

SUSTAINABILITY REPORT



Condals
Group | *The heat
of innovation*

2023 | 2024

THE HEAT OF INNOVATION



CONDALS GROUP

Products and markets	4
Innovation and quality	5
Our certifications	6
Engagement with our stakeholders	7
Mission, vision and values	9
2023 And 2024 in figures	10

OUR SUSTAINABILITY STRATEGY

Our sustainability story	11
Our sustainability strategy	12

POSITIVELY IMPACTING THE ENVIRONMENT

Our environmental commitment	13
------------------------------	----

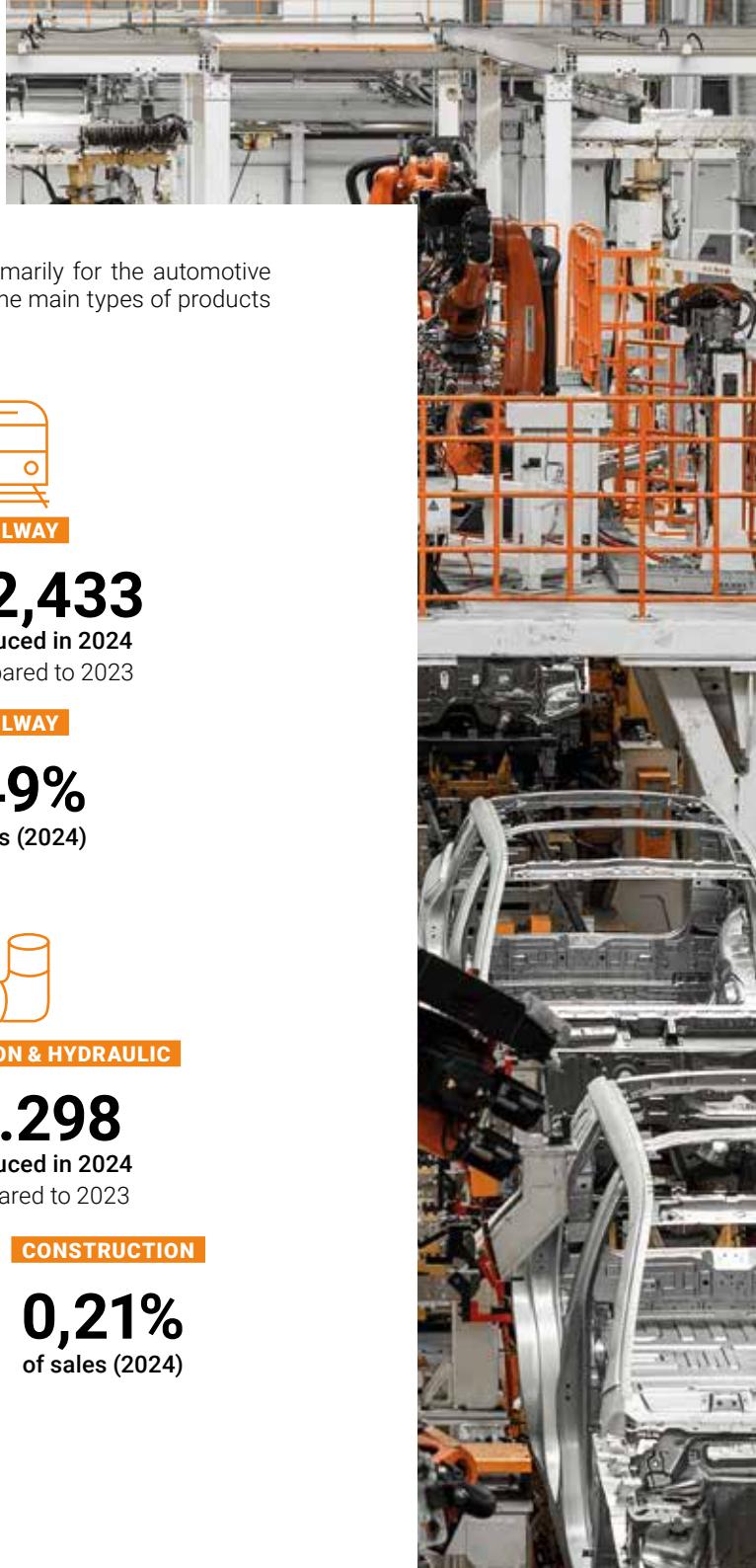
PROMOTING PEOPLE'S SAFETY, WELLBEING AND GROWTH

