

Cosentino

Non-financial reporting



SILESTONE®

—

DEKTON®

—

SENSA®



Introduction

About this Report

As a mark of our commitment to sustainability in all its various aspects and as the backbone of our ESG Strategy, we are pleased to submit our Sustainability Report. This report provides information to our stakeholders on issues regarding our business model and strategic goals, as well as economic, social and environmental performance during financial year 2022, both in Spain and in other countries in which we are present. In addition, we have further strengthened our commitment to the sectors most impacted by our activity, as are the worlds of architecture and design, gastronomy, art and culture.

The Non-Financial Information Statement (NFIS), in compliance with Law 11/2018 of 28 December, is based on this report. For the purposes of easing consultation, we have also used the Global Reporting Initiative (GRI) standards as a reference.

This work is a continuation of previously published reports, underpinning our commitment to providing transparent information to our shareholders on a yearly basis as well as generating a positive impact in every location we are present.

A more sustainable future

Letter from the Chairman

“We are ensuring, with actual facts, that we become a more sustainable company able to contribute towards making our world more habitable for us and for future generation”

Francisco Martínez-Cosentino Justo
Chairman of Grupo Cosentino

What transpires when attempting to reflect in our Non-Financial Information Statement (NFIS)/ Sustainability Report a summary of the most outstanding aspects of 2022

from the triple perspective of the ESG principles, is that this has been a very positive year for Cosentino Group: we have reached business targets, successfully managed human resources and improvements in occupational health and safety risk, along with a high sense of engagement and belonging of company employees, having reached 6,000 at the end of 2022.

Thanks to the effort and responsibility of all of you, this year Cosentino has experienced a growth in businesses that will unquestionably consolidate our leadership position in the industry. We have grown considerably since 2021, a year - as we all know well- marked by having to recover from the 2019 COVID-19 pandemic.

Our growth in sales in 2022 already reflects our market diversification strategy by product application.

This has much to do with the potential of the Dekton® product, viewed by experts as the best technical solution for building façades, where we have never been able to use Silestone. It is wonderful to see the beauty and enormous functionality of façadesmade with Dekton® all over the world.

A third production line has been begun following the extension works, resulting in a Dekton® production capacity that is unprecedented in our sector, also making it possible for us to lead a new technological revolution with innovations such as full body, to be completed in 2023.

But the same for the application in home and office furniture. Also in the realm of bathrooms, an area yet to be exploited with our products, Silestone® is bringing very interesting designs and applications to the table which are certain to come to fruition during this year and beyond. This diversification of applications by product and by channel is possible thanks to the strong support for innovation in our business, built on our research capabilities and the continuous improvement of our processes.

I wish to highlight the consolidation of the technology developed and patented by Cosentino, that is, Hybriq and HybriQ+®. This innovation has made possible this important advancement for our industry that will lead the way for many others. We have achieved the historic milestone of getting all the production of Silestone® slabs to contain levels below 15% silica and, in many cases, only 10%, as well as adding recycled materials resulting from our active circular economy policy.

Without a doubt, it is clear that Silestone® with Hybriq is the most important contribution made by Cosentino to the evolution of the industry, under criteria of greater safety at work for those who work to transform the slabs into tailor-made products, and a shining example of the application of the principles of circular economy.

Equally notable has been the advancement made by our company in digital transformation throughout 2022, thanks to having reinforced the human teams spearheading the process. Our business activity is steadily earning the trust and confidence of the entire value chain, precisely through its added value. More convenience, better traceability and more business opportunities are some of the most salient benefits of the digital transformation under way in all areas of the company. However, becoming a more digitalised business does in no way whatsoever detract from the importance of the human factor, that is, the personalised approach deserved by both our customers and stakeholders alike. During this past year, we were able to open new Cosentino City showrooms in Tokyo, Málaga and Washington DC, which brings the total number of showrooms worldwide to 22, thus strengthening our relationship with the interior design and architecture sectors.

The C-Top Design programme, launched in 2021, has been intensely implemented throughout 2022. This has succeeded in placing us in a privileged position among interior designers, undoubtedly one of our most important target sectors.

I must also highlight the significant advancements that have come to my attention throughout the company in matters of sustainability awareness in all our actions: what we produce, how we produce it, how we deliver it to the market.

As a result of these advancements, we have been recognised with the important CDP-score B certification, achieved by very few businesses in our industry.

It is related to decarbonisation targets that play a vital role in mitigating the effects of climate change, a commitment with which our company is fully aligned.

After summer of 2022, we began the connection of our solar photovoltaic plan to the electricity grid of the industrial estate of Cosentino in Cantoria/Almería.

Some 38,000 solar panels produce almost 20 Megawatts of fully renewable electricity. We also began working on another facility involving a high number of panels on the roofs of the plants, which will generate electricity throughout 2023, thus reducing our dependence on external power sources.

I would also like to mention the investments made in the treatment of wastewater from towns close to our plants in the industrial estate.

This wastewater is regenerated in a modern tertiary treatment facility that we have built using the latest technology available, with a view to making the water apt for industrial use. An example of public-private collaboration that proudly shows how our business embraces the principles of SDG 17. We are ensuring, with actual facts, that we become a more sustainable company able to contribute towards making our world more habitable for us and for future generations. And this will be our roadmap to be strictly followed from now on.



Francisco Martínez-Cosentino Justo
Chairman of Cosentino Group

Milestones and figures 2022

First quarter

- Silestone® improves its Environmental Product Declaration and the entity DNV verifies the HybriQ+® technology.
- Cosentino receives in March 2022 the National Innovation Award 2021.
- Cosentino wins the Forbes Prize - Credit Suisse Sustainability Award.

Second quarter

- Lanzamiento de la campaña Changing The World From The Kitchen.
- Cosentino, empresa impulsora de Valencia Capital Mundial del Diseño 2022.
- Apertura de Cosentino City Paris y City Estocolmo. Reapertura de City Manhattan y City Singapur.
- Il edición del Programa de voluntariado Care for the Planet.
- Firma del Convenio Inserta para la inclusión de la Fundación Once.

Third quarter

- Cosentino becomes a member of the COTEC Foundation.
- Inauguration of City showroom in Tokyo and the Centres in Tenerife, Ottawa, Anaheim,Toronto South and Oklahoma
- Launch of the Onirika and Kraftizen Dekton® collections.
- Implementation of the third manufacturing line of Dekton®.

Fourth quarter

- Eduardo Cosentino, National Young Entrepreneur Award.
- Cosentino organises its first Convention of Façades.
- Celebration of the 25th anniversary of Cosentino North America.
- Commissioning and inauguration of the solar photovoltaic facility in the Industrial Estate of Cantoria, Almería (Spain).
- Opening of Cosentino City Málaga, the Centre in Gran Canaria and City Washington. Launch of the Dekton®(R) SilverKoast collection.

→ Solar PV facility in Cantoria (Almería)



→ Francisco Martínez-Cosentino receives the kingdom of Spain Award



→ Cosentino City Mallorca



Context



Reducing the Carbon Footprint	Consumption of Certified Renewable Electrical Energy	Investment in Environmental and safety Assets	Waste valorisation
12,8% vs 2018	6,1% vs 2021	100 % in Cantoria and Brasil	+€37 Million
			15,8% in Cantoria

Persons



Persons	Open-ended Contract	Women in Senior Management Positions	Total accident rate
5.851 +7,9% vs 2021	98 % +7% vs 2021	22 %	2,95 -10,6% vs 2021

Company



Donations	Job creation	Eduarda Justo Foundation Interns	Reforested Areas
+€1 Million	426	182	165.360 m²

Governance



Board members	Female board members	Raw materials from Spanish Suppliers	Tax paid
8 +3 External advisers	50 %	45%	€409 Million +75% vs 2021

Global presence and assets in our sector

Countries

→ 129

Allocation

Countries on the five continents where we distribute our products.

→ 40

Implementation

Countries in which we are present

→ 31

Subsidiaries

Proprietary or active subsidiaries.

Business Units

→ 8

Plants of production

SPAIN

- 3 Silestone® plants.
- 1 plant for preparation of raw materials.
- 1 fábrica de acabados o elaborados.
- 1 plant making special finishes in Spain.
- 1 plant making samples.
- 1 Dekton® manufacturing plant.®.

BRASIL

- 1 granite plant.

→ 11

→ Workshops

Cutting workshops kitchen and bathroom work surfaces.

- 10 workshops to cut kitchen work surfaces and bathroom in US.
- 1 plant to manufacture

→ 1

→ Logistics Platform

- Smart Logistics Platform (Spain).

