2025 sustainability report, as indicated in the table “Contents of the Law on the subject of non-financial information and diversity”.

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

During the reporting period, the consolidation perimeter was expanded to include the new holding company Golder S.L., parent company of Girbau S.A., which is now part of the reporting scope. This update reinforces the transparency and accuracy of the information presented, ensuring that the report fully reflects the Group’s current organisational structure and its corporate evolution in 2025.

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

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

Comparability criterion

GRI 1-Foundation 2021 states the following with regard to comparability: “The 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”. With regard to timeliness, it states that: “The organisation shall report information on a regular basis and make it available in time for information users to make decisions”.

Reliability criterion

GRI 1-Foundation 2021 states the following with regard to accuracy: “The organisation shall report information that is correct and sufficiently detailed to allow an assessment of the organisation’s impacts”; the following with regard to completeness: “The organisation shall provide sufficient information to enable an assessment of the organisation’s impacts during the reporting period”; and the following with regard to 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

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

Materiality criterion

GRI 1-Foundation 2021 states the following with regard to sustainability context: “The 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 the business turnover, which encompasses the activities of Golder S.L., Girbau’s holding company and its subsidiaries.

The key non-financial results indicators included in this consolidated non-financial reporting statement were prepared in accordance with the content of the corporate regulations in force and the standards for preparing sustainability

reports of the Global Reporting Initiative (the GRI standards), the international reporting framework indicated in the new Article 49.6(e) of the Code of Commerce introduced by Act 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 2025 financial year, has been verified by Despatx i Gabinet d’Auditoria, S.L., in their capacity as an independent provider of verification services, in accordance with the new wording given by Law 11/2018 to Article 49 of the Code of Commerce.

All other non-financial information contained in this Sustainability Report for the financial year closed on 31 December 2025 was prepared, in all significant aspects, in accordance with GRI standards, in the option referring to the GRI. For the double materiality assessment carried out in 2024, the ESRS standards were applied in accordance with CSRD requirements and following the methodological guidelines established by EFRAG. The Ten Principles of the United Nations Global Compact have also been taken into account as an additional reference framework.

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

Note 1. Change in consolidation perimeter and impact on the preparation basis of non-financial information

During 2025, the Group experienced a change in its corporate structure as a result of the acquisition of control on 7 February 2025 by the holding company GOLDER S.L., which became the parent company of the Group.

Prior to this date, GIRBAU S.A. held this position and continues to represent substantially the entire business of the Group.

Consequently, in accordance with applicable consolidation regulations, the consolidation perimeter now includes GOLDER S.L. as the new parent company.

Given the significance of GIRBAU S.A. and its subsidiaries within this report, and with the aim of ensuring comparability with previous non-financial statements (EINF), the information has been presented as follows:

The reporting perimeter and period have been defined according to the following criteria:

- **Period 1 January 2025 – 7 February 2025:** information corresponding exclusively to GIRBAU S.A., which acted as the parent company prior to the change. This represents approximately 100% of the total indicators when compared on a consolidated basis with GOLDER S.L. and its subsidiaries.
- **Period 7 February 2025 – 31 December 2025:** information corresponding to the consolidated perimeter of GOLDER S.L., defined in accordance with the applicable technical consolidation criteria.

The adoption of this approach is based on Management's intention to provide non-financial information that enables a fair and faithful representation of the Group's operations, while recognising the immaterial impact of GOLDER

S.L. within the consolidated data. It also aims to facilitate comparability with previous non-financial statements, given that there has been no significant change in the nature of the Group's activities.

Types of KPIs and applied criteria

a) Aggregated indicators

For indicators that allow aggregation (including, among others, energy consumption, carbon dioxide (CO₂) emissions, water consumption, waste generation, and workforce data), information has been directly consolidated across the different reporting periods, following prior verification of methodological consistency and homogeneity.

b) Indicators with specific requirements

Where indicators present methodological particularities or differences in measurement criteria between periods, harmonisation adjustments have been applied to ensure comparability. Where relevant, these adjustments are detailed in the specific notes associated with each indicator.

c) Non-integrable indicators

Certain indicators, particularly those related to governance or strictly defined by the legal consolidation perimeter, are presented exclusively for the period from 7 February to 31 December 2025.



Global Compact content index

Girbau presents the information included in this Global Compact content index for the period from 1 January to 31 December 2025, using the GRI Standards as a reference framework.