Our commitment to people	14
--------------------------	----

PROMOTING ETHICS AND TRANSPARENCY

Our commitment to a responsible supply chain and sustainable recognition	17
Responsible supply chain	18
Sustainable recognition	18

Products and Markets



At the Condals Group, we manufacture cast iron components primarily for the automotive sector (Tier 1), as well as for the railway and hydraulic industries. The main types of products we produce are as follows:



VARIOUS AUTOMOTIVE PARTS

14,734,853

Parts produced in 2024

-4% compared to 2023

AUTOMOTIVE

81,58%
of sales (2024)



AUTOMOTIVE BRAKES

8.963.530

Parts produced in 2024

-23% compared to 2023

VEHICLE INDUSTRY

2,56%
of sales (2024)



RAILWAY

1,752,433

Parts produced in 2024

+49% compared to 2023

RAILWAY

7,49%
of sales (2024)



CONSTRUCTION & HYDRAULIC

680.298

Parts produced in 2024

-21% compared to 2023

HYDRAULIC

2,06%
of sales (2024)

CONSTRUCTION

0,21%
of sales (2024)

Innovation and quality

Innovation: an added value at our Group

At the Condals Group, we are staunchly committed to innovation, as we are fully aware that the future of our industry depends on our ability to transform traditional processes into more efficient, cleaner and more competitive solutions. To this end, we are making firm progress towards Industry 4.0, which consists of the integration of advanced digital technologies, smart systems, and connectivity in traditional foundry processes.



INNOVATION IN TECHNOLOGY

We apply the latest available technology throughout the production process to optimise production costs and improve the quality of our products.

INNOVATION IN METALLURGY

We contribute our expertise in the design of production processes to remain at the forefront of the metal industry.

INNOVATION IN SUSTAINABILITY

We actively seek alternatives to achieve greater circularity in all materials that would otherwise be treated as waste, with the aim of minimising their environmental impact.

