

2025

Mayoral Group

mayoral

Abel & Lula

BOSTON
∨

HUG & CLAU

President's letter

May these words be a message of gratitude and enthusiasm. Almost a century of history is behind us, a legacy that we have built together, step by step, generation after generation.

Today, **Mayoral** is much more than a children's fashion brand. We are a group that dresses children, women and men, adapting to the needs of a demanding public and a globalised and competitive market. This ethos has driven us to take bold steps in recent years, and 2024 has been no exception. We successfully **opened 50 new points of sale** and expanded our retail operations to **six new international markets**, including our first shop in Chile.

Innovation and digitalisation have played an essential role in our evolution. With the development of our **Mayoral C3** logistics centre, we have optimised our processes, improving operational efficiency. We also explored the potential of **artificial intelligence**, which we believe is a key tool for improving our products and the service we offer our customers, and we have already implemented them in different projects within the organisation.

This year, we remain committed to our global expansion, aiming to reach **400 retail outlets across all brands** and to expand our presence in strategic markets. Our e-commerce platform will also continue to evolve to offer an increasingly complete and satisfactory online shopping experience. We want to be closer to our customers and adapt to their needs.

However, our growth is not limited to numbers and technology. At Mayoral, we are committed to sustainability. We are proud to say that **50% of our products** are made from sustainable materials, and we have set a goal of reaching 60% during 2025.

In order to tackle the challenges ahead, we rely on **the talent and dedication of our teams, both in Spain and in our international network**. The diversity of perspectives and experiences enriches our culture and allows us to better understand the demands of our customers around the world.

Ultimately, our mission remains the same: to continue to grow and **make more friends** around the world. And we will do so with the same passion and commitment that has guided us for almost a century.

Manuel Domínguez de la Maza

PRESIDENT

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> 01 Know the company

Mayoral Group

Specialists in the creation of fashion

The history of the Mayoral Group began more than 80 years ago in a small workshop dedicated to the manufacture of socks and stockings in Yunquera, a village in the Serranía de Ronda (Malaga). After the Spanish Civil War in 1941 the activity was resumed in Malaga, where one of **the first hand knitting machines was installed.**

In 1966 Rafael Domínguez de Gor, a textile and industrial engineer and son of the previous president, took over the management of the company. The activity focuses on the manufacture of children's clothing, where the evolution of the production towards complete outfits and collections organised by colours stand out and, where **design and fashion are consolidated** as key protagonists.



By the end of the 1980s, Mayoral had already become the largest children's fashion manufacturer in Spain and laid the foundations for internationalisation in the following years.

Today, the family business spirit is still alive and well and the slogan **"Mayoral makes friends"** continues to be a fundamental part of the corporate philosophy, marking the path of a socially active and friendly company always governed by values that despite the time, remain unchanged and act as the pillars that provide solidarity and balance.

The Mayoral Group is currently a group of companies dedicated to the design, manufacture, marketing and distribution of **children's and adult fashion** in more than 100 countries, with a presence in 23 countries with its own branch, through a network of 200 sales agents, 380 own shops and franchises and 9,000 customers all over the world. In addition, it is developing its online sales in more than 21 markets.



The pillars of the group

A solid foundation on which the group's performance is built

Design as the essence of our activity

Innovative by vocation, the Mayoral group creates trends and simultaneously, adapts to the needs and preferences of its customers.

Quality in management and quality products

We developed a process based on the complete integration of the different areas of the company in a way that encourages productivity, whilst allowing us to take maximum care over the quality of our products. Thanks to this process, each year we see improved results and our products are better recognised and purchased in international markets.

