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NON-FINANCIAL INFORMATION STATEMENT

Translation from the original document in Catalan.
In the event of any discrepancy, the Catalan-language version prevails.

RUBI GROUP



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INTRODUCTION



1. INTRODUCTION

This Consolidated Non-Financial Information Statement (hereinafter, NFIS) refers to the fiscal year ended December 31, 2024, and has been prepared in accordance with the requirements set forth in Law 11/2018, of December 28, on Non-Financial Information and Diversity, using Standard GRI Indicators (following final approval by Parliament and definitive publication in the Official State Gazette – BOE), which amends the Spanish Commercial Code, the consolidated text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of July 2, and Law 22/2015 of July 20 on Statutory Audits, with respect to Non-Financial Information and Diversity. The date of the most recent report issued is December 31, 2023.

In this context, through the NFIS, Germans Boada, S.A. (hereinafter, the Company) aims to report on environmental, social, and employee-related matters, as well as on human rights, the fight against corruption and bribery, which are relevant to the Company in the performance of its business activities.

The scope of this NFIS is limited to the consolidation perimeter of the Company’s annual accounts. The information provided corresponds to all Group companies; in those sections where full information is not available, the companies to which the information refers are specified. This Non-Financial Information Statement has been verified by BDO Auditoras, S.L.P. (as an independent third party) and is presented as a document separate from the Consolidated Management Report.

Likewise, the results of the materiality analysis conducted by the Company have been taken into account in the preparation of this report and in the selection of its contents. The linkage of non-financial information associated with each identified material aspect is set out in the table “Requirements of Law 11/2018 on Non-Financial Information and Diversity,” located at the end of this NFIS.

At year-end, no errors have been identified that would require the restatement of information from previous reports, nor have there been any significant changes compared to prior reporting periods in the list of material topics and topic coverage.

Any questions regarding this report or its content may be addressed to esg@rubi.com

Below, for each issue proposed by law, the degree of relevance assigned by the Company is indicated, together with the associated policies and related risks, as well as the key non-financial performance indicator used as a reference for monitoring and evaluation purposes.

2 BUSINESS MODEL



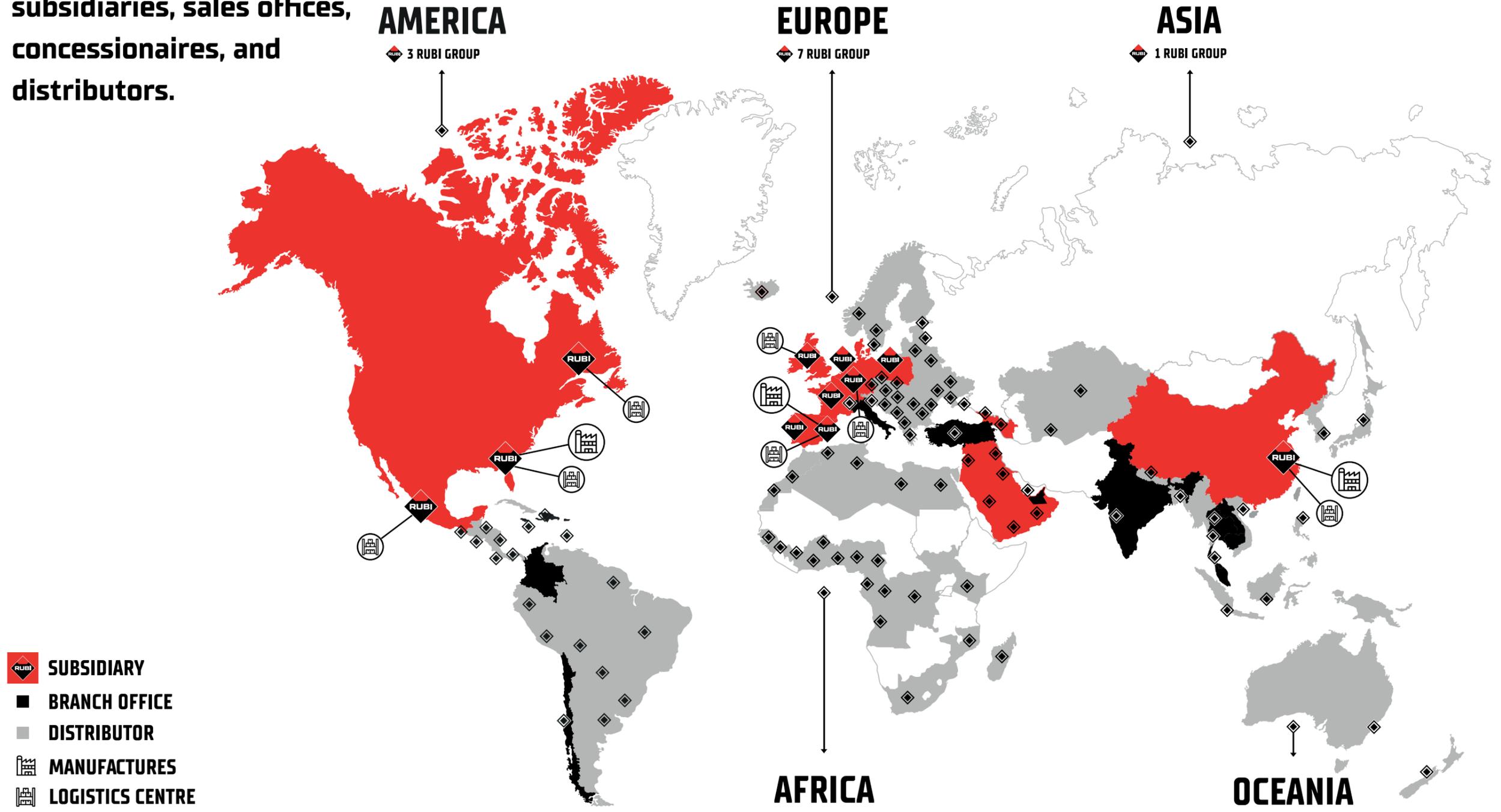
2. BUSINESS MODEL

Germans Boada, S.A. (hereinafter, the “**Company**”) was incorporated in Spain on December 15, 1969, as a public limited company for an indefinite period of time. Its registered and tax office is located at Avinguda Olímpiques, 89 (Pol. Ind. Can Rosés), Rubí. The Company’s corporate purpose consists of the manufacture of construction tools, and its main industrial facilities are located in Santa Oliva del Penedès, Ronda de l’Albornar, 24–26.

The Company holds equity interests in subsidiary companies. As a result, the Company controls a group of companies in accordance with applicable legislation. The details of the subsidiary companies that make up the Rubi Group (hereinafter, the “**Group**”) are as follows:

Company	Country	% share	Activity
RUBI PORTUGAL UNIP. LDA	Portugal	100%	
RUBI FRANCE, S.A.R.L.	France	100%	
RUBI TOOLS USA INC.	United States	100%	
RUBI DEUTSCHLAND GmbH	Germany	100%	
RUBI BENELUX BV	Netherlands	100%	<i>Promotion and marketing of materials, supplies, and machinery for the construction sector</i>
RUBI UK LIMITED	United Kingdom	100%	
RUBI POLSKA Spoo	Poland	100%	
RUBI CANADA INC	Canada	100%	
GERMANS BOADA DE MEXICO SA DE CV	Mexico	100%	
RUBI COLOMBIA SAS	Colombia	100%	
SUZHOU RUBI TECHNOLOGIES Co, Ltd	China	100%	<i>Production, promotion, and marketing of materials, supplies, and machinery for the construction sector</i>

The Group has a presence in more than 120 countries through its subsidiaries, sales offices, concessionaires, and distributors.



The Rubi Group distributes its products under the RUBI brand. Since its inception, RUBI has always been a brand specialized in high-quality products and services for cutting, installation, maintenance, and cleaning of ceramic materials.

The RUBI range, which is constantly evolving in line with changes in materials and their applications, offers construction professionals a specialized and technically advanced product portfolio that includes the tools and machinery required for proper installation with flawless finishes.

These resources, combined with optimal inventory management, make it possible to supply key markets on a daily basis within very tight timeframes, thereby meeting the current needs of the various distribution channels worldwide.

In addition to the Group's international service capacity, RUBI provides extensive support to distribution channels, including sales staff training, in-store and on-site demonstrations through its fleet of mobile units, participation in trade fairs, promotional activities, support for new market launches, communication through the press and social media, and an active online presence.

These are some of the actions designed to ensure strong turnover of RUBI products. Nevertheless, much of the success of RUBI products is the result of the strength and recognition of the brand among professionals worldwide, who view RUBI as a guarantee of quality backed by a highly reliable international after-sales service.

In addition to industrial design criteria related to ergonomics and functionality, sustainability and low environmental impact are incorporated as design requirements for RUBI products. As a result, the products are highly respectful of nature and their components are easily recyclable.

Furthermore, alongside contributions from sales teams distributed around the world, end-user participation is incorporated into the creation and design of innovative products. The direct involvement of industry professionals of different nationalities in the various stages of definition, creation, and development is a key factor in the success of RUBI products.



The Company's main products are:



Manual cutters



Slab system
(cutting and handling of large-format pieces)



Electric cutters



Tools and accessories for installation



Drilling tools



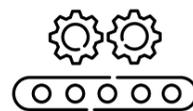
Polishing



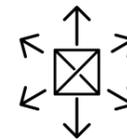
Mixing tools



Leveling systems

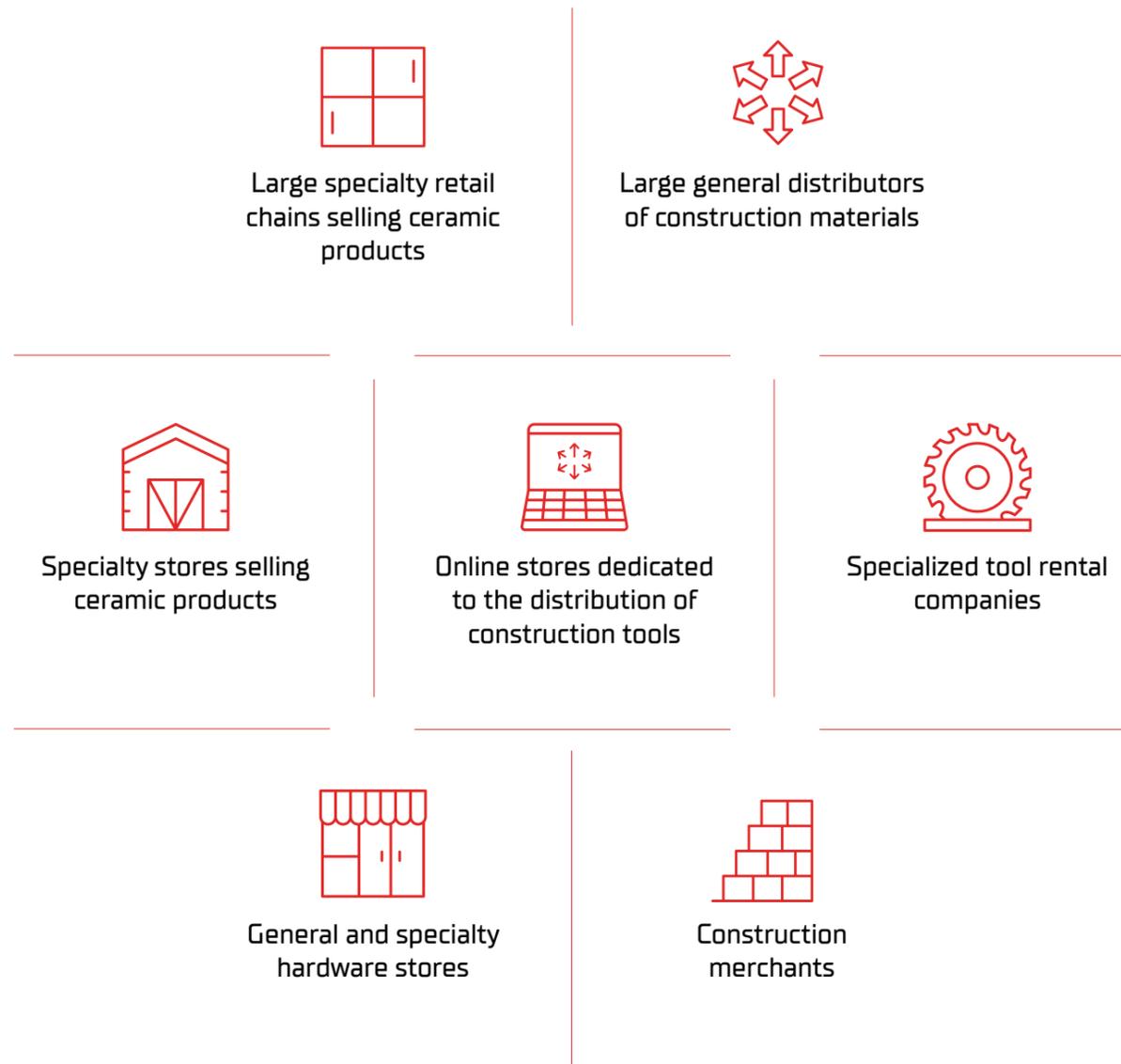


Manufactured units: **3,900,253**



Distributed units: **8,302,004**

The main types of customers are:



At RUBI, our value chain begins with the selection of raw materials such as steel, aluminum, plastic, and other essential components. These materials are transformed into parts and components through various industrial processes to ensure their quality and functionality.

The manufacturing and assembly process is carried out at different facilities, including Santa Oliva, where we combine manual and automated techniques. This process includes welding, screwing, lubrication, and packaging using systems such as blister packs, shrink-wrapping, and boxing, in order to ensure efficient and safe packaging. All of this is performed under strict quality control to ensure a reliable product.

Once completed, the products are distributed globally through international subsidiaries, local stores, and digital platforms. Exports are carried out primarily from Spain, although they also take place from France—mainly to Africa and Canada—and from the United Kingdom to the MEA (Middle East and Africa) region.

In addition, part of the manufacturing and control process is also carried out in China and the United States.

Finally, we promote responsible waste management by recycling materials such as metal, plastic, and electronic components, and by properly managing hazardous waste such as refrigerants and oils. In addition, we implement measures to reduce our carbon footprint, aligning with regulations such as the CBAM and other environmental regulations.

In summary, our value chain ensures that each RUBI product goes through a complete and controlled process, from creation to distribution and recycling, ensuring quality, efficiency, and sustainability at every stage.

2.1. Risk management

Company management meets periodically to identify, classify, and assess potential events that may affect all relevant units and functions of the organization, as well as to establish the control mechanisms and responsibilities arising from each of them. The purpose of this monitoring is to provide reasonable assurance in achieving objectives, whether strategic, operational, compliance-related, or related to reporting.

The Board of Directors, at the proposal of Executive Management, oversees that the Rubi Group organization acts diligently in risk assessment and mitigation, through an efficient organization of its departments, with the aim of improving the organization's economic performance while giving due consideration to the environment and people.

A clear demonstration of the Board's commitment to these tasks is its oversight of and participation in the development of the Rubi Group ESG Master Plan, which was developed throughout 2024 and is being implemented in 2025.

The Board of Directors reviews the efficiency proposals submitted by the Company's Chief Executive Officer with the aim of improving organizational transformation processes and enhancing efficiency through the introduction of technological improvements. Reviews of Executive Management proposals and their follow-up are carried out on a monthly basis at regular Board meetings.

The Board of Directors, in a special session, reviews and approves the Management Report once it has been presented by the Company's Executive Management.