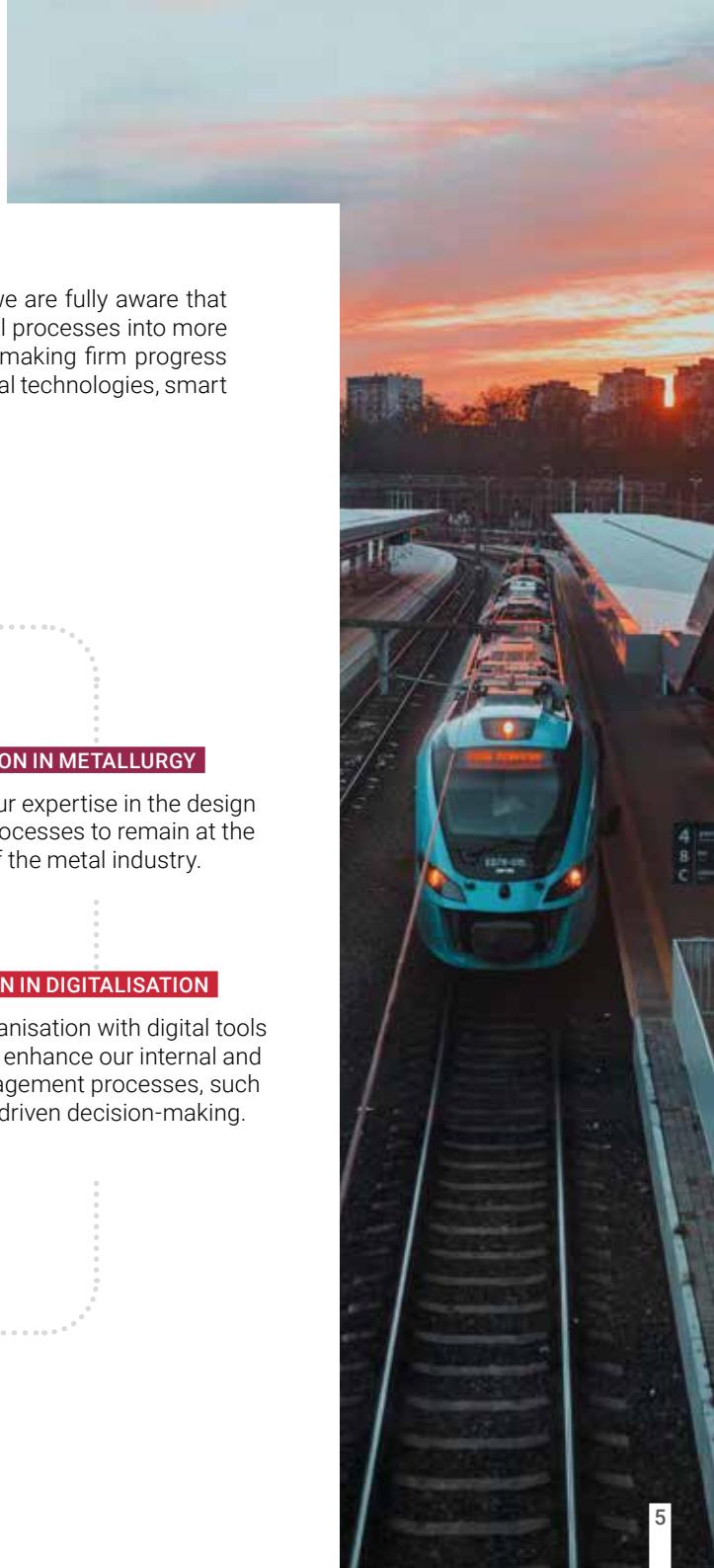
INNOVATION IN DIGITALISATION

We equip our organisation with digital tools that support and enhance our internal and production management processes, such as AI and data-driven decision-making.

INVESTMENT IN INNOVATION

1.600.088€

+ 188% compared to 2023



Our Certifications

At Condals Group, we are strongly committed to the certification of our processes, as this represents a strategic pillar of our dedication to creating safe, efficient, high-quality, and low-impact operations. Certifications have also served as a roadmap for systematising our commitment to continuous improvement, allowing us to anticipate regulatory trends and respond to the growing expectations of clients and investors who increasingly value comprehensive sustainability credentials.



Engagement with Our Stakeholders

Mission-Driven Management

At Condals Group, we work actively to identify our stakeholders and understand their needs and expectations in order to make better-informed decisions, enhance our sustainability impact, align with market and international standards, and strengthen our capacity for collaborative action.

To reinforce our engagement with stakeholders, in 2015 we launched the Mission-Driven Management project. This approach goes beyond traditional management to create a shared sense of purpose that directly connects with the needs of our stakeholders. Mission-Driven Management seeks to establish specific missions – clear, inspiring, and actionable purposes – for each of the company's stakeholder groups.

Currently, two of our plants – Condals Foundry and SKC Foundry – have worked under this approach through interdepartmental workshops. In the case of Condals Foundry, the following missions were defined:

In the case of Condals Foundry:



CLIENTS

We manufacture and provide technological solutions with the highest levels of flexibility and quality.



PEOPLE

We promote the personal and professional development of our team.



SUPPLIERS

We promote long-term development and cooperation



SHAREHOLDERS

We optimise profitability and sustainable business growth.



SOCIETY

We contribute to the sustainable development of the community by providing a leading and innovative industry.

In the case of SKC Foundry:



CLIENTS

We produce top-quality products and provide technological solutions to ensure the continuous satisfaction of our partners.



PEOPLE

We contribute to their personal growth and fulfilment.



SUPPLIERS

We promote long-term cooperative relationships for mutual benefit and local development.