Ecological awareness

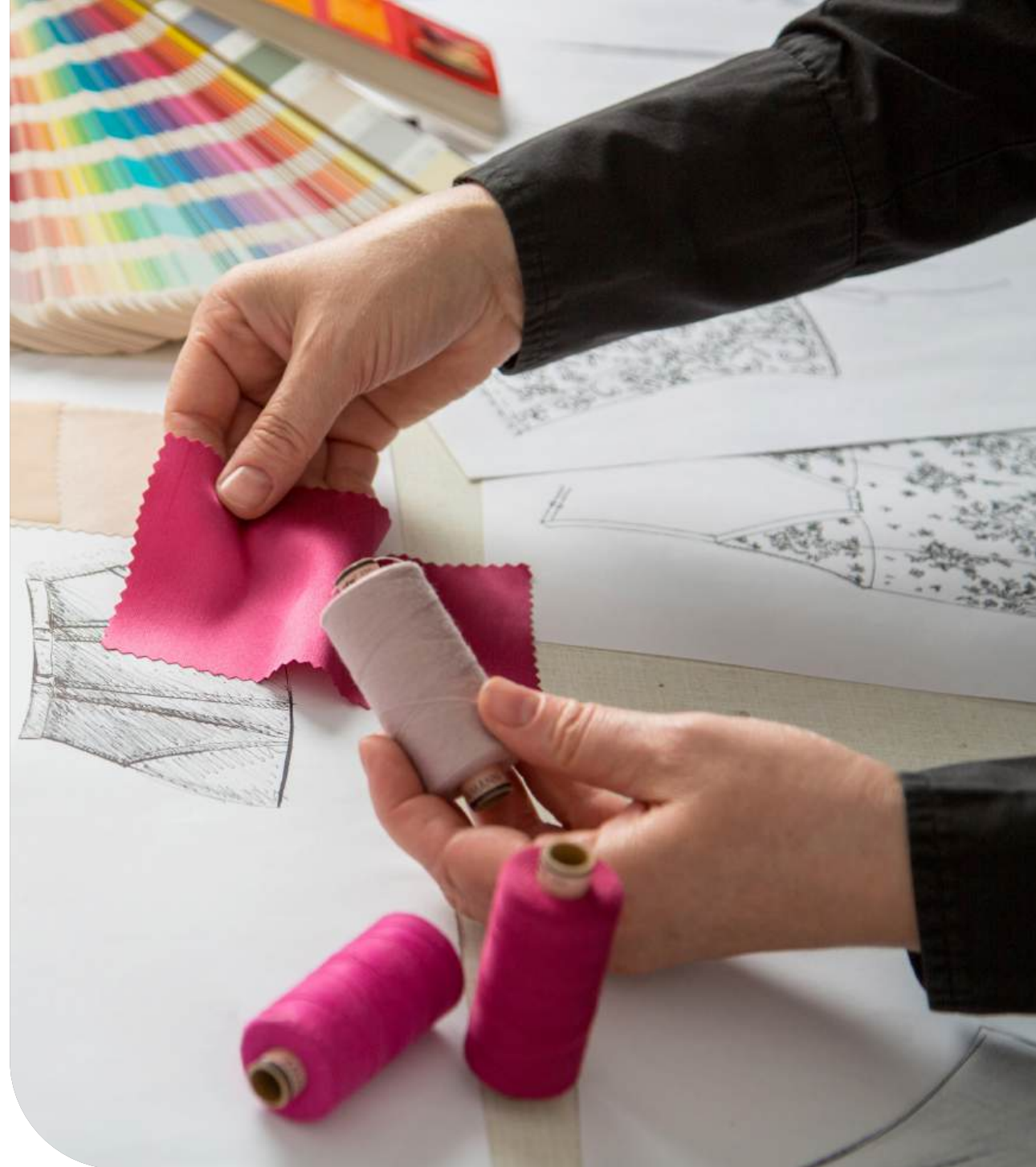
Year upon year, we strive to incorporate new sustainability policies into our everyday working practices.

Innovation in the process

We endeavour to be innovative and use applied technologies in all facets of our business, from design through to distribution and sales.

Excellence in service

In our distribution centres, planning and development are orientated to allow maximum speed and efficiency in service.