→ 4

Hubs (3 in US and 1 in Australia)

→ 148

Business and Sales Units

- 125 Cosentino® Centre
- 23 Cosentino® City

→ 5

Logistics operators

→ 2

Storage space

- Over 24,000 m2 of slabs on display at our corporate headquarters.
- 1 centro logístico que incluye un almacén automático capaz de almacenar hasta 300.000 tablas de Silestone® y Dekton® y con capacidad de preparación de más de 6.600 tablas cada nueve horas en caballetes de expedición (marítimos o terrestres).



About us

Inspiring people
through
innovative and
more sustainable
spaces

We are proud of being a Spanish family-owned business specialising in producing and distributing innovative surfaces of high value for the world of architecture and design on a global basis.

We work alongside our customers and technological partners to provide solutions that offer design and value and inspire people's lives, with the ultimate aim of making the world a better place.

Cosentino Values

Values: Cosentino DNA

All those of us who form part of Grupo Cosentino® share a number of values that define us:



Dreamers

We imagine innovative concepts that translate into solutions and the future of the industry, investing passion, drive and inspiration in everything we do.

Comitted

We act in a responsible manner in a common project giving the best of ourselves to our customers, society and the environment around us.

Courageous

We dare to travel new paths, to make decisions and accept risks without fear of criticism or failure.

Humans

We behave in an honest way with respect for others on the basis of empathy, leaving our ego to one side and working as a team.

Our brands, a guarantee of quality and innovation

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

At Grupo Cosentino® we specialise in the design, production and distribution of architectural and decorative solutions. To this end, we create brands and top quality products that offer more sustainable, innovative and functional solutions for homes and public spaces alike, making us the ideal partners for architects and interior designers.

We have three pioneering brands renowned for the excellence of their finishes: Silestone®, Dekton® and Sensa by Cosentino®, all leaders in their respective segments. Thanks to the solutions they bring, we are able to build innovative surfaces for unique spaces and designs.

→ Silestone® Posidonia Green - Sunlit Days



How we inspire people

Our customers act as our voice and our ears helping us to find out and respond to the needs of the end users

We work together in close collaboration with our customers in order to strengthen ties with marble workers, kitchen and bathroom stores, architects, designs and builders and developers the world over.

The Cosentino Centres and Cosentino City, situated all over the world, are meeting places where we establish and nurture strong relationships.

We endeavour to do our best in our efforts with our customers and collaborators, working alongside the entire value chain through open innovation processes, safety promotion, respect for the environment and 360° quality.

Cosentino® Ecosystem

Resulting from this relationship is what we call: the Cosentino® Ecosystem, a generation of business connections and opportunities among the professionals in our network,

which leverages our capacity for innovation and diversification, with a clear focus on the end consumer.

In addition, we act in accordance with a solid multichannel communication and marketing strategy, along with constant reinforcement of our brand position with our *stakeholders*.




Marble workers

>32.010




Architects

>76.110



K&B stores

>68.773




Builders

>48.756



Designers

>70.810

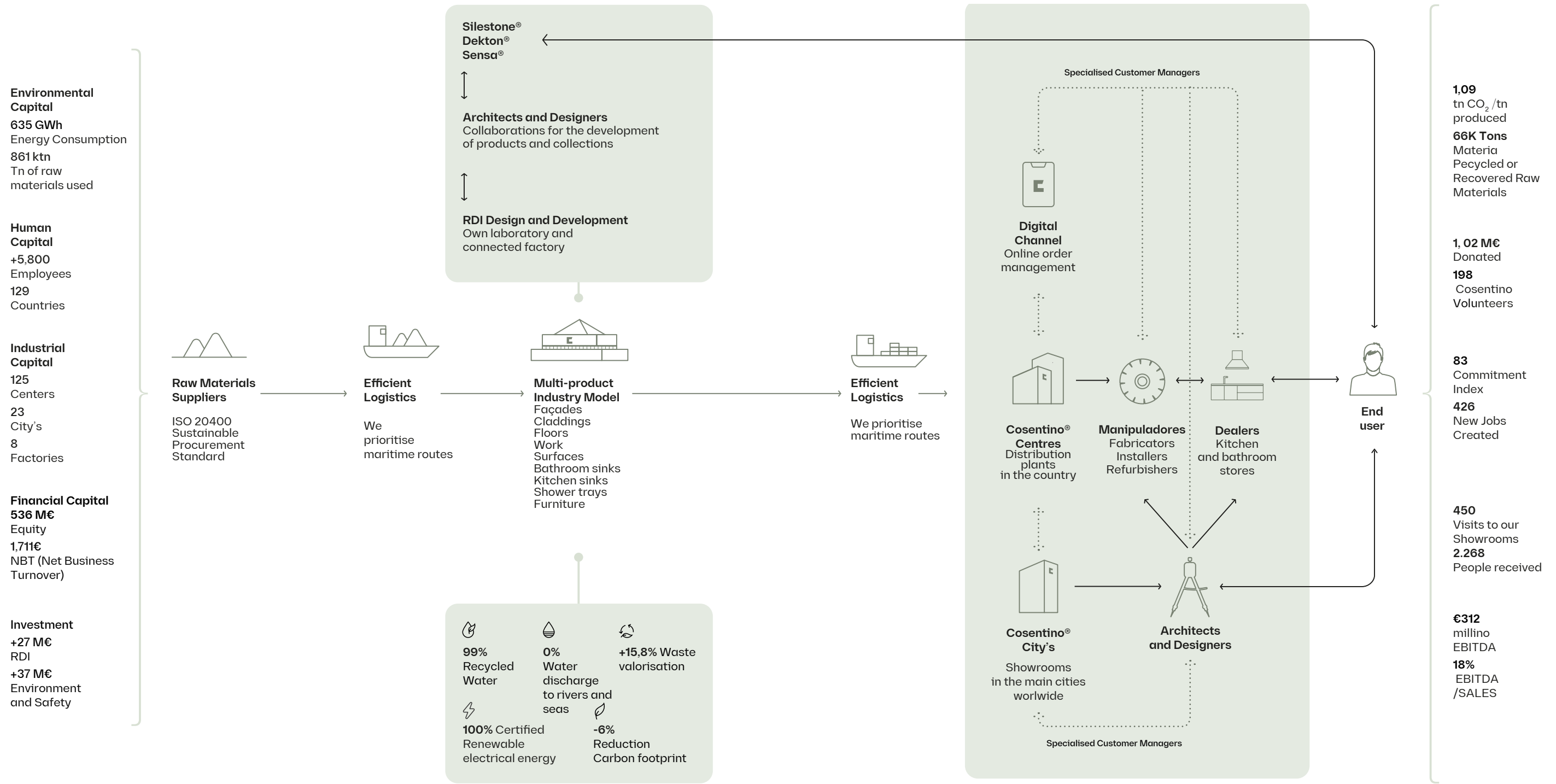


Refurbishers

>4.873



A multiproduct diversification model



Our strategic vision: a holistic outlook

Vision of the context

We understand our context in order to anticipate and adapt to the new scenarios

The last few years have been hard for everyone. The pandemic, the armed conflicts and the energy crisis, among other factors, have generated great upheaval where the need to act with firm commitment towards acting in accordance with a business and company model where resilience is key has become increasingly evident.

Thanks to the effort and responsibility of the entire Cosentino team, we have managed to handle these concerns and difficulties, having achieved satisfactory results by the end of 2022. This, added to the strength of our business purpose, where innovation and sustainability play key roles, has been reflected in our investments in renewables, circularity, new production facilities and the expansion of our worldwide presence.

All these actions have ensured that our brand continue to be leaders in the sector.

In the coming years, and despite the constant presence of the current uncertainty, growth in the construction sector is expected. Specifically, the residential segment will rise by 3.8%, with 32% new builds and 68% refurbishments. We are facing this trend from our position as leaders, and to innovate and diversity in the potential application of our products, sales channels and geographical presence. Thus, in the years ahead, we are facing a scenario full of opportunities in which we can continue to grow.

- Nevertheless, we are aware that this is a context of continuous transformation. In light thereof, we have identified a number of risks and opportunities on which we have been working, for instance:
- **Inflationary context**, with an increase in the price of raw materials and basic supplies required for our activity (increased costs of energy, fuel, transport...).
 - **Geopolitical uncertainty**, directly related to global economic outlooks..
 - **Effects of climate change, which are becoming increasingly drastic, requiring effective strategies.**
 - New trends that are becoming increasingly important for consumers, such as the search for spaces that adapt to current needs or the growing demand for sustainable products.

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

We anticipate risks in order to manage and control them

Risk management

There are several identification, control and management systems in place, as well as preventive and corrective actions, which enable us to anticipate, avoid or mitigate the risks we face as a business.