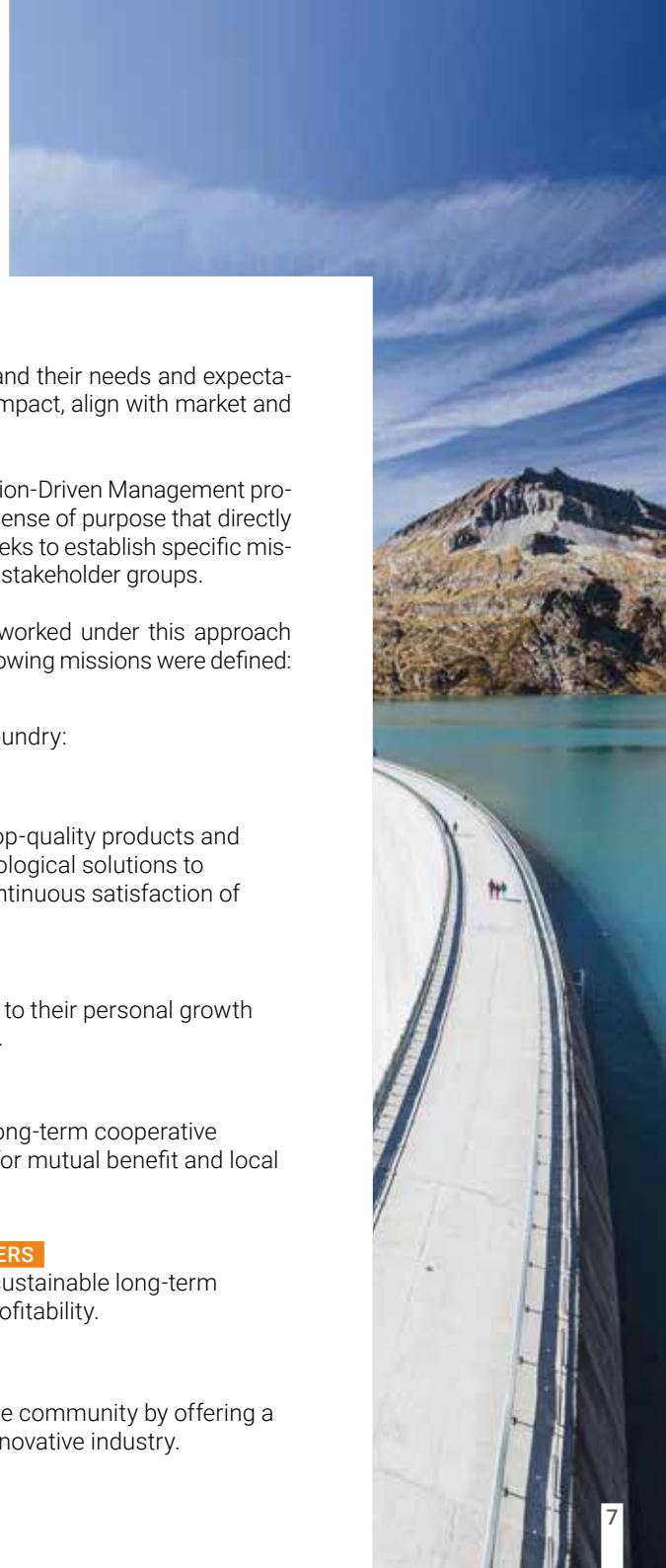
SHAREHOLDERS

We strive for sustainable long-term growth and profitability.



SOCIETY

We support the community by offering a leading and innovative industry.



Engagement with Our Stakeholders



Materiality Analysis

Beyond the Mission-Driven Management approach, in 2024 we updated our basic materiality analysis, a powerful tool for maintaining dialogue with our stakeholders. Through this analysis, we identified the degree of impact that Condals Group has on various social, environmental, and governance aspects, both from the perspective of our stakeholders and from the Group's own strategic vision.

This exercise has enabled us to prioritise sustainability topics across three levels of relevance, identifying those issues that must be addressed with greater intensity and urgency.

