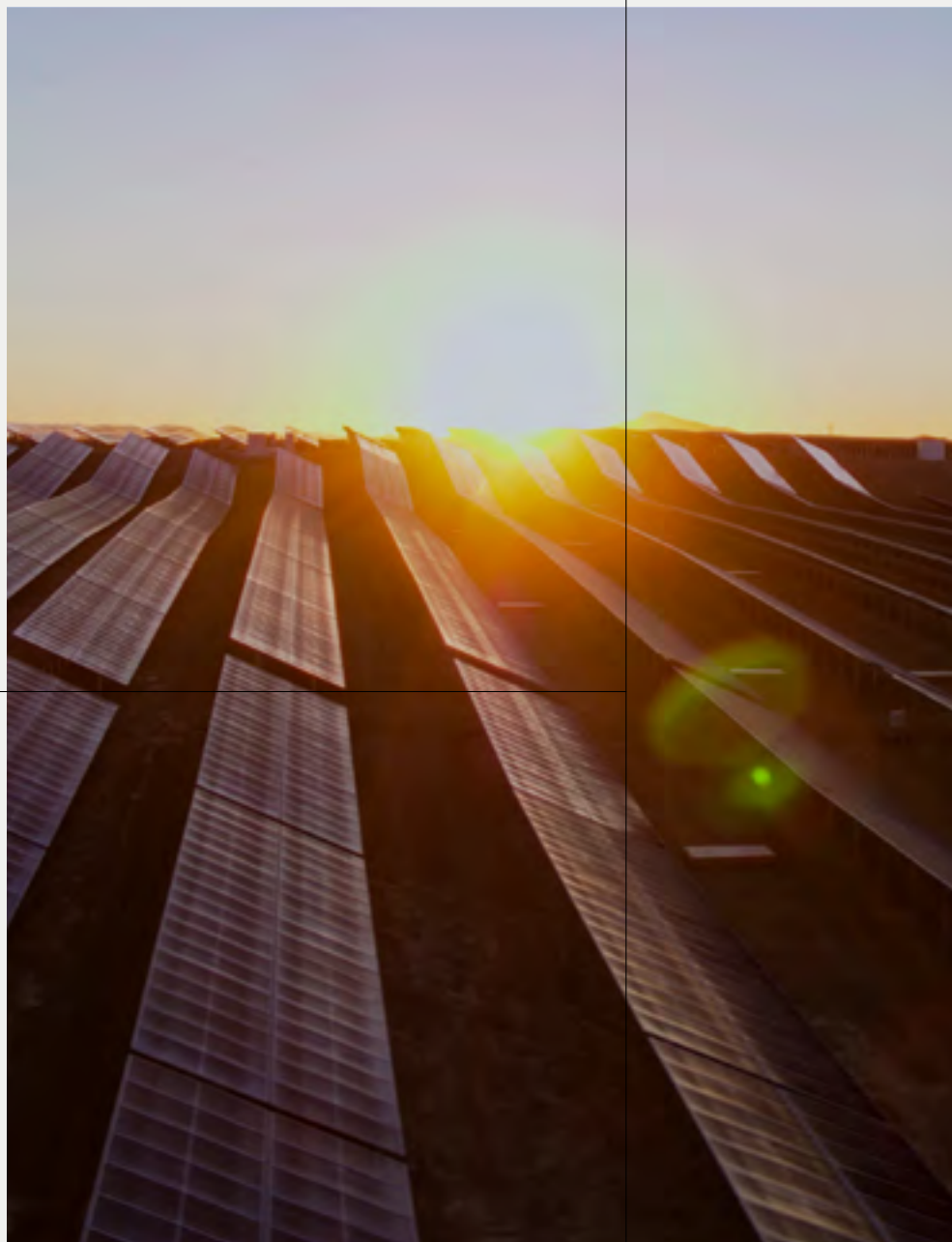


Cosentino Sustainability Report

COSENTINO SUSTAINABILITY
REPORT 2021



SILESTONE

—

DEKTON

—

SENSA


CORPORATE
CONTENT

Cosentino Sustainability Report

Edited by the Cosentino Group.
Printed in June 2022.
Written according to GRI standards.

ATREVIA 22.04.2022

SILESTONE
—
DEKTON
—
SENSA

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Introduction

About the report.

We are deeply committed to the many dimensions of sustainability and present this report to inform our stakeholders about our business model, strategic objectives, and economic and social performance during the 2021 fiscal year both in Spain and globally. Additionally, we've strengthened our commitment to key business sectors, such as architecture and design, gastronomy, art, and culture.

This report is based on the Non-Financial Information Statement which complied with Spanish Act 11/2018 from December 28th. It is based on the Global Reporting Initiative (GRI) standards to make it easy to analyze.

This report deepens our commitment to provide annual and transparent reporting to our stakeholders.

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

The time has come to honor 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, and more. Without a doubt, one of the most obvious lessons of our time is the realization that we are one big family, that we all need each other, that joy and pain unite and equalize 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 organization last year, stronger because we were more united and focused.

Thanks to your commitment and dedication, Cosentino has achieved a business growth that puts us on track to consolidate our leadership position in the industry. We have grown significantly compared to the 2020 fiscal year which, was very atypical. 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 the breakthrough of HybriQ and HybriQ+ Technology, which will be the most important contribution in the field of manufacturing/marble workshops that we have ever known. Last year we received the National Innovation Award from the Spanish Government in large part, due to this milestone. This award recognizes the human and financial effort of Cosentino group in recent decades.

It is also worth noting the incredible progress we’ve made in our digital transformation. We have created a robust team leading this 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 that initiated in 2017, has allowed us to reach important milestones and a new way of connecting to our clients. 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 program puts us in a prime position with design professionals, undoubtedly one of our most influential segments in the market. The program designed to cater to this segment will be a very powerful tool for future growth.

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, a value we hope is embraced by all players throughout the value chain. Since its incorporation to the corporate purpose, until the establishment of a new Executive Commission for Sustainability, sustainability has been our North Star.

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 spearhead the commitment to increase self-generation from renewable electricity. We have also worked on projects to treat wastewater from neighboring cities for industrial use, which will be finished next year. We are creating a more sustainable company to create a future that contributes to a better world.



Francisco Martínez-Cosentino Justo
President, Cosentino Group

Milestones and Figures 2021

→ Innovation National Award



First Quarter

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

→ Solar park at Cosentino



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

→ Cosentino City Mallorca



Third Quarter

- Acelera Program for newly graduates is launched
- Inauguration of the new Cosentino R&D&I Center
- Openings of Cosentino City in Chicago and City and Center in Mallorca




→ Francisco Martinez Cosentino receives the Kingdom of Spain Award



Forth Quarter

- Francisco Martinez Cosentino receives the Kingdom of Spain Award for his professional trajectory
- Silestone 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"

Key Figures

					People				
					Employees	Permanent Contract	Women in Upper Management Positions	Total Accident Rate	
					5,425 <small>+14% vs 2020</small>	91 % <small>+14% vs 2020</small>	20.7 %	3.3 <small>-10% vs 2019</small>	
Business					Social Impact				
Net Income	EBITDA	EBITDA Margin	ND/ EBITDA	R+D+I Investment	Donations	Jobs Created	Scholarships granted by Eduarda Justo Foundation	Reforested Area	
1,402 M€ <small>+30% vs 2020</small>	275 M€ <small>+28% vs 2020</small>	20 %	0.75	13.6 M€	1.0 M€ <small>+20% vs 2020</small>	735	205	55,000 M²	
Environment					Governance				
Carbon Footprint Reduction	Use of Certified Renewable Electric Energy	Investment in Environmental Assets	Water Waste		Members of the Board	Female Board Leadership	Raw Material from Spanish suppliers	Tax Contribution	
6% <small>vs 2018</small>	100 % <small>in Cantoria</small>	+12 M€	0 Litros <small>in Cantoria</small>		8 <small>+3 External Consultants</small>	50 %	48%	234 M€ <small>+54% vs 2020</small>	

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 samples
- 1 Dekton® factory

BRAZIL

- 1 granite factory

→ 11
Workshops

Workshops for cutting kitchen and bathroom countertops

- 10 in the United States
- 1 production plant in Spain

→ 1
Logistics platform

- Smart logistics platform (Spain)

→ 146
Business and commercial units

- 122 Cosentino® Centers: 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 center 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).



Corporate purpose

To inspire people
through innovative
and sustainable
spaces.

We are proud to be a global, family-owned Spanish company specializing 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

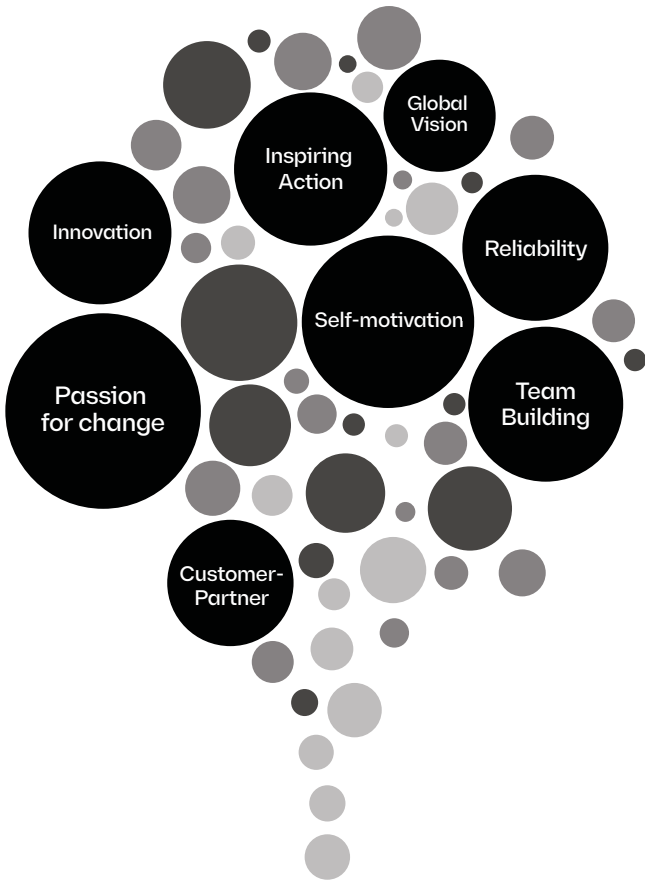
One mission, one vision and eight values.

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

Lead the global surfacing market by branding innovative architectural solutions that provide design, value and inspiration to our customers' lives.



Values

Cosentino team members around the world share a series of core values that define us:

Team Building

We achieve goals by aligning our individual contributions with the overall objectives of the company. Actively promoting collaboration and eliminating barriers between teams. Our organization consists of a single team.
Cosentino® people, much more than human resources.

Innovation

We act proactively, seeking and implementing creative ideas and solutions, identifying and generating opportunities in a variety of fields. **The value of responsible innovation.**

Customer-Partner

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.**

Inspiring Action

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®.**

Passion for Change

We adapt to new landscapes and challenge the status quo in order to implement innovative solutions that will help us progress. **We forge our future path together.**

Self-motivation

We set our own goals with determination and ambition without settling but seeking to exceed expectations. **Improve every day by making steady progress, never settling for mediocrity.**

Reliability

We conduct our work with rigor and honesty to achieve the objectives set. We persevere in the face of obstacles and difficulties. **We improve through effort and dedication.**

Global Vision

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.**

Our brands: quality and innovation guaranteed.

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

Cosentino® Group specializes 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 commercial 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.

→ Silestone® Posidonia Green - Sunlit Days





The new era of
Silestone®: Designed
for life. Reinvented
for the Planet.

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).

More information at:
www.cosentino.com/usa/silestone



HYBRIQ+
TECHNOLOGY®

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

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



Maximum 10% or 50% of Crystalline Silica Content

HybriQ+® is a unique new technology that delivers the same performance and color depth while revolutionising the impact of manufacturing. In addition, it reduces the amount of silica in its composition. This technology labels all colors 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 colors with eco material (Dekton® discs, glass, mirrors, porcelain or vitrified ash) from 6 different series.



99%
Recycled water

100%
Certified renewable electric energy

0%
Water discharge

Min. 20%
Recycled materials

Ethereal Collection

Big steps with minimal environmental footprint.

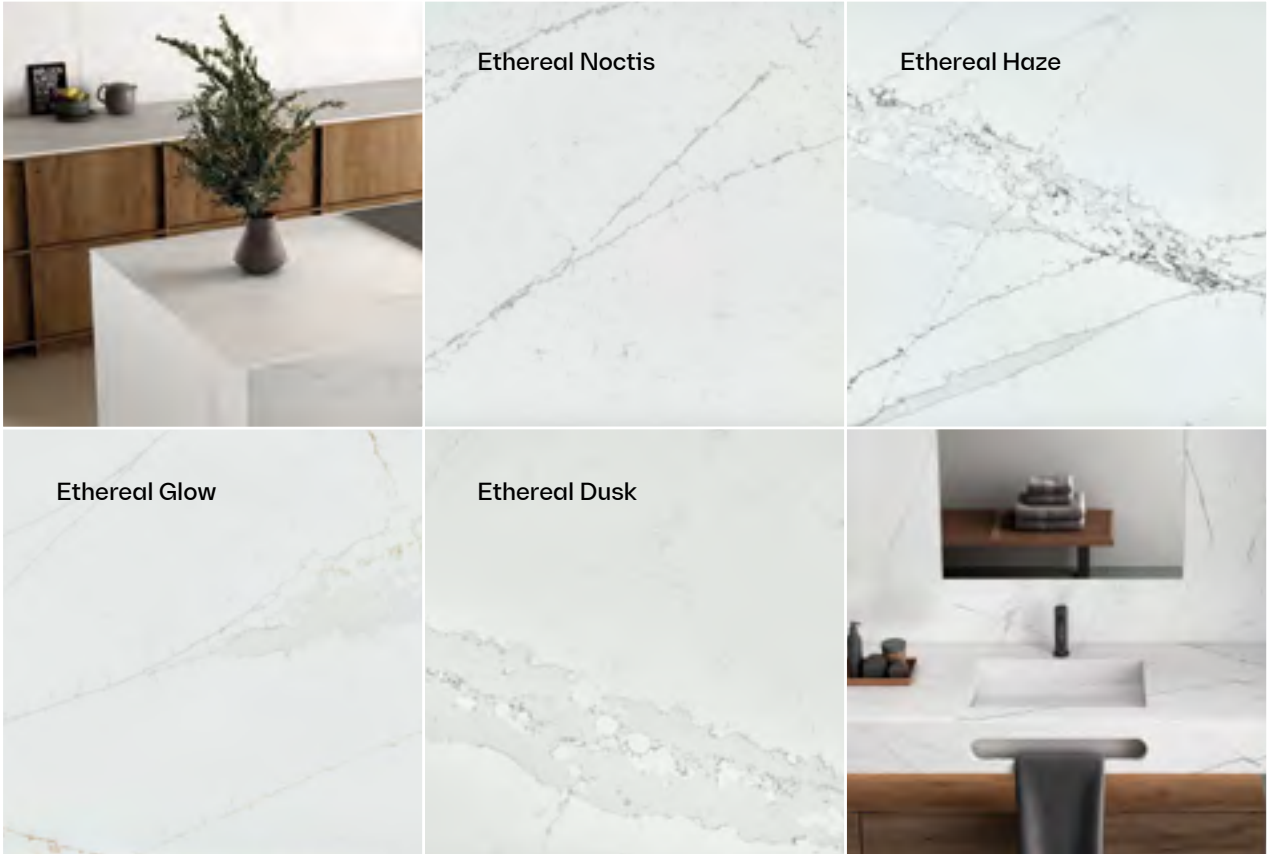
The Ethereal Collection is an unparalleled leap in design, sustainability and innovation developed with HybriQ+® technology, which takes the concept of marble-style colors to a new dimension.