We use a number of tools, such as:

- **Group global risk management programme:** it seeks to mitigate any potential adverse effects on our economic and financial profitability and, given the uncertainty of the financial markets, it also considers financial market, credit and liquidity risks.
- **Preventive or corrective measures:** we define these for each of the risk situations identified in our annual review
- **SWOT Matrix:** to help us analyse Strengths, Weaknesses,

Opportunities and Threats in the Group. This is an integral analysis, encompassing the vision of the various areas such as Finance, Innovation, Internal Auditing, Procurement, People, Commercial Processes, Logistics, Quality and Environment. The matrix is included in our Annual Strategic Plan and is reviewed by the Directors, who were interviewed to update the map in order to identify any risks that may have a significant impact on the Group.

In 2021 we updated the risk map for 2022 to 2023, having identified 17 risks (12 operational, 4 strategic and 1 concerning compliance).

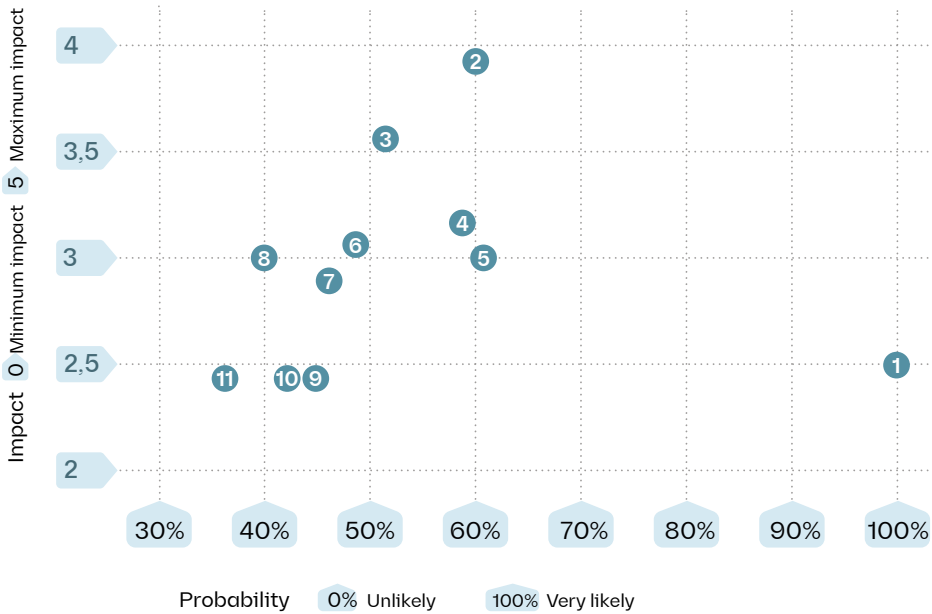
These were classified by criticality level based on residual risk assessments. They were also qualified by the board members and members of the Executive Committee,

During 2022 we have carried out close monitoring of the 11 risks classified with greater residual risk, having entrusted their mitigation to a number of senior managers, who are already working on several action plans to address them.

In addition, indicator monitoring sheets have been implemented to measure the evolution of such risks and the degree of advancement of the mitigation plans.

The Audit and Control Committee monitors the indicators and action plans in place every quarter.

Risk criticality map



Riesgos

- 1 Concentration in Cantoria
- 2 Work-related illnesses
- 3 Raw Materials
- 4 Asian competition
- 5 Silestone production
- 6 Energy sources
- 7 Local transport
- 8 Cybersecurity
- 9 Tightening of environmental legislation
- 10 Availability of talent
- 11 Occupational accident rate

Risks & Opportunities in the face of Climate Change

We act today so as to face the future with resilience

Understanding the challenge that the physical effects of climate change have on our business model plays a fundamental role in the company's strategy in the short, medium and long term.

For this reason, in 2022 we have carried out an analysis of risks and opportunities on this issue, using the Task Force on Climate-related Financial Disclosures (TCFD) methodology.

This work will enable us to anticipate and adapt to climate risks affecting the business, as well as leverage

any opportunities that might arise. Furthermore, we have estimated the financial impact of the effects of climate change according to various scenarios.

Risks

Physical

- Critical water stress in the area reducing the amount of available water and affecting the guaranteed supply.
- More frequent heatwaves due to rising temperatures, which would affect the production process.
- Extreme climate phenomena in the factories which might cause stoppage of production or damage to installations, such as torrential rainfall or hail storms.

Transition

- Cost increase due to dependence on natural gas consumption.
- Dependence on fossil fuels in logistics.

Opportunities

- Innovation opportunities to reduce production process emissions.
- Investment in carbon storage and capture projects.

Financial Impact of the risks & opportunities in the face of climate change

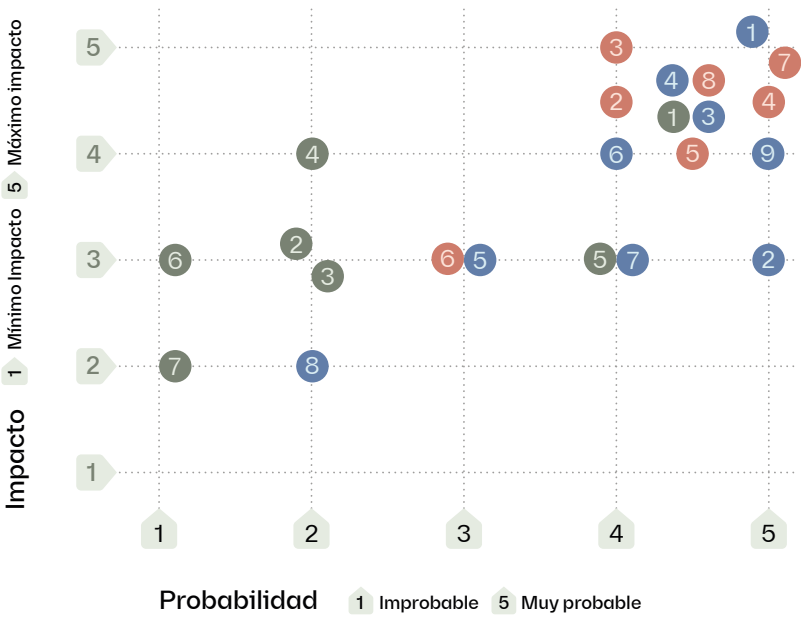
Financial Impact of the risks & opportunities in the face of climate change

Once this impact has been assessed, the necessary anticipation measures - previously considered in the company risk map- have been defined.

On the other hand, the results of the analysis of the opportunities arising from climate change have helped to develop the strategic energy transition plan of Grupo Cosentino.

Analysis of potential climate scenarios

The future evolution of the climate is a fundamental aspect that we must consider in our business model. In 2022 we have begun with an analysis of climate scenarios that will allow us to identify the main present and future risks in our various assets and regions, in order to design resilience strategies.



Risks

Physical

- 1 Water stress in the area reducing the amount of available water. This will affect the guarantee of supply.
- 2 Exposure to torrential rainfall: Affecting logistics.
- 3 Exposure to torrential rainfall: Affecting suppliers
- 4 Exposure to torrential rainfall and hail storms: Affecting production facilities..
- 5 More frequent heatwaves due to rising temperature: Affecting production process.
- 6 Affecting suppliers due to occurrence of other meteorological phenomena such as hurricanes, cyclones
- 7 More frequent cyclones.
- 8 Increased risk of fire from the exterior

Transition risks

- 1 Inability to access sustainably sourced raw materials. Drop in sales due to inability to access more sustainable raw materials.
- 2 Increase in costs due to lack of efficiency in transport management.
- 3 Low return of clean technologies.
- 4 Rising costs due to tighter legislation.
- 5 Dependence on compensation projects by product range.
- 6 Higher cost of raw materials: new carbon markets (at the border or in other countries)
- 7 Cost increase due to dependence on natural gas consumption.
- 8 Higher costs due to dependence on fossil fuels in logistics.

Opportunities

- 1 Innovation opportunities to reduce production process emissions.
- 2 Investment in renewable electricity sources.
- 3 Alternative energy sources: Biogas.
- 4 Innovation: Investment in carbon storage and capture projects.
- 5 New Markets. Development of biodiversity projects.
- 6 Resilience opportunities: a supply chain that incentivises climate action.
- 7 Innovation in products and services for maximum emissions reduction.
- 8 Market trend: company prepared to attract future potential investors.
- 9 Drought adaptation actions: reduction in water usage.

Materiality analysis

We provide a voice to those around us

This year we have carried out an internal exercise, adapted to the new GRI standards, that has enabled us to ascertain and analyse the most significant impacts for the company, with a view to addressing present and future needs.

The aspects examined are related to our economic, environmental and social performance, including those relating to human rights.

When carrying out this exercise we have applied the following methodology:

STEP 1: Analyse context of Cosentino and identify impacts

With the collaboration of Cosentino senior managers and external advisers, and the help of industry macro-trend analysis, we have carried out a diagnosis to identify which impacts, both positive and negative, real and potential, we might generate as a result of our business activity.

