Cosentino Sustainability Report
COSENTINO SUSTAINABILITY REPORT 2021

01 INTRODUCTION
→ 06
- About the report
- Letter from the Chairman
- 2021 Milestones and figures
- Main Figures
- With everyone. Everywhere.

02 THIS IS US
→ 16
- One mission, one vision and eight values.
- Our brands: quality and innovation guaranteed
- Our strategic vision
- We move forward with a clear and firm roadmap

03 SUSTAINABILITY STRATEGY
→ 46
- Our vision

04 (E) COSENTINO X ENVIRONMENTAL
→ 54
- Efficient production
- Circular Economy
- Decarbonisation

05 (S) COSENTINO X SOCIAL
→ 84
- 05
- 06
- 07
- 08

06 OUR CONTRIBUTION TO THE SDGS
→ 122
- 5.1 TEAM
- Remunerations
- Access and education
- Quality employment
- Health and Safety
- Diversity and Inclusion
- Discrimination and harassment
- COVID
- Communication Channels

6.1 RESPONSIBLE AND TRANSPARENT
→ 170
- 5.2 COMMUNITY
- Donations
- Almería & Andalucía x Cosentino
- Education x Cosentino
- Design & Architecture x Cosentino
- Kitchen & Cuisine x Cosentino
- Art & Culture x Cosentino
- Sport x Cosentino

6.2 WE INTEGRATE ESG
→ 212
- Compliance
- Guarantee
- Human Rights
- Suppliers
- Customers

07 SUSTAINABLE DEVELOPMENT GOALS (SDGs)
→ 124
- 5.2.1 SCOPES
- 5.2.2 DONATIONS
- 5.2.3 COSENTINO VISIT CENTRE

08 INDEXES
→ 218
- Non-financial Information
- Statement Index
- GRI Standards
- Content Index
INTRODUCTION

About the report.

We are committed to sustainability in its different dimensions. To this end, we present our Sustainability Report, where we inform our stakeholders about issues related to our business model, strategic objectives, as well as our economic, social and environmental performance during the 2021 financial year, both in Spain and in the countries where we operate. We have also strengthened our commitment to the sectors in which our activity has the greatest impact, such as the world of architecture and design, gastronomy, art and culture.

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

Following the report published in 2021, this report deepens our commitment to provide annual and transparent reporting to our stakeholders.
INTRODUCTION

The time has come to honour the memory of 2021 through the opportunity provided by this Sustainability Report, and we are convinced that it was the year in which we left behind a time of great distortion and uncertainty marked by the global pandemic that brought the world to a standstill in 2020. We all have personal memories of loved ones who were unable to overcome the disease: family members, friends, neighbours, etc. Without a doubt, one of the most obvious lessons of our time is the realisation that we are one big family, that we all need each other, that joy and pain unite and equate us as human beings. Someone rightly said that you never know how strong you are until being strong is the only choice you have. And so we found ourselves as an organisation last year, stronger because we were more united and focused.

Thanks to the endeavour and responsibility of all of you, Cosentino has achieved this year a business growth that puts us on track to consolidate our leadership position in the industry in which we operate. We have grown significantly compared to the 2020 financial year which, as we all know, was a very unusual year, although we managed to do fairly well. Our sales progress in 2021 now reflects our strategy of market diversification by product application, which paves the way for much more significant future developments for all the company’s brands.

This diversification of applications by product and by channel is due to our company’s strength in innovation, which is based on our research capacity and the continuous improvement of our processes. This strength has made possible such an important breakthrough for our industry as HybriQ® and HybriQ+®, which will be the most important contribution in the field of manufacturing/marble workshops that we have ever known. To a large extent, but not only for this, last year we received the National Innovation Award from the Spanish Government, a major award that recognises the human and financial effort and the great perseverance that Cosentino Group has shown in recent decades.

Also noteworthy is the progress in the digital transformation of our company, thanks to the recruitment of more staff in the teams leading the process. We are generating an activity that is gaining confidence day by day throughout the value chain, precisely because of its important contribution. Increased convenience, better traceability and greater business opportunities are the outstanding advantages of this digital transformation in all areas of the company. The process initiated in 2017, when we started working on the digital transformation strategy, has allowed us to reach important milestones in a new way of relating to our clients and users. And the best is yet to come, let there be no doubt.

Over the past year we have seen the opening of new Cosentino Cities in cities such as Chicago, Atlanta, Tel Aviv, Palma de Mallorca and Sydney, thus strengthening our dialogue with groups of Architecture and Design professionals. The launch of the C-Top Design programme should put us in a prime position with design professionals, undoubtedly one of our most influential segments in the market. The programme designed to cater for this professional group will be a very powerful bastion of growth in the future.

Finally, I cannot conclude without highlighting the significant progress I have seen across the company in raising awareness of the importance of sustainability in all our actions: what we produce, how we produce it and how we deliver it to the market. We have embraced sustainability as a core value needed to consolidate our business model, as we expect it to be shared by everyone in the value chain. Since its incorporation to the corporate purpose, until the establishment of a new Executive Commission for Sustainability, the whole internal organization has placed sustainability as the guiding star of our route map.

At the end of 2021, we started up the construction work of a solar photovoltaic plant in our industrial park in Almería which, with its 40,000 panels, will generate around 20 megawatts. This will sharpen the commitment to increase the self-generation from renewable electricity. We have also worked on projects to treat wastewater from neighbouring cities for industrial use, which will be finished next year. In this way, we are making a real contribution to a more sustainable company that contributes to a more liveable world.

Francisco Martínez-Cosentino Justo
Cosentino Group President

Letter from the Chairman

“We had a dream that started as a family and expanded to a region, a country and the world.”

Francisco Martínez-Cosentino Justo
Cosentino Group President

"We had a dream that started as a family and expanded to a region, a country and the world."

Francisco Martínez-Cosentino Justo
Cosentino Group President
Milestones and Figures 2021

First Quarter
- National Innovation Award, by the Spanish Government
- Launch 5 new colors of Sensa by Cosentino®
- Katowice Centre opening (Poland)
- The new Digital Business Unit is created
- Innovation and Health Award by Mutua Universal for the development of HybiQ technology in Silestone®

Second Quarter
- National Sustainable Mobility Strategy award
- Environmental volunteering actions “Care for the planet” and “Save the Sea”.
- Construction kick-off of the Solar Park, the largest self-consumption photovoltaic installation in Spain.
- Sunlit Days by Silestone® collection launch, the first-ever carbon-neutral collection in quartz surfaces

Third Quarter
- Francisco Martinez Cosentino receives the Kingdom of Spain Award
- Ethereal Collection Launch
- ISO 50001 Certification for Energy Management is granted on November 2021
- Cosentino is once more recognized within the “101 Company Examples in Actions #forclimate”

Fourth Quarter
- Francisco Martinez Cosentino receives the Kingdom of Spain Award for his professional trajectory
- Ethereal Collection Launch
- Cosentino is once more recognized within the “101 Company Examples in Actions #forclimate”
Main Figures

**Business**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Income</td>
<td>1,402 M€ (+30% vs 2020)</td>
</tr>
<tr>
<td>EBITDA</td>
<td>275 M€ (+28% vs 2020)</td>
</tr>
<tr>
<td>EBITDA Margin</td>
<td>20%</td>
</tr>
<tr>
<td>ND/EBITDA</td>
<td>0.75</td>
</tr>
<tr>
<td>R+D+i Investment</td>
<td>13.6 M€ (+20% vs 2020)</td>
</tr>
</tbody>
</table>

**Society**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>5,425 (+14% vs 2020)</td>
</tr>
<tr>
<td>Permanent Contract</td>
<td>91% (+14% vs 2020)</td>
</tr>
<tr>
<td>Women in Upper Management Positions</td>
<td>20.7%</td>
</tr>
<tr>
<td>Total Accident Rate</td>
<td>3.3 (+10% vs 2019)</td>
</tr>
</tbody>
</table>

**Entorno**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carbon Footprint Reduction</td>
<td>6% (+3% vs 2018)</td>
</tr>
<tr>
<td>Use of Certified Renewable Electric Energy</td>
<td>100% (100% in Cantoria)</td>
</tr>
<tr>
<td>Investment in Environmental Assets</td>
<td>+12 M€</td>
</tr>
<tr>
<td>Water Waste</td>
<td>0 Litros (in Cantoria)</td>
</tr>
<tr>
<td>Members of the Board</td>
<td>8 (+3 External Consultants)</td>
</tr>
<tr>
<td>Women at the Board</td>
<td>50%</td>
</tr>
<tr>
<td>Women at Upper Management Positions</td>
<td>20.7%</td>
</tr>
<tr>
<td>Raw Material from Spanish suppliers</td>
<td>48%</td>
</tr>
<tr>
<td>Tax Contribution</td>
<td>234 M€ (+54% vs 2020)</td>
</tr>
</tbody>
</table>
With Everyone. Everywhere.

Countries

→ 129
Distribution
We distribute our products in 129 countries, across five continents

→ 40
Implementation
We operate in 40 countries

→ 31
Affiliated companies
Affiliated companies or assets

Business units

→ 8
Production factories
SPAIN
- 3 Silestone® factories
- 1 factory for preparing raw materials
- 1 factory for special finishes and manufactured products
- 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 production plant in Spain

→ 146
Business and commercial units
- 122 Cosentino® Centres: addition of Bordeaux (FR), Toronto South (CA) and Palma de Mallorca (ES)
- 20 Cosentino® Cities: addition of Palma de Mallorca (ES), Stockholm (SE), Chicago and Atlanta (US)
- 4 logistics hubs, three in the USA and one in Australia

→ 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)
This is us

To inspire people through innovative and sustainable spaces.

Corporate purpose

We are proud to be a global, family-owned Spanish company specialising in the production and distribution of innovative, high-quality surfaces for the architecture and design sectors worldwide. We work alongside our customers and partners to deliver high-value design solutions, inspiring the lives of many.
“Inspire people through innovative spaces”

COSENTINO
One mission, one vision and eight values.

**Mission**
A leading company that works responsibly with its customers to anticipate and imagine the future, creating innovative, high-value surfaces for the world of architecture and design.

**Vision**
To lead the global surfaces market through our brands, offering innovative architectural solutions that provide design, value, and inspiration to our customers.

**Values**

<table>
<thead>
<tr>
<th>Values</th>
<th>Team Building</th>
<th>Innovation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>We achieve common goals by aligning our contributions with the overall objectives, actively promoting collaboration and eliminating barriers between the different departments and members of Cosentino Group. Our organisation consists of a single team. Cosentino people, much more than human resources.</td>
<td>We act proactively, seeking and implementing creative ideas and solutions, identifying and generating opportunities in a variety of fields. The value of responsible innovation.</td>
</tr>
<tr>
<td>Customer-Partner</td>
<td>We know and understand how our work contributes to customer satisfaction (external and internal) and our actions revolve around their needs. Committed to customer satisfaction.</td>
<td>We transmit enthusiasm and positivity, encouraging others to make the most of their abilities. We motivate the team to achieve our goals. Be the best version of yourself at Cosentino®.</td>
</tr>
<tr>
<td>Passion for Change</td>
<td>We easily adapt to new or changing situations, whether planned or unexpected, and we question the established order from a constructive standpoint to propose and implement action that will bring progress. We chart our future path together.</td>
<td>We set our own goals with determination and ambition without settling for the required outcome but seeking to exceed expectations. Improve every day by making steady progress, never settling for mediocrity.</td>
</tr>
<tr>
<td>Self-motivation</td>
<td>We conduct our work with rigour and honesty to achieve the objectives set. We persevere in the face of obstacles and difficulties. We improve through effort and dedication.</td>
<td>We understand the corporate strategy and focus our actions on achieving the goals of the Cosentino® Group, knowing and assessing at all times the impact of our actions on processes and people. We plan our actions to achieve our goals.</td>
</tr>
</tbody>
</table>
Our brands: quality and innovation guaranteed.

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

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

Our brands have a positive impact; they make life more sustainable, functional and beautiful.
The new era of Silestone®: Designed for life. Reinvented for taking care of it.

Silestone® is the most sustainable and cutting-edge hybrid surface of premium minerals available on the market and is manufactured 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).

**HybriQ+ Technology**
One of a kind brand as a hybrid surface made from premium minerals and recycled materials.


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

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

HybriQ+ is a unique new technology that delivers the same performance and colour depth while revolutionising the impact of manufacturing. In addition, it reduces the amount of silica in its composition. This technology labels all colours and series with a recycled or recovered raw material content of more than 20%. This year we have achieved a significant increase in the amount of end product with raw material content, reaching 16% compared to 10% in 2020.

Currently there are 23 colours with eco material (Dekton® discs, glass, mirrors, porcelain or vitrified ash) from 6 different series.

Maximum 10% or 50% of Crystalline Silica Content

Min 20% Recycled materials

0% Water discharge

100% Certified renewable electricity

99% Recycled water

99% Recycled water

Min 20% Recycled materials

25 year warranty Silestone®
Ethereal Collection

Big steps to leave less of a footprint.

The Ethereal Collection is an unparalleled leap in design, sustainability and innovation developed with HybriQ+® technology, which takes the concept of marble-style colours to a new dimension.

Sunlit Days Series

A new horizon for carbon neutral products.

The first collection to offset all its greenhouse gas emissions through a partnership programme for the preservation of natural environments.
The new milestone of a brand without limits: carbon neutrality for its entire 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. In addition, it has been certified carbon neutral 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, NQA, QB UPEC (France), IMO and USCG, Environmental Product Declaration (EPD).

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

→ Made with 100% certified renewable electric energy.
→ 90% Recycled water.
→ Up to 85% of recycled or reused material.
→ Carbon Neutral Cradle to Grave.

An avant-garde brand. Now also at the forefront of sustainability.

It brought a revolutionary new category of surface to the market when it was launched in 2013. Manufactured with the exclusive Sinterized Particle Technology (SPT) developed by the Cosentino Group’s R&D team. This is a system that 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 reducing consumption of raw materials.

As a result of improvements in our processes and advances in formulation, in 2021 we successfully incorporated recovered raw materials in the processes. This is a further step towards the Zero Waste target.

Bathrooms
→ The new Gocce shower tray, made with the ultra-compact Dekton® Grip+ non-slip surface.
→ The new Bath Top bathroom countertop.

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

Furniture
In 2021, we carried out projects with our interior design furniture products, which has led us to research and expand our existing solutions for this application.

Facade
In 2021 we incorporated two new systems, both for the ventilated facade, which help to renew the air and have thermal, acoustic and functional advantages.
→ DKR1 rivet fixing system.
→ DKT4 visible clip system.

New for 2021 is Cemdek, the exclusive high performance super flexible cement-based adhesive that provides an extraordinary capacity for deformation, adhesion and durability, specially designed for the proper installation of Dekton® Slim Protek.
The beauty of natural stone in a product created consciously and made to last.

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

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

Certifications
Greenguard and Greenguard Gold.

More information at www.cosentino.com/en-gb/sensa/

How we inspire people.

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

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

Cosentino Centros and Cosentino Citios around the world are meeting points for channelling and strengthening ties.

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

Business model: The Cosentino Value Chain
Cosentino® Ecosystem

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

We also rely on a solid multi-channel communication and marketing strategy, in parallel with the constant reinforcement of the brand positioning with our stakeholders.
Our strategic vision: a holistic approach that empowers us.

Vision of the environment

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

These last two years have been difficult for everyone, but it is also true that, for the construction and residential renovation sector, the impact of the pandemic has been less pronounced than in other sectors. The recovery of the sectors accelerated in the mid-2020s and has continued through 2021 to consolidate, looking forward to a sustained recovery by 2022.

Even though the competition has also benefited from this fact, with the effort and commitment of the entire Cosentino team, we have managed to capitalise on this trend and deliver results at the end of 2021 that have exceeded our expectations. These results, along with the fulfilment of our corporate purpose in which innovation and sustainability are key and which have been seen in the consolidation of the HybriQ+® technology, have made our brands leaders in the sector.

In the coming years, the construction sector in the residential segment is expected to grow by +8%, with a weighting of project types between 58% for new construction projects and 42% for refurbishment projects.

This trend, together with the fact that we are a leading company in the sector and that we are committed to innovation in our products, sales channels and geographical presence, means that there will be great opportunities for us to increase our turnover in the next few years.

However, we are aware that our environment is constantly changing and very uncertain. 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 new needs or the growing demand for sustainable products.

We are proactively addressing these factors, promoting projects and initiatives to help us seize opportunities and minimise adverse effects.
We anticipate risks in order to manage and control them.

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

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

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

→ Corrective or preventive actions: we establish them for each of the situations of risk identified in our annual review.

Furthermore, in 2021 we updated the risk map for the years 2022 to 2023, which sets out 17 risks (12 operational, 4 strategic and 1 compliance) classified by level of criticality. This was based on the residual risk assessments rated by the directors and members of the Executive Committee, who were interviewed to update the map, in order to identify those risks that could have a significant impact on the Group.

Over the next two years, the 11 risks classified as having the highest residual risk will be monitored in detail. For this purpose, managers have been appointed to monitor and follow their evolution through indicators that measure relevant aspects of each risk, the controls in place, as well as the degree of progress of ongoing action plans to mitigate them. On a quarterly basis, the Audit and Control Committee monitors the indicators and the respective action plans.

Materiality analysis.

We give voice to those around us.

Our stakeholder group, including clients, employees, kitchen and bathroom shops, architects, designers, suppliers, NGOs and the media, are the heart and soul of the company. That is why we keep a close eye on their concerns and worries in order to respond to their present and future needs. This is the only way to move forward.

In this way, we establish an ongoing dialogue that helps us to understand the areas for improvement and how we influence their daily reality.

This assessment, together with an internal analysis of the most relevant issues as a company, gave rise to our materiality matrix, a mechanism that allows us to group issues by priority influencing and providing us with a map to work on in order to continue creating economic, social and environmental value. Consequently, the most relevant aspects for our stakeholders are:

<table>
<thead>
<tr>
<th>Materiality</th>
<th>Aspects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer relationship and satisfaction</td>
<td>Dialogue with our employees</td>
</tr>
<tr>
<td>Quality of products and services</td>
<td>Sustainable facilities</td>
</tr>
<tr>
<td>Health and Safety of employees</td>
<td>Efficient and rational use of water, energy and raw materials</td>
</tr>
<tr>
<td>Waste management, circular economy and promotion of recycling</td>
<td>Diversity and equality</td>
</tr>
<tr>
<td>Promotions transport</td>
<td>Innovation in products and services</td>
</tr>
</tbody>
</table>

Overall, this approach helps us to understand the areas for improvement and how we influence the daily reality of our stakeholders.
Main Materiality Matrix (3-5)

**Strategy**
1. Sustainable Financial Development
2. Commitment to local employment and development
3. International expansion
4. Digitalisation and use of smart technologies
5. Health and Safety of employees, products and value chain.
6. Collaboration and dialogue
7. Responsible supply chain
8. Transparency and tax contribution
9. Ethics and anticorruption
10. Customer relationship and satisfaction

**Products and Services**
11. Quality of products and services
12. Products and services safety
13. Product and services innovation
14. Information and labelling

**Employees**
15. Human capital: recruitment and retention of talent
16. Equality and diversity
17. Dialogue with employees, new ideas and improvement proposals
18. Talent and digital development
19. Social benefits, work-life balance and quality of life
20. Boost of corporate volunteering programmes
21. Well-being and mental health of employees

**Environmental Impact**
27. Climate change and renewable energies
28. Control of environmental impacts and protection
29. Efficient and rational use of resources: water, energy and raw materials
30. Waste management, circular economy and recycling
31. Sustainable facilities
32. Sustainable Mobility

**Social Impact**
22. Contribution and promotion of sustainable architecture
23. Social action: commitment with culture and sport
24. Social Action: commitment to education and young talent
25. Human Rights
26. Reduction of social inequalities

**Relevance to Stakeholders**
- Strategy
- Products and Services
- Employees
- Social Impact
- Environmental Impact
We move forward with a clear and firm roadmap.

We are a dynamic company, alert to what is going on around us. Therefore, we analyse the risks and opportunities we face in order to move forward in the coming years towards the future we want to build.

We are aided on this path by our SHAPE programme, through which 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:

- Digitalisation: As a new sales channel and business enabler for our sales teams.
- Consolidated and committed team: Reinforcing the skills and profiles needed to help us in this transformation.
- Sustainability: Ensuring that operations are competitive in the future, maximising our contribution to development and society.

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.

<table>
<thead>
<tr>
<th>Relation Matrix</th>
<th>Shape Programme</th>
<th>SDGs</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Quality of products and services</td>
<td>102-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Customer relationship and satisfaction</td>
<td>102-40 a 102-43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Health and safety of employees</td>
<td>403-1 a 403-10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Efficient and rational use of resources: water, energy and raw material</td>
<td>303-1 a 303-5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Health and safety of products, employees and value chain</td>
<td>308-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Ethics and anticorruption</td>
<td>405-1 y 405-2; 406-1; 407-1; 408-1; 409-1; 205-1 a 205-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Safety of products and services</td>
<td>204-1; 416-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Human Capital recruiting and talent retention</td>
<td>401-1 a 401-3; 404-1 a 404-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Control and protection of environmental impact</td>
<td>307-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Product and services innovation</td>
<td>203-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Social benefits, work-balance and quality of life</td>
<td>401-3; 413-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Climate change and renewable energies</td>
<td>305-1 a 305-5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. Well-being and mental health of employees</td>
<td>401-1; 405-1; 405-2; 406-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Sustainable facilities</td>
<td>203-1</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Diversification
- Development of new channels and applications in existing markets.

Brand strength
- To give them aspiration and added value for both the professional ecosystem and the end consumer.

Innovation & Design
- Development of new collections that set trends in the market and differentiate us from our competitors.

Strengthening and optimising productivity
- With an industrial area that is increasingly efficient and prepared to respond to the group’s expansion and diversification.

Transformation of the supply chain
- Automating and digitising daily operations to ensure optimal level of service.
We are transforming ourselves to be better.

We are moving towards a more connected factory.

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

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

→ Improving safety at work.
→ Improving ergonomics and quality of the workspace of the person involved.
→ Making processes more flexible.

→ Improving data flow and analysis, allowing for a more complete and detailed view to optimise processes.
→ Giving the company a competitive advantage by having unique processes in a timely manner.

It is worth highlighting the Innovation and Development aspect of these robotisation projects, as 90% of the workflow is carried out internally from the needs of the factories and the product to the design (mechatronic) and planning of the robotic cell and, finally, its execution and commissioning (mechanical, electrical and programming).

Technologies like Artificial Vision, CAD/CAM, Machine Learning and Digital Twin are tools that we use in our daily work and in which we continuously train ourselves to offer the best possible service.

In regard to the automated processes, we have developed solutions which enable us to receive and analyse thousands of signals per second from any part of our industrial park. This helps us to have real-time information on aspects such as electricity, gas, and water consumption in our facilities, among others. Thus, we have managed to democratise the information, so that anyone in the organisation can consult and analyse it and, in short, make agile and effective decisions based on the data.

In this regard, and based firmly on IoT (Internet of Things) and cloud platforms, we have developed solutions which enable us to receive and analyse thousands of signals per second from any part of our industrial park. This helps us to have real-time information on aspects such as electricity, gas, and water consumption in our facilities, among others. Thus, we have managed to democratise the information, so that anyone in the organisation can consult and analyse it and, in short, make agile and effective decisions based on the data.

In 2021, we launched the operation sequencing and optimisation project (oPPOS), 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.

Technology at the service of the supply chain.

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

We go a step further: we set up a Digital Business Unit (DBU) that allows us to be agile and have a customer-centric business vision.

Kitchen shops
Increasing sales through recommendation of new products, offering a high-value digital product (specialised service) and generating a demand or traffic of potential end consumers to purchase.

Designers
Raising brand awareness within this group through the C·Top Design programme and creating a community through our digital platform where we offer high-value services, bonuses and the possibility to buy our products online.