Sunlit Days Series

A new horizon for carbon neutral products.

The first Silestone® carbon neutral collection offsets all its greenhouse gas emissions through partnership programs.





A new milestone for a limitless brand: 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. It has been certified carbon neutral from manufacturing to end-of-life through UN-recognized projects with a high positive social and environmental impact.

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



Certifications

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

More information at: www.cosentino.com/usa/dekton

- Made with 100% certified renewable electric energy.
- 99% Recycled water.
- Up to 85% of recycled material.
- Carbon Neutral Cradle to Grave.



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

Dekton® 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 mimics the natural evolution for the creation of natural stones.

As for Dekton®, we are making great strides 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 mm, 1.2 cm and 2 cm.



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.

Facades

In 2021 we incorporated two new systems, both for 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.



SENSA
by COSENTINO®

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

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



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

Certifications

Greenguard and Greenguard Gold.

More information at
www.cosentino.com/usa/sensa



How we inspire people.

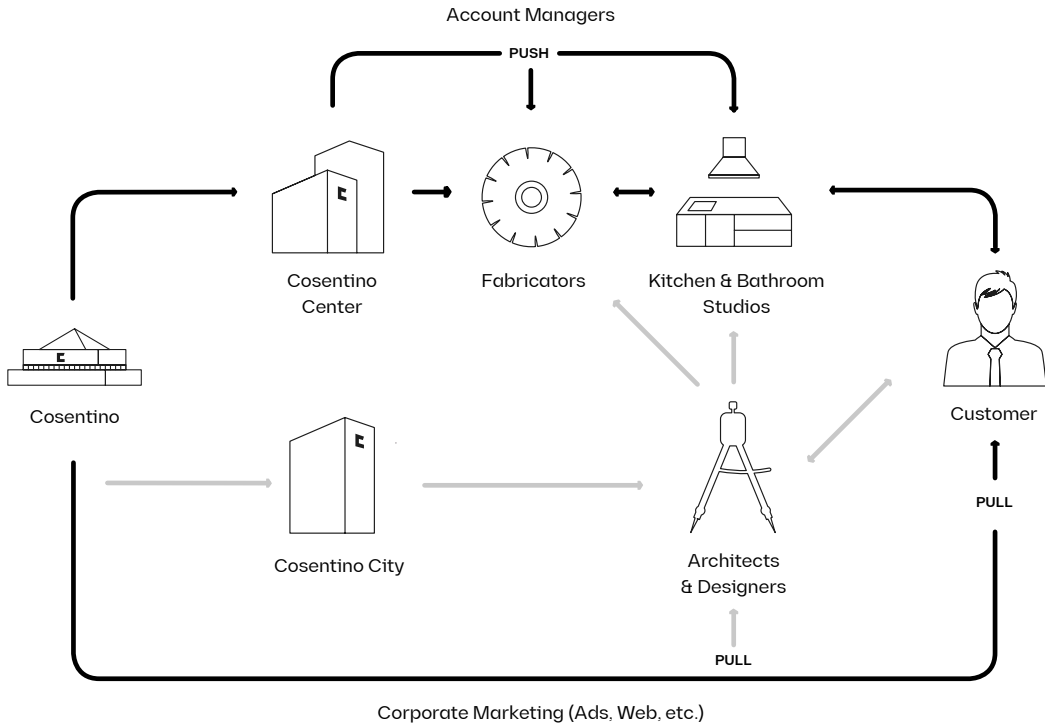
Our clients are our voice and ears to understand and respond to the needs of the end user.

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

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

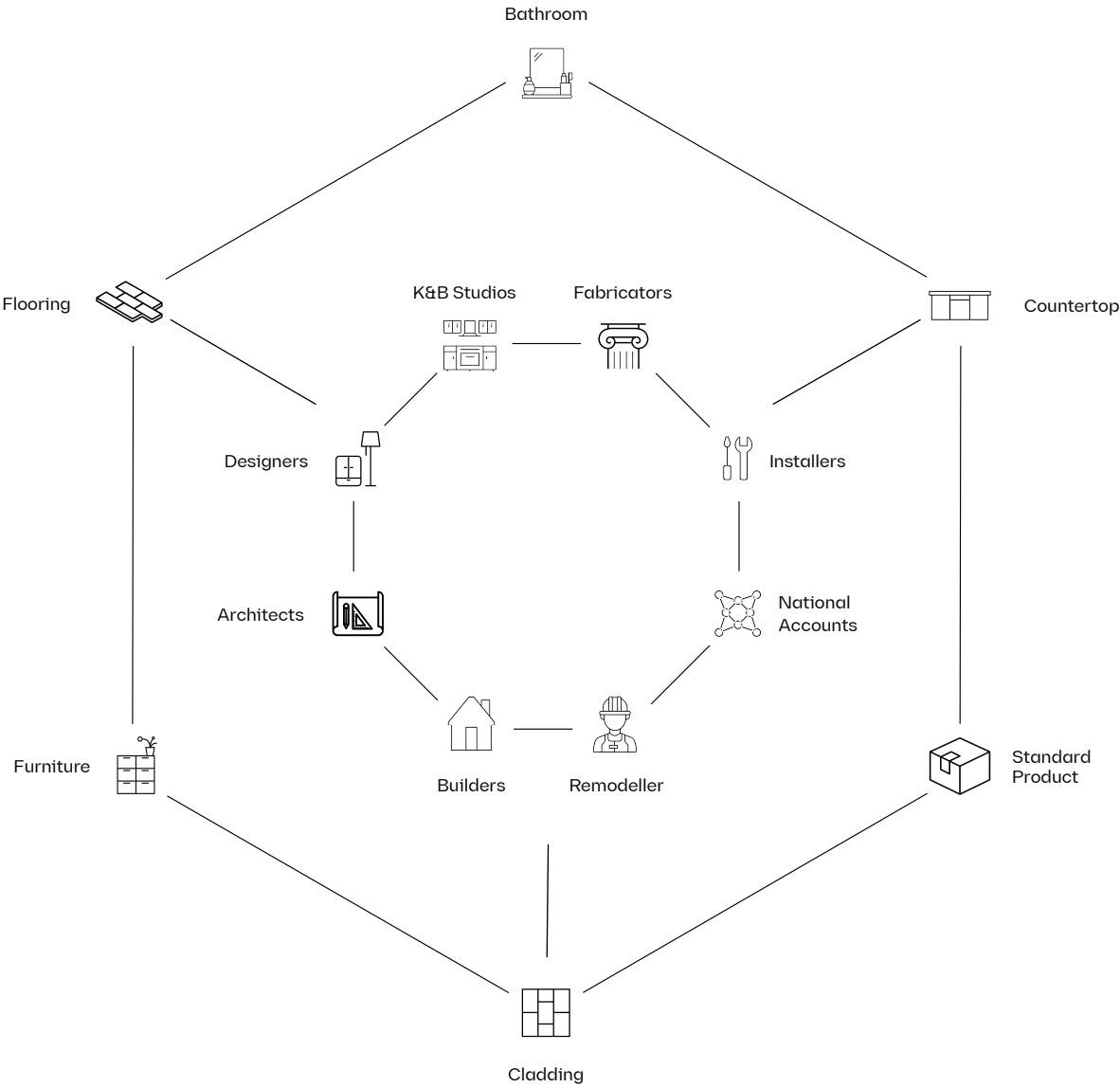
Business model:
The Cosentino Value Chain



Cosentino® Ecosystem

The result of this relationship is what we call the Cosentino® Ecosystem, a network of connections and business opportunities among professionals 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.



→ Silestone® Posidonia Green - Sunlit Days



→ Solar Park at Cosentino



Our strategic vision: a holistic approach that empowers us.

Enviromental vision

We respect our environment to 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%, in which 58% of projects consist of new construction and 42% remodels.

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.

In an ever-changing environment, we have identified and are prepared for a number of risks and opportunities:

- **Inflationary environment**, in which both the increase in the price of raw materials and basic supplies, 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 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 minimize adverse effects.

We anticipate risks in order to mitigate 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 program:** it aims to mitigate potential adverse effects on our economic and financial profitability, in the face of uncertain markets. It also addresses credit and liquidity risks.

→ **SWOT matrix:** we use this to analyze Group’s Strengths, Weaknesses, Opportunities and Threats. It is a comprehensive analysis that includes the perspective of different departments in the company. 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, four strategic and one compliance) classified by level of criticality. This was based on the residual risk assessments rated by the directors and members of the Executive Committee.

Over the next two years, the 11 risks classified as having the highest residual risk will be monitored in detail. 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.

We have establish an ongoing an ongoing dialogue that helps us to understand the understand areas of improvement and ways to better our relationship.

This assessment and an internal analysts gave rise to the materiality matrix. This mechanism allows us to prioritize issues and provides a road map to continue creating economic, social, and environmental value. Consequently, the most relevant aspects for our stakeholders are:

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

Main Materiality Matrix (3-5)

● Strategy

- 1. Sustainable Financial Development
- 2. Commitment to local employment and development
- 3. International expansion
- 4. Digitalization 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 service safety
- 13. Product and service innovation
- 14. Information and labeling

● 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 programs.
- 21. Well-being and mental health of employees.

● Social Impact

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

● Environmental Impact

- 27. Climate change and renewable energies
- 28. Control of environmental impact and protection
- 29. Efficient and responsible use of resources: water, energy and raw material
- 30. Waste management, circular economy and recycling
- 31. Sustainable facilities
- 32. Sustainable Mobility



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, mindful to what is going on around us.

We analyze risks and opportunities to move towards a better future.

We are aided on this path by our SHAPE program, 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 set outs the lines of action that drive us forward:



Diversification

Development of new channels and applications in existing markets.



Brand strength

Provide added value to the B2B and B2C segments.



Innovation & Design

Development of new collections that set trends and differentiate us from our competitors.



Digitalization

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, maximizing our contribution to development and society.



Strengthening and optimizing 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 digitizing daily operations to ensure optimal level of service.

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 program, the GRI indicators and the section of the report in which it is included.

Relation Matrix	Shape Program	SDGs	GRI
1. Quality of products and services			102-2
2. Customer relationship and satisfaction			102-40 to 102-43
3. Health and safety of employees			403-1 to 403-10
4. Efficient and responsible use of resources: water, energy and raw material.			302-1 to 302-5; 303-1 to 303-5
5. Health and safety of products, employees and value chain			308-1
6. Waste management and recycling			306-1 a 306-5
7. Ethics and anticorruption			405-1 y 405-2; 406-1; 407-1; 408-1; 409-1; 205-1 and 205-3
8. Safety of products and services			204-1; 416-1
9. Human Capital: recruiting and talent retention			401-1 and 401-3; 404-1 to 404-3
10. Control and protection of environmental impact			307-1
11. Product and service innovation			203-1
12. Social benefits, work-life balance and quality of life			401-3; 413-1
13. Climate change and renewable energies			305-1 a 305-5
14. Well-being and mental health of employees			401-1; 405-1; 405-2; 406-1
15. Sustainable facilities			203-1
<div><div><div>Shape Program</div><div><div> Diversification</div><div> Brand Strength</div><div> Innovation and design</div><div> Digitalization</div><div> Trained Team</div><div> Sustainability</div><div> Production capacity</div><div> Supply chain</div></div></div><div><div>SDGs</div><div><div> SDG 3 Health</div><div> SDG 4 Quality Education</div><div> SDG 6 Clean water and sanitation</div><div> SDG 7 Affordable and clean energy</div><div> SDG 8 Decent Work</div><div> SDG 9 Innovation and infrastructure</div><div> SDG 11 Sustainable cities and communities</div><div> SDG 12 Responsible consumption and production</div><div> SDG 13 Climate Action</div><div> SDG 16 Peace, Justice and Strong Institutions</div><div> SDG 17 Partnerships for the goals</div></div></div></div>			

We are transforming ourselves to be better.

We are moving towards a more connected factory.

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

We are aware that industrial digitalization 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.

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

Technology at the service of the supply chain.

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

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

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

In January 2021, we created a new area in our company, the Digital Business Unit, which has a new working methodology (Agile/Scrum). We have evolved and developed Professional Platforms for 5 business verticals, including kitchen shops, fabricators, 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:



Kitchen / Bath shops

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



Designers

Raising brand awareness within this group through the C·Top Design program and creating a community through our digital platform where we offer high-value services, bonuses and online purchases.



Fabricators

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

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

We strive for robotization 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 optimize 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 robotization 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.



Architects

Generate brand awareness through the C.Top Design program, where we offer high-value services, bonuses, and online purchases.



We launch digital marketing campaigns

To raise brand awareness and attract business opportunities for the company (B2B and B2C).



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

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.

Data will inform all future decisions and this notion gave rise to the new Data & Analytics department. 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.

- To govern the data to continuously improve data quality, to help make data discoverable and interpretable and to manage procedures.
- To achieve, with the first two objectives, the democratization of data exploitation. This last point is key to making the data culture permeate the organization and create value in all areas and at all levels.

We analyze the impact of digitalization 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 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 four in the United States,

as well as three 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.

Total investment in euros (including CSA and CRD)

	2020	2021
Investment in R&D&I projects	7,697,654.52	6,144,980.18
Investment in R&D&I assets	838,054.12	176,570.11
Investment in R&D&I-related assets non-Industrial	1,931,984.73	452,725.26
Investment in related assets Industrial R&D&I	9,287,718.44	6,813,900.06
Total investment	19,755,411.81	13,588,175.61





Our Vision of Sustainability.

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

A mission to keep growing,
but in an even 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

Maximizing 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

→ Detail of Cosentino's Solar Park



→ 2021 National Awards of Innovation and Design - "Large Company" Category"



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 minimizing the consumption of natural resources and energy. The corporate decarbonization 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 Eduarda Justo Foundation and the Ibáñez-Cosentino Foundation, the Cosentino Group's commitment extends to corporate volunteering actions and contributions to different organizations 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 analyzes and strategic decisions.

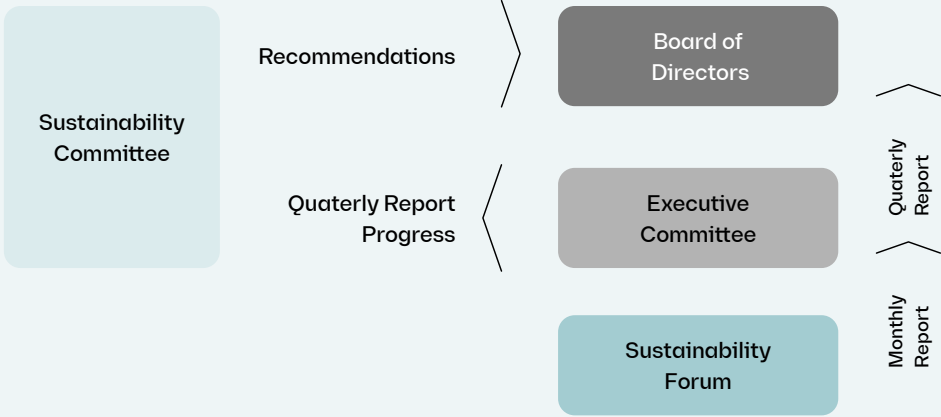
The implementation of this new model is led by the Board of Directors. As the highest governing body involved in the company's strategy, it is in charge of analyzing the progress of the strategic lines of sustainability and reviewing both the achievement of the objectives and the commitments made. It 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, analyzing the degree of achievement of the objectives set and, where appropriate, making the necessary changes to achieve them.