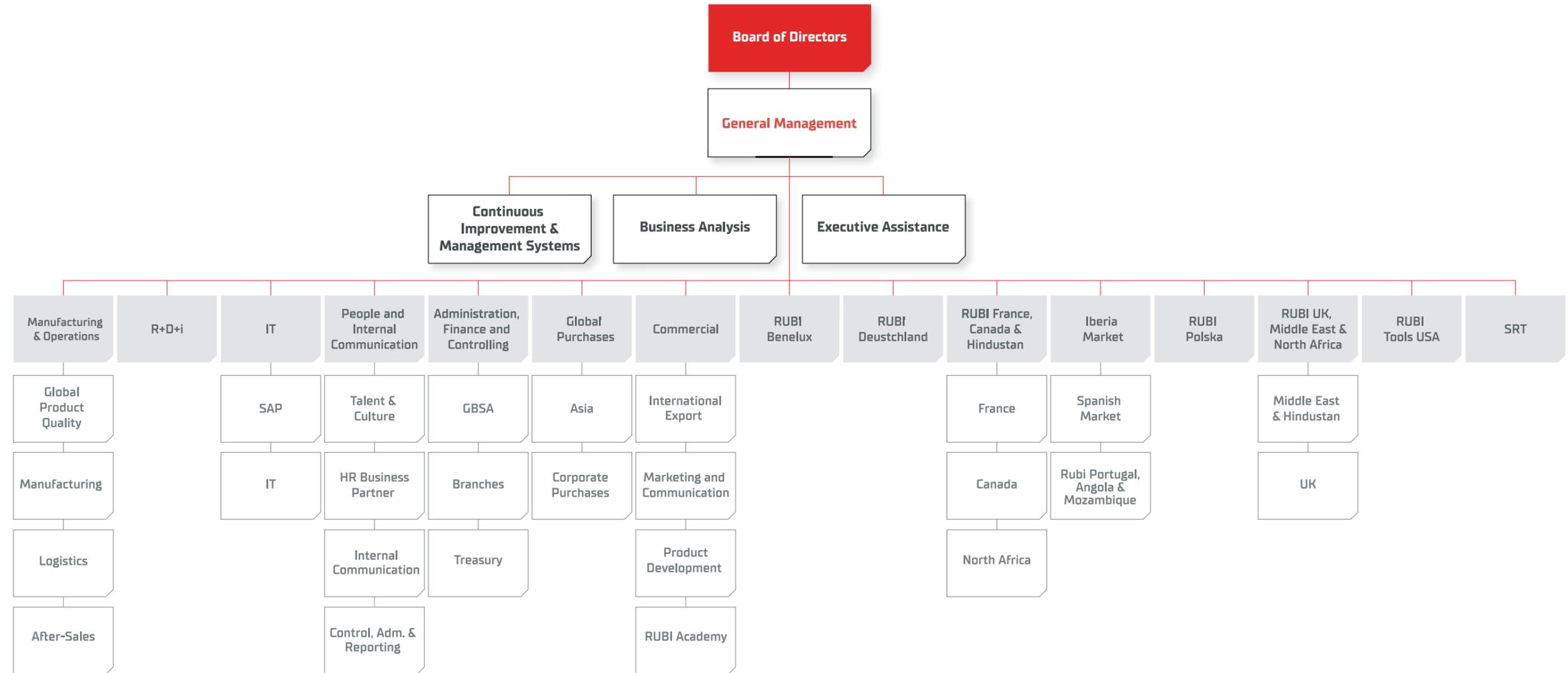
Through this monitoring process, opportunities are managed and risks are identified, making it possible to:

- ◆ **Achieve** the strategic objectives defined by the Group.
- ◆ **Provide** the highest level of assurance to both shareholders and other stakeholders.
- ◆ **Protect** the Group's results and reputation.
- ◆ **Safeguard** the interests of the Company's main stakeholder groups.
- ◆ **Ensure** business stability and long-term financial soundness.

The main risks are as follows:

- ◆ **Competition:** Business risks related to competition and trade barriers in the different international markets.
- ◆ **Raw material prices:** Significant fluctuations in their value, especially over short periods of time.
- ◆ **International transport prices and availability:** Limited availability at very high prices, mainly for shipments from Asia.
- ◆ **Economic cycles:** Product demand depending on market developments.
- ◆ **Financial:** Volatility in exchange rates and geopolitical impacts that influence currency performance.
- ◆ **International conflicts:** Decline in demand, economic slowdown in markets, and lack of credit.
- ◆ **Regulatory:** International presence with activities in numerous countries, regulatory frameworks, and business environments.
- ◆ **These factors may affect the development of certain specific markets.** These impacts are mitigated by the Company's international diversification strategy.
- ◆ **Interest rates:** May affect purchasing activity in the construction sector, both in the new housing market and in renovation activities.

Group organizational chart:



Currently, there are no defined committees with specific responsibilities, such as remuneration or health and safety committees, as the Board as a whole actively participates and is involved in the regular meetings of the Board of Directors.

The General Shareholders' Meeting, in accordance with the provisions of the bylaws and applicable legislation, appoints and approves the structure of the governing body, as well as the appointment of the members of the Board of Directors, for six-year terms. Their management is submitted for approval on an annual basis. In the process of selecting and appointing directors, diversity in knowledge, experience, age, and gender is actively promoted, ensuring an optimal balance in the composition of the Board.

Currently, the Board is composed of three members, all of whom hold executive roles and bring extensive experience not only in business management but also in various positions and roles on the boards of directors of GB and other companies since the 1980s.

Aware of its impact on people, the Board of Directors works to improve quality of life and contribute to a healthier future for all users, customers, suppliers, and collaborators of the Group. To this end, values based on respect guide its activities and ensure the long-term success of Germans Boada, S.A.

As the foundation of this success, the Company believes that it must manage its operations in compliance with the highest standards of business practice and environmental sustainability. This involves compliance with national agreements and legislation, as well as with its own internal regulations, which often go beyond legal requirements.

These internal rules of conduct are based on the Group's Corporate Business Principles and the Group's Code of Business Conduct, which form the basis of the Group's ethical culture and establish the standards of conduct toward all stakeholder groups with which the Group interacts.

As evidence of the Company's commitment to always comply with applicable legislation, as well as with voluntarily assumed commitments, the Group also has numerous policies, procedures, and standards addressing specific matters related to social and labor issues, information and personal data protection, competition law, and anti-corruption, among other areas.

These internal rules are framed and structured within a Compliance management model, so that: (i) their content is consistent and complemented through procedures and standards; (ii) they are effectively known by employees throughout the Group; and (iii) they can be duly amended when internal or external circumstances justify their update.



The Board of Directors carries out ongoing oversight of all these policies, either through direct involvement in the definition and drafting of each policy or by validating the proposals of the relevant committee. It also performs periodic monitoring in order to maintain the highest standards of business practice.

2.2. General policies

The Company has various general policies that apply to the entire Group and that define the general guidelines of the Company and its Group of companies in the following areas, which correspond to their title and content:

Code of Ethics and Conduct

Regulates the values and principles adopted by the Group at a global level in various areas, such as the work environment and employees' rights, relations with third parties, the prevention of conduct that may involve bribery and/or corruption, product control and assurance in terms of quality and safety for our customers, and relations with suppliers. Based on this framework, the following policies, among others, have been approved:

Quality, Environment, Occupational Health and Safety Policy

Germans Boada, S.A. guarantees the quality of its products and services by complying with customer requirements and applicable regulations. It safeguards occupational health and safety by minimizing risks and ensuring safe working conditions.

Likewise, it is committed to reducing environmental impact by monitoring its processes and ensuring regulatory compliance. This policy, [available on the website](#), applies to the entire organization and to suppliers, fostering continuous improvement to achieve more efficient, safe, and sustainable operations.

Human Resources Policies

The Group has implemented a set of Policies and Protocols governing various aspects of labor and social relations within the organization, which are made available to all employees.

Of particular importance is the **Equality Plan**, through which, in accordance with applicable regulations, a series of measures, objectives, and strategies have been approved following a diagnosis of the situation, with the aim of achieving equal treatment and equal opportunities for women and men throughout the organization, while eliminating discrimination on the grounds of sex.

The **Harassment Prevention Policy**, through the approval of the corresponding protocol, aims to apply measures that prevent and ensure a safe working environment, free from any form of harassment and violence for all employees, while also complying with applicable regulations in force at all times.

The **Remote Work Policy** has as its main objective ensuring that employees who work remotely can do so in a safe, effective, and efficient manner, while carrying out their duties in accordance with the applicable policies, measures, and regulations. For further information, please refer to section "5.2 Organization of working time" in the "Employees" chapter of this report.

ESG Strategy

During 2024, the principles, objectives, and policies for action in environmental, social, and governance (ESG) matters were defined and integrated into the organization. Once the objectives were established, a multidisciplinary and cross-functional ESG Committee was created.

An ESG Master Plan 2024–2027 was approved, in which, following prioritization criteria, a set of material aspects with an impact on the different ESG areas was defined, with the aim of creating a solid culture that makes it possible to maintain the highest standards of sustainable organization.

Currently, ESG policies are for internal use and are available only to employees and authorized stakeholders.

Germans Boada, S.A. is in a maturation phase with regard to its ESG strategy, prioritizing the definition of internal principles and objectives before implementing structured external communication. In this regard, the dissemination of ESG commitments is carried out mainly at an internal level, while external communication is conducted on an ad hoc basis when required by certain stakeholder groups.

At the internal level, ESG communication is carried out through informational sessions and materials accessible via the corporate intranet. Employee participation is encouraged through the ESG Committee, which brings together different areas of the Company with the aim of consolidating a culture based on sustainability and good governance. Likewise, Management plays an active role in integrating these principles into decision-making and the organization's day-to-day operations.

With respect to customers and business partners, there is not yet an automated channel in place to systematically communicate the ESG policy. However, during site visits or in response to specific requests, information on ESG commitments and strategy is provided. Communication with suppliers and business partners is carried out progressively, in line with the development of the ESG Master Plan 2024–2027.

As for other stakeholders, such as institutions, society, and investors, external dissemination of ESG commitments is still limited, as the organization is in a phase of development and consolidation of its strategy.

Nevertheless, when information is requested by institutions or other external agents, it is provided on an ad hoc basis according to demand.

The objective of Germans Boada, S.A. is to continue developing and integrating the ESG approach into its corporate strategy and, in later phases, to structure broader and more proactive communication with all stakeholder groups.



Whistleblowing Channel:

To protect individuals who report regulatory breaches and fight against corruption, an Internal Information System has been implemented at the Group level. This system aims to ensure adequate protection against retaliation for natural persons who report such irregularities, in compliance with Law 2/2023 of February 20, regulating the protection of persons who report regulatory breaches and the fight against corruption.

The whistleblowing channel is accessible through the corporate website.
<https://rubi.plataformadenuncias.com>



Certifications

Currently, the list of certifications obtained by the different companies within the Group is as follows:



ISO 9001:2015 Quality Management Systems:

Design, manufacture, and marketing of machinery, tools, equipment, and professional products for the construction sector, as well as after-sales services.



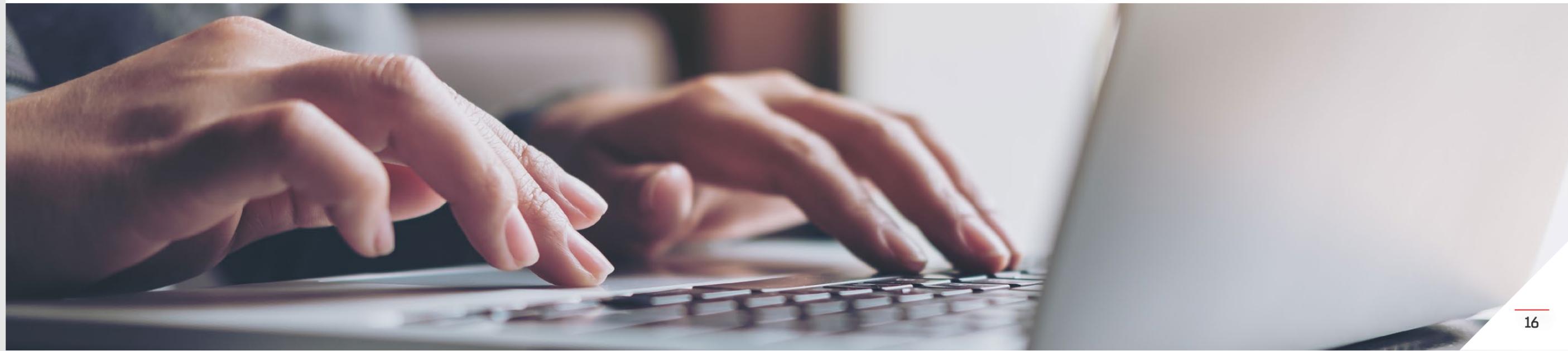
ISO 14001:2015 Environmental Management Systems:

Design, manufacture, and marketing of machinery, tools, equipment, and professional products for the construction sector, as well as after-sales services.



ISO 45001:2018 Occupational Health and Safety Management Systems:

Design, manufacture, and marketing of machinery, tools, equipment, and professional products for the construction sector, as well as after-sales services.



3

MATERIALITY ANALYSIS



3. MATERIALITY ANALYSIS

For the preparation of the materiality analysis, the main topics relevant to the Company were identified following the recommendations of the GRI guidelines and linking their indicators to the identified material matters.

The objective of this materiality analysis was to prioritize the Company's key issues by carrying out a specific analysis of the Company itself and of its main stakeholder groups, in order to identify the most significant relevant topics at both:

- ◆ **Internal level:** Direct medium- and long-term impact on the Company's strategy.
- ◆ **External level:** Stakeholders' perception of these topics.



Categories:

- ◆ Good governance and economic management
- ◆ Products and services
- ◆ Environment
- ◆ Social/Labor

4

ENVIRONMENT



4. ENVIRONMENT

Sustainability and environmental protection are among the Company's priorities, as it understands their importance for an organization with a long-term and enduring vision.

The Company's commitment extends to its surroundings, the reduction of environmental impact during the production process, collaboration with the communities in which it operates, and, of course, its employees and stakeholder groups.

During product development and waste management processes, the precautionary principle is applied to environmental risks, implementing measures to prevent and, where appropriate, respond swiftly to any potential risk to health or the environment.

In 2023, Germans Boada, S.A. began calculating the level of sustainability of some of the products it markets. This initiative was expanded during 2024. Likewise, as a result of Germans Boada, S.A.'s strong commitment to the environment, in 2024 a certified platform was contracted to calculate the carbon footprint, and it is expected that by the end of 2025 it will have been calculated for the entire Group.

In 2024, the Company obtained the UNE-EN ISO 9001:2015 quality certification and the UNE-EN ISO 14001:2015 environmental recertification, as well as the UNE-EN ISO 45001:2018 occupational health and safety certification, for its Santa Oliva (Tarragona) production plant.



As of February 1, 2021, the Germans Boada, S.A. Group company implemented an integrated quality, environmental, and occupational health and safety policy, which establishes the following principles:

- 01** **The corporate quality objective of Germans Boada, S.A. and the companies within the Group** is to offer only products that, using the available technology and resources, can be manufactured with full customer satisfaction, without accepting any conditions that may affect the optimal quality of the products and/or services, while at all times complying with customer requirements as well as with all applicable legal and regulatory requirements.
- 02** **We provide our employees with safe and healthy working conditions**, striving to eliminate hazards and minimize risks that may affect their health.
- 03** **We will monitor and implement measures across all our activities and products** to ensure that their impact on the environment is kept to a minimum.
- 04** **We are committed to complying with applicable occupational health and safety (OHS) and environmental legislation**, as well as with any other requirements to which Germans Boada, S.A. has voluntarily committed.
- 05** These principles must be communicated throughout the entire organization, while also ensuring that our suppliers comply with the requirements applicable to them.
- 06** The Management Team is the body ultimately responsible for the definition, implementation, and monitoring of the Management System, as well as for setting day-to-day objectives and disseminating this Policy throughout the organization.
- 07** To comply with these premises, each employee of Germans Boada, S.A. and of the Group companies must be responsible for the tasks assigned by Company Management and act with respect toward the working environment. Likewise, each position is both a customer and a supplier to others, and work must be carried out with this mindset.
- 08** To ensure that the necessary capacity is in place to meet these commitments, each employee must receive the information and training required for their position.
- 09** Germans Boada, S.A. and the Group companies are committed to the continuous improvement of their Management System and, to this end, apply the PDCA method (Plan, Do, Check, and Act) in order to achieve continuous improvement.

The Suzhou (China) production plant operates in accordance with local environmental legislation.

Industrial waste (paper, cardboard, wood, scrap metal, aluminum, etc.) is segregated, and its collection is managed through an authorized waste manager.

Water consumption comes from the public supply and is used for sanitary purposes only. It is not required for the production process.