Architects
Raising brand awareness and capturing new opportunities for commercial and business relationships and business through digital marketing campaigns. A new digital product is under consideration for this group, which will be developed in 2022.

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, as well as offering them the possibility of connecting online with our professional partners (through platforms and our commercial network) in order to purchase our product.

In January 2021, we created a new area in our company, the Digital Business Unit, which has a new working methodology (Agile/Scrum). Thus, we have evolved and developed Professional Platforms for 5 business verticals, including kitchen shops, marble suppliers, architects, designers and end consumers, through a customer-centric business vision.

This development has had a positive impact on various aspects of the business, such as:

Robotisation and industrial automation: the strategy, not a project. That is why, year after year, we are moving towards a smarter, more connected factory enabling us to enhance the efficiency, sustainability and safety of our processes.

To this end, we build technologically advanced tools 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 the different areas of the production process.

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

We are aware that industrial digitalisation is a strategy, not a project. That is why, year after year, we are moving towards a smarter, more connected factory enabling us to enhance the efficiency, sustainability and safety of our processes.

To this end, we build technologically advanced tools 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 the different areas of the production process.

We strive for robotisation and automation of all processes involved in the production and manufacturing of our products.
With the aim that in the future all decisions will be made based on data, we have created the Data & Analytics area. It consists of a global function and a high-performance team which, supported by the most advanced analytical techniques, has the mission of adding value to all business units. Therefore, over the coming year, its main objectives will be:

→ To integrate and automate various sources into a big data repository (or Cosentino’s Data Lake) for efficient use.

We analyse the impact of digitalisation and automation that we are driving through the implementation of RPA, which is the technology that allows business processes to be automated by replicating the transactional activities in any application or software, in the way that any user would do it.

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

With the full potential of the new possibilities of Data & Analytics.

In 2021 we reinforced our commitment to become a Data Driven Company.

A transformation with real business impact.

We take innovation one step further.

Our firm commitment to innovation has led us to currently have 12 designs registered in the European Union and the United Kingdom, another 4 in the United States, as well as 3 families of patents that our industrial property team has selected to continue protecting our knowledge of an increasingly demanding and competitive sector.

As of the end of 2021, our Industrial Property portfolio comprised 143 patents or applications in force in the different countries where we operate and 72 registered designs.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment in R&amp;D&amp;I projects</td>
<td>7,697,054.52</td>
<td>6,144,980.18</td>
</tr>
<tr>
<td>Investment in R&amp;D&amp;I assets</td>
<td>838,054.12</td>
<td>176,570.11</td>
</tr>
<tr>
<td>Investment in R&amp;D&amp;I-related assets non-industrial</td>
<td>1,931,984.73</td>
<td>452,725.26</td>
</tr>
<tr>
<td>Investment in related assets Industrial R&amp;D&amp;I</td>
<td>9,287,718.44</td>
<td>6,813,000.06</td>
</tr>
<tr>
<td>Total Investment</td>
<td>19,755,411.81</td>
<td>13,588,175.61</td>
</tr>
</tbody>
</table>
Our Vision of Sustainability.

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

A benefit to keep growing, but in an ever better world.

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

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

**Environmental**
- Ensure that our operations remain competitive now and in the future...
  - We understand that nature and the environment are not an everlasting source for resources, so we need to guarantee its protection and rational use.
- Efficient Production
  - Consolidate an energy-efficient product, with an optimal use of raw materials and carbon neutrality.
- Circular Economy
  - Increase our use of recycled materials and encouraging waste reduction and recovery.

**Social**
- ...maximising our contribution to development and society...
  - We promote social development looking for cohesion between communities and cultures to reach satisfaction in quality of life, health and education.
  - Employees
    - Creating ever safer workplaces and thinking about the needs of our employees
  - Community
    - Promoting initiatives that contribute to the development of all communities where we operate

**Governance**
- ...through ethical, transparent and responsible management
  - We ensure economic growth through an ethical and responsible management that generates equal wealth.
  - ESG Integration
    - Ensuring that ESG aspects are understood and shared by our employees and our partners
  - Transparency
    - Sharing our progress through participation in rankings, indexes and benchmarks
The framework for action of the ESG Sustainability Strategic Plan defines objectives in the short, medium and long term for each of the cornerstones.

Environmental issues

With regard to environmental issues, we focus our efforts on making the production process more efficient every day, while minimising the consumption of natural resources and energy. The corporate decarbonisation strategy, whose main actions are in line with the principles of the Science Based Targets initiative (SBTi), is a reflection of the company’s efforts, contribution and commitment to the planet. The circular economy is another strategic pillar at the environmental level. Our ongoing efforts in this regard have resulted in high waste recovery rates and the use of recycled and bio-based materials in the design of our products.

Social issues

On a social level, employees are our most important asset, so their well-being and safety at work are paramount. As for the impact on the community, in addition to the Eduardo Justo Foundation and the Roñez-Cosentino Foundation, the Cosentino Group’s commitment extends to corporate volunteering actions and contributions to different organisations with an impact on the community. For instance, the ‘Care for the Planet’ project is a benchmark in a community action for the environment.

Governance issues

Governance is a sign of our commitment to transparency, as well as our engagement in sustainability throughout the supply chain. We are working to continue to be an industry leader in sustainability by including climate change issues in our corporate risk analyses and strategic decisions.

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

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

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

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

Sustainability Governance and Management
We take care of our great common home: the Earth.

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

We create products that have a positive impact on the world around us. More sustainable and carbon neutral, with higher percentages of recycled materials and a longer lifecycle. Most of the energy used in their manufacture comes from renewable sources. We transport them in an increasingly cleaner and smarter way.

We care for our planet by making the most of every drop of water, reusing it over and over again. And also by harnessing all resources and finding new uses for waste.

We create new infrastructures and sustainable ties. From the future self-consumption photovoltaic plant – a benchmark in Spain – to a waste recovery centre that is a leader in innovation. Working in partnership with suppliers, scientific institutions and NGOs Preserving biodiversity. Reforesting forests and protecting marine ecosystems.

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

Ensuring that our operations remain competitive now and in the future...
Efficient production

Efficient production: our energy alliance with the sun and water.

We strive to consolidate an energy-efficient product, with an optimal use of raw materials.

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

We develop innovative processes powered by the latest technology.

Our production processes exemplify a deep respect for the efficient use of natural resources, with a special focus on every drop of water and every ray of sunshine.
Our sources of electrical energy fuel us with pride

In our manufacturing process, 100% of the electrical energy used in our Cantoria Industrial Park (Spain) comes from certified renewable sources. Energy consumption for the total production of Cosentino products in 2021 was 42% electricity and 58% thermal energy (natural gas), in line with the general trend of recent years. But we want to go further than that. We are building one of the largest self-consumption photovoltaic parks in Spain: thanks to its more than 38,000 solar panels, it will be able to generate 15% of our current electricity consumption.

<table>
<thead>
<tr>
<th>Electricity Consumption</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Electricity Consumption (kWh)</td>
<td>106,233,880</td>
<td>110,859,683</td>
<td>150,798,160</td>
</tr>
<tr>
<td>Total Thermal Energy Consumption (kWh)</td>
<td>25,945,945</td>
<td>33,185,960</td>
<td>40,805,200</td>
</tr>
<tr>
<td>Total Energy Consumption (kWh)</td>
<td>132,179,825</td>
<td>144,045,643</td>
<td>191,603,360</td>
</tr>
<tr>
<td>Total SILESTONE® produced (kg/year)</td>
<td>324,312,023</td>
<td>253,591,835</td>
<td>386,568,673</td>
</tr>
<tr>
<td>Energy Indicator (kWh/kg produced)</td>
<td>0.41</td>
<td>0.57</td>
<td>0.50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DEKTON®</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Electricity Consumption (kWh)</td>
<td>33,359,536</td>
<td>28,117,932</td>
<td>41,658,080</td>
</tr>
<tr>
<td>Total Thermal Energy Consumption (kWh)</td>
<td>173,760,187</td>
<td>130,874,361</td>
<td>224,403,958</td>
</tr>
<tr>
<td>Total Energy Consumption (kWh)</td>
<td>207,119,723</td>
<td>158,992,293</td>
<td>266,062,038</td>
</tr>
<tr>
<td>Total DEKTON® produced (kg/year)</td>
<td>75,126,000</td>
<td>58,087,000</td>
<td>116,619,154</td>
</tr>
<tr>
<td>Energy Indicator (kWh/kg produced)</td>
<td>2.76</td>
<td>2.74</td>
<td>2.28</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SILESTONE® + DEKTON®</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Electricity Consumption (kWh)</td>
<td>139,593,416</td>
<td>138,977,615</td>
<td>192,456,240</td>
</tr>
<tr>
<td>Total Thermal Energy Consumption (kWh)</td>
<td>190,706,132</td>
<td>164,060,321</td>
<td>265,209,158</td>
</tr>
<tr>
<td>Total Energy Consumption (kWh)</td>
<td>330,299,548</td>
<td>333,037,936</td>
<td>457,665,398</td>
</tr>
<tr>
<td>Total produced (kg/year)</td>
<td>399,438,623</td>
<td>311,678,835</td>
<td>503,187,827</td>
</tr>
<tr>
<td>Energy Indicator (kWh/kg produced)</td>
<td>0.85</td>
<td>0.97</td>
<td>0.91</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DIESEL CONSUMPTION</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total consumption (litres)</td>
<td>638,325</td>
<td>614,551</td>
<td>892,120</td>
</tr>
<tr>
<td>Total consumption (kWh)</td>
<td>6,414,105</td>
<td>6,175,221</td>
<td>8,970,890</td>
</tr>
</tbody>
</table>

Other actions taken to improve energy efficiency:

→ Approval of the implementation (in the first quarter of 2022) of an Energy Management System, an energy management software that allows for more efficient energy management at Cosentino.
→ Establishment of the Energy Efficiency Committee, where all energy efficiency measures are suggested, developed and monitored.
→ Establishment of the Clean Energy Working Group to promote the transition to cleaner energy sources.

Most outstanding energy efficiency projects:

→ **Thermal energy**: Start-up of Phase I of heat recovery in the Dekton® furnaces, resulting in accumulated energy savings in 2021 of 7.18 GWh (3.2% of the thermal energy demanded by the Dekton® factory). Commencement of Phase II of heat recovery in the new Dekton® furnaces, with an expected maximum energy saving of 16.5 GWh/year.
→ **Electrical energy**: 11 energy saving measures implemented in total in 2021, which will generate energy savings of 3.76 GWh/year, from 2022 onwards.
Solar Park at Cosentino®
We make the most out of every drop of water in an endless cycle, with no spillage.

Our technological capacity enables us to recycle 99% of water, over and over again.

Every drop of water has an owner: society as a whole. That is why we do not waste a single drop: it is reused in the production process or in the irrigation of green areas.

As part of our commitment to the environment, in Cosentino Group we treat and reintroduce in all our production processes more than 80,000 m³ of water per day in order to achieve a ‘Zero Water Discharge’, which is equivalent to the water needs of a city of 400,000 inhabitants.

We practice a policy of water recirculation in the production process, which allows us to be increasingly efficient in the use of available water. In 2021, the company managed to reuse over 130,000 m³ in other processes.

Change in water collection (m³)

<table>
<thead>
<tr>
<th>Use of collected water (m³)</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Irrigation (m³)</td>
<td>49,047</td>
<td>88,791</td>
<td>45,763</td>
</tr>
<tr>
<td>Industrial (m³)</td>
<td>251,025</td>
<td>178,001</td>
<td>344,796</td>
</tr>
<tr>
<td>Total (m³)</td>
<td>291,163</td>
<td>218,223</td>
<td>407,304</td>
</tr>
</tbody>
</table>

By the end of 2021, work began on the future Wastewater Regeneration Plant at the Cosentino facilities, a tertiary treatment plant that will give a second life to the wastewater discharged by the Regional Wastewater Treatment Plant (WWTP) for the municipalities of Fines, Olula del Río and Macael.

This plant will be able to regenerate 600,000 m³ of water per year for our industrial processes, thus avoiding the use of groundwater.

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

In 2021 we also updated the life cycle analysis of our two major products, Silestone® and Dekton®, and consequently the water footprint data for both. This analysis is carried out throughout the entire life of the products, giving us a more precise and global vision to be able to focus our efforts and possible investments in those areas and/for stages of the product in which we really achieve a greater positive impact.

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

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

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

- **Climate Change**: quantification of CO₂ equivalent (CO₂e) emissions, as there are actually six greenhouse gases, but mainly methane (25 times more potent than CO₂) and nitrogen oxides are usually included.
- **Water Footprint**: total volume of water used in the various stages of the life cycle.
- **Abiotic Resource Depletion**: reduced availability of fossil and mineral/metal resources.
- **Eutrophication**: excessive nutrient enrichment of water leading to an abnormal algae growth, which drastically reduces water quality and causes the death of flora and fauna.
- **Photochemical Smog**: air pollution resulting from photochemical reactions.
- **Acidification**: introduction of acid substances in the soil, which are mostly present in the atmosphere and through rainfall (known as acid rain). This, in turn, reduces soil fertility.
- **Ozone Layer Depletion**: consequence of atmospheric pollutants, which leads to the destruction of the ozone layer and thus to increased penetration of UV radiation.
- **Land use**: occupation and physical transformation of land areas.
- **Toxicity and Ecotoxicity**: toxic substances released into the environment which affect living organisms and the environment.
Circular Economy

We believe that our development must be circular and innovative. That is why we have defined our circular economy and waste recovery strategy.

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

At the Cosentino® Group we are firmly committed to the circular economy. In this respect, we continue to invest resources and efforts so that, year after year, the circular economy and waste recovery is reflected in Cosentino’s range of colours and products, offering materials with a significant content of recycled and/or recovered raw material in their formulation.
Our new products made from recycled materials are not only more conscious; 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 for the formulation of our products, have helped us to produce 3.2 million square metres of slabs from recovered or recycled material (before and after use), which represents 29% of total production.

As for Silestone®, thanks to the HybriQ+® technology, which labels all colours and series with a recycled or recovered raw material content of more than 20%, this year we have achieved a significant increase in the amount of end product with raw material content, reaching 16% compared to 10% in 2020.

Currently there are 24 colours with recycled raw materials (Dekton® discs, glass, mirrors, porcelain or vitrified ash) from 9 different series.
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. This is a further step towards the Zero Waste target set in the manufacture of Dekton®, a strategy supported by initiatives such as the technical validation of the use of remains of ground slabs and dehydrated sludge in the formulation of our materials, as well as the optimisation and improvement of processes to minimise the generation of waste.

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

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

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

Once we had consolidated our commitment to managing our own waste, in 2021 we began to adapt these facilities to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste generated.

Thanks to our circular economy efforts, in 2021 we achieved a recovery of 13% of the solid waste generated, which is three times more than the previous year’s results. In addition, we are committed to our zero waste discharge policy, which means that we recover 100% of the industrial water generated in our processes.
We innovate to create new opportunities for every type of waste and for the future of everyone.

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

- **Civil engineering and construction materials**: We have tested the technical feasibility of introducing our waste as substitutes for civil engineering and construction materials (roads, drainage systems, backfills, concrete, gravel, etc.).
- **Technosol**: We have managed to develop a new technosol obtained from mixing our non-hazardous waste and different waste generated in the province of Almería.
- **Ceramic Industry**: We work alongside companies in the ceramics industry to recover part of our waste, adding value to the products they generate.

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

The corporate circular economy has resulted in the implementation of the Zero Waste Strategy for Dekton®. During 2021, process improvements and waste recovery solutions have been put in place that will lead us to reach the milestone of zero waste in Dekton® production by 2022.

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

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

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

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

These innovations combine synergistically to achieve a new generation of highly sustainable thermoset composites for 3 key applications: surfaces for architecture and design, construction and aeronautics.
We invest in the world we set out to build.

By committing our resources, energy, innovation, initiative and talent.

+ 12 M€
In environmental assets

+ 10 M€
In environmental control and improvement

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Investment in environmental assets (euros)</th>
<th>Spending on environmental control and improvement (euros)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>13,200,000</td>
<td>7,364,559</td>
</tr>
<tr>
<td>2018</td>
<td>5,049,000</td>
<td>8,127,819</td>
</tr>
<tr>
<td>2019</td>
<td>10,372,807</td>
<td>6,881,342</td>
</tr>
<tr>
<td>2020</td>
<td>15,258,320</td>
<td>8,534,812</td>
</tr>
<tr>
<td>2021</td>
<td>12,098,360</td>
<td>10,292,809</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Investment in environmental assets (USD)</th>
<th>Spending on environmental control and improvement (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>531,600</td>
<td>1,230,160</td>
</tr>
<tr>
<td>2019</td>
<td>526,340</td>
<td>1,426,909</td>
</tr>
<tr>
<td>2020</td>
<td>0**</td>
<td>1,291,043</td>
</tr>
<tr>
<td>2021</td>
<td>302,510</td>
<td>1,607,873</td>
</tr>
</tbody>
</table>

* Exchange rate on 31st December 2021: 1 USD = 1 Euro.

** Investments were halted or delayed due to the COVID-19 pandemic.

Change in investment and environmental spending in Brazil*

<table>
<thead>
<tr>
<th>Year</th>
<th>Spending on environmental control and improvement (BRL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>1,032,310</td>
</tr>
<tr>
<td>2018</td>
<td>1,102,124</td>
</tr>
<tr>
<td>2019</td>
<td>814,674</td>
</tr>
<tr>
<td>2020</td>
<td>760,137</td>
</tr>
<tr>
<td>2021</td>
<td>894,837</td>
</tr>
</tbody>
</table>

Cosentino CO₂ncious:
We minimise emissions and offset them, turning them into the protection of natural environments and more life.

We reduce and offset over 10% of our footprint each year.

In 2021, and for the fourth year in a row, we calculated our Organisational Carbon Footprint. This has been carried out again in accordance with the UNE-EN ISO 14064 Standard, whereby, among other requirements, it is now mandatory to report all indirect emissions (Scope 3). Such calculation, as well as the methodology used to perform them, are then externally verified and registered in the Spanish Climate Change Office (OECC, in Spanish) and in the Andalusian Emission Offset System (SACE, in Spanish).

Decarbonisation

Cosentino Care for the Planet programme - Collection of underwater waste
We calculate it better and better to understand how to cut it down. We are reducing our greenhouse gas emissions through greater energy efficiency, more productive processes, collaboration with our suppliers and more sustainable mobility. Our current footprint is 6.6% lower than in 2018.

In addition, we offset part of our footprint by carrying out large-scale, UN-approved projects that have a real and positive impact on the lives of many people. Revitalising and protecting natural environments: reforesting forests and caring for the marine ecosystem. This offsetting is accomplished in such a way that each year we cover more than 10% of our footprint by adding both reduction and offset projects.

We hold ourselves accountable for our carbon footprint.

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

Sunlit Days
The first Silestone® collection that neutralises its entire footprint.

A new feature this year is our commitment to carbon neutrality for the entire life cycle of the Silestone® ‘Sunlit Days’ series.

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

With regard to the mandatory offsetting of greenhouse gas emissions, a total of 39,855 tonnes of CO₂e relating to the Dekton® production process were cancelled in 2021. Conversely, regarding voluntary offsetting, 42,787 Certified Emission Reductions (CERs) corresponding to the remaining indirect emissions of Dekton® and 5,300 CERs corresponding to the Silestone® Sunlit Days series were cancelled, both in 2021, using the data calculated for our 2021 Carbon Footprint.

**We measure emissions of other substances.**

Because we respect and care for the environment.

We carry out measurements at around 50 emission sources distributed in the factories of our industrial park in Cantoria. This allows us to comply with the requirements set forth in the Integrated Environmental Authorisation (IEA) and the emission limit values.
Our Blue&Green projects

To offset emissions: less carbon by more biodiversity.

We transform our emissions into revitalised forests and cleaner marine ecosystems. 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.

‘Care for the Planet’ project

Together with the Spanish environmental association Sustenta, we launched a pioneering CO2e emissions offsetting project in Andalusia in 2020, known as ‘Care for the Planet’ project. In 2021, the project took place over two days during which our employees and their families were able to learn about, preserve and plant native species in the Sierra de los Filabres mountain range, which will help protect its ‘frontier forest’ from desertification. The activity aimed to promote and ensure local biodiversity through the preservation and planting of native species, as well as the treatment and protection of the existing forest stand, which will have an impact on CO2e emissions.

Under the slogan ‘Care for your Plant’, a plant was distributed to each family so that they could take care of it and keep it in their homes. Then, they could plant it in this environment during the reforestation season in September and October.

Our ambition is also to ensure that the ‘Care for the Planet’ project has a wide reach and impact in all the markets in which we operate. An example of this has been our collaboration with the companies Seastainable and CarbonEthics, with whom we have participated in a project to replant 300 mangrove and seaweed seedlings on the island of Dompak, in Bintan (Indonesia), which has successfully offset 15,000 kg of CO2.

‘Save the Sea’ event, by Equilibrio Marino

We arranged a day for our employees and their families to enjoy and appreciate the underwater landscapes and biodiversity of the Mediterranean Sea, thus helping to save this valuable heritage from the impact of overfishing, pollution, plastics and climate change. And all this in a festive atmosphere in which the whole family could participate and some were able to snorkel or have an exclusive scuba diving experience organised by the Spanish NGO Equilibrio Marino. Furthermore, talks and workshops were held for children.
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, which is now 78% complete. This involves 144,000 m² of restored areas around our facilities, plus a further 42,900 m² in common spaces, to protect 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.

In addition, it allows the creation of a vegetation barrier that helps mitigate the effect of the wind, minimising the dust in suspension that could be extended to the park from nearby areas and improve the response to any possible fires.

Restoration of the surroundings of the Photovoltaic Solar Park.

We have also obtained administrative approval and started works on the Restoration Project for the surroundings of the Photovoltaic Solar Park annexed to the Industrial Park of Cantoria. This is a project aiming at improving biodiversity (flora and fauna) in an area of 161,300 m² as shown on the picture below, and is an example of compatibility and symbiosis of environmental projects in industrial environments.

→ Olive plantation in the surroundings of the Cosentino® Industrial Park
Our commitment to a low-carbon economy.

It affects the entire life cycle of the product and all the people involved in it.

The majority of our footprint (67%) is due to indirect emissions not related to our production. This is followed by 20% related to transport, distribution of our products and raw materials and only 11% to our production processes.

We are developing a new level of awareness that goes beyond the production process: from how our raw materials are obtained to what energy is used, and how they are transported or recycled.

Low-carbon B2B. We work hand in hand with our suppliers to create low-carbon relationships.

In 2021, we achieved that 21% of our production includes recycled or recovered materials.

We study the origin and production of raw materials used that have the greatest impact on our carbon footprint, actively engaging suppliers, encouraging and assisting them to calculate their relevant carbon footprints.

Cosentino E-Smart Mobility. An unstoppable transformation.

We are moving forward with the second phase of our Sustainable Mobility Plan:

As a result of this commitment, we received the 'Special Mobility to Work Award' in May 2021 at the 1st Edition of the Spanish National Mobility Awards, organised by Empresas por la Movilidad Sostenible with the support of the Spanish Ministry of Transport, Mobility and Urban Agenda, the CONAMA Foundation and the Royal Academy of Engineering.

This milestone is both an endorsement of the good approach to the measures already implemented and, more importantly, an impetus to further improve mobility wherever possible.
We are a collection of people taking care of each other. Creating a better society and a future in which we all have a place.

The big change we want to make starts with each of us.

We are a diverse mix of shared talent where everyone is welcome. Regardless of our nationality, our gender or our skills.

We are an opportunity open to young people. To all those who aspire to develop their careers in a place that puts the human being above all else. A place where your life matters, as does your work-life balance, what you want, what you dream about. A place where your ideas become realities, amazing products and a more liveable world. A safe place. Where your health matters more than anything else. And the ways to take care of yourself are refined and reinvented.

We are that place that makes us feel empowered to change our society for the better. Creating new and better educational opportunities for young people, bringing art and culture to all. Supporting creators, artists, designers and architects to transform and make more sense of everything around us. We are part of those who struggle for a more sustainable society in all areas of their lives: starting with their kitchens.