STEP 2: Impact assessment:

Following on from the previous step, we drew up a list of 70 impacts, which we have consulted through surveys of our main stakeholders. Among them, we have considered internal ones (Board of Directors, Executive Committee and Workers' Representatives) and external ones (customers, suppliers, public institutions, associations with which we work...).

In this consultation, carried out in December 2022, we asked our stakeholders to assess, in relation to each of the negative impacts:

- Degree of impact severity, taking into account magnitude, scope and level of difficulty to repair damage caused.
- Degree of occurrence probability of said negative impact.

On the other hand, for every positive impact, we asked them to evaluate:

- Level of benefit of the impact if it should occur, taking its possible scope into consideration.
- Degree of probability of occurrence of said positive impact.











STEP 3: Analysis of Results:

Once our stakeholders had estimated these impacts, we then on to assess and analyse the results in order to identify which are the most significant for Cosentino.

The most relevant have been grouped in the category of "material issues", resulting in the materiality matrix shown on the following page.

However, with regard to 2023, we are preparing a double materiality analysis. The goal is to introduce this new perspective in the holistic vision of our sustainability strategy and action plans.

Material Issues

 Customer relationship and satisfaction.	 Dialogue with employees.	 Employee health and safety.	 Innovation of products and services.	 Efficient and rational use of water, energy and raw materials.
 Quality of products and services.	 Sustainable facilities	 Promotion of sustainable mobility.	 Igualdad y diversidad.	 Waste management circular economy and promotion of recycling.

→ Laboratories at Cosentino Innovation Hub



Material aspects identified in each of the categories

● Strategy

1. Financial economic performance.

2. International Presence

3. Security.

● Social

12. Safety at Work.

13. Diversity & Inclusion.

14. Impact on Local Communities.

15. Employee well-being.

16. Talent management

17. Responsible supply chain

18. Social engagement.

19. Pandemics and health crises.

20. Talent well-being.

21. Human rights.

● Corporate governance

22. Transparency and Compliance

23. Ethics and Anti-corruption.

● Environment

4. Use of renewable energies

5. Circular Economy

6. Biodiversity.

7. Water use and management..

8. Air pollution and CO2 emissions.

9. Soil pollution.

10. Environmental noise.

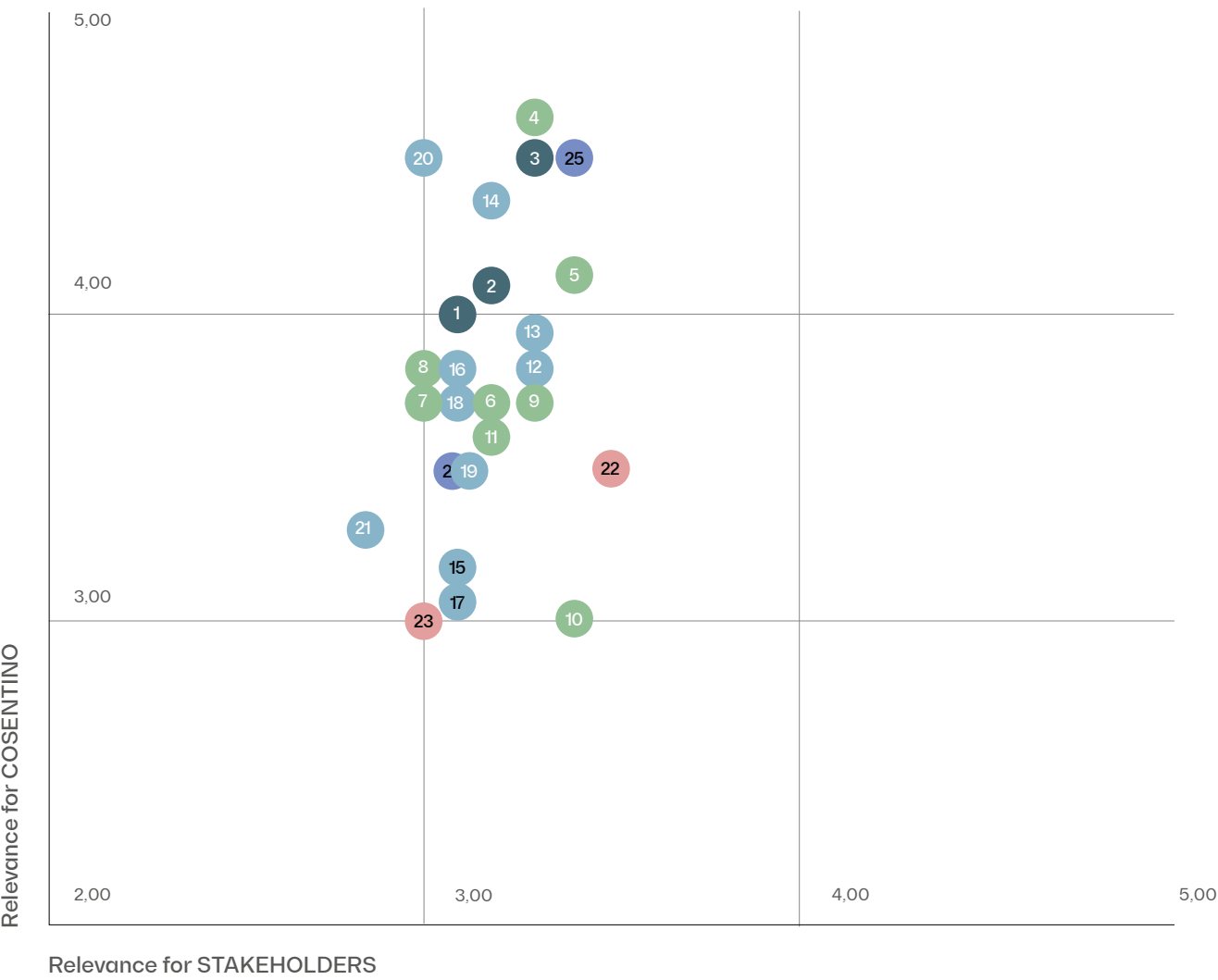
11. Natural disasters.

● Products and Services

24. Customer relationship and satisfaction.

25. Innovation and Quality

Materiality matrix



● Strategy

● Environment

● Social

● Corporate governance

● Products and Services

Innovation & Digitalisation, transformation drivers

A transformation with a real impact on the business

We aim to improve the efficacy, sustainability and safety of industrial processes.

This enables us to build technological advanced solutions in line with the latest digital trends. But, above all, we strive to ensure that these are useful in the daily work of the people who make up Cosentino.

Robotisation and industrial automation: the future which is now the present

We support robotisation and automation of all the processes that comprise the production and manufacture of our products. Far from being a solely productive factor, the installation of robots and automated machines affects many other factors:

- Improved data flow and analysis, which in turn leads to a more global and detailed vision when optimising processes.
- Provides the company with a competitive advantage by having unique processes in due time and form.
- Improved safety at work.
- Improved ergonomics and quality of the work space of people involved.
- More flexible processes.

Technology at the service of the supply chain

Faster decision making and calculation of optimised sequences under different simulation scenarios

In 2021 we launched our operation sequencing and optimisation project (PPDS), bearing in mind the finite capacity of resources, their limitations and availability of components. Thanks to this, and as a result of the automation of planning processes, we have achieved faster decision making, which allows us to simulate scenarios in which to examine production cost minimisation and the service level we provide.

We continue to innovate in order to drive the most powerful technology: human technology

2022 has been the first year in which we have dedicated a full team to work on the data driven transformation. This has had an enormous impact on the various areas within the group, with over one dozen cases of advanced analytics, more than fifteen visualisation dashboards and the creation of a data repository with information from all departments.







The team has not only focused on the areas of greatest impact on the financial performance, such as logistics and production, but also on those constantly supported by Cosentino, such as Sustainability, Safety and Innovation. The end goal is that every employee in the group is able to make decisions based on data provided by state of the art analytics and technology.