Key figures



370 mill.
turnover



3.000
designs sold
per year



28 mill.
garments
sold



23
subsidiaries



2.200
employees in
the group



200
sales agents



9.000
points of sale
worldwide



380
own shops and
franchises



100
countries with
commercial presence

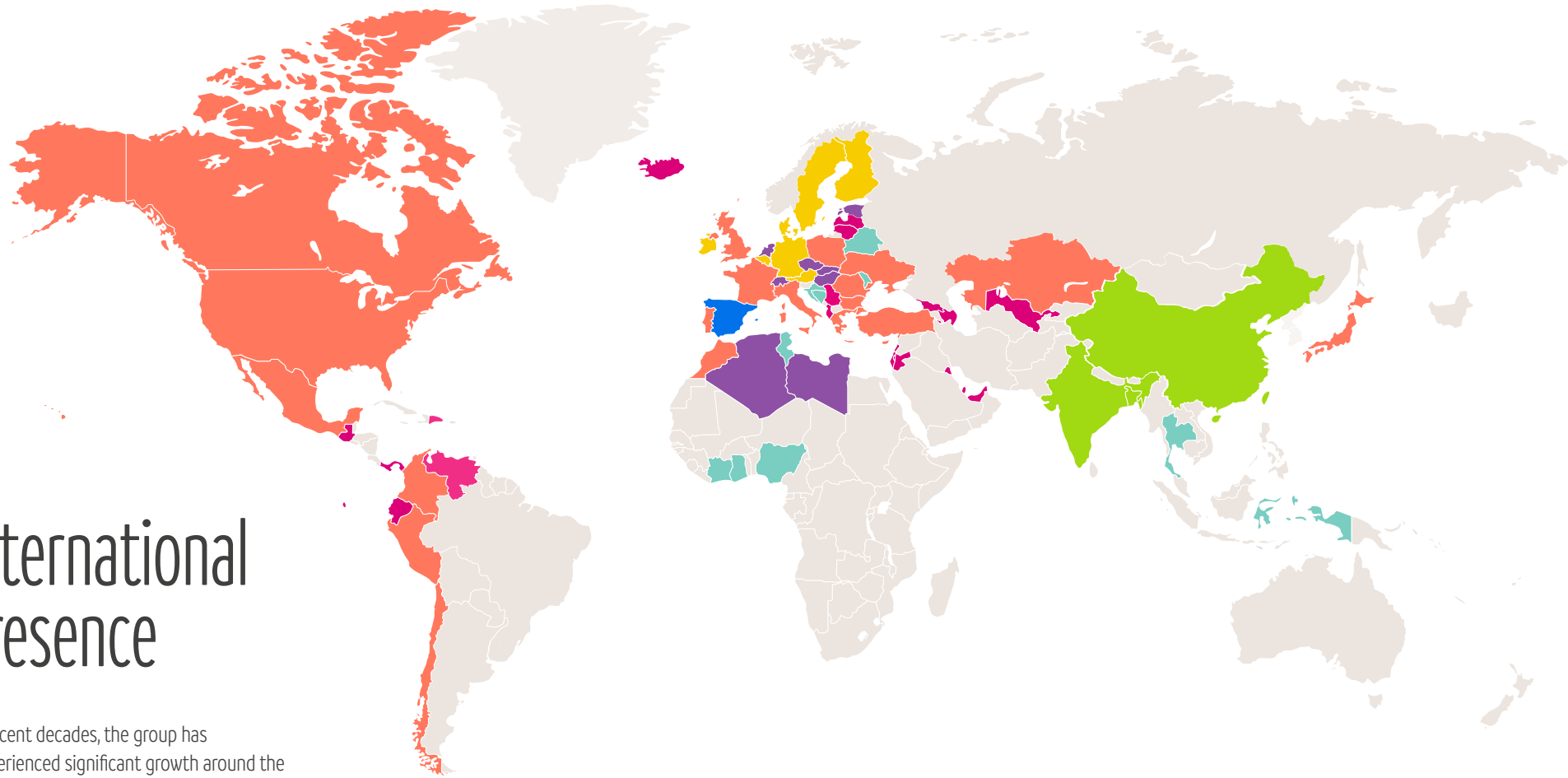


28 mill.
investment in industrial
and technological
development

International presence

In recent decades, the group has experienced significant growth around the world, with international sales accounting for 75% of consolidated sales.

The company currently has **twenty commercial subsidiaries and five production subsidiaries**, which report to the Spanish parent company. The commercial expansion, currently deployed for the Mayoral and Abel & Lula brands, is carried out through the network of subsidiaries and sales agents that market the collections and operate in more than 100 countries around the world.



- **Country of origin | E-commerce | Mayoral, Boston and Hug & Clau Shops**
Head Offices: La Orotava, 118. 29006 Málaga. Spain. (+34) 952 04 52 04
- **Branch Offices | Sales Points| E-commerce | Mayoral Stores**
Bulgaria, Canada, Chile, Colombia, France, Greece, Italy, Japan, Kazakhstan, Mexico, Peru, Poland, United Kingdom, Romania, Turkey, Ukraine and United States.
- **Countries with a commercial network of sales outlets**
Algeria, Czech Republic, Estonia, Hungary, Libya, The Netherlands, Slovakia and Switzerland.
- **Direct customer markets**
Albania, Armenia, Belarus, Bosnia, Croatia, Ghana, India, Indonesia, Ivory Coast, Nigeria, Moldova, Thailand and Tunisia.
- **Other ecommerce markets**
Germany, Austria, Belgium, Denmark, Finland, Ireland, Switzerland and The Netherlands.
- **Mayoral international franchises**
Albania, Austria, Azerbaijan, Dominican Republic, Ecuador, Georgia, Guatemala, Iceland, Israel, Jordan, Kuwait, Latvia, Lebanon, Lithuania, Malta, Mongolia, Panama, Qatar, United Arab Emirates and Venezuela.
- **Production Branches**
Bangladesh, China, India, Morocco, Turkey

Commercial branches contact

Bulgaria (+359) 2 423 56 92	France (+33) 01 40 20 44 43	Morocco (+212) 00212531223909	United Kingdom (+44) 01613766278
Canada (+1) 438 380 3200	Greece (+30) 210 6985466 (+30) 210 6985467	Mexico (+52) 55 5611 4041	Romania (+40) 21 794 56 57
Chile (+53) 233402897	Italy (+39) 06 5460 2831	Peru (+51) 943 697 638	Russia (+7) 4999 732 652
Colombia (+601) 7021588 (+601) 7021526	Japan (+81) 36261 5761	Poland (+48) 22 865 00 32	Türkiye (+90) 212 347 9990
United States (+1) 305 779 4305	Kazakhstan (+7) 7022240463	Portugal (+351) 229 680 165	Ukraine (+380) 445 374 042

Business models

The Mayoral Group's business model is omnichannel, with a presence in more than 100 countries thanks to its own shops and franchises, online shops and 9,000 customers who have shops specialising in children's fashion.

This model requires extensive knowledge of each of the markets we target, as well as a logistics infrastructure capable of successfully dealing with this international presence.

Our shops and franchises

Mayoral, Boston and Hug & Clau all have a physical presence, with shops located in shopping centres and on the main thoroughfares of major cities. All three brands have had new shop concepts from 2022.

Online shop

In an increasingly technological environment, the digitalisation of processes and activities is a fact that translates into an improved shopping experience through online shops, whose customers are already natives of the digital world.

In the case of Mayoral and Abel & Lula, in mid-2023 they launched a new web platform that, with a modern and flexible interface, allows them to offer a personalised and individualised customer experience. Mayoral currently operates online in around twenty markets.

Specialised shops

Around 9,000 customers in 100 countries trust Mayoral and convey its values in its shops specialising in children's fashion. Abel & Lula collections are also marketed through a sales network present in more than 60 countries.





> 02 Group brands

mayoral

Children's fashion for every stage, from 0 > 18 years old

Mayoral, the group's main brand, designs fashion for boys and girls from 0 to 18 years old. It always looks for a balanced design and aims to achieve the best relationship between fashion, price, quality and manufacturing time.

From the headquarters in Malaga, a team of more than 100 designers work on new designs, footwear and accessories every season, through structured **collections that organise complete** looks and families of garments by style.

Each year, two cheerful, comfortable and functional collections are produced, which follow trends and are versatile. They also take children's safety into account with a specific department which looks after this..





Newborn

0 > 18 months

Our collections dedicated to newborn babies aim for balance between the most current trends and the comfort, tenderness and quality that are essential for a baby in their first few months.



