

Cosentino Sustainability Report

COSENTINO SUSTAINABILITY
REPORT 2023



SILESTONE®

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DEKTON®

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SENSA

CORPORATE
CONTENT

Cosentino Sustainability Report

Edited by Cosentino. Printed in
May 2024. Written according to
GRI standards

SILESTONE®

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DEKTON®

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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 engage with our stakeholders on issues related to our business model and our strategic objectives, as well as our economic, social and environmental performance during the 2023 financial year, both in Spain and in the countries where we operate.

We also continue to strengthen 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.

Building on the progress outlined in previous years' reports, this report deepens our commitment to reporting annually and transparently to our stakeholders and to making a positive impact wherever we operate.

A more sustainable future

Letter from the Chairman

“For years, we have emphasised the paramount importance of ensuring that all our industrial operations meet the highest ESG standards, as part of our unwavering commitment to sustainability.”

Francisco Martínez-Cosentino Justo

Chairman and CEO of Cosentino, S.A.

In 2023, Cosentino Group hired over 200 new employees, bringing the total number of employees to 6,000 by the end of the year. This makes us by far the most internationally diverse industrial company in the architectural and design surfaces sector, taking into account the origins of our employees. I consider it an invaluable asset to be able to bring together such a wide range of talents, each contributing to the rich diversity of our company, and to work together intelligently, respecting the individual circumstances of each employee and partner who makes the company possible.

Last year marked a return to ‘normal’ market conditions after several years of disruption caused by the global slowdown in 2020 due to the outbreak of the global Covid-19 pandemic. We all remember the significant disruption to global supply chains, which led to challenges in the global transport sector and in the factory itself across a range of sectors, in a kind of vicious circle. While 2023 saw a return to more typical levels of activity, the spillover effects of the conflict in Ukraine slowed the economies of many European countries.

For these reasons, the Cosentino Group’s sales forecast for 2023 remains steady at 1,571 million euros, in line with

the figures for the 2022 financial year. Other economic and financial indicators also paint a very positive picture, as detailed in the analysis table below.

In 2023, Cosentino maintains a strong investment stance of over 110 million euros, with funds earmarked for innovation and commercial assets, including our new City and Centre sites. Significant investments have been made in the creation of new production facilities, such as those for Dekton® Line 3, as well as in the improvement of occupational and environmental safety, which is a top priority for our company. I would like to take this opportunity to once again commend the teams who have worked diligently to ensure optimum health and safety standards by eliminating dust exposure, supported by millions of euros of additional investment compared to previous years.

Another major achievement in 2023 was undoubtedly the attainment of 100% production of Silestone® slabs at the highest Q40 level, made possible by Hybriq Technology®. Furthermore, a significant proportion of Silestone® colours remain below the Q10 level – i.e. contain between 1% and 10% silica in their composition – which is an unprecedented breakthrough in the industry. This has led to the creation of a new product category, positioning Silestone® as a hybrid

mineral surface. We are fully committed to developing Silestone® to maintain its status as the global benchmark for quality, design and safety, goals that will be evident in 2024 and beyond.

Meanwhile, Dekton® has also achieved remarkable sales growth of over 15% in the 2023 financial year, representing almost 30% of the Cosentino Group’s total sales. The inauguration of Line 3 mid-year has significantly increased our production capacity, enabling us to meet demand more efficiently and to explore new applications and market segments. With Sensa by Cosentino® and by utilising the increased production capacity at our Latina Vitória plant in Brazil, we have the opportunity to further expand sales in various markets.

For years, we have emphasised the paramount importance of ensuring that all our industrial operations meet the highest ESG standards, as part of our unwavering commitment to sustainability. Our increased reliance on renewable energy sources such as solar power has led to the installation of over 27,000 photovoltaic panels on the roofs of our factories in 2023, in addition to the more than 30,000 installed in 2022. It has been extremely gratifying to note that on many of the sunniest and hottest days this year, for several hours each day, all the electricity consumed by the Cantoria industrial park has been supplied by the energy generated by the solar panels.

In addition, the important integration of the Waste Water Treatment Plant (WWTP), which collects waste water from neighbouring towns for industrial use, has enabled us to achieve almost 100% recycling of the water used in our industrial park. We also remain committed to making progress in the recycling of waste from our production processes, with the aim of reusing recovered materials in line with the principles of the circular economy.

Finally, I would like to highlight the significant progress made in terms of social action in 2023. Our proximity to the neighbouring towns and cities where we are based, be it Cantoria (Almería), Serra (Vitória) in Brazil, or Miami (Florida), where our main headquarters are located, has enabled us to engage in a wide range of volunteer activities and to support various cultural, educational, environmental and sports initiatives, among others. Through our foundations, Eduarda Justo, focused on education, and Ibañez Cosentino, focused on the arts, we have maintained a strong educational agenda and curated important exhibitions such as ‘Invisible Emigrants. Spaniards in the U.S. (1868 – 1945)’. This remarkable photographic production by the Spain-United States Council Foundation was exhibited for several months in Almería and Olula del Río, after its premiere in Madrid and Gijón.

Our deepening professional commitment to the realms of interior design and architecture manifested itself in the organisation of two C-Next Designers Congresses. One was held in Mexico and brought together hundreds of professionals from the United States and Canada, while the other was held in Almería and attracted hundreds of designers from over 15 European countries. Both events featured fascinating case studies showing the use of Dekton® and Silestone® in major projects, creating an invaluable space of inspiration that will lead us to organise similar events in the years to come. The Cosentino City showrooms, nine of which were inaugurated in 2023, bringing the total to 25 worldwide, play a central role in our goal of fostering greater collaboration and loyalty within the designer community. True business generation hubs, these City showrooms offer meticulously designed facilities where every aspect of our value chain can effectively execute their respective projects.



Francisco Martínez-Cosentino Justo
Chairman and CEO
of Cosentino, S.A.

2023 milestones and figures

- Cosentino Group exceeds 6,000 employees for the first time
- Completion of the third Dekton® production line
- Announcement of the forthcoming construction of a factory in Jacksonville (Florida, USA)
- Commissioning of the Waste Water Treatment Plant (WWTP).
- Launch of the rooftop solar installation in the Cantoria industrial park (Almería)
- Launch of Dekton® Pietra Kode, Silestone® Urban Crush, Silestone® Le Chic and Dekton® Ukiyo.
- Cosentino launches the new brand C-Bath
- Opening of new City showrooms: Washington D.C., Boston, Seattle, Vancouver, Antwerp, Lisbon, Istanbul, São Paulo and the re-opening of the London City showroom.
- Cosentino and Tom Dixon present *Metamorphic* at Milan Design Week
- Dekton® façade warranty extended to 25 years.

→ Cosentino and Tom Dixon at Milan Design Week



→ Launch of Dekton® Pietra Kode



Business



Net turnover €1,570.4 MILL <small>-8.1% Vs 2022</small>	EBITDA €278.6 MILL <small>-11% Vs 2022</small>	EBITDA margin 18%	ND/EBITDA 2.61	Investment in R&D&I €21.7 MILL
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Environment



Carbon footprint reduction 9% <small>Vs 2018</small>	Certified renewable electricity consumption 100% <small>in Cantoria and Brazil</small>	Investment in environmental assets and safety €+29.4 MILL	Waste recovery 16.5% <small>in Cantoria</small>
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People



People 6,039 <small>+3.2% Vs 2022</small>	Permanent contracts 98% <small>+0% Vs 2022</small>	Women in management positions 23.5% <small>+1.5% Vs 2022</small>	Number of training hours 77,076 <small>-4.97% Vs 2022</small>
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Company



Donations €+1.5 MILL	Jobs created 188	Students awarded scholarships by the Eduarda Justo Found. 236	Reforested areas 6,900 M²
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Government



Board Members 8 <small>+3 External Consultants</small>	Women on the Board 50%	Volume of purchasing based on ESG criteria* 13% <small>* Purchases of more than €1 million from the raw materials, investments, industrial supplies and services portfolios.</small>	Tax payment €370.5 MILL <small>-9% Vs 2022</small>
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Global presence and assets in our environment

Countries

→ 119
Distribution

Countries across five continents where we distribute our products

→ 30
Implementation

Countries where we operate.

→ 35
Affiliates

Affiliated companies or assets.

Business Units

→ 8
Production factories

- 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).

→ 5
Hubs (4 in the USA and 1 in Australia)

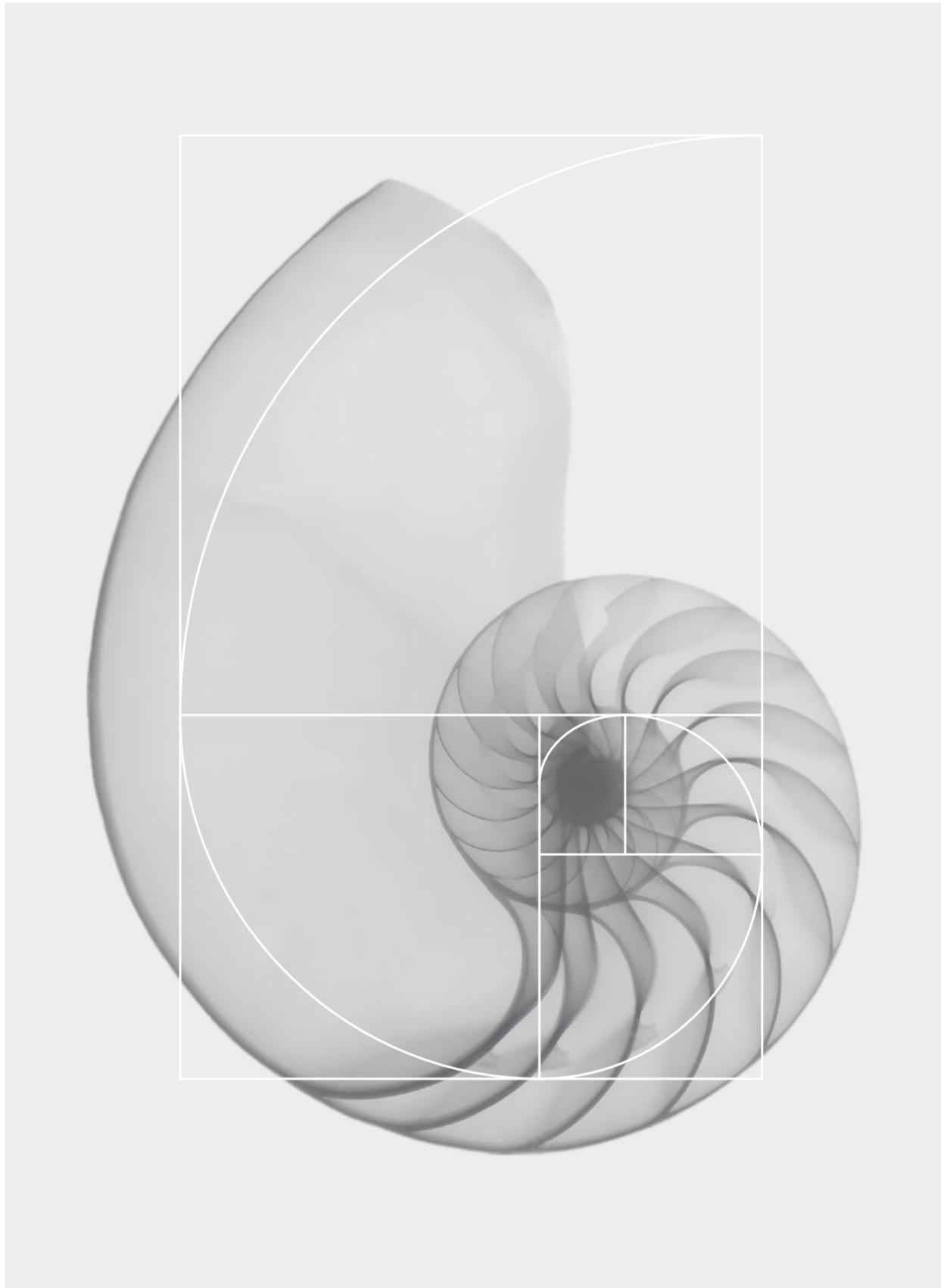
→ 157
Business and commercial units

- 126 Cosentino® Centres
- 31 Cosentino® City showrooms

→ 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

Meaningful design to inspire people's lives

Meaningful

We strive to live in harmony and responsibility with nature and the environment in which we live and practice a consistent, sensible philosophy of life.

Design

We live and create spaces with character, pleasant homes and environments for healthy living.

Inspire

We inspire and get inspired to create beautiful and functional designs that come to life.

People's

People are at the heart of our business and we aim to improve their lives and contribute to their well-being.

Lives

There is only one life and it can be lived in many different ways. That is why our products are designed to adapt to and anticipate the real needs of society.



COSENTINO

Meaningful Design
to Inspire People's Lives

Find inspiration at [cosentino.com](https://www.cosentino.com)

Cosentino Values

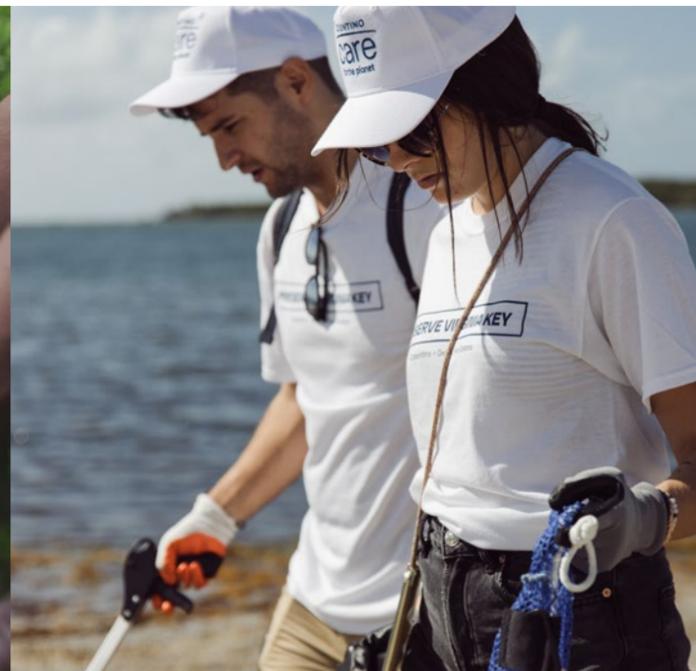
Values: Cosentino DNA

We are dreamers who look at the world with passion and bravery, with a humane and committed approach.



Human

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



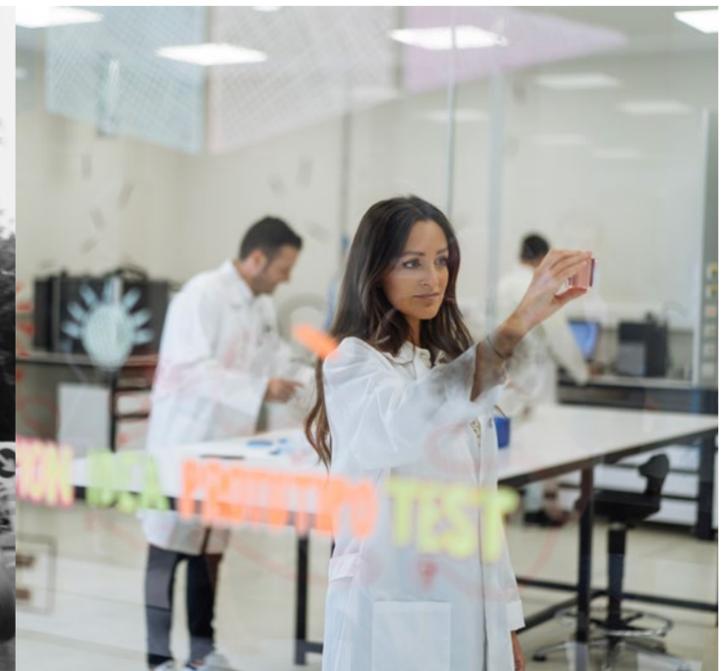
Committed

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



Brave

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



Dreamers

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

Our brands, a guarantee of quality and innovation

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

Cosentino® 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 a strategic 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 avant-garde surfaces with which to create unique spaces and designs.





The Mineral Hybriq Surface

Designed for life. Reinvented for taking care of it.

Silestone® is a hybrid mineral surface made up of premium low crystalline silica minerals and recycled materials. It is the most sustainable and cutting-edge product made with the exclusive and innovative Hybriq Technology®, which 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 Technology® and Hybriq+®

Hybriq Technology®

This technology makes the brand unique as a hybrid surface made from premium minerals and recycled materials. It has been used to create the Sunlit Days collection from Silestone®, the first carbon neutral range in the quartz surface industry.

More information at www.silestone.com

25 year warranty



HYBRIQ+⁺

TECHNOLOGY®

Q10⁺
Maximum 10% crystalline silica

Q40⁺
Maximum 40% crystalline silica

Made from more than good intentions: HYBRIQ+®, a more advanced and sustainable technology

Since 2020, Silestone® has been manufactured using a minimum of 20% recycled materials such as glass or mirrors, a maximum of 40% crystalline silica, using 100% certified renewable electricity and 99% recycled water.

Hybriq+® is the revolutionary technology that makes Silestone® possible today, maintaining the same performance and colour depth while minimising the impact of its manufacture. In addition, it reduces the amount of silica in its composition. This technology uses a recycled or recovered raw material content of more than 20%.

There are currently 34 colours in the Hybriq+® category from four different technical ranges.



99%
Recycled water

100%
Certified renewable electricity

At least 20%
Recycled materials

Up to 40%
Crystalline silica

Silestone® Urban Crush Series

Designed for urban lovers. Created with respect for nature.

Feel the heartbeat of the city. Enjoy every moment, every colour, every texture. Fill your home with energy. Create spaces that tell stories. Leave your mark in a cleaner, more humane, more conscious way.

For conscious and respectful people. Seemingly inconspicuous, the cement shades of the collection create the most industrial of backgrounds. A perfect, natural partner for eclectic spaces. But when you look closer, Urban Crush bursts with intensity. Designed to bring spaces to life. Created for those who love industrial style.



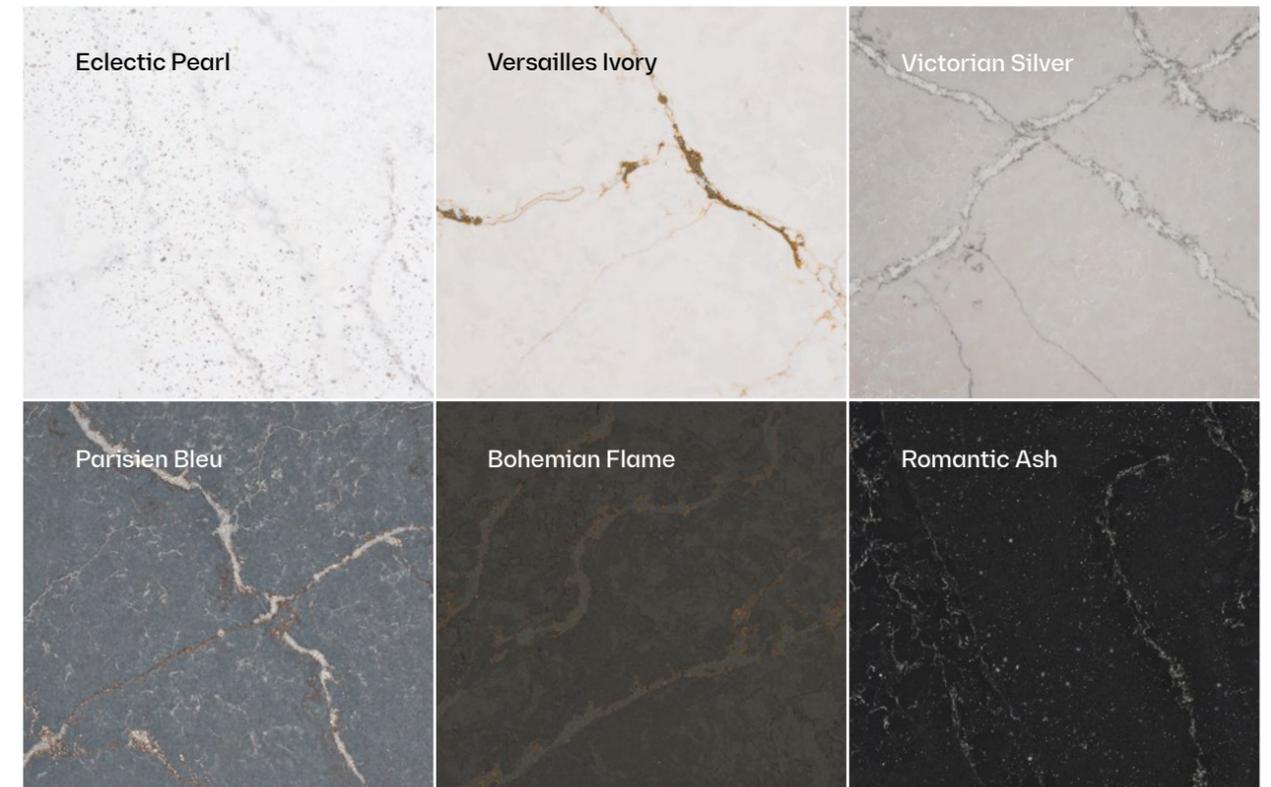
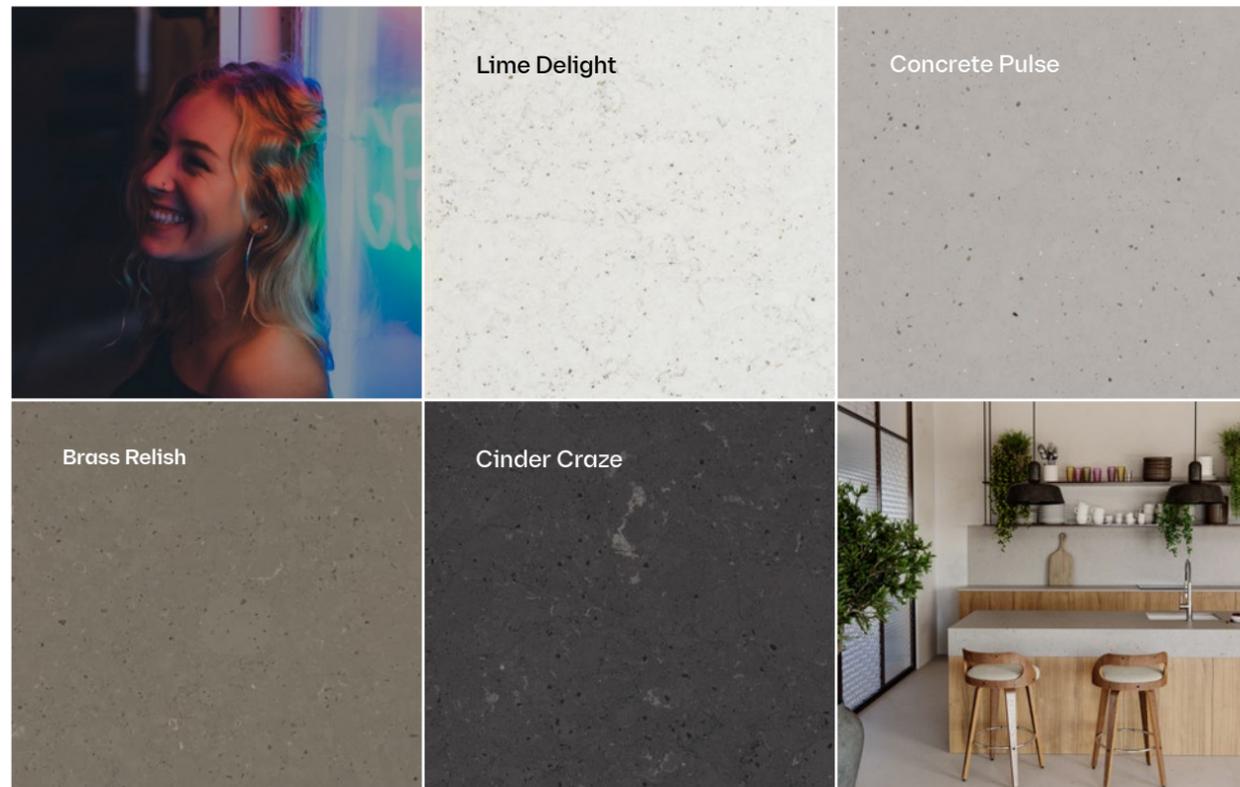
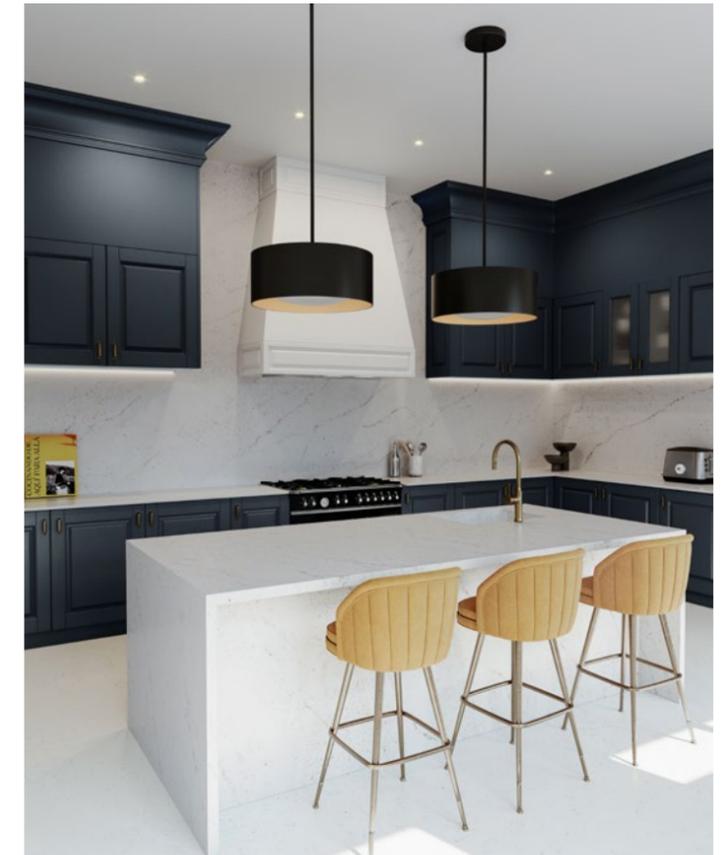
Silestone® Le Chic Collection

A unique collection that redefines a timeless classic.

A step forward in veined-patterned surfacing. An emblematic, realistic aesthetics that brings to life the charm of iconic Parisian and Victorian spaces.

The Silestone® Le Chic Collection revisits classic shades through a modern interpretation. New distinctive colours portray a sense of timeless allure with a hint of nostalgia.

Refinement and elegance are recaptured with expressive veins and metallic accents through craftsmanship and innovation. Cream and rich-coloured backgrounds create patterns full of depth.





The ultra-compact stone

Carbon neutral throughout its life cycle.

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:

- Indoor Air Comfort (IAC) Gold certification ensures that Dekton® meets the strict limits set by various global standards for volatile emissions, making it the first surface in its category to achieve this recognition.
- Carbon Neutral certification from manufacturing to end-of-life through UN-recognised projects with a high positive social and environmental impact.

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.



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.

New this year, we have achieved IAC Gold certification.

- Manufactured with 100% certified renewable electricity.
- 99% recycled water.
- A minimum of 5% recycled content in the composition of most colours. Some other colours have a recycled content of over 80%.
- Carbon Neutral from Cradle to Grave.

More information at www.dekton.com



An avant-garde brand 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.



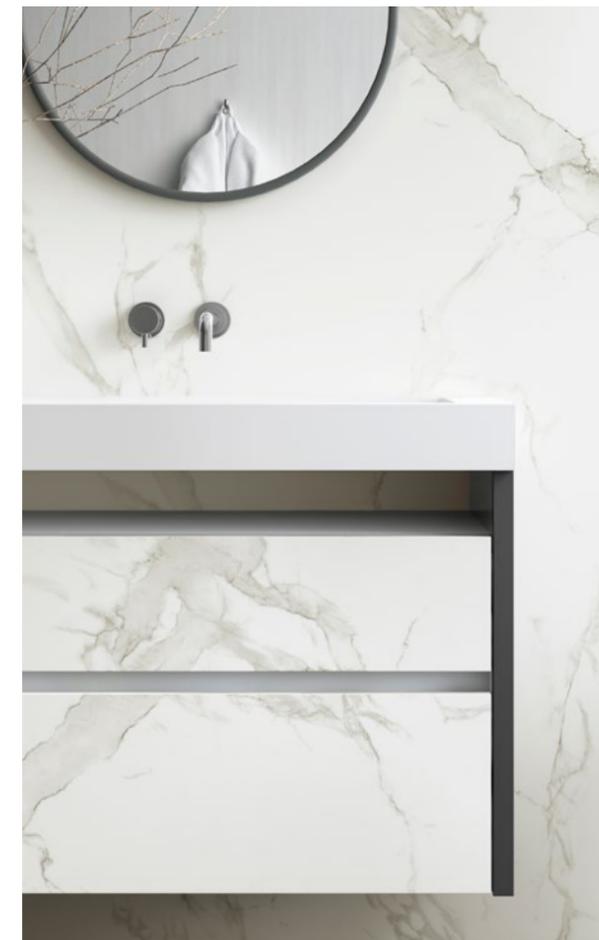
In 2023, Dekton® became the first surface of its kind to achieve Indoor Air Comfort (IAC) Gold certification, underlining its superior quality. This certification ensures that Volatile Organic Compound (VOC) emissions meet the strict criteria and specifications set by the European Union authorities, as well as complying with EU Ecolabels and similar standards. Products with this certification are in the best emission class (i.e. the lowest), making them the most beneficial in terms of indoor air quality.

Flooring

Ultra-compact, as a new category of material for flooring applications, 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.

Furniture

The versatility of Dekton® in thicknesses of 4, 8 and 12 mm allows it to be used in both interior and exterior furniture and cladding. For example, it can be used to create bespoke bookcases or kitchen drawers, tables and doors to complement the worktop - the possibilities are endless.



New Quick Cut™ Technology

Quick Cut™ technology is Dekton®'s new (patented) formula that allows the material to be cut faster and with a 'cleaner' cut, without altering its original technical properties.



Dekton® Pietra Kode

Ancient Italian stones are decoded by Dekton® in three ranges for tomorrow's architecture.

We decode the stones that dazzled the architects of old to meet the needs of contemporary architecture and design; we decode their molecular structure to recode them again through Dekton®'s exclusive technology that enhances their performance, making them ultra-compact and high-performance surfaces.

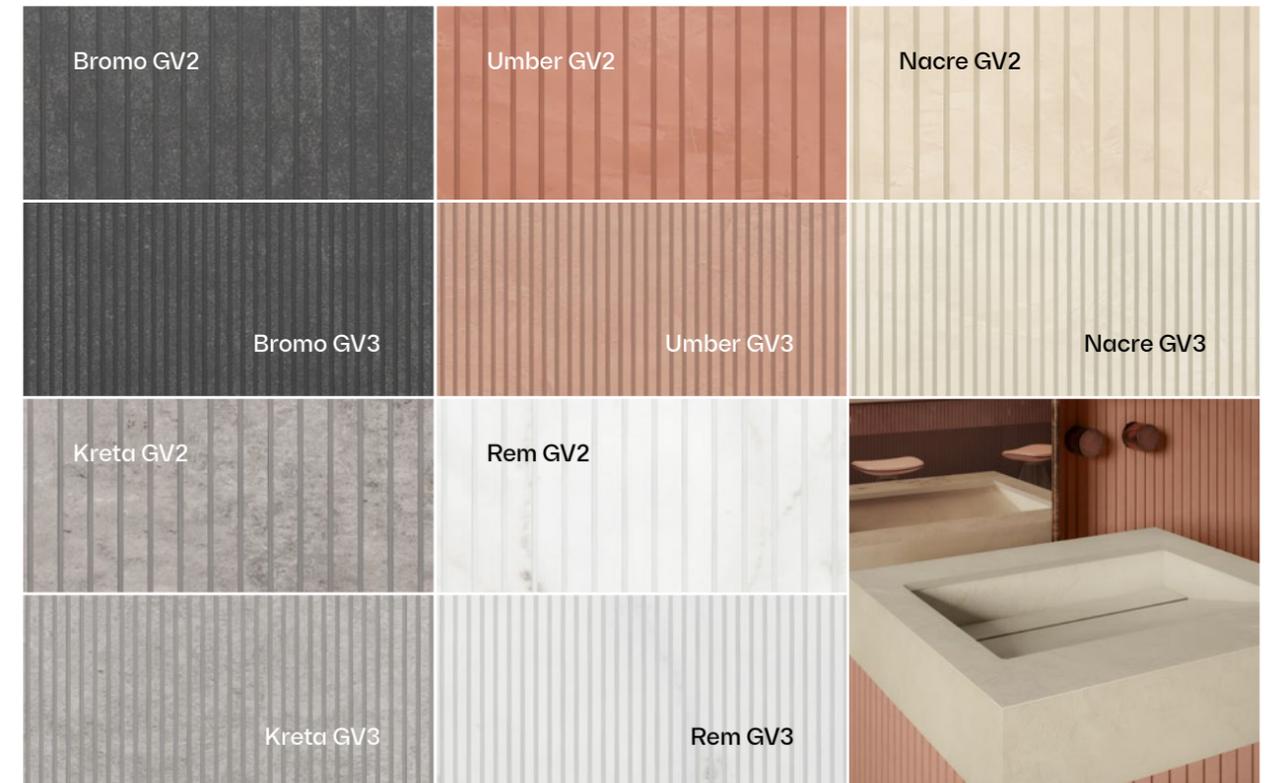
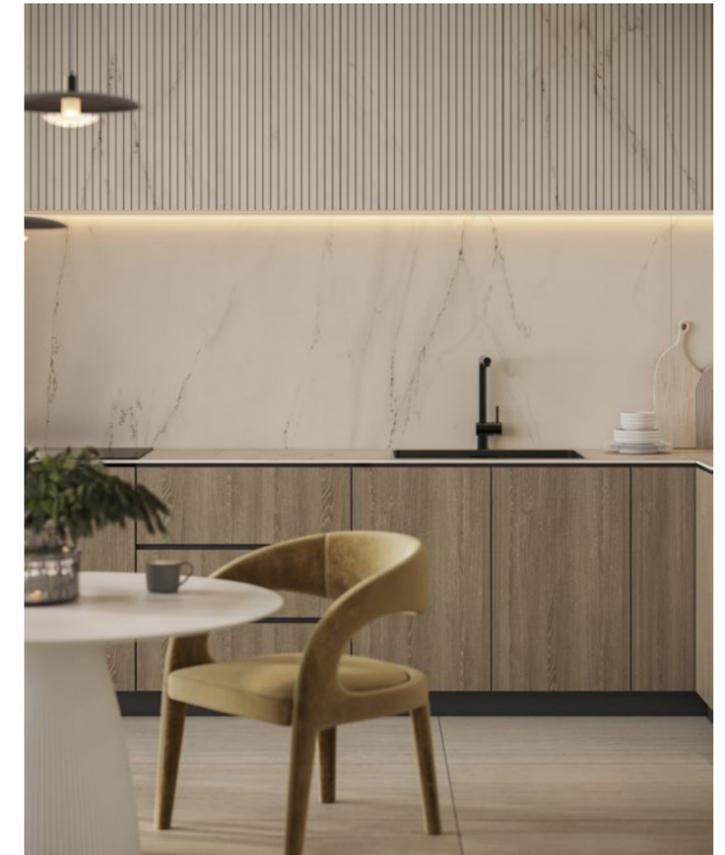


Dekton® Ukiyo

A new Dekton® collection designed by Claudia Afshar and inspired by the Japanese concept of Ukiyo.

Step into a world where time stands still and the present moment is all that matters. Experience the beauty of living textures crafted by nature.

Ukiyo consists of two structured patterns, available in five colours, that transform the identity of interior cladding. Developed in collaboration with designer Claudia Afshar, these Dekton® textures create uniquely aesthetic spaces.