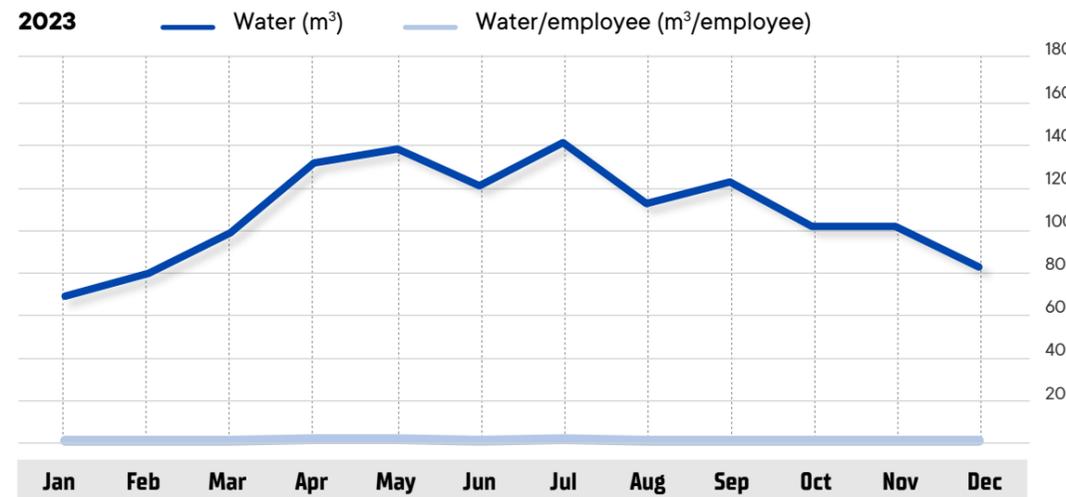
Energy consumption per employee has been calculated for the two production sites (see the attached tables). In 2021, a continuous energy consumption monitoring system was implemented for the Santa Oliva and Rubí facilities. Based on this data, consumption reduction targets will be defined.

In 2023, decorative lawn areas at the Santa Oliva plant were removed with the aim of saving water. As a result, water consumption was reduced by approximately 590.87 m³ per month, with expected annual savings of close to 7,000 m³.

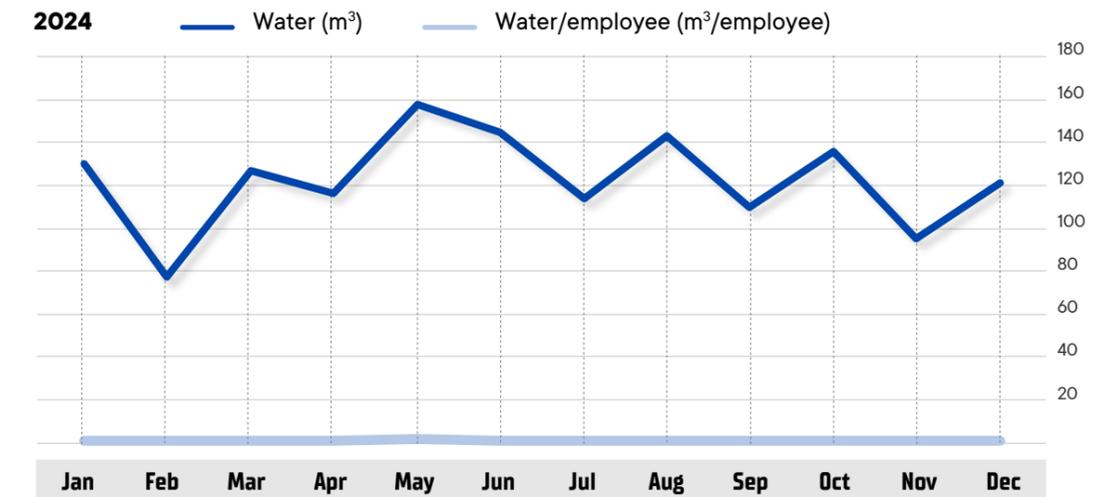
Finally, once fiscal year 2024 has been closed, we can confirm that consumption decreased from 6,181.74 m³ in 2023 to 1,901 m³ in 2024, representing a reduction in consumption of 69.24%.

Below is the **water consumption** per employee for the Rubí, Santa Oliva, and Suzhou facilities:

Suzhou



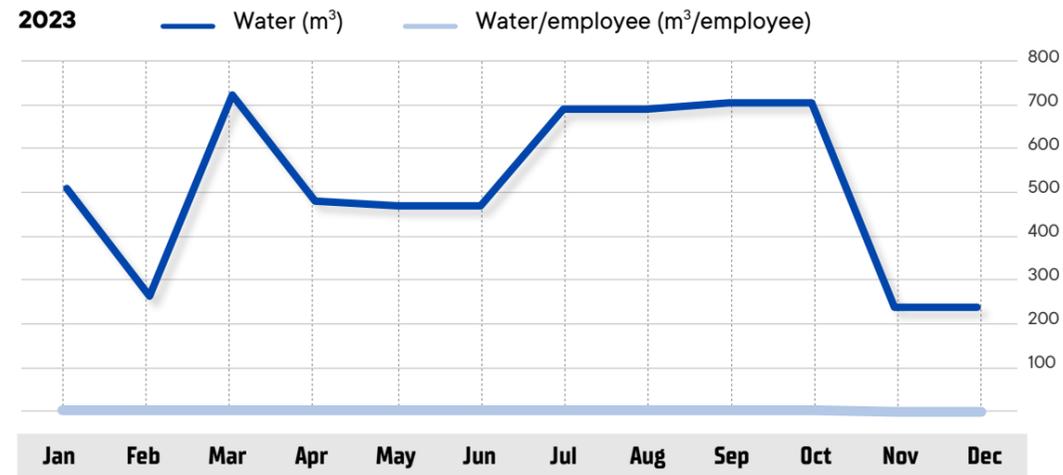
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Water (m ³)	69	80	99	132	139	121	142	113	123	102	102	83
Employees	109	109	108	108	110	110	109	108	107	110	110	110
Water/employee (m³/employee)	0.63	0.73	0.92	1.22	1.26	1.1	1.3	1.05	1.15	0.93	0.93	0.75



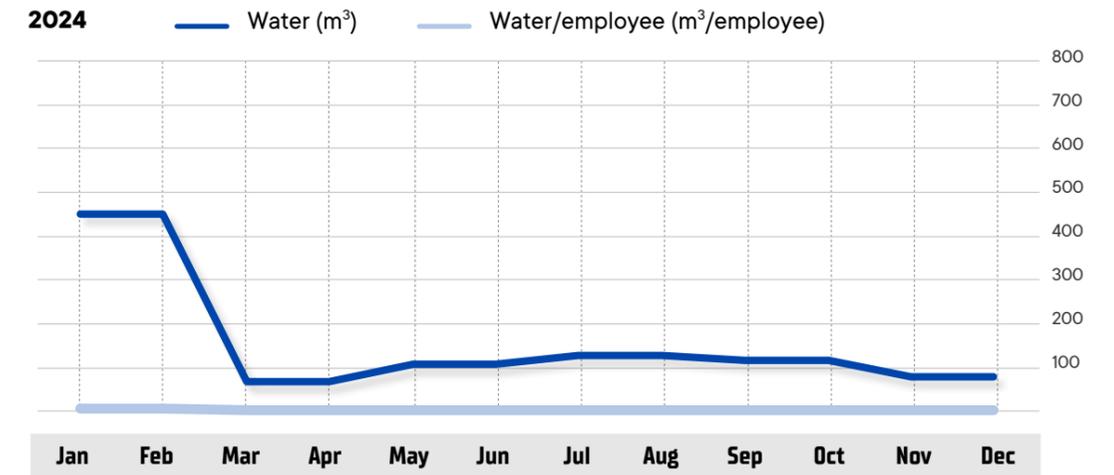
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Water (m ³)	130	77	127	116	158	145	114	143	110	136	95	121
Employees	110	112	109	114	113	113	111	112	108	111	112	110
Water/employee (m³/employee)	1.18	0.69	1.17	1.02	1.4	1.28	1.03	1.28	1.02	1.23	0.85	1.1

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Santa Oliva

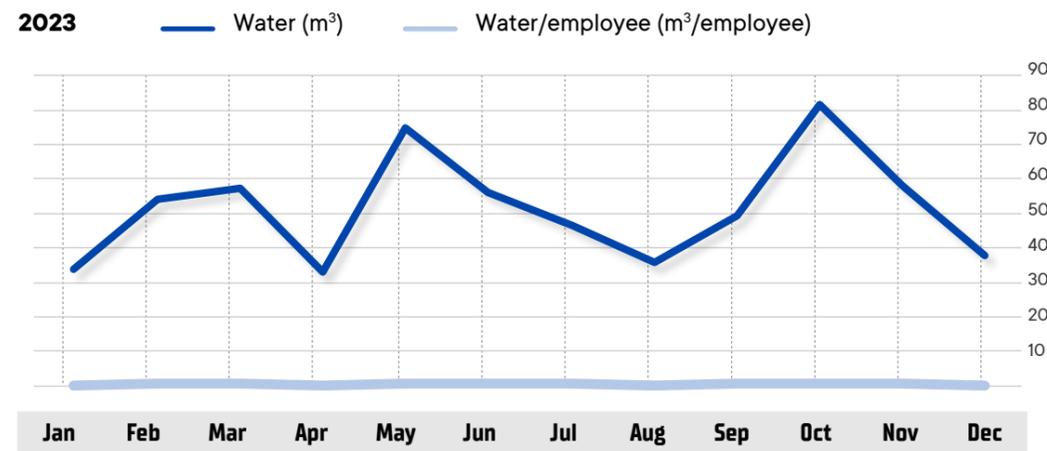


Water (m³)	508.14	261.6	722.19	480.81	469	469	690	690	706.5	706.5	239	239
Employees	173	171	175	175	175	172	181	180	169	169	168	168
Water/employee (m³/employee)	2.94	1.53	4.13	2.75	2.68	2.73	3.81	3.83	4.18	4.18	1.42	1.42

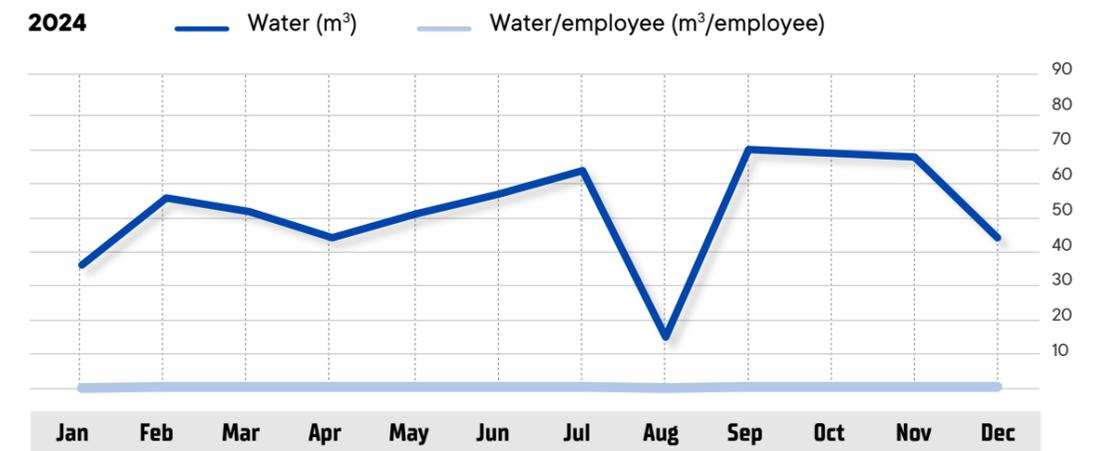


Water (m³)	460	460	65	65	106.5	106.5	127.5	127.5	115	115	76.5	76.5
Employees	164	163	165	168	169	172	180	178	169	170	168	164
Water/employee (m³/employee)	2.8	2.82	0.39	0.39	0.63	0.62	0.71	0.72	0.68	0.68	0.46	0.47

Rubí



Water (m³)	35	56	59	34	77	58	48	37	51	84	60	39
Employees	134	132	134	137	138	133	133	135	134	138	139	138
Water/employee (m³/employee)	0.26	0.42	0.44	0.25	0.56	0.44	0.36	0.27	0.38	0.61	0.43	0.28

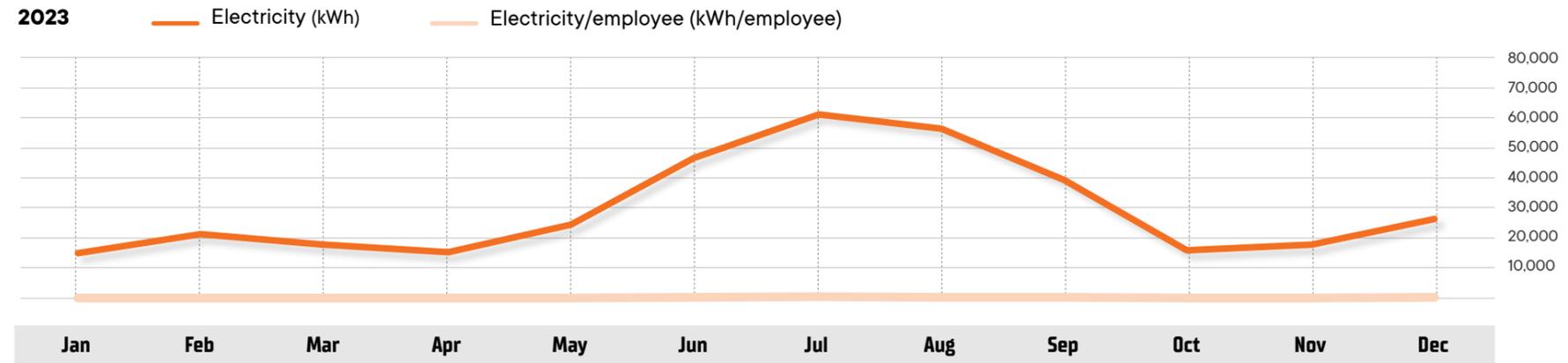


Water (m³)	36	56	52	44	51	57	64	15	70	69	68	44
Employees	137	137	137	135	138	140	141	144	141	138	135	137
Water/employee (m³/employee)	0.26	0.41	0.38	0.33	0.37	0.41	0.45	0.1	0.5	0.5	0.5	0.32

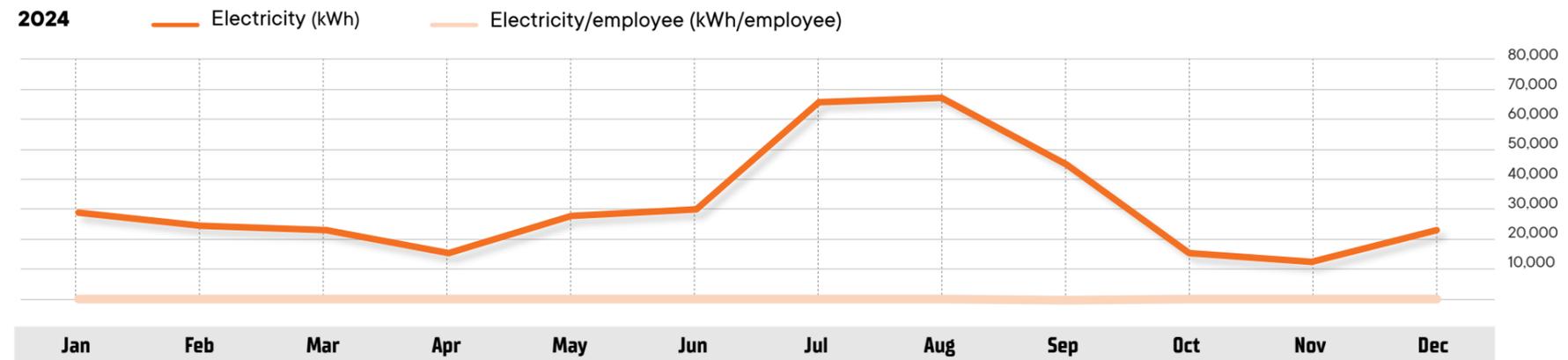
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With regard to **electricity consumption** per employee, the results were as follows:

Suzhou

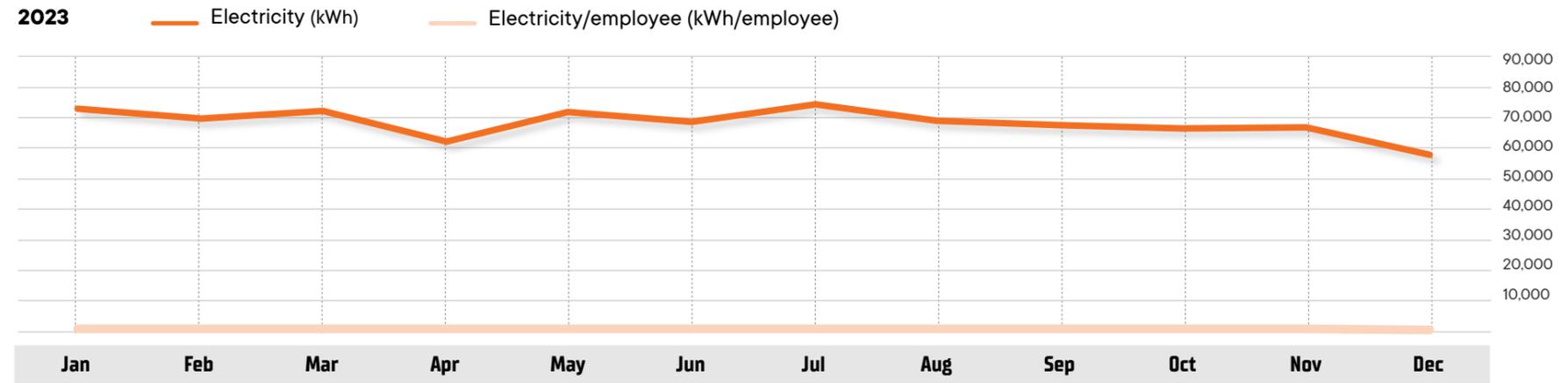


Electricity (kWh)	15,171.40	21,381.40	18,022.00	15,320.40	24,619.40	46,872.00	61,728.60	56,745.60	39,597.40	16,021.80	18,000.80	26,611.60
Employees	109	109	108	108	110	110	109	108	107	110	110	110
Electricity/employee (kWh/employee)	139.19	196.16	166.87	141.86	223.81	426.11	566.32	525.42	370.07	145.65	163.64	241.92

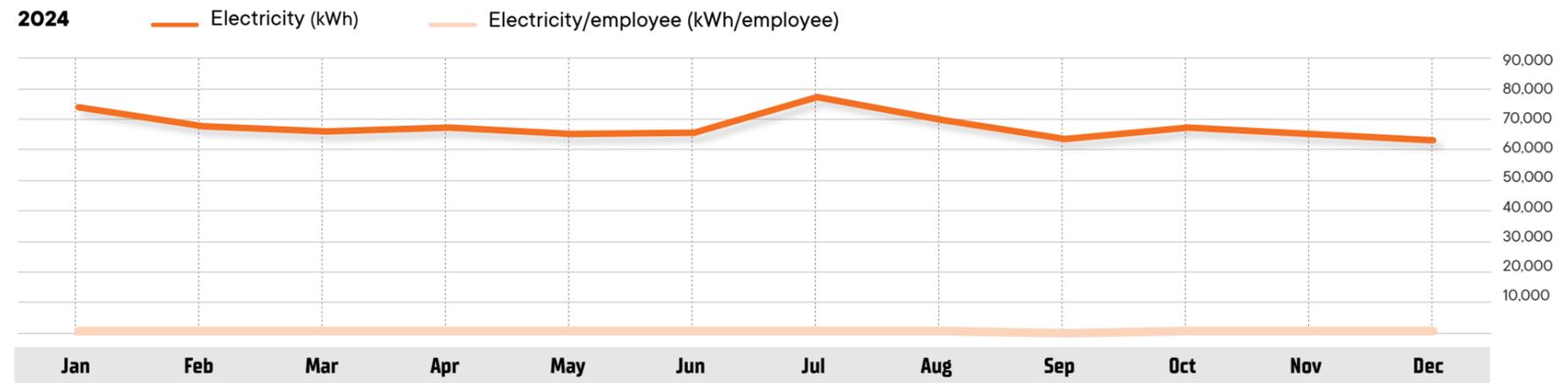


Electricity (kWh)	28,798.40	24,673.80	23,063.80	15,305.60	27,954.40	29,808.40	65,621.40	67,244.20	44,793.80	15,513.60	12,409.20	23,130.40
Employees	110	112	109	114	113	113	111	112	108	111	112	110
Electricity/employee (kWh/employee)	261.8	220.3	211.59	134.26	247.38	263.79	591.18	600.39	414.76	139.76	110.8	210.28

Santa Oliva



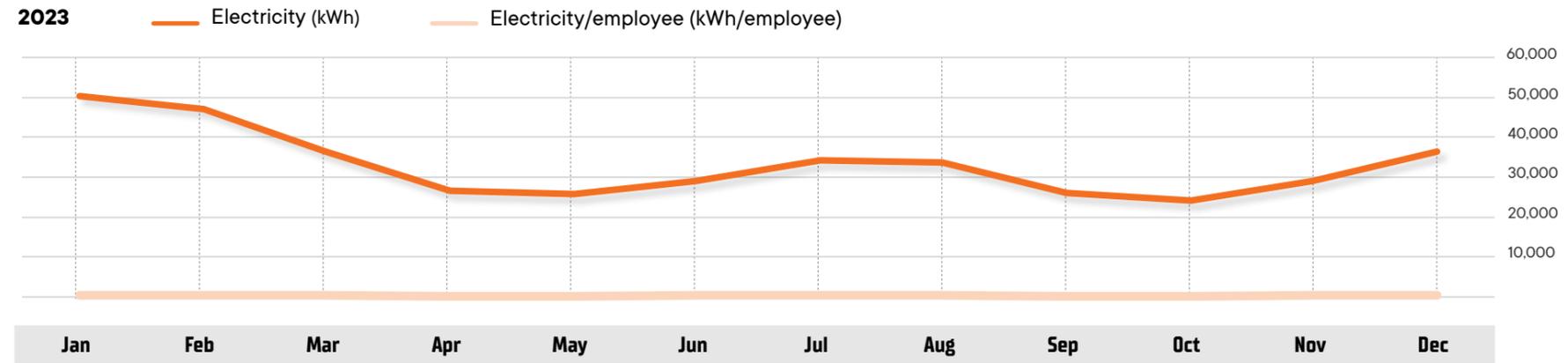
Electricity (kWh)	73,828.00	70,583.00	73,091.00	62,719.00	72,586.00	69,540.00	75,311.00	69,664.00	68,337.00	67,103.00	67,459.00	58,528.00
Employees	173	171	175	175	175	172	181	180	169	169	168	168
Electricity/employee (kWh/employee)	426.75	412.77	417.66	358.39	414.8	404.3	416.08	387.02	404.36	397.06	401.54	348.38



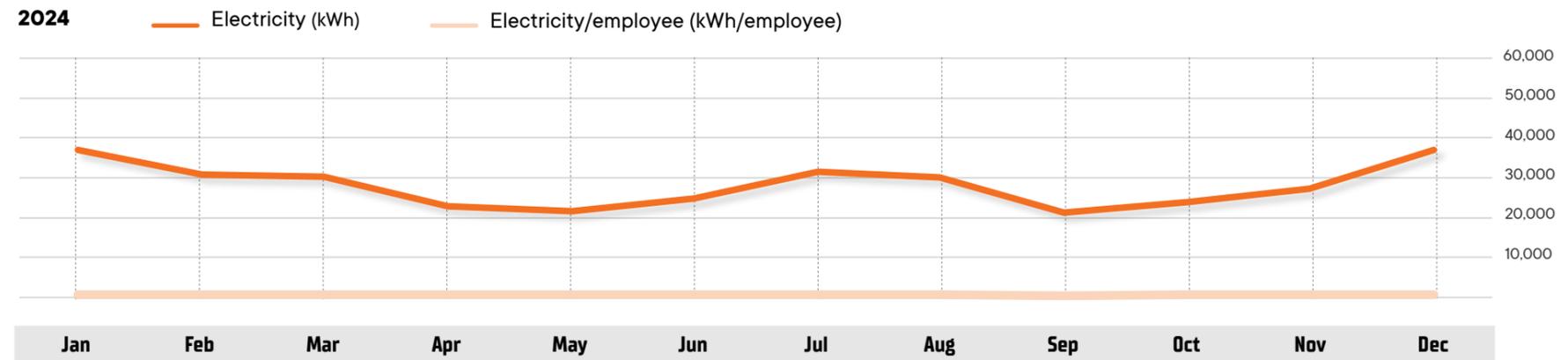
Electricity (kWh)	73,764.00	67,600.00	65,942.00	67,469.00	65,393.00	65,772.00	77,179.00	69,609.00	63,454.00	67,485.00	65,446.00	63,115.00
Employees	164	163	165	168	169	172	180	178	169	170	168	164
Electricity/employee (kWh/employee)	449.78	414.72	399.65	401.6	386.94	382.4	428.77	391.06	375.47	396.97	389.56	384.85

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Rubí



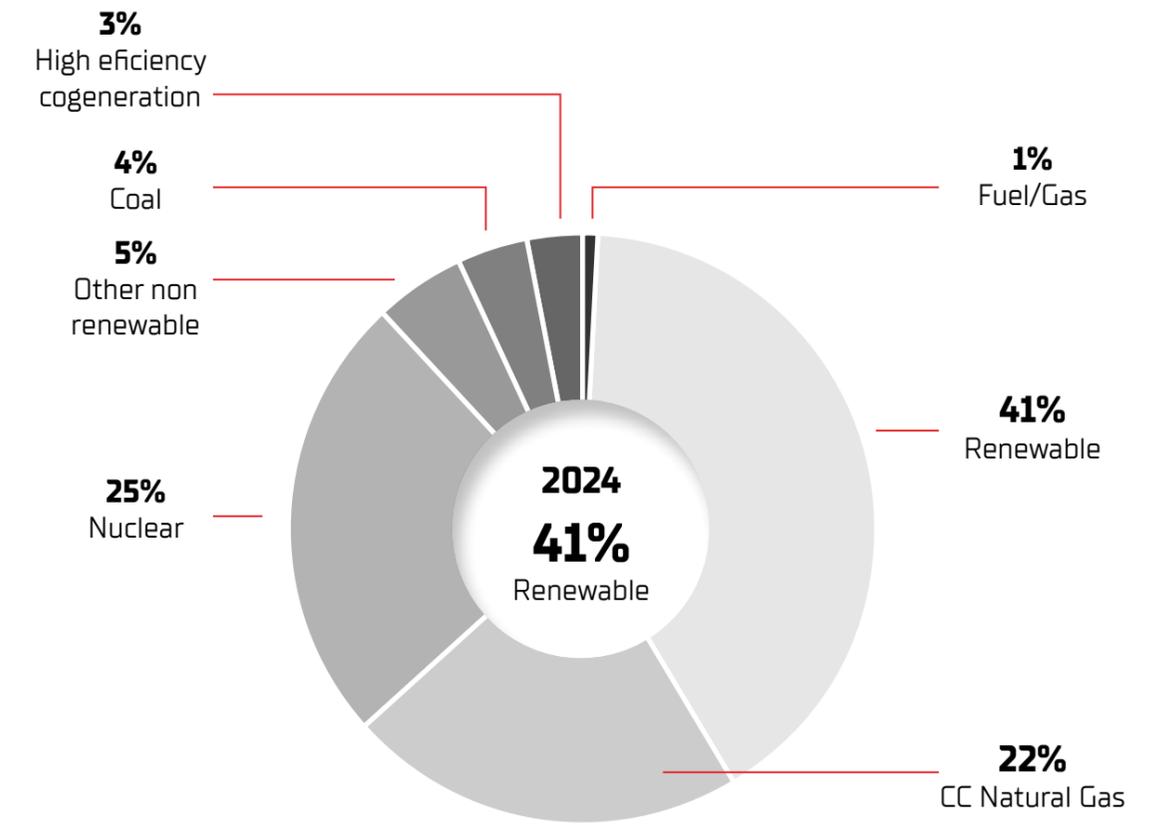
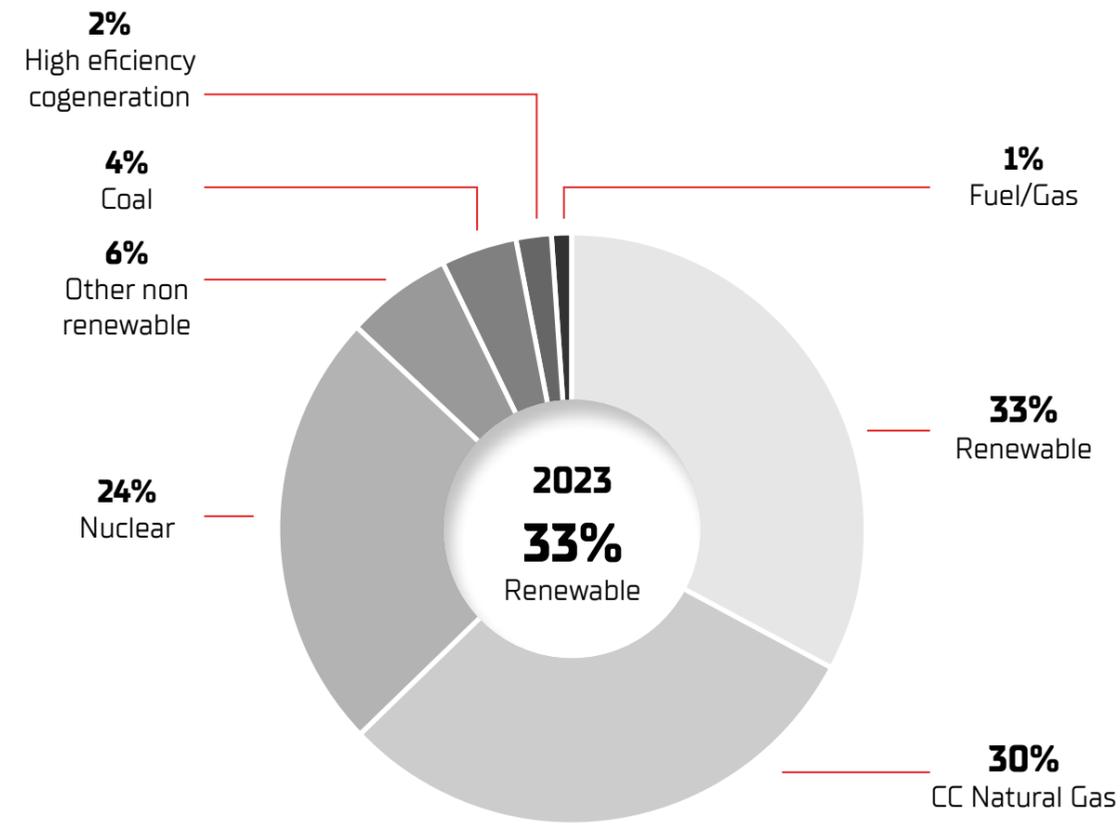
Electricity (kWh)	50,330.00	47,036.00	36,507.00	26,585.00	25,833.00	29,049.00	34,240.00	33,684.00	26,026.00	24,054.00	29,062.00	36,484.00
Employees	134	132	134	137	138	133	133	135	134	138	139	138
Electricity/employee (kWh/employee)	375.6	356.33	272.44	194.05	187.2	218.41	256.57	249.51	194.22	174.3	209.08	264.38



Electricity (kWh)	37,284.00	30,853.00	30,283.00	22,624.00	21,269.00	24,592.00	31,536.00	30,066.00	21,025.00	23,729.00	27,107.00	37,209.00
Employees	137	137	137	135	138	140	141	144	141	138	135	137
Electricity/employee (kWh/employee)	272.15	225.2	221.04	167.59	154.12	175.66	223.66	208.79	149.11	171.95	200.79	271.6

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In the section relating to the use of renewable energy, the **distribution of electricity consumption** at the Santa Oliva plant is shown:



CO₂ equivalent emissions
Endesa Energía S.A.U.



CO₂ equivalent emissions (g/kWh) **161**
National average (g/kWh) **121**

CO₂ equivalent emissions
Endesa Energía S.A.U.