The main results of the analysis are presented below:

HIGH PRIORITY		MEDIUM PRIORITY		LOW PRIORITY	
CODE	TOPIC	CODE	TOPIC	CODE	TOPIC
E1	Efficient use of energy	G7	Investment in research, development and innovation	E8	Pollution management
S1	Industrial safety	S6	Respect for human rights throughout the supply chain	G9	Sectoral alliances and collaboration
E5	Recycling, recovery and proper waste management	S3	Professional development	G5	Local economic development and community engagement
G3	Continuous process improvement	E7	Climate change mitigation	G12	Measurement of ESG impacts
G1	Sustainable growth and capital profitability	E2	Efficient transport	G2	ESG risk and crisis management
G10	Product quality	E4	Resource consumption and responsibility in material use	S5	Diversity, equity and inclusion
S4	Employee satisfaction	E3	Circularity	G11	Certifications, awards and recognitions
S2	Training and talent retention	E6	Responsible water management and consumption		
		G4	Responsible supply chain management		
		G6	Integrity, ethics, anti-corruption and transparency		
		G8	Internal communication		
		S7	Alignment of product design with customer needs		
		G13	Group consolidation		

OUR COMMITMENT

Mission, vision and values



VISION

At Condals Group, we are a premium foundry, recognised for providing high-quality machining solutions and finished products. Our goal is to grow through diversification and international expansion, standing out for our commitment and dedication to our employees.

We strive to be valued by our suppliers as a strategic partner in innovation, management, and shared values. Our ambition is to become a European benchmark in sustainability within the metallurgical sector, distinguished by our responsible practices and respect for the environment.



MISSION

At Condals Group, our mission is to innovate and lead in the automotive, railway, and construction sectors by providing advanced and sustainable solutions. We strive to combine cutting-edge technology with our commitment to environmental management to meet the evolving needs of both our clients and the planet.

Since 1976, our commitment to quality, sustainability, and excellence has driven us not only to deliver superior technical solutions, but also to make a positive contribution to our communities and the environment. In every project, Condals Group aims to set new standards, ensuring a legacy of innovation and responsibility for future generations.



VALUES



Communication: We promote open and transparent communication to align objectives and facilitate collaboration.



Excellence: We focus on continuous improvement and innovation to deliver high-quality products and services.



Commitment: We ensure a safe working environment and act ethically and sustainably, remaining committed to our community and to the professional growth of our employees.



Collaboration: We value teamwork and relationships based on trust and respect, both internally and with our partners and suppliers.



2023 and 2024 in figures

	2023	Variation	2024
Product			
Tonnes Sold			34.820,11
Part References Manufactured			418
Millions of Cars Produced Annually with Our Parts			11.872.680
Millions of Brake Components Produced per Year			8.963.530
Sectors and Countries			
Millions of Automotive Parts Produced per Year			23.745.363
Millions of Railway Parts Produced per Year			1.752.433
Number of Countries with a Presence			20
Clients			
Customer Satisfaction Rate at Condals Foundry			99,38
Customer Satisfaction Rate at SKC			98,14
Talent			
Employees	314		315
% of Full-Time Employees			70,80%
% of Employees with Temporary Contracts			29,20%
% of Women			31,10%
Investment in Training		+ 7%	83.001
Number of Work Accidents Resulting in Sick Leave	11	- 45%	6
Community			
Number of Social Projects Carried Out			14
Investment Made			34.886
Environment			
CO ₂ Emissions per Tonne Produced	0,1	- 8%	0,092
% of Electricity from Renewable Sources		=	100

Our Sustainability Journey



To prioritise key areas of focus, Condals Group conducts a materiality analysis every two years to identify the needs and interests of our stakeholders, as well as to assess sector-specific challenges and risks that inform this prioritisation process.

Throughout our 48-year history, we have launched numerous initiatives aimed at promoting both social and environmental sustainability. The following section presents some of the main projects we have undertaken in this area.

In 2024, we committed to the formalisation of our Sustainability Strategy for 2030

2001

Modification of facilities and production lines to facilitate the incorporation of women.

2002

Installation of the fire protection system.

2004

Installation of safety systems to prevent falls in the sand pit water tank.

2005

Approval resolution for the management of foundry sand waste, suction dust, shot blasting dust, slag, and furnace ash.

2006

Approval resolution for the by-product status of surplus sand.

2011

First report of Scope 1 emissions and carbon footprint (2010 financial year).

2015

Start of Management by Missions.

