LAFAYETTE

TEXTILE EXPERTTS

Sustainability Report

2024
2025

lafayette.com

Telas Lafayette

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GRI 2-9

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GRI 2-3

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Sustainability Report 2024 2025

GRI 2-1
GRI 2-2
GRI 2-3

- This report covers the period from January 1, 2024, to December 31, 2025.
- This report covers information for Textiles Lafayette S.A.S.[1]
- The content has been reviewed and validated by the respective business units and has not been externally assured.
- International sustainability standards and frameworks, including the GRI Standards, the United Nations Global Compact, the Sustainable Development Goals (SDGs), and the Dow Jones Sustainability Index (DJSI), informed the analysis that supported development of the report, together with sector-specific guidelines such as the Fashion Charter for Climate Action, Blue Angel, Bluesign® SYSTEM, Cradle to Cradle, the Global Recycled Standard, STANDARD 100 by OEKO-TEX®, GreenScreen® for Safer Chemicals, and OECD Due Diligence Guidance.

[1] Hereinafter referred to as Lafayette, the organization, or the company.

Sustainability Report

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Sustainable vision, promising future

At Lafayette, sustainability is a strategic decision that defines how we operate, grow, and plan for the long term. In a global environment demanding greater responsibility, we remain committed to advancing with discipline and integrating environmental, social, and governance (ESG) criteria into our core business practices. This report reflects the tangible progress, achievements, and initiatives resulting from that commitment.

We have strengthened our portfolio with textile solutions that incorporate innovation and sustainability from the outset under a circular economy approach. The adoption of international standards such as OEKO-TEX®, GRS, RCS, and ZDHC reflects an operation aligned with current market expectations and the priorities of our stakeholders, driving processes and materials based on environmental responsibility and traceability criteria.

We are consistently improving the efficiency of our production processes through investments focused on water recirculation, resource optimization, and the elimination of single-use plastics. These actions are driven not only by an environmental agenda, but by a vision for our business that recognizes sustainability as a key factor in competitiveness.

Our impact extends beyond our operations. We create jobs across Latin America, fostering safe and inclusive environments focused on talent development. Through the Lafayette Foundation, corporate volunteering, and programs such as Hilando Empresa, we promote entrepreneurship, build capacity, and actively contribute to community development.

We believe that behind every garment there is a human story– hands that create, families that depend on that work, and communities that find an opportunity for development in the textile industry.

We have also strengthened our relationships with suppliers through tools such as the Assessment Matrix and technical support programs, raising standards across our value chain and fostering a more responsible, transparent, and competitive textile ecosystem. We contribute to shaping that ecosystem by placing people and the planet at the center of our decisions and creating value that extends beyond the product itself.

All of this is supported by ethical and rigorous management focused on continuous improvement. We understand that trust is built through results and consistency, and that sustainability demands firm decisions, even when they involve profound transformation.

This report highlights not only our accomplishments, but also the initiatives, achievements, and challenges encountered along this path that we, as an organization, have chosen to follow. At Lafayette, we view sustainability as both an ongoing responsibility and an opportunity to create real value. It is the standard by which we operate, and it will guide how we continue to build our future.

Many thanks to each and every person who has contributed their talent and effort to weaving the fabric of the great company we are today and that we will continue creating together for the future.

Lafayette Executive Team

Milestones 2024-2025

We consider raw materials, manufacturing processes, end use, and disposal from the very beginning of our product development process.

As of 2020, **we have obtained four** OEKO-TEX® Standard 100 **certifications, as well** GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) **certifications.**

In 2024, **we joined the** ZDHC (Zero Discharge of Hazardous Chemicals) program **and completed the self-assessment process.**

94% of our raw materials **comply with these international standards.**

90% of our active base fabrics **are sold** with OEKO-TEX® STD 100 **certification.**

We increased the percentage of total fabric sold containing recycled polyester **from 1% in 2021** to 9% **in 2025**.

We invested more than COP 1.3 billion in initiatives that increased the volume of water recirculated in our production processes.

We reduced consumption of municipal water for wet production processes by 12.7%.

We reduced our overall water consumption by 13% **in 2025**.

We achieved an average of 82.35% **for total water recirculated** in the production process.

We eliminated **the use of single-use plastic bags** in all our stores.

We have made significant strides in increasing the representation of women in traditionally male-dominated production roles.

We continued to strengthen our training programs for high-potential talent and employees in core business functions.

We reduced **the number of accidents and lost-time injuries** at each of our plants.

We helped strengthen the **participation of independent garment makers** in the market by providing support and accompanying their projects.

We continued positioning our stores as centers for service and experience for creative changemakers.

We developed new logistics models to efficiently reach customers in **different countries around the world.**

We created the Supplier Assessment Matrix to identify **critical suppliers.**

We launched a plan for technical visits to be conducted every two years. This constructive initiative will allow us to **verify compliance with ESG criteria,** among other objectives.

Through the Lafayette Foundation and corporate volunteering (launched in 2025), we positively impacted vulnerable communities through initiatives such as **Uniforms with Love.**

We promote entrepreneurship:

Since 2013, **more than 1,000 people have participated in Hilando Empresa,** a program aimed at strengthening the businesses of Lafayette's customers.

Our Social Entrepreneurship program **helps empower female heads of households** (Managing Yourself program) **and microentrepreneurs** (knowledge transfer) in the communities surrounding our plant.

More than **95 innovation** sessions.	**49 ideas** with measurable impact on processes.	**63%** average process optimization.

Our open innovation program, **Forever New,** contributed to a **12.4% increase in EBITDA** as a result of portfolio diversification.

We reaffirmed our position as a **secure, reliable, and transparent company** through initiatives focused on ensuring ethical operations that are fully protected against compliance risks, reducing ESG risks, and enhancing the maturity of our Integrated Management Systems.

Zero cases

of corruption or bribery.	related to unfair competition.	related to antitrust practices.	related to anti-competitive acts.

No reports of employee conflicts of interest.

Sustainable Fabrics 1

Sustainable Fabrics

Sustainability in the textile industry is achieved with materials and processes that minimize environmental impact without compromising quality or performance. A sustainable fabric involves products that meet responsible standards and practices; base fabrics made from recycled yarn derived from POY (Partially Oriented Yarn, the first yarn produced from pellets); raw materials free of contaminants and harmful chemicals; biodegradable textiles; biobased products; and production processes with low environmental impact.

Certifications

Our approach involves certifying finished fabrics by assessing the composition of the fibers and the manufacturing processes and chemicals used. This ensures that our products meet international sustainability and textile safety standards.

Lafayette fabrics are made of polyester fibers and polyester blends with spandex, cotton, viscose, nylon, and other fibers.

Polyester | Polyester blends | Other fibers

OEKO-TEX® Standard 100 Certification[1]

This testing and certification system ensures that textile products do not contain substances that are harmful to human health. The goal is to ensure that every component of the product, including yarns, dyes, and chemicals, meets strict chemical safety criteria. This includes requirements that are aligned with regulations such as:

- **REACH (Annex XVII).** OEKO-TEX® STANDARD 100 includes restrictions on substances covered under Annex XVII of REACH, meaning that certified products comply with many of the restrictions established under that regulation.
- **CPSIA (Consumer Product Safety Improvement Act - U.S.).** The OEKO-TEX® STANDARD 100 also covers the CPSIA's safety requirements for textiles, particularly those regarding lead and phthalate content.

Since 2020, we have maintained valid annual certifications in four categories: STANDARD 100 for conventional polyester, STANDARD 100 for recycled polyester, STANDARD 100 PPE for conventional polyester, and STANDARD 100 PPE for recycled polyester.

GRS (Global Recycled Standard)

The GRS verifies the recycled content of textile products and ensures sustainable practices throughout the supply chain. Its main objective is to increase the use of recycled materials in the textile industry by ensuring the traceability of inputs, compliance with environmental and social criteria, and reduction of environmental impact.

Since 2020, we have been audited and certified under the GRS and RCS by Textile Exchange-authorized organizations. This means that all of our recycled materials are verified, ensuring transparency in the supply chain and compliance with internationally recognized sustainable practices.

ZDHC (Zero Discharge of Hazardous Chemicals)

This initiative ensures safer and more sustainable production processes by replacing restricted chemicals with certified eco-friendly alternatives. The main challenges include identifying and adopting effective substitutes, optimizing wastewater treatment to ensure zero hazardous discharges, and training employees in the proper handling of chemicals.

In 2024, we enrolled in the ZDHC program and completed the self-assessment process, achieving Level 1 compliance. This result reflects our commitment to the responsible management of chemicals and to continuous improvement in our processes in order to meet the sustainability and environmental safety standards established by ZDHC.

[1] Compliance with Annex XVII of REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and the CPSIA (Consumer Product Safety Improvement Act).

Raw materials

At Lafayette, our Chemical Management System (CMS) enables us to take a comprehensive approach to ensuring that our raw materials align with our corporate values and meet the industry's most widely recognized environmental, social, and quality standards.

Key actions

Monitoring and meeting standards: We continuously monitor compliance with regulations and certifications for the raw materials we use, to ensure alignment with sustainability and traceability principles.

Collaborative work with suppliers: We hold regular meetings with our suppliers to share updates on regulations, certifications, and best practices.

Internal research and validation of standards: We analyze information from suppliers and compare it with recognized standards to ensure that raw materials meet technical and sustainability requirements.

Technical review and updating: We conduct annual technical reviews to update our internal database and ensure our decisions are based on sustainability criteria and the most current information.

Optimization of the portfolio of inputs: Based on our analyses, we identify products to be replaced with more sustainable alternatives, prioritizing those with lower environmental impact and better performance throughout their life cycles.

We have a robust document management dashboard to centralize, organize, and thoroughly analyze all raw materials used in the manufacture of our textiles, with particular attention to the base fabrics that must meet standards for certification. This has enabled us to implement stricter acceptance criteria for materials entering the company.

Furthermore, to ensure that our products meet leading textile industry standards, we are certifying our suppliers. In collaboration with Lafayette's five largest suppliers, we have established processes for reviewing product portfolios with their main and local offices. This has allowed us to improve or replace products while maintaining quality.

Green chemistry

We incorporate Extended Producer Responsibility criteria by monitoring restricted substances, ensuring the traceability of raw materials, and complying with international standards such as the OEKO-TEX® Standard 100.

Since 2018, we have implemented the Chemical Management System (CMS), a structured approach to managing chemicals throughout their life cycle. Its objective is to reduce environmental impact and ensure that our products are safe for users when fabric comes into contact with skin. We manage the system through a sustainability matrix that enables comprehensive and ongoing assessment of the chemicals used in our operations. Through this matrix, each year we validate compliance with sustainability standards applicable to the textile industry, ensuring that 100% of chemicals are assessed against safety, environmental impact, and regulatory compliance criteria. In addition to supporting regulatory compliance, rigorous control of technical documentation allows us to identify products that require replacement and develop strategies for transitioning to more sustainable alternatives.

The CMS enables us to control, evaluate, and optimize the use of chemicals from their selection and storage through to their application and disposal, in line with international regulations and standards.

94% of the raw materials used to manufacture our fabrics meet international standards (OEKO-TEX STD 100, BLUE SIGN, ZDHC). The remaining **6% have been rigorously tested** and pose no risk to human health or consumer well-being. We are working closely with our suppliers and R&D teams to gradually replace these remaining raw materials.

90% of our base fabrics are sold with OEKO-TEX® STD 100 certification. The remaining base fabrics are in the process of being certified and were developed using raw materials that meet the standards.

Products

Starting with the design phase of our products, we evaluate raw materials, manufacturing processes, and environmental impacts, as well as durability, maintenance, use, and end-of-life disposal. This approach enables us to select and adapt technologies, inputs, and processes that minimize environmental impact in accordance with "cradle-to-cradle" models and sustainable design principles.

To reduce our environmental impact and make use of post-consumer materials, we give preference to bio-based and biodegradable materials. We incorporate circular economy principles by using GRS-certified recycled polyester and biodegradable polymers. We also make efficient use of internal byproducts to facilitate their recyclability at the end of their useful life. We prioritize chemicals aligned with ZDHC MRSL, and OEKO-TEX® standards to support a lower-impact life cycle and maintain the value of materials during use, enabling their return to production flows.

We are actively developing textile solutions with higher percentages of recycled material. Several product lines incorporate post-industrial and post-consumer recycled polyester certified under GRS and RCS. We use fabrics made from recycled polyester chips sourced from PET bottles, as well as textile waste. Our goal is to reduce the percentage of PET from bottles and increase the percentage from textile waste, ultimately incorporating it into finished garments.

More than 23% of our base fabrics are GRS-certified, and we are constantly working to manufacture fabrics from recycled polyester.

We have increased the percentage share of fabric sold that contains recycled polyester. We went from 1% in 2021 to **9%** in **2025.**

We also use recycled silicone sourced from everyday items such as pacifiers, baby bottles, and phone cases. This ensures a circular economy and eliminates the need for additional extraction.

By exploring natural alternatives that can be incorporated into our fabrics, we have increased our use of bio-based raw materials derived from renewable biological resources and bio-based materials developed from biomass and natural ingredients that are biodegradable and/or compostable. Some of these materials include:

Sugarcane-based auxiliaries used in dry cleaning processes, derived from non-food industrial by-products.	**Dyes derived from environmentally responsible coal-based sources.**
Odor control technology derived from sugarcane and sourced from industrial waste rather than crops intended for human consumption.	**Plant-based repellency** derived from non-edible oils or extracts with full traceability.

We have partnered with research centers to develop natural dyes from substances such as algae, minerals, and bacteria that optimize our processes and reduce our environmental impact.

We are committed to advancing our PFAS-free technology in alignment with the global shift toward more sustainable alternatives in the textile industry for water-repellent and other finishes. For more than five years, we have been working with strategic suppliers who meet strict quality and sustainability standards, ensuring the effectiveness of our water-repellent finishes without compromising the environment or the safety of our consumers.

Challenges 2026-2030

- Continue working to ensure that the chemicals used in textile production processes come from certified sources and align with sustainability principles.
- Continue moving forward with the transition to green technologies.
- Strengthen implementation of circular economy developments with a polymer composed of 80% PET bottles and 20% post-industrial textile and apparel waste.

2 *Environmental* Preservation

Environmental Preservation

GRI 102-44
GRI 102-46
GRI 103-1

We are part of the global movement to protect ecosystems. We are steadfast in our commitment to increasing the efficiency of resource use, protecting the environment, and addressing climate change.

We have prioritized the issues most relevant to the textile manufacturing sector: efficient water resource management; reducing energy consumption and greenhouse gas emissions through the use of renewable energy sources; reducing textile and chemical waste; using environmentally responsible raw materials; and implementing a circular model to reduce our environmental footprint.

Achieving this requires identifying, assessing, prioritizing, and addressing the impacts and risks associated with industrial activities. It also requires direct and ongoing collaboration with suppliers and customers, continuous capacity building, and strengthening a culture of environmental responsibility. In addition, it involves investments in research, development, and innovation as fundamental pillars for reducing and mitigating impacts on ecosystems.

Recognition 2024-2025

- Certified under the PREAD (District Environmental Excellence Program) for 2024 and 2025.
- Our initiative, "Circular Textiles and Innovation for Responsible Consumption," which aligns with SDG 12, was selected as one of the winners in the business category—out of 250 entries—at the eighth annual Global Compact Network Colombia Awards for Best Practices in Sustainable Development.
- Received the AVANT Sustainability Award at the Colombiatex 2025 trade show.

Material topic

GRI 3-2
GRI 3-3
GRI 303-1

Taking care of water and using it efficiently

The textile industry consumes large quantities of water for all its manufacturing processes. Production also impacts water quality through effluents that have a high potential for pollution. We take our responsibility seriously, therefore, to systematically measure consumption by the different areas, particularly in production plants, sanitary facilities, and the cafeteria. We ensure treatment of 100% of wastewater discharges and work to increase the amount of water recirculated. The water cycle at Lafayette begins with water from the municipal water supply, and treatment and recirculation begin once water enters the wastewater stream.

In recent years, water has been one of our top priorities, with a focus on increasing the volume of water recycled in our production processes.

More than COP 1.3 billion invested.

GRI 303-3
GRI 303-4
GRI 303-5

Water consumption and wastewater discharges

In 2024, we formed a multidisciplinary team to conduct a technical assessment of the existing treatment system and identify opportunities for improvement. As a result, we implemented a reengineering initiative involving the mixing of different types of industrial wastewater. This process produced more homogeneous physical and chemical characteristics, thereby improving the efficiency of the treatment process, particularly for wastewater generated in the dyeing process, which involves the highest levels of water consumption and wastewater generation.

In 2025, we launched the progressive automation of systems aligned with the water clarification flow. We installed inline controls to improve the operational efficiency of personnel responsible for water treatment, initiated automation of flow control and chemical dosing, and redesigned subprocesses to operate automatically.

Key results 2024-2025

We reduced consumption of municipal water for wet production processes **by** 12.7%.

We reduced our overall water consumption by 13% **in 2025.**

We achieved an average of 82.35% for total water recirculated in the production process.

We ensured the continuity of treated water **recirculation** within the WWTP system due to improved chemical conditions at the clarifier outlet.

Through studies and laboratory tests, we identified opportunities to increase the recirculation rate in production processes by improving the quality of the physical and chemical parameters of the treated water.

We achieved significant savings on chemicals used to treat our industrial wastewater.

Cumulative savings on chemicals for clarifying this water exceeded COP 1 billion.

Total municipal water consumption (m^3)

2021	2022	2023	2024	2025
575,517	649,606	516,035	523,979	457,316

Treated and recirculated water

	2021	2022	2023	2024	2025
Water treated at WWTPs (m^3)[1]	741,347	867,746	816,276	624,817	878,042
Total water recirculated (m^3)[2]	438,273	671,137	633,884	565,469	651,653
Percentage of water recirculated[3] / total treated water	59.1%	77.3%	77.65%	90.5%	74.2%
Percentage of water recirculated[4] / total water used	55.3%	64.1%	68.7%	51.9%	58.7%

Planned and unplanned water discharges (m^3)[5]

2021	2022	2023	2024	2025
25,661	16,843	13,231	21,429	12,198

Quality of water discharged[6]

Deviations remained well within the compliance thresholds established by the methodology used by the contracted laboratory for industrial discharge characterization, and all discharges complied with environmental regulations.

1 Includes only process water. The volume is higher because rainwater was treated.
2 The sum of the water recovered using the small WWTP and the water recycled by the large WWTP.
3 Percentage recovery: water recovered divided by the total volume recycled. This figure is calculated over total consumption.
4 Percentage recovery: water recovered divided by the total volume recycled. This figure is calculated over total consumption.
5 Does not include rainwater collected or domestic wastewater.
6 Deviations remained well within the compliance thresholds established by the methodology used by the contracted laboratory for industrial discharge characterization, and all discharges complied with environmental regulations.

GRI 3-2
GRI 3-3
GRI 305-1
GRI 305-2
GRI 305-4
GRI 305-5

Material topic

Energy efficiency and emissions management

Through the use of advanced technology, we continue to drive the implementation of energy control and monitoring systems while fostering an organizational culture centered on the responsible use of resources across all levels of our operations.

Energy consumption is concentrated in our three production plants—yarn manufacturing, fabric weaving, and fabric finishing—and is particularly high in refrigeration, steam, and compressed air systems due to their critical role in the production process. As a result, we focused our continuous improvement efforts primarily on these systems.

Our key initiatives in energy management

- Optimizing the use of natural gas as the primary industrial fuel to improve the efficiency of each combustion process.
- Implementing efficient combustion practices, with semi-annual monitoring and strict compliance with current national environmental regulations.
- Progressively reducing absolute energy consumption and energy intensity per unit produced.
- Strengthening the capabilities of personnel involved in energy resource management, with an emphasis on responsible consumption and the identification of opportunities for improvement.

In 2023, we analyzed electricity consumption by generation subsystem. This allowed us to identify opportunities in compressed air generation and evaluate different compressor technologies based on criteria such as efficiency, support, and operational reliability.

In 2024, we purchased a state-of-the-art 11,500 ACFM compressor that consumes less energy and can supply all the compressed air needed for the entire operation. It began operating in early 2025.

In the area of climate change, we have measured our greenhouse gas (GHG) emissions across 100% of our operations in Colombia, including those related to raw materials, production, transportation, and logistics. These comprehensive measurements have served as the baseline for setting our decarbonization goals. We are committed to annual measurement and the implementation of reduction initiatives as part of our ongoing management. However, the sustained increase in natural gas prices in Colombia has posed one of the greatest energy challenges for the textile industry in recent years.

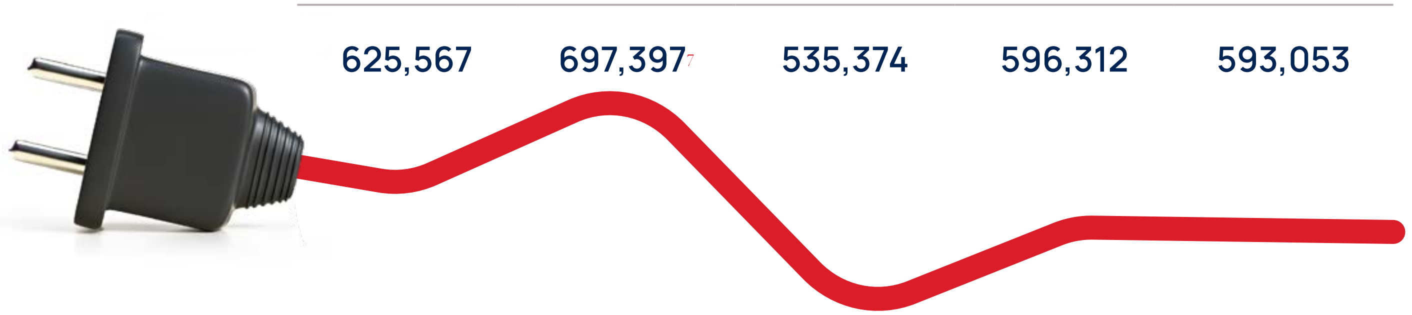
For Lafayette, this situation created a strategic dilemma: maintaining the pace of our decarbonization plan while ensuring operational continuity. In 2025, this led us to partially rely on coal as a transition fuel due to the volatility of gas prices. In this context, we focused our efforts on standardizing our combustion infrastructure and ensuring compliance with current regulatory standards for atmospheric emissions. At the same time, we continued to evaluate structural projects to reduce our GHG footprint in Scopes 1 and 2, with our primary focus on efficient energy management as the driver of decarbonization.