We are Cosentino.
If you go deeper into who we are, you will see what makes it possible: People.

Cosentino is their team. Great achievement is theirs.

We are a diverse collection of people, growing in their careers, caring for the health and safety of others, developing personally with quality jobs tailored to their needs.

Having worked for several years with the philosophy that people are our principal value in the world, it is an increasingly well-established approach within the company to consider any business process in terms of its impact on people, both employees and the external agents with whom we interact: clients, suppliers, institutional representatives and the population in general.

Our objective is to spearhead the creation of a safe, appealing, inspiring and successful workplace. To make this possible, we develop initiatives oriented towards our employees that serve to increase their satisfaction, improve talent attraction, foster internal promotion and talent retention.

Creating ever safer workplaces and thinking about the needs of our employees.
We are growing in what is important, our enormous human capital.

We ended 2021 with a workforce of 5,425 people across the globe, comprising professionals from 76 different nationalities and with 20.66% 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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of employees</td>
<td>3,624</td>
<td>3,917</td>
<td>4,314</td>
<td>4,785</td>
<td>4,740</td>
<td>5,425</td>
</tr>
<tr>
<td></td>
<td>8%</td>
<td>10%</td>
<td>11%</td>
<td>14%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employees by contract type and gender

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
<th>Overall total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent</td>
<td>1,195</td>
<td>3,734</td>
<td>4,929</td>
</tr>
<tr>
<td>Full-time</td>
<td>1,166</td>
<td>3,720</td>
<td>4,886</td>
</tr>
<tr>
<td>Part-time</td>
<td>29</td>
<td>14</td>
<td>43</td>
</tr>
<tr>
<td>Temporal</td>
<td>74</td>
<td>422</td>
<td>496</td>
</tr>
<tr>
<td>Full-time</td>
<td>73</td>
<td>413</td>
<td>486</td>
</tr>
<tr>
<td>Part-time</td>
<td>1</td>
<td>9</td>
<td>10</td>
</tr>
<tr>
<td>Dismissals</td>
<td>42</td>
<td>148</td>
<td>190</td>
</tr>
<tr>
<td>Overall total</td>
<td>1,269</td>
<td>4,156</td>
<td>5,425</td>
</tr>
</tbody>
</table>

Employees by contract type and gender in 2021

<table>
<thead>
<tr>
<th></th>
<th>Under 25</th>
<th>from 25 to 35</th>
<th>from 35 to 45</th>
<th>from 45 to 55</th>
<th>over 55</th>
<th>No data</th>
<th>Overall total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent</td>
<td>153</td>
<td>1,400</td>
<td>1,801</td>
<td>1,125</td>
<td>446</td>
<td>4</td>
<td>4,929</td>
</tr>
<tr>
<td>Full-time</td>
<td>153</td>
<td>1,394</td>
<td>1,779</td>
<td>1,120</td>
<td>436</td>
<td>4</td>
<td>4,886</td>
</tr>
<tr>
<td>Part-time</td>
<td>6</td>
<td>22</td>
<td>5</td>
<td>10</td>
<td>-</td>
<td>-</td>
<td>43</td>
</tr>
<tr>
<td>Temporary</td>
<td>94</td>
<td>262</td>
<td>95</td>
<td>33</td>
<td>12</td>
<td>-</td>
<td>406</td>
</tr>
<tr>
<td>Full-time</td>
<td>93</td>
<td>262</td>
<td>95</td>
<td>33</td>
<td>3</td>
<td>-</td>
<td>495</td>
</tr>
<tr>
<td>Part-time</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>Dismissals</td>
<td>8</td>
<td>54</td>
<td>68</td>
<td>36</td>
<td>23</td>
<td>1</td>
<td>100</td>
</tr>
<tr>
<td>Overall total</td>
<td>247</td>
<td>1,662</td>
<td>1,896</td>
<td>1,158</td>
<td>458</td>
<td>4</td>
<td>5,425</td>
</tr>
</tbody>
</table>

Employees by type of contract or professional category in 2021

<table>
<thead>
<tr>
<th></th>
<th>Senior Management</th>
<th>Middle Management</th>
<th>Operational Management</th>
<th>Professional</th>
<th>Administrative</th>
<th>Operator</th>
<th>Overall total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permanent</td>
<td>22</td>
<td>80</td>
<td>688</td>
<td>1,627</td>
<td>284</td>
<td>2,230</td>
<td>4,029</td>
</tr>
<tr>
<td>Full-time</td>
<td>22</td>
<td>80</td>
<td>679</td>
<td>1,613</td>
<td>273</td>
<td>2,219</td>
<td>4,886</td>
</tr>
<tr>
<td>Part-time</td>
<td>-</td>
<td>-</td>
<td>7</td>
<td>14</td>
<td>11</td>
<td>11</td>
<td>43</td>
</tr>
<tr>
<td>Temporary</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>79</td>
<td>4</td>
<td>411</td>
<td>496</td>
</tr>
<tr>
<td>Full-time</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>77</td>
<td>4</td>
<td>404</td>
<td>488</td>
</tr>
<tr>
<td>Part-time</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>2</td>
<td>-</td>
<td>7</td>
<td>10</td>
</tr>
<tr>
<td>Dismissals</td>
<td>-</td>
<td>2</td>
<td>31</td>
<td>64</td>
<td>12</td>
<td>81</td>
<td>100</td>
</tr>
<tr>
<td>Overall total</td>
<td>22</td>
<td>80</td>
<td>688</td>
<td>1,708</td>
<td>288</td>
<td>2,641</td>
<td>5,425</td>
</tr>
</tbody>
</table>
Remunerations

Our remuneration policy is equitable in relation to the level of responsibility and contribution to our results.

It does not differentiate on the basis of gender and seeks objectivity in reviewing individual remuneration.

The change in average remuneration compared to the previous year is affected by the variation in salaries as well as by the variation in the exchange rate of the local currency to the euro, so that positive increases in local currency can become negative when converted into euro.

Salary Information Senior Management

<table>
<thead>
<tr>
<th>% Gender</th>
<th>Average in euros</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Men</td>
</tr>
<tr>
<td>Year 2021</td>
<td>82%</td>
</tr>
<tr>
<td></td>
<td>296,001</td>
</tr>
<tr>
<td>Year 2020</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>296,640</td>
</tr>
<tr>
<td>Year 2019</td>
<td>81%</td>
</tr>
<tr>
<td></td>
<td>232,597</td>
</tr>
<tr>
<td>Year 2018</td>
<td>81%</td>
</tr>
<tr>
<td></td>
<td>203,783</td>
</tr>
</tbody>
</table>

Salary Information excluding Senior Management

Salaries are distributed as follows among the above-mentioned categories:

Year 2018 (€) Year 2019 (€) Year 2020 (€) Year 2021 (€) Variation in the period 20–21 (%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Year 2018</th>
<th>Year 2019</th>
<th>Year 2020</th>
<th>Year 2021</th>
<th>Variation in the period 20–21 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middle Management</td>
<td>162,780</td>
<td>172,402</td>
<td>187,315</td>
<td>180,662</td>
<td>-3.98%</td>
</tr>
<tr>
<td>Operational Management</td>
<td>63,083</td>
<td>67,784</td>
<td>67,618</td>
<td>68,074</td>
<td>0.07%</td>
</tr>
<tr>
<td>Professional</td>
<td>47,506</td>
<td>50,213</td>
<td>50,880</td>
<td>49,024</td>
<td>-3.65%</td>
</tr>
<tr>
<td>Administrative</td>
<td>30,766</td>
<td>34,037</td>
<td>34,232</td>
<td>34,603</td>
<td>1.06%</td>
</tr>
<tr>
<td>Operator</td>
<td>24,590</td>
<td>27,033</td>
<td>27,327</td>
<td>26,937</td>
<td>-1.43%</td>
</tr>
</tbody>
</table>

Below is a table showing the 2021 pay gap, broken down by category:

<table>
<thead>
<tr>
<th>Category</th>
<th>Pay gap*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management**</td>
<td>60.3%</td>
</tr>
<tr>
<td>Middle Management</td>
<td>3.8%</td>
</tr>
<tr>
<td>Operational Management</td>
<td>-5.7%</td>
</tr>
<tr>
<td>Professional</td>
<td>-12.7%</td>
</tr>
<tr>
<td>Administrative</td>
<td>6.5%</td>
</tr>
<tr>
<td>Operator</td>
<td>0.0%</td>
</tr>
<tr>
<td>Overall total</td>
<td>-36.9%</td>
</tr>
</tbody>
</table>

* 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.

** To a large extent, the significant difference between men and women results from the fact that the female group includes non-executive directors, whose remuneration corresponds only to their advisory role or non-executive employment, while the male directors (except for one) also have executive functions and receive remuneration for both responsibilities.
Access and education

Attracting talent and unleashing all its potential with the power of education.

We are that place where we can grow together. With over 66,000 hours of training per year for employees and 252 continuous training activities related to transversal skills, industrial technical training, commercial technical training, digital transformation and languages.

We promote the recruitment of the best professionals and continuous learning to ensure the professional and personal growth of our employees. They are our main asset and competitive advantage. We also want each individual to play an active role in their own development and be able to express their highest potential, beyond providing skills and knowledge.

Furthermore, each year we analyse the organisation’s talent map, which enables us to identify and assess the skills of individual employees. To do this, actions have been implemented with the aim of developing and building team loyalty and attracting the talent we need to address the challenges of expansion, change or diversification that we will face in the future.

In 2016, we created the Talent Development area, whose mission is to ensure that each and every person within the Cosentino Group has the necessary resources to continue learning and developing their skills. To this end, we ask for the involvement of our employees, who are supported by their manager and People Leaders.

Throughout 2021, the number of regular performance and career development appraisals amounted to a total of 4,487. This means that 87% of our employees received an appraisal from their line manager evaluating their performance during 2021.

Our objectives

→ To consolidate our corporate culture and promote continuous learning for all our employees and partners.
→ To develop our employees in the performance of their duties.
→ To increase the operational efficiency of the organisation and ensure that it has the necessary skills and competences to face the challenges of the future.
→ To enable all people to reach their full potential.
→ To generate pride of belonging.
→ To increase employee satisfaction with their work environment.

Onboarding

Initial training plans. Anyone who joins the company, anywhere in the world, is greeted with a welcome plan to facilitate their integration, help them deepen their knowledge of the company and speed up their full immersion in the position.

Continuous training

In 2021, we carried out 252 continuous training activities, mostly managed on the basis of the training plan approved at the beginning of 2021.

Programmes in 2021 included the Digital Transformation programme for the sales network in European and Americas and the Executive Committee, basic and advanced accounting training for the finance and audit departments, internal training, certifications for certain positions in the system department, coaching programmes, upskilling training for specialists and specific training for participants in our development programmes.

Each year we include new training methodologies, thus integrating innovation and best practice for the future of the company’s employees.

This year we continued to promote digital training thanks to the implementation of a content platform accessible to a specific group of Cosentino employees.

The digitalisation of our training content allows us to reach all employees, regardless of the geographical area in which they work.

<table>
<thead>
<tr>
<th>Gender</th>
<th>No. of Employees</th>
<th>% of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>1,058</td>
<td>83.3%</td>
</tr>
<tr>
<td>Men</td>
<td>3,420</td>
<td>82.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>No. of Employees</th>
<th>% of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manager</td>
<td>91</td>
<td>2%</td>
</tr>
<tr>
<td>Technician</td>
<td>2,191</td>
<td>48%</td>
</tr>
<tr>
<td>Operator</td>
<td>2,205</td>
<td>50%</td>
</tr>
</tbody>
</table>

Our continuous training programme ensures that all our employees develop their skills to the highest level possible.

Our approach to continuous training is based on the 70:20:10 model. This principle states that most learning takes place in everyday work (70%), while 20% occurs through informal processes such as coaching or mentoring in the workplace and only 10% is generated in structured training processes.

The people who are part of our company have access to a wide variety of training programmes. In 2021, we allocated 66,578 hours (Training Plan + Onboarding + online English) to training our employees, in two lines of training.

<table>
<thead>
<tr>
<th>Training activities to our employees</th>
<th>252</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training hours to our employees</td>
<td>66,578</td>
</tr>
</tbody>
</table>

252 training activities to our employees

66,578 training hours to our employees

Training Plan + Onboarding + online English

We promote the recruitment of the best professionals and continuous learning to ensure the professional and personal growth of our employees. They are our main asset and competitive advantage. We also want each individual to play an active role in their own development and be able to express their highest potential, beyond providing skills and knowledge.

Furthermore, each year we analyse the organisation’s talent map, which enables us to identify and assess the skills of individual employees. To do this, actions have been implemented with the aim of developing and building team loyalty and attracting the talent we need to address the challenges of expansion, change or diversification that we will face in the future.

In 2016, we created the Talent Development area, whose mission is to ensure that each and every person within the Cosentino Group has the necessary resources to continue learning and developing their skills. To this end, we ask for the involvement of our employees, who are supported by their manager and People Leaders.

Throughout 2021, the number of regular performance and career development appraisals amounted to a total of 4,487. This means that 87% of our employees received an appraisal from their line manager evaluating their performance during 2021.

Our objectives

→ To consolidate our corporate culture and promote continuous learning for all our employees and partners.
→ To develop our employees in the performance of their duties.
→ To increase the operational efficiency of the organisation and ensure that it has the necessary skills and competences to face the challenges of the future.
→ To enable all people to reach their full potential.
→ To generate pride of belonging.
→ To increase employee satisfaction with their work environment.

Onboarding

Initial training plans. Anyone who joins the company, anywhere in the world, is greeted with a welcome plan to facilitate their integration, help them deepen their knowledge of the company and speed up their full immersion in the position.

Continuous training

In 2021, we carried out 252 continuous training activities, mostly managed on the basis of the training plan approved at the beginning of 2021.

Programmes in 2021 included the Digital Transformation programme for the sales network in European and Americas and the Executive Committee, basic and advanced accounting training for the finance and audit departments, internal training, certifications for certain positions in the system department, coaching programmes, upskilling training for specialists and specific training for participants in our development programmes.

Each year we include new training methodologies, thus integrating innovation and best practice for the future of the company’s employees.

This year we continued to promote digital training thanks to the implementation of a content platform accessible to a specific group of Cosentino employees.

The digitalisation of our training content allows us to reach all employees, regardless of the geographical area in which they work.
Ingenia programme
Paid development programme for recent graduates in Science, Technology, Engineering and Mathematics (STEM) with a clear vocation for the industrial sector. 28 participants.

Impulsa Industrial Training
It offers internships to students who have completed their vocational training in an industrial branch. They are offered an employment contract in different industrial areas of the company. 40 participants.

Acelera programme
A programme aimed at students in their final year of a bachelor’s or master’s degree, or recent graduates, with no previous work experience. They are given the opportunity to combine their internships with specific training in Digital Transformation and the necessary skills to accelerate their career. The graduates most frequently applying for this programme are those in: computer engineering, auditing, IT, telecommunications, mathematics, architecture, economics, business administration, occupational risk prevention, labour relations and human resources. 16 participants.

Other training programmes
Other programmes carried out as part of our partnership with the Juan Rubio Ortiz Institute of Higher Education in Macael (Spain) include:

→ 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 Stones (first year).
→ Specialisation Course in Smart Manufacturing.

We offer the option of providing part of the training in our industrial park, which allows trainees to experience the reality and needs of industrial plants. This programme gives them the opportunity to obtain an official degree certificate and to qualify for some of the paid regional scholarships offered annually for recent graduates. A high percentage of these students end up joining our staff when they finish their training.
We promote a working environment that is safe, attractive, inspiring, work-life balanced and successful. That makes people grow in all their dimensions and not only in their job performance.

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

**Work-life balance**

The balance between work and family life is key to employee well-being. Then again, the year 2021 was marked by the pandemic and the series of measures taken by the company in terms of occupational risk prevention. In this regard, a system of rotating shifts for home working was implemented for all those jobs that could be delivered this way. Furthermore, a remote working policy was established at headquarters in September 2021.

In the context of work-life balance measures, the following maternity and/or paternity leave was also granted in accordance with current legislation:

<table>
<thead>
<tr>
<th>Leaves maternity/paternity</th>
<th>Spain</th>
<th>USA</th>
<th>Brazil</th>
<th>Other countries</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity</td>
<td>26</td>
<td>17</td>
<td>4</td>
<td>8</td>
<td>55</td>
</tr>
<tr>
<td>Paternity</td>
<td>143</td>
<td>24</td>
<td>4</td>
<td>10</td>
<td>187</td>
</tr>
<tr>
<td>Overall total</td>
<td>169</td>
<td>41</td>
<td>8</td>
<td>24</td>
<td>242</td>
</tr>
</tbody>
</table>

**Health insurance**

One of our priorities is to improve conditions for our employees, especially in locations or cases where the socio-economic situation hinders access to health and social security benefits.

During 2021, all health coverage benefits and agreements with potential partners have been maintained for sites where they were already in place.

**Flexible remuneration**

In 2021, Cosentino continued to offer employees the option of flexible remuneration.

This compensation system allows each employee to decide, voluntarily, how to receive part of their monetary remuneration to suit their personal and family needs at all times, making the most of the tax advantages of certain products and services. This plan is currently offered in Spain and Portugal.

Following the strong momentum of the previous year, the number of users of flexible remuneration in Spain continued to grow, from 571 to 615, representing an increase of 7.7%.

**Company bus route**

The company’s bus routes operating in the previous year continued to be available, after a short pause due to the COVID-19 situation in 2020-2021. This service is largely subsidised by the company. In the case of the Almería route, it operates both office hours and factory shifts. Meanwhile, the local route covers factory shifts. At the end of 2021 we plan to launch the company’s third bus route, the Baza route, which will operate from January 2022.

**Corporate relationships**

60.55% of our employees worldwide are signed up to collective agreements. In Spain, where more than 56.6% of our workforce is located, 100% of our employees are signed up to one of the 22 established agreements.

In addition to Spain, the following countries signed a collective agreement, with the percentage indicated below:

<table>
<thead>
<tr>
<th>Country</th>
<th>% of collective agreements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cosentino The Netherlands</td>
<td>100%</td>
</tr>
<tr>
<td>Cosentino Italy</td>
<td>100%</td>
</tr>
<tr>
<td>Cosentino Belgium</td>
<td>100%</td>
</tr>
<tr>
<td>Stone Services of France</td>
<td>100%</td>
</tr>
<tr>
<td>Cosentino Austria</td>
<td>100%</td>
</tr>
</tbody>
</table>
Health and Safety

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

We take care of the future.

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

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

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

We identify hazards and assess them to define areas for improvement. The risk assessment is dynamic and draws on reported incidents, accidents and changes made to workstations and equipment.

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

Information on work carried out at a plant where contractors operate with a work permit is published on the Permits panel at the entrance of the production plants.

We are committed to protecting all workers involved in our value chain.

We currently manage 992 partner companies and have validated 64,328 documents to date.

Our entire value chain is critical as there are many companies that collaborate with us. In order to ensure optimal coordination of our business activities, we use an online platform called SerCAE (developed by Clever Global), which manages the health and safety requirements of all companies working with us.

We also have other ways of coordinating with those companies that stand out for their number of employees or their specific risks. For example, activities such as industrial cleaning and maintenance are subject to special monitoring, for which we hold weekly coordination meetings and have specific action plans. To facilitate the management and monitoring of these activities, in 2021 we integrated them into the health and safety digitisation programme with the support of Gensuite software.

It should also be noted that 2021 has been a year of major expansion of our production capacity, which in turn has led to a significant expansion of our industrial infrastructures. These expansion works are particularly complex, as they have posed a major challenge in terms of health and safety coordination on construction sites.

All the companies involved have been provided with technical staff and preventive resources to guarantee the integrity of people and compliance with the law, holding daily coordination meetings.

An assessment of the health and safety performance of 125 suppliers is carried out on a monthly basis. The indicators evaluated are as follows:

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

After the assessment, the results are analysed and coordination meetings are planned with the lowest scoring contractors to help them improve and resolve any non-conformities that may arise.

In 2021, nine contractors at the Cantoria Industrial Park were asked what they would improve in terms of coordination of activities, to which 3 of them responded, identifying 4 areas for improvement that have been included in the Risk Action Plan of our health and safety system:

- To standardise the criteria for the validation of documents.
- Coordination procedure for activities to be distributed.
- To accelerate the preparation of coordination minutes.
- To be aware of the improvements being made in the facilities.
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 ever better care of our people and put their health at the centre of everything.

We consolidate our leadership action plan with a focus on accident prevention.

→ We increase incident reporting and analysis at production facilities: a total of 489 incidents reported (vs. 398 incidents reported in 2020)

→ We increase reporting and implementation of actions to improve working conditions. These actions include: safety procedures, safety equipment, material protection against the risk of falling from a height, personal protective equipment, measures resulting from accident investigation, chemical risk and risk of exposure to dust.

489 incidents reported in production centres

We monitor operations to anticipate and prevent accidents.

We have carried out 45,455 reviews of safety conditions, including reviews relating to:

→ work equipment (forklift, overhead crane and mixer).

→ supervision of preventive measures against COVID-19.

→ preventive safety observations (PSOs).

→ 5 cardinal rules audit and

→ management control.

5 Cardinal rules audit.

→ 1,196 improvement actions detected.

→ 1,080 improvement actions completed and 123 in progress.

5 Cardinal rules audit.

45,455 reviews of safety conditions

489 incidents reported in production centres

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 ever better care of our people and put their health at the centre of everything.

We consolidate our leadership action plan with a focus on accident prevention.

→ We increase incident reporting and analysis at production facilities: a total of 489 incidents reported (vs. 398 incidents reported in 2020)

→ We increase reporting and implementation of actions to improve working conditions. These actions include: safety procedures, safety equipment, material protection against the risk of falling from a height, personal protective equipment, measures resulting from accident investigation, chemical risk and risk of exposure to dust.

489 incidents reported in production centres

We monitor operations to anticipate and prevent accidents.

We have carried out 45,455 reviews of safety conditions, including reviews relating to:

→ work equipment (forklift, overhead crane and mixer).

→ supervision of preventive measures against COVID-19.

→ preventive safety observations (PSOs).

→ 5 cardinal rules audit and

→ management control.

5 Cardinal rules audit.

→ 1,196 improvement actions detected.

→ 1,080 improvement actions completed and 123 in progress.

5 Cardinal rules audit.

45,455 reviews of safety conditions

Fall Prevention Plan

A complete revision of the Risk Assessment of Silestone® stored in silos has been carried out with the aim of reducing this type of risk associated with Production and Maintenance tasks as far as possible. The improvements will be made during 2022 with an investment of approximately €225,000.

This project seeks to identify and solve critical problems that may arise. By the end of 2021, the degree of fulfilment of this project is 10%.

Global action plan for fire and explosion prevention

In order to improve the safety and management of its production processes, the Cosentino Group has designed an Action Plan consisting of a series of actions and investments to prevent fires and explosions and improve the safety of the processes, thus reducing potential risks.

By the end of 2021, the degree of fulfilment of this project is 45%.

Our strategic projects on Health and Safety reflect our commitment to protecting our people.
We continue to strengthen our safety culture.

Together we have reduced the accident rate by 10% and by 14% over the last three years.

