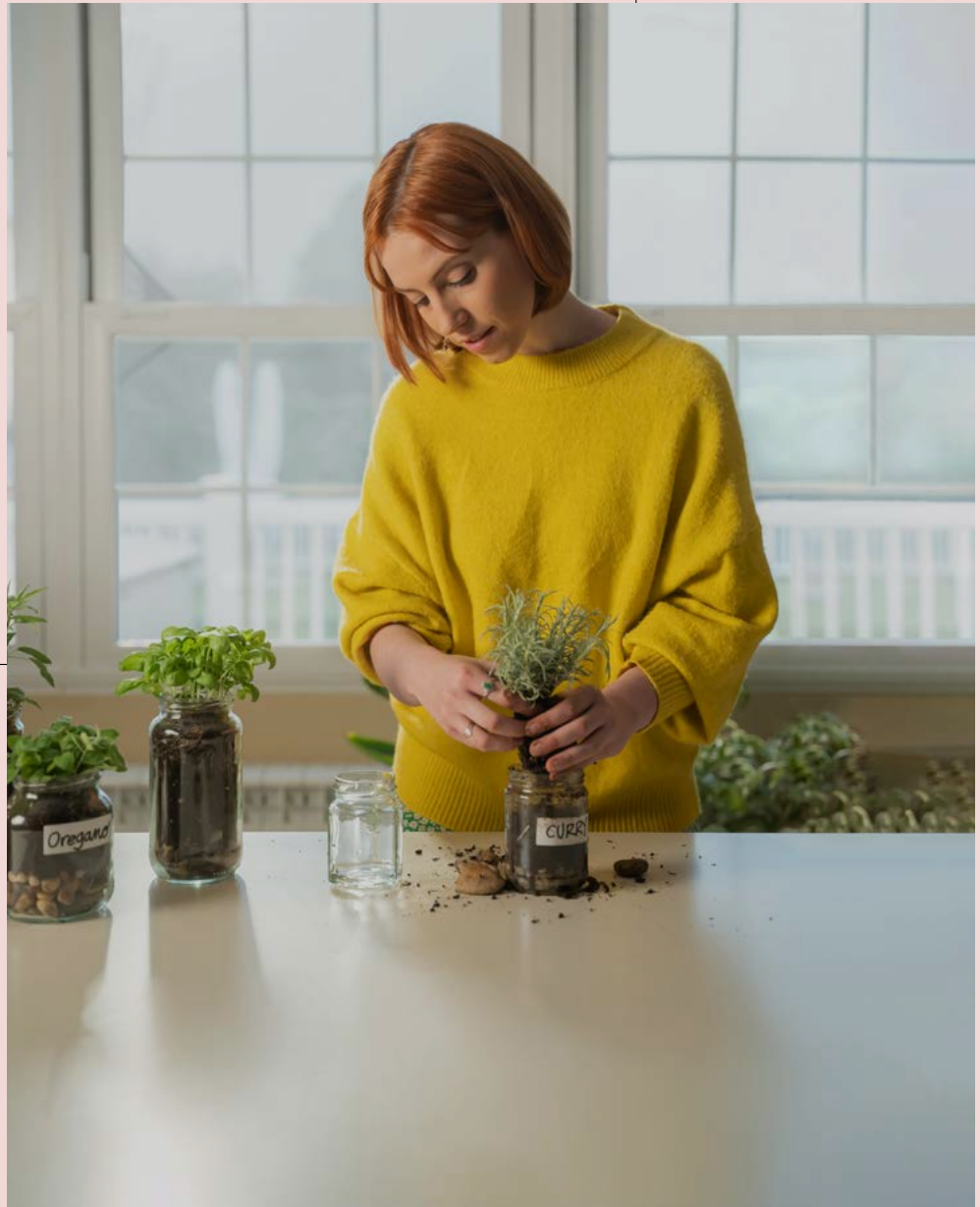


# Cosentino Sustainability Report

COSENTINO SUSTAINABILITY  
REPORT 2022



SILESTONE®

—  
DEKTON®







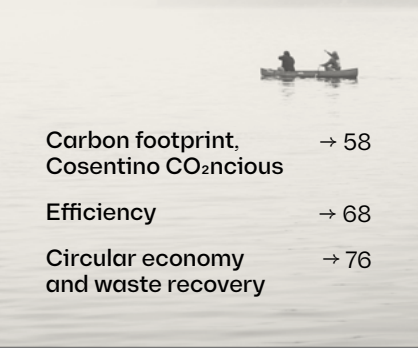

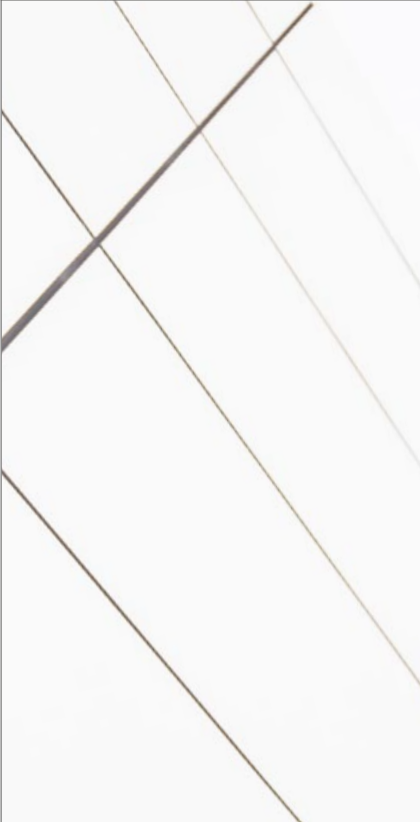


—  
SENSA

CORPORATE  
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# Cosentino Sustainability Report

Edited by Cosentino Group.  
Printed in March 2023. Written  
according to GRI standards

SILESTONE®  
—  
DEKTON®  
—  
SENSA

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Introduction

About this sustainability report

As part of our commitment to sustainability in its different dimensions and as the backbone of our ESG strategy, we present our Sustainability Report. In this report, we inform our stakeholders about issues related to our business model and strategic objectives, as well as our economic, social and environmental performance during the 2022 financial year, both in Spain and in the countries where we operate. We have also strengthened our commitment to the sectors in which our activity has the greatest impact, such as the world of architecture and design, gastronomy, art and culture.

The Non-Financial Information Statement, which complies with Spanish Act 11/2018, of 28th December, is based on this report. Furthermore, the report is based on the Global Reporting Initiative (GRI) standards to make it easier to consult it.

Following the reports published in previous years, this report deepens our commitment to provide annual and transparent reporting to our stakeholders and to have a positive impact wherever we operate.



# Letter from the Chairman

*‘We are making a real contribution to forming a more sustainable company that contributes to a better world for us and future generations to live in.’*

**Francisco Martínez-Cosentino Justo**  
President, Cosentino Group

The time has come to set out in our Non-Financial Information Statement (NFI)/Sustainability Report the most relevant aspects of the year 2022 from the threefold perspective of ESG principles. We must be driven by the conviction that it has been a very positive year for the Cosentino Group: the business goals have been met, reconciling human resources and improvements in safety and occupational risk prevention, together with a high level of employee engagement or sense of connection and belonging to the company, which almost reached 6,000 by the end of 2022.

Thanks to the endeavour and responsibility of all of you, Cosentino has achieved this year a business growth that puts us on track to consolidate our leadership position in the industry in which we operate. We have grown significantly compared to the 2021 financial year which, as we all know, was a year marked by the need to emerge from the constraints of the global COVID-19 pandemic.

Our sales progress in 2022 now reflects our strategy of market diversification by product application. This has a lot to do with the potential of the Dekton® product, widely regarded by experts as the best technical solution for façades, an area in which Silestone® has never been used. It is amazing to see the beauty and functionality of façades

made from Dekton® all over the world. Following the relevant expansion project, a third production line has been commissioned, providing us with a Dekton® supply capacity unprecedented in our sector, as well as allowing us to carry out a new technological revolution with innovations such as Dekton® *Full Body*, which will be completed in 2023.

But I would say the same about applications in home or office furniture. Silestone® is also making an outstanding contribution of designs and applications in the bathroom, an area yet to be mastered by our products, which is sure to culminate in the current year and beyond. This diversification of applications by product and by channel is made possible by our company’s strength in innovation, which is based on our research capacity and the continuous improvement of our processes.

I would like to highlight the consolidation of the technology developed and patented by Cosentino, namely HybriQ and HybriQ+®. This innovation has made possible such an important breakthrough for our industry that it will pave the way for many others. We have reached the historic milestone that our entire production of Silestone® slabs contains levels of less than 50% silica, and in many cases even 10%, as well as incorporating recycled materials, as a result of our active circular economy policy.

Silestone® with HybriQ is undoubtedly Cosentino’s greatest contribution to the evolution of the industry, according to the criterion of increased occupational safety for those working in the processing of slabs into made-to-measure products. It stands as a shining example of the implementation of the principles of the circular economy.

Also noteworthy is the progress in the digital transformation of our company during 2022, thanks to the strengthening of the teams leading the process. We are generating an activity that is gaining confidence day by day throughout the value chain, precisely because of its added value. Increased convenience, better traceability and greater business opportunities are the outstanding advantages of this digital transformation in all areas of the company. However, being a more digitalised company in no way detracts from the importance of the human factor, the personal service that our customers and other stakeholders deserve.

Over the past year we have seen the opening of new Cosentino Cities in places such as Tokyo, Málaga and Washington DC, which means that we now operate 22 of these innovative showrooms across five continents, thus strengthening our dialogue with the interior design and architecture communities. The C-Top Design programme, which was rolled out in 2021, has been strongly implemented throughout 2022. This should put us in a prime position with design professionals, undoubtedly one of our most influential segments in the market.

Finally, I cannot conclude without highlighting the significant progress I have seen across the company in raising awareness of the importance of sustainability in all our actions: what we produce, how we produce it and how we deliver it in the market. As a result of this progress, we have achieved a ‘B’ rating in the all-important CDP assessment, which almost no other company in our industry currently holds. This is linked to the decarbonisation targets that are essential to mitigate the effects of climate change, a commitment with which our company is fully aligned.

After the summer of 2022, our solar photovoltaic plant was connected to the electricity grid of the Cosentino industrial park in Cantoria/Almería. Some 38,000 solar panels generate almost 20 megawatts of electricity from fully renewable sources. In addition, we are starting work on the installation of another large number of panels on factory roofs, which will provide electricity by 2023, thus achieving less dependence on external energy sources.

I would also like to highlight the investments made in the treatment of wastewater from the towns surrounding our factories in the industrial park. The wastewater is regenerated in a modern tertiary treatment plant, which we have built using state-of-the-art technologies, to make

it suitable for industrial use. An example of public-private partnership that we are proud of in line with the principles set out in the 17th Sustainable Development Goal (SDG). We are making a real contribution to forming a more sustainable company that contributes to a better world for us and future generations to live in. And this will be our roadmap, to which we will fully adhere.



**Francisco Martínez-Cosentino Justo**  
President, Cosentino Group

# 2022 milestones and figures

## First quarter

- Silestone® enhances its Environmental Product Declaration and the DNV certification body verifies the HybriQ+® technology.
- Cosentino receives the National Innovation Award 2021 in March 2022.
- Cosentino receives the Forbes – Credit Suisse Sustainability Award.

## Second quarter

- Launch of the Changing The World From The Kitchen campaign.
- Cosentino, the company behind World Design Capital Valencia 2022.
- Opening of Cosentino City Paris and Cosentino City Stockholm. Reopening of Cosentino City Manhattan and Cosentino City Singapore.
- 2nd edition of the ‘Care for the Planet’ volunteering programme.
- Signing of the Inserta Agreement for the inclusion of Fundación ONCE [ONCE Foundation].

## Third quarter

- Cosentino joins the Fundación COTEC [COTEC Foundation].
- Opening of Cosentino City Tokyo and Cosentino Centres Tenerife, Ottawa, Anaheim, Toronto South and Oklahoma.
- Launch of the Onirika and Kraftizen collections from Dekton®.
- Commissioning of the third Dekton® production line.

## Fourth quarter

- Eduardo Cosentino, National Young Entrepreneur Award.
- Cosentino holds its first Façade Convention.
- Cosentino North America’s 25th anniversary celebration.
- Commissioning and opening of the photovoltaic solar plant in the Cantoria Industrial Park, Almería.
- Opening of Cosentino City Málaga, Cosentino Centre Gran Canaria and Cosentino City Washington DC.
- Launch of SilverKoast collection from Dekton®.

→ Photovoltaic solar park in Cantoria (Almería)



→ Francisco Martínez-Cosentino is awarded the Reino de España Business Career Award



→ Cosentino City Mallorca



## Business



Net turnover	EBITDA	EBITDA margin	ND/ EBITDA	Investment in R&D&I
<b>1,711 M EUR</b> +22% Vs 2021	<b>312 M EUR</b> +13% Vs 2021	<b>18%</b>	<b>1.84</b>	<b>27 M EUR</b>

## Environment



Carbon footprint reduction	Certified renewable electricity consumption	Investment in environmental assets and safety	Waste recovery
<b>12.8%</b> Vs 2018	<b>6.1%</b> Vs 2021	<b>100%</b> in Cantoria and Brazil	<b>+37 M EUR</b>
			<b>15.8%</b> in Cantoria

## People



People	Permanent contracts	Women in management positions	Total accident rate
<b>5,851</b> +7.9% Vs 2021	<b>98%</b> +7% Vs 2021	<b>22%</b>	<b>2.95</b> -10.6% Vs 2021

## Company



Donations	Jobs created	Students awarded scholarships by the Eduarda Justo Foundation	Reforested areas
<b>+1 M EUR</b>	<b>426</b>	<b>182</b>	<b>165,360 M²</b>

## Government



Board Members	Women on the Board	Raw materials from Spanish suppliers	Tax payment
<b>8</b> +3 External Consultants	<b>50%</b>	<b>45%</b>	<b>409 M EUR</b> +75% Vs 2021



# Global presence and assets in our environment

## Countries

→ 129  
Distribution

Countries across five continents where we distribute our products

→ 40  
Implementation

Countries where we operate.

→ 31  
Affiliates

Affiliated companies or assets.

## Business Units

→ 8  
Production factories

- SPAIN
- 3 Silestone® factories.
  - 1 factory for preparing raw materials.
  - 1 factory for finishes and manufactured products.
  - 1 factory for samples.
  - 1 factory for Dekton®.

- BRAZIL
- 1 factory for granite.

→ 11  
Workshops

- Workshops for cutting kitchen and bathroom worktops.
- 10 workshops for cutting kitchen and bathroom worktops in the USA.
  - 1 dedicated production plant in Spain.

→ 1  
Logistics Platform

- Smart logistics platform (Spain).

→ 4  
Hubs (3 in the USA and 1 in Australia)

→ 148  
Business and commercial units

- 125 Cosentino® Centres
- 23 Cosentino® Cities

→ 5  
Logistics operators

→ 2  
Warehouse space

- Over 24,000 m² for storing display slabs in our corporate head office.
- One logistics centre that includes a smart warehouse capable of storing up to 300,000 Silestone® and Dekton® slabs and preparing over 6,600 surfaces every 9 hours on shipping frames (sea or land).



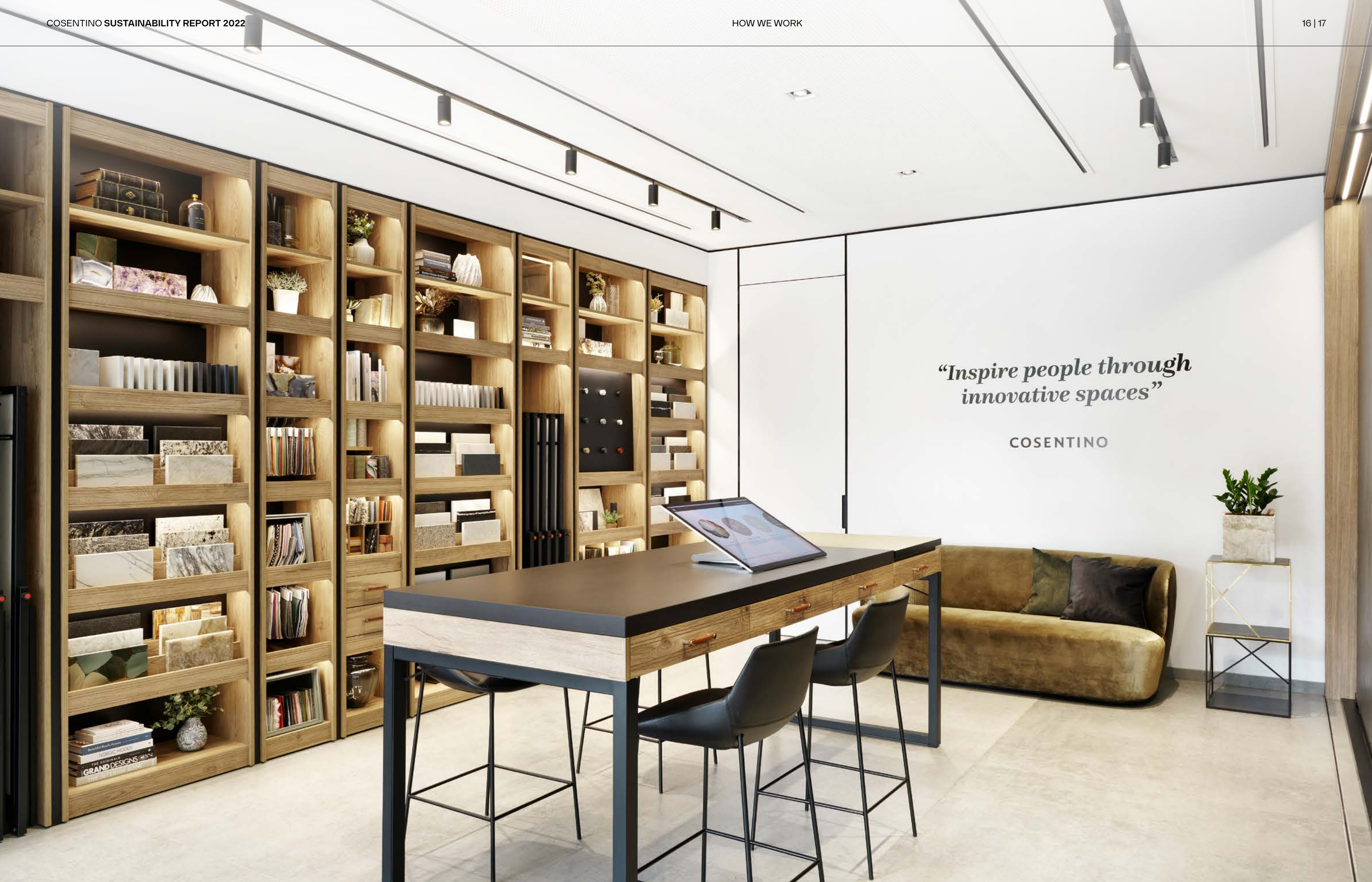


How we work

To inspire people  
through innovative  
and sustainable  
spaces.

We are proud to be a global, family-owned Spanish company specialising in the production and distribution of innovative, high-quality surfaces for the architecture and design sectors worldwide. We work alongside our customers and technology partners to deliver high-value design solutions, inspiring the lives of many, with the aim of making the world a better place.





*“Inspire people through  
innovative spaces”*

COSENTINO



# Cosentino Values

## Values: DNA Cosentino

All the professionals in the Cosentino® Group share a series of values that define us:



### Human

We are approachable and behave honestly, respecting and empathising with others, putting aside our ego and working as a team.



### Dreamers

We envision innovative approaches that anticipate solutions and the future of the industry by bringing passion, drive and inspiration to everything we do.



### Committed

We act responsibly in a common project, doing what is best for our customers, society and the environment.



### Courageous

We are brave enough to break new ground by taking decisions and accepting risks without fear of failure or criticism.



→ Delfin Tower. Benidorm, Alicante (Spain). Dekton® Zenith



# Our brands, a guarantee of quality and innovation

Our brands have a positive impact: they make life more sustainable, functional and beautiful.

Cosentino® Group specialises in the design, production and distribution of architectural and design solutions. We do this by creating premium brands and products that offer more sustainable, innovative and functional solutions for both residential and public use. This makes us the perfect partner for architects and interior designers.

We market three brands that stand out for being pioneers, as well as for the excellence of their finishes: Silestone®, Dekton® and Sensa by Cosentino®, all leaders in their respective sectors. Through the solutions they provide, we produce innovative surfaces with which to create unique spaces and designs.





The new era for Silestone®:  
Designed for life.  
Reinvented for  
taking care of it.

Silestone® is the most sustainable and cutting-edge hybrid surface of premium minerals and recycled materials. Manufactured with the exclusive and innovative HybriQ technology®, it is leading the sustainable transition of our industry.



Certifications

UL Greenguard and UL Greenguard Gold, NSF, Environmental Product Declaration (EPD), DECLARE, DNV verification statement for HybriQ and HybriQ+®.

HybriQ+® Technology

One of a kind brand as a hybrid surface made from premium minerals and recycled materials. Sunlit Days collection from Silestone®, the first carbon neutral range in the quartz surface industry.

More information  
at <https://www.cosentino.com/en-gb/silestone>

25 year  
warranty

silestone®

HYBRIQ+  
TECHNOLOGY®

Made from more than just good intentions: HybriQ+®, a more advanced and sustainable technology.

Made from a minimum of 20% recycled materials such as glass, a maximum of 50% crystalline silica, using 100% certified renewable electricity and 99% recycled water.

Q+10  
Maximum 10%  
crystalline silica

Q+50  
Maximum 50%  
crystalline silica

HybriQ+® is a unique new technology that delivers the same performance and colour depth while revolutionising the impact of manufacturing. In addition, it reduces the amount of silica in its composition. This technology labels all colours and series with a recycled or recovered raw material content of more than 20%.

Currently there are 23 of the 72 colours in the HybriQ+® category with recycled materials in their composition, such as glass or mirrors, from four different technical families.



99%  
Recycled  
water

100%  
Certified  
renewable  
electricity

0%  
Water  
discharge\*

At least 20%  
Recycled  
materials

Up to 50%  
Crystalline  
silica

\* 0% water discharge into watercourses or seas





A new milestone for a brand that knows no boundaries: carbon neutral throughout its life cycle and Zero Waste certified.

Dekton® is Cosentino’s innovative ultra-compact surface. An unrivalled brand in terms of *performance* and possibilities, which has outdone itself once again thanks to:

- Carbon Neutral certification from manufacturing to end-of-life through UN-recognised projects with a high positive social and environmental impact.
- Zero Waste certification, which guarantees the recovery of more than 90% of the waste generated in the production process.

Its revolutionary performance creates endless design possibilities for indoor and outdoor spaces, vastly increasing the options available to the community of creators, designers and architects.



**An avant-garde brand, now also at the forefront of sustainability**

Dekton® has brought a revolutionary new category of surface to the market since it was launched in 2013. Manufactured with the exclusive Sinterized Particle Technology (SPT) developed by the Cosentino Group’s R&D team. This system imitates the way nature produces natural stone.

As for Dekton®, we are making a great effort to incorporate waste and scrap from the production process as a raw material for our products. This allows us to give waste a useful second life, as well as increasing efficiency and reducing raw material consumption.

As a result of improvements in our processes and advances in formulation, in 2022 we successfully achieved two milestones: ‘Zero Waste’ certification for the Dekton® manufacturing process and the incorporation of a minimum of 5% post-industrial recycled raw material in all Dekton® products.



**SilverKoast**

The homogeneous colours inspired by white sand, sun reflections and waves are embodied in subtle and delicate veins against an ivory-white background.



**Furniture**

In 2022, we carried out projects with our interior design furniture products, which has led us to research and expand our existing solutions for this application.

**New Quick Cut™ Technology**

Quick Cut™ technology is Dekton®’s new patent pending formula that allows the material to be cut with greater speed and a ‘cleaner’ cut without modifying its original technical properties.



**Certifications**

UL Greenguard and UL Greenguard Gold, NSF, BBA (British Board of Agreement), ETA (European Technical Assessment), ICC-ES, NOA, QB UPEC (France), IMO and USCG; Environmental Product Declaration (EPD), DECLARE, SASO.

More information at <https://www.cosentino.com/en-gb/dekton>

- Manufactured with 100% certified renewable electricity
- 99% recycled water.
- Minimum of 5% recycled materials in its composition. Depending on the colour, their recycled content is more than 80%.
- Carbon Neutral from Cradle to Grave.
- Zero Waste certified.



**Flooring**

Ultra-compact, as a new category of material in this application, offers high performance to meet the most demanding specific needs, from format adaptability to a wide range of standard flooring options in thicknesses of 8, 12 and 20 mm.



# Dekton® Kraftizen

Dekton® pays tribute to the master craftsmen and the techniques they perfected over the centuries.

A series of five versatile, beautiful and honest colours that are also durable and resistant come to life in the new Kraftizen collection. With it we have managed to overcome a difficult challenge: that of reinterpreting the beauty of craftsmanship using digital craft technology.

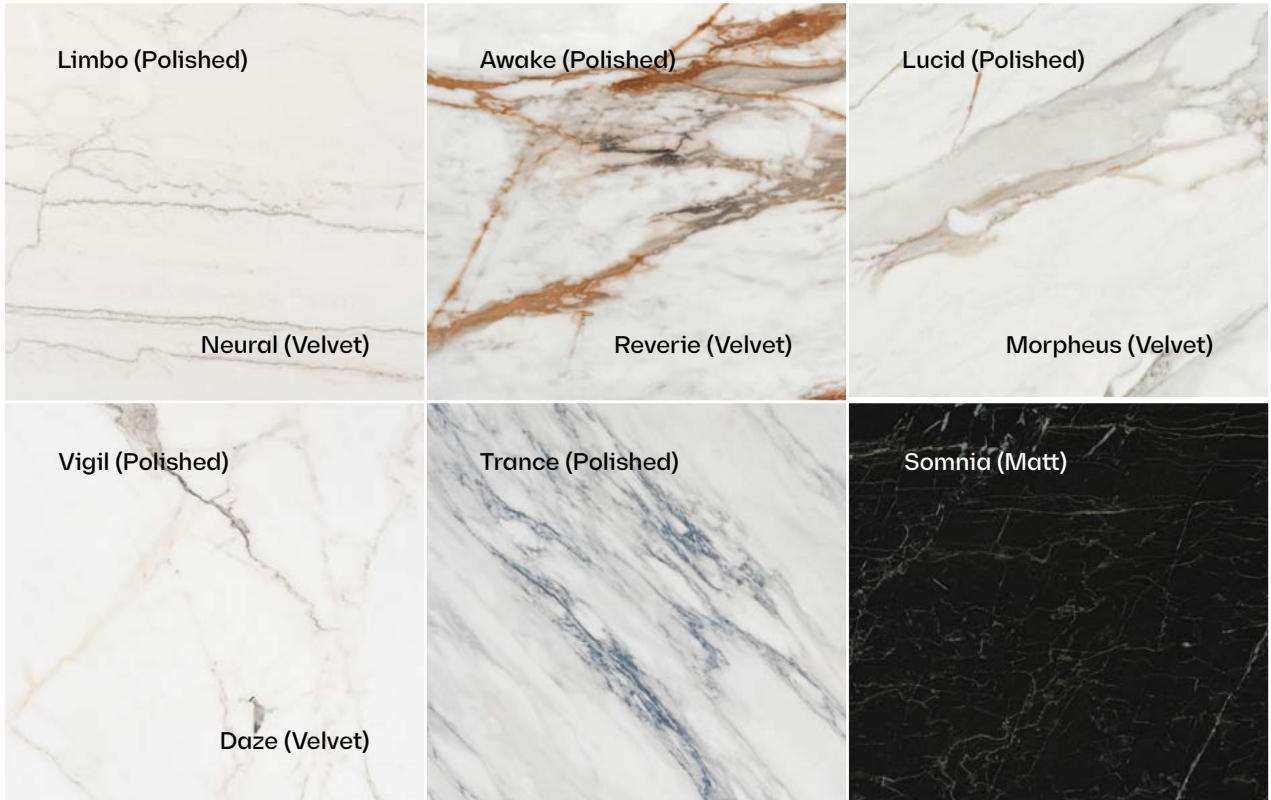


# Dekton® Onirika

Onirika represents a journey. A detour in our dreams where boundaries between dreams and reality vanish.

A collection that unites the poetic and unique beauty of stones harnessed by Dekton® technology, like those dreams where we observe and vaguely feel in control but only the deepest part of our mind truly understands.

Onirika has been named after the lavish inspiration of these two worlds conveyed in marble-inspired colours to captivate our eyes and to infuse any space with a feeling we understand but cannot explain in words.





# SENSA

by COSENTINO®

The beauty of natural stone in a product created consciously and made to last.

Cosentino®'s range of exclusive high-quality quartzite and granite surfaces is our tribute to nature and stone: to the material that is part of our history and our identity. A high expression of natural beauty that we are committed to preserving through the development of technologies that give our products a longer service life.



The innovative SenGuard® NK anti-stain protection that extends its life cycle.

Certifications

Greenguard and Greenguard Gold.

More information at <https://www.cosentino.com/en-gb/sensa>





# How we inspire people

Our clients are our voice and ears to understand and respond to the needs of the end user

We work closely with our clients on a daily basis to strengthen links with marble suppliers, kitchen and bathroom distributors, architects, designers, builders and developers around the world.

Cosentino Centres and Cosentino Cities around the world are meeting points for channelling and strengthening ties.

We seek to go a step further in our collaboration with our clients and partners, working together across our value chain through *open innovation* processes, the promotion of health and safety, respect for the environment and 360-degree quality.

## Cosentino® Ecosystem

The result of this relationship is what we call the Cosentino® Ecosystem, a generation of connections and business opportunities among the professionals with whom we interact, leveraging our capacity for innovation and diversification, with a clear focus on the end consumer.

We also rely on a solid multi-channel communication and marketing strategy, in parallel with the constant reinforcement of the brand positioning with our *stakeholders*.



Marble suppliers

>32,010



Architects

>76,110



K&B shops

>68,773



Builders

>48,756



Designers

>70,810



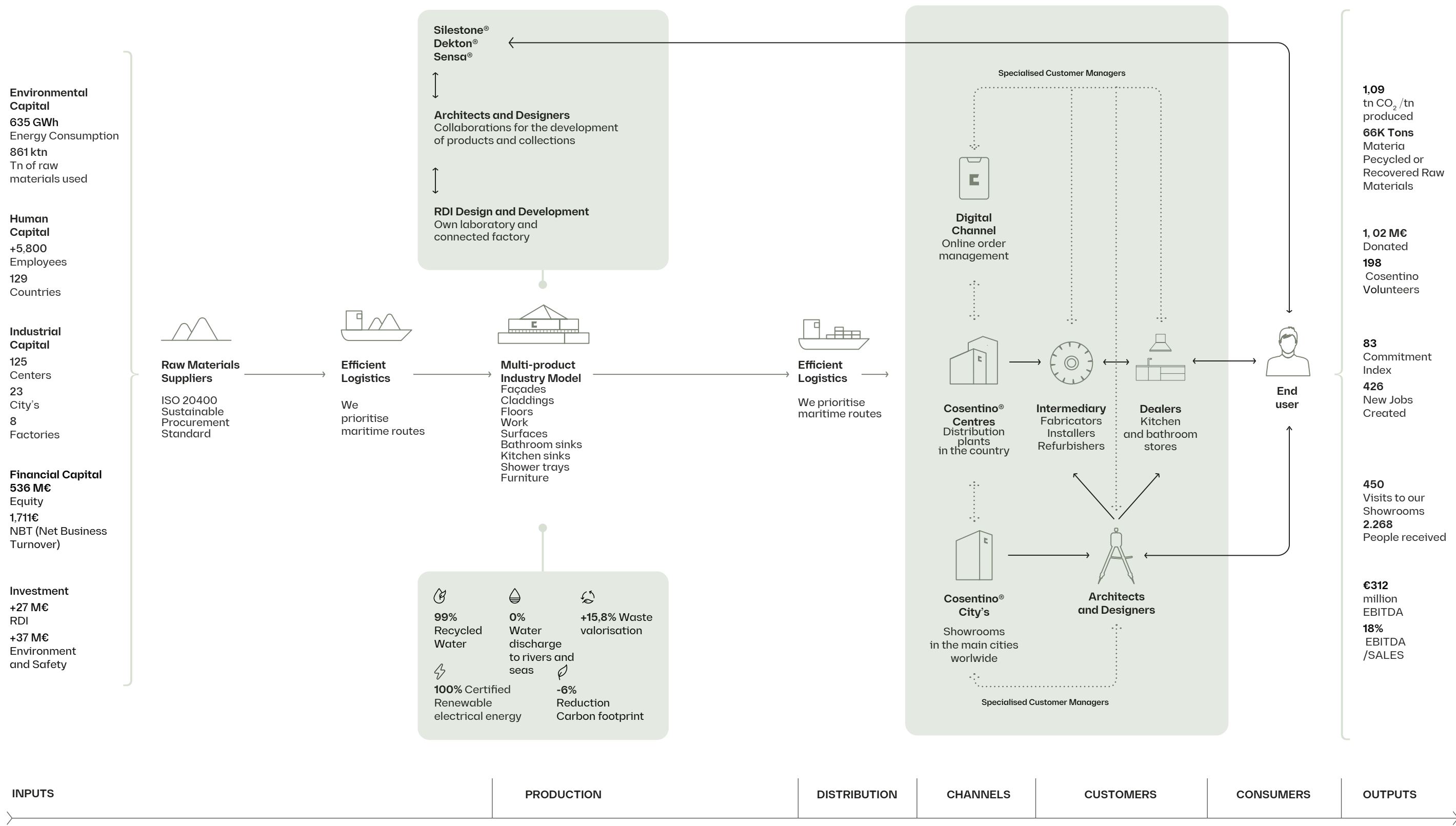
Renovators

>4,873





# A multi-product diversification model



# Our strategic vision: a holistic approach

## Vision of the environment

### We understand our environment so that we can anticipate and adapt to new realities.

These last years have been difficult for everyone. The pandemic, war and the energy crisis, among other factors, have resulted in a convulsive scenario in which it is increasingly necessary to act with a firm commitment to a business and society model based on resilience.

Thanks to the effort and commitment of the entire Cosentino team, we have managed to address these concerns and difficulties and deliver successful results at the end of 2022. These results, along with the fulfilment of our corporate purpose in which innovation and sustainability are key, have been translated into investments in renewables, circularity, new production facilities and the expansion of our global presence. All these actions have made it possible for our brands to remain industry leaders.

In the coming years, despite the current uncertainty, the construction sector is expected to continue to grow. Specifically, the residential segment is expected to grow by 3.8%, with a weighting of project types between 32% for new construction projects and 68% for refurbishment projects. We capitalise on this trend from our leading position, and we are committed to innovation and diversification in the possible applications of our products, sales channels and geographical presence. This provides us with a number of opportunities to increase our turnover in the next few years.

However, we are aware that our environment is constantly changing. In this respect, we have identified a number of risks and opportunities for which we have been preparing, including:

- **Inflationary environment**, in which both the increase in the price of raw materials and the basic supplies we need for our activity, such as energy, fuel and transport costs, stand out.
- **Geopolitical uncertainty**, and how it relates directly to the global economic outlook.
- **Effects of climate change, which are beginning to materialise more drastically and for which we have to establish effective strategies.**
- New trends, which are becoming more and more deeply rooted in consumers, such as the search for spaces that meet their current needs or the growing demand for sustainable products.

At Cosentino we are proactively addressing these realities, promoting projects and initiatives to help us seize opportunities and minimise adverse effects.

# We anticipate risks in order to manage and control them

## Risk management

We implement various identification, control and management systems, as well as preventive and corrective actions, which enable us to anticipate, avoid or mitigate the risks we face as a company. Our tools include:

- **The Group's global risk management programme:** it aims to mitigate potential adverse effects on our economic and financial profitability, and, against the backdrop of uncertainty in the financial markets, addresses financial market, credit and liquidity risks.
- **Corrective or preventive actions:** we establish them for each of the situations of risk identified in our annual review.

→ **SWOT matrix:** we use this to analyse the Group's Strengths, Weaknesses, Opportunities and Threats. It is a comprehensive analysis that considers the perspective of different departments in the company: Finance, Innovation, Internal Auditing, Purchases, People, Sales Process, Logistics, Quality and Environment. The SWOT matrix is part of our Annual Strategy Plan and is reviewed by the Board.

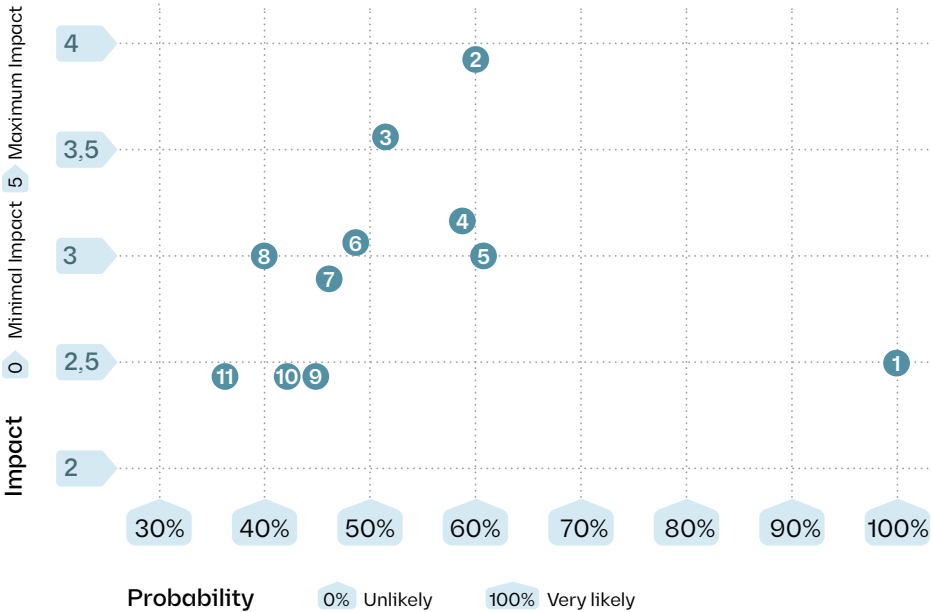
In 2021 we updated the risk map for the years 2022 to 2023, which sets out 17 risks (12 operational, 4 strategic and 1 compliance).

They were classified by level of criticality based on the residual risk assessments. In addition, they were rated by the directors and members

of the Executive Committee, who were interviewed to update the map, in order to identify those risks that could have a significant impact on the Group.

During 2022, the 11 risks classified as having the highest residual risk have been monitored in detail. For this purpose, different managers have been appointed to mitigate them and are already working on various action plans to address them. Furthermore, monitoring sheets with indicators have been drawn up to measure the evolution of these risks, as well as the degree of progress of their action plans to mitigate them. On a quarterly basis, the Audit and Control Committee monitors the indicators and the respective action plans established.

## Risk map by criticality



## Risks

- 1 Concentration in Cantoria
- 2 Occupational diseases
- 3 Raw materials
- 4 Competition from Asia
- 5 Silestone® production
- 6 Energy sources
- 7 Local transport
- 8 Cybersecurity
- 9 Stricter environmental legislation
- 10 Talent availability
- 11 Accidents at work



# Risks & Opportunities in the face of climate change

## We act now to face the future with resilience.

Understanding the challenge to our business model presented by the physical impacts of climate change plays a key role in the company's short, medium and long-term strategy. Therefore, in 2022 we conducted a risk and opportunity analysis on this issue, within the framework of the Task Force on Climate-related Financial Disclosures (TCFD) methodology.