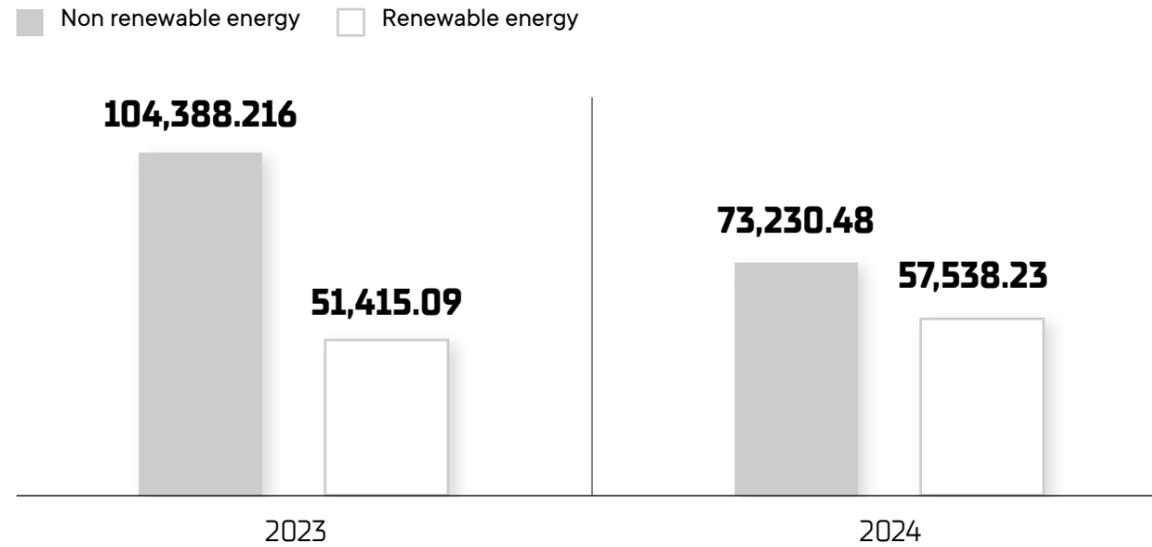


CO₂ equivalent emissions (g/kWh) **188**
National average (g/kWh) **162**

In this case, based on the 812,228 kWh of electricity consumption at the Santa Oliva plant in 2024 compared to 828,741 kWh in 2023, and taking into account the percentage sourced from renewable energy, the following equivalent indirect emissions are obtained:

Indirect Emissions

kg CO₂ eq.



Industrial waste (paper, cardboard, wood, scrap metal, aluminum, etc.) is segregated, and its collection is managed through an authorized waste manager.

The waste generated during fiscal years 2024 and 2023 at the Rubí plant is shown in the following table:

Waste	2023 (Tons)	2024 (Tons)
Wooden pallets	183	130.01
Paper and cardboard from packaging	80	100.81
Scrap metal	34	18.68
Miscellaneous waste	160	98.39
Plastic waste	12.715	20.25

During fiscal year 2024, the following measures were adopted to promote savings in material consumption:

- ◆ Environmental awareness activities.
- ◆ Implementation of recycled white paper suitable for factory printers.
- ◆ Integration of environmental criteria in the selection of suppliers and services, ensuring more sustainable and environmentally responsible collaborations.
- ◆ Implementation of a system for the reuse and proper segregation of pallets to reduce wood waste and promote the circular economy.
- ◆ Assessment of a switch to a specialized waste manager that improves waste separation and recycling, optimizing recovery and reducing environmental impact.
- ◆ Selection, as a water consumption reduction measure at Santa Oliva, of the installation of Urimat waterless ecological urinals, which allow savings of thousands of liters of water per year and reduce costs and emissions.
- ◆ Replacement and redesign of packaging using more recyclable materials, promoting recovery and reducing the volume of plastic waste.
- ◆ Adoption of a supplier offering more environmentally friendly or recyclable film, reducing the use of virgin plastic and minimizing the carbon footprint.
- ◆ Installation of a compactor that reduces the volume of plastic film generated, facilitating recycling and lowering waste management costs.

The Group's activities do not impact climate change; consequently, no measures have been adopted.

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EMPLOYEES



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5.1. Employment

As of December 31, 2024, the Company had a workforce of 564 employees (577 as of December 31, 2023), excluding workers under commercial contracts. During the reporting period, there were no significant fluctuations in the number of employees.

By continent, the workforce is distributed as follows: 70% in Europe, 11% in the Americas, and 19% in Asia.



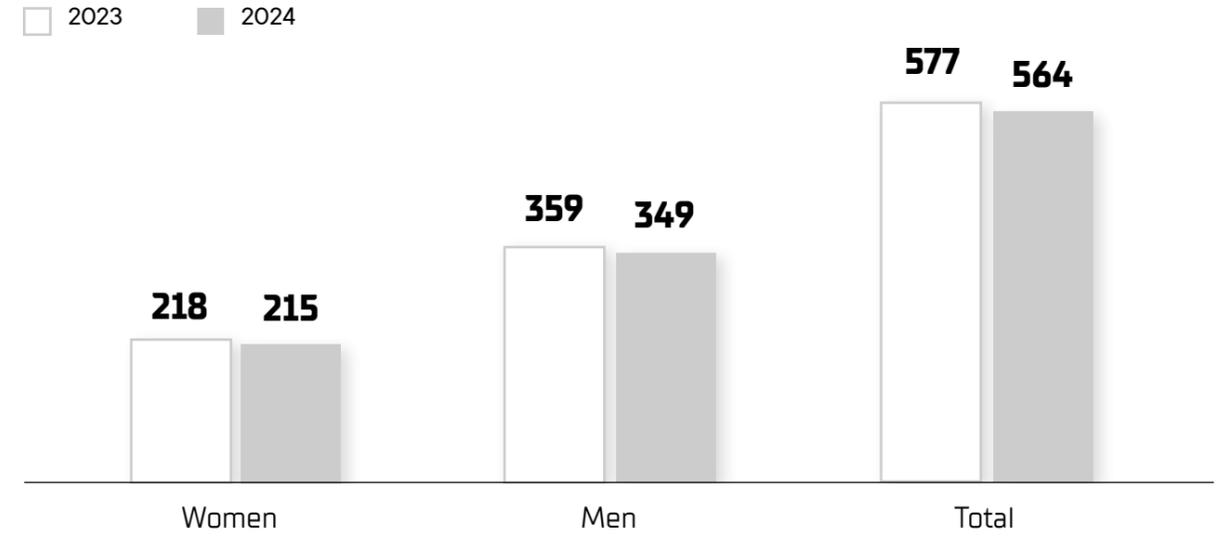
The distribution of employees by company is as follows:

Company	2023	2024	% relative [2024]	% increase
GERMANS BOADA, S.A.	316	308	54.61%	-2.53%
SUZHOU RUBI TECHNOLOGIES Co, Ltd	108	105	18.62%	-2.78%
RUBI TOOLS USA INC.	46	46	8.16%	0.00%
RUBI FRANCE, S.A.R.L.	22	23	4.08%	4.55%
RUBI UK LIMITED	18	15	2.66%	-16.67%
RUBI BENELUX BV	17	18	3.19%	5.88%
RUBI POLSKA Spoo	15	14	2.48%	-6.67%
RUBI PORTUGAL UNIP. LDA	11	12	2.13%	9.09%
GERMANS BOADA DE MEXICO SA DE CV	10	10	1.77%	0.00%
RUBI CANADA INC	7	7	1.24%	0.00%
RUBI DEUTSCHLAND GmbH	7	6	1.06%	-14.29%
Total	577	564	100%	

Total number of employees:

	2023			2024		
	Women	Men	Total	Women	Men	Total
Germans Boada, S.A.	129	187	316	126	182	308
Other companies	89	172	261	89	167	256

Total number of employees by gender:



Number of Group employees by age range, broken down by gender:

Age	2023			2024		
	Women	Men	Total	Women	Men	Total
18-30	32	48	80	35	41	76
31-40	66	105	171	54	103	157
41-50	72	134	206	82	132	214
51-60	39	61	100	35	62	97
>60	9	11	20	9	11	20
TOTAL	218	359	577	215	349	564

Number of Germans Boada, S.A. employees by age range, broken down by gender:

Age	2023			2024		
	Women	Men	Total	Women	Men	Total
18-30	12	18	30	16	15	31
31-40	31	42	73	25	41	66
41-50	49	85	134	53	79	132
51-60	30	36	66	26	40	66
>60	7	6	13	6	7	13
TOTAL	129	187	316	126	182	308

Number of Group employees by professional category and gender:

Category	2023			2024		
	Women	Men	Total	Women	Men	Total
Executive directors	1	2	3	1	2	3
Senior management	6	18	24	5	15	20
Middle management	20	47	67	19	41	60
Technical	55	164	219	53	168	221
Administrative	86	24	110	83	24	107
Operational	50	104	154	54	99	153
TOTAL	218	359	577	215	349	564

Number of Germans Boada, S.A. employees by professional category and gender:

Category	2023			2024		
	Women	Men	Total	Women	Men	Total
Executive directors	1	2	3	1	2	3
Senior management	4	10	14	3	10	13
Middle management	10	25	35	11	19	30
Technical	30	82	112	29	85	114
Administrative	44	6	50	43	7	50
Operational	40	62	102	39	59	98
TOTAL	129	187	316	126	182	308

Number of Group employees by country:

Country	2023			2024		
	Women	Men	Total	Women	Men	Total
Spain	128	185	313	126	182	308
China	44	66	110	48	57	105
United States	13	33	46	8	38	46
United Kingdom	6	13	19	4	11	15
France	11	11	22	10	13	23
Poland	3	12	15	3	11	14
Netherlands	4	10	14	4	10	14
Portugal	4	7	11	5	7	12
Mexico	2	8	10	2	8	10
Canada	1	6	7	2	5	7
Germany	1	5	6	1	4	5
Belgium	1	2	3	2	2	4
Austria	0	1	1	0	1	1
TOTAL	218	359	577	215	349	564

Number of Germans Boada, S.A. employees by country:

Country	2023			2024		
	Women	Men	Total	Women	Men	Total
Spain	128	185	313	126	182	308
TOTAL	128	185	313	126	182	308

The Company generates high-quality, stable employment, as reflected in the data shown in the following tables. Virtually the entire workforce is employed under permanent contracts (99.3%).

Number of Group employees by type of contract and gender:

Type	2023			2024		
	Women	Men	Total	Women	Men	Total
Permanent	218	358	576	211	349	560
Temporary	0	1	1	4	0	4
TOTAL	218	359	577	215	349	564

Number of Germans Boada, S.A. employees by type of contract and gender:

Type	2023			2024		
	Women	Men	Total	Women	Men	Total
Permanent	129	186	315	122	182	304
Temporary	0	1	1	4	0	4
TOTAL	129	187	316	126	182	308

Number of Group employees by type of contract and age range:

2023						
Type	18-30	31-40	41-50	51-60	>60	Total
Permanent	79	171	206	100	20	576
Temporary	1	0	0	0	0	1
TOTAL	80	171	206	100	20	577

2024						
Type	18-30	31-40	41-50	51-60	>60	Total
Permanent	73	157	213	97	20	560
Temporary	3	0	1	0	0	4
TOTAL	76	157	214	97	20	564

Number of Germans Boada, S.A. employees by type of contract and age range:

2023						
Type	18-30	31-40	41-50	51-60	>60	Total
Permanent	29	73	134	66	13	315
Temporary	1	0	0	0	0	1
TOTAL	30	73	134	66	13	316

2024						
Type	18-30	31-40	41-50	51-60	>60	Total
Permanent	28	66	131	66	13	304
Temporary	3	0	1	0	0	4
TOTAL	31	66	132	66	13	308

Number of Group employees by type of contract and professional category:

Category	2023			2024		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Executive directors	3	0	3	3	0	3
Senior management	24	0	24	20	0	20
Middle management	67	0	67	60	0	60
Technical	218	1	219	217	4	221
Administrative	110	0	110	107	0	107
Operational	154	0	154	153	0	153
TOTAL	576	1	577	560	4	564

Number of Germans Boada, S.A. employees by type of contract and professional category:

Category	2023			2024		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Executive directors	3	0	3	3	0	3
Senior management	14	0	14	13	0	13
Middle management	35	0	35	30	0	30
Technical	111	1	112	110	4	114
Administrative	50	0	50	50	0	50
Operational	102	0	102	98	0	98
TOTAL	315	1	316	304	4	308

The Group is committed to the economic well-being, diversity, and development of its workforce. To this end, it guarantees the absence of gender-based pay discrimination, ensuring effective pay equality between women and men.

The data corresponding to fiscal year 2024 only considers employees who were working at Germans Boada, S.A. as of the year-end date.

Likewise, the data for fiscal year 2023 only includes employees who were working at Germans Boada, S.A. as of the closing date of that year.

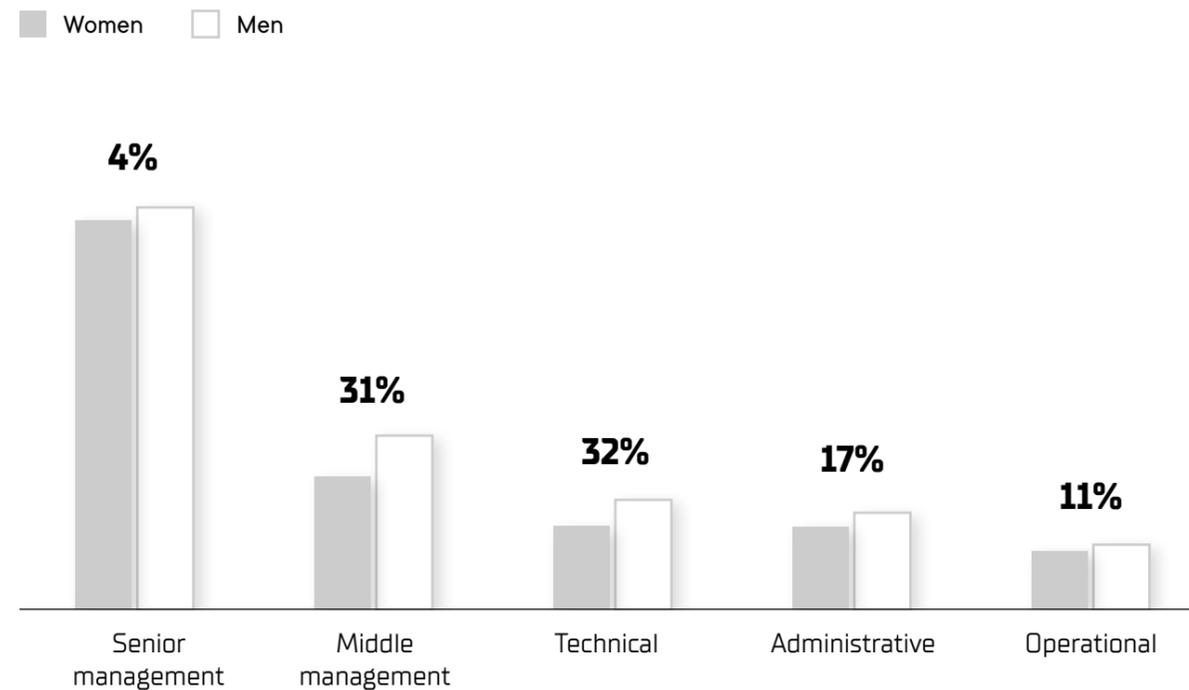
The Board of Directors of Germans Boada, S.A. wishes to thank the Group's employees for their efforts and to share potential positive results with them. Accordingly, in 2024 the Rubi Win 2024 agreement was prepared, consisting of the equal distribution (on a proportional basis in each country) of a portion of the annual net profit. This distribution is subject to the achievement of a minimum net result over sales.