At a lower level in the organization 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



→ Cosentino®
Industrial Park





ESG

(E) Cosentino x Environmental

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

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

Our brands improve people’s lives by transforming the spaces in which they live. That is why protecting the 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 life cycle. 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 center 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.

We take care of our planet

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.

We are building one of the largest photovoltaic self-consumption plants in Spain: over 38,000 solar panels which will generate 15% of our annual electrical consumption.

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.

Other actions taken to improve energy efficiency:

- Certification in ISO 50001 Energy Management Standard.
- 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.

Electricity Consumption

SILESTONE®	2019	2020	2021
Total Electricity Consumption (kWh)	106,233,880	110,859,683	150,798,160
Total Thermal Energy Consumption (kWh)	25,945,945	33,185,960	40,805,200
Total Energy Consumption (kWh)	132,179,825	144,045,643	191,603,360
Total SILESTONE® produced (kg/year)	324,312,623	253,591,835	386,568,673
Energy indicator (kWh/kg produced)	0.41	0.57	0.50

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

SILESTONE® + DEKTON®	2019	2020	2021
Total Electricity Consumption (kWh)	139,593,416	138,977,615	192,456,240
Total Thermal Energy Consumption (kWh)	199,706,132	164,060,321	265,209,158
Total Energy Consumption (kWh)	339,299,548	303,037,936	457,665,398
Total produced (kg/year)	399,438,623	311,678,835	503,187,827
Energy indicator (kWh/kg produced)	0.85	0.97	0.91

DIESEL CONSUMPTION	2019	2020	2021
Total consumption (litres)	638,325	614,551	892,126
Total consumption (kWh)	6,414,105	6,175,221	8,970,890

→ 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, 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)

Use of collected water (m³)	2019	2020	2021
Irrigation (m³) *	49,047	88,791	45,763
Industrial (m³)	251,025	178,001	344,796
Total (m³)	291,163	218,223	407,304

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/or stages of the product in which we really achieve a greater positive impact.

We develop innovative and sustainable products by analyzing 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 analyzed.

This is one of the greatest acts of transparency on the impacts of a product, as many categories are analyzed, allowing us to get a

complete and accurate picture of the potential impact of our products on the environment. The main impact categories analyzed 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 oxide 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.



Environmental Product Declaration EPD Silestone®



Environmental Product Declaration EPD Dekton®

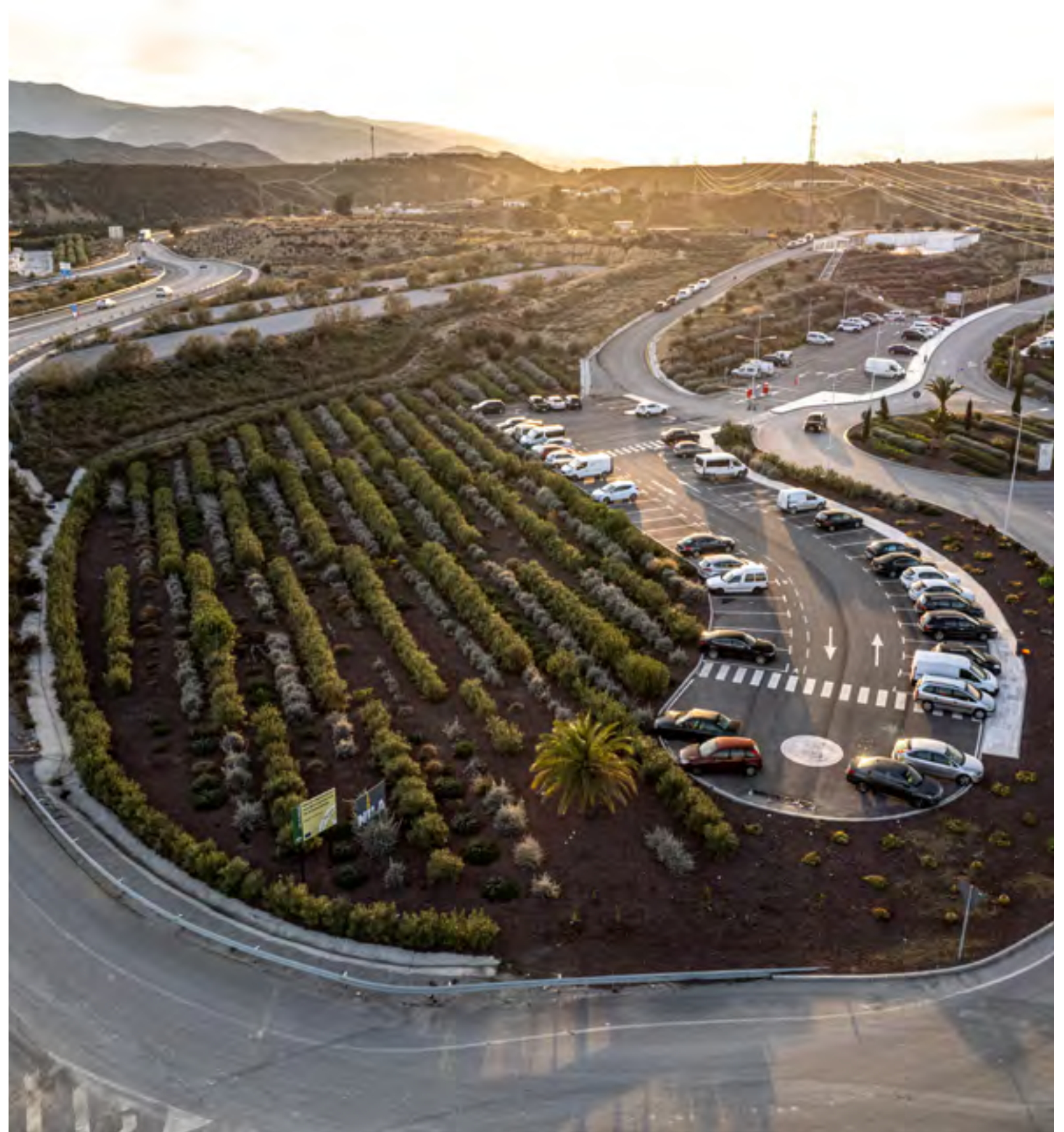
Circular Economy

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. 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 colors and products, offering materials with a significant content of recycled and/or recovered raw material in their formulation.

→ Technosols: Synthetic soil made of different waste material



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


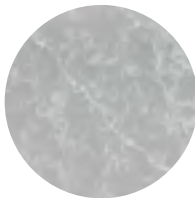
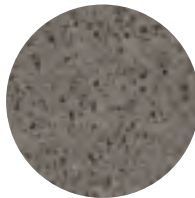
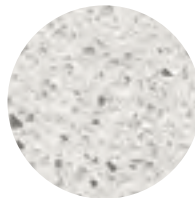







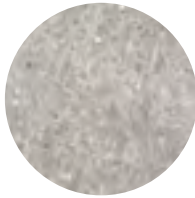
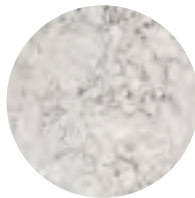

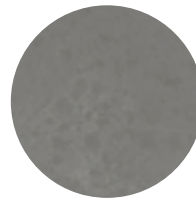



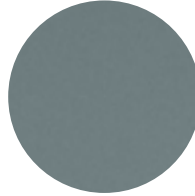
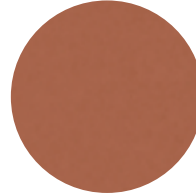
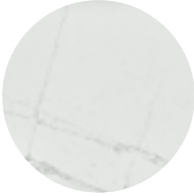



All the efforts made both in the improvement of production processes and in R&D investment aimed at using new materials for the formulation of our products, have helped us to produce 3.2 million square meters of slabs from recovered or recycled material (before and after use), which represents 29% of total production.



Silestone®

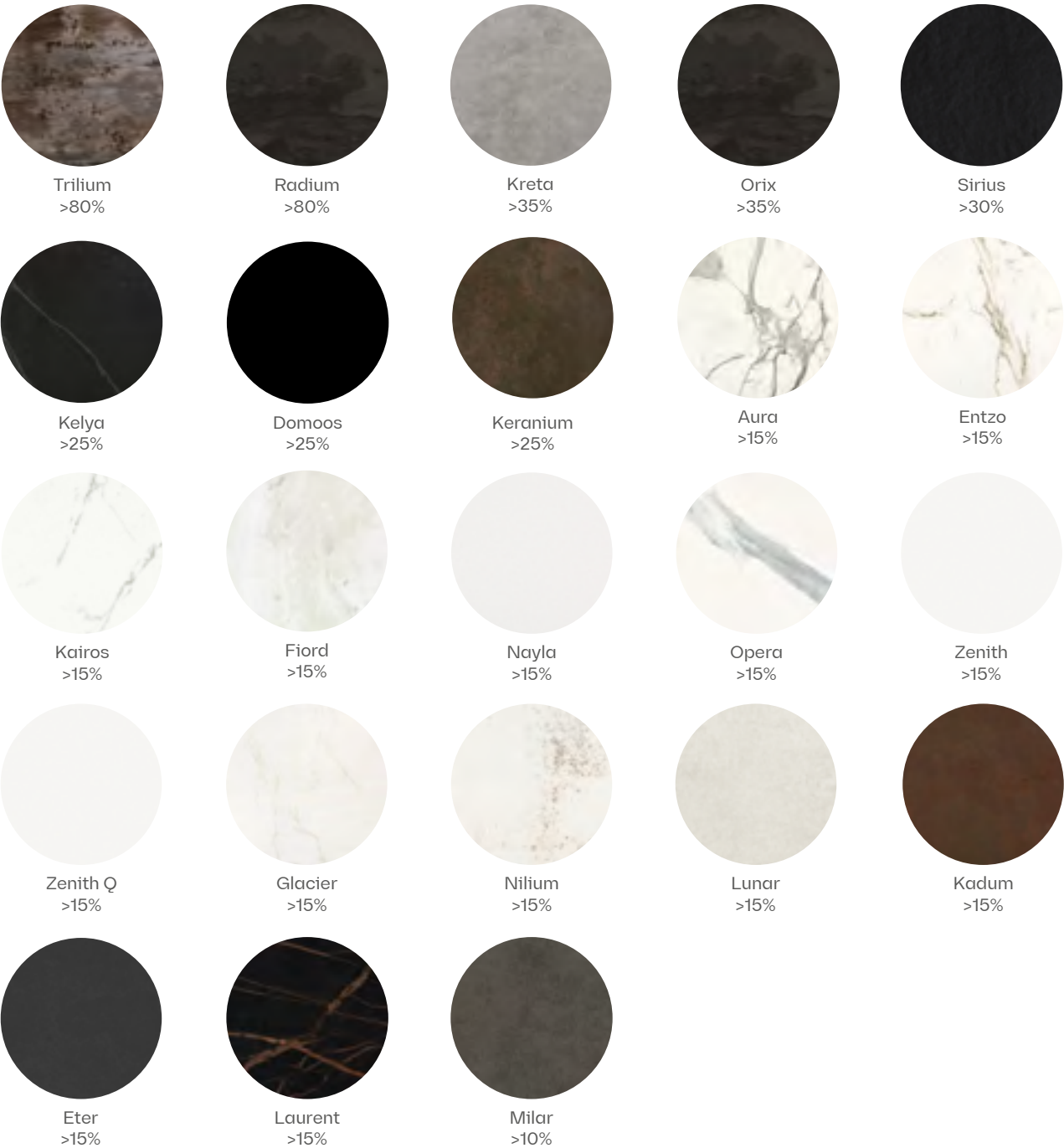
As for Silestone®, thanks to the HybriQ+® technology, which labels all colors with a recycled or recovered raw material content of more than 20%, this year we have achieved a significant increase in the amount of end product with raw material content, reaching 16% compared to 10% in 2020.

Currently there are 24 colors with recycled raw materials (Dekton® discs, glass, mirrors, porcelain or vitrified ash) from nine different series.

				
White Diamond >60%	Polaris >40%	Stellar Grey >30%	Stellar Blanco >30%	Stellar Negro >30%
				
Aluminio Nube >20%	Camden >20%	Halcyon >20%	Miami Vena >20%	Corktown >20%
				
Nolita >20%	Ocean Jasper >20%	Pietra >20%	Poblenou >20%	Seaport >20%
				
Faro White >20%	Cinzel Grey >20%	Posidonia Green >20%	Cala Blue >20%	Arcilla Red >20%
				
Ethereal Dusk >20%	Ethereal Haze >20%	Ethereal Noctis >20%	Ethereal Glow >20%	

Dekton®

As for Dekton®, we continue to make great strides to ensure that all waste and scrap generated in the production process can be reused as a raw material. This represents a step further towards the Zero Waste target for the manufacturing 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 optimization and improvement of processes to minimize the generation of waste.



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

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 result. Additionally, we are committed to our zero waste discharge policy, which means that we recover 100% of the industrial water generated in our processes.

→ Treatment and recovery plant(CoMA) in Cosentino®



Circularity Project and Zero Waste Strategy for Dekton®

We innovate to create new opportunities for every type of waste.

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

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

The corporate circular economy has resulted in the implementation of the **Zero Waste Strategy for 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.

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.