This analysis will allow us to anticipate and adapt to the climate risks faced by the company, as well as to seize the opportunities it may offer. Additionally, we estimated the financial impact of climate change under different scenarios.

## Financial impact of risks & opportunities in the face of climate change.

Based on the TCFD methodology, we estimated the potential financial impact that the realisation of the above risks and opportunities would have on the Cosentino Group.

Following the assessment of this impact, the necessary anticipatory measures have been defined, which were already included in the company's risk map.

On the other hand, the outcomes of the analysis of the opportunities arising from climate change have contributed to the development of the Cosentino Group's strategic plan for energy transition.

### Risks

#### Physical risks

- Critical water stress in the area, leading to a reduction in the amount of water available and affecting the guarantee of supply.
- More frequent heatwaves due to higher temperatures, which would affect the production process.
- Extreme weather conditions at factories leading to production downtime or damage to facilities, such as heavy rain and hailstorms.

#### Transition risks

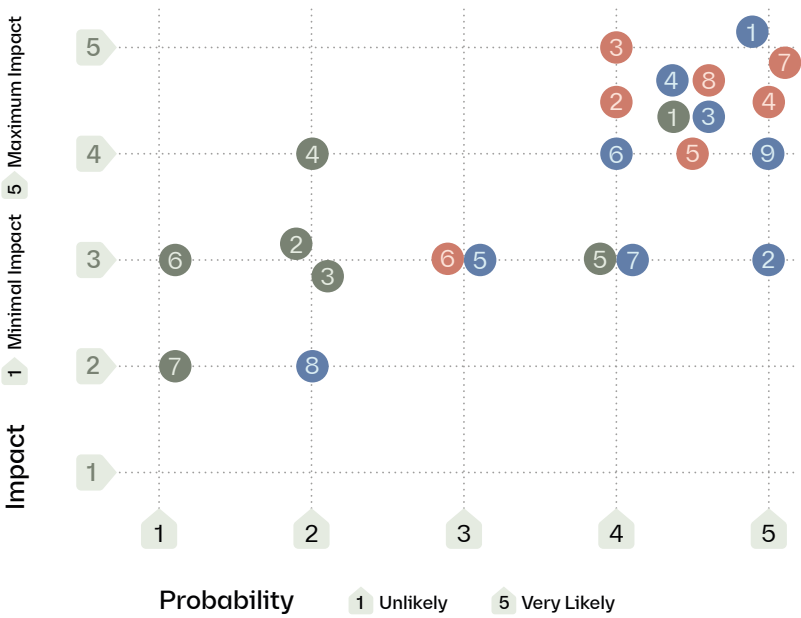
- Increased costs due to dependence on natural gas consumption.
- Dependence on fossil fuels for logistics.

### Opportunities

- Opportunities for innovation to reduce emissions from the production process.
- Investment in carbon capture and storage projects.

## Analysis of potential climate scenarios.

Looking ahead, climate change is a fundamental aspect to be taken into account in our business model. In 2022, we embarked on a climate scenario analysis to identify the main current and future risks across our different assets and geographical locations, with a view to developing resilience strategies.



### Risks

#### Physical risks

- 1 Water stress in the area, which will lead to a reduction in the amount of water available. This will also affect the ability to secure supply.
- 2 Exposure to heavy rain: Impact on logistics.
- 3 Exposure to heavy rain: Impact on suppliers.
- 4 Exposure to heavy rain and hailstorms: Impact on production facilities.
- 5 More frequent heatwaves due to higher temperatures: Impact on the production process.
- 6 Impact on suppliers due to the occurrence of other extreme weather events such as hurricanes and cyclones.
- 7 More frequent cyclones.
- 8 Increased fire risk from the outside.

#### Transition risks

- 1 Unable to access raw materials sourced from sustainable practices. Decrease in sales due to limited access to the most sustainable raw materials.
- 2 Increased costs due to inefficient transport management.
- 3 Low profitability of clean technologies.
- 4 Increased costs due to stricter legislation.
- 5 Dependence on offsetting projects by product range.
- 6 Higher raw material costs: new carbon markets (within and across borders).
- 7 Higher costs due to dependence on natural gas consumption.
- 8 Higher costs due to dependence on fossil fuels for logistics.

#### Opportunities

- 1 Opportunities for innovation to reduce emissions from the production process.
- 2 Investment in renewable electricity.
- 3 Other energy sources: Biogas.
- 4 Innovation: Investment in carbon capture and storage projects
- 5 New markets. Development of biodiversity projects.
- 6 Opportunities for resilience: supply chains that encourage more climate action.
- 7 Innovation in products and services to reduce emissions to a minimum.
- 8 Market trend: company ready to attract potential investors.
- 9 Drought adaptation actions: minimising water consumption.

# Materiality analysis

## We give voice to those around us

During the year, we conducted an internal analysis that, in line with the new GRI standards, enables us to understand and analyse the most significant impacts for the company in order to respond to its present and future needs.

The issues analysed focus on our economic, environmental and social performance, including those related to human rights.

To do this, we followed the methodology set out below:

**STEP 1: Analysing Cosentino's context and identifying impacts**

With the help of Cosentino managers and external consultants, as well as through the analysis of macro trends in the industry, we carried out a diagnosis of what impacts, both positive and negative, real and potential, we may generate as a result of our business activity.

In this consultation, conducted in December 2022, for each negative impact, we asked them to assess the following:

- Level of severity of the impact, taking into account its extent, scope and degree of difficulty to remedy the damage caused.
- Level of likelihood of such a negative impact occurring.

**STEP 2: Impact assessment:**

From the previous step, we compiled a list of 70 impacts, which we consulted with our main *stakeholder* through surveys. These include both internal stakeholders (Board of Directors, Executive Committee and employee representatives) and external stakeholders (customers, suppliers, public institutions, partner associations, etc.).

On the other hand, for each positive impact, we asked them to assess the following:











- Level of benefit of the impact, if any, taking into account its likely extent.
- Level of likelihood of such a positive impact occurring.

**STEP 3: Analysis of outcomes:**

Once the impacts have been assessed by our *stakeholders*, we have weighted and analysed the outcomes so as to identify which are the most influential for Cosentino. The most relevant impacts have been categorised as 'material issues', resulting in the materiality matrix on the following page.

However, with a view to 2023, we are working on a double materiality analysis. The aim is to introduce this new perspective into the holistic view of our sustainability strategy and its action plans.

## Material issues

 Customer relationship and satisfaction.	 Dialogue with our employees.	 Health and Safety of employees.	 Innovation in products and services.	 Efficient and rational use of water, energy and raw materials.
 Quality of products and services.	 Sustainable facilities.	 Promotion of sustainable transport.	 Diversity and equality.	 Waste management, circular economy and promotion of recycling.

→ Laboratories at Cosentino Innovation Hub





Material issues identified in each of the defined categories

- Strategy

  - 1. Sustainable economic-financial performance.
  - 2. International presence.
  - 3. Security.
- Social

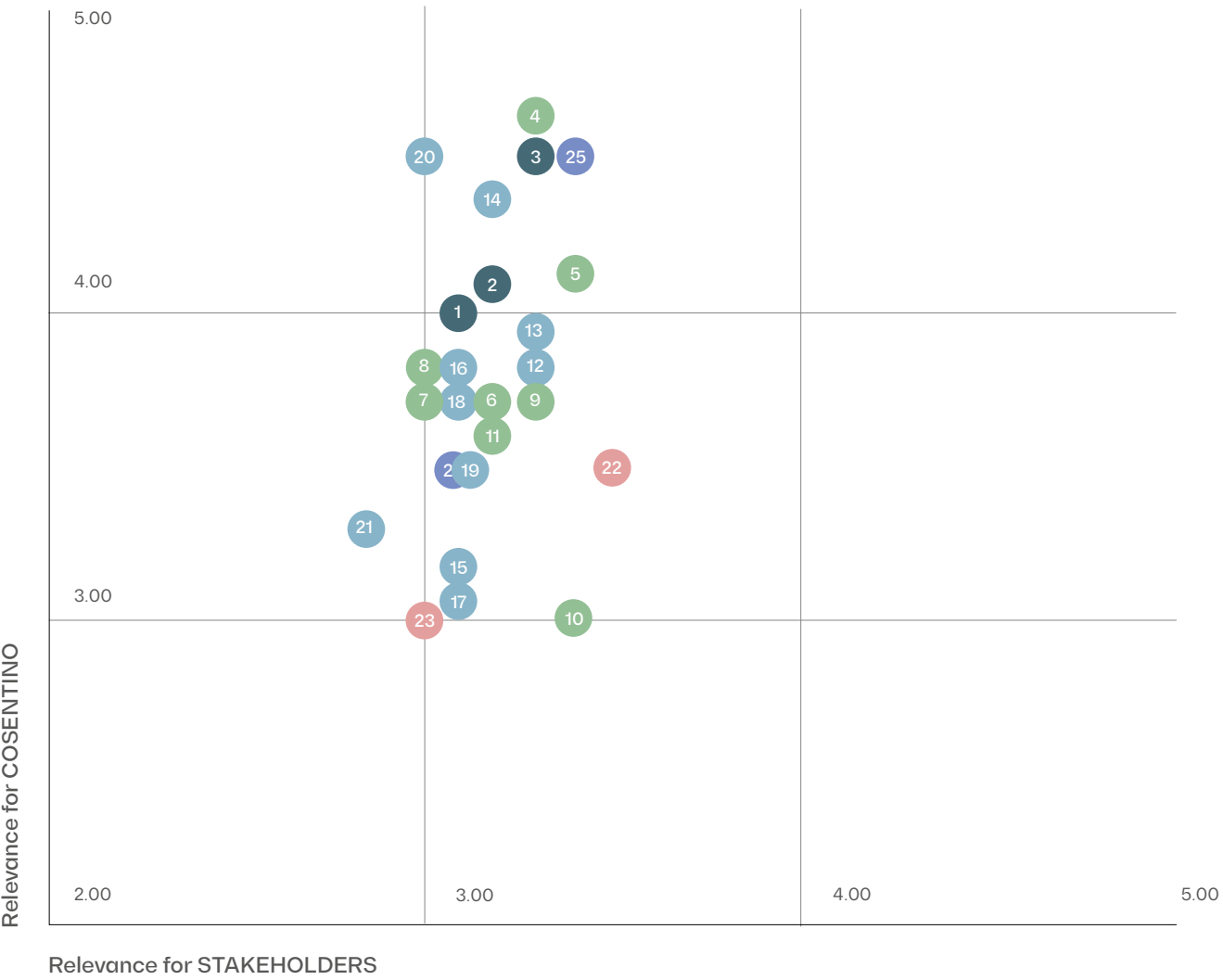
  - 12. Occupational Health and Safety.
  - 13. Diversity and inclusion.
  - 14. Impact on local communities.
  - 15. Employee wellbeing.
  - 16. Talent management
  - 17. Responsible supply chain
  - 18. Social action
  - 19. Pandemics and health crises
  - 20. Talent wellbeing.
  - 21. Human Rights.
- Corporate governance

  - 22. Transparency and compliance.
  - 23. Ethics and anti-corruption.
- Environment

  - 4. Use of renewable energies
  - 5. Circular Economy.
  - 6. Biodiversity.
  - 7. Water use and management.
  - 8. Air pollution and CO2 emissions.
  - 9. Soil contamination.
  - 10. Environmental noise.
  - 11. Natural disasters.
- Products and services

  - 24. Customer relationship and satisfaction
  - 25. Innovation and quality

Main materiality matrix



- Strategy
- Environment
- Social
- Corporate governance
- Product and services

# We move forward with a clear and firm roadmap

We are alert to what is going on around us and open to change.

At Cosentino Group, we are constantly analysing the risks and opportunities we face in order to move towards the future we want to build.

Through the SHAPE programme, we implement our strategic vision in an agile and effective way, ensuring that our business model remains robust, responsible and sustainable.

This roadmap sets out the lines of action that drive us forward:



### Diversification

We develop new channels and apply them to existing markets.



### Brand strength

We give our brands aspiration and added value for both the professional ecosystem and the end consumer.



### Innovation and design

We develop new collections that set trends in the market and differentiate us from our competitors.



### Digitalisation

We are committed to digitalisation as a new sales channel and business enabler for our sales teams.



### Consolidated and committed team

We reinforce the skills and profiles needed to help us in our transformation.



### Sustainability

We ensure that our operations are competitive in the future, maximising our contribution to development and society.



### Optimising productivity

We have an industrial area that is increasingly efficient and prepared to respond to the group's expansion and diversification.



### Transformation of the supply chain

Automating and digitising daily operations to ensure optimal levels of service.

→ Picture of Cosentino solar park (Cantoria, Almería)





# Innovation & Digitalisation, levers of transformation

## A transformation with real business impact.

We seek to enhance the efficiency, sustainability and safety of industrial processes.

To this end, we build technologically advanced solutions in line with the latest digital trends. But, above all, we strive to make them useful in the day-to-day work of the people who make up Cosentino.

## Robotisation and industrial automation: the future that is now our present.

We strive for robotisation and automation of all processes involved in the production and manufacturing of our products. More than a purely productive factor, the installation of robots and automated machines has an impact on many other factors, such as:

- Improving data flow and analysis, allowing for a more complete and detailed view to optimise processes.
- Giving the company a competitive advantage by having unique processes in a timely manner.
- Improving safety at work.
- Improving ergonomics and quality of the workspace of the person involved.
- Making processes more flexible.

## Technology at the service of the supply chain.

Faster decision making and optimised sequence calculations under different simulation versions.

In 2021, we launched the operation sequencing and optimisation project (ePPDS), taking into account finite resource capacity, constraints and component availability. This, together with the automation of planning processes, has enabled us to make quicker decisions, so that we can simulate scenarios in which we consider both the minimisation of production costs and the level of service we offer.

## We continue to innovate to leverage the most powerful technology: the human one.







In 2022 we dedicated an entire team to *data-driven* transformation for the first time. This has had a strong impact on the various areas of the group, including more than 12 *advanced analytics* cases, over 15 visualisation *dashboards* and the creation of a data repository containing information from all departments.

Our team has not only focused on the areas with the greatest impact on the income statement, such as logistics and production, but also on those areas in which Cosentino is constantly committed, such as Sustainability, Safety and Innovation. Ultimately, the goal is for all employees of the group to make data-driven decisions facilitated by state-of-the-art analytics and technology.

## We innovate to make our technological capabilities available to our customers.

In January 2021, we created the new Digital Business Unit, which has a new working methodology (Agile/Scrum). Thus, we have evolved and developed professional platforms for 5 business verticals, including kitchen shops, marble suppliers, architects, designers and end consumers, through a customer-centric business vision. This development has had a positive impact on various aspects of the business, such as:

Our aim is to digitise the Cosentino Ecosystem to improve efficiency and communication with our customers and partners in their daily needs. In this way, our digital unit is adding value to several groups on a global scale based on different strategies, encompassing the creation of new and evolving products; personalised communication through different channels; the development of the digital services of our platforms; and the on-off connection, thanks to our sales and distribution network, which provides excellent expertise and helps us to continue to grow together.

 <h3>Kitchen shops</h3> <p>Increasing sales through recommendation of new products, offering a high-value digital product (specialised services) and generating a demand or traffic of potential end consumers to purchase.</p>	 <h3>Designers</h3> <p>Raising brand awareness within this group through the C-Top Design programme. Creating a community through our digital platform where we offer high-value services, bonuses and the possibility to buy our products <i>online</i>.</p>	 <h3>Marble suppliers</h3> <p>Increasing sales through a diversified <i>online</i> product offering (<i>eCommerce</i>) and personalised <i>online</i> marketing campaigns/promotions.</p>
 <h3>Architects</h3> <p>We work alongside architecture professionals by raising brand awareness within this group, presenting our products as possible design solutions for their projects and connecting them with our sales force through the digital channel as a way of business partnership.</p>	 <h3>Digital marketing</h3> <p>We launch digital marketing campaigns to raise brand awareness and attract business opportunities for the company (B2B and B2C).</p>	 <h3>End consumer</h3> <p>We have evolved and developed the company's main digital asset – our website – to offer valuable content and services to the end user throughout the process. Furthermore, we offer them the possibility of connecting <i>online</i> with our professional partners (through platforms and our sales network) in order to purchase our product.</p>

# Connected factory

The connected factory aims to increase efficiency, minimise errors, reduce *time to market* and move towards a more sustainable process.

**Maintenance with RFID technology:** we are enhancing the control of maintenance checks with RFID technology, a system of personal identification devices for equipment that ensures the recording of the execution of tasks, the traceability of repairs, the management of materials and the measurement of operator efficiency.

**Advanced demand management:** we seek to improve the current demand model in both integrated planning and advanced planning and valorisation. For this purpose, we rely on the cloud-based SAP Integrated Business Planning (IBP) solution powered by SAP HANA, which facilitates the involvement of stakeholders throughout the organisation in the planning process.

**Transport optimisation:** we rely on market-leading solutions such as Descartes and Transporeon. Both plan the most efficient routes at the lowest cost in response to our strategic challenges.

# Cybersecurity

In 2022, Cosentino obtained ISO 27001 certification to guarantee its customers best practices in security for protection against possible cyberattacks. Such practices ensure the confidentiality, integrity and availability of information.

**Ensuring the reliability and quality of our activity:** demonstrating to the market that our data processing procedures are secure.

**Improving the internal security system:** thanks to the methods and procedures described in the standard for its optimal implementation, a system is created that provides the

highest level of security for internal information.

**Reducing risk cases:** the implementation of this security management system allows for an exponential reduction in the number of instances of information leakage or deterioration.

# RPA

By implementing RPA technology, we are pursuing the goal of digitising secondary business processes: optimising and redefining them, reducing time and costs, eliminating errors, improving internal processes and relationships with customers, partners and suppliers, as well as having multiple dashboards that improve the management and responsiveness of the business, its productivity, competitiveness and profitability.

In order to achieve these objectives, the Cosentino Group uses key advanced technologies in the provision of its services:

-Artificial Intelligence combined with OCR to automate all or part of the processes that require the reading, interpretation and identification of documents: agreements, orders, payslips, delivery notes or signatures.

-RPA for robotisation and automation of processes in the various Cosentino Group systems.

-Business Intelligence (BI) and Process Mining solutions in order to accelerate the phase of identifying re-engineering and automation opportunities, modelling processes, analysing and identifying areas of improvement to create case studies in a more efficient and agile way.

# We take innovation one step further

Our firm commitment to innovation means that, by 2022, the Group registered 14 new designs in Europe and the USA, as well as four patent families, to protect our knowledge

and exclusivity in an increasingly demanding and competitive sector. At the end of the year, our IP portfolio included 26 active patent families[1] protecting different inventions in the

various countries in which we operate, with 77 different registered designs[2].

Total investment in euros (including CSA and CRD)	2020	2021	2022
Investment in R&D&I projects	7,697,654.52	6,144,980.18	7,782,071.89
Investment in R&D&I assets	838,054.12	176,570.11	572,530.39
Investment in non-industrial R&D&I-related assets	1,931,984.73	452,725.26	377,304.00
Investment in related assets	9,287,718.44	6,813,900.06	18,318,101.15
Total investment	19,755,411.81	13,588,175.61	27,050,007.43

[1] Registered and granted titles conferring an exclusive right in a geographical area to use, manufacture, distribute, promote and/or sell an invention, be it a product, a production device or a process.

[2] Registered and granted titles conferring an exclusive right in a geographical area to the shape, visual appearance, design and/or ornamentation of a product.





# A unique view

In the matrix below, we set out in a single table the interaction between the most significant aspects that make up the way we work. This shows the relationship between materiality, the SDGs to which we contribute, our SHAPE programme, the GRI indicators and the section of the report in which it is included.

Relationship matrix

	SHAPE programme	SDGs	GRI	Page
Economic-financial performance		8,9,13,16,17	2-27, 2-6, 201-1 to 201-4, 203-1 to 203-2	10-13, 32-33,190
International presence		8,9,11,16,17	2-1, 2-6, 202-1 to 202-2	12-13, 32-33, 216
Cybersecurity		9,16	Not applicable	46
Use of renewable energies		7,8,12,13	2-25, 3-3,	34-41, 70-75
Circular Economy		3,6,8,12,13	2-25, 3-3, 306-1 to 306-5	76-83
Biodiversity		6,13	2-25, 3-3	143, 160-166, 231
Water use and management		3,6,12,13	2-25, 3-3, 303-1 to 303-5	72-73
Air pollution and CO2 emissions		3,12,13	2-25, 3-3, 305-1 to 305-7	56-65
Soil contamination		3,12	2-25, 3-3	65
Environmental noise		12	2-25, 3-3, 305-7	38-41
Natural disasters		13	Not applicable	40-41
Occupational Health and Safety		3,8,16	2-25, 3-3, 308-1, 403-1 to 403-10, 416-1	126-135
Diversity and inclusion		4,8,16	3-3, 405-1 to 405-2	102-105
Impact on local communities		8,16	2-29, 413-1 to 413-2	140-181
Employee wellbeing		3,8,16	3-3, 403-1 to 403-10, 401-1; 405-1; 405-2; 406-1	120-125
Talent management		4,8,17	401-1 to 401-3; 404-1 to 404-3	106-119
Responsible supply chain		6,8,16	2-6, 414-1 to 414-2	202-211, 231

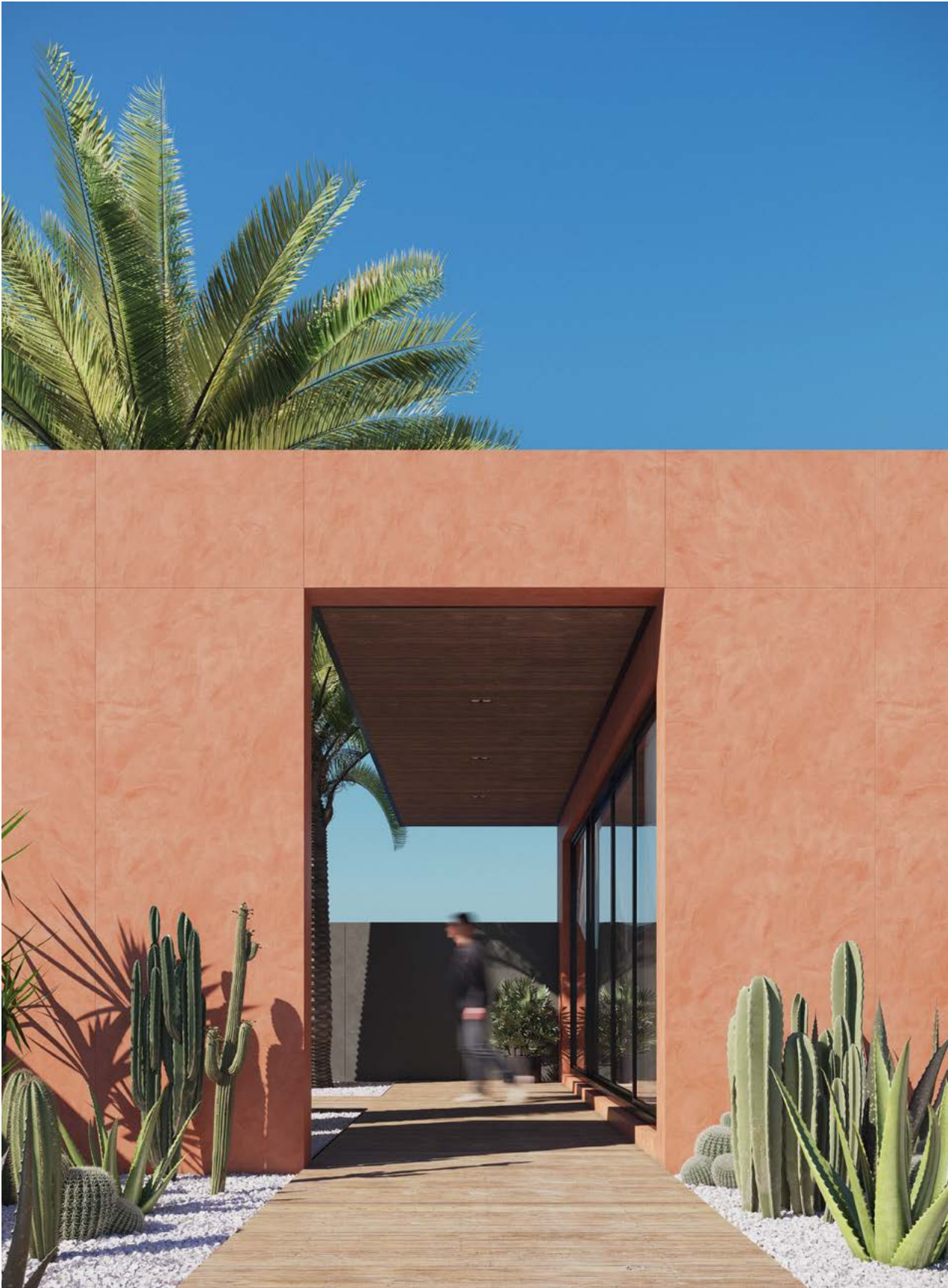
Social action		8,16	3-3, 2-29	140-181
Pandemics and health crises		3,8	Not applicable	24, 125
Job creation		8	3-3, 405-1 b	33, 86, 92-93
Human Rights		8,16	2-23, 2-26, 3-3, 406-1, 407-1, 408-1, 409-1	192, 203-215
Corporate governance				
Transparency and compliance		12,16,17	2-1 to 2-5, 2-27, 3-1 to 3-3	192-199
Ethics and anti-corruption		8,16,17	3-3, 2-23, 2-28, 405-1 to 405-2; 406-1; 407-1; 408-1; 409-1; 205-1 to 205-3	192-193
Products and services				
Customer relationship and satisfaction		3,9,11,12,17	2-29	212-217
Innovation and quality		9,11,12	2-6, 203-1	44-47

Key to SHAPE programme

Diversification	Brand strength	Innovation and design	Digitalisation	Qualified staff	Sustainability	Production capacity	Supply chain

Key to SDGs

SDG 3 Health	SDG 4 Quality education	SDG 6 Clean water and sanitation	SDG 7 Affordable and clean energy	SDG 8 Decent work	SDG 9 Innovation and infrastructure	SDG 11 Sustainable cities and communities	SDG 12 Responsible consumption and production
SDG 13 Climate Action	SDG 16 Peace, justice and strong institutions	SDG 17 Partnerships for the goals					



Sustainability Strategy

We want to leave  
the maximum  
footprint on  
people and  
the minimum  
on the planet




A benefit to keep growing,  
no doubt, but in an ever  
better world.

A benefit with more value, more meaning and  
broader significance. Enriched and balanced  
with the positive impact of everything we do.  
Good for people's lives, the development of their  
communities and the planet we live on. A growth  
that harmonises the benefits of today with those  
of the future. A growth that is responsible for the  
consequences of our activity.



# ESG: Three cornerstones that make us better

Within our Sustainability Strategy, we set out three key cornerstones to help us achieve our public commitments, give us a competitive edge and provide us with a global vision:

<div></div> <div><h3>Environmental</h3><p>Ensuring that our operations are competitive in the future...</p><p>We assume that nature and the environment are not an endless source of resources, and that their protection and rational use are imperative.</p><p>We see decarbonisation as the backbone for achieving the following:</p><p><b>Efficiency</b></p><p>Consolidating an energy-efficient product, with an optimal use of raw materials and other resources.</p><p><b>Circular economy</b></p><p>Increasing our consumption of recycled materials and encouraging the reduction of waste and its recovery.</p></div>	<div></div> <div><h3>Social</h3><p>...maximising our contribution to development and society...</p><p>We promote social development by seeking cohesion between communities and cultures to achieve satisfactory standards of quality of life, health and education.</p><p><b>Employees</b></p><p>Creating ever safer workplaces and thinking about the needs of our employees.</p><p><b>Community</b></p><p>Promoting initiatives that contribute to the development of all communities where we have a presence.</p></div>	<div></div> <div><h3>Governance</h3><p>...through ethical, transparent and responsible management.</p><p>We ensure economic growth through ethical and responsible management practices aimed at generating equitable wealth.</p><p><b>ESG integration</b></p><p>Ensuring that ESG aspects are understood and shared by our employees and our partners.</p><p><b>Transparency</b></p><p>Sharing our progress through participation in rankings and benchmark indices and monitors.</p></div>
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# Governance and sustainability management

Since its implementation in 2021, we have consolidated a model led by the Board of Directors. As the highest governing body involved in the company’s strategy, it is in charge of analysing the progress of the strategic lines of sustainability and reviewing both the achievement of the objectives and the commitments made. It also validates the information included in the Non-Financial Information Statement and the Sustainability Report.

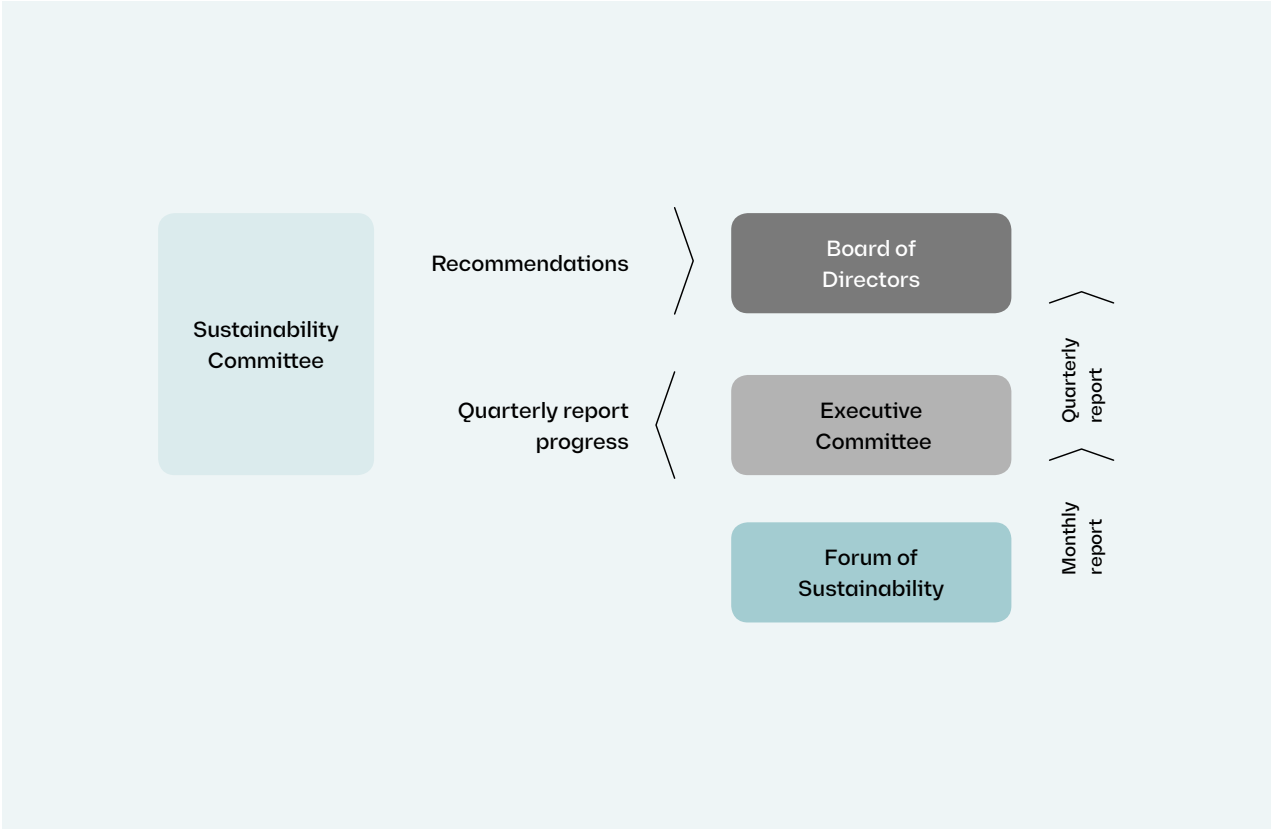
The Sustainability Committee, as a delegated body of the Board of Directors, oversees and regulates sustainability initiatives, promoting commitment to the Sustainable Development Goals (SDGs) and leading stakeholder engagement in this area.

The Executive Committee, with the approval of the Board of Directors, is responsible for evaluating the progress of the strategic lines, analysing the degree of achievement of the objectives set and, where appropriate, making the necessary changes to achieve them.

At a lower level in the organisation is the Forum of Sustainability, a multidisciplinary team with representation from all areas of the company, coordinated and supported by the Sustainability and Strategy departments. This forum monitors the progress of the ESG action plan and identifies opportunities for improvement and new lines of action.

In 2022, we regularly reported to the full governing body through a dashboard of key non-financial KPIs and progress towards short and medium-term goals.

Our governance model aims to keep our purpose, activities and operations honest and aligned across the business.

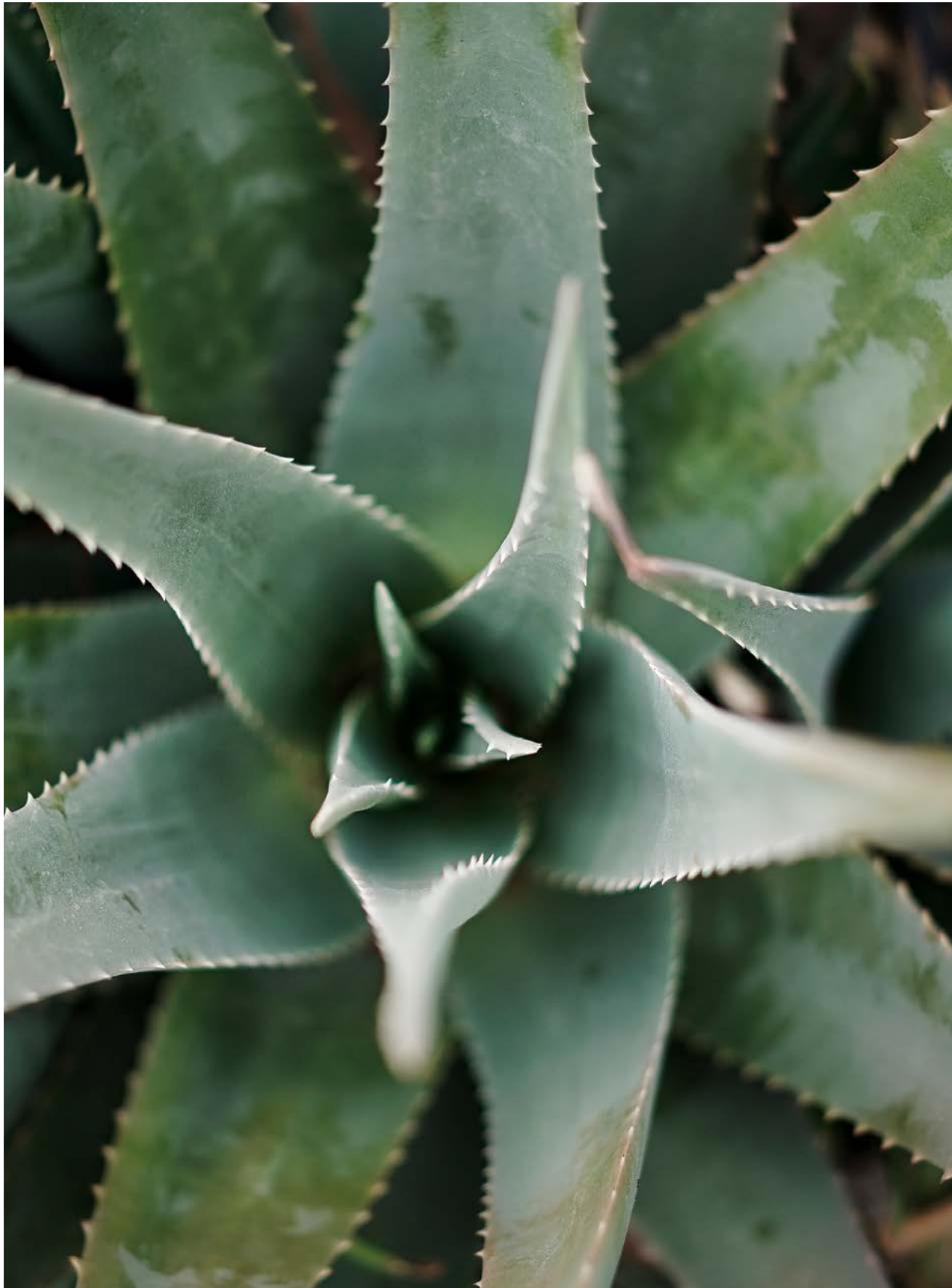




→ Cosentino® industrial park







ESG

(E) Cosentino x Environmental

We ensure that our operations are competitive in the future

We take care of our great common home: the Earth.

Our brands improve people's lives by transforming the spaces in which they live. That is why protecting the balance and promoting biodiversity of the world we share comes so naturally to Cosentino®.

We create products that have a positive impact on the world around us. More sustainable, aiming for carbon neutrality, with higher percentages of recycled materials and a longer life cycle. The electricity used in their manufacture comes from renewable sources and we transport them in an increasingly cleaner and smarter way.

We care for our planet by making the most of every drop of water, reusing it over and over again.

We harness all resources and find new uses for waste, as well as creating new infrastructures and sustainable ties. From a self-consumption photovoltaic plant – a benchmark in Spain – to a waste recovery centre.

Working in partnership with suppliers, scientific institutions and NGOs. Preserving biodiversity, making forests more resilient to climate change and protecting marine ecosystems.

Giving it all in exchange for a better future for all.

We care for our planet

# Carbon footprint, Cosentino CO<sub>2</sub>ncious

We reduce and deal with our Organisational Carbon Footprint, reducing emissions and transforming them into added value through offsetting projects.

For the fifth year in a row, the Cosentino Group has calculated its Organisational Carbon Footprint (OCF). The emissions reduction target set as part of our strategy means that each year we are becoming more rigorous in this regard, taking actions that progressively reduce our ratio of emissions per tonne of product manufactured. In 2022, we reduced our carbon footprint by 6.09% compared to 2021 and by 12.81% compared to the base year 2018.

This reduction target and our desire for continuous improvement – the company’s DNA – means that every year we put a little more effort into this, improving the data collection process and the way we calculate and present the data.

At the time of writing, the emission factors from the Spanish Ministry for Ecological Transition and Demographic Challenge (MITERD, in Spanish) have not yet been published, so the 2022 Footprint results will be subject to verification once these factors are published.

On the other hand, as in previous years, we will register our carbon footprint in the Andalusian Emission Offset System (SACE, in Spanish) and in MITERD. In this respect, the Spanish Climate Change Office (OECC, in Spanish) awarded us the ‘Reduzco’ seal in 2021, which recognises the company’s reduction in emissions since 2018.

Furthermore, we continue to promote socio-environmental projects in Mexico and Chile, which allow us to voluntarily offset some of our emissions in the production of our carbon neutral products, Dekton® and the Silestone® Sunlit Days collection by Cosentino®.