Furthermore, given that the age of the steam generation equipment represented an operational risk and a barrier to energy efficiency, in 2025 we installed a 1,200 BMP natural gas boiler for steam generation. The boiler is currently being engineered, connected, and commissioned to enable operation with a single unit that is 30% more efficient than the existing generators. This renovation will establish a more efficient and reliable technical foundation to support the operation of the yarn manufacturing, textile weaving, and fabric finishing plants. It will also create the conditions necessary to progressively reduce the use of coal usage for steam generation.

GRI 302-1
GRI 302-4

Total energy consumption (GJ): direct primary energy purchased

2021	2022	2023	2024	2025
625,567	697,397[7]	535,374	596,312	593,053



7 This figure has been restated because the electricity generated by the first phase of installed solar panels was not included in the calculation for the report in 2021–2023.

Direct primary energy purchased

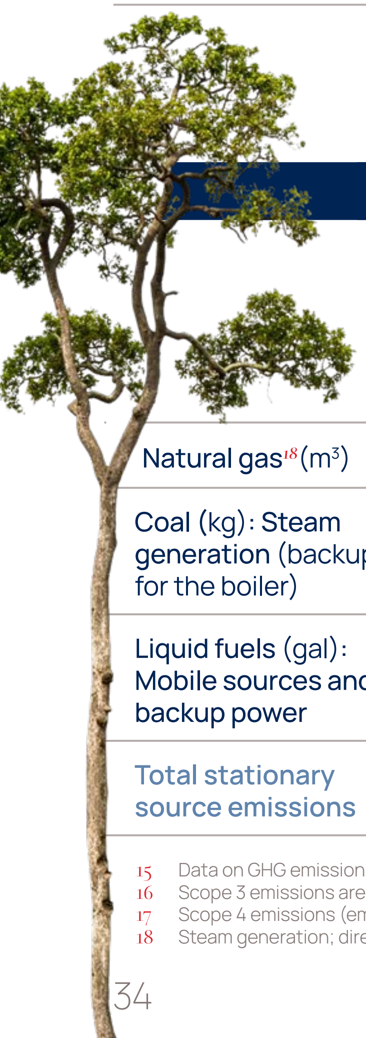
GRI 302-1
GRI 302-2

Nonrenewable energy sources and electricity	Process in which it is used	2021	2022	2023	2024	2025
Natural gas (m3)[8]	Steam generation, thermal oil heating, direct heating in machines	10,462,894	9,297,563	6,003,251	5,853,922	6,936,901
Electricity (kW)[9]	Supply of electricity for the entire company	46,704,003	54,186,210	45,436,320	46,864,171	47,716,313
Self-generated electricity (kW) from solar panels	Supply of electricity for the entire company,	0	632,402	1,848,645	2,837,947	2,098,764
Coal (kg)[10]	Steam generation	553,950	4,989,687	5,828,414	6,019,161	5,005,227
Propane gas (lb)[11]	Forklifts	7,600	7,920	4,780	4,020	6,440
Regular gasoline (gal)[12]	Vehicles for messengers and bodyguards	13,465	17,737	17,299	15,961	16,602
Premium gasoline (gal)1[13]	Vehicles of partners	980	1,255	1,743	2,081	1,915
Diesel (ACPM)[14]	Vehicles for dispatching fabric	23,253	23,325	11,131	16,682	9,518

8 Methodology for calculating GJ: multiply the meter value crosschecked with the natural gas operator (Vanti), by the heat value, and divide by 9,478 e-6. The heat value must be calculated each month because it varies depending on the natural gas extraction site.
9 Methodology for calculating GJ: multiply the meter value, crosschecked with the network operator (Enel), by 3,412.12 to convert to BTU, and then divide by 9,478 e-6.
10 Methodology for calculating GJ: multiply the value provided by the coal supplier by 31,151 to convert to BTU, and then divide by 9,478 e-6.
11 Methodology for calculating GJ: multiply the value provided by the propane gas supplier by 92,000 to convert to BTU, and then divide by 9,478 e-6.
12 Methodology for calculating GJ: multiply the value provided by the supplier of regular gasoline by 115,400 to convert to BTU, and then divide by 9,478 e-6.
13 Methodology for calculating GJ: multiply the value provided by the supplier of premium gasoline by 115,400 to convert to BTU, and then divide by 9,478 e-6.
14 Methodology for calculating GJ: multiply the value provided by the diesel (ACPM) supplier by 115,400 to convert to BTU, and then divide by 9,478 e-6.

Greenhouse gas emissions (GHG)[15]

Scope 1 and 2 greenhouse gas emissions (Tons CO_2eq)	2019 (base year)	2020	2021	2022	2023	2024
Scope 1: direct emissions	24,826.36	20,381.96	19,346.20	27,217.66	26,015.84	26,521.43
Stationary sources	23,376.25	20,381.96	19,346.20	27,217.66	25,649.17	26,049.88
Fugitive sources	1,450.11	0.00	0.00	0.00	366.67	471.55
Scope 2: indirect emissions associated with purchased energy (national electrical power grid)	7,895.80	8,926.20	5,902.27	6,089.34	7,851.40	10,189.21
Scope 3[16]: indirect emissions	0.00	0.00	0.00	0.00	9,818.55	6,250.03
Employee commuting, business travel, transportation and distribution	0.00	0.00	0.00	0.00	9,510.98	5,802.54
Raw material procurement and solid and liquid waste disposal	0.00	0.00	0.00	0.00	307.57	447.49
Total[17]	32,722.15	29,308.16	25,248.47	33,307.00	43,685.79	42,960.67



GHG emissions avoided

	2023	2024
Scope 4 GHG emissions (Tons CO_2eq)	-2,620.7	-4,413.5

Stationary source emissions by fuel type (Tons CO_2eq)

	2019 (base year)	2020	2021	2022	2023	2024
Natural gas[18] (m³)	19,893.75	14,235.31	18,112.632	16,106.356	12,435.74	12,372.26
Coal (kg): Steam generation (backup for the boiler)	3,482.5	6,146.65	1,233.566	11,111.307	12,981.71	13,378.75
Liquid fuels (gal): Mobile sources and backup power	0.00	0.00	0.00	0.00	218.84	283.03
Total stationary source emissions	23,376.25	20,381.96	19,346.20	27,217.66	25,636.29	26,034.04

15 Data on GHG emissions for 2025 is currently being processed and is therefore not included in this sustainability report.
16 Scope 3 emissions are not available for the years 2019–2022 because they were not measured until 2023.
17 Scope 4 emissions (emissions avoided) are not included in this total.
18 Steam generation; direct heating of stenters no. 823 and 878; operation of digital printer and cafeteria; and heating of thermal oil.

Scope 1 greenhouse gas emissions by type of gas (Tons CO_2eq)

	2019 (base year)	2020	2021	2022	2023	2024
CO_2	23,337.33	20,333.75	19,321.57	27,139.94	43,078.26	42,148.41
CH_4	11.30	9.42	9.57	12.19	7.67	7.03
N_2O	27.62	38.79	15.06	65.53	0.67	1.26
Leaks from air conditioning or refrigeration equipment, owned (controlled or shared)[19]	1,450.11	0.00	0.00	0.00	0.00	0.00
Total	24,826.36	20,381.96	19,346.20	27,217.66	43,086.6	42,156.7

GHG emissions intensity[20]

GRI 305-4

	2019 (base year)	2020	2021	2022	2023	2024
Tons CO_2eq / m² area of land	0.464	0.416	0.358	0.4722	0.6193	0.6090
Tons CO_2eq / m² floor area	0.371	0.332	0.286	0.3775	0.4950	0.4868
Tons CO_2eq / meter of fabric produced	0.00145	0.0016346	0.0012681	0.0013011	0.002328	0.00227
Tons CO_2eq / kg of fabric produced	0.006	0.007	0.005	0.005	0.009	0.0086

Variables included in the calculation

	2019 (base year)	2020	2021	2022	2023	2024
GHG scopes 1 and 2 (Tons CO_2eq)	32,722.15	29,308.16	25,248.47	33,307.00	43,685.79	42,960.67
Area of land (m²)	70,534	70,534	70,534	70,534	70,534	70,534
Floor area (m²)	88,240	88,240	88,240	88,240	88,240	88,240
Meters of fabric produced	22,544,426.56	17,930,263.02	19,909,829.65	25,598,494	18,758,936	18,918,907
Kilograms of fabric produced	5,410,039.78	4,027,927.12	4,682,395.39	6,220,892	4,813,634	4,948,940

19 In 2019, the base year, leak measurements were taken for air-conditioning and refrigeration equipment under the company's control, whether operated exclusively or jointly. However, tracking of these figures was discontinued because it proved difficult to distinguish between leaks of these gases and emissions associated with fire extinguisher maintenance and refilling.
20 For the calculation of intensity, the production units for fabrics are considered homogeneous, and no discrimination is made based on the particular characteristics of each product. They are simply totaled to establish an average emission rate.

Material topic

GRI 3-2
GRI 3-3
GRI 306-1
GRI 306-2

Waste management

Adopting a circular economy approach, we have set a goal to maximize the use of all resources throughout the production chain and the various stages of the product life cycle.

While we already recycle more waste than we send to landfills, we continue pursuing improvements in our waste management practices, particularly in waste separation and sorting.

In 2024, we conducted a plant-by-plant assessment focused on hazardous waste to develop a robust, evidence-based reduction strategy. This exercise enabled us to establish a baseline for waste generation by production process, which will be an essential starting point for defining measurable and comparable goals in the coming years.

In 2025, we launched the Zero Paper program and began transitioning to paperless operations. We reduced the number of printers in production plants, digitized operational formats, and eliminated processes requiring physical documents. These changes have directly impacted waste generation and improved the traceability of process documentation.

In addition, we installed a baler for surplus materials from the fabric production process, optimizing the storage of recoverable waste and increasing the volume and resale value of the materials resulting from the process. This investment has enabled us to expand the market for our textile process byproducts, moving us toward a circular economy model for managing surplus materials.

We conducted a feasibility study with specialized laboratories to assess the technical viability of reclassifying sludge generated during production as non-hazardous waste suitable for composting. If successful, this initiative would transform one of our most complex waste streams into a byproduct with agricultural value while reducing the volume of hazardous waste and associated disposal costs.

GRI 306-3

Non-recyclable and recyclable waste

Total weight of waste: recyclable, post-consumer, special, ordinary and hazardous waste

2021	2022	2023	2024	2025
2,662,124	3,165,054	2,448,934	2,301,739	2,237,637

Total weight of waste recovered[21]: recyclable, post-consumer, and special waste

2021	2022	2023	2024	2025
1,601,289	1,963,784	1,552,752	1,595,405	1,633,890

Total weight of waste for disposal: Ordinary and hazardous waste

2021	2022	2023	2024	2025
1,060,835	1,201,280	898,182	686,377	603,747

21 Refers to any operation in which products, components of products, or materials that have become waste are prepared for use in lieu of the new products, components, or materials that would otherwise be used for the same purpose.

Recovered waste

GRI 306-4

Weight of non-hazardous waste by type of waste and type of handling

Type of waste	2021	2022	2023	2024	2025	
Paper and cardboard	192,566	288,807	213,021	148,369	196,806	The paper is processed and used to make more paper or toilet paper. Cardboard is used to produce corrugated cardboard.
Plastics	96,973	128,780	110,096	78,778	99,850	For use in the production of bags or chips.
Wood	54,779	53,951	41,049	20,861	18,375	Used to make furniture and formwork.
Glass	3,538	1,448	3,911	1,505	2,552	Made into new glass.
Metal	203,101	106,008	116,715	152,203	189,775	For use in the manufacture of metal objects such as rods.
Fabrics	1,034,059	1,366,742	1,052,285	1,228,921	1,322,090	Used to make new clothes and dolls.
Non-ferrous waste: batteries, machinery, ballasts, etc.	23	71	88	113	174	Used, similarly to metal waste, in the production of new metallic materials, except for batteries, machinery, ballasts, and similar items, which are sold directly.

Weight of raw material waste: yarn waste (kg/year)

Weight of waste from packaging materials by type of material and handling (kg/year)

Type of material	2021	2022	2023	2024	2025	Handling
Polyethylene	73,655	91,273	74,264	48,843	14,186	Used in the Industrial Recycling area. Used to manufacture buckets and pails.
Cardboard tubes	83,307	125,137	86,696	63,258	83,309	Used in the Industrial Recycling area. Used to manufacture packaging such as cardboard egg cartons.

Percentage reduction in the use of plastic bags in stores

In 2024, we redesigned the packaging used for customer orders in our stores by **replacing plastic bags with laminated fabric** bags and returning our remaining stock of plastic bags to the supplier. This transition enabled us to establish a circular economy process with our new packaging supplier. As a result, in 2025, **we did not use any single-use plastic bags.**

Weight of post-consumer waste (kg/year):
batteries, lighting fixtures, toner cartridges, medications, electrical and electronic equipment[22]

2021	2022	2023	2024	2025
1,568	**1,185**	**2,050**	**1,130,5**	**2,982**

Weight of special waste by type (kg/year)

	2021	2022	2023	2024	2025
Used oil	14,610	16,698	13,472	21,317	6,414.1
Dirty fuel	25	45	31	86	179
Burnt oil	45	44	31	16	0

Waste for disposal

GRI 306-5

Regular waste (kg/year)

22 Refers to any operation in which products, components of products, or materials that have become waste are prepared for use in lieu of the new products, components, or materials that would otherwise be used for the same purpose.

Hazardous waste products (kg/year)[23]

Type of waste	2021	2022	2023	2024	2025	Handling
Inks and dyes mixed with water	34,031	36,211	21,380	23,061	17,520	Treatment and disposal with filter mats.
Water with hydrocarbons and/or oil	23,338	29,722	22,092	15,292	33,912	
Miscellaneous chemicals	2,631	3,594	3,015	5,137	2,144	Treatment and disposal with filter mats or waste cells.
Solvents	508	444	0	53	44	Treatment and disposal with filter mats.
Contaminated plastic	3,889	4,104	1,822	2,168	1,010	Treatment and disposal with waste cells or incineration.
Contaminated containers	527	448	185	455	652,2	
Aluminum	1,162	2,286	160	360	286	
Resin waste	265	438	0	177	2,588	
Mercury	31	32	10	32	60	Treatment and disposal with waste cells.
Silver nitrate	131	0	0	0	177	
Fiberglass	77	700	100	0	0	
Contaminated solids	14,240	23,540	23,676	26,972	32,680	Treatment and disposal with waste cells or incineration.
Wastewater treatment sludge	853,981	924,600	692,470	492,050	356,570	Treatment and disposal with waste cells.

23 Starting in 2021, in order to improve the internal management and delivery of waste for final disposal to the waste handler, some hazardous wastes have been grouped by family and hazard characteristics, in accordance with Decree 4741 of 2005. In other words, from that year forward, waste is reported on a grouped basis rather than broken down by individual waste products.

Challenges 2026-2030

- Ensure the continued internal recirculation of treated water, maintaining a blend of approximately 85% recirculated water and 15% municipal water.
- Reduce waste generation by 20%.
- Utilize WWTP sludge in composting processes.

Quality Jobs 3

GRI 2-22
GRI 2-24
GRI 3-2
GRI 3-3

Quality Jobs

At Lafayette, we offer employment opportunities that put people–and their health, well-being, and progress–at the heart of what we do.

We strive to retain the best talent and are committed to creating positive work experiences. We do this by offering training opportunities that promote personal and professional growth, and well being programs that recognize and embrace multiculturalism in the workplace. We also promote a healthy work/life balance and are committed to protecting the health and safety of our employees.

We continuously work to foster a sense of ownership, cultivate an outstanding work environment, and strengthen key drivers of success, including leadership, innovation, productivity, and competitiveness.

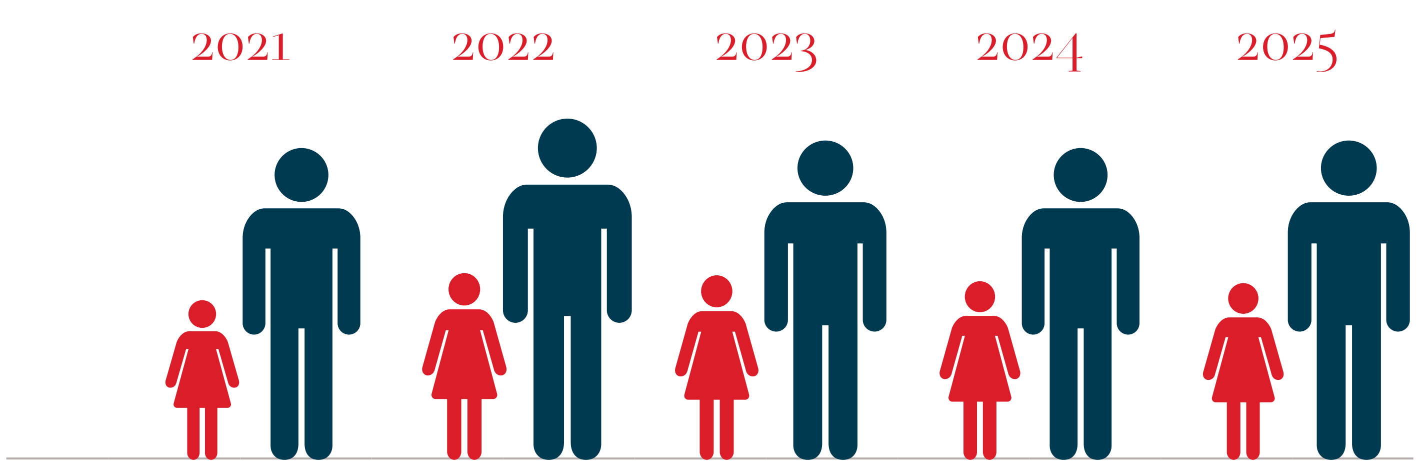
Employment figures for our operations in Colombia and other countries

GRI 2-7
GRI 2-8

GRI 102-8

Total number of direct jobs by gender[1]

Women Men



	2021		2022		2023		2024		2025	
	715	1,406	842	1,545	822	1,439	804	1,418	784	1,437
Total all countries	2,121		2,387		2,261		2,222		2,221	

Total employees by level and gender

Women Men

	2021		2022		2023		2024		2025	
Department Managers	0	5	0	6	0	6	0	6	0	6
Assistant Managers	3	13	3	12	2	12	4	12	4	11
Directors	38	28	38	28	38	33	41	41	34	41
Area Heads	52	48	51	48	53	47	59	49	52	50
Coordinators	22	33	28	39	26	41	13	42	28	44
Analysts	31	31	36	32	42	31	37	34	31	29
Assistants	34	7	35	7	32	7	33	6	36	9
Operators	154	691	252	753	231	627	226	622	228	672
Interns	2	0	2	1	4	0	2	1	3	0
SENA interns	29	27	20	27	23	46	25	47	23	49
Others	350	523	377	592	371	589	364	558	345	526
Total by gender	715	1,406	842	1,545	822	1,439	804	1,418	784	1,437
Total all countries	2,121		2,387		2,261		2,222		2,221	

[1] Figures represent direct jobs at Textiles Lafayette and its subsidiaries and/or permanent establishments.