SENSA

by COSENTINO®

Natural Stone

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, the material that is part of our history and our identity. It is 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.



Senguard® NK stain protection extends the life of natural stone by allowing it to breathe.

This process changes the surface tension of the stone, enabling the material itself to stop liquids such as water, coffee or oil from penetrating it.

Certifications

UL Greenguard and UL Greenguard Gold.

More information at www.cosentino.com/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 fabricators, kitchen and bathroom retailers, architects, designers, builders and developers around the world.

Cosentino® Ecosystem

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

We also promote the Cosentino Centres and Cosentino City showrooms around the world as meeting points for channelling and strengthening ties.

In addition, we seek to go a step further in our collaboration with our customers 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.

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.



A multi-product diversification model.

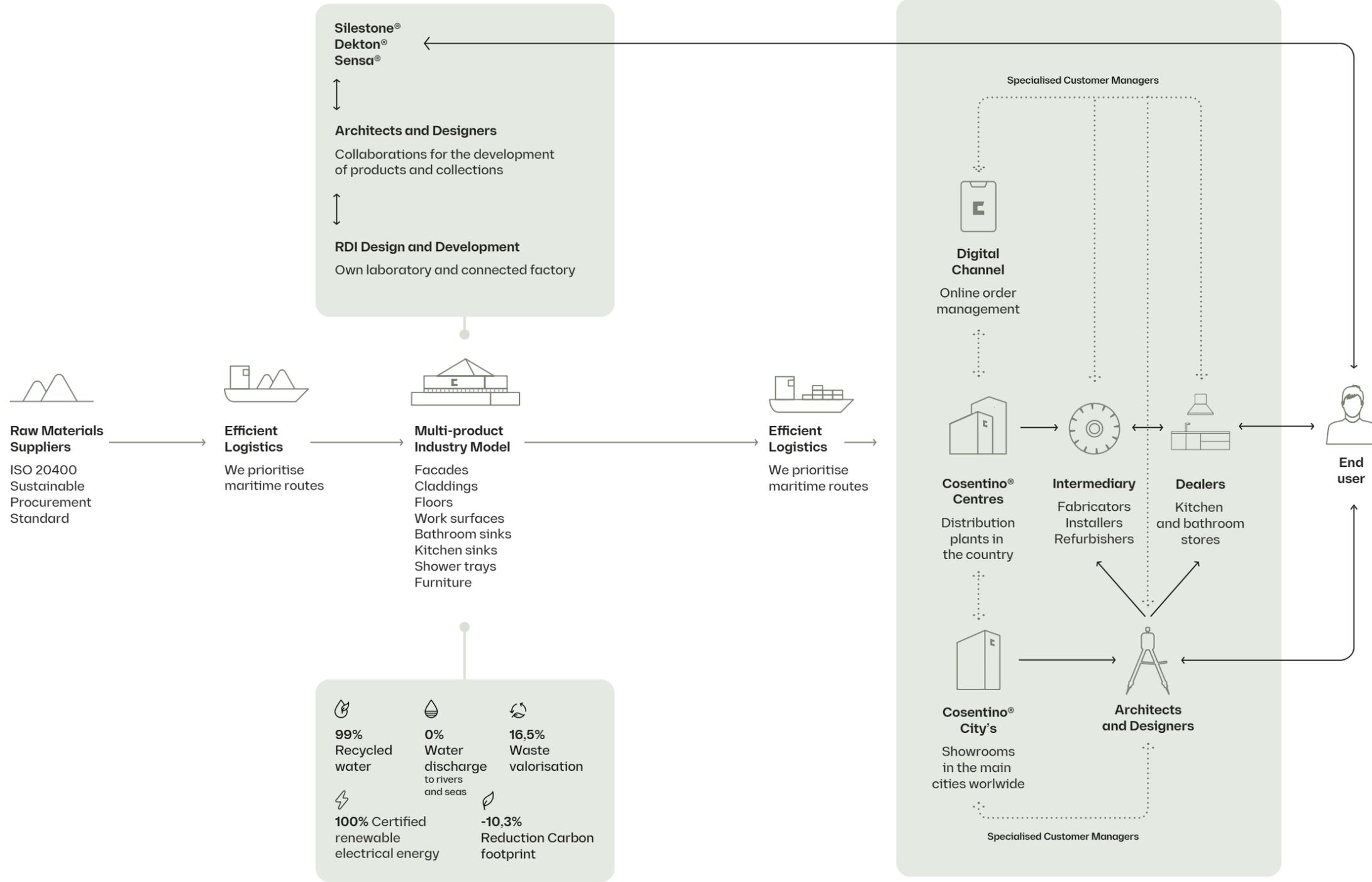
Environmental Capital
 685 GWh Energy Consumption
 67.133 Tn of raw materials used

Human Capital
 +6.000 Employees
 78 Countries

Industrial Capital
 126 Centres
 31 City's
 8 Factories

Financial Capital
 591 M€ Equity
 1.570,41€ NBT (Net Business Turnover)

Investment
 +21,7 M€ RDI
 +29,4 M€ Environment and Safety



1,117 tn CO₂ e/tn produced
67 KTn Materia Recycled or Recovered Raw Materials

1,5 M€ Donados
+200 Cosentino Volunteers

83 Commitment Index
188 New Jobs Created

278,6 M€ EBITDA
18% EBITDA S/ SALES



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 2023. 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 4.5%, with a weighting of project types between 37% for new construction projects and 63% 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 gives us a number of opportunities to continue to grow our sales over 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. We use a range of tools to do this, including

→ **The Group's global risk management programme:** aims to mitigate potential adverse effects on our economic and financial profitability. Against the backdrop of uncertainty in the financial markets, it addresses financial market, credit and liquidity risks.

→ **Corrective or preventive actions:** are defined for each of the risk situations that are identified in our annual review.

→ **SWOT matrix:** used 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, H&S, People, Sales Process, Logistics, Quality and Environment.

The SWOT matrix is part of our Annual Strategy Plan and is reviewed by the Board.

Risk map

In 2023, we updated the risk map for 2024 to 2025, identifying a number of operational and strategic risks. These were classified by criticality level based on their residual risk, and officers were appointed to monitor the most pressing ones. These officers are responsible for leading the action plans to mitigate, avoid or transfer these contingencies.

The main risks currently identified include:

- The sharp rise in the number of material manufacturers that compete with Cosentino's categories. This increase has occurred mainly in Asia, where they produce at low cost.
- The slowdown in the construction sector as a result of interest rate hikes in the wake of the global macroeconomic situation.
- Cybersecurity, which is becoming even more challenging with the rise of artificial intelligence.
- Climate change, which is leading to increasingly extreme situations such as prolonged droughts and severe storms, etc. These need to be managed to ensure they do not interfere with normal operations.

- Global geopolitical tensions, which could lead to protectionist trade policies and the imposition of tariffs, as well as supply chain disruptions.
- Attracting talent, which is becoming more complex in an increasingly competitive labour market.

In addition, the Audit and Control Committee monitored the indicators and action plans to address the most critical threats on the risk map during 2023.

Risks & Opportunities in the face of climate change.

Going beyond emissions reduction.

Slowing climate change is not just about reducing emissions. It is about being aware of the climate risks we face, understanding the impacts that could result from our exposure to them and anticipating their impact – all of which play a fundamental role in the company’s strategy over the short, medium and long term. In 2022, we began analysing our climate risks and opportunities using the methodology of the Task Force on Climate-related Financial Disclosures (TCFD).

This work has enabled us not only to anticipate and adapt to climate risks, but also to seize the opportunities they can bring.

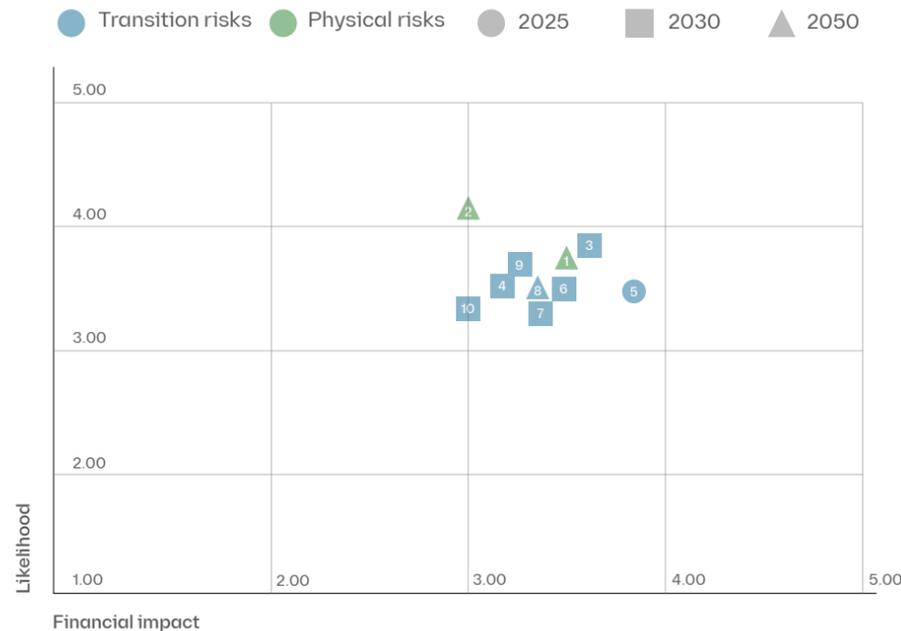
In this respect, physical risks and transition risks can be observed. The former are climate-related, while the latter are economic. The chart below shows transition risks in blue and physical risks in green, categorised by their impact in the short (2025), medium (2030) and long term (2050).

The availability of water resources and an increase in temperature-related extreme events are the main climate risks. Meanwhile, the shift to other modes of logistics transport, the transition

to clean energy and increasingly stringent environmental legislation are some of the key risks that our analysis has identified as material.

The opportunities identified in the analysis are grouped into four areas, on the basis of which initiatives will be identified, assessed and planned in a number of areas, such as the circular economy, logistics and clean energy procurement, both through mature technologies and through participation in pilot projects for their implementation.

Risks emerging in the 2025-2030-2050 time horizon



Climate-related risks

1. Availability of water resources
2. Increase in temperature-related extreme events
3. Transition of logistics operators
4. Transition to clean energy
5. Internal decarbonisation
6. More stringent environmental policies
7. Transition of supplier ecosystems
8. Increased costs from the transition of supplier ecosystems
9. Financial institution requirements
10. Transition to new clean energy pilot projects

Double materiality assessment

A new perspective on our ESG reporting model.

In line with the evolving ESG reporting ecosystem, which is setting more stringent environmental, social and corporate governance (ESG) standards based on the principle of double materiality. This framework incorporates the Corporate Sustainability Reporting Directive (CSRD) and the requirements applicable to the European Sustainability Reporting Standards (ESRS), developed by the European Financial Reporting Advisory Group (EFRAG) and adopted as delegated acts on 31st July 2023.

Materiality assessment is the process by which an organisation identifies information related to sustainability impacts, risks and opportunities (IROs) and is the starting point for sustainability reporting under the ESRS.

Double materiality encompasses two dimensions: impact materiality, which is an outward perspective on how companies affect or potentially affect their stakeholders, and financial materiality, which is an inward perspective on how different environmental, social and governance issues affect or potentially affect the value of the company. A sustainability matter meets the double materiality criterion if it is considered material from either an impact perspective, a financial perspective, or both.

Conducting a materiality assessment based on objective criteria is crucial to producing effective sustainability reports that provide relevant and reliable information to stakeholders.

The primary objective of this process is to initiate a first approach to the ESRS disclosure criteria in relation to sustainability matters through a double materiality assessment. This includes:

- a. Identifying and assessing material impacts, risks, and opportunities (ESRS 2 IRO-1);
- b. Analysing how these impacts, risks and opportunities are integrated into the strategy and business model (ESRS 2 SMB-3);
- c. Complying with the disclosure requirements set out in the ESRS and covered in the sustainability report (ESRS 2 IRO-2).

To conduct this analysis, we followed the methodology set out below:

STEP 1: Identify the context, including activities, business relationships, sustainability context and stakeholders:

The diagnostic process was carried out by gaining an understanding of the company's context through a review of publicly available information. The purpose of this step was to identify Cosentino's business model and strategy. This involved compiling and analysing the company's activities and value chain.

The indicators considered for this analysis included: (i) the company's context and (ii) an assessment of the ESG maturity of the company and its peers in relation to the ESRS.

STEP 2: Identify impacts, both negative and positive, real and potential:

With the help of Cosentino managers and external consultants, as well as through the analysis of macro trends in the industry, we identified the relevant sustainability impacts in terms of significant impacts on people or the environment in the short, medium and long term.

These impacts may be directly related to the company's own operations and/or products and services, or indirectly related to the practices of stakeholders in its value chain. The purpose of this step is to define the set of ESG topics and subtopics that are relevant in the context of double materiality.

STEP 3: Assess the materiality of negative and positive impacts, real and potential:

The objective of this step was to bring together stakeholder perspectives on the impacts identified as potentially material in the previous step in order to determine which impacts are potentially material and to what extent. To this end, an ad hoc assessment framework has been developed that includes the criteria and process for assessing the materiality of the impact in accordance with EFRAG's guidance on impact assessment by defining (i) the scale, (ii) the scope, (iii) the irreversible nature and (iv) the likelihood of the impact.

STEP 4: Identify sustainability risks and opportunities related to sustainability:

At this point, several relevant sources of information were analysed to identify potential risks and opportunities: (i) information provided by Cosentino's peers (benchmarking) and (ii) IFRS guidance, which provides a blueprint for preparing climate-related disclosures. This guide collects relevant industry information that facilitates the identification of risks and opportunities related to Cosentino's business and value chain.

Following this analysis, the risks and opportunities extracted from each source were cross-checked to identify similarities and/or add new risks and opportunities where appropriate.

STAGE 5: Assess risks and opportunities related to sustainability:

In light of the indications provided in the ESRS in the EFRAG guidance used for this exercise, some preliminary considerations should be made in order to understand the assessment activities carried out:

- (i) Risks and opportunities generally arise from impacts, dependencies and other risk factors, including the physical and transition risks associated with climate change.
- (ii) Quantitative and qualitative thresholds based on the financial impact on results of operations, financial position, cash flows, access to or cost of capital may be used to assess materiality.
- (iii) An assessment of risks and opportunities should consider the likelihood of their occurrence and their potential scale in the short, medium and long term.

Based on the foregoing, the results have been assessed taking into account the time horizon (short, medium or long term), the scale of the risk or opportunity in qualitative and quantitative terms and, finally, the likelihood of the potential impact occurring.

Material issues

 Relationships with suppliers.	 Dialogue with our employees.	 Health and Safety of employees.	 Energy transition.	 Biodiversity and ecosystems.
 Value chain.	 Energy Efficiency.	 Climate change	 Diversity and equality.	 Circular Economy

E-nvironmental

- Energy Efficiency.
- Energy transition.
- Circular Economy.
- Climate Change.
- Biodiversity and ecosystems

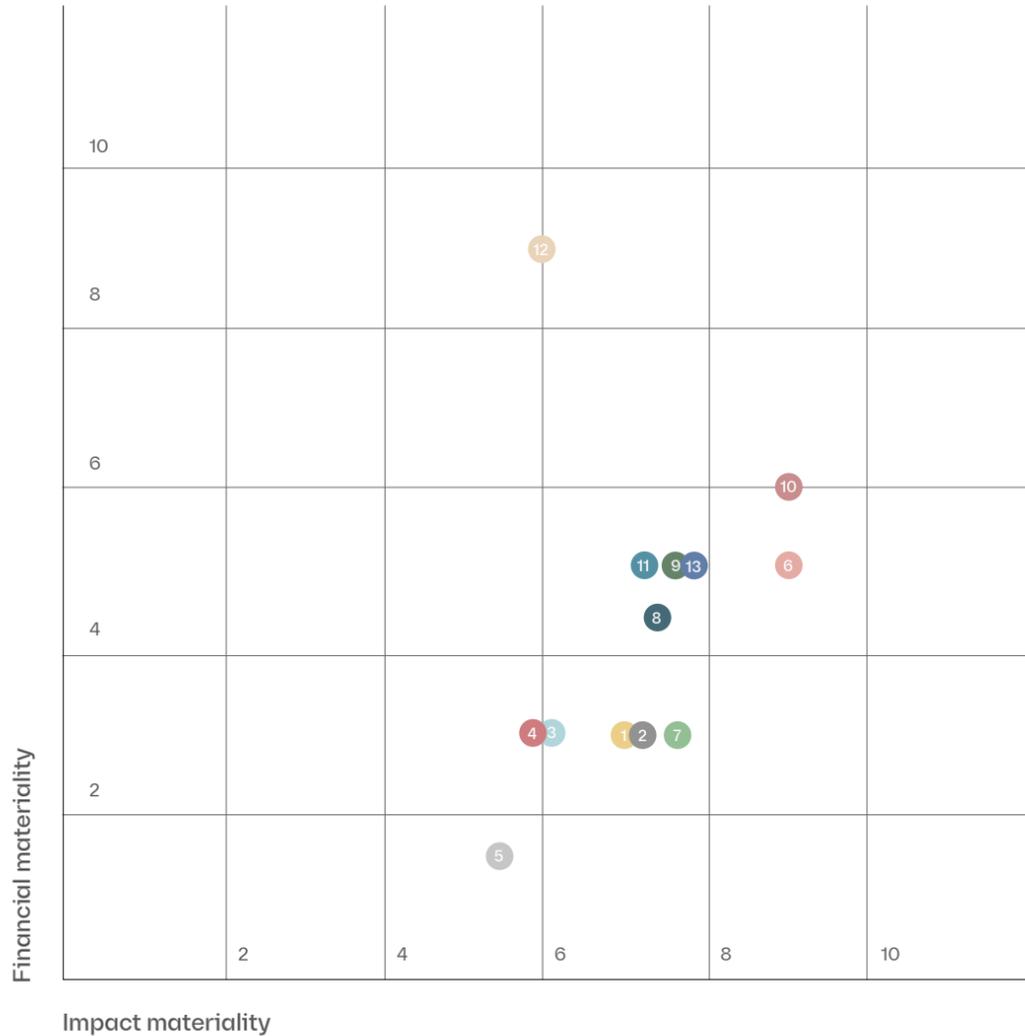
S-ocial

- Occupational Health and Safety.
- Equality, diversity and inclusion.
- Dialogue with our employees.

G-overnance

- Business conduct.
- Relationships with suppliers.
- Value chain.

Double materiality matrix



- 1 Impact of the value chain on climate change
- 2 Biodiversity and ecosystems
- 3 Energy efficiency
- 4 Diversity
- 5 Safety of workers in the value chain
- 6 Relationships with suppliers
- 7 Business conduct
- 8 Circular economy
- 9 Well-being of workers in the value chain
- 10 Energy transition
- 11 Own personnel
- 12 Health and safety
- 13 Value chain

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, 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

Geographical, channel, brand and application diversification. We achieve this by consolidating our core markets, entering new markets selectively and in a controlled manner, and developing new channels and applications that will enable us to grow sustainably over the long term.



Brand strength

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



Sustainability

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



Digitalisation

We are committed to digitalisation as a business enabler that generates sales, improves the efficiency of our sales teams and connects our entire professional ecosystem.



Consolidated and committed team

We reinforce the skills and profiles needed to help us in our transformation. We do this with a particular focus on attracting and retaining talent, a key principle embedded in our DNA.



Optimising productivity

We are committed to a model of manufacturing excellence, where safety, efficiency and quality are paramount in all our production facilities and processes, to meet our needs for expansion and diversification.



Transformation of the supply chain

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



Innovation and design

We are constantly working to develop new, innovative products with original designs that set us apart from our competitors. By continually improving their properties and composition, we are able to deliver greater value to our customers.

Innovation, digitalisation and automation, our transformation levers

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.

Building the future through automation and the Industry 4.0 revolution.

In a world increasingly driven by technology and digitalisation, we have fully embraced industrial automation and the Industry 4.0 revolution as key cornerstones of our commitment to excellence and innovation.

The introduction of advanced robotics and automation systems has completely transformed our production and processes. This revolution is not limited to efficiency; it encompasses a number of key benefits:

- Improved decision making through real-time data analysis, allowing us to continuously adapt and improve our processes.
- Gaining a strong competitive advantage by being able to offer more personalised and tailored products and services in less time.
- Significantly improving workplace safety by transferring hazardous tasks to machines and equipping our people with the latest technology.
- Transforming our workplaces into more ergonomic and collaborative environments where humans and robots work together in harmony.
- Greater flexibility and agility to adapt to changing market demands and customer needs.

Industrial automation and digitalisation are the backbone of our vision for the future, where innovation and sustainability come together to continue building a more efficient and responsible business world.

Technology at the service of the supply chain.

In 2021, we launched an 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.

Using artificial intelligence and data as a business catalyst.

The focus of the Data & Analytics team in 2023 was to increase the speed and scalability of the data-driven transformation initiated in 2021, and to maximise the return on case studies with direct business impact. The department has spearheaded several large-scale initiatives to accelerate Cosentino's day-to-day operations, such as the use of visualisation tools to enhance sales force activity, logistic order tracking and ensuring the final quality of our products.

In addition, three cross-divisional AI-based programmes have been launched, focusing on the production environment (i), commercial efficiency (ii) and supply chain optimisation (iii).

- (i) Optimisation models have been developed at Dekton to reduce waste, optimise energy consumption and increase productivity. 'Neural network' models have been implemented using video to identify PPE usage in the factory, along with predictive maintenance models. Decision making has also been accelerated through automated dashboards that provide critical daily information to the plants.
- (ii) A commercial activity monitoring tool was rolled out across the Group to accelerate sales. In addition, the first AI models applied in this field have been developed, suggesting which accounts to visit and which offers to propose, thereby maximising the efficiency of our sales force's time.
- (iii) Finally, the latest technologies were used to refine existing models for safety stock, customer delivery times and material rotation, among others.

In 2023, the Data & Analytics team consolidated its technical and, above all, business knowledge to enter 2024 with high ambitions in terms of democratising data and increasing profitability through artificial intelligence.

We create business value through digitalisation, which impacts our value chain by improving connectivity and communication with the entire ecosystem.

In January 2021, the Digital Business Unit was established, using an agile methodology within a Scrum framework. The tools enable complex problems to be tackled quickly and adaptively, while delivering products of the highest value.

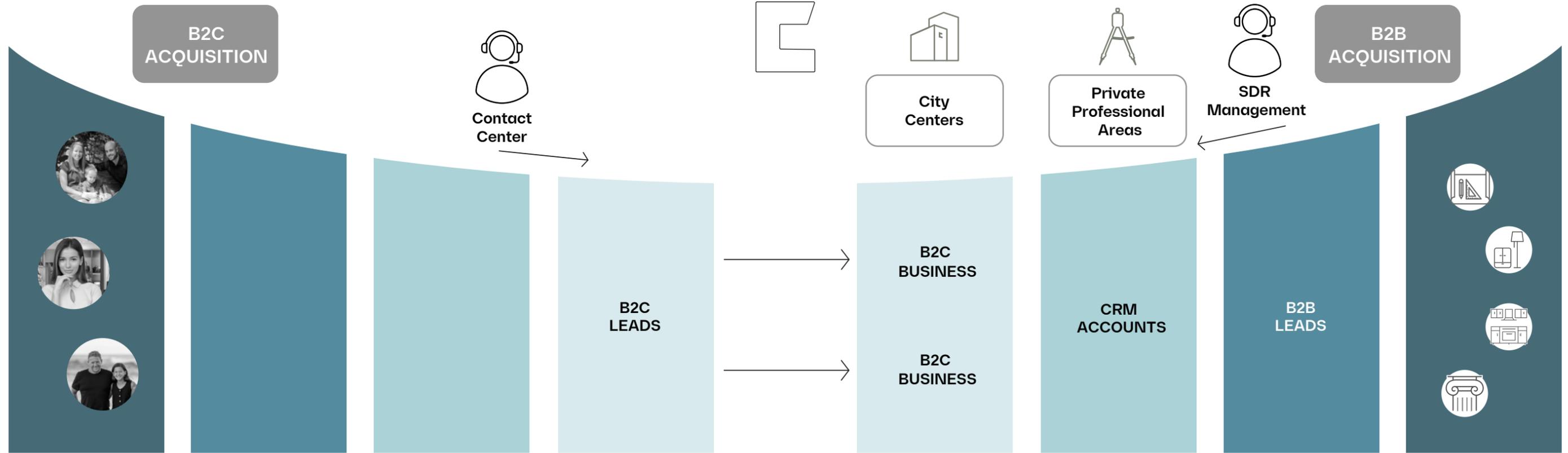
With such an organisation, we have evolved and developed digital platforms for 5 business verticals, including Kitchen retailers, Fabricators, Architects, Designers and End Users, through a vision that puts the customer first.

Thus, in 2023, the company was able to increase its sales through services offered on professional platforms such as We Professional, eCosentino & C-Top Design, coupled with a strategy to digitally attract B2B and B2C business.

Our digitalisation strategy has strengthened Cosentino's communication and connection with the entire customer ecosystem, ensuring the provision of high quality services to both channels and partners.

In this way, the Digital Business Unit adds value to several global groups through different strategies: the creation and development of continuously evolving digital services, personalised communication across multiple channels, and the online-offline connection. As a result, customers are efficiently connected to our sales network and Cosentino (Centres & City Centres), creating new business opportunities for the company.

Digital business strategy



- Sources of Customer Acquisition**
- Performance Campaigns
 - SEO Campaigns
 - External Portals/Websites
 - Direct Web Traffic
 - Cosentino City / Center
 - Tradeshows and Events
 - Online Platforms
 - Other Sources



Demand ↔ Supply

Digital Value Proposal



Commercial Relations

- Goals**
- Capture and Convert
 - Activate and Gain Loyalty

- Sources of Customer Acquisition**
- Performance Campaigns
 - SEO Campaigns
 - External Portals/Websites
 - Direct Web Traffic
 - Cosentino City / Center
 - Tradeshows and Events
 - Online Platforms
 - Other Sources



- B2C - ACQUISITION**
- Strategy for long-term and short-term leads
 - Types of Applications / Projects
 - Contact Center.

- B2C - CONNECTION AND CONVERSION**
- Identify business opportunities through Contact Center
 - Strengthen our loyalty programs (to generate business)

- B2B - ACTIVATION AND LOYALTY**
- Activation of professionals to our digital communities in order to improve business process efficiency.
 - Improve ON-OFF connection, generating value for our sales network to be more efficient in customer management and orientation toward sales.

- B2B - ACQUISITION AND CONVERSION**
- Customer acquisition strategy for B2B Leads in different business segments (facades, C-Top,...).
 - Lead Management by SDRs in key markets with the goal of generating business opportunities for the sales network and improving efficiencies in client categorization.



Cosentino Ecosystem



Kitchen retailers

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.



Architects

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.



Designers

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 online.



Digital marketing

We launch digital marketing campaigns to raise brand awareness and attract business opportunities for the company (B2B and B2C).



Marble suppliers

Increasing sales through a diversified online product offering (*eCommerce*) and personalised online marketing campaigns/promotions.



End consumer

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 *online* with our professional partners (through platforms and our sales network) in order to purchase our product.

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 enhance 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: by using artificial intelligence solutions such as Descartes to optimise the planning of overland routes for our lorry fleet, we have reduced overall processing time by 75%, driving time by 19% and distance travelled by 10%, resulting in a significant positive impact on the environment.

Cybersecurity

During 2023, Cosentino carried out the maintenance of the ISO 27001 certification to guarantee its customers the best practices in security for protection against possible cyberattacks. Such practices ensure the confidentiality, integrity and availability of information.

The benefits of ISO 27001 certification are as follows:

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

Our ongoing commitment to implementing Robotic Process Automation (RPA) has enabled us to significantly reduce resource use, minimise errors and optimise operational efficiency. The adoption of RPA also underscores our commitment to sustainability by integrating innovative technologies that not only

increase productivity, but also support our efforts to become a more eco-friendly company. Currently, Cosentino has more than 200 robots performing a total of 245,000 operations per year.

We take innovation one step further

Our firm commitment to innovation means that, by 2023, we registered 18 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 30 active patent families [1] protecting different inventions in the various

countries in which we operate, with 88 different registered designs [2].

Total investment in euros (including COIN, COGLO and CRD)

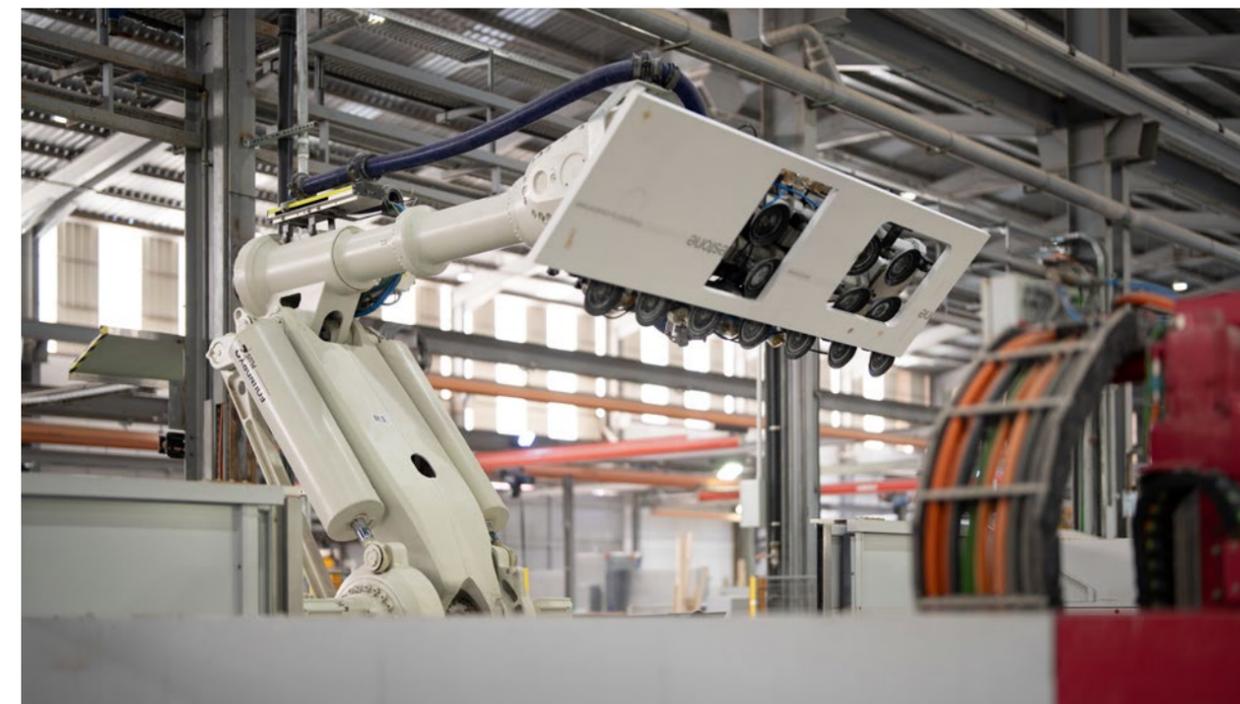
	2021	2022	2023
Investment in R&D&I projects	6,144,980.18	7,782,071.89	9,793,898.41
Investment in R&D&I assets	176,570.11	572,530.39	63,751.44
Investment in non-industrial R&D&I-related assets	452,725.26	377,304.00	327,012.08
Investment in related assets	6,813,900.06	18,318,101.15	11,593,282.75
Total investment	13,588,175.61	27,050,007.43	21,777,944.68

[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.





Sustainability Strategy

Our ESG strategy is the key cornerstone of our vision for the future.

Growth that balances the benefits of today with those of the future, taking responsibility for the impact of our activities.

Committed to creating sustainable value for our stakeholders through innovation, operational excellence and social and environmental responsibility. 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.

Our vision of sustainability

ESG: Three cornerstones that make us better

Criteria that makes us a more sustainable company through our social, environmental and good governance commitment.

<h2 style="font-size: 48px; margin: 0;">E</h2> <h3 style="margin: 0;">Environmental</h3> <p style="font-size: 10px; margin: 5px 0;">We are concerned about protecting the environment through production efficiency and circular economy.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">Efficient Production</h4> <p style="font-size: 10px; margin: 5px 0;">We are committed to creating sustainable and energy efficient products, using materials responsibly and reducing our carbon footprint throughout our value chain to contribute to a more sustainable and responsible future.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">Circular economy</h4> <p style="font-size: 10px; margin: 5px 0;">We encourage the use of recycled materials and the reduction of waste in our processes, and promote their recovery and responsible consumption throughout our value chain.</p>	<h2 style="font-size: 48px; margin: 0;">S</h2> <h3 style="margin: 0;">Social</h3> <p style="font-size: 10px; margin: 5px 0;">We promote diversity in our workforce and equal opportunities in our community.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">Employees</h4> <p style="font-size: 10px; margin: 5px 0;">We put our people first and strive to provide a safe and healthy working environment that supports their personal and professional development.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">Community</h4> <p style="font-size: 10px; margin: 5px 0;">We promote initiatives that foster cooperation and dialogue with our neighbours and partners, while creating jobs and opportunities for sustainable development.</p>	<h2 style="font-size: 48px; margin: 0;">G</h2> <h3 style="margin: 0;">Governance</h3> <p style="font-size: 10px; margin: 5px 0;">We are also committed to integrating sustainability and transparency into our business practices.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">ESG integration</h4> <p style="font-size: 10px; margin: 5px 0;">We strive to integrate ESG issues throughout our value chain by promoting sustainable practices and engaging with our stakeholders.</p> <div style="display: flex; align-items: center; justify-content: center; margin: 10px 0;"> </div> <h4 style="margin: 0;">Transparency</h4> <p style="font-size: 10px; margin: 5px 0;">Our hallmark is openness and honesty in our communications and business practices, which includes sharing relevant information with our employees, customers, suppliers and other stakeholders in a clear and truthful manner.</p>
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Governance and sustainability management.

Since its implementation in 2021, we have consolidated a governance 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.

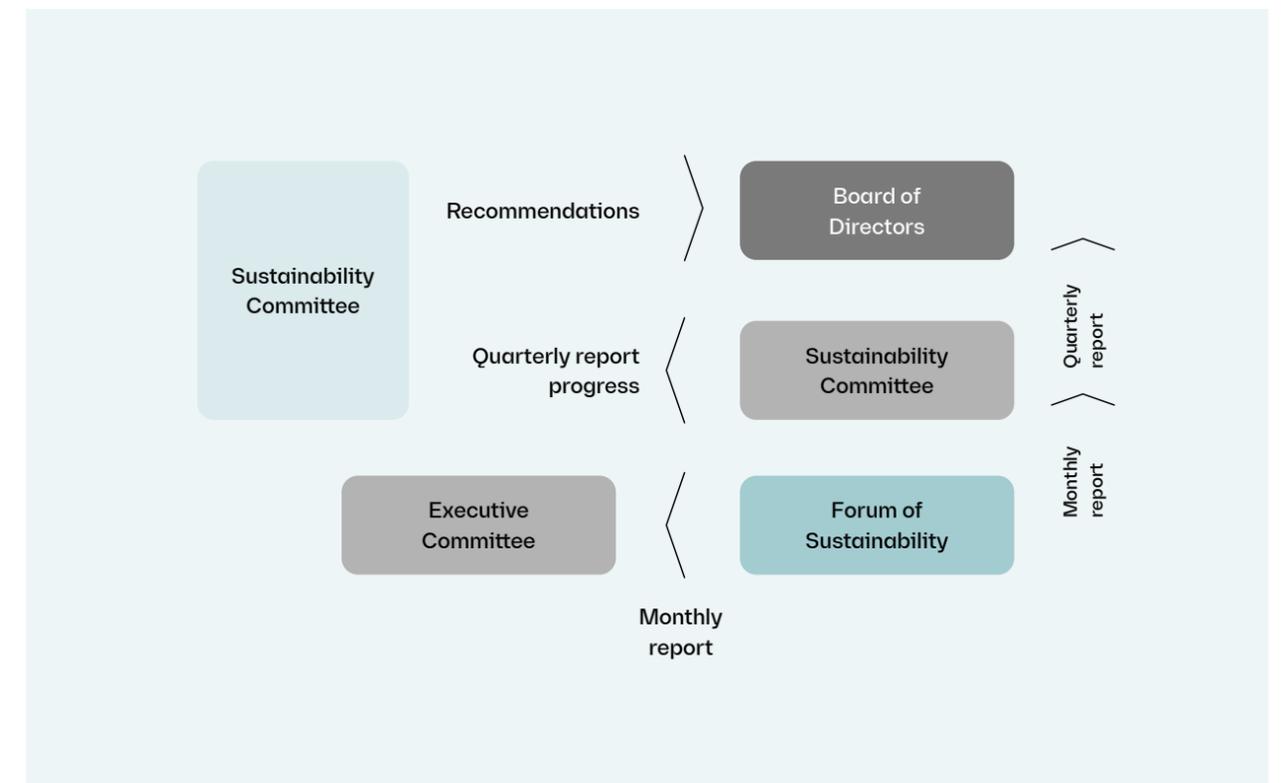
At a lower level in the organisation is the Forum of Sustainability, a multidisciplinary team with representation from all areas of the company, coordinated and supported by the Sustainability and Strategy departments. This forum monitors the progress of the ESG action plan and identifies opportunities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

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.