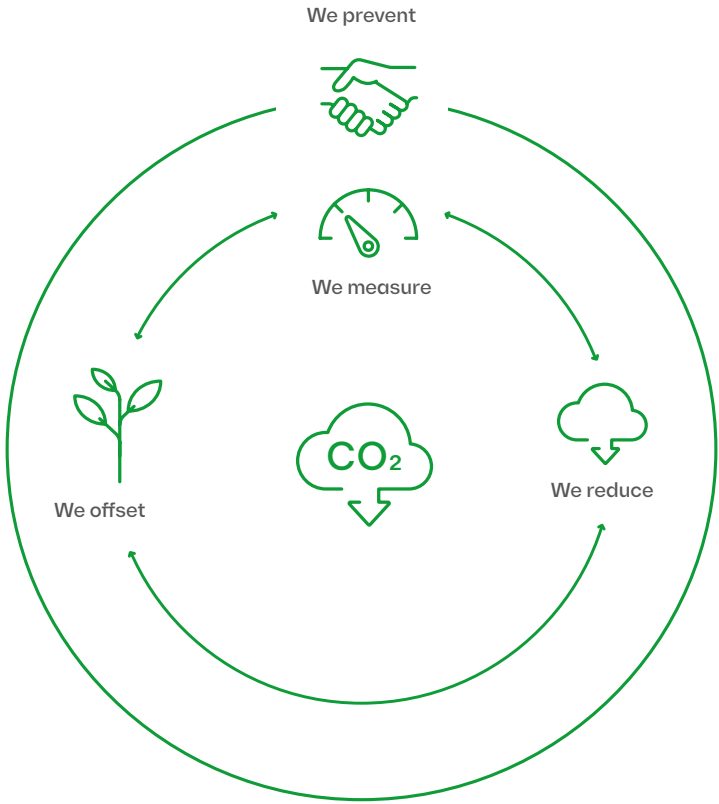
In total, we offset 17% of our footprint by 2022.

## Emissions reduction strategy

We recognise that to make a real positive impact on climate change, we need to know how we are doing (measure), take action (reduce) and make decisions (prevent) throughout our value chain. Once this is done, we will offset the emissions that we cannot reduce for the time being, as we have been doing since 2019, when we first voluntarily offset the emissions from Dekton® manufacturing.

**+37 M EUR**  
in environmental and health and safety assets

**+13 M EUR**  
in environmental control and improvement



### We prevent/anticipate/move forward

Anticipation is vital if we are to avoid our emissions: designing products with low environmental impact and using clean energy, selecting suppliers according to their ESG policies or applying circular economy strategies to discover new raw materials have a direct impact on the carbon footprint. In addition, the half-yearly calculation of the footprint has enabled us to make decisions that have reduced emissions for the final calculation.

### We reduce

Knowing and acting on our emissions is essential to improve our performance and achieve the reduction targets set by the company. Improving the efficiency of our processes, innovating and promoting both the circular economy and sustainable transport are some of the actions we are taking.

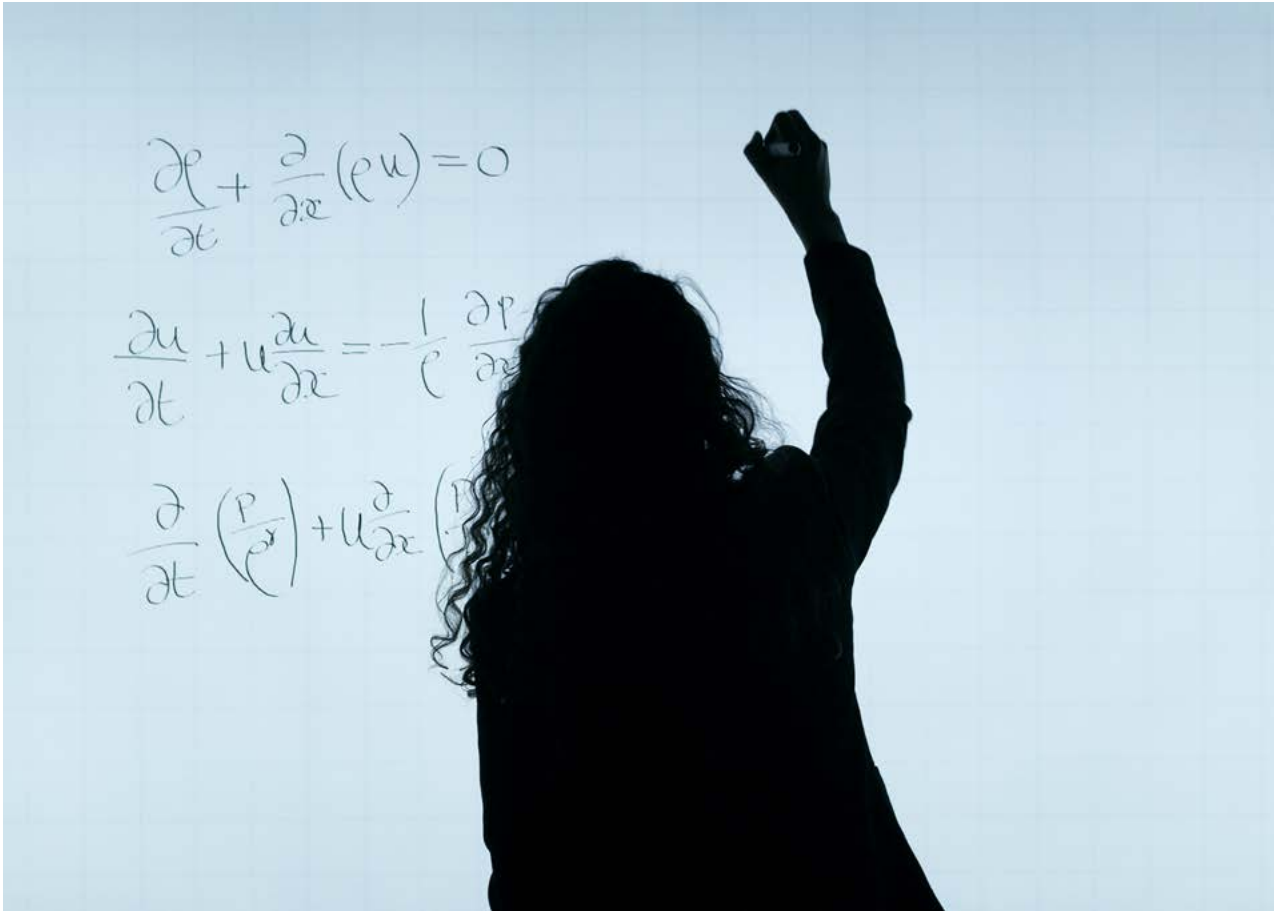
### We measure

We calculate direct and indirect CO2 emissions to see how we are performing year on year, which helps us to identify the main sources of emissions and therefore levers for action. To achieve the same good environmental, social and governance practices, we also transfer this attitude to our suppliers. Measurement based on the UNE-EN ISO 14064 standard and the Greenhouse Gas Protocol (GHG Protocol).

### We offset

We address the emissions that we cannot reduce for the time being through socio-environmental projects to offset emissions in developing countries. At present, we have carbon credits in two projects in Chile and Mexico, dedicated to the production of biogas and wind energy respectively.





621,601.50 t CO2e  
TOTAL OCF 2022

Scope 1	Scope 2	Scope 3
12.45%	1.37%	86.18%
Direct emissions from sources controlled by the company	Indirect emissions from purchased electricity consumption	Indirect emissions from the entire value chain, from the extraction of raw materials to the end-of-life of the product

We measure

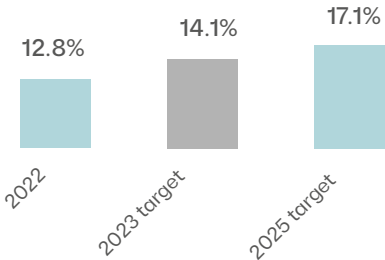
We measure, act, reduce.

Footprint reduction as the backbone

In 2022, we went one step further and calculated our carbon footprint on a half-yearly and annual basis. This allowed us to make a preliminary study of our emissions from January to June and to anticipate decisions and actions to reduce our footprint for the final calculation.

Similarly, we continue to work to ensure that the OCF is the backbone of decision-making in the areas that affect the environmental component of the company, as all of them have a greater or lesser direct impact on it.

Carbon footprint reduction Vs 2018



Carbon footprint evolution

	2018	2022	Evolution 2018-2022
Production t CO <sub>2e</sub> /(ton)	1.25	1.09	-12.81%
Raw material consumption (t CO <sub>2e</sub> /ton)	0.86	0.77	-15.94%
Turnover (t CO <sub>2e</sub> /k€)	0.45	0.36	-18.95%
Employees (t CO <sub>2e</sub> /No.)	100.20	106.24	+6.02%



Beyond GHGs

At Cosentino, we respect and care for the environment by continuously measuring our emissions, acting accordingly and complying with applicable laws as part of our company’s continuous improvement process. For this reason, we calculate emissions of substances other than GHGs included in the carbon footprint, thus complying with the requirements set forth in the Integrated Environmental Authorisation (IEA).

In 2022, we reduced our carbon footprint by 6.09% compared to 2021 and by 12.81% compared to the base year 2018. This reduction covers all areas of the company, from the procurement of raw materials to the end-of-life of the products we manufacture. Scopes 1, 2 and 3.

We measure

We are committed to the future of the Planet

By voluntarily setting an emissions reduction target.

Voluntary emissions reduction target  
**-35%**  
in 2030

We reduce our footprint every year with the aim of meeting the company's 2030 target. So far, we have achieved a reduction of 12.81% (t CO2e/t product) compared to our base year 2018, so we must continue to work towards this.

To demonstrate this commitment, we participate in the Carbon Disclosure Project (CDP), a not-for-profit charity that scores companies on their decarbonisation strategy and ESG policy through transparent disclosure of the corporate strategy. In the first year of participation, 2022, we received a 'B' rating.

In 2022, we signed the letter of commitment with the SBT (Science Based Targets) initiative, which will allow us to assess, within a maximum of two years, the alignment of our strategy with the principles set out by this initiative: to limit the increase in global temperature to below 2°C compared to pre-industrial levels, in line with the Paris Agreement.

In parallel, we are working on the planning and strategy to achieve the Net Zero 2050 target.



Our commitment to a low-carbon economy

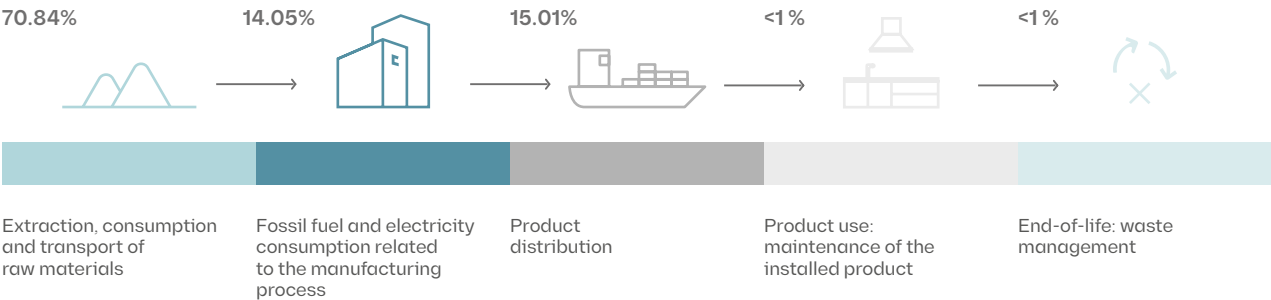
A goal that encompasses our entire value chain, from the extraction of raw materials to the end-of-life of our products.



86%

Indirect emissions account for 86% of our Organisational Carbon Footprint.

Carbon footprint distribution at Cosentino



We still have a long way to go, so we strive to reduce emissions through a number of strategies.

How do we make it?

**Raw materials, innovation and eco-design:** we care about the efficient use of our raw materials and their impact on the environment. Therefore, in addition to HybriQ and HybriQ+® products (formulated with at least 20% recycled raw materials), our R&D&I department is exploring other options to reduce their environmental impact without compromising their performance.

**Logistics:** on top of route optimisation, we have implemented smart digitalisation, sensorisation and electrification tools that internally measure the efficiency of the company's routes and vehicles, thus allowing us to establish actions to improve their performance. Additionally, we are researching and promoting the use of sustainable alternatives to fossil

fuels in the various modes of transport we use in our value chain, with pioneering initiatives in product distribution, such as the implementation of Transporeon and Carbon Visibility *software*.

**Energy Working Group,** consisting of three teams: Energy Efficiency, Clean Energy and Energy Procurement. They develop and implement measures to achieve the objectives set out in our strategy. We are placing particular emphasis on optimising energy use and increasing the share of clean energy in our energy mix, with new photovoltaic installations planned and numerous feasibility studies conducted in 2022 for innovative technologies applied to our processes, such as green hydrogen, biomethane, energy storage or *smart grids*.





# We conducted a life cycle analysis of our two main products, Silestone® and Dekton®

We have the life cycle analysis of our two major products, Silestone® and Dekton®, and consequently the water footprint data for both. This analysis is carried out throughout the entire life of the products, giving us a more precise and global vision to be able to focus our efforts and possible investments in those areas and/or stages of the product in which we really achieve a greater positive impact.

## We develop innovative and more sustainable products by analysing each stage of the life cycle.

Having a proper knowledge and interpretation of the environmental footprint of products throughout their life cycle gives us the keys to designing more sustainable products or improving eco-design.

The latest (2021) update of the Environmental Product Declarations (EPDs) of our main products, Silestone® and Dekton®, shows a marked improvement in many of the impact categories analysed. These improvements are included in the latest EPDs for both products, which are available for consultation.

This is one of the greatest act of transparency on the impacts of a product, as many categories

are analysed, allowing us to get a complete and accurate picture of the potential impact of our products on the environment. The main impact categories analysed in our EPDs are as follows:

- **Climate change:** quantification of CO<sub>2</sub> equivalent (CO<sub>2</sub>e) emissions, as there are actually six greenhouse gases. However, mainly methane (25 times more potent than CO<sub>2</sub>) and nitrogen oxide are usually included.
- **Water footprint:** total volume of water used in the various stages of the life cycle.
- **Abiotic resource depletion:** it means reduced availability of fossil and mineral/metal resources.
- **Eutrophication:** excessive nutrient enrichment of water leading to an abnormal algae growth, which drastically reduces water quality and causes the death of flora and fauna.

- **Photochemical smog:** air pollution resulting from photochemical reactions.
- **Acidification:** introduction of acid substances in the soil, which are mostly present in the atmosphere and through rainfall (known as acid rain). This, in turn, reduces soil fertility.
- **Ozone layer depletion:** consequence of atmospheric pollutants, which leads to the destruction of the ozone layer and thus to increased penetration of UV radiation.
- **Land use:** occupation and physical transformation of land areas.
- **Toxicity and ecotoxicity:** toxic substances released into the environment which affect living organisms and the environment.



Silestone® EPD  
(Environmental  
Product  
Declaration)



Dekton® EPD  
(Environmental  
Product  
Declaration)



→ Cosentino® photovoltaic solar park





Efficiency

Our alliance with  
resources: sun, water  
and raw materials

We strive to consolidate  
an efficient product.

We make less and better use of the natural resources  
that the planet provides us with.

We develop innovative processes driven by the most  
advanced technologies.

Our production processes show our deep respect for  
the efficient use of natural resources, paying special  
attention to water and sun.



Efficiency

Our sources of electrical energy make us proud

In our manufacturing process, 100% of the electrical energy used in Cantoria (Spain) and Brazil comes from certified renewable sources with a Guarantee of Origin (GoO).

Energy consumption for the total production of Cosentino products in 2022 was 39% electricity and 61% thermal energy (natural gas), in line with the general trend of recent years

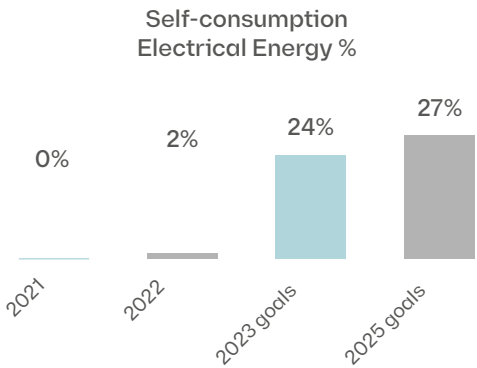
But we want to go further than that

For this reason, in 2022 we started up our Solar Plant, one of the largest self-consumption photovoltaic plants in Spain: more than 38,000 solar panels and 20 MW of peak power that will generate 34,000 MWh per year, which is 15% of our current consumption.

In addition, we are using the roofs of the production plants to increase our self-consumption capacity. This will add 28,000 solar panels, which will allow our Cantoria plant to cover more than 20% of our annual electricity consumption.

Our Guarantee of Origin (GoO) certificate has allowed us to produce zero emissions from electricity consumption in

Cantoria since 2014 and in Brazil since 2017. However, with the start-up of our solar plant, we not only commit ourselves to emission neutrality, but also to the use of renewable energy. This aligns our strategy with the energy efficiency commitments of the European Green Deal for 2030.



Other actions taken to improve energy efficiency:

- Renewal of the ISO 50001 Energy Management Standard certification.
- Photovoltaic installations beyond Cantoria: Dallas workshop (USA), Cosentino Centre Valencia and La Tejera hotel (Olula del Río).
- Through our Energy Efficiency Committee, we launched 197 measures in 2022, 68% of which have already been implemented and have led to energy savings of 18.6 GWh/year.

Most outstanding energy efficiency projects:

- Implementation of an Energy Management System (EMS) that allows us to monitor, supervise and control energy consumption at a global level, by factories and production lines, while helping us to identify improvement measures.
- Upgrading of heat recovery systems at the Dekton® factory. This allows us to recirculate the heat recovered from manufacturing processes, thus reducing our gas consumption.
- Installation of electrical filters on the main production lines to improve the quality of the electric wave and reduce energy consumption.

→ Picture of Cosentino solar park (Cantoria, Almería)





Efficiency

Our sources of electrical energy make us proud

Our technological capacity enables us to recycle and recirculate water, over and over again.

We strive to make the best possible use of the water we use, as we are aware of how limited it is and how much all living things need it.

For this reason, and in view of the location of Cosentino’s facilities in south-eastern Spain – one of the regions with the lowest rainfall in the Iberian Peninsula – it is essential to make the most of every drop of water used in our processes.

To achieve this, we have implemented the best available technologies, with which we recirculate more than 80,000 m³ of water per day to achieve Zero Water Discharge. This is equivalent to irrigating 1,500 football pitches a day.

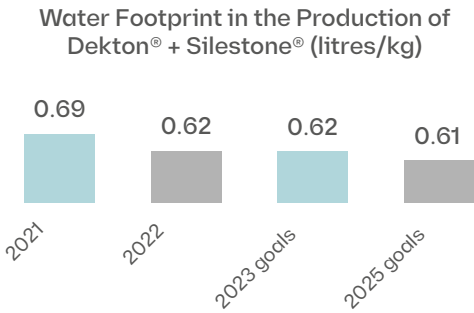
Change in water collection (m³)

Use of collected water (m³)	2020	2021	2022
Irrigation (m³)	88,791	45,763	65,185
Industrial (m³)	178,001	344,796	314,021
Total (m³)	266,792	390,559	379,206

99%  
Recycled  
water

We want to keep moving forward in the reduction of our water footprint.

The construction of our Wastewater Reclamation Plant (ERAR) was completed in 2022. The plant will enable us to meet the challenge of water circularity at our industrial facilities in Cantoria throughout 2023. This tertiary treatment plant allows to recover 600,000 m³ of water per year from the wastewater discharged by the region’s wastewater treatment plant (Fines, Olula and Macael).

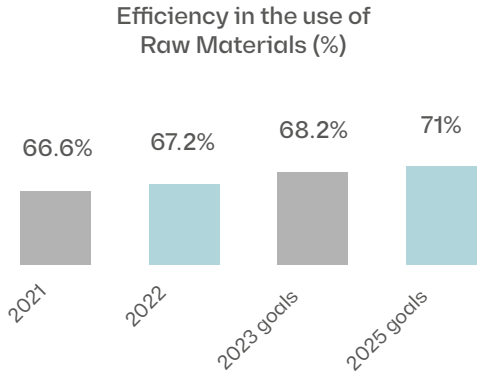


Efficiency

Resources are finite. Every kilo of raw materials counts.

Our production teams are constantly working to use all raw materials in the best possible way. Efficiency is one of our core goals, because the waste that generates the smallest carbon footprint is the waste that is never produced.

We know there is still some way to go, but our progress is positive. Digitalisation, together with all the tools and knowledge generated, is enabling us to make improvements in the efficient use of raw materials. In 2022, our efficiency indicator improved by around 1%, and we aim to achieve a 5-point improvement in the next 3 years.



Cosentino E-Smart Mobility.  
An unstoppable transformation

We continue to make progress in our Sustainable Mobility Plan:

Our environmental impact of the emissions associated with the internal and external transport of our activity is well known to us. For this reason, we have been working for years on different actions to promote and internalise sustainable mobility in our DNA and reduce these emissions generated through the digitalisation, sensorisation and electrification tools, with a positive impact both on the well-being of employees and partners and on the reduction of emissions related to our activity.

In terms of external mobility, in addition to the improvements made to our logistic routes through digitalisation, we have implemented the Transporeon© Carbon Visibility software, which will allow us to have real knowledge of the CO<sub>2</sub> emissions associated with the transport routes derived from our business activity. This new tool will help us to plan, optimise and reduce emissions in this important area of Scope 3.

As for internal transport, we have continued with the development of the measures set out in our Mobility Plan 2.0, which have resulted in:

- Creation of a green car park, with 12 free charging points available for electric cars, dedicated parking spaces near the entrances and a digital management platform to monitor usage and consumption.
- Reactivation – after the COVID pandemic – of the carpooling system, a system that has been improved through digitalisation thanks to the Ciclogreen platform. In addition, the number of parking spaces allocated to this system has been increased.
- Creation of two new bus routes from nearby locations in order to reduce emissions associated with individual transport and improve the well-being of our employees.
- 10 new bikes for transport within the industrial park, bringing the current fleet to 60.
- Testing of electric bikes for incorporation into the internal and external fleet.
- Expansion and improvement – new paint and signage – of pedestrian and bicycle lanes.
- Signage, information signs and road conditions in the Cantoria Industrial Park have been significantly improved to reduce the number of “lost” vehicles.



# Circular economy and waste recovery

An innovative model with infinite possibilities for a planet with finite resources.

At the Cosentino® Group we are firmly committed to the circular economy. In this respect, we continue to invest resources and efforts so that, year after year, the circular economy and waste recovery is reflected in Cosentino®'s, range of colours and products, offering materials with a significant content of recycled and/or recovered raw material in their formulation.

→ Technosols: Synthetic flooring created from different waste materials





Circular Economy

Circularity Project and Dekton® Zero Waste

We innovate to create new opportunities for every type of waste and for the future of everyone.

We work to ensure that our waste can be used, reused and recycled as new products for different external and internal applications. Our objective is to convert them into quality raw materials which can be reintroduced, with the maximum technical, economic, health and safety conditions.

The Circularity project, a continuation of the Reborn project (2016), aims to respond to the need to expand research lines in order to recover waste.

The corporate circular economy has resulted in the implementation of the Zero Waste Strategy for the Dekton® production process.

Within the framework of the Circular

Economy Strategy, a number of external lines have been developed that allow us to reuse our waste in different applications, such as:

→ Civil engineering and construction materials: we have introduced our waste as substitutes for civil engineering and construction materials (roads, drainage systems, backfills, concrete, gravel, etc.).

→ Technosols: We have developed a new technosol obtained from mixing our non-hazardous waste and different waste generated in the province of Almería.

In 2022 we recovered 15.81% of the total waste generated in our Cantoria industrial park (Almería, Spain). Thanks to our Circular Economy strategy and the various projects implemented, we aim to exceed 19% of waste recovered by 2023 and 29% by 2025.

These results in terms of waste recovery at our main production centre, added to the 25.51% obtained at our facilities in Vitória (Brazil), have enabled us to exceed 16% waste recovery worldwide.

We have our own waste treatment and recovery plant (CoMA): Cosentino®’s innovative circular development centre.

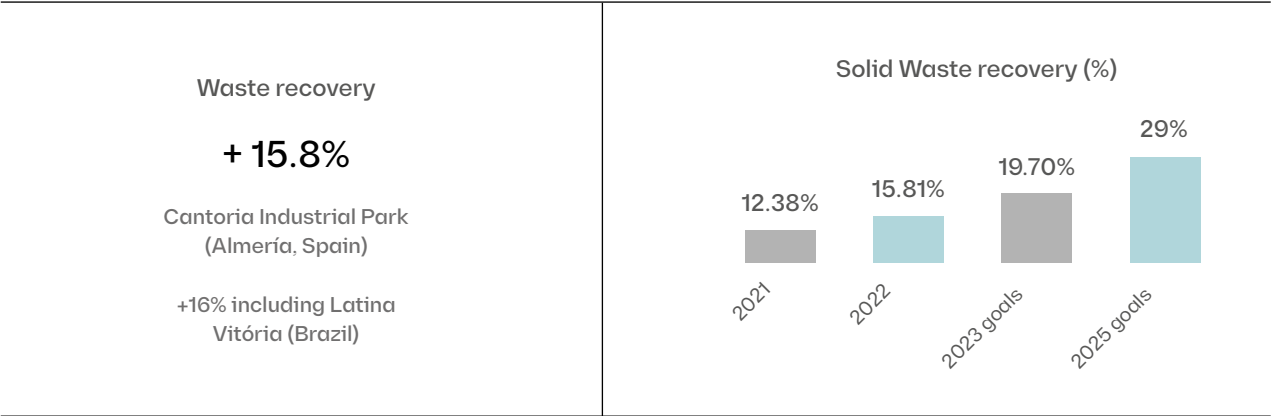
A space for the development of recovery projects that has also made it possible to reduce the environmental impact of transporting waste.

The launch of our own Waste Management and Recovery Plant, a facility dedicated to treatment and disposal for recovery of waste generated by the company in its production processes, was a major milestone in the Circular Economy Strategy in 2018.

Once we had consolidated our commitment to managing our own waste, in 2022 we adapted these facilities to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste generated.

Thanks to our circular economy efforts, in 2022 we achieved a recovery of 15.81% of the solid waste generated at our Cantoria industrial park. In addition, 25.51% of the solid waste generated at our Latina Vitória factory was recovered, thus achieving a recovery of 16.44% at company level.

→ Cosentino’s waste treatment and recovery plant (CoMA)



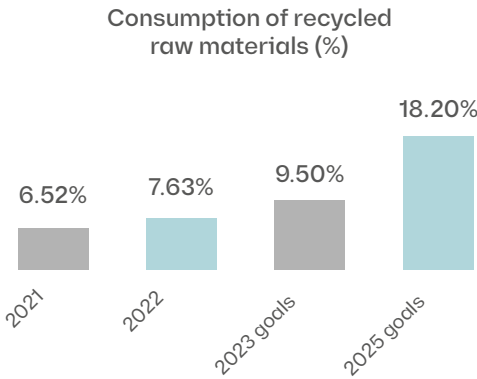


Circular Economy

Our new products made from recycled materials are not only more conscientious: they are simply better.

All the efforts made both in the improvement of production processes and in R&D investment aimed at using new materials have enabled us to incorporate a minimum content of 5% of pre-consumer recycled raw materials in all Dekton® production and more than 20% for HybriQ+®, which represents 17% of Silestone®'s total production.

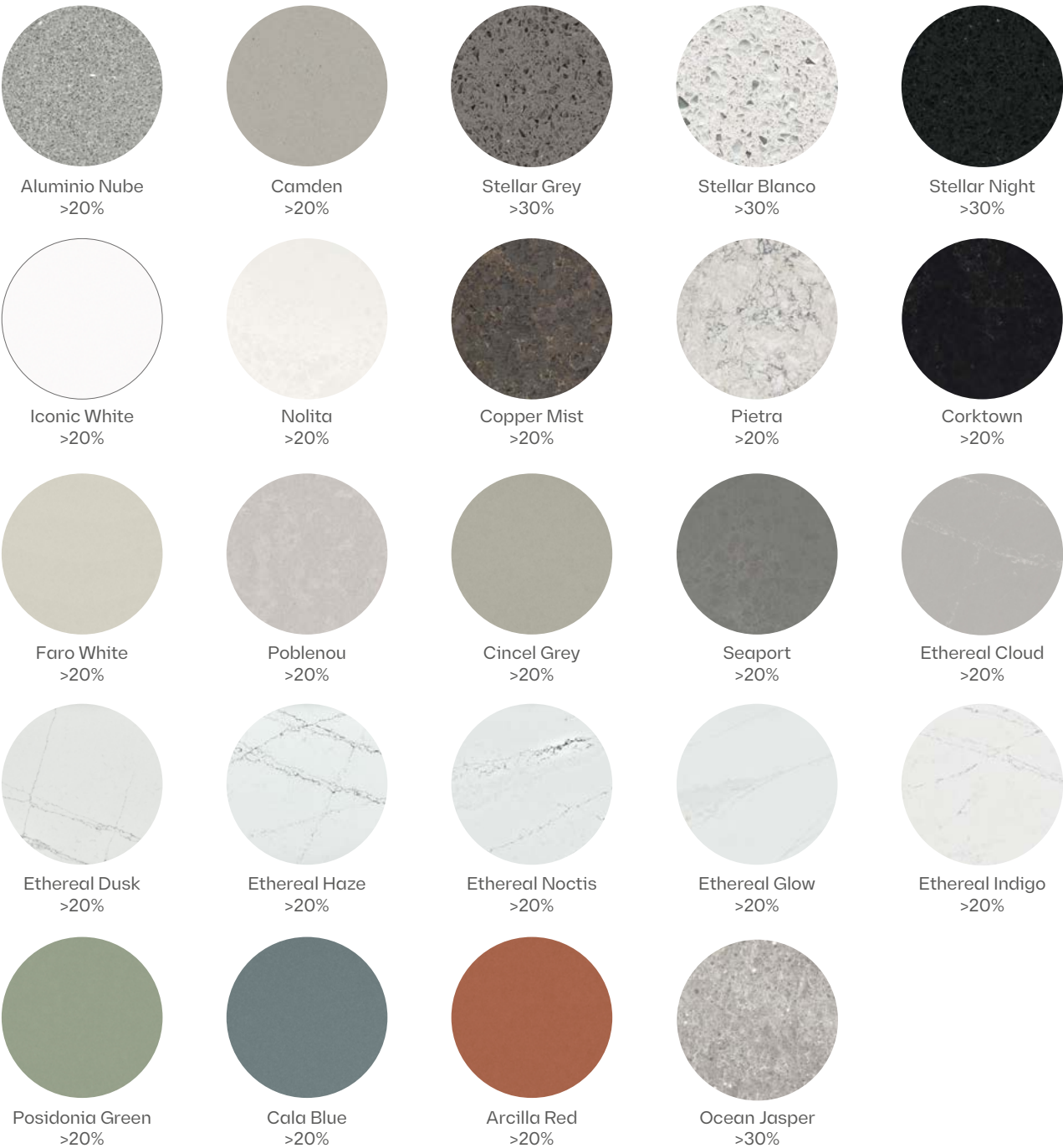
In 2022, the use of recycled raw materials in the manufacture of Silestone® and Dekton® was 7.6% of total raw material consumption. In 2023 we aim to reach 9.5%, and in 2025 to exceed 18%.



Silestone®

Thanks to the HybriQ+® technology, which labels all colours and series with a recycled or pre-consumer raw material content of more than 20%, last year we achieved a significant increase in the amount of end product with raw material content, reaching 17.37% compared to 15.62% in 2021.




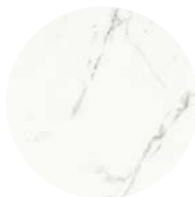






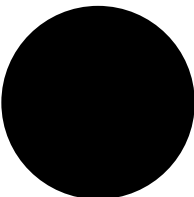


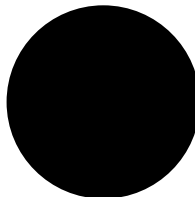










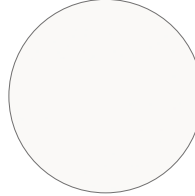
Currently there are 23 colours with recycled raw materials (Dekton® discs, glass, mirrors, porcelain or vitrified ash) from 9 different series.







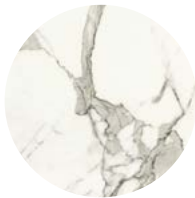















Dekton®

As for Dekton®, we continue to make a great effort to ensure that all waste and scrap generated in the production process can be reused as a recycled raw material. Thanks to this, in 2022 we obtained AENOR's Zero Waste certificate for the Dekton® production process, which demonstrates our commitment to recovering more than 90% of the waste generated by our company. This is a further step in our contribution to promoting sustainability through circular economy.

\* The maximum percentage of recycled raw material that the finished slab can contain is given for each Dekton® colour. This is subject to production and availability of materials.

				
Trilium >80%	Radium >80%	Zenith KC >10%	Kairos 22 ≥10%	Entzo 22 ≥10%
				
Nilium 22 ≥10%	Lunar 22 ≥10%	Opera KC >10%	Kelya ≥10%	Laurent >10%
				
Domoos ≥10%	Fossil >10%	Laos >10%	Spectra >10%	Awake KC >10%
				
Bergen KC >10%	Daze KC >10%	Halo KC >10%	Limbo KC >10%	Lucid KC >10%
				
Morpheus KC >10%	Neural KC >10%	Olimpo KC >10%	Trance KC >10%	Uyuni KC >10%


				
Portum KC >10%	Rem KC >10%	Vigil KC >10%	Aeris >10%	Albarium 22 >10%
				
Arga >10%	Aura 22 >10%	Tundra 22 >10%	Dunna >10%	Helena 22 >10%
				
Mooné >10%	Nacre >10%	Natura KC >10%	Rio Branco >10%	Taga >10%
				
Eter >10%	Sirius ≥10%	Danae >5%	Bromo >5%	Kreta ≥5%




# EOCENE

Development of renewable composites.


COSENTINO




Raw materials from renewable sources






Less impact in the manufacturing process










Waste valorization at the end of its life cycle



Recyclability







A more sustainable future is what we all want. And we are developing the materials to make it possible.

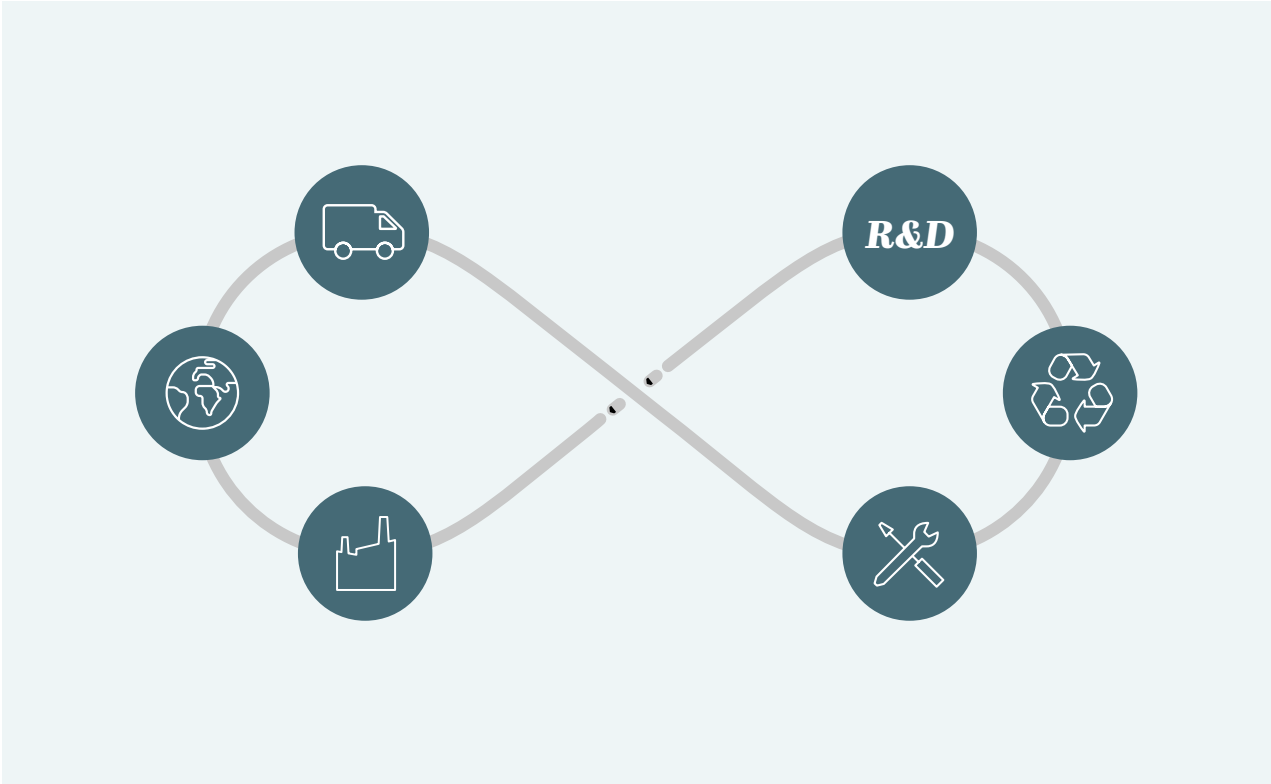
A new generation of composites for habitat, construction and aeronautics.

We are currently leading the national research project EOCENE, pioneering the thermoset composites industry. The project has been endorsed by the Spanish Ministry of Science and Innovation through the Spanish Centre for the Development of Industrial Technology (CDTI), with the support of the Technological Corporation of Andalusia (CTA). It has been selected within the national programme for large company missions 'Misiones Grandes Empresas' in 2019. It is also one of our most relevant projects in terms of sustainability, and more specifically in the areas of decarbonisation and the circular economy.

A business consortium that forms the composites value chain: Kimitec, OMAR Coatings, ACCIONA, Aerotecnic, Reciclalia and Suez. On the one hand, it promotes the procurement of all the components of a composite material (resin and fillers and/or reinforcing fibres) from renewable sources and, on the other hand, the development of sustainable technologies for controlled recycling and recovery processes of waste and materials at the end of their life cycle.

These innovations combine synergistically to achieve a new generation of highly sustainable thermoset composites for 3 key applications: surfaces for architecture and design, construction and aeronautics.

In 2022, the EOCENE project was selected as one of the best Sustainability Actions in the framework of the second edition of the Sustainability Day 22, organised by the online portals Compromiso RSE and Equipos & Talento.



Our offsetting  
has a double impact

We have carbon credits for two renewable energy production projects:

→ *Loma Los Colorados Landfill Gas Project* in Chile, which has a direct impact on sustainable development by supporting the local economy, providing training and job opportunities.

→ *Oaxaca IV Wind Energy Project and Oaxaca II Wind Energy Project* in Mexico, which, like the aforementioned project, have a double social and environmental impact.

We have been offsetting our emissions since 2019, when we first offset the emissions from our Dekton® production. In 2021, we followed suit by offsetting emissions from our Silestone® Sunlit Days® series.



We hold ourselves  
accountable for our  
carbon footprint

With a new generation  
of Cosentino®'s Carbon  
Neutral products.

Sunlit Days

The first Silestone® collection that neutralises its entire footprint.

Last year, we remained committed to carbon neutrality for the entire life cycle of the Silestone® Sunlit Days series.

In this regard, thanks to voluntary offsetting, 5,300 Certified Emission Reductions (CERs) were cancelled, based on the data obtained for our 2021 Carbon Footprint.

Dekton®

We remain committed to neutralising emissions throughout the product life cycle.

With regard to the mandatory offsetting of greenhouse gas emissions, a total of 39,855 tonnes of CO2e relating to the Dekton® production process were cancelled in 2021. Conversely, regarding voluntary offsetting, 46,488 CERs corresponding to the remaining indirect emissions of Dekton® were cancelled, based on the data obtained for our 2021 Carbon Footprint.

With regard to the offsetting of emissions in 2022, the data is pending an update of the emission factors and later verification of the footprint by the Spanish Ministry for Ecological Transition. We estimate a voluntary offset of Dekton® and Silestone® Sunlit Days footprints equivalent to 17% of the company's total footprint.



We invest in the world  
we set out to build  
by committing our  
resources, energy,  
innovation, initiative  
and talent.