We innovate in order to make our technological capacity available to the customer

In January 2021 we created the new Digital Business Unit, working with a new methodology (Agile/Scrum). We have thus managed to develop professional platforms for five business verticals: Kitchen stores, Marble workers, Architects, Designers and End Users. Through a customer-focused business vision. This development has had an impact on various aspects of the business, such as:

Our goal is to digitalise the Cosentino ecosystem in order to improve efficiency and the communication with our

customers and collaborators in every one of our day to day requirements. Accordingly, our digital unit is adding value to various groups on a global level by applying a number of strategies, designed to bring together the creation of new products in constant evolution; personalised communication via various channels; the development of digital services on our platforms and the on-off connection, thanks to our sales and distribution network, which is providing an excellent experience and makes it possible for us to continue to grow together

 <h3>Kitchen stores</h3> <p>Increase in sales via the prescription of our products, offering a high value digital product (specialised services) and generating a demand/traffic of potential end consumers in the purchase.</p>  <h3>Architects</h3> <p>Trabajamos con los profesionales de la arquitectura generando notoriedad de marca dentro del colectivo, ofreciéndoles nuestros productos como posibles soluciones de diseño para sus proyectos y conectándolos con nuestra fuerza de ventas a través del canal digital para llevar a cabo colaboraciones comerciales.</p>	 <h3>Designers</h3> <p>Generating notoriety within the sector via the C. Top Design programme. We create communities via our digital platform on which we offer high added value services, commissions and the possibility of online purchase of our products.</p>  <h3>Digital Marketing</h3> <p>We launch digital marketing campaigns to generate brand notoriety and take advantage of business opportunities for our company (B2B and B2C).</p>	 <h3>Marble Workers</h3> <p>Increased sales via a diversified online product offering (eCommerce) and online marketing campaigns/ personalised promotions.</p>  <h3>End Consumer</h3> <p>We have evolved and developed the main digital asset of our company, our website, to provide contents and services that are valuable for the end consumer throughout the process.</p> <p>In addition, we offer the end consumer the possibility of connecting online with our professional collaborators (via the platforms and our sales network) to purchase our product.</p>
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The Connected Factory

The connected factory seeks to improve efficiency, minimise flaws, reduce the time to market and advance in the sustainable process.

Maintenance with RFiD technology: mejoramos el control de las inspecciones de mantenimiento mediante la tecnología RFiD, un sistema con dispositivos de identificación de equipos personal que permite el registro de la ejecución de las tareas, la trazabilidad de las reparaciones, la gestión de materiales y la medición de la eficiencia del operario.

Advanced demand management: we seek to improve the current demand model both in terms of overall planning and advanced planning and valorisation. To this end, we have selected the Cloud AP IBP HANA (Integrated Business Planning) solution which helps businesses involve all interested parties throughout the organisation in the planning process.

Transport Optimisation: we support market leading solutions such as Descartes and Transporeon. Both cater to our strategic challenges, by helping to plan more efficient routes at lower costs.

Cybersecurity

During 2022, Cosentino has obtained the ISO 27.001 standard to guarantee to its customers good practices in matters of security against possible cyberattacks. These guarantee the confidentiality, integrity and availability of the information.

The ISO 27.001 certification provides the following advantages:

Guarantee of business reliability and quality: shows the market that our data processing procedures are secure.

Improvement of the internal security system: thanks to the methods and procedures described in the standard for optimal compliance, a system will be put in place to provide the utmost security for internal information.

Reduction of risk cases: the implementation of this security management system allows us to greatly reduce any incidents of data leaks or deterioration.

RPA

The implementation of RPA technology allows us to digitalise secondary business processes: optimising and redefining them, and reducing costs and times; removing errors, improving the internal operation and the relationship with customers, partners and suppliers; as well as providing multiple scorecards that improve the management and capacity for response of the business, its productivity, competitiveness and profitability.

To achieve the goals sought by Grupo Cosentino, advanced technologies that are key to the provision of service are being used:

- Artificial Intelligence along with OCR to automate all the processes or parts thereof that may require document reading, interpretation and identification: contracts, orders, payroll, receipts and signatures.

- RPA for the robotisation and automation of processes in the various systems of Grupo Cosentino. –
- Process Mining and BI solutions to accelerate the phase of identification of re-engineering and automation processes, analysing and identifying areas for improvement to create use cases in a more agile and efficient manner.

We take innovation one step further

Our firm commitment to innovation means that in 2022 the Group has registered 14 new designs in Europe and the US, as well as four patent families with which we continue to protect our knowledge

and exclusivity in a sector that is becoming increasingly demanding and competitive.

At the end of the year our industrial property portfolio boasted 26

patent families [1] in force that protect different inventions in the various countries in which it operates, with a total of 77 different designs [2] registered.

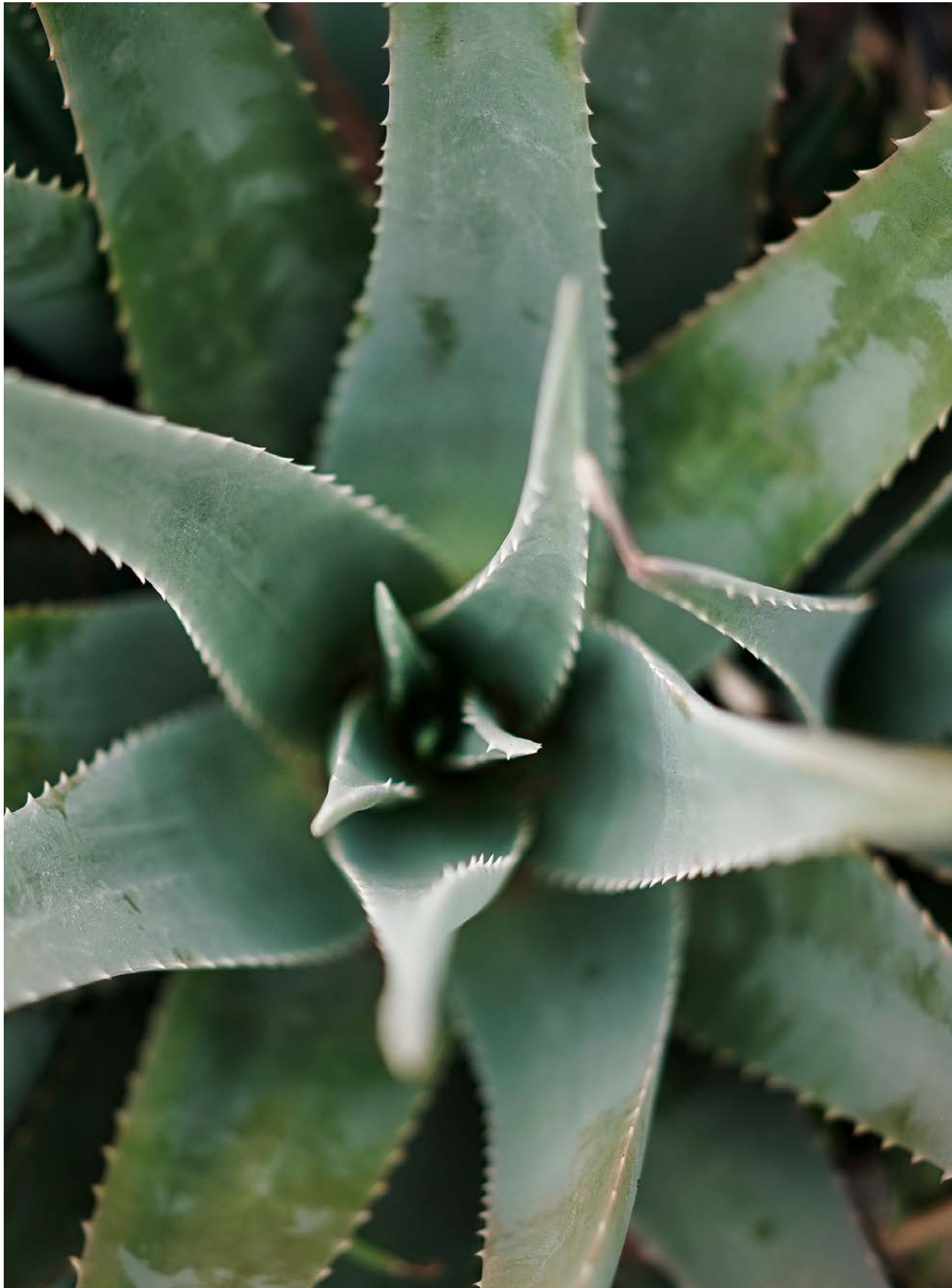
Total investment in euros (includes CSA and CRD).			
	2020	2021	2022
Investment in RDI projects	7.697.654,52	6.144.980,18	7.782.071,89
Investment in RDI assets	838.054,12	176.570,11	572.530,39
Investment of related non-industrial RDI assets	1.931.984,73	452.725,26	377.304,00
Investment in related assets	9.287.718,44	6.813.900,06	18.318.101,15
Total investment	19.755.411,81	13.588.175,61	27.050.007,43

[1] Titles registered or granted that grant an exclusive right in a geographical region to use, manufacture, distribute, promote

and/or sell an invention, which may be a product, a production device or procedure.

[2] Titles registered or granted that grant and exclusive right in a geographical region on the form, visual configuration, drawing and/or the ornamentation of a product.





ESG

(E) Cosentino x Environmental

We ensure that our operations are competitive in the future

We look after our large common home: the planet.

Our brands improve people's lives by transforming the spaces they inhabit. This is why it is natural for Cosentino® to protect the balance and foster biodiversity in the world that we all share.

We create products that have a positive impact on the world around us. More sustainable, in pursuit of carbon neutrality, with larger percentages of recycled material and a longer useful life.