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

- **Total Cosentino Group**
- **Total ROW**
- **Total Brazil**
- **Total USA**
- **Europe Centres**
- **Iberia Centres**
- **Total Cantoria (Almería)**

**Accident rate by market**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Cosentino Group</td>
<td>3.67</td>
<td>2.77</td>
<td>3.3</td>
</tr>
<tr>
<td>Total ROW</td>
<td>1.11</td>
<td>0.58</td>
<td>0.58</td>
</tr>
<tr>
<td>Total Brazil</td>
<td>2.04</td>
<td>1.38</td>
<td>0.64</td>
</tr>
<tr>
<td>Total USA</td>
<td>3.05</td>
<td>3.09</td>
<td>3.35</td>
</tr>
<tr>
<td>Europe Centres</td>
<td>1.05</td>
<td>0.76</td>
<td>0.5</td>
</tr>
<tr>
<td>Iberia Centres</td>
<td>4.6</td>
<td>3.5</td>
<td>3</td>
</tr>
<tr>
<td>Total Cantoria (Almería)</td>
<td>4.8</td>
<td>3.32</td>
<td>4.2</td>
</tr>
</tbody>
</table>

**Lost Time Incident Rate (LTIR)**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1.83</td>
<td>1.63</td>
</tr>
<tr>
<td>2020</td>
<td>1.36</td>
<td>1.33</td>
</tr>
<tr>
<td>2021</td>
<td>1.9</td>
<td>1.7</td>
</tr>
</tbody>
</table>

**Total Case Incident Rate (TCIR)**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>3.26</td>
<td>3.26</td>
</tr>
<tr>
<td>2020</td>
<td>2.77</td>
<td>2.77</td>
</tr>
<tr>
<td>2021</td>
<td>3.67</td>
<td>3.67</td>
</tr>
</tbody>
</table>

**Lost Workdays, Severity Rate.**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>100.4</td>
<td>96.39</td>
</tr>
<tr>
<td>2020</td>
<td>79.69</td>
<td>75.8</td>
</tr>
<tr>
<td>2021</td>
<td>86.39</td>
<td>82.5</td>
</tr>
</tbody>
</table>

If we analyse the 2021 rates by gender, we can observe that in production posts where there are more men than women, the risk level is higher, so we have more accidents and lost days affecting men. Furthermore, more women are employed in non-production related jobs, with lower risk, which contributes to a lower accident rate.

**Accident rate by gender**

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of work-related accidents</td>
<td>147</td>
<td>11</td>
</tr>
<tr>
<td>Frequency rate</td>
<td>4.07</td>
<td>0.99</td>
</tr>
<tr>
<td>Severity Rate</td>
<td>134.05</td>
<td>1.26</td>
</tr>
<tr>
<td>Number of work-related diseases</td>
<td>12</td>
<td>0</td>
</tr>
</tbody>
</table>

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

In terms of absenteeism from work, Cosentino reports the following data:

**Absenteeism**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absenteeism figures</td>
<td>1.70</td>
<td>1.80</td>
<td>3.80</td>
<td>4.94</td>
<td>4.31</td>
</tr>
<tr>
<td>Absenteeism hours</td>
<td>105,757.24</td>
<td>923,940.98</td>
<td>154,828.76</td>
<td>246,953.04</td>
<td>256,960</td>
</tr>
</tbody>
</table>

* Data for Spain
We make safety a continuous process of active dialogue and constant improvement.

We have an internal company participation body in accordance with Article 38 of the Spanish Act 31/1995 concerning the regular and periodic consultation of the company’s actions in preventive matters. It is made up of three prevention delegates with a seat and vote, whose functions are set out in Article 35 of the Spanish Law on Occupational Risk Prevention, and three Company Representatives with a seat and vote.

In addition to the aforementioned members of the Health and Safety Committee, prevention technicians and company employees with special qualifications or information on the matters to be discussed may participate in a non-voting capacity. Meetings will be held monthly or when requested by either party.

The Health and Safety Committee meets monthly to deal with any current issues in the organisation with particular relevance to the health and safety of workers.

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

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

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

In 2021, we invested 3.3 million euros in safety, out of a total of 150 million euros of investment across the group, mainly in process automation and the expansion of facilities to promote health and safety.

→ Fall Prevention Plan with a value of €123,000.
→ Safety investments in the US workshops amount to $117,454.

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

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

Throughout 2021 we carried out a process of integration of the 4 management systems, according to ISO 9001, ISO 45001, ISO 14001 and ISO 50001 standards at the Cantoria facilities, resulting in the certification for the first time of the Health and Safety and Energy management systems, by the DNV certification body.
We update our Occupational Health and Safety Policy and Prevention Plan.

The upper direction of Cosentino defines the corporate policy based on the Environmental and Quality management and takes the necessary measures to ensure that this policy is understood, implemented and updated in all levels of the organization.

Cosentino SA will distribute the Policy among the employees and will put it at the disposal of all interested parties.

The direction of COSENTINO, a company dedicated to the activities of:
- Design, Fabrication, Elaboration, Marketing, and Distribution of Quartz Surfaces
- Design, Elaboration, Marketing, and Distribution of Natural Stone Product
- Design, Fabrication, Elaboration, Marketing, and Distribution of Ultra Compact Surfaces
- Design, Fabrication, Elaboration, Marketing, and Distribution of Recycled Surfaces

---

| 1. Satisfy the needs and expectations of our stakeholders, listen to market demands, and approach the final consumer as a guarantee of sustainable growth. |
| 4. Promote knowledge, competence and digitalisation of processes, promoting innovation and technological changes required by the market. |
| 5. Consider the safety and health, environmental and energy variable in the planning and development of our activity, in order to continuously optimize the behavior of the company on its environment promoting the efficient and rational use of resources, eliminating hazards, evaluating and adopting risk, environmental aspects and energy performance control procedures. |
| 2. Ensure that our current and future processes comply with applicable legislation and other requirements assumed by us. |
| 6. Establish environmental quality, safety and health and energy objectives and goals, carry out programs allocating the necessary resources to achieve them. It is a fundamental objective to promote the well-being of our employees and stakeholders. |
| 7. Continuously improve our management system day by day ensuring effective and efficient integration of quality, health and safety, environment and energy criteria throughout the entire structure of our organization. |
| 8. Make well known and extensive to the entire value chain of our firm commitment to quality, health and safety, environment and energy. Encourage the participation and consultation of workers as well as their representatives. |
We reinforce our commitment to safety through the Occupational Health and Safety Strategic Plan 2.0.

The most relevant initiatives of the Occupational Health and Safety Strategic Plan 2.0 are:

- Safety Tour Executive Committee, promoting visibility and leadership in the field of safety.
- Encouragement of positive actions through quarterly awards.
- Consolidation of Routines, increasing incident and action reporting.
- Increased visits in the afternoon and night shifts to the safety department.
- Increased audits with management involvement.
- Better review of production work teams.
- Standardization of production processes according to safety standards.
- Fire and Explosion Prevention Plan.
- AERIS Source Reduction Plan.
- Fall Prevention Plan.
- Improvement of intrinsic safety in work equipment.
- Control of critical operations through Work Permits.
- Specific safety training included in the Onboarding process.

Our Health and Safety strategic objectives are as follows:

**Safety**
- To reduce the TCIR Accident Rate by 10% globally.
- To implement a specific safety programme for contractors beyond compliance with the law.
- To implement Gensuite and the Safety by Routines programme in Europe-APAC distribution (80%).
- To implement Based Behaviour Programme Distribution CCNA (90% centres).

**Health**
- To promote Well-being programmes (at least 2 initiatives/year).

**Training**
- Increase the number of hours of training/employee in Cantoria.

**Objectives for the 2022**

**1. Systematic reduction of the Accident Rates**
   - 20% reduction in TCIR rate over 3 years and 5% reduction in the severity rate.

**2. To further improve working conditions, with particular attention to the reduction of exposure to crystalline silica and to the continuous improvement of working conditions (facilities, working equipment, etc.).**

**3. To strengthen safety leadership and promote the overall implementation of preventive programmes (Safety by Routines, Silica, Training, Workplace Health Promotion, etc.).**

**Education is our first protection system.**

We devote 2,543 hours of training, which means a ratio of 0.5 hours/employee globally.

**Health and Safety training hours in 2021**

Our responsibility goes beyond that, we focus on the physical and mental health of our employees.

Our responsibility to employees is translated into strategies that invite them to incorporate a healthy diet and physical activity into their everyday life, as part of a broader programme of physical and mental safety, and to reduce the incidence of diseases associated with a sedentary lifestyle.

- Establishment of the Well-being Committee.
- Design of the 2022 Plan: Physical & Mental Health, Mobility, Social Impact, Hybrid Model.
- Psychological Care Service for employees of Cantoria facilities.
- Emotional management and nutrition application on the intranet.
We grow with diverse talent, moving towards effective equality.

- We have a pluralistic view of different cultures: our employees come from 76 different nationalities.
- We enhance our capacity to empower women’s leadership at all levels.

50% of our Board of Directors, 75.7% of our administrative staff, 41% of our professional positions and 21.7% of our management team are women.

Organisational level at end of year 2021

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>Overall Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>18</td>
<td>4</td>
<td>22</td>
</tr>
<tr>
<td>Address</td>
<td>70</td>
<td>10</td>
<td>80</td>
</tr>
<tr>
<td>Operational Management</td>
<td>539</td>
<td>599</td>
<td>1,138</td>
</tr>
<tr>
<td>Professional</td>
<td>1,007</td>
<td>699</td>
<td>1,706</td>
</tr>
<tr>
<td>Administrative</td>
<td>70</td>
<td>288</td>
<td>358</td>
</tr>
<tr>
<td>Operator</td>
<td>2,452</td>
<td>1,269</td>
<td>3,721</td>
</tr>
<tr>
<td>Overall total</td>
<td>4,156</td>
<td>1,269</td>
<td>5,425</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>% Men</th>
<th>Women</th>
<th>% Women</th>
<th>Overall total</th>
<th>Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>18</td>
<td>81.8%</td>
<td>4</td>
<td>18.2%</td>
<td>22</td>
<td>100%</td>
</tr>
<tr>
<td>Address</td>
<td>70</td>
<td>87.5%</td>
<td>10</td>
<td>12.5%</td>
<td>80</td>
<td>100%</td>
</tr>
<tr>
<td>Operational Management</td>
<td>539</td>
<td>78.3%</td>
<td>149</td>
<td>21.7%</td>
<td>688</td>
<td>100%</td>
</tr>
<tr>
<td>Professional</td>
<td>1,007</td>
<td>59.0%</td>
<td>699</td>
<td>41.0%</td>
<td>1,706</td>
<td>100%</td>
</tr>
<tr>
<td>Administrative</td>
<td>70</td>
<td>24.3%</td>
<td>218</td>
<td>75.7%</td>
<td>288</td>
<td>100%</td>
</tr>
<tr>
<td>Operator</td>
<td>2,452</td>
<td>92.8%</td>
<td>189</td>
<td>7.2%</td>
<td>2,641</td>
<td>100%</td>
</tr>
<tr>
<td>Overall total</td>
<td>4,156</td>
<td>78.6%</td>
<td>1,269</td>
<td>21.4%</td>
<td>5,425</td>
<td>100%</td>
</tr>
</tbody>
</table>
Our equality plan: 9 key commitments.

Our growth means recruiting more diverse talent. Our commitment to effective equal opportunities is reflected in our Equality and Diversity Plan, which integrates this commitment into all recruitment, selection, communication and training processes. This Plan has been registered and is now in the process of implementing the positive action measures agreed therein.

Cosentino’s Gender Equality Plan is intended to comply with the current regulatory framework, as well as to respond to the current sensitivity of our DNA.

Therefore, equal treatment and equal opportunities between women and men must be a priority in the company’s Strategic Plan, and is seen as a core principle of labour relations and human resource management in the company.

This Internal Policy places special emphasis on the promotion of women, both within the company and in partner companies and society in general. In line with the above mentioned, we commit ourselves to the following:

1. To promote women’s access to positions of responsibility.

2. To proactively incorporate equality in people management and in advertising and marketing policies.

3. To partner with organisations that promote the labour insertion of women. To name jobs in a neutral way.

4. To incorporate equality into the selection processes of partner companies.

5. To raise awareness of equality and non-discrimination among those responsible for the selection of personnel.

6. To promote female candidates for positions where women are under-represented.

7. To promote the balanced assumption of family responsibilities.

8. To promote a positive work-life balance for our employees.

9. To avoid or resolve any situation of harassment or discrimination based on gender.
Inclusion

We can all make Cosentino better. Integrating differences makes us better.

We value everyone’s talent by integrating people with disabilities or at risk of social exclusion by employing them directly and through job placement companies.

Cosentino’s Code of Ethics, Conduct and Regulatory Compliance is the guiding principle of our business behaviour, which applies to all group companies with regard to the non-discrimination of people with functional diversity or social and occupational exclusion. Cosentino does not tolerate any kind of workplace discrimination for reasons of age, race, skin colour, sex, religion, political opinion, heritage, sexual orientation, social background or disability.

This promotes effective equality, which in practice means promoting diversity as well as the professional and personal development of all employees, ensuring equal opportunities.

In addition, we encourage the employment of people with functional diversity in two ways: direct contracting and outsourcing of employment to integration companies for specific projects.

In this context, the table below lists employees with disabilities:

<table>
<thead>
<tr>
<th>Disabled employees</th>
<th>Men</th>
<th>Women</th>
<th>Overall total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cosentino S.A.U and Cosentino Global</td>
<td>10</td>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td>Cosentino Latino (Brazil)</td>
<td>4</td>
<td>4</td>
<td>8</td>
</tr>
</tbody>
</table>

Discrimination and harassment

We are all equal, so we all contribute to Cosentino’s mission.

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.

Harassment is a risk in the workplace. At Cosentino Group, we strive to maintain an organisational structure that prevents harassment and we are committed to allocating the necessary human and material resources to prevent and respond to possible cases.

Cosentino’s Harassment Prevention Protocol, in which we state our intention to implement all necessary measures to promote a harassment-free working environment, is available to all employees on the corporate intranet. Thanks to the training programmes we work with, we are prepared to act.

Cosentino has a Complaints Channel available to all employees and personnel from our stakeholders, through which they can report or make queries regarding situations of discrimination or harassment. This channel allows them to communicate anonymously with the Compliance Body in charge of their management. In 2021, we received 2 complaints referring to cases of harassment and 1 complaint regarding discrimination.

We focus on preventing and avoiding all occupational risks related to discrimination and harassment.
2021 – the year we continue to adapt to a new normal.

This year sustainability has expanded its meaning. The pandemic has continued to test our capacities, our determination and our collective will.

With a view to overcoming the COVID-19 challenge, we have launched the following actions:

- Mass testing of employees, partner companies and visitors.
- Provision of respiratory protective equipment.
- Fitting out facilities with hygienic equipment.
- Expansion of personal health resources and infrastructures.
- Setting up a vaccination centre at our facilities in Cantoria.
- Coronavirus Management Committee set up at the beginning of the pandemic has over the last two years adopted a series of measures aimed at achieving our overall objectives, which have been constantly reviewed and updated:
  - Mandatory use of masks under all circumstances.
  - Temperature controls.
  - Tests prior to access to the facilities.
  - Capacity control and management of rooms, offices and changing rooms.
  - Ensuring safe distances and time in shared spaces.
  - Ensuring safe distances and time in shared spaces.
  - Remote working, non-face-to-face meetings.
  - Minimising the risks and impact of close contacts by arranging shared means of transport and meals during breaks.
  - Enhancing internal communication on general preventive measures against COVID-19 and the use of schedules and digital signatures for testing.
  - Accreditation of the medical service for COVID-19 and influenza vaccination and promotion of the spread of these campaigns.
  - Testing programme for the diagnosis of active infection, including:
    - Tests, at the worker’s request, due to clinical signs indicative of infection or close contact with someone who has tested positive.
    - Tests prior to starting work.
    - Programmed screening for outbreak control.

In addition, we have focused on all stakeholders in the management of COVID-19. To this end, we have carried out 31,264 tests on our own employees and 8,718 on contractor employees.

Tests performed in 2021

<table>
<thead>
<tr>
<th>Month</th>
<th>Tests performed to employees</th>
<th>Tests performed to suppliers</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>4,028</td>
<td>2,724</td>
</tr>
<tr>
<td>February</td>
<td>2,765</td>
<td>2,765</td>
</tr>
<tr>
<td>March</td>
<td>3,904</td>
<td>3,904</td>
</tr>
<tr>
<td>April</td>
<td>4,081</td>
<td>1,210</td>
</tr>
<tr>
<td>May</td>
<td>3,984</td>
<td>2,500</td>
</tr>
<tr>
<td>June</td>
<td>2,383</td>
<td>1,900</td>
</tr>
<tr>
<td>July</td>
<td>2,086</td>
<td>7,365</td>
</tr>
<tr>
<td>August</td>
<td>1,990</td>
<td>2,383</td>
</tr>
<tr>
<td>September</td>
<td>2,510</td>
<td>3,984</td>
</tr>
<tr>
<td>October</td>
<td>1,310</td>
<td>2,086</td>
</tr>
<tr>
<td>November</td>
<td>2,716</td>
<td>4,081</td>
</tr>
<tr>
<td>December</td>
<td>3,904</td>
<td>1,210</td>
</tr>
</tbody>
</table>

Tests performed

- 31,264
- 8,718
Our resilient response to COVID-19.

An unprecedented deployment for the safety of our team in the face of the pandemic challenge.

COVID-19 vaccination programme:

- 1,245 of our employees have received their first and booster doses at the vaccination services.
- The vaccination at the Cantoria facility has been made possible thanks to the alliance with Asempal and the Regional Government of Andalusia, within the framework of the Plan Sumamos Salud + Economía.

Furthermore, we launched the flu vaccination campaign, with a global offer that included not only the most sensitive groups, but also all employees of the company, tripling the number of vaccinations carried out annually.

Communication channels

We launch C-People: More than just a communication tool, it is an umbrella programme for all our initiatives.

Our distinguishing feature that allows us to give and convey cohesion to what we do for you.

Following the analysis of various concepts, we organise C-People into three blocks of action: Welcome / Grow / Care. C-People becomes the active subject with three blocks of actions:

- C-People Welcome | Welcoming new employees as part of talent attraction and recruitment.
- C-People Grow | Supporting the growth and development of our employees, helping them to reach their full potential.
- C-People Care | Caring for the people who make Cosentino, in every aspect. From work-life balance to well-being and health.

With this initiative, the three blocks come together with an employee-centred slogan, which accompanies the visual elements of our materials:

C-People Welcome | Work with Us
C-People Grow | Grow with Us
C-People Care | Live with Us
A living culture: dialoguing, creating, sharing.

More and better communication channels adapted to all profiles.

In 2021, we rolled out Cosentino Podcast with 23 recordings and the launch of Intercomms, through Microsoft Teams.

Internal communications via e-mail
Personalised and constant information.
528 internal communications from the different areas of the organisation.

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

Cosentino Virtual Family Day
Over 100 employees and their families joined our ‘virtual’ open day.

Cosentino Ideas
A platform that generates innovative ideas.
361 employee ideas selected and implemented by vote.

Cosentino One magazine
It connects all our employees around the world.
Global internal publication with a circulation of 5,400 copies.

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

TV Channel
Exclusive content for our team.
Live content on our own channel.

Cosentino Internews
Permanently updated.
Monthly newsletters with updated information about our Group.

Our events with employees.
Cosentino C·Next: Live, online and simultaneous event for all employees worldwide. It is a new way of communicating Cosentino’s news. An event where we present and share our next steps, launches, inspiration and initiatives.

Cosentino C·Hall: Online meeting which, in its first part, consisted of a conversation/interview with the Chairman and CEO of Cosentino, Francisco Cosentino. It deals with current issues in our company and gives an overview of our short-term goals as a company. Open to all Cosentino employees worldwide.

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

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

Other communication tools.
Competitions: we organise a drawing contest for children of employees under 12 years of age. For employees, we organise a photo competition on the theme of ‘sustainability’.
Workshops: we run educational painting workshops for children of employees under 9 years of age. Ibáñez Cosentino Art Foundation.

Virtual Information Sessions
Expert and interactive training.
Informative sessions that explain the topics in depth and where you can ask questions to the speakers.
Community

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

We promote initiatives that contribute to the development of all communities where we have a presence.

That is the power of our surfaces, in every home, in every kitchen. And it is also our goal in the communities in which we operate.
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, especially in Almería. Our commitment to Almería and Andalusia goes far beyond a business relationship. Cosentino feels a responsibility to create well-being for the citizens of the region.

‘Este Tren no se va a parar’
(This train will not stop) initiative

We support this initiative launched in September 2021 calling for the arrival of high-speed rail and the connection of the Mediterranean Corridor with Almería.
Education x Cosentino

We continue to support teachers and students to transform their communities and become the leaders of the future.

In 2021 we collaborated with 29 educational centres and launched a pioneering vocational training course, as well as high-impact projects for young people in partnership with the Eduarda Justo Foundation.
We revitalise the business fabric of Almería by creating our own Dual Vocational Training Course.

Two new Dual Vocational Training projects.

In partnership with the Juan Rubio Ortiz Institute of Higher Education and with the approval of the Education Department of the Regional Government of Andalusia, we launched two new projects:

- DUAL middle-level vocational training course in Production (Natural Stone Specialist).
- DUAL higher-level vocational training course in Mechatronics (afternoon shift).

With the addition of the DUAL higher-level vocational training course in Mechatronics (morning shift) and the DUAL middle-level vocational training course in Electromechanics, we offered four vocational training courses in 2021. With this commitment, we not only reinforce our position as an employer brand, but we also aim to contribute to the training and industrial strategy of the region, attracting a greater number of young people interested in this vocational training course and, above all, contributing to the development of regional and provincial industry with more qualified professionals adapted to the real productive environment. In line with the United Nations’ SDG 4, we are committed to quality education through the promotion of vocational training and, above all, its Dual method.

We collaborate with 8 universities and business schools.

- University of Seville
- University of Granada
- University of Almería
- University of Málaga
- University of Valencia
- Fulbright Commission
- Cajasol Business School
- San Telmo Business School
- Loyola University

We offer internships to students from 20 different Andalusian educational institutions.

- Pedro Jiménez Montoya Institute of Higher Education (Baza)
- Zaidín Vergeles Institute of Higher Education (Granada)
- Sol De Pertocarreño Institute of Higher Education (Almería)
- Acci Institute of Higher Education (Guadix)
- Alhamilla Institute of Higher Education (Almería)
- Juan Rubio Ortiz Institute of Higher Education (Albox)
- Al-Bujaira Institute of Higher Education (Huércal Overa)
- Turariana Institute of Higher Education (Roquetas)
- Virgen de las Nieves Institute of Higher Education (Granada)
- Alto Almanzora Institute of Higher Education (Tíjola)
- Los Angeles Institute of Higher Education (Almería)
- Alto Almanzora Institute of Higher Education (Tíjola)
- Martin García Ramos Institute of Higher Education (Albox)
- Rio Andarax Institute of Higher Education (Almería)
- Al-Bujaira Institute of Higher Education (Huércal Overa)
31 schools and universities participated in our international competition, the Cosentino Design Challenge (CDC).

- Higher Technical School of Architecture of Madrid (Spain) / ArteAiz Art School (Spain) / Higher Technical School of Architecture of Seville (Spain)
- Almería School of Art (Spain) / Higher Technical School of Art and Design of Alcoy (Spain) / University of Zaragoza (Spain) / Higher Technical School of Architecture of Barcelona (Spain)
- Higher Technical School of Architecture of Nuevo (Spain) / University of Technology Sydney (Australia) / ESAM Design Ecole Supérieure des Arts Modernes (France) / LASALLE College of the Arts (Singapore)
- Morena University of Merida (Mexico) / LUT Luleå University of Technology (Sweden) / Higher School of Art and Design of Andalusia (Spain)
- Zaragoza Art School (Spain) / CEU San Pablo University (Spain) / University School of Design, Innovation and Technology (Spain)
- Juan Carlos University, Madrid (Spain) / ELISAVA School of Art and Design of Andalusia (Spain)
- Faculty of Architecture of the University of Lisbon (Portugal)
- Tener Art School (Spain) / University of Aveiro (Portugal)
- Higher Technical School of Design Engineering (Spain)
- Pamplona School of Art and Design (Spain)
- Berlin International University (Germany) / Sovile School of Art and Design (Spain)
- Artu3 Art School (Spain) / Helen Institute of Technology (Ireland) / Heriot-Watt University Dubai (UAE)
- Raffles College of Higher Education (Singapore) / Izmir University of Economics (Turkey)

**Collaborating Entities**

- SUSTAINABILITY REPORT 2021
- ESG. (S) COSENTINO X SOCIALCOSENTINO
- FORMAMOS A LAS NUEVAS GENERACIONES QUE TRANSFORMARÁN EL MUNDO

**Eduarda Justo Foundation.**

**Today we are training the leaders of tomorrow.**

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

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

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

Its goal is to deeply and positively transform the so-called Marble Region through education. The development of this ambitious project will require the promotion of change among the entire educational community, and therefore the support and commitment of teachers, families and the rest of society will be actively promoted.