2016

Implementation of an energy efficiency improvement programme.

2019

Publication of the Code of Ethics.
Publication of the first Sustainability Report.

2021

Participation in Acció's Shared Value Programme.



Our Sustainability Strategy

Our sustainability strategy is built around three main strategic pillars, addressing the three core dimensions of sustainability: environmental, social, and governance. Within each of these pillars, we have defined a total of seven strategic objectives that reflect our commitment to reducing our impacts. Each of these objectives includes measurable elements that enable us to continuously improve our sustainability performance.

POSITIVELY IMPACTING THE ENVIRONMENT	
Green future	Zero Emissions
Management by Missions: Clients	Direcció Per Missions: Clients i Societat

Reducing Condals Group's environmental impacts through the promotion of circularity and the creation of sustainable products.

Positioning Condals Group as a benchmark in the **decarbonisation** of the foundry sector.

PROMOTING THE SAFETY, WELLBEING, AND GROWTH OF PEOPLE		
Safe Condals	Condals Talent	Local Impact
Management by Missions: Employees	Management by Missions: Employees	Management by Missions: Society
Continuing to be a leading company in promoting the safety and wellbeing of our employees.	Creating a working environment that fosters the professional development of all employees and promotes diversity.	Strengthening relationships with local communities to promote social development and the wellbeing of all people.

PROMOTING ETHICS AND TRANSPARENCY	
Responsible Supply Chain	Sustainable Recognition
Management by Missions: Suppliers, Clients	Management by Missions: Society, Employees, Suppliers, Clients, Shareholders
Promoting an ethical and sustainable value chain that respects human rights and improves the Group's environmental impacts.	Strengthening the company's transparency and social recognition by enhancing collaboration with all stakeholders.

Our environmental commitment



	2023	Variation	2024
	Carbon footprint – Total	8.822 tCO2eq	-17% 7.330 tCO2eq
	Carbon footprint – Scope 1	3.558 tCO2eq	- 11% 3.165 tCO2eq
	Carbon footprint – Scope 2	1911 tCO2eq	- 13% 1671 tCO2eq
	Carbon footprint – Scope 3	5.073 tCO2eq	- 21% 3.998 tCO2eq
	Amount of waste generated	14.902 tonnes	- 4% 14.291 tonnes
	Percentage of waste reused and/or recycled	86%	0,7 p.p. ₂ 87%
	Percentage of raw materials from sustainable sources	70%	-7,4 p.p. ₂ 62%



"We operate with a strong environmental commitment based on continuous improvement, innovation, and the pursuit of excellence"



Our commitment to people

	2023	Variation	2024
Employees			
			
Total employees	314	0,3%	315
Contechdals employees	16	+ 25%	20
Condals Foundry employees	87	- 1%	86
SKC employees	131	- 3%	127
Acabados Fundición employees	45	- 2%	44
Fundel employees	35	+ 9%	38
Diversity			
			
Female employees (of total)	99	- 1%	98
Male employees (of total)	215	+ 1%	217
Gender representation in management positions			
Percentage of women	24%	+ 5,9 p.p.2	29%
Percentage of men	76%	- 5,9 p.p.2	71%

Our commitment to people

	2023	Variation	2024	
Diversity				
				
Distribution of positions held by women				
Percentage of women on the management committee	33%	+10 p.p.2	43%	
Percentage of women in management positions	4%	+ 1 p.p.2	5%	
Percentage of women not in management positions	96%	-1 p.p.2	95%	
Gender pay gap	10,9%	- 7,3%	10,1%	
Contracts				
				
Percentage of employees with a permanent contract (of total)	84,1%	-0,3 p.p.2	83,8%	
Percentage of employees with a full-time contract (of total)	67%	+ 3,6%	71%	
Turnover				
	Turnover rate	20,5%	- 7,6 p.p.2	12,9%
Training				
	Training hours	4.559	+ 8%	4.914
	Training hours per employee ratio	14,5	+ 8%	15,6

Our commitment to people

	2023	Variació	2024
Occupational safety			
			
Number of accidents with associated sick leave	11	-45%	6
Number of accidents with sick leave	14	- 50%	7
Number of accidents without sick leave	34	- 29%	24
Frequency rate	29,27	- 56%	12,95
Incidence rate	44,59	- 50%	22,22
Severity rate	3,03	+ 11%	3,35
Social projects			
			
Number of partner social organisations and projects reviewed	14	0%	14



SAFE CONDALS

Continuing to be a leading company in promoting the safety and wellbeing of our employees.