Since its inception, the full governing body has been regularly updated through a dashboard of key non-financial indicators and progress towards short and medium term goals.

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.

Our governance model aims to keep our purpose, activities and operations honest and aligned across the business, positioning sustainability as a strategic factor in our operations.



→ Cosentino® industrial park





ESG

(E) Cosentino x Environmental

We care about protecting the environment through production efficiency and the promotion of the circular economy.

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

Our brands improve people's lives by transforming the spaces in which they live. It is therefore natural for Cosentino to protect the balance and promote the biodiversity of the world we share by creating products that have a positive impact on it: more sustainable, with a view to carbon neutrality, with a high percentage of recycled materials and a long useful life.

We also use renewable electricity to manufacture our products, transport them in ever cleaner and smarter ways, and take care of our planet by making the most of every drop of water, reusing it again and again.

We make the most of every resource and find new uses for waste, creating sustainable connections and innovative infrastructure. For example, we have built Spain's leading self-consumption photovoltaic plant, another waste recovery plant and a treatment plant that gives a second life to wastewater from the municipalities around Cantoria (Almería), where Cosentino has its main factory.

We also foster partnerships with suppliers, scientific institutions and NGOs to preserve biodiversity by making our forests more resilient to climate change and protecting marine ecosystems.

We go the extra mile to build a better future for all.

We care for our planet

Cosentino CO₂ncious: we have been measuring our footprint since 2018

We anticipate, measure, reduce and offset emissions.

We measure our Organisational Carbon Footprint (OCF) with the aim of reducing the ratio of kgCO₂/kg product emissions by 35% by 2030. To achieve this, we use 2018 as a baseline, the year in which we measured our footprint for the first time.

In this context, we have a Carbon Footprint Reduction Plan that is reviewed annually. It consists of a series of measures depending on the scope of the carbon footprint (Scope 1, 2 and 3) and the implementation period.

The year 2023 was one of expansion, with the start-up of a new Dekton production line and the reduction of Silestone production. As a result, our footprint intensity increased by 0.9% compared to the previous year. However, we have continued our efforts to reduce our footprint, which has decreased by 8.9% cumulatively compared to the baseline.

In absolute terms, our carbon footprint was reduced by 136,133 tonnes of CO₂ compared to 2022.

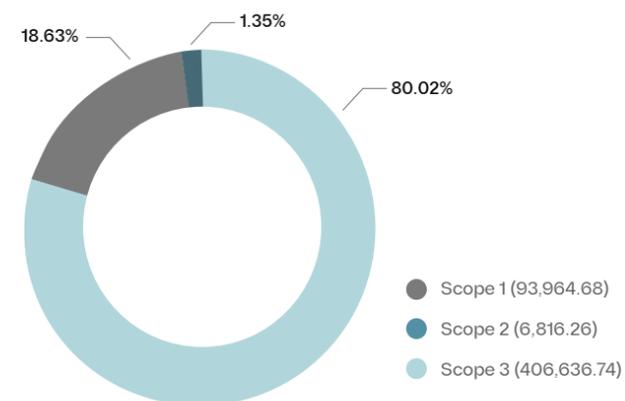
The breakdown of our 2023 carbon footprint is shown below.

For yet another year, we have offset the carbon footprint of Dekton®, our CO₂-neutral product. In 2022, we offset 10.2% of our carbon footprint through socio-environmental projects in developing countries such as Chile.

Carbon footprint calculation

	Tons
Direct emissions (Scope 1)	93,964.68
Indirect energy emissions (Scope 2)	6,816.26
Indirect transport emissions (Scope 3)	118,096.70
Indirect emissions from services and products (Scope 3)	277,159.83
Indirect emissions from product use (Scope 3)	8,380.21
TOTAL CARBON FOOTPRINT	504,417.67

Distribution of footprint scopes



*Carbon footprint calculation pending verification

What do we do?

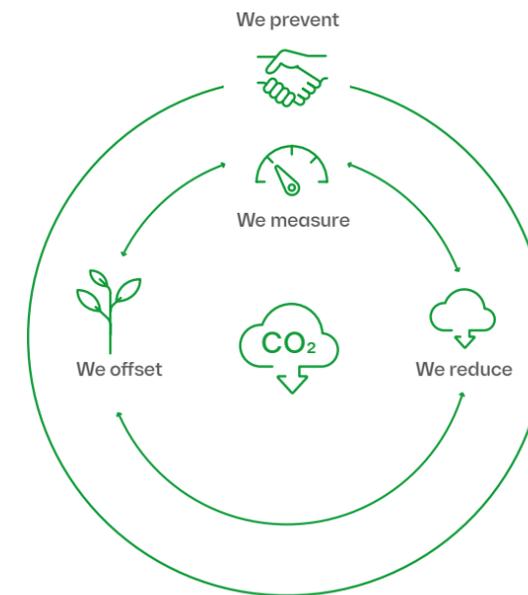
Climate change is a reality, which is why we must take steps to mitigate its effects and adapt to the resulting impacts that are beyond our control. Thanks to our carbon footprint, we are able to measure and reduce our greenhouse gas emissions and use the results to inform our decision-making. These initiatives contribute to limiting global temperature rises to 1.5°C, as set out in the Paris Agreement.

€+29.4 MILL

in environmental and health and safety assets

€+13.5 MILL

in environmental control and improvement



We prevent

Designing products with low environmental impact is one of the most important tools we have to mitigate climate change. We achieve this by incorporating as much recycled material as possible into the design of our products, while progressively reducing our use of fossil fuels through the use of clean energy alternatives. Our commitment is unwavering: since 2014, four years before we first measured our carbon footprint, we have used electricity with a renewable Guarantee Of Origin (GoO) at our Cantoria headquarters. This has also been achieved in Brazil since 2017. This means that in 2023 we have avoided the release of 50,929 tonnes of CO₂ emissions (Scope 2) into the atmosphere.

Measuring our organisational carbon footprint once every six months allows us to assess the current level of emissions and decide whether we need to take any action. If necessary, additional steps can be taken on top of those already planned to reduce emissions and meet our targets.

We measure

As part of our commitment to continuous improvement, we have taken a further step in measuring our carbon footprint in 2023. We are currently in the process of recalculating our footprint to include the GHG Protocol's Scope 3 emission categories, which were not previously included:

Category 1: purchased goods and services. Previously we only included purchases of raw materials in this category. From 2023, however, we will include all purchases of goods and inventories made during the year. This category includes all purchased services.

Category 2: capital goods. We take into account the emissions caused by the company through the purchase of capital goods/ fixed assets.

Category 3: fuel- and energy-related emissions not included in Scopes 1 or 2. The focus here is on emissions from the distribution of energy consumed, which are not covered by Scope 1 or Scope 2.

Category 8: upstream leased assets. The leasing of machinery, infrastructure and all other types of goods.

Category 10: processing of sold products. GHG emissions generated by handling the product prior to installation.

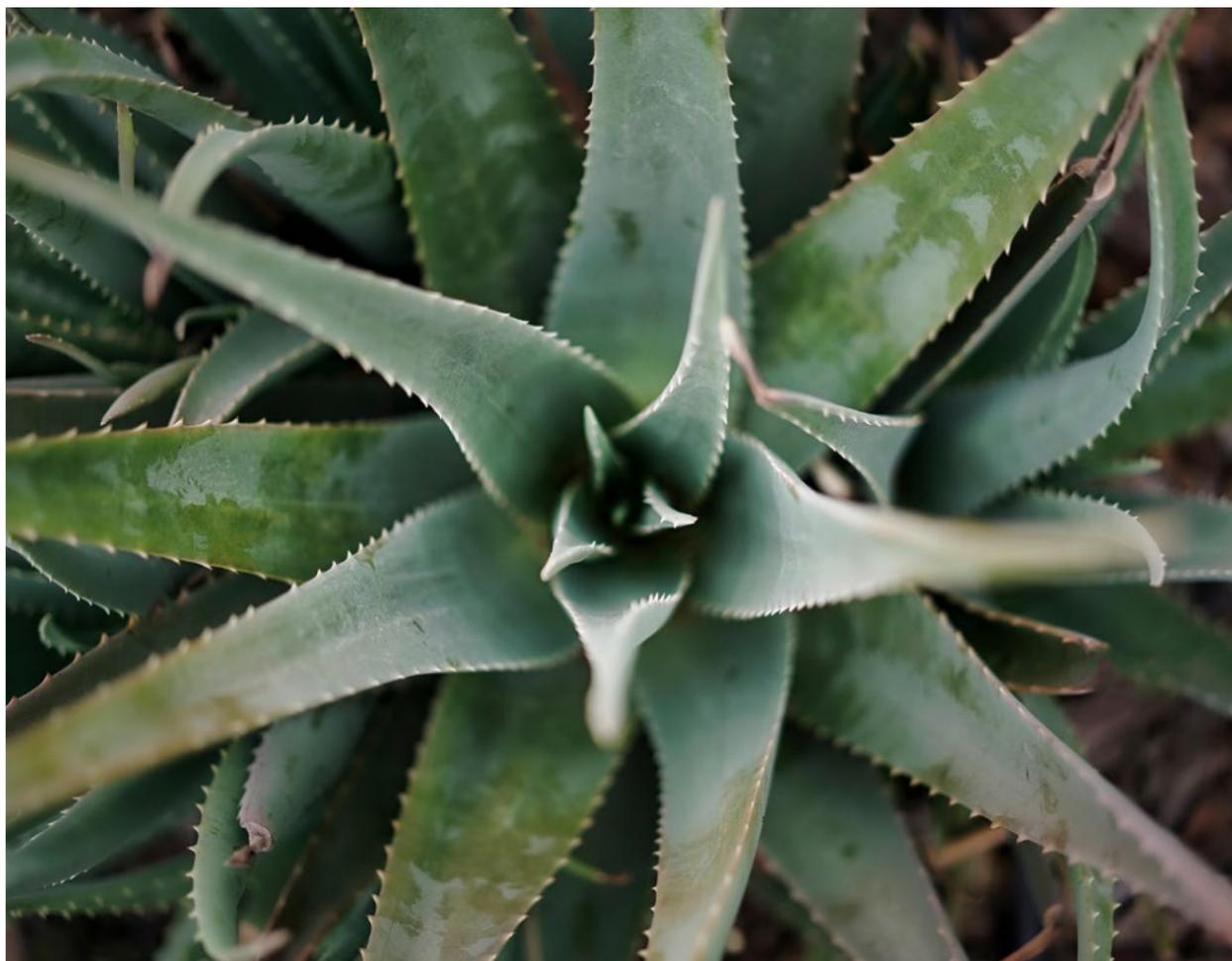
The above measurements were performed retroactively to the baseline year of 2018.

We reduce

Once we have established our annual carbon footprint, we review the steps proposed in our reduction plan to ensure that they meet our emissions reduction target.

We offset

Once we have identified our emissions and the steps we need to take to reduce them, we offset the emissions we cannot reduce for the time being. We do this annually for emissions from the Dekton® production process by investing in socio-environmental projects in developing countries. We currently have carbon credits in a project in Chile dedicated to the production of biogas.



495,463.14 tCO₂e

TOTAL OCF 2023

Scope 1	Scope 2	Scope 3
18.63%	1.35%	80.02%
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 and act on results

Footprint reduction as the backbone.

Limiting global temperature rises to 1.5°C is essential if we are to slow the devastating effects of climate change. It is therefore vital to reduce GHG emissions, which are a precursor to climate change. In this regard, we try to anticipate events, which is why we measure our carbon footprint every six months. This allows us to anticipate decisions and take action to reduce the final figure. The final measurement is carried out annually.

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.

Beyond GHGs

At Cosentino, we respect and care for the environment, which is why we control emissions in addition to GHGs, thus complying with the requirements of our Integrated Environmental Authorisation (AAI) as part of the company's continuous improvement process.

-10,3%

Carbon footprint reduction Vs 2018

-1,3%

Carbon footprint reduction Vs 2022

We reduce

We are working to reduce our emissions by 35% by 2030.

Voluntary emissions reduction target

-35%

in 2030

Commitment to improvement.

With a view to improving our environmental performance, we have joined voluntary reporting platforms such as the Carbon Disclosure Project (CDP), a non-profit organisation that assesses companies on their decarbonisation strategy and ESG policies through transparent disclosure of the company's strategy. In 2022, we received a B rating, which was renewed in 2023.



We implement the limits required to slow global warming.

We involve our entire value chain, from the extraction of raw materials to the end of a product's useful life.

How do we make it?

Raw materials: the use of recycled or low-carbon raw materials is a major step forward in this respect. In 2023, the switch from Q40 to Q10 has also helped to reduce emissions from the Silestone production process. A commitment to recycled raw materials, the use of renewable energy or more efficient use of raw materials are just some of the initiatives that have led to a reduction in our emissions. This not only has a positive impact on the Silestone® production process, but also on the carbon footprint of the entire organisation.

Clean energy: this year we have increased the number of Cosentino City and Centre facilities using electricity from renewable sources from five to twelve. We have also increased the surface area of our solar photovoltaic panels. Furthermore, the Clean Energy and Energy Procurement Working Group develops and implements actions 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. In this context, we are planning to build new photovoltaic plants and have conducted numerous feasibility studies on innovative technologies applied to our processes, such as green hydrogen, biomethane, energy storage or smart grids.



78%

Indirect emissions account for 78% of our Organisational Carbon Footprint.

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 and developing 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 2023, we continued to make progress on the action lines set out in the Mobility Plan:

- Modernisation and strategic redistribution of 36 internal charging points for electric vehicles (buggies) to improve efficiency and user experience.
- Promotion of the car-sharing system, which has tripled the number of users of this initiative by 2023 thanks to a digitalised platform. An incentive system has also been introduced to reward the most committed employees.
- Providing two new hybrid vehicles for the shuttle bus service from nearby towns to further reduce emissions associated with employee travel.
- Strategy for the expansion and continuous improvement of infrastructure within the industrial park in terms of signage and repair of road surfaces, pedestrian and cycle lanes.
- Commissioning of a feasibility study to link the greenway to the industrial park, encouraging the development of infrastructure in the surrounding towns that promotes the use of sustainable mobility.

Our offsetting has a double impact.

As in previous years, we are voluntarily offsetting the emissions associated with the production of Dekton® and the Silestone® Sunlit Days collection, with carbon credits from renewable energy production. Specifically, these credits come from the 'Loma Los Colorados Landfill Gas Project' in Chile, which has a direct impact on sustainable development, not only through the production of renewable energy, but also by supporting the local economy through training and job creation.



Emissions Offsetting

Granted to:

COSENTINO

Global Factor ensures that the following credits are permanently withdrawn from Verra Registry the amount of:

61.716 VCU
(Voluntary Carbon Units)

Corresponding to the project:

The Envira Amazonia Project
(Project ID: 1382)

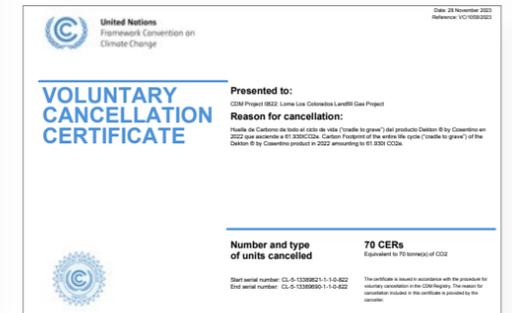
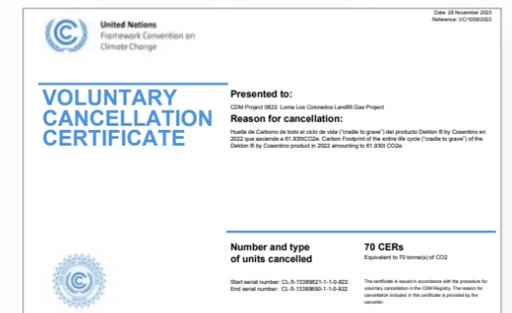
Regarding:

Carbon Footprint of the entire life cycle ("cradletogave") of the Dekton® by Cosentino product in 2023 amounting to 61.716 tCO2e.

9th of May 2024

Kepa Solaun
General Director

Certificate number: C14-2024





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®, which gives us a measure of their water footprint. This analysis is carried out throughout the entire life of both 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 their 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 items or improving their 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. This is one of the greatest acts of transparency in terms of a product's impact, as it is a measure of:

Emissions: is the quantification of CO2 equivalent (CO2e) emissions, as there are actually six greenhouse gases that drive climate change. However, mainly methane (25 times more potent than CO₂) and nitrogen oxide are usually included.

→ **Water footprint:** refers to the total amount of water used in the various stages of the product's life cycle.

→ **Abiotic resource depletion:** is the reduced availability of fossil and mineral/metal resources.

→ **Eutrophication:** refers to the excessive enrichment of water with nutrients, leading to abnormal growth of algae. This drastically reduces water quality and causes the death of flora and fauna.

→ **Photochemical smog:** is the air pollution resulting from various photochemical reactions.

→ **Acidification:** refers to the introduction of acidic substances into the soil, which are mostly present in the atmosphere and through rainfall (known as acid rain). This, in turn, reduces soil fertility.

→ **Ozone depletion:** occurs as a result of the presence of pollutants in the atmosphere, which leads to the destruction of the ozone layer and thus to an increase in the penetration of UV radiation.

→ **Land use:** refers to the occupation and physical transformation of land areas.

→ **Toxicity and ecotoxicity:** are toxic substances released into the environment that have adverse effects on living organisms and the environment.



Silestone® EPD
(Environmental Product Declaration)



Dekton® EPD
(Environmental Product Declaration)

Efficiency

Our alliance with resources: sun, water and raw materials.

We are committed to creating sustainable and energy-efficient products, using materials responsibly and reducing our carbon footprint throughout our value chain to contribute to a more sustainable and responsible future.

We make less and better use of the planet's natural resources by relying on the development of innovative processes driven by the most advanced technologies.

Thus, our production methods demonstrate a deep respect for the efficient use of natural resources, with particular emphasis on harnessing sunlight and using water rationally.



Efficiency

Our sources of electrical energy make us proud.

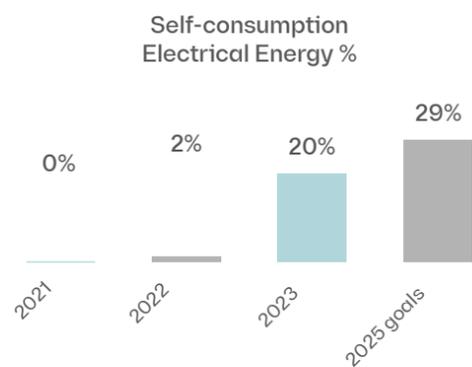
100% of the electrical energy used in our production centres in Cantoria (Spain) and Brazil comes from certified renewable sources with a Guarantee of Origin (GoO).

Energy consumption for the total production of Cosentino products in 2023 was 34% electricity and 66% 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 2023, we expanded our solar installation on the roof of the Dekton® factory and in the logistics warehouse to 28,000 solar panels with a peak output of 15 MW, increasing the planned self-sufficiency of our site to around 29% by 2025.

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: Cosentino Centres in A Coruña, Madrid, San Sebastián, Seville, Toledo, Valladolid, Vigo, Castellón, Murcia and Zaragoza.
- Through our Energy Efficiency Committee, we launched 38 measures in 2023, which have led to energy savings of 16.5 GWh/year.

Most outstanding energy efficiency projects:

- Heat recovery systems at the Dekton® factory from the four new kilns to the two new dryers.
- Optimisation of combustion in Regenerative Thermal Oxidisers (RTOs) no. 5, 6 and 7 of Silestone®.
- Installation of high efficiency electric motors.
- Heat and water recovery in the new Dekton® atomiser, which harnesses the energy in the exhaust gases and condenses and recovers the moisture they contain.
- Installation of electrical filters on the main production lines (Silestone 2, Silestone 4 and Logistics Warehouse), to improve the quality of the electric wave and reduce energy consumption.

→ Solar panels at the Cosentino factory (Cantoria, Almería)



Efficiency

The water cycle in Cosentino: a never-ending journey

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 to survive. Especially given the location of our facilities in south-eastern Spain, one of the regions with the lowest rainfall in the Iberian Peninsula.

To achieve this, we have implemented the best available technologies in our nine water treatment plants within the industrial park, with which we recirculate more than 80,000 m³ of water per day to ensure that not a single litre is wasted. This is equivalent to irrigating 1,500 football pitches a day.

We also inaugurated our own wastewater treatment plant in May 2023, which will give a second life to the wastewater from the towns of Olula del Río, Macael and Fines. This will close the loop and 99% of our water will be recycled, helping to improve water availability in the region.

Use of collected water (m ³)	2021	2022	2023
Irrigation (m ³)	45,763	65,185	80,057
Industrial (m ³)	344,796	314,021	351,703
Total (m ³)	390,559	379,206	431,760

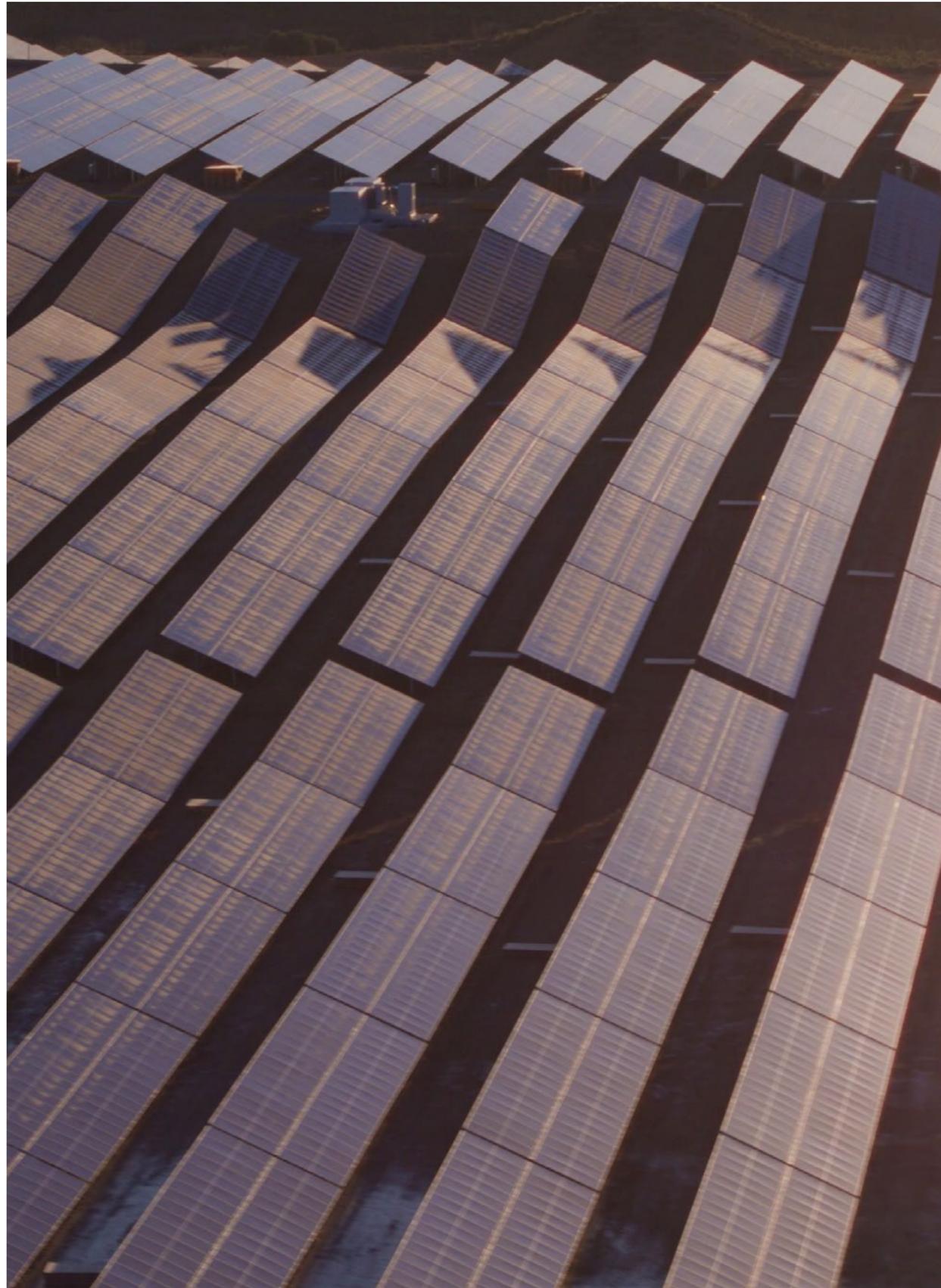
Change in water collection in Latina, Brazil (m³)

Use of collected water (m ³)	2021	2022	2023
Industrial (m ³)	7,064	9,039	10,161

99%
Recycled water



→ Picture of Cosentino solar park (Cantoria, Almería)



Efficiency

Resources are finite.
Every kilo of raw materials counts.

Our production teams are constantly working to get the most out of every kilogram of raw material that enters the production process. Efficiency is one of our core goals, because we know that the waste with the smallest footprint is the waste that is never produced. Our most commonly used raw materials include quartz, feldspar, cristobalite, glass, clays and kaolin.

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 2023, our efficiency indicator improved by around 3% and we aim to continue to improve it year on year.

700,233 tonnes
 of raw
 materials used



Circular economy and waste recovery

We promote the use of recycled materials and the reduction of waste in our processes, and encourage their recovery and responsible consumption in our value chain.

At Cosentino, we are firmly committed to the circular economy. In this respect, we continue to devote resources and efforts so that, year after year, the circular economy and waste recovery is reflected in the 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

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

We firmly believe that today's waste is tomorrow's resource, which is why we have been collecting, sorting and recovering it since 2018. We work to ensure that this 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 into the production process under the best possible technical, economic, health and safety conditions. We have achieved this in a variety of applications, including

- Civil engineering and construction materials: converting waste into substitutes for roads, drainage systems, backfill, concrete, gravel, etc.
- Technosols: creating a fertile soil composition by mixing non-hazardous waste and agricultural waste from greenhouses in the province of Almería. This solution makes it possible to regenerate degraded soils, facilitating the growth of vegetation.

In 2023, we managed to recover 16.5% of the total waste generated in our industrial parks in Cantoria (Almería, Spain) and Latina Vitória (Brazil). Through our Circular Economy strategy and the various projects we have implemented, we aim to improve our ability to recover waste in the coming years.

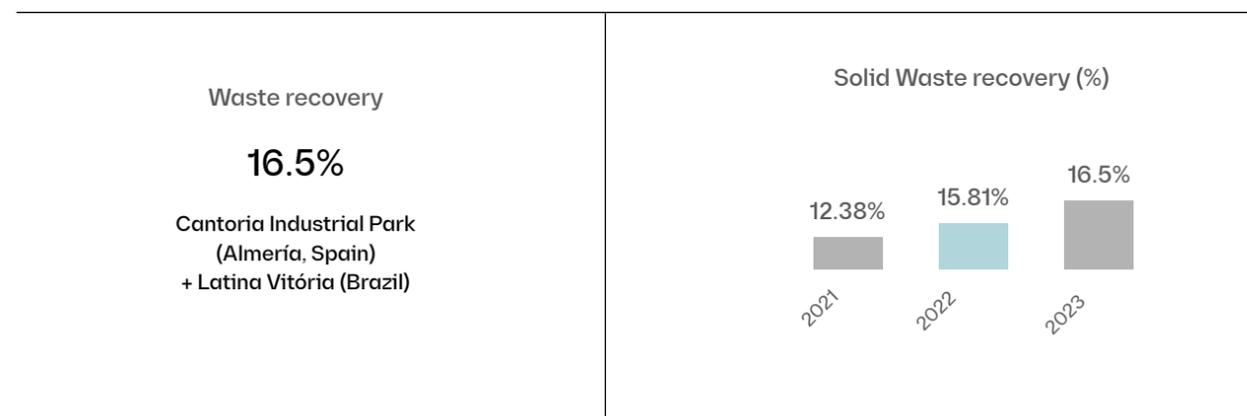
We have our own waste treatment and recovery plant (CoMA): Cosentino's circular development centre.

A major milestone in the circular economy strategy in 2018 was the launch of CoMA, a facility dedicated to the treatment and recovery of waste generated by the company in its production processes – which has also made it possible to reduce the environmental impact of waste transportation.

Having consolidated our commitment to managing our own waste, we began expanding these facilities in 2023 to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste we generate.

In 2024, we will commission the second phase of our facility, which will be used to temporarily store a large proportion of our waste, classifying it according to its qualities and characteristics to facilitate its future introduction into various recovery lines.

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



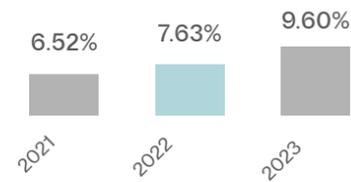
Circular Economy

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 9.3% of pre-consumer recycled raw materials in the production of Dekton® and more than 9.8% of recycled raw materials in the production of Silestone®.

In 2023, the use of recycled raw materials in the manufacture of Silestone® and Dekton® was 9.6% of total raw material consumption.

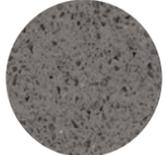
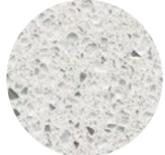
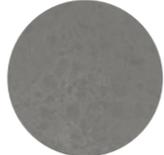
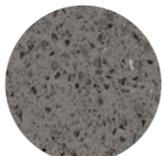
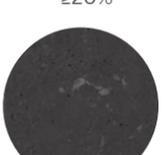
Consumption of recycled raw materials (%)



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%, we were able to achieve a significant increase in the amount of end product with a recycled raw material content for Silestone® during the past year.

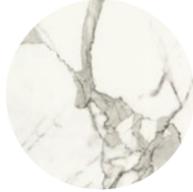
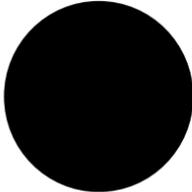
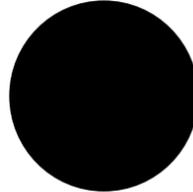
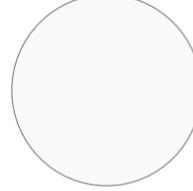
Currently there are 34 colours with recycled raw materials (Dekton® cooked tiles, glass, mirrors, porcelain or vitrified ash) from 9 different series.

 Toscana Cream ≥20%	 Camden ≥20%	 Stellar Grey ≥20%	 Stellar Blanco ≥20%	 Stellar Night ≥20%	 Iconic White ≥20%
 Nolita ≥20%	 Pietra ≥20%	 Corktown ≥20%	 Faro White ≥20%	 Poblenou ≥20%	 Cincel Grey ≥20%
 Seaport ≥20%	 Ethereal Cloud ≥20%	 Ethereal Dusk ≥20%	 Ethereal Haze ≥20%	 Ethereal Noctis ≥20%	 Ethereal Glow ≥20%
 Ethereal Indigo ≥20%	 Aluminio Nube ≥20%	 Posidonia Green ≥20%	 Cala Blue ≥20%	 Arcilla Red ≥20%	 Stellar Grey ≥20%
 Ocean Jasper ≥30%	 Versailles Ivory ≥20%	 Victorian Silver ≥20%	 Lime Delight ≥20%	 Concrete Pulse ≥20%	 Brass Relish ≥20%
 Bohemian Flame ≥20%	 Romantic Ash ≥20%	 Cinder Craze ≥20%			

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 raw material from a recycled source.

Since its inception, Dekton® has recovered the material left over from its own production process before firing, known as 'raw waste'. This material is reused as a raw material in some formulations as it has all the properties and characteristics of any approved raw material. It could be said that the Dekton® production process, by its very design and nature, has always been consistent with the principles of the circular economy.

 Trilium ≥80%	 Radium ≥80%	 Zenith KC ≥10%	 Kairos 22 ≥10%	 Entzo 22 ≥10%	 Portum KC ≥10%	 Rem KC ≥10%	 Vigil KC ≥10%	 Aeris ≥10%	 Albarium 22 ≥10%
 Nilium 22 ≥10%	 Lunar 22 ≥10%	 Opera KC ≥10%	 Kelya ≥10%	 Laurent ≥10%	 Arga ≥10%	 Aura 22 ≥10%	 Tundra 22 ≥10%	 Dunna ≥10%	 Helena 22 ≥10%
 Domoos ≥10%	 Fossil ≥10%	 Laos ≥10%	 Spectra ≥10%	 Awake KC ≥10%	 Moone ≥10%	 Nacre ≥10%	 Natura KC ≥10%	 Rio Branco ≥10%	 Taga ≥10%
 Bergen KC ≥10%	 Daze KC ≥10%	 Halo KC ≥10%	 Limbo KC ≥10%	 Lucid KC ≥10%	 Eter ≥10%	 Sirius ≥10%	 Danae ≥5%	 Bromo ≥5%	 Kreta ≥5%
 Morpheus KC ≥10%	 Neural KC ≥10%	 Olimpo KC ≥10%	 Trance KC ≥10%	 Uyuni KC ≥10%					

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

EOCENE

Development of renewable composites.