In order to take the education of young people to a new level, we promote innovative initiatives such as the Master’s Degree in Educational Innovation ‘Educar con 3 Ces’ (Educate with 3 Cas), which is managed by the prestigious pedagogue Mar Romera together with the Francesco Torucc Pedagogical Association (APFRATO).

This master’s degree has 55 students in its second year and is aimed at transforming the educational centres in the region by training their teachers in the most modern and innovative educational techniques of the 21st century. The master’s programme covers 500 hours of training over a period of 2 years. Its programme consists of 20 thematic modules, which will be taught by nationally renowned specialists in each subject area. After completing the master’s degree, the project will continue in 4 or 5 pilot centres where Ms Romera and her team will assist and advise the students during their respective transformation processes. Each of the 55 students has a scholarship awarded by the Eduarda Justo Foundation, which covers most of the cost of the master’s degree.
On the other hand, the Education Forum is a programme of educational talks and conferences focused on families, which aims to improve their training in educational matters through meetings with experts and professionals from different disciplines in order to turn them into key agents of transformation. After all, as renowned thinker and philosopher José Antonio Marina used to say: “It takes a whole village to raise a child”.

As part of the Leading Schools programme, 7 editions of the Education Forum were held online this year:

1. **El valor de escuchar (The value of listening)**, held on 08/01/2021 and attended by José Antonio Bravo, teacher and researcher on education and learning.
2. **Lo más importante es saber qué es lo más importante** (The most important thing is to know what is important), held on 05/02/2021 and attended by Mar Romera, pedagogue, author of the pedagogical method Educate with 3 Cs and Director of the Master’s Degree in Educational Innovation.
3. **Comunicándonos bien para educar mejor** (Communicating well to educate better), held on 19/03/2021 and attended by Javier Cebreiros, communication expert.
4. **¿Educamos igual?** (Do we educate in the same way?), held on 16/04/2021 and attended by Ana Quijada, expert in mediation, cohabitation and equality.
5. **Te prometo libertad (I promise you freedom)**, held on 27/05/2021 and attended by Jorge Ruiz, singer of the band Maldita Nerea and President of the Promete Foundation.
6. **Cómo aprende nuestro cerebro (How our brain learns)**, held on 18/06/2021 and attended by David Bueno, Doctor in Biology, Professor of Biomedical, Evolutionary and Developmental Genetics and expert in neuroeducation.
7. **Cerebro adolescente, ¿riesgo u oportunidad? (Adolescent brain, risk or opportunity?)**, held on 19/11/2021 and attended by Marta Portero, Doctor and Researcher in Neurosciences.
Eduarda Justo Scholarships: the best training for the most promising talent.

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

The vision of United World Colleges is to promote a peaceful society through education in diversity and multiculturalism. 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.

It is a comprehensive training programme that combines academic excellence, the development of creative and artistic activities, the practice of sports and service to the community where the schools are situated.

The Scholarship Programme aims to “train future leaders”. In addition to these scholarships, the foundation annually awards 3 scholarships for the 15-day ActionxChange summer camp specialising in social project development, and 2 scholarships for the 5-day ActionxPeace winter camp, specialising in conflict management skills.

3 scholarships were awarded to young people from Almería this year:

1. Néstor López Castilla (Olula del Río), scholarship to UWC Dilijan (Armenia).
2. Carmen Sáez Herrero (Olula del Río), scholarship to UWC Adriatic (Italy).
3. Nora Ramdane-Bey López (Garrucha), scholarship to UWC Atlantic College (United Kingdom).

Last year’s scholarship recipients continued their scholarships for a second year: Rocío Águila Rodríguez (Cantoria), student at UWC Armenia, Antonio Hidalgo Ruíz (Vera), student at UWC Mostar (Bosnia and Herzegovina) and Paula Quevedo Herrera (Mojácar), student at UWC Adriatic (Italy).

In addition to this, we awarded 7 scholarships for the CMU ActionxChange summer camp to Laura Flores, Francisco Jesús Durán, Claudia Arriaga, Jaime Gómez, Inés González, Tung and Nerea Ruiz, and 3 scholarships for the ActionxPeace winter camp.

Canada TECH scholarships.

We award 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.

Four 2-year scholarships with a dual programme:

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

The school year in Canada has the following main objectives:

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

Leaders of the Future Seminar, Eduarda Justo Foundation

Éduarda Justo Foundation Website - fundacioneduardajusto.es

FORMAMOS A LAS
NUEVAS GENERACIONES

La Fundación Éduarda Justo impulsa el liderazgo y desarrollo formativo, social y empresarial en España, y especialmente de la provincia de Almería, donde tiene su sede.
Leaders of the Future seminar: we train young professionals.

Intensive training seminar specialising in leadership, which aims to identify, train and mentor 100 young professionals with great potential and help them to become future social, economic and business leaders, boosting their initiative, innovation, international vision, ambition and leadership skills.

Leaders from the world of business, sport, adventure or social entrepreneurship such as Pilar Martínez-Cosentino, Vice-President of Cosentino Group, surgeon and lecturer Mario Alonso Puig, founder and President of Nasco Feeding Minds, Ousman Umar, María Dolores Morales, founder and manager of the Almería-based company Biosabor, and Ramón González, founder and CEO of the Almería-based company Robonity addressed 100 young people from Almería and the rest of Spain during the ‘Leaders of the Future’ seminar. The rating given by the participants at the end of the seminar was 9.14/10.

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

We care about the education of young people both in Spain and in four other countries: United States, Canada, Turkey and New Zealand.

Spain
→ Window Display course, run in partnership with Ariadna School
→ Collaboration with the X Symposium on Research in Experimental Sciences organised by the University of Almería.
→ Partnership with the University of the Basque Country in the development of the Arquitectura de la Gastronomía (Architecture of Gastronomy) course, which is part of the Master’s Degree in Gastronomic Space Design.

United States
→ Cosentino City San Francisco organised a visit to its showroom for San Francisco’s Academy of Art University.
→ Cosentino Centre Raleigh held a lecture on materials for students at Meredith College.
→ Cosentino Centre Kansas City hosted the Johnson Community College Designers Department’s Christmas event, which was attended by 30 alumni and professors.

Canada
→ Cosentino Montreal City Centre held a training on product for design students at the Cégep de Saint-Jean-sur-Richelieu and the University of Quebec at Montreal.
→ Cosentino Centre Toronto organised the George Brown Student Competition and the Georgian College Student Competition, in which students developed their projects using Cosentino products.
→ Cosentino Centre Vancouver gave three presentations on sustainability at LaSalle school and the Visual College of Art and Design (VCAzD).

Turkey
→ Cosentino City San Francisco organised a visit to its showroom for San Francisco’s Academy of Art University.
→ Cosentino Centre Raleigh held a lecture on materials for students at Meredith College.
→ Cosentino Centre Kansas City hosted the Johnson Community College Designers Department’s Christmas event, which was attended by 30 alumni and professors.

→ LiveArch at the Zaim University in Turkey
Design and Architecture x Cosentino

We offer design and architecture professionals new possibilities.

We open new fields of inspiration through a wide range of initiatives.
We encourage talent to go further.

Cosentino Design Challenge 15&16

With the collaboration of 32 national and international educational institutions, we challenge young creators from around the world.

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

The fifteenth edition was held in 2021. The jury evaluated 309 projects submitted by European, American and Asian students. Six projects, three in the Architecture category and three in the Design category, won and were awarded 1,000 euros each. In addition to this, each category has three runners-up.

In October 2021 we launched the 16th edition of our CDC competition, with two new challenges for students. In the Design category, the theme is ‘Re-thinking the creative and work space at home’. In the Architecture category, the theme is ‘The fifth façade: a reflection on the roof’.

We encourage talent to go further.

16 editions
32 partners
web
www.cosentinodesignchallenge.org
We create high value content.

Magazine ‘C-Architecture & Everything Else’

An informative publication that presents innovative projects that are making the world more sustainable and beautiful.

Our contribution to the field of architecture from the field of communication through the dissemination of the best innovations, designs and projects that contribute to making the world more sustainable and beautiful.

Magaceen.com

It is the website that complements and accompanies the printed magazine. It is part of Cosentino’s digital platform (Professional Blog).

C-guide

Global guide to contemporary architecture that acts as a platform for the knowledge and recognition of the most outstanding contemporary architecture around the world.

By the end of 2021, the best architecture of 11 amazing cities had joined the C-guide: London, Los Angeles, Sydney, Paris, Barcelona, Amsterdam, Chicago, Dubai, São Paulo, Córdoba and Shanghai. The C-guide continues to grow.

→ Hotel Opus ME, Dubai - Zaha Hadid Architects

→ Long Museum in Shanghai - Atelier Deshaus
We have a presence at key events.

Spain

→ Madrid Design Festival
→ Casa Decor Madrid
→ Marbella Design
→ Madrid and Seville Architecture Weeks
→ Open House Valencia
→ II Pedro Expósito Awards:
  → CoDIC Awards
  → XXI Architecture Awards of the Region of Murcia
  → XXVI APROIN Awards
→ Design Crush! Interiors, Arts & Crafts
→ ICON Design, with David Chipperfield
→ FORUM Contract | AyE (Architecture and Enterprise) | Zaragoza, Canary Islands and Bilbao
→ Col·legi d’Arquitectes de Catalunya (Architects’ Association of Catalonia)
→ Fundación Arquitectura y Sociedad (Spain’s Architecture and Society Foundation)
→ Asociación Sostenibilidad y Arquitectura (Spain’s Sustainability and Architecture Association)
→ FAD (Spanish organisation for the promotion of arts and design) & ARQUIN-FAD
→ Scalae. Agencia Documental de Arquitectura (Spanish Architectural Documentary Agency)

We also actively collaborate with organisations such as:

→ Red AEDE (Network of Spanish Design Companies)
→ Asociación de Mueblería de Cocina (Spanish Association of Kitchen Furniture)
→ Design Institute Of Spain (DIOS)

→ CENFIM (Home & contract furnishings cluster and innovation hub)
→ Spain’s Council of Professional Associations of Architects and Sponsor of the ‘Observatorio 2030’
→ General Council of Professional Associations of Interior Decorators and Designers
→ Professional Association of Interior Decorators of Aragón
→ Professional Association of Interior Decorators of La Rioja
→ Professional Association of Architects of Seville
→ Professional Association of Interior Decorators and Designers of Bizkaia
→ Professional Association of Interior Decorators and Designers of Cantabria
→ Professional Association of Designers of Murcia
Italy

→ In collaboration with designers Mariana and Gustavo Martini, we participated in the Milan Design Week, where we presented the ‘O’ table, featuring Dekton® surfaces.

→ Cosentino City Milan hosted the exhibition ‘Architettura 6.0.’ (Architecture 6.0.), with art direction by Danilo Premoli and IoArch as media partner. The exhibition featured projects by Atelier(s) Alfonso Femia, Park Associati, Dottotop Lab Maurizio De Caro and Michele Brunello, MYGG, Vittorio Grasso Architects and Giuseppe Tortato Architetti.

United States

→ We were present at the Kitchen & Bath Industry Show (KBIS), North America’s largest trade show dedicated to kitchen and bath design.

→ We participated in the fourth edition of the Kips Bay Decorator Show House in Palm Beach, which featured an impressive transformation of a Mediterranean style house in the South End neighbourhood of West Palm Beach.

→ We contributed to the Metropolis Sustainability Hackathon, which led to the creation of the Climate Toolkit for Interior Design.

→ Cosentino City San Francisco hosted an event of the American Society of Interior Designers (ASID).

→ Cosentino Centre Kansas hosted the annual symposium of the National Kitchen & Bath Association (NKBA), the theme of which was ‘Let’s Learn Together’.

Canada

→ Cosentino City Montreal actively collaborated with AFDIQ (Professional Association of Interior Designers of Quebec), Index Design, AFDIQ (Québec Kitchen Industry Manufacturers and Retailers Association) and AERMQ (Québec Wall Covering Contractors Association).

→ We sponsored the ‘Grand Prix du Design’ awards ceremony, which recognizes the work of designers and architects who improve our quality of life and the built environment, as well as customers who entrust them with their design needs.

→ Cosentino Centre Toronto was a Platinum sponsor of the virtual awards ceremony and annual meeting of the Decorators & Designers Association of Canada (DDA).

Brazil

→ We were present at CASACOR São Paulo, where 10 of the projects showcased our surfaces.

→ CASACOR Rio de Janeiro has always aimed to convey the Carioca lifestyle through an exhibition that brings together renowned professionals. Adriana Esteves, Michelle Wilkinson, Thiago Morsh and Cadê Marino relied on our materials for their spaces.

→ Our Dekton® surfaces were present in the edition that marked the debut of Brazil’s youngest capital city in the Janelas CASACOR project. Architects Erika Abdalla, Paulo Valls and Lucas Branco chose Dekton® for their projects.
United Arab Emirates

- Our brands were present in the Spanish proposal for the Dubai Expo 2020. The surfaces of Cosentino, a partner company in the construction of the Spanish Pavilion, played a leading role in the decoration and construction solutions of the project designed by the Amann-Cánovas-Maruri studio (Temperaturas Extremas Arquitectos, S.L.P.). Cosentino provided nearly 3,000 m² of its Dekton® ultracompact surface for different uses and in various sizes and finishes, as well as countertops and bars made from its other leading brand, Silestone®.

- Thanks to a number of unique actions and projects, we were the stars at Dubai Design Week.

- Our presence at the event was rounded off by our participation in 'Interior Makers', the Spanish proposal at Downtown Design Fair, organised by ICEX and Interiors from Spain.

Singapore

- We participated in the Singapore Interior Design Festival (SIDFest), which is organised by the Society of Interior Designers Singapore (SIDS) and held at the National Design Centre (NDC).

- We collaborated with Brandon Foo, Senior Associate at LWK + Partners, for its installation titled 'Un viaje sensorial: un retorno a nuestras raíces' (A sensory journey: a return to our roots), which was developed using the carbon neutral Sunlit Days collection, by Silestone®.

- We collaborated with the Singapore Institute of Architects Partnership in one of the talks of the TAB Series organised within the framework of the Singapore Archifest.

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).

New Zealand

- We are a member of the NKBA and a sponsor of its NKBA First Time Entrant Award (National) award.
Kitchen and Cuisine x Cosentino

A healthier, more sustainable and shared world starts in the kitchen.

We bring to the culinary universe our leading vision, research and passion for all types of cuisine.

For us, the kitchen is a natural territory. A shared space of enjoyment, intimately related to a healthy lifestyle, and at the same time, the backdrop for many decisions on domestic sustainability.
Silestone®
Institute

An international platform dedicated to researching and sharing knowledge about the kitchen space.

With a renewed image, we have aligned the Silestone® Institute with the new Silestone® brand identity.

In 2021 the Institute has continued to disseminate key health, safety and hygiene messages, focusing on:

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

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

'Diálogos de Arquitectura y Gastronomía’ (Architecture and Cuisine Dialogues), featuring chef José Andrés and architect Juli Capella and revolving around the creation of the Mercado Little Spain.

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

For this reason we collaborate with renowned chefs in different areas of gastronomy, we publish the C-Top Restaurants guide and are an official supplier of Madrid Fusión.

→ Mercado Little Spain, New York

→ Virtual chat with Chef José Andrés

→ Home space informative content by Maité Pelayo

→ Virtual chat with José Andrés, Juli Capella and Santiago Alfonso

→ Virtual chat with Chef José Andrés
Art and Culture x Cosentino

We bring creators and institutions of art and culture closer to society, generating a critical spirit and new perspectives.

We are committed to meeting and dissemination events such as festivals and exhibitions.
We promote artistic and cultural activities and exhibitions.

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

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

Throughout 2021, the foundation has developed its activity in a number of public spaces in Almería, including the City of Culture in Olula del Río, the Art Museum of Almería and the Provincial Council of Almería. Among its cultural activities and temporary exhibitions, the following stand out:

→ Photography Summer Camp, organised by Carlos de Paz in collaboration with the Eduarda Justo Foundation.

→ Partnership with the Provincial Association of Deaf People in Almería (ASOAL in Spanish) to make the information of the Spanish Art collection of the Ibáñez Museum accessible to people with hearing disabilities through sign language.

→ Educational concert and theatrical performance of an adaptation of ‘A Christmas Carol,’ by Charles Dickens, with actors, puppets and live music (violin and cello).


→ ‘Música(s) en el Museo’ (Music in the Museum) cultural project.

→ Presentation of the anthology ‘Versos que abrazan IV’ (Verses that embrace).

→ Presentation of the book ‘Miradas de Niños’ (Children’s looks), by Julio Alfredo Egea and Carlos Pérez Siquier.

→ ‘Créate’ project, in partnership with the Mental Health Department of the Torrecárdenas University Hospital in Almería.

→ Posthumous tribute to photographer Carlos Pérez Siquier.

Temporary exhibitions


→ ‘Reivindicar la modernidad. Fotógrafos del AFAL en el Centro Pérez Siquier’ (Reclaiming modernity. Photographers of the AFAL Group in the Pérez Siquier Centre).

Extension works on the Pérez Siquier Centre.

Creation of a new gallery space dedicated to the most recent works (2000-2021) of Carlos Pérez Siquier. This extension allowed for a new design and distribution of the gallery space dedicated to Spanish Photography, with the creation of two rooms devoted to the AFAL Group and its immediate antecedents, and a room devoted to some of the main contemporary Spanish photographers as well as to some of the most outstanding photographers from Almería.

Redesign of the Ibáñez Museum.

Following the extension of the Pérez Siquier Centre and the creation of a new building in the City of Culture in Olula del Río, the museum’s collections have been relocated and the entire collection of local art from Almería has been moved to the new building. This has allowed for a complete reorganisation of the permanent collection of the Ibáñez Museum, currently dedicated both to the work of Andrés García Ibáñez (ground floor) and to Spanish Art of the 19th and 20th centuries, a collection on loan from Andrés García Ibáñez.

Start-up of the Art Museum of Almería.

With the construction of the new building included in the extension of the Pérez Siquier Centre, the collection of local art from Almería, previously exhibited in the museum, has been moved to its own exhibition space in the Art Museum of Almería.
Additional contributions to the field of arts and culture.

Spain

→ **I+D+Art**
I+D+Art has established itself as a symbol of guarantee that recognises the commitment of companies to innovation and development through art.

→ **‘David Bisbal Filarmónico by Cosentino’**
Two of Almería’s greatest icons joined forces in a unique and exclusive musical project: in which the Spanish singer David Bisbal ventured for the first time to perform a series of four concerts in philharmonic format. Accompanied by the Orquesta Ciudad de Almería (OCAL), conducted by Michael Thomas, and with musical arrangements by composer and musician Juan Cruz Guevara, the Spanish artist performed his best known songs in a completely new way in 4 cities: Almería, Granada, Málaga and Madrid. David Bisbal Filarmónico by Cosentino represents very specific values, linked to Almería and common to both David and Cosentino, such as effort, the ability to overcome and reinvent oneself, nonconformity and entrepreneurship.

→ **‘Manos de la Arquitectura’ (Hands of Architecture)**
Cosentino City Madrid and Cosentino City Barcelona hosted the photographic exhibition ‘Manos de la Arquitectura’ by Asturian artist Juan Carlos Vega and curated by the magazine Fearless.

→ **Feroz Awards**
As part of its commitment to Spanish culture and fiction, our brand Silestone® sponsored the Feroz Awards Gala for the third consecutive year. In addition to its role as a supporting sponsor, the main stage was made from Silestone® and the red carpet featured several large-format slabs of the same material.

→ **‘NAJAT’**
In collaboration with the publishing house Planeta Gastro, we organised the presentation of the book ‘NAJAT’, by Najat Kaanache, the best chef in Africa and great ambassador of Moroccan cuisine.
Spain

We also collaborated with other initiatives such as:

- Collaboration with the 70th edition of the Granada Music and Dance Festival.
- Sponsorship of the Almerian Festival of Cinema (FICAL).
- Collaboration with the publication of 4 books by Almerian authors.
- Collaboration with the 9th edition of the Antón García International Chamber Music Competition (Baza, Granada).
- Collaboration with the Primavera Albox Art Festival (Almeria).
- Collaboration with various cultural activities in Cantoria (Almería).
- Collaboration with the Urban Lei Festival, urban culture festival in Almería.
- Collaboration with the magazine ‘Revista-D’ published by the Desencuadre cultural association.

United States

- Cosentino City San Francisco hosted the ‘Out to We’ event in honour of the French Bastille Day. The event served to bring our customers together and introduce them to the ‘Cosentino We’ programme, which offers customers a wide range of services.

Canada

- Cosentino Centre Toronto organised the online event CosArt, featuring pop artist Michelle Vella.
We sponsor major sports events and facilitate access to sport in the communities where we operate.

Sport x Cosentino

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

Spain

- Collaboration with the Mutua Madrid Open
- Collaboration with the paddle tennis tournament for companies organised by the Real Madrid Foundation
- Local or provincial sports sponsorships or collaborations (Almería):
  - Villa de Fines Sports Club
  - Olula del Río Basketball Club
  - Cantoria Sports Club
  - ‘Vicente Bonil’ chess championship
  - Comarca del Mármol Football Club
  - ‘XLV Subida del Mármol’ motor racing championship
  - Running ‘Vía Verde del Almanzora’

Turkey

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

 Carlos Alcaraz and Rafa Nadal at Mutua Madrid Open 2021

Cosentino Turkey sponsors the TrekTrakya cycling club
Donations

Other ways of adding up and joining in.

To inspire people through innovative and sustainable spaces.

We support local institutions in the fields of education, culture and business and social entrepreneurship.

Total donations

1,017,857.08€
We support local institutions in the fields of education, culture and business and social entrepreneurship.

- **Eduarda Justo Foundation**: The foundation was created by the Cosentino Group in 2006 and it takes its name from Mrs Eduarda Justo (R.I.P.), mother of the three founders and an example of leadership, entrepreneurship and social commitment.

- **Ibáñez Cosentino Art Foundation**: Cultural foundation created with the main objective of managing the Casa Ibáñez Museum and other museum and cultural spaces of a special interest to the foundation at a national level and/or linked to the Olula del Río-based art gallery.

- **US Spain Council Foundation**: We are a member of the Board of Trustees of the US Spain Council Foundation, which was created with the aim of fostering the links between Spanish and American society and institutions in various fields of activity.

- **Bahía Almeriport Foundation**: The objective of the Bahía Almeriport Foundation is to promote the port logistic services of the Ports of Almería and Carboneras, both present and future (expansion projects).

- **University of Almería**: We financially support the Symposium on Research in Experimental Sciences and the activity ‘Vivero experimental de plantas autóctonas’ (Experimental nursery of native plants), both organized by the University of Almería.

- **Almería Foundation for Business Excellence**: As part of our commitment to the promotion of Almería’s business fabric, we support this foundation whose mission is to carry out and promote training activities focused on the professional development of entrepreneurs and managers as enfoques de desarrollo de empresas y directivas.

- **Bahía Almeriport Foundation**: The objective of the Bahía Almeriport Foundation is to promote the port logistic services of the Ports of Almería and Carboneras, both present and future (expansion projects).

Our donations contribute to the health, art, culture, integration and wellbeing of the communities in which we operate.

- **Sant Joan de Déu Hospital**: We have donated materials for the façade of the Pediatric Oncology Centre at the Sant Joan de Déu Hospital in Barcelona. This building will be dedicated exclusively to the treatment and research of childhood cancer and will have the capacity to treat 400 new patients a year.

