

ROCA GROUP

# SUSTAINABILITY ON PROGRESS

September 2025

Our Strategy

# Underpinned by 6 pillars



---

**Growth**



---

**Sustainability**



---

**People**



---

**Operational  
excellence**



---

**Innovation**

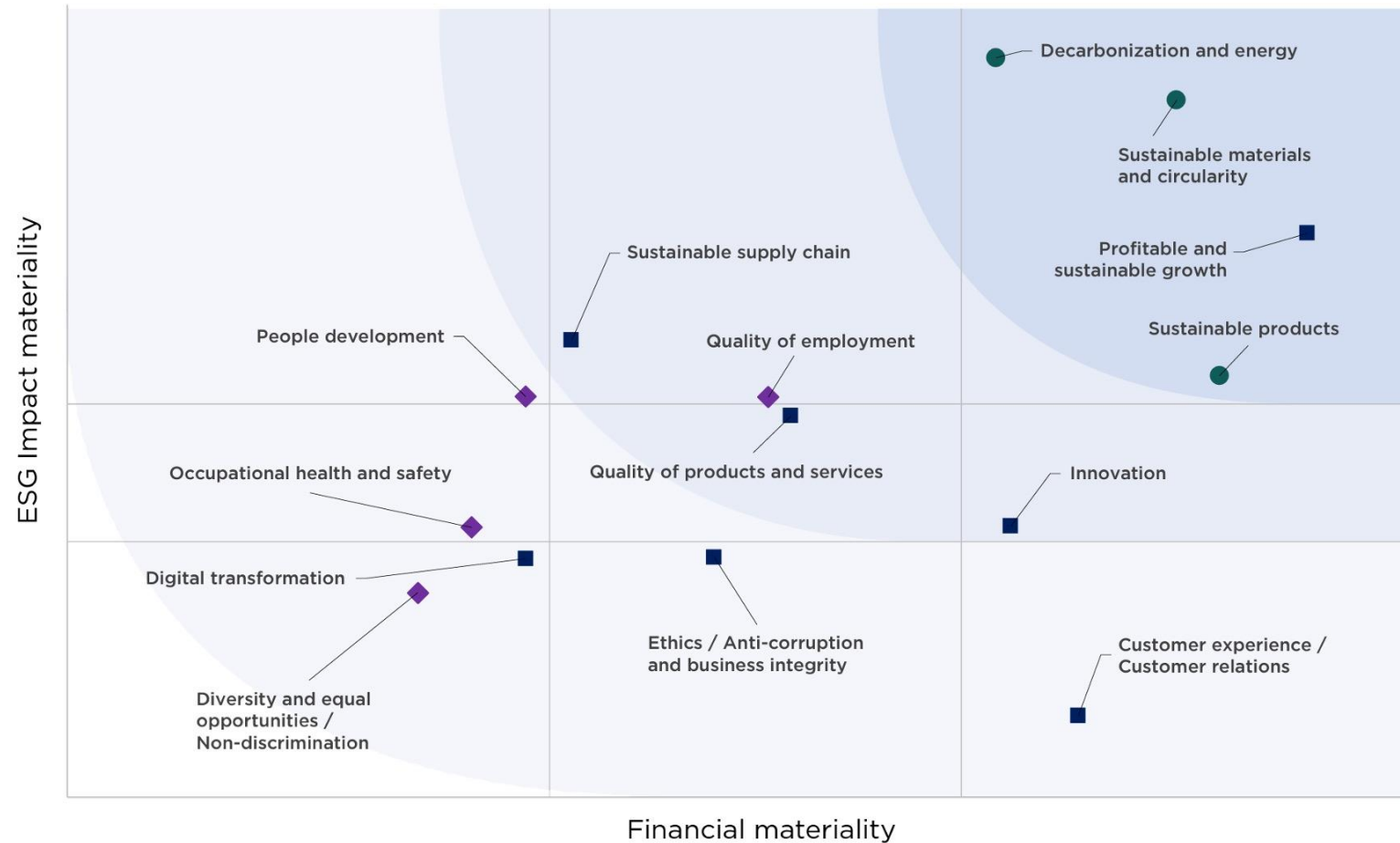


---

**Digital  
transformation**

# Double Materiality Assessment

## Material Topics



**esade**  
RAMON LLULL UNIVERSITY

Center for  
LeadershipS  
& Sustainability

**Anthesis** 



**SASB  
STANDARDS**  
Now part of IFRS Foundation

**MSCI** 

**S&P Global**

**WORLD  
ECONOMIC  
FORUM**

**RiskHorizon** 

Our Purpose

# Triple Positive Impact



**People**



**Planet**



**Prosperity**

# People

## QUALITY OF EMPLOYMENT



20,000  
team from **80+ nationalities**  
fostering Diversity, Equity  
and Inclusivity across  
**5 continents**