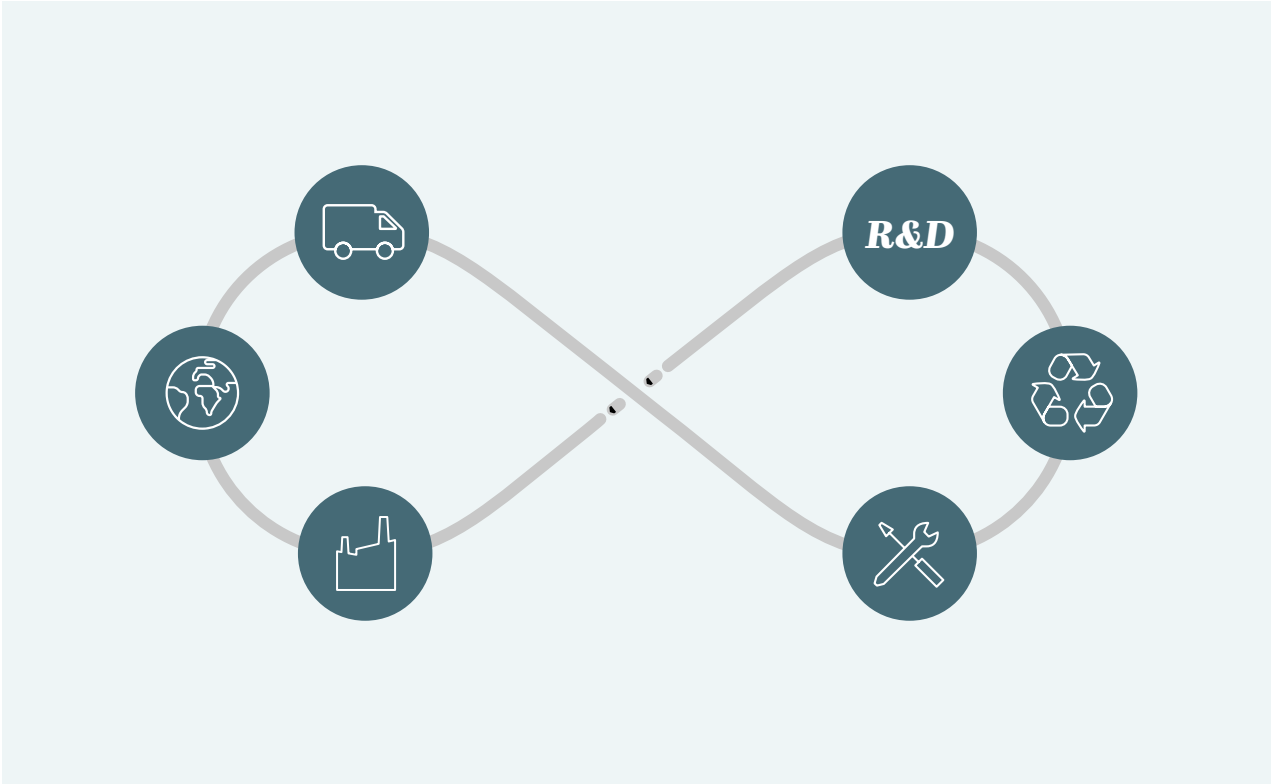
A more sustainable future is what we all want. And we are developing the materials to make it possible.

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 Center for the Development of Industrial Technology (CDTI), with the support of the Technological Corporation of Andalusia (CTA). It has been selected within the national program 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 decarbonization and the circular economy.

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

These innovations combine synergistically to achieve a new generation of highly sustainable thermoset composites for three 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, 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)

	2017	2018	2019	2020	2021
Investment in environmental assets (euros)	13,200,000	5,049,000	10,372,807	15,258,320	12,098,360
Spending on environmental control and improvement (euros)	7,364,559	8,127,819	6,881,342	8,534,612	10,292,899

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

	2018	2019	2020	2021
Investment in environmental assets (USD)	531,600	526,340	0**	302,510
Spending on environmental control and improvement (USD)	1,230,160	1,426,909	1,291,043	1,607,873

* Exchange rate on 31st December 2021: 1.130397 USD = 1 Euro.
** Investments were halted or delayed due to the COVID-19 pandemic.

Change in investment and environmental spending in Brazil*

	2017	2018	2019	2020	2021
Spending on environmental control and improvement (BRL)	1,032,310	1,102,124	814,674	760,137	894,837

* Exchange rate on 31st December 2021: 6.38 BRL = 1 Euro

→ Circular water system at Cosentino



→ Cosentino Care for the Planet program - Collection of underwater waste



Decarbonization

Cosentino CO₂ncious:
We minimize 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 Organizational Carbon Footprint. This has been carried out 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).

Carbon Footprint

We learn how to better calculate our carbon footprint in order to reduce it. 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.

Carbon Footprint Evolution

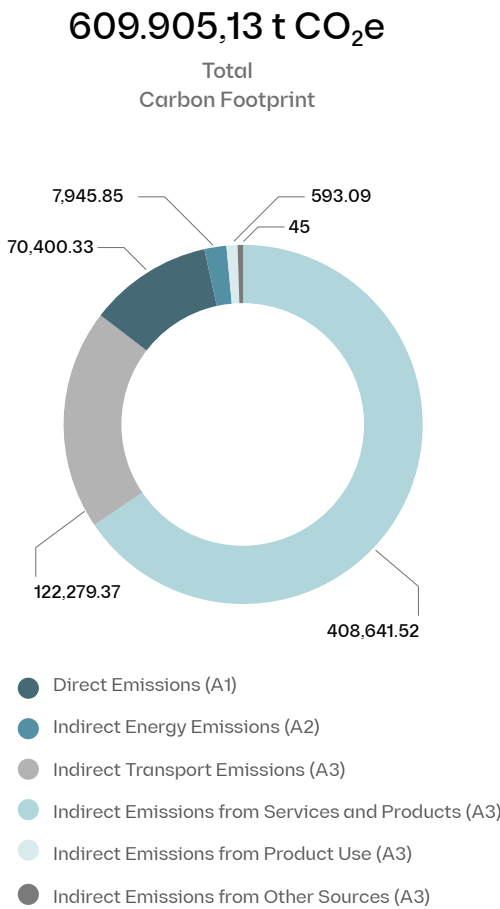
	2018	2021	Evolution 2018-2021
Production t CO ₂ e/(ton)	1.26	1.17	-6.80%
Raw Material Consumption (t CO ₂ e/ton)	0.88	0.79	-10.13%
Turnover (t CO ₂ e/k€)	0.45	0.44	-2.87%
Employees (t CO ₂ e/n°)	102.30	107.87	+5.44%

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. Revitalizing and protecting natural environments: reforestation projects 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 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.



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 neutralizes its entire carbon 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 neutralizing emissions throughout the product life cycle.

With regard to the mandatory offsetting of greenhouse gas emissions, a total of 39,855 tons 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.



Our Blue&Green projects

To offset emissions: less carbon by more biodiversity.

We transform our emissions into revitalized forests and cleaner marine ecosystems. In partnership with key players in environmental protection, we develop our own programs 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 Carbon Ethics, 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 organized 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 communities, we developed the ambitious Green Belt project, which is now 78% complete. This involves 144,000 m² of restored areas around our facilities, plus 42,900 m² in common spaces, to protect the natural heritage of our environment.

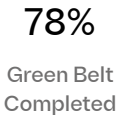
We maintain the following fundamental ground rules for restoration actions:

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

- Allows the creation of a vegetation barrier that helps mitigate the effect of the wind, minimizing 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 prroject aims to improve 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



→ Cosentno® Industrial Park Aerial View



Our commitment to a low-carbon economy.

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

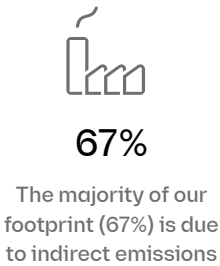
The majority of our footprint (67%) is due to indirect emissions not related to our production. This is followed by 20% related to transport, distribution of our products and raw materials and only 11% to our production processes.

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.

As of 2021, 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.

We are developing smart digitalization, sensorization and electrification tools with a high impact on our emissions.

Our environmental impact of the emissions associated with the internal and external transport of our activity is well known to us. We have been working for years on different actions to promote and internalize sustainable mobility in our DNA. We reduce emission through digitalization, sensorization, and electrification tools with a positive impact on employees and partners, and on the reduction of emissions related to our activity.

received the ‘Special Mobility to Work Award’ in May 2021 at the 1st Edition of the Spanish National Mobility Awards, organized 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.

As a result of this commitment, we





ESG

(S) Cosentino x Social

Maximizing our contribution
to development and
to society.

We are a collection of people taking
care of each other. Creating a better
society and a future for all.

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 for 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.

Team

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

Cosentino is its team.
Every achievement belong
to them. Their growth is ours.

- 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.
- We work with a people-first mentality with the certainty that they are our greatest asset. We consider any business process in terms of its impact on people - both employees and external stakeholders such as clients, suppliers, institutions, and communities as a whole.
- 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.

→ Cosentino C-Hall



We are growing in what is important: our 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

	2016	2017	2018	2019	2020	2021
Number of employees	3,624	3,917	4,314	4,785	4,740	5,425
		8%	10%	11%	-1%	14%

Employees by contract type and gender

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

Employees by contract type and gender in 2021

	Under 25	from 25 to 35	from 35 to 45	from 45 to 55	over 55	No data	Overall total
Permanent	153	1,400	1,801	1,125	446	4	4,929
Full-time	153	1,394	1,779	1,120	436	4	4,886
Part-time		6	22	5	10	-	43
Temporary	94	262	95	33	12	-	496
Full-time	93	262	95	33	3	-	486
Part-time	1	-	-	-	9	-	10
Dismissals	8	54	68	36	23	1	190
Overall total	247	1,662	1,896	1,158	458	4	5,425

Employees by type of contract or professional category in 2021

	Senior Management	Middle Management	Operational Management	Professional	Administrative	Operator	Overall total
Permanent	22	80	686	1,627	284	2,230	4,929
Full-time	22	80	679	1,613	273	2,219	4,886
Part-time	-	-	7	14	11	11	43
Temporary	-	-	2	79	4	411	496
Full-time	-	-	1	77	4	404	486
Part-time	-	-	1	2	-	7	10
Dismissals	-	2	31	64	12	81	190
Overall total	22	80	688	1,706	288	2,641	5,425

Compensation

Our compensation policy is equitable in relation to the level of responsibility and contribution.

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

The change in average compensation 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

	% Gender		Average in euros	
	Men	Women	Men	Women
Year 2021	82%	18%	296,001	190,310
Year 2020	80%	20%	296,640	159,740
Year 2019	81%	19%	232,597	142,817
Year 2018	81%	19%	203,783	120,184

Senior Management also includes Directors, Executive Directors and the Chairman.

Salary Information excluding Senior Management

Average remuneration	Year 2018 (€)	Year 2019 (€)	Year 2020 (€)	Year 2021 (€)	Variation in the period 20-21 (%)
Men	38,438	40,877	40,618	39,937	-1.67%
Women	43,009	45,844	46,945	46,747	-0.42%

Salary Information excluding Senior Management

Average remuneration	Year 2018 (€)*	Year 2019 (€)	Year 2020 (€)	Year 2021 (€)	Variation in the period 20-21 (%)
Under 25	20,027	25,889	26,173	26,774	2.30%
from 25 to 35	32,577	35,441	36,982	35,719	-3.42%
from 35 to 45	41,598	43,884	42,759	43,320	1.31%
from 45 to 55	46,528	49,028	48,170	47,517	-1.36%
over 55	47,762	49,862	47,953	48,252	1.00%

Average remuneration	Year 2018 (€)*	Year 2019 (€)	Year 2020 (€)	Year 2021 (€)	Variation in the period 20-21 (%)
Middle Management	162,780	172,402	167,315	160,662	-3.98%
Operational Management	63,083	67,784	67,618	68,074	0.67%
Professional	47,506	50,213	50,880	49,024	-3.65%
Administrative	30,766	34,037	34,232	34,903	1.96%
Operator	24,590	27,033	27,327	26,937	-1.43%

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

Salary gap*

Senior Management**	60.3%
Middle Management	3.8%
Operational Management	-5.7%
Professional	-12.7%
Administrative	6.5%
Operator	0.0%
Overall total	-36.9%

* 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 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 achieve their highest potential, beyond providing skills and knowledge.

Furthermore, each year we analyze the organization'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 and diversification.

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.

Gender	No. of Employees	% of Employees	Professional Category	No. of Employees	% of Employees
Women	1,058	83.3%	Manager	91	2%
Men	3,429	82.5%	Technician	2,191	48%
			Operator	2,205	50%

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 organization 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.

Our continuous training program ensures all our employees develop their skills to their maximum potential.

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 while only 10% is generated in structured training processes.

Our employees have access to a wide variety of training programs. In 2021, we allocated 66,578 hours (Training Plan + Onboarding + online English) to training our employees, in two lines of training:

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.

Programs in 2021 included the Digital Transformation program for the sales network in Europe and the Americas and the Executive Committee, basic and advanced accounting training for the finance and audit departments, internal training, certifications for certain positions in the systems department, coaching programs, upskilling training for specialists and specific training for participants in our development programs.

Each year we include new training methodologies, integrating innovation and best practices 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 digitalization of our training content allows us to reach all employees, regardless of the geographical area in which they work.

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

252
training activities
to our employees

66.578
training hours
to our employees
Training Plan +
Onboarding +
online English

Additionally, we offer employees the possibility to apply for a Masters, Postgraduate or specialization course. To promote multi-disciplinary training for our employees, the support is as follows:

Flexible Remuneration

It helps you decide how much of your salary you want to spend for this purpose, which is exempt from personal income tax, thus increasing your purchasing power. External training has an unlimited tax exemption for work-related courses. With this option, the amount you contract is not taxed for personal income tax purposes and the basis for your Social Security contributions is not affected.

* Should these needs arise during the year but not at the meetings that are set up to detect them, the corresponding department will bear the whole cost of the Masters, Postgraduate or specialisation course.

Below is the average number of employee training hours per year and the number of total training hours broken down by gender and professional category:

Training hours by gender

	Men	Women	Total hours
Continuous training	32,108	13,484	45,592
Onboarding	9,642	6,702	16,344
English Online	3,027	1,615	4,642
TOTAL			66,578

Training hours by professional category

	Senior Manag.	Middle Manag.	Operational Manag.	Professional	Administrative	Operator	Total
Continuous training	238	1,996	12,984	25,842	1,113	3,419	45,592
Onboarding	25	88	1,054	10,211	1,737	3,229	16,344
English Online	126	163	1,039	3,118	114	82	4,642
TOTAL	389	2,247	15,077	39,171	2,964	6,730	66,578

We have implemented improvements to our recruitment processes with access and talent acquisition programs.

The following programs were carried out in 2021:



Ingenia program
Paid development program 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.



Proyecto Program
A comprehensive two-month program aimed at training operators to facilitate their full integration into the labor market. 20 participants.



Acelera program
A program for 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. Most common applicants include: computer engineering, auditing, IT, telecommunications, mathematics, architecture, economics, business administration, occupational risk prevention, labor relations and human resources. 16 participants.

Other training programs

Other programs 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 Stone (first year).
- Specialization 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 program 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.

Quality employment

We create quality jobs designed for a fulfilling life.

We promote a working environment that is safe, attractive, inspiring, balanced and successful. That makes people grow in all their dimensions and not only in aspects of their life beyond 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 encouraged 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 remote work was implemented for appropriate functions. 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:

Leaves maternity/paternity

	Spain	USA	Brazil	Other countries	Total
Maternity	26	17	4	8	55
Paternity	143	24	4	16	187
Overall total	169	41	8	24	242

Health insurance

We seek to improve employees lives, especially in areas or instances where socioeconomic situations hinder their 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 compensation

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

This compensation system allows each employee to decide, voluntarily, how to receive part of their monetary compensation to suit their 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 compensation in Spain continued to grow, from 571 to 615, representing an increase of 7.7%.

Company bus route

The company’s bus routes continue to operate after a short pause due to the COVID-19. This service is largely subsidized 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 starting January 2022.

Corporate relationships

60.55% of our employees worldwide are signed up to collective agreements. In Spain, where more than 56.9% 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:

Collective agreements signed by country

Country	% of collective agreements
Cosentino The Netherlands	100%
Cosentino Italy	100%
Cosentino Belgium	100%
Stone Services of France	100%
Cosentino Austria	100%

We take care of the future

Health and Safety

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



Putting people first means taking care of their health and safety above all else. With improved infrastructure, 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 program with the support of Gensuite software.