Newborn accessories

This collection offers numerous accessories and baby gifts to complement and match the Newborn collection.





Baby

6 months > 4 years

The baby collection is characterised by its versatility and comfort, without losing sight of the latest trends and colours to offer a collection for every moment and occasion.

Mini 2 > 10 years

The slogan '**Mayoral making friends**' takes centre stage in this collection, in which the vitality and refreshing quality of childhood are the main focuses. The colourful garments make up complete looks and comfortable fabrics for children's everyday wear.





Junior 8 > 18 years

Mayoral's collections evolve with the growth of children and accompany them with trends where more casual designs and more relaxed silhouettes take centre stage.





Footwear sizes 18 > 40

The different models in the footwear collection cover all styles: sporty, casual and formal, in designs that are committed to comfort and fashion.

Among its options, the **Barefoot** line stands out, with Baby (sizes 18-25) and Mini (sizes 26-38), offering flat shoes with a **barefoot effect** and without reinforcements.

The **First Steps** line (sizes 18-25) also stands out for its rounded lasts, with cut, sole pad and lining in tanned leather.



Mayoral Stores

Since Mayoral opened its first shop almost three decades ago, the retail world has changed and evolved, as has the concept of the physical shop. However, the space for meeting and talking with consumers, who find a unique shopping experience with personalised attention, has remained constant over time.

Mayoral shows a welcoming and pleasant commercial space that from 2022 presents a new concept in which natural, sustainability, versatility and technology are combined.

This new shop concept stands out for the warmth of its materials, the freshness of its atmosphere and the brightness of its lighting. The project is based on the precepts of eco-design and circular economy, and features elements and furniture made from recycled materials.





Communicating the value of friendship



Mayoral making friends

The **Mayoral making friends** slogan, present in the brand's DNA and its collections, continues after more than eight decades. Since then, many things have changed but one thing remains the same: our desire to make friends all over the world.

The value of friendship is the main pillar on which the brand's positioning is based, through its creative discourse and communication strategy, with its own style and language.

The brand, faithful to its commitment to society and present in the main media with its campaigns, is one of the leaders in the national market and is widely recognised throughout the main markets. Knowing, surprising, connecting and building public loyalty is a constant mission.

Abel & Lula

Premium children's fashion for special occasions

The group's premium children's fashion brand offers elegant looks of attractive design and careful tailoring in which tradition and modernity, innovative spirit and craftsmanship converge. Everyday Elegance, Special Occasions, and Occasionwear are the trends for everyday wear as well as for the most exclusive events.

Abel & Lula offers looks for babies from 6 to 36 months, with options for boys and girls. It also has the Mini line, which ranges from 4

to 16 years for girls, and up to 8 years for boys. This way, the brand continues to strengthen its position as a reference **in clothing for all kinds of events**, offering designs that combine fabrics and colours.

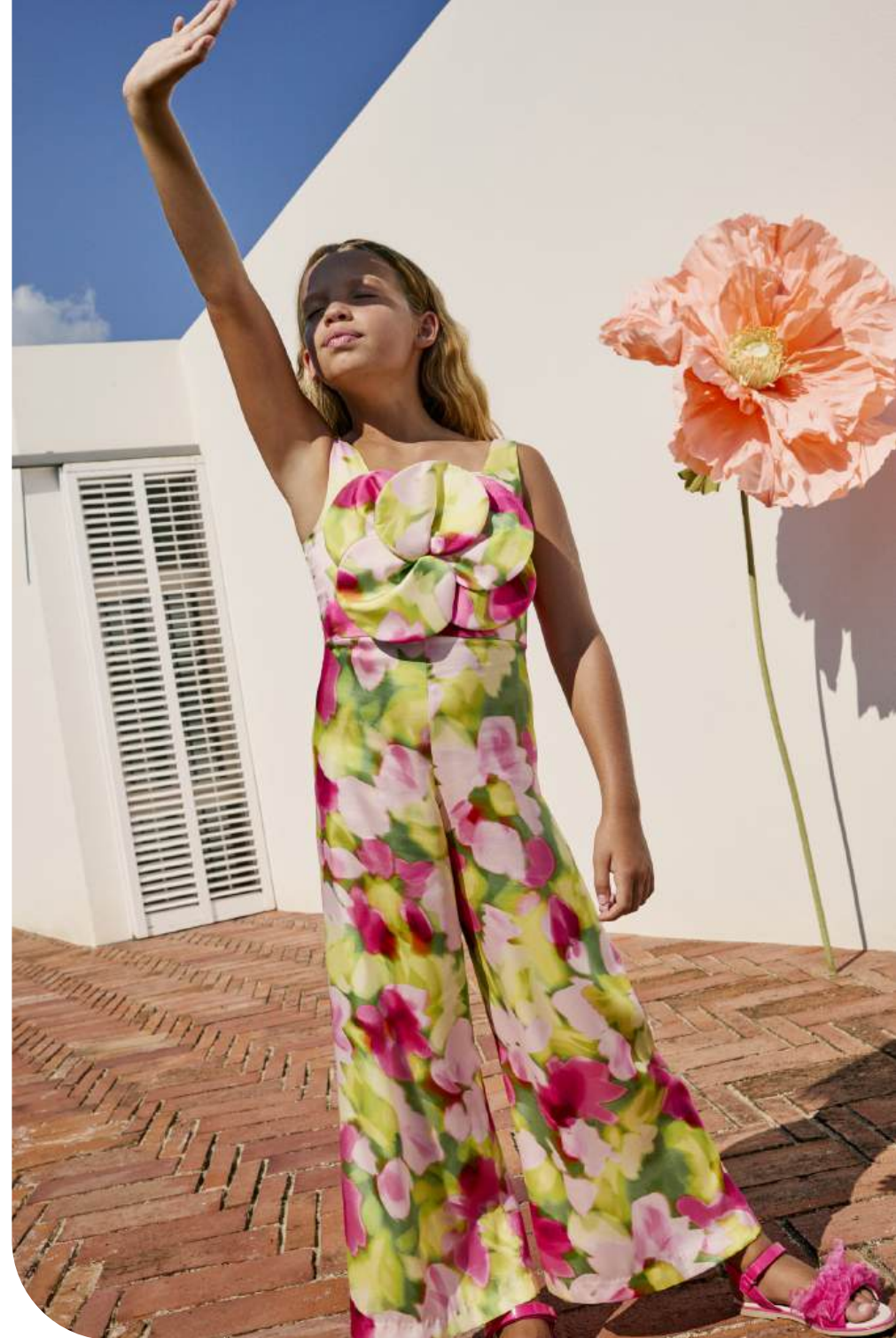
All garments are made with very delicate patterns and high quality materials. The fantasy is provided by the fabrics themselves and the accessories, such as headbands and bags.