- **Homes For Our Troops**: We started collaborating with Homes For Our Troops in 2017. Since then, 89 homes have been built across the United States with Silestone® surfaces. Homes For Our Troops (HFO) is a publicly funded non-profit organisation that builds and donates custom-built homes to severely wounded post-9/11 veterans.

- **ARTCUPA Foundation**: We support the Artcupa Foundation in the promotion of social and cultural values through art, culture and the maintenance of ecclesiastical heritage.

- **Ver de Olula Association**: We financially support the association of people with disabilities Ver de Olula, whose main purpose is the social, labour and educational integration of people with disabilities, trying to meet the needs of this group.

- **Los Carrillos Foundation**: We continue to support the work carried out by the Los Carrillos Foundation, which is dedicated to improving the quality of life of people with intellectual disabilities, of any type and level, from birth to old age, as well as their socio-occupational integration and social inclusion, through a global attention that includes pedagogical, therapeutic, sports, psychosocial and socio-occupational aspects.

- **St. Jude Dream Home**: Cosentino Centre Charlotte supported the St. Jude Dream Home 2021 initiative, which helps to raise awareness of childhood cancer and the advances being made to find a cure through the impact of the St. Jude Children’s Research Hospital.

- **Doctors Without Borders**: Cosentino Brazil made a donation to Doctors Without Borders in support of their medical and humanitarian work on behalf of vulnerable populations in more than 70 countries worldwide.

- **Virgen del Río Nursing Home**: Donation of PPE (COVID-19) to Hesperia’s Life Spring, an organisation that fosters stability and self-sufficiency for Hesperia’s children and their families.

- **Hospice Lottery Home**: In collaboration with Prince George Hospice Palliative Care Society, Cosentino Canada donated materials for the Hospice Dream Home Lottery initiative.

- **YMCA Dream Home**: In collaboration with Prince George YMCA, Cosentino donated Silestone® surfaces to YMCA Dream Home.
dialogue with the community is essential.

We organised virtual visits for 543 people while welcoming 519 people on site.

Beyond the support, sponsorship and partnerships with different social entities, at Cosentino we have a constant dialogue with the people around us and we always keep our doors open to all the people who want to know us.

The main profile of visitors can be grouped as follows: marble suppliers, Kitchen & Bathroom studios, architects, construction companies, developers and interior design students from all over the world, especially from Spain, the rest of Europe, Canada, Israel, South Africa, the United States and several Latin American countries.

Furthermore, in the framework of the ‘Leaders of the Future’ seminar, annually organised by the Eduarda Justo Foundation, the Visitor Centre organised comprehensive visits to the Cosentino industrial park. In addition, in collaboration with the Internal Communication department, the centre organised virtual ‘Family Days’, which were conducted in Spanish for employees’ families in Spain, and in English for other countries.
At Cosentino, good governance is a shared corporate culture. It is not just a model of efficient management committed to maximum transparency. It goes further. It is our collective way of being, of acting ethically and rigorously, of interacting with honesty, of treating others as equals, of demanding the best of ourselves, of becoming better and better at all levels or spheres of our Group, from our President to those who have just signed their first contract after completing their internship. Because we all make small or big decisions every day that have an impact on our social environment.

We all have a lot to contribute to Cosentino’s Good Governance policy. Every link counts to generate a positive impact from all areas of our company. Our Good Governance principles also include our suppliers and partners. We surround ourselves with people and companies that share our approach to positive impact. We demand ethical exemplarity and good sustainability practices from them.

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

Our commitment to corporate governance is ongoing improvement, always seeking the highest degree of transparency, efficiency and rigor.
Our Corporate Governance structure: strength and trust.

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

Thus, our Corporate Governance, consisting of the General Board of Shareholders, the Board of Directors, the Delegated Committees and the Family Assembly, blends purpose, mission, vision and values with the tradition that characterises our beginnings as a family company with the aim of offering the highest levels of rigour, efficacy and transparency in our decision-making process.

Delegated Committees

Our advisory bodies consist of independent consultants and advisers with renowned prestige and experience in listed companies.

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 the contributions to Public Administrations.

External Consultants

Tony Gennouni
Carlos González

Audit and Control Committee

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

External Consultant

Carlos González

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.

External Consultant

Alberto Andrés Pintos

Innovation Committee

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

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

External Consultants

→ Carlos González Fernández
→ Fuencisla Clemares

Family Assembly

The Assembly has the following functions.

→ It meets once or twice a year to inform the family of the company’s progress and of any developments deemed appropriate.

→ It provides a forum that defines the family’s objectives for the Group.

→ It detects problems that affect the Family and the Group.

→ It promotes education and training programmes for family members.

Transformation work plan:

→ We have developed a contemporary management structure that is efficient, exemplary and transparent, and which generates trust and long-term commitments.

→ We have developed a contemporary management structure that is efficient, exemplary and transparent, and which generates trust and long-term commitments.

→ Member's of the Board

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

→ Members of the Board

External Consultants to the Board of Directors

Carlos González Fernández
Fuencisla Clemares
Santiago Seage

External Consultants

Santiago Seage
Fuencisla Clemares

→ External Consultants

→ Chairman / CEO

Francisco Martínez-Cosentino Justo

→ Chairman / CEO

Executive Committee

→ Executive Committee

General Board of Shareholders
Family Assembly
Board of Directors
Delegated Committees
Appointment and Remuneration
Audit and control
Innovation
Sustainability

Governance Structure

→ Governance Structure

Board of Directors

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

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
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 and Corporate Reputation
12. Damián Granados-Lorca Soto, VP Global Marketing
13. Francisco Robles Cortés, VP Global People
14. Pedro Pierro Uribe, VP Silestone Europe
15. Eduardo Martínez-Cosentino Ramos, VP Silestone Iberia
16. Ginés Navarro Rubio, VP Silestone ROW
17. Álvaro González González, VP Silestone Oceania & Asia
18. Francisco Carrillo Quílez, VP Pricing & Technical Unit of Commercial Projects
19. Álvaro Sánchez-Apellanz Garrido, VP Chief Data & Analytics Officer
20. Brandon Calvo, Chief Operations Officer

We demonstrate our commitment to transparency.

We continue to carry out communication actions aimed at informing our customers and society as a whole. Because we all have the right to be well informed.

We share our progress through participation in rankings and benchmark indices and monitors.

Our multi-device digital platform ‘Cosentino® Health & Safety Space’ provides easy access to useful health and safety information on our products.

In 2019 we launched the Cosentino® Health & Safety Space, a web area created to inform our clients about the possible risks associated with our products and the relevant preventive measures. This web area has been updated regularly since then. Today, it presents the latest health and safety information in an easily readable, structured and multilingual way, and is accessible from any device.

The labelling information on Silestone® slabs was updated in 2021 to adapt to changes in the crystalline silica content of these products as a result of the introduction of the new HybriQ® technology.

Furthermore, in our commitment to provide the most accurate information possible, we have reviewed the information contained in the Safety Data Sheets of our products. These documents are now available to our customers and partners in several languages, in accordance with applicable international regulations such as GHS for the classification and labelling of chemicals and mixtures, CLP and REACH.

Last but not least, we have updated our Good Practice Guidelines, which cover cutting, carving, polishing and installation of our products. These guides are a complement to the specific Prevention and Safety Guide launched in 2019 for the prevention of health risks during the installation of worktops and prefabricated modules.

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 videos demonstrations on how to safely handle products.
Principales resultados económicos

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2021E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net business revenues</td>
<td>1,401,803,371 €</td>
<td>1,077,925,401 €</td>
<td>1,109,884,277 €</td>
</tr>
<tr>
<td>EBITDA</td>
<td>275,291,025 €</td>
<td>214,193,589 €</td>
<td>258,344,778 €</td>
</tr>
<tr>
<td>Total Assets / Liabilities + Net Equity</td>
<td>1,550,993,875 €</td>
<td>1,357,601,048 €</td>
<td>1,418,529,376 €</td>
</tr>
<tr>
<td>Net financial debt</td>
<td>1,401,803,371 €</td>
<td>1,077,925,401 €</td>
<td>1,109,884,277 €</td>
</tr>
<tr>
<td>Net equity</td>
<td>450,969,310 €</td>
<td>385,678,486 €</td>
<td>396,675,147 €</td>
</tr>
<tr>
<td>Investments over the year</td>
<td>104,545,367 €</td>
<td>853,728,486 €</td>
<td>1,128,619,137 €</td>
</tr>
<tr>
<td>Main ratios</td>
<td>0.75</td>
<td>0.35</td>
<td>0.35</td>
</tr>
</tbody>
</table>

Economic scale

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net business revenues</td>
<td>1,109,884,277 €</td>
<td>1,077,925,401 €</td>
<td>1,109,884,277 €</td>
</tr>
<tr>
<td>Net income</td>
<td>1,128,619,137 €</td>
<td>1,094,719,302 €</td>
<td>1,418,529,376 €</td>
</tr>
<tr>
<td>Net equity</td>
<td>396,675,147 €</td>
<td>385,678,486 €</td>
<td>450,969,310 €</td>
</tr>
<tr>
<td>Net financial debt</td>
<td>258,344,778 €</td>
<td>202,688,753 €</td>
<td>174,897,119 €</td>
</tr>
</tbody>
</table>

Benefits by country

<table>
<thead>
<tr>
<th>Country</th>
<th>Pre-tax profit (€)*</th>
<th>Country</th>
<th>Pre-tax profit (€)*</th>
<th>Country</th>
<th>Pre-tax profit (€)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>191,072,855</td>
<td>Austria</td>
<td>171,673</td>
<td>Finland</td>
<td>215,865</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>1,050,053</td>
<td>Ireland</td>
<td>479,725</td>
<td>New Zealand</td>
<td>145,139</td>
</tr>
<tr>
<td>Germany</td>
<td>682,968</td>
<td>Norway</td>
<td>192,309</td>
<td>South Africa</td>
<td>-85,453</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>3,237,164</td>
<td>Singapore</td>
<td>-33,480</td>
<td>Poland</td>
<td>46,404</td>
</tr>
<tr>
<td>Italy</td>
<td>881,930</td>
<td>Turkey</td>
<td>-1,051,479</td>
<td>Malaysia</td>
<td>-92,015</td>
</tr>
<tr>
<td>Portugal</td>
<td>742,140</td>
<td>Israel</td>
<td>1,963,208</td>
<td>USA</td>
<td>28,071,838</td>
</tr>
<tr>
<td>Sweden</td>
<td>383,729</td>
<td>Mexico</td>
<td>2,370</td>
<td>Canada</td>
<td>2,776,639</td>
</tr>
<tr>
<td>Belgium</td>
<td>506,268</td>
<td>Australia</td>
<td>-3,059</td>
<td>Puerto Rico</td>
<td>47,750</td>
</tr>
<tr>
<td>France</td>
<td>882,822</td>
<td>Japan</td>
<td>59,621</td>
<td>Argentina</td>
<td>-52,134</td>
</tr>
<tr>
<td>Switzerland</td>
<td>374,738</td>
<td>Dominican Rep</td>
<td>-100,631</td>
<td>Russia</td>
<td>-100,411</td>
</tr>
<tr>
<td>Brazil</td>
<td>4,748,021</td>
<td>Denmark</td>
<td>-100,631</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Breakdown of pre-tax profits by country as at 31 December 2021

Our compliance with tax obligations reflects our corporate values of integrity, honesty, transparency and professionalism.

An example of regulatory compliance, reciprocal and collaborative relationships with tax administrations and fight against tax fraud.

Since 2015, we have voluntarily published details of the tax payments made in the countries where we operate, thereby demonstrating our commitment to transparency in tax payments.

In fact, our fiscal policy is based on all our companies complying with their tax obligations and their relationship with the tax authorities being governed by our corporate principles: integrity, honesty, transparency and professionalism.

Therefore, our fiscal activity is determined by the following principles of action:

1. To comply with general regulations and particularly with the tax laws in the different countries and regions that the Group operates in, paying the applicable taxes according to the legal system of each country.

2. To encourage mutually cooperative relations with the tax authorities.

3. To collaborate in the fight against tax evasion, rejecting the use of contrived structures unrelated to the activities of the Society in the different countries with the sole purpose of lightening the tax burden.

It should be stressed that we do not hold any shares in any company based in a tax haven or territory on the European Union blacklist of non-cooperative jurisdictions on tax matters, and aligns itself with the principles and conduct advocated by the OECD BEPS Plan.

Likewise, with regard to Transfer Pricing, 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.

The taxes paid by the Group in the countries and territories in which we operate represent the main contribution of companies to the public purse and therefore one of our main contributions to society. As well as our significant direct contribution to the government via the payment of taxes, the Group also makes a substantial contribution via the collection of taxes from third parties as a result of our business activity.

Our compliance with tax obligations reflects our corporate values of integrity, honesty, transparency and professionalism.
## Contribution by geographical area (€)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SPAIN</strong></td>
<td>47,442,910</td>
<td>86,095,856</td>
<td>AUSTRALIA</td>
<td>4,496,888</td>
</tr>
<tr>
<td>Own contributions</td>
<td>5,719,940</td>
<td>31,804,888</td>
<td>Own contributions</td>
<td>595,405</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>41,722,970</td>
<td>54,290,968</td>
<td>Contributions paid by third parties</td>
<td>3,897,482</td>
</tr>
<tr>
<td><strong>UNITED STATES</strong></td>
<td>32,928,811</td>
<td>42,985,253</td>
<td>BELGIUM</td>
<td>3,813,121</td>
</tr>
<tr>
<td>Own contributions</td>
<td>6,902,745</td>
<td>14,444,064</td>
<td>Own contributions</td>
<td>132,006</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>26,026,066</td>
<td>28,541,190</td>
<td>Contributions paid by third parties</td>
<td>3,681,115</td>
</tr>
<tr>
<td><strong>UNITED KINGDOM</strong></td>
<td>11,469,950</td>
<td>21,856,359</td>
<td>SUECIA</td>
<td>3,227,046</td>
</tr>
<tr>
<td>Own contributions</td>
<td>765,495</td>
<td>1,357,146</td>
<td>Own contributions</td>
<td>52,848</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>10,703,454</td>
<td>20,499,213</td>
<td>Contributions paid by third parties</td>
<td>3,174,199</td>
</tr>
<tr>
<td><strong>CANADA</strong></td>
<td>5,893,987</td>
<td>9,995,528</td>
<td>ISRAEL</td>
<td>2,657,354</td>
</tr>
<tr>
<td>Own contributions</td>
<td>548,202</td>
<td>802,775</td>
<td>Own contributions</td>
<td>144,855</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>5,345,785</td>
<td>9,192,754</td>
<td>Contributions paid by third parties</td>
<td>2,512,499</td>
</tr>
<tr>
<td><strong>FRANCE</strong></td>
<td>5,472,326</td>
<td>7,999,191</td>
<td>IRELAND</td>
<td>2,300,679</td>
</tr>
<tr>
<td>Own contributions</td>
<td>200,313</td>
<td>229,958</td>
<td>Own contributions</td>
<td>67,498</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>5,272,013</td>
<td>7,769,233</td>
<td>Contributions paid by third parties</td>
<td>2,233,180</td>
</tr>
<tr>
<td><strong>ITALY</strong></td>
<td>5,232,946</td>
<td>7,466,321</td>
<td>DENMARK</td>
<td>1,683,305</td>
</tr>
<tr>
<td>Own contributions</td>
<td>52,680</td>
<td>151,675</td>
<td>Own contributions</td>
<td>416</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>5,180,266</td>
<td>7,314,646</td>
<td>Contributions paid by third parties</td>
<td>1,683,721</td>
</tr>
<tr>
<td><strong>PORTUGAL</strong></td>
<td>5,057,275</td>
<td>6,695,964</td>
<td>NORWAY</td>
<td>1,383,946</td>
</tr>
<tr>
<td>Own contributions</td>
<td>110,493</td>
<td>80,961</td>
<td>Own contributions</td>
<td>3,206</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>4,946,782</td>
<td>6,615,003</td>
<td>Contributions paid by third parties</td>
<td>1,960,740</td>
</tr>
<tr>
<td><strong>BRAZIL</strong></td>
<td>4,465,206</td>
<td>6,491,897</td>
<td>OTHER</td>
<td>6,803,334</td>
</tr>
<tr>
<td>Own contributions</td>
<td>1,359,504</td>
<td>2,223,828</td>
<td>Own contributions</td>
<td>578,245</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>3,085,702</td>
<td>4,176,069</td>
<td>Contributions paid by third parties</td>
<td>6,225,069</td>
</tr>
<tr>
<td><strong>GERMANY</strong></td>
<td>4,290,277</td>
<td>5,835,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own contributions</td>
<td>-93,259</td>
<td>16,022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>4,383,537</td>
<td>5,818,977</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NETHERLANDS</strong></td>
<td>3,509,153</td>
<td>4,793,746</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Own contributions</td>
<td>85,149</td>
<td>141,036</td>
<td>Own contributions</td>
<td>7,259,911</td>
</tr>
<tr>
<td>Contributions paid by third parties</td>
<td>3,424,004</td>
<td>4,652,711</td>
<td>Contributions paid by third parties</td>
<td>134,858,604</td>
</tr>
</tbody>
</table>

*The data included on the 2020 CSR Report was modified as it contained an error*
Prizes and Awards 2021

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

Society’s support for Cosentino Group’s collective work fills us with the desire to keep moving forward. The quality of our team excels in many areas and our activities and products are being widely recognised.

Award granted to Francisco Martínez-Cosentino Justo.

→ ‘Reino de España’ (Kingdom of Spain) Business Career Award, awarded by the Spanish business organisations Círculo de Empresarios, Círculo de Economía and Círculo de Empresarios Vascos, with the patronage of the Royal Family.

→ Francisco Martínez Cosentino receives the Kingdom of Spain Award

And to our directors.

→ Pilar Martínez-Cosentino was awarded the CaixaBank Women in Business Award 2021.

→ The Instituto Coordenadas de Gobernanza y Economía Aplicada (Spanish institute of governance and applied economics) included Pilar Martínez-Cosentino in its TOP 20 women executives in business transformation in Spain.

→ Pilar Martínez-Cosentino Alfonso was selected as one of the 100 Women Leaders in Spain in the 9th edition of the ranking organised by Mujeres & Cía.

→ CREA Awards 21. Red Cross of Andalusia

→ Pilar Martínez-Cosentino Alfonso, CaixaBank Business Women Award 2021

RESPONSIBLE AND TRANSPARENT
Awards granted to Cosentino Group.

- CREA 21 Award in the category Empresa Andaluza Comprometida con los Objetivos de Desarrollo Sostenible (Andalusian Company Committed to the Sustainable Development Goals), awarded by the Spanish Red Cross Andalusia.
- Spanish National Innovation Award 2021 in the ‘Large Company’ category, awarded by the Spanish Ministry of Science and Innovation.
- Innovation and Health Award 2021, awarded by Mutuo Universal to our HybriQ® technology.
- Andalucía Capital Award in the category ‘Empresa Capital 2021’ awarded by the Spanish radio station Onda Cero Andalucía.
- Ponce de León prize, awarded by the Spanish- US Chamber of Commerce (USA).
- Prize awarded to the Ibáñez-Cosentino Foundation in the category of tourism and events in the 6th Imagen de Andalucía Awards, organised by the Spanish daily newspaper La Razón.
- Cosentino tops the ranking of the most trusted brands by consumers in the home furnishings sector, according to the ITrust Consumer Brands report.
- Cosentino’s HybriQ® technology was recognised as one of the ’101 Ejemplos Empresariales de Acciones #PorElClima’ (101 initiatives for climate action) in its 2021 edition.
- Cosentino was awarded Gold status by the Supply Chain Sustainability School (United Kingdom).

Awards granted to our products and brands.

Dekton®

- Dekton® Craftizen Collection was awarded ‘Best Of Show’ at the 2021 Best of KBIS Awards (United States).
- Dekton® was recognised as the best façade product at the Iconic Awards 2021, organised by the German Design Council (Germany).
- Dekton® was a finalist in the ‘Best Work Surface’ category at the BKU (Bathroom & Kitchen Updates) Awards 2021 (United Kingdom).
- Dekton® Grip+ was a finalist in the category of ‘Flooring Supplier of the Year’ at the Homebuilding & Renovating Industry Awards 2021 (United Kingdom).

Silestone®

- Sunlit Days Collection
- Awarded the 2021 Architectural Digest Great Design Award by Architectural Digest magazine (United States) in the kitchen and bathroom category.
- Awarded in the ‘Surfacing’ category at the KBBI Product Awards 2021 (United States), organised by Kitchen & Bath Business (KBBI) magazine.
- Winner in the ‘Interior Finishes & Surfaces’ category of the AN’s 2021 Best of Products Awards (United States).
- Included in Architect magazine’s list of sustainable products: 15 Green Products for Architects and Designers (United States).
- Winner in the ‘Solid Surfaces’ category of the Interior Design’s Best of Year (United States).
- Winner in the ‘Kitchen & Bath’ category of the Architectural Record’s 2021 Product of the Year (United States).
- Awarded in the ‘Bath+Accessories’ category at the 2021 GOOD DESIGN awards, promoted by the Chicago Athenaeum Museum (United States).
- Included in the ‘Kitchen product of the year’ category of the renowned Designer Awards (United Kingdom).
- Finalist at the FX International Interior Design Awards (United Kingdom).
- Finalist at the SBD International Design Awards, in the category ‘Surfaces & Finishes’ (United Kingdom).

Certifications

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

An example of effective management certified by leading organisations in terms of sustainability.

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

Accordingly, in 2021:

- We have achieved the following certifications for the first time:
  - ISO 50001:2011: Energy Management System. It sets out a specific framework for organisations to take the necessary short and long-term measures in order to make a positive impact on all their stakeholders.
  - ISO 45001: 2018: Management System for Occupational Health and Safety. This standard involves creating a safe and healthy workplace for people within our Group, and for anyone else who accesses our facilities.

Other certifications that guarantee our products:

- Dekton® by Cosentino
  - UL Greenguard and UL Greenguard Gold.
  - ISO 14001:2015: Environmental Management System
  - The latter two demonstrate our commitment to best market practices, both in terms of purchasing management and continuous improvement, as well as our commitment to sustainability.

We have renewed the following certifications:

- ISO 14001:2015: Environmental Management System
- UNE 18806:2019: European Purchasing Standard
We integrate ESG

Not only into our business ethics, but also in all our relationships.

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, ensuring that ESG aspects are understood and shared by our employees and our partners.

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

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

Respect for the law
We develop our activities in strict compliance with the law in force in each of the places we operate.

Ethical integrity
Our daily business activity shall be based on integrity and conducted in accordance with the principles of honesty, avoiding all forms of corruption and respecting the circumstances and particular needs of all those involved.

Respect for Human Rights
All our activity shall fully respect the Human Rights and Civil 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.

The Compliance Body and the Complaints Channel are the cornerstones of our organisational compliance system and are responsible for compliance with these basic principles of conduct.

Zero tolerance for corruption and bribery.
We keep on with the support of society, now with more reasons to be proud.

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

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

On the other side, our Annual Audit Plan includes activities to accurately assess the existence of any conflict of interest in the Company and our internal rules such as the Procurement Standard, Contracting Standard, Credit and Collection Policy, Attachment Procedure, among others. We also have procedures in place to control payments on behalf of third parties and we have implemented measures such as: centralised treasury system, payments reflected in SAP, verification procedure, accounting of invoices, etc.

The regulations regarding money laundering are included in the Code of Ethics, Conduct and Regulatory Compliance. Thus, we undertake to comply with money laundering laws of any competent jurisdiction.
We go to great lengths to ensure integrity in all our activities.
Our goal: to conduct our relationships with transparency and integrity at all times

To this end, in 2021 we have reviewed our Compliance System to meet the legal requirements, recommendations and best practices, aiming to achieve the highest standards of compliance and quality. The results of this analysis, together with the action plan for 2022, were presented to the Board of Directors during the meeting of the Audit and Control Committee held in December 2021.