2021 has been a year of major expansion of our production capacity, which has led to a significant expansion of our industrial infrastructure. 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 analyzed 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 three of them responded, identifying four areas for improvement that have been included in the Risk Action Plan of our health and safety system:

- Standardize document validation criteria.
- Coordinate procedure for task distribution.
- Accelerate the preparation of coordination minutes.
- Awareness of facility improvement.

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

Our Leadership program 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 center 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 centers

5 Cardinal rules audit.

- 1,196 improvement actions detected.
- 1,080 improvement actions completed and 123 in progress.

1,196
improvement actions
1,080 closed actions
and 123 in process

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.

45,455
reviews of safety
conditions

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

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 much 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, we've 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.

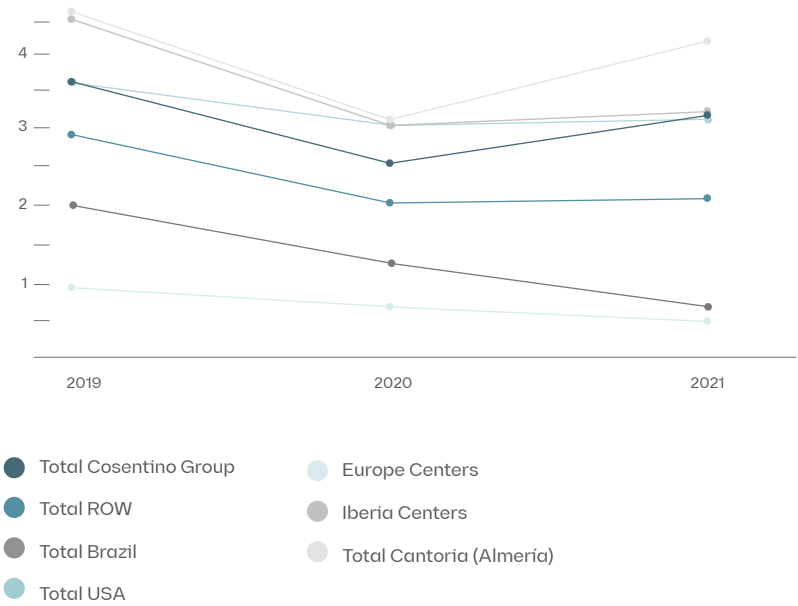
By the end of 2021, the degree of fulfilment of this project is 45%.

We continue to strengthen our safety culture.

We have reduced our accident rate by 10%, and 14% in the past three years.

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

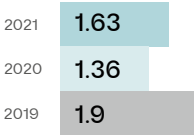
Accident rate by market



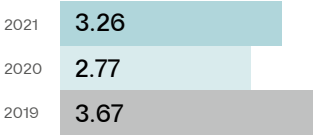
Accident Rate by market

	2019	2020	2021
Total Cosentino Group	3.67	2.77	3.3
Total ROW	1.11	0	0.58
Total Brazil	2.04	1.36	0.64
Total USA	3.65	3.09	3.35
Europe Centers	1.05	0.76	0.5
Iberia Centers	4.5	3.5	3
Total Cantoria (Almería)	4.6	3.32	4.2

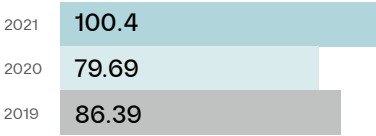
Lost Time Incident Rate (LTIR)



Total Case Incident Rate (TCIR)



Lost Workdays. Severity Rate.



When analyzing 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

	Men	Women
Number of work-related accidents	147	11
Frequency rate	4.07	0.99
Severity Rate	134.05	1.26
Number of work-related diseases	12	0

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

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

Absenteeism*

	2017	2018	2019	2020	2021
Absenteeism figures	1.70	1.80	3.80	4.94	4.31
Absenteeism hours	105,757.24	123,949.98	154,828.76	246,953.04	286,960

* 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 organization 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 infrastructure 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.

150 M€
Investment in Safety
for Cosentino Group

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

Throughout 2021 we carried out a process of integration of the four 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 products
 - Design, Fabrication, Elaboration, Marketing, and Distribution of Ultra Compact Surfaces
 - Design, Fabrication, Elaboration, Marketing, and Distribution of Recycled Surfaces



Cosentino expresses its commitment and responsibility with the Sustainable Development Goals, according to the UN's 2030 Agenda, through the definition and distribution of this policy. To achieve this commitment, the management team assumes and promotes the following basic principles that should precede all activities:



1 · Satisfy the needs and expectations of our stakeholders, listen to market demands, and approach the final consumer as a guarantee of sustainable growth.



2 · Ensure that our current and future processes comply with applicable legislation and other requirements assumed by us.



3 · Work to be a reference for our stakeholders, and society in general, in Cosentino's scope of influence in matters of Quality, Health and Safety and the Environment.



4 · Promote knowledge, competence and digitalization 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.



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 program for contractors beyond compliance with the law.
- To implement Gensuite and the Safety by Routines program in Europe-APAC distribution (60%).
- To implement Based Behaviour Program Distribution CCNA (90% centers).

Health

- To promote Well-being programs (at least 2 initiatives/year).

Training

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

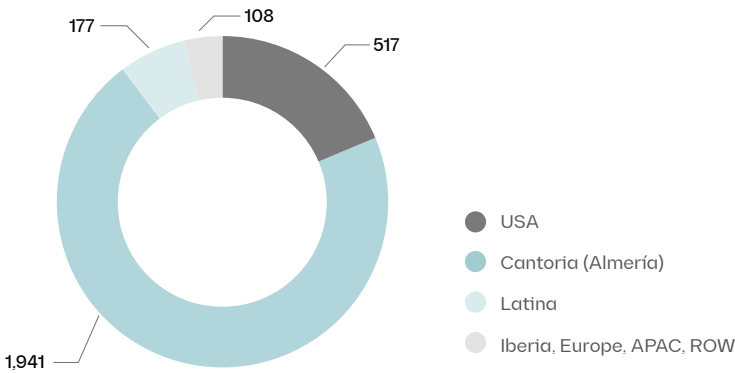
Objectives for the 2022

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 programs (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 program 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.

2,543

Health and Safety training hours

Diversity

Diversity and Inclusion.

Our most important capital is our human capital.



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.

Organizational level at end of year 2021

	Men	Women	Overall Total
Senior Management	18	4	22
Address	70	10	80
Operational Management	539	149	688
Professional	1,007	699	1,706
Administrative	70	218	288
Operator	2,452	189	2,641
Overall total	4,156	1,269	5,425

	Men	% Men	Women	% Women	Overall total	Total %
Senior Management	18	81.8%	4	18.2%	22	100%
Address	70	87.5%	10	12.5%	80	100%
Operational Management	539	78.3%	149	21.7%	688	100%
Professional	1,007	59.0%	699	41.0%	1,706	100%
Administrative	70	24.3%	218	75.7%	288	100%
Operator	2,452	92.8%	189	7.2%	2,641	100%
Overall total	4,156	76.6%	1,269	23.4%	5,425	100%

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



Inclusion

We can all make Cosentino better. Our differences make us stronger.

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, 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 color, 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.

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:

Disabled employees

	Men	Women	Overall total
Cosentino S.A.U and Cosentino Global	10	3	15
Cosentino Latina (Brazil)	4	4	8

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 behavior 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 organizational 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 programs 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 two complaints referring to cases of harassment and one complaint regarding discrimination.

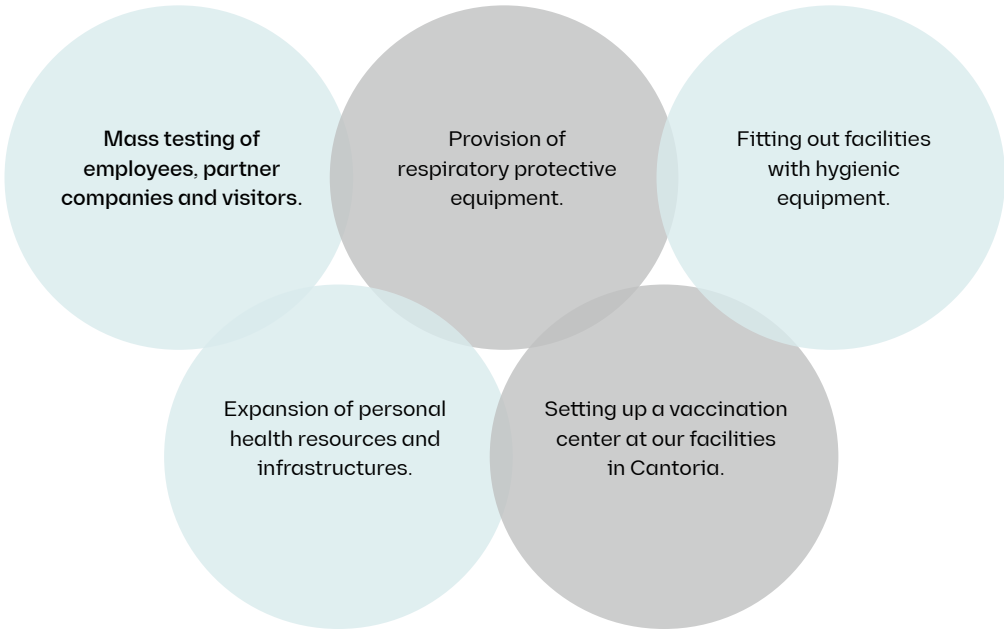
We focus on preventing and avoiding all occupational risks related to discrimination and harassment.

COVID

2021 – the year we continue to adapt to a new normal.

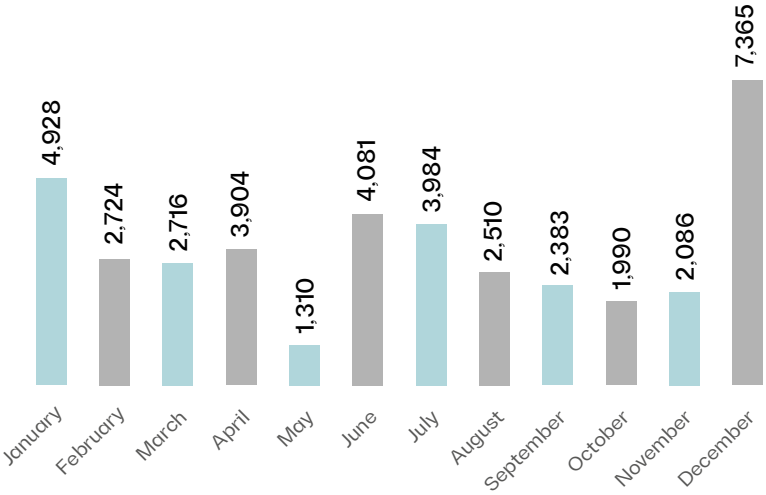
This year sustainability has expanded its meaning. The pandemic has continued to test our capacities, our determination and our collective will.

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



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



31,264
tests performed
to employees

8,718
tests performed
to suppliers

The 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.
Remote working, non face-to-face meetings.
- Minimizing 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 program 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.

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 program

- 1,245 employees used our vaccination services for their first and booster dose.
- Vaccinations in our Cantoria installation were made possible through our partnership with Asempal and the Andalucía Board as part of Plan Sumamos Salud + Economía.

1,245
Vaccinated employees
with initial and
booster dose

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



Communication channels

We launched C·People: More than just a communication tool, it is an umbrella program 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 organized 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-center 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

Personalized and constant information.
528 internal communications from the different areas of the organization.



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: Llive, 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.



Cosentino Mobile App

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



Notice boards

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



Other communication tools.

Competitions: we organize a drawing contest for children of employees under 12 years of age. For employees, we organize 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 Cafés

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



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
in our the planet.**

We promote initiatives
that contribute to the
development of all
communities where
we operate.

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.





Almería and Andalusia x Cosentino

Be part of it:
our contribution
to the community.

Being a global leader does not only mean having a presence in many places. It means that we care about each of them. 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 wellbeing 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 centers and launched a pioneering vocational training course, as well as high-impact projects for young people in partnership with the Eduarda Justo Foundation.



We revitalize the business fabric of Almería by creating our own Dual Vocational Training Course.

A pioneering program designed to attract young talent to this type of education and developed in partnership with the Juan Rubio Ortiz Institute of Higher Education for more than two years.

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

A network that brings together companies, educational centers and institutions committed to this educational model in order to train more qualified professionals adapted to the real productive environment.

We are the first company in Almería to implement Dual Vocational Training for this type of education. This educational method is characterized by a rotation system whereby in-company lessons are of greater importance and duration. First year students spend the first two terms at the Juan Rubio Ortiz Institute of Higher Education and the last term at Cosentino's facilities. Second year students spend one term at the school and two at the company. This amounts to a total of 540 hours of practical and integrated training financed by the company.

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 Portocarrero Institute of Higher Education (Almería)
- Acci Institute of Higher Education (Guadix)
- Alhambilla Institute of Higher Education (Almería)
- Juan Rubio Ortiz Institute of Higher Education (Macael)
- Martín García Ramos Institute of Higher Education (Albox)
- El Algar Institute of Higher Education (Almería)
- Murgi Institute of Higher Education (El Ejido)
- Galileo Institute of Higher Education (Almería)
- 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)
- Juan Rubio Ortiz Institute of Higher Education (Macael)
- Alto Almanzora Institute of Higher Education (Tíjola)
- Martín García Ramos Institute of Higher Education (Albox)
- Río 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) / Artediez Art School (Spain) / Higher Technical School of Architecture of Seville (Spain)
- Almería School of Art (Spain) / Higher Technical School of Art and Design of Alicante (Spain) / University of Zaragoza (Spain) / Higher Technical School of Architecture of Barcelona (Spain)
- Higher Technical School of Architecture of Navarre (Spain) / University of Technology Sydney (Australia) / ESAM Design Ecole Supérieure des Arts Modernes (France) / LASALLE College of the Arts (Singapore)
- Marista University of Mérida (Mexico) / LTU 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 I University, Madrid (Spain) / ELISAVA School of Design and Engineering of Barcelona (Spain)
- Faculty of Architecture of the University of Lisbon (Portugal)
- Teruel 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) / Seville School of Art and Design (Spain)
- Arte3 Art School (Spain) / Holon Institute of Technology (Israel) / Heriot-Watt University Dubai (UAE)
- Raffles College of Higher Education (Singapore) / Izmir University of Economics (Turkey)



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 Cs), which is managed by the prestigious pedagogue Mar Romera together with the Francesco

Tonucci Pedagogical Association (APFRATO).

This master's degree has 55 students in its second year and is aimed at transforming the educational centers in the region by training their teachers in the most modern and innovative educational techniques of the 21st century. The master's program covers 500 hours of training over a period of 2 years. Its program consists of 20 thematic modules which will be taught by nationally renowned specialists in each subject matter. After completing the master's degree, the project will continue in four or five pilot centers where Mar 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.

Education Forum consists of talks and conferences for families to improve their training through meetings with experts from different disciplines in order to make them key transformation agents. 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 program, 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

→ Training Programs, Eduarda Justo Foundation



→ Eduarda Justo Scholarships, Eduarda Justo Foundation



→ Children traning programs, Eduarda Justo Foundation



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

UWC (United World Colleges) scholarships: We awarded three 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 program 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 Program aims to “train future leaders”. In addition to these scholarships, the foundation annually awards three scholarships for the 15-day ActionxChange summer camp specializing in social project development, and two scholarships for the 5-day ActionxPeace winter camp, specializing in conflict management skills.