CONDALS TALENT

Creating a working environment that fosters the professional development of all employees and promotes diversity.



LOCAL IMPACT

Strengthening relationships with local communities to promote social development and the wellbeing of all people.

PROMOTING ETHICS AND TRANSPARENCY

Our commitment to a responsible value chain and sustainable recognition

Ethics and transparency are fundamental pillars for building lasting relationships of trust with all our stakeholders and for advancing towards a sustainable model. In this regard, we promote a culture based on integrity, accountability, and responsible business development, which translates into the sustainable management of our supply chain, clear and accessible communication of our sustainability commitments and progress, and the strengthening of regulatory compliance in environmental, social, and governance (ESG) matters.

Through this approach, we aim not only to meet legal and industry standards but also to act with consistency and responsibility in all our decisions and operations.

	2023	Variation	2024
 Percentage of local suppliers	51%	+4 p.p. ²	55%

These commitments are reflected, at a strategic level, in two key pledges:

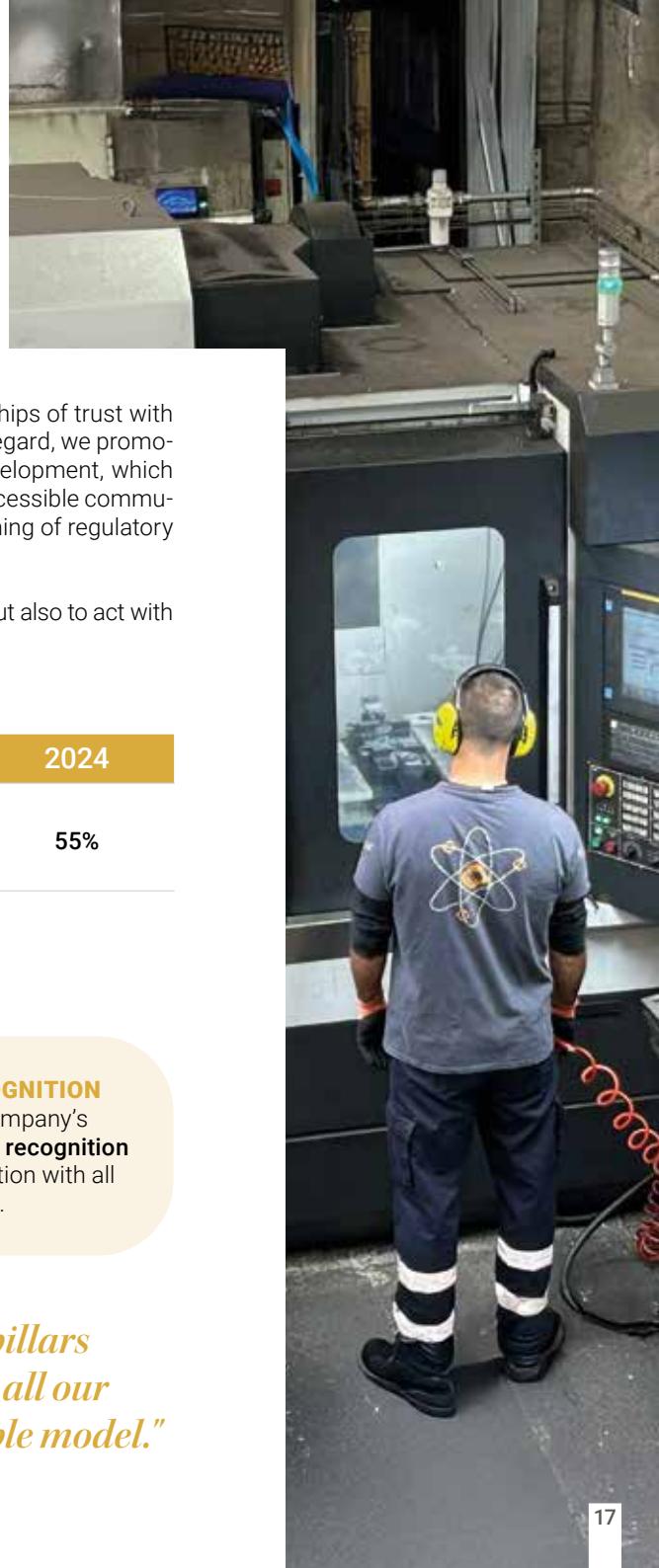
RESPONSIBLE VALUE CHAIN

Promoting an **ethical and sustainable value chain** that respects human rights and reduces the Group's environmental impacts.