Raw materials from renewable sources



Less impact in the manufacturing process



Waste valorization



Recyclability at the end of its life cycle












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

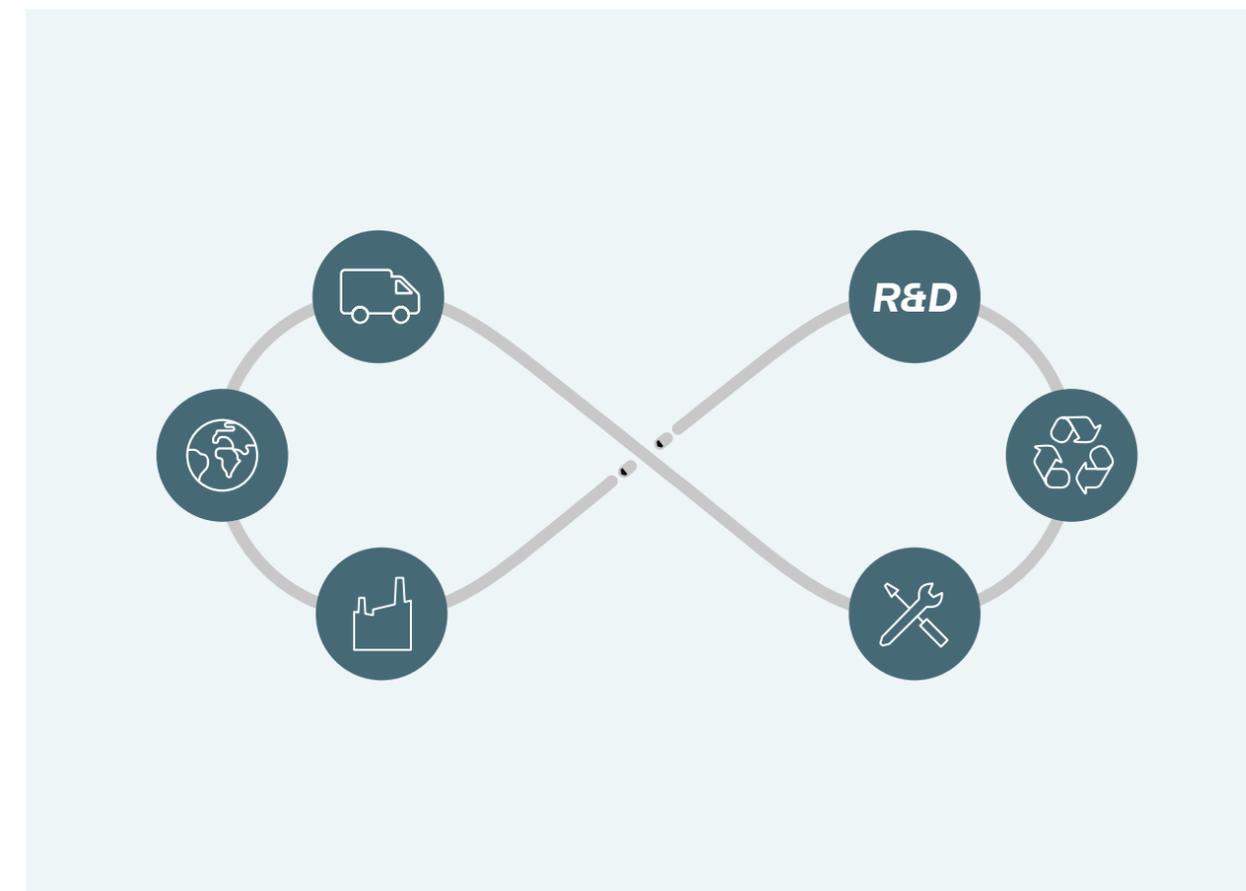
Cosentino is currently leading the national research project EOCENE, pioneering the thermoset composites industry. It has been endorsed by the Spanish Ministry of Science and Innovation through the Spanish Centre for the Development of Industrial Technology (CDTI), with the support of the Technological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

The consortium of companies that make up the composites value chain (Kimitec, OMAR Coatings,

ACCIONA, Aerotecnic, Reciclaia and Suez) promotes the sourcing of all the components of a composite material (resin and fillers and/or reinforcing fibres) from renewable sources. It also develops sustainable technologies for controlled recycling and recovery processes of waste and materials at the end of their life cycle.

These innovations combine 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.



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

+ 29.4 M EUR
in environmental and health and safety assets

+ 13.5 M EUR
Expenditure on environmental control and improvement

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

	2021	2022	2023
Investment in environmental assets (euros)	12,098,360	35,383,052	16,133,226
Spending on environmental control and improvement (euros)	10,292,899	13,171,400	13,567,303

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

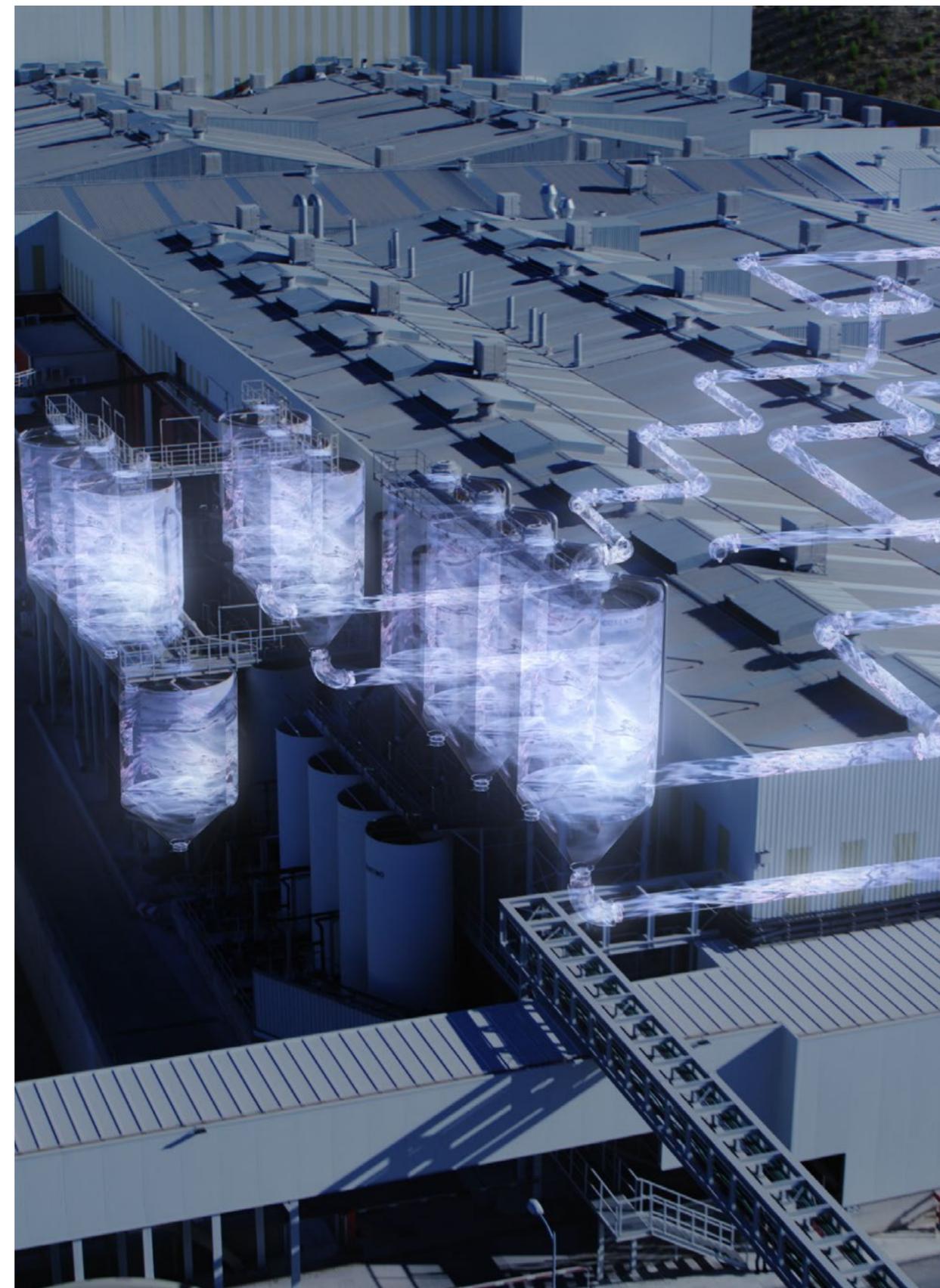
	2021	2022	2023
Investment in environmental assets (USD)	302,510	392,698	169,361
Spending on environmental control and improvement (USD)	1,607,873	1,850,538.91	2,071,235

*Exchange rate on 31st December 2023: 1.1050 USD = 1 Euro.

Change in investment and environmental spending in Brazil*

	2021	2022	2023
Spending on environmental control and improvement (BRL)	894,837	907,984	705,142

*Exchange rate on 31st December 2023: 5.6318 BRL = 1 Euro





ESG

(S) Cosentino x Social

We promote the diversity of our workforce and ensure that equal opportunities are available in our community.

Sustainability is embedded in everything we do, from our approach to human rights and inclusion to the personal relationships we foster in the workplace.

We believe it is very important to highlight the value of our corporate culture, because it is through unity and solidarity that we can face uncertainty and achieve both personal and professional goals.

For an employee, few feelings can match the satisfaction of belonging. Fostering this pride is a collective responsibility rooted in empathy, camaraderie, dedication and care. Mutual support drives us to improve.

What sets us apart is our shared vision of the future and our sense of purpose. As we look to the future, we remain grounded in who we are and what defines us. We recognise that authenticity is central to all of our sustainability efforts.

Happiness at work is a virtuous circle that not only benefits the employee, the company and society, but also attracts talent.

We take care of each other

Team

One person adds,
a team multiplies.

We put our people first, so we strive to create a safe and healthy work environment that fosters personal and professional growth.

Trust exponentially increases people's capabilities, so we are committed to fostering inspiring teams that embrace inclusivity and leave no one behind.

In the workplace, the team is our closest family and must serve as a source of motivation and confidence. We firmly believe that personal and professional fulfilment go hand in hand.

Our commitment to developing young talent aims to strengthen our ties with the community of which we are so proud to be a part. Cosentino's history demonstrates that it is possible to soar while remaining grounded.

Our governance structure ensures the fulfilment of our mission.

We are 6,039 people. We are a team. We are Cosentino.



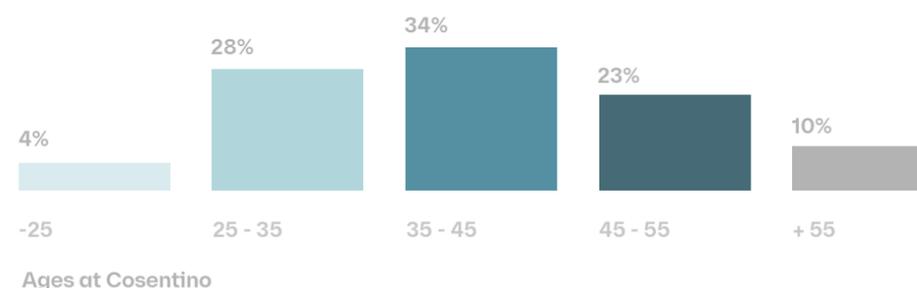
6.039
Employees in the world



98,3%
Permanent contracts



26% 74%
Distribution by gender



Ages at Cosentino



0-300
300 - 1000
1000 - 3000
+ 3000

Regions / Nationalities



37%
ENPS
Cosentino



22%
ENPS
jobs



79%
Commitment



Team

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

We ended 2023 with a workforce of 6,039 people across the globe, comprising professionals from 78 different nationalities and with 23.5% 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



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 third year in a row, we have focused 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.

→ Francisco Cosentino and Santiago Alfonso at Cosentino C-Hall



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.

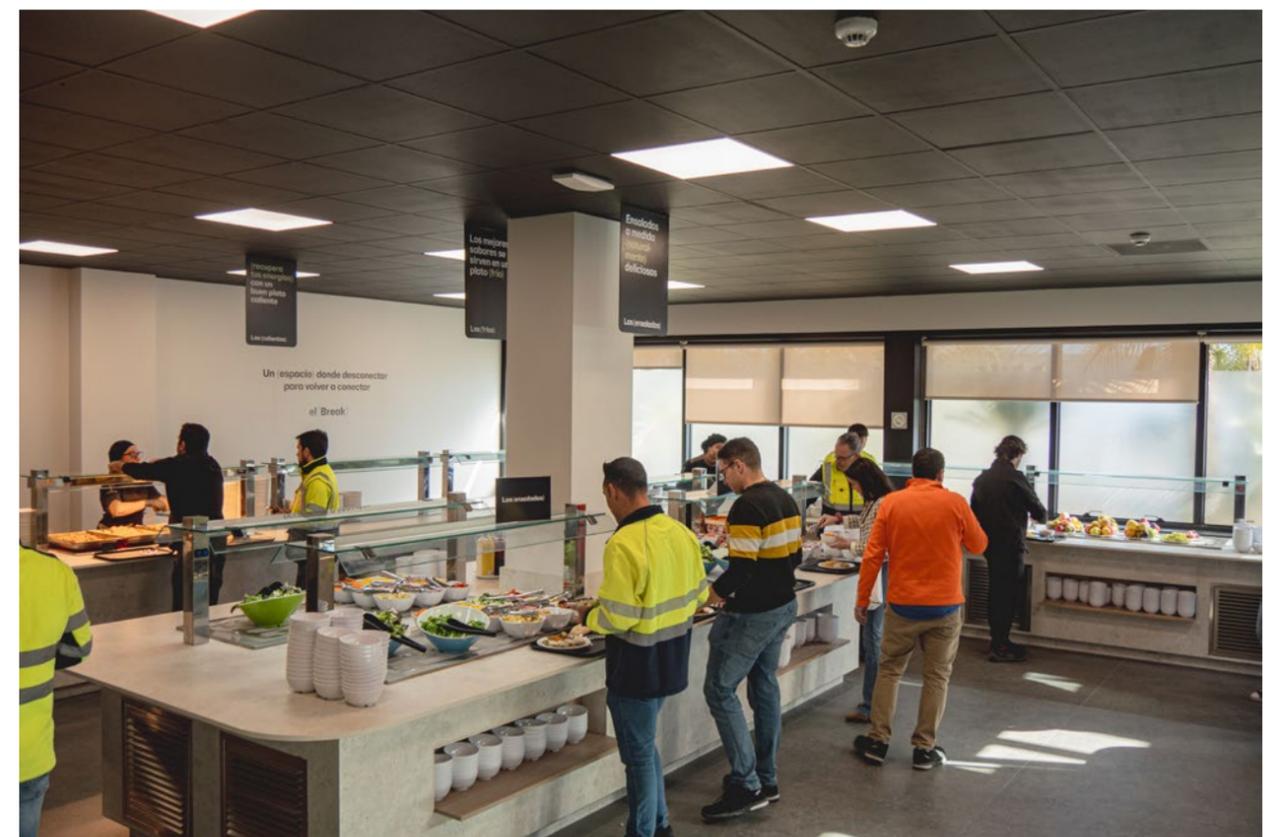
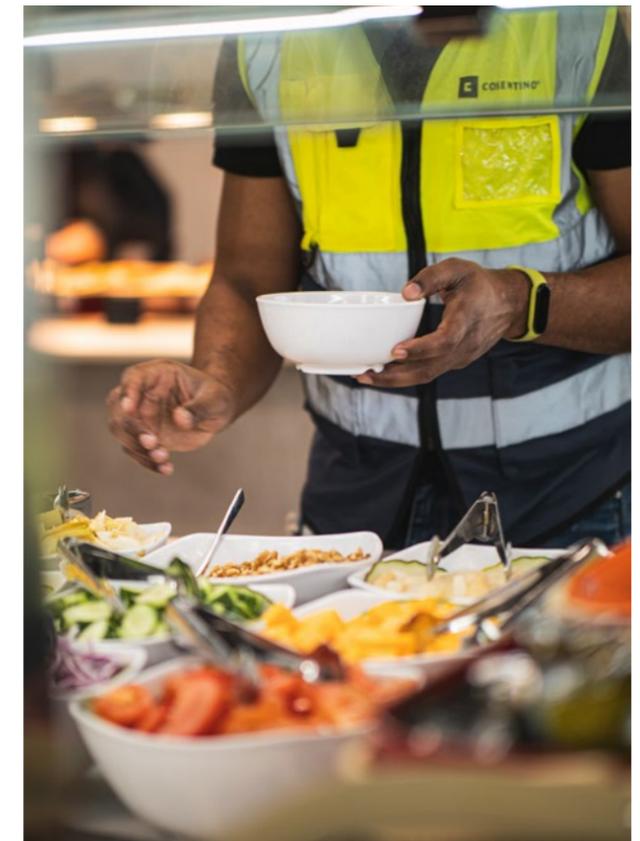
This process of attracting talent relies on one fundamental cornerstone, our Playbook, an action guide aimed at offering the best experience to our candidates, before, during and after their first contact with our company.

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.

In fact, 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

Diversity

Diversity enriches us because it opens up our minds and allows us to enjoy things from a different perspective.

We are social creatures who evolve and learn through our interactions with others.

Additionally, our company's DNA is wired to embrace diversity and newness. In an ever-changing environment such as ours, it is essential to adapt and to explore, to observe and to learn.

To quote the father of management, the Austrian Peter Drucker: "The best way to predict the future is to create it".

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

Cosentino's diversity project is based on six pillars: gender, generation, skills, ethnicity, race, nationality, sexual identity and family situation.

We address these facets through a variety of cross-cutting projects and initiatives, as well as partnerships with organisations, associations and groups of experts in these fields.

Our inclusion policy is set out in our Equality Plans, which brings together and standardises our internal

processes: recruitment and selection, remuneration and benefits, and development and promotion, as well as any other aspect relating to the professional relationship between the company and its employees. These Equality Plans also feature the relevant monitoring body to ensure that we have zero tolerance for any form of negative discrimination.

Description of the data contained in the exercise:

- 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.



Disabilities 2023

	Men	Women	Overall total
Spain	14	5	19
Brazil	9	2	11
France	1	-	1
Italy	-	3	3
Overall total	24	10	34

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).

One example is the outsourcing of industrial laundry services to specialised employment centres.

C·People Welcome

Our equality plan: 11 key commitments.

A living tool that improves our positioning in the marketplace.

The Cosentino Equality Plans go beyond the applicable current regulations, being a key tool to enhance our awareness of equal treatment and opportunities between women and men. It is an absolute priority for our company, as we consider equality to be a key principle in Cosentino's relationship with all its employees and in the company's approach to human resources management.

All these measures have enabled us to attract and develop an increasingly diverse talent pool, thereby improving our position in the marketplace. They are living tools that are present in all management processes (recruitment, selection, development, communication, training, etc.) and are constantly being improved, involving all the company's departments and the workers' representatives of each plan.

Our company also has a protocol for the prevention of harassment in the workplace, including sexual and gender-based harassment, which promotes an environment in which the dignity of the individual is upheld. This protocol enables us to identify and address such situations, ensuring that discrimination is eliminated and the rights of victims are protected at all times. In addition, we have established procedures for handling internal cases or reports of harassment from any employee as part of our ongoing efforts to prevent such incidents.

<p>1. To ensure equal opportunities by reviewing the selection processes</p>	<p>2. To promote women's access to positions of responsibility.</p>	<p>3. To ensure equal treatment and opportunities in recruitment and to promote a balanced representation of men and women in all recruitment processes.</p>
<p>4. To promote awareness and provide training on equal treatment and opportunities to all employees, especially those involved in the organisation of the company, in order to maintain fairness and equality in all processes.</p>	<p>5. To ensure that women and men receive equal pay for equal work.</p>	<p>6. To support employees in balancing work and family life.</p>
<p>7. Ensure employees can work in a harassment-free environment.</p>	<p>8. Apply and implement protective measures in the event of gender-based violence.</p>	<p>9. Ensure that internal communications promote an image of gender equality.</p>
<p>10. Ensure a balanced presence of women and men at all levels of the company.</p>	<p>11. Improve the well-being of employees.</p>	



→ 39
Initiatives

<p>→ 9 Selection and access process</p> <p>→ 1 Recruitment and grading</p> <p>→ 6 Career progression</p> <p>→ 2 Under-representation of women</p>	<p>→ 4 Working conditions</p> <p>→ 5 Equal responsibility in exercising rights relating to the balance between personal, family and working life</p> <p>→ 3 Prevention of sexual and gender-based harassment</p>	<p>→ 1 Health and Safety</p> <p>→ 2 Gender-based violence</p> <p>→ 6 Communication and awareness raising</p>
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C·People Grow

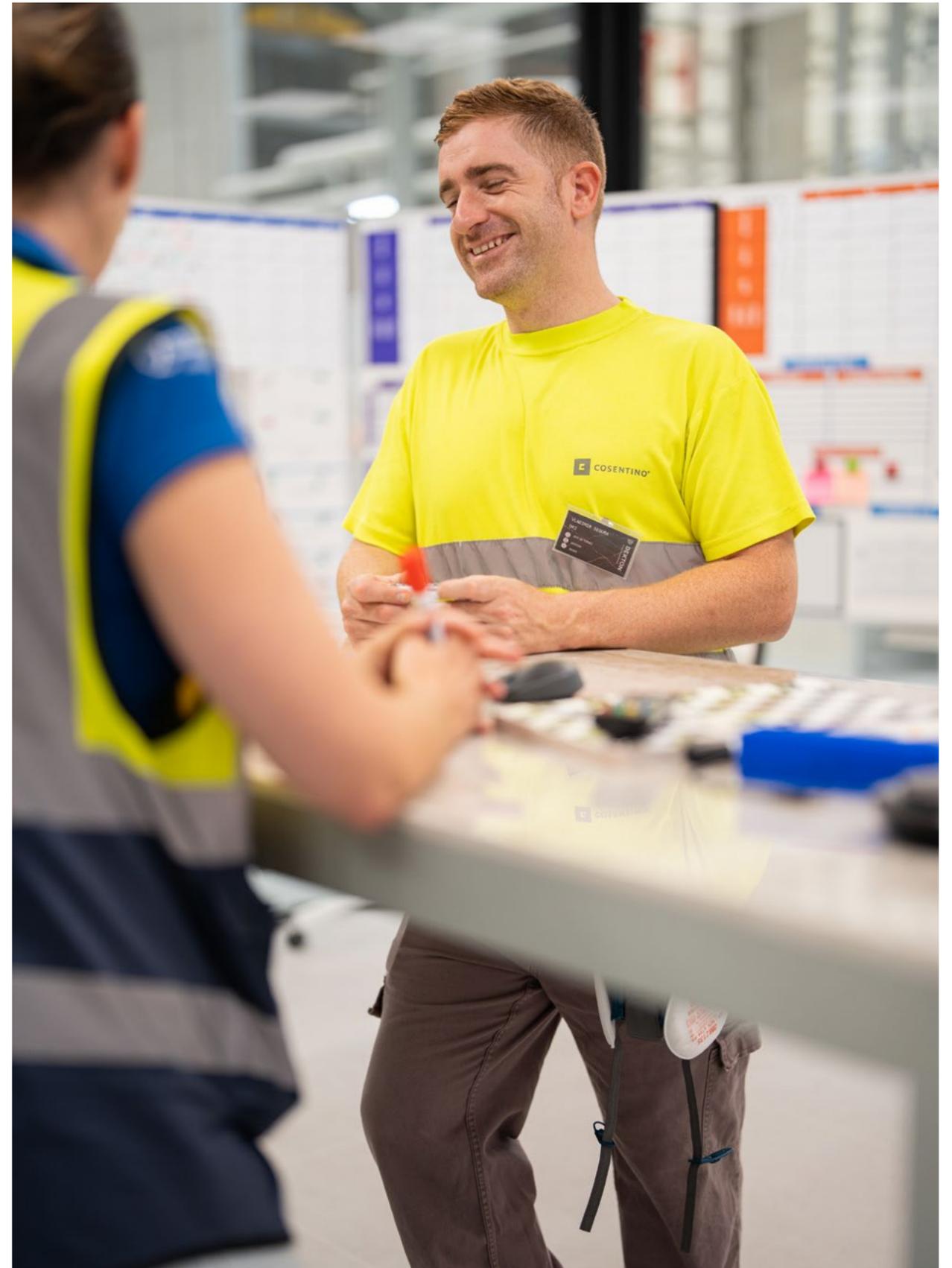
We create the ideal ecosystem for our employees to grow professionally and as individuals.

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

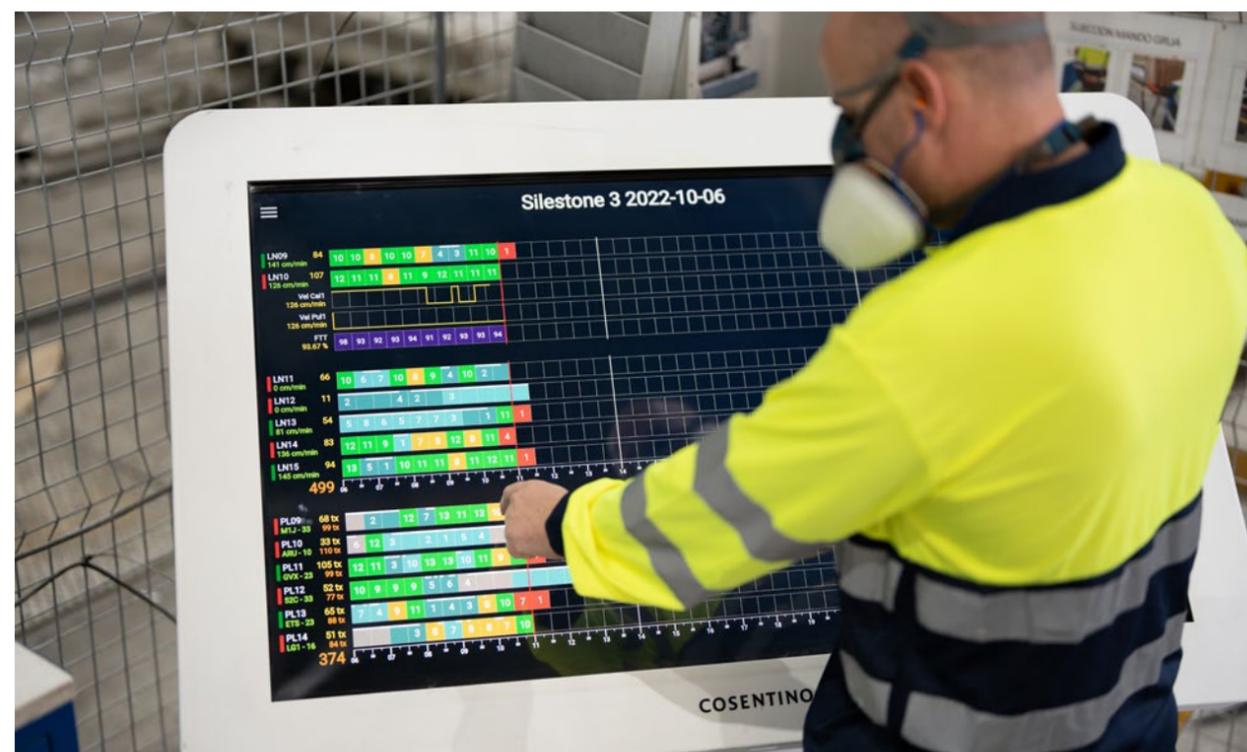
An organisation that grows because its people learn.

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.

At Cosentino, we are 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 2023

Professional group	Training hours
Senior Management	1,385
Middle Management	5,158
Operational Management	8,147
Professional	51,292
Operator/Administrative	11,094
Overall total	77,076

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

Vocational training

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 so that they can then specialise in their final role. At the same time, they receive skills training and an overview of Cosentino's production processes.

12 participants in 2023.

C·People Grow Impulsa Grow with us

A one-year paid development programme aimed at recent graduates from a variety of backgrounds who are starting their careers in the corporate, industrial and commercial sectors.

During the programme they receive skills training and an overview of different business areas.

15 participants in 2023.

C·People Grow Dual Grow with us

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

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.

And in collaboration with the Cardenal Cisneros Institute of Higher Education of Albox, the following vocational training course is offered:

Higher-level vocational training course in Industrial Automation and Robotics. We offer the option of providing the 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.

Together with the Juan Rubio Ortiz Institute of Higher Education of Macael and the Cardenal Cisneros Institute of Higher Education of Albox, and with the signing of a new collaboration agreement with the Education Department of the Regional Government of Andalusia, we continue to promote dual vocational training.

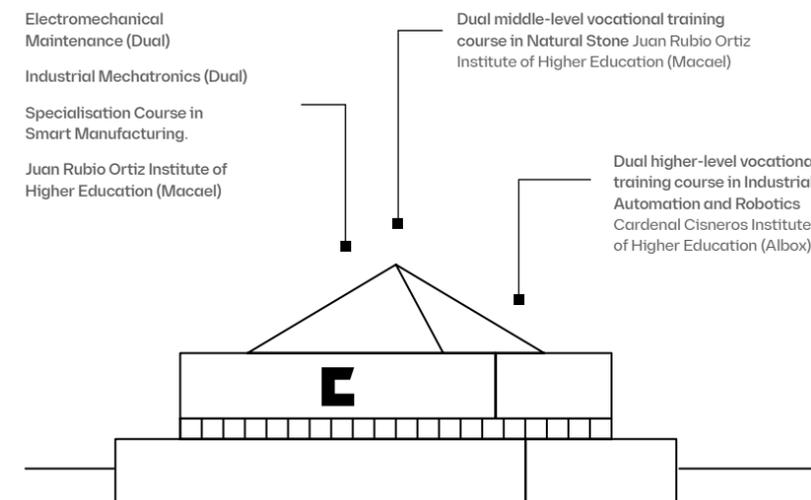
The quality of training is a key factor in our vision for the future of dual vocational training.

We 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.

This year we were also awarded the Alliance for Dual Vocational Training 2022-2023 Edition prize.

Cosentino Vocational Training Courses 2023: Training for the Future



Goals of our training programmes

- Filling our key positions in the Cantoria work centre
- Generate a positive 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.

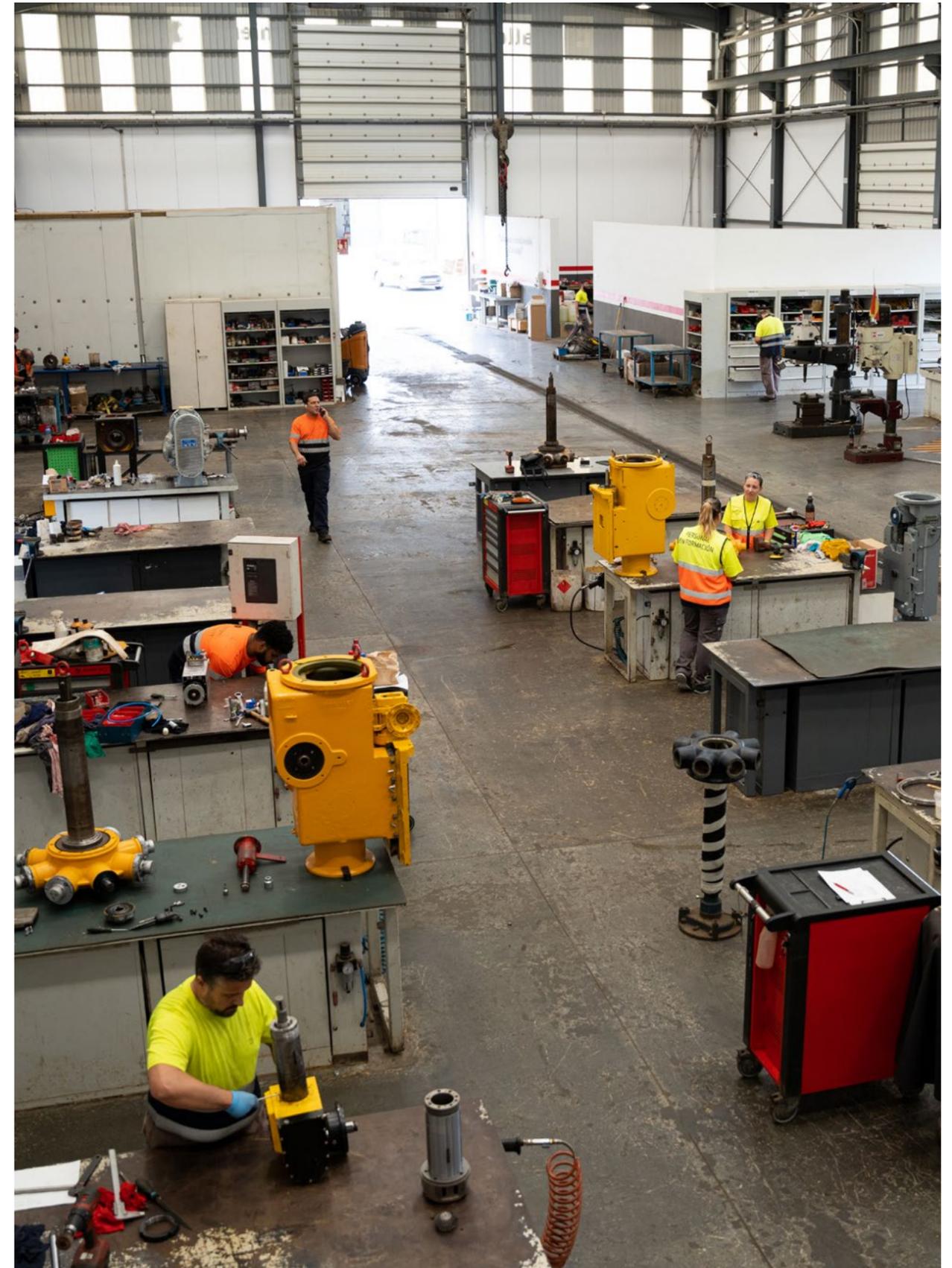
In 2023, 76 students took the Dual vocational training and 68 the FCT module in various corporate areas, such as Quality, Finance, Marketing, Planning & Logistics, Production, Product & Innovation, and Systems & Processes.

81% of them completed their internships satisfactorily and continued their relationship with Cosentino, taking up a position in the workforce.



The participants completed one of 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)
- Computer Systems and Network Administration (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)
- Occupational Risk Prevention (Higher-level)
- Transport and logistics (Higher-level)



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 our practices in the area of human resource management. On this basis, we establish salary ranges

by grade and level, which allows 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.

Changing global environments make 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 policy with a view to continuing to create a more competitive compensation package, including in terms of the benefits we offer. In 2023, we changed our flexible compensation broker in Spain and improved our benefits offering, with a particular focus on our employees in Spain. We improved life insurance coverage and started funding medical insurance for our Executive Committee members, *Business Leaders and Business Managers*. In addition, we increased the visibility of our company savings plan, thereby increasing the take-up of this product, which helps our employees to achieve

a quality retirement. We have also extended maternity and paternity cover on a market-by-market basis and improved the associated benefits. This has allowed us to improve both our potential as well as the employee experience, especially in countries such as Malaysia, Japan, the UK and Ireland. Finally, we added a pension plan to our benefits offering in Ireland and Germany.

→ 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's compensation policy encourages diversity and inclusion and rewards people for their performance and the added value that they bring to the company.

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 2023	95%	5%	330,753	472,470
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 2023, 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	2021 (€)	2022 (€)	2023 (€)	Variation in the period 22-23 (%)
Men	39,937	42,752	44,680	4.51%
Women	46,747	51,263	53,855	5.06%

Average remuneration	2021 (€)	2022 (€)	2023 (€)	Variation in the period 22-23 (%)
Under 25	26,774	29,731	29,796	0.22%
from 25 to 35	35,719	39,720	40,700	2.47%
from 35 to 45	43,320	47,579	49,222	3.45%
from 45 to 55	47,517	50,476	52,036	3.09%
over 55	48,252	50,916	53,950	5.96%

Average remuneration	2021 (€)	2022 (€)	2023 (€)	Variation in the period 22-23 (%)
Middle Management	160,662	161,141	166,568	3.37%
Operational Management	68,074	73,133	76,916	5.17%
Professional	49,024	53,052	54,974	3.62%
Administrative	34,903	38,588	39,781	3.09%
Operator	26,937	27,983	28,697	2.55%

Below is a table showing the 2023 gender pay gap, broken down by category:

Salary gap*

Senior Management**	-74.75%
Middle Management	36.87%
Operational Management	-9.26%
Professional	-26.34%
Administrative	-1.94%
Operator	0.00%
Overall total	-35.27%

*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 improve the lives of our employees both inside and outside the workplace.

We understand that their well-being is only possible if we focus on all its dimensions: physical, emotional, professional, spiritual, intellectual, environmental and social.

This is why we promote healthy habits by creating Cosentino Crews, which are teams that actively participate in training and sports competitions. Among these, the running team stands out, with a global dimension and a focus on local competitions.

In addition, agreements with local suppliers have enabled us to provide them with a balanced menu, the cost of which we partially subsidise.

We also continue to develop our mental well-being policy, psychological support and mindfulness, and ensure that our premises are adapted to all forms of mobility.

→ Macenas MTB race, Almería



→ 'Vicente Bonil' chess championship



→ Miami Marathon



C·People Care

We are good listeners

Knowing how to create the best working environment means listening to employees.

Listening processes are extremely difficult to implement, which is why we believe it is essential to remain consistent and conduct annual listening surveys, as well as satisfaction surveys on key initiatives. The Radar, which was launched in the fourth quarter of 2023, was a major milestone, the results of which are set out below. By using Qualtrics technology for the third time, we were able to analyse the whole process and see a trend in the results.

We have paid particular attention to the induction of new employees into the company, launching a series of questionnaires on their first day, at the end of their first week and at the end of their first 45 and 90 days, when we believe this phase comes to an end.

Each team, led by the person responsible for the area and someone from the People department, has launched improvement projects based on these listening processes.