We use electricity from renewable sources in the manufacture of our products and transport them in an increasingly clean and smart way.

We take care of our planet making the most out of every drop of water, reusing it once and again.

Using every resource and finding new uses for waste, creating new sustainable infrastructures and connections.

From a leading solar photovoltaic plant for self-consumption in Spain to centre for waste valorisation.

Fostering partnerships with suppliers, scientific institutions and NGOs. Preserving biodiversity, making our forests more resilient in the face of climate change and protecting marine ecosystems.

Giving the best of ourselves for a better future for everyone.

We look after our planet

Carbon Footprint, Cosentino CO₂ncious

We reduce and address our Organisational Carbon Footprint, by mitigating emissions and transforming them into added value through offset projects.

For the fifth year running, at Grupo Cosentino we have calculated our Organisational Carbon Footprint (OCF). The goal of emissions reduction we have set ourselves as part of our strategy means that we are becoming increasingly restrictive in this regard, carrying out actions designed to gradually reduce our ratio of emissions per ton of manufactured product.

In 2022 we reduced our footprint by 6.09% compared to 2021, and by 12.81% compared to the baseline year, 2018.

This reduction target and our commitment to continuous improvement - the DNA of the company- means that year on year we increase our effort in this area, improving the data gathering process, calculation methods and presentation.

At the close of this document the emission factors have not yet been published by the MITERD, which means that the footprint results for 2022 are pending verification once such factors have been published.

On the other hand, as we have done in previous years, we will be registering our carbon footprint in the Andalusian Emissions Offset System (SACE) and the Ministry for the Ecological Transition and the Demographic Challenge (MITERD). In this regard, the Spanish Climate Change Office granted us back in 2021 the “Reduzco” seal of approval, which recognises the company’ emissions reduction since 2018.

In addition, we continue to drive socio-environmental projects in Mexico and Chile, which enable us to voluntarily offset part of our emissions to manufacture our carbon neutral products, Dekton®

and the Silestone® Sunlit Days by Cosentino® collection.

Overall, we have offset 17% of our footprint in 2022.

Emissions reduction strategy

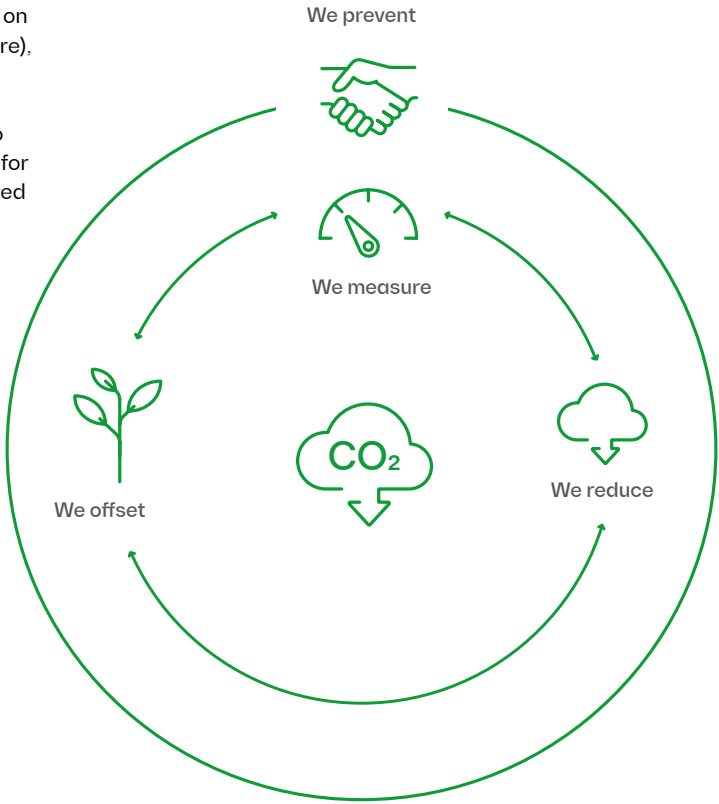
We realise that in order to achieve a real positive impact on climate change, we must know how we are doing (measure), take action (reduce) and make decisions (prevent) throughout our value chain. Once this has been done, we shall offset any emissions that we are currently unable to reduce, as we have already been doing since 2019 when, for the first time, we voluntarily offset the emissions generated in the manufacture of Dekton®.

+€37 million

in environmental and health & safety assets

+€13 million

in environmental improvement and control



We prevent/We anticipate/We advance

Anticipation is vital if we seek to prevent our emissions: designing products with a low environmental impact that use clean energies, connecting with suppliers according to their ESG policy or applying circular economy strategies to discover new raw materials, all directly affect the carbon footprint.

Moreover, the performance of the six-monthly carbon footprint calculation has enabled us to make decisions that have reduced the emissions in the overall calculation.

We reduce

Once we know our emission levels, we must act accordingly to improve our behaviour and achieve the reduction targets set by the company. Improving the efficiency of our processes, innovation and the encouragement of the circular economy or of sustainable mobility, are some of the examples of actions taken.

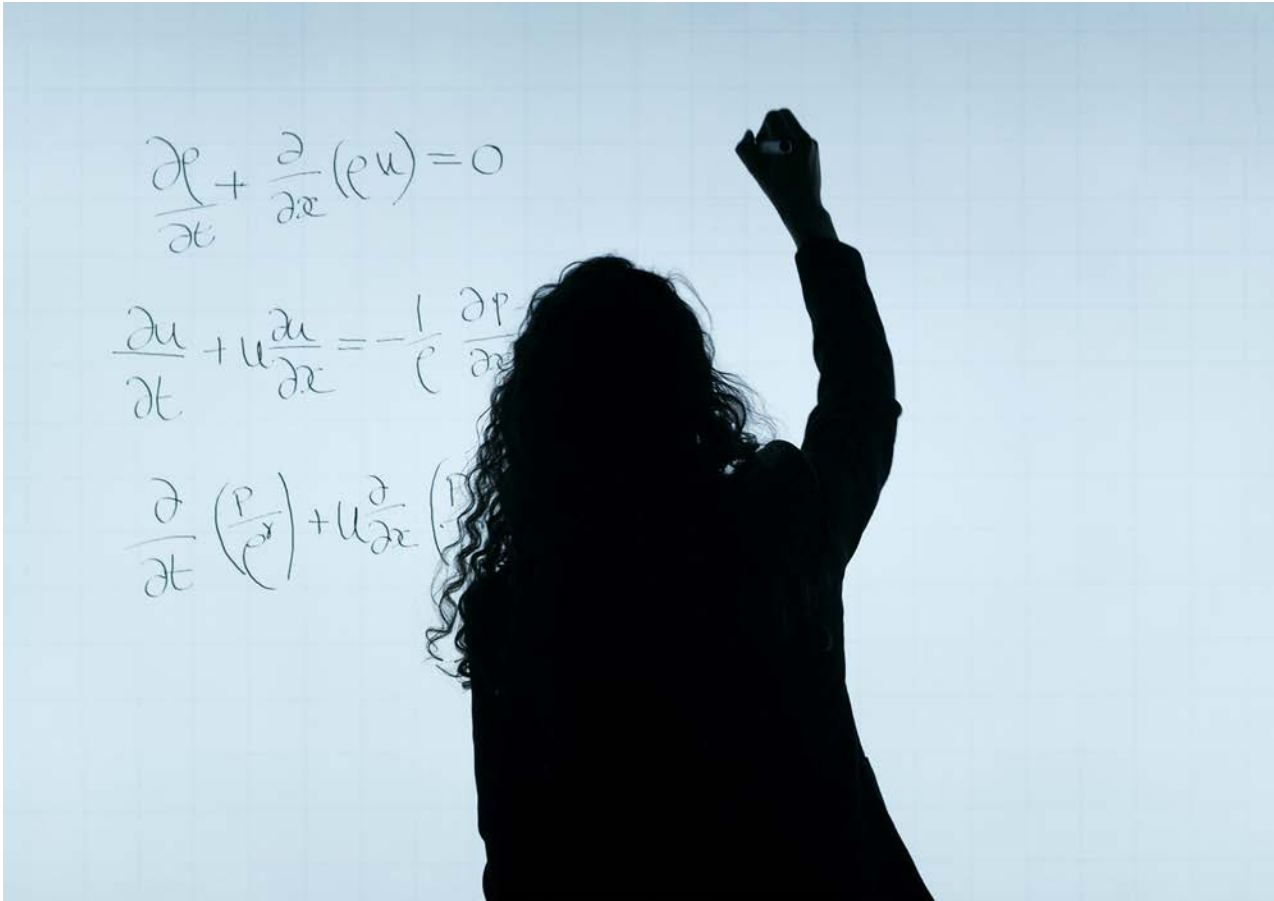
We measure

We calculate direct and indirect CO₂ emissions to learn how we are evolving every year; this helps us identify the main sources of emission and, therefore, action plans. We also pass on this attitude to our suppliers so that they apply the same good Environmental, Social and Governance practices.