Number of employees by origin

	2021			2022			2023			2024			2025		
	Bogotá	Other regions of Colombia	Foreigners	Bogotá	Other regions of Colombia	Foreigners	Bogotá	Other regions of Colombia	Foreigners	Bogotá	Other regions of Colombia	Foreigners	Bogotá	Other regions of Colombia	Foreigners
	1,280	686	1	1,402	822	1	1,338	754	1	1,270	784	1	1,256	790	2
Total	1,967			2,225			2,093			2,055			2,048		

Total employees by level and gender

Women Men

	2021 Women	2021 Men	2022 Women	2022 Men	2023 Women	2023 Men	2024 Women	2024 Men	2025 Women	2025 Men
Department Managers	0	5	0	6	0	6	0	6	0	6
Assistant Managers	3	13	3	12	2	12	4	12	4	11
Directors	36	23	35	25	34	30	37	38	34	38
Area Heads	42	38	39	38	40	34	46	35	46	33
Coordinators	22	32	28	38	26	40	13	41	13	38
Analysts	30	31	35	32	41	31	36	34	31	28
Assistants	19	6	18	5	15	6	16	5	16	3
Operators	154	691	252	753	231	627	226	622	228	672
Interns	2	0	2	1	4	0	2	1	3	0
SENA interns	29	27	20	27	23	46	25	47	23	49
Others	301	463	325	531	313	532	306	503	299	473
Total by gender	638	1,329	757	1,468	729	1,364	711	1,344	697	1,351
Total	1,967		2,225		2,093		2,055		2,048	

Women in the workforce[2]

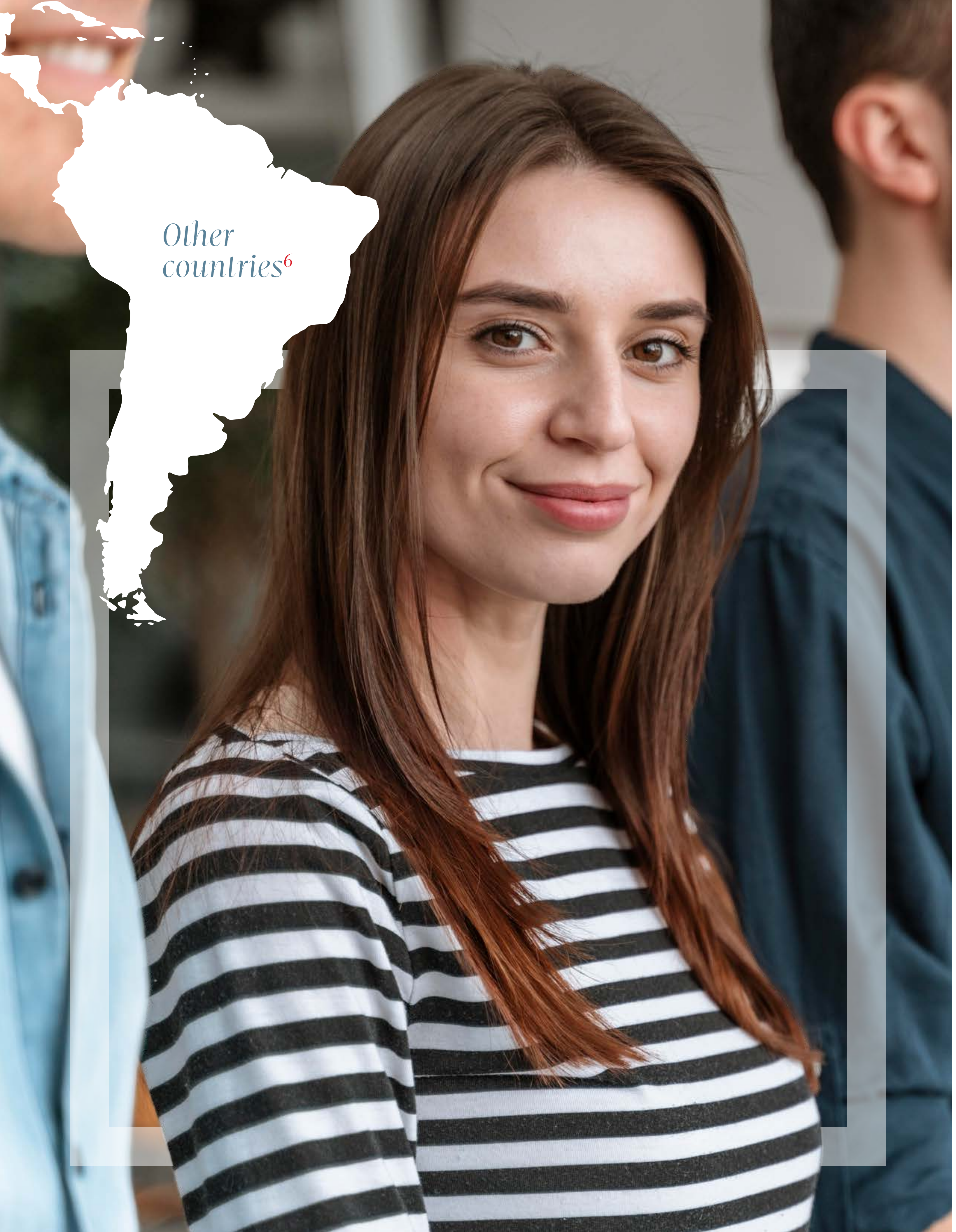
	2021	2022	2023	2024	2025
Percentage of women in the workforce	33.71%	35.27%	36.35%	36.18%	35.30%
Percentage of junior executive positions held by women[3]	50%	50.61%	47.05%	48.97%	42.22%
Percentage of top management positions (a maximum of two levels below senior executives) held by women[4]	54.21%	53.93%	53.21%	52.63%	50.98%
Percentage of executive positions with income producing functions held by women[5]	57.89%	51.42%	52.63%	57.50%	55.26%

2 There are no women in department manager positions.

3 Senior executives, middle managers, and low-level managers within the company's management hierarchy. People typically responsible for leading or executing the day-to-day work toward the organization's operational objectives, transmitting instructions from higher-level managers and directors to subordinates.

4 Includes managerial positions a maximum of two levels from the department managers responsible for planning, leading, directing, and formulating policies, establishing strategies, and providing general leadership of the organization for product and service development and delivery, within the parameters approved by administrative or other governing bodies.

5 Includes areas that contribute directly to generating income for the company, such as sales, commercial, etc. Excludes support functions such as human resources, legal, and information technology.



Other countries[6]

Total number of employees by gender

Women Men

Countries[7]	2021 Women	2021 Men	2021 Total	2022 Women	2022 Men	2022 Total	2023 Women	2023 Men	2023 Total	2024 Women	2024 Men	2024 Total	2025 Women	2025 Men	2025 Total
Bolivia	1	0	1	0	0	0	1	0	1	1	0	1	1	0	1
Chile	1	0	1	1	0	1	1	0	1	1	0	1	0	1	1
Costa Rica	15	6	21	12	6	18	14	6	20	13	7	20	11	8	19
Ecuador	29	34	63	24	32	66	38	31	69	38	31	39	39	28	67
El Salvador	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
Guatemala	6	8	14	7	6	13	7	7	14	7	7	14	7	7	14
Mexico	13	18	31	17	21	38	17	22	39	17	21	38	22	27	49
Panama	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1
Paraguay	1	1	2	1	1	2	1	0	1	1	0	1	1	0	1
Peru	7	9	16	9	10	19	7	9	16	7	9	16	8	8	16
Dominican Republic	1	1	2	2	1	3	5	0	5	5	0	0	2	1	3
Uruguay	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Total all countries	77	77	154	85	77	162	93	75	168	92	75	167	93	80	173

6 All contracts in other countries are open-ended.
7 The figures do not include Argentina, Canada, Spain, the United States, Honduras, Italy and Venezuela, as we do not have employees in these countries, but operate through sales representatives.

New hires

GRI 401-1

Number and rate of new employee hires by gender[8]

	2021 Women	2021 Men	2021 Total	2022 Women	2022 Men	2022 Total	2023 Women	2023 Men	2023 Total	2024 Women	2024 Men	2024 Total	2025 Women	2025 Men	2025 Total
Number of employees at start of period	636	1,354	1,990	704	1,399	2,103	845	1,538	2,383	796	1,395	2,191	777	1,390	2,167
Number of employees at close of period	684	1,379	2,063	820	1,517	2,337	795	1,393	2,188	777	1,370	2,147	758	1,388	2,146
Number of new hires during the period	162	233	395	324	696	1,020	176	248	424	124	284	408	144	266	410
New hire rate = (Total new hires/ end-of-year workforce)* 100	23.7%	16.9%	19.1%	39.5%	45.9%	43.6%	22.1%	17.8%	19.4%	16.0%	20.7%	19.0%	19.0%	19.2%	19.1%

Number of new employee hires by country[9]

	2021	2022	2023	2024	2025
Colombia	377	971	387	357	367
Bolivia	0	0	1	0	0
Costa Rica	2	6	5	0	6
Ecuador	4	12	9	14	10
El Salvador	0	0	1	0	0
Guatemala	2	6	1	3	2
Mexico	7	20	11	1	0
Paraguay	0	0	0	29	20
Peru	2	4	4	4	3
Dominican Republic	1	1	4	0	2
Uruguay	0	0	1	0	0
Total all countries	**395**	**1,020**	**424**	**408**	**410**

Number of new employee hires by age group

	2021	2022	2023	2024	2025
18 to 25 years	115	205	90	127	167
26 to 35 years	186	524	209	188	140
36 to 45 years	86	246	102	77	77
46 to 55 years	7	40	22	14	25
56 to 65 years	1	5	1	1	1
Over 66 years	0	0	0	1	0
Total all countries	**395**	**1,020**	**424**	**408**	**410**

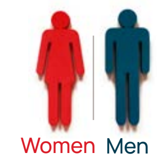
New employee hires by origin in Colombia

	2021	2022	2023	2024	2025
Bogotá D.C.	241	582	199	194	172
Other regions of Colombia	136	389	188	163	195
Total	**377**	**971**	**387**	**357**	**367**

8 Information corresponds to the start and end of periods in countries including Colombia, and does not include SENA interns.
9 There were no new hires in Canada, Spain, the United States, Italy, Uruguay, or Venezuela.

Turnover

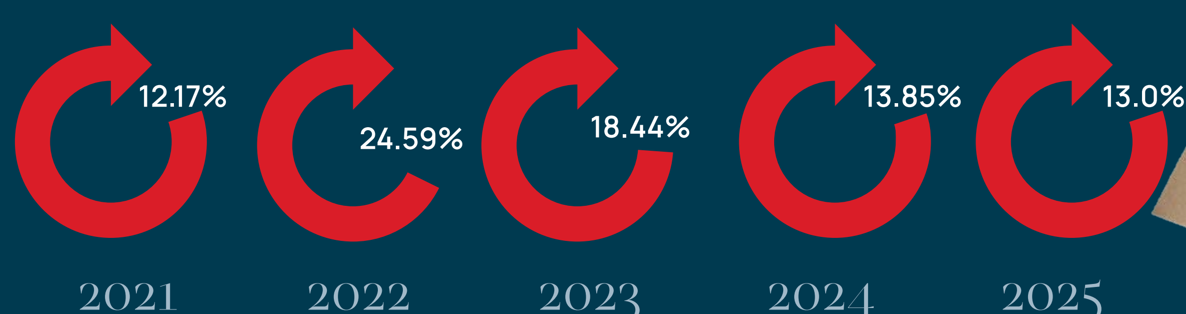
GRI 401-1



Personnel turnover by gender[10]

	2021		Total	2022		Total	2023		Total	2024		Total	2025		Total
Number of employees at beginning of period (employees with an employment contract)	636	1,354	1,990	704	1,399	2,103	845	1,538	2,383	796	1,395	2,191	777	1,390	2,167
Number of employees at close of period (employees with an employment contract)	684	1,379	2,063	820	1,517	2,337	795	1,393	2,188	777	1,370	2,147	758	1,388	2,146
Number of separations as of close of period (employees with employment contract)	107	186	293	166	509	675	181	332	513	126	250	376	140	280	420
Annual turnover rate = (Total separations / final number of personnel) * 100	15.6%	13.5%	14.2%	20.2%	33.6%	28.9%	22.8%	23.8%	23.4%	16.2%	18.2%	17.5%	18.5%	20.2%	19.6%

Annual voluntary turnover rate[11]



Number of employee separations by country[12] (employees under contract)

	2021	2022	2023	2024	2025
Colombia	271	635	483	345	365
Bolivia	0	1	0	0	0
Chile	0	0	1	1	0
Costa Rica	2	9	1	1	5
Ecuador	7	9	6	6	11
El Salvador	0	0	1	1	0
Guatemala	3	7	1	1	2
Honduras	0	0	0	0	0
Mexico	5	12	10	11	29
Peru	5	1	6	6	2
Dominican Republic	0	0	3	3	6
Uruguay	0	1	1	1	0
Total	**363**	**399**	**293**	**376**	**420**

10 Information corresponds to the beginning and end of periods in countries including Colombia, and does not include SENA interns.
11 (Voluntary separations during the year / average personnel during year) * 100

12 There were no new employee hires in Canada, Spain, the United States, Italy, Uruguay, or Venezuela. There were no employee separations in Panama, Paraguay, or the Dominican Republic.

Number of employee separations by age group (employees under contract)

	2021	2022	2023	2024	2025
18 to 25 years	36	171	103	91	96
26 to 35 years	152	315	251	170	179
36 to 45 years	49	148	121	82	106
46 to 55 years	50	31	33	31	34
56 to 65 years	6	10	5	2	5
Total	**293**	**675**	**513**	**376**	**420**

Separations by cause (employees under contract)

	2021	2022	2023	2024	2025
Expiration of contract	40	56	63	59	65
Dismissal	13	59	29	17	48
Resignation	240	560	421	300	307
Total	**293**	**675**	**513**	**376**	**420**

Fair and competitive salary

GRI 2-21

Ratio of standard entry level wage to local minimum wage (Colombia) in locations with significant operations, by gender[13]

Women Men

	2021		2022		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Department Managers	0	92	0	90	0	91	0	92	0	90
Assistant Managers	26	33	26	32	27	30	20	26	20	25
Directors	12	13	12	15	13.1	13.1	10	11	10.1	10.9
Area Heads	5	6	5	6	5	5.4	4	4	4	4
Coordinators	3.9	3.6	4	3.6	3.8	3.5	3	3	2.8	2.7
Analysts	2.5	2.2	2.5	2.2	2.3	2.1	2	2	2.1	1.9
Assistants	2.1	2.3	2.1	2.3	2	2.2	2	2	1.8	1.8
Operators	1.1	1.3	1.1	1.3	1.1	1.3	1.2	1.2	1.2	1.2
Interns	1	1	1	1	1	1	1	1	1	1
SENA interns	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Others	2	2	2	2	2	2	2	2	1.8	1.8

13 Figures represent average compensation by position expressed as multiples of Colombia's current legal minimum wage.

Training and development

Career plans for employees in the production plant

We focus on implementing career plans for employees in the five largest areas of the production plant (plain weaving, circular knitting, warp knitting, yarn manufacturing, and yarn texturing).

In 2024, we gathered information to map career paths. This process included establishing job descriptions, determining staffing requirements for each position, and defining growth timelines. We also analyzed salary structures through internal salary comparisons.

In 2025, we launched the formal career plan process in the five mapped areas, including the evaluation and monitoring of action plans. In addition, we adjusted job descriptions, profiles, and recruitment processes to promote external hiring for entry-level positions while leveraging internal mobility for the remaining positions covered by the career plan.

The analysis to define the target population, position structure, and career pathways included an in-depth review of production processes in each area, as well as verification of employees' tenure, technical expertise, formal education, and experience.

We mapped 365 people in the areas with the career plan implemented

108 women	257 men

Retention plan for high potential employees

To strengthen the capabilities of high-potential employees, we created individual development plans. These plans provide employees and their managers with a structured learning framework and tailored action plans for participation in specific projects.

Number of individuals identified as having high potential

Level	Women	Men
Assistant Managers	1	0
Directors	9	7
Area Heads	13	6
Coordinators	5	1
Analysts / Engineers	7	3
Sales advisors, consultants, and account executives (sales force)	12	6
Supervisors	0	2
Total by gender	47	25
Total high potential employees	72	

We also provided opportunities to address gaps in cross-functional skills through webinars led by external experts.

2024	2025
A total of 275 **people** participated in four webinars focused on communication and leadership.	A total of 298 **people** participated in a webinar focused on organizational competencies.

Number of webinar participants

Level	2024 Women	2024 Men	2025 Women	2025 Men
Department Managers	0	6	0	3
Assistant Managers	3	10	2	1
Directors	33	34	22	28
Area Heads	58	42	39	31
Coordinators	23	25	11	6
Analysts	18	21	11	10
Assistants	1	1	1	0
Sales force	0	0	77	57
Total	136	139	162	136

Lafschool

GRI 404-2

We continued our Lafschool program in partnership with the SENA (National Learning Service). This program helps employees and their referrals acquire or strengthen key technical skills and competencies.

Through these programs, which we adapt each year to meet the company's needs, we help fill future job openings, and—thanks to the textile technology course—we create opportunities for our employees to grow.

Textile processes training program:
a six-month program for employees and their referrals.

Two groups	2023 Women	2023 Men	2023 Total	2024 Women	2024 Men	2024 Total
Participants	15	15	30	11	18	29
Graduates	14	12	26	11	9	20
People who filled job vacancies at Lafayette	6	5	11	3	2	5

Technical training program in industrial automation:
a one-year program for employees and their referrals.

One group that completed the course in 2024	Women	Men	Total
Participants	7	23	30
Graduates	3	13	16
People who filled job vacancies at Lafayette	2	2	9

The main reason students do not complete the program is withdrawal related to personal circumstances.

Textile technology:
training for employees only.

One group that began training in 2023 and finished in 2025	Women	Men	Total
Participants	7	19	26
Graduates	6	17	23

Liderar-C

GRI 404-2

In 2024, we provided new administrative and sales staff with leadership, planning, oversight, and delegation tools tailored to their specific needs.

69 people trained
44 women | **25 men**

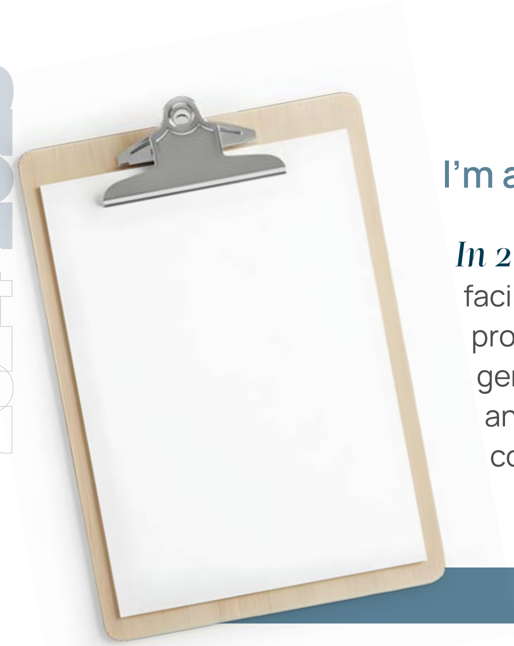
We offered competency assessments with a leadership focus for supervisors and store managers. We held workshops to share the results and create individual development plans. Topics covered included strategy, team trust, communication, and interpersonal skills.

30 supervisors | **28 store managers**

We worked with store managers to define commitments aimed at supporting the professional development of their teams. Following the workshops, we supported implementation of the proposed activities, shared brief information capsules to reinforce the content, and evaluated knowledge acquisition and the practical application of the tools in day-to-day operations.

Number of employees trained in leadership by position and gender

Type of position	2024 Women	2024 Men	2024 Total	2025 Women	2025 Men	2025 Total
Strategic	4	5	9	6	1	7
Tactical	7	3	10	4	26	30
Operations	8	2	10	8	33	41
Sales	19	15	34	7	3	10
Total	38	25	63	25	63	88



I'm a Mentor

In 2024, we evaluated the skills plant leaders need to become better facilitators, and then we developed three training programs. The programs covered the role of a mentor at Lafayette; the different generations currently working at Lafayette, their responsibilities, and how they do their jobs; and how to work efficiently through communication, teamwork, relationship-building, and leadership.

70 people trained

5 women	65 men

In 2025, we updated the program to recognize mentors with exceptional leadership skills. We also added new mentors to the program to expand its reach, and in 2026, we will help them further develop their skills.

Number of new hires trained in the program

	2024 Women	2024 Men	2024 Total	2025 Women	2025 Men	2025 Total
Number of new hires trained in the program	5	72	77	10	75	85

Textile technology: two-year course

This course is designed to help production employees deepen their understanding of our production process. It helps them improve efficiency, quality, and decision-making at every stage. Employees learn to optimize resources and time, ensure product excellence, foster innovation, strengthen interdepartmental collaboration, and reduce costs and waste.

The course also supports the development of individuals in strategic production roles by equipping them with the tools and knowledge they need to drive continuous improvement and add value to the company.

Students in this course:

- Deepen their understanding of the entire production process, from yarn manufacturing to weaving and finishing, with a focus on quality.
- Take evening classes for three semesters at our facilities and in SENA laboratories. In the final semester, they apply their knowledge to their daily work, which is validated through internships as technologists.
- Develop a project applicable to the company's areas of operation.

These projects have led to improvements in facilities, processes, machinery, tools, and products, resulting in reduced lead times and costs.

Between 2023 and 2025, 23 people participated: **6 women and 17 men**

Annual investment in training and development (millions of Colombian pesos)

2021	2022	2023	2024	2025
149,378,533	106,421,131	238,176,865	91,000,000	191,519,310

Average investment in training and development per full-time employee (Colombian pesos)

2021	2022	2023	2024	2025
72,408	45,537	108,856	169,459	88,339

Number of people trained by level and gender

GRI 404-1

	2021 Women	2021 Men	2022 Women	2022 Men	2023 Women	2023 Men	2024 Women	2024 Men	2025 Women	2025 Men
Department Managers	0	2	0	0	0	0	0	6	0	6
Assistant Managers	1	1	0	0	0	4	4	10	5	12
Directors	16	10	4	1	9	6	33	34	39	50
Area Heads	14	24	35	21	1	1	60	45	59	39
Coordinators	5	4	12	11	5	2	51	65	18	21
Analysts	3	1	15	7	5	3	18	9	31	18
Assistants	2	0	5	2	3	0	10	16	35	7
Operators	0	0	25	54	0	0	8	67	0	0
Interns	0	0	0	0	0	0	1	0	0	0
SENA interns	0	0	0	0	0	0	0	0	0	0
Others	86	60	160	229	62	41	11	59	148	134
Total by gender	127	102	256	325	85	57	196	311	335	287
Total all countries	229		581		142		507		622	

Number of training hours by level and gender

GRI 404-1

Women Men

Level	2021 Women	2021 Men	2022 Women	2022 Men	2023 Women	2023 Men	2024 Women	2024 Men	2025 Women	2025 Men
Department Managers	0	42	0	0	0	0	0	3	0	4
Assistant Managers	6	82	0	0	0	18	4	7	6	8
Directors	38	42	83	202	66	38	4	5	10	9
Area Heads	14	25	28	99	4	4	4	7	5	7
Coordinators	2	23	101	99	53	72	6	16	33	21
Analysts	3	6	97	121	53	48	5	153	21	33
Assistants	2	0	2	2	2	0	90	73	16	17
Operators	0	0	120	120	0	0	306	87	0	0
Interns	0	0	0	0	0	0	1	0	0	0
SENA interns	0	0	0	0	0	0	0	0	0	0
Others	14	24	72	82	13	13	75	86	4	16

Average training hours by level

GRI 404-1

Level	2021	2022	2023	2024	2025
Department Managers	84	0	0	3	2
Assistant Managers	44	0	72	6	7
Directors		267	411.25	5	9.5
Area Heads	402.75	1,531	3.5	5	6
Coordinators	50	1,148	204.5	11	27
Analysts	7	1,149	204.5	54	27
Assistants	3	5.25	4.5	80	16.5
Operators	0	4,740	0	110	0
Interns	0	0	0	1	2
SENA interns	0	0	0	0	0

Performance management according to the new competency model

GRI 404-3

We shifted from a prescriptive model to a more strategic approach to performance reviews. We adapted the competency model to address our current business needs and align it with our strategy, key success factors, and our employees' evolving expectations.

In 2024, we conducted a review and analysis of the competency model across the different employee groups that make up our workforce. In 2025, we rolled out and implemented the new competency and performance model. We also integrated the model into a new software platform (Mi Gentte) to monitor and track performance.