Average gross salary remuneration by professional category within the Group (in euros):

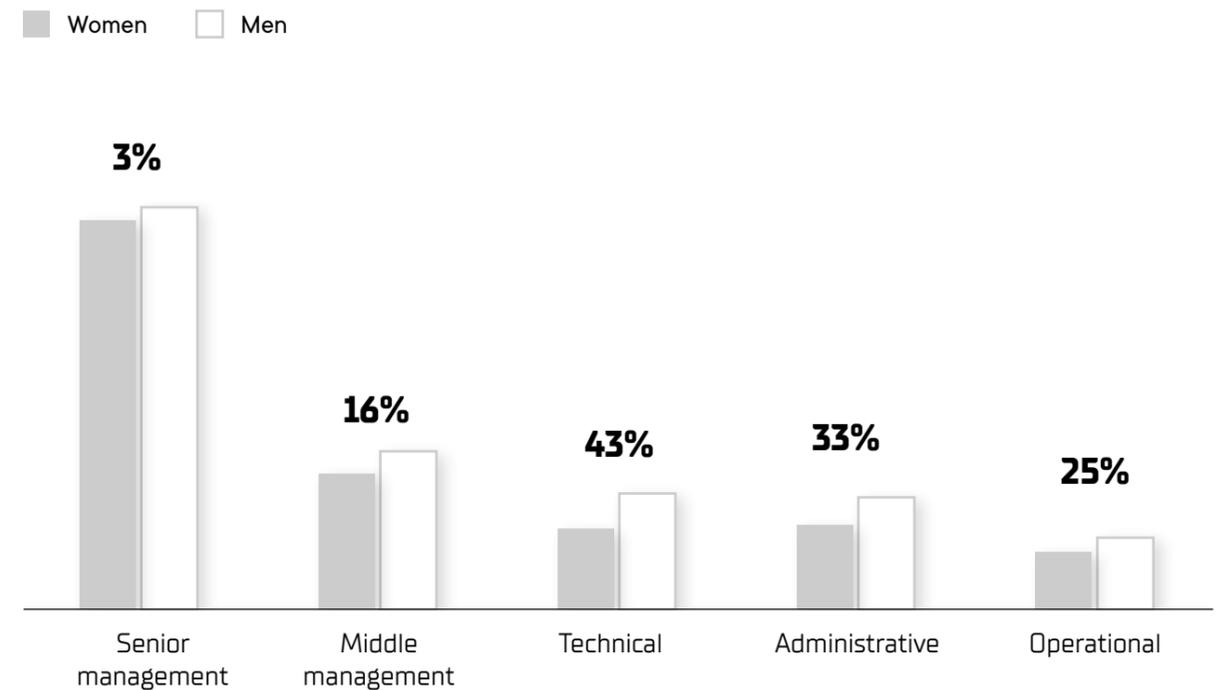
Category	2023	
	Women	Men
Senior management	134,395	139,967
Middle management	47,727	62,510
Technical	29,898	39,425
Administrative	29,759	34,792
Operational	21,058	23,325

Category	2024	
	Women	Men
Senior management	139,794	144,498
Middle management	48,852	56,794
Technical	29,084	41,635
Administrative	30,340	40,250
Operational	20,580	25,755

Gender pay gap 2023:



Gender pay gap 2024:



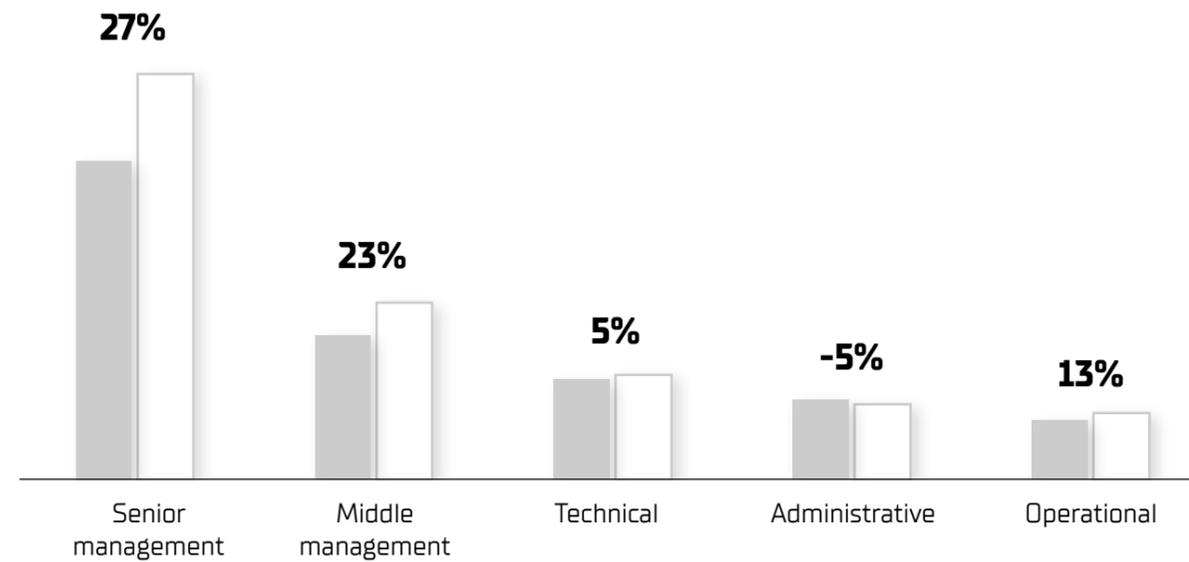
Average gross salary remuneration by professional category at Germans Boada, S.A., based in Spain (in euros):

Category	2023	
	Women	Men
Senior management	119,569	152,192
Middle management	54,033	66,391
Technical	37,583	39,290
Administrative	29,903	28,276
Operational	22,174	24,986

Category	2024	
	Women	Men
Senior management	123,179	154,804
Middle management	57,312	64,769
Technical	36,030	42,560
Administrative	30,847	30,194
Operational	23,196	27,120

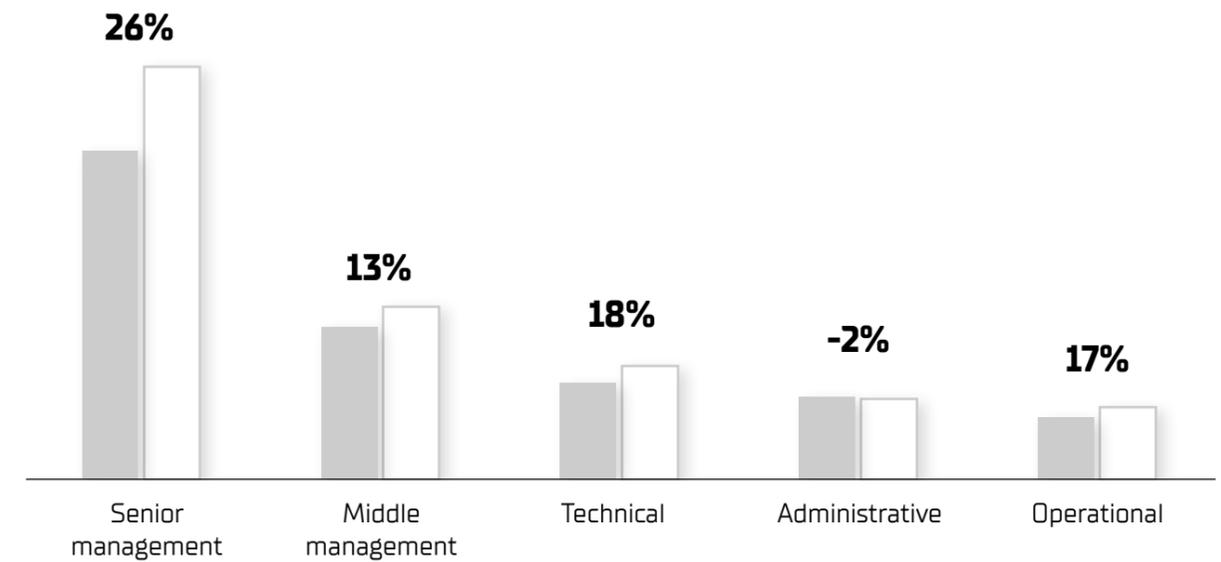
Gender pay gap 2023:

■ Women □ Men



Gender pay gap 2024:

■ Women □ Men



Average gross salary remuneration by age range within the Group (in euros):

Age	2023			2024		
	Women	Men	% gap	Women	Men	% gap
>60	56,669	114,280	102%	64,533	101,701	58%
51-60	39,521	57,497	45%	38,039	55,907	47%
41-50	35,213	40,090	14%	35,542	41,152	16%
31-40	27,860	37,798	36%	28,167	40,064	42%
18-30	24,622	31,453	28%	20,965	34,480	64%

Average gross salary remuneration by age range at Germans Boada, S.A., based in Spain (in euros):

Age	2023			2024		
	Women	Men	% gap	Women	Men	% gap
>60	62,455	124,563	99%	79,988	119,626	50%
51-60	34,403	60,746	77%	31,871	58,578	84%
41-50	36,081	41,120	14%	36,893	41,641	13%
31-40	34,633	43,128	25%	35,323	45,401	29%
18-30	29,925	27,639	-8%	25,759	29,500	15%

The Company is actively working to reduce the gender pay gap. The main actions in this area have been as follows:

- ◆ During fiscal year 2024, training was provided to raise awareness on equality, and efforts were also made to monitor recruitment processes, obtaining data on the number of people interviewed and hired by gender. This is because the pay gap is partly due to the hiring of a higher number of men in technical positions—such as engineering, IT, etc.—which typically require higher qualifications and are associated with higher levels of remuneration.
- ◆ In fiscal year 2023, the overtime allocation procedure was reviewed.
- ◆ In fiscal year 2020, the employee selection and promotion procedure was updated.

For confidentiality reasons, the average remuneration of Board members and executive directors is not broken down by gender.

The remuneration of top management personnel, as well as that of the three Executive directors, can be consulted in the Group’s consolidated annual accounts, in note 21.b).

There are no long-term savings or pension schemes in place for Group employees.

Employee opportunities, training, and remuneration are designed to strengthen the organization’s competitive position, regardless of gender or any other characteristic unrelated to professional criteria.

Number of dismissals at Germans Boada, S.A. by professional category and gender:

Category	2023			2024		
	Women	Men	Total	Women	Men	Total
Senior management	0	1	1	1	0	1
Middle management	0	0	0	0	4	4
Technical	1	2	3	1	4	5
Administrative	2	0	2	2	0	2
Operational	0	0	0	0	1	1
TOTAL	3	3	6	4	9	13

Number of dismissals at Germans Boada, S.A. by age range:

Age	2023	2024
	Number of employees	
18-30	1	1
31-40	1	3
41-50	2	6
51-59	2	3
≥60	0	0
TOTAL	6	13

The Group's care for and respect toward its employees and the conditions under which they carry out their work are also reflected in its approach to people with disabilities.

As of December 31, 2024, Germans Boada, S.A. employed 6 workers with an officially recognized disability certificate issued by the competent public authorities. Of these, 4 employees (1 woman and 3 men) held a disability certificate of more than 33%. This represents 1.23% of the workforce of Germans Boada, S.A. in Spain under an employment contract having a disability certificate of more than 33%.

Germans Boada, S.A. has established training and scholarship agreements with the Universitat Politècnica de Catalunya.

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5.2. Organization of working time

The organization of working time complies with the legislation in force in each of the countries in which the Company operates.

In the case of Germans Boada, S.A., as of December 31, 2024, in addition to all the measures set out in the applicable collective bargaining agreements, office staff benefit from flexible working hours, remote work, and a reduced summer working schedule. Production staff work a continuous shift and, in 2023, additional paid rest time was introduced during the summer period.

Germans Boada, S.A. formally implemented remote work in 2022, offering employees the option to work remotely up to a maximum of two days per week and providing a financial contribution to adapt home workstations. To this end, a **Remote Work Policy** was approved, regulating the various aspects and measures related to the health and safety of employees working remotely.

The Group aims to promote and strengthen personal relationships among teams that were affected by distancing as a result of the pandemic, and it strives to improve interpersonal relationships among employees, as well as teamwork dynamics, in order to increase internal efficiency and foster personal development within teams.

Working time is recorded through a time-tracking application that offers two options: physical clock-in for workdays carried out at the office and web-based clock-in for remote workdays.

The Company continues to work on promoting work-life balance for Group employees, as well as on introducing new practices to improve the right to disconnect from work.

The Company has an agreement negotiated with employee legal representatives that regulates remote work and establishes the right to digital disconnection, as well as the main rules for respecting this right. A specific digital disconnection protocol is currently being developed with the aim of complementing this regulation.

Employees who took parental leave in 2024:



Parental leave table by gender at Germans Boada, S.A.:

	2023			2024		
	Women	Men	Total	Women	Men	Total
Parental leave days	189	699	888	519	855	1,374

5.3. Health and safety

The Board of Directors, the Group’s Senior Management, and the management of each work center, together with the Health and Safety Committees, allocate the necessary resources to ensure the best possible safety conditions for employees in each of the activities carried out.

The Company has an Occupational Health and Safety Committee for the Rubí offices and other sites (with two prevention delegates) and an Occupational Health and Safety Committee for the Santa Oliva production plant (with three prevention delegates). In addition, employees are represented on formal joint employee–company health and safety committees.

Additionally, the following formal agreements have been reached with trade unions:

- ◆ Summary of preventive activities carried out during 2024.
- ◆ Summary of annual occupational accident rates.
- ◆ Assessment of occupational hygiene risks (lighting, noise, vibrations, and thermal stress).
- ◆ Occupational risk prevention training plan.
- ◆ Change to an occupational accident insurance provider offering improved healthcare coverage and additional occupational health promotion services.



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The main occupational health and safety measures implemented during fiscal year 2024 were as follows:

- ◆ Guardrails were installed to protect truck drivers while waiting at loading docks during truck loading and unloading operations.
- ◆ Guardrails were installed at office exits located next to forklift traffic lanes.
- ◆ A fan was installed to cool the interior of trucks during loading and unloading operations in the summer by extracting hot air.
- ◆ A pedestrian alert system was installed to reduce the risk of forklift-related accidents, consisting of devices that warn both pedestrians and drivers when they are in close proximity at a safe distance.
- ◆ Bollards with barrier tape were installed at workshop doors to block forklift and pedestrian access, in order to control pedestrian exits from workshops into areas with forklift traffic, as well as forklift or pallet jack access into workshops.
- ◆ Occupational risk prevention training was provided according to job position, in line with the national collective bargaining agreement for the metal sector.
- ◆ Firefighting training sessions were conducted.
- ◆ Soundproofing panels were installed on bagging machines to reduce noise levels.

The Group provides first aid and workplace safety training courses at its various production facilities as well as at its head offices, and maintains a program to analyze potential occupational risks while also assessing the causes that may give rise to them. Any significant incident is investigated, analyzed, and addressed with the aim of preventing its recurrence.

For training purposes, awareness in this area was increased during 2024 through the delivery of multiple initiatives and training activities related to the health and safety of the Group's employees.

Calculation of the accident rate for the Company's own employees, broken down by gender:

	2023			2024		
	Women	Men	Total	Women	Men	Total
Accident rate	0.32%	0.58%	0.47%	0.13%	0.27%	0.40%
Frequency rate	22	40	32	9	19	15

Frequency rate (number of accidents resulting in leave / number of hours worked) × 1,000,000

During 2024, a total of 39,989 hours of absenteeism were recorded (22,923 hours in 2023) due to leave related to common contingencies, representing 7.25% of total theoretical working hours under the applicable collective agreement.

No absences due to occupational diseases were recorded in either 2024 or 2023.

The accidents recorded in 2024, by type, are as follows:

	2023			2024		
	Women	Men	Total	Women	Men	Total
Minor	5	13	18	2	5	7
Serious	0	0	0	0	0	0
Very serious	0	0	0	0	0	0
Fatal	0	0	0	0	0	0
TOTAL	5	13	18	2	5	7

In 2024, workplace accidents decreased by 61% compared to the previous year.

5.4. Labor relations

The Group upholds and facilitates its employees' right to freedom of association and maintains constructive relationships with employees and their representatives at each of its sites.

In Spain, all work centers are covered by a reference collective bargaining agreement that applies to 100% of employees.

Depending on location, the following collective bargaining agreements apply, all of which include extensive provisions relating to occupational health and safety.

State-level applicable agreement:

III State Collective Bargaining Agreement for the Metal Industry, Technology, and Services Sector (CEM) – agreement code no. 99003435011900.

Other more specific territorial agreements:

- **Rubí Staff**

Collective Bargaining Agreement for the Metalworking Industry Sector of the Province of Barcelona for the years 2022–2024 (agreement code no. 08002545011994).