We have also reorganised the organisational structure of our Compliance Body to make it easier and more effective. 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 and 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.
→ Safeguarding compliance with the ten principles of the Global Compact.
→ Regularly reviewing and updating the documents that make up the Compliance System (including the risk matrix and compliance controls).
→ Developing and executing an annual training and communication plan for the organisation.
→ Managing complaints and enquiries received through the Complaints Channel.
→ Resolving conflicts of interest arising in the performance of business activity.
→ Advising any employee or member of the organisation on Compliance matters.

Aligned and trained.

To achieve our goal of maximum transparency and total integrity we must be aligned. Therefore, in the first quarter of 2021, we held a series of training sessions on Compliance adapted to each area of the organisation, in which we explained what our Crime Prevention Programme consists of and worked on specific examples of conduct that employees must avoid in order to comply with the ethical principles set out by the Company. We also explained the actions carried out by the Compliance Body and the functioning of the Complaints Channel, while encouraging its use.

We pay attention to what is around us.

We must all remain vigilant of the company's and our own actions to avoid non-compliance and reduce existing risks. In this regard, we have our own Complaints Channel (now renamed as 'Ethic Channel'), an essential element of our compliance culture.

This tool is available to all Cosentino employees via the corporate intranet. It is also available through our website which, together with e-mail, letters, face to face or telephone communications, is a useful tool for both employees and third parties to report any circumstance.

The Complaints Channel (or Ethic 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, categorised and processed by the Compliance Body, depending on their content. In addition to this, we apply a “non-retaliation policy” in relation to communications made in good faith. The number of complaints received in 2021 was 15, all of which were resolved.

It should be noted that no complaints or communications related to corruption or bribery have been received in 2021.

The Complaints Channel or Ethic 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, categorised and processed by the Compliance Body, depending on their content. In addition to this, we apply a “non-retaliation policy” in relation to communications made in good faith. The number of complaints received in 2021 was 15, all of which were resolved.

It should be noted that no complaints or communications related to corruption or bribery have been received in 2021.

The number of complaints received in 2021 was 15, all of which were resolved.

Inappropriate behaviour
- Harassment
- Discrimination
- Fraud

Others

(1) Other includes communications related to equal opportunities or inappropriate use of systems.

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

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

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

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

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

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

Together, we generate a positive impact on our value chain.

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, in which we are certified. Currently, 80% of them have already been implemented.

- Successful completion of the annual certification audit for the European Purchasing Standard UNE 15896:2015, confirming our commitment to the continuous improvement of the Procurement Function.

- Launch of the Service Monitoring Office where, on a monthly basis, an internal multidisciplinary team evaluates our main services and strategic initiatives.

- Global supplier management, supporting the United States and Brazil in adopting global policies to mitigate document risk in supplier management.
We foster our positive relationships through the use of new technologies.

Sharing spaces for active participation, such as the Supplier Portal, and digitising and automating processes, including:

- New Release ’21 for our Supplier Portal, featuring automatic supplier registration, thus simplifying the process.
- Industry 4.0 for task and process automation through RPA, and PowerBI to continue developing our digitalisation process for information management.
- Our online purchasing platform, KONZMANN, continues to grow. We currently have more than 20 catalogues available in more than 20 countries, and it is constantly used by more than 200 users.

Every year we carry out an audit and review process of our active suppliers to ensure their compliance with the quality standards set by our company, as well as those suppliers who have not been actively working with us in the last two years.

A collective network of mutual sustainable progress.

<table>
<thead>
<tr>
<th>National suppliers</th>
<th>3,227</th>
<th>(24% overall)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local suppliers</td>
<td>921</td>
<td>(7% overall)</td>
</tr>
<tr>
<td>Expenditure volume</td>
<td>18%</td>
<td></td>
</tr>
</tbody>
</table>

13,448 Total number of active suppliers
Supply of raw materials

Proportion of spend with local suppliers (Andalusia): 9% for raw materials. (Note: data refers to Cosentino Industrial and Cosentino R&D, the main companies operating in Spain)

In terms of sustainability, we have developed a number of initiatives in partnership with our suppliers, including:

→ Addition of hybrid vehicles to Cosentino’s fleet at a global level.
→ Collaboration with Amazon Business by including the sustainable products purchase preference policy for Cities/Centres in the catalogues. This initiative eliminates the use of single-use products and plastics.

We audit and review our suppliers every year so we can discard those that do not comply with quality standards set by our company or have not continued with the relationships in the past two years.

Supply of raw materials by country 2021

<table>
<thead>
<tr>
<th>Country</th>
<th>Benefit*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>48%</td>
</tr>
<tr>
<td>Turkey</td>
<td>26%</td>
</tr>
<tr>
<td>United Arab Emirates</td>
<td>7%</td>
</tr>
<tr>
<td>China</td>
<td>5%</td>
</tr>
<tr>
<td>Italy</td>
<td>3%</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>3%</td>
</tr>
<tr>
<td>Germany</td>
<td>2%</td>
</tr>
<tr>
<td>Switzerland</td>
<td>2%</td>
</tr>
<tr>
<td>Portugal</td>
<td>1%</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>1%</td>
</tr>
<tr>
<td>France</td>
<td>1%</td>
</tr>
<tr>
<td>Belgium</td>
<td>0.4%</td>
</tr>
<tr>
<td>United States</td>
<td>0.2%</td>
</tr>
<tr>
<td>Brazil</td>
<td>0.2%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>0.2%</td>
</tr>
<tr>
<td>India</td>
<td>0.1%</td>
</tr>
<tr>
<td>Indonesia</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Control of the purchasing process

In 2021 we renewed our UNE 15896-2015 certification and ISO 20400:2017 on Sustainable Procurement certification. This demonstrates our commitment to best market practices, as well as our commitment to sustainability in its three aspects: environmental, social and good governance.

During the year we have also given impetus to the aforementioned Agenda 24. In addition, we have developed the following actions:

→ Collaboration with the consulting company Fullstep, a partner that is helping us with our transformation.
→ Presentation of our project to the CSR Committee, obtaining their support.
→ Completion of the adaptation process of our Procurement Standard, which includes the necessary contents to align it with ISO 20400. Better understanding of the sustainability concepts and criteria that will be required in our processes.

→ Development of the Sustainability Matrix, considering risks by Country/Sector/Category, which provides the necessary tools to be included in our procedures to ensure the promotion of the primary and secondary SDGs to which Cosentino is committed.
→ Changes in the accreditation process in SAP Ariba, resulting in the Cosentino ESG Compliance Questionnaire, in line with the main contents of the international standard ISO 26000 on Corporate Social Responsibility:
  1. Governance.
  3. Labour Practices.
  4. Environment.
  5. Fair Operating Practices.
  7. Active Participation and Community Development.
→ Changes in our contracts and our General Terms and Conditions of Purchase by including these contents in our Compliance Clause.
→ Development of our Supplier and Risk Management Policy, which helps us to monitor compliance with our procedures.
→ New dashboard on GoSupply, our supplier risk assessment platform. This dashboard will illustrate how our core supply chain, our 200 strategic suppliers, collaborate in driving the primary (5) and secondary (4) SDGs to which Cosentino is committed.
→ Internal Communication Plan, to make the whole company aware of our project so that they can help in its implementation, and External Communication Plan, aimed at training our main suppliers so that they help us in its promotion and development.
Our responsibility to our products begins with the choice and procurement of raw materials.

As part of our purchasing process, the performance and compliance level of our suppliers is assessed. Our supplier audit plan is committed to on-site checks of the conditions of all our raw materials suppliers before entering into a significant relationship.

Despite restrictions on travel and visits in 2021, we have audited our main suppliers through our platforms and against environmental, social and good governance criteria.

This assessment covers aspects such as whether the supplier has a Corporate Social Responsibility standard 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 other factors such as compliance with human rights, not using child labour and that the working conditions are in line with our internal policies.

We have also launched the Service Monitoring Office where, on a monthly basis, an internal multidisciplinary team evaluates our key services, SLAs and strategic initiatives that contribute to making the service more efficient and adding value to the company. These committees discuss the improvements we can make, not only from an economic point of view, but also in terms of efficiency and improving relations with our suppliers.

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 risks according to the characteristics of the work and changes in the production process, while also recording the agreements in coordination reports.

→ Throughout 2021 we continued to hold Risk Committees to assess the behaviour of our suppliers in terms of Occupational and Environmental Risk Prevention. The indicators evaluated are as follows:
  - Accident rate.
  - Unsafe acts.
  - Access control incidents.
  - Compliance with the Coordination of Business Activities.
  - Environmental incidents.

→ Cut to Size factory of Cosentino
A fluid dialogue.

Direct and fluid communication with our suppliers is the best way to promote our values and policies, identify the expectations and needs of our suppliers and work together to obtain the best final product.

We have several communication channels with our suppliers that enable us to strengthen our relationship with them. In this regard, we use our Supplier Portal and SAP Ariba to strengthen transparency, traceability and a level playing field for participation in our tendering processes. We have also conducted a number of customised training sessions designed to give them a better understanding of our processes and our Procurement function.

By 2021, our Supplier Portal had 4,430 suppliers. We have also launched a new version with improved functionalities, more robust and consolidated, automating and simplifying the registration of new suppliers.

Other communication channels:

<table>
<thead>
<tr>
<th>Seminars and conferences</th>
<th>Trade fairs</th>
<th>Regular meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation in professional seminars and conferences</td>
<td>Industry and service sector events</td>
<td>Technological development sessions with suppliers and partners</td>
</tr>
</tbody>
</table>

Customers

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

At Cosentino we believe in getting to know our customers. Always. Dealing with people that we know. Knowing their names and last names. That gives us a completely different vision and responsibility.
We provide leading expertise with full transparency to take care of our customers.

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

The Data Protection Office deals with requests to exercise rights, performs the Data Protection Impact Assessment when necessary for new projects and monitors the Register of Data Processing Activities. It also ensures that we comply with both the General Data Protection Regulations and the new Organic Data Protection Law, using suitable legal and technical advisory systems. Likewise, a Data Protection Committee (DPC) was created to check that the actions carried out by the office of the Data Protection Delegate are correct.

In addition, we provide our direct and indirect customers with a pre-sales and after-sales service to deal with technical issues as well as end consumer complaints. To this end, we have a team of 25 technicians to ensure customer service at our points of sale and those of our distributors.

At the same time, the Quality Department analyses the data from the management of end customer incidents. In order to implement improvements in the production process, the result of the analysis is shared with the different members of the team, as well as the different departments involved. 18,404 incidents were managed in 2021, which break down as follows:

- **Approved claims**: 57.51%
- **Rejected claims**: 29.41%
- **Closed claims**: 10.70%
- **New claims**: 2.38%

During the year the team has focused on ensuring the maintenance of the service in accordance with the restrictions set by the different countries in response to COVID-19. Despite this, an average of more than 350 visits per month have been made worldwide.

With the growth of new business lines, our Quality Department is working to offer the same level of support to our new client-partners, who will work on projects with innovative applications. Despite the exceptional circumstances, we continued to visit these customers in 2021, thus keeping potential complaints under control.

In addition, and following an analysis of the current management of warranties, we have worked on an improvement plan that will directly benefit end customers. These improvements will be implemented in 2022 and aim to unify and organise letters of warranty, providing a traceable system of commercial sales records.
To create a better world, we need to go hand in hand with partners who also want to go down this path.

Only together can we move forward and create a better and more sustainable world. For this reason, we partner with organisations that share our values, want to move forward and are committed to sustainable development, such as:

- **SERES Foundation**: A Spanish foundation promoting business commitment and actions to reinforce corporate responsibility and generate shared value.
- **Asociación Empresarial Innovadora de la Piedra Natural (Innovative Natural Stone Business Association)**.
- **Asociación de Empresarios del Mármol de Andalucía (Association of Andalusian Marble Business Owners)**.
- **Asociación Mobiliario de Cocina (Kitchen Furniture Association)**.
- **Asociación Directivos de Comunicación (Association of Communications Directors)**.
- **Asociación de Marcas Renombradas Españolas (Association of Leading Spanish Brands)**.
- **Asociación Promotores Inmobiliarios Fadesa (Fadesa Association of Real Estate Developers)**.
- **Asociación para el Progreso de la Dirección (Association for the Management Progress)**.
- **Asociación de Empresas de Diseño Español (Association of Spanish Design Companies)**.
- **Asociación Española de Anunciantes (Spanish Advertising Association)**.
- **CENFIM**
- **Collaboration with FUNDACOM awards**.
- **Spanish Green Building Council**.
- **A St A. World-Wide (World-wide Agglomerated Stone Manufacturers Association)**.
- **Sustenta Environmental Civic Association**.
- **ConfederaciónEspañola de Organizaciones Empresariales (Spanish Confederation of Business Organisations)**.
- **EUROSIL: European Association of Industrial Silica Producers**.
- **NEPSI (The European Network on Silica)**.
- **Plataforma de Economía Circular en Acción (Circular Economy in Action platform)**.
- **Alianza StepbyWater (StepbyWater Alliance)**.
- **Alianza para la FP Dual (Alliance for Dual Vocational Education)**.
- **Observatorio Industria 4.0 (Industry 4.0 Observatory)**.
- **CESUR**
- **Spain’s Council of Professional Associations of Architects**.
- **Fundación Arquitectura y Sociedad (Spain’s Architecture and Society Foundation)**
- **Fundación Arquitectura Contemporánea (Spanish Foundation for Contemporary Architecture)**
This year, our team has focused in maintaining service in the light of the COVID-19 restrictions implemented in different countries. Even so, an average of 350 visits a month have been done around the world.

We open channels of communication with our national customers and suppliers.

Social Media

Our Social Media global and local (GloCo) strategy was created with the aim of expanding our online community through active and close communication with our customers and other key audiences for the company through the main Social Media channels in which we are present.

In 2021 we made more than 10,000 publications worldwide through these social media channels, reaching approximately 500,000,000 users. To do this, we have leveraged Cosentino’s local and global presence on the main Social Media platforms where our customers and other target audiences actively participate. The main objective behind this is to deliver the right messages to these audiences, to advertise our brands and their benefits and to establish a dialogue and a relationship of trust.

Cosentino Cities

Furthermore, in order to give our Cosentino Cities more visibility and be closer to their target audiences, we have created a number of channels on Instagram and LinkedIn.

Corporative / Spain

Germany

Asia

Australia

Belgium

Brazil

Canada

Scandinavia

Denmark

United States

Finland

France

Hungary

Ireland

Israel

Italy

LATAM

Mexico

New Zealand

Middle East

The Netherlands

Poland

Portugal

United Kingdom / Ireland

South Africa

Switzerland

Turkey

Corporate / Spain

Germany

Asia

Australia

Belgium

Brazil

Canada

Scandinavia

Denmark

United States

Finland

France

Hungary

Ireland

Israel

Italy

LATAM

Mexico

New Zealand

Middle East

The Netherlands

Poland

Portugal

United Kingdom / Ireland

South Africa

Switzerland

Turkey

We INTEGRATE ESG
SUSTAINABLE DEVELOPMENT GOALS (SDGs)

We contribute to Sustainable Development Goals

We continue to do our best for the benefit of all in the face of major global challenges.

We make the UN SDGs our own.

It is possible. We are getting it. Together. Together with the international community, we keep moving forward in the development of a fairer and more sustainable organisation in all areas. The roadmap of the UN 2030 Agenda guides us in establishing the lines of work. In the fulfilment of our commitments, at Cosentino we actively contribute to the following SDGs.
Our contribution to the primary goals.

**SDG 3. Health**

We take care of everyone, of every single person: from our employees, partners and customers to society as a whole.

**CONTRIBUTION**

- We stand firm against COVID-19, prioritising the health of our employees above all other issues. We launched a vaccination programme in which 1,245 employees participated.
- We create safer work environments thanks to our Leading Programme in Occupational Health and Safety.
- We care for the health and wellbeing of employees throughout the value chain. In this sense, we invested €3.3 million in safety, mainly in process automation and facility expansion. In addition to this, we plan to invest €719 million over the next 10 years to create more than 700 direct job positions and almost 2,000 indirect jobs.
- The SerCAE platform (Clever Global) allows us to manage the health and safety requirements of all the companies that work with us.
- We continued to develop the computer application Gensuite to improve the management of preventive activity.
- We have an Action Plan aimed at preventing fires and explosions and improving process safety, thus reducing potential risks. We also have a Fall Prevention Plan and the AERIS project, which aims to identify and deal with sources of exposure in order to reduce the level of exposure to a minimum.
- Within the framework of our Health Promotion Programme, we created a Wellbeing Committee and designed the Plan 2022: Physical & Mental Health, Mobility, Social Impact, Hybrid Model. Additionally, we have a psychological support service for our employees in Cantoria.
- ISO 45001 Certification: We updated the Occupational Health and Safety Policy integrated with the Quality, Sustainability and Energy policy and an ISO 45001:2018 management system has been implemented and certified.
- We have reinforced our commitment to the safety of our employees, suppliers and customers through our Occupational Health and Safety Strategic Plan 2.0.

**SDG 8. Decent Work**

**CONTRIBUTION**

- We are a big and diverse family: 5,425 employees from 70 different nationalities and a percentage of permanent contracts of 92.87%.
- We grow together with continuous training and new training programmes: training in Agile and Ingenio 2020 programme.
- We have responded to the COVID-19 situation with an extraordinary bonus of €4 million which has been distributed among the workers.
CONTRIBUTION

→ We develop the most sustainable and advanced technology available in the market: Silestone HybriQ+®.
→ We drive innovation in the communities where we operate.
→ We have registered 12 designs in the European Union and the United Kingdom and 4 in the United States, as well as 3 families of patents that have been selected by our industrial property team to continue protecting our knowledge of an increasingly demanding and competitive sector. At the end of 2021, our Industrial Property portfolio had 143 patents or applications in force in the different countries where we operate, as well as 72 registered designs.
→ We invested more than €53 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 created the Data & Analytics area as a transversal and global function that adds value throughout the entire business value chain.

→ We continued to move towards a more connected, paperless and smarter factory that allows us to improve in terms of efficiency, sustainability and process safety. To do this, we build technologically advanced tools in line with the latest digital trends.
→ We strive for robotisation and automation of all processes involved in the production and manufacturing of our products.
→ Technologies like Artificial Vision, CAD/CAM, Machine Learning and Digital Twin are tools that we use in our daily work and in which we continuously train ourselves to offer the best possible service.
→ We established the new Digital Business Unit in our company, working with a new methodology (Agile / Scrum) in the organisation.
→ We launched the ePPDS implementation project: sequencing and optimisation of operations considering the finite capacity of resources, their limitations and the availability of components.

SDG 12.
Responsible Consumption and Production

CONTRIBUTION

→ Circularity Project: a step forward in waste management and circular economy. A benchmark in cutting-edge research on recovery. It aims to expand research lines for waste treatment, particularly in the case of Silestone®.
→ EOCENE project: a leading effort to develop a new generation of more sustainable materials from our waste.
→ We link our wages to our commitment: we set sustainability targets in production linked to variable remuneration for 2021.
→ R&D Investment: We invest to increase the production capacity of Dekton® and Silestone® in a more sustainable way and following circular economy criteria in terms of recovery and reuse of waste and other environmental initiatives. The ‘Declaración de Interés Autonómico’ (a declaration of regional importance by the regional government) consolidates the investments already made by Cosentino within the framework of the project. It also provides legal cover for the company’s industrial estate expansion plans.
→ In 2021, we produced 3.2 million square metres of surfaces with recovered materials, representing 29% of the total production.
→ We have our own Waste Management and Recovery Plant, a facility dedicated to the treatment and recovery of the waste generated by the company in its production processes. In 2021 we began to adapt these facilities to provide us with sufficient infrastructure to ensure the long-term storage and treatment of the waste generated.

SDG 13.
Climate Action

CONTRIBUTION

→ Each year we reduce our carbon footprint by 5%.
→ A new carbon neutral generation: Sunlit Days. The first Silestone® collection that is entirely carbon neutral. Dekton®: we offset CO2e emissions annually for the entire life cycle of the product through the voluntary compensation of its CO2e emissions.
→ We increased waste recovery by 45%.
→ We developed our second Sustainable mobility plan.
→ We developed the Green Belt in our Industrial Park in Cantoria (Almería, Spain). The objective is to have a green perimeter so as to preserve the native flora and to create a natural barrier against dust emissions from the outside or even against possible fires.
→ As part of our sustainable mobility strategy, we undertook the transformation of the industrial park, with a view to improving road safety, productivity, efficiency and sustainability through Smart, low-emission solutions.
Our contribution to the secondary goals.

**CONTRIBUTION**

- We launched our higher-level vocational training course in Industrial Mechatronics, a pioneering Dual Vocational Training Course.
- Through the Eduarda Justo Foundation, we identify, train and empower young people with great potential. We award scholarships and improve the quality of education in their communities.
- We allocated 96,578 hours (Training Plan + Onboarding + online English) to training our employees. In two lines of training: onboarding and continuous training.
- Additionally, Cosentino offers employees the possibility to apply for a Masters, Postgraduate or specialisation course.
- We promote the employability and professional development of young talents through various programmes, including Ingenio, Acelera, Impulsa FP, Industrial and Proyecta.
- We actively 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, middle-level vocational training course in Electromechanical Maintenance, dual middle-level vocational training course in Natural Stone and specialisation course in Smart Manufacturing.
- Through the Eduarda Justo Foundation, we empower young people with the potential to become future leaders and help them to positively impact society. Among the many initiatives in this regard are the Eduarda Justo Scholarships, the United World Colleges Scholarships and the Canada TECH Scholarships.

**CONTRIBUTION**

- We have completed the administrative procedures for our solar photovoltaic project.
- We continue to reduce our consumption with the completion of the LED lighting project.
- We use 100% electricity from renewable sources on our Industrial Estate.
- In 2021 we obtained the ISO 50001:2011 Energy Management certification.
- Contracting and implementation (in the first quarter of 2022) of an Energy Management System, an energy management software which will allow us to manage energy more efficiently.
- We created the Energy Efficiency Committee, where all energy efficiency measures are proposed, developed and monitored.
- Thermal energy: Execution of the first phase of our project to recover heat from the kilns in the production of Dekton®.
- Electrical energy: 11 energy saving measures implemented in 2021, which will generate energy savings of 3.76 GWh/year from 2022.

**CONTRIBUTION**

- Our activities have a positive impact on cities: sustainability in our manufacturing processes, new possibilities for sustainable architecture and new lines of business for façades or refurbishment projects.
- Our commitment to Sustainable Mobility improves road safety and reduces the emissions generated from transporting our products and supplies in cities.
- Each year we promote the ‘Cosentino Design Challenge’ (CDC), an international competition that encourages students to create sustainable and innovative projects of high conceptual and technical quality.
- We contribute to the magazine ‘C. Architecture & everything else’, which aims to disseminate the best innovations, designs and projects that contribute to making a more sustainable and beautiful world. We also contribute to the ‘C-guide’, a global guide to contemporary architecture which serves as a global platform for the knowledge and recognition of the most outstanding architecture around the world.