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

- 1. Néstor López Castillo (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 Ruiz (Vera), student at UWC Mostar (Bosnia and Herzegovina) and Paula Quevedo Herrera (Mojácar), student at UWC Adriatic (Italy).

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

→ Leaders of the Future Seminar, Eduarda Justo Foundation



Canada TECH scholarships.

We award scholarships to four 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 program:

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

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.

→ Eduarda Justo Foundation Website - fundacioneduardajusto.es



Leaders of the Future seminar:
we train young professionals.

Intensive training seminar specializing in leadership to identify, train, and mentor 100 young professionals. We help them unleash their potential to help them become future social, economic, and business leaders.

Leaders from the world of business, sports, 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.

- Sponsorship and support of the ‘First Lego League’ robotics competition in Almería.

It is the largest international robotics competition, which aims to promote innovation, creativity and entrepreneurship and to spark young people’s interest in science and technology through the launch of a challenge based on a real world problem. This year, the team from the Valdeserra School in Vera ‘Los Power Actives’ won the first prize.

- Microenterprise Program in the Comarca del Mármol (Marble Region), in partnership with the Junior Achievement Foundation and Cosentino volunteers.

Due to the health situation caused by COVID-19, it has not been possible to hold the program in 2021 because of the difficulty of carrying it out in schools with external volunteers.

The program is carried out every year in five schools in the region (Macael, Purchena, Tijola, Albox, etc.) and involves 80-100 secondary school, Baccalaureate and vocational training students, as well as 25-30 volunteers.

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 Artediez School.
- Collaboration with the X Symposium on Research in Experimental Sciences organized 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 organized a visit to its showroom for San Francisco’s Academy of Art University.
- Cosentino Center Raleigh held a lecture on materials for students at Meredith College.
- Cosentino Center 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



Canada

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

Turkey

- We sponsored the LiveArch event at Zaim University, which was joined by leading Turkish architects, and we also gave a lecture on materials at Haliç University.

New Zealand

- We collaborate with the Nanette Cameron School of Interior Design.

→ C Magazine, Architecture & Everything else



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 had three runners-up.

In October 2021 we launched the 16th edition of our CDC, 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'.



16 editions

organized

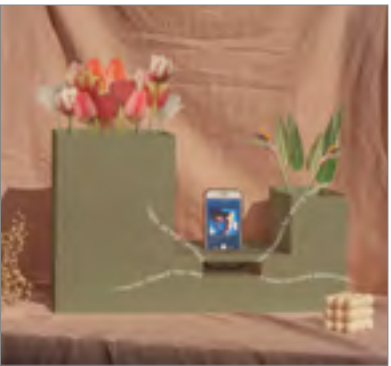
32 partners

schools and universities

web

www.cosentinodesignchallenge.org

→ CDC. Design projects



→ CDC. Architecture projects



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 through the dissemination of the best innovations, designs and projects that are shaping the industry.

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



→ Long Museum in Shanghai - Atelier Deshaus



→ Hotel Opus ME, Dubai - Zaha Hadid Architects



We're present at key events.

Spain

- Madrid Design Festival
- Casa Decor Madrid
- Marbella Design
- Madrid and Seville Architecture Weeks
- Open House Valencia
- Il 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 organization for the promotion of arts and design) & ARQUIN-FAD
- Scalae. Agencia Documental de Arquitectura (Spanish Architectural Documentary Agency)

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

We also actively collaborate with organizations such as:

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

→ Casa Decor Madrid. Space by Javi Escobar Interiorismo



→ David Chipperfield and Daniel García at ICON Design



→ Open House Valencia



→ “O” at the B&B Garden. Milano



→ Casacor Río de Janeiro



→ Casacor São Paulo. Debora Aguilar



→ Casacor São Paulo. Studio Ro+Ca



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, Dontstop Lab Maurizio De Caro and Michele Brunello, MYGG, Vittorio Grassi 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 neighborhood 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 Center 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 APDIQ (Professional Association of Interior Designers of Quebec), Index Design, AFDIQ (Quebec Kitchen Industry Manufacturers and Retailers Association) and AERMQ (Quebec 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 Center 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 Cadé 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 Valle and Lucas Branquinho 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, organized by ICEX and Interiors from Spain.

Singapore

- We participated in the Singapore Interior Design Festival (SIDFest), which is organized by the Society of Interior Designers Singapore (SIDS) and held at the National Design Center (NDC).
- We collaborated with Brandon Fee, 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 organized 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.

→ Spanish Pabillion at Dubai Expo 2020



→ Context Reflections at the Dubai Design Week



→ "A sensory journey: A return to our roots" in Singapore



Kitchen and Cuisine x Cosentino

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

We bring our vision
to the culinary world,
along with passion for
all types of cuisines.

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 on a functional and visual level.

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

We share the values of gastronomy: creativity, culture, innovation, connection to the local environment with an international dimension.

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.



web
www.silestoneinstitute.com

→ Home space informative content by Maite Pelayo



→ Mercado Little Spain. New York



→ Virtual chat with Chef José Andrés



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



→ Sculpture “Woman from Almanzora” by Antonio López



Art and Culture x Cosentino

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

We are committed to participating in events such as festivals and exhibitions.

Ibáñez Cosentino Art Foundation.

We promote artistic and cultural activities.

The Ibáñez-Cosentino Art Foundation was created in June 2005 by the Olula del Río Town Council and artist Andrés García Ibáñez. Its goal is to guarantee the opening of the Ibáñez Museum in Olula del Río, promote activities and exhibits and showcase the work of various artists including Ibáñez himself.

Over time, both the Ibáñez Museum and the activities and exhibitions organized by the foundation became increasingly important. Cosentino joined the foundation as a trustee in December 2014, giving birth to what is now 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 rotating exhibits, the following stand out:

- Photography Summer Camp, organized 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).
- Musical-theatrical performance ‘Antígona. A Contratiempo’ (Antigone. Against time), as part of the special program for International Women’s Day.
- ‘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.
- ‘Crearte’ project, in partnership with the Mental Health Department of the Torrecárdenas University Hospital in Almería.
- Posthumous tribute to photographer Carlos Pérez Siquier.

Rotating exhibits

- Work of the month: ‘Portrait of Constantino Moscardó’, by Joaquín Sorolla;
- ‘Carlos Pérez Siquier. Carteles de Feria de 1970 y 1971’ (Carlos Pérez Siquier. 1970 and 1971 Almería Fair posters). Martín-Moreno art collection.
- ‘Rembrandt: etchings’. Ibáñez Museum art collection, Olula del Río.
- ‘Portrait of Nicolás Salmerón’ by Santiago Rusiñol. Barbado Salmerón family private collection.
- ‘Reivindicar la modernidad. Fotógrafos de AFAL en el Centro Pérez Siquier’ (Reclaiming modernity. Photographers of the AFAL Group in the Pérez Siquier Center).

Extension work on the Pérez Siquier Center.

Creation of new gallery space dedicated to the most recent works (2000-2021) of Carlos Pérez Siquier. This extension allowed for a revamped design and distribution of the gallery space dedicated to Spanish Photography. Two rooms were created for the AFAL Group and another one devoted to contemporary Spanish photographers as well as local Almeria ones.

Redesign of the Ibáñez Museum.

Following the extension of the Pérez Siquier Center and the creation of a new building in the City of Culture in Olula del Río, the museum’s collections and local art from Almería has been moved to a new building. This has allowed for a complete reorganization of the permanent collection, 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 Center, 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 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 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 four 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 organized the presentation of the book ‘NAJAT’, by Najat Kaanache, the best chef in Africa and great ambassador of Moroccan cuisine.

→ David Bisbal Filarmónico by Cosentino



→ 2021 Feroz Awards



→ “Oui to We” at Cosentino City San Francisco



→ “Hands of Architecture” Exhibition



→ Book cover of NAJAT by Najat Kaanache



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 four 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 (Almería).
- 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.
- Collaboration with the book ‘Don Ricardo Díaz Casanova. Maestro entre libros, música y palabras’ (Don Ricardo Díaz Casanova. A teacher among books, music and words).

United States

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

Canada

- Cosentino Center Toronto organized the online event CosArt, featuring pop artist Michelle Vella.

Sports x Cosentino

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

We sponsor major sporting events and facilitate access to sports in communities.

Spain

- Collaboration with the Mutua Madrid Open
- Collaboration with the paddle tennis tournament for companies organized 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.

→ Cosentino Turkey sponsors the TrekTrakya cycling club



→ Carlos Alcaraz and Rafa Nadal at Mutua Madrid Open 2021



We take care of others

Donations

Other ways
of adding
value.

To inspire people
through innovative
and sustainable
spaces.

Total
donations
1,017,857.08€



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

- **Eduarda Justo Foundation:** The foundation was created by the Cosentino Group in 2006 and is named after 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 to manage 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 fosters the links between Spanish and American society and institutions in various fields.
- **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.
- **Bahía Almeriport Foundation:** Promotes the port logistic services of the Ports of Almería and Carboneras, both present and future (expansion projects).

→ Ibáñez Cosentino Art Foundation



→ Eduarda Justo Foundation - Leaders of the Future Seminar



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

- **Sant Joan de Déu Hospital:** We donated material for the façade of the Pediatric Oncology Center 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 (HFOT) is a publicly funded non-profit organization 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, labor and educational integration of people with disabilities, trying to meet the needs of this group.
- **Los Carriles Foundation:** Foundation 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 Center 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):** Donation of PPE to fight against COVID-19.
- **Duchenne Parent Project Spain:** We financially support the Duchenne Parent Project Association, which aims to find a cure or treatment for Duchenne and Becker Muscular Dystrophy and to improve the quality of life of those affected by the disease and their families.
- **425 Magazine Northwest Idea House 2021:** For the second time, Cosentino Center Seattle supported and donated material to 425 Magazine Northwest Idea House 2021, a modern barn-style house with pandemic-inspired amenities. The Idea House raised more than \$70,000 for Bellevue LifeSpring, an organization that fosters stability and self-sufficiency for Bellevue'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 the Canadian Home Builders' Association and the School of Trades and Technology, Cosentino Canada donated Silestone® surfaces to YMCA Dream Home.

Cosentino Visitor Center

Dialogue with the community is essential.

We organized 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 always keep our doors open.

The majority of our visitors are made up of: fabricators, 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 organized by the Eduarda Justo Foundation, the Visitor Center organized comprehensive visits to the Cosentino industrial park. In collaboration with the Internal Communication department, the center organized virtual 'Family Days', which were conducted in Spanish for employees' families in Spain, and in English for other countries.



→ Cosentino C-Hall



→ Cosentino C-Hall



ESG

(G) Cosentino x Governance

Through ethical,
transparent and
responsible management.

At Cosentino, good governance is a shared corporate culture.

It is not just a model of efficient management committed to maximum transparency. It goes further. It is our collective way of being, of acting ethically and rigorously, of interacting with honesty, of treating others as equals, of demanding the best of ourselves, of becoming better and better: 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, always seeking the highest degree of transparency, efficiency and rigor.



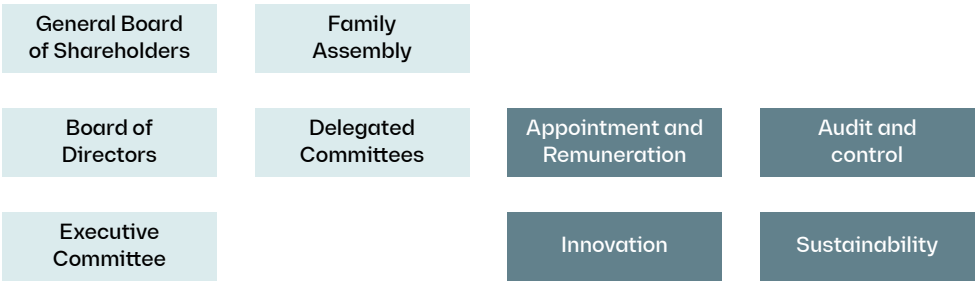
Our Corporate Governance structure: strength and trust.

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 rigor, efficacy and transparency in our decision-making process.

Governance Structure



Chairman / CEO

Francisco Martínez-Cosentino Justo

Members of the Board

Eduardo Martínez-Cosentino Alfonso
Pilar Martínez-Cosentino Alfonso
Isabel Martínez-Cosentino Ramos
Eduardo Martínez-Cosentino Ramos
María del Mar Martínez-Cosentino Ramos
Eduardo Martínez-Cosentino Rosado
Isabel Martínez-Cosentino Rosado

Secretary

Álvaro de la Haza de Lara

External Consultants to the Board of Directors

Carlos González Fernández
Fuencisla Clemares
Santiago Seage

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

organization of the company. It is made up of eight members, four men and four women, which means a 50/50 gender balance.

Delegated Committees

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

Their role is to inform and make proposals to the Board of Directors.

Innovation Committee

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

- Multidisciplinary teams.
- Specialization 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 maximization of Digital programs for different groups.
- Market orientation and evolution of the business model.
- Global alliances and strategic partners.
- Dynamism and the quest for excellence.

External Consultants
Santiago Seage
Fuencisla Clemares

Sustainability Committee

The goal of the Sustainability Committee is to identify and guide the policy, goals, best practices, sustainability and corporate social responsibility programs in line with its business strategy. It also it prepares the CSR report and monitors the philanthropic initiatives and the contributions to Public Administrations.

External Consultant
Alberto Andreu Pinillos

Appointments and Remuneration Committee

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

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

External Consultants
Tony Gennaoui
Carlos González

Audit and Control Committee

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

External Consultant
Carlos González

Family Assembly

The Assembly is attended every year by all family members over the age of 16 to share information about the progress of Cosentino Group and to reinforce the family and business principles and values.

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 programs for family members.



Executive Committee Members

1. Francisco Martínez-Cosentino Justo President & CEO Cosentino® Group	11. Santiago Alfonso Rodríguez VP Global Communication and Corporate Reputation
2. Pilar Martínez-Cosentino Alfonso EVP Deputy Chairman	12. Damián Granados-Lorca Soto VP Global Marketing
3. Eduardo Martínez-Cosentino Alfonso EVP Global Sales and CEO Cosentino North America	13. Francisco Robles Cortés VP Global People
4. Álvaro de la Haza de Lara EVP Corporate Functions & General Secretary	14. Pedro Parra Uribe VP Sales Europe
5. Julian Edwards VP CFO	15. Eduardo Martínez-Cosentino Ramos VP Sales Iberia
6. Valentín Tijeras García VP Global Product and R&D	16. Ginés Navarro Rubio VP Sales ROW
7. Julio Martín Mancera VP Global Purchasing	17. Álvaro González González VP Sales Oceania & Asia
8. Ángel Madariaga Álvarez VP Engineering & Projects	18. Francisco Carrillo Quilez VP Pricing & Technical Unit of Commercial Projects
9. Alberto Quevedo González VP Global Production	19. Alvaro Sánchez-Apellaniz Garrido VP Chief Data & Analytics Officer
10. José Antonio Fernández Pérez VP Global Logistics & Planning	18. Brandon Calvo, Chief Operations Officer VP Cosentino North America

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.

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 platform created to inform our clients about the possible risks associated with our products and the relevant preventive measures. It is updated regularly. 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 countertops and prefabricated modules.