Key findings of the Working Environment Radar 2023:

Based on the earlier listening processes, the work teams have put in place a number of action plans to address the findings in each area. As a result of this work, we are pleased to report that the level of recommendation of the company and the level of recommendation of the position by employees are at very high levels.

Motivation & Engagement

79%

ENPS Cosentino

45%

ENPS Position

32%



C·People Care

Culture and DNA

It is not possible to achieve stability in teams if the company's purpose and values are not shared by the individuals who make them up.

Human, committed, courageous and dreamers: these are our hallmarks. Thanks to a project developed jointly with our employees, we have been able to articulate a common language that describes not only us as an organisation, but also each of us as members of this living being.

This commitment to our employees has inspired us to implement measures aimed at work-life balance and diversity in terms of family background. All these measures have been very well received. For example, over 140 families have benefitted from the children's camps, the #ChicasImparables programme, factory visits, etc.

Well-being and safety

Cosentino's sporting initiatives continue to attract followers, thanks to the commitment of employees who act as supporters and ambassadors. This year, for example, in addition to the Miami Marathon, teams participated in the Vitória Marathon in Brazil and the Valencia Marathon in Spain, as well as numerous local races and competitions. We also organised the first Chess Open, hiking trips and water sports near the Cosentino work centres.

Moreover, Health and Safety Month has become a major milestone in Cosentino's social action calendar. In 2023, we were supported by expert bodies in the field and promoted a global initiative with a focus on local impact.

We also continued to develop our twofold commitment: internally, to our employees, and externally, through activities such as sponsoring events, competitions and sports teams in the areas where the company, our suppliers and our employees operate.

Healthy eating

As part of a major project in collaboration with public and private institutions, we launched various awareness and training campaigns in 2023 focusing on healthy eating.

In line with this, the range of balanced meals subsidised by the company in our facilities has been expanded through agreements with new suppliers and the reopening of the canteen at our largest site (in Almería).

Health and prevention

Where possible, we provide our employees with health and medical services. These are highly valued by them as a medical support service.

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.

Work-life balance

Given the existence of different professional families, working hours and shifts are organised in such a way as to meet the needs of the business and strike a work-life balance. All working hours, rest periods and national and local holidays are published and cascaded to the teams to ensure a proper work-life balance.

This year also saw the introduction of a new bus service for our employees, which has been much in demand. Remote working has continued to expand in those areas and departments where it is possible. These measures help to reduce the stress that can often be associated with a daily commute.

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.

Team

Health and Safety

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

At Cosentino, we put people first, which means we take care of their health and safety above all else. With improved infrastructures and processes, more training, continuous monitoring and constant dialogue between all stakeholders.

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

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 continued to develop 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.

As part of this, 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 also control critical risks by promoting the use and visibility of work permits by all stakeholders. Information on work carried out at a plant where contractors operate with a work permit is published on a special notice board located at the entrance to the production plants.

We also 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 2023 include the following:

- Technical support and assistance with hygiene measurements carried out by the main cleaning companies.
- Training in preventive resources for maintenance companies.
- Compliance audits on the use of PPE (Personal Protective Equipment).
- Training pills and monthly safety inspections with cleaning companies.
- Assessment and analysis of monthly contractor accident rates.

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

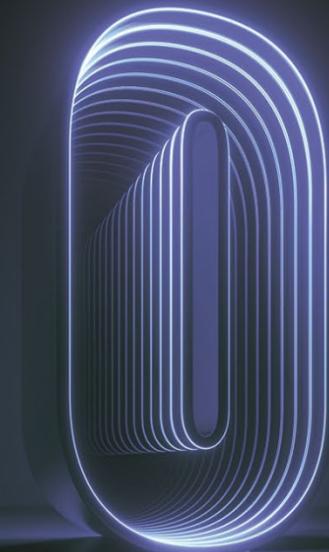
In 2023, our Safety Plan 2.0 continued, consolidating the Safety by Routines project and focusing on incident visibility, action reporting and positive recognition. The contractors of our industrial park have been directly involved in the fulfillment of these goals in order to achieve optimal coordination and monitoring in terms of inspection and training standards.

In addition, we have launched an Investment Plan for Health, Safety and Environment, with investments of €29.4 million in 2023, the majority of which was allocated to the Aeris project, which aims to reduce exposure to Respirable Crystalline Silica (RCS).

We have also strengthened our global Health and Safety team with the creation of new positions in both Health and Safety and Health Surveillance.

Thanks to this firm commitment, we have managed to reduce certain accident rates compared to 2022. The following pages detail the accident rate indicators as well as our proactive actions to reduce risks, such as the improvement of 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.

Ruta 0



Cuando cero significa mucho

0 Accidentes 0 Reclamaciones 0 Incidencias

COSENTINO

Medical check-ups

The SERME (medical service) carried out 3,698 medical check-ups, with the following breakdown in the area of Health Surveillance:

- 2,792 regular medical check-ups
- 637 initial check-ups
- 27 pregnancy specific sensitivity checks
- 61 check-ups due to new high-risk assignments
- 124 follow-up visits (consultations, explanation of CT scan, restrictions, etc.)
- 57 check-ups when returning to work after a long absence.

In terms of medical care, this means that about 3,500 cases have been treated.

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 by putting their health at the centre of everything.

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

AERIS Project

As part of our commitment to health and safety, 2023 saw the continuation of the AERIS project, which aims to reduce the risk of exposure to respirable crystalline silica. AERIS is the company's most significant investment in health and safety.

In 2023, we focused our efforts on collective, process and task definition improvements. As a result of this joint effort by all the departments of the organisation, a performance level of 80% was achieved, with a total investment of more than €9 million.

Noise

Noise maps have been drawn up for 50% of the factories in the company's industrial park, and action plans are underway to reduce noise levels in these facilities.

The following initiatives, considered to be the most critical, were also implemented: encapsulation of the repair robot, trial of silent cutting discs, replacement of pumps and adjustment of working pressures.

Fall Prevention Plan

Identification and resolution of critical safety points in Production and Maintenance tasks (entrapment in machinery and falls from height) in the silos of the Silestone factories. This is an ongoing plan, not just a snapshot of the situation on a given day.

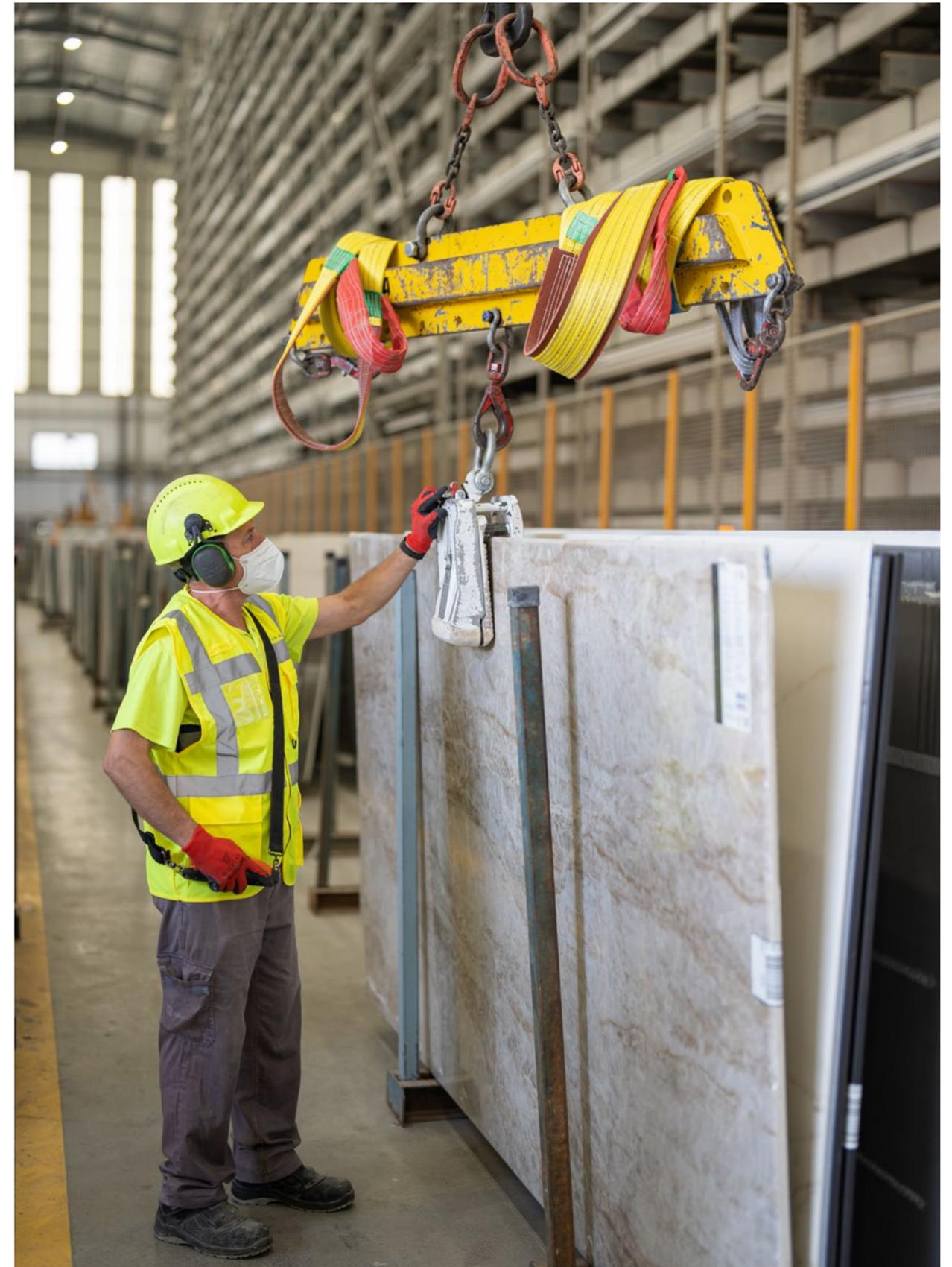
Global action plan for fire and explosion prevention

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. The most ambitious programme is the installation, assembly and operation of the new regenerative thermal oxidisers (RTOs).

Equipment Safety Improvement Plan.

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

Of particular note in 2023 are the internal audits and equipment checklists that are carried out when deficiencies are identified. These are rectified as quickly as possible, with a 100% compliance rate.



We continue to strengthen our safety culture.

We continue to work together to reduce our overall accident rate by taking concrete actions and advancing specific plans to achieve this strategic goal.

If we analyse the 2023 rates by gender, we can observe that in production posts where there are more men than women, the risk level is higher, resulting in more accidents and lost days affecting men. On the other hand, in posts that are not directly related to production and therefore involve less risk, there are more women and a lower accident rate.

Accident rate by gender

	Men	Women
Number of occupational accidents	173	27
Total accident rate	4.14	1.94
Number of serious accidents	93.17	33.42
Frequency rate	20.7	9.7
Severity rate	0.45	0.21
Number of occupational illnesses declared	3	0

According to statistics from the National Social Security Institute, the accident rate in Cantoria is as follows:
 FR = 12.6 (number of accidents/number of hours worked*1,000,000).
 SR = 0.5 (number of days lost due to accidents resulting in sick leave/number of hours worked*1,000).

The absenteeism rate reflects the total number of non-attendance or absence from actual work compared to the total number of hours of theoretical work scheduled.

Information on accident rates has been reported by region, except for the countries with the largest number of Cosentino employees, where a more detailed breakdown is provided.

Absenteeism rates 2023

	Spain	USA	Brazil
Absenteeism figures	6.68%	1.17%*	0.61%
Absenteeism hours	390,288	31,110*	3,688

* Estimated data based on historical series.

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

For more than 15 years, we have had internal company participation bodies in accordance with the provisions of Article 38 of the Spanish Act 31/1995 concerning the consultation or consensus of the preventive measures. We currently have 3 Health and Safety Committees with a total of 11 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.

Apart from the above-mentioned members of the Health and Safety Committees, prevention technicians and employees with special qualifications or information on the matters to be addressed participate in a non-voting capacity. Ordinary meetings will be held monthly or when requested by either party.

This process significantly improves the legal framework established by the Spanish Law on Occupational Risk Prevention, with communication, coordination and constant transparency between the workers' representatives and the company always being a priority. As a result, workers are informed of accidents and incidents and their respective action plans, as well as 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 and our partner companies were consulted on their vision of health and safety in the Cosentino Group in 2023. 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 has been incorporated into the Risk Action Plan of the Global Health and Safety System.

There are three Health and Safety Committees: one for Park 1, one for Park 2 and the latest one for Cosentino Global (head office). Prevention delegates and company representatives attend all of them. The Health and Safety team participates in an advisory capacity, with the right to speak but not to vote.

Contractors

Given that the number of monthly contracts is well in excess of 150, the Business Activity Coordination Body (CAE, in Spanish) has adopted additional coordination measures over and above those provided for in the regulations. These include coordination and monitoring meetings with key partner companies and an evaluation system that tracks critical aspects such as accident rates and incidents that could impact safety.

Another important point to highlight is the improvement made by the Human Resources Department in terms of comprehensive monitoring of the companies with the largest presence in our production centre in Almería, with more resources devoted to prevention and the provision of a Health and Safety Technician exclusively for CAE.

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

In 2023, we invested €29.4 million in Health, Safety and Environment across the Group, mainly in process automation, expansion of facilities, and improved efficiency in the use of energy and raw materials. Of particular note is the effort to reduce exposure to respirable crystalline silica (RCS), quantified at around €9 million.

We integrate quality, health and safety, environment and energy management systems.

Last year, we consolidated a process to integrate the 4 management systems (Quality, Health and Safety, Environment and Energy) in the Cantoria plants, according to the ISO 9001, ISO 45001, ISO 14001 and ISO 50001 standards. As a result, each of these 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 and other factories.
- Introduction of Gensuite in our markets and for contractors working with Dekton®.
- Digitalisation of the training process in Spain and the United States to improve control.

29.4 M EUR

Investment in Health, Safety and Environment across the Group

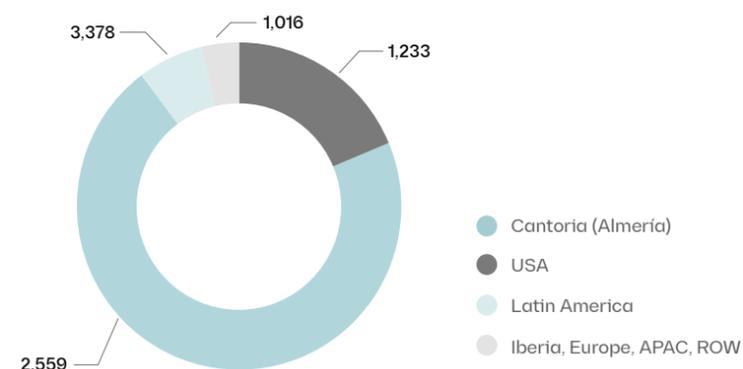
Objectives for the 2024 Plan

1. Systematic reduction of the accident rates (a 2% reduction in TCIR and severity rates compared to the average of the last 3 years).
2. Implementation of the Ruta Cero (Zero Route) project based on the DuPont analysis method.
3. Completion of the Aeris project with all GHG emissions below the admissible limit value.

Education is our first protection system.

We spent 8,186 hours on training, more than double the previous year, an average of 1.32 hours per employee worldwide.

Hours of health and safety training in 2023



8,186

Hours of Health and Safety training

A top priority: 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.

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.

 <p>Internal communications via e-mail</p> <p>Personalised and constant information through more than 600 internal communications from the different areas of the organisation, covering more than 400 different topics.</p>  <p>Cosentino Ideas</p> <p>More than 200 employee ideas have been selected and implemented by vote through this platform, which aims to generate innovative proposals.</p>	 <p>Corporate Intranet</p> <p>A digital space for all employees with news and updates from the company.</p>  <p>Cosentino One magazine</p> <p>Global internal publication with a print run of 6,500 copies that connects all our employees around the world.</p>	 <p>Cosentino Family Day</p> <p>240 employees and their families attended our open day at our industrial park.</p>  <p>Chatter</p> <p>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.</p>
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 <p>TV channel</p> <p>Exclusive and live content for our team through our own channel.</p>  <p>Cosentino Internews</p> <p>Continuously updated. <i>Monthly</i> newsletters with updated information about our Group.</p>  <p>Events with employees</p> <p>Cosentino C-Next is a new way of communicating Cosentino's news: a live online event to share our next steps, launches, inspiration and initiatives with all our employees around the world.</p> <p>Cosentino C-Hall is an <i>online</i> meeting that provides an overview of short-term company and employee goals and news. It is open to all Cosentino employees worldwide.</p>	 <p>C-Connect Mobile App</p> <p>An <i>app</i> to keep up to date with the latest company news.</p>  <p>Notice boards</p> <p>As part of our efforts to provide accessible formats to everyone, we offer weekly content updates in key areas for people who do not have a computer.</p>  <p>Other communication tools</p> <p>We held a photo competition for employees and a drawing competition for employees' children under 12 years.</p>  <p>Podcast</p> <p>12 episodes of the Cosentino podcast have been broadcast on different themes to communicate the actions taken in our company.</p>	 <p>Virtual Cafés with Management</p> <p>Monthly discussions between management and employees about safety, health, strategy, expansion, quality or products that reflect our horizontal culture.</p>  <p>Virtual Information Sessions</p> <p>Our Internal Communications Talks are informative sessions where topics are explained in depth and you can ask questions to the speakers.</p>  <p>InterComms</p> <p>More than 700 messages have been sent through this one-way channel via Microsoft Teams.</p>
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(S) Cosentino x Social

Community

We promote initiatives that encourage cooperation and dialogue with our neighbours and partners.

We support 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.



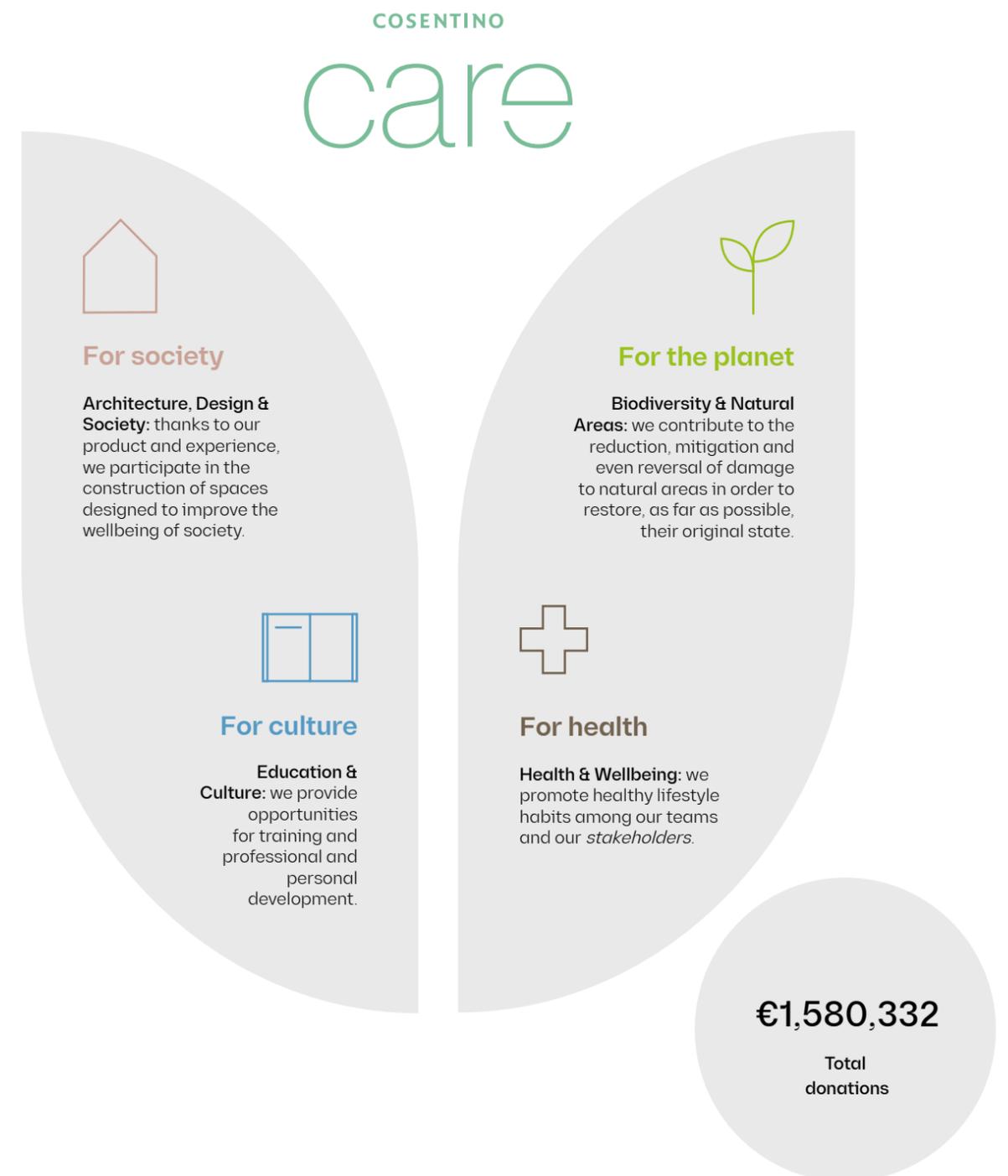
Social Action Policy

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.

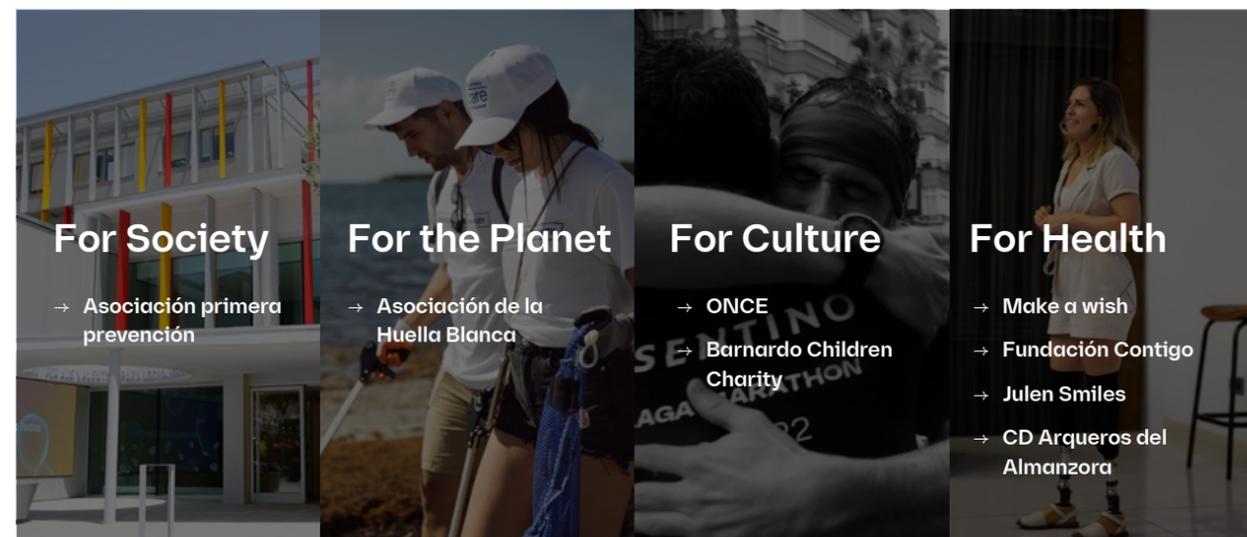
Our commitment to them goes far beyond a business relationship. Cosentino feels a responsibility to create wellbeing for the citizens of the region, focusing on the following four areas of action:



First Social Action Competition.

In the framework of our first Social Action Competition, Cosentino has collaborated with financial or in-kind donations to reward the solidarity initiatives developed by employees altruistically for the benefit of society. These initiatives are based on the areas of our Social Action Policy in the communities where we operate. All our employees were able to suggest and vote for their favourite initiatives. With the support of more than 1,600 of our employees, the winning organisations in this first competition were:

The Socially Responsible Company Seal recognises companies that seek to make a positive social impact through the Socially Responsible Company box on the Corporation Tax form. Cosentino was awarded this certification by the Spanish **Plataforma Tercer Sector** in recognition of its contribution to the funding of social projects for the guarantee of citizens' rights and the fight against poverty, social exclusion and inequality.





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 education and training 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.

COSENTINO
care
for culture

Eduarda Justo Foundation

Today we are training the leaders of tomorrow.

Since its creation in 2006, the Eduarda Justo Foundation has worked to develop Cosentino's immediate social environment. In this sense, it supports the economic, social, educational and cultural development of the province of Almería, offering young local talent a gateway to an ecosystem of opportunities, with a special focus on people with limited economic resources. The aim is to instil in young people the value of effort, passion, humility, purpose, non-conformism, global vision, idealism and perseverance, thus creating a generation of leaders for tomorrow's world.

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

With the aim of deeply and positively transforming the so-called Marble Region through education, we want to drive a change in the educational community as a whole. To achieve this, we encourage the support and commitment of teachers, families and the rest of society through a number of initiatives, such as the Master's Degree in Educational Innovation, which offers 55 local teachers two years of training in the most modern and innovative educational techniques of the 21st century.

→ Education Forum video



The foundation has also launched the Leading Schools competitions in order to inspire, promote and reward the most innovative solutions to the challenges posed by the new reality of education.

The proposal 'El patio de mi cole es particular' from the Trina Rull Infant and Primary School in Olula del Río and the proposal 'Regala Memoria' from the Pedro Jiménez Montoya Institute of Higher Education in Baza won the prizes in the Educational Spaces and Learning Situations categories respectively.

We've also held an Education Forum with a keynote speech by Valentin Tijeras (Cosentino's Head of Innovation and Research) and a round table discussion with Mar Romera (Director of the Leading Schools Programme) and Juan Martínez Barea (Director of the Eduarda Justo Foundation). Among other things, the latter reflected on how best to communicate Cosentino's innovation-based success to schools in the Valle del Almanzora region.

Almería Debate. The power of words.

This year, for the first time, we launched a programme to train young people from Almería – regardless of their economic means – in public speaking, communication and critical thinking skills, while also promoting teamwork, tolerance and diversity of ideas.

Through this programme, and in close partnership with training company Train & Talk, we've trained 160 young people from 22 public, state-funded and private schools across the province of Almería.

After an initial training phase consisting of ten personalised thematic sessions which took place on Friday 24th of November, the programme concluded with the first Almería Debate tournament, held at Cosentino's headquarters in Cantoria.

The winning team of the first edition was the Compañía de María school, while the runners-up was the Nicolás Salmerón y Alonso Institute of Higher Education, both from the city of Almería.

However, in terms of learning, the real winners were each and every one of the schools that participated in the programme. It was a great pleasure for Cosentino to see the enthusiasm, maturity and commitment shown by the young people during the development of the tournament.

The sincere gratitude expressed by the teams at the end of the tournament was also proof of the success of this initiative and the need to continue it in the future.

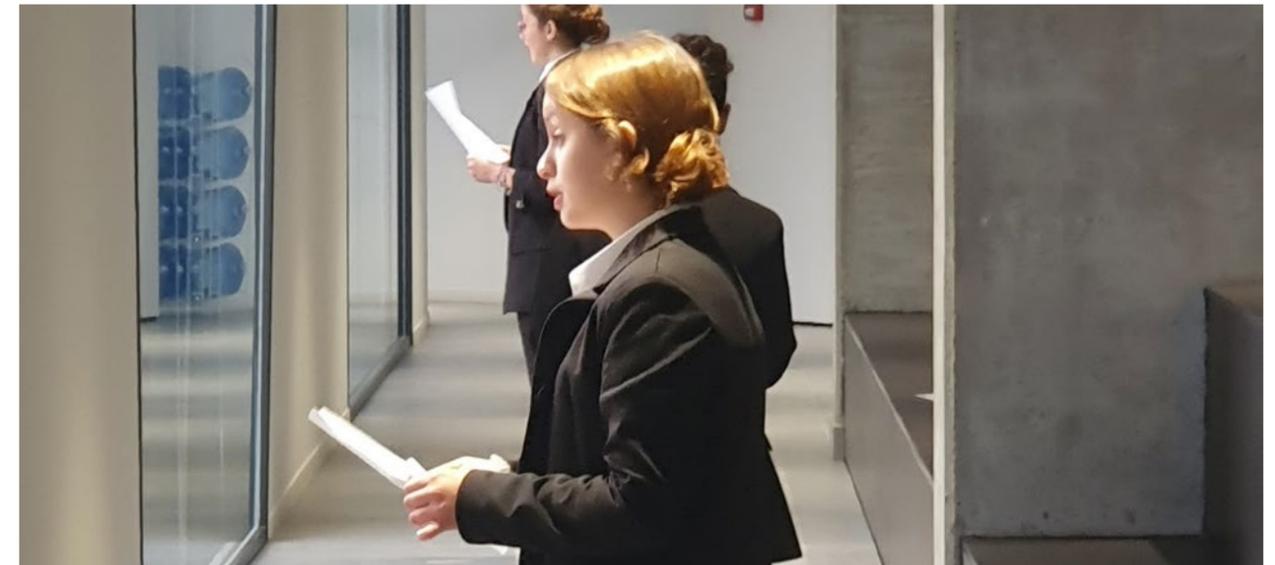
→ Competition video



160
Young people trained

22
Educational centres of all kinds

→ Debate 'The power of words'



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

UWC (United World Colleges) scholarships

The ethos of this programme is to “train the leaders who will transform the world”. To achieve this, we awarded scholarships to the 3 most promising 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 mission of United World Colleges is to promote a peaceful society through education in diversity and multiculturalism. It has 18 schools spread over four continents where children of more than 100 nationalities study. All students have been selected and awarded scholarships in their countries of origin according to personal merit and regardless of their socio-economic background, political creed or religion.

These schools offer a comprehensive training programme that combines academic excellence, the development of artistic and creative activities and sports, and service to the local communities in which the school is located.

Last year’s scholarship recipients continued their scholarships for a second year.

In addition to these scholarships, we awarded 6 scholarships for the 15-day ActionxChange summer camp specialising in social project development. These 6 scholarships were awarded to Pedro Martínez Mota, Lola Domínguez Cazorla (UWC), Marco Martínez Martínez (UWC), Antonio Francisco González Jiménez (UWC), Pilar Martínez Serrano (Canada TECH) and Irene Figueredo Manzano (Canada TECH). We also awarded 2 scholarships for the 5-day ActionxPeace winter camp, specialising in conflict management skills.

→ Eduarda Justo Scholarships, Eduarda Justo Foundation



Canada TECH scholarships

Each year, we award 2-year dual programme 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.

- **The first year** consists of one school year in an educational centre in Canada, equivalent to the first year of Baccalaureate.
- **In their second year** they receive a 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. To offer an innovative scientific-technical training of excellence, adapted to the students’ areas of interest and tailored to their needs.
2. To live an 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.

→ Canada TECH Scholarships, Eduarda Justo Foundation



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

- **The Leaders of the Future Seminar**, an intensive 3-day leadership event that will inspire them to become the next generation of social and business leaders in Spain.
- **The Sputnik programme**, a programme consisting of two seminars of two-days each that will introduce them to the technologies that are set to change the world and inspire and motivate them to create the start-ups of the future.

Leaders of the Future Seminar: we inspire young professionals to lead change.

This intensive training seminar specialising in leadership aims to identify, train and mentor more than 100 young professionals with great potential, mainly from Almería, and help them to become future social, economic and business leaders in our society. The 16th edition of the seminar was held on the 14th, 15th and 16th of September 2023.

“Education is the cornerstone of society,” said Eduardo Martínez-Cosentino Justo, President of the Foundation, during the opening ceremony of the 16th Leaders of the Future Seminar. The co-founder of the Cosentino Group then went on to explain how his mother, after whom the Foundation is named, “passed on to us the values of ambition and effort, the same values we want to pass on to you”. Martínez-Cosentino has faith in the new generations, whom he warned about the speed at which the world is moving: “This calls for new leaders. You will lead the change. Don’t complain, act.”

“We want these three days to be a bubble of optimism,” said Juan Martínez Barea, Director of the Foundation, adding that “the obstacle is the path and the adversity is a gift”. That is why he is convinced that “the great explorers of the 21st century are the entrepreneurs”.

There were many tips given to the participants during these three days of intense activity. Jesús Alcoba, Creative Director of the La Salle Campus in Madrid, asked them to be “original, different”.

Valentín Tijeras, VP Global Product and R&D at Cosentino, urged young people to “look for a company with ambition, where results matter and people matter more”. Azahara García Espejo spoke about the role of women in society and in business, “where there is still much to be done”. The businesswoman from Almería, and Country Manager of HearstLab Europe, pointed out that “betting on women is betting on the future”.

Meanwhile, alumni of the seminar Juan Miguel Moreno, founder and CEO of Moreturismo, Germán Fernández, founder and CEO of ISAM Education, and Alberto Gutiérrez, founder and CEO of Babilonia, spoke at a round-table about what it meant to them to attend the first editions of the seminar, 15 or 16 years ago. All three agreed that it had changed their lives: “We realised that the world was full of opportunities.” Isabel Pérez, founder and CEO of Real Track Systems, and Pablo Mazuecos, Director of Clasijazz, both from Almería, then spoke about the keys to the success of their projects.

Among the activities organised by the Eduarda Justo Foundation on this occasion was a workshop on innovation led by Xavier Verdaguer, founder and CEO of Imagine Silicon Valley, in which young people took part in a competition, from which two teams emerged as winners and will take part in a national competition.

On the final day of the seminar, Enrique Gato, the creator of the Tadeo Jones film saga, recounted his beginnings in the industry and how he came to create a company that has transformed the world of animation in Spain. Meanwhile, Ousman Umar, founder and Chairman of Nasco Feeding Minds and winner of the 2021 Princess of Girona Award, told his story of survival from leaving his village in Ghana to arriving in Europe in a dinghy five years later. After living on the streets of Barcelona, overcoming illiteracy and studying two university degrees, he became an entrepreneur because, in his words, “you have to stop feeding stomachs to feed minds”. He now employs hundreds of people in his home country to spare them the extreme hardships he endured in the desert and at sea.

To conclude the seminar, Pilar Martínez-Cosentino, Global VP of the Cosentino Group, delivered several messages that are also company mantras: “Some of the growth levers of this company are: be global, innovate, be humble, don’t be afraid, be helpful, because that’s true leadership, and be the change in the world that you want to see.” The President of the Eduarda Justo Foundation, Eduardo Martínez-Cosentino Justo, closed the seminar by encouraging the participants to keep a positive attitude: “Think about solutions, not problems.”

The hundred participants lived together full-time for the three days of the seminar, taking part in sessions, conferences and activities, as well as sharing a hotel, with the aim of fostering bonds between them. All of this was free of charge, as the Foundation provided a grant for the programme, materials, accommodation and meals.

More than a third of participants in previous editions say that their time at the seminar marked a turning point in their lives, giving them the opportunity to draw up a new personal and life plan. In addition, 100% of participants rated the influence they received as positive, while half of them felt that the speakers had succeeded in awakening in them a spirit of entrepreneurship, self-improvement and self-confidence.

This year’s seminar was held on the 14th, 15th and 16th of September.

→ Video 2023 Leaders of the Future Seminar



→ Group photograph, Leaders of the Future Seminar



→ Hackathon DreamBig with Imagine, Leaders of the Future Seminar



#ChicasImparables TECH Summer, a boost for young female entrepreneurs

The IV edition of the youth and leadership programme #ChicasImparables TECH Summer has counted another year with the boost and support of Cosentino. The seminar, organised in Málaga by the consultancy 50&50 GL and the Spanish Confederation of Business Organisations (CEOE), with academic training from IE University, took place over five days at the Caja Blanca cultural centre and was attended by 51 young people from all over Spain and eight from Ukraine aged between 15 and 18. Among the participants were 17 daughters of Cosentino employees.