- **Santa Oliva staff**

Collective Bargaining Agreement for the Metalworking Industry Sector of the Province of Tarragona for the years 2022–2025 (agreement code no. 43000405011993).

- **Madrid staff**

Collective Bargaining Agreement for the Metal Industry, Services, and Installations Sector of the Community of Madrid, signed by the Association of Employers of the Metal Trade and Industry of Madrid (AECIM) and the trade unions CCOO of Industry of Madrid and the Federation of Industry, Construction, and Agrifood of Madrid of UGT (agreement code no. 28003715011982).

100 % of employees in Spain are covered by a collective bargaining agreement.

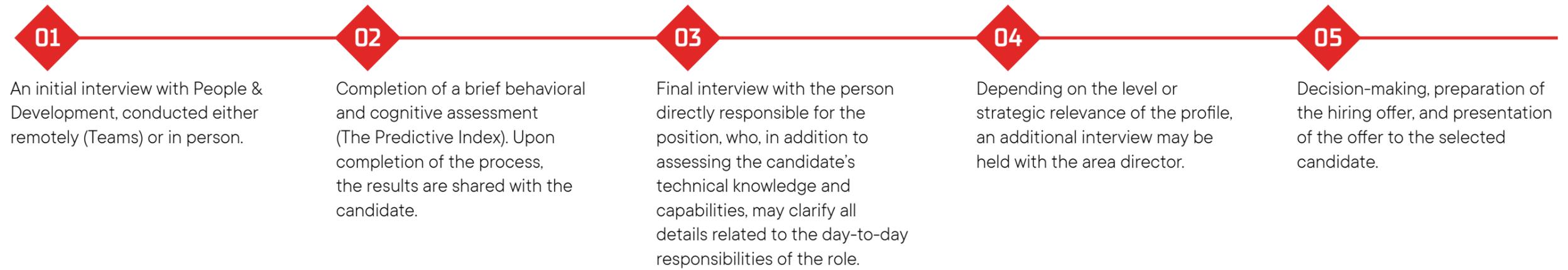
The procedures governing the organization of social dialogue are those established in each collective bargaining agreement.

Currently, Germans Boada, S.A. has an established procedure for internal selection and promotion that ensures a structured process aligned with the organization's needs. This process includes different stages, such as interviews, competency assessments, and decision-making, ensuring selection based on objective criteria and aligned with the Company's talent development strategy.

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Selection processes (both internal and external)

The selection process consists of the following stages:



All other candidates, both internal and external, are informed of the rejection of their applications and are provided with feedback.

For internal promotions:



However, a formalized policy is not yet in place and is currently under development. The objective is to finalize and implement this Internal Selection and Promotion Policy during the current year, thereby consolidating a clear and structured regulatory framework that ensures transparency, fairness, and consistency across all talent management processes.

This progress forms part of the Company's strategy to strengthen its people management practices and to ensure the structured professional development of its employees, aligned with corporate objectives.

5.5. Training

Professional development is a fundamental right for individuals and a necessity for the Company. The Group considers the development of its professionals to be a priority, as without adequate training there can be no quality or innovation, and therefore actively promotes training among its employees.

During 2024, employees of Germans Boada, S.A. completed a total of 3,796 training hours (1,622 hours in 2023), representing an increase of 134% compared to the previous year.



The breakdown of training hours by professional category and gender is as follows:

Category	2023			2024		
	Women	Men	Total	Women	Men	Total
Senior management	12	30	42	0	34	34
Middle management	25	164	189	67	70.5	137.5
Technical	230	828	1,058	547	2,276	2,823
Administrative	95	64	159	72	22	94
Operational	56	118	174	88	620	708
TOTAL	418	1,204	1,622	774	3,022	3,796

Below is the average number of training hours by gender and professional category:

Category	2023			2024		
	Women	Men	Total	Women	Men	Total
Senior management	2	1.67	3.67	0	2.27	2.27
Middle management	1.25	3.49	4.74	3.53	1.72	5.25
Technical	4.18	5.05	9.23	10.32	13.54	23.87
Administrative	1.1	2.67	3.77	0.87	0.92	1.78
Operational	1.12	1.13	2.25	1.63	6.26	7.89
TOTAL	9.66	14	23.66	16.34	24.71	41.05



Germans Boada, S.A. has established training and scholarship agreements with the Universitat Politècnica de Catalunya.

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5.6. Accessibility

All Group facilities and workplaces are designed to facilitate and promote access for employees, customers, suppliers, and anyone who needs to enter them. In addition to strict compliance with applicable regulations, the Group encourages the implementation of upgrades when necessary, assessing improvements to its buildings and workplaces.

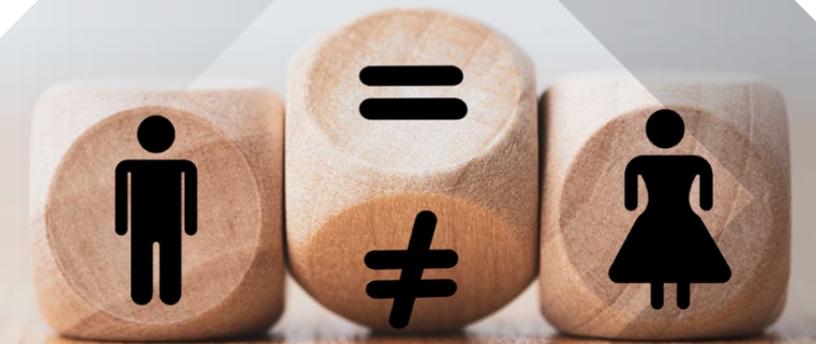
5.7. Equality and diversity

Currently, the Group has a 2024–2027 Gender Equality Plan in place, which defines a set of measures aimed at achieving equality between women and men across the different areas of the organization, as well as eliminating discrimination on the grounds of sex.

With regard to the prevention of any form of discrimination, the Group also has a Protocol on physical violence and/or psychological, sexual, or gender-based harassment, including harassment based on sexual orientation, sexual identity, and/or gender identity. This protocol has been updated to reflect the most recent legislation, including regulations on the real and effective equality of trans persons and the protection of the rights of LGBTBI individuals.

During fiscal years 2023 and 2024, no cases of discrimination were reported or identified.

An inclusive communication guide has also been developed to define clear criteria for the use of non-sexist language, and it has been distributed to all Group employees in Spain.



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HUMAN RIGHTS



6.1. Due diligence

All Group employees have received training and have signed the Group's Code of Conduct.

The Company's recruitment policies ensure respect for human rights throughout all selection processes.

The Universal Declaration of Human Rights, proclaimed by the United Nations General Assembly in Resolution 217 A (III) on December 10, 1948, represents one of the most significant milestones in modern history. It establishes the fundamental rights that must be guaranteed to all individuals, regardless of their origin or nationality. The Group is committed to these principles and works with pride to promote and protect human rights in all of its activities.

In this regard, all Group employees have received training and have signed the Group's Code of Ethics and Conduct.

To date, none of the Group's companies has received complaints or identified any specific cases related to potential violations of human rights within or in connection with the organization. Nevertheless, it is a fundamental principle of the Group to apply due diligence processes in this area in order to identify, prevent, mitigate, and account for any situation in which even the slightest indication of conduct contrary to the Group's Code of Ethics and Conduct may be detected.

Likewise, the Company's recruitment policies ensure respect for human rights throughout all selection processes.



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CORRUPTION AND BRIBERY



7.1. Measures adopted to prevent corruption and bribery

Corruption and bribery practices constitute a serious problem for society, and the Group shares this concern with the utmost seriousness. For this reason, we have approved and implemented a set of principles and good practices within our organization aimed at preventing, raising awareness of, and detecting this type of conduct.

This work has led to the development of various internal policies and protocols which, once approved, have been communicated throughout the organization.

In this regard, the Group's Code of Ethics and Conduct incorporates specific guidelines in this area, requiring employees to refrain from any activity, action, or behavior that could constitute an act of corruption and/or bribery, and setting out the measures to be followed to prevent corruption and bribery.

Formal mechanisms to protect individuals who report regulatory breaches and fight against corruption have been implemented through the establishment of a Group Internal Information System, which regulates the protection of persons reporting regulatory breaches and corruption, with the aim of ensuring adequate protection against potential retaliation faced by individuals who report such irregularities.

The whistleblowing channel is accessible through the corporate website.

<https://rubi.plataformadenuncias.com/>



To date, no conduct has been identified that has been classified as an irregularity under the Anti-Corruption and Anti-Bribery Policy.

The Code of Conduct sets out the measures to be followed to prevent corruption and bribery.

7.2. Measures against money laundering

Due to its characteristics and the sector in which it operates, the Group is not subject to the scope of application of Law 10/2010 of April 28 on the prevention of money laundering and terrorist financing (LPBCFT), except in the specific cases provided for in Article 38 of the LPBCFT in relation to transactions with non-resident individual customers involving amounts exceeding €10,000.

Nevertheless, the procedure to be followed in such cases is that defined in the Group's Code of Ethics and Conduct.

All fund transfers carried out by the Company with its employees, contractors, suppliers, customers, or any other related parties are executed by authorized persons and within the limits of such authorization, exclusively by bank transfer. Cash payments are strictly prohibited, except for amounts below the limit established by applicable regulations.

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7.3. Contributions to foundations and nonprofit entities

During 2024, the RUBI Group promoted various initiatives in support of the environment and society, as part of its commitment to its current ESG (Environment, Social & Governance) strategy. Below are some of the most relevant actions:



As part of the **Sant Jordi celebration**, RUBI gave a book to each employee at the Rubí, Santa Oliva, and Madrid sites. This initiative directly contributed to SDG 4, “Quality Education,” within the Group’s ESG strategy. In addition, 36 employees chose the charitable option through the book *Els Invisibles*, benefiting **Hospital Sant Joan de Déu**, with a total donation of €572.40



For the past 12 years, the RUBI Group has collaborated annually with the **Vicente Ferrer Foundation** through a donation of €3,500.



The RUBI Benelux subsidiary continues its commitment to the **ALS Foundation** by carrying out various initiatives to raise funds in the **fight against ALS**. During 2024, €1,500 was donated to this foundation.



During 2024, all GBSA employees were offered a charitable option as part of the Christmas gift package. This initiative raised €210, which was donated in full to **AFANOC, the Association of Families and Friends of Children with Cancer in Catalonia**.



During the 2024 Christmas holidays, the RUBI Group gave each employee of Germans Boada, S.A. a charitable nougat produced by RAC 1 and Hospital Sant Joan de Déu. The total cost amounted to €2,799.99, which was donated in full to research into rare childhood diseases led by **Hospital Sant Joan de Déu**.



At the end of 2024, members of the RUBI team took part in the **Vicente Ferrer Charity Run**, 1km1vida, held in Terrassa on December 15. RUBI covered the registration fee for all participating employees, contributing €285 to the Vicente Ferrer Foundation.



The RUBI Group demonstrated a strong commitment to communities affected by the **DANA** by making a €10,000 donation to the **Txema Elorza Foundation**. These funds were allocated for distribution among various members of the hardware and DIY sector who were impacted by the disaster. In addition, 500 buckets were donated to several affected municipalities, coordinated through a customer, and special pricing was applied to cleaning products such as buckets, spatulas, and shovels to support recovery efforts during this difficult period.



On a recurring basis, the RUBI Group donates products that can no longer be resold to organizations such as **Arquitectos Sin Fronteras**, with the aim of promoting the creation of better spaces for people with limited resources. On this occasion, 60 buckets were donated to the organization.

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SOCIAL



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The fundamental principles governing our organization’s relationships with customers, suppliers, and the market, as well as business practices and potential conflicts of interest, are set out in the Code of Ethics and Conduct. These principles include the promotion of values such as consideration, respect, and dignity among all our employees and collaborators, taking cultural diversity into account and ensuring an environment free from any form of discrimination.

Likewise, we are committed to rejecting any practice that could harm our competitors, suppliers, or any other individual or entity.

The Anti-Corruption and Anti-Bribery Policy included in the Code of Ethics and Conduct defines the situations that could give rise to conflicts of interest with the organization, establishing the criteria to be followed in order to ensure that decisions are consistent with our internal policies and with applicable legislation.

8.1. Company commitment to sustainable development

The Group promotes various partnerships with local associations and international NGOs, and also actively collaborates with entities in the construction sector, with the aim of activating our corporate purpose and generating a positive impact on economic, social, and environmental sustainability.

During 2024, the RUBI Group worked on the design and development of an ESG (Environment, Social & Governance) strategy aligned with our corporate purpose, “Better Professionals. Better places.” This strategy aims to address the major economic, social, and environmental challenges facing our planet, focusing on 8 of the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

Specifically, the RUBI Group focuses on the following SDGs:

The infographic displays eight Sustainable Development Goals (SDGs) with corresponding icons and descriptions:

- 3 GOOD HEALTH AND WELL-BEING**: Represented by a person running in a field.
- 4 QUALITY EDUCATION**: Represented by a stack of books and a graduation cap.
- 5 GENDER EQUALITY**: Represented by two stylized human figures, one green and one purple, with an equals sign between them.
- 8 DECENT WORK AND ECONOMIC GROWTH**: Represented by a bar chart with an upward-pointing arrow.
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**: Represented by a construction site with a red hard hat and a RUBI logo.
- 10 REDUCED INEQUALITIES**: Represented by a white arrow pointing down towards a red arrow pointing up.
- 11 SUSTAINABLE CITIES AND COMMUNITIES**: Represented by a cityscape with wind turbines and green roofs.
- 13 CLIMATE ACTION**: Represented by a tree and a body of water.
- 17 PARTNERSHIPS FOR THE GOALS**: Represented by two hands shaking.

In this regard, and with the aim of raising awareness, ESG strategy information is regularly shared and communicated externally through RUBI's corporate LinkedIn profile and the Group's website, which includes a specific section on RUBI's commitment to the planet.

At the internal level, content related to the ESG strategy is also disseminated, with a focus on knowledge-building and the sharing of best practices, mainly through the primary internal communication tool: the Steeple social network.

This year, work is also underway on an internal communication plan to generate engagement and awareness around the ESG strategic plan.

In addition, throughout the year, other initiatives were promoted to strengthen RUBI's commitment to the planet, such as:

- ◆ A global online training session on carbon footprint metrics was held on Wednesday, December 4, within the framework of the RUBI Sustainability Model. The aim was to reinforce the idea that sustainability is a shared responsibility and to provide tools to move toward a more sustainable future. The session was delivered by Inèdit, a consultancy specialized in circular and sustainable solutions.
- ◆ An in-person training session was held at the Rubí headquarters as part of the RUBI Sustainability Model, entitled "Aligning environmental sustainability with business strategy." Key concepts such as planetary boundaries, the circular economy, and the Donut Model were addressed. Through group exercises, the life cycle of RUBI products was mapped to identify impacts and opportunities, and ways to integrate sustainability and the circular economy into the Company's strategy were explored. The session provided valuable insights to strengthen RUBI's leadership in sustainability, and further training sessions are planned.
- ◆ Group-wide Occupational Risk Prevention training sessions were conducted. RUBI increased awareness in this area during 2024 by offering multiple initiatives and training activities related to the health and safety of Group employees.
- ◆ Progress in sustainable packaging.
- ◆ Creation of a new Equality Plan for GBSA for the 2024–2027 period, published with the Ministry of Labor and Social Economy of the Government of Spain, with the aim of promoting equality between women and men in the workplace.



RUBI's commitment

The RUBI Group is committed to fostering a sustainable future and creating a positive impact across all aspects of our operations, working under a sustainable development model that is environmentally responsible and prioritizes equal opportunities. Through our ESG (Environmental, Social, and Governance) strategy, we align with the United Nations Sustainable Development Goals (SDGs), guiding our actions to generate long-term value for society and the environment. These SDGs help activate our corporate purpose: BETTER PROFESSIONALS. BETTER PLACES.

Our ESG strategy drives the three essential pillars for achieving sustainable development: environmental, social, and governance.

Below are our key lines of action:



ENVIRONMENT



Climate change

- ◆ We reduce our carbon footprint through energy efficiency, rigorous monitoring, and offset projects.
- ◆ We accelerate the transition to renewable energy to minimize environmental impact.