Communicating exquisiteness and detail

Turning special occasions into even more special moments. This is the main mission for Abel & Lula and on which its entire communication line is built.

The quality of the fabrics, the exquisiteness of the tailoring and the attention to detail are the signs of identity that the brand transmits in its communications. For this, the image and the message evoke delicacy, magic and exclusivity.





BOSTON

Redefining adulthood

At Boston, being an adult doesn't mean giving up spontaneity. The brand designs clothes that balance versatility, quality and a unique approach, designed for men who see every day as an opportunity to enjoy and discover new experiences.

Its collections reinterpret classics with innovative details, ideal for

accompanying the customer in every moment of his life, from **the everyday to the extraordinary**. Inspired by the idea that adult life can be exciting, Boston offers carefully designed garments that value both functionality and innovation.

Transforming routine into the extraordinary is at its core. **Adulthood isn't boring. It's in our nature.**

Boston shops

The Boston shops represent the brand's vision: spaces that invite connection through a warm and natural aesthetic.

With quality materials, neutral tones and thoughtful lighting, these shops offer a perfect balance between functionality and design. Details such as ceramics, books and decorative elements make each shop a special place

where the everyday acquires a unique nuance. Always keeping up with the evolving needs of the customer, Boston shops are not just points of sale, but spaces that promote memorable experiences.

By the end of 2024, the brand had **49 stores** and continues to execute an ambitious expansion plan to keep growing year after year.



Expressing more than fashion

Boston understands fashion as an extension of the authentic and functional lifestyle of a modern individual. Designed for those who are looking for clothes that connect with their personality, the brand accompanies its customers through every moment of the day.

With an active strategic plan, Boston collaborates with some of the country's most prominent influencers, artists and personalities. These partnerships

not only reinforce its presence but connect with people who have something to tell, transcending fashion to inspire authentic stories.

Through branded events, cultural and sporting activities, and immersive in-store experiences, **Boston celebrates creativity, authenticity and spontaneity**, positioning itself at the epicentre of an adult life full of possibilities.





HUG & CLAU

The group's women's fashion brand

Hug & Clau is the group's women's fashion brand whose purpose is clear: to enhance the unique beauty of each woman through timeless garments.

The brand presents collections with a **balance between essential everyday pieces, boho and casual style garments with special details**

and prints, without forgetting the quality of the fabrics and the care in the manufacturing.

Since joining the Mayoral Group in 2021, the brand continues to expand and evolve.



Hug & Clau stores

Each shop has been carefully designed to offer an experience where the brand's values and philosophy are expressed through a universe of sensations. From the aroma to the warmth of the interior design inspired by the serenity of nature, every detail is designed to

create a welcoming environment. Likewise, the personalised attention of the team stands out, always seeking closeness as one of the qualities to be transmitted to each customer who visits a Hug & Clau shop.

Feminine communication

A community of women who embrace positivity and celebrate each day. This is one of the brand's core messages, which aims to express the diverse personalities of women and encourage a freer mindset.

Under this positive, **open and inclusive form of expression**, the entire brand

personality and communication strategy is built. Joyful and inspiring messages with a focus on female wellbeing and emotional connection are central to all Hug & Clau communications.



> 03 #Ecofriends & ESG

#ecofriends and ESG

The #ecofriends project gives voice to our commitment to the planet

The Mayoral Group reinforces its commitment to the environment, society and corporate governance (ESG) with its **#ecofriends project**. The involvement of the entire team and the firm continuing to adopt sustainable policies is key to reduce the environmental footprint and promote initiatives in favour of the planet and people.

The slogan **Loving the planet!** reflects the philosophy

of the commitment and reinforces the objective of this transversal project, in which corporate social responsibility and sustainability guide each of the actions towards a more respectful future for people and the planet.

Mayoral wants to be more than just a committed company and aims to develop an educational function.



#ecofriends
loving
the
planet!



We are actively working to ensure that by the end of 2025 50% of our cotton supply will come from more sustainable sources.