**CONTRIBUTION**

- We make the UN 2030 Agenda a cross-cutting theme in our business.
- We have partnered with 22 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.
General Information

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion/selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brief description of the business model, including its business environment, organisation and structure</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-2, GRI 102-7</td>
</tr>
<tr>
<td>Markets in which it operates</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-3, GRI 102-4, GRI 102-6</td>
</tr>
<tr>
<td>Organisational objectives and strategy</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-14</td>
</tr>
<tr>
<td>Main factors and trends that may affect its future development</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-14, GRI 102-15</td>
</tr>
<tr>
<td>Reporting framework used</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-54</td>
</tr>
<tr>
<td>Principle of materiality</td>
<td>N/A</td>
<td>N/A</td>
<td>GRI 102-46, GRI 102-47</td>
</tr>
</tbody>
</table>

Environmental Issues

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion/selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 102-15, GRI 103-2</td>
</tr>
</tbody>
</table>

Detailed general information

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion/selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Detailed information about the current and foreseeable effects of the company’s activities on the environment and, when applicable, on health and safety</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 102-15</td>
</tr>
<tr>
<td>Assessment procedures or environmental certification</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 103-2</td>
</tr>
<tr>
<td>Resources dedicated to the prevention of environmental risks</td>
<td>Material</td>
<td>See note X of the annual accounts</td>
<td>GRI 103-2</td>
</tr>
<tr>
<td>Application of the precautionary principle</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 102-11</td>
</tr>
<tr>
<td>Number of provisions and guarantees against environmental risks</td>
<td>Material</td>
<td>See note X of the annual accounts</td>
<td>GRI 103-2</td>
</tr>
</tbody>
</table>

Contamination

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion/selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 102-2, GRI 305-7</td>
</tr>
</tbody>
</table>

Circular economy and waste prevention and management

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion/selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste</td>
<td>Material</td>
<td>N/A</td>
<td>GRI 102-2, GRI 306-2 in terms of weight by type of waste GRI 306-4 and 306-5 (2020) in terms of weight of hazardous and non-hazardous waste</td>
</tr>
<tr>
<td>Actions to combat food waste</td>
<td>No material</td>
<td>N/A</td>
<td>GRI 103-2</td>
</tr>
</tbody>
</table>

Sustainable use of resources
Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
Water consumption and supply of water according to local constraints | Material | GRI 103-2, GRI 301-1 in terms of total weight by type of material
Consumption of raw materials and measures taken to improve efficiency of use | Material | GRI 103-2, GRI 301-1 in terms of total weight by type of material
Direct and indirect energy consumption | Material | GRI 302-1
Measures taken to improve energy efficiency | Material | GRI 302-2
Use of renewable energies | Material | GRI 302-1

Climate change

Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
Greenhouse gas emissions generated as a result of the company’s activities, including the use of the goods and services it produces | Material | GRI 305-1, GRI 305-2, GRI 305-3
Measures taken to adapt to the consequences of climate change | Material | GRI 103-2, GRI 201-2
Reduction targets established voluntarily in the medium and long term to reduce greenhouse gases and the measures implemented for that purpose | Material | GRI 103-2

Protection of biodiversity

Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
Measures taken to protect or restore biodiversity | Material | GRI 103-2
Impacts caused by activities or operations in protected areas | Material | GRI 103-2, GRI 304-1

Social and Staff Issues

Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
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 | GRI 102-15, GRI 103-2

Employment

Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
Total number and distribution of employees by country, gender, age and professional classification | Material | GRI 405-1b
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 | GRI 405-2
Number of dismissals by gender, age and professional classification | Material | GRI 103-2
Average salaries and their evolution, disaggregated by gender, age and professional classification or the same value | Material | GRI 103-2
Salary gap, salary for equivalent jobs or average in society | Material | GRI 103-2
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 | GRI 103-2
Implementation of work-life balance policies | Material | GRI 103-2
Number of disabled employees | Material | GRI 405-1b

Organisation of work

Information requested by Spanish Law 11/2018 | Materiality | Response on page | Reporting criterion: selected GRI(s)
---|---|---|---
Organisation of working time | Material | GRI 103-2
Number of hours of absenteeism | Material | GRI 103-2
Measures to facilitate work-life balance and encourage both parents to use parental leave | Material | GRI 103-2
### Health and safety

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational accidents, particularly in terms of frequency and severity, as well as occupational diseases, disaggregated by sex</td>
<td>Material</td>
<td></td>
<td>GRI 403-9 (2018) in terms of number and rate of accidents, GRI 403-10 (2018)</td>
</tr>
</tbody>
</table>

### Corporate relationships

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organisation of corporate dialogue, including procedures for informing and consulting staff and negotiating with them</td>
<td>Material</td>
<td></td>
<td>GRI 103-2</td>
</tr>
<tr>
<td>Percentage of employees covered by collective agreements by country</td>
<td>Material</td>
<td></td>
<td>GRI 102-41</td>
</tr>
<tr>
<td>Overview of collective agreements, particularly in the field of occupational health and safety</td>
<td>Material</td>
<td></td>
<td>GRI 103-2</td>
</tr>
</tbody>
</table>

### Training

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policies implemented in the field of training</td>
<td>Material</td>
<td></td>
<td>GRI 103-2, GRI 404-2 (2018)</td>
</tr>
<tr>
<td>Total quantity of training hours per professional category</td>
<td>Material</td>
<td></td>
<td>GRI 404-1 in terms of total hours of training by occupational category</td>
</tr>
</tbody>
</table>

### Universal accessibility

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universal accessibility for people with disabilities</td>
<td>Material</td>
<td>14</td>
<td>GRI 103-2</td>
</tr>
</tbody>
</table>

### Equality

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measures taken to promote equal treatment and opportunities between women and men</td>
<td>Material</td>
<td></td>
<td>GRI 103-2</td>
</tr>
<tr>
<td>Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment</td>
<td>Material</td>
<td></td>
<td>GRI 103-2</td>
</tr>
<tr>
<td>Policy against all types of discrimination and, where appropriate, management of diversity</td>
<td>Material</td>
<td></td>
<td>GRI 103-2</td>
</tr>
</tbody>
</table>

### Respect for Human Rights

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td></td>
<td>GRI 102-15, GRI 103-2</td>
</tr>
</tbody>
</table>

### Application of due diligence procedures

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td></td>
<td>GRI 102-16, GRI 102-17</td>
</tr>
<tr>
<td>Complaints about cases of human rights violations</td>
<td>Material</td>
<td></td>
<td>GRI 103-2, GRI 406-1</td>
</tr>
<tr>
<td>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</td>
<td>Material</td>
<td></td>
<td>GRI 103-2, GRI 407-1, GRI 408-1, GRI 409-1</td>
</tr>
</tbody>
</table>
Fight Against Corruption and Bribery

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td>GRI 102-15, GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Measures taken to prevent corruption and bribery</td>
<td>Material</td>
<td>GRI 103-2, GRI 102-15, GRI 102-17, GRI 205-3</td>
<td></td>
</tr>
<tr>
<td>Measures to combat money laundering</td>
<td>Material</td>
<td>GRI 103-2, GRI 102-18, GRI 102-17</td>
<td></td>
</tr>
<tr>
<td>Contributions to foundations and non-profit entities</td>
<td>Material</td>
<td>GRI 102-13</td>
<td></td>
</tr>
</tbody>
</table>

Company Information

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
</tbody>
</table>

Commitments of the company to sustainable development

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact of the company’s activity on employment and local development</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Impact of the company’s activity on local populations and the territory</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Relations with local community stakeholders and forms of dialogue</td>
<td>Material</td>
<td>GRI 102-43</td>
<td></td>
</tr>
<tr>
<td>Contributions to foundations and non-profit entities</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
</tbody>
</table>

Subcontracting and suppliers

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inclusion in the purchasing policy of social, gender equality and environmental issues</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Consideration in relations with suppliers and subcontractors of their social and environmental responsibility</td>
<td>Material</td>
<td>GRI 102-9, GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Supervision systems, audits and their results</td>
<td>Material</td>
<td>GRI 102-9, GRI 308-2 a), GRI 414-2 a)</td>
<td></td>
</tr>
</tbody>
</table>

Consumers

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measures for the health and safety of consumers</td>
<td>Material</td>
<td>GRI 103-2, GRI 416-1</td>
<td></td>
</tr>
<tr>
<td>Claims systems, complaints received and resolution</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
</tbody>
</table>

Tax information

<table>
<thead>
<tr>
<th>Information requested by Spanish Law 11/2018</th>
<th>Materiality</th>
<th>Response on page</th>
<th>Reporting criterion: selected GRI(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits per country</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Taxes on benefits paid</td>
<td>Material</td>
<td>GRI 103-2</td>
<td></td>
</tr>
<tr>
<td>Public subsidies received</td>
<td>Material</td>
<td>GRI 201-4 a)</td>
<td></td>
</tr>
</tbody>
</table>
## GRI Standards Content Index

### GRI 101: Foundation

#### I 102: General disclosures

**Organisation profile**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-1 Name of the organisation</td>
<td>✓</td>
</tr>
<tr>
<td>102-2 Activities, brands, products and services</td>
<td>✓</td>
</tr>
<tr>
<td>102-3 Location of the organisation’s headquarters</td>
<td>✓</td>
</tr>
<tr>
<td>102-4 Location of operations</td>
<td>✓</td>
</tr>
<tr>
<td>102-5 Ownership and legal form</td>
<td>✓</td>
</tr>
<tr>
<td>102-6 Markets served</td>
<td>✓</td>
</tr>
<tr>
<td>102-7 Size of the organisation</td>
<td>✓</td>
</tr>
<tr>
<td>102-8 Information about employees and other workers</td>
<td>✓</td>
</tr>
<tr>
<td>102-9 Supply chain</td>
<td>✓</td>
</tr>
<tr>
<td>102-10 Significant changes regarding the organisation and its supply chain</td>
<td>✓</td>
</tr>
<tr>
<td>102-11 Precautionary principle or approach</td>
<td>✓</td>
</tr>
<tr>
<td>102-12 External initiatives</td>
<td>✓</td>
</tr>
<tr>
<td>102-13 Membership of associations</td>
<td>✓</td>
</tr>
</tbody>
</table>

**Strategy**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-14 Statement by senior decision-makers</td>
<td>✓</td>
</tr>
<tr>
<td>102-15 Main impacts, risks and opportunities</td>
<td>✓</td>
</tr>
</tbody>
</table>

### Ethics and integrity

**Disclosure** | ** Reported* |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>102-16 Values, principles, standards and rules of conduct</td>
<td>✓</td>
</tr>
<tr>
<td>102-17 Mechanisms for assessment and ethical concerns</td>
<td>✓</td>
</tr>
<tr>
<td>102-18 Governance structure</td>
<td>✓</td>
</tr>
<tr>
<td>102-19 Delegation of authority</td>
<td>✓</td>
</tr>
<tr>
<td>102-20 Executive-level responsibility for economic, environmental and social topics</td>
<td>✓</td>
</tr>
<tr>
<td>102-21 Consulting stakeholders on economic, environmental and social topics</td>
<td>✓</td>
</tr>
<tr>
<td>102-22 Composition of the highest governance body and its committees</td>
<td>✓</td>
</tr>
<tr>
<td>102-23 Chair of the highest governance body</td>
<td>✓</td>
</tr>
<tr>
<td>102-24 Nomination and selection of the highest governance body</td>
<td>✓</td>
</tr>
<tr>
<td>102-25 Conflicts of interest</td>
<td>✓</td>
</tr>
<tr>
<td>102-26 Role of the highest governance body in setting purpose, values and strategy</td>
<td>✓</td>
</tr>
<tr>
<td>102-27 Collective knowledge of the highest governance body</td>
<td>✓</td>
</tr>
</tbody>
</table>

### Governance

**Disclosure** | ** Reported* |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>102-28 Evaluation of the performance of the highest governance body</td>
<td>✓</td>
</tr>
<tr>
<td>102-29 Identification and management of economic, environmental and social impacts</td>
<td>✓</td>
</tr>
<tr>
<td>102-30 Effectiveness of risk management processes</td>
<td>✓</td>
</tr>
<tr>
<td>102-31 Review of economic, environmental, and social topics</td>
<td>✓</td>
</tr>
<tr>
<td>102-32 Highest governance body’s role in sustainability reporting</td>
<td>✓</td>
</tr>
<tr>
<td>102-33 Communicating critical concerns</td>
<td>✓</td>
</tr>
<tr>
<td>102-34 Nature and total number of critical concerns</td>
<td>✓</td>
</tr>
<tr>
<td>102-35 Remuneration policies</td>
<td>✓</td>
</tr>
<tr>
<td>102-36 Process for determining remuneration</td>
<td>✓</td>
</tr>
<tr>
<td>102-37 Stakeholders’ involvement in remuneration</td>
<td>✓</td>
</tr>
<tr>
<td>102-38 Annual total compensation ratio</td>
<td>✓</td>
</tr>
<tr>
<td>102-39 Percentage increase in annual total compensation ratio</td>
<td>✓</td>
</tr>
<tr>
<td>102-40 List of stakeholders</td>
<td>✓</td>
</tr>
<tr>
<td>102-41 Collective bargaining agreements</td>
<td>✓</td>
</tr>
</tbody>
</table>
Stakeholder engagement

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-42 Identification and selection of stakeholders</td>
<td>√</td>
</tr>
<tr>
<td>102-43 Approach to stakeholder engagement</td>
<td>√</td>
</tr>
<tr>
<td>102-44 Key topics and concerns raised</td>
<td>√</td>
</tr>
<tr>
<td>102-45 Entities included in the consolidated financial statements</td>
<td>√</td>
</tr>
<tr>
<td>102-46 Entities included in the consolidated financial statements</td>
<td>√</td>
</tr>
<tr>
<td>102-47 List of material topics</td>
<td>√</td>
</tr>
<tr>
<td>102-48 Restatements of information</td>
<td>√</td>
</tr>
<tr>
<td>102-49 Changes in reporting</td>
<td>√</td>
</tr>
</tbody>
</table>

Práctica de presentación de informes

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>102-50 Reporting period</td>
<td>√</td>
</tr>
<tr>
<td>102-51 Date of most recent report</td>
<td>√</td>
</tr>
<tr>
<td>102-52 Reporting cycle</td>
<td>Annual</td>
</tr>
<tr>
<td>102-53 Contact point for questions regarding the report</td>
<td></td>
</tr>
<tr>
<td>102-54 Claims of reporting in accordance with the GRI Standards</td>
<td>√</td>
</tr>
<tr>
<td>102-55 GRI content index</td>
<td>√</td>
</tr>
<tr>
<td>102-56 External audit</td>
<td>√</td>
</tr>
</tbody>
</table>

Economic Performance

GRI 103: Management approach

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1 Explanation of the material topic and its boundary</td>
<td>√</td>
</tr>
<tr>
<td>103-2 The management approach and its components</td>
<td>√</td>
</tr>
<tr>
<td>103-3 Evaluation of the management approach</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 201: Economic performance

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-1 Direct economic value generated and distributed</td>
<td>√</td>
</tr>
<tr>
<td>201-2 Financial implications and other risks and opportunities due to climate change</td>
<td>√</td>
</tr>
<tr>
<td>201-3 Defined benefit plan obligations and other retirement plans</td>
<td>O</td>
</tr>
<tr>
<td>201-4 Financial assistance received from the government</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 202: Market Presence

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</td>
<td>O</td>
</tr>
<tr>
<td>202-2 Proportion of senior management hired from the local community</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 203: Indirect economic impacts

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>203-1 Infrastructure investments and services supported</td>
<td>√</td>
</tr>
<tr>
<td>203-2 Significant indirect economic impacts</td>
<td>√</td>
</tr>
</tbody>
</table>
## GRI 204: Procurement practices

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>204-1 Proportion of spending on local suppliers</td>
<td>√</td>
</tr>
</tbody>
</table>

## GRI 205: Anti-corruption

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>205-1 Operations assessed for risks related to corruption</td>
<td>–</td>
</tr>
<tr>
<td>205-2 Communication and training about anti-corruption policies and procedures</td>
<td>√</td>
</tr>
<tr>
<td>205-3 Confirmed incidents of corruption and actions taken</td>
<td>√</td>
</tr>
</tbody>
</table>

## GRI 206: Anti-competitive behaviour

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>206-1 Legal actions for anti-competitive behaviour; anti-trust and monopoly practices</td>
<td>√</td>
</tr>
</tbody>
</table>

## GRI 207: Tax

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>207-1 Approach to tax</td>
<td>√</td>
</tr>
<tr>
<td>207-2 Tax governance, control and risk management</td>
<td>√</td>
</tr>
<tr>
<td>207-3 Stakeholder engagement and management of concerns related to tax</td>
<td>√</td>
</tr>
<tr>
<td>207-4 Country-by-country reporting</td>
<td>–</td>
</tr>
</tbody>
</table>

## Environmental Performance

### GRI 103: Management approach

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>√</td>
</tr>
<tr>
<td>103-2 The management approach and its components</td>
<td>√</td>
</tr>
<tr>
<td>103-3 Evaluation of the management approach</td>
<td>√</td>
</tr>
</tbody>
</table>

### GRI 302: Energy

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>302-1 Energy consumption within the organisation</td>
<td>√</td>
</tr>
<tr>
<td>302-2 Energy consumption outside of the organisation</td>
<td>√</td>
</tr>
<tr>
<td>302-3 Energy intensity</td>
<td>√</td>
</tr>
<tr>
<td>302-4 Reduction of energy consumption</td>
<td>√</td>
</tr>
<tr>
<td>302-5 Reductions in energy requirements of products and services</td>
<td>√</td>
</tr>
</tbody>
</table>

### GRI 303: Water and effluents

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>303-1 Interactions with water as a shared resource</td>
<td>√</td>
</tr>
<tr>
<td>303-2 Management of water discharge-related impacts</td>
<td>√</td>
</tr>
<tr>
<td>303-3 Water withdrawal</td>
<td>√</td>
</tr>
<tr>
<td>303-4 Water discharge</td>
<td>√</td>
</tr>
<tr>
<td>303-5 Water consumption</td>
<td>√</td>
</tr>
</tbody>
</table>
**GRI 304: Biodiversity**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</td>
<td>✓</td>
</tr>
<tr>
<td>304-2 Significant impacts of activities, products, and services on biodiversity</td>
<td>✓</td>
</tr>
<tr>
<td>304-3 Habitats protected or restored</td>
<td>✓</td>
</tr>
<tr>
<td>304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations</td>
<td>-</td>
</tr>
</tbody>
</table>

**GRI 305: Emissions**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>305-1 Direct GHG emissions (Scope 1)</td>
<td>✓</td>
</tr>
<tr>
<td>305-2 Energy indirect GHG emissions (scope 2)</td>
<td>✓</td>
</tr>
<tr>
<td>305-3 Other indirect GHG emissions (scope 3)</td>
<td>✓</td>
</tr>
<tr>
<td>305-4 GHG emissions intensity</td>
<td>✓</td>
</tr>
<tr>
<td>305-5 Reduction of GHG emissions</td>
<td>✓</td>
</tr>
<tr>
<td>305-6 Emissions of Ozone Depleting Substances (ODS)</td>
<td>O</td>
</tr>
<tr>
<td>305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions</td>
<td>-</td>
</tr>
</tbody>
</table>

**GRI 306: Waste**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>306-1 Waste generation and significant waste-related impacts</td>
<td>✓</td>
</tr>
<tr>
<td>306-2 Management of significant waste-related impacts</td>
<td>✓</td>
</tr>
<tr>
<td>306-3 Waste generated</td>
<td>✓</td>
</tr>
<tr>
<td>306-4 Waste diverted from disposal</td>
<td>✓</td>
</tr>
<tr>
<td>306-5 Waste directed to disposal</td>
<td>✓</td>
</tr>
</tbody>
</table>

**GRI 307: Environmental compliance**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>307-1 Non-compliance with environmental laws and regulations</td>
<td>✓</td>
</tr>
</tbody>
</table>

**GRI 308: Supplier environmental assessment**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>308-1 New suppliers that were screened using environmental criteria</td>
<td>Under evaluation</td>
</tr>
<tr>
<td>308-2 Negative environmental impacts in the supply chain and actions taken</td>
<td>-</td>
</tr>
</tbody>
</table>

**Social Performance**

**GRI 103: Management approach**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>103-1 Explanation of the material topic and its boundary</td>
<td>✓</td>
</tr>
<tr>
<td>103-2 The management approach and its components</td>
<td>✓</td>
</tr>
<tr>
<td>103-3 Evaluation of the management approach</td>
<td>✓</td>
</tr>
</tbody>
</table>

**GRI 401: Employment**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>401-1 New employee hires and employee turnover</td>
<td>✓</td>
</tr>
<tr>
<td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>-</td>
</tr>
<tr>
<td>401-3 Parental leave</td>
<td>✓</td>
</tr>
</tbody>
</table>

**GRI 402: Labour/management relations**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>402-1 Minimum notice periods regarding operational changes</td>
<td>O</td>
</tr>
</tbody>
</table>

**GRI 403: Occupational health and safety**

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>403-1 Occupational health and safety management system</td>
<td>✓</td>
</tr>
<tr>
<td>403-2 Hazard identification, risk assessment and incident investigation</td>
<td>✓</td>
</tr>
<tr>
<td>403-3 Occupational health services</td>
<td>✓</td>
</tr>
<tr>
<td>403-4 Worker participation, consultation, and communication on occupational health and safety</td>
<td>✓</td>
</tr>
<tr>
<td>403-5 Worker training on occupational health and safety</td>
<td>✓</td>
</tr>
<tr>
<td>Disclosure</td>
<td>Reported*</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>403-6 Promotion of worker health</td>
<td>√</td>
</tr>
<tr>
<td>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>√</td>
</tr>
<tr>
<td>403-8 Workers covered by an occupational health and safety management system</td>
<td>√</td>
</tr>
<tr>
<td>403-9 Work-related injuries</td>
<td>√</td>
</tr>
<tr>
<td>403-10 Work-related ill health</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 404: Training and education

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>404-1 Average hours of training per year per employee</td>
<td>√</td>
</tr>
<tr>
<td>404-2 Programmes for upgrading employee skills and transition assistance programmes</td>
<td>√</td>
</tr>
<tr>
<td>404-3 Percentage of employees receiving regular performance and career development reviews</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 405: Diversity and equal opportunity

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>405-1 Diversity of governance bodies and employees</td>
<td>√</td>
</tr>
<tr>
<td>405-2 Ratio of basic salary and remuneration of women to men</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 406: Non-discrimination

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 407: Freedom of association and collective bargaining

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 408: Child labour

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>408-1 Operations and suppliers at significant risk for incidents of child labour</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 409: Forced or compulsory labour

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour</td>
<td>√</td>
</tr>
</tbody>
</table>

GRI 410: Security practices

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>410-1 Security personnel trained in human rights policies or procedures</td>
<td>O</td>
</tr>
</tbody>
</table>

GRI 411: Rights of Indigenous People

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>411-1 Incidents of violations involving rights of indigenous people</td>
<td>-</td>
</tr>
</tbody>
</table>

GRI 412: Human Rights assessment

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>412-1 Operations that have been subject to human rights reviews or impact assessments</td>
<td>-</td>
</tr>
<tr>
<td>412-2 Employee training on human rights policies or procedures</td>
<td>O</td>
</tr>
<tr>
<td>412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</td>
<td>O</td>
</tr>
</tbody>
</table>

GRI 413: Local communities

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported*</th>
</tr>
</thead>
<tbody>
<tr>
<td>413-1 Operations with local community engagement, impact assessments, and development programmes</td>
<td>√</td>
</tr>
<tr>
<td>413-2 Operations with significant actual and potential negative impacts on local communities</td>
<td>-</td>
</tr>
</tbody>
</table>
### GRI 414: Supplier social assessment

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>414-1 New suppliers that were screened using social criteria</td>
<td>O</td>
</tr>
<tr>
<td>414-2 Negative social impacts in the supply chain and actions taken</td>
<td>O</td>
</tr>
</tbody>
</table>

### GRI 415: Public policy

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>415-1 Political contributions</td>
<td>–</td>
</tr>
</tbody>
</table>

### GRI 416: Customer health and safety

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>416-1 Assessment of the health and safety impacts of product and service categories</td>
<td>√</td>
</tr>
<tr>
<td>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>–</td>
</tr>
</tbody>
</table>

### GRI 417: Marketing and labelling

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>417-1 Requirements for product and service information and labelling</td>
<td>√</td>
</tr>
<tr>
<td>417-2 Incidents of non-compliance concerning product and service information and labelling</td>
<td>–</td>
</tr>
<tr>
<td>417-3 Incidents of non-compliance concerning marketing communications</td>
<td>–</td>
</tr>
</tbody>
</table>

### GRI 418: Customer privacy

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>–</td>
</tr>
</tbody>
</table>

### GRI 419: Socioeconomic compliance

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>419-1 Non-compliance with laws and regulations in the social and economic area</td>
<td>–</td>
</tr>
</tbody>
</table>