Number of employees who received regular performance and career development reviews, by level and gender[14]

Women Men

Level	2021 Women	2021 Men	2022 Women	2022 Men	2023 Women	2023 Men	2024 Women	2024 Men
Department Managers	0	5	0	6	0	6	0	6
Assistant Managers	3	13	3	12	2	12	4	11
Directors	36	25	31	27	36	32	33	36
Area Heads	50	47	45	44	47	47	60	51
Coordinators	22	33	24	33	22	36	26	38
Analysts	27	27	29	28	37	27	47	48
Assistants	33	6	34	5	30	6	35	11
Operators	102	569	180	632	225	604	118	320
Others	287	440	307	457	354	560	398	736
Total by gender	560	1,165	653	1,244	753	1,330	721	1,257
Total	1,725		1,897		2,083		1,978	

[14] The timing of performance evaluations has been altered due to modifications made to the Mi Gentte platform. Since evaluations are conducted on a rolling basis, 2025 performance evaluations will take place in 2026.

Occupational Health and Safety (OHS)

GRI 403-1
GRI 403-2
GRI 403-3
GRI 403-5
GRI 403-6
GRI 403-8

100% of our employees are covered by the Occupational Health and Safety Management System (OHS-MS).

Percentage compliance with OHS-MS standards[15]

2021	2022	2023	2024	2025
96.50%	96.50%	96.75%	98.75%	98.50%

Self-care culture and behavior

We continue to foster a culture of prevention, safety, and self-care.

In 2023, we began observing workplace behaviors to identify the areas, roles, and employee populations with the highest accident risk and establish improvement actions. Based on our analysis of accidents and identified opportunities for improvement, we developed guidelines in 2024 that included step-by-step instructions on how to safely perform activities. To verify that these guidelines are being followed, we conduct follow-ups with the support of the ARL.

Since lifting loads is one of the riskiest tasks, we purchased mechanical aids, strengthened internal synergies, and developed and implemented best practices to improve handling. These efforts have led to a reduction in biomechanical accidents.

15 Figures as of year-end (in accordance with ARL audit).

In addition to identifying the areas with the highest accident rates, we noticed that new employees were more likely to be involved in accidents. We therefore established customized training programs for those in critical roles.

Using the ARL's Improvement Matrix template, we conduct inspections as needed with experts to identify hazardous conditions and necessary improvements. These inspections cover areas such as work at heights, chemical handling, and forklift operation.

We have reduced the accident rate through priority programs: mechanical risk, biomechanical risk, and housekeeping.

We conducted cross-functional training based on shifts, priority programs, and areas with the highest risk. Topics covered included chemical and mechanical hazards, lockout and tagout procedures, active breaks, work-at-height certification, forklift certification, safety standards, and first aid (for supervisors).

We expanded the coverage of our OHS programs to include our stores. Employees from Colombia and our other countries of operation participated in virtual training on load lifting and self-care.

We regularly communicated with our remote workers. For those working from home, we sent communications containing infographics, videos, and other resources on topics such as workplace tips, mental health, emergency procedures, and the "Take a Break and Get Active" program.

In addition, in 2025:

- We provided risk training to new hires, including 100% of plant operators, and offered additional training on the main risks in their specific work areas.
- We installed pneumatic loading arms at machine infeed points in the finishing plant.
- We expanded the coverage of workplace exercise programs in production areas, allowing employees to perform warm-up exercises before starting their work.
- We conducted ergonomic analyses of workstations in administrative areas and trained employees.
- We closed out findings from the Improvement Matrix.
- We expanded coverage relative to compliance with and implementation of the machine lockout and tagout program, which prevents machines from being activated while undergoing maintenance and thereby prevents potential workplace accidents.
- We implemented a psychosocial risk assessment.

OHS figures

GRI 3-2 GRI 3-3 GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-5 GRI 403-6 GRI 403-8

Work-related accidents

GRI 403-9

We reduced the number of accidents and lost-time injuries at each of our plants.

	2021	2022	2023	2024	2025
Number of work-related injuries with major consequences (not including fatalities)	6	7	4	8	6
Rate for work-related injuries with major consequences (Number of work-related injuries with major consequences not including fatalities / Number of hours worked)*[1.000.000]	1,1	1,1	0,7	1,5	1,1
Number of recordable work-related injuries	117	230	179	158	149
Recordable work-related injury rate (Number of recordable injuries from work-related accidents / Number of hours worked) *[1.000.000]	22,3	37,3	30,2	29,3	27,4
Number of hours worked	5,332,467.1	6,173,272.09	5,933,477.33	5,395,489.3	5,437,955.0
Number of days lost / Days of sick leave	1,197	2,246	1,680	1,639	1,412

Number of work-related accidents by type of injury

	2021	2022	2023	2024	2025
Amputation, enucleation	2	0	0	3	0
Fracture	6	15	10	14	6
Blow, bruising, or crushing	42	109	91	68	55
Wound	21	36	31	22	26
Dislocation	0	2	1	0	1
Other injuries	11	16	5	9	9
Burn	10	11	5	7	5
Strain or sprain / muscle tear / hernia or torn tendon without a wound	23	34	25	32	40
Internal trauma / concussion	1	6	6	2	3
Surface trauma	1	1	5	1	4
Total general	**117**	**230**	**179**	**158**	**149**

Number of recordable occupational illnesses and diseases

GRI 403-10

2021	2022	2023	2024	2025
2	0	1	0	2

Number of employees with jobs with an elevated risk or incidence of illness[16]

Job	Incidents or risks	2021	2022	2023	2024	2025
Operators / assistants	▫ Load lifting, pushing, and pulling ▫ Repetitive work ▫ Work outside of comfort angle	14	15	7	9	8
	Exposure to noise (hearing loss)	3	3	6	11	5
Administration	Repetitive movements	2	2	0	0	1
Total		**13**	**20**	**14**	**26**	**46**

16 Occupational diseases are cumulative. This information takes into account cases that are currently being treated or have had treatment conditions that classified them as a disease.

Tasks involving high mechanical and chemical risks

GRI 403-2
GRI 403-7

	2021 Mechanical risk	2021 Chemical risk	2021 Total	2022 Mechanical risk	2022 Chemical risk	2022 Total	2023 Mechanical risk	2023 Chemical risk	2023 Total	2024 Mechanical risk	2024 Chemical risk	2024 Total	2025 Mechanical risk	2025 Chemical risk	2025 Total
Number of accidents	63	2	65	99	6	105	54	1	55	36	5	41	30	2	32
Days of sick leave	865	9	874	1.014	99	1,113	766	4	770	700	32	732	457	5	462

Number of participants by occupational health and safety training topic, broken down by target group

Training topic	Target group	2021	2022	2023	2024	2025
Safe work at heights: advanced course, refresher training, and coordinator training.	Maintenance assistants, mechanics, welders, maintenance engineers, security guards, and textile warehouse personnel	64	34	97	187	152
Safe forklift operation	Personnel who operate forklifts in different areas and support personnel	44	37	37	64	32
Emergency brigade: basic first aid, first aid 2, CPR, patient transportation, firefighting and chemical spill control, procedure for controlling a thermal oil leak, and the incident command system.	Brigade members	83	94	114	107	110
Food handling	Personnel from cafeteria and executive dining room	22	22	18	15	10
Chemical substance handling	Personnel who handle chemicals	481	235	452	508	443
Mechanical risk	Production personnel	59	129	160	447	204
Safe driving	Drivers	23	25	26	29	42
Guidelines for behavior	All employees	165	138	193	268	111
OHS-MS reindUction: policies, safety standards, procedures, emergencies, and use of personal protective equipment.	All employees	666	348	1,330	1,581	987
Workplace warm-up (new)	All employees	0	0	0	0	250

Well being

GRI 401-2

People's well-being is non-negotiable. For this reason, we support our employees throughout their professional journey. We help facilitate access to healthcare services, provide financial guidance, and offer support during special circumstances, such as family emergencies. Throughout the year, we organize activities that encourage healthy habits and promote quality time with family. We also work alongside our employees to help them maintain a healthy balance between work and personal life.

Housing

- Savings education.
- Housing Fair, which includes presentations on housing projects.

Meal service

- Employees have access to low-cost groceries through the Colsubsidio Compensation fund, with payment facilitated by the Lafayette Employee Fund (FEL).
- There is a day of special discounts at supermarkets, once a year.

Monthly counseling sessions

Psychological, legal, and pension guidance.

Special recognition

Of special dates and occasions.

Healthcare

- A medical clinic provides free support and counseling.
- Health week offers recreational activities geared toward employees' expectations and needs. It's designed to positively impact their physical and mental health.

Recreation and leisure

- Sports Club. At the beginning of each cycle, we invite employees to lead activities and encourage them to promote participation. At the end of the year, leaders receive a bonus in recognition of their contribution.
- Gym, instructor, weekly classes.

Education

- We provide education assistance for each child of employees.
- We also organize a school supply fair offering prices below market rates, making it easier for employees to use this benefit to purchase school supplies. The fair also supports family-run businesses. In collaboration with the FEL, we streamline disbursements to ensure employees receive the funds at the right time to make their school supply purchases.

Transportation

- We provide a bus service for plant employees. Coverage has been expanded, with significant improvements to strengthen route management and utilization, reach the most complex areas, and provide comfortable, timely service. We also developed a passenger management platform and conducted an exhaustive review of suppliers.
- Bicycle-friendly facilities. In 2024, we continued offering the Bike Workshop, providing free basic bicycle maintenance. We expanded the space for servicing bicycles and reorganized operations to increase capacity.

Support for entrepreneurship

We support employee-led startups and those of their families by reviewing applications for potential inclusion in our school supplies fair. This ensures that startups are a good fit for the fair. Next, we update their information and facilitate the process of becoming a FEL supplier.

In 2025, we improved our communication strategies for wellness programs to make information more timely and accessible to all employees, regardless of their start date.

Subsidies, bonuses, and loans[17]

	2021 Number of benefits provided	2021 Total investment (COP)	2022 Number of benefits provided	2022 Total investment (COP)	2023 Number of benefits provided	2023 Total investment (COP)	2024 Number of benefits provided	2024 Total investment (COP)	2025 Number of benefits provided	2025 Total investment (COP)
Meal service (all employees)[18]	1,726	$1,636,145,195	2,585	$2,508,133,679	2,372	$2,906,832,465	2,274	$2,781,489,068	2,353	$3,050,912,428
Monthly prepaid healthcare (administrative staff)	209	$435,914,873	207	$432,003,487	207	$465,072,427	199	$484,192,500	188	$526,700,100
Eyeglass assistance (all employees)	185	$24,922,552	236	$34,325,314	263	$39,370,962	281	$45,896,025	279	$46,827,073
Schooling (plant employees)	511	$291,202,184	487	$289,923,325	566	$318,999,232	530	$347,848,618	464	$293,331,525
Newborn assistance (plant employees)	22	$3,036,631	22	$2,942,675	15	$1,875,861	10	$1,522,468	9	$1,342,527
Food baskets and gifts (all employees)	1,075	$98,127,719	1,353	$118,986,317	1,263	$105,930,834	2,121	$127,391,057	2,089	$194,323,288
Funeral assistance (plant employees)	40	$17,266,732	36	$18,151,693	28	$14,405,999	24	$12,014,495	21	$10,848,894
Christmas gifts for children (plant employees)	523	$34,207,683	566	$39,769,180	596	$41,473,308	502	$42,209,616	516	$43,382,165
Christmas bonus (people in collective employment agreement - operations)	1,065	$153,334,619	1,033	$289,206,420	1,112	$346,388,208	1,154	$418,278,804	1,042	$421,153,097
Seniority bonuses (all employees)	1,509	$288,768,573	1,513	$291,878,714	1,689	$292,904,166	1,616	$297,903,275	1,583	$297,422,868
Vacation bonuses	669	$440,145,512	996	$836,507,583	970	$763,725,433	940	$848,350,255	891	$702,167,153
Special bonuses (management and salaried employees)	628	$2,084,439,018	671	$2,503,067,317	679	$2,731,798,343	659	$3,120,551,962	667	$3,114,670,402

17 Subsidies, bonuses, and loans are awarded based on employee seniority, and are paid in proportion to years of service.

18 The total number of employees at the end of the year does not match the number of people using the meal service because that number includes people who left the company during the reporting period.

Labor relations

The Lafayette Workers' Committee consists of thirteen production employees and serves as a communication bridge between workers and senior management. Meetings are held every four months to gather feedback on various developments. This feedback is then presented to production and corporate management to inform decision-making and drive action.

Based on these meetings, improvement initiatives are implemented. In 2025, these initiatives focused on optimizing workplace infrastructure, implementing new technical developments (such as machinery and tools for the work), and improving employee benefits, such as transportation, financial assistance, breaks, the cafeteria, the Sports Club, the compensation fund, and the Employee Fund. The initiatives also included monitoring the work environment and improving PPE (personal protective equipment) and uniforms. A series of meetings with management were also organized and held.

Equity and inclusion

The **number of women in production roles** traditionally held by men has increased.

Zero complaints reported through the ethics hotline.

We have incorporated issues related to respect for human rights, equity, and inclusion into the Code of Ethics and Conduct, which we distribute during Corporate Orientation.

2024

- We designed a training program aimed at preventing workplace harassment and sexual harassment. The program included in-person workshops and reached more than 1,400 employees at all levels. During these sessions, we provided clear guidelines regarding labor regulations and offered recommendations for fostering healthy workplace relationships based on respect, equality, and zero tolerance for discrimination or any similar behavior.
- We established a protocol for situations involving alleged workplace harassment or sexual harassment, and communicated it to our employees. We also revitalized the Labor Relations Committee, trained its members, and defined promotional and preventative actions, including free psychological counseling to employees and their families. We also organized recreational activities through Health week, a club that offers various types of sports, and other annual wellness initiatives.

2025

- We sent emails to all employees summarizing the most important aspects of the Code of Ethics and Conduct.
- We designed a campaign called "I Am Lafayette" to raise employee awareness of expected and non-negotiable behaviors.
- We made adjustments on the factory floor to include women in traditionally male-dominated jobs.
- We organized discussions with production staff to create forums that foster inclusion.
- We created a video about workplace harassment and healthy workplace relationships for all company employees. In the video, we explained Law 1010 and raised awareness about the importance of being an active contributor to a positive work environment.
- We facilitated discussions to strengthen soft skills, such as interpersonal relationships, teamwork, assertive communication, empathy, and conflict management. We also addressed issues related to workplace harmony and harassment (what it is and is not).
- We reinforced communication about the Labor Relations Committee, its members, and the channels for reporting complaints.

We have an anonymous reporting channel called "Exprésatte" that gives our employees a confidential way to report issues or situations that affect a healthy work environment.

Reducing turnover in critical areas

In 2025, we launched an action plan targeting areas with high turnover rates. Our focus was on the production department, where most of our workforce is concentrated, and especially on leaders who have grown within the company.

We strengthened their soft skills through a training program in which 75 leaders–supervisors and coordinators–participated. We also held four discussion sessions, attended by 30 employees, that focused on identifying factors impacting the work environment and leadership. This led to the development of growth plans. Next, we held feedback sessions with department heads, created opportunities for open communication, engaged with supervisors, had managers address conflicts directly, scheduled shifts under the leadership and supervision of the area head, and rotated work teams by shift.

We implemented an employee engagement strategy to strengthen rapport, create opportunities for active listening, and develop a deeper understanding of employees' needs. This strategy also offered timely solutions, improved the employee experience, and contributed to the well-being and effectiveness of teams. We collaborated with operators to pinpoint challenges, emerging trends, and opportunities for improvement. This allowed us to develop training session agendas and informational materials centered on three pillars: payroll updates, area meetings, and occasional walk-throughs with casual conversations.

Challenges 2026-2030

Training and development	◻ Expand the career development model to other key areas of the production plant, including heat setting, drying, dyeing, and printing. ◻ Develop new strategies to retain high-potential employees and close skill gaps. Align these efforts with succession planning. ◻ Create a new talent pipeline in industrial mechanics, including employee referrals, to fill future vacancies in technical areas. ◻ Launch a new training program for textile technologists. ◻ Using the Liderar-C framework, create a leadership school that empowers employees through training grounded in organizational competencies. Use various methodologies, such as workshops, e-learning, webinars, and courses.
OHS	◻ Implement a Major Accident Program to comply with legal requirements for comprehensive measures to manage risks in industries that handle hazardous substances. ◻ Continue the confined space program to comply with legal requirements by implementing preventive measures and safety standards to protect workers entering enclosed or partially enclosed areas. Certify employees responsible for these activities. ◻ Continue the boiler program to comply with legal requirements for operating industrial boilers. ◻ Continue analyzing workplace accidents, identifying causes, Pareto areas, and intervention measures to further reduce accident rates. ◻ Evaluate new mechanical aids for biomechanical risk control related to handling heavy loads. ◻ Increase the coverage of workplace exercise programs in production areas.
Well being	◻ Raise awareness of the wellness plan to improve access to its various programs. ◻ Measure its impact to identify areas for improvement.
Labor relations	◻ Continue fostering open communication with management to strengthen communication and reinforce our culture of open-door, approachable leadership. ◻ Strengthen efforts to prevent workplace harassment, sexual harassment, and gender-based violence. Develop and disseminate a policy and response protocol for all employees. Offer training workshops to reinforce the behaviors that define our culture of healthy coexistence at Lafayette.

Responsible Sourcing 4

GRI 102-44
GRI 102-46
GRI 103-1

Responsible Sourcing

Developing responsible and sustainable sourcing strategies not only allows us to manage actual and potential impacts, but it also helps us think outside the box to create value in our business relationships. To do this, we focus on managing suppliers to reduce risk and ensure excellent performance, and on building a supply chain that enables us to co-create sustainable products.

We work to build an agile and efficient supply chain, maintaining fair and transparent business conditions; complying with trade agreements; ensuring the highest quality standards; building mutually beneficial relationships; addressing economic, social, environmental, and ethical challenges together; and striking a balance between achieving competitive advantage and acting responsibly.

Supplier characterization

GRI 102-9
GRI 204-1

Percentage share of imported purchases

Number of suppliers[1] and value of purchases (in Colombian pesos) by the origin of the purchases

Number of suppliers | Value of purchases

	2021		2022		2023		2024		2025	
International purchases	96	55,702,945,597	118	109,277,057,868	122	55,993,018,431	107	53,724,368,234	118	59,926,677,987
Domestic purchases	576	37,112,625,667	567	69,487,157,764	550	53,797,498,433	556	47,411,257,325	560	52,374,758,110
Total purchases	672	92,815,571,265	685	178,764,215,6323	672	109,790,516,864	663	101,135,625,559	678	112,301,436,097

Suppliers are classified based on criteria such as supply risk, technical criticality, and lead times

We regularly review these criteria. This allows us to adapt to the dynamic nature of the procurement market and define management strategies.

Criteria	HIGH	MEDIUM	LOW	Percentage share
Supply risk	Sourced abroad / falls within the Pareto principle / is an exclusive or sole representative or distributor in the market	Faces competition / is a specialty product / is imported.	Has competition and easy to obtain	30%
Technical criteria	Special material or manufacturing process / requires certification or a special permit to perform the work or handle the material	Special manufacturing conditions or other conditions	Production constant and regular	40%
Delivery time (lead time)	More than 30 days	9 - 30 days	1 - 8 days	30%

Number of strategic suppliers by origin of purchases

International purchases | Domestic purchases

	2023		Total	2024		Total	2025		Total
Raw materials	32	8	40	28	10	38	16	22	38
Replacement parts	49	8	57	49	7	56	46	5	51
Other categories	0	19	19	0	15	15	0	6	6
Total	81	35	116	77	32	109	62	33	95

1 The figures represent purchases made through the centralized purchasing process, and the number of suppliers represents those from whom purchases were made during the year.

Development of strategic suppliers

During our evaluation process, we verify that suppliers comply with all applicable regulations. We also award extra points to those who hold certifications.

We have implemented a plan to develop strategic suppliers, guided by the ISO 14000 standard and a green logistics approach. As part of this plan, we have made progress in standardizing environmentally friendly raw materials, chemicals, dyes, and packaging materials, thus promoting best practices in manufacturing. We also review product safety data sheets to ensure compliance with applicable regulations. In continued pursuit of this path, we are intensifying our study of the ISO 20400 standard regarding sustainable procurement.

We created the Supplier Assessment Matrix to identify critical suppliers and launched a plan for technical visits. These visits will be conducted every two years to validate compliance with environmental, social, and corporate governance criteria, share best practices, and explore alternative approaches to similar activities. The visits will also help strengthen our relationships with suppliers.

In 2025, we met **80%** of our goal for visits.

Furthermore, we served as an anchor company in a Colombia Productiva program. We participated in the data collection and eligibility validation process. We also sponsored training sessions for suppliers on sustainability.

11 Lafayette suppliers
were selected to receive this guidance.

Consignment model

We extended payment terms nationwide and implemented a consignment arrangement for raw materials. These changes positively impact Lafayette's cash flow while providing suppliers with greater demand predictability. This enables more stable operations, greater logistical efficiency, and improved planning for processes and annual negotiations. We ensure the availability of raw materials for our production process, while suppliers gain efficiency through scheduled deliveries and improved logistics coordination.

Percentage of products on consignment

When entering into contracts and agreements with suppliers, we provide responsible consumption forecasts—that is, we commit to using the inventory.

In 2025, we reviewed our performance in 2024 and coordinated with the relevant departments (Finished Goods and Development) to maintain the agreements we had established with suppliers. We also collaborated with the innovation and development, production, laboratory, planning, and purchasing departments to establish a raw materials management model that provides suppliers with reliable and timely information, while ensuring our supply.

Synergy Lafayette

We ensured product availability, reduced stockouts, and achieved substantial improvements in customer deliveries and performance evaluations.

Stockouts. We focused on increasing inventory levels for selected products, particularly for the back-to-school season, with the aim of minimizing the impact of stockouts during periods of high demand.

2024

We significantly reduced the impact of stockouts, achieving an annual cumulative rate of 8.63% — a considerable improvement on the rate of 29.24% at the beginning of the year.

2025

We continued to execute the strategy of maintaining robust inventories of high-turnover products, achieving outstanding results in terms of stockouts. We closed the year with a cumulative rate of 7.62%.

In terms of coordination, the finishing plant focused on quickly fulfilling orders to cover stockouts while maintaining a controlled pace and responding rapidly to customer needs.

Corporate OTIF. We implement "IN FULL" controls to minimize deliveries exceeding the requested quantity.

2024

We closed the year with 79.5% compliance, driven by consistent process lead times as a key factor. However, performance was affected by quantity discrepancies in deliveries, negatively impacting the overall indicator.