Objetives

- Our most ambitious goal is to ensure that 60% of Mayoral's collections contain more sustainable fabrics and processes by 2025, having already reached the initial target of 50%.
- We are actively working towards 50% of our cotton supply coming from more sustainable sources during 2025.
- At the Mayoral Group, we are committed to **reducing our carbon footprint**. In 2025 we set science-backed reduction targets for the period between 2025 and 2030.
- In order to minimise our impact, the Mayoral Group is working on the **gradual incorporation of more sustainable materials** in its collections, the progressive reduction of plastics in labelling and packaging, the **reduction of waste** and the adaptation of our own chain of shops to a **more eco-efficient model**.

The Mayoral Group evaluates the origin and management of the supply chain's raw materials, with the aim of ensuring that all materials are obtained from environmentally friendly sources.



Product ^{ESG}

Materials and processes

The company takes a step forward towards a more responsible fashion future by incorporating, **collection after collection, new certified fabrics of sustainable origin**, the percentage of which increases every season:



It is grown without pesticides, insecticides or chemical fertilisers, preserving the ecosystem of the soil. During its production and spinning, no toxic substances are used, which prevents sensitive skin from being exposed to them.



Better Cotton is one of the most impactful initiatives worldwide to improve cotton production and promote environmental protection. Through this collaboration, the Mayoral Group seeks to encourage

the adoption of more sustainable and responsible production methods in its cotton supply chain.



Leather treated with ecofriendly products and practices.



Recycled cotton consists of cotton fibres and waste fabrics, thus **reducing the impact of cotton cultivation, CO2 emissions and water consumption**.

Recycled polyester is obtained from recycled materials, such as polyester fabrics and PET waste. It has the same technical characteristics as other polyester fibres and the environmental impact of its production is lower.

Recycled rubber obtained from rubber waste with multiple applications, such as shoe soles.



Buttons, trimmings and other elements used in the making of garments that contain materials of natural origin, have been recycled or have been manufactured in a sustainable way.



This fibre, obtained from sustainable renewable sources of wood and cellulose, is certified with the EU ecolabel for its low environmental impact during its life cycle, 50% less than generic viscose.



It is obtained from wood, mainly eucalyptus, from sustainable forests.



Natural fibre grown without artificial irrigation and without genetically modified seeds.



Fabrics obtained with Ecowash processes that reduce the consumption of water, chemicals and energy.

From the collection of used garments to the transformation of textile waste, the Mayoral Group designs a more responsible fashion

Circular Economy ESG

We know that there is still a long way to go, so we have already begun to develop new strategies and actions that contribute to reversing our impact on the environment:

Giving Garments a Second Life

Mayoral Group wishes to close the life cycle of garments by **collecting used clothing** in selected shops and at our head office in Malaga. With this initiative, the company contributes to recycling and reusing by donating the items collected to non-profit organisations and social projects that employ people at risk of social

exclusion, who process and transform the garments into sustainable raw materials or other products for charitable purposes.

The company is also launching an initiative to give textile waste a second life. Through this project, **recycled material is transformed into yarn**, giving rise to new fabrics that are used in the creation of bags and new garments.

Company ESG

The Mayoral 2 distribution centre uses only LED lighting throughout the building, and through the installation of solar panels achieves up to 30% of autonomous energy consumption.

In addition to fulfilling its logistical function, the new **Mayoral 3** centre is designed with a sustainable approach to minimise our environmental impact. The centre has advanced technical insulation, makes the most of natural light, uses LED lighting and has 2,646 solar panels for self-consumption of energy. In addition, we have carried out its construction in a responsible

manner, optimising resources to minimise waste generation.

In addition, the car parks at the Mayoral Group's head office have also had **a self-consumption solar plant** since 2024.

The solar installations provide enough energy to cover **45% of the company's energy needs**, achieving a significant reduction of the carbon footprint by **762 tonnes of CO2 per year**. This impact is equivalent to the absorption capacity of approximately 4,562 trees per year.

The Mayoral Group promotes responsible practices at all stages of the business cycle

Packaging and labelling ESG

With the aim of reducing carbon emissions in all processes and contributing to environmental sustainability, Mayoral Group establishes a programme centred on the principle of the three “R’s”: **reduce, reuse and recycle**.

These three aspects cover production, logistics and even the useful life of products, promoting responsible practices in all stages of the business cycle.

1. Reduce

- Product packaging has been reduced and eco-design techniques have been applied.
- The development of the digital receipt allows a reduction in the use of paper, thereby reducing deforestation and the environmental footprint.
- To minimise paper and cardboard consumption, the unification of brand and

price labels stands out, leading to a reduction of 30 million units per year.

2. Recycling

- The group relies on recycled paper for shopping bags, gift envelopes, various types of shipping and shoe boxes. The composition labels for 32 million items are made from recycled polyester, recycled and/or FSC-certified paper is used for external labelling.
- Catalogues are produced on FSC paper to ensure responsible use of resources.
- Point-of-sale signage and other official documents are produced with 100% environmentally friendly and recyclable paper and ink.



3. Reuse

The Mayoral Group works responsibly with cardboard boxes in its supply process.

- The boxes used in its shipments to different customers, as well as those used for storage, are largely reused boxes from shipments received from its suppliers and from available stock from previous years, reusing more than 70% of the boxes.
- A project has been implemented to recover product hangers from various shops and reincorporate them into the production circuit. Since its launch in 2021 to date, the company has managed to add a total of 40 shops to this initiative.