Leadership, entrepreneurship, digital transformation, fintech, blockchain, technology, digital marketing, teams and people, industry 4.0 and pitch were some of the concepts that guided the training given by IE University professors, which aims to give participants self-confidence and help them discover their abilities, as well as provide them with the necessary technical tools and soft skills. Students learned first-hand about creating and managing companies through masterclasses given by leading figures such as Irene Cano, CEO of Meta; Juan Pedro Moreno, CEO of WPP; Ángel Sáenz de Cenzano, CEO of LinkedIn; Sheila Hernández, founder of @es.decidiario; Carmen Alsina, Director of Communication, Institutional Relations and Sustainability at CEOE; and Susana Carillo, technology and innovation expert at Endesa. In addition, this year a team of Orange experts has given specific training in artificial intelligence.

Throughout the programme, the participants, divided into teams, had to develop their own business projects, which they presented to a symbolic Board of Directors on the final day. Pilar Martínez-Cosentino Alfonso, Executive Vice-President of Cosentino, was part of this board of directors and personally congratulated all the students on their work.

The rest of the board was made up of the Mayor of Málaga, Francisco de la Torre; the journalist Gloria Lomana; the Vice-President of Huawei Spain, Carmen González Gens; Patricia Alonso, CEO of Jazztel and Simyo; Marta Moreno, Director of Corporate Affairs and Market Access at AstraZeneca; Lucía Egea, Professor at IE University; and Carmen Alsina and Susana Carillo.

The winning team was awarded a scholarship to study at IE University, and all the students received a diploma endorsed by the heads of the sponsoring institutions and companies.

Fulbright Scholarships: an immersive experience for peace

Since 2018, and every two years, Cosentino has awarded a Fulbright scholarship to a Spanish student to study in the United States, thanks to an agreement with the Commission for Cultural, Educational and Scientific Exchange Between the United States of America and Spain.

The aim of the programme is to provide scholarship holders with an in-depth knowledge of the society they are visiting, thus promoting respect and coexistence between peoples and the mobility of talent in a globalised world. The success of the programme is evidenced by its former participants, many of whom have gone on to become prominent members of society and renowned in their professions.

According to Senator J. William Fulbright, the driving force behind the initiative, "the Fulbright programme aims to bring a little more knowledge, a little more reason, and a little more compassion into world affairs and thereby increase the chance that nations will learn at last to live in peace and friendship."

→ Chicas Imparables TECH Summer programmes



→ Signing of the Fulbright Scholarship Programme



We are committed to the talent and creativity of future professionals.

With the collaboration of more than 40 national and international educational institutions, we challenge young creators from around the world.

Cosentino Design Challenge 22/23

Cosentino Design Challenge is an international competition that nurtures the talent of architecture and design students from around the world, encouraging them to create sustainable and innovative projects of high conceptual and technical quality, in which they respond creatively to the themes set out.

The 17th edition saw a total of 402 projects submitted by students from more than 40 European, American and Asian schools, 137 in the Architecture category and 265 in the Design category.

The jury meeting was held at Cosentino City Málaga in June. Afterwards, Cosentino City Madrid hosted the official awards ceremony and the launch of the current 18th edition. The latter was attended by Professor Carlos Naya, Director of the Higher Technical School of Architecture at the University of Navarra, who explained the keys to the New European Bauhaus.

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International Competition for Architecture and Design Students

Architecture Category
Cosentino and Eternity
Contemplate eternity, exploring how architecture can commemorate memory in the context of death and farewell

Design Category
Cosentino and Water
Examine current and future uses and challenges, from sustainable management and conservation to scarcity and creative, innovative proposals

Prizes: 6.000 €

In each category:
1st Prize: 1.000 €
2nd Prize: 1.000 €
3rd Prize: 1.000 €
3 Acknowledgements

Deadline for submissions
From October 1, 2023 to June 1, 2024

Contact
designchallenge@cosentino.com

Collaborating Entities

ETSAM (Spain) / Artediez (Spain) / ETSAS (Spain) / EASDO (Spain) / EASDA (Spain) / UNIZAR (Spain) / ETSAB (Spain) / HiT (Israel) / Escuela de Arte Carlos Pérez Siquier (Spain) / ESAM (France) / LASALLE (Singapore) / Universidad Marista de Mérida (Mexico) / LTU (Sweden) / ESADA (Spain) / Escuela de Arte de Zaragoza (Spain) / ETSAUN (Spain) / Universidad Rey Juan Carlos I de Madrid (Spain) / CEU (Spain) / ESNE (Spain) / Faculdade de Arquitetura da Universidade de Lisboa (Portugal) / ETSID-UPV (Spain) / Escuela de Arte de Teruel (Spain) / Universidad de Aveiro (Portugal) / Berlin International (BI) (Germany) / ELISAVA (Spain) / Escuela de Arte y Superior de Diseño de Pamplona (Spain) / Arte3 (Spain) / Escuela de Arte y Diseño de Sevilla (Spain) / Raffles (Singapore) / Izmir Ekonomi University (Turkey) / Heriot-Watt University Dubai (EAU) / Taylor's University (Malaysia) / CESUGA (Spain) / EASD Pablo Picasso (Spain) / Escuela Barreira Arte+Diseño (Valencia) / EASD Zamora (Spain) / EASD Valencia (Spain) / UTS (Australia) / American University in Dubai (EAU) / Manipal Academy Dubai (EAU)

www.cosentinodesignchallenge.org

COSENTINO

Ibáñez Cosentino Art Foundation

We promote artistic and cultural activities and exhibitions

The Ibáñez Cosentino Art Foundation is a non-profit cultural institution that was created with the aim of guaranteeing the public opening of the Ibáñez Museum in Olula del Río, promoting its activities and temporary exhibitions in the museum and disseminating its collections.

Created in June 2005 by the Olula del Río Town Council and the artist Andrés García Ibáñez, Cosentino has been a part of it since December 2014.

Throughout 2023, the Foundation has developed a broad cultural programme divided into three main areas: temporary exhibitions, cultural and educational revitalisation and mediation. This programme has been developed in a number of cultural spaces managed by the Foundation itself, such as the City of Culture in Olula del Río, which includes the Ibáñez Museum, the Pérez Siquier Centre and the collection of local art from Almería – and the two sites of the Art Museum of Almería – the Doña Pakyta Art Museum and the Espacio 2.

Temporary exhibitions

In 2023, the Foundation organised a total of 34 exhibitions and exhibition activities, including the following:

- Miguel García Cano: *Visiones* (painting, Ibáñez Museum).
- Ricardo Cases: *Un ambiente soleado* (photography, Ibáñez Museum).
- Grupo GABAR: 20 Aniversario (plastic arts, Ibáñez Museum).
- Ginés Parra, 1896-1960 (painting, Doña Pakyta Art Museum).
- Andrés Vázquez de Sola: *El Reino de Almería* (painting, Doña Pakyta Art Museum).
- Project 'La obra invitada' for the Doña Pakyta Art Museum, with the exhibition of the works *Idilio*, by Torcuato Tasso i Nadal, and *Paisaje con acequia*, by José Moreno Carbonero – both from the collection of the Ibáñez Museum –.
- Pedro Segura Cano: *Sudarios* (painting, Jesús de Perceval room, Espacio 2).
- Thomas Neukirch: *Estados de ánimo* (painting, Jesús de Perceval room, Espacio 2).
- Estela García: *Soft Nude* (photography, Jesús de Perceval room, Espacio 2).
- Mujer y Arte. *Creadoras desde Andalucía, 2ª edición*. (1st floor, Espacio 2).
- *Emigrantes Invisibles 1868-1945. Españoles en EEUU* (photography, 1st floor, Espacio 2).

- Pepe Carretero: *Íntimo* (painting, 1st floor, Espacio 2).
- Cultural revitalisation
- Throughout 2023, the Foundation organised more than 60 cultural activities in the different spaces it manages, including:
 - Dramatised storytelling at the Ibáñez Museum and the two sites of the Art Museum of Almería.
 - Concert by the Port of Spain Sextet at the Ibáñez Museum.
 - Concert by the Almería City Orchestra in the square of the Cultural City of Olula del Río.
 - Guided tours of the main temporary exhibitions organised at the two sites of the Art Museum of Almería and led by their curators.
 - Dramatised visits to the different spaces managed by the Foundation for the dissemination of their permanent exhibitions.
 - Cycle of concerts in the two sites of the Art Museum of Almería: *Moradores en el Museo* (electronic/experimental music), *Música[s] en el Museo* (jazz and electronic music) and *Navidad en el Museo* (jazz).
 - *Paso de Manivela* film cycle: screening of silent classics with live sound interventions by experimental musicians, in collaboration with Morada Sónica.

Education and Mediation

Last year, the Foundation organised more than 240 education and mediation activities in the different spaces it manages. These activities can be grouped into three distinct areas:

- Educational activities: guided tours for schoolchildren; educational-creative workshops for families (in Spanish and English) and introductory art workshops.
- Social Action programme: guided tours and educational-creative workshops for users of the Oliveros Centre (Almería) for young people with social inclusion difficulties and the ARGAR Association of Parents of Children with Cancer in Almería.
- Mediation: themed tours (on Fridays, Saturdays and Sundays) to bring the public closer to the permanent exhibitions of the different spaces managed by the Foundation, and city heritage routes departing from the two sites of the Art Museum of Almería.

In addition, throughout 2023, the Ibáñez Cosentino Art Foundation has carried out a number of actions in the CAMINA spaces of the Doña Pakyta Art Museum as part of the CAMINA project, an initiative co-funded by the European Union and led by the Almería City Council within the framework of the EU's Urban Innovative Actions (UIA). These include:

- The temporary exhibitions *La Chanca en el imaginario I* (plastic and visual arts until 1970) and *La Chanca en el imaginario II* (plastic and visual arts from 1970 to the present).
- An extensive educational and mediation programme linked to the temporary exhibitions, with guided tours of the exhibitions and educational-creative workshops for families.
- The *Mujeres Camino* cultural revitalisation project, with introductory workshops on art and different visual languages as a means of expression and taught by women artists and aimed exclusively at women. The programme ended on 11th November with a final activity in the la Chanca neighbourhood, the outdoor introductory art workshop *Iniciación al arte con la Chanca como inspiración*.

→ Almería City Orchestra (OCAL) in the square of the City of Culture of Olula del Río



Other contributions made by Cosentino in the field of arts and culture

→ **ARCOMadrid**

Dekton® was the star surface in the Guest Lounge of the ARCOMadrid fair, the most important art fair in Spain, where an infinite bar counter created with this surface dominated the space designed by Hanghar and Diir studio.

→ **Manos de la Arquitectura**

The photographic exhibition by Asturian artist Juan Carlos Vega, – promoted by Cosentino and curated by the magazine Fearless – continued its tour with two new exhibitions in Cosentino City Mallorca and Cosentino City Málaga.

→ **Granada Music and Dance Festival**

In 2023, we continued our collaboration with the Granada Music and Dance Festival. For its 72nd edition, Cosentino sponsored the concert of the Champs-Élysées Orchestra, conducted by Philippe Herreweghe.

→ **Almería Film Festival (FICAL)**

Our extensive relationship with the festival was strengthened last year. In addition to sponsoring the event and awarding one of the main prizes, we hosted the official presentation of FICAL 2023 at Cosentino City Madrid.

→ **Exhibition ‘Emigrantes Invisibles’**

As a sponsor of the exhibition, Cosentino took the exhibition Emigrantes invisibles. Españoles en EE.UU. (1868 - 1945), promoted by the US Spain Council Foundation, to the Art Museum of Almería.

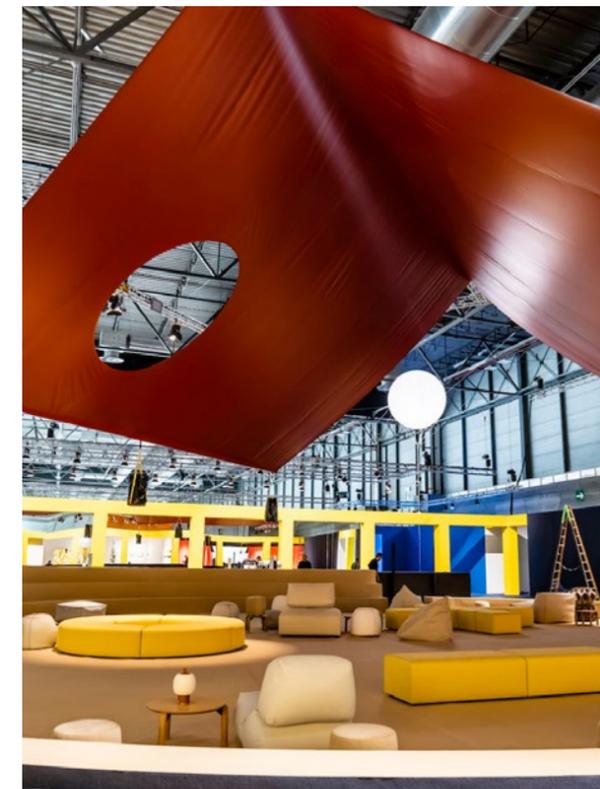
→ Exhibition ‘Manos de la Arquitectura’, Cosentino City Mallorca and Cosentino City Málaga



→ Almería Film Festival (FICAL)



→ ARCOMadrid 2023 fair



→ Exhibition ‘Emigrantes Invisibles’ in Olula del Río



Biodiversity & Natural Areas

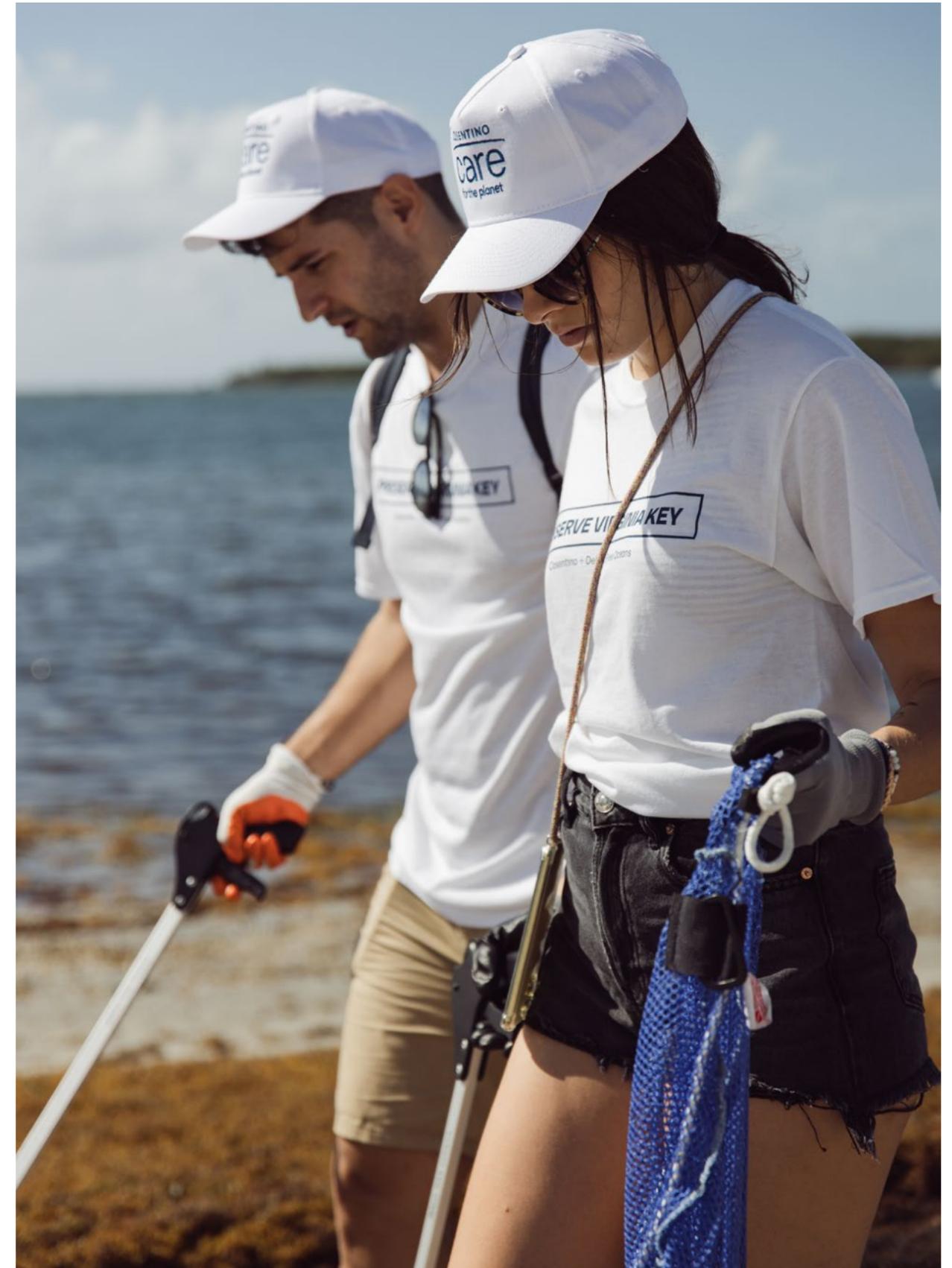
Our interventions in natural areas aim to restore them as closely as possible to their original state.

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.



→ Initiative "Preserve Virginia Key"



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

More than 70 of our employees and their families took part in a plogging activity on El Toyo beach, collecting a total of 110 kg of waste (86.5 kg of packaging, metals and other plastics and 23.5 kg of other non-recyclable waste). This activity was organised by Cosentino and Pita Aventura, a company whose values and work are based on combining nature, outdoor activities and different sports.

They also enjoyed team survival activities using recycled materials, such as building a raft out of recycled tyre inner tubes, an activity that stimulated participants' creativity.

These activities are part of our global corporate campaign 'Care for the Planet', which acts as a permanent framework for all of Cosentino's environmental and social actions, initiatives and solidarity projects. We believe that the first managers and ambassadors of the change we all want to see in society and citizenship are our own employees.

→ Preserve Cabo de Gata



Celebrating World Environment Month in Miami

Cosentino Miami employees and their families teamed up with the Miami-Dade County Parks, Recreation and Open Spaces Department to volunteer at Jefferson

Reaves, Sr. Park as part of a global World Environment Month initiative.

This park was specifically chosen because it was one of the hardest hit by the recent hurricane that hit Florida. Parks are great open spaces for people to meet, and if we can beautify the space, people will be more inclined to come.

Cosentino Forest. A day to restore and replant Ireland's forests

Together with our planting partners @grown_forest, we held the 2023 Cosentino Forest Planting Day, where many employees came together to help with this great initiative we are running from Ireland and Scotland to offset emissions by reforesting Irish forests.

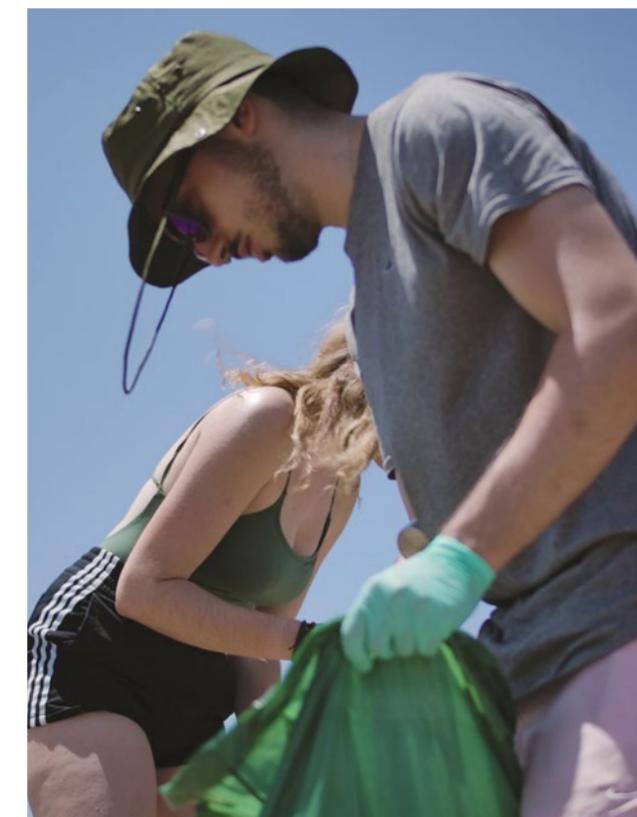
→ Initiative 'Cosentino Forest'



→ Initiative 'Preserve Virginia Key'



→ Initiative 'Preserve Cabo de Gata'



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 more than 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.



6,900 m²

of restored areas in 2023 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





Architecture, Design & Society

We improve people's
lives through
our materials.

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.

COSENTINO
care
for society

Cosentino participates in the construction of the facade 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 this 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. The Centre achieves this by providing patients with strategies and tools and by promoting greater autonomy and improved quality of life, dignity, self-esteem and emotional well-being. In this way, the Day Centre will provide a comprehensive model of care through a multidisciplinary team of professionals who will work in a coordinated manner in the different areas of action: physical, social and psychological.

→ PCCB



→ Facade 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.

Kips Bay Boys & Girls Club and the local Boys & Girls Clubs of Palm Beach County.

For nearly five decades, the Kips Bay Boys & Girls Club, a NGO for at-risk children, has celebrated the best in interior design. By partnering with top designers and products, the organisation has transformed luxury homes into stylish showrooms of furniture, art and technology. Once again this year Cosentino has been a sponsor of the Kips Bay Decorator Show House Palm Beach and New York. All money raised from tickets goes entirely to the Kips Bay Boys & Girls Club and the local Boys & Girls Clubs of Palm Beach County, which Cosentino is honoured to support. In 2023, this home-showroom raised over one million dollars for the organisation.

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. In 2023, Cosentino participated in the Colorado Springs, St. Jude and Charlotte homes.

→ Initiative ‘Home for our Troops’



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 2023, organising a wide range of activities and conferences.
 - Our brands dressed the main exhibition spaces at Casa Decor 2023, in Madrid.
 - Cosentino City Barcelona took part in the Barcelona Design Week.
 - Cosentino City Madrid participated in the Madrid Architecture Week.
 - At the Habitat fair, we were present in 20 spaces through our main furniture customers.
 - Cosentino attended the Marbella Design Art fair
 - Participation in the Home Design Hub project, presented at the Habitat/Sici fair in Valencia.
 - Construmat trade fair
- A work of art in Dekton for the VIP room at the ARCO fair.
 - Cosentino City Mallorca participated in the Mallorca Design Day → Sponsors of the InterCIDEDEC Awards held at Cosentino City Mallorca (International Design Awards for Contract Environments for architecture and design professionals).
 - Sponsors of the conferences on Hotel Projects with Paolo Mauri (a programme of informative conferences for professionals and companies wishing to successfully undertake a hotel project).
 - ASEFAVE Congress (International Window, Façade and Solar Protection Congress)
 - Sponsors of the ZAK World Of
 - Façades, Spain edition

→ Construmat Barcelona



→ Marbella Design Art. Space by Paralela



→ Casa Decor 2023 Madrid. Space by Alejandra Pombo



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 eating, sport and volunteering, working with foundations and associations that promote and improve people's wellbeing.

COSENTINO
care
for health



Silestone Institute, the international research and dissemination platform that provides useful knowledge on gastronomy, safety and nutrition.

The Silestone Institute is an international platform dedicated to researching and disseminating knowledge about the home environment with the aim of improving it and promoting the well-being and quality of life of people in this area.

This year the Institute has continued its dissemination work, focusing on:

→ Informative content aimed at households, including tips to promote health, wellbeing, quality of life, 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.

In 2023 the Institute produced the report *Home Z: the Home of the Future of Gen-Z in Spain*. The report is an approach to the tastes and preferences of Generation Z when it comes to their home: house typology, style, design, technology, sustainability and even favourite rooms. To compile the report, 800 people aged 18-25 were surveyed and 18 renowned experts in fields such as architecture, interior design, gastronomy, anthropology, lifestyle, nutrition, technology, innovation and design trends were interviewed.

The report was presented at the Madrid Fusión Congress, Cosentino City Madrid – as part of the Madrid Design Festival – and Cosentino City Barcelona. The presentations included the participation of the experts involved in the report, which was disseminated through the media.



website
www.silestoneinstitute.com



→ Santiago Alfonso presented Home Z at Madrid Fusión



→ Home Z: the Home of the Future of Gen-Z



Healthy living

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

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 2023 we continued to participate in different running competitions around the world, raising awareness, motivating and preparing ourselves to take on these challenges as a team.

In this sense, more than 400 Cosentino employees have organised, participated and been present in:

- Valencia Half Marathon
- Singapore Marathon and Half Marathon
- Sydney Marathon
- Miami Marathon
- Brazil 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.

→ Marathons



Miami Half Marathon



Other events in 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 and Comarca del Mármol Sports Club
 - Vicente Bonil chess championship
 - Comarca del Mármol Football Club
 - 'XLV Subida del Mármol' motor racing championship
 - Running 'Vía Verde del Almanzora'
 - BTT Playa Macenas cycling competition

→ Vicente Bonil chess championship



→ Macenas BBT



We feel called to action.

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

Fundación Almería Tierra Abierta (FATA)

On the 28th of July 2023, the Almería Tierra Abierta Foundation was created with the aim of finding solutions for the settlements in the province of Almería.

Santiago Alfonso, VP of Communication and Corporate Reputation of Cosentino Group, spoke on behalf of the founding companies and main sponsors of the Foundation in the first stage of its journey: *“We are stepping forward to say that we care about the people who have chosen to come to our province to work, often at the risk of their lives, people who deserve to be embraced, respected and integrated. We will give the best of ourselves to move from words to deeds.”*

“Almería has always been a land of welcome and we cannot allow the message to get through that it has achieved its success at the expense of a social deficit. Our challenge is social and economic integration, and to achieve this we ask for the support and understanding of all social actors,” said García Lorca, president of the Foundation. In 2023, the Foundation has held meetings with many institutions, including business groups, social actors, professional and agricultural organisations, and has found a high level of understanding of the problem and a commitment to cooperation from all the parties consulted.

Support to the AECC

With the aim of obtaining the resources needed to fight cancer, as well as working on prevention and raising awareness of the serious health problem that this disease will represent in the future, Cosentino has signed a partnership agreement with the Spanish Association Against Cancer (AECC), whose objective is to promote healthy habits in order to increase survival by up to 70%.

We also joined their #TodosContraElCáncer campaign on social media during World Cancer Day. We also recorded a podcast with Mercedes Ríos, coordinator of the AECC’s prevention programmes, to provide more information about the disease.

Happy Sharing and Volunteer Day

To mark the International Volunteer Day and as part of our Happy Sharing campaign, we have launched a series of 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, served food to the homeless. We also held a toy drive. In Almería, we shared a breakfast with the elderly and helped them decorate their nursing homes in partnership with the María Fernández Vega Foundation. We also organised an

inclusive football match with the Los Carriles Foundation, in which more than 50 people participated. Likewise, we took part in an archery activity with the Almanzora Archery Club as part of their Flechas Rosas project, which aims to prevent breast cancer.

And, as every year, a group of volunteers delivered Christmas hampers and gifts to local associations such as Caritas, ACCEM, food banks, ACOES and local parishes.

→ Happy Sharing EN



C-Market

We’ve continued to run 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.

Crea + Awards, Red Cross

This year, we partnered with the Red Cross to sponsor the award for the company most committed to the Sustainable Development Goals.

ACOES Honduras and Tíjola Book Bank

We provided volunteers and transport to send three containers of material to Honduras through the ACOES Honduras Foundation. These three containers bring the total number of containers sent since the initiative began to 16.

Turkey-Syria earthquake

Following the devastating earthquake in Turkey and Syria, we joined the campaign launched by the NGO Acción contra el Hambre (Action against Hunger) to raise funds. We donated €10,000 to provide shelter hygiene kits to people left homeless.

→ Volunteering. Nursing home



→ Volunteering. Distribution of hampers, Los Carriles foundation



→ C-Market, local product market



→ Volunteering. Inclusive sport, Los Carriles foundation + Cosentino



Prizes and Awards 2023

Our company's commitment to innovation and quality in our products has again been recognised this year by various bodies, organisations and the media.

For another year, Cosentino's project has received the support of numerous organisations around the world, a project that is reflected in the innovative and disruptive nature of the company's products and solutions, a versatility and flexibility praised by the world's most prestigious publications in the sector.

Awards for our managers.

- Eduardo Cosentino was appointed as a new member of the Board of Directors of the Spain-US Chamber of Commerce.
- Pilar Martínez-Cosentino Alfonso was named one of the 500 most influential women in Spain by Yo Dona magazine.
- Francisco Martínez-Cosentino was appointed Honorary President of the Asociación de Empresarios del Mármol de Andalucía (Association of Andalusian Marble Business Owners).
- Francisco Martínez-Cosentino was awarded the Gold Badge of the Colegio de Graduados e Ingenieros Técnicos Industriales de Almería (Official College of Industrial Technical Engineers of Almería).

→ Francisco Martínez-Cosentino receives the Gold Badge awarded by the Official College of Industrial Technical Engineers of Almería



→ The Association of Andalusian Marble Business Owners appoints Francisco Martínez-Cosentino as its Honorary President



→ Pilar Martínez-Cosentino Alfonso, one of the 500 most influential women in Spain by Yo Dona



→ Eduardo Cosentino, new member of the Board of Directors of the Spain-US Chamber of Commerce.



Awards granted to Cosentino Group.

- Cosentino was awarded in the category of Leading Companies, Customers or Manufacturers at the Green Good Design Awards 2023.
- Cosentino was named Top Brand by ArchDaily in the Most Referenced by Architects section.
- Cosentino was selected as Lowe's 2023 Vendor Partner in the Kitchen and Bathroom category.
- Cosentino was a finalist in the Alianza para la FP Dual awards organised by the Spanish Confederation of Business Organisations (CEOE) and the Bertelsmann Foundation.
- Cosentino was the winner of the IndesIA II Dataton, organised by IndesIA, the Spanish Association for the Promotion of the Data Economy and Artificial Intelligence in Industry.
- Cosentino was nominated as a Large Industrial Company in the Spanish National Awards Industria Conectada 4.0, organised by the Spanish Ministry of Industry, Trade and Tourism.
- Macenas Resort won the Tourism category in the VIII edition of the Imagen de Andalucía Awards, organised by the daily newspaper La Razón.
- Cosentino received the Social Inclusion Award from the Amiab Association for People with Disabilities.
- Cosentino's self-consumption photovoltaic plant was recognised as one of the best sustainable initiatives in the Sustainability Actions 2023 awards.
- Cosentino was recognised as a family business by FIDEM, the International Foundation for Women Entrepreneurs.
- Cosentino was recognised in the Judges' Choice category of Snow Software's annual Technology Intelligence Awards.
- Cosentino was awarded the Socially Responsible Company Seal by the Plataforma Tercer Sector.
- Cosentino came 14th in the ranking of the most trusted brands in Spain, compiled by the Mesías Institute.
- Cosentino was listed as one of the best companies to work for by the magazine Actualidad Económica.
- Cosentino was a finalist in the Best Internationalisation Strategy category of the Ecommerce Awards 2023.

Awards granted to our products and brands.

Dekton®

- Dekton® Pietra Kode, winner in the Surfaces category of the Interior Design's Best of Year (United States).
- Dekton®, Façade Cladding of the Year at the Archello Awards 2023.
- Dekton® Onirika and Nina Magon, Red Luxe Award in the stone category.
- Dekton®, best product in the Kitchen Flooring, Kitchen Countertops and Bathroom Cladding categories at the KBB Readers' Choice Awards, organised by KBB magazine.
- Dekton® Onirika, best product of the year at the ProBuilder MVP Awards.
- Dekton® Pietra Kode, winner in the Product Innovation category of the IDC Innovation Awards 2023.
- Dekton® Onirika, one of the 30 most innovative products at the Beautiful Kitchens & Baths Awards.

Silestone®

- Silestone®, recognised in the Building Materials Brand Preference 2023 by Builder and Developer magazine.
- Silestone® Sunlit Days, sustainability award (Nature Knows Best) at AD's 2023 Great Design Awards: Kitchen and Baths.
- Silestone® and Dekton®, best product in the Kitchen Countertops category at the KBB Readers' Choice Awards, organised by KBB magazine.
- Silestone® Evita washbasins, best product of the year at the ProBuilder MVP Awards.
- Silestone® Evita washbasins, awarded in the 5th edition of ProRemodeler's Most Valuable Product Awards.
- Silestone®, winner of the Material Product of the Year category at the Designerati Awards.
- Silestone®, winner of the Best Kitchen Worktop category in the Ideal Home Kitchen Awards 2023.

→ Cosentino, winner of the IndesIA II Dataton, organised by IndesIA, the Spanish Association for the Promotion of the Data Economy and Artificial Intelligence in Industry.



→ Cosentino, finalist in the Alianza para la FP Dual awards organised by the Spanish Confederation of Business Organisations (CEOE) and the Bertelsmann Foundation



→ Cosentino Sustainability Day 2023 award



→ Pilar Martínez-Cosentino Alfonso, one of the 500 most influential women in Spain by Yo Dona

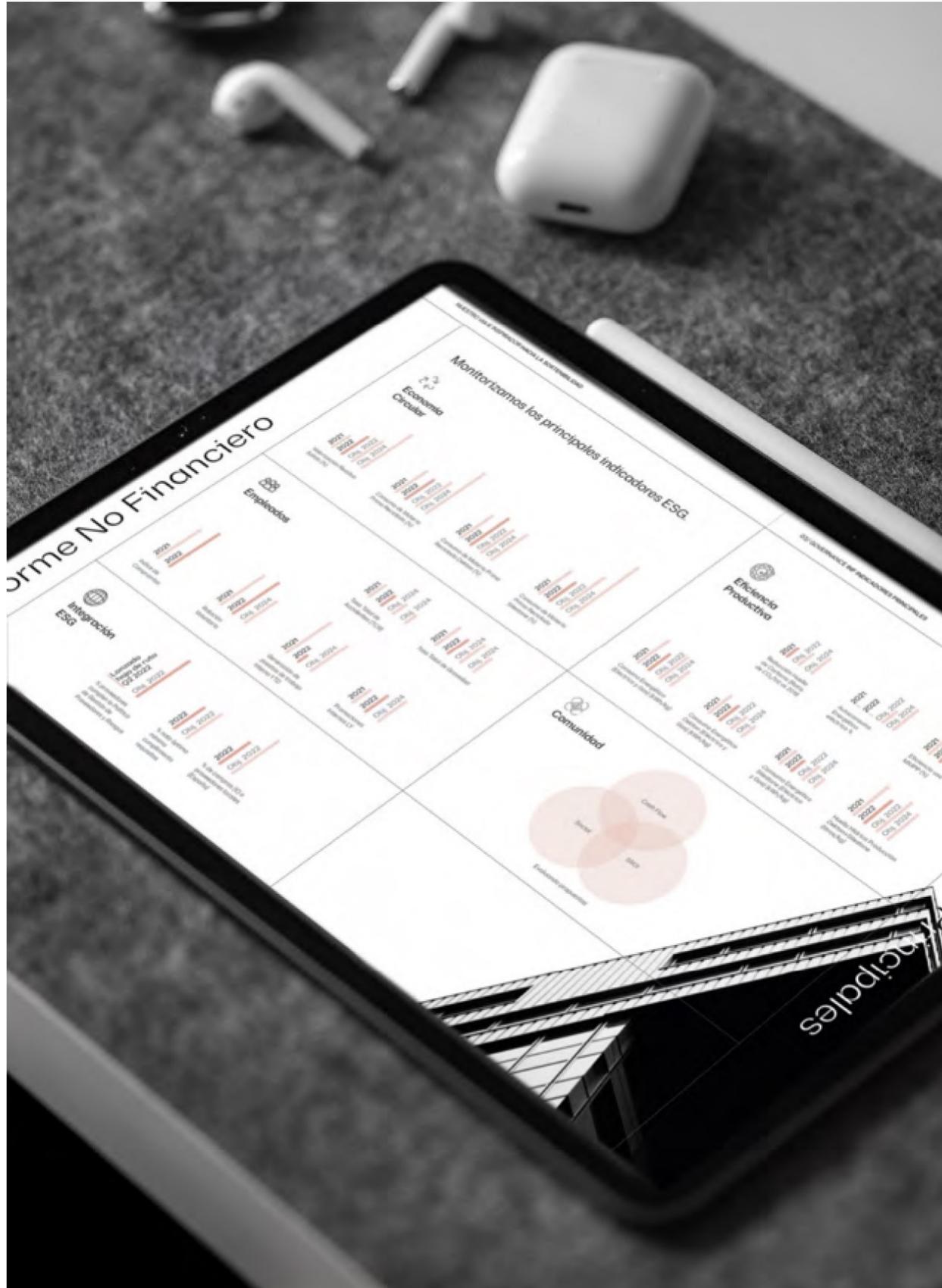


→ Silestone®, winner of the Material Product of the Year category at the Designerati Awards



→ Cosentino, recognised in the Judges' Choice category of the annual Technology Intelligence Awards





ESG

(G) Cosentino x Governance

We work to integrate sustainability and transparency into our business management.