2025

We focused on ensuring the quality of the products we deliver to our customers, while maintaining the high rate for on-time deliveries they have come to expect. We closed 2025 at 80.7%, which was an improvement over the previous year's closing figure.

We consolidated the review model for Sales and Operations Planning (S&OP), increasing review frequency to weekly. It is now reviewed strategically by Business Management, Corporate, Sourcing, and Production teams to align planning with operational execution.

PETI Soul

We made PETI Soul a more streamlined foreign trade process through adjustments to the methodology and improvements to the documentation and follow-up structure, resulting in better traceability over time and improved access to information for stakeholders.

We implemented the Import, Export, and Plan Vallejo modules, as well as the Exchange Regime module. This completed the foreign trade cycle and strengthened the overall process through the involvement of multiple company departments.

We launched the Exchange Regime module in accordance with the new regulations. All forms required for submission to government agencies are generated directly within the tool, ensuring data reliability and reducing the administrative burden on employees.

PETI Soul migrated to LOGIT and was adapted to align with the software provider's new developments.

Highlights of the project 2025:

- Consolidation of foreign exchange information, including generation of all forms through the platform.
- Testing of Form 10 XML files configured in the tool for submission to the Central Bank.
- Consolidation of foreign exchange information for submission to the DIAN.
- Integration of LOGIT with Centauro for the Tracking In model (Centauro Transactional and Centauro Web).
- Update to the export logistics flow to reflect that the activities previously carried out by our team at the destination are now managed by contracted agents for each operation. This change reduces the operational burden of the process.

PETI Supply

By the end of 2024, we implemented a model based on the Demand-Driven philosophy. Under this model, the plant is managed through an input buffer that enables control of material flow. This maximizes production efficiency, reduces lead times, and helps ensure fulfillment of order delivery commitments.

We developed a detailed prototype for the inbound tracking process, which monitors each stage of the procurement process for both domestic and imported materials. We achieved significant progress through implementation of the prototype, which was developed using a programming language different from that typically used in IT developments. We delivered a capacity-based scheduling process for the weaving plant.

We established outbound tracking as an integration of multiple partners into a cargo tracking and traceability platform covering the process from shipment dispatch through final customer delivery. Development is scheduled for the 2026–2027 period.

In 2025, we completed PETI Supply from a supply chain perspective, successfully standardizing the shop floor control process inherited from the Demand-Driven philosophy while maintaining control over the production stages of orders as they move from raw materials to the Distribution Center (CEDI) and ultimately to customers. Through this stage-by-stage control approach, we continuously monitor the speed of raw material allocation, release to production, and execution throughout the manufacturing process to help ensure committed service timelines. In parallel, we monitored the OEE (Overall Equipment Effectiveness) indicator, which measures plant performance and production execution.

Challenges 2026-2030

Development of strategic suppliers	◻ Continue the digital transformation process by moving forward with new purchasing and procurement models and testing new 360-degree purchasing tools and standardization.
Consignment model	◻ Continue to identify opportunities for purchases under the consignment model, while maintaining existing agreements and improving the forecasts provided to suppliers, keeping in mind that they rely on these forecasts to deliver products.
Lafayette Synergy	◻ Strengthen logistics execution from procurement to product delivery to customers in Central America. ◻ Develop national and local delivery models through partnerships with carriers to ensure timely delivery and customer satisfaction.
PETI Soul / LOGIT	◻ Consolidate the use of the tool as the only authorized foreign trade portal. ◻ Explore new logistics models that can reduce costs in import and export operations. ◻ Strengthen the export model by executing direct cross-docking with the help of our agent partners, which will enable more efficient logistics and consequently reduce environmental impact. ◻ Implement LOGIT in our subsidiaries in countries where we have warehouses.

5 Positive impact on the *Community*

GRI 102-44
GRI 102-46
GRI 103-1

Positive impact on the *Community*

We see opportunities to make a positive impact on both people and the environment in everything we do. By helping address social and environmental challenges, we create outcomes that benefit everyone.

At Lafayette, we are committed to implementing initiatives that create value both for the company and for vulnerable populations in the communities where we operate. We do this guided by ethics, respect, and the common good, through an approach that integrates social and environmental considerations.

The Lafayette Foundation[1] serves as the platform through which we design and implement programs such as Hilando Empresa, Uniforms with Love, Social Enterprise, and the Lafayette preschool.

These programs focus on capacity building, entrepreneurship, and improving quality of life. We draw on our capacity for innovation, leadership, and empowerment, as well as collaborative efforts that align strategies around the shared goals of a diverse group of stakeholders.

1 For further information go to https://fundacion.lafayette.com/

Hilando Empresa: Our entrepreneurship program for Lafayette customers.

Since 2013

More than 1,000 people have participated in this initiative that provides training and seed capital to help Lafayette's customers grow their businesses.

739 in Colombia **118 in Ecuador** **165 in Mexico**

643 women

494 in Colombia **70 in Ecuador** **79 in Mexico**

The traditional channel consists primarily of garment makers / creative changemakers, as well as business facilitators within the textile ecosystem, who receive support through visits from our advisors.

The amount of seed capital provided depends on the business's needs. Those who receive this funding typically invest in machinery for the manufacturing process, fabric and other supplies such as buttons, zippers, lace, and thread, or improvements to their facilities.

In 2024, Lafayette conducted an immersion exercise in Mexico covering multiple aspects of the business:

- Market sizing analysis
- A brand positioning strategy involving direct engagement with the media and management of Lafayette's spokesperson activities
- Refinement of the logistics strategy to improve the efficiency and profitability of merchandise transportation
- Strengthened relationships with various stakeholders, including human resource management firms
- A more active presence at textile trade shows
- Identification of opportunities to strengthen the corporate channel

One outcome of this broader initiative was the decision to expand participation in Hilando Empresa to include potential customers, with the goal of creating greater value for participants. As a result, prospective customers, together with current customers, were invited to participate in the second cycle of Hilando Empresa in Mexico in 2025.

	2013	2014	2015	2016	2017	2018	2019	2022	2023	2025	
	Bogotá			Medellín	Bucaramanga	Quito	Mexico City	Coffee-growing region	Bogotá	Mexico City	
Indicators	Colombia					Ecuador	Mexico	Colombia		Mexico	**Total**
Total number of participants	100	87	109	93	99	118	98	89	162	67	1,022
Number of women	64	54	39	59	71	70	39	56	114	40	643
Percentage of women	64.00%	62.07%	35.78%	63.44%	109.09%	59.32%	39.80%	62.92%	70.37%	59.70%	62.92%

HE Lafayette
HILANDO EMPRESA

Corporate Volunteerism

En 2024, we launched our Corporate Volunteer Program with the goal of involving our employees in our efforts to improve the quality of life in the communities surrounding our plant in Bogotá, D.C.

The volunteers participated in two Lafayette Foundation programs: Uniforms with Love and Social Entrepreneurship. Their main role was to share knowledge and skills with community leaders and provide logistical support. Their participation gave them the opportunity to discover and deepen a sense of personal purpose beyond their professional roles, develop soft skills, and engage with community needs. It also strengthened their sense of belonging to the company.

Uniforms with Love

The recipients of the donations are children and teenagers attending rural schools in income groups 1 and 2.

We select the participating schools with the support of our network of contacts, which includes local authorities such as the District Secretariat, other community organizations, and partners. Our selection process is strategic and designed to understand the geography, sociodemographic variables, number and type of schools, and the needs in each region.

- We contribute to the well-being of children and teenagers by providing them with clothing through the donation of school uniforms.
- We reduce our environmental impact by giving uniforms a second life and preventing them from being discarded.
- We foster a culture of social and environmental responsibility in both the donating and receiving schools.
- We promote inclusive sourcing by partnering with garment workshops staffed by women who are victims of armed conflict.

Lafayette Foundation

- Support for creating materials for communication campaigns conducted by schools and parent-teacher associations to encourage donations of uniforms and voluntary financial contributions for each item of clothing.
- Organization of presentations to provide parent-teacher associations with information.
- Receipt of donated clothing.
- Laundering of garments by a third party.
- Sublimation printing of appliques: a technique to customize garments by sewing the Uniforms with Love logo to the uniforms. This activity was incorporated into our regular sublimation printing process.
- Shipping to the garment workshop.
- Hiring and paying suppliers.

Corporate Volunteers

- Inventory of clothing by gender, age, and size, based on a list provided by the schools.
- Preparation and delivery to laundry facilities.
- Delivery to the garment workshop.
- Assembly of personalized kits (uniforms and school supplies) and organization by schools, grade levels, and groups.
- Preparation for donation events.
- Participation in recreational activities and the distribution of kits during.

Logistics and the roles of the various stakeholders involved

Schools

(Lafayette customers and others) and parent associations

- Communication campaigns within schools and parent associations.
- Donation of clothing and voluntary contributions from each school.
- Pre-selection of donated clothing.
- Inventory and delivery of clothing to the Lafayette Foundation.

Lafayette Employee Fund

- Donations to purchase snacks and items such as pencil cases for school supply kits.
- Participation in donation drives.

Apparel manufacturers:

Women who are victims of armed conflict at the Bañol Gallego workshop in Soacha, Cundinamarca

- Logo placement: Cutting out printed logos from fabric and sewing them onto uniforms. Garment repair as needed.
- Delivery of kits, sorted by gender and size, to the Lafayette Foundation for donation.

In recent years, we have optimized the logistics, found new strategic partners, and strengthened corporate volunteer efforts for this specific program.

We reorganized the timetable to cover the entire process, from the initial planning stage by the donating association or school, through the workshop's final delivery of the refurbished garments.

We have made the contracting terms more flexible to promote inclusive procurement and partner with a garment workshop run by women who are victims of armed conflict. We have also started doing the sublimation printing ourselves at Lafayette. This has allowed us to reduce the program's costs by more than 50% while maintaining the quality of the work.

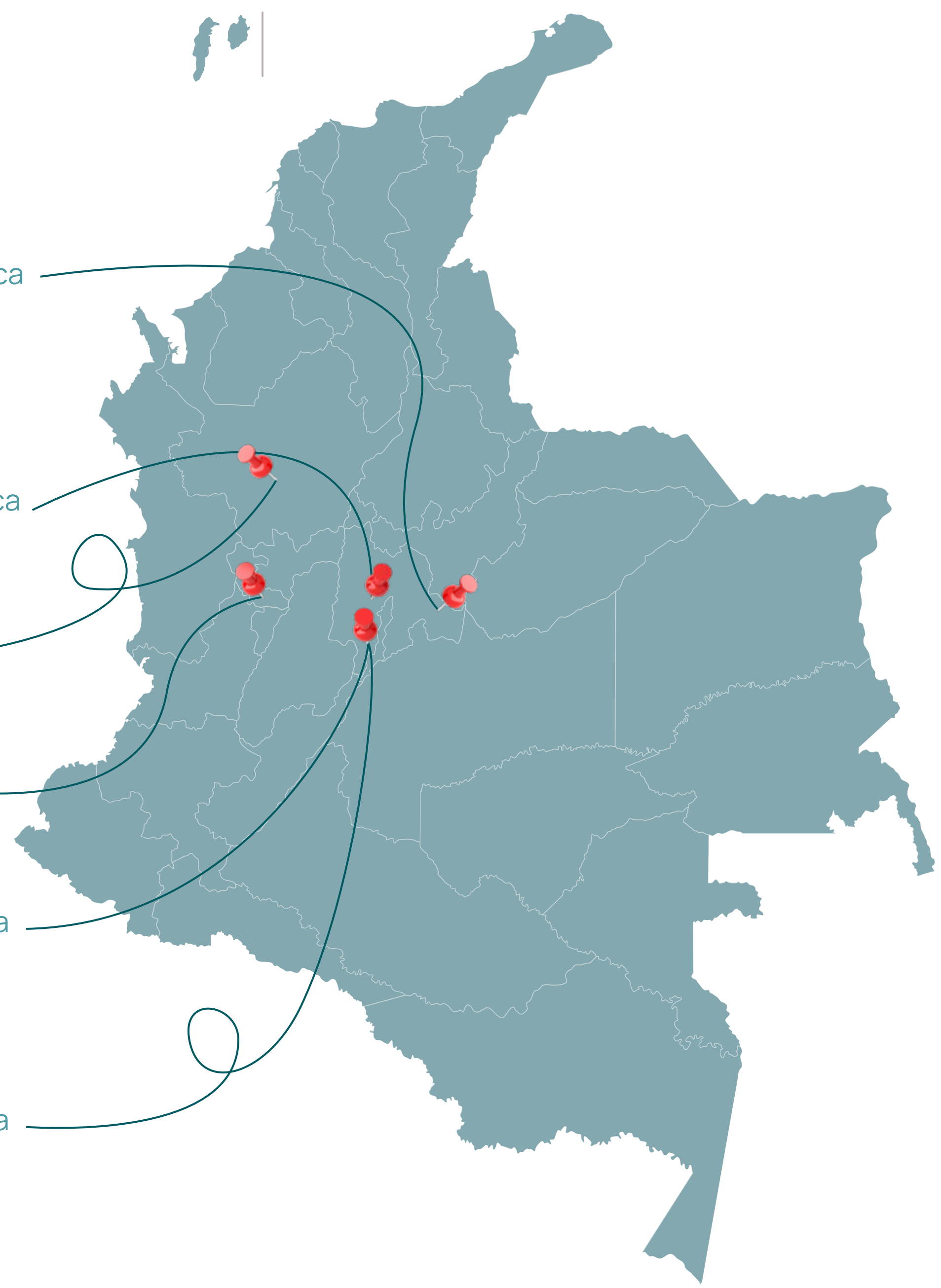
In 2025, we continued partnering with a network of rural schools in the municipality of Pasca, Cundinamarca.

Number of uniforms donated by school

Donating schools	2021	2022	2023	2024	2025
Colegio Calasanz	0	0	0	634	0
Colegio CIEDI	0	0	1,342	0	0
Colegio Colombo Americano	0	946	632	463	647
Colegio Eisenhower	0	0	0	349	0
Colegio Parroquial San Buenaventura, Bello (Antioquia)	0	0	0	0	500
Colegio Richmond	0	0	0	0	795
Colegio Rochester	0	0	0	532	861
Gimnasio Alessandro Volta	0	0	0	0	477
Innova School (network of schools)	0	0	0	0	4,821
The English School	1,900	0	0	0	300
Universidad CESMAG	300	0	0	0	0

Total number of uniforms donated by schools

Receiving schools by region



2021
Municipality of Gachalá, Cundinamarca
31 rural districts
In partnership with the mayor's office, which is responsible for issuing the invitations to various schools in the municipality.

2021
Municipality of Silvania, Cundinamarca
Escuela Normal Superior, Vereda Santa Rita.

2022
Municipality of Bello, Antioquia
Institución Educativa Bello Futuro.

2023
La Florida, Pereira
Colegio Héctor Ángel Arcila.

2024
Municipality of Pasca, Cundinamarca
13 campuses
Escuela Normal Superior de Pasca
Nuestra Señora de la Encarnación.

2025
Municipality of Pasca, Cundinamarca
24 rural districts
Escuela Normal Superior de Pasca
Nuestra Señora de la Encarnación.

Number of students benefiting by gender

Year	Girls	Boys	Total
2021[2]	432	418	850
2022	232	118	350
2023	322	318	640
2024	234	229	463
2025	458	467	925

Number of volunteers who participated in Uniforms with Love, by position and gender

	2024 Women	2024 Men	2025 Women	2025 Men
Directors	1	0	1	0
Area Heads	2	0	1	0
Coordinators	4	1	0	1
Analysts	2	1	1	1
Assistants	3	1	2	0
Operators	0	1	0	5
Process engineers	2	1	0	0
Customer service representative	1	0	0	0
Customer service supervisor	1	0	0	0
Total	16	5	5	7

2 Two donation drives were held in 2021. In the first quarter, 134 boys and girls from the Escuela Normal Superior received the donations. In the second quarter, 850 boys and girls from 31 rural districts in the municipality of Gachalá, Cundinamarca, received them.

Social entrepreneurship

We foster an entrepreneurial spirit in the community surrounding our plant in Bogotá.

Gerencia de sí misma (Managing yourself)

This program targets female heads of household. It helps them recognize their importance in society and strengthens their capabilities and skills so they can start or grow their businesses. In turn, this improves their quality of life and that of their children.

Through *Gerencia de sí misma,* we have helped transform cultural paradigms regarding the role of female heads of household. Traditionally, they have been perceived as victims of adverse circumstances. But they have, in fact, demonstrated their ability to become active agents of change and economic development. This redefinition influences community perceptions of gender, entrepreneurship, and women's potential.

Women are invited to participate through the Local Action Committee (JAL) and the Lafayette Preschool. Participants must have ideas for a business or an ongoing entrepreneurial project and an interest in learning. We offer 30 hours of in-person training using a two-pronged assessment approach based on attendance and performance. Topics covered include technical business knowledge; developing financial structures; a growth mindset; self-perception; confidence; shifting from limiting ideas to empowering beliefs; leadership skills; communication; conceptual clarity; and a holistic perspective on life.

In addition to a certificate of attendance, we give seed capital to the best startups and women who demonstrate outstanding performance during the training sessions. The amount of the seed capital depends on identified needs. We also provide support for investing the funds efficiently.

	Number	Percentage	Qualification basis
Number and percentage of active participants	13	100%	Objective basis for assessment
Number and percentage of graduates based on attendance	7	53.8%	Traditional criteria
Number and percentage of graduates based on performance criteria	2	15.4%	Excellence
Total number and percentage of participants who graduated	9	69.2%	Transformational success
Documented transformation	9/9	100%	Verifiable comprehensive change

Business ventures of the nine women who graduated in 2025:

1. Card reading and astrology
2. Gourmet sweets, seed capital of COP 200,000
3. Creaciones Jenny
4. Children's clothing for motor skill development, seed capital of COP 100,000
5. IGNITE sportswear, seed capital of COP 200,000
6. Lingerie
7. Oil change shop for cargo vehicles
8. Personal and business development
9. Clothing manufacturing

Knowledge transfer

This initiative is implemented every two years and is geared toward microentrepreneurs who have requested training from the JAL. Our role is to:

- Identify local ventures and design a strategy to strengthen the entrepreneurs behind them.
- Train volunteers who are experts in various disciplines in eight-hour workshops to develop their knowledge-transfer and capacity-building skills within the community.
- Develop a curriculum tailored to the microentrepreneurs' expressed needs.
- Establish three thematic groups: i. Strategy, ii. Finance, iii. Marketing and customer service.
- Teach two-hour classes three days a week for six weeks. Throughout the mentoring initiative, volunteers share knowledge and provide practical tools applicable to day-to-day operations.

Number of participants and graduates, by age group and gender (figures for 2024)

	Women					Men				
	18-35	36-50	51-65	More than 65 years	Total	18-35	36-50	51-65	More than 65 years	Total
Number of people who enrolled	14	11	17	4	46	1	2	4	0	7
Number of people who completed the course	4	6	13	3	26	1	2	3	0	6

Upon completing the training, microentrepreneurs will:

- Understand the importance of developing a business plan.
- Learn how to calculate the cost of their products and services.
- Be able to assess the value of their products and deliver them with greater added value.
- Gain insight into how they previously ran their business and how to make it more structured, organized, and successful.

GRI 203-1

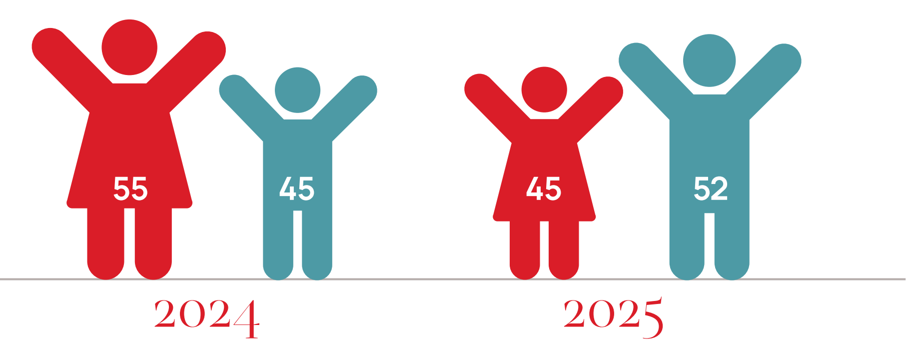
Lafayette Preschool

The Lafayette preschool allows us to:

- Promote equal opportunities from early childhood.
- Provide the strongest possible preparation for transitioning to formal education.
- Foster social interaction between families and the community.
- Strengthen emotional development and conflict resolution skills.
- Expand knowledge transfer through educational programs for families.
- Foster a culture of care and shared responsibility that extends beyond the preschool.