89%  
employees with  
**permanent contracts**

1.7M EUR  
in **donations** to increase access  
to clean water and sanitation

## COMMITMENT TO SOCIETY



286,000+  
Roca Group Corporate  
University **training hours**



4M  
**people benefited** from our  
We Are Water Foundation\*

## HUMAN RIGHTS



8.7 / 10  
average **satisfaction**  
**rating** for team training

91%  
employees covered by  
**collective bargaining**



TENT  
members of the  
Tent Partnership  
for Refugees





# Prosperity

## SUSTAINABLE GROWTH



## SUPPLY CHAIN



## BUSINESS ETHICS



**FAMILY-OWNED**  
company

**105+**  
years of history

**170**  
**MARKETS**  
served from  
**42 countries**

**79 plants** in  
**22 countries**  
**5 continents**



**TOP 1%**  
EcoVadis rating

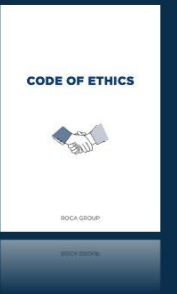


**1,948M** EUR  
turnover (FY2024)

**ESG FRAMEWORK**  
with all long-term financing linked to  
sustainability KPIs



**25M** EUR  
investment committed  
to emerging companies  
by **Roca Group Ventures**



**WHISTLEBLOWING**  
channel in place and **Ethics Committee**

## DECARBONIZATION



### 2045 NET-ZERO AMBITION

- World's first electric tunnel kiln in operation
- + Water neutrality roadmap
- + Circularity roadmap

## CIRCULARITY



### 53% decrease in scopes 1+2 CO<sub>2</sub> emissions\*

### 55% decrease in energy use intensity\*

41,000+  
PV panels onsite  
generating **21.2+ GWh**  
renewable energy per year

### 54% decrease in **water consumption**\*

### 58% decrease in **water use intensity**\*

### 78% of **valorised waste**<sup>^</sup>

### 58% drop in **waste generation intensity**\*

**Cradle to Cradle  
Certified® Circularity**  
for ceramic products



SUSTAINABLE  
INNOVATIONS  
throughout our products



\* Between 2018 and 2024 | ^ FY2024

**Decarbonization Ambition.**

AMBITION  
**2045**  
NET-ZERO EMISSIONS

# Decarbonization Roadmap.

## REDUCE

Conduct operations more efficiently



Energy Efficiency



Electrification

## REPLACE

Switch from carbon intensive energies to greener sources



Photovoltaic panels onsite

## ATTRIBUTE

Purchase certified renewable energy



Alternative Fuels

## ENGAGE

Involve and align partners in the value chain



PPAs + EACs



Value chain Alignment



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



SBTi has classified our target ambition as in line with what the latest **climate science** deems necessary to **limit global warming to 1.5°C** above pre-industrial levels therefore avoiding the most devastating effects of **climate change**.

Scopes 1+2

42%

Scope 3

25%

2030 vs. 2021

27%

Achieved  
2024 vs. 2021

### Main positive impacts

- Four zero emissions factories
- +180 Energy efficiency measures
- Energy Management System (EMS)
- +41,000 PV panels onsite
- VPPA for all European operations

# Bathrooms produced with zero emissions.



# World's First Electric Tunnel Kiln in 2023.



# Photovoltaic Installations.



**41,264**

ACTIVE PANELS ONSITE

**21,219** MWh

ANNUAL SELF-PRODUCTION

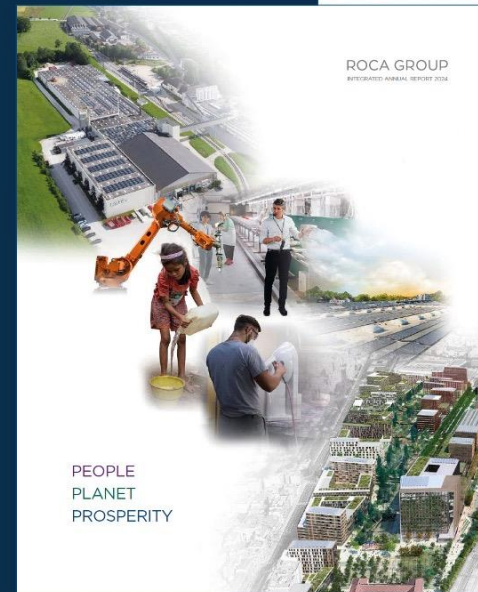
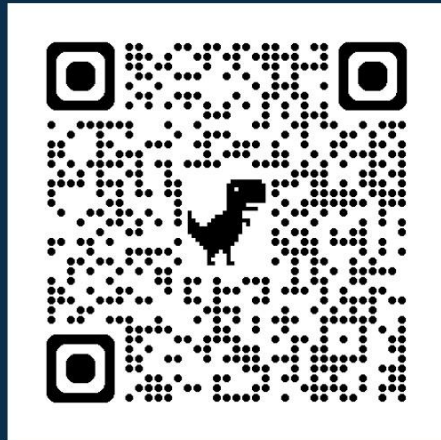
**18.5** MW<sub>p</sub>

INSTALLED POWER



# Learn more

-  **Integrated Annual Report**
-  **[www.rocagroup.com](http://www.rocagroup.com)**
-  **LinkedIn**



# ROCA GROUP