Good Governance is a shared corporate culture.

At Cosentino, we not only apply a model of efficient management committed to maximum transparency. We go further. We are committed to good governance, a way of acting ethically and rigorously, of interacting with honesty, of treating others as equals, of demanding the best of ourselves and the company. This encompasses all levels or spheres of Cosentino, 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, and we demand ethical exemplarity and good sustainability practices from them.

Good Governance

(G) Cosentino x Governance

Ethical, transparent and responsible management

We are characterised by openness and honesty in our communications and business practices, sharing relevant information with our employees, customers, suppliers and other stakeholders in a clear and truthful manner.

In 2023, we continued our transparent disclosure of our ESG strategy by participating in CDP for the second year in a row.

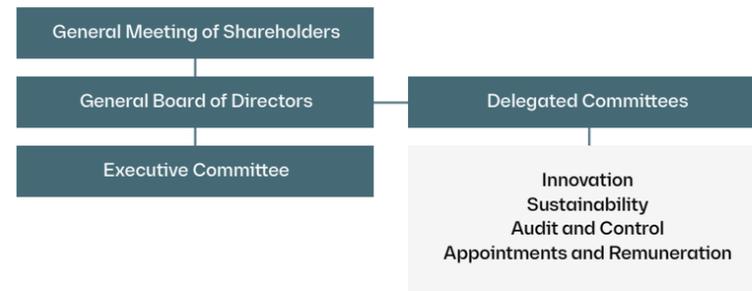


Corporate Governance

Our Corporate Governance structure provides strength and trust.

We are a family-owned company that has developed a contemporary management structure that is efficient and transparent, generating a Corporate Governance structure.

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 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.

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 through multidisciplinary teams of joint expertise.

- 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 the Cosentino Group.

Innovation Consultants
 Carlos González
 Ana García Fau

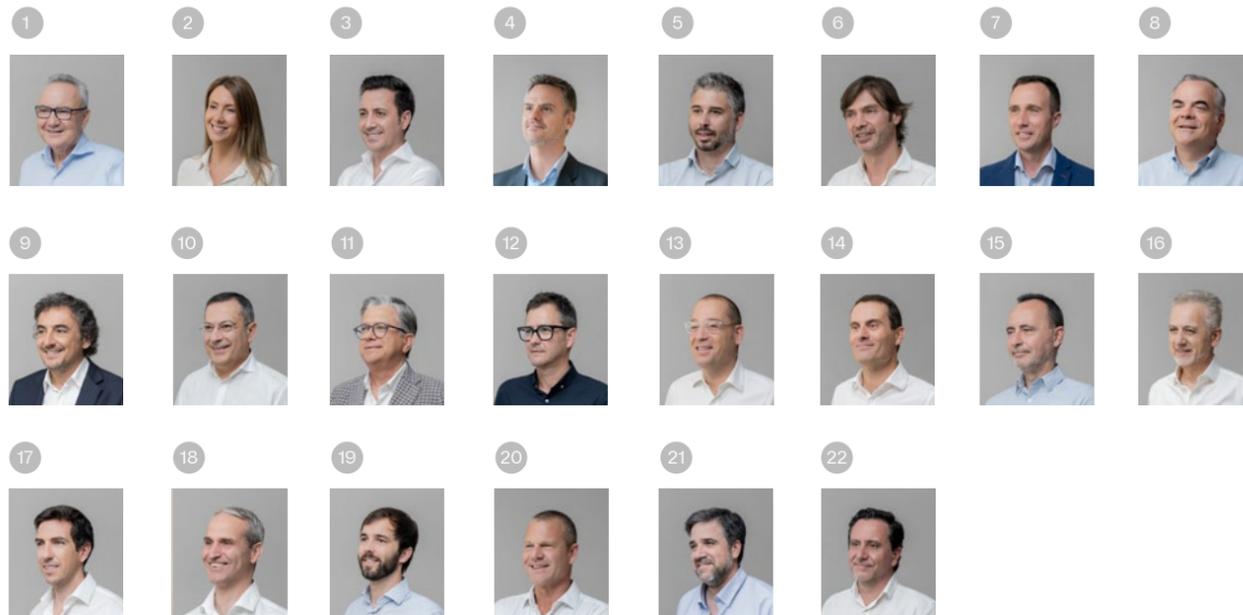
Audit and Control Committee

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 Consultants
 Carlos González
 Ana García Fau



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, Cosentino North America
- 21. José Manuel Rodríguez Jiménez,
Chief Information Officer
- 22. Jorge Cuervo Vela,
VP Global Legal & Compliance

Responsible Tax

Cosentino’s corporate tax policy 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.

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, the signing of prior valuation agreements between the Spanish and US tax authorities, and the assignment of intangibles with the Spanish Tax Agency.

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 2023, we paid a total of €33 million in taxes and collected €338 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*
€1,570,402,033	€278,597,363	€1,715,316,834	€726,285,000
2022: €1,710,847,987	2022: €312,362,852	2022: €1,786,458,239	2022: €574,079,235
Net equity	Investments over the Financial Year	Main ratios	
€591,217,179	€112,217,203	Net Debt / EBITDA ex-IRFS 16	Net Debt / Equity ex-IRFS 16
2022: €536,330,549	2022: €197,097,352	2.61	1.20

Economic scale	2021	2022	2023
Net business revenues	1,401,803,371	1,710,847,987	1,570,402,033
Net income	1,418,529,376	1,733,855,766	1,599,468,344
Net equity	450,969,310	536,330,549	591,217,179
Net financial debt*	395,918,819	574,079,235	726,285,000

*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	78,410,062	Austria	152,273	Finland	167,911
The Netherlands	831,574	Ireland	594,134	New Zealand	-168,738
Germany	532,743	Norway	157,632	South Africa	-393,953
United Kingdom	2,795,321	Singapore	108,060	Poland	-78,367
Italy	830,714	Turkey	-244,243	Malaysia	-168,274
Portugal	1,121,408	Israel	-97,709	USA	24,230,093
Sweden	368,352	Mexico	446,413	Canada	2,590,481
Belgium	471,799	Australia	-416,471	Puerto Rico	43,569
France	909,968	Japan	85,495	United Arab Emirates	-84,546
Switzerland	582,433	Dominican Republic	0	Emirates	29,028
Brazil	8,623,779	Denmark	537,525	Russia	
Lithuania	18,189	Slovenia	-43,498		
Czech Republic	-10,984	Peru	-26,384		
					122,905,789

**Breakdown of pre-tax profits by country as at 31 December 2023



Compliance

Our ethical compliance culture is based on the following principles:

 <p>Respect for the law</p> <p>We develop our activities in strict compliance with the law in force in each of the places we operate.</p>	 <p>Ethical integrity</p> <p>Our daily business activity shall be based on integrity and conducted with honesty, avoiding all forms of corruption and respecting the circumstances and particular needs of all those involved.</p>	 <p>Respect for Human Rights</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 is part of our Code of Ethics, Conduct and Regulatory Compliance, which was updated in 2023, and sets out our total commitment to transparency, ethical values and the law.

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. Cosentino has a Protocol for the acceptance of gifts and other business gestures that is mandatory for all Cosentino employees.

As part of the Annual Audit Plan, the Internal Audit department conducts tests to assess the level of compliance with the company's internal procedures. No situations of non-compliance with these procedures (such as conflicts of interest or fraud) have been identified.

With regard to monetary transactions, measures are in place to ensure compliance with the company's procurement process (Purchase to Payment), including various controls at the different stages, limiting the number of users who can generate payment orders and limiting to a minimum of the number of bank proxies, which in most cases are subject to a joint signature requirement.

The principles regarding money laundering are included in the Code of Ethics, Conduct and Regulatory Compliance. 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. We are committed to achieving the highest standards of compliance and quality.

The results of the periodic review of the system and the actions to be taken are presented quarterly to the Board of Directors during the meeting of the Audit and Control Committee. The last meeting was held in December 2023.

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.
- To ensure compliance with the Compliance Policy.
- 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.

Ethics Channel

Our corporate web includes an Ethics and Compliance section. The web also contains the Ethics Channel and key policies on the subject.

Structure of the Compliance Body

VP Global People
Francisco Robles

Corporate Legal Manager
Juan Rey Meléndez

Internal Audit Director
Guillermo José Vicente Saucó

Legal Advisor Spain
Noemí Vique Fernández

Aligned and trained

To achieve our goal of maximum transparency and total integrity we must be aligned. Each year, we therefore held a series of training sessions on compliance risks and the activities in which they can materialise, and how to prevent, detect or manage them.

We also make visible and encourage the use of our Ethics Channel to report any behaviour that takes us away from being a responsible and fair company.

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. To achieve this, we have our own Ethics Channel, an essential element of our compliance culture.

This tool is available to all our employees and stakeholders on our corporate website. The Compliance Body is also available via e-mail, letter, face to face or telephone communication.

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.

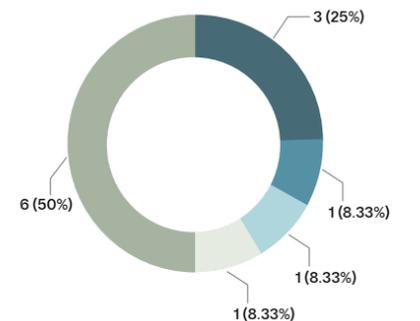
The communications received are analysed and classified by categories and processed by the Compliance Body according to their nature.

Thanks to our 'non-retaliation policy', Cosentino guarantees the confidentiality of all communications received and the protection of whistleblowers acting in good faith.

The number of communications received in 2023 was 12.

It should be noted that no complaints or communications related to corruption or bribery were received in 2023, as were no complaints about cases of human rights violations.

Number of communications received in 2023



- Inappropriate behaviour
- Fraud
- Harassment
- Discrimination
- Non-compliance with internal procedures



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 Cosentino 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 our values and principles. Thus, within the framework of operational excellence, we are committed to the integration of management systems, and we are continuously improving our Integrated Management System (IMS), which is accredited to the highest international standards.

In 2023 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: Value Added Purchasing Management.
- 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. In 2023 we reached a very important milestone: 100% of Cosentino's Procurement Function was certified to both standards.
- In 2023 we maintained our CDP B score.

We have also renewed – improving our results compared to 2022 – 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.

New certifications achieved in 2023:

- Dekton® has become the first surface in its category to be awarded the Indoor Air Comfort Gold certification for indoor air quality in terms of the emission of volatile substances.

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 in our company

We are committed to integrating ESG aspects throughout our value chain by promoting sustainable practices and engaging with our stakeholders.

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.

This ethical internalisation, this 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, respect for human rights is the responsibility of 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 and all other principles by which we are governed and to which they are required to conform.

In addition, the General Purchasing Conditions require our suppliers to comply with a number of criteria in this area. Audits are also conducted on key suppliers to ensure that they comply with the above conditions. Finally, 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. After working on the 2023 actions, we achieved a 93% adoption rate of the criteria in this standard across the company and successfully passed the 2023 audit.
- We achieved re-certification to UNE 15896:2015 standard for a further three years, confirming our commitment to continuous improvement and reaching a very important milestone: we have certified 100% of the scope of Cosentino's Procurement Function, including purchases in the USA, Brazil and the Natural Stone Central Purchasing Centre in Spain.
- 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. As part of our Audit Plan, we carry out on-site checks on the environmental, social and good governance criteria of all our raw material suppliers via the GoSupply platform prior to entering into a significant relationship.

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.

In 2023, we carried out 44 audits, mainly in China, India, Turkey and Dubai. Of these, 15 were closed with no non-conformities identified, while 27 had non-conformities identified that are being addressed.

Through our Service Monitoring Office, we evaluate the main services provided by the Cosentino Group, the SLAs defined and the strategic initiatives that help to increase the efficiency and value of our company, not only from an economic point of view, but also with a view to improving relationships 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 2023

Country	% Supply
Spain	53%
Turkey	20%
United Arab Emirates	7.6%
Italy	5.6%
China	4%
Portugal	2.9%
India	2.6%
France	2.2%
Hong Kong	1%
United Kingdom	0.6%
Switzerland	0.5%

17,389

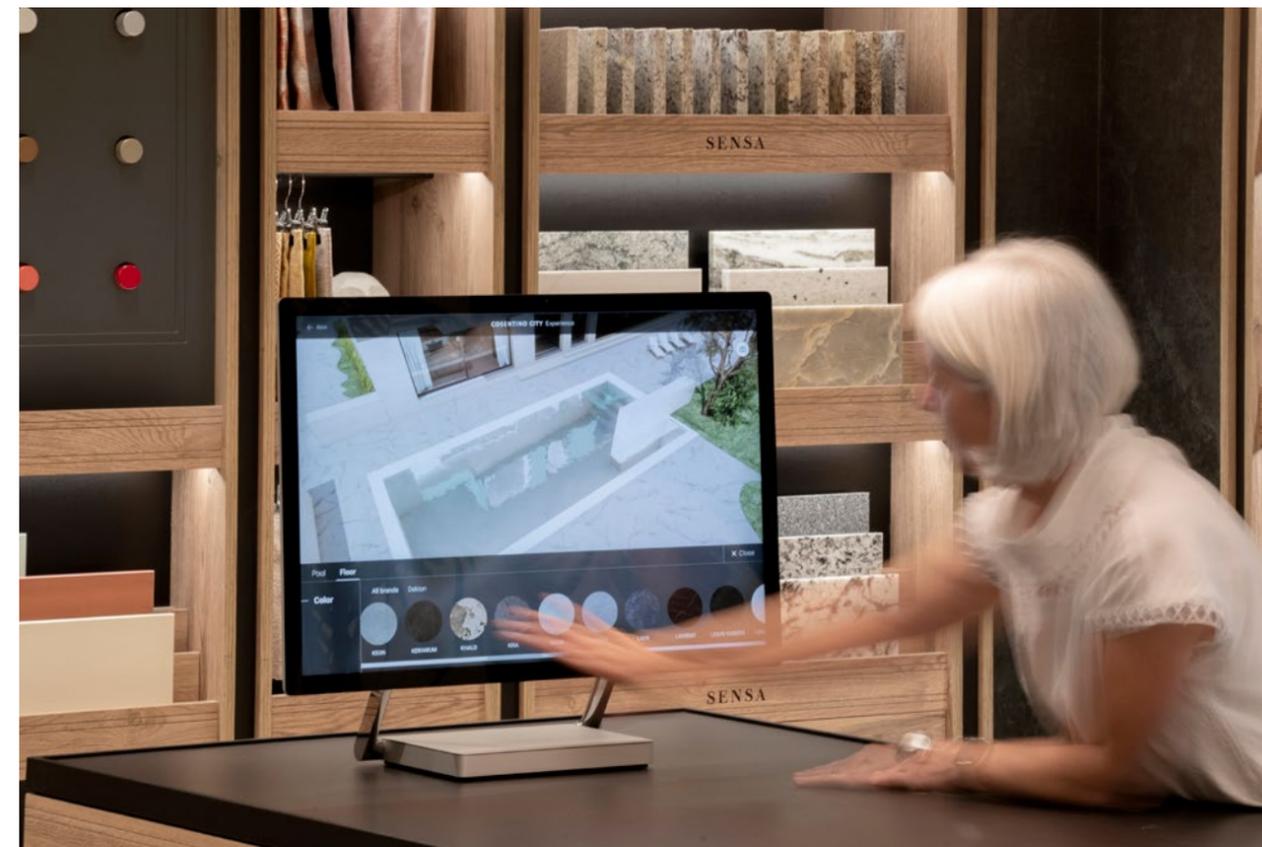
Total number of active suppliers

4,160

National suppliers (24% overall)

1,242

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



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 a number of processes. Some of the actions taken in 2023 in this respect include:

→ As a result of the need to centralise all the processes in this area and in order to improve our Purchasing and Negotiation process and to manage the approval of suppliers with ESG criteria, we migrated our previous purchasing platform to JAGGAER.

→ We have continued to enhance Supplier Industry 4.0 to automate tasks and processes through extensive use of RPA, and PowerBI to further develop digitisation for information management.

→ We continued to simplify and streamline the catalogue shopping process with four new catalogues and expanded the reach of Amazon Business in the Americas and Canada (now over 50) to more than 20 countries, with over 250 users 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 database.

→ We improve the management and reception of our raw materials in the Industrial Park through the Raw Materials Panel, which a cross-departmental team worked on in 2023.

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. Our Cosentino ESG Questionnaire, which is mandatory and to which all our suppliers must adhere, has been revised to ensure compliance with upcoming legislation, such as the Due Diligence Law in Europe, and to address cybersecurity risk.

The final average ESG performance score of all our suppliers at the end of the year was 60%, exceeding the target set for 2023.



Supplier and Risk Management Policy compliance

100%

Our critical suppliers are compliant with our Supplier and Risk Management Policy

50%

2023 ESG target score

168

End suppliers rated as critical

44

On-site audits of our main raw material suppliers

13%

Trading volume allocated according to ESG development criteria*.

* Purchases over €1 million from Raw Materials, Investment, Industrial Supplies and Services portfolios

Main developments in the Agenda'24.

Key achievements in 2023 include:

- Our ESG Academy has provided training to 115 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 Champion 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, defining a new roadmap to achieve the 2030 targets.
- Commitment to the EU's Due Diligence Directive, mitigating potential non-compliance risks in our supply chain through our actions.
- Definition of KPI targets: in 2023, the optimal compliance score for our questionnaire was 50%,

- defining a roadmap for our core supply chain to achieve 100% sustainability criteria by 2030. Based on the development of our Procurement function, we expect to reach 65% during 2024. We started measuring the percentage of processes awarded, recognising the improvements made in the implementation of ESG criteria.
- Ensure compliance with our Supplier and Risk Management Policy, strengthening both our Procurement Standard and our General Terms and Conditions of Purchase.
- Industry 4.0: we migrated our previous purchasing platform to JAGGAER, digitising and automating 100% of our procurement information management. We have also robotised the management of our Service Monitoring Office.

86%

Actions implemented from our Agenda'24

168

Monitored suppliers

115

Training provided by our ESG Academy to our suppliers

Ranking Top 10 Suppliers – ESG assessment

Supplier	% ESG Score	Country
GAS NATURAL COMERCIALIZADORA, SA	97%	ES
Hubei Jiangnan New Material Co., Ltd	95%	CN
ISS FACILITY SERVICES SA	94%	ES
ENDESA ENERGIA, S.A. UNIPERSONAL	92%	ES
Nouryon Functional Chemicals B.V.	92%	ES
LANXESS DEUTSCHLAND GmbH	92%	DE
FCC AMBITO, S.A.	91%	ES
POLYCHEM RESINS INTERNATIONAL IND. L.L.C	90%	AE
EKOM ECZACIBASI FOREIGN TRADE CO	89%	TR
Turkuaz Polyester Recine Kimya Sanayi Ticaret A.S.	89%	TR

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.
- In 2023, our Supplier Risk Committee has been integrated into the Service Monitoring Office, where services with health and

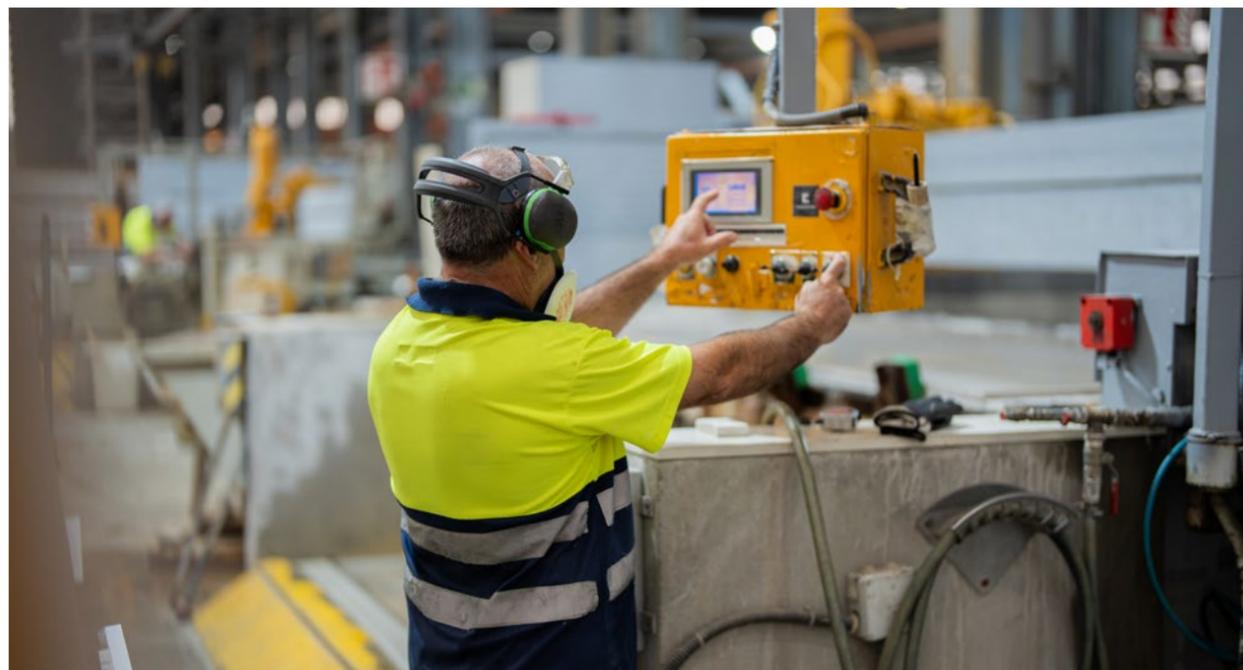
safety risks are monitored in collaboration with the Health and Safety team.

The indicators evaluated are as follows:

- Accident rate.
- Unsafe acts.
- Access control incidents.
- Compliance with the Coordination of Business Activities.
- Environmental incidents.

- On 28th April, International Workers' Memorial Day, we held our first Health and Safety Day, aimed at our main contractors and co-ordinated by our Health and Safety and Purchasing teams.

→ 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 are strengthening transparency, traceability and a level playing field for participation in our tendering processes through our Supplier Portal and the new JAGGAER platform. Last year, we continued to provide tailored training sessions through our ESG Academy to help our suppliers better understand our processes and our procurement function.

By 2023, our Supplier Portal had 8,763 suppliers. We continue to consolidate it, implementing new functionalities, strengthening it and automating and simplifying the registration of new suppliers.

 <p>Seminars and conferences</p> <p>Participation in professional seminars and conferences.</p>	 <p>Trade fairs</p> <p>Industry and service sector events.</p>
 <p>Supplier events</p> <p>Attendance at events organised by suppliers.</p>	 <p>Regular meetings</p> <p>Technological development sessions with suppliers and partners.</p>

→ Cosentino and Tom Dixon at Milan Design Week



Customers

We continue to go deeper into our culture of care, starting with our customers

At Cosentino, we believe that you should always put a face to your customers, that you should think of them as people you know, with a name and a surname. This gives you a vision of their needs and a deeper responsibility towards them.

We provide expertise on how to lead with full transparency.

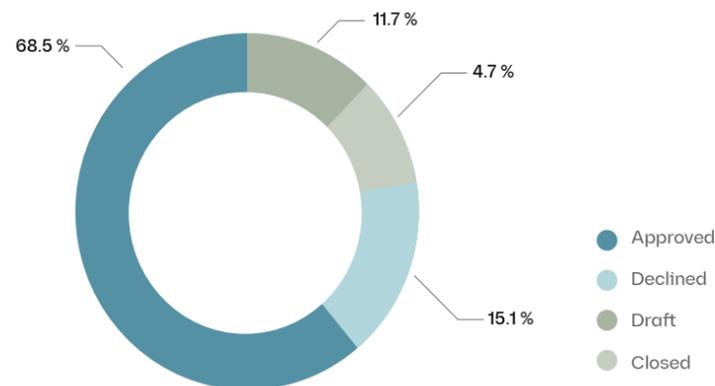
We go hand in hand with our customers, providing them with a range of tools designed to build trust and assure them that we are listening to them and paying attention to their needs.

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 Customer Care Department analyses the management of end customer claims. In order to implement improvements in any of the supply chain processes, the result of the analysis is shared with the different members of the team, as well as the different departments involved. 25,094 incidents were managed in 2023, which break down as follows:



25,094

Total incidents recorded

68.5%

Approved claims

15.1%

Claims declined

4.7%

Claims closed

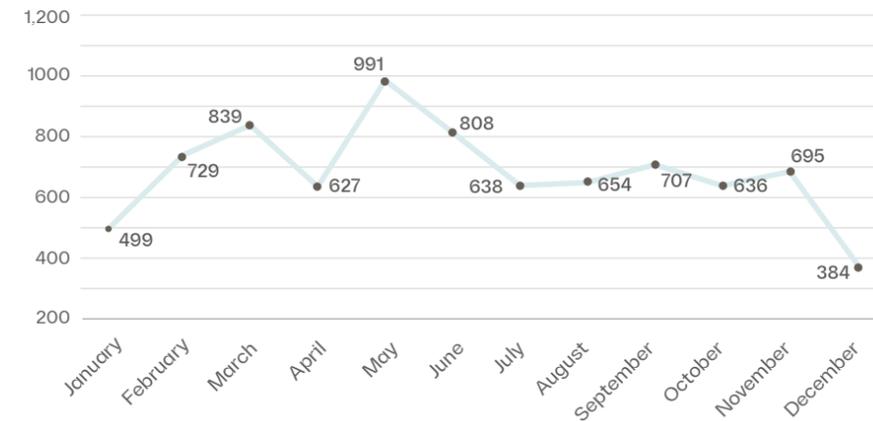
11.7%

Claims in draft

Throughout 2023, our customer training team has succeeded in establishing a high rate of technical support worldwide, resulting in increased technical capability and autonomy for all our partners.

Our commitment to providing continuous technical support to our customers gives them great peace of mind and confidence when working with Cosentino products.

Visits in 2023



The Customer Support team carried out 7,206 visits in 2023, which represents an increase of 17.45% compared to the visits carried out in 2022.

A large number of group training sessions were also held last year. These were aimed at all types of customers within the same sector. In addition to increasing the technical knowledge of the participants, this has helped to widen the network of contacts between them, thus improving communication between the parties involved in the supply of Cosentino products.



We demonstrate our commitment through our actions.

We continue to carry out communication actions aimed at empowering our customers and society as a whole by providing them with as much information as possible.

In 2019 we launched the Cosentino Health & Safety Space, a web area accessible from any device and created to inform our customers about the possible risks associated with our products and the relevant preventive measures. Since then, the site has been regularly updated. Today, it presents the latest health and safety information on our products in an easy-to-read, structured and multilingual way, in accordance with applicable international regulations such as GHS for the classification and labelling of chemicals and mixtures, CLP and REACH.

Last year we updated the safety data sheets for the Proline professional products and the Silestone®, Dekton®, Sensa, Scalea®, SILQ® and Natural Stone data sheets on this platform.

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.

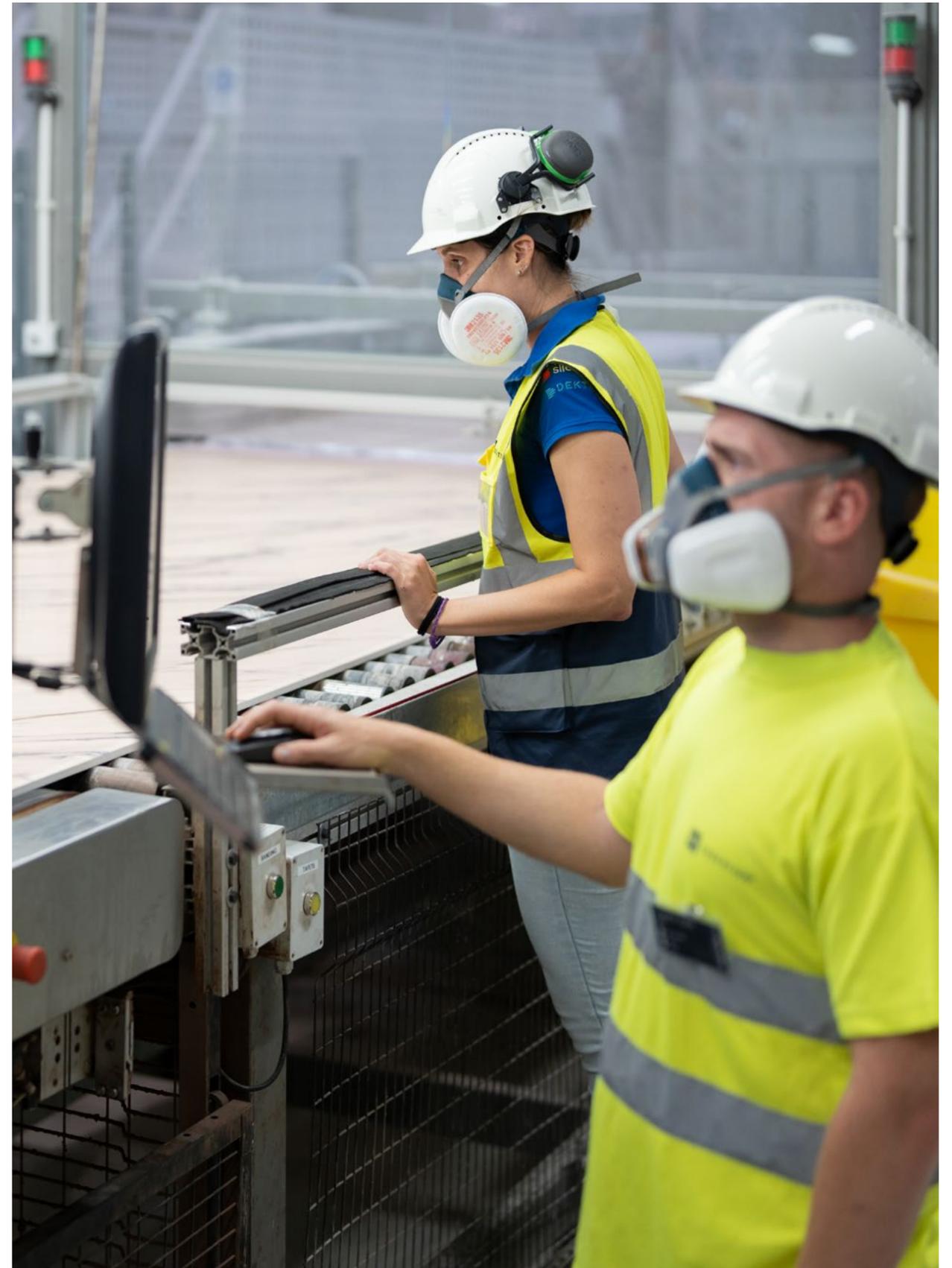
In 2023, we continued this action by sending a newsletter by registered post to 37 countries in ten languages on the occasion of International Workers' Memorial Day. This newsletter included information on the Cosentino Health & Safety Space, the latest news on safety documentation and Silestone® Hybriq Technology®.

→ 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 is wide and includes marble suppliers, kitchen and bathroom studios, architects, designers, construction companies, developers and interior design students from all over the world, especially from Spain, but also from the rest of Europe, Turkey, Israel, Canada, South Africa, the United States and Latin America.

Through the Visitor Centre, Cosentino organises comprehensive tours of its headquarters and industrial park, showing the company's production plants, warehouses and headquarters buildings and providing information on the history of the company's growth and development, as well as the production processes of its surfaces. In addition, thanks to the constant collaboration of the members of the Product Department, it offers a technical and precise communication to the professionals who visit the company.

We open channels of communication with our *skateholders*.

Service Desk

Cosentino improves its customer service through the internalisation of the Service Desk and Workplace teams, demonstrating our commitment to the area of Almería by recruiting people from the region and surrounding areas. Through internalisation, we are making the face-to-face service more dynamic and responsive, in line with the speed at which it must be delivered, and we are improving the quality of the call service provided, thereby increasing user satisfaction.

Social Media

Our Social Media global and local (GloCal) strategy is consolidated for another year, aiming to strengthen our brands in our online community through active and close communication with our customers and other key audiences for the company, particularly in the world of design and architecture.

These channels, which feature global content in more than 15 different languages, showcase product launches and other key company milestones, such as participation in major design and architecture events, as well as sporting and cultural events, both locally and internationally.

We have an active community of more than two million users on the main social media platforms where we are present (Instagram, Facebook, LinkedIn, Twitter, Pinterest and YouTube).

Below is a breakdown of our presence on the various social media platforms by relevant market.



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	o				Brazil
o	o	o				Canada
o		o				Scandinavia
o		o				Denmark
o	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				Japan
o		o				LATAM
o	o	o				Mexico
o	o	o				New Zealand
o		o				Norway
o		o				Middle East
o		o				The Netherlands
o		o				Poland
o	o	o				Portugal
o	o	o				United Kingdom
o		o				Czech Republic
o		o				Slovakia
o		o				South Africa
o		o				Switzerland
o	o	o				Turkey

Cosentino City

Furthermore, in order to give greater visibility to our Cosentino City showrooms and to be closer to their target audience (mainly interior designers and architects), the presence and activity of the showrooms on Instagram, LinkedIn and Google My Business channels is being strengthened.

In addition, to facilitate the customer experience, an online appointment request button has been added to the website of each Cosentino City showroom.

Additionally, our Cosentino City showrooms offer users the opportunity to access a virtual catalogue – Digital Slab – containing our full range of Dekton®, Silestone® and Sensa by Cosentino® colours on a giant 4K screen.



o	o	o	Antwerp
o	o	o	Amsterdam
o	o	o	Atlanta
o	o	o	Barcelona
o	o	o	Boston
o	o	o	Chicago
o	o	o	Stockholm
o	o	o	London
o	o	o	LOS ANGELES
o	o	o	Madrid
o	o	o	Málaga
o	o	o	Mallorca
o	o	o	Miami
o	o	o	Milan
o	o	o	Montreal
o	o	o	New York
o	o	o	Paris
o	o	o	San Francisco
o	o	o	Seattle
o	o	o	Toronto
o	o	o	Vancouver
o	o	o	Washington



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. In 2023, three new issues of the magazine were published, bringing the total number of issues to 26, including a special issue (C Magazine 2022), that collected three 2022 issues in one volume.

→ C Magazine



Magaceen.com

It is the website that complements and accompanies the printed magazine.

It is part of Cosentino's digital platform (Professional Blog).

→ Magaceen.com



C-Guide

Global guide to contemporary architecture, produced in partnership with the Arquitectura Contemporánea Foundation, which acts as a platform for the knowledge and recognition of the most outstanding contemporary architecture around the world.

By the end of 2023, 14 cities had joined the C-Guide, the latest being Cape Town, New York and Istanbul. In 2023, C-Guide selected and compiled a list of the 200 most significant works of contemporary architecture.