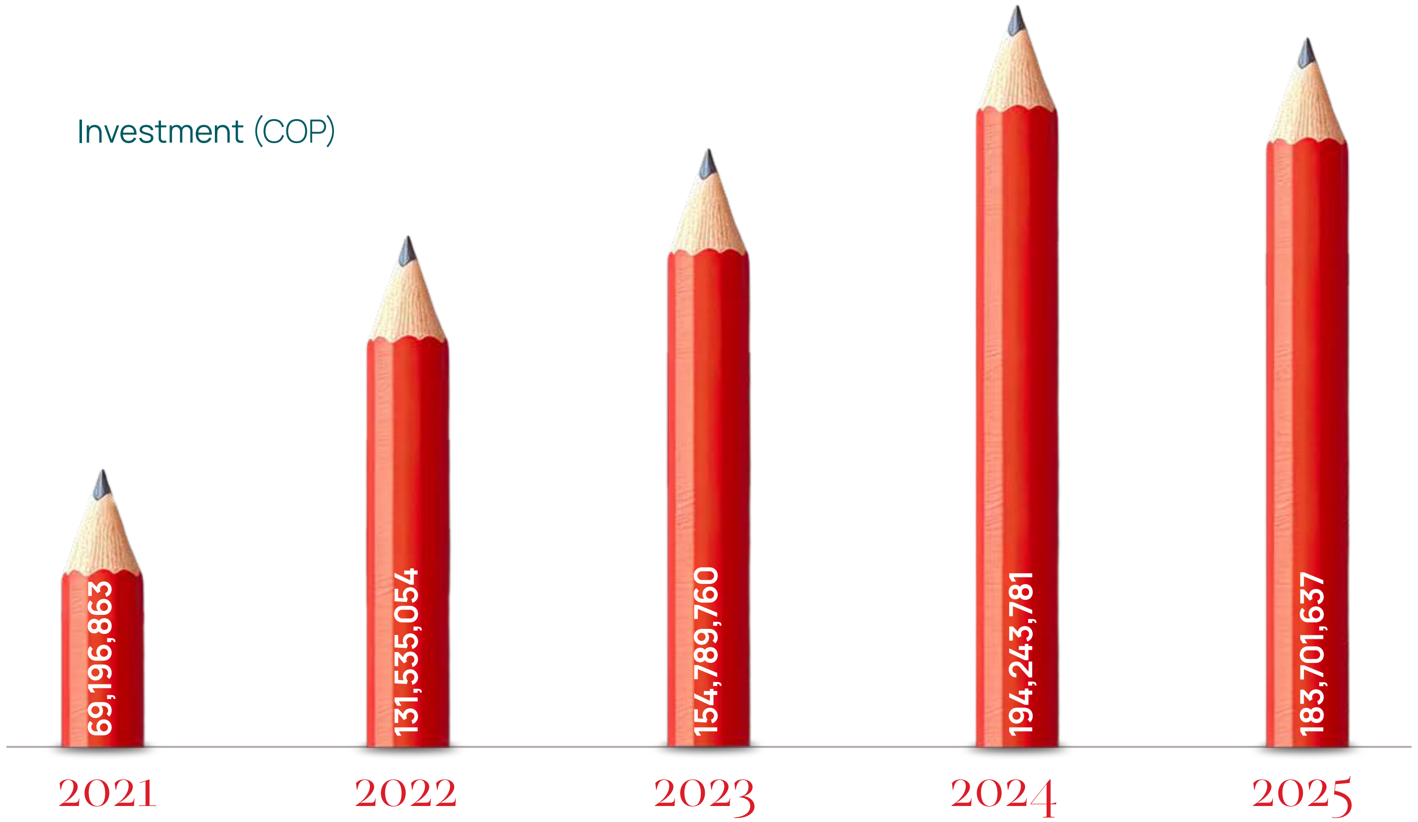
In accordance with the guidelines of the Colombian Institute of Family Welfare (ICBF), children attend our preschool for a maximum of three years. Each year, we open 40 spots for new students from families who have not previously participated in our program. In 2025, we opened 97 spots, as required by the ICBF.

Number of spots for children from the age of 2 to 5 (community families benefited)



Percentage of children from families in the community and of children of Lafayette employees

	2021	2022	2023	2024 Girls	2024 Boys	2024 Total	2025 Girls	2025 Boys	2025 Total
Percentage for children from the community	94%	93%	94%	53%	42%	95%	44%	52%	96%
Percentage of children of Lafayette employees	6%	7%	6%	2%	3%	5%	2%	2%	4%



Key actions 2024-2025:

- We continued to optimize our food service. In conjunction with the Asinal Laboratory, Lafayette's physician and nutritionist, and the preschool's administrative and kitchen staff, we conducted laboratory tests to ensure food safety and compliance with the relevant authorities' regulations and standards. We also implemented best practices related to food safety.
- We purchased and began using a special oven for baking goods for the food service.
- We adapted learning environments to support emotional well-being through a pedagogical approach centered on holistic development, with safety and stimulation as foundational principles.
- We reinforced facility security by installing fences in specific areas, increasing the number of security cameras, setting up monitoring screens, and installing floodlights in the playground area.
- We improved the preschool by installing artificial turf in the recreation area, upgrading the playground equipment, gym, and a mini puppet theater.
- We soundproofed the classroom ceilings to reduce noise transmission between classrooms and significantly lower noise pollution.

In addition, we visited other preschools run by foundations recognized for their work, with the aim of identifying and implementing best practices. As a result, we developed an Emotional Intelligence Program involving the children, their families, and the entire preschool staff.

In 2024 and 2025:

- We promoted the arts and provided experiences that allowed children to express their feelings.
- We created an "Emotions Corner" with rules for using the space.
- We worked with families in positive parenting and health education workshops.
- We offered psychosocial support sessions for parents and caregivers on topics such as identifying and managing emotions.
- We formed support networks to strengthen relationships and reduce social isolation.
- We assessed the preschool staff's knowledge to develop a training plan.
- We began assessing hearing, motor skills, and communication abilities to enable the early identification of children with developmental differences. The results of these assessments are documented in individual psychoeducational reports that record the children's achievements and progress.

We used tools provided by the ICBF, such as the Assessment Scale and quarterly development monitoring, to conduct quantitative and qualitative assessments. We identified significant progress in the following areas:

Dimension	Cognitive	Social-emotional	Communicative	Artistic	Physical
Overall development on a scale of 100%	86%	92%	92%	98%	99%

These results confirmed our strong performance and compliance with our quality standards.

We identified two possible cases of children with special needs, and conducted exploratory activities that revealed behaviors inconsistent with their age. We referred these cases to the psychosocial department and implemented an action plan with activities that led to positive progress. This resulted in effective teamwork with the families.

In addition, the ICBF conducted training sessions for staff on modifications to the educational program, and we facilitated discussions on emotions and workplace harassment.

Challenges 2026-2030

Hilando Empresa	◻ Measure program impact in Bogotá D.C. and Mexico City
Corporate Volunteerism	◻ Increase participation in corporate volunteering. ◻ Encourage volunteers to remain involved in order to capitalize on the knowledge gained during training sessions and volunteer events.
Gerencia de sí misma (Managing yourself)	◻ Conduct an in-depth demographic study.
Lafayette Preschool	◻ Conduct an evaluation with the community, JAL, and the ICBF to assess satisfaction levels. ◻ Gain recognition in Bogotá from the ICBF. ◻ Continue training and developing our human talent. ◻ Expand partnerships with educational and healthcare institutions, as well as social organizations.

6 Solidity and *Reliability*

GRI 102-44
GRI 102-46
GRI 103-1

Solidity and *Reliability*

The textile sector plays a key role not only in driving the country's economy and creating direct and indirect employment, but also in fostering innovation and developing capabilities. With this relevance comes significant responsibilities and challenges associated with sustaining growth and long-term stability.

At Lafayette, we strive for outstanding results in areas such as profitability, efficiency, superior quality and service, innovation, international expansion, differentiation, and competitiveness. We also cooperate with government and nongovernmental organizations to promote initiatives in favor of progress for the industry and the regions where we operate.

We are committed to a model of progressive, sustainable development that is based on steady growth, the generation of knowledge, and the cultivation of mutual trust with our stakeholders. Consistent with this commitment, we conduct our business based on the best practices of corporate governance, ethical conduct, respect for human rights, and transparency.

In 2025,

Lafayette continued to consolidate its position as a safe, reliable, and transparent company, strengthening the pillars of good governance, corporate ethics, and regulatory compliance.

These efforts focused on three objectives:

1. Ensuring ethical and reliable operations that are shielded from compliance risks.
2. Reducing environmental, social, and governance (ESG) risks.
3. Enhancing the maturity of Integrated Management Systems and coordinating them with different stakeholders.

Solidity

We have adapted to various factors in our operating environment, challenged ourselves to preserve our value proposition through greater efficiency, and maintained our financial health. In doing so, we have remained a solid company and continued to advance our strategic priorities.

2024

This year was characterized by exchange rate increases, high interest rates, inflation that declined but remained above target levels, weak demand, and lower sales.

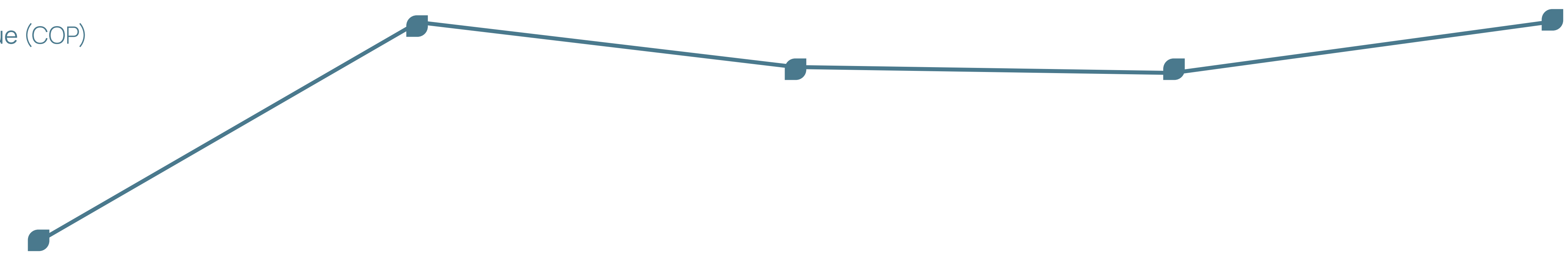
Lower global demand caused raw material costs to decline compared to 2023. We leveraged these lower costs together with our strengthened cost-control structure to reduce production costs.

In the financial arena, interest rates remained high in an effort to control inflation, although a downward trend began to emerge. In this context, inventory control improved cash flow and reduced debt levels, resulting in lower financial expenses.

2025

Despite an environment that, although improving, remained challenging, we increased the number of units sold. Although inflation showed signs of easing, it stalled in the second half of the year, keeping interest rates elevated. In addition, the exchange rate declined toward the end of the year, making competition with imported products more difficult.

Revenue (COP)



Item	2021	2022	2023	2024	2025
Domestic revenue	269,360,788,450	321,502,710,597	311,281,721,796	315,598,831,950	333,357,289,445
International revenue	71,837,004,986	109,249,591,719	101,068,613,049	94,324,625,752	97,560,510,057
Total revenue (Colombia)	**341,197,793,436**	**430,752,302,316**	**412,350,334,845**	**409,923,457,702**	**430,917,799,502**

Financial performance (percentage)

Item	2021	2022	2023	2024	2025
Growth in sales with respect to the previous year	28.95%	26.25%	-4.27%	-0.59%	5.12%
Growth in production with respect to the previous year	11.56%	27.89%	-20.09%	1.04%	8.82%
Total number of transactions[1]	215,544	241,178	352,432	369,754	407,849
SKU (Stock Keeping Units)	2,185	2,188	2,050	2,086	2,082
EBITDA	18.45%	9.86%	7.65%	12.81%	10.27%
Inventory turnover	57%	50%	59%	55%	55.43%
Net income	13.32%	5.41%	3.01%	4.39%	3.39%
Net sales / Total assets	82.57%	98.98%	97.40%	99.90%	105.82%

1 Corresponds to all activities connected with areas that generate products or services.

Tax-related indicators (COP)

GRI 102-44

Item	2021	2022	2023	2024	2025
Revenue from sales to third parties	275,164,544,308	324,131,327,406	313,711,112,031	326,553,121,688	343,462,908,384
Revenue from intra-group transactions involving other tax jurisdictions	70,144,801,811	105,434,272,579	100,557,303,784	86,228,968,474	87,769,231,376
Profit or loss before taxes	48,384,423,844	32,828,310,352	14,417,150,653	30,346,659,325	18,842,906,061
Tangible assets other than cash and cash equivalents	187,638,252,851	246,614,191,625	216,822,928,218	221,131,171,890	240,202,518,592
Corporate income tax paid	6,410,861,000	4,166,582,000	3,513,198,634	12,034,816,209	7,641,635,560
Corporate income tax accrued on profits or losses	6,912,589,392	7,414,031,867	4,854,977,753	12,877,958,468	5,424,920,420

Challenges 2026-2030

- Consolidate the integration of the three business units that absorbed the Sports business unit.
- Offset the loss of price competitiveness resulting from exchange rate movements by strengthening our value proposition.
- Increase cash flow by reducing inventory days, maintaining strong accounts receivable collection performance, and capturing synergies from a simplified three-unit business model.
- Improve profitability through greater operational efficiency while maintaining our position as a high-value-added company.

2 The figure does not consider deferred taxes when calculating income tax.

Fit for Growth methodology

In 2024, we implemented the "Fit for Growth" methodology, focused on improving efficiency while preserving our business strategy and value proposition for customers. The following year, the initiative evolved into "Resources with Value," while maintaining its original focus.

The methodology seeks to reduce costs and expenses through a zero-based approach without compromising key differentiators, such as quality, service levels– including delivery times and inventory availability–or our ability to execute new developments and remain at the forefront of innovation.

We assigned a dedicated department to lead implementation of the methodology and conducted seven training sessions. The training encouraged ownership and practical application of the methodology. A total of 199 employees from all Lafayette business units participated.

Department	Women	Men
Operations	15	39
Business	60	37
Corporate Affairs	31	16
Innovation and Development	1	0
Total	**107**	**92**

Based on these training sessions and the implementation of the methodology, we developed the 2025 budget, established committees to evaluate the allocation and management of resources across defined categories, and developed initiatives led by different areas.

Implementation of the methodology allowed us to:

- Classify resources into the following three categories and define action plans:
    - **Lights On.** Resources allocated to the minimum activities required to sustain operations that do not generate a competitive advantage, such as accounting expenses.
    - **Table stakes.** Resources allocated to activities that are not strictly necessary but are standard in the industry and do not create a competitive advantage. Examples include samples with no commercial value.
    - **Competitive advantages.** Resources allocated to activities that differentiate our company from competitors and strengthen our market position.
- Categorize resource allocation to assess how resources contribute to developing the following three core capabilities:
    - Basic capabilities
    - Common capabilities
    - Differentiating capabilities

Key results:

- We maintained unit costs, absorbing inflationary pressures.
- We generated significant budget savings and met our EBITDA target.

International Positioning

We focus on understanding markets and investing in those with the greatest potential. We leverage our unique capabilities to identify value drivers in critical growth markets that appreciate our value proposition. Using this information, each business unit has developed a specific plan for the different geographic regions.

Challenges 2026-2030

- Find a logistics model that will strengthen our competitiveness in terms of service and timely delivery.
- Complete the positioning of our brand and value proposition in Central America.
- Focus on the most promising markets and redirect resources from less profitable regions.

Corporate innovation

The three pillars of our innovation strategy

Systematic innovation

The goal of systematic innovation is to inspire process leaders and their teams to continually pursue improvement.

We do this through the Lafayette Innovation Methodology and a group of innovation coaches.

New business models

This pillar aims to accelerate growth and diversify Lafayette's portfolio—and, in turn, its revenue streams—while strengthening the company's capabilities and incorporating new ways of working. We do this by developing new businesses and services designed to benefit our customers.

Innovation ecosystem

The Innovation Ecosystem is structured to foster innovation and support the goals of the other two pillars through the identification and acquisition of up-to-date resources, knowledge, and capabilities.

We continue to evolve from an idea-generation approach to an execution and value-capture model. We align innovation challenges with strategic priorities and prioritize issues that directly impact operational and financial performance indicators. We also involve operational, commercial, and administrative departments in innovation sessions to strengthen their cross-functional application.

Systematic innovation

We continued to consolidate systematic innovation as a strategic tool that supports the business. Our focus remained on effectively executing ideas, achieving quantitative impact, and providing disciplined support to process leaders.

In 2024 and 2025:

- Under the program's architecture, we intentionally selected and prioritized innovation challenges, ensuring that sessions addressed issues with the potential to generate quantitative value.
- We prioritized innovation challenges focused on operational efficiency, cost optimization, and improving critical processes such as OEE, rework, inventory, and production times.
- We strengthened the monitoring methodology to measure the impact of ideas early on, particularly in terms of revenue or savings, and to systematically evaluate the optimization of the involved processes.
- We increased the likelihood that ideas would be implemented by having those in charge set milestones and timelines for execution, in line with the characteristics of each idea. Innovation coaches actively supported this planning exercise, as well as the implementation, monitoring, and sustained adoption of operational improvements.
- We took a structured approach to implementing artificial intelligence (AI), and we began the first training session for innovation coaches on how to use it.
- We promoted greater participation across departments and teams by holding innovation sessions involving multiple processes and levels of the organization.
  - 75% on-time implementation, exceeding the established minimum threshold of 70%.
  - More than 95 innovation sessions.
  - 49 ideas with real impact on processes.
  - 63% average optimization rate.
- We achieved sustained growth in the financial impact of the program, significantly exceeding our 15% target.
  - *In 2024:* COP 650 million, a 40% increase from 2023.
  - *In 2025:* More than COP 1.3 billion, representing a 74% increase from 2024.

New business models

In 2025, we standardized our New Business Models methodology, creating a clear framework for market validation. Using qualitative approaches, we validated ten innovation projects by conducting market research, designing prototypes, and testing them in real-world contexts to understand their market appeal and scalability.

Forever New: open innovation program. Portfolio diversification resulting from the program contributed 12.4% to EBITDA.

Sustainable fabrics[3] (9.7%). We moved toward greater circularity by using recycled polyester chips and biodegradable raw materials, on the path to establishing a textile-to-textile circularity model.

Highly differentiated fabrics (2.3%). We expanded our textile portfolio to include an innovative range of functional fabrics, including textiles capable of measuring body temperature, transmitting vital signs for sports applications, and protecting workers performing high-risk jobs across various industries.

Monetized services and new business models (0.4%). We identified internal capabilities and sought out suitable startups to develop alternatives for offering services, such as Lafayette Suma and the Textile Assurance Laboratory.

In addition, we moved forward with a comprehensive portfolio of services designed to support brand owners and corporate customers with different stages of their value chain. These services strengthen sales channels, support export activities, improve manufacturing practices, reduce costs and processing times, and promote the responsible management of post-use textiles.

We validated these initiatives using innovation methodologies such as Design Thinking and Lean Startup, which provide an efficient framework for testing hypotheses and prototypes with customers before scaling them.

> **Startups** are key to continuing to strengthen our portfolio of services for our customers.

3 For more information, see the ENVIRONMENTAL CONSERVATION chapter of this report.

We initiated two collaborative projects with startups to design value-added services for our customers.

- **Yumari,** a Mexican startup, specializes in helping local brands and apparel manufacturers expand internationally. Through this project, we identified key market requirements related to pricing, technology, and quality for successful end-to-end export processes. This enabled us to deepen our understanding of the Mexican and U.S. markets and strengthen our ability to support customers seeking to expand internationally.
- **Sortile,** a Chilean startup founded in the United States, contributed technology for identifying textile fibers as part of developing the first version of a collection model for our corporate customers' uniforms at the end of their useful life. This experimental process enabled us to create one of Lafayette's circular economy services: collecting, sorting, processing, and responsibly managing textiles to prevent them from ending up in landfills.

Lafayette Textile Assurance Laboratory

The laboratory currently offers 140 methods for chemical and physical testing. Twenty of these methods are accredited, primarily under international standards such as the American Association of Textile Chemists and Colorists (AATCC) and the American Society for Testing and Materials (ASTM).

Based on market research and analysis, we identified the need to expand our portfolio of accredited tests to 25 methods and standardize ten existing tests currently governed by international standards. Our goal is also to align these tests with NTC (Colombian Technical Standards), as many entities require laboratories to perform testing under the Colombian standards framework to participate in different stages of the process. ONAC (Colombian National Accreditation Body) is currently evaluating the process.

In 2025, we strengthened our relationships with 27 customers by offering a service that goes beyond just selling fabric. We also helped them guarantee the quality of their fabrics by providing access to over 150 analytical methods, ensuring that the fabrics used in their products met the technological standards and performance levels their consumers expect.

Lafayette SUMA

> We expanded access to financing and strengthened our financing solutions for our customers.

In 2025, we provided more than COP 80 million in financing, enabling garment manufacturers with limited cash flow to move forward with their projects. In addition, we revised our interest rates to offer more competitive terms than those available through most banks and the informal financing options commonly used by garment manufacturers and workshops. We also reduced approval times to fewer than eight days, strengthening our position as a comprehensive and reliable partner.

Innovation ecosystem

In 2025, the innovation ecosystem served as a strategic enabler, expanding internal capabilities and accelerating the development of solutions through collaboration with external stakeholders in academic and institutional spheres.

One of the year's major milestones was our first formal partnership with Universidad de La Sabana through a micro-internship program. Four students supported us with analysis and development of solutions to internal company challenges. This experience paved the way for the development of academic collaboration models designed to solve real business problems with potential for scalability.

In addition, we formalized the tax benefit granted by the Ministry of Science, Technology, and Innovation to the Forever New program, which was recognized for the year 2024 as a highly innovative project.

Challenges 2026-2030

Systematic innovation

- Position innovation as a sustained capability in service of the strategy.
- Embed innovation into strategic map communication sessions and follow-up committees.
- Conduct quarterly value missions to address high-impact, company-wide challenges.
- Implement a Corporate Bank of Strategic Challenges aligned with critical performance indicators (OEE, costs, inventory, OTIF, and margin).
- Improve the quality and sophistication of innovation ideas by integrating AI as a standard system capability.
- Focus innovation sessions on critical processes to improve operational efficiency.
- Strengthen capabilities related to the application of AI in innovation.
- Scale systematic innovation across countries of operation by developing local capabilities.
- Conduct 15% of innovation sessions at the international level.
- Maintain and strengthen a disciplined implementation model, ensuring on-time execution rates above 70%.
- Implement dashboards to track ideas and reporting by management team.
- Monitor the financial impact of innovation quarterly and adjust the portfolio of challenges based on results.
- Sustainably increase the annual financial impact generated by innovation, targeting 15% year-over-year growth.
- Communicate innovation results regularly.

New business models

- Conduct market analyses to gain insights that will drive the development of innovative solutions, generate value, and strengthen Lafayette's position as a leading consulting, advisory, and services firm.
- Optimize project management mechanisms to develop new business models, ensuring efficiency and alignment with strategic objectives.
- Integrate new knowledge and technologies into existing methodologies to drive the creation of new business models at Lafayette.
- Increase the number of AI-based prototypes and services to generate more powerful and efficient results.
- Move forward with new collaborative projects with Colombian or regional startups related to service development, sustainability, and circularity.