SUSTAINABLE RECOGNITION

Strengthening the company's **transparency and social recognition** by enhancing collaboration with all stakeholders.

"Ethics and transparency are fundamental pillars for building lasting relationships of trust with all our stakeholders and advancing towards a sustainable model."



Responsible Value Chain

Currently, the main objectives guiding our procurement system integrate both a business vision and a sustainability perspective:

- Ensuring the quality and delivery reliability of the final product.
- Accrediting as many suppliers as possible.



Local suppliers

585

+47% compared to 2023



CEE suppliers

141

+55% compared to 2023



National suppliers

333

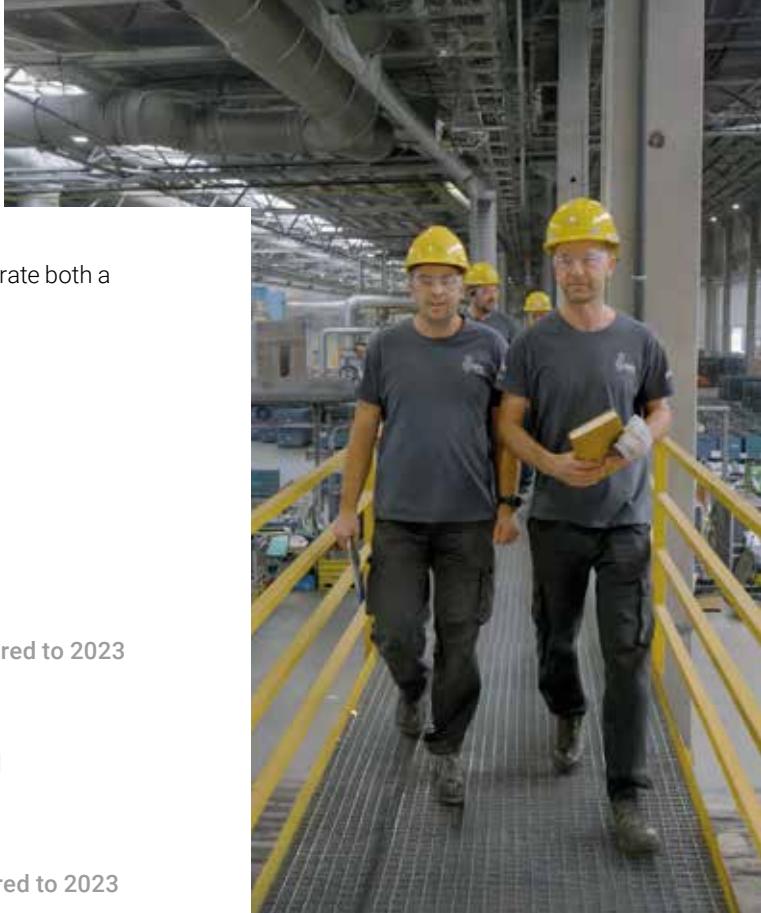
+20% compared to 2023



International suppliers

7

-36% compared to 2023



Sustainable Recognition

Condals Group is built upon a culture of ethics and integrity, both within and beyond the organisation — a principle that helps us establish long-term relationships of trust with our stakeholders. In this regard, we always act based on legality, fairness, integrity, and respect for fundamental rights.



Respect for the legal framework



Respect for human rights



Equal treatment and non-discrimination



Prohibition of child labour