G U I D E

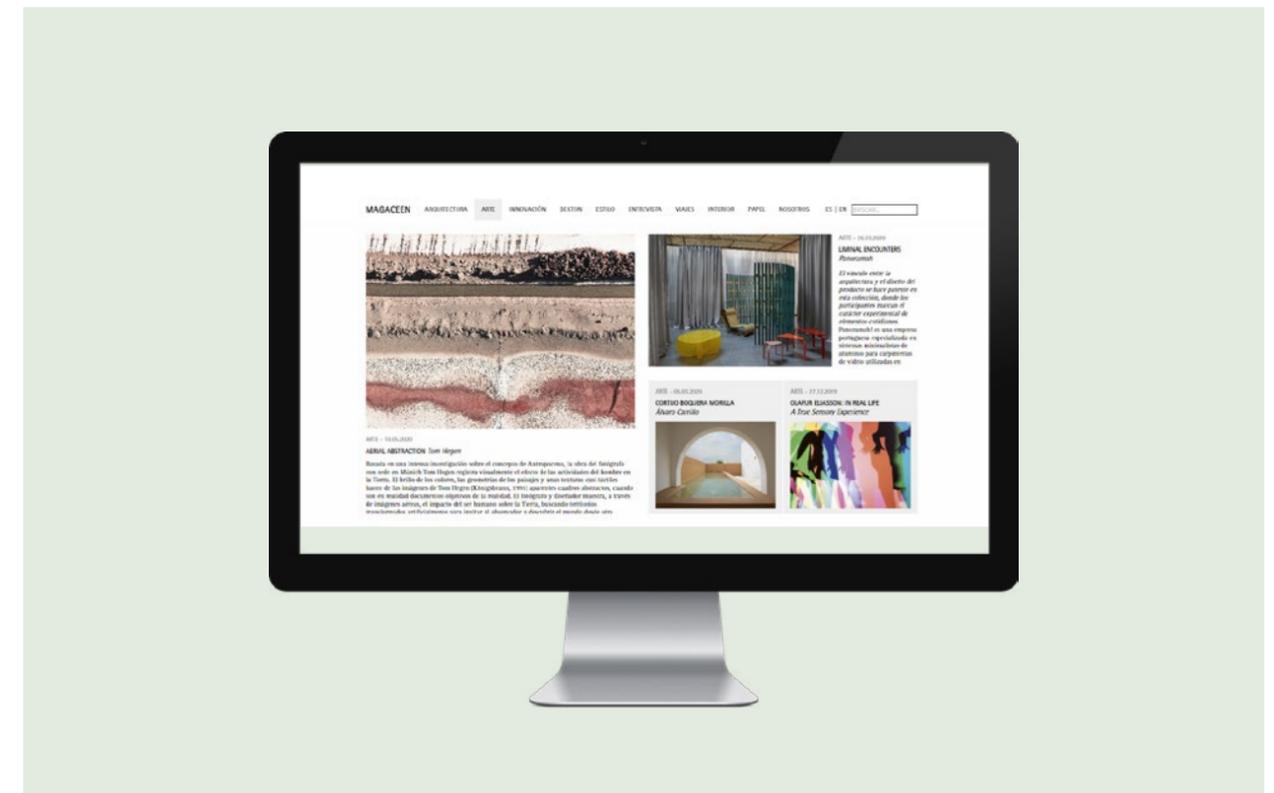
→ C-Guide



→ C Magazine



→ Magaceen.com website



We have a presence at key events.

→ Expo Revestir, São Paulo



→ Buildex, Vancouver



→ AD Awards



Spain

- Madrid Fusión
- ARCOmadrid
- Zak World of Façades, Madrid
- Casa Decor
- Mutua Madrid
- Construmat Barcelona
- Habitat fair, Valencia
- C Next Designers El Toyo
- AD Awards
- Starlite Gala
- Mallorca Design
- Málaga Film Festival
- Madrid Design Festival
- Pedro Expósito Design Awards
- Crush! Interiors, Arts & Crafts

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' Professional Association of Interior Decorators of Aragón
- Professional Association of Interior Decorators of La Rioja
- Col·legi d'Arquitectes de Catalunya (Architects' Association of Catalonia)
- Fundación Arquitectura y Sociedad (Spain's Architecture and Society Foundation)
- FAD (Spanish organisation for the promotion of arts and design) & ARQUIN-FAD
- Scalae. Documentary Agency
- Asociación de Mobiliario de Cocina (Spanish Association of Kitchen Furniture)
- Design Institute Of Spain (DIOS)
- Professional Association of Architects of Seville

- Professional Association of Interior Decorators and Designers of Bizkaia
- Professional Association of Interior Decorators and Designers of Cantabria

Mexico

- C Next Fabricators
- Cancun C Next Designers
- Cancún Obra Blanca

Canada

- Buildex, Vancouver
- IDS Toronto

United Kingdom

- Zak World of Façades, Birmingham
- Design Popup Dublin
- Kent Construction Expo Zak World of Façades London

Poland

- Architect @ Work Varsovia

Colombia

- Feria De Diseño, Medellín

Portugal

- Architect @ Work Lisboa

Australia

- 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).

France

- SIRHA Lyon
- Architect @ Work Marsella
- Architect @ Work Paris
- Architect @ Work Burdeos
- Esprit Meuble Paris

USA

- KBIS Las Vegas
- HD EXPO Las Vegas
- PCBC Anaheim

Brazil

- Expo Revestir, São Paulo

Morocco

- SIB, Casablanca (Morocco)

Germany

- Bau Munich
- Mow Küchenmeile
- Archipoint Rivercruise

Italy

- Fuori Salone
- SICAM Pordenone
- Architect @ Work Milan

Switzerland

- Architect @ Work Zurich

The Netherlands

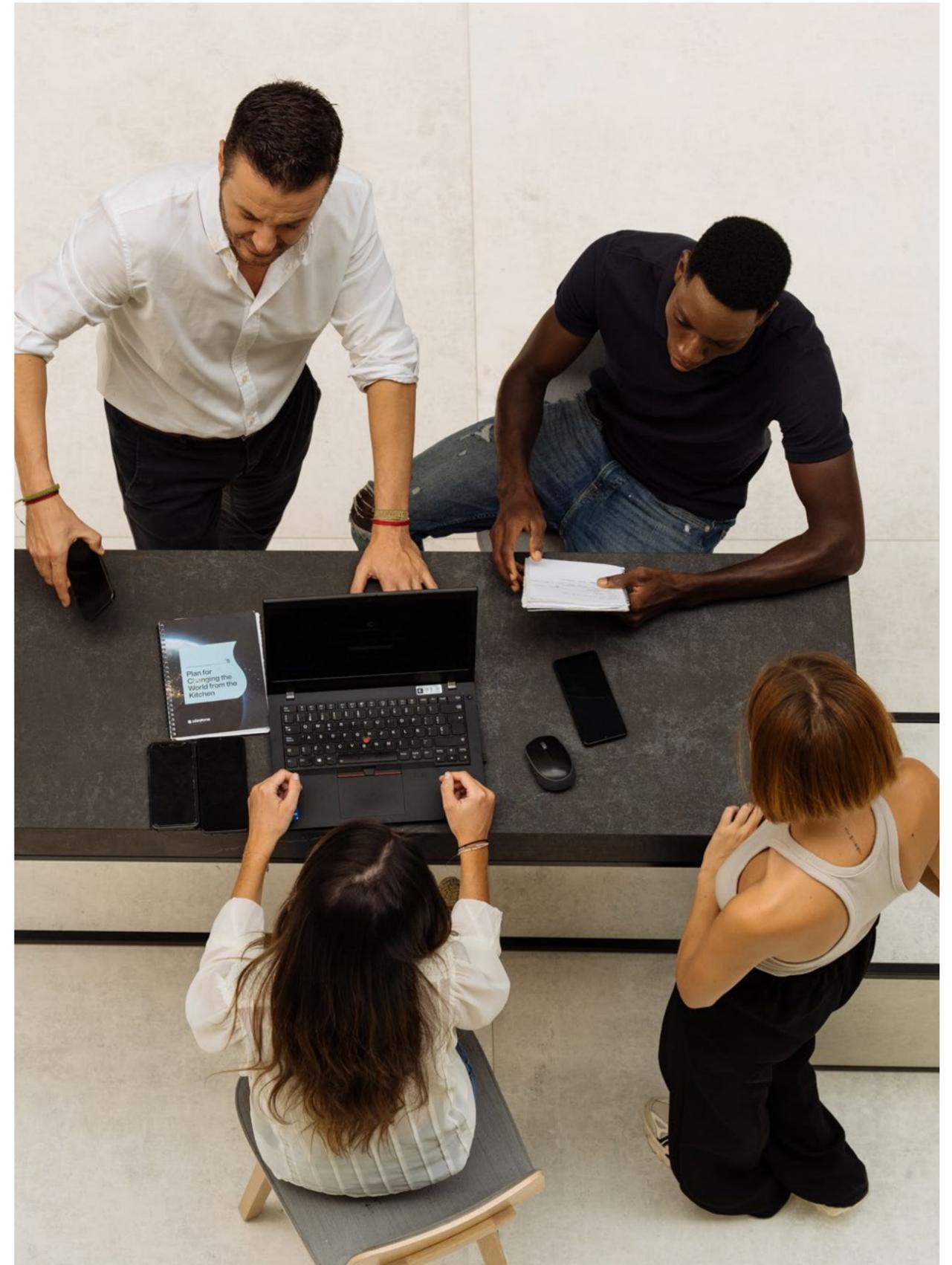
- Architect @ Work Amsterdam

Partners

We work hand in hand with partners and organisations that 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, industry development and social responsibility, such as:

- SERES Foundation.
- 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).
- ASCER (Spanish Ceramic Tile Manufacturers' Association)
- 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).
- GENFIM.
- 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).
- ICEX
- EUROSIL: European Association of Industrial Silica Producers.
- NEPSI (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).
- 2030 Observatory of CSCAE
- CESUR.
- Consejo Superior de los Colegios de Arquitectos de España (CSCAE).
- Fundación Arquitectura y Sociedad (Spain's Architecture and Society Foundation).
- Foundation for Contemporary Architecture.
- Federación Hábitat de España (Spanish habitat federation).
- IndesIA Association.
- CEAJE (Spanish Confederation of Young Entrepreneurs' Associations).
- Spain-US Chamber of Commerce.
- US Spain Council Foundation.



Aligned with the SDGs



Our contribution to the primary goals.

SDG 3. Health



We care about the health and safety of everyone: from our employees, partners and customers to each and every member of society.

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 prioritising their health and safety, and we achieve this through 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 our own medical service, which is highly valued by them. We have internalised the specialty of Occupational Medicine within the Prevention Service, resulting in a better adaptation of the work to the needs of the company and its employees.

We provide our employees with check-ups in accordance with established Health Surveillance protocols, health care and vaccination campaigns.

Last year, we signed the Luxembourg Declaration, joined the Spanish Network of Healthy Companies of the National Institute for Health and Safety at Work and established health promotion partnerships with organisations such as the Spanish Association Against Cancer, the Red Cross, the Andalusian Health Service and Regional Ministry of Health, the Contigo Foundation, Vithas, MAPFRE and Mutua Universal.

We have undertaken a number of actions, including:

- Individual assistance, advice and response to health-related queries by qualified personnel
- 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

SDG 8. Decent Work



CONTRIBUTION

- Statutory audit with zero non-conformities.
- 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 3,698 check-ups carried out in the area of Health Surveillance in 2023.
- Internalisation of the specialty of Occupational Medicine and creation of a Global Head of Health and Wellness.
- Regular communications on safety performance and preventive measures to avoid accidents in all our markets.
- 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 in the market: Hybriq+® for Silestone®.
- We drive innovation in the communities where we operate.
- We have registered 18 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 30 active patent families protecting different inventions in the various countries in which we operate, with 88 different registered designs.
- We invested more than €21 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 drives improvements across 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.
- We use technologies such as Artificial Vision, CAD/CAM, Machine Learning and Digital Twin in our day-to-day work, with ongoing training to provide the best possible service.
- We established the new Digital Business Unit, working with a new methodology (Agile/Scrum) in the organisation.
- We have planned the manufacturing of our products with market-leading solutions that incorporate finite capacity planning and sequencing capabilities into the core of our ERP. We implemented genetic optimisation algorithms to automatically suggest feasible and optimised multi-level production plans, taking into account plant capacity constraints and material availability.

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 16% at our facilities in Cantoria (Spain). In 2023, we began to adapt these facilities to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste generated.
- We implemented the Circularity Project, which aims to expand the lines of research for waste treatment, particularly in the case of Silestone® and Dekton®. Thanks to this initiative, in 2023 we obtained AENOR's Zero Waste certificate for Dekton® production process.
- We joined the EOCENE project, a leading effort to develop a new generation of more sustainable materials from our waste.
- 9.60% 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.
- We digitise the entire raw material entry process at the Industrial Estate, eliminating waiting times, improving process safety and minimising material loss and waste.
- We entered into a new contract for technological upgrading to promote the reuse of IT equipment aiming at emission reduction and energy efficiency. We are the first company in Europe to sign such an agreement with one of the world's leading manufacturers in the communications sector. In this way, we are establishing a circular model and ensuring a more advanced and sustainable technological environment.

SDG 13. Climate Action



CONTRIBUTION

- Launch of 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 both products through the voluntary compensation of its CO2e emissions.
- We have created the Green Belt in our Industrial Park in Cantoria (Almería, Spain) to protect and enhance biodiversity with a green perimeter of native flora and fauna, which also acts as a natural barrier against dust emissions from the outside or even against possible fires.
- With the aim of improving road safety, productivity, efficiency and sustainability through Smart, low-emission solutions, we implemented our second Sustainable Mobility Plan at the Industrial Park.

Our contribution to the secondary goals.

SDG 4. Quality Education



CONTRIBUTION

- Second 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 77,076 hours to training our employees, in two lines of training: onboarding and continuous training.
- Additionally, we offer our 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, a software that will allow us to manage energy more efficiently.
- We've achieved 100% use of 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 self-consumption installations in a number of Cosentino Centres, including A Coruña, Madrid, San Sebastián, Seville, Toledo, Valladolid, Vigo, Castellón, Murcia and Zaragoza.
- 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 2023, we added 38 new measures. This has resulted in energy savings of 16.5 GWh.
- We entered into a new contract for technological upgrading to promote the reuse of IT equipment aiming at emission reduction and energy efficiency. We are the first company in Europe to sign such an agreement with one of the world's leading manufacturers in the communications sector. In this way, we are 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 through the sustainability of 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 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 more than 30 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 2023 (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®	21,489	234,293	9.2%
Silestone®	45,645	465,953	9.8%
TOTAL	67,135	700,246	9.6%

2023 marked the fifth 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 2023 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: Global: Cantoria Industrial Park (Almería, Spain) + Latina Vitória factory (Brazil)

Change in solid waste recovery (Tons)	2021	2022	2023
Total waste	387,334	436,878	332,563
Total recovery	53,589	71,835	54,796
Recovery rate (%)	13.84%	16.44%	16.48%

Annex 2. Energy consumption

Silestone® + Dekton®	2021	2022	2023
Total Electricity Consumption (kWh)	192,456,240	192,616,614	185,007,973
Total Thermal Energy Consumption (kWh)	265,209,158	312,011,462	372,501,970
Total Energy Consumption (kWh)	457,665,398	504,628,076	557,509,943
Total produced (kg/year)	503,187,827	568,971,790	443,724,910
Energy indicator (kWh/kg produced)	0.91	0.89	1.26

DIESEL CONSUMPTION	2021	2022	2023
Total consumption (litres)	892,126	1,155,187	1,044,492
Total consumption (kWh)	8,970,890	11,607,666	10,495,369

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	5,451,395 kWh	natural gas and propane
	Electrical Energy	Mains consumption	6,184,934 kWh	
Cosentino Centres	Stationary combustion	Fuels used on the premises	1,471,433 kWh	natural gas
	Electrical Energy	Mains consumption	6,433,761 kWh	
City Centres	Stationary combustion	Fuels used on the premises	36,445 m ³	natural gas
	Electrical Energy	Mains consumption	663,037 kWh	
Logistic Hubs	Stationary combustion	Fuels used on the premises	13,064 m ³	natural gas
	Electrical Energy	Mains consumption	1,479,299 kWh	
Brazil factory	Stationary combustion	Fuels used on the premises	926,342 kWh	natural gas
	Electrical Energy	Mains consumption	7,083,856 kWh	

Annex 3. Emissions of other substances

	2021	2022	2023
Carbon Monoxide (CO) (Kg/year)	74,700	58,400	73,506
Oxides of Nitrogen (NOX) (Kg/year)	93,200	102,000	106,317
Lead and compounds (Pb) (Kg/year)	9.2	0.7	0.3
Total Suspended Particles (TSP) (Kg/year)	30,700	20,500	58,846
Total Organic Carbon (TOC) (Kg/year)	9,920	33,800	57,560
Hydrofluoric acid (HA)	73	817	727

*Data as of 25th January 2024.

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 2023, 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	93,964.68
Indirect energy emissions	6,816.26
Indirect transport emissions	118,096.70
Indirect emissions from services and products	277,159.83
Indirect emissions from product use	8,380.21
TOTAL	504,417.67

54.95% 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, 23.41% 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 18.63% of our Carbon Footprint, most of which correspond to emissions derived from our production processes.

If an objective and quantified comparison is made between the 2018 and 2023 Footprint indicators, we can again see a reduction, in this case of 9%.

Annex 5. Employees

*The tables below show year-end data, not average data, as our business is not seasonal and the number of employees remains constant throughout the year.

Employees by contract type and gender in 2023

	Women	Men	Overall total
Permanent	1,534	4,405	5,939
Full-time	1,508	4,398	5,906
Part-time	26	7	33
Fixed-term intermittent	1	-	1
Full-time	1	-	1
Permanent intermittent	1	-	1
Full-time	1	-	1
Temporary	17	81	98
Full-time	16	52	68
Part-time	1	29	30
Dismissals	72	192	264
Overall total	1,553	4,486	6,039

Employees by contract type and age in 2023

	Under 25	from 25 to 35	from 35 to 45	from 45 to 55	over 55	Overall total
Permanent	264	1,679	2,034	1,387	575	5,939
Full-time	263	1,677	2,018	1,379	569	5,906
Part-time	1	2	16	8	6	33
Fixed-term intermittent	-	1	-	-	-	1
Full-time	-	1	-	-	-	1
Permanent intermittent	-	-	1	-	-	1
Full-time	-	-	1	-	-	1
Temporary	6	34	16	10	32	98
Full-time	6	34	16	10	2	68
Part-time	-	-	-	-	30	30
Dismissals	16	81	94	45	28	264
Overall total	270	1,714	2,051	1,397	607	6,039

Employees by type of contract and professional category in 2023

	Senior Manag.	Middle Manag.	Operational Manag.	Professional	Administrative	Operator	Overall total
Permanent	20	100	827	1,999	304	2,689	5,939
Full-time	20	100	824	1,988	294	2,680	5,906
Part-time	-	-	3	11	10	9	33
Fixed-term intermittent	-	-	-	1	-	-	1
Full-time	-	-	-	1	-	-	1
Permanent intermittent	-	-	-	1	-	-	1
Full-time	-	-	-	1	-	-	1
Temporary	-	-	7	25	3	63	98
Full-time	-	-	2	25	3	38	68
Part-time	-	-	5	-	-	25	30
Dismissals	-	1	28	86	22	127	264
Overall total	20	100	834	2,026	307	2,752	6,039

Number of employees by country in 2023

Country	Number of employees	Country	Number of employees
Spain	3,484	Switzerland	20
USA	1,261	New Zealand	19
Brazil	258	Austria	17
Canada	123	Ireland	17
United Kingdom	121	Norway	16
France	99	Japan	13
Italy	96	United Arab Emirates	12
Australia	87	Denmark	12
Germany	59	Malaysia	12
Sweden	38	Lithuania	12
Portugal	35	Finland	10
Poland	34	South Africa	10
Mexico	29	Czech Republic	4
Turkey	28	Indonesia	4
The Netherlands	27	Hungary	3
Belgium	26	Iceland	1
Israel	26	Slovenia	1
Singapore	25		

Annex 6. Fiscal Transparency: Contribution by geographical area (€)

	2023	2022		2023	2022
SPAIN	206,473,039.22	231,993,768	AUSTRALIA	5,964,860.77	5,474,188
Own contributions	10,730,758.28	31,675,513	Own contributions	1,333,487.92	911,570
Third party contributions	195,742,280.94	200,318,255	Third party contributions	4,631,372.85	4,562,619
USA	46,192,715.60	55,918,743	THE NETHERLANDS	5,096,340.08	5,246,427
Own contributions	13,503,034.81	20,501,478	Own contributions	156,169.80	112,048
Third party contributions	32,689,680.79	35,417,266	Third party contributions	4,940,170.28	5,134,379
UK	21,985,343.13	24,268,881	BELGIUM	4,187,728.76	4,560,275
Own contributions	1,125,194.68	1,312,719	Own contributions	201,519.96	185,707
Third party contributions	20,860,148.45	22,956,162	Third party contributions	3,986,208.80	4,374,568
CANADA	12,728,880.98	14,323,948	SWEDEN	4,059,843.98	4,477,744
Own contributions	1,404,060.59	1,789,626	Own contributions	95,611.10	72,954
Third party contributions	11,324,820.39	12,534,322	Third party contributions	3,964,232.88	4,404,791
FRANCE	9,801,651.81	9,295,988	ISRAEL	3,620,585.75	3,801,806
Own contributions	272,746.80	242,411	Own contributions	118,660.17	169,663
Third party contributions	9,528,905.01	9,053,578	Third party contributions	3,501,925.58	3,632,144
PORTUGAL	8,840,789.70	8,384,569	IRELAND	3,839,063.70	3,676,249
Own contributions	231,135.65	63,260	Own contributions	120,233.40	102,197
Third party contributions	8,609,654.05	8,321,309	Third party contributions	3,718,830.30	3,574,051
ITALY	7,983,377.73	8,047,222	DENMARK	2,365,475.26	3,466,529
Own contributions	98,544.03	156,997	Own contributions	-80.53	5,419
Third party contributions	7,884,833.70	7,890,225	Third party contributions	2,365,555.79	3,461,109
BRAZIL	6,921,780.82	6,001,177	NORWAY	2,379,852.75	2,656,212
Own contributions	1,852,741.27	1,113,090	Own contributions	3,889.41	2,646
Third party contributions	5,069,039.55	4,888,087	Third party contributions	2,375,963.34	2,653,567
GERMANY	5,837,106.21	5,893,331	ROW	12,211,661.14	11,723,962
Own contributions	272,776.38	58,600	Own contributions	1,104,933.71	801,071
Third party contributions	5,564,329.83	5,834,732	Third party contributions	11,106,727.43	10,922,891
			TOTAL	370,490,097.38	409,211,019
			Own contributions	32,625,417.42	59,276,965
			Third party contributions	337,864,679.96	349,934,053

Own contributions

Taxes, fees and levies of a tax nature payable by Group entities (mainly Corporation Tax, duties and other local taxes).

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).

Paid taxes

Net tax cash flow, which includes both tax payments and tax returns during the year.

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 other European countries and the USA.

In 2023, we paid 44% of the Group's total Corporation Tax in Spain. Specifically, we paid €16.9 million (€31 million in 2022), which was offset by a refund of €10 million (€6.3 million in 2022) from previous years. Tax payments in Spain have been lower in 2023 than in 2022, mainly due to lower profits and higher corporate tax refunds received 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 €6.5 million, 38% of the total Corporation Tax paid by the Group.

The remaining 18.14% of the tax was paid by the other regions. In 2023, we paid €0.85 million in Brazil as the tax credits to be offset were exhausted. 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 Germany, Italy, France, Austria, Norway, Sweden, Turkey, Denmark, Israel and South Africa.

Duties

In terms of duties, the Group paid €6.4 million, mainly in the USA, Brazil and Spain.

Other taxes

As for other taxes, the Group paid €9.4 million, which mainly corresponds to local and national taxes (property tax, business tax, tax on buildings, installations and works, licences, real estate tax, sales taxes).

In 2023, we paid €4 million in the United States, representing 44% of the total other taxes paid, mainly corresponding to property tax and sales tax paid.

Annex 7. Fiscal Transparency and subsidies:

We detail in the following table the amounts paid for the Income Tax by country (€)

Country	Taxes on benefits paid
Spain	7,420,314
USA	5,167,433
Canada	1,272,898
Brazil	854,405
Australia	456,611
Germany	243,051
United Kingdom	229,039
Portugal	223,514
Belgium	175,000
The Netherlands	151,755
New Zealand	99,994
Ireland	89,625
Mexico	81,126
Poland	73,757
Switzerland	73,132
Other countries*	321,385
TOTAL	16,933,039

*Aggregate amount corresponding to Corporation Tax paid by our subsidiaries in Italy, Austria, France, Sweden, Norway, Denmark, Finland, Lithuania, Slovenia, Czech Republic, Hungary, Japan, Russia, Singapore, Malaysia, Puerto Rico, the Dominican Republic, Turkey, Israel, South Africa and the United Arab Emirates.

Subsidies received in 2023

	2022	2023
Balance on 1 January	22,605,724	19,904,798
Subsidies received during the year	3,664,001	3,996,986
Reduction of subsidies received in previous years	(1,819,469)	(3,482,756)
Transfers to the profit and loss account	(4,545,458)	(2,267,846)
Balance as of 31 December	19,904,798	18,151,182

Third party contributions

Sales taxes (VAT, GST, etc.)

In 2023, the Group collected €284 million. This represents a decrease of 7% compared to 2022, in line with the decrease in sales.

Withholdings

In terms of withholdings on behalf of third parties, the Group paid €54 million in 2023, which represents an increase of 20.19% compared to 2022, mainly due to the increase in the wage bill.

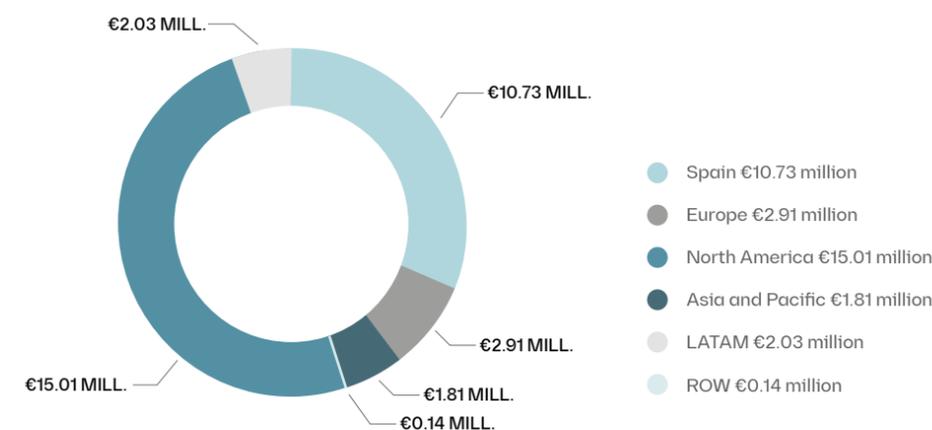
Total tax payment

The chart shows the total taxes paid by the Cosentino Group in 2023 in the different geographical areas in which it operates:

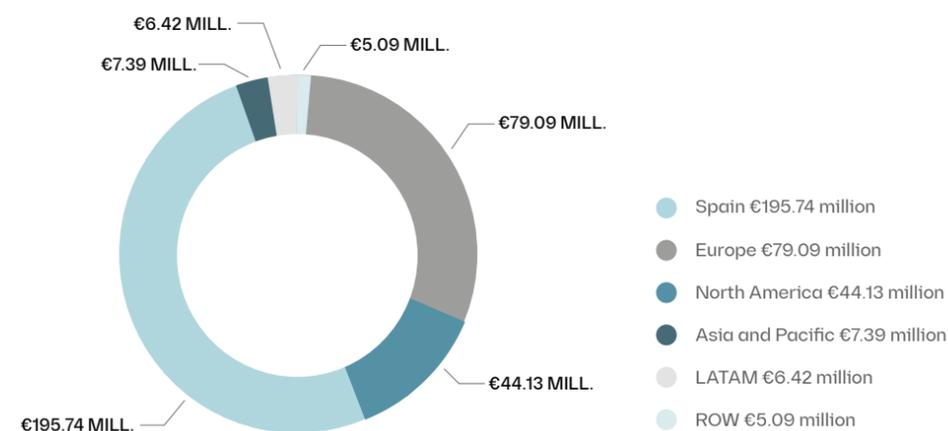
We operate mainly in Spain, North America and Europe, which is in line with the taxes paid.

In terms of taxes collected, although the majority of the Group's sales to third parties are made in the United States, the sales tax collected is very low compared to other countries. This is because most of these sales are exempt as they are not made to end consumers and the indirect tax system in the United States is different from the VAT system.

Overall Tax Contribution in 2023



Total Taxes Collected



Annex 8. 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 March 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 December 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, 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, which sets out our intention to implement all necessary measures to promote a harassment-free working environment, is available to all employees.

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, Park 2 and Cosentino Global Cantoria work centre) has several committees currently in place:

- Health and Safety Committee.
- Training Committee.
- Harassment Investigation Committee.
- Equality Committees (Negotiating Committee and Monitoring Committee once the plan is approved).

There are also three trade union sections in industrial park 1:

- UGT (General Workers Union) trade union section
- CC.OO (Workers' Commissions) trade union section
- Solidaridad trade union section

Annex 9. Collective bargaining

In 2023, 65.5% of our employees worldwide signed up to collective agreements, representing an increase of 0.5 percentage points compared to 2022. Our employees in Spain, where 57.7% of our workforce is based, are signed up to one of the 28 existing collective agreements.

The Collective Agreements applicable to Cosentino'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	3,484	3,484	100%
Brazil	258	258	100%
France	99	99	100%
The Netherlands	27	27	100%
Italy	96	96	100%
Other countries*	2,075	0	0%
TOTAL	6,039	3,806	65.5%

(* Other countries: USA, Canada, United Kingdom, Australia, Germany, Sweden, Portugal, Poland, Mexico, Turkey, Belgium, Israel, Singapore, Switzerland, New Zealand, Austria, Ireland, Norway, Japan, UAE, Denmark, Malaysia, Lithuania, Finland, South Africa, Czech Republic, Indonesia, Hungary, Iceland and Slovenia.

Annex 10. 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	34-35, 196
International presence		8,9,11,16,17	2-1, 2-6, 202-1 to 202-2	12-13
Cybersecurity		9,16	Not applicable	50
Use of renewable energies		7,8,12,13	2-25, 3-3	70-75
Circular Economy		3,6,8,12,13	2-25, 3-3, 306-1 to 306-5	76-87
Biodiversity		6,13	2-25, 3-3	145, 164-169
Water use and management		3,6,12,13	2-25, 3-3, 303-1 to 303-5	74-75
Air pollution and CO2 emissions		3,12,13	2-25, 3-3, 305-1 to 305-7	60-67
Soil contamination		3,12	2-25, 3-3	69
Environmental noise		12	2-25, 3-3, 305-7	69
Natural disasters		13	Not applicable	39-42
Occupational Health and Safety		3,8,16	2-25, 3-3, 308-1, 403-1 to 403-10, 416-1	128-137
Diversity and inclusion		4,8,16	3-3, 405-1 to 405-2	102-107
Impact on local communities		8,16	2-29, 413-1 to 413-2	142-183
Employee wellbeing		3,8,16	3-3, 403-1 to 403-10, 401-1; 405-1; 405-2; 406-1	122-127
Talent management		4,8,17	401-1 to 401-3; 404-1 to 404-3	108-116
Responsible supply chain		6,8,16	2-6, 414-1 to 414-2	208-215

Social action		8,16	3-3, 2-29	142-183
Job creation		8	3-3, 405-1 b	34, 92-95
Human Rights		8,16	2-23, 2-26, 3-3, 406-1, 407-1, 408-1, 409-1	198, 201, 207, 210-213
Corporate governance				
Transparency and compliance		12,16,17	2-1 to 2-5, 2-27, 3-1 to 3-3	198-203
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	198-199
Products and services				
Customer relationship and satisfaction		3,9,11,12,17	2-29	216-221
Innovation and quality		9,11,12	2-6, 203-1	44-51

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					

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	10-19	GRI 2-6 (2021)
Markets in which it operates	Material	12-13	GRI 2-1 (2021) GRI 2-6 (2021)
Organisational objectives and strategy	Material	32-36, 43-55	GRI 2-1 (2021) GRI 2-22 (2021)
Main factors and trends that may affect its future development	Material	37-38	GRI 3-3 GRI 2-22
Reporting framework used	Material	6-7	GRI 1 (2021)
Principle of materiality	Material	39-42	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	38, 59	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	38-42	GRI 3-3 (2021)
Assessment procedures or environmental certification	Material	73, 203	GRI 3-3 (2021)
Resources dedicated to the prevention of environmental risks	Material	11, 34, 61	GRI 3-3 (2021)
Application of the precautionary principle	Material	240	GRI 2-23 (2021)
Number of provisions and guarantees against environmental risks	Material	240	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	63, 240	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	78-87, 238	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

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	74-75	GRI 303-5
Consumption of raw materials and measures taken to improve efficiency of use	Material	76, 238	GRI 301-2 in terms of the percentage of the recycled raw materials used
Direct and indirect energy consumption	Material	239	GRI 302-1
Measures taken to improve energy efficiency	Material	72-73	GRI 3-3 (2021)
Use of renewable energies	Material	72-73	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	60-69, 240-241	GRI 305-1 GRI 305-2 GRI 305-7
Measures taken to adapt to the consequences of climate change	Material	38	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	63-64	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	168	GRI 3-3 (2021) GRI 304-3 in terms of areas restored
Impacts caused by activities or operations in protected areas	Material	168	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	91-165	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	242-243	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	242-243	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	242-243	GRI 3-3 (2021)
Average salaries and their evolution, disaggregated by gender, age and professional classification or the same value	Material	242-243	GRI 3-3 (2021)
Salary gap, salary for equivalent jobs or average in society	Material	120-121	GRI 3-3 (2021) GRI 405-2 in terms of gender pay gap
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	120-121	GRI 3-3 (2021)
Implementation of work-life balance policies	Material	127	GRI 3-3 (2021)
Number of disabled employees	Material	103	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	126-127	GRI 3-3 (2021)
Number of hours of absenteeism	Material	134	GRI 3-3 (2021)
Measures to facilitate work-life balance and encourage both parents to use parental leave	Material	126-127	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	128-137	GRI 3-3 (2021) GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-7
Occupational accidents, particularly in terms of frequency and severity, as well as occupational diseases; disaggregated by sex.	Material	134	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	248-249	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	248-249	GRI 3-3 (2021)
Percentage of employees covered by collective agreements by country	Material	248-249	GRI 2-30 (2021)
Overview of collective agreements, particularly in the field of occupational health and safety	Material	248-249	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	108-116	GRI 404-2
Total quantity of training hours per professional category	Material	111	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	103	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	104-107	GRI 3-3 (2021)
Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	Material	104-107	GRI 3-3 (2021)
Policy against all types of discrimination and, where appropriate, management of diversity	Material	248	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	199-201	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	201	GRI 2-23 (2021) GRI 2-26 (2021)
Complaints about cases of human rights violations	Material	199-201	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	201	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	198-201	GRI 3-3 (2021)
Measures taken to prevent corruption and bribery	Material	198-201	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021)
Measures to combat money laundering	Material	198-201	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021)
Contributions to foundations and non-profit entities	Material	145	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	144-146	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	142-183	GRI 3-3 (2021)
Impact of the company's activity on local populations and the territory	Material	149-183	GRI 3-3 (2021)
Relations with local community stakeholders and forms of dialogue	Material	140-181	GRI 2-29 (2021)
Contributions to foundations and non-profit entities	Material	145	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	208-213	GRI 3-3 (2021)
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	Material	208-213	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	210-212	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	218-219	GRI 3-3 (2021)
Claims systems, complaints received and resolution	Material	218-219	GRI 3-3 (2021)

Tax information

Information requested by Spanish Law 11/2018	Materiality	Report page	Reporting criterion: Selected GRIs
Benefits per country	Material	196	GRI 3-3 (2021) GRI 207 - 4 in terms of pre-tax profits by tax jurisdiction
Taxes on benefits paid	Material	246	GRI 3-3 (2021) GRI 207 - 4 in terms of pre-tax profits by tax jurisdiction
Public subsidies received	Material	245	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	√

Disclosure	Reported*
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	√
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	0

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	√

Disclosure	Reported*
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 contained in this document can be found in our Non-financial Information Statement, which is available on our website www.cosentino.com and has been verified by KPMG.

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