Innovation ecosystem

- Establish structured, long-term relationships with universities and other entities in the academic and institutional ecosystem. Integrate applied research, young talent, and specialized technical capabilities to solve the company's real, priority challenges.
- Identify two or three strategic challenges from the Corporate Challenge Bank that have high potential impact, low level of maturity in current internal solutions, and feasibility for applied academic development.
- Formalize a partnership with at least one university to address a strategic challenge through initiatives such as micro-internships, classroom challenges, or applied projects.
- Evaluate the technical, operational, and strategic benefits of working with research groups. Document lessons learned and define a collaboration methodology.
- Proactively explore and take advantage of outside invitations that align with internally identified projects and opportunities in a way that provides the company with tangible benefits, whether financial, tax-related, or in terms of capabilities or resources.
- Implement a system for actively monitoring invitations and incentives with early identification of application time windows.
- Involve the finance team from the outset to help assess the financial viability and net benefit of potential projects.

Ethics, compliance, and transparency

GRI 2-23
GRI 2-24
GRI 2-25
GRI 2-27

Lafayette has a zero-tolerance policy for any conduct that violates our corporate values of legality, respect, justice, fairness, honesty, and responsibility. We therefore implement measures designed to identify, prevent, mitigate, and manage the risks and negative impacts associated with corruption, bribery, fraud, conflicts of interest, money laundering, and terrorist financing.

We take a comprehensive view of the value chain in our approach to ethics and compliance, recognizing that risks can materialize in our direct operations and through third parties, business partners, and domestic and international suppliers. Consequently, we promote an organizational culture grounded in integrity and regulatory compliance. We support this culture with clear policies, internal controls, ongoing training, and formal reporting and whistleblowing channels.

These actions strengthen stakeholder trust and consolidate transparent, responsible operations aligned with the expectations of the regulatory environment and the global market.

Business Ethics and Transparency Program (PTEE)

The PTEE's overall objective is to promote an organizational culture based on integrity, honesty, and regulatory compliance. Its specific objectives include:

1. To promote ethics and the corporate values.
   - Foster ethical behavior at all levels of the organization.
   - Define clear principles for integrity and accountability.
2. To prevent corruption and fraud.
   - Implement mechanisms to identify and mitigate corruption risks.
   - Establish internal controls to prevent fraudulent practices.
3. To ensure regulatory compliance.
   - Ensure compliance with national and international laws and regulations.
   - Avoid legal penalties and reputational damage.
4. To promote transparency in the operations.
   - Implement policies on access to information and accountability.
   - Promote clear and honest disclosure of financial and operational information.
5. To strengthen stakeholder trust.
   - Build credibility with customers, suppliers, investors, and the community.
   - Foster relationships based on transparency and mutual trust.
6. To establish reporting channels and protect complainants.
   - Strengthen secure and anonymous mechanisms for reporting misconduct.
   - Protect those who report unethical practices within the organization.
7. To train employees and managers in business ethics.
   - Conduct training programs on ethics and standards of conduct.
   - Internalize and embrace the importance of compliance and integrity
8. To establish and maintain mechanisms for ongoing monitoring and continuous improvement.
   - Regularly evaluate the program's effectiveness.
   - Adjust strategies and controls based on the obtained results.

In 2025, the following initiatives ensured compliance with the PTEE:

- We updated and disseminated the Code of Ethics and Conduct to address emerging risks associated with digitalization, information security management, third-party management, and international operations. We also addressed issues related to the giving and offering of gifts or benefits to third parties.
- We organized orientation and refresher sessions on ethics, compliance, anti-corruption, and anti-money laundering for employees, key positions, and new hires.
- We updated and regularly reviewed the ethics, corruption, and compliance risk matrix in coordination with the Integrated Management System and the Risk Committee.
- We strengthened processes for identifying, evaluating, and conducting due diligence with business partners, suppliers, and customers. This included checks against sanctions lists and expanded risk analysis when applicable.
- We maintained and promoted reporting channels, ensuring confidentiality, impartiality, and protection for complainants.
- We integrated the PTEE with the SAGRILAFT, Personal Data Protection, and Corporate Governance systems to ensure consistency and traceability in compliance management.

Guidelines for our conduct

Corporate Governance Code. Grounded in the Code of Ethics and Conduct, the Corporate Governance Code outlines the minimum actions and behaviors expected based on Lafayette's principles and policies. The Code addresses issues related to human rights, conflicts of interest, bribery and fraud, information and confidentiality, and operational compliance. It is communicated during new employee orientation and provided in hard copy along with the internal work regulations. It is also available on our website, together with the legal requirements that support Lafayette's strategic framework and the development of the five new organizational competencies:

- Embrace and internalize the strategy
- Make things happen
- Create value for customers
- Think and act innovatively
- Foster a collective mindset

Policies. The commitment of senior management has guided conduct at the company by establishing and communicating policies, including those related to occupational health and safety, physical security, environmental management, information security, social compliance, and anti-corruption.

Governance of the Integrated Management System (IMS). This framework establishes the roles and responsibilities for implementing and sustaining the system over time in an integrated manner. It ensures the compatibility of company-wide issues through a process-based approach, empowering system leaders and the process owners involved.

Interdisciplinary committees. Current situations, particular cases, and opportunities for improvement are regularly monitored and validated to ensure the continuity of implemented initiatives, and to optimize resources by possibly consolidating and integrating certain initiatives.

Guidelines and procedures for preventing and/or resolving conflicts of interest by stakeholder group

GRI 2-15

Stakeholder	Guidelines and procedures	Work in 2024 and 2025
Board of Directors	☐ PTEE Compliance Manual ☐ SAGRILAFT/PADM Manual ☐ Regulatory requirements matrix The guidelines are updated at least annually and include a certification by the statutory auditor confirming that the financial statements provide no indication of links to illicit activities such as corruption, money laundering, or terrorist financing.	To ensure there were no links to illegal activities, we regularly monitored compliance with the PTEE and SAGRILAFT. This included updating guidelines and reviewing statutory audit reports.
National and/or local government	☐ PTEE Compliance Manual ☐ Regulatory requirements matrix ☐ Management of risks and opportunities ☐ Statutory audit reports These are updated at least annually, and the Risk Management Matrix is reviewed quarterly by the Risk Committee.	We set up an email notification system to communicate updates and changes related to internal situations associated with compliance with legal requirements.
Employees	☐ PTEE Compliance Manual ☐ Code of Ethics and Conduct ☐ Management of risks and opportunities ☐ Recruiting and hiring ☐ Validation of socio-economic studies and home visits These are updated regularly. Every two years, we conduct home visits and socioeconomic background assessments for employees in critical positions.	We strengthened onboarding, refresher training, and awareness processes related to conflicts of interest, ethics, and compliance. We also reinforced controls applicable to critical positions, including background checks and ongoing monitoring. Implementation of the new SAP SuccessFactors software ensures employee information remains up to date and enables continuous management and employee self-service. As part of our strategic technology modernization initiatives, we incorporated background screening and verification for all applicants into the selection and hiring process.
Suppliers-business associates	☐ PTEE Compliance Manual ☐ Code of Ethics and Conduct ☐ Policy on procurement and goods and/or Management of risks and opportunities ☐ Audits, evaluations, and inspections ☐ Procurement management ☐ Supplier selection, evaluation, and re-evaluation ☐ Know your business associates	We carried out a digital transformation project for centralized and decentralized procurement, successfully automating processes related to goods receipt, accounts payable, and payment planning. To support supplier selection, we developed a catalog of engagement strategies based on supplier evaluation and categorization. We strengthened due diligence, evaluation, and reevaluation processes by incorporating ethics, compliance, and transparency criteria and enhancing site visit, audit, and verification practices. We implemented a site visit plan for strategic suppliers. We centralized the management of supplier information and documentation within the Processes area.
Customers-business associates	☐ PTEE Compliance Manual ☐ Code of Ethics and Conduct ☐ Management of risks and opportunities ☐ Customer creation, classification, and information ☐ Know your business associates	We optimized the customer categorization process by standardizing procedures to ensure appropriate customer knowledge as part of our business partner due diligence. We also standardized communication channels and centralized the issuance of compliance letters, as well as the criteria governing what may and may not be certified. We concluded the standardization of Know Your Customer (KYC) processes and the issuance of compliance certifications, strengthening traceability and transparency in business relationships. We centralized information and document management within the Processes area, ensuring fulfillment of service commitments through standardized and transparent requirements and consistent registration across the platforms used by each team. We configured CRM functionalities to route these requests and reduce response times.
Community	☐ Stakeholder presentations ☐ Stakeholder identification matrix	We centralized information processing and management within the Processes area.
All stakeholders	☐ Stakeholder identification matrix ☐ Matrix for the Environmental Management System	We strengthened stakeholder identification and management by integrating environmental, social, and ethical criteria, and promoting clear, accessible communication channels.

Figures on corruption prevention; dissemination of anti-corruption policies and procedures by stakeholder group.

	2024	2025
New employees: Written consent, signature, and training	384	457
Refresher training for employees	796	854
New suppliers of domestic goods and services during the reporting year: written consent and signature	385	141
New suppliers of international goods and services during the reporting year: written consent and signature	359	77
Board of Directors: Semi-annual reports updating policies, procedures, and activities related to anti-corruption	8	8
Customers: update of customer information with an explicit declaration of accuracy and regarding conflicts of interest	424	323

Reporting channels, complaints, substantiated cases, and actions taken

GRI 2-16
GRI 2-26

Number of complaints substantiated by reporting channel

Reporting channel	2024	2025	Measures taken in response to complaints or confirmed cases
In-person	0	0	
Email and/or written complaint	0	0	
Labor Relations Committee	0	0	
Exprésatte	0	0	
Physical Security and Human Resources areas: Cases of theft or use of alcohol or psychoactive substances.	0	25	We initiated the appropriate disciplinary proceedings and actions related to cases of theft.
Risk Committee: Incidents reported to the Ethics Committee via the Ethics Hotline (e.g., bribery, conflicts of interest, corruption, or extortion). Personal Information Protection Committee	0	2	Procedures were carried out with due diligence, and results were shared with the committee.

In 2024 and 2025, we had:

- Zero cases of corruption or bribery
- Zero cases related to unfair competition
- Zero cases related to antitrust practices
- Zero cases related to acts that impede free competition.
- Zero reports of conflicts of interest for employees

In 2025, a complaint was filed regarding violations of the Code of Ethics and Conduct. Appropriate measures were taken.

Governance structure: control bodies and committees

GRI 102-18
GRI 102-19
GRI 102-20

Internal control. We strengthened the role of the Internal Control System as the second line of defense, integrating regulatory compliance with oversight of financial processes. We prioritized critical processes, reinforced the monitoring of action plans, and ensured the traceability of controls associated with financial risks.

Compliance Officer for the Money Laundering and Terrorist Financing Risk Management and Self-monitoring System (SAGRILAFT). In collaboration with the Integrated Management System area, we developed a process for identifying and assessing SAGRILAFT risks. This process is in accordance with the ISO 31000 methodology and the established procedure, SIG-SIG-P-005, "Risk and Opportunity Management." It is documented in matrix GSF-SGF-TG-001 and includes a description of the controls associated with each risk across the organization.

To prevent the establishment of business or contractual relationships with individuals or entities linked to money laundering or terrorist financing, we screened employees, customers, and suppliers against sanctions lists during hiring or registration processes. When potential matches were identified, we conducted enhanced due diligence to confirm that they resulted from name similarities and did not correspond to attempted transactions involving restricted parties.

We submitted Report 75 to the Superintendency of Industry and Commerce. This report consolidates information from SAGRILAFT and the PTEE. We also submitted Report 58, which details the work of the Compliance Officers regarding the status of SAGRILAFT. In addition, we conducted 1,595 sanctions lists screenings and found no unusual transactions related to the activities of the different companies.

Audit and assurance. We received the certificate from the statutory auditor and the regular reports with the results of the process.

Risk Committee. We updated the risk matrices for prioritized processes based on compliance requirements in Physical Security, Cybersecurity, and Data Protection at the national and international levels.

Business Ethics Committee. We updated the Code of Ethics and Conduct, and the committee provided refresher training for all employees. We also analyzed and strengthened the reporting channels to improve digital management, traceability, and control. These changes ensure the timely, confidential, and objective handling of reports.

Environmental, social, and corporate governance risks

GRI 2-25

Our process for identifying, assessing, and managing environmental, social, and corporate governance risks aligns with the Integrated Management System methodology and the ISO 31000 standard. We reviewed and updated our risk matrix in 2025, incorporating emerging factors associated with the globalization of the supply chain, the strengthening of regulatory frameworks, digital transformation, human rights due diligence, and growing expectations regarding transparency from customers, authorities, and other stakeholders.

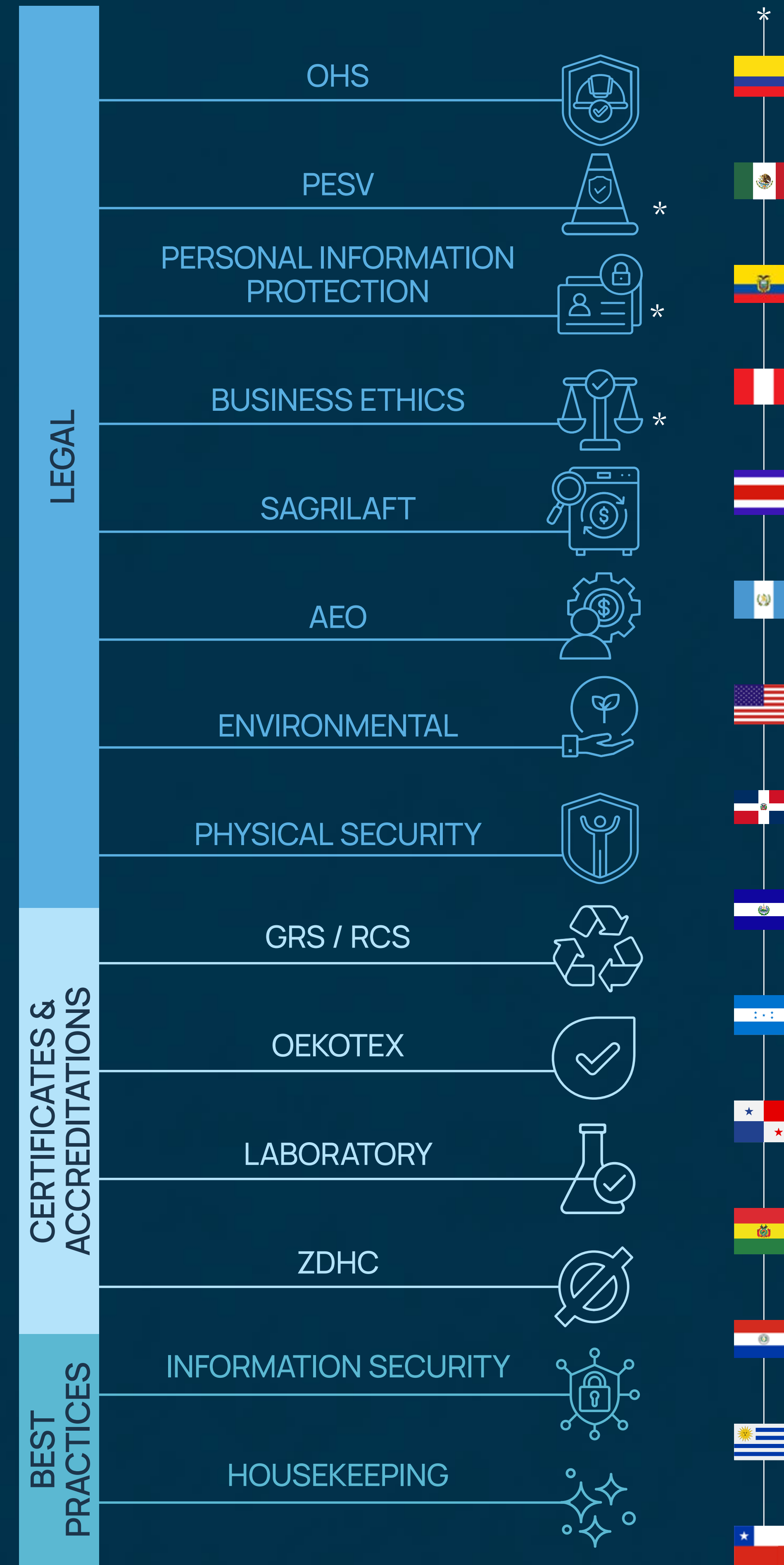
Dimension	Environmental	Social	Corporate governance	
			Ethics and transparency	Human rights
 Summary of the main risks	- Inadequate management of non-recyclable and recyclable waste (hazardous and non-hazardous). - Failure to comply with the administrative and operational strategies of our environmental programs resulting from regulatory, technological, or operational capacity changes. - Noncompliance with current legal regulations in the regions where we operate. - Stakeholder dissatisfaction regarding environmental impacts associated with the use of natural resources, discharges, emissions, or waste management. - Failure to comply with the decarbonization plan due to country-specific factors leading to increased natural gas consumption rate.	- Failure to establish, maintain, or update compliance policies and practices related to human rights, working conditions, or employee well-being. - Lack of or inappropriate use of clear, reliable, and confidential communication channels for reporting irregularities, harassment, conflicts, or noncompliance. - Non-compliance with current labor regulations or social standards required by domestic or international customers. - Stakeholder dissatisfaction due to actual or perceived social impacts.	- Engaging in business transactions with third parties that implicate the company or country in cases of domestic and/or transnational bribery or any other form of corruption. - Exposure to the risk of money laundering, terrorist financing, or related crimes through commercial, contractual, or financial relationships. - Implication in extortion, corruption, or bribery arising from international operations or relationships with high-risk third parties. - Unfair competition practices or violations of free competition laws. - Failure to comply with current legal regulations related to ethics, transparency, personal information protection, or corporate governance. - Weaknesses in identifying, classifying, and monitoring contractors, business partners, and politically exposed persons (PEPs), both domestic and international.	- Discrimination on the basis of race, ethnic origin, gender, social origin, religion, sexual orientation, or any other condition. - Restrictions on freedom of information, association, or expression in specific regulatory or contractual contexts. - Limited access to safe drinking water or poor sanitation. - Negative impacts on natural resources and surrounding communities with indirect effects on human rights. - Failure to comply with applicable laws and international human rights standards in direct operations.

Dimension	Environmental	Social	Corporate governance	
			Ethics and transparency	Human rights
Main mitigation actions	▫ Environmental education, campaigns, programs, and management plans. ▫ Monitoring of indicators and regular reports. ▫ Environmental management system reviews by senior management. ▫ Environmental inspections. ▫ Integrated Management System audit program. ▫ Updated regulatory matrix. ▫ Monitoring of the corporate e-mail account for notifications related to legal requirements. ▫ Handling of questions, complaints, and claims through the established channels.	▫ Dissemination of the Code of Ethics and Conduct. ▫ The functioning of the Labor Relations Committee and the enforcement of internal work regulation. ▫ Definition of clear disciplinary processes and scales of misconduct. ▫ The disciplinary process and the scale of misconduct. ▫ Internal audits of the IMS and follow-up on action plans. ▫ Updated regulatory matrix. ▫ Monitoring of the corporate e-mail account for notifications related to legal requirements. ▫ Handling of questions, complaints, and claims through the established channels.	▫ Implementation and strengthening of the Business Ethics and Transparency Program (PTEE). ▫ Dissemination of the Code of Ethics and Conduct and the Code of Corporate Governance. ▫ Documented processes for the selection, creation, and engagement of third parties and supplier evaluation. ▫ Establishment of policies governing commercial agreements with customers and suppliers. ▫ Dissemination of the Information Security Policy. ▫ Clauses in employment contracts. ▫ Definition of responsibilities and standard procedures for approval workflows. ▫ Assurance of proper governance of legal management systems. ▫ Statutory audit, legal counsel, and internal and external audits. ▫ Integrated Management System (IMS) audit program. ▫ Updated regulatory matrix. ▫ Monitoring of the corporate e-mail account for notifications related to legal requirements. ▫ Industry transparency agreement. ▫ Identification and classification of C/TB risk factors (country risk, economic sector risk, third-party risk, etc.) based on the company's/country's materiality, size, structure, nature, countries of operation, and specific activities. ▫ Due Diligence Procedures. ▫ Handling of questions, complaints, and claims through the established channels.	▫ Dissemination of the Code of Ethics and Conduct and commitments by senior management. ▫ Senior management statements and commitments regarding compliance policies. ▫ Social investment initiatives. ▫ Record of materialized risks. ▫ Establishment and promotion of channels for stakeholder complaints. ▫ Integrated Management System (IMS) audit program. ▫ Recording and monitoring of materialized risks. ▫ Monitoring of the corporate e-mail account for notifications related to legal requirements. ▫ Handling of questions, complaints, and claims through the established channels.

Management systems

At Lafayette, our Integrated Management System (IMS) integrates certified systems, regulatory frameworks, and corporate best practices to ensure legal compliance, comprehensive risk management, and continuous improvement in environmental, social, and corporate governance performance.

Sistemas Integrados de Gestión
Integrated Management System



In 2025, we strengthened governance of the integrated management system as a strategic enabler of sustainability. We integrated regulatory requirements, environmental, social, and corporate governance (ESG) risks, and commitments into a shared process-oriented architecture. As part of this progress, we developed and began rolling out the intranet site for managing the Integrated Management System. The site facilitates access to policies, procedures, matrices, indicators, audit results, and action plans, thereby strengthening transparency, traceability, and ownership of the IMS by the various levels of the organization.