Principles of the United Nations Global Compact	Page numbers or direct answer	GRI Standards
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.	Girbau considers respect for Human Rights a fundamental pillar of its corporate culture. This commitment is embedded in the Code of Conduct, which is mandatory for all Group employees and explicitly sets out the protection of human dignity, equal treatment, non-discrimination, individual freedom, and physical and moral integrity. The Company ensures that all employment relationships take place in a safe and respectful environment, in line with the Universal Declaration of Human Rights, ILO conventions, and international standards. In addition, Girbau has formal whistleblowing mechanisms, confidential channels, and management protocols in place for the prevention, detection, and response to potential violations. No human rights-related incidents were recorded during 2025. See: pages 42, 43, 44, 45, 116, 21.	GRI 2-23, 3-3, 406, 407, 408, 409, 410, 411, 412
Principle 2: Businesses should make sure they are not complicit in human rights abuses.	Girbau applies due diligence criteria across its entire supply chain. The Supplier Code of Ethics establishes strict requirements regarding Human Rights, labour conditions, integrity, and social compliance. In 2025, 100% of new direct procurement suppliers signed the Code of Ethics. In addition, supplier approval audits, risk assessments, and documentary checks are carried out to verify ongoing compliance. Girbau maintains zero tolerance towards any indication of human rights violations and applies immediate corrective measures in the event of non-compliance. See: pages 116, 117.	GRI 2-24, 2-25, 408, 409, 414
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Girbau fully respects freedom of association and the right to collective bargaining. In 2025, employee representation at the Vic sites was structured through a Works Council composed of 17 members. The company holds regular quarterly meetings between management and trade union representatives, ensuring continuous, transparent, and constructive social dialogue. The Vic sites operate under their own collective agreement, negotiated directly between the Company and employee representatives. See: pages 78, 90.	GRI 2-30, 402, 407
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Girbau's Code of Conduct explicitly prohibits any form of forced or compulsory labour, in line with ILO Convention 29 and other international standards.	GRI 409

Principles of the United Nations Global Compact	Page numbers or direct answer	GRI Standards
	The Company requires the same commitment from all suppliers and assesses its global supply base through compliance evaluations that include verification of respect for freedom of labour and the absence of coercive practices. See: pages 40, 41, 42, 43.	
Principle 5: Businesses should uphold the effective abolition of child labour.	Girbau rejects any form of child labour and ensures compliance with international and local regulations regarding minimum working age. This commitment is extended across the supply chain through contractual clauses, audits, and supplier qualification questionnaires that verify strict compliance with this prohibition. See: pages 43, 44, 116, 117.	GRI 408
Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.	Girbau promotes an inclusive environment based on equal opportunity and diversity. The company has an Equality Plan 2022-2026, protocols for the prevention of sexual and gender-based harassment, diversity policies under development, an Equality Officer, and an Equality Committee responsible for monitoring implementation. During 2025, training activities, awareness campaigns, and work-life balance measures were strengthened. No cases of discrimination were recorded. See: pages 86, 87.	GRI 2-7, 2-23, 405, 406
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Girbau applies a preventive environmental approach based on its Global Environmental Policy (2025), its ISO 14001-certified environmental management system, EMAS verification, and a strengthened compliance model supported by external audits. The company integrates environmental risk analysis into its EHS system and works with Climate Agents across all subsidiaries, promoting best practices and harmonised environmental standard. See: pages 146-149.	GRI 301-307
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Girbau promotes a wide range of sustainability initiatives, including decarbonisation plans, the installation of renewable energy (photovoltaic systems), reductions in resource consumption, water efficiency improvements, circular economy projects, reduction of virgin plastic, eco-labelling, responsible waste management, and advances in water recirculation. Exhaustive controls and continuous monitoring of environmental indicators are carried out. See: pages 146-165.	GRI 301-308
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Girbau promotes high-impact environmental technologies through Girbau LAB and its Zero Platform (optimisation of water, energy, packaging, and microfibres). The company develops eco-efficient solutions (Genius Wash, heat pumps, recovery systems, microfiltration), promotes ecodesign, and participates in collaborative projects with universities, technology centres, and international partners. See: pages 136-146.	GRI 301-305
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Girbau has a cross-cutting Compliance System that includes a Code of Conduct, crime prevention programme, periodic audits, an ethics hotline, awareness campaigns, specialist training, and external reviews of its internal control system. In 2025, no cases of corruption, bribery, or regulatory non-compliance were recorded in this area. See: pages 42-45.	GRI 205, 415, 2-23, 2-26

Signed by the Directors of Golder S.L. on 23 March 2026.



Mercè Girbau Junyent



Pere Girbau Pous



BEYOND LAUNDRY