Measurement based on the UNE-EN ISO 14064 Standard and the Greenhouse Gas Protocol (GHG Protocol)

We offset

We tackle the emissions we are not able to reduce for the time being via emission offset socio-environmental projects in developing countries. We currently have carbon credits in two projects in Chile and Mexico, dedicated to the production of biogas and wind power, respectively.



621.601,50 tCO2e
TOTAL CARBON FOOTPRINT 2022

Scope 1	Scope 2	Scope 3
12,45%	1,37%	86,18%
Direct emissions from sources controlled by the organisation.	Indirect emissions from purchased electricity consumed.	Indirect emissions from the entire value chain from extraction of raw materials to the end of the product's useful life.

We measure

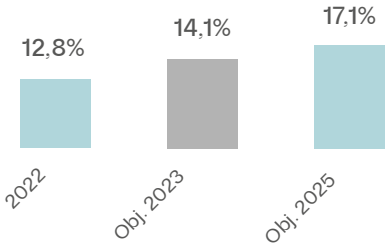
We measure, we act, we reduce.

Carbon Footprint Reduction as the backbone

In 2022 we have taken a step further, by calculating our carbon footprint on a half-yearly and yearly basis. This has enable us to perform a preliminary study of our emissions from January to June and preempt our decision making and actions to reduce the footprint in the final calculation.

We are also continuing to ensure that the Carbon Footprint Reduction becomes the backbone in decision making in the areas that impact the company's environmental component, since all the areas, to a greater or lesser extent, have a direct impact thereon.

Carbon footprint reduction vs 2018



Evolution of the carbon footprint

	2018	2022	Evolution 2018-2022
Production t CO ₂ e/(ton)	1,25	1,09	-12,81%
Consumption of Raw Materials (t CO ₂ e/ton)	0,86	0,77	-15,94%
Turnover(t CO ₂ e/k€)	0,45	0,36	-18,95%
Empleados (t CO ₂ e/nº)	100,20	106,24	+6,02%



Beyond GHGs

At Cosentino, we respect and care for the environment, continuously measuring our emissions, acting accordingly and complying with the legislation as part of the continuous improvement process established by the company. For this reason, we calculate the emissions from substances in addition to the GHGs considered in the Carbon Footprint, thus meeting the demands of the Integrated Environmental Authorisation (AAI).

In 2022 we reduced our footprint by 6.09% compared to 2021, and by 12.81% compared to the baseline year, 2018. This reduction covers all areas in the company, from the obtaining of the raw materials to the end of the useful life of the products we make. Scopes 1, 2 and 3.

We measure

We are committed to the future of the Planet

Voluntarily establishing an emission reduction target

Voluntary emission reduction target
-35%
in 2030

We reduce our footprint on an annual basis, in an effort to meet the target set by the company for 2030. To date we have managed to reduce by 12.81% (tCO2e/t product) over our baseline year, 2018, so we must continue to work to achieve our target.

This commitment is evident through our participation in the CDP rating (Carbon Disclosure Project), a non-profit organisation that rates companies according to their decarbonisation strategy and ESG policy via the transparent disclosure of the company's strategy.

In our first year of participation- 2022- we have obtained a rating of B.

In 2022 we signed the SBT (Science Based Targets) commitment letter, which will help us over a maximum period of 2 years to align our strategy with the principles established by this initiative: limitation of land temperature increase to under 2°C over the pre-industrial age, according to the Paris Agreement.

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



Our commitment to a low carbon economy

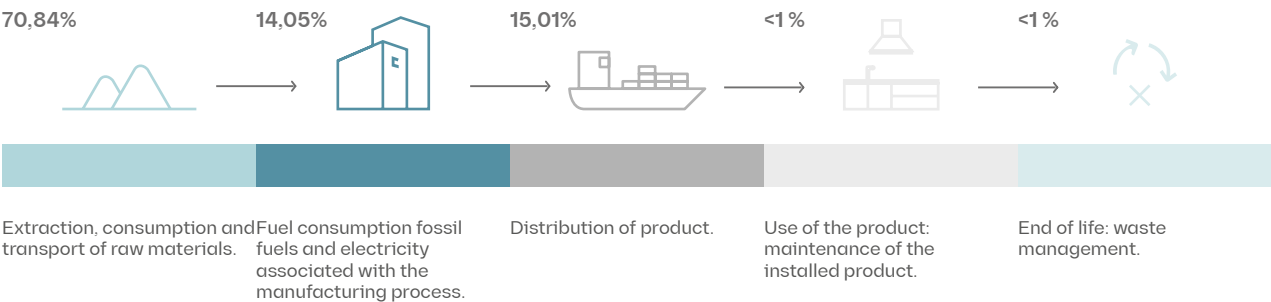
A goal that engages our entire value chain, from extraction of raw materials to the end of life of the products



86%

86% of our Carbon Footprint is due to Indirect Emissions

Distribution of the Carbon Footprint at Cosentino.



We still have a long way to go, which is why we strive to mitigate emissions via a number of different strategies.

How do we do it?

Raw materials, innovation and ecodesign: the efficient use of our raw materials and their impact on the environment are important to us. For this reason, in addition to the HybriQ and HybriQ+® (made with, at least, 20% of recycled raw materials) our RDI department explores other options that reduce environmental impact without losing any of the benefits.

Logistic: As well as the optimisation of routes, we have implemented smart digitalisation, sensorisation and electrification tools that internally measure the efficiency of company routes and vehicles, allowing for actions to be taken to improve performance. Moreover, we are investigating and promoting the use of sustainable alternatives to fossil fuels in the various means of transport we use in our value chain, with pioneering initiatives in

product distribution such as the use of the Transporeon Carbon Visibility software.

Energy Working Group, with three teams: Energy Efficiency, Clean Energy and Energy Procurement. They develop and execute actions designed to meet the goals set out in our Strategy. We pay

We pay special attention on energy use optimisation and in advancing towards a better share of clean energies in our energy mix, with plans to build new photovoltaic facilities and many feasibility analyses carried out in 2022 on innovative technologies applied to our processes, such as green hydrogen, biomethane, energy storage or smartgrid.



We analyse the life cycles of our two main products, Silestone® and Dekton®

We have analysed the life cycle of our two main products, Silestone® and Dekton®, which in turn has yielded data on the water footprint of each. This exercise is carried out throughout the life of the products, to obtain a more accurate and global vision that enables us to focus our efforts and potential investments on any areas and/or stages of the product where we can truly generate a greater positive impact.

We create innovative and more sustainable products by analysing every phase of the life cycle.

Knowledge and proper interpretation of the environmental footprints of the products throughout their life cycle provides us with the keys to design more sustainable products or improve ecodesign.

Our latest update (2021) of the EPDs (Environmental Products Declaration) regarding our main products, Silestone® and Dekton®, has shown a significant improvement in many of the impact categories analysed. These improvements can be consulted in the latest EPD for both products.

This is one of the greatest transparency exercises on the impacts of a product, since it analyses many categories, allowing us to obtain

a full and accurate view of the potential footprint that our products leave on the environment. The main impact categories that are analysed in our EPDs are:

- **Climate Change:** quantifying CO₂ e emissions which, means equivalent CO₂, since greenhouse gases are actually six. But the following are mainly included: methane (25 times more powerful than CO₂) and nitrogen oxide.
- **Water Footprint:** refers to the total volume of water used in the various phases of the life cycle.
- **Depletion of abiotic resources:** the reduction in the availability of fossil resources and minerals/metals.
- **Eutrophication:** excess nutrients in water that leads to an abnormal proliferation of algae, drastically reducing the quality of the water and causing destruction of the flora and fauna.

- **Photochemical smog:** air pollution as a result of photochemical reactions.
- **Acidification:** introduction into the soil of acid substances mostly present in the atmosphere through rainfall (known as acid rain). This reduces soil fertility..
- **Depletion of the ozone layer:** as result of atmospheric pollutants which destroy the ozone layer, allowing for more UV radiation to pass through.
- **Use of soil:** occupation and physical transformation of land and soil.
- **Toxicity and ecotoxicity:** these are toxic substances introduced into the environment with effects on living beings and the environment.



Environmental
Product
Declaration
EPD Silestone®



Environmental
Product
Declaration
EPD Dekton®

Energy Efficiency,

We use every drop of water in an endless cycle, with no discharge

In our manufacturing process, 100% of the electrical energy of Cantoria (Spain) and Brazil is generated from renewable sources certified with Guarantee of Origin (GoO)

The consumption of energy for the total production of products at Cosentino in 2022 was of 39% electricity and 61% thermal (natural gas), in keeping with the overall trend of recent years.