Stores ESG

The Mayoral Group's commitment to the environment and the need to reverse its impact on it is reflected in its shops. Recyclable and recycled materials are used to decorate the shop windows, as well as wooden furniture with **PEFC certification**, a guarantee of sustainable forest management.

The company continues to accelerate the transformation of its shops towards a more sustainable model, opting for exclusive LED lighting, currently available in 78% of its points of sale.



The Mayoral Group strengthens its social commitment through tangible actions and strategic alliances

Society ^{ESG}

Mayoral is a socially active company that maintains its commitment through a complete programme of participation with non-profit organisations in its community.

Among the commitments acquired in recent decades, Rafael Domínguez de Gor's close relationship with the San Telmo International Institute stands out, of which he is a patron, highlighting his role in the establishment of the headquarters in Malaga. He is also a trustee of the Malaga Foundation, which promotes art and culture in society.

In 2023, the Mayoral Group signed its first collaboration agreement with **Aldeas Infantiles SOS**, the world's largest direct care organisation for children. As part of the alliance, the company became a corporate sponsor of the **Malaga Day Centre**, covering all its costs for two years.

In addition to the financial contribution, volunteer activities are organised for employees, thus collaborating with some of the activities which were developed by the organisation in 2024.

Suppliers ^{ESG}

Mayoral requires suppliers, manufacturers and other collaborating entities **to comply with the company's Code of Conduct** and guarantees compliance with the safety standards established by the applicable regulations.

Likewise, most of its suppliers have the OEKO-TEX® ecological certification, which guarantees that the textile product is health and environmentally friendly.

The group also carries out a plan of continuous improvement audits of sustainability in the supply chain in which parameters are reviewed from a social, environmental and chemical management point of view.



Certificates and partnerships ^{ESG}

Cascale

The Mayoral Group is associated with **Cascale**, the international alliance for sustainable production in the textile, footwear and clothing industry.

The **Higg Index** tool, developed by Cascale, helps to calculate and qualify the social and environmental sustainability performance of the company and its products in order to draw the roadmap for continuous improvement in each process of its value chain.

Science Based Targets Initiative

The Mayoral Group is committed to setting short-term, science-based emission reduction targets for the organisation with SBTi.

Better Cotton

In 2023, the group joined the global **Better Cotton** programme, one of the main initiatives to promote more responsible cotton cultivation.

Lenzing™

The Mayoral Group's determination to incorporate garments made with sustainable fabrics is combined with Lenzing's commitment to the environment.

This international business group is committed to the highest quality standards, as well as to innovation, technology, comfort and cellulosic fibres of sustainable origin, such as LENZING™ ECOVERO™ viscose or TENCEL™ Lyocell.

All of these are registered trademarks of Lenzing AG and **are available in our collections.**

FSC Forest Stewardship Council

Mayoral Group uses FSC-certified paper from responsible sources in its catalogues, shopping bags and garment labels. The Forest Stewardship Council is a non-governmental organisation that promotes environmentally appropriate, socially beneficial and economically viable management of the world's forests.

AMFORI

In 2025 the Mayoral Group joins AMFORI, the world's leading business

association for open and sustainable trade, made up of more than 2,400 retail members, importers, brands, associations and other stakeholders in more than 50 countries. Its mission is to empower its members to operate as successful and sustainable businesses, assisting them in the due diligence process by monitoring and improving the ESG performance of their supply chains.

Maersk

The company is partnering with logistics provider Maersk to reduce the carbon footprint of maritime imports by using carbon-neutral biofuel as an alternative to the fossil fuels that power the ships.

DHL Express

Mayoral uses the DHL Express GoGreen Plus service, which reduces the carbon emissions associated with international parcel deliveries through the use of Sustainable Aviation Fuel (SAF). We have a current reduction of 10% and aim to increase this percentage.

Working together with different institutions and organisations drives the Mayoral Group forward, contributing to its continuous improvement

Sustainable Development Goals

Contribution to Sustainable Development Goals	
	End poverty in all its forms everywhere
	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.
	Ensure healthy lives and promote well-being for all at all ages
	To ensure equitable and inclusive quality education and promote inclusive learning opportunities
	Achieve gender equality and empower all women and girls
	Ensure access to water and sanitation for all
	Ensure access to affordable, reliable, sustainable and modern energy
	Promote inclusive and sustainable economic growth, employment and decent work for all
	Build resilient infrastructure, promote sustainable industrialization and foster innovation
	Reduce inequality within and among countries

Contribution to Sustainable Development Goals	
	Sustainable cities and communities: Making cities and communities inclusive, safe, resilient and sustainable.
	Ensure sustainable consumption and production patterns
	Take urgent action to combat climate change and its impacts
	Conserve and sustainably use the oceans, seas and marine resources
	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss
	Promote just, peaceful and inclusive societies
	Revitalize the global partnership for sustainable development

Conscious of the importance of moving towards a more sustainable and responsible production model, the group identifies the Sustainable Development Goals (SDGs) directly linked to the actions of the business, with the firm will to act on them.

A woman with long brown hair, seen from the back, is wearing a black blazer and gesturing with her right hand towards a group of people. The group consists of several individuals, both men and women, who are seated and looking towards her. The background is a bright, modern office or meeting room with large windows. The overall atmosphere is professional and collaborative.

> 04 The team and the people

The team

At the Mayoral Group, the principles of equality, decent employment and professional development are fundamental

In a sector as dynamic as the textile industry, a large part of business success depends on the talent of the teams. The Mayoral Group is a global company made up of a multicultural and diverse team of **more than 2,000 people**.