Sustainable products

- ◆ We prioritize the use of recycled and certified materials.
- ◆ We design products that reduce water and energy consumption during use.
- ◆ We promote reparability and product durability, with easy access to spare parts.
- ◆ We are committed to recyclability at the end of our products' useful life.



Environmental impact

- ◆ We optimize water consumption and apply advanced management technologies.
- ◆ We implement waste management systems to prevent waste and promote recycling.
- ◆ We comply with environmental standards and promote a culture of sustainability.



SOCIAL



Diversity, equity, and inclusion

- ◆ We promote an inclusive work environment through equal opportunity policies and training on unconscious bias.
- ◆ We foster diversity through audit plans and employee resource groups.



Health, safety, and well-being

- ◆ We carry out risk assessments and train emergency response teams.
- ◆ We offer psychological, legal, and financial support.
- ◆ We encourage engagement through social activities and professional development opportunities.



Human rights

- ◆ We uphold labor rights and decent working conditions.
- ◆ We ensure equality and prevent discrimination.
- ◆ We collaborate with local communities.



Community engagement

- ◆ We strengthen social infrastructure and support local businesses.
- ◆ We participate in charitable initiatives and sporting and social events.



GOVERNANCE



Transparency and communication

- ◆ We create channels for sustainability-related communication and make our progress publicly available.
- ◆ We comply with ESG reporting standards and engage stakeholders through our reports.



Responsible supply chain management

- ◆ We require ESG standards from suppliers and prioritize local suppliers.
- ◆ We implement monitoring mechanisms to ensure good practices.



Business ethics and anti-corruption

- ◆ We apply an updated Code of Ethics and promote zero tolerance for corruption.
- ◆ We provide ethics training and offer secure whistleblowing channels.



Risk management and continuous improvement

- ◆ We apply standardized processes and ESG risk analysis mechanisms.
- ◆ We drive innovation in products and services to turn risks into opportunities.

8.2. Subcontracting and suppliers

Germans Boada, S.A. has a network of more than 400 suppliers, taking into account the geographic scope in which it operates. These suppliers are involved both in its supply chain of materials and components and in the provision of non-productive services required for the development of its activities.

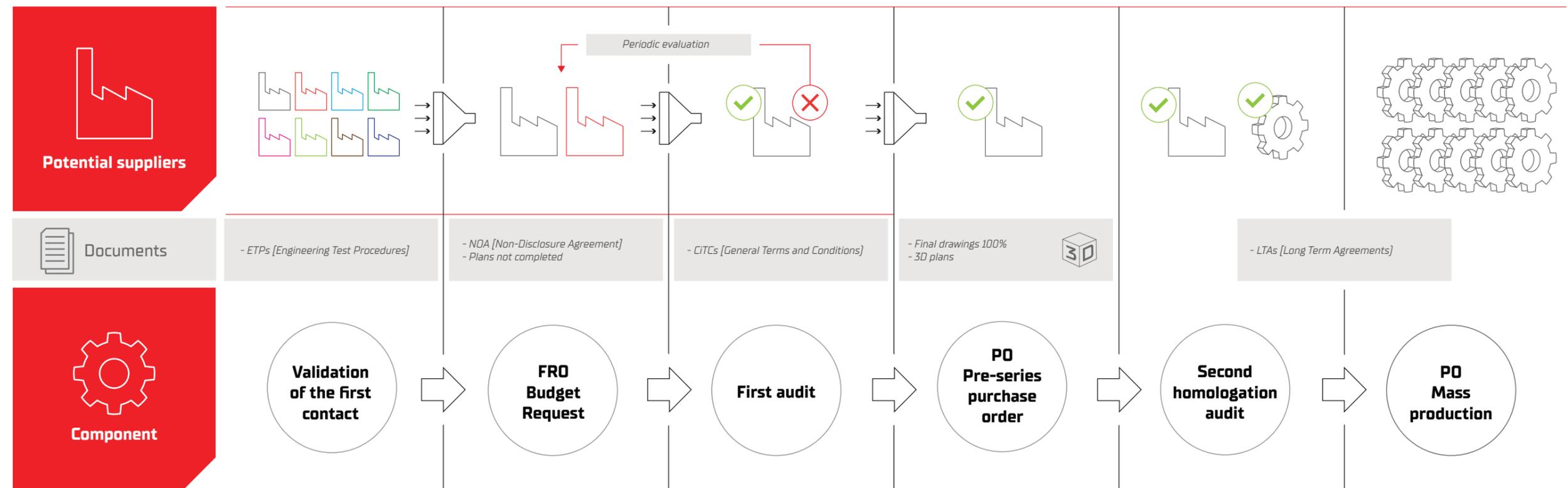
The Group applies the same quality, safety, and environmental requirements to both internal and external activities in its relationships with suppliers and subcontractors.

A solid, stable, and long-term supply chain is maintained through compliance with the General Purchasing Conditions and the assurance of confidentiality.

For supplier selection, a validation and approval process is in place that includes acceptance of the General Purchasing Conditions and the Confidentiality Conditions.

During the period of collaboration with suppliers, compliance with their responsibilities regarding commercial terms, quality, and supply conditions is periodically assessed.

In addition, audits are conducted in which an overall assessment of suppliers' processes is assigned and corrective action plans are established, the progress of which is subject to specific follow-up.



8.3. Customers

The RUBI Group's commitment to users of its products is to provide tools with the highest levels of reliability, quality, and safety, as well as a close and efficient Technical Support and After-Sales Service.

To this end, the RUBI Group has a global network of 121 authorized Technical Service Centers (SATs) and its own internal system for recording and managing all product-related incidents.

This internal process, standardized in accordance with ISO 9001, enables us to respond to all recorded product incidents and to provide a level of service consistent with the RUBI brand and with consumer expectations.

All information recorded in the RUBI Group's incident management system is processed and analyzed on a monthly basis to assess the evolution and progress of each and every incident.

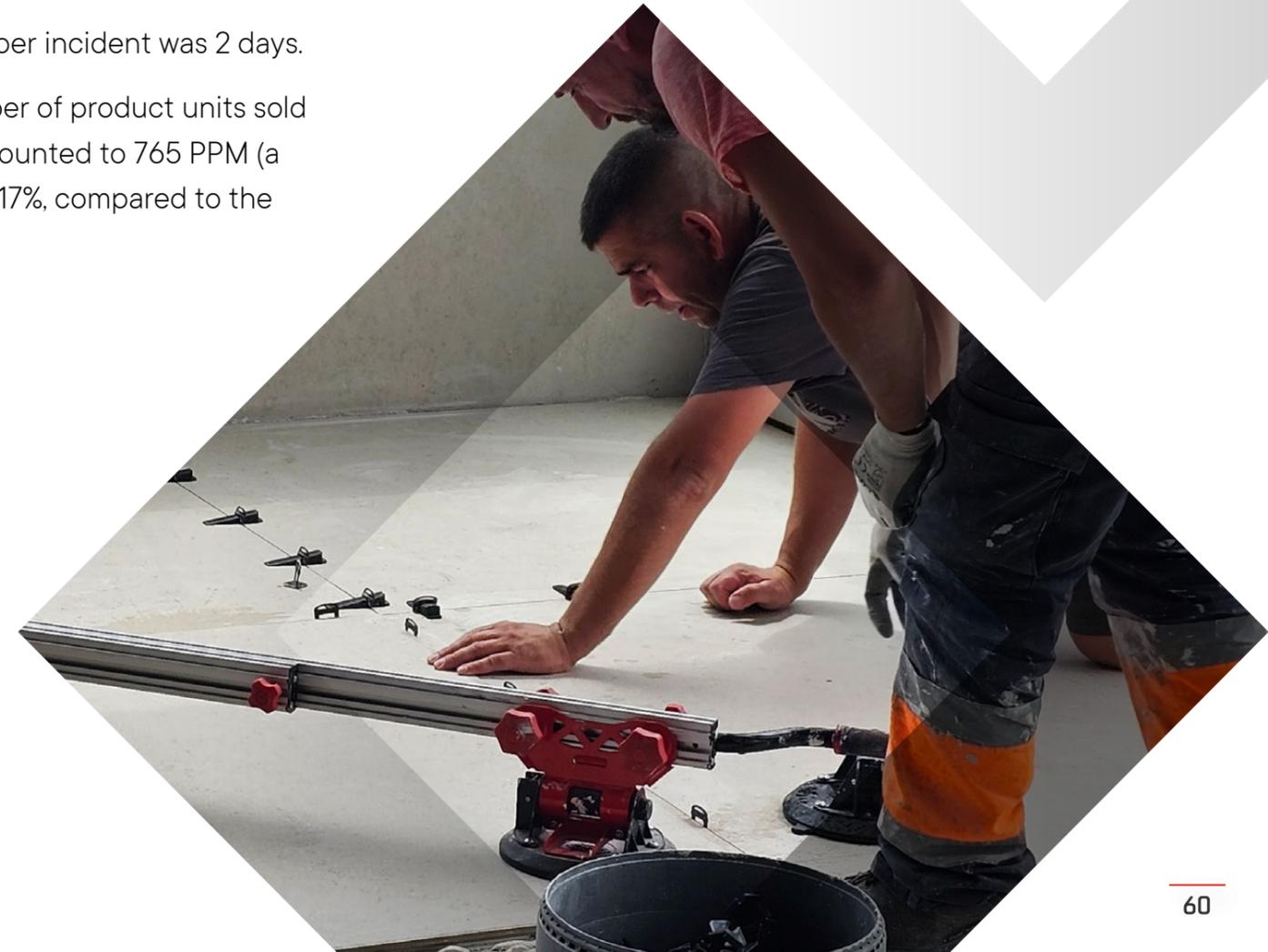
The purpose of this analysis is to work continuously toward the ongoing improvement of all our products.

Thanks to the information collected through the incident management system, we are able to enhance our products and uphold our commitment to consumers to offer reliable, safe, and top-quality products.

Total incidents in 2024: 6,782, of which 5,472 were under warranty.

The average handling time per incident was 2 days.

In relation to the total number of product units sold in 2024, warranty claims amounted to 765 PPM (a reduction of 106 PPM, or 12.17%, compared to the previous year).



8.4. Tax information

The consolidated results achieved by the Group's companies are broken down below:

Company	2023	2024
	Consolidated profit/(loss)	Consolidated profit/(loss)
Rubi Portugal Unip Lda	90,362	161,148
Rubi France SARL	670,411	599,494
Rubi Tools USA Inc.	237,691	(268,386)
Rubi Deutschland GmbH	(17,867)	116,517
Rubi Benelux B.V.	778,517	539,649
Rubi UK Limited	532,386	203,590
Suzhou Rubi Technologies Co. Ltd.	(837,542)	264,918
Rubi Polska Spoo	(111,498)	170,802
Rubi Canada Inc.	(187,145)	424,339
Rubi Colombia	2,019	16,239
Germans Boada de México	1,218	61,742
Germans Boada, S.A.	8,592,662	4,187,673
TOTAL CONTRIBUTION	9,751,214	6,477,725

After deducting consolidation adjustments, consolidated profit amounts to €6.48 million (€9.75 million in 2023).

The Group's corporate income tax expense for fiscal year 2024 amounts to €4.67 million (€3.04 million in 2023).

During fiscal year 2023, no significant subsidies were received.

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APPENDIX



Appendix – Relationship between legal requirements and the related GRI Standards indicators

Information required by Law 11/2018	Location/chapter	GRI Standards indicator
General information	1. Introduction	GRI: 2.3 – Reporting period, frequency, and point of contact GRI: 2.4 – Information updates GRI: 2.5 – External verification
	Business model	GRI: 2.1 – Organizational details GRI: 2.2 – Entities included in the reporting scope GRI: 2.6 – Activities, value chain, and other business relationships GRI: 2.9 – Governance structure and composition GRI: 2.10 – Appointment and selection of the highest governing body GRI: 2.12 – Role of the highest governing body in overseeing the management of impacts GRI: 2.13 – Delegation of responsibility for impact management GRI: 2.14 – Role of the highest governing body in sustainability reporting
	Description of the policies applied by the Group	2.2 Business model (General policies) GRI: 2.22 – Statement on sustainable development strategy GRI: 2.23 – Commitments and policies GRI: 2.24 – Integration of commitments and policies GRI: 3.3 – Management of material topics
	Results of these policies	2.2 Business model (General policies) GRI: 2.23 – Commitments and policies
	Main risks related to the Group's activities	2.1 Business model (Risk management) GRI: 3.3 – Management of material topics GRI: 2.9 – Governance structure and composition
	Key non-financial performance indicators	2.2 Business model (General policies) N/A
	Materiality analysis	3. Materiality analysis GRI: 3.1 – Process for determining material topics GRI: 3.2 – List of material topics
	Sustainable use of resources	4. Environment GRI: 303.5 – Water consumption GRI: 302.1 – Energy consumption within the organization
	Circular economy and waste prevention/management	4. Environment GRI: 306.2 – Management of significant waste-related impacts GRI: 306.3 – Waste generated
	Pollution	4. Environment GRI: 303.1 – Interaction with water as a shared resource GRI: 303.5 – Water consumption
Climate change	4. Environment N/A	
Protection of biodiversity	4. Environment N/A	
Environmental matters		

Information required by Law 11/2018	Location/chapter	GRI Standards indicator	
Social and employment matters	Employment	5.1 Employment	GRI: 2.7 – Employees GRI: 2.19 – Remuneration policies GRI: 2.20 – Process for determining remuneration GRI: 405.1 – Diversity of governing bodies and employees GRI: 406.1 – Cases of discrimination and corrective actions taken
	Work organization	5.2 Organization of working time	GRI: 401.2 – Benefits for full-time employees GRI: 401.3 – Parental leave
	Health and safety	5.3 Health and safety	GRI: 403.1 – Occupational health and safety management system GRI: 403.2 – Hazard identification, risk assessment, and incident investigation GRI: 403.4 – Worker participation, consultation, and communication on occupational health and safety
	Labor relations	5.4 Labor relations	GRI: 2.30 – Collective bargaining agreements GRI: 401.1 – New hires and employee turnover
	Training	5.5 Training	GRI: 404.1 – Average training hours per employee per year GRI: 404.2 – Programs to develop employee skills
	Universal accessibility	5.6 Accessibility	N/A
	Equality	5.7 Equality and diversity	GRI: 2.23 – Commitments and policies GRI: 2.25 – Processes to remediate negative impacts GRI: 406.1 – Cases of discrimination and corrective actions taken
Information on respect for human rights	Prevention of human rights violations	6. Human rights	GRI: 2.25 – Processes to remediate negative impacts GRI: 406.1 – Cases of discrimination and corrective actions taken
	Complaints related to human rights violations	6. Human rights	GRI: 406.1 – Cases of discrimination and corrective actions taken
	Elimination of discrimination in employment	6. Human rights	GRI: 406.1 – Cases of discrimination and corrective actions taken
	Elimination of forced labor	6. Human rights	N/A
Information on the fight against corruption and bribery	Abolition of child labor	6. Human rights	N/A
	Measures to prevent corruption and bribery	7.1 Measures to prevent corruption and bribery	GRI: 2.23 – Commitments and policies GRI: 2.26 – Mechanisms for seeking advice and raising concerns GRI: 205.2 – Communication and training on anti-corruption policies and procedures
	Fight against money laundering	7.2 Measures against money laundering	GRI: 2.23 – Commitments and policies GRI: 205.3 – Confirmed incidents of corruption and measures taken
	Contributions to foundations and nonprofit entities	7.3 Contributions to foundations and nonprofit entities	N/A

Information required by Law 11/2018	Location/chapter	GRI Standards indicator
Information on society	Commitments to sustainable development	8.1 Company commitments to sustainable development GRI: 2.17 – Collective knowledge of the highest governing body GRI: 2.28 – Membership in associations GRI: 413.1 – Operations involving local community engagement programs
	Subcontracting and suppliers	8.2 Subcontracting and suppliers GRI: 3.3 – Management of material topics GRI: 414.1 – New suppliers screened using social criteria GRI: 414.2 – Negative social impacts in the supply chain and measures adopted
	Consumers	8.3 Customers GRI: 2.16 – Communication of critical concerns GRI: 2.25 – Processes to remediate negative impacts
	Tax information	8.4 Tax information GRI: 201.4 – Financial assistance received from the government
GRI indicators	9. GRI indicators	

RUBI GROUP