+37 M EUR

in environmental and  
health and safety assets

+13 M EUR

Expenditure on  
environmental control  
and improvement

Change in investment and environmental spending in the Cantoria Industrial Park (Spain)

	2020	2021	2022
Investment in environmental assets (euros)	15,258,320	12,098,360	35,383,052
Spending on environmental control and improvement (euros)	8,534,612	10,292,899	13,171,400

Change in investment and environmental spending in the United States and Canada\*

	2020	2021	2022
Investment in environmental assets (USD)	0**	302,510	392,698
Spending on environmental control and improvement (USD)	1,291,043	1,607,873	1,850,538.91

\* Exchange rate on 31st December 2022: 1.0666 USD = 1 Euro.  
\*\* Investments were halted or delayed due to the COVID-19 pandemic.

Change in investment and environmental spending in Brazil\*

	2020	2021	2022
Spending on environmental control and improvement (BRL)	760,137	894,837	907,984

\* Exchange rate on 31st December 2022: 5.6386 BRL = 1 Euro

An aerial photograph of a large industrial complex, likely a refinery or chemical plant. The image shows several large, cylindrical storage tanks, some of which are interconnected by a network of pipes and walkways. The facility is surrounded by a fence, and there are some trees and other structures visible in the background. The overall scene is industrial and complex.





ESG

(S) Cosentino  
x Social

We welcome, grow and  
take care of our big family

We are committed to a strong and  
sustainable people management  
model over time.

In the introductory letter to our Sustainability Report 2021, in relation to the company's employees, our Chairman wrote: "We are one big family, we all need each other; joy and pain unite and equalise us as human beings".

Our commitment to sustainability involves preserving and reinforcing this sense of closeness to the people who are part of our company. Therefore, we welcome, nurture and care for the people who form part of our company's ecosystem, sharing values and translating them into tangible behaviours that make us identify ourselves as part of a team.

It is not just what we do, what we achieve; it is how we do it and how we achieve it. It is a long-term commitment. We know that we cannot make this journey alone. That is why we continue to work on building a network of relationships and alliances that will allow us to ensure our development as individuals and as an organisation.

We take care of each other



# Team

## The sum of our efforts as a team multiplies the result

Behind every achievement, every process improvement, every new customer, there is a Cosentino employee with their own ideas, effort and work.

We welcome our employees by encouraging diversity and inclusion of all kinds of people. We are particularly committed to attracting young, local talent, thus making a positive impact in terms of job creation in those communities where we operate.

We train, grow and develop professionally. Because we know that talent is not static, but evolves and grows, seeking to broaden its knowledge and experience, adding more and more value over time. And we want Cosentino to be the ideal environment for this.

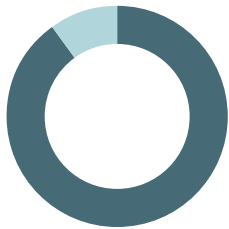
We take care of others. Because we all want to feel comfortable where we are. Because we don't just want a good place to work, we also need a good place in which to be. We build a safe environment to develop, we take care of our health and well-being, we promote activities that go beyond work. We are equal, each of us with our own responsibilities.

And our system of governance ensures all of the above.

We are 5,851 people. We are a team. We are Cosentino.



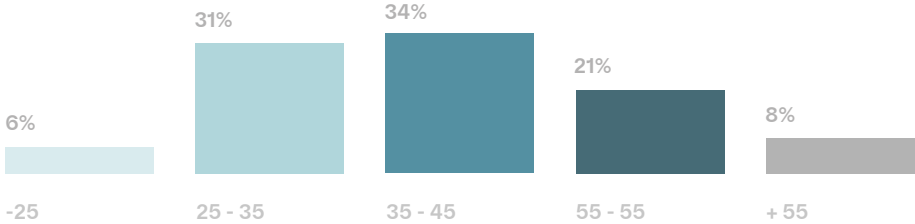
**5.851**  
Employees in the world



**98%**  
Permanent contracts



**25% 75%**  
Distribution by gender



Ages at Cosentino



Regions / Nationalities



**67%**  
Rate of response  
summary data ENPS



**44**  
ENPS Cosentino



**30**  
ENPS jobs



**83%**  
Commitment

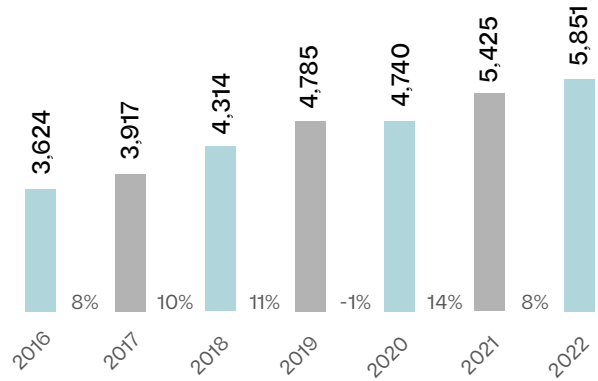


Team

We are growing sustainably, recruiting global talent and becoming a benchmark employer in the communities where we operate.

We ended 2022 with a workforce of 5,851 people across the globe, comprising professionals from 78 different nationalities and with 22.2% of our management team being women. This diversity enriches our vision when making decisions and paves the way for our leadership.

Evolution of the number of employees



Employees by contract type and gender in 2022

	Women	Men	Overall total
Permanent	1,422	4,337	5,759
Full-time	1,393	4,327	5,720
Part-time	29	10	39
Temporary	12	80	92
Full-time	12	56	68
Part-time		24	24
Dismissals	50	142	192
Overall total	1,434	4,417	5,851



# C·People

## Welcome, Grow, Care

We care for the professional and personal experience of our employees.

Our sustainability strategy places our employees and their professional and personal development at the centre of all decisions. In this regard, and for the second year in a row, we have worked on the three key moments in the working lives of our employees:

### Welcome

From the moment someone shows interest in joining our team, we do our utmost to welcome them. Knowing that first impressions leave a lasting impact, we make sure that their experience as a candidate and newcomer is as pleasant as possible.

### Grow

At Cosentino, we design an environment that encourages people to grow and develop professionally based on their own initiative.

### Care

Employees cannot be inspired and engaged if the company does not understand and support their personal motivations. That is why, in order to gain the commitment of our employees, we are not only committed to their professional development and adequate compensation; we also take care of them on a human level.





# C·People Welcome

Our growth path can only  
be sustained by the best  
professionals

We want to be the most attractive  
option for candidates.

Our Welcome strategy impacts all levels of our company: leaders and managers, teams and colleagues, partners and customers.

There are many people working to design processes and procedures to ensure that newcomers are cared for during their first 6 months in our company.

In a very competitive market, especially in countries with low unemployment rates, we want to be the most attractive option. For this reason, our Welcome strategy also includes taking care of our reputation and brand image, which is responsible for conveying our company's many incentives to attract and engage talent.





C·People Welcome

# We attract and nurture talent

In an efficient and impactful way, with a focus on the stability of our employees and ensuring equal opportunities.

At Cosentino, we work to attract the best possible talent in order to create high performance teams, with levels of expertise and commitment that allow us to continue to grow and take on challenges at a professional and social level.

This process of attracting talent relies on one fundamental cornerstone, our Playbook, an action guide aimed at offering the best experience to our candidates, before, during and after their first contact with our company.

With this in mind, we have created the Interview Day, which offers a one-day, comprehensive tour of our culture and DNA for candidates to get to know our company and our team. This ensures that both parties are given a clear picture of Cosentino and that, whether or not they are selected, candidates have a positive experience that can make them future ambassadors of our brand.

At Cosentino we know that each of us has a key role as ambassador in the recruitment process. Therefore, we make sure that we help both the recruiter and the candidates, staying by their side to take risks and offer ideas, reduce time, share information and make contributions. In short, to help things flow so that the process is enriching for everyone involved.

Last but not least, thanks to our Internal Ambassador Programme, all our employees can contribute to attracting talent through their professional network, and be recognised for it.





C·People Welcome

# We are diverse and inclusive

We all feel part of a great project.

Our ecosystem, our customers, our suppliers, our partners; they are all diverse, as is Cosentino. In fact, diversity is one of the cornerstones of our business model: we all contribute and give meaning to the company, welcoming those who want to walk this path with us.



A diverse company makes us more sustainable, stronger. It opens doors and allows us to be competitive in the market, achieving better results.

Therefore, in 2022, we launched the Female Forward programme aimed at recognising female talent within the organisation. This initiative joins the already existing Women in Tech which, led by several female employees, promotes and spreads the normalisation of women in STEM studies among educational centres.

But for us, diversity goes beyond gender and encompasses all aspects of people's identity: age, culture, religion, sexual identity, different abilities... To honour them and design the best diversity and inclusion policies, we have strengthened our partnerships with organisations and experts, including our collaboration agreement with ONCE in 2022.

Our inclusion policy is set out in our Equality Plan, which brings together and standardises our internal processes: recruitment and selection, remuneration and benefits, development and promotion, as well as any other aspect relating to the professional relationship between the company and its employees. This Plan also features monitoring bodies to ensure that we have zero tolerance for any form of negative discrimination.

Description of the data contained in the tables:

- We have a pluralistic view of different cultures: our employees come from 78 different nations.
- We continue to work to enhance our capacity to empower women's leadership at all levels.

50% of our Board of Directors, 5% of our Executive team, 72% of our administrative staff, 41% of our professional positions and 23% of our management team are women.

Organisational level at end of year 2022

	Men	% Men	Women	% Women	Overall total
Senior Management	18	95%	1	5%	19
Middle Management	76	83%	16	17%	92
Operational	603	77%	178	23%	781
Management	1,122	59%	774	41%	1,896
Professional	88	28%	222	72%	310
Administrative	2,510	91%	243	9%	2,753
Operator	4,417	75%	1,434	25%	5,851
Overall total					

Disabilities 2022

	Men	Women	Overall total
Spain	14	4	18
Brazil	10	2	12
France	1	1	2
Overall total	25	7	32

Furthermore, Cosentino has additional measures in place to comply with the obligation to support and integrate people with disabilities, which is provided for in the Spanish law on the rights of people with disabilities and their social inclusion (Ley General de los Derechos de las Personas con Discapacidad y su Inclusión social, LGD, in Spanish).



C·People Welcome

Our equality plan:  
9 key commitments

A living tool that improves our positioning in the marketplace.

The Cosentino Equality Plan aims to go beyond the applicable current regulations and to be a key tool to enhance our awareness of equal treatment and opportunities between women and men, which is an absolute priority for our company. Indeed, this is a key principle in Cosentino's relationship with its employees and in the company's people management approach.

This Plan is already in place. It is a living tool that is constantly being improved and in which all the company's departments and workers' representatives are integrally involved. A tool that integrates our commitment into all recruitment, selection, development, communication and training processes.

To achieve a diverse and inclusive workforce, we have implemented more than 60 measures in the different areas of the company. All these measures, which rest on 9 key commitments, have enabled us to attract and develop increasingly diverse talent, thus improving our positioning in the marketplace and, consequently, making us more inclusive.

But this internal policy, which pays special attention to the promotion of women, aims to reach out beyond the company to partner companies, customers, suppliers and, where possible, to society.

1. To promote women's access to positions of responsibility.	2. To proactively incorporate equality in people management and in advertising and marketing policies.	3. To partner with organisations that promote the labour insertion of women. To name jobs in a neutral way.
4. To incorporate equality into the selection processes of partner companies.	5. To raise awareness of equality and non-discrimination among those responsible for the selection of personnel.	6. To promote female candidates for positions where women are under-represented.
7. To promote the balanced assumption of family responsibilities.	8. To promote a positive balance between the work and family life of our employees.	9. To avoid or resolve any situation of harassment or discrimination based on gender.

→ 60

Initiatives

- |  |  |  |
|--|--|--|
| → 6<br>Area of communication and gender-neutral language | → 4<br>Area for the prevention of sexual and gender-based harassment | → 9<br>Area of recruitment and access to employment  |
| → 2<br>Cosentino®'s area of culture and CSR              | → 8<br>Area of promotion and professional classification             | → 10<br>Area of work-life balance and responsibility |
| → 10<br>Area for training                                | → 2<br>Area of remuneration  | → 3<br>General                                       |
| → 6<br>Area for occupational risk prevention             |  |  |



# C·People Grow

**We create the ideal ecosystem  
for our employees to grow  
professionally and as individuals**

We are committed to continuous  
training and internal mobility.

We accompany our employees as they face new challenges and responsibilities, as they consider taking on new roles. Our aim is to ensure that they can grow with us, strengthening their development and making sure that the right steps are taken so that our journey together is long and enduring and the development cycle benefits both parties.

Through continuous training we ensure that they are prepared and have the necessary knowledge and skills to carry out the roles and responsibilities assigned to them. We are also committed to internal mobility and participation in improvement projects aimed at reinforcing the quality of our staff, finding the right balance between specialisation and versatility. Furthermore, we promote programmes for the development of young talent, encouraging its accelerated growth in order to secure our future.

Through these actions, Cosentino strives to create the best possible environment for development. This helps us to tackle new projects with a greater guarantee of success, contributing significantly to a more sustainable business model in the short, medium and long term.





C·People Grow

An organisation that grows because its people learn

Every employee is key to Cosentino's ongoing transformation and evolution, which is determined by the markets in which we operate and by our Customers. The company grows as the people who run it grow, people who every day learn new ways to make it more digital, safer, more cyber secure, more service-oriented and, in short, who learn to make it better every day.

This puts us at the forefront and keeps us on our toes to adapt to new business needs. And we achieve this through our Talent Cycle, which

revolves around employee initiative and commitment to their professional development.

At Cosentino we are also committed to identifying the people with the greatest potential, for whom we design individual development plans. With this, we aim to create a strong team of future leaders, as our expected growth means that we will need future talent to fill those future needs.



Our employees take the initiative in their training and professional development.

We are also committed to succession planning for all our executive positions. This is an increasingly global project, which facilitates geographical exchange to enable the sharing of knowledge and best practices.

Our performance management process also promotes direct *feedback* to our employees on their performance, as well as the identification of specific opportunities for improvement for each one of them.

These specific actions include individual *coaching*, continuous training on digital platforms and languages and specialised training plans.

The Learning & Talent Development area is responsible for the coordination of all these initiatives related to talent management. Together, we make Cosentino a constantly learning organisation

Training hours 2022

	Hours Men	Hours Women	Total 2022
Continuous training	38,122	17,540	55,662
Onboarding	12,621	6,864	19,485
Development programmes	2,034	1,152	3,186
Languages	1,980	797	2,777
Overall total	54,757	26,353	81,110

Professional group	Training hours
Senior Management	918
Middle Management	4,122
Operational Management	16,235
Operator	12,981
Professional	43,868
Administrative	2,986
Overall total	81,110

Our Goals

- Consolidate habits of continuous learning and exchange of knowledge to make Cosentino a constant learning organisation.
- Provide our employees with the necessary tools – all with a highly technological approach – to enable them to take the initiative in their professional development and growth and to perform their responsibilities in the most successful way possible.
- Put the employee at the centre of our training and development initiatives, so that their employee experience is continuously enhanced and results in excellent performance.



C·People Grow

# Acceleration programmes

We improve our proposal to attract young, skilled talent.

University programmes

C·People Grow  
**Ingenia** Grow with us

One-year paid development programme for recent graduates in Science, Technology, Engineering and Mathematics (STEM), with a clear vocation for the industrial sector. During the first six months of the programme, graduates rotate through various operator positions and then specialise in their final role. At the same time, they receive skills training and an overview of Cosentino’s production process.  
**36 participants in 2022.**

C·People Grow  
**Acelera** Grow with us

A six-month paid development programme, aimed at students in their final year of a bachelor’s or master’s degree, or recent graduates, with no previous work experience. Participants are given the opportunity to combine their internships with specific training in the skills they need to accelerate their careers, such as digital transformation and general business knowledge. The graduates most frequently applying for this programme are those in: Computer Engineering, Auditing, IT, Telecommunications, Mathematics, Architecture, Economics, Business Administration, Occupational Risk Prevention and Labour Relations and Human Resources.  
**16 participants in 2022**

Vocational training

C·People Grow  
**Impulsa** Grow with us

Impulsa FP Industrial (Impulsa Industrial Vocational Training) programme. This offers internships to students who have completed their vocational training in an industrial branch. They are offered an employment contract in different industrial areas of the company.  
**27 participants in 2022.**

C·People Grow  
**Dual** Grow with us

**Other training projects (in collaboration with public schools in the region)**

Vocational training courses are offered at the Cosentino facilities, in collaboration with the Juan Rubio Ortiz Institute of Higher Education in Macael, in the following areas:

- Dual higher-level vocational training course in Industrial Mechatronics (first and second year, in morning and afternoon shifts).
- Middle-level vocational training course in Electromechanical Maintenance (first and second year).
- Dual middle-level vocational training course in Natural Stone (first year).
- Specialisation Course in Smart Manufacturing.

\*We offer the option of providing training in our industrial park, which allows trainees to experience the reality and needs of industrial plants. 85% of students join our staff on completion of their training.



C·People Grow

Cosentino Dual Vocational Training Courses

A firm commitment to revitalise the business fabric of Almería.

Since 2008 we have been collaborating with the Juan Rubio Ortiz Institute of Higher Education of Macael to make our Dual Training courses a reality. These pioneering study programmes, which specialise in the industrial field, attract young talent and ensure their professional training, thus facilitating their insertion into the labour market.

Dual training is characterised by a rotation system alternating lessons in the educational centre and in-company lessons. The latter are of greater importance and duration and offer students practical experience in the working environment.

The course provides students with the support and guidance of tutors from both the educational centre and the company and speeds up the training of students to take up specialised jobs in the shortest possible time after completing the course.

Working in close partnership with the Juan Rubio Ortiz Institute of Higher Education and with the approval of the Education Department of the Regional Government of Andalusia, this year we have strengthened our commitment to the programme by launching three new projects:

- Dual middle-level vocational training course in Production (Natural Stone Specialist).
- Dual higher-level vocational training course in Mechatronics (afternoon shift).
- Specialisation Course in Smart Manufacturing.

Two new dual vocational training projects and a new specialisation course.

These three new courses join the long-established dual higher-level vocational training course in Mechatronics (morning shift) and the dual middle-level vocational training course in Electromechanics. The five courses total 159 students for the 2022-2023 school year.

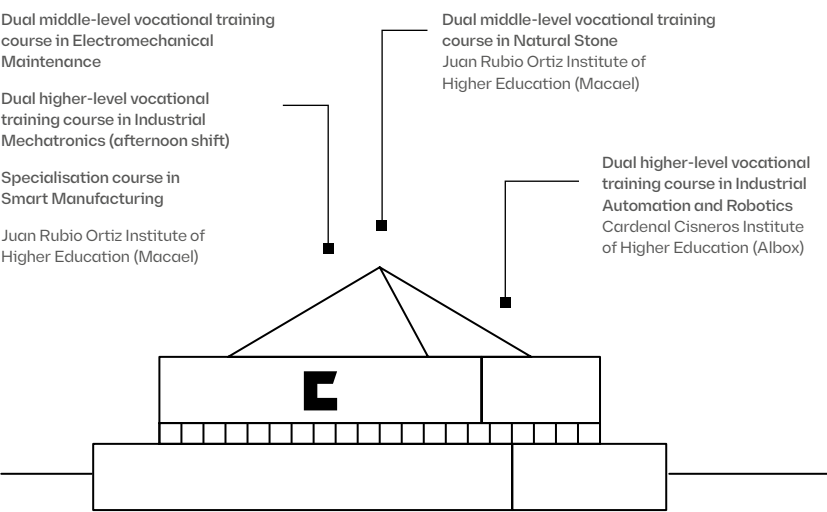
With our commitment to these two professional fields, we not only reinforce our position as an employer brand, but we also aim to contribute to the training and industrial fabric of the region and the province with more qualified professionals adapted

to the real productive environment. This training strategy is in line with the United Nations' SDG 4, which aims to promote quality education.

Furthermore, in order to strengthen our commitment to Dual vocational training, years ago we joined the Alianza para la FP Dual (Alliance for Dual Vocational Training) programme, a network that brings together companies, educational centres and institutions committed to this educational model.

In 2020 we joined the Alianza para la FP Dual (Alliance for Dual Vocational Training)

Training for the Future.  
Cosentino Vocational Training Courses 2022



Goals of our training programmes

- Filling our key positions in the Cantoria work centre
- Making an impact in the region
- Promoting vocational training and its Dual method
- Encouraging the participation of women in vocational training courses in the areas of maintenance and production.

Our efforts for the coming years will be aimed at expanding our vocational training offer. We will also continue to collaborate with educational centres in our 'extended' region (Jaén, Granada, Almería and Murcia) in order to reach collaboration agreements that will provide us with trainees who may become future employees of Cosentino.

# C·People Grow

## Internships (FCT)

An important link between  
graduating and starting to work

All the vocational education and training (VET) courses include the module 'Formación en Centros de Trabajo' (FCT) (Training in Work Centres). It aims to enable students to complete the acquisition of the competences foreseen in the training course, including knowledge of the productive organisation, which contribute to their integration in the working environment.

In this module, students carry out the activities of the VET qualification they are studying in a company.

In 2022, 45 students took the FCT module in various corporate areas, such as Quality, Finance, Marketing, Planning & Logistics, Production, Product & Innovation, and Systems & Processes.

81% of the participating students completed their internships satisfactorily and continued their relationship with Cosentino, either taking up a position in the workforce or enrolling in the Impulsa FP Industrial programme.

The participants were studying in the following vocational training courses:

- Electromechanical Maintenance (Middle-level)
- Laboratory Operations (Middle-level)
- Welding and Boilermaking (Middle-level)
- Administration and Finance (Higher-level)
- Automation and Robotics (Higher-level)
- International Trade (Higher-level)
- Web Applications Development (Higher-level)
- Electrotechnical Installations (Higher-level)
- Analysis Laboratory and Quality Control (Higher-level)
- Marketing and Advertising (Higher-level)
- Industrial Mechanical Maintenance (Higher-level)
- Industrial Equipment Maintenance (Higher-level)
- Industrial Mechatronics (Higher-level)
- Electromechanical and Automated Systems (Higher-level)

Ícaro Award for excellence in the integration of UAL students in the workplace, for hosting the largest number of students in the 2021-2022 academic year.





C·People Grow

# Fair remuneration

Our remuneration policy considers internal equity, is competitive with the market and acknowledges outstanding performance.

At Cosentino, we ensure external competitiveness and internal equity by assessing and grading all positions according to their level of responsibility, impact, decision making and team coordination. This results in our Job Framework, a key tool for managing our practices in the area of human resource management. On this basis, we establish salary

ranges by grade and level, which allow us to benchmark our salaries against the local market and ensure internal equity.

In addition, all our employees benefit from variable remuneration plans, i.e., incentives to direct their efforts towards achieving company, team and individual goals. In doing so,

we also acknowledge and promote the best possible performance. In fact, our annual salary review process recognises individual merit, rewarding employees' efforts and contribution to the company's growth.



C·People Grow

# Better compensation policies

We design a global compensation strategy through local actions aimed at guaranteeing the equity and competitiveness, strengthening the high performance of our teams.

In 2022, changing global environments have made it necessary for us to constantly analyse the behaviour of an increasingly challenging market. Accordingly, we have revised our compensation offer for certain groups in order to maintain and enhance our competitiveness through the following actions:

→ In-depth review and update of our global maternity and paternity policy, market by market, improving its benefits. This allows us to improve both our potential as well as the employee experience, especially in countries such as Malaysia, Japan, UK and Ireland.

→ Development of a career plan for the occupational category of Account Managers and update of their compensation proposal, as well as that of the General Managers, Regional Directors and Operation Managers in North America. This ensures a higher level of retention and engagement of these critical groups.

→ Revision of the compensation structure for our warehouse operators in North America in order to reduce turnover in this critical group and thus ensure distribution to our customers.

→ Design of production incentives for the teams in the Cantoria Industrial Park Production area, following its reorganisation. This way, we ensure that they are even more in line with their activity.

C·People Grow

Fair and competitive remuneration

Cosentino compensation policy encourages diversity and inclusion. We compensate for what we do and the added value we bring.

Our remuneration policy is equitable in relation to the level of responsibility and competitive with respect to the markets where we operate, always aiming to recognise the individual contribution to our results.

To ensure that this internal equity is sustained over time, thereby reducing potential gender, age and other pay gaps, we promote regular country audits. Thanks to our annual salary increase management process, we can ensure the latter, as well as recognise the individual merit of each employee.

Salary Information Senior Management

	% gender		Average in euros	
	Men	Women	Men	Women
Year 2022	95%	5%	319,895	435,456
Year 2021	82%	18%	296,001	190,310
Year 2020	80%	20%	296,640	159,740

\*Re-classification. Until 2021, this group included non executive Advisors – in management positions. In 2022, following the corporate reorganisation that took place at the beginning of the year, this group only includes Advisors with executive functions and the corresponding remuneration.

\*\*This analysis uses notional annual remuneration, irrespective of the extent to which the company’s goals have been achieved, as opposed to the data provided in the Annual Accounts, where the remuneration paid is used.

Salary Information excluding Senior Management

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variation in the period 21-22 (%)
Men	40,618	39,937	42,752	7.05%
Women	46,945	46,747	51,263	9.66%

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variation in the period 21-22 (%)
Under 25	26,173	26,774	29,731	11.04%
from 25 to 35	36,982	35,719	39,720	11.20%
from 35 to 45	42,759	43,320	47,579	9.83%
from 45 to 55	48,170	47,517	50,476	6.23%
over 55	47,953	48,252	50,916	5.52%

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variation in the period 21-22 (%)
Middle Management	167,315	160,662	161,141	0.30%
Operational	67,618	68,074	73,133	7.43%
Management	50,880	49,024	53,052	8.22%
Professional	34,232	34,903	38,588	10.56%
Administrative	27,327	26,937	27,983	3.88%
Operator				

Below is a table showing the 2022 gender pay gap, broken down by category:

Salary gap\*

Senior Management**	-73.40%
Middle Management	20.37%
Operational Management	-4.22%
Professional	-21.04%
Administrative	1.84%
Operator	0.00%
Overall total	-35.88%

\*Pay gap by professional category (median): (Median Men/Median Women) / (Median Men)

Where positive gap (+) indicates the % by which the median salary for women is lower than the median salary for men, and negative gap (-) indicates the % by which the median salary for women is higher than the median salary for men.



C·People Care

# Care: an environment that promotes wellbeing

We create ecosystems that foster joy for the positive transformation of our organisation and our community.

‘Leadership is the ability to facilitate movement in the needed direction and have people feel good about it,’ wrote Tom Smith (best-selling author and co-founder of Partners In Leadership).

‘There is little success where there is little laughter,’ said Andrew Carnegie, a leading industrialist, entrepreneur and philanthropist.

They had a point. We know that by taking care of our people, by promoting a climate of wellbeing, we create a better environment in which they feel more comfortable and happier. This in turn leads to a more sustainable ecosystem in the long term, which in turn helps to positively transform the communities in which we live and society as a whole.

→ Introduction of Cosentino Female Forward



Acoustic concert for employees and their families





C·People Care

# We are good listeners

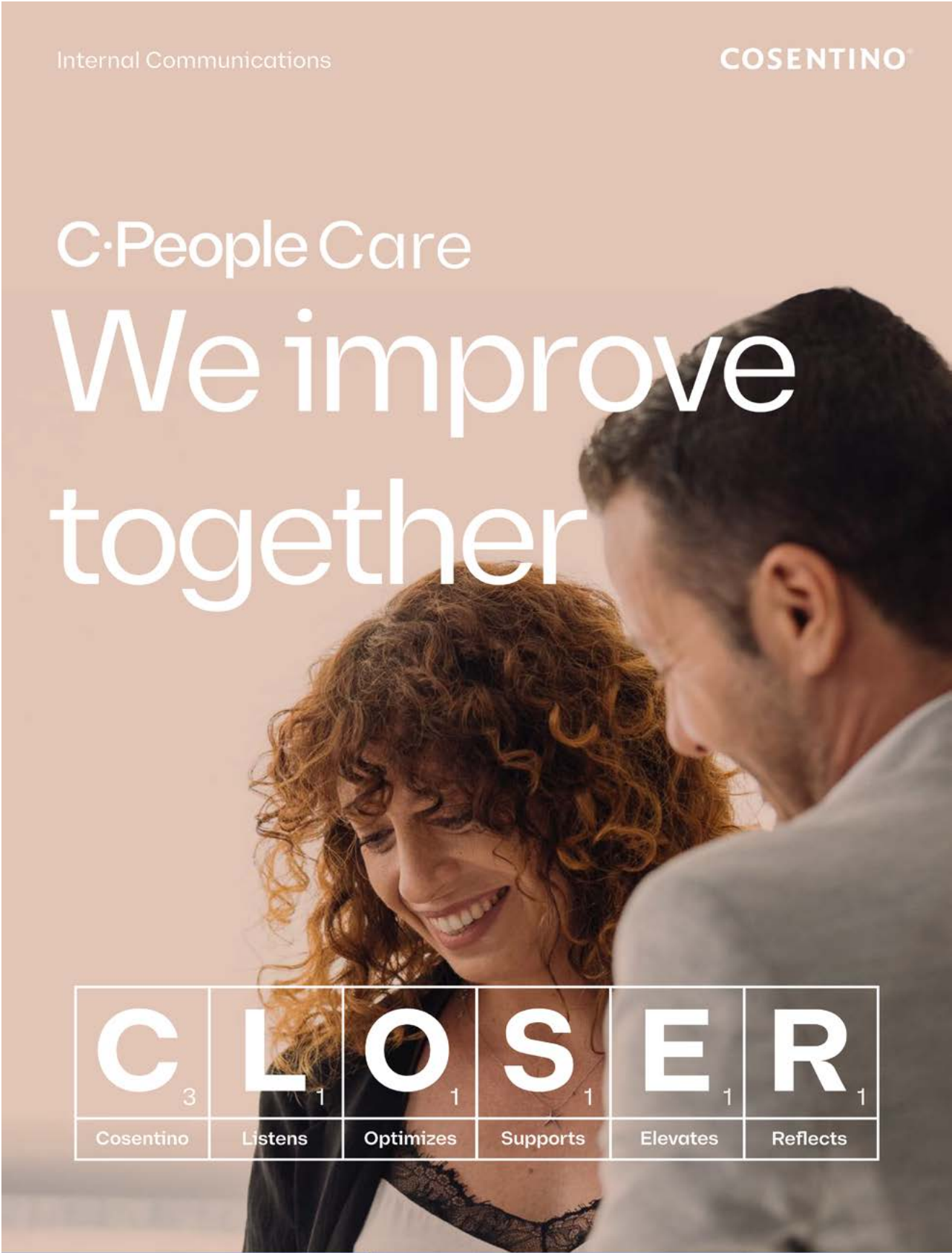
We have implemented proactive listening processes to improve the wellbeing of our employees.

The first step in being able to properly attend to the needs of others is to be a good listener. For this reason, in November 2021 we launched a global work environment survey. The participation rate in the initiative exceeded 70%, which was particularly positive considering that it was the first time we had carried out this initiative. The results were also positive, with 80% of our employees reporting a high level of satisfaction and commitment to the company. This listening tool has also provided us with valuable feedback that has helped us to develop specific action plans aimed at improving the employee experience in our company.

This has led us to relaunch the process in November 2022, which has allowed us to analyse progress on the working lines. We plan to repeat this action from time to time, to check how the different initiatives are working as they are implemented in the different teams. In addition, we continue to launch specific surveys aimed at certain groups in order to obtain feedback on different aspects of our management.

Key findings of the 2022 global work environment survey

Motivation & Engagement	ENPS Cosentino	ENPS Position	Response rate
83%	44%	30%	67%
+3% from 2021 to 2022	+1% from 2021 to 2022	+6% from 2021 to 2022	-3% from 2021 to 2022





C·People Care

# Committed to personal development

We create quality environments for the development of our collaborators. Because happy and committed people create more efficient companies.

We strive to be a place where our employees can develop not only their careers, but also their personal and family life. A place where they are helped to find a work-life balance, to be trained, to progress and to develop. A place where their dreams, their wellbeing and their concerns matter.

Benefits enjoyed during 2022

Leaves	Spain	USA	Brazil	Rest of World	TOTAL
Maternity	34	13	2	4	53
Paternity	165	23	9	13	210
Overall total	199	36	11	17	263

**We foster a safe, appealing, inspiring, supportive and successful working environment, focused on the personal and professional development of employees.**

Wellbeing and safety

The promotion of physical wellbeing is a priority for Cosentino. For this reason, in the past year we have continued to promote sports support programmes for our employees. We have also directed our efforts to society as a whole, through a number of sponsorships and the promotion of sporting events and competitions, including the Málaga, Sydney and Miami marathons, among others.

In addition to our incentive plan on safety at work, last year we also celebrated the World Day for Health and Safety at Work, awarding our employees with prizes and distinctions, with a focus on the industrial, distribution and logistics areas. This was one of our most relevant actions according to our 2022 work environment survey.

Healthy consumption

In 2022 we continued our information and promotion campaigns on healthy lifestyles through a series of programmes aimed at promoting a healthy diet, which enables our employees to reduce risks in their personal and professional lives. In this sense, we have expanded our range of balanced meals in our facilities, subsidised by the company.

Health and prevention

Where possible, we provide our employees with health and medical services, which are highly valued by them. We offer check-ups, medical information and vaccination programmes against COVID and flu. Last year we also launched a study on occupational risk prevention focusing on problems and sick leaves caused by muscular diseases. In addition, we have a whole network of agreements with different entities and organisations that contribute to improving the health of our employees.

Organisation of working time

The organisation of working time at Cosentino is designed to meet, from all points of view, the needs of our Customers. It is therefore based on the complementarity of the functions of the different business areas: commercial, industrial/production, logistics, and the corporate functions that support them. To achieve this goal of maximising the quality of customer service, there are different types of working hours, from shift work in industrial and logistics/warehouse areas, to the standard working day in commercial and corporate areas.

Work-life balance

Our work-life balance programmes have enabled our employees to take care of their family life through a number of actions. For example, by working remotely in those areas of the company where this is possible. This reduces the stress inherent in commuting and also contributes to reducing our carbon footprint. In addition, we have expanded our offer of bus routes and parking spaces, with dedicated spaces close to the main entrances for pregnant women, people with reduced mobility and carpoolers. The result is better mobility and improved wellbeing for our employees.

Finally, we continue to respect holiday times and encourage our employees to rest during these periods.

Commitment

We continue to improve the level of commitment and motivation of our employees through a number of actions:

- Commitment to families: we have developed programmes to support families and their close environment with actions that include family visits to the workplace, leisure activity days, gifts on the birth of children... We also guarantee the right to maternity and paternity leave, sometimes going beyond the legal obligations of some of the countries in which we operate.
- Social commitment: we have launched the Care for the Planet programme in support of biodiversity and natural environments in places such as Virginia Key, Almería, Ireland...
- Transparency and communication: we have maintained a continuous and consistent process of information and communication with our employees through a range of internal and external channels.
- Recognition programmes: employees have been rewarded for their merits and commitment to the company through initiatives such as Female Forward or the celebration of work anniversaries.

Digital downtime

Digital downtime is an employment right to which all Cosentino Group employees are entitled.

Digitalisation has enabled the development of different types of hybrid work, with some or all of the working time performed remotely. In this scenario, and in order to maintain communication with managers, colleagues or other departments, online tools such as Outlook or Teams are used.

Thus, with our home working policy, the Cosentino Group guarantees that the right to digital downtime is safeguarded, whether work is performed in the workplace or at home. In addition, we are currently developing our global digital downtime policy.

# Health and Safety

Take better care of ourselves today to take better care of the future.

At Cosentino we strongly believe that everyone has a fundamental right to protection of life and health at work.

Putting people first means taking care of their health and safety above all else. With improved infrastructures, processes, more training, continuous monitoring and constant dialogue between all stakeholders.

We have defined four core principles that guide our occupational health and safety:

- 1. We care about the safety of others.
- 2. We follow procedures.
- 3. We report our concerns.
- 4. We are proactive in controlling risks.

To extend these basic principles to all of our processes and workplaces, we have developed an Occupational Health and Safety Strategic Plan 2.0. (Prevention Culture), as well as investments in health and safety.

## We identify hazards and assess them to define areas for improvement.

The risk assessment is dynamic and draws on reported incidents, accidents and changes made to workstations and equipment.

We implement employee monitoring and engagement processes and coordinate communication tools, such as videos, posters or good practice guidelines, which are then distributed to the team and clients.

We control critical risks by promoting the use and visibility of work permits by all concerned parties. Information on work carried out at a plant where contractors operate with a work permit is published on the 'Permits' panel at the entrance of the production plants.

We assess the maturity of our contractors' preventive culture through the monthly assessment of supplier's health and safety indicators. Furthermore, we hold regular meetings where we establish specific action plans and maintain a constant dialogue with them to improve the health and safety in operations. Some of the initiatives developed with our contractors in 2022 include the following:

- Specific training workshop for industrial cleaning companies.
- Provision of cleaning company workers trained in occupational risk prevention positions.
- Proactive inspections and safety talks by safety officers to cleaning companies.
- Increase provision of occupational risk prevention technicians.
- Increased training requirements for lockout operations, equipment and chemicals.
- Audits of contractors' compliance with work permits.
- Improved signalling of work on production lines.

## We are committed to the health and safety of all workers involved in our production processes.

In 2022, our Safety Plan 2.0 was implemented, consolidating the Safety by Routines project and focusing on incident visibility, action reporting and positive recognition. The contractors of our industrial park have been directly involved in the fulfillment of these goals in order to achieve optimal coordination and monitoring in terms of inspection and training standards.

As a result, there has been a 10% increase in incident reporting globally. Specifically, there were 680 incidents compared to 610 in 2021, of which 657 took place at the Cantoria industrial park. The increase in incident reporting has contributed

to an increase in the reported improvement actions. Specifically, in 2022 there were 6,926 improvement actions reported (5,788 in Cantoria), compared to 6,492 reported in 2021. Of these, 90% were closed.

In addition, we have launched an Investment Plan for Health, Safety and Environment, making investments worth €37 million in 2022. We have also strengthened our global Health and Safety team with the creation of 8 new positions: 4 in the Health and Safety area and 4 in the Health Surveillance area.

In short, thanks to a strong commitment to health and safety – which is materialised in significant investments and the development of specific safety programmes and projects –, we managed to reduce our accident rate compared to 2021.

The following pages detail the accident rate indicators as well as our proactive actions to reduce risks.

Improvements made in incident reporting, our critical risk improvement plan – which includes our safety by routines and machine safety plans –, and our project for the prevention of entrapment and falls from height have contributed greatly to this reduction.

Despite the results, in 2022 one temporary agency employee lost his life while working at one of our distribution centres.





Here are some of the key milestones of the year:

- Statutory audit with zero non-conformities and renewal of ISO 45001 Certification for Cantoria facilities.
- Assignment of safety supervisors in the Cantoria industrial park.
- Implementation of the certification plan for new machinery.
- Improvement of maintenance procedures, including prioritisation according to item criticality.
- A total of 3,732 check-ups carried out in the area of Health Surveillance in 2022.
- Internalisation of the specialty of Occupational Medicine and creation of a Global Head of Health and Wellness. Since its creation on 16th May 2022, 2,014 check-ups have been carried out.
- Implementation of a regular reporting system on safety performance and preventive measures targeted at different markets to avoid potential accidents.
- Weekly market meetings.

- Increased audits of the company’s five Cardinal Rules for night shift workers.
- Review of the Prevention Plan and Occupational Health and Safety Policy.