The commitment to people translates into the implementation of policies and initiatives that promote **well-being** and **equal opportunities**, regardless of gender, sexuality, race, age or religious beliefs.

It strongly supports internal talent, offering spaces for professional development and growth within

the organisation. It also promotes dignified, stable and quality employment.

The group is governed by principles that encourage **continuous improvement** in every aspect of its activity. **Closeness** to people, both inside and outside the company, is a fundamental value, as is building relationships based on connection and complicity. **Perseverance** in the face of challenges and **humility** in decision-making enable us to successfully face the challenges of the sector.



Weaving success stories

The Blue Thread symbolises the connection between all the people in the Mayoral Group, reflecting its values, identity and ethos

In the weaving, many individual threads intertwine to create something bigger, stronger and more cohesive. From this concept comes The Blue Thread, which symbolises the connection between all the people who form part of the Mayoral Group,



regardless of their location or function within the company.

It is more than just a simple link: it represents the values, identity and ethos of the company. This invisible thread, which is present in every action, reflects a constant commitment to the wellbeing of its teams, their professional development and joint growth.

It is a thread that **benefits**, bringing together initiatives that promote well-being, conciliation and development. It is the thread that **commits**, ensuring a positive impact on society and acting responsibly. It is a thread that cares, promoting a working environment based on respect and closeness. It is also a thread that **helps to grow**, promoting personal and professional development through innovation, training and the constant search for excellence.

Project Somos

Somos is a programme of change that seeks to move towards a more flexible, equitable, collaborative and professional working environment

The Mayoral Group wants to converge in a modern, agile and innovative company project. This is how **Somos** was created, a programme of change focused on people, which seeks to provide a more flexible work environment and prepare teams to ensure the future of their business project.

As part of this progress, **Somos Comunica**, an internal communication platform designed to **foster multidirectional communication**, was launched in 2024. This tool allows for more fluid communication, constant exchange of ideas and participation in actions, ensuring that each member is informed and aligned with the company's objectives.

Somos also promotes the **development of skills and competencies**, reaffirming **fairness**

as an essential value that recognises and values the effort and professionalism of each person. The Mayoral Group's **work-life balance policies** allow us to balance professional and personal responsibilities, creating an inclusive and flexible environment that favours the overall well-being of our employees.

The group promotes **teamwork** and collaboration to achieve an exceptional working environment. Somos is more than a change programme; it is a commitment to create a work environment that fosters the development of each individual, thus ensuring the collective success and future of the business.





> 05 Head office and logistics

The facilities

Since the company's origins, a constant objective has been to adapt processes and facilities to future market demand, both by adapting the company's offices and by innovating and incorporating state-of-the-art technology in the logistics and distribution centres.

The head office is located in Malaga and with 50,000 square metres, it houses the employees of all the group's brands, not including staff from shops and international subsidiaries. In 2022 the head office was extended with a new work area, where geometric elements and sandy tones, natural woods and white, as the catalyst colour of the project, stand out.

The first automated warehouse was built in 2011 next to the existing

warehouse and head office. With the construction of **Mayoral 1**, the company's capacity was thanks to the incorporation of advanced technology for intelligent storage.

In 2019, **Mayoral 2**, a new distribution centre with a large capacity and high degree of efficiency, was put into operation, enabling the distribution of 50 million garments per year.

With an innovative architectural design that evokes the pleating of a skirt, the new centre required three years of effort and an investment of more than 50 million euros to restore Intelhorce, a historic building linked to the textile industry in Malaga.



Head office

Offices + warehouse | 50.000 m²

Automated warehouse

Mayoral 1 | 5.700 m²



Logistics reference system

The Mayoral 2 centre works with overhead conveyor technology that enables automatic item identification

The Mayoral Group has one of the most advanced logistics systems in Europe at the Mayoral 2 centre. The implementation of a highly flexible, cutting-edge overhead conveyor technology enables **the automatic identification** of the items in each order prior to their preparation, sequencing and packaging.

The system combines bags and hangers for garments, totalling more than 58,000 shuttles with the capacity to process up to 12,000 units per hour. One of the main features of this type of order picking is that each bag can simultaneously receive several items from one order.

This increases the overall throughput of the system, while at the same time

reducing the workload on the conveyor technology.

The great advantages to the production system include:

- Efficiency and speed, by having a single route for the hanged and folded garment, allowing all orders to be prepared in one go.
- Flexibility of the system, equally applicable to orders of any size.
- Centralisation of stock, thanks to the proximity of the logistics centres and the ease of transferring goods.



The Mayoral 2 centre has one of the most advanced logistics systems in Europe

Centro di distribuzione

Mayoral 2 | 27.000 m²



Looking to the future

At the end of 2023 Mayoral 3 inaugurated, a new 15,500 square metre logistics centre next to Mayoral 2, specialising in high-rise warehousing. In this way, the company ensures space for business growth in the medium and long term.

L'obiettivo è che questo nuovo magazzino automatizzi le sue strutture, come già avviene al Mayoral 2, consentendo

un aumento della capacità di stoccaggio e dell'efficienza dei processi.

The design is based on curved geometric shapes in the cladding which, with an inner layer of translucent white polycarbonate and an outer layer of micro-perforated zinc sheeting, gives the building a particular aesthetic and interior luminosity.





The Mayoral 3 ensures space for growth in the medium and long term

New warehouse

Mayoral 3 | 15.500 m²

mayoral

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