Regulatory management systems

Management system	Description	Work in 2024-2025
Environmental management system (ISO 14001-2015, Resolution 0909-2008, Law 140-1994, Resolution 0631-2015)	*Objective:* To manage environmental aspects and impacts arising from company activities by establishing preventive and corrective measures that optimize resource use, ensure regulatory compliance, meet stakeholder needs, and promote continuous improvement in environmental performance. *Scope:* Covers the identification and management of environmental aspects and impacts to ensure a sustainable management system.	- We strengthened our Environmental Management System by systematically monitoring environmental impacts, complying with applicable legal requirements, and implementing programs to prevent pollution, use resources efficiently, and continuously improve environmental performance. - We received recognition from the District Secretariat of the Environment through the PREAD (Environmental Excellence Program). - We conducted regular reviews with the participation of senior management, as well as internal IMS audits and environmental inspections, ensuring timely follow-up on findings and the management of identified environmental risks. - We increased the number of personnel in the environmental management and industrial recycling areas to support the circular economy.
Occupational Health and Safety (OHS) (Resolution 0312-2019 and Decree 1072-2015)	*Objective:* To manage worker safety, hygiene, and comprehensive preventive healthcare, as well as regulatory compliance, in order to strengthen a culture of prevention and self-care and reduce occupational risks. *Scope*: Covers the identification, assessment, and evaluation of occupational risks to ensure a sustainable management system.	- We developed the Psychosocial Risk Battery (BRPS) to assess and address psychosocial risk factors, as well as to strengthen protective factors. This was done in accordance with Resolution 2646 of 2008 by the Ministry of Social Protection, as well as Resolution 2764 of 2022 by the Ministry of Labor. - We implemented a Major Accident Program to comply with legal requirements for implementing comprehensive measures to manage risks in industries that handle hazardous substances.
PESV - Strategic Road Safety Plan (Resolution 40595-2022)	*Objective:* To establish safety strategies to minimize accidents involving road users and their consequences through prevention, awareness, and continuous improvement programs. *Scope:* Applies to all employees who operate motorized or non-motorized vehicles, other road users exposed to road traffic risks and hazards as part of their work, and the means of transportation they use.	- We implemented road safety programs (speed control, fatigue, vulnerable road users, and distraction), focusing on fostering a culture of prevention among all road users.
Business Ethics and Transparency Program (PTEE) (Law 1778-2016, External circular 100-000006 Superintendent of Corporations)	*Objective:* To strengthen a culture of integrity and transparency in the operations to ensure that employee decisions and actions are aligned with legal regulations, risk management, and ethical conduct, thereby contributing to sustainable development and stakeholder trust. *Scope:* The different stakeholders within the framework of the Code of Ethics and Conduct.	- We positioned the PTEE as the central pillar of Lafayette's compliance system, promoting an organizational culture based on integrity, legality, and transparency. - We integrated the PTEE with our risk management systems—SAGRILAFT, Corporate Governance, and the IMS—to identify, assess, and mitigate risks related to corruption, bribery, fraud, and conflicts of interest. This integration also ensures the ongoing dissemination of policies, guidelines, and reporting channels.

Management system	Description	Work in 2024-2025
SAGRILAFT - Comprehensive Management and Self-monitoring System for Money Laundering and Terrorist Financing (Decree 1674-2016, External Circular 100-0000004 Superintendent of Corporations)	*Objective:* To establish policies, procedures, and controls to prevent, detect, and manage money laundering and terrorist financing risks at Lafayette and its subsidiaries and affiliates. *Scope:* All levels and activities of the organization that may be exposed to the risk of being used for money laundering or terrorist financing, including relationships with third parties and activities related to regulatory compliance.	- We continued to implement the Risk Management and Self-Monitoring System for Money Laundering, Terrorist Financing, and the Proliferation of Weapons of Mass Destruction in accordance with ISO 31000 methodology and Integrated Management System procedures. - We identified, assessed, and monitored risks, screened against sanctions lists for employees, customers, and suppliers, and performed enhanced due diligence when required. - We also filed the corresponding regulatory reports with the Superintendent of Corporations and found no evidence of unusual transactions.
AEO - Authorized Economic Operator (Resolution 015 and 016-2016)	*Objective:* To ensure that international trade operations are conducted securely, thereby minimizing the risks of fraud, smuggling, and terrorism. *Scope:* All activities and processes related to security and traceability in the organization's supply chain, from receiving raw materials to delivering products to the international market.	- We continued to implement the security and control practices required by the Authorized Economic Operator (AEO) program. We enhanced traceability, physical security, and the reliability of the international supply chain by using the LOG IT International Trade Platform, which aligns information between carriers and customs brokers. - These actions help minimize the risks of fraud, smuggling, and other illegal activities in foreign trade operations.
Personal Information Protection (Law 1581-2012, Decrees 1377-2013 and 1286-2013, and the laws applicable in each country where Lafayette operates)	*Objective:* To manage, protect, and control the personal and sensitive information provided by various stakeholders to ensure that this information is not manipulated by unauthorized personnel, and to comply with legal requirements. *Scope:* All personal and sensitive information of stakeholders registered in databases based on contractual or service relationships between the organization and data subjects.	- We made a targeted update to the Personal Data Processing Policy to establish the purposes for which personal data may be used with each stakeholder group, including product marketing, contact through virtual channels, promotion, and sales. - We updated the Personal Data Processing Policy comprehensively to align it with all regions in which we operate. We also linked it to technology modernization projects in the Human Resources department to ensure proper authorization of employee, referral, and job applicant data.

Other initiatives in 2025:

- The embedding of ethical, social, and environmental risk management in strategic processes.
- Digitization of documents, matrices, and IMS controls.
- Alignment of management systems with internal, customer, and certification audits.
- Strengthening of internal training on sustainability, ethics, and compliance.

Information security and cybersecurity

In 2024 and 2025, we improved personal information management and cybersecurity by implementing structured initiatives in the areas of governance, preventive controls, monitoring, and corporate culture.

Corporate governance and compliance

- Comprehensive update of the Personal Data Processing Policy to align with operating regions and strengthen authorization and use management by stakeholder group.
- Improvement of confidentiality and responsible information management guidelines, consistent with the Code of Ethics and Conduct.

Security controls and information leak prevention

- Strengthening of access controls (principle of least privilege), regular permission reviews, and segregation of duties for critical processes.
- Phased implementation of measures to protect sensitive information, such as masking, export restrictions, and role-based controls on information usage.
- Definition and/or updating of guidelines for the controlled use of utility tools and software; installation by authorized personnel; and logging of relevant activities.

Monitoring, availability, and continuity

- Strengthening of monitoring for critical services (e.g., capacity, availability, and alerts) and standardization of regular reports for capacity management.
- Review and improvement of backup and recovery plans to ensure the availability and integrity of information.

Culture and training

- Internal awareness campaigns focused on best practices in security (e.g., phishing, strong passwords, information management, and use of technology assets) to reduce human risk.

Companywide audit program

Audits are a key mechanism for advancing ESG priorities, as they enable us to identify risks, impacts, and opportunities through evidence-based reviews and performance verification. Our audit program includes audits related to certifications and customer requirements.

Customer audits

2024

- We trained the internal audit team to deepen its understanding of global standards and strengthen soft skills.
- We conducted two customer-requested audits: Disney ILS (100% compliance) and Lacoste ICS (93%, grade B).

2025

- As part of the Audit Program, we conducted 18 of the planned 22 audits (seven regulatory, four customer, six certification/accreditation, and one best practice) through internal audits of processes and management systems. We also conducted validation visits to suppliers, in addition to receiving external audits from certification and accreditation bodies, as well as from key customers.
- We strengthened human rights due diligence by adding five questions to the supplier registration form.
- We created the Housekeeping Program, a management system supported by the OHS, Environmental, Facilities, and IMS departments. We established and communicated the Housekeeping Policy, which is built on three pillars: i. standards compliance, ii. shift handovers, and iii. basic first-level maintenance.
- As part of the 360 Quality Strategy, we implemented the 5S Methodology. To this end, we appointed a representative in each area to document the current status of each production area, and we developed a training plan for 27 internal auditors on the 5S guidelines to monitor and verify compliance with standards that ensure operational efficiency.
- We established the Operational Discipline Methodology to ensure standardized, comprehensive process management. This methodology establishes best practices as behavioral habits and manages knowledge in a way that allows us to receive and deliver each of our products as part of an expanded customer-supplier process.
- We strengthened our focus on the traceability and verification of the sustainability attributes of our raw materials, supported by supplier evaluation processes and applicable certifications, to meet market demands and ensure transparency.
- We strengthened document control and action management through the internal IMS website, consolidating process owner responsibilities, plan tracking, and audit evidence.
- We reinforced the process for handling and scheduling technical visits using standardized criteria and request traceability, thereby improving customer experience and response times.
- We made progress in standardizing the collection and recording of key information, including shrinkage and operational variables, to support audits and customer requirements. This strengthened data traceability and consistency.
- We strengthened the internal audit team's competencies (technical training and ESG audit skills) with the possibility of developing an incentive and benefits plan.
- We standardized audit plans using a risk-based approach that considers value creation and process criticality.
- We worked on integrating findings and action plans into the internal IMS portal to ensure traceability, accountability, and timely closure.
- We expanded the scope of validations to include critical suppliers, incorporating ESG and compliance criteria.

For more information, see the RESPONSIBLE SOURCING chapter of this 2024–2025 Sustainability Report.

Challenges 2026-2030

- Continue to strengthen the culture of integrity by offering role- and risk-level-specific training programs.
- Integrate predictive analyses of ethical, fraud, and third-party risks.
- Advance the digitalization and traceability of compliance processes, reporting channels, and case management.
- Consolidate sustainability as a companywide core pillar of corporate strategy.
- Strengthen coordination between risk management, business continuity, ethics, and ESG criteria to create an integrated corporate governance model.
- Deepen the integration of management systems with ESG risk management and business continuity.
- Advance in data analytics and predictive indicators of performance and compliance.
- Continue to enhance the maturity of the IMS in line with international standards and the expectations of global customers.
- Make more robust the work of interdisciplinary committees that add value to the management system.
- Deepen due diligence management and traceability in the supply chain in line with international standards and the expectations of global customers.
- Continue to strengthen cybersecurity management and personal information protection in integration with the corporate Risk Management System using a preventive and criticality-based approach.
- Strengthen the prevention of information leaks through technical and procedural controls (data classification, export controls, traceability, and monitoring).
- Reinforce access and privilege management practices (regular reviews, segregation of duties, and identity control for third parties).
- Solidify detection and response capabilities through procedures, roles, drills, and continuous improvement.
- Expand and segment the training program by risk profile (e.g., critical roles, privileged users, and third parties).
- Keep the Personal Data Processing Policy and its operational implementation up to date by geographic region to ensure compliance and transparency with data subjects.
- Consolidate an audit model that is even more integrated (including ESG, compliance, and business continuity) and uses a risk-based approach.
- Strengthen due diligence for critical suppliers through cycles of evaluation, verification, and continuous improvement.
- Increase the digitalization of assurance processes (management of findings, evidence, indicators, and reports).
- Raise the standard for verifiable evidence to meet the global requirements of traceability and transparency in supply chains.
- Implement change management to strengthen a culture of continuous improvement and empower process owners and IMS roles.
- Optimize processes that are integrated and aligned with management systems.
- Strengthen the pillars of continuity, training, and communication by using technological tools that optimize resource consumption.

Report
Indices

7

GRI content index

Statement of use	Lafayette S.A.S. issues this report in accordance with the GRI standards for the period from January 1, 2024 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
GRI sector standard(s) applicable	

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
				REQUIREMENTS OMITTED	REASON	EXPLANATION	
General disclosures							
GRI 2 *General disclosures 2021*	2-1	Organizational details	Sustainability Report 2024-2025, page 2-3 https://lafayette.com/en/our-company/ https://lafayette.com/en/sustainability/ Lafayette S. A. S. Calle 15 No. 72-95 Bogotá D. C.-Colombia				
	2-2	Entities included in the organization's sustainability reporting	Sustainability Report 2024-2025, page 2-3				
	2-3	Reporting period, frequency and contact point	Sustainability Report 2024-2025, page 2-3 Contact for questions about our sustainability performance, page 2				
	2-4	Restatements of information	The figure for total energy consumption (GJ) has been restated because electricity generated by the first phase of installed solar panels was not taken into account for the 2021–2023 accountability period (see the corresponding section for the footnote).				
	2-5	External assurance	The 2024–2025 Sustainability Report was not subject to external assurance, and no such assurance is currently planned for the coming years.				
	2-6	Activities, value chain and other business relationships	https://lafayette.com/en/our-company/ https://lafayette.com/en/sustainability/ See https://lafayette.com/en/sustainability/sustainability-report-2021-2023/: Responsible sourcing, pages 88-89 Positive impact on the community, page 98				

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
				REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2 *General disclosures 2021*	2-7	Employees	Employment figures for our operations in Colombia and other countries, pages 46-57				
	2-8	Workers who are not employees	Employment figures for our operations in Colombia and other countries, pages 46-57				
	2-9	Governance structure and composition	Management structure, page 2				
	2-10	Nomination and selection of the highest governance body	We do not publish this information due to an internal policy for the protection of people's safety.		Confidentiality constraints		
	2-11	Chair of the highest governance body	We do not publish this information due to an internal policy for the protection of people's safety.		Confidentiality constraints		
	2-12	Role of the highest governance body in overseeing the management of impacts	We do not publish this information due to an internal policy for the protection of people's safety.		Confidentiality constraints		
	2-13	Delegation of responsibility for managing impacts	The risk area is responsible for identifying, assessing, and managing environmental, social, and corporate governance (ESG) risks, and all Lafayette departments have clear guidelines for analyzing and managing ESG impacts, risks, and opportunities.				
	2-14	Role of the highest governance body in sustainability reporting	All Lafayette managers review and validate the content of sustainability reports. They also regularly track the management of ESG issues related to their areas of responsibility.				
	2-15	Conflicts of interest	Guidelines and procedures for preventing and/or resolving conflicts of interest by stakeholder group, pages 138-139				
	2-16	Communication of critical concerns	Reporting channels, complaints, substantiated cases, and actions taken, page 140				
	2-17	Collective knowledge of the highest governance body	We do not publish this information due to an internal policy for the protection of people's safety.		Confidentiality constraints		
	2-18	Evaluation of the performance of the highest governance body	The performance of the highest governance body is not currently evaluated.				
	2-19	Remuneration policies	Compensation policies are in compliance with the law.				
	2-20	Process to determine remuneration	Compensation is determined based on market analysis and in accordance with national laws and regulations.				
	2-21	Annual total compensation ratio	Fair and competitive salary, page 57				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2 General disclosures 2021	2-22 Statement on sustainable development strategy	Sustainable vision, promising future, page 7 Sustainable fabrics, page 17 Environmental preservation, page 26 Quality jobs, page 45 Responsible sourcing, page 83 Positive impact on the community, page 99 Solidity and reliability, page 118				
	2-23 Policy commitments	Sustainable vision, promising future, page 7 Ethics, compliance, and transparency, pages 134-135				
	2-24 Embedding policy commitments	Sustainable vision, promising future, page 7 Sustainable fabrics, page 17 Environmental preservation, page 26 Quality jobs, page 45 Responsible sourcing, page 83 Positive impact on the community, page 99 Solidity and reliability, page 118				
	2-25 Processes to remediate negative impacts	Ethics, compliance, and transparency, pages 134-135 Environmental, social, and corporate governance risks, pages 142-145				
	2-26 Mechanisms for seeking advice and raising concerns	Reporting channels, complaints, substantiated cases, and actions taken, page 140				
	2-27 Compliance with laws and regulations	Ethics, compliance, and transparency, pages 134-135				
	2-28 Membership associations	• We are members of the ANDI Chamber of Fashion and Textiles; the steering committee of Inexmoda, through which we engage with members of the fashion ecosystem in Colombia and across the Americas; the Bogotá Chamber of Commerce; the Colombian–Ecuadorian Chamber of Commerce; Fenalco; and Corporación TextilGrupo. • We joined the Transparency Agreement for the Textile and Apparel Manufacturing Sector led by ANDI and the Ministry of Commerce, Industry, and Tourism. • We have obtained status as an Authorized Economic Operator (AEO), which is an international customs control program led by the World Customs Organization (WCO).				
	2-29 Approach to stakeholder engagement	See https://lafayette.com/en/sustainability/sustainability-report-2019-2020/: Stakeholder engagement, pages 23-24				
	2-30 Collective bargaining agreements	Lafayette does not have a collective bargaining agreement. Instead, labor agreements are addressed through a model in which an Employee Committee participates in dialogue with management.				

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
				REQUIREMENTS OMITTED	REASON	EXPLANATION	
Material topics							
GRI 3 *Material topics 2021*	3-1	Process to determine material topics	See https://lafayette.com/en/sustainability/sustainability-report-2019-2020/: Material topics, page 25 Materiality analysis, pages 26-27				
	3-2	List of material topics	Environmental preservation, page 26 Taking care of water and using it efficiently, pages 28-30 Energy efficiency and emissions management, pages 31-35 Waste management, pages 36-41 Challenges 2026-2030, page 41 Quality jobs, page 45 Training and development, pages 58-65 Occupational Health and Safety (OHS), pages 66-71 Well being, pages 72-75 Labor relations, pages 76-77 Challenges 2026-2030, page 79 Responsible sourcing, page 83 Challenges 2026-2030, page 95 Positive impact on the community, page 99 Challenges 2026-2030, page 115 Solidity and reliability, page 118 Challenges 2026-2030, page 157 See https://lafayette.com/en/sustainability/sustainability-report-2019-2020/: Materiality analysis, pages 26-27				
Water and effluents							
GRI 3 *Material topics 2021*	3-3	Management of material topics	Environmental preservation, page 26 Taking care of water and using it efficiently, pages 28-30 Challenges 2026-2030, page 41				
GRI 303 *Water and effluents 2018*	303-1	Interactions with water as a shared resource	Taking care of water and using it efficiently, pages 28-30				
	303-2	Management of water-discharge-related impacts	Taking care of water and using it efficiently, pages 28-30				
	303-3	Water withdrawal	Taking care of water and using it efficiently, pages 28-30				
	303-4	Water discharge	Water consumption and wastewater discharges, page 28				
	303-5	Water consumption	Water consumption and wastewater discharges, page 28				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
Energy and Emissions						
GRI 3 *Material topics 2021*	3-3 Management of material topics	Environmental preservation, page 26 Energy efficiency and emissions management, pages 31-35 Challenges 2026-2030, page 41				
GRI 302 *Energy 2016*	302-1 Energy consumption within the organization	Total energy consumption (GJ): direct primary energy purchased, page 32 Direct primary energy purchased, page 33				
	302-2 Energy consumption outside of the organization	Direct primary energy purchased, page 33				
	302-3 Energy intensity	This information is not available.		Information unavailable/ incomplete		
	302-4 Reduction of energy consumption	Total energy consumption (GJ): direct primary energy purchased, page 32				
GRI 305 *Emissions 2016*	305-1 Direct (Scope 1) GHG emissions	Energy efficiency and emissions management, pages 31-35				
	305-2 Energy indirect (Scope 2) GHG emissions	Energy efficiency and emissions management, pages 31-35				
	305-3 Other indirect (Scope 3) GHG emissions	Energy efficiency and emissions management, pages 31-35				
	305-4 GHG emissions intensity	Energy efficiency and emissions management, pages 31-35 GHG emissions intensity, page 35				
	305-5 Reduction of GHG emissions	Energy efficiency and emissions management, pages 31-35				
	305-6 Emissions of ozone-depleting substances (ODS)	This information is not available.		Information unavailable/ incomplete		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This information is not available.		Information unavailable/ incomplete		
Waste						
GRI 3 *GRI 3: Material Topics 20211*	3-3 Management of material topics	Environmental preservation, page 26 Waste management, pages 36-41 Challenges 2026-2030, page 41				

GRI STANDARD / OTHER SOURCE	DISCLOSURE		LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
				REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 306 *Waste 2020*	306-1	Waste generation and significant waste-related impacts	Waste management, pages 36-41				
	306-2	Management of significant waste-related impacts	Waste management, pages 36-41				
	306-3	Waste generated	Non-recyclable and recyclable waste, page 37				
	306-4	Waste diverted from disposal	Recovered waste, pages 38-39				
	306-5	Waste directed to disposal	Waste for disposal, pages 40-41				
Employment							
GRI 3 *Material topics 2021*	3-3	Management of material topics	Quality jobs, page 45 Labor relations, pages 76-77 Well being, pages 72-75 Challenges 2026-2030, page 79				
GRI 401 *Employment 2016*	401-1	New employee hires and employee turnover	New hires, pages 52-53 Turnover, pages 54-57				
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Well being, pages 72-75				
	401-3	Parental leave	Parental leave is in accordance with the law.				
Occupational Health and Safety							
GRI 3 *Material topics 2021*	3-3	Management of material topics	Quality jobs, page 45 Occupational Health and Safety (OHS), pages 66-71 Challenges 2026-2030, page 79				
GRI 403 *Occupational Health and Safety 2018*	403-1	Occupational health and safety management system	Occupational Health and Safety (OHS), pages 66-71 OHS Figures, pages 68-71				
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (OHS), pages 66-71 OHS Figures, pages 68-71				
	403-3	Occupational health services	Occupational Health and Safety (OHS), pages 66-71 OHS Figures, pages 68-71				
	403-4	Worker participation, consultation, and communication on occupational health and safety	We have the COPASST committee (Joint Management-Worker Health and Safety Committee) in which workers are represented and participate.				
	403-5	Training in occupational health and safety	Occupational Health and Safety (OHS), pages 66-71 OHS Figures, pages 68-71				

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSIONS			GRI SECTOR STANDARD REF. NO.
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 403 *Occupational Health and Safety 2018*	403-6 Promotion of worker health	Occupational Health and Safety (OHS), pages 66-71 OHS Figures, pages 68-71				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (OHS), pages 66-71				
	403-8 Workers covered by an occupational health and safety management system	The Occupational Health and Safety Management System (OHSMS) covers 100% of employees.				
	403-9 Work-related injuries	Work-related accidents, page 68				
	403-10 Work-related ill health	Number of recordable occupational illnesses and diseases, page 69				
Training and education						
GRI 3 *Material topics 2021*	3-3 Management of material topics	Quality jobs, page 45 Training and development, pages 58-65 Challenges 2026-2030, page 79				
GRI 404 *Training and Education 2016*	404-1 Average hours of training per year per employee	Number of people trained by level and gender, page 63 Number of training hours by level and gender, page 64 Average training hours by level, page 64				
	404-2 Programs for upgrading employee skills and transition assistance programs	Lafschool, page 60 Liderar-C, page 61				
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance management according to the new competency model, page 65				
Local Communities						
GRI 3 *Material topics 2021*	3-3 Management of material topics	Positive impact on the community, page 99 Challenges 2026-2030, page 115				
GRI 413 *Local Communities 2016*	413-1 Operations with local community engagement, impact assessments, and development programs.	Positive impact on the community, pages 99-115				
	413-2 Operations with significant actual and potential negative impacts on local communities	We have no operations with significant negative impacts - current or potential - on local communities.				

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