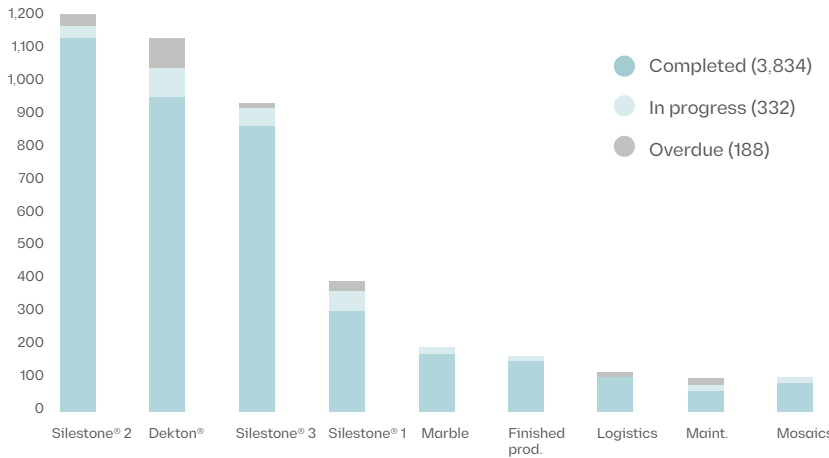
Partner companies

- Provision of cleaning company workers trained in occupational risk prevention for cleaning-related tasks in the industrial park, thereby reducing unsafe acts. Implementation of specific controls to monitor cleaning tasks.
- Establishment of a pilot training programme aimed at cleaning contractors.
- Increased frequency of meetings with recurring cleaning contractors, now on a weekly basis.

We improve our safety indicators, but we are not stopping there.

Our Leadership programme in occupational health and safety takes us in the right direction: to take even better care of our people and put their health at the centre of everything.

6,926 improvement actions. The main actions managed by production unit are set out below. (From 1st January 2022 to 31st December 2022).



680 incidents reported at production facilities

6,926 improvement actions completed at 95%

91,847 reviews of safety conditions

5,352 non-conformities found

83.63% refresher courses

99.25% training for the post in question (Articles 18 and 19)

Our strategic projects on Health and Safety reflect our commitment to protecting our people

AERIS Project

This important project, whose main objective is to control the risk of exposure to free crystalline silica, includes numerous actions and is once again one of Cosentino’s most important investments in health and safety.

In the fiscal year 2022, we focused on improvements such as encapsulation of calibration and polishing processes, enclosure and ventilation of handling vehicles, pneumatic propulsion of raw materials and visualisation and remote operation control systems.

By the end of 2022, the degree of fulfilment of this project was 80%.

Fall Prevention Plan

A complete revision of the Risk Assessment of Silestone® stored in silos has been carried out with the aim of reducing this type of risk associated with Production and Maintenance tasks as far as possible.

This project seeks to identify and solve critical problems that may arise. By the end of 2022, the degree of fulfilment of this project was 75%.

Global action plan for fire and explosion prevention

In order to improve the safety and management of its production processes, the Cosentino Group has designed an Action Plan consisting of a series of actions and investments to prevent fires and explosions and improve the safety of the processes, thus reducing potential risks. By the end of 2022, the degree of fulfilment of this project was 70%.

Machine Safety

We have developed a machine improvement programme that goes beyond regulatory compliance to eliminate the risks associated with their handling and intervention.

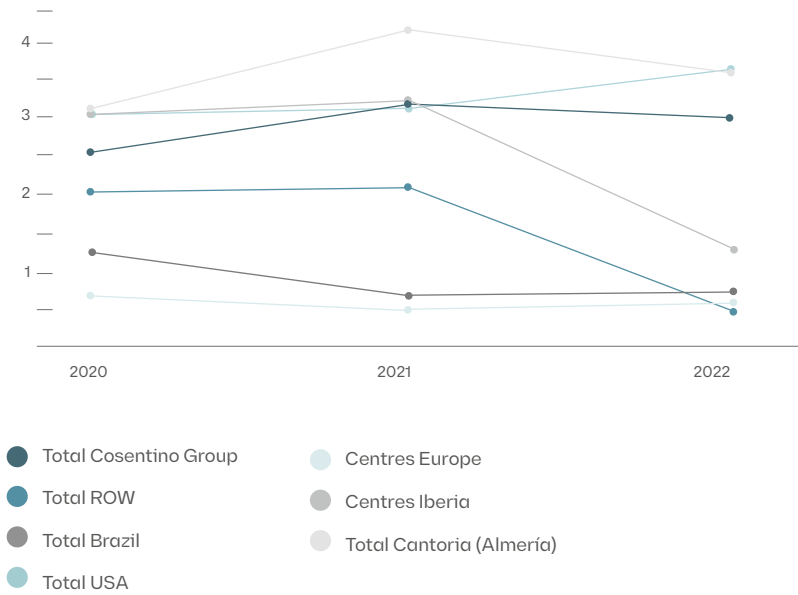
By the end of 2022, the degree of fulfilment of this project was 60%.

# We continue to strengthen our safety culture.

Together we have reduced the total accident rate by 19% and the lost-time incident rate by 15% over the last three years.

The chart also shows a reduction in accident rates in all markets where we operate:

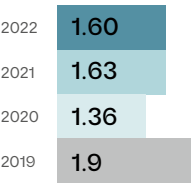
Accident rate by market



Accident rate by market

	2020	2021	2022
Total Cosentino Group	2.77	3.3	2.95
Total ROW	0	0.58	0.00
Total Brazil	1.36	0.64	0.84
Total USA	3.09	3.35	3.65
Centres Europe	0.76	0.5	0.64
Centres Iberia	3.5	3	1.34
Total Cantoria (Almería)	3.32	4.2	3.59

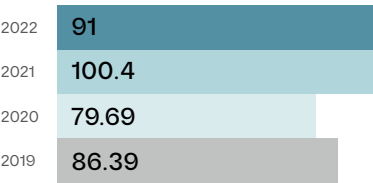
## Lost Time Incident Rate. LTIR



## Total Accident Rate TCIR



## Lost days. Severity rate



If we analyse the 2022 rates by gender, we can observe that in production posts where there are more men than women, the risk level is higher, so we have more accidents and lost days affecting men. Furthermore, a larger number of women work in posts that are not involved in production itself and carry less risk, thus contributing to a lower accident rate.

## Accident rate by gender

	Men	Women
No. of occupational accidents	146	13
Total accident rate	3.62	0.97
Severity Rate	120	4
No. of occupational illnesses declared	3	0

- Frequency rate (No. accidents/hours worked)\* 200,000  
- Severity rate by gender: (working days lost/hours worked)\* 200,000

In terms of absenteeism from work, the reported rate reflects the total number of non-attendance/non-effective hours compared to the total number of scheduled working hours.

This year we increased the scope of information recorded by collecting information from corporate functions, including data from the three countries with the largest number of Group employees, which represent about 90% of the total workforce.

## Absenteeism rates 2022

	Spain	USA	Brazil
Absenteeism figures	6.66%	1.63%	1.48%
Absenteeism hours	371,207	41,713	9,522



# We make safety a continuous process of active dialogue and constant improvement.

For more than 15 years, we have had an internal company participation body in accordance with Article 38 of the Spanish Act 31/1995 concerning the consultation or consensus of the preventive measures. It is made up of five prevention delegates with a seat and vote, whose functions are set out in Article 35 of the Spanish Law on Occupational Risk Prevention, and an equal number of Company Representatives with a seat and vote.

In addition to the aforementioned members of the Health and Safety Committee, prevention technicians and company employees with special qualifications or information on the matters to be discussed may participate in a non-voting capacity. Ordinary meetings will be held monthly or when requested by either party. In this way, the legal framework established by the Spanish Law on Occupational Risk Prevention is significantly improved, with communication, coordination and constant transparency between the workers' representatives and the company always being a priority.

Among many other things, workers are informed of accidents and incidents, as well as the action plan for each case and the annual safety plan, and their representatives communicate their concerns to the Committee so that they can be addressed.

In accordance with the ISO 45001 Occupational Health and Safety standard, the workers from the industrial park, as well as our partner companies, were consulted on their vision of health and safety in the Cosentino Group, and suggestions for improvement were also collected. The consultation focused on key aspects such as training-information, delivery of PPE and detection of deviations, as well as on what can be improved (publicly available). The outcome of the consultation with partners and suppliers has been incorporated into the Risk Action Plan of the Global Health and Safety System.

In 2022, an Occupational Health and Safety Committee was elected at the Cosentino Global head office work centre, made up of three Prevention Delegates and three Company Representatives. A separate Health and Safety Committee has also been set up for the Dekton® factory and logistics platform, with the same number of members.

## Contractors

In order to make further progress on health and safety, we have put in place additional means of coordination to those established by the regulations. These include coordination and monitoring meetings with key partner companies and an evaluation system.

Another important point to highlight is the improvement made by the Human Resources department in the coordination of business activities, with more resources devoted to prevention and the provision of at least one Health and Safety Technician to the companies with the largest presence in our production centre in Almería. Furthermore, an assessment of suppliers is carried out, including key aspects such as accident rates and other incidents that may affect safety.

# Investing in safer and more sustainable infrastructures and processes for our team is a top priority.

In 2022, we invested €37 million in Health, Safety and Environment across the Group, mainly in process automation and the expansion of facilities to promote health and safety and to improve the efficiency and use of energy and raw materials.

# We integrate Quality, Health and Safety, Environment and Energy management systems.

Throughout 2022 we carried out a process to integrate the 4 management systems in the Cantoria plants, according to ISO 9001, ISO 45001, ISO 14001 and ISO 45001 and ISO 50001 standards. As a result, these Quality, Health and Safety, Environment and Energy management systems have been certified by the DNV certification body.

# Digitalisation of the health and safety processes

With a view to facilitating the implementation of health and safety processes and improving performance in these areas, the following projects have been undertaken:

- Implementation of the Lockout-Tagout (LOTO) system for downtimes and maintenance shutdowns.
- Digitalisation of the work permit at the Dekton® plant.
- Implementation of Gensuite in our markets.
- Introduction of Gensuite for contractors working with Dekton®.
- Digitalisation of the training process in Spain and the United States to improve control.

€37 MILLION

investment in Health, Safety and Environment

across the Group

# Health and Safety Objectives.

We have achieved 99% of the Health and Safety objectives we set ourselves for 2022.

The TCIR rate is slightly above the target rate.

The Severity rate is 11 tenths below the target rate.

Improvement projects were completed on schedule.

Description of the objective	Metrics	Objective	End of year 2022	% fulfilment
To reduce accident rates	TCIR rate	3	2.95	102%
To reduce accident rates	Severity rate	102	91	112%
Machine Safety project	% fulfilment by Q4	80%	60%	75%
AERIS project	% fulfilment by Q4	80%	80%	100%
Critical risk action plan: falls from height	% fulfilment by Q4	80%	75%	94%
Critical risk action plan: fires	% fulfilment by Q4	80%	70%	88%
Action plan for contractors	% fulfilment by Q4	90%	90%	100%
Action plan for international centres	% fulfilment by Q4	80%	80%	100%
To conduct a psychosocial study	% fulfilment by Q4	80%	100%	125%
Safety Leadership Programme 2.0	% fulfilment by Q4	80%	80%	100%
Total 2022 targets fulfilled				100%

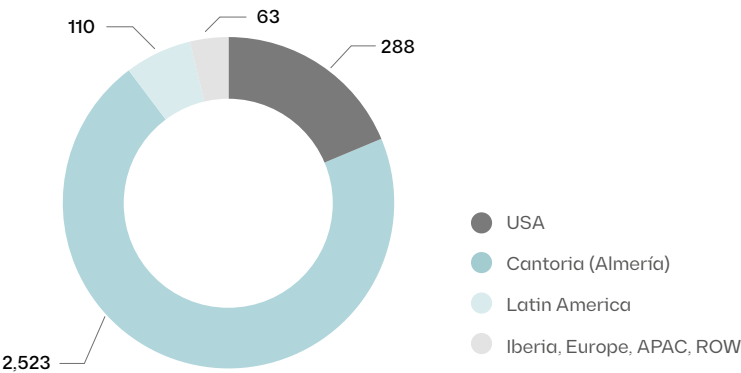
## Objectives for the 2023 Plan

1. Systematic reduction of the accident rates (6% reduction in TCIR and Severity rates over 3 years).
2. To further improve working conditions, with particular attention to the reduction of exposure to crystalline silica and to the continuous improvement of working conditions (facilities, working equipment, etc.).
3. To strengthen safety leadership and promote the overall implementation of preventive programmes (Safety by Routines, Silica, Training, Workplace Health Promotion, etc.).

# Training is our first protection system.

We devote 2,984 hours of training, which means a ratio of 0.5 hours/employee globally.

Hours of Health and Safety training in 2022



# Our responsibility goes further: we focus on the physical and mental health of our employees.

The recent internalisation of the specialty of Occupational Medicine and the creation of a Global Head of Health and Wellness have promoted a range of initiatives aimed at improving the health of our employees and establishing policies aimed at preventing future physical or psychological illnesses.

We have undertaken a number of actions, including:

- Development of internal protocols in the Health Surveillance area that enhance and improve the legal framework in this respect.
- Psychological support on request.
- Flu vaccination campaign.
- Individual assistance, advice and response to health-related queries by qualified personnel.

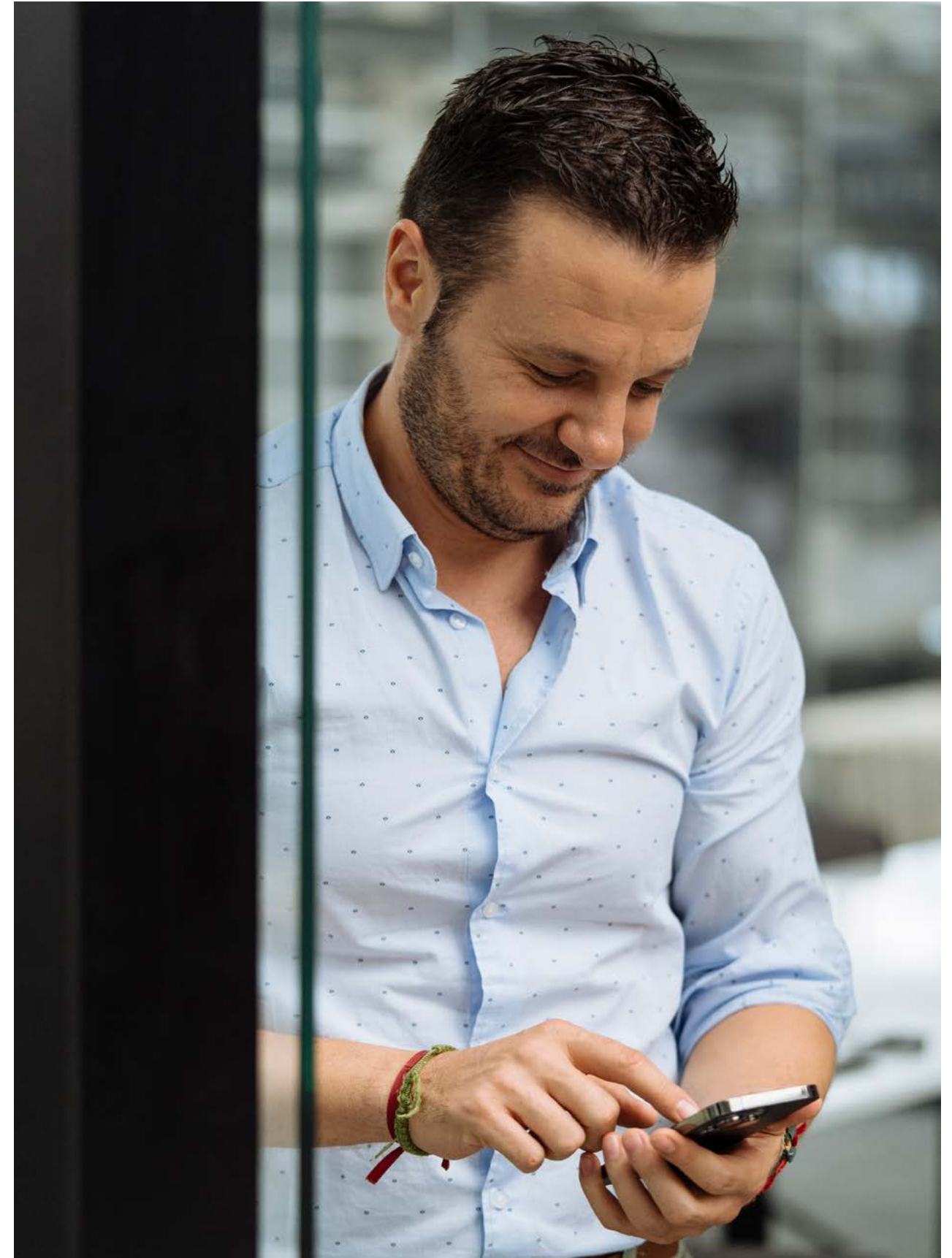
**2,984**  
hours  
of Health and  
Safety training



Team

# Communication channels

The Internal Communications department has new channels in place to be more effective with our target audiences. Two examples are the Cosentino Podcast and InterComms, the new messaging channel through Microsoft Teams.



# A living culture: dialoguing, creating, sharing.

More and better  
communication channels  
adapted to all profiles.



## Internal communications via e-mail

**Personalised and constant  
information.** +600 internal  
communications from  
the different areas of the  
organisation.



## Cosentino Ideas

**A platform that generates  
innovative ideas.** 180 employee  
ideas selected and implemented  
by vote.



## Corporate Intranet

**A digital space for all employees.**  
Featuring news and updates  
from the company.



## Cosentino One magazine

**It connects all our employees  
around the world.** Global internal  
publication with a print run of  
5,500 copies.



## Cosentino Virtual Family Day

**205 employees and their families  
attended our 'virtual' open day  
at the Cantoria industrial park.**



## Chatter

**Cosentino's social network  
that boosts our collective  
intelligence.** One of its most  
successful groups allows  
our sales network to resolve  
questions about our products in  
real time.



## TV channel

**Exclusive content for our team.**  
Live content on our own channel.



## Cosentino Internews

**Permanently updated.** Monthly  
newsletters with updated  
information about our Group.



## Events with employees

**Cosentino C-Next:** live, online  
and simultaneous event for  
all employees worldwide. It is  
a new way of communicating  
Cosentino's news. An event where  
we present and share our next  
steps, launches, inspiration and  
initiatives.

**Cosentino C-Hall:** online meeting  
to discuss current issues in  
our company and among our  
employees. It gives an overview  
of our short-term goals as a  
company. Open to all Cosentino  
employees worldwide.



## Cosentino Mobile App: Connected

**A channel where we can all  
keep up to date with the  
latest company news.**



## Notice boards

**Formats accessible  
to all.** Weekly content updates in  
key areas for people who do not  
have a computer.



## Other communication tools

**Competitions:** we held a drawing  
competition for employees'  
children under 12 years of age.  
We also organised a photo  
competition for employees.



## Podcast

**We broadcast 15 recordings**  
with different themes about the  
actions taken in our company.



## Virtual Cafés with Management

**An expression of our horizontal  
culture.** Monthly discussions  
between management and  
employees about safety, health,  
strategy, expansion, quality or  
products.



## Virtual Information Sessions

**Internal Communications Talks.**  
Informative sessions where  
topics are explained in  
depth and you can ask  
questions to the speakers.



## InterComms

**+700 messages** have been  
sent through this one-way  
channel via Microsoft Teams.



We take care of our environment

(S) Cosentino x Social

# Community

We protect the life that surrounds us. In our homes, in the cities and on the planet.

We promote initiatives that contribute to the development of all communities where we have a presence. That is the power of our surfaces, in every space, in every home.



# New Social Action Policy

## Our commitment to maximise our contribution to society

Being a global leader does not only mean having a presence in many places. It means that we care about each of them. For this reason, we actively participate in the economic, social, training and cultural development of the areas in which we operate.

We believe in the need to support and work to improve the quality of life of the communities around us.

Our commitment to them goes far beyond a business relationship. Cosentino feels a responsibility to create wellbeing for the citizens of the region, focusing on four areas of action:





# Education & Culture

We invest in education and culture as levers for community transformation

X the driving force behind knowledge.

At Cosentino, we strongly believe that investing in quality education for our young people is an investment in a future full of opportunities. For this reason, we continue to invest in the education and preparation of young people through the Eduarda Justo Foundation and the Dual Vocational Training courses we offer at our headquarters in Cantoria\*.

We also believe that culture transforms the communities in which we operate, which is why we support the arts in the province of Almería through the Ibáñez Cosentino Foundation.





# Eduarda Justo Foundation



Today we are training the leaders of tomorrow.

The gateway to an ecosystem of opportunities for young local talent in Almería. Identifying, training and empowering them.

Since its creation in September 2006, at the Eduarda Justo Foundation we work to develop our immediate social environment. Specifically, we support the economic, social, educational and cultural development of the province of Almería, and therefore of Andalusia and Spain, with a special focus on people with limited economic resources.

**Our mission:** we try to give the necessary tools to a new generation of young people, preparing them to be leaders in the world of the future.

**Our values:** we want to convey to young people the value of effort, perseverance, passion, non-conformism, purpose, global vision, idealism and humility.

**Leading Schools Project: to improve education by empowering the educational community.**

Our goal is to deeply and positively transform the so called Marble Region through education. The development of this ambitious project will require the promotion of change among the entire educational community, and therefore

the support and commitment of teachers, families and the rest of society will be actively promoted.

In order to take the education of children and young people to a new level, we develop innovative programmes such as the Master's Degree in Educational Innovation *Educar con 3 Ces* (Educate with 3 Cs), which is managed by the prestigious pedagogue Mar Romera together with the Francesco Tonucci Pedagogical Association (APFRATO). In its second year, this master's degree had 55 students and was aimed at transforming the educational centres in the region by training their teachers in the most modern and innovative educational techniques of the 21st century.

The master's programme covered 500 hours of training over a period of 2 years and its content consisted of 20 thematic modules taught by nationally renowned specialists in each subject area. Each of the 55 students had a scholarship awarded by the Eduarda Justo Foundation, which covers most of the cost of the master's degree.

In 2023, the master's programme will continue in a pilot centre where Mar Romera and her team will assist and advise the students during their respective transformation processes.

On the other hand, the Education Forum is a programme of educational talks and conferences focused on families, which aims to improve their training in educational matters through meetings with experts and professionals from different disciplines in order to turn them into key agents of transformation. After all, as renowned thinker and philosopher José Antonio Marina used to say: "It takes a whole village to raise a child".

As part of the Leading Schools programme, a new edition of the Education Forum was held this year. It was attended by the renowned thinker and educational psychologist Francesco Tonucci, who delivered the conference *Participación y autonomía de la Infancia* (*Participation and autonomy of children*).

In his talk, Tonucci recalled the importance of letting children play, a right included in the Convention on the Rights of the Child (ratified by all countries). Specifically, he advocated letting them play with their friends in the streets and squares, without parental supervision; this is where children can grow up, learning with their peers in a natural and healthy way.

→ Master's Degree in Educational Innovation



→ Students of the Master's Degree in Educational Innovation, Eduarda Justo Foundation





Eduarda Justo Scholarships:  
the best training for the  
most promising talent

UWC (United World Colleges) scholarships

**UWC (United World Colleges) scholarships:** We awarded 3 scholarships to pre-university students from Almería to undertake the 2-year International Baccalaureate in the UWC network. We select committed and curious young people with initiative, determination and ambition to unleash their full potential and become local and global leaders.

The vision of United World Colleges is to promote a peaceful society through education in diversity and multiculturalism. Young people from 100 nationalities come to study at its 18 colleges spread over four continents. All the students have received scholarships in their native countries based on personal merit, regardless of socio-economic level, political convictions, or religion. It is a comprehensive training programme, combining academic excellence, development of artistic and creative activities and sports alongside service to the community where the College is situated.

The Scholarship Programme aims to “train the leaders who will transform the world” .3 scholarships were awarded to young people from Almería this year:

- 1. Azahara César Sánchez (Benahadux) to UWC Singapore.
- 2. Jade Valeria Páez Ripoll (Vera) to UWC Costa Rica.
- 3. Manuel Romero Cruz (Roquetas de Mar) to UWC Costa Rica.

Last year’s scholarship recipients continued their scholarships for a second year: Néstor López Castillo (Olula del Río), student at UWC Dilijan (Armenia); Carmen Sáez Herrero (Olula del Río), student at UWC Adriatic (Italy); and Nora Ramdane-Bey López (Garrucha), student at UWC Atlantic (Wales).

In addition to these scholarships, we annually award 3 scholarships for the 15-day *ActionxChange* summer camp specialising in social project development, and 2 scholarships for the 5-day *ActionxPeace* winter camp, specialising in conflict management skills.

This year, we awarded 3 scholarships for the *CMU ActionxChange* summer camp to Sofía Galera, Álvaro Masegosa and Irene Chapaca.

Canada TECH scholarships

We awarded scholarships to 4 inquisitive young people who stand out for their curiosity and passion for science and technology, for undertaking projects (scientific, technological or business) and who have the ambition to exploit their full potential in a global world.

We awarded four 2-year scholarships with a dual programme:

- **1st year:** school year in Canada, equivalent to the first year of Baccalaureate in an educational centre in Canada.
- **2nd year:** training programme in leadership, technology and business creation, complementary to the second year of Baccalaureate at their educational centre.

The school year in Canada has the following main objectives:

- 1. Innovative scientific-technical training of excellence, adapted to the students’ areas of interest and tailored to their needs.
- 2. A deep international experience that revolves around three axes, educational, family and social, which will enhance the ability of students to adapt to a different environment, broaden their perspective in a global world and provide them with English proficiency.

The 2nd year training programme in leadership, technology and business creation consists of two intensive programmes:

→ ‘**Leaders of the Future**’ seminar. 3-day intensive programme specialising in leadership, which aims to inspire young people to become the new generation of social and business leaders of Spain’s future.

→ **Sputnik programme.** Intensive programme consisting of two 2-day seminars, which aims to train them in the exponential technologies that are set to change the world, and to inspire and motivate them to create the *start-ups* of the future.

In this first edition, the scholarships have been awarded to:

- 1. Aurora Auñón Pérez-Templado (Almería), student at Annapolis Valley. Nova Scotia (Canada)
- 2. María Barrios Peralta (Aguadulce), student at Tri-Country. Nova Scotia (Canada)
- 3. Natalia Azañón García (Almería), student at Chignecto. Nova Scotia (Canada)
- 4. Paula Villegas Prados (Almería), student at Halifax. Nova Scotia (Canada)

→ Eduarda Justo Scholarships, Eduarda Justo Foundation



→ Eduarda Justo Scholarships, Eduarda Justo Foundation





‘Leaders of the Future’ seminar:  
we train young professionals

Intensive training seminar specialising in leadership, which aims to identify, train and mentor more than 100 young professionals with great potential and help them to become future social, economic and business leaders in our society.

The 120 young participants in the 15th edition have shared 3 days together, witnessing how their initiative, innovation, international vision, passion and leadership skills have been boosted thanks to the different talks held at Cosentino’s headquarters.

Entrepreneurs, explorers, philosophers and athletes were among the speakers, which included Jorge Moreno and José Antonio Ruiz, from Almería, young founders of the global *start-up* Twenix. It also featured Luis Castillo, co-founder of NeuroDigital Technologies and Programme Manager of Microsoft IoT, and Pedro Díaz Ridao, who advocated “training the will and embracing the discomfort”.

These training days were also attended by young activists Marta Borrell (education) and Victoria Ballesteros (environment) who, despite their young age, have already spoken at the UN.

Both advocated the urgent need for young people to take immediate action to address current challenges.

Jesús Alcoba, creative director of the La Salle Campus in Madrid, and the adventurer Ignacio Dean, the first Spaniard to circumnavigate the world on foot – both frequent speakers on the programme – also joined the talks. Also in attendance was Miguel Milano, Chief Revenue Officer of Celonis, who summarised the five keys that, in his opinion, are necessary to conquer the world.

Paralympic athlete and writer Sara Andrés Barrios was the main feature of the last day with an emotive talk on self-improvement. David Cerdá, economist, philosopher and author of the book ‘Ética para valientes’ (Ethics for the brave), advocated “facing difficulties, as they are necessary for growth”.

The last talk was given by Pilar Martínez-Cosentino, who pointed to innovation and teamwork as the recipe for the success of the Almería-based company.

Finally, Eduardo Martínez-Cosentino Justo, President of the foundation, thanked the young attendees for their participation in the seminar, “because we believe that education helps to change the world, and you are the leaders of the future”.

First Meeting of Scholarship Holders of  
the Eduarda Justo Foundation: creating  
a network of talent

For the first time, we have gathered most of our 51 scholarship holders in one place, the most innovative space in our Cantoria headquarters, the ‘cube’ of the R&D Department. Among them were participants from the different programmes we are part of: United World Colleges, Canada TECH and Postgraduate students.

The President of the Foundation, Eduardo Martínez-Cosentino, welcomed the participants to the event, which was attended by the majority of its Board of Trustees and managers.

During the meeting, the participants had the opportunity to review their career since they were awarded the scholarship, exchanging impressions with other participants and sharing advice with the younger ones. Among the latter were the 7 students who in the coming weeks were going to start their baccalaureate abroad thanks to the Foundation,

4 of them in Canada, 2 in Costa Rica and 1 in Singapore. During the event, these students were formally awarded the scholarship that would allow them to enjoy an enriching experience, not only educationally, but also personally. This is how former scholarship holders recall their experience abroad: as a time of opening up to the world, of inner growth and of learning important knowledge and skills.

The meeting was also held with the aim of laying the foundations for a Community of Talent within the Foundation, led by our scholarship holders. A community that serves as a reference and model for the younger generations and that jointly launches projects for the future.

→ First Meeting of Scholarship Holders of the Eduarda Justo Foundation



→ Seminar ‘Leaders of the Future’ 2022, Eduarda Justo Foundation



→ Leaders of  
the future



→ First meeting of  
scholarship holders





#ChicasImparables  
TECH Summer programme

We participated in and promoted the 3rd edition of the Youth and Leadership Programme #ChicasImparablesTECH Summer, organised by the consultancy firm 50&50 GL and CEOE in Málaga, with academic training from IE University, Orange and the collaboration of Meta, Málaga City Council and Unicaja Banco.

Under the slogan ‘*Sueña a lo grande, los límites sólo están en tu mente*’ (Dream big, the only limits are in your mind), more than 50 female participants aged between 15 and 18, including 21 daughters of Cosentino employees and 8 young Ukrainian women, worked for five days on a leadership path focused on entrepreneurship, digital transformation, fintech, blockchain, technology, digital marketing, teams and people, industry 4.0 and their business plan pitch. In addition, they acquired innovative skills and knowledge in order to achieve personal and professional development with a positive impact on society.

Throughout the course, the young women, divided into different teams, had to develop their own business projects, which they had to defend in the last session. For this final session, Pilar Martínez-Cosentino travelled to Málaga as a member of the jury and was able to personally congratulate all the students and express her pride in their work.

South Summit Kids - Fundación Créate  
(Créate Foundation)

The Fundación Créate (Créate Foundation), together with Spain Startup, led a new edition of South Summit Kids, the largest annual international event dedicated to entrepreneurship, held at the La Nave venue in Madrid. As a leading Spanish company and pioneer in innovation and R&D, Cosentino has joined this international initiative.

During the event, four groups of students aged between 10 and 14 defended their innovation projects in front of a jury of renowned professionals from the business ecosystem, including executives from Auxadi, Enagás, Endesa and Cosentino. For our part, María Del Mar Martínez-Cosentino Ramos, a member of the board of directors of Cosentino and the Eduarda Justo Foundation, was responsible for evaluating the *Blossom Sprout* project at Dallington School.

→ Chicas Imparables TECH Summer programmes



→ South Summit Kids programmes, Créate Foundation and Eduarda Justo Foundation



## We encourage the talent of new generations of creators

With the  
collaboration of  
36 national and  
international  
educational  
institutions, we  
challenge young  
creators from  
around the world.

## Cosentino Design Challenge 16&17

Cosentino Design Challenge (CDC) is an international competition that aims to foster the talent of architecture and design students from all over the world. It encourages students to create sustainable and innovative projects of high conceptual and technical quality, in which they respond creatively to the themes set out in each category.

This 16th edition saw a total of 490 projects submitted by students from various European, American and Asian schools, 184 in the Architecture category and 306 in the Design category.

The jury meeting was held in the Veles e Vents building. This is one of the main venues for the Valencia World Design Capital 2022 event. Afterwards, the Cosentino stand in the Espacio Cocina-SICI hosted the official awards ceremony and the launch of the 17th edition, with the presentation of the two new themes around which the next projects will be created.

**We stand out for other contributions to the field of education**

At Cosentino we care about young people and contribute to their training, both in Spain and abroad

## Spain

- Workshops on food waste prevention organised by the Silestone® Institute in collaboration with the University of Almería (UAL).
- Collaboration with the Design Week of the José Val del Omar School of Art in Granada.
- Collaboration and assistance with the promotion of Almería Tierra Abierta Foundation.

## Canada

- Partnership with Habitat HMD in the *Tiny Home* pilot programme, providing Silestone® worktops for the kitchens. The initiative involved local high school students who helped build the houses.
- Collaboration in the closing ceremony of the graduates of the Interior Design Techniques programme of the Cégep Saint-Jean-sur-Richelieu Foundation.

## USA

- Partnership with the Virginia Peninsula Foodbank for their *BackPack* programme, which aims to help reduce child hunger.
- Cosentino Centre Chicago's participation in the inaugural Design Edge event, a national industry initiative that introduces professionals to top brands in the home furnishings sector.
- Collaboration with Meals on Wheels America in Atlanta, a leadership organisation supporting the more than 5,000 community-based programmes across the country that are dedicated to addressing senior isolation.
- Sponsorship by Cosentino Los Angeles of the annual event of the International Interior Design Association (IIDA), an association for the support of design professionals, educators, students and firms.
- Cosentino Centre Anaheim's collaboration with the Newport Harbor Educational Foundation, which provides funding for academic support programmes.

Turkey

- Organisation of three training sessions on architecture and design with some of the country's leading universities: Beykent University, Yildiz Technical University and Izmir University Of Economics.

## United Kingdom

- Cosentino UK's collaboration with the Supply Chain Sustainability School, a training and collaboration school between clients, contractors and first tier suppliers who want to build the skills of their supply chains.





# Ibáñez Cosentino Art Foundation

## We promote artistic and cultural activities and exhibitions.

The Ibáñez Cosentino Art Foundation (FAIC, in Spanish) is a non-profit cultural institution that was created in June 2005 by the Olula del Río Town Council and the artist Andrés García Ibáñez with the aim of guaranteeing the public opening of the Ibáñez Museum in Olula del Río, promoting activities and temporary exhibitions in the museum and disseminating its collections and the artistic work of Andrés García Ibáñez.

Over time, both the Ibáñez Museum and the activities and exhibitions organised by the foundation became increasingly important. Cosentino® joined the former foundation as a member of the Board of Directors in December 2014, giving birth to the current Ibáñez Cosentino Art Foundation.

Throughout 2022, the foundation has developed its activity in a number of public spaces in Almería, including the City of Culture in Olula del Río, the Art Museum of Almería and the Provincial Council of Almería. Among its cultural activities and temporary exhibitions, the following stand out:

Theatrical performance for children *‘Museum’*.

- Publication of the 3rd issue of the magazine ‘Revista-D’, published by the Desencuadre cultural association
- Concert by the Orquesta Ciudad de Almería at the Plaza de los Museos.

- Concert-theatrical performance *‘Pulgarcita y las 4 estaciones de Vivaldi’* (Thumbelina and the Four Seasons by Vivaldi).
- Presentation of the latest book of *‘Imago Mundi’* series, published by Antonio Gil Albarracín.
- *‘Museos en Acción 2022’* (Museums in Action 2022) project, with a range of activities (visits and various educational workshops).
- Concert by Laura Moyano and Juan Manuel Cidrón *‘Entre la sombra y la espuma’* (Between Shadow and Foam).
- Presentation of the book *‘Visita a los Puertos Españoles de los S. XVIII y XIX’* (Visit to the Spanish Ports of the 18th and 19th Centuries), by Antonio Gil Albarracín.
- Family concert *‘Navidad para Todos’* (Christmas for All).
- Concert by JazzyClass Sisters.
- Concert *‘Pellizco Navideño’* (Christmas Pinch).
- Educational programme *‘Talleres en Familia’* (Family Workshops)
- Cultural and social mediation programme
- Presentation of the book by Carlos Pérez Siquier *‘La Chanca en blanco y negro’* (La Chanca in black and white).
- Conference ‘Pérez Siquier. *Una vida en imágenes’* (Pérez Siquier. A life in images), by Juan Manuel Martín Robles, Director of FAIC.

### Temporary exhibitions

- Presentation of the painting *‘La Consagración de la Copla’* (The Consecration of the Copla), by Julio Romero de Torres.
- Antonio Egea. *‘Paisajes y vistas urbanas’* (Urban Landscapes and Views)
- Portrait of Federico Vañó.
- Pedro Segura Cano. *‘Sudarios’* (Shrouds)
- Goya. *‘Los Caprichos en detalle’* (Los Caprichos engravings in detail)
- Grupo Indalo Foto.
- Txema Salvans. *‘Mare Nostrum’*.





# Additional contributions to the field of arts and culture

- **ARCOMadrid**  
In 2022, Dekton® was the surface chosen to dress the VIP area at the ARCOMadrid fair, the most important art fair in Spain. The proposal was designed by the Burgos & Garrido studio and was sponsored by the 'Red de Diseño' (Design network) initiative of the Leading Brands of Spain Forum.
- **'Manos de la Arquitectura'**  
The photographic exhibition 'Manos de la Arquitectura' (Hands of Architecture) by Asturian artist Juan Carlos Vega, – promoted by Cosentino and curated by the magazine Fearless – continued its tour with two new exhibitions in Milan and Miami. Thanks to these exhibitions, new Italian and American architects have become part of this artistic project.
- **Granada Music and Dance Festival**  
In 2022 we again sponsored the Granada Music and Dance Festival by sponsoring the concert of the Monte-Carlo Philharmonic Orchestra, conducted by Charles Dutoit and with Martha Argerich at the piano.
- **Narradores Almerienses**  
For yet another year, the company promoted and sponsored a new edition of the collection 'Narradores Almerienses' [Storytellers from Almería], 4 new books of short stories published in collaboration with Arraez Editores and the paper La Voz de Almería, in an initiative launched by the latter.
- **Almería Film Festival (FICAL)**  
Collaboration with the Almería Film Festival by awarding the prize for best production project for a film from Almería.

→ Exhibition 'Manos de la Arquitectura' (Hands of Architecture), Cosentino City Barcelona



→ ARCOMadrid 2022 art fair



→ ARCOMadrid 2022 art fair



→ Granada Music and Dance Festival





# Biodiversity & Natural Areas

With our interventions, we do our utmost to restore natural areas to their original state

Less carbon  
x more biodiversity.

In partnership with key players in environmental protection, we develop our own programmes to enhance and protect biodiversity in the environments in which we operate.



→ Cosentino programme 'Care for the Planet' - Underwater debris removal





On the occasion of World Environment Day, our employees and their families participated in a number of actions aimed at preserving the planet.

Preserve Cabo de Gata

Together with Equilibrio Marino, a Spanish non-profit environmental organisation, more than 140 of our employees and their families participated in different initiatives held on the beach of San José and aimed at preserving Cabo de Gata Natural Park and turning the Alborán Sea into an international reference for marine conservation. The activities included:

- Talks on the current situation of the Mediterranean Sea (overfishing, pollution, plastics and climate change) and its iconic species (Posidonia meadows, corals and fish), which were given by Fernando García, co-founder of Equilibrio Marino, and Gloria García Hoyo, scientific advisor to the Cabo de Gata Níjar Parque Natural UNESCO Global Geopark.
- Workshops for children on marine species and marine litter and its recycling.
- Plogging at sea: kayaking and paddle surfing.
- Plogging is a combination of jogging with picking up litter. Its aim is to clean up litter on beaches, in the mountains or in the cities while doing any physical activity outdoors. During the day, Cosentino employees collected 24 kg of rubbish on the hiking trails on the beaches of San José and Genoveses. They also took part in diving, kayaking and paddle surfing activities, ending at the port of San José, where they collected 18 kg of rubbish.