Labelling information

1. Crystalline silica content.
2. Indication of the obligation to comply with applicable local health and safety regulations and to consult with an industrial hygienist to implement risk mitigation measures as appropriate.
3. Warnings regarding the risks and precautions to be taken for safe handling of these products, together with the corresponding pictograms, in compliance with international GHS regulations.
4. Reference to the existence of adequate processes for emission mitigation and product disposal.
5. Indications on possible health issues arising from prolonged exposure to dust resulting from cutting and handling materials without recommended safety measures.
6. QR Code that directs users to the Cosentino® Health & Safety Space, where they can find additional health and safety information, download Safety Data Sheets and Good Practice Guidelines or watch videos demonstrations on how to safely handle products.

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 the 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.

Additionally, 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.

Principales resultados económicos

Net business revenues 1,401,803,371 € 2020: 1,077,925,401 €	EBITDA 275,291,025 € 2020: 214,193,589 €	Total Assets / Liabilities + Net Equity 1,550,993,875 € 1,357,601,048 €	Net financial debt 174,897,119 € 2020: 202,688,753 €
Net equity 450,969,310 € 2020: 385,678,486 €	Investments over the year 104,545,367 € 2020: 117,596,613 €	Main ratios Net Debt / EBITDA ex-IRFS 16 0.75 Net Debt / Equity ex-IRFS 16 0.35	

Economic scale	2019	2020	2021
Net business revenues	1,109,884,277	1,077,925,401	1,401,803,371
Net income	1,128,619,137	1,094,719,302	1,418,529,376
Net equity	396,675,147	385,678,486	450,969,310
Net financial debt	258,344,778	202,688,753	174,897,119

Benefits by country

Country	Pre-tax profit (€)*	Country	Pre-tax profit (€)*	Country	Pre-tax profit (€)*
Spain	151,072,855	Austria	171,673	Finland	215,865
The Netherlands	1,050,053	Ireland	478,725	New Zealand	145,139
Germany	682,968	Norway	192,309	South Africa	-85,453
United Kingdom	3,237,164	Singapore	-33,480	Poland	46,804
Italy	881,930	Turkey	-1,051,479	Malaysia	-92,015
Portugal	742,149	Israel	1,169,208	USA	28,071,838
Sweden	383,729	Mexico	2,579	Canada	2,776,639
Belgium	506,258	Australia	-3,059	Puerto Rico	47,759
France	882,822	Japan	59,621	Arab Emirates	-54,347
Switzerland	374,738	Dominican Rep.	-52,134	Russia	-100,411
Brazil	4,748,021	Denmark	-100,631		
					196,367,837

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

Contribution by geographical area (€)	2020	2021		2020	2021
SPAIN	47,442,910	86,095,856	AUSTRALIA	4,496,888	4,546,850
Own contributions	5,719,940	31,804,888	Own contributions	599,406	360,759
Contributions paid by third parties	41,722,970	54,290,968	Contributions paid by third parties	3,897,482	4,186,091
UNITED STATES	32,928,811	42,985,253	BELGIUM	3,813,121	4,540,882
Own contributions	6,902,745	14,444,064	Own contributions	132,006	202,014
Contributions paid by third parties	26,026,066	28,541,190	Contributions paid by third parties	3,681,115	4,338,868
UNITED KINGDOM	11,469,950	21,856,359	SUECIA	3,227,046	4,462,812
Own contributions	766,495	1,357,146	Own contributions	52,848	42,865
Contributions paid by third parties	10,703,454	20,499,213	Contributions paid by third parties	3,174,199	4,419,948
CANADA	5,893,987	9,995,528	ISRAEL	2,657,354	3,255,692
Own contributions	548,202	802,775	Own contributions	144,855	154,062
Contributions paid by third parties	5,345,785	9,192,754	Contributions paid by third parties	2,512,499	3,101,630
FRANCE	5,472,326	7,999,191	IRELAND	2,300,679	3,007,099
Own contributions	200,313	229,958	Own contributions	67,498	69,178
Contributions paid by third parties*	5,272,013	7,769,233	Contributions paid by third parties	2,233,180	2,937,921
ITALY	5,232,946	7,466,321	DENMARK	1,683,305	2,383,124
Own contributions	52,680	151,675	Own contributions	- 416	-
Contributions paid by third parties	5,180,266	7,314,646	Contributions paid by third parties	1,683,721	2,383,124
PORTUGAL	5,057,275	6,695,964	NORWAY	1,363,946	2,164,388
Own contributions	110,493	80,961	Own contributions	3,206	4,070
Contributions paid by third parties	4,946,782	6,615,003	Contributions paid by third parties	1,360,740	2,160,318
BRAZIL	4,485,206	6,401,897	OTHER	6,803,334	9,818,482
Own contributions	1,399,504	2,223,828	Own contributions	578,245	579,269
Contributions paid by third parties	3,085,702	4,178,069	Contributions paid by third parties	6,225,089	9,239,213
GERMANY	4,290,277	5,835,000			
Own contributions	- 93,259	16,022			
Contributions paid by third parties	4,383,537	5,818,977			
NETHERLANDS	3,509,153	4,793,746	TOTAL	152,128,514	234,304,445
Own contributions	85,149	141,036	Own contributions	17,269,911	52,664,569
Contributions paid by third parties	3,424,004	4,652,711	Contributions paid by third parties	134,858,604	181,639,876

*The data included in 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 recognized.

Award granted to Francisco Martínez-Cosentino Justo.

→ ‘Reino de España’ (Kingdom of Spain) Business Career Award, awarded by the Spanish business organizations 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 Coordinadas 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 organized by Mujeres&cia.

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



→ CREA Awards 21. Red Cross of Andalusia



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 Andalucía.
- 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 Mutua Universal for 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 Spain-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, organized 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 recognized 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 recognized as the best façade product at the Iconic Awards 2021, organized by the German Design Council (Germany).
- Dekton® was a finalist in the ‘Best Work Surface’ category at the BKU (Bathroom & Kitchen Update) 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 KBB Product Awards 2021 (United States), organized by Kitchen & Bath Business (KBB) magazine.
- Winner in the ‘Interior Finishes & Surfaces’ category of the AN’s 2021 Best of Products Awards (United States).
- Winner in the ‘Hard Surfacing, Tiles and Stone’ category of the Architizer A+Product Awards 2021 (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 SBID 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 organizations 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 renewed the following certifications:

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

We have achieved the following certifications for the first time

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

Other certifications that guarantee our products:

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



We integrate ESG

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

To ensure trusted relationships 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 in mind, 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 recognized for what we do and how we do it.

An ESG for all

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 organizational compliance system and are responsible for compliance with these basic principles of conduct.

Zero tolerance for corruption and bribery.

We continue 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.

Compliance

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

In 2021, we 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 reorganized the organizational 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 organization, 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 organization.
- 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 organization on Compliance matters.

Structure of the Compliance Body

VP Global People
Francisco Robles Cortés

Labor Relations Director
Ramón Ruíz Sánchez

Internal Audit Director
Francisco Robles Cortés

Legal Advisor
Noemi Vique Fernández

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 organization, in which we explained what our Crime Prevention Program 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.

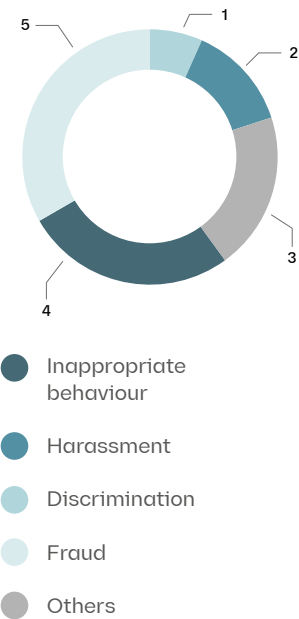
This tool is available to all Cosentino employees via the corporate intranet. It is also available through our website which, together with e-mail, letters, face to face or telephone communications, is a useful tool for both employees and third parties to report any circumstance.

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 analyzed, categorized 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 were received in 2021.

Number of complaints



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



Guarantee Human Rights. Everyone’s duty.

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

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

Via our Code of Ethics, we agree to respect the Universal Declaration of Human Rights as well as to abolish child labor, 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.

Honestly as a principle

We are bound together by much more than a business relationship.

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 digitalization 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.

13,448

Total number of active suppliers

A collective network of mutual sustainable progress.

3,227

national suppliers (24% overall)

921

local suppliers Almería, Andalusia, Spain (7% overall)

18%

Expenditure volume

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/ Centers in the catalogues. This initiative eliminates the use of single-use products and plastics.
- New counter display for Silestone® and Dekton® products: made in Spain from recycled rubber mixed with crushed tiles from Cosentino’s production processes. First Channel Supplier.
 - Procurement of green energy in France, United Kingdom, Germany and Italy.

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

Country	Benefit*
Spain	48%
Turkey	26%
United Arab Emirates	7%
China	5%
Italy	3%
Hong Kong	3%
Germany	2%
Switzerland	2%
Portugal	1%
The Netherlands	1%
France	1%
Belgium	0,4%
United States	0,2%
Brazil	0,2%
United Kingdom	0,2%
India	0,1%
Indonesia	0,0%

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.
 - 2. Human Rights.
 - 3. Labor Practices.
 - 4. Environment.
 - 5. Fair Operating Practices.
 - 6. Consumer Affairs.
 - 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 analyze

other factors such as compliance with human rights, not using child labor 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 behavior 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 customized 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:

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

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 take care of our customers

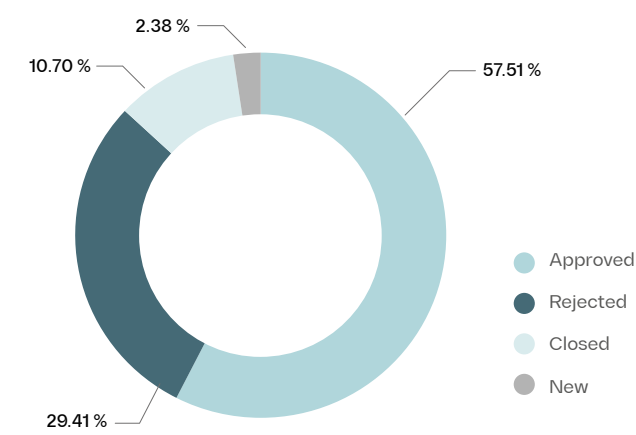
We provide leading expertise with full transparency to take care of our customers.

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 analyzes 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:



18,404

Total claims

57.51 %

Approved claims

29.41 %

Rejected claims

10.70 %

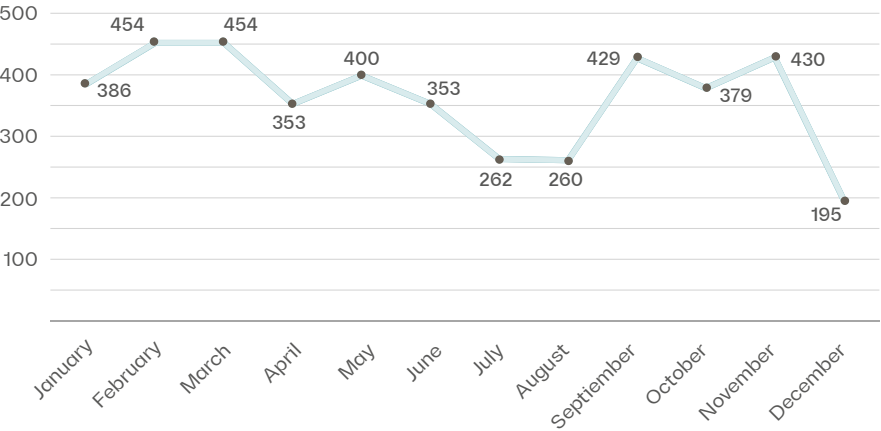
Closed claims

2.38 %

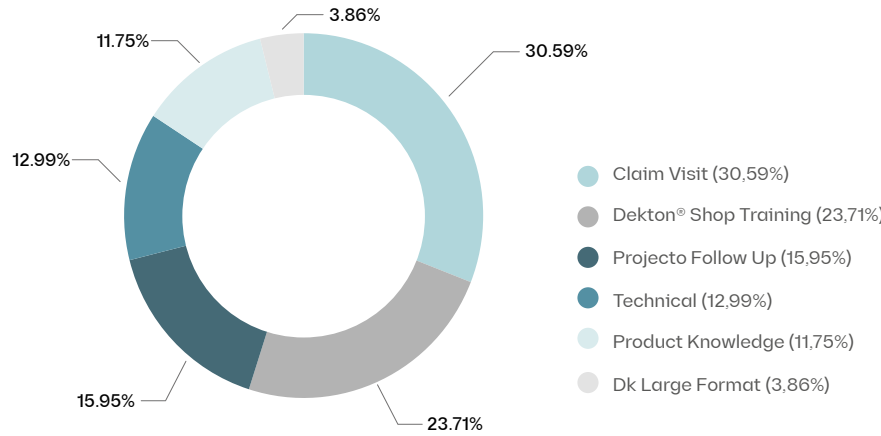
New claims

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.

Visits



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 organize 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 organizations 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 Inmobiliario Fadeco (Fadeco Association of Real Estate Developers).
- Asociación para el Progreso de la Dirección (Association for the Management Progress).
- Asociación de Empresas de Diseño Español (Association of Spanish Design Companies).
- Asociación Española de Anunciantes (Spanish Advertising Association).
- CENFIM.
- Collaboration with FUNDACOM awards.
- Spanish Green Building Council.
- A.St.A. World-Wide (World-wide Agglomerated Stone Manufacturers Association)
- Sustenta Environmental Civic Association.
- Confederación Española de Organizaciones Empresariales (Spanish Confederation of Business Organizations).
- 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 despite COVID-19 restrictions implemented in different countries. Even so, an average of 350 visits a month have been done around the world.

International Guidelines

- Sustainable Development Goals.
- OECD Guidelines.
- ITO Tripartite Declaration.
- Universal Declaration on Human Rights.
- ISO 9001 & 14001.
- European Purchasing Standard UNE 15896.

European Guidelines

- European Green Deal.
- European industrial strategy.
- Digital Europe Program 2021-2027.
- 2030 Agenda: SDGs
- Urban Agenda for the EU.
- Regulation (EU) 2020/852 of the European Parliament on sustainable activities

Spanish Guidelines

- Strategy for Circular Economy in Spain – España Circular 2030.
- Strategy for a Modern, Competitive and Climate-Neutral Spanish Economy in 2050 (Long-term Decarbonization Strategy 2050 or ELP 2050).
- Spain’s Integrated National Energy and Climate Plan for 2021-2030.
- National Strategy against the Demographic Challenge.
- National Plan for Smart Territories.
- Digital Spain 2025.
- Spanish Urban Agenda.
- National Plan for the Modernisation of Vocational Training.

Regional Guidelines

- Strategy for Smart Specialization (RIS3) of the Regional Government of Andalusia.

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

Social Media

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

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.



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| | | • | Cosentino City Amsterdam |
| | • | | Cosentino City Atlanta |
| | • | | Cosentino City Barcelona |
| | • | | Cosentino City Chicago |
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| | | • | Cosentino City London |
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| | • | | Cosentino City Mallorca |
| | • | | Cosentino City Manhattan |
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| | • | | Cosentino City Montreal |
| | • | | Cosentino City Paris |
| | • | | Cosentino City |
| | • | | San Francisco |
| | | | Cosentino City Toronto |

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.