Preserve Virginia Key

In collaboration with the Miami-based NGO Debris Free Oceans, Cosentino North America organised our first beach clean up in the USA.

The goal of the initiative was the conservation of Virginia Key Beach, one of South Florida's most ignored and polluted coastal areas. To this end, we brought together 31 of our employees and their families, who participated in a talk with community leaders about the history of this place and the importance of caring for it. The talk was followed by a debate on the impact of plastics and waste on the planet by Debris Free Oceans. The event concluded with the beach clean up, where almost 24 kg of litter was collected, including plastics, paper/cardboard, metal, glass and miscellaneous.

→ Preserve Cabo de Gata



→ Initiative 'Preserve Cabo de Gata'



→ Initiative 'Preserve Virginia Key'





→ Cosentino Forest



→ Reforest Filabres



### Cosentino Forest

Cosentino Ireland partnered with Grown Forest to create Cosentino Forest, a new initiative aimed at rebuilding and revitalising Irish forests by planting indigenous trees over the next few years.

Mark Burke, Regional Director of Cosentino Ireland and Scotland, commented: “Cosentino Forest is an incredible initiative to reaffirm our commitment to the environment and continue our journey to become a more sustainable company. There is no future without sustainability, and we are aware that we must take care of the present in order to protect the future. At Cosentino we have implemented different strategies in terms of sustainability, including the use of renewable and clean energy in the production of our Dekton® and Silestone® products, and the recycling of 99% of the water used in the production of Silestone®. With Cosentino Forest, we reduce our carbon emissions and enhance biodiversity, leaving our mark on people’s lives, not on the planet”.

### Reforest Filabres

Since 2020, and with the involvement of our employees and their families, we have been actively collaborating with non-governmental organisations, such as Sustenta, and research centres, such as CECOUAL, to preserve the biodiversity of the Sierra de los Filabres mountain range, contributing to the protection of its ‘forest frontier’ against desertification.

Our goal is to promote and ensure local biodiversity through the preservation and planting of native species and the treatment and protection of the existing forest stand, which will have an impact on CO2e emissions.

In 2022 we also collaborated in the restoration of the Rambla Orica quarry area in Macael. This reforestation and integration into the natural environment project involved the planting of more than 6,500 shrubs and trees in order to return the area to its original state.



Green Belt project in the Cantoria Industrial Park

In line with our commitment to protecting biodiversity and flora to create value for our workers and for all the communities where we operate, we developed the ambitious Green Belt project. This project involves 140,360 m2 of restored areas around our facilities, plus a further 25,000 m2 in common spaces, aimed at protecting the natural heritage of our environment.

We maintain the following fundamental ground rules for restoration actions:

- Use of native species.
- Species with minimum water needs to reduce water consumption as much as possible.
- Low need for maintenance, to reduce the associated energy consumption, as well as replacement of species.

- Creation of a vegetation barrier to help mitigate the effect of the wind, thus minimising the dust in suspension that could be extended to the park from nearby areas and improving the response to any possible fires.

Restoration of the surroundings of the Photovoltaic Solar Park

During 2022 we undertook the restoration of the surrounding area of the Photovoltaic Solar Park adjacent to the Cantoria Industrial Park. This project aimed at improving biodiversity (flora and fauna) in an area of 161,300 m2 is an example of compatibility and symbiosis of environmental projects in industrial environments.



165,360 m<sup>2</sup>

of restored areas at our facilities in Cantoria

None of the Cosentino industrial park facilities are located in an area where there are nearby protected habitats or sites of special environmental interest.

→ Biodiversity recovery in the surroundings of the Cosentino Industrial Park



→ Aerial view of the Cosentino industrial park





→ Pediatric Cancer Centre Barcelona



# Architecture, Design & Society

Thanks to our product and experience, we participate in the construction of spaces designed to improve the wellbeing of society.

## X surfaces – the wellbeing

We open up new fields of inspiration for a wide range of architecture and design-related initiatives that impact on the wellbeing of communities.





# We improve people's lives through our materials

Cosentino participates in the construction of the Pediatric Cancer Centre Barcelona (PCCB) of the Sant Joan de Déu Hospital.

At the end of 2020, Cosentino City Barcelona hosted the signing of the partnership agreement with the Sant Joan de Déu Hospital. As part of this agreement, we committed to provide more than 5,500 m2 of our Dekton® surface for the façade of the Pediatric Cancer Centre Barcelona, a new centre born within the framework of the #ParaLosValientes (for the brave) campaign.

The centre opened its doors in 2022, making it the first monographic pediatric oncological centre in Spain and the second in Europe. A stunning façade clad in Dekton® Sirocco provides the entrance to the new centre, a 14,000 m² space distributed over five floors and connected to the hospital via an elevated covered walkway. The new centre offers 37 single rooms, 8 rooms for transplant patients, 26 cubicles for the day hospital and 21 outpatients rooms. The centre will be run by a multidisciplinary professional team of more than 150 people.

With the opening of the PCCB, the hospital expects to increase its capacity to treat new cases of childhood cancer by 35%. Whereas up to now 300 new cases and 105 cases of relapses or second opinion consultations were treated, the new centre will be able to treat 400 new cases per year.

→ PCCB



Cosentino participates in the construction of the façade of the Federación Almeriense de Asociaciones de Personas con Discapacidad, FAAM (Almería Federation of Associations of People with Disabilities)

Thanks to our materials, we contributed to the façade project for the FAAM centre that will house a day centre for early intervention in Alzheimer's disease.

The aim of the day centre is to act during the early stages of the disease to maintain the cognitive and functional abilities of the patients and to slow their decline as much as possible. Patient intervention will be provided through a comprehensive care model and by a multidisciplinary team of professionals who will work in a coordinated manner in the different areas of action: physical, social and psychological. Intervention during these early stages of the disease provides patients with strategies and tools, promoting greater autonomy and an improvement in their quality of life, improving their self-esteem and enhancing their emotional wellbeing.

→ Inauguration ceremony of the Pediatric Cancer Centre Barcelona



→ Façade of FAAM Almería





Homes For Our Troops honours the commitment of Cosentino

For the past 5 years, Silestone® has been the exclusive cladding supplier to Homes For Our Troops (HFOT), a non-profit organisation that builds and donates custom-built homes to wounded veterans across the USA.

HFOT awarded Cosentino a certificate to celebrate their partnership at KBIS 2022.

We reaffirm our commitment to St. Jude Children’s Research Hospital

St. Jude Dream Home is a charity initiative aimed at raising funds for low-income families in need of healthcare services at St. Jude Children’s Research Hospital (Charlotte, North Carolina). To this end, they raffle designer houses built with materials donated by different companies, among which Cosentino stands out.

We sponsor and collaborate with major design and architecture-related events:

- Once again, Cosentino City Madrid was a major partner of the Madrid Design Festival 2022, organising a wide range of activities and conferences
- Our brands dressed the main exhibition spaces at Casa Decor 2022, in Madrid
- Cosentino City Barcelona took part in the Barcelona Design Week
- Cosentino City Madrid participated in the Madrid Architecture Week
- Cosentino attended the Marbella Design Art fair
- Participation in the Home Design Hub project, presented at the Habitat/Sici fair in Valencia

→ Initiative ‘Home for our Troops’



→ Marbella Design Art fair



→ Casa Decor Madrid. Space by Soledad Ordoñez



# Health & Wellbeing

We promote healthy lifestyle habits among our teams and our stakeholders.

X, an active healthy life.

We lead and support initiatives in the world of healthy cooking, sport and volunteering, working with foundations and associations that promote and improve people's wellbeing.





An international platform dedicated to researching and sharing valuable knowledge about the world of gastronomy, safety and nutrition.

In 2022 the Silestone® Institute continued to disseminate key health, safety, hygiene and nutrition messages, focusing on:

→ **Informative content aimed at households**, such as tips for improving health, wellbeing and quality of life, including aspects of sustainability and care for the environment.

→ **Trends in innovation, design and decoration** of private spaces that seek to improve the quality of the user experience at a functional and visual level.

Another highlight of the year was the organisation of several **workshops and talks on food waste prevention**, both internally for employees and for the general public, at the headquarters of the Provincial Council of Almería and at the University of Almería. This project culminated in the creation of the first IRDA Survey that estimates the degree of risk of food waste in the home and our participation in the UAL summer courses on healthy living and the Mediterranean diet, specifically in the '*Taller de desperdicio alimentario y Dieta Mediterránea*' (Workshop on Food Waste and the Mediterranean Diet) given by Maite Pelayo, scientific spokesperson for the Silestone® Institute.



**Website**

[www.silestoneinstitute.com](http://www.silestoneinstitute.com)



→ Informative content for use at home by Maite Pelayo



→ Despesques, Los Alcornocales Natural Park, in Cádiz



We share the values of the new cuisine: creativity, culture, innovation, connection to the local environment and international dimension.

**Silestone® brought its innovative and sustainable vision to Despesques 2022.**

Silestone® took an active part in the third edition of Despesques, the international debate forum promoted by chef Ángel León and held in the Los Alcornocales Natural Park in Cádiz. Under the slogan '*Un espacio libre para la mente*' (A free space for the mind), this initiative aims to take a break from the frenetic pace of everyday life to discuss and become aware of the role that cuisine plays in the environment and how we relate to it. It is also an unprecedented opportunity to listen and reflect on the role that cuisine wants to play in today's society.

During the forum, we conducted interviews with internationally renowned chefs related to the 'Changing the world from the kitchen' campaign, which we shared on our social media channels to spread and inspire our spheres of influence with good gastronomic practices.



# Healthy living

We believe in the power of sport to promote healthier living and positive values.

→ Marathons



## We participate in major sporting events

Cosentino not only sponsors major sporting events. We also facilitate access to sport for our employees in the communities where we operate.

For example, in 2022 we participated in different running competitions around the world, and we have been preparing for a long time to become aware, motivated and ready to take on this challenge as a team.

In this sense, more than 172 Cosentino employees have participated in:

- Málaga Half Marathon
- Singapore Marathon and Half Marathon
- Sydney Marathon

The photos are usually taken at the finish line, but the most extraordinary thing was the journey full of effort, overcoming, teamwork and motivation that we went through until we reached the final goal.



## Spain

- Collaboration with the Mutua Madrid Open tennis tournament
- Participation in the 40th Copa del Rey MAPFRE sailing competition, sponsoring the Peneque Pro team.
- Local or provincial sports sponsorships or collaborations (Almería):
  - Jaime Jiménez Solidarity Race
  - Olula del Río Basketball Club
  - Cantoria Sports Club
  - Vicente Bonil chess championship
  - Comarca del Mármol Football Club
  - 'XLV Subida del Mármol' motor racing championship
  - Running 'Vía Verde del Almanzora'

## Turkey

- Cosentino Turkey was a sponsor of TrekTrakya, a renowned cycling club in Turkey, where cycling is especially popular among the high society.

→ Jaime Jiménez Solidarity Race



→ Peneque Pro team at the Copa del Rey MAPFRE sailing competition





# We feel called to action

We act to be close to those who need us most.

## Changing the World From The Kitchen

On the occasion of the Mutua Madrid Open tennis tournament, as part of the *Changing the World From The Kitchen* campaign and through the NGO Acción contra el Hambre, we carried out a project to deliver food to the refugee population.

## Support for the Spanish Association Against Cancer (AECC) on International Breast Cancer Awareness Day

On International Breast Cancer Awareness Day, we joined the #ElRosaEsMásQueUnColor ('Pink is more than a colour') initiative and announced several lines of financial support to the Spanish Association Against Cancer (AECC) to advance research and improve the lives of breast cancer patients.

## Happy Sharing and Volunteer Day

To mark the International Volunteer Day on 5th December, we have launched a series of volunteering activities in the company's main offices (Almería, Miami and Madrid) to share some of our time with vulnerable groups in our local communities. In Miami, we teamed up with Camillus House and with the help of 11 volunteers we served food to the homeless.

In Almería, we shared a snack with the elderly and helped them decorate their nursing homes in partnership with the María Fernández Vega Foundation. We also attended the Christmas lunch organised by the Los Carriles Foundation (Macaël). In Madrid, we volunteered at the San Juan Bautista soup kitchen to share and help distribute food to the homeless.

And as every year, a group of volunteers delivered Christmas hampers and gifts to local associations such as Caritas, ACCEM, the Tíjola Book Bank (ACOES Honduras campaign), etc.

## C-Market

For the first time, we launched the C-Market at our Cantoria facilities, creating a space where we can bring our employees closer to both local products and the social organisations we work with. The food suppliers come mainly from Sabores de Almería, as well as other local companies with whom we work on a regular basis.

→ Happy Sharing (English)



## Ukraine

Faced with the situation of armed conflict in Ukraine in early 2022, we reacted with a unanimous response of solidarity and empathy for Ukrainian refugees. Employees and local organisations such as Caritas, several municipalities in the province and even the Parents' Association (AMPA, in Spanish) of a school collected food, medical and personal hygiene supplies, medicines, warm clothes and sleeping bags. Caritas Poland offered to deliver our contributions to the refugees through our centre in Poland, and our logistics network was made available to local agencies to deliver all the collected material.

Similarly, to rally the support from Cosentino employees outside Almería, a campaign was launched with Save the Children with the aim of raising €20,000. In just two weeks, employees in 19 countries raised €8,537 and Cosentino completed the donation to reach the target amount.

→ Happy Sharing, volunteering initiatives



→ C-Market, local product market



→ Support on International Breast Cancer Awareness Day





ESG

(G) Cosentino  
x Governance

...through ethical,  
transparent and  
responsible management

At Cosentino, good governance is a shared corporate culture.

It is not just a model of efficient management committed to maximum transparency. It goes further. It is our collective way of being, of acting ethically and rigorously, of interacting with honesty, of treating others as equals, of demanding the best of ourselves, of becoming better and better. This encompasses all levels or spheres of our Group, from our President to those who have just signed their first contract after completing their internship. Because we all make small or big decisions every day that have an impact on our social environment.

We all have a lot to contribute to Cosentino's Good Governance policy.

Every link counts to generate a positive impact from all areas of our company.

Our Good Governance principles also include our suppliers and partners. We surround ourselves with people and companies that share our approach to positive impact. We demand ethical exemplarity and good sustainability practices from them.

And what is more, our culture of Good Governance creates a meeting point with our customers and with society as a whole.



(G) Cosentino x Governance

# Ethical, transparent and responsible management

Ethical management with  
a focus on responsibility  
and transparency

Our commitment to corporate governance is one of ongoing improvement, always seeking the highest degree of transparency, effectiveness and rigour.

Last year we joined voluntary initiatives such as CDP and SBTi in order to communicate our environmental performance more transparently:

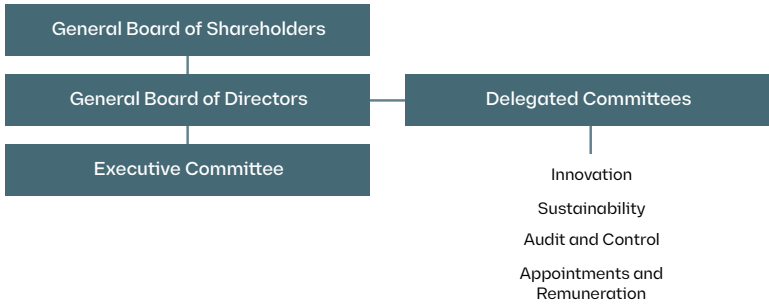


# Corporate Governance

## Our Corporate Governance structure: strength and trust

We are a family-owned company that has developed a contemporary management structure that is efficient and transparent, and which generates trust and long-term commitments.

## Corporate Governance structure



## Board of Directors

The Board of Directors is the highest management and representative body. Given its family tradition, it consists of members of the Cosentino family, who ensure continuity of their family and business values. Their mission is to promote social interest, represent the company in the administration of its assets, manage the business and direct the organisation of the company. It is made up of eight members, four men and four women, which means a 50/50 gender balance.

**Chairman / CEO**  
Francisco Martínez-Cosentino Justo

**Members of the Board**  
Eduardo Martínez-Cosentino Alfonso  
Pilar Martínez-Cosentino Alfonso  
Isabel Martínez-Cosentino Ramos  
Eduardo Martínez-Cosentino Ramos  
María del Mar Martínez-Cosentino Ramos  
Eduardo Martínez-Cosentino Rosado  
Isabel Martínez-Cosentino Rosado

**Secretary**  
Álvaro de la Haza de Lara

**External Consultants to the Board of Directors**  
Carlos González Fernández  
Fuencisla Clemares  
Santiago Seage

**8**  
Members of the Board of Directors

**50%**  
Women

**100%**  
Attendance

## Delegated Committees

Our advisory bodies consist of independent consultants and advisers with renowned prestige and experience in listed companies. Their role is to inform and make proposals to the Board of Directors.

### Innovation Committee

The Innovation Committee advises the Board of Directors on the monitoring of the Group's R&D&I and Digital Transformation work plan:

- Multidisciplinary teams.
- Specialisation and versatility.
- Innovation as a transversal competency in the company.
- A system approach to continuous innovation.
- Focus on developing differential attributes of products.
- Consolidation and maximisation of Digital programmes for different groups.
- Market orientation and evolution of the business model.
- Global alliances and strategic partners.
- Dynamism and the quest for excellence.

**External Consultants**  
Santiago Seage  
Fuencisla Clemares

### Sustainability Committee

The goal of the Sustainability Committee is to identify and guide the policy, aims, best practices, sustainability and corporate social responsibility programmes of the Cosentino Group in line with its business strategy. In addition, it prepares the CSR report and monitors the philanthropic initiatives and the contributions to Public Administrations.

**External Consultant**  
Alberto Andreu Pinillos

### Appointments and Remuneration Committee

The Appointments and Remuneration Committee advises and supports the Board of Directors regarding its own composition and those of the Delegated Committees. It proposes, reviews and regularly updates the remuneration policy and recommends improvements in appraisal and gender diversity policies.

This body is also responsible for establishing the criteria related to the selection, qualifications and experience required of directors and independent advisers, and different positions in Cosentino Group.

**External Consultants**  
Tony Gennaoui  
Carlos González

### Audit and Control Committee

The Audit and Control Committee proposes the appointment, re-election or replacement of account auditors and monitors the independence and efficacy of the Internal Audit function, the process for preparing and supervising financial information, the efficacy of the internal control system of Cosentino and its systems for managing risk, including fiscal risks, and the review and efficacy of the Code of Ethics and Conduct, and Regulatory Compliance.

**External Consultant**  
Carlos González







# Responsible Taxation

Cosentino’s corporate tax policy reflects the group’s tax strategy, which revolves around compliance with applicable tax regulations, a cooperative relationship with tax administrations, collaboration in the prevention of tax fraud and the minimisation of tax risks.

## Members of the Executive Committee

1. Francisco Martínez-Cosentino Justo,  
President & CEO Cosentino® Group

2. Pilar Martínez-Cosentino Alfonso,  
EVP Deputy Chairman

3. Eduardo Martínez-Cosentino Alfonso,  
EVP Global Sales and CEO Cosentino North America

4. Álvaro de la Haza de Lara,  
EVP Corporate Functions & General Secretary

5. Julian Edwards,  
VP CFO

6. Valentín Tijeras García,  
VP Global Product and R&D and Quality

7. Julio Martín Mancera,  
VP Global Purchasing

8. Ángel Madariaga Álvarez,  
VP Engineering & Projects

9. Alberto Quevedo González,  
VP Global Production

10. José Antonio Fernández Pérez,  
VP Global Logistics & Planning

11. Santiago Alfonso Rodríguez,  
VP Global Communication & Corporate Reputation

12. Damián Granados-Lorca Soto,  
VP Global Marketing

13. Francisco Robles Cortés,  
VP Global People

14. Pedro Parra Uribe,  
VP Sales Europe

15. Eduardo Martínez-Cosentino Ramos,  
VP Sales Iberia

16. Ginés Navarro Rubio,  
VP Sales ROW

17. Álvaro González González,  
VP Sales Oceania & Asia

18. Francisco Carrillo Quilez,  
VP Pricing & Technical Unit of Commercial Projects

19. Álvaro Sánchez-Apellaniz Garrido,  
VP Chief Data & Analytics Officer

20. Brandon Calvo, Chief Operations Officer  
VP Cosentino North America

21. José Manuel Rodríguez Jiménez,  
Chief Information Officer

Our fiscal activity is determined by the following principles of action:

1. **Compliance with tax regulations** in the different countries in which the Group operates, paying the applicable taxes according to the legal system of each country.

With regard to the **Transfer Pricing Policy**, we evaluate our transactions between related entities in accordance with the OECD Transfer Pricing Guidelines, presenting the report country-by-country in Spain, where the Group’s parent company is located.

2. Promoting a **mutually cooperative relationship with tax authorities**.

Our relationship with tax authorities is based on trust, good faith and collaboration, with priority given to non-contentious ways of resolving tax disputes.

With regard to cooperation with tax authorities, the signing of prior valuation agreements between the Spanish and US tax authorities, as well as on the assignment of intangibles with the Spanish Tax Agency, is noteworthy.

3. **Collaboration in the prevention and fight against tax evasion**, rejecting the use of contrived structures unrelated to the Group’s activities, with the sole purpose of lightening the tax burden.

In this respect, it should be noted that the Group has no presence in any territory included in the EU list of non-cooperative tax jurisdictions.

4. **Tax Governance.**  
In 2022, the Group approved a tax compliance policy that sets out the internal organisation of the tax function and which is based on the control of tax compliance.

5. **Contribution and social impact of taxes paid.** We are aware of our responsibility for the social and economic development of the countries in which we operate, and that the taxes paid by the Group in those countries contribute to both.

Since 2015, we have voluntarily published details of the tax payments made in the countries where we operate.

In 2022, we paid a total of €59 million in taxes and collected €350 million from third parties – generated by the development of our economic activity –, representing one of our main contributions to the public purse and, therefore, one of our main contributions to society.

Key business results

Net business turnover	EBITDA	Total Assets / Liabilities + Net Equity	Net financial debt*
€1,710,847,987	€ 312,362,852	€1,786,458,239	€574,079,235
2021: €1,401,803,371	2021: €275,291,025	2021: €1,550,993,875	2021: €395,918,819

Net equity	Investments over the Financial Year	Main ratios	
€536,330,549	€197,097,352	Net Debt / EBITDA ex-IRFS 16	Net Debt / Equity ex-IRFS 16
2021: €450,969,310	2021: €104,545,367	1.84	1.05

Economic scale	2020	2021	2022
Net business revenues	1,077,925,401	1,401,803,371	1,710,847,987
Net income	1,094,719,302	1,418,529,376	1,733,855,766
Net equity	385,678,486	450,969,310	536,330,549
Net financial debt*	391,142,353	395,918,819	574,079,235

\*The calculation of net financial debt includes the lease liabilities arising from the change in IFRS 16 as higher debt. Data from historical years has been recalculated in order to make it comparable.

Benefits by country

Country	Benefits**	Country	Benefits**	Country	Benefits**
Spain	120,165,356	Austria	100,491	Finland	260,801
The Netherlands	532,662	Ireland	570,378	New Zealand	-169,635
Germany	711,802	Norway	172,499	South Africa	12,720
United Kingdom	3,677,577	Singapore	192,591	Poland	83,446
Italy	968,426	Turkey	-20,535	Malaysia	-24,295
Portugal	864,503	Israel	-95,030	USA	31,892,428
Sweden	575,086	Mexico	346,707	Canada	4,297,000
Belgium	548,108	Australia	339,954	Puerto Rico	52,821
France	1,035,237	Japan	55,861	United Arab	-55,302
Switzerland	495,000	Dominican Republic	-73,876	Emirates	-64,222
Brazil	13,268,275	Denmark	588,596	Russia	
					181,305,430




\*\*Breakdown of pre-tax profits by country as at 31 December 2022





# Compliance

Our ethical compliance culture is based on the following principles:

 <p><b>Respect for the law</b></p> <p>We develop our activities in strict compliance with the law in force in each of the places we operate.</p>	 <p><b>Ethical integrity</b></p> <p>Our daily business activity shall be based on integrity and conducted in accordance with the principles of honesty, avoiding all forms of corruption and respecting the circumstances and particular needs of all those involved.</p>	 <p><b>Respect for Human Rights</b></p> <p>All our activity shall fully respect the rights and liberties included in the Universal Declaration of Human Rights. The values of our Code of Ethics are part of the culture that we share with all Cosentino Group employees, who must be familiar with and comply with this document.</p>
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The Compliance Body and the Ethics Channel are the cornerstones of our organisational compliance system and are responsible for ensuring compliance with these basic principles and for fostering a culture of regulatory compliance, ethical commitment and best practices.

## Zero tolerance for corruption and bribery

We move forward with the support of society and more reasons to be proud.

Our Anti-Corruption Policy forms part of our Code of Ethics, Conduct and Regulatory Compliance and was approved in 2017. It applies to the main companies of the Cosentino Group and sets out our total commitment to transparency, ethical values and the law.

### Our anti-corruption obligations

Our policy expressly prohibits offering or giving:

- Gifts or gestures of any kind in direct return for an act, whether performed in the past or in the future. Such gestures would only be given, offered or accepted without expectation of anything in return.
- Cash.
- Gifts or gestures of any kind if there is a risk that, due to their frequency or value (individually or jointly), they may not be considered occasional or reasonable.

On the other side, our Annual Audit Plan includes activities to accurately assess the existence of any conflict of interest in the Company and our internal rules such as the Procurement Standard, Contracting Standard, Credit and Collection Policy, Attachment Procedure, among others.

We also have procedures in place to control payments on behalf of third parties and we have implemented measures such as: centralised treasury system, payments reflected in SAP, verification procedure, accounting of invoices, etc.

The regulations regarding money laundering are included in the Code of Ethics, Conduct and Regulatory Compliance. Thus, we undertake to comply with money laundering laws of any competent jurisdiction.

# Our goal: to conduct our relationships with transparency and integrity at all times

Periodically, the Compliance Body reviews our Compliance System in order to bring it in line with legal requirements, recommendations and best practices, with the aim of achieving the highest standards of compliance and quality.

The results of this analysis, together with the action plan for 2022, are presented quarterly to the Board of Directors during the meeting of the Audit and Control Committee. The last meeting was held in December 2022.

The Compliance Body is fully autonomous and independent, and shall report at least once a year to the Board of Directors at the Audit and Control Committee.

Its main functions include:

- Encouraging and promoting strict compliance with the law through a culture of regulatory compliance stemming from an ethical internalisation that permeates each and every one of our activities.
- Promoting awareness and ensuring compliance with the Code of Ethics, Conduct and Regulatory Compliance, in its role as the guiding rule of the organisation, as well as compliance with the other rules included in the Compliance System.
- To safeguard compliance with the ten principles of the Global Compact.
- Regularly reviewing and updating the documents that make up the Compliance System (including the risk matrix for regulatory and criminal risks and compliance controls).

- Developing and executing an annual training and communication plan for the organisation.
- Managing communications and enquiries received through the Ethics Channel.
- Resolving conflicts of interest arising in the performance of business activity.
- Advising any employee or member of the organisation on Compliance matters.
- The Compliance Body was created in 2021 as a result of an internal process aimed at simplifying the compliance structure that had been in place since 2010 and making it more effective.

## Ethics Channel and Compliance

In 2022 we launched our Ethics and Compliance section on the corporate web and updated our Ethics Channel (formerly Complaints Channel) in order to promote its use both inside and outside our organisation and to align with applicable regulations.

## Structure of the Compliance Body

**VP Global People**  
Francisco Robles

**Internal Audit Director**  
Guillermo José Vicente Sauco

**Legal Advisor USA**  
Juan Rey Meléndez

**Legal Advisor Spain**  
Noemí Vique Fernández

# Aligned and trained

To achieve our goal of maximum transparency and total integrity we must be aligned. Therefore, in 2022 we held a series of training sessions on Compliance adapted to each area of the organisation, in which we explained what our Compliance System consists of and worked on specific examples of conduct that employees must avoid in order to comply with the ethical rules and principles set out by the Company, as well as the applicable regulations. We also explained the actions carried out by the Compliance Body and the functioning of the Ethics Channel, while encouraging its use.

# We pay attention to what is around us

We must all remain vigilant of the company's and our own actions to avoid non-compliance and reduce existing risks.

## We hear you!

We have our own Ethics Channel, an essential element of our compliance culture.

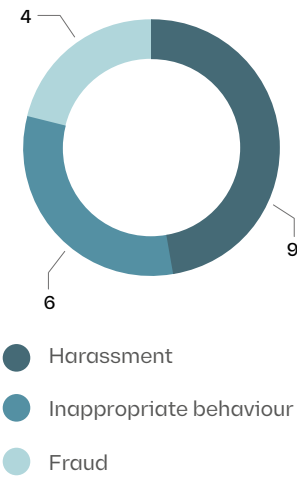
This tool is available to all our employees and stakeholders via the corporate website, in our Ethics and Compliance Channel. The Compliance Body is also available via e-mail (ethics-channel@cosentino.com), letter, face to face or telephone communication. We are confident that it is a useful tool for anyone to communicate any circumstance, incident or enquiry.

The Ethics Channel enables any person to report in confidentiality and anonymously any type of misconduct related with any case of non-compliance or breach of

the Code of Ethics, Conduct and Regulatory Compliance or any other related rules, policies or protocols that could constitute a criminal offence. The communications received are analysed and classified by categories and processed by the Compliance Body according to their nature. In addition to this, we apply a 'non-retaliation policy' in relation to communications made in good faith. The number of communications received in 2022 was 19, all of which were resolved.

It should be noted that no complaints or communications related to corruption or bribery were received in 2022.

Number of communications received in 2022





# Prizes and Awards 2022

We continue to move forward with the endorsement of a job well done, recognised by various bodies, organisations and publications.

Once again, various bodies have recognised our project and performance, highlighting the work of our team and rewarding the many facets of our work and products. This encourages us to continue on our journey with even more enthusiasm and dedication.

## Awards for our managers.

- Francisco Martínez-Cosentino receives an honorary doctorate from the University of Almería (UAL).
- Eduardo Cosentino, National Young Entrepreneur Award presented by CEAJE (Spanish Confederation of Young Entrepreneurs' Associations)
- Pilar Martínez-Cosentino, Bandera de Andalucía Award in the 'Province's Outreach' category, presented by the Office of the Government Delegate to the Regional Government of Andalusia
- Pilar Martínez-Cosentino, ALMUR 2022 Award in the 'Business Innovation' category, presented by ALMUR (Association of Women Entrepreneurs of the Province of Almería)
- Eddy Abou Khalil named in Construction Week's *Power 100* list for the second year in a row
- Patty Domínguez wins the *Women Who Mean Business* award from Houston Business Journal

→ Francisco Martínez-Cosentino receives an honorary doctorate from the UAL



→ Eduardo Cosentino, National Young Entrepreneur Award presented by CEAJE (Spanish Confederation of Young Entrepreneurs' Associations)



→ Pilar Martínez-Cosentino, 'Bandera de Andalucía' Award in the 'Province's Outreach' category



→ Pilar Martínez-Cosentino, ALMUR 2022 Award in the 'Business Innovation' category from ALMUR



→ Eddy Abou Khalil named in Construction Week's Power 100 list



→ Patty Domínguez wins the 'Women Who Mean Business' award



Awards granted to Cosentino Group.

- Spanish National Innovation Award in the ‘Large Company’ category, awarded by the Spanish Ministry of Science and Innovation
- ‘Cocinas con alma’ (Kitchens with soul) award, awarded together with AEDAS Homes in the 3rd edition of the Construction and Housing Awards, organised by the newspaper La Razón
- Forbes-Credit Suisse Sustainability Award in the ‘Industry’ category
- Award for the best purchasing strategy at the 11th edition of the AERCE (Spanish Association for Purchasing, Recruitment and Supply Professionals) awards
- Award granted for the collaboration with the ‘Plan Cruz Roja RESPONDE’, an initiative to respond to the emergency situation caused by Covid-19 and awarded by the Spanish Red Cross in Almería
- Sustainability Award for our role in the coordination of the EOCENE project, awarded by the online portals Compromiso RSE and Equipos & Talento
- Ícaro Award, presented by the University of Almería in the framework of its Talent Programme.
- The magazine Forbes included Cosentino among the 75 best companies to work for in Spain.
- The magazine Actualidad Económica listed Cosentino among the best companies to work for in Spain for the fourth consecutive year

Awards granted to our products and brands.

Dekton®

- Dekton® Onirika was awarded in the ‘Hard Surfacing, Tiles & Stone’ at the Architizer A+ Awards (USA)
- Our Dekton® Gocce bathroom proposal was featured in Interior Design Spring Market Tabloid (USA)
- Dekton® Gocce was listed as a featured product in the spring special issue of Architect magazine
- Dekton® was recognised as the best surface at the Ideal Home Awards (UK)

Silestone®

- Silestone® Sunlit Days in the ‘Kitchen All-Stars, Top-Rated Countertop’ category at the Home Reno Awards 2022, organised by the magazine Good Housekeeping (USA)
- The Evita washbasin collection by Silestone® was awarded the Popular Choice award at the Architizer A+ Awards (USA)
- Silestone® Sunlit Days was awarded in the ‘Product’ category at the AD’s 2022 Kitchen and Bath Awards (USA)
- Silestone® Sunlit Days was awarded as the best sustainable surface at the 2022 Luxe Design RED Awards (USA)
- Silestone® was awarded winner in the category ‘Kitchen worktops’ at the Readers’ Choice Awards, organised by KBB and KBBonline.com magazines (USA)
- The Evita washbasin collection by Silestone® was awarded in the ‘Bathroom’ category at the KBB 2022 Product Awards
- Silestone® HybriQ+® was the winner in the category ‘Hard Surfaces’ at the Real Homes Awards (UK)
- Silestone® HybriQ+® was a finalist in the ‘Surfaces and Finishes’ category at the SBID Awards, as well as in the ‘Best Surface Brand’ category at the BKU Awards (United Kingdom)
- Santiago Alfonso and Antonio Urdiales at the Sustainability Awards.



- Álvaro de la Haza collected the Forbes-Credit Suisse Sustainability Award on behalf of Cosentino.



# Certifications

We move forward with excellence in every process. Getting better every year, with every detail.

We are an example of effective management certified by leading organisations in terms of sustainability.

Our customers’ trust in us is one of the cornerstones of our company. With the needs of our stakeholders in mind, we conduct our activities safely, with respect for the environment, with quality and by means of efficient and innovative techniques and methods, in accordance with the company’s values and principles. Thus, within the framework of operational excellence, we are committed to the integration of our management systems, and we are continuously improving our Integrated Management System (IMS), which is accredited to the highest international standards.

Accordingly, in 2022:

We have renewed the following certifications:

- ISO 9001:2015: Quality Management System.
- ISO 14001:2015: Environmental Management System
- ISO 20400:2017 Sustainable Procurement Management System.
- UNE 15896 2015: European Purchasing Standard.
- The latter two demonstrate our commitment to best market practices, both in terms of purchasing management and continuous improvement, as well as our commitment to sustainability.

We have achieved the following certifications:

- We were awarded a B score by CDP Climate Change
- We achieved the ISO/IEC 27001 certification for information security

We have also renewed – improving our results compared to 2021 – the following certifications:

- ISO 50001:2018: Energy Management System. It sets out a specific framework for organisations to take the necessary short and long-term measures in order to make a positive impact on all their stakeholders.
- ISO 45001: 2018: Management System for Occupational Health and Safety. This standard involves creating a safe and healthy workplace for people within our Group, and for anyone else who accesses our facilities.

Other certifications that guarantee our products:

- **Dekton® by Cosentino®**  
UL Greenguard and UL Greenguard Gold, NSF, BBA (British Board of Agreement), ETA (European Technical Assessment), ICC-ES, NOA, QB UPEC (France), IMO and USCG; Environmental Product Declaration (EPD), DECLARE, SASO.
- **Silestone® by Cosentino®**  
UL Greenguard and UL Greenguard Gold, NSF, Environmental Product Declaration (EPD). DECLARE, DNV Verification Statement for HybriQ and HybriQ+®.
- **Sensa by Cosentino®**  
Greenguard and Greenguard Gold.



(G) Cosentino x Governance

# We integrate ESG

We ensure the integrity of all our actions through our business ethics and extend this to all our relationships with others.

To ensure relationships of full trust among our employees, stakeholders, partners, customers and suppliers, we are fully committed to compliance with ethical standards and principles and the current legislation, both internally and in our external relations. We ensure that ESG aspects are understood and shared by our employees and our partners.

With this aim, we update and promote our Code of Ethics, Conduct and Regulatory Compliance. This code, based on integrity, is our main tool for establishing ethical behaviour.

The result of this ethical internalisation, this true culture of compliance, stems from the will of Senior Management and should serve to ensure that we are recognised for what we do and how we do it.





Human Rights

Guaranteeing Human Rights is everyone’s duty

We are fully committed to the Universal Declaration of Human Rights, to the legislation in force in each country and to honesty as a guiding principle of our conduct.

For us the responsibility to respect human rights lies with all individuals and bodies to which the Code of Ethics, Conduct and Regulatory Compliance apply. We follow basic guidelines for conduct including ILO’s Declaration of Fundamental Principles and Rights at Work and Conventions, the OECD Guidelines for Multinational Enterprises and the United Nations Global Compact.

Via our Code of Ethics, we agree to respect the Universal Declaration of Human Rights as well as to abolish child labour, requiring all employees, partners and suppliers to comply strictly with this principle.

As for the supply chain, this requires the same conditions of compliance. In addition, the General Purchasing Conditions stipulate that suppliers undertake to comply with a set of criteria, including those relating to human rights. Audits are also conducted on key suppliers in terms of this matter.

Furthermore, any non-compliance or breach of conduct stated in our Code must be communicated, including those concerning human rights.



Suppliers

Together, we generate a positive impact on our value chain

We build positive relationships with our suppliers: responsible, sustainable and strong.

We work with people and companies who share our values and commitments, always with integrity and transparency. We therefore carry out a number of actions aimed at establishing long lasting relationships with them, with trust as their foundation. These actions include:

→ Development of the Agenda'24 (2020 - 2024) to implement 45 measures aimed at aligning the Procurement Function to the requirements of the ISO 20400 standard on Sustainable Procurement. Currently, 80% of them have already been implemented. In addition, in 2022 we have renewed the certification for the next three years.

- Successful completion of the annual certification audit for the European Purchasing Standard UNE 15896:2015, confirming our commitment to the continuous improvement of the Procurement Function.
- Consolidation of the Service Monitoring Office where, on a monthly basis, an internal multidisciplinary team evaluates our main suppliers and the services they provide.
- Compliance with our Supplier and Risk Management Policy, which is key to both mitigating potential negative impacts on the Cosentino Group's business and driving the development of ESG criteria in our Supply Chain.



# Our responsibility to our products begins with the choice and procurement of raw materials

As part of our purchasing process, the performance and compliance level of our suppliers is assessed. Our supplier audit plan is committed to on-site checks of the conditions of all our raw material suppliers before entering into a significant relationship. In 2022, we continued this commitment to audit our main suppliers through our platforms and against environmental, social and good governance criteria, carrying out 17 audits, mainly in China and Turkey, of which 11 were closed with no non-conformities and 6 with non-conformities, for which actions are being implemented.

This assessment covers aspects such as whether the supplier has a Corporate Social Responsibility standard in terms of policy or has obtained an Environmental Management System certification. These audits not only enable us to guarantee the quality of the products, but also to analyse factors such as compliance with human rights, ensuring that child labour is not used and that the working conditions are in line with our internal policies.

Through the Service Monitoring Office, we evaluate our key services, SLAs and strategic initiatives that

contribute to making the service more efficient and adding value to the company.

These committees discuss the improvements we can make, not only from an economic point of view, but also in terms of efficiency and improving relations with our suppliers.

## Supply of raw materials

We also continue to conduct annual audits of our raw material suppliers, both in person and electronically. These audits, based on ESG criteria, are conducted through the GoSupply platform, adding value to the monitoring of our suppliers' indicators and mitigating the risk of non-compliance in the areas of human rights, environment or governance.

Supply of raw materials by country 2022

Country	% Supply
Spain	45%
Turkey	25%
United Arab Emirates	8%
Italy	4%
Switzerland	3%
Portugal	3%
Germany	3%
Hong Kong	2%
France	1%
Belgium	0.7%
United Kingdom	0.6%
The Netherlands	0.5%
Marshall Islands	0.5%
USA	0.1%
Brazil	0.1%
Denmark	0.1%

15,485

Total number of active suppliers

3,745

National suppliers (24% overall)

1,054

Local suppliers Almería, Andalusia, Spain. (7% overall)

15%

Expenditure volume



## We foster our positive relationships through the use of new technologies

We share spaces for active participation, such as the Supplier Portal or the tendering and approval platform, and digitise and automate processes, including:

- New Release'22 for our Supplier Portal, with improvements such as automatic supplier registration and publication of the ESG scores for key suppliers.
- Enhancement of Industry 4.0 to automate tasks and processes through extensive use of RPA, and PowerBI to further develop digitisation for information management.

- We are simplifying and streamlining the catalogue shopping process, while our online shopping platform continues to grow. We have doubled the number of catalogues in use (to over 40) in more than 20 countries, with over 200 users using them on an ongoing basis.
- We conduct an annual supplier suitability audit to eliminate those suppliers with whom we have not done business in the last two years. In this way, we are constantly optimising our supplier database.



# We make sure that our suppliers are in line with our ESG vision

Our ISO 20400 certification on Sustainable Procurement (Cosentino was the first company to hold this certification at an international level) and the development of the Agenda'24 (2020-2024) to implement 45 measures aimed at aligning the Procurement Function to the requirements of the ISO standard, are the main levers that help us drive the development of environmental, social and governance criteria within our supply chain.

Through these actions, we support our suppliers in their development and, at the same time, promote our commitment to industrial activity through 9 SDGs, 5 primary and 4 secondary.

From the Supplier Management area, we promote and transmit this need supported by the ESG Champions, purchasing managers who have been appointed to participate in the transformation of their portfolios in close contact with their suppliers.

Aligning our accreditation process with the seven core subjects of ISO 26000 is key to covering all relevant issues. This is the basis for our Cosentino ESG Questionnaire, which is mandatory and to which all our suppliers must adhere.



## Supplier and Risk Management Policy compliance

100%

Our critical suppliers are compliant with our Supplier and Risk Management Policy

40%

2022 ESG target score

154

End suppliers rated as critical according to our criteria

# Main developments in the Agenda'24

- Key achievements in 2022 include:

→ Training provided to 150 of our critical suppliers (according to guidelines based on their country of origin, supply category, sector and turnover, as well as factors that pose a risk of non-compliance with environmental, human rights or labour practice standards). This training helps them to understand our project and goals.

→ Consolidation of the Champions ESG, key personnel for transmitting our project to suppliers from the different purchasing portfolios.

→ Negotiation and contracting according to award criteria based on ESG scoring, and enhancement of our contracts with penalty and termination clauses for ESG non-compliance. This way, we foster the commitment of our supply chain with the 2030 Agenda.

→ Commitment to the EU's Due Diligence Directive, mitigating potential non-compliance risks in our supply chain through our actions.
- Definition of 3-year KPI targets. In 2022, the optimal compliance score for our questionnaire was 40%, gradually progressing towards 50% in 2023. Based on the development of our Procurement function, we expect to reach 60% by 2024. We started measuring the percentage of processes awarded, recognising the improvements made in the implementation of ESG criteria.

→ Ensure compliance with ourSupplier and Risk Management Policy, strengthening both our Procurement Standard and our General Terms and Conditions of Purchase.

→ Industry 4.0: development and improvement of our Supplier Portal, a key space for collaboration. Digitisation and automation of 100% of procurement information management. Robotisation of the management of our Service Monitoring Office.

80%  
Actions implemented

86%  
Average degree of implementation of ISO 20400 criteria in the Organisation

200  
Monitored suppliers

>€500 MILLION  
Sales volume of approved suppliers

150  
Training provided by our Purchasing area to our suppliers

### Ranking Top 10 Suppliers – ESG assessment

Supplier	% ESG Score	Country
FCC AMBITO	94%	ES
SERVEO SERVICIOS	92%	ES
AOC AG	90%	CH
CHEMOURS INTERNATIONAL	90%	CH
KONICA MINOLTA BUSINESS SOLUTIONS	89%	US
SOLENIS HISPANIA	86%	ES
NTT DATA SPAIN	84%	ES
ASEA BROWN BOVERI	84%	ES
TURKUAZ POLYESTER	83%	TR
SECURITAS SEGURIDAD ESPAÑA	83%	ES

# Your safety is our safety

We strengthen our risk management systems throughout the supply chain, focusing on the continuous improvement of safety and control systems.

- We integrate our safety standards among our suppliers through the application of PR-640-06 procedure for the Coordination of Business Activities.

→ We hold regular meetings with the main contractors to update the procedure on situations of risk according to the characteristics of the work and changes in the production process, while also recording the agreements in coordination reports.

→ Throughout 2022 we continued to hold monthly Risk Committees
- to assess the behaviour of our suppliers in terms of occupational and environmental risk prevention.

The indicators evaluated are as follows:

- Accident rate.
  - Unsafe acts.
  - Access control incidents.
  - Compliance with the Coordination of Business Activities.
  - Environmental incidents.

→ Cosentino finished products plant







# A fluid dialogue

Direct and fluid communication with our suppliers is the best way to promote our values and policies, identify the expectations and needs of our suppliers and work together to obtain the best final product.

We have several communication channels with our suppliers that enable us to strengthen our relationship with them. In this regard, we use our Supplier Portal and SAP Ariba to strengthen transparency, traceability and a level playing field for participation in our tendering processes. Last year we continued to provide tailored training sessions to help our suppliers better understand our processes and our procurement function.

By 2022, our Supplier Portal had 5,951 suppliers. We continued to implement new, more robust and consolidated functionalities that automate and simplify the registration of new suppliers.

 <div>Seminars and conferences</div> <p>Participation in professional seminars and conferences.</p>	 <div>Trade fairs</div> <p>Industry and service sector events.</p>
 <div>Supplier events</div> <p>Attendance at events organised by suppliers.</p>	 <div>Regular meetings</div> <p>Technological development sessions with suppliers and partners.</p>



→ Daniel Libeskind



Customers

We continue to go deeper into our culture of care, starting with our customers.

At Cosentino® we believe in getting to know our customers. Always. Dealing with people that we know. Knowing their first and last names. That gives us a completely different vision and responsibility.

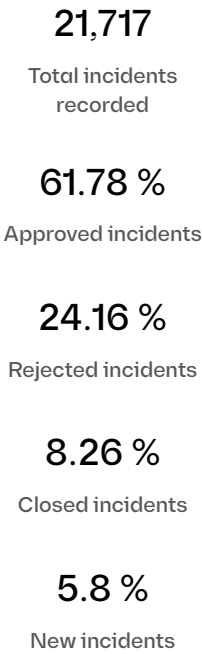
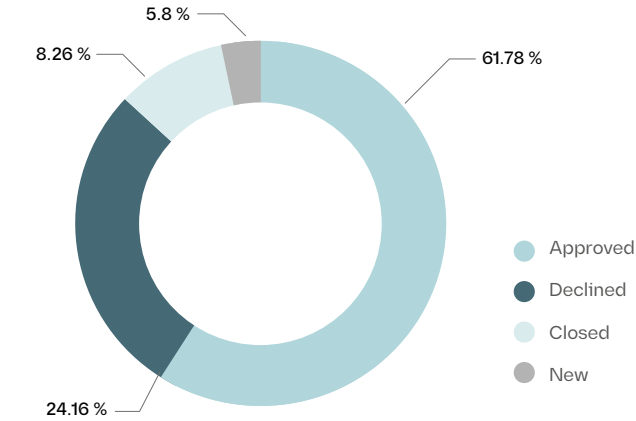
# We provide leading expertise with full transparency

We go hand in hand with our customers, providing them with a range of tools designed to build trust and assure them that we are listening to them and paying attention to their needs.

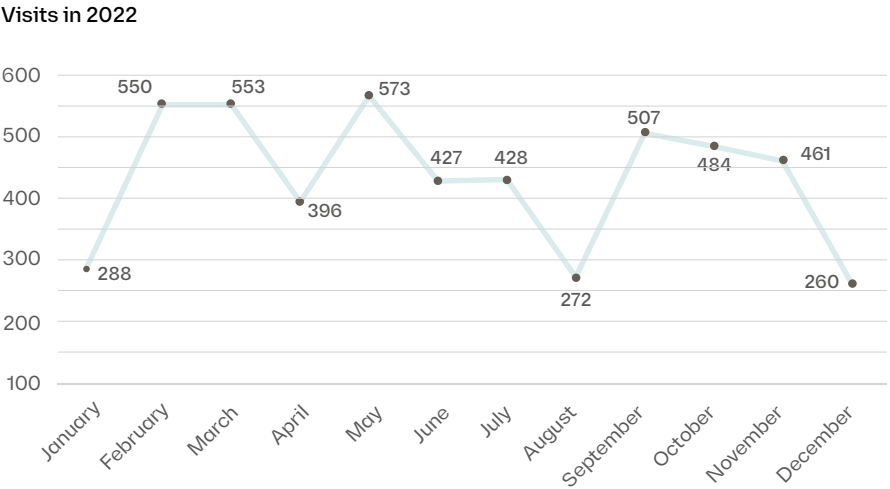
The Data Protection Office deals with requests to exercise rights, performs the Data Protection Impact Assessment when necessary for new projects and monitors the Register of Data Processing Activities. It also ensures that we comply with both the General Data Protection Regulations and the new Organic Data Protection Law, using suitable legal and technical advisory systems. Likewise, a Data Protection Committee (DPC) was created to check that the actions carried out by the office of the Data Protection Delegate are correct.

In addition, we provide our direct and indirect customers with a pre-sales and after-sales service to deal with technical issues as well as end consumer complaints. To this end, we have a team of 25 technicians to ensure customer service at our points of sale and those of our distributors.

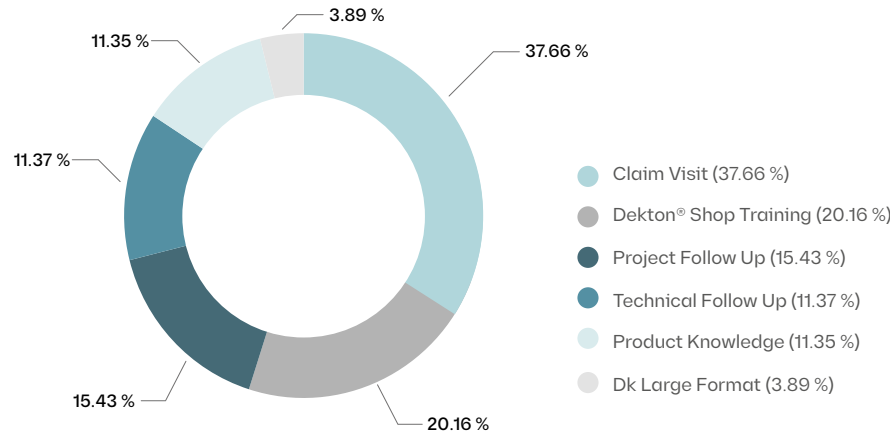
At the same time, the Quality Department analyses the management of end customer incidents. In order to implement improvements in the production process, the result of the analysis is shared with the different members of the team, as well as the different departments involved. 21,717 incidents were managed in 2022, which break down as follows:



During the year the team has focused on ensuring the maintenance of the service in accordance with the restrictions set by the different countries in response to COVID-19. Despite this, an average of more than 350 visits per month have been made worldwide.



We maintained the level customer visits in 2022, keeping potential complaints under control. With the growth of new business lines, our Quality Department is working to offer the same level of support to our new client-partners, who will work on projects with innovative applications.



In addition, in 2022 we have developed an analysis of the current management of warranties, introducing improvements that directly benefit end customers. These improvements aim to unify and organise letters of warranty, providing a traceable system of commercial sales records.



# We demonstrate our commitment through our actions

We continue to carry out communication actions aimed at informing our customers and society as a whole. Because we all have the right to be well informed.

We share our progress through participation in *rankings* and benchmark indices and monitors.

Our multi-device digital platform *Cosentino® Health & Safety Space*, provides easy access to useful health and safety information on our products.

In 2019 we launched the Cosentino® Health & Safety Space, a web *area created to inform our clients about the possible risks associated with our products and the relevant preventive measures*. This web area has been updated regularly since then. Today, it presents the latest health and safety information in an easily readable, structured and multilingual way, and is accessible from any device.

In 2022 we updated and added the safety data sheets of the Proline professional products to the *Cosentino® Health & Safety Space*, as well as updated the data sheets of Dekton®, Sensa, Scaled®, SILQ® and Natural Stone.

These documents are now available

to our customers and partners in several languages, in accordance with applicable international regulations such as GHS for the classification and labelling of chemicals and mixtures, CLP and REACH.

Since 2017, Cosentino has been distributing – globally and on a regular basis – *newsletters* aimed at fabricators in several languages with relevant information related to the prevention of occupational hazards in the work activity associated with our products.

Throughout 2022 we continued with this action, maintaining our commitment to the dissemination of knowledge in our sector and best practices in terms of safety, hygiene and health.

→ International Health&Safety info



## Labelling information

1. Crystalline silica content.
2. Indication of the obligation to comply with applicable local health and safety regulations and to consult with an industrial hygienist to implement risk mitigation measures as appropriate.
3. Warnings regarding the risks and precautions to be taken for safe handling of these products, together with the corresponding pictograms, in compliance with international GHS regulations.
4. Reference to the existence of adequate processes for emission mitigation and product disposal.
5. Indications on possible health issues arising from prolonged exposure to dust resulting from cutting and handling materials without recommended safety measures.
6. QR Code that directs users to the *Cosentino® Health & Safety Space*, where they can find additional health and safety information, download Safety Data Sheets and Good Practice Guidelines or watch video demonstrations on how to safely handle products.





An open dialogue

Open and continuous dialogue with our stakeholders is paramount.

Beyond the support, sponsorship and partnerships with different social entities, at Cosentino we have a constant dialogue with the people around us and we always keep our doors open to all the people who want to know us.

The main profile of visitors can be grouped as follows: marble suppliers, kitchen and bathroom studios, architects, designers, construction companies, developers and interior design students from all over the world, especially from Spain, the rest of Europe, Canada, Israel, South Africa and the United States.

Furthermore, in the framework of the 'Leaders of the Future' seminar, annually organised by the Eduarda Justo Foundation, the Visitor Centre organised comprehensive visits to the Cosentino industrial park. In addition, in collaboration with the Internal Communication department, the centre organised virtual *Family Days*, which were conducted in Spanish for employees' families in Spain, and in English for other countries.

450

Visits to Cosentino facilities in 2022

2,268

People welcomed in Cosentino facilities in 2022



# We open channels of communication with our stakeholders

## Service Desk

Cosentino improves its customer service through the internalisation of the Service Desk and Workplace teams, recruiting highly committed individuals from the region and surrounding areas. Through internalisation we will make the face-to-face service more dynamic and responsive, in line with the speed at which it must be delivered, and we will improve the quality of the call service provided, thereby increasing user satisfaction and demonstrating our commitment to the area of Almería.

## Social Media

Our Social Media global and local (GloCal) strategy was created with the aim of expanding our online community through active and close communication with our customers and other key audiences for the company through the main Social Media channels in which we are present.

In 2022 we made more than 10,000 publications worldwide through these social media channels, reaching approximately 400,000,000 users, with over 4 visits per user. To do this, we have leveraged Cosentino's local and global presence on the main Social Media platforms where our customers and other target audiences actively participate. The main objective behind this is to deliver the right messages to these audiences, to advertise our brands and their benefits and to establish a dialogue and a relationship of trust.

f	t	i	p	in	y	
o	o	o	o	o	o	Corporate / Spain
o		o				Germany
o		o				Asia
o	o	o				Australia
o		o				Austria
o	o	o				Belgium
o		o				Brazil
o		o				Canada
o		o				Scandinavia
o		o				Denmark
o		o				United States
o		o				Finland
o		o				France
o		o				Hungary
o		o				Ireland
o		o				Israel
o	o	o				Italy
o		o				LATAM
o	o	o				Mexico
o		o				Norway
o	o	o				New Zealand
o		o				Middle East
o		o				The Netherlands
o		o				Poland
o	o	o				Portugal
o		o				United Kingdom / Ireland
o	o	o				Turkey
o		o				South Africa
o	o	o				Switzerland

## Cosentino City

To give our Cosentino Cities more visibility and to be closer to their target audiences, we have created a number of channels on Instagram and LinkedIn .

Digital Showrooms: in 2022 we innovated through technology in our Cosentino Cities, spaces designed for innovation and inspiration and characterised by digitalisation, personalised assistance and a 360-degree vision.

We did this by creating digital environments that allow users to visualise projects in augmented reality and customise comprehensive kitchen, bathroom and façade spaces in three dimensions. In addition, users can enjoy different digital *displays* that function as a virtual gallery, where they can visualise the colours and finishes of Cosentino products in real size.



- o Cosentino City Amsterdam
  - o Cosentino City Atlanta
  - o Cosentino City Barcelona
  - o Cosentino City Chicago
  - o Cosentino City Stockholm
  - o Cosentino City London
  - o Cosentino City Los Angeles
  - o Cosentino City Madrid
  - o Cosentino City Mallorca
  - o Cosentino City Manhattan
  - o Cosentino City Miami
  - o Cosentino City Milan
  - o Cosentino City Montreal
  - o Cosentino City Paris
  - o Cosentino City San Francisco
  - o Cosentino City Singapore
  - o Cosentino City Sydney
  - o Cosentino City Tel Aviv
  - o Cosentino City Toronto
  - o Cosentino City Tokyo



# We create high value content

## Magazine ‘C-Architecture & Everything Else’

An informative publication that presents innovative projects that are making the world more sustainable and beautiful.

Our contribution to the field of architecture from the field of communication through the dissemination of the best innovations, designs and projects that contribute to making the world more sustainable and beautiful.

## Magaceen.com

It is the website that complements and accompanies the printed magazine. It is part of Cosentino’s digital platform (Professional Blog).

## C-guide

This is a global guide to contemporary architecture that acts as a platform for the knowledge and recognition of the most outstanding contemporary architecture around the world.

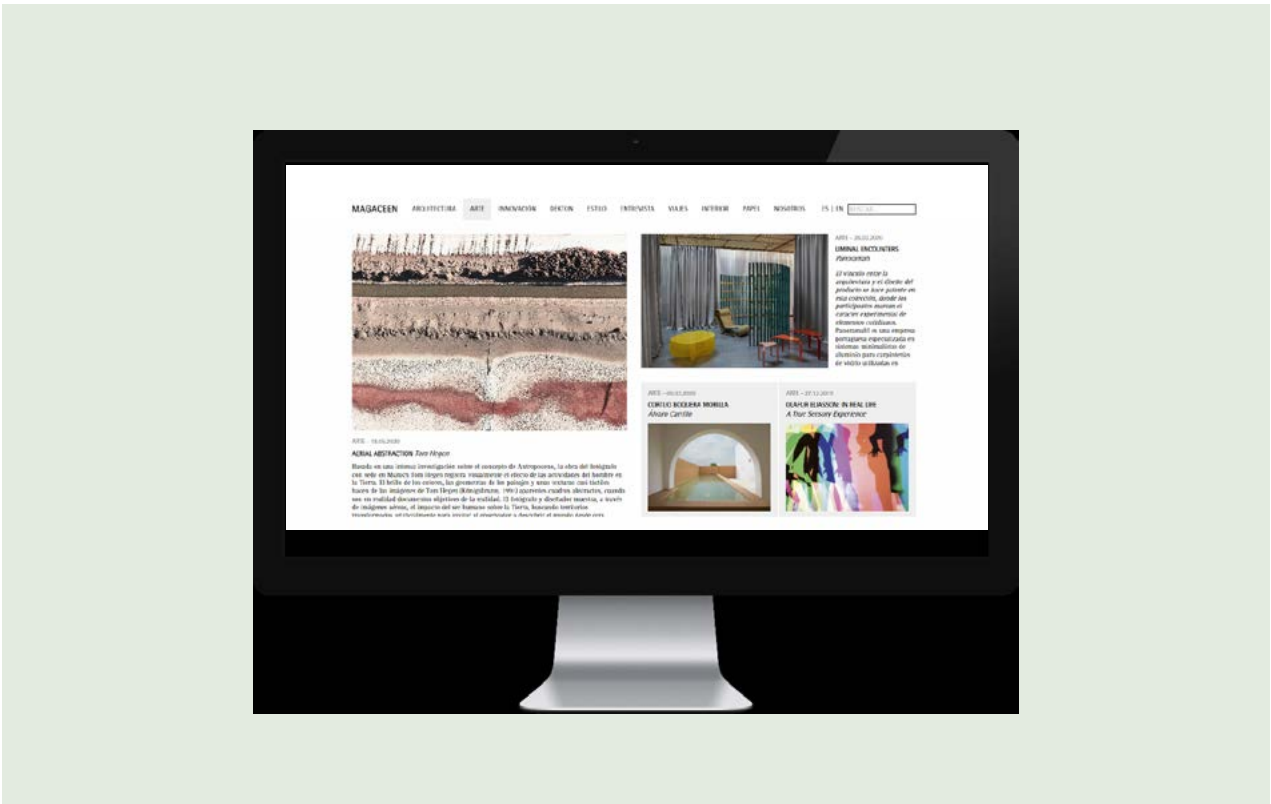
By 2022, 3 major cities had joined the C-guide: Cape Town, New York and Istanbul. With these new additions, the C-guide now showcases the most outstanding projects in 14 amazing cities around the world, and continues to grow.



→ C Magazine



→ Magaceen.com website



→ C Magazine



→ Magaceen.com



→ C-guide





# We have a presence at key events

→ Espacios Cocina - SICI fair



→ SICAM fair, Pordenone (Italy)



## Spain

- AD Awards, Madrid (Spain)
- Madrid Design Festival
- Open House Valencia
- III Pedro Expósito Awards
- CoDIC Awards
- XXI Architecture Awards of the Region of Murcia
- XXVI APROIN Awards
- Design Crush! Interiors, Arts & Crafts
- ICON Design, with David Chipperfield
- FORUM Contract | AyE (Architecture and Enterprise) | Zaragoza, Canary Islands and Bilbao
- Col·legi d'Arquitectes de Catalunya (Architects' Association of Catalonia)
- Fundación Arquitectura y Sociedad (Spain's Architecture and Society Foundation)
- Asociación Sostenibilidad y Arquitectura (Spain's Sustainability and Architecture Association)
- FAD (Spanish organisation for the promotion of arts and design) & ARQUIN-FAD
- Scalae. Agencia Documental de Arquitectura (Spanish Architectural Documentary Agency)
- Red AEDE (Network of Spanish Design Companies)
- Asociación de Mobiliario de Cocina (Spanish Association of Kitchen Furniture)
- Design Institute Of Spain (DIOS)

- We also actively collaborate with organisations such as:
- CENFIM (Home & contract furnishings cluster and innovation hub)
  - Spain's Council of Professional Associations of Architects and Sponsor of the 'Observatorio 2030'
  - General Council of Professional Associations of Interior Decorators and Designers
  - Professional Association of Interior Decorators of Aragón
  - Professional Association of Interior Decorators of La Rioja
  - Professional Association of Architects of Seville
  - Professional Association of Interior Decorators and Designers of Bizkaia
  - Professional Association of Interior Decorators and Designers of Cantabria
  - Professional Association of Designers of Murcia

## New Zealand

- We are a member of the NKBA and a sponsor of its 'NKBA First Time Entrant Award (National)' award.

## Italy

- Salone del Mobile, Milan (Italy)
- SICAM, Pordenone (Italy)
- Manos de la Arquitectura, Cosentino City Milan (Italy)

## France

- Architect@Work, Lyon (France)
- EquipHotel, Paris (France)

## Poland

- Architect@Work, Warsaw (Poland)
- Warsaw Home, Warsaw (Poland)

## The Netherlands

- Gevel, Rotterdam (The Netherlands)

## USA

- AIA, Chicago (USA)
- HD Expo, Las Vegas (USA)
- KBIS, Orlando (USA)
- PCBC, San Francisco (USA)

## Australia

- Elon Musk (Norway)
- We are a member of the HIA (Housing Industry Association) and sponsor of its Awards Gala Dinner, and a member of the MBA (Master Builders Association).

## Germany

- Küchenmeile area30 - Gut Böckel (Germany)

## Singapore

- FIND – Design Fair Asia (Singapore)

## Morocco

- SIB, Casablanca (Morocco)

## Canada

- Buildex, Vancouver (Canada)
- IDS, Toronto (Canada)
- IDS West, Vancouver (Canada)

## Brazil

- Expo Revestir, São Paulo (Brazil)

## Mexico

- Obra Blanca Expo, Mexico City (Mexico)

## United Arab Emirates

- Downtown Design 2022 (Dubai)

Partners

To create a better world, we go hand in hand with partners who share the same vision

We always maintain an active policy of cooperation and exchange. For this reason, we partner with organisations that share our values and are committed to sustainable development, such as:

- SERES foundation, which promotes business commitment and actions to reinforce corporate responsibility and generate shared value.

→ Asociación Empresarial Innovadora de la Piedra Natural (Innovative Natural Stone Business Association).

→ Asociación de Empresarios del Mármol de Andalucía (Association of Andalusian Marble Business Owners).

→ Asociación Mobiliario de Cocina (Kitchen Furniture Association).

→ Asociación Directivos de Comunicación (Association of Communication Directors).

→ Foro de Marcas Renombradas Españolas (Leading Brands of Spain Forum).
- Asociación Promotores Inmobiliario Fadeco (Fadeco Association of Real Estate Developers).

→ Asociación para el Progreso de la Dirección (Association for the Management Progress).

→ Asociación de Empresas de Diseño Español (Association of Spanish Design Companies).

→ Asociación Española de Anunciantes (Spanish Advertising Association).

→ CENFIM.

→ Collaboration with FUNDACOM awards.

→ Spanish Green Building Council.

→ A.St.A. World-Wide (World-wide Agglomerated Stone Manufacturers Association).

→ Sustenta Environmental Civic Association.

→ Confederación Española de Organizaciones Empresariales (Spanish Confederation of Business Organisations).
- EUROSIL: European Association of Industrial Silica Producers.

→ NEPSI (The European Network on Silica).

→ Plataforma de Economía Circular en Acción (Circular Economy in Action platform).

→ Alianza StepbyWater (StepbyWater Alliance).

→ Alianza para la FP Dual (Alliance for Dual Vocational Education).

→ Observatorio Industria 4.0. (Industry 4.0 Observatory).

→ CESUR.

→ Spain's Council of Professional Associations of Architects.

→ Fundación Arquitectura y Sociedad (Spain's Architecture and Society Foundation)

→ Foundation for Contemporary Architecture.

→ Federación Hábitat de España (Spanish habitat federation)





# Aligned with the SDGs



# Our contribution to the primary goals.

## SDG 3. Health



We take care of everyone, of every single person: from our employees, partners and customers to society as a whole.

### CONTRIBUTION

## Take better care of ourselves today to take better care of the future

At COSENTINO we strongly believe that everyone has a fundamental right to protection of life and health at work. Putting people first means taking care of their health and safety above all else. With improved infrastructures, processes, more training, continuous monitoring and constant dialogue between all stakeholders.

We have defined four core principles that guide our occupational health and safety:

- 1. We care about the safety of others.
- 2. We follow procedures.
- 3. We report our concerns.
- 4. We are proactive in controlling risks.

To extend these basic principles to all of our processes and workplaces, we have developed an Occupational Health and Safety Strategic Plan 2.0. (Prevention Culture), as well as investments in health and safety.

We provide our employees with health and medical services, which are highly valued by them.

We offer check-ups, medical information and vaccination programmes against COVID and flu. Last year we also launched a study on occupational risk prevention focusing on problems and sick leaves caused by muscular diseases. We partner with local organisations and companies to help improve the health of our employees.

## We focus on the physical and mental health of our employees.

We have internalised the specialty of Occupational Medicine and created a Global Head of Health and Wellness. In doing so, we have promoted a range of initiatives aimed at improving the health of our employees and establishing policies aimed at preventing future physical or psychological illnesses.

We have undertaken a number of actions, including:

- Development of internal protocols in the Health Surveillance area that enhance and improve the legal framework in this respect.
- Psychological support on request.
- Flu vaccination campaign.
- Individual assistance, advice and response to health-related queries by qualified personnel.

SDG 8.  
Decent Work



CONTRIBUTION

- Improvement in accident rates compared to 2021.
- Statutory audit with zero non-conformities and renewal of ISO 45001 Certification for our Cantoria facilities.
- Assignment of safety supervisors in the Cantoria industrial park.
- Implementation of the certification plan for new machinery.
- Improvement of maintenance procedures, including prioritisation according to item criticality.
- A total of 3,732 check-ups carried out in the area of Health Surveillance in 2022.
- Internalisation of the specialty of Occupational Medicine and creation of a Global Head of Health and Wellness. Since its creation on 16th May 2022, 2,014 check-ups have been carried out.
- Implementation of a regular reporting system on safety performance and preventive measures targeted at different markets to avoid potential accidents.
- Weekly market meetings.
- Increased audits of the company's five Cardinal Rules for night shift workers.
- Review of the Prevention Plan and Occupational Health and Safety Policy.

Partner companies

- Provision of cleaning company workers trained in occupational risk prevention for cleaning-related tasks in the industrial park, thereby reducing unsafe acts. Implementation of specific controls to monitor cleaning tasks.
- Establishment of a pilot training programme aimed at cleaning contractors.
- Increased frequency of meetings with recurring cleaning contractors, now on a weekly basis.

SDG 9.  
Industry, Innovation  
and Infrastructure



CONTRIBUTION

- We develop the most sustainable and advanced technology available on the market: HybriQ+® for Silestone®.
- We drive innovation in the communities where we operate.
- We have registered 14 new designs within Europe and the USA, as well as four patent families to protect our know-how and uniqueness. At the end of the year, our IP portfolio included 26 active patent families protecting different inventions in the various countries in which we operate, with 77 different registered designs.
- We invested more than €27 million in innovation, which results in more sustainable products and the development of innovative technologies such as HybriQ+®, which takes the concept of marbled colours to a whole new dimension.
- We boosted the Data & Analytics area as a transversal and global function that adds value throughout the entire business value chain.
- We continued to move towards a more connected, paperless and smarter factory that allows us to improve in terms of efficiency, sustainability and process safety. To do this, we build technologically advanced tools in line with the latest digital trends.
- We strive for robotisation and automation of all processes involved in the production and manufacturing of our products.
- Technologies like Artificial Vision, CAD/CAM, Machine Learning and Digital Twin are tools that we use in our daily work and in which we continuously train ourselves to offer the best possible service.
- We established the new Digital Business Unit in our company, working with a new methodology (Agile / Scrum) in the organisation.
- We executed the ePPDS implementation project: sequencing and optimisation of operations considering the finite capacity of resources, their limitations and the availability of components.

SDG 12.  
Responsible consumption  
and production



CONTRIBUTION

- We have implemented a new daily tracking system to monitor our performance in terms of energy efficiency and raw material use.
- Thanks to our own waste treatment plant, we manage most of the waste generated by our company internally. This enables us to move forward year after year in new internal and external recovery lines, achieving a recovery rate of over 15% at our facilities in Cantoria (Spain). In 2022 we began to adapt these facilities to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste generated.
- Circularity Project. It is a step forward in waste management and circular economy that aims to expand research lines for waste treatment, particularly in the case of Silestone® and Dekton®. Thanks to this initiative, in 2022 we obtained AENOR's Zero Waste certificate for Dekton® production process.
- EOCENE project: a leading effort to develop a new generation of more sustainable materials from our waste.
- 7.63% of the raw materials used in the manufacture of our products are from recycled sources.
- We link our wages to our commitment: since 2021 we have been setting sustainability targets in production linked to variable remuneration.
- New contract for technological upgrading to promote the reuse of certified IT equipment aiming at emission reduction and energy efficiency:

Cosentino was the first company in Europe to enter into a contract that guarantees the recycling/reuse of equipment with one of the world's leading manufacturers in the communications sector. This demonstrates our commitment to establishing a circular model and ensuring a more advanced and sustainable technological environment.

SDG 13.  
Climate Action



CONTRIBUTION

- A new carbon neutral generation with Sunlit Days (the first Silestone® collection that is entirely carbon neutral) and Dekton®. We offset CO2e emissions annually for the entire life cycle of the product through the voluntary compensation of its CO2e emissions.
- We developed the Green Belt in our Industrial Park in Cantoria (Almería, Spain). The objective is to have a green perimeter to protect and preserve the native flora and fauna that will also serve as a natural barrier against dust emissions from the outside or even against possible fires.
- As part of our Sustainable Mobility Strategy, and within the framework of our second Sustainable Mobility Plan, we undertook the transformation of the industrial park, with a view to improving road safety, productivity, efficiency and sustainability through Smart, low-emission solutions.



Our contribution to the secondary goals.

SDG 4.  
Quality Education



CONTRIBUTION

- First graduates of our pioneering Dual Vocational Training Course: our higher-level vocational training course in Industrial Mechatronics.
- Through the Eduarda Justo Foundation, we identify, train and empower young people with great potential, awarding them scholarships and improving the quality of education in their communities through a range of initiatives such as the United World Colleges Scholarships and the Canada TECH Scholarships.
- We allocated 81,110 hours (continuous training plan, Onboarding, development and foreign language programmes) to training our employees, in two lines of training: onboarding and continuous training.
- Additionally, Cosentino offers employees the possibility to apply for a Masters, Postgraduate or specialisation course.
- We promote the employability and professional development of young talents through various programmes, including Ingenia, Acelera and Impulsa FP.
- We continue to collaborate with the Juan Rubio Ortiz Institute of Higher Education of Macael (Almería) and open our facilities to students from the following training courses: dual higher-level vocational training course in Industrial Mechatronics, dual middle-level vocational training course in Electromechanical Maintenance, dual middle-level vocational training course in Natural Stone and specialisation course in Smart Manufacturing.
- We collaborate with the Cardenal Cisneros Institute of Higher Education in the dual higher-level vocational training course in Industrial Automation and Robotics.

SDG 7.  
Affordable and Clean Energy



CONTRIBUTION

- Implementation of an Energy Management System, an energy management software which will allow us to manage energy more efficiently.
- We use 100% electricity from certified renewable sources in Cantoria (Almería) and Brazil.
- We have started up our solar photovoltaic self-consumption project with 20 MW of peak power, as well as other photovoltaic installations outside Cantoria, including the Dallas workshop (USA), Cosentino Centre Valencia and La Tejera hotel (Olula del Río).
- In 2021 we obtained the ISO 50001:2011 Energy Management certification.
- We have an Energy Efficiency Committee, where all energy efficiency measures are suggested, developed and monitored. In 2022 we launched 197 energy efficiency measures, 68% of which have already been implemented and have led to energy savings of 18.6 GWh/year.
- Contract for technological upgrading with a view to the reuse of certified equipment aimed at CO2 reduction and energy efficiency. Cosentino was the first company in Europe to enter into a contract that guarantees the recycling/reuse of equipment with one of the world's leading manufacturers in the communications sector. This demonstrates our commitment to establishing a circular model and ensuring a more advanced and sustainable technological environment.

SDG 11.  
Sustainable Cities and Communities



CONTRIBUTION

- Our activities have a positive impact on cities: sustainability in our manufacturing processes, new possibilities for sustainable architecture and new lines of business for façades or refurbishment projects.
- Our commitment to sustainable mobility improves road safety and reduces the emissions generated from transporting our products and supplies in cities.
- Each year we promote the 'Cosentino Design Challenge' (CDC), an international competition that encourages students to create sustainable and innovative projects of high conceptual and technical quality.
- We collaborate with the magazine 'C-Architecture & Everything Else', which showcases the best innovations, designs and projects that contribute to making the world more sustainable and beautiful. We also collaborate with the C-Guide, a global guide to contemporary architecture that acts as a platform for the knowledge and recognition of the most outstanding contemporary architecture around the world.

SDG 17.  
Partnerships for the Goals



CONTRIBUTION

- We make the UN 2030 Agenda a cross-cutting theme in our business.
- We have partnered with 29 leading sectoral, business, educational, environmental and innovative associations and organisations, both in Spain and in the main countries where we operate, promoting dialogue with our stakeholders and reaffirming our commitment to sustainable development.

# Annexes

## Annex 1. Circular economy

Tables % content of recycled raw materials in products in 2022  
(with respect to raw materials consumption (Tons) and surfaces produced (m2))

Product lines	Total Raw Materials (Tons) Recycled/Recovered	Total Raw Materials (Tons) Consumed	% Recovered/ Recycled Vs Total
Dekton®	18,601	195,315	9.52%
Silestone®	47,027	665,196	7.07%
TOTAL	65,629	860,511	7.63%

Product lines	Surface with recycled raw material* content	Produced surface (m2)	% of production with recycled raw material content
Dekton®	3,875,754	3,875,754	100%
Silestone®	1,400,622	8,061,428	17.37%
TOTAL	5,276,375	11,937,181	44.20%

→ \* Dekton®, colours with recycled raw material content >5%; Silestone® colours corresponding to HybriQ+® (>20% recycled raw material)

2022 marked the fourth year of operating our own non-hazardous waste treatment and recovery plant through the subsidiary ‘Environmental Solutions COMA’. With this, we consolidate a more effective system of waste management that aims, in the future, to recover all non-hazardous waste generated in the production process.

Regarding the management of hazardous waste, we continue to research waste management alternatives that prioritise recovery over disposal, as well as new commercial products that progressively replace the hazardous products used in production.

In 2022 we continued to build new, clean areas in the main factories within the industrial park, improving waste segregation, as well as the efficiency of the factory’s ‘door to door’ collection service and the way this process is viewed.

### Our performance: Cantoria Industrial Park (Almería, Spain)

Change in solid waste recovery (Tons) 2020	2021	2022	
Total waste	287,899	361,270	408,333
Total recovery	14,814	47,059	64,552
Recovery rate (%)	5.15%	13.03%	15.81%

- We managed around 400,000 tons of solid waste.
- We recovered about 20% of the waste generated.

### Our performance: Latina Vitória factory (Brazil)

Change in waste recovery (Tons)	2020	2021	2022
Total waste	22,090	26,064	28,545
Total recovery	5,570	6,530	7,283
Recovery rate (%)	25.22%	25.06%	25.51%

- We maintain the recovery rate above 25% of the total.
- We managed around 30,000 tons of solid waste.