We contribute to Sustainable Development Goals

SDGs

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

The UN SDGs are also ours.

Together, it is possible to achieve. Together with the international community, we keep moving forward in the development of a fairer and more sustainable organization 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, prioritizing the health of our employees above all other issues. We launched a vaccination program in which 1,245 employees participated.
- We create safer work environments thanks to our Leading Program in Occupational Health and Safety.
- We care for the health and wellbeing of employees throughout the value chain. 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 Program, 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 programs: training in Agile and Ingenia 2020 program.
- We have responded to the COVID-19 situation with an extraordinary bonus of €4 million which has been distributed among the workers.

SDG 9.
Industry, Innovation
and Infrastructure



We are guided by the principle of positive ‘Innova-action’. We research, develop and innovate to generate real change and drive a positive impact on our entire value chain and our environment.

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 €13 million in innovation, which results in more sustainable products and the development of innovative technologies such as HybriQ+®, which takes the concept of marbled colors 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 organization.
- We launched the ePPDS implementation project: sequencing and optimization 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 on 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.

SDG 4.
Quality
Education



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 66,578 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 programs, including Ingenia, 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.

SDG 7.
Affordable and
Clean Energy



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 at 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.

SDG 11.
Sustainable Cities
and Communities



CONTRIBUTION

- Our activities have a positive impact on cities: sustainability in our manufacturing processes, new possibilities for sustainable architecture and new lines of business for façades or refurbishment projects.
- Our commitment to Sustainable Mobility improves road safety and reduces the emissions generated from transporting our products and supplies in cities.
- Each year we promote the ‘Cosentino Design Challenge’ (CDC), an international competition that encourages students to create sustainable and innovative projects of high conceptual and technical quality.
- We 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.

SDG 17.
Partnerships
for the Goals



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 organizations, both in Spain and in the main countries where we operate, promoting dialogue with our stakeholders and reaffirming our commitment to sustainable development.

Non-financial Information Statement Index

The contents of Law 11/2018 on Non-Financial Information and Diversity contained in this document have been verified by KPMG.

General Information

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Brief description of the business model, including its business environment, organization and structure	N/A		GRI 102-2 GRI 102-7
Markets in which it operates	N/A		GRI 102-3 GRI 102-4 GRI 102-6
Organizational objectives and strategy	N/A		GRI 102-14
Main factors and trends that may affect its future development	N/A		GRI 102-14 GRI 102-15
Reporting framework used	N/A		GRI 102-54
Principle of materiality	N/A		GRI 102-46 GRI 102-47

Environmental Issues

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material		GRI 102-15 GRI 103-2

Detailed general information

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Detailed information about the current and foreseeable effects of the company's activities on the environment and, when applicable, on health and safety	Material		GRI 102-15
Assessment procedures or environmental certification	Material		GRI 103-2
Resources dedicated to the prevention of environmental risks	Material	See note X of the annual accounts (in case they include financial resources and are reflected in the annual accounts)	GRI 103-2
Application of the precautionary principle	Material		GRI 102-11
Number of provisions and guarantees against environmental risks	Material	See note X of the annual accounts	GRI 103-2

Contamination

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Measures to prevent, reduce or correct emissions that seriously affect the environment, taking into account any form of specific atmospheric contamination from an activity, including noise and light pollution	Material		GRI 103-2 GRI 305-7

Circular economy and waste prevention and management

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	Material		GRI 103-2 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
Actions to combat food waste	No material		GRI 103-2

Sustainable use of resources

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
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 GRIs
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 GRIs
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 GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group’s activities	Material		GRI 102-15 GRI 103-2

Employment

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Total number and distribution of employees by country, gender, age and professional classification	Material		GRI 405-1 b
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 102-8 a) c)
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 GRI 405-2
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 405-1 b

Organization of work

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Organization 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

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Occupational health and safety conditions	Material		GRI 103-2 GRI 403-1 (2018) GRI 403-3 (2018) GRI 403-7 (2018)
Occupational accidents, particularly in terms of frequency and severity, as well as occupational diseases; disaggregated by sex.	Material		GRI 403-9 (2018) in terms of number and rate of accidents GRI 403-10 (2018) a)

Corporate relationships

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Organization of corporate dialogue, including procedures for informing and consulting staff and negotiating with them	Material		GRI 103-2
Percentage of employees covered by collective agreements by country	Material		GRI 102-41
Overview of collective agreements, particularly in the field of occupational health and safety	Material		GRI 103-2

Training

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Policies implemented in the field of training	Material		GRI 103-2 GRI 404-2 a)
Total quantity of training hours per professional category	Material		GRI 404-1 in terms of total hours of training by occupational category

Universal accessibility

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Universal accessibility for people with disabilities	Material	114	GRI 103-2

Equality

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

Respect for Human Rights

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material		GRI 102-15 GRI 103-2

Application of due diligence procedures

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Application of due diligence procedures in the field of human rights; prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and repair any abuses committed	Material		GRI 102-16 GRI 102-17
Complaints about cases of human rights violations	Material		GRI 103-2 GRI 406-1
Measures put in place to promote and comply with the provisions of the fundamental Conventions of the International Labor Organization 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 labor and the effective abolition of child labor	Material		GRI 103-2 GRI 407-1 GRI 408-1 GRI 409-1

Fight Against Corruption and Bribery

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material		GRI 102-15 GRI 103-2
Measures taken to prevent corruption and bribery	Material		GRI 103-2 GRI 102-16 GRI 102-17 GRI 205-3
Measures to combat money laundering	Material		GRI 103-2 GRI 102-16 GRI 102-17
Contributions to foundations and non-profit entities	Material		GRI 102-13

Company Information

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Management approach: description and results of the policies related to these issues as well as the main risks associated with them and linked to the Group's activities	Material		GRI 103-2

Commitments of the company to sustainable development

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Impact of the company's activity on employment and local development	Material		GRI 103-2
Impact of the company's activity on local populations and the territory	Material		GRI 103-2
Relations with local community stakeholders and forms of dialogue	Material		GRI 102-43
Contributions to foundations and non-profit entities	Material		GRI 103-2

Subcontracting and suppliers

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

Consumers

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Measures for the health and safety of consumers	Material		GRI 103-2 GRI 416-1
Claims systems, complaints received and resolution	Material		GRI 103-2

Tax information

Information requested by Spanish Law 11/2018	Materiality	Response on page	Reporting criterion: selected GRIs
Benefits per country	Material		GRI 103-2
Taxes on benefits paid	Material		GRI 103-2
Public subsidies received	Material		GRI 201-4 a)

GRI Standards Content Index

GRI 101: Foundation

GRI 102: General disclosures

Organization profile

Disclosure	Reported*
102-1 Name of the organization	√
102-2 Activities, brands, products and services	√
102-3 Location of the organization's headquarters.	√
102-4 Location of operations	√
102-5 Ownership and legal form	√
102-6 Markets served	√
102-7 Size of the organization	√
102-8 Information about employees and other workers	√
102-9 Supply chain	√
102-10 Significant changes regarding the organization and its supply chain	√
102-11 Precautionary principle or approach	√
102-12 External initiatives	√
102-13 Membership of associations	√

Strategy

Disclosure	Reported*
102-14 Statement by senior decision-makers	√
102-15 Main impacts, risks and opportunities	√

√ YES
○ NO
– PARTIALLY

Ethics and integrity

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

Governance

Disclosure	Reported*
102-28 Evaluation of the performance of the highest governance body	√
102-29 Identification and management of economic, environmental and social impacts	√
102-30 Effectiveness of risk management processes	√
102-31 Review of economic, environmental, and social topics	√
102-32 Highest governance body's role in sustainability reporting	√
102-33 Communicating critical concerns	√
102-34 Nature and total number of critical concerns	√
102-35 Remuneration policies	√
102-36 Process for determining remuneration	√
102-37 Stakeholders' involvement in remuneration	○
102-38 Annual total compensation ratio	○
102-39 Percentage increase in annual total compensation ratio	○
102-40 List of stakeholders	√
102-41 Collective bargaining agreements	–

Stakeholder engagement

Disclosure	Reported*
102-42 Identification and selection of stakeholders	√
102-43 Approach to stakeholder engagement	√
102-44 Key topics and concerns raised	√
102-45 Entities included in the consolidated financial statements	√
102-46 Entities included in the consolidated financial statements	√
102-47 List of material topics	√
102-48 Restatements of information	√
102-49 Changes in reporting	√

Practice of Presenting Reports

Disclosure		Reported*
102-50 Reporting period		√
102-51 Date of most recent report		√
102-52 Reporting cycle	Annual	√
102-53 Contact point for questions regarding the report		
102-54 Claims of reporting in accordance with the GRI Standards		√
102-55 GRI content index		√
102-56 External audit		√
103-1 Explanation of the material topic and its boundary		√

Economic Performance

GRI 103: Management approach

Disclosure	Reported*
103-2 The management approach and its components	√
103-3 Evaluation of the management approach	√

GRI 201: Economic performance

Disclosure	Reported*
201-1 Direct economic value generated and distributed	√
201-2 Financial implications and other risks and opportunities due to climate change	√
201-3 Defined benefit plan obligations and other retirement plans	○
201-4 Financial assistance received from the government	√

GRI 202: Market Presence

Disclosure	Reported*
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	○
202-2 Proportion of senior management hired from the local community	√

GRI 203: Indirect economic impacts

Disclosure	Reported*
203-1 Infrastructure investments and services supported	√
203-2 Significant indirect economic impacts	√

GRI 204: Procurement practices

Disclosure	Reported*
204-1 Proportion of spending on local suppliers	√

GRI 205: Anti-corruption

Disclosure	Reported*
205-1 Operations assessed for risks related to corruption	–
205-2 Communication and training about anti-corruption policies and procedures	√
205-3 Confirmed incidents of corruption and actions taken	√

GRI 206: Anti-competitive behavior

Disclosure	Reported*
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	√

GRI 207: Tax

Disclosure	Reported*
207-1 Approach to tax	√
207-2 Tax governance, control and risk management	√
207-3 Stakeholder engagement and management of concerns related to tax	√
207-4 Country-by-country reporting	–

Environmental Performance

GRI 103: Management approach

Disclosure	Reported*
103-1 Explanation of the material topic and its Boundary	√
103-2 The management approach and its components	√
103-3 Evaluation of the management approach	√

GRI 302: Energy

Disclosure	Reported*
302-1 Energy consumption within the organization	√
302-2 Energy consumption outside of the organization	√
302-3 Energy intensity	√
302-4 Reduction of energy consumption	√
302-5 Reductions in energy requirements of products and services	√

GRI 303: Water and effluents

Disclosure	Reported*
303-1 Interactions with water as a shared resource	√
303-2 Management of water discharge-related impacts	√
303-3 Water withdrawal	√
303-4 Water discharge	√
303-5 Water consumption	√

GRI 304: Biodiversity

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

GRI 305: Emissions

Disclosure	Reported*
305-1 Direct GHG emissions (Scope 1)	√
305-2 Energy indirect GHG emissions (scope 2)	√
305-3 Other indirect GHG emissions (scope 3)	√
305-4 GHG emissions intensity	√
305-5 Reduction of GHG emissions	√
305-6 Emissions of Ozone Depleting Substances (ODS)	O
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	-

GRI 306: Waste

Disclosure	Reported*
306-1 Waste generation and significant waste-related impacts	√
306-2 Management of significant waste-related impacts	√
306-3 Waste generated	√
306-4 Waste diverted from disposal	√
306-5 Waste directed to disposal	√

307: Environmental compliance

Disclosure	Reported*
307-1 Non-compliance with environmental laws and regulations	√

GRI 308: Supplier environmental assessment

Disclosure	Reported*
308-1 New suppliers that were screened using environmental criteria	Under evaluation -
308-2 Negative environmental impacts in the supply chain and actions taken	-

Social Performance

GRI 103: Management approach

Disclosure	Reported*
103-1 Explanation of the material topic and its boundary	√
103-2 The management approach and its components	√
103-3 Evaluation of the management approach	√

GRI 401: Employment

Disclosure	Reported*
401-1 New employee hires and employee turnover	√
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3 Parental leave	√

GRI 402: Labour/management relations

Disclosure	Reported*
402-1 Minimum notice periods regarding operational changes	O

GRI 403: Occupational health and safety

Disclosure	Reported*
403-1 Occupational health and safety management system	√
403-2 Hazard identification, risk assessment and incident investigation	√
403-3 Occupational health services	√
403-4 Worker participation, consultation, and communication on occupational health and safety	√
403-5 Worker training on occupational health and safety	√

Disclosure	Reported*
403-6 Promotion of worker health	√
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	√
403-8 Workers covered by an occupational health and safety management system	√
403-9 Work-related injuries	√
403-10 Work-related ill health	√

GRI 404: Training and education

Disclosure	Reported*
404-1 Average hours of training per year per employee	√
404-2 Programs for upgrading employee skills and transition assistance programs	√
404-3 Percentage of employees receiving regular performance and career development reviews	√

GRI 405: Diversity and equal opportunity

Disclosure	Reported*
405-1 Diversity of governance bodies and employees	√
405-2 Ratio of basic salary and remuneration of women to men	√

GRI 406: Non-discrimination

Disclosure	Reported*
406-1 Incidents of discrimination and corrective actions taken	√

GRI 407: Freedom of association and collective bargaining

Disclosure	Reported*
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	√

GRI 408: Child labour

Disclosure	Reported*
408-1 Operations and suppliers at significant risk for incidents of child labour	√

GRI 409: Forced or compulsory labour

Disclosure	Reported*
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	√

GRI 410: Security practices

Disclosure	Reported*
410-1 Security personnel trained in human rights policies or procedures	O

GRI 411: Rights of Indigenous People

Disclosure	Reported*
411-1 Incidents of violations involving rights of indigenous people	-

GRI 412: Human Rights assessment

Disclosure	Reported*
412-1 Operations that have been subject to human rights reviews or impact assessments	-
412-2 Employee training on human rights policies or procedures	O
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	O

GRI 413: Local communities

Disclosure	Reported*
413-1 Operations with local community engagement, impact assessments, and development programs	√
413-2 Operations with significant actual and potential negative impacts on local communities	-

GRI 414: Supplier social assessment

Disclosure	Reported*
414-1 New suppliers that were screened using social criteria	O
414-2 Negative social impacts in the supply chain and actions taken	O

GRI 415: Public policy

Disclosure	Reported*
415-1 Political contributions	–

GRI 416: Customer health and safety

Disclosure	Reported*
416-1 Assessment of the health and safety impacts of product and service categories	√
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	–

GRI 417: Marketing and labelling

Disclosure	Reported*
417-1 Requirements for product and service information and labelling	√
417-2 Incidents of non-compliance concerning product and service information and labelling	–
417-3 Incidents of non-compliance concerning marketing communications	–

GRI 418: Customer privacy

Disclosure	Reported*
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	–

GRI 419: Socioeconomic compliance

Disclosure	Reported*
419-1 Non-compliance with laws and regulations in the social and economic area	–

The information in this document can be checked in greater detail in the Report of Non-Financial Information, available on www.cosentino.com and verified by KPMG.

COSENTINO®

Ctra. Baza a Huércal-Overa, km 59 / 04850
Cantoria - Almería (España) / Tel.: +34 950 444 175
info@cosentino.com / www.cosentino.com