### Our performance: Global: Cantoria Industrial Park (Almería, Spain) + Latina Vitória factory (Brazil)

Change in solid waste recovery (Tons) 2020	2021	2022	
Total waste	309,989	387,334	436,878
Total recovery	20,384	53,589	71,835
Recovery rate (%)	6.58%	13.84%	16.44%



Annex 2.  
Energy consumption

Silestone®	2020	2021	2022
Total Electricity Consumption (kWh)	110,859,683	150,798,160	145,424,990
Total Thermal Energy Consumption (kWh)	33,185,960	40,805,200	52,246,291
Total Energy Consumption (kWh)	144,045,643	191,603,360	197,671,281
Total Silestone® produced (kg/year)	253,591,835	386,568,673	442,912,578
Energy indicator (kWh/kg produced)	0.57	0.50	0.45

Dekton®	2020	2021	2022
Total Electricity Consumption (kWh)	28,117,932	41,658,080	47,191,624
Total Thermal Energy Consumption (kWh)	130,874,361	224,403,958	259,765,171
Total Energy Consumption (kWh)	158,992,293	266,062,038	306,956,795
Total Dekton® produced (kg/year)	58,087,000	116,619,154	126,059,212
Energy indicator (kWh/kg produced)	2.74	2.28	2.43

Silestone® + Dekton®	2020	2021	2022
Total Electricity Consumption (kWh)	138,977,615	192,456,240	192,616,614
Total Thermal Energy Consumption (kWh)	164,060,321	265,209,158	312,011,462
Total Energy Consumption (kWh)	303,037,936	457,665,398	504,628,076
Total produced (kg/year)	311,678,835	503,187,827	568,971,790
Energy indicator (kWh/kg produced)	0.97	0.91	0.89

DIESEL CONSUMPTION	2020	2021	2022
Total consumption (litres)	614,551	892,126	1,155,187
Total consumption (kWh)	6,175,221	8,970,890	11,607,666

With the exception of 2020 – which was an anomaly due to COVID-19 and where lower production had a negative impact on energy intensity –, energy consumption shows an increasing trend associated with the higher level of production achieved year after year. To put this into context, we use energy indicators. These indicators show that, despite higher energy consumption, energy intensity has been decreasing thanks to Cosentino’s better use of energy and the efforts and investments made in energy optimisation measures.

Energy consumption outside the Cantoria HQ

	Category	Concept	Consumption	Comments
Stone Systems	Stationary combustion	Fuels used on the premises	457,511 m³	natural gas
	Electrical Energy	Mains consumption	6,501,886 kWh	
Cosentino Centres	Stationary combustion	Fuels used on the premises	1,478,003 kWh	natural gas
	Electrical Energy	Mains consumption	7,912,352 kWh	
City Centres	Stationary combustion	Fuels used on the premises	0 m³	natural gas
	Electrical Energy	Mains consumption	735,443 kWh	
Logistic Hubs	Stationary combustion	Fuels used on the premises	0 m³	natural gas
	Electrical Energy	Mains consumption	1,999,599 kWh	
Brazil factory	Stationary combustion	Fuels used on the premises	144,979 m³	natural gas
	Electrical Energy	Mains consumption	8,248,168 kWh	

Annex 3.  
Emissions of other substances

	2020	2021	2022*
Carbon Monoxide (CO) (Kg/year)	23,900	74,700	91,127
Oxides of Nitrogen (NOX) (Kg/year)	46,500	93,200	148,935
Lead and compounds (Pb) (Kg/year)	3	9	1.2
Total Suspended Particles (TSP) (Kg/year)	20,600	30,700	25,245
Total Organic Carbon (TOC) (Kg/year)	5,740	9,920	34,120
Hydrofluoric acid (HA)	610	73	754

\*Data as of 3rd March 2023.

In order to promote respect and care for the environment, in 2022 Cosentino performed a series of measurements in relation to the 57 light sources that are distributed across the group of factories within the industrial park. In addition, this allows us to comply with the requirements set forth in the Integrated Environmental Authorisation (IEA) and comply with the emission limit values.

Application of the precautionary principle

To protect the environment, we apply the precautionary principle, as we are aware of the importance of preventing negative impacts in our processes and productive environments.

During 2022, the project initiated by the former insurance company FM Global in 2019 – and currently with Swiss Re – has been continued by monitoring and updating the recommendations agreed with the insurance company and making continuous improvements.

The insurance company highlighted the improvement associated with the insulation and fuel risk reduction implemented, the control of chemical products and the conditioning of other products

Annex 4.  
Carbon footprint

Total carbon footprint	Tons
Direct emissions	77,363.26
Indirect energy emissions	8,513.98
Indirect transport emissions	134,147.60
Indirect emissions from services and products	400,876.70
Indirect emissions from product use	654.95
Indirect emissions from other sources	45.00
TOTAL	621,601.50

64.49% of our Carbon Footprint is due to indirect emissions associated with the Products and Services category, i.e., it is mainly due to the production of the different raw materials that we consume. Secondly, 21.58% of our Carbon Footprint is due to indirect emissions associated with transport, both in terms of the transport of our products and the transport of raw materials. Finally, direct emissions represent 12.45% of our Carbon Footprint, most of which correspond to emissions derived from our production processes.

If an objective and quantified comparison is made from the 2018 versus 2022 Footprint indicators, we can once again observe a reduction in the Footprint according to the 4 indicators used to get a more comprehensive and representative result.

	2020	2021	2022	Evolution 2018-2022
Production (t CO <sub>2</sub> e/(ton)	1.171	1.16	1.09	-12.81%
Raw Material Consumption (t CO <sub>2</sub> e/ton)	0.78	0.78	0.72	-15.94%
Turnover (t CO <sub>2</sub> e/k€)	0.33	0.43	0.36	-18.95
Employees (t CO <sub>2</sub> e/No.)	76.77	106.77	106.24	+6.02%



Annex 5.  
Employees

Employees by contract type and gender in 2022

	Women	Men	Overall total
Permanent	1,422	4,337	5,759
Full-time	1,393	4,327	5,720
Part-time	29	10	39
Temporary	12	80	92
Full-time	12	56	68
Part-time		24	24
Dismissals	42	148	190
Overall total	1,434	4,417	5,851

Employees by contract type and age in 2022

	Under 25	from 25 to 35	from 35 to 45	from 45 to 55	over 55	Overall total
Permanent	357	1,802	1,964	1,206	430	5,759
Full-time	356	1,798	1,944	1,201	421	5,720
Part-time	1	4	20	5	9	39
Temporary	13	26	15	11	27	92
Full-time	13	26	15	11	3	68
Part-time	-	-	-		24	24
Dismissals	16	56	73	30	17	192
Overall total	370	1,828	1,979	1,217	457	5,851

Employees by type of contract and professional category in 2022

	Senior Management	Middle Management	Operational Management	Professional	Administrative	Operator	Overall total
Permanent	20	91	775	1,873	308	2,692	5,759
Full-time	20	91	769	1,859	300	2,681	5,720
Part-time	-	-	6	14	8	11	39
Temporary	-	-	6	23	2	61	92
Full-time	-	-	3	22	2	41	68
Part-time	-	-	3	1	-	20	24
Dismissals	-	1	23	57	17	94	192
Overall total	20	91	781	1,896	310	2,753	5,851

Number of employees by country in 2022

Country	Number of employees	Country	Number of employees
Spain	3,314	Switzerland	18
USA	1,284	Ireland	17
Brazil	300	New Zealand	15
Canada	125	South Africa	14
United Kingdom	122	Norway	14
France	90	United Arab Emirates	12
Australia	83	Japan	12
Italy	75	Denmark	11
Germany	54	Malaysia	8
Sweden	38	Czech Republic	2
Portugal	31	Hungary	2
Poland	28	Overall total	5,851
The Netherlands	27		
Turkey	25		
Singapore	25		
Mexico	24		
Belgium	22		
Israel	22		
Finland	19		
Austria	18		

## Annex 6.

### Fiscal Transparency:

#### Contribution by geographical area (€)

	2022	2021		2022	2021
SPAIN	231,993,768	86,095,856	AUSTRALIA	5,474,188	4,546,850
Own contributions	31,675,513	31,804,888	Own contributions	911,570	360,759
Third party contributions	200,318,255	54,290,968	Third party contributions	4,562,619	4,186,091
USA	55,918,743	42,985,253	THE NETHERLANDS	5,246,427	4,793,746
Own contributions	20,501,478	14,444,064	Own contributions	112,048	141,036
Third party contributions	35,417,266	28,541,190	Third party contributions	5,134,379	4,652,711
UK	24,268,881	21,856,359	BELGIUM	4,560,275	4,540,882
Own contributions	1,312,719	1,357,146	Own contributions	185,707	202,014
Third party contributions	22,956,162	20,499,213	Third party contributions	4,374,568	4,338,868
CANADA	14,323,948	9,995,528	SWEDEN	4,477,744	4,462,812
Own contributions	1,789,626	802,775	Own contributions	72,954	42,865
Third party contributions	12,534,322	9,192,754	Third party contributions	4,404,791	4,419,948
FRANCE	9,295,988	7,999,191	ISRAEL	3,801,806	3,255,692
Own contributions	242,411	229,958	Own contributions	169,663	154,062
Third party contributions	9,053,578	7,769,233	Third party contributions	3,632,144	3,101,630
PORTUGAL	8,384,569	6,695,964	IRELAND	3,676,249	3,007,099
Own contributions	63,260	80,961	Own contributions	102,197	69,178
Third party contributions	8,321,309	6,615,003	Third party contributions	3,574,051	2,937,921
ITALY	8,047,222	7,466,321	DENMARK	3,466,529	2,383,124
Own contributions	156,997	151,675	Own contributions	5,419	-
Third party contributions	7,890,225	7,314,646	Third party contributions	3,461,109	2,383,124
Brazil	6,001,177	6,401,897	NORWAY	2,656,212	2,164,388
Own contributions	1,113,090	2,223,828	Own contributions	2,646	4,070
Third party contributions	4,888,087	4,178,069	Third party contributions	2,653,567	2,160,318
GERMANY	5,893,331	5,835,000	ROW	11,723,962	9,818,482
Own contributions	58,600	16,022	Own contributions	801,071	579,269
Third party contributions	5,834,732	5,818,977	Third party contributions	10,922,891	9,239,213
			TOTAL	409,211,019	234,304,445
			Own contributions	59,276,965	52,664,569
			Third party contributions	349,934,053	181,639,876

## Own contributions

Taxes, fees and levies of a tax nature payable by Group entities (mainly Corporation Tax, duties and other taxes).

Paid taxes

Net tax cash flow, which includes both tax payments and tax returns during the year.

### Third party contributions

Taxes, fees and levies of a tax nature collected by Group entities in the development of their business (mainly VAT and withholdings).

## Fiscal transparency: Evolution of the Group's taxes

## Own contributions

## Corporation Tax

By region, Spain is the country where we contribute the most in direct taxes because it is the country where the Group's main activities take place (including manufacturing, research, development, purchases and marketing), followed by the USA and other European countries.

In 2022, we paid 62% of the Group's total Corporation Tax in Spain. Specifically, we paid €31.7 million, which was offset by a refund of €6.3 million from previous years.

The North American market (USA and Canada) is our second market in order of importance and, consequently, in terms of Corporation Tax. Last year we paid €13.1 million, 32% of the total Corporation Tax paid by the Group.

The remaining 6% of the tax was paid by the other regions. It should be noted that Brazil did not pay Corporation Tax last year due to the use of COFINS tax credits in this region. In addition, several companies within the Group have tax credits for previous years' losses that have been partially offset during the year. This is the case of Italy, Norway, Sweden, Denmark, Israel and South Africa.

## Duties

In terms of duties, the Group paid €7 million, mainly in Spain, the USA and Brazil. This was an increase of 30% compared to 2021.

## Other taxes

As for other taxes, the Group paid €11.6 million, which represents an increase of 52% compared to 2021.

In terms of jurisdictions, this increase has been particularly significant in Spain, mainly due to the increase in taxes and local fees following the expansion of our Industrial Park in Cantoria (Almería).



We detail in the following table the amounts paid for the Income Tax by country (€)

Country	Taxes on benefits paid
Spain	25,315,136
United States	11,708,729
Canada	1,413,195
United Kingdom	760,296
Australia	209,319
France	168,406
Belgium	150,000
Italy	107,152
The Netherlands	104,825
Finland	87,465
Japan	77,977
Ireland	71,589
Portugal	58,655
Mexico	51,806
Other countries*	268,910

\*Aggregate amount corresponding to Corporation Tax paid by our subsidiaries in Brazil, Germany, Poland, Austria, Sweden, Norway, Denmark, Switzerland, Russia, Singapore, New Zealand, Malaysia, Puerto Rico, the Dominican Republic, Turkey, Israel, South Africa and the United Arab Emirates.

Third party contributions

Sales taxes (VAT, GST, etc.)

In 2022, the Group collected €305 million, which represents an increase of €164 million compared to 2021.

This increase is mainly due to the increase in transactions in Spain following the split that took place

Withholdings

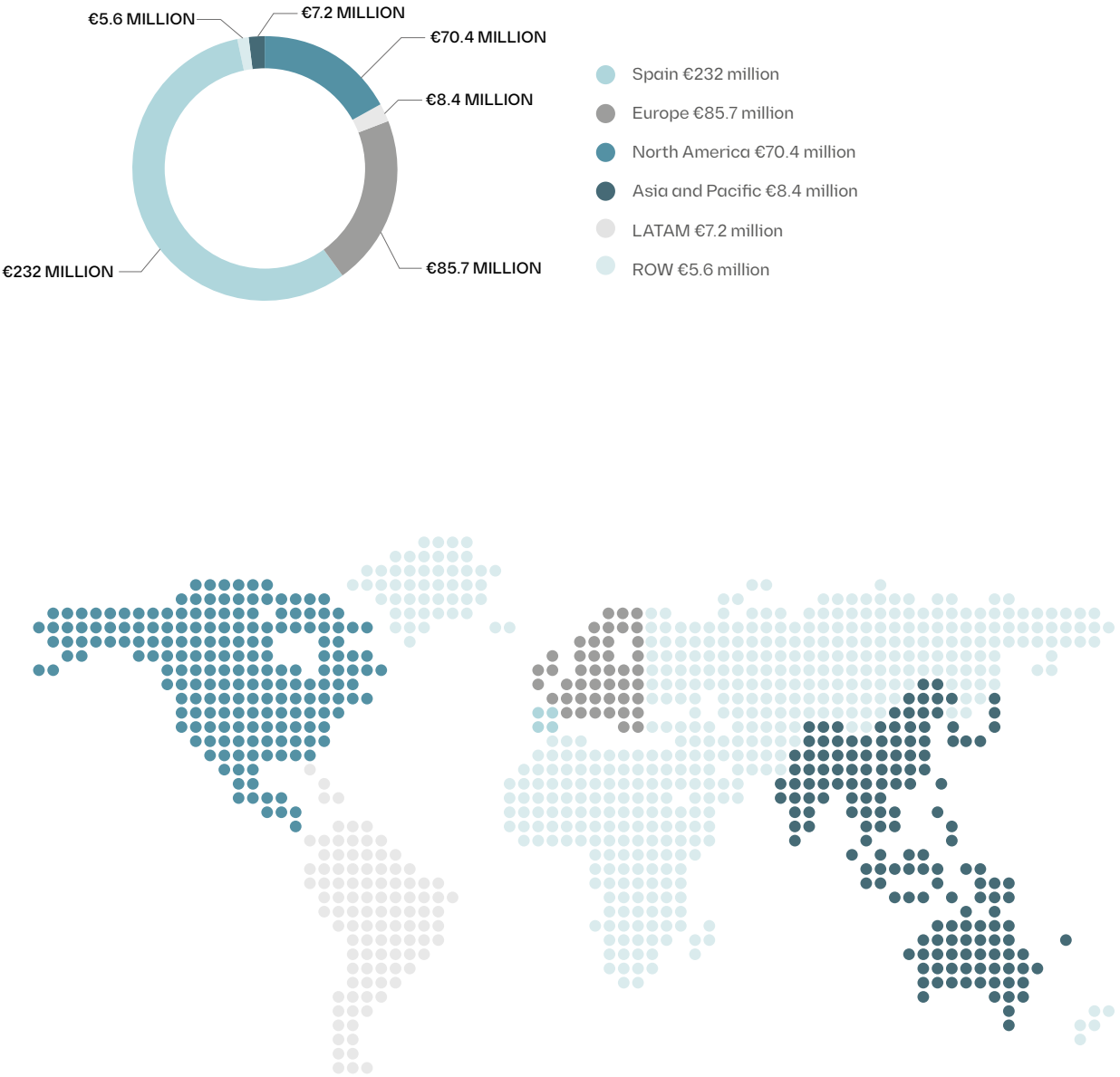
In terms of withholdings, the Group paid €45 million, which represents an increase of 9.5% compared to 2021, mainly due to the increase in the wage bill.

Total tax payment

The chart shows the total taxes paid by the Cosentino Group in 2022 in the different geographical areas in which it operates:

Most of our income comes from Spain, North America and Europe. For this reason, we pay more taxes in these areas.

Overall tax contribution in 2022



# Annex 7.

## Corporate dialogue

### Corporate dialogue: trade union membership

The Organic Law 11/1985 of 2nd August regarding Trade Union Freedom guarantees that all workers have the right to freely join trade unions for the promotion and defence of their economic and social interests.

The same law establishes in its second article that the freedom of association includes:

- The right to establish trade unions without prior authorisation, as well as the right to suspend or dissolve them through democratic procedures.
- The right of a worker to join the union of their choice under the sole condition of observing the union's statutes or to leave the one they are affiliated with, with no one being obliged to join a union.
- The right of members to freely elect their representatives within each union.
- The right to trade union activity.

In addition, both the Workers' Statute and the collective agreements grant this right to workers.

### Composition of representation of workers in Cosentino (working headquarters in Cantoria)

Our workers' representation at the Cosentino industrial park in Cantoria is as follows:

(i) The C1 works council consists of 23 members elected in the 2022 elections, of which 12 members belong to the CCOO trade union.

(ii) The C2 works council consists of 12 members (1 member vacant) elected in the 2022 elections, all of which belong to the CCOO trade union.

(iii) The office works council consists of 13 members elected in the 2022 elections, all of which belong to the CSIF trade union.

### Discrimination and harassment

Non-discrimination is a key factor in our commitment to employee welfare. We have a clear commitment to preventing and eradicating this type of behaviour in the workplace, whether related to place of birth, race, sex, religion, opinion or any other condition or personal or social circumstance. We are all equal, so we all contribute to Cosentino's mission.

Harassment is also a risk in the workplace. At Cosentino Group, we strive to maintain an organisational structure that prevents harassment and we are committed to allocating the necessary human and material resources to prevent and respond to potential cases of harassment.

Our harassment protocol, in which we state our intention to implement all necessary measures to promote a harassment-free working environment, is available to all employees on the corporate intranet. Thanks to our training programmes, we are prepared to act.

Cosentino has a Complaints Channel available to all employees and personnel from our stakeholders, through which they can report or make queries regarding situations of discrimination or harassment. This channel allows them to communicate anonymously with the Compliance Body in charge of their management.

Cosentino Cantoria (Park 1) has several committees currently in place:

- Ordinary committee: a joint committee comprising 6 members, of which 3 represent the company and 3 represent the works council.
- Training committee: a joint committee comprising 6 members, of which 3 represent the company and 3 represent the works council.
- Harassment and equality committee: a joint committee comprising 6 members, of which 3 represent the company and 3 represent the works council.

There are also two trade union sections in industrial park 1:

- UGT trade union section.
- CCOO trade union section.
- Health and safety committee: a joint committee comprising 10 members, 5 of whom are company representatives and 5 are prevention delegates.

Both Park 2 and the offices have set up their health and safety committee, each with 6 members. During the first quarter of 2023, the rest of the committees will be set up.

# Annex 8.

## Collective bargaining

In 2022, 65% of our employees worldwide signed up to collective agreements, representing an increase of 4.45 percentage points compared to 2021. Our employees in Spain, where 56.6% of our workforce is based, are signed up to one of the 24 existing collective agreements. The following is a breakdown of the collective agreements in force in Spain:

WORK CENTRE	COLLECTIVE AGREEMENT
CANTORIA/ALMERÍA (CENTRE C1)	Building sector collective agreement
ALICANTE	Collective agreement for Marble, Stone and Granite sectors in Alicante province
BADAJOS (EXTREMADURA)	Construction and Public Works of the Province of Badajoz
CENTRE BARCELONA	Collective agreement for the building materials sector in the province of Barcelona
BILBAO (VIZCAYA)	MARBLE/STONE Collective sector agreement for Bizkaia province.
CASTELLÓN	Collective agreement for the building materials sector in the province of Valencia.
A CORUÑA	Collective agreement for the various trades sector in the province of La Coruña
GIRONA	Collective agreement for the Construction and Public Works sector in the Province of Gerona
CENTRE MADRID	Collective agreement for the Construction and Public Works sector in Madrid
MURCIA	Collective agreement for general trade
SAN SEBASTIÁN	Collective agreement for the Construction and Public Works sector in Gipuzkoa
SANTANDER	Collective agreement for Construction Material Trading work in the region of Cantabria
SEVILLE	Agreement for Construction and Sanitation Materials
TOLEDO	Collective agreement for the Construction and Public Works sector in Toledo
VALENCIA	Collective agreement for stonemasons, marble masons and natural granite workers in the province of Valencia

WORK CENTRE	COLLECTIVE AGREEMENT
VALLADOLID	Collective agreement for the Construction and Public Works sector in Valladolid
VIGO	Collective Agreement for the Construction and Sanitation Materials sector in the province of Pontevedra
ZARAGOZA	Collective agreement for the Construction and Public Works Industry in the Province of Zaragoza
CANTORIA/ALMERÍA (CENTRE C2)	National Collective Agreement for extractive industries, glass industries, ceramic industries and industries dedicated to the trade of these materials exclusively.
GRANADA	Collective Agreement for work in the general trades of Granada and its province
CENTRE MALLORCA	Collective agreement for the trade sector in the Balearic Islands and its publication in the Official Gazette of the Balearic Islands
CITY MALLORCA	Collective agreement for the trade sector in the Balearic Islands and its publication in the Official Gazette of the Balearic Islands
CITY BARCELONA	Collective agreement for the building materials sector in the province of Barcelona
CITY MADRID	Collective agreement for commerce of the Community of Madrid
MADRID OFFICES	Collective agreement for the construction and public works sector in Madrid
CANARY ISLANDS (Santa Cruz de Tenerife)	Provincial collective agreement for the construction sector in Santa Cruz de Tenerife
CANARY ISLANDS (Las Palmas)	Provincial collective agreement for the construction sector in Las Palmas



The Collective Agreements applicable to the Cosentino Group’s work centres in Spain, in terms of occupational health and safety, refer to the provisions contained in the Prevention of Workplace Risks Law, without improvements being made to the terms legally established in the applicable regulations.

Country	Employees	Under collective agreement	% under collective agreement
Spain	3,314	3,314	100%
Brazil	300	300	100%
France	90	90	100%
The Netherlands	27	27	100%
Italy	75	75	100%
USA	1,284	0	0%
Canada	125	0	0%
Mexico	24	0	0%
Other countries	612	0	0%
TOTAL	5,851	3,806	65%

# Non-financial Information Statement Index

The contents of Law 11/2018 on Non-Financial Information and Diversity contained in this document have been verified by KPMG.

## General Information

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Brief description of the business model, including its business environment, organisation and structure	Material	11-19, 117	GRI 2-6 (2021)
Markets in which it operates	Material	8-9	GRI 2-1 (2021) GRI 2-6 (2021)
Organisational objectives and strategy	Material	28-31, 40-41	GRI 2-1 (2021) GRI 2-22 (2021)
Main factors and trends that may affect its future development	Material	6-7, 20-21	GRI 3-3 GRI 2-22
Reporting framework used	Material	2-3	GRI 1 (2021)
Principle of materiality	Material	24-27	GRI 3-1 (2021) GRI 3-2 (2021)

## Environmental issues

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material	33	GRI 3-3 (2021)

## Detailed General Information

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Detailed information about the current and foreseeable effects of the company's activities on the environment and, when applicable, on health and safety	Material	34-35	GRI 3-3 (2021)
Assessment procedures or environmental certification	Material	34-35, 127	GRI 3-3 (2021)
Resources dedicated to the prevention of environmental risks	Material	34-35, 56-57	GRI 3-3 (2021)
Application of the precautionary principle	Material	146-147	GRI 2-23 (2021)
Number of provisions and guarantees against environmental risks	Material	146-147	GRI 3-3 (2021)

## Contamination

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures to prevent, reduce or correct emissions that seriously affect the environment, taking into account any form of specific atmospheric contamination from an activity, including noise and light pollution	Material	236-37	GRI 3-3 (2021)

## Circular economy and waste prevention and management

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	Material	50-51, 142-143	GRI 306-1 GRI 306-2 GRI 306-3 in terms of total waste generated GRI 306-4 in terms of total waste diverted from disposal
Actions to combat food waste	No material		Not applicable



Sustainable use of resources

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Water consumption and supply of water according to local constraints	Material	44-45	GRI 303-5 GRI 303-3 in terms of the origin
Consumption of raw materials and measures taken to improve efficiency of use	Material	39, 52-53	GRI 301-2 in terms of the percentage of the recycled raw materials used
Direct and indirect energy consumption	Material	144-145	GRI 302-1
Measures taken to improve energy efficiency	Material	4-5, 22-23, 42-43, 127	GRI 3-3 (2021) GRI 201-2 in terms of risks and opportunities and their classification
Use of renewable energies	Material	42-43	GRI 302-1

Climate change

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces	Material	34-35, 146-147	GRI 305-1 GRI 305-2 GRI 305-7
Measures taken to adapt to the consequences of climate change	Material	20-23	GRI 3-3 (2021) GRI 201-2 in terms of risks and opportunities and their classification
Reduction targets established voluntarily in the medium and long term to reduce greenhouse gases and the measures implemented for that purpose	Material	38-39	GRI 3-3 (2021)

Protection of biodiversity

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures taken to protect or restore biodiversity	Material	106	GRI 3-3 (2021) GRI 304-3 in terms of areas restored
Impacts caused by activities or operations in protected areas	Material	106	GRI 3-3 (2021)

Social and staff issues

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material	60-64, 76-77, 124-125	GRI 3-3 (2021)

Employment

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Total number and distribution of employees by country, gender, age and professional classification	Material	62-63, 66-67, 118-119, 148-149	GRI 405-1 in terms of employees by category, gender and age
Total number and distribution of types of employment contract and annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification	Material	148-149	GRI 2-7 (2021) in terms of employees by employment contract and type, by gender.
Number of dismissals by gender, age and professional classification	Material	148-149	GRI 3-3 (2021)
Average salaries and their evolution, disaggregated by gender, age and professional classification or the same value	Material	78-79	GRI 3-3 (2021)
Salary gap, salary for equivalent jobs or average in society	Material	78-79	GRI 3-3 (2021) GRI 405-2 in terms of gender pay gap

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Average salary of advisors and directors, including variable remuneration, expenses, compensation, payment to long-term savings plans and any other payment disaggregated by gender	Material	78-79	GRI 3-3 (2021)
Implementation of work-life balance policies	Material	82-83	GRI 3-3 (2021)
Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Number of disabled employees	Material	66-67	GRI 3-3 (2021) GRI 405-1 in terms of employees by professional classification and other diversity indicators

Organisation of work

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Organisation of working time	Material	82-83	GRI 3-3 (2021)
Number of hours of absenteeism	Material	86-87	GRI 3-3 (2021)
Measures to facilitate work-life balance and encourage both parents to use parental leave	Material	82-83	GRI 3-3 (2021)

Health and safety

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Occupational health and safety conditions	Material	82-87, 127, 154	GRI 3-3 (2021) GRI 403-1 in terms of the scope of the system in place GRI 403-3 GRI 403-7
Occupational accidents, particularly in terms of frequency and severity, as well as occupational diseases; disaggregated by sex.	Material	86-87	GRI 403-1 in terms of the scope of the system in place GRI 403-3 GRI 403-7 GRI 403-9 in terms of number and rate of accidents GRI 403-10 in terms of work-related ill health

Corporate relationships

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Organisation of corporate dialogue, including procedures for informing and consulting staff and negotiating with them	Material	80, 154-155	GRI 3-3 (2021)
Mechanisms and procedures in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	Material	80, 82-83	GRI 3-3 (2021)
Percentage of employees covered by collective agreements by country	Material	156	GRI 2-30 (2021)
Overview of collective agreements, particularly in the field of occupational health and safety	Material	154-156	GRI 3-3 (2021)

Training

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Policies implemented in the field of training	Material	70, 72-73	GRI 404-2
Total quantity of training hours per professional category	Material	72-73	GRI 3-3 (2021) GRI 404-1 in terms of total hours of training by occupational category

Universal accessibility

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Universal accessibility for people with disabilities	Material	66-67	GRI 3-3 (2021)

Equality

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures taken to promote equal treatment and opportunities between women and men	Material	66-69	GRI 3-3 (2021)
Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	Material	66-69	GRI 3-3 (2021)
Policy against all types of discrimination and, where appropriate, management of diversity	Material	68-69	GRI 3-3 (2021)



# Respect for Human Rights

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material	129	GRI 3-3 (2021)

## Application of due diligence procedures

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Application of due diligence procedures in the field of human rights; prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and repair any abuses committed	Material	124-125, 129 132-133	GRI 2- 23 (2021) GRI 2- 26 (2021) GRI 407-1 in terms of suppliers GRI 408-1 in terms of suppliers GRI 409-1 in terms of suppliers
Complaints about cases of human rights violations	Material	124-125	GRI 3-3 (2021) GRI 406-1 in terms of number of cases
Measures put in place to promote and comply with the provisions of the fundamental Conventions of the International Labour Organisation related to respect for freedom of association and the right to collective bargaining. Also the elimination of employment and workplace discrimination, the elimination of forced or compulsory labour and the effective abolition of child labour	Material	129	GRI 3-3 (2021)

# Fight against corruption and bribery

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material	122-123, 127	GRI 3-3 (2021)
Measures taken to prevent corruption and bribery	Material	124-125	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021)

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures to combat money laundering	Material	122-123	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2- 26 (2021)
Contributions to foundations and non-profit entities	Material	90-91	GRI 2-28 (2021)

# Company information

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material	90-91	GRI 3-3 (2021)

## Commitments of the company to sustainable development

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Impact of the company's activity on employment and local development	Material	74-75, 96	GRI 3-3 (2021)
Impact of the company's activity on local populations and the territory	Material	94-95	GRI 3-3 (2021)
Relations with local community stakeholders and forms of dialogue	Material	138-139	GRI 2-29 (2021)
Contributions to foundations and non-profit entities	Material	110-113, 140	GRI 3-3 (2021)

## Subcontracting and suppliers

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Inclusion in the purchasing policy of social, gender equality and environmental issues	Material	130	GRI 3-3 (2021)
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	Material	132-133	GRI 2-6 (2021)

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Supervision systems, audits and their results	Material	129, 132-133	GRI 2-6 GRI 308-2 in terms of suppliers assessed GRI 414-2 in terms of suppliers assessed

Consumers

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Measures for the health and safety of consumers	Material	127, 136	GRI 3-3 (2021)
Claims systems, complaints received and resolution	Material	134-135	GRI 3-3 (2021)

Tax information

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Benefits per country	Material	120	GRI 3-3 (2021) GRI 207 - 4 in terms of pre-tax profits by tax jurisdiction
Taxes on benefits paid	Material	152-153	GRI 3-3 (2021) GRI 207 - 4 in terms of pre-tax profits by tax jurisdiction
Public subsidies received	Material	152-153	GRI 201-4 in terms of subsidies



# GRI Standards Content Index

## GRI 2: General disclosures 2021

### The organisation and its reporting practices

Disclosure	Reported*
2-1 Organisational details	√
2-2 Entities included in the organisation’s sustainability reporting	√
2-3 Reporting period, frequency and contact point	√
2-4 Restatements of information	√

### Activities and employees

Disclosure	Reported*
2-6 Activities, value chain and others	√
2-7 Employees	√

### Governance

Disclosure	Reported*
2-9 Governance structure and composition	√
2-10 Nomination and selection of the highest governance body	√
2-11 Chair of the highest governance body	√
2-12 Role of the highest governance body in overseeing the management of impacts	√
2-13 Delegation of responsibility for managing impacts	√
2-14 Role of the highest governance body in sustainability reporting	√

2-15 Conflicts of interest	√
2-16 Communication of critical concerns	√
2-17 Collective knowledge of the highest governance body	√
2-18 Evaluation of the performance of the highest governance body	√
2-19 Remuneration policies	√
2-20 Process to determine remuneration	√

### Strategy, policies and practices

Disclosure	Reported*
2-22 Statement on sustainable development strategy	√
2-23 Policy commitments	√
2-24 Embedding policy commitments	√
2-25 Processes to remediate negative impacts	√
2-26 Mechanisms for seeking advice and raising concerns	√
2-27 Compliance with laws and regulations	√
2-28 Membership associations	√

### Stakeholder engagement

2-29 Approach to stakeholder engagement	√
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### Reporting practice

Disclosure	Reported*
3-1 Process to determine material topics	√
3-2 List of material topics	√
3-3 Management of material topics	

# Economic performance

## GRI 201: Economic performance 2016

Disclosure	Reported*
201-1 Direct economic value generated and distributed	√
201-2 Financial implications and other risks and opportunities due to climate change	√
201-3 Defined benefit plan obligations and other retirement plans	○
201-4 Financial assistance received from the government	√

## GRI 202: Market presence 2016

Disclosure	Reported*
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	○
202-2 Proportion of senior management hired from the local community	√

## GRI 203: Indirect economic impacts 2016

Disclosure	Reported*
203-1 Infrastructure investments and services supported	√
203-2 Significant indirect economic impacts	√

## GRI 204: Procurement practices 2016

Disclosure	Reported*
204-1 Proportion of spending on local suppliers	√

## GRI 205: Anti-corruption

Disclosure	Reported*
205-1 Operations assessed for risks related to corruption	–
205-2 Communication and training about anti-corruption policies and procedures	√
205-3 Confirmed incidents of corruption and actions taken	√

## GRI 206: Anti-competitive behaviour 2016

Disclosure	Reported*
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	√

## GRI 207: Tax 2019

Disclosure	Reported*
207-1 Approach to tax	√
207-2 Tax governance, control and risk management	√
207-3 Stakeholder engagement and management of concerns related to tax	√
207-4 Country-by-country reporting	–



# Environmental performance

## GRI 103: Management approach

Disclosure	Reported*
103-1 Explanation of the material topic and its boundary	√
103-2 The management approach and its components	√
103-3 Evaluation of the management approach	√

## GRI 302: Energy 2016

Disclosure	Reported*
302-1 Energy consumption within the organisation	√
302-2 Energy consumption outside of the organisation	√
302-3 Energy intensity	√
302-4 Reduction of energy consumption	√
302-5 Reductions in energy requirements of products and services	√

## GRI 303: Water and effluents

Disclosure	Reported*
303-1 Interactions with water as a shared resource	√
303-2 Management of water discharge-related impacts	√
303-3 Water withdrawal	√
303-4 Water discharge	√
303-5 Water consumption	√

## GRI 304: Biodiversity

Disclosure	Reported*
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	√
304-2 Significant impacts of activities, products, and services on biodiversity	√
304-3 Habitats protected or restored	√
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-

## GRI 305: Emissions 2016

Disclosure	Reported*
305-1 Direct GHG emissions (scope 1)	√
305-2 Energy indirect GHG emissions (scope 2)	√
305-3 Other indirect GHG emissions (scope 3)	√
305-4 GHG emissions intensity	√
305-5 Reduction of GHG emissions	√
305-6 Emissions of Ozone Depleting Substances (ODS)	O
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	-

## GRI 306: Waste 2020

Disclosure	Reported*
306-1 Waste generation and significant waste-related impacts	√
306-2 Management of significant waste-related impacts	√
306-3 Waste generated	√
306-4 Waste diverted from disposal	√
306-5 Waste directed to disposal	√

GRI 307: Environmental compliance 2016

Disclosure	Reported*
307-1 Non-compliance with environmental laws and regulations	√

GRI 308: Environmental assessment of suppliers

Disclosure	Reported*
308-1 New suppliers that were screened using environmental criteria	Under evaluation -
Disclosure	Reported*
308-2 Negative environmental impacts in the supply chain and actions taken	-

Social performance

GRI 103: Management approach

Disclosure	Reported*
103-1 Explanation of the material topic and its boundary	√
103-2 The management approach and its components	√
103-3 Evaluation of the management approach	√

GRI 401: Employment 2016

Disclosure	Reported*
401-1 New employee hires and employee turnover	√
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3 Parental leave	√

GRI 402: Labour/management relations 2016

Disclosure	Reported*
402-1 Minimum notice periods regarding operational changes	O

GRI 403: Occupational health and safety 2018

Disclosure	Reported*
403-1 Occupational health and safety management system	√
403-2 Hazard identification, risk assessment, and incident investigation	√
403-3 Occupational health services	√
403-4 Worker participation, consultation, and communication on occupational health and safety	√
403-5 Worker training on occupational health and safety	√
403-6 Promotion of worker health	√
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	√
403-8 Workers covered by an occupational health and safety management system	√
403-9 Work-related injuries	√
403-10 Work-related ill health	√

GRI 404: Training and education 2016

Disclosure	Reported*
404-1 Average hours of training per year per employee	√
404-2 Programmes for upgrading employee skills and transition assistance programmes	√
404-3 Percentage of employees receiving regular performance and career development reviews	√

GRI 405: Diversity and equal opportunity

Disclosure	Reported*
405-1 Diversity of governance bodies and employees	√
405-2 Ratio of basic salary and remuneration of women to men	√



GRI 406: Non-discrimination

Disclosure	Reported*
406-1 Incidents of discrimination and corrective actions taken	√

GRI 407: Freedom of association and collective bargaining 2016

Disclosure	Reported*
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	√

GRI 408: Child labour

Disclosure	Reported*
408-1 Operations and suppliers at significant risk for incidents of child labour	√

GRI 409: Forced or compulsory labour

Disclosure	Reported*
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	√

GRI 410: Security practices 2016

Disclosure	Reported*
410-1 Security personnel trained in human rights policies or procedures	○

GRI 411: Rights of Indigenous People 2016

Disclosure	Reported*
411-1 Incidents of violations involving rights of indigenous people	-

GRI 412: Human Rights assessment 2016

Disclosure	Reported*
412-1 Operations that have been subject to human rights reviews or impact assessments	-
412-2 Employee training on human rights policies or procedures	○
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	○

GRI 413: Local communities

Disclosure	Reported*
413-1 Operations with local community engagement, impact assessments, and development programmes	√
413-2 Operations with significant actual and potential negative impacts on local communities	-

GRI 414: Supplier social assessment 2016

Disclosure	Reported*
414-1 New suppliers that were screened using social criteria	○
414-2 Negative social impacts in the supply chain and actions taken	○

GRI 415: Public policy

Disclosure	Reported*
415-1 Political contributions	-

GRI 416: Customer health and safety 2016

Disclosure	Reported*
416-1 Assessment of the health and safety impacts of product or service categories	√
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-

GRI 417: Marketing and labelling 2016

Disclosure	Reported*
417-1 Requirements for product and service information and labelling	√
417-2 Incidents of non-compliance concerning product and service information and labelling	–
417-3 Incidents of non-compliance concerning marketing communications	–

GRI 418: Customer privacy 2016

Disclosure	Reported*
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	–

GRI 419: Socioeconomic compliance 2016

Disclosure	Reported*
419-1 Non-compliance with laws and regulations in the social and economic area	–

The information in this document can be found in the Non-Financial Information Statement, which is available on our website [www.cosentino.com](http://www.cosentino.com) and has been verified by KPMG.



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