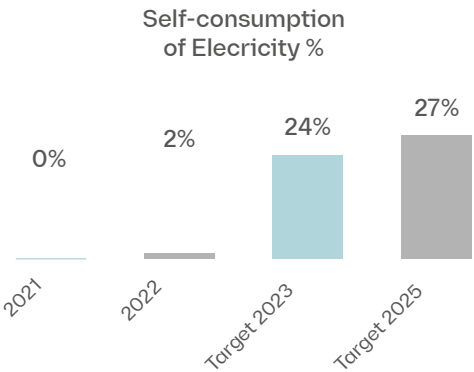
But we want to take this a step further

But we want to take this a step further

For this reason, in 2022 we have begun work on our Solar Plant, one of the largest self-consumption solar photovoltaic farms in Spain: with over 38,000 solar panels and a peak capacity of 20 MW, it will generate around 34,000 MWh per annum, equal to 15% of our current electricity consumption.

Moreover, we are currently expanding our self-consumption, by using the rooftops of our production plants. This will enable us to add another 28,000 solar panels, which will mean that the total solar PV energy generated by our Cantoria plant will meet over 20% of the yearly electricity consumption

The emissions from electrical consumption had already reached zero in 2014 in Cantoria (Almería), and since 2017 in Brazil, having earned a Renewable Guarantee of Origin contract. The implementation of the solar PV farm shows that in addition to our commitment to achieving emissions neutrality, we firmly support the consumption of renewable energy. This aligns our strategy with the energy efficiency commitments established in the European Green Deal for 2030.



Other actions carried out to improve efficiency:

- Recertification of ISO 50.001 Energy Management standard.
- Solar photovoltaic facilities in facilities other than Cantoria: factory in Dallas (US), Centre in Valencia and hotel La Tejera (Olula del Río).
- Through the Energy Efficiency Committee, in 2022, 197 measures have been put in place, of which 68% have already been implemented, leading to savings of 18.6 GWh/yearo.

Most significant energy efficiency projects:

- Implementation of an Energy Management System (EMS), which enables us to monitor, oversee and control the consumptionof energy globally, by factory and production line, as well as help us to identify improvement measures.
- Expansion of the heat recovery systems in the Dekton® factory. This allows us to reintroduce heat recovered from the processes, thus reducing gas consumption
- Installation of electrical filters in the main production lines to improve the quality of the electrical wave and reduce electricity consumption.

→ Detail Cosentino Solar PV facility (Cantoria, Almería)



Energy Efficiency

We use every drop of water in an endless cycle, with no discharge

Our technological capacity allows us to recycle and recirculate water, time and again

We work hard to watch the water we consume, well aware of its limitations and the need for water of all living beings.

For this reason, and due to location of Cosentino facilities in the southeast of Spain, one of the areas with the least rainfall on mainland Spain, it is imperative that we make good use of every drop of water used in our process.

To this end, we have implemented the best available technologies, that allow us to recirculate over 80,000 m3 per day to achieve Zero Liquid Discharge. This is equal to the daily irrigation of 1,500 football pitches.

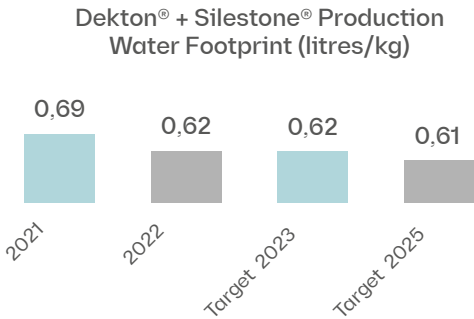
Evolution of the capture of water (m3)

Use of the water captured (m³)	2020	2021	2022
Irrigation (m³)	88.791	45.763	65.185
Industrial (m³)	178.001	344.796	314.021
Total (m³)	266.792	390.559	379.206

99%
Recycled
Water

We want to continue to advance in our water footprint

In 2022 we have completed the construction of our own Waste Water Treatment Plant (WWTP), enabling us to attain water circularity in our industrial facilities in Cantoria in 2023. This tertiary treatment plant has the capacity to treat 600,000 m3 of water per year using waste water discharged by the Regional Water Treatment Plant (Fines, Olula and Macael).

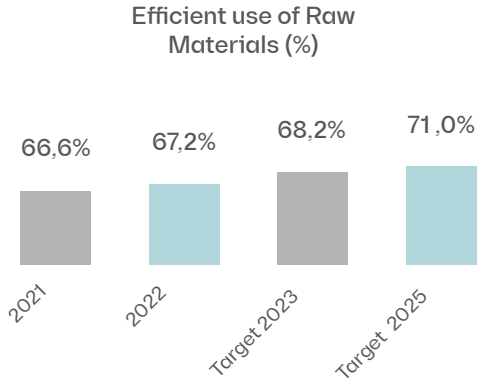


Energy Efficiency

Every kilo of raw material is important: resources are finite

The production teams constantly strive to use every raw material used in our processes in the best way possible. Efficiency is paramount among our goals, since the waste that leaves the least carbon footprint is that which is not generated.

We realise there is still a long way to go, but results so far have been good. Digitalisation, along with all the tools and knowledge amassed, is enabling us to improve in the efficient use of raw materials. During 2022, the efficiency indicator has improved by around 1% and we aim to improve by five points over the next three years.



Cosentino E-Smart Mobility. An unstoppable transformation

We are advancing in our Sustainable Mobility Plan:

We are aware of the environmental impact of the emissions associated with internal and external transport in our activity.

This is why we have spent years working on a number of actions designed to promote and assimilate sustainable mobility into our DNA, reducing the emissions generated by using digitalisation, sensorisation and electrification tools, in turn resulting in a positive impact on the well-being of the employees and collaborators as well as a reduction in the emissions associated with our activity.

As for external mobility, in addition to the improvement of logistics routes through digitalisation, we have started to implement the Transporeon® Carbon Visibility software, which will provide us with true visibility of the CO2 emissions associated with the transport routes in our activity.

This new tool will help us to plan, optimise and reduce emissions in this important Scope 3 area

As for internal mobility, we have continued to develop the actions considered in the Work Mobility Plan 2.0, resulting in:

- Creation of green carpark, with 12 charging points (free of charge) for electrical cars, at exclusive parking spaces close to carpark access points. The facility has a digital management platform to monitor use and consumption.
- Relaunch, after the COVID pandemic, of the shared car system, a service that has improved through digitalisation thanks to the Ciclogreen platform. In addition, the amount of reserved spaces for this activity has been increased.
- Creation of two new shuttle bus routes from nearby towns, to reduce the emissions associated with transport in private vehicles and increase employee well-being.
- Addition of ten new bicycles, amounting to a current fleet of 60 bicycles for internal mobility within the industrial complex.
- Electrical bicycle testing action to add them to the internal and external fleet.
- Expansion and improvement of pedestrian and cycling paths, with new road paint and signalling.
- Significant improvement of signalling, signage and condition of roads of the Cantoria Industrial Estate to reduce the circulation of "lost" vehicles.

Circular economy and waste valorisation

A new innovative model with unlimited possibilities for a planet with limited resources

At Grupo Cosentino® we firmly support the circular economy. We continue to invest resources and efforts to ensure that year after year the circular economy and waste valorisation are reflected in the Cosentino® range of colours and products, offering materials with significant content of recycled and/or recovered raw materials.

→ Technosol: Synthetic soil created from various waste materials.



Circular Economy

Circularity and 0 Waste Strategy Dekton®

We innovate to create new opportunities for every kind of waste and for everybody's future

We strive to ensure that our waste can be reused and recycled as new products for various internal and external applications. Our goal is to transform waste into quality raw materials that can be reintroduced to the process under maximum technical, economic, health and safety conditions.

The Circularity strategy, the continuation of the Reborn project (begun in 2016) aims to address the need to expand waste valorisation investigation lines.

The company circular economy strategy has led to the implementation of the Zero Waste Strategy for the Dekton® production process.

Within the scope of the circular economy strategy, a number of different external lines have been developed to use our waste in various applications, such as:

→ Civil Engineering and building materials: we have managed to introduce our waste for use as building and civil engineering materials (roads, drainage infrastructure, landfill, concrete, gravel...).

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

In 2022 we have managed to valorise 15.81% of all waste generated in the industrial complex of Cantoria (Almería, Spain).

Thanks to our Circular Economy strategy and the various projects under way, we aim to exceed 19% waste valorisation in 2023 and 29% by 2025.

These waste valorisation results in our main production centre, added to the 25.51% achieved in our facilities in Vitoria (Brazil), have enabled us to exceed 16% valorisation overall.

We have our own waste treatment and valorisation plant (CoMA): the Cosentino® circular development centre

A valorisation project development space that has also helped to reduce the environmental impact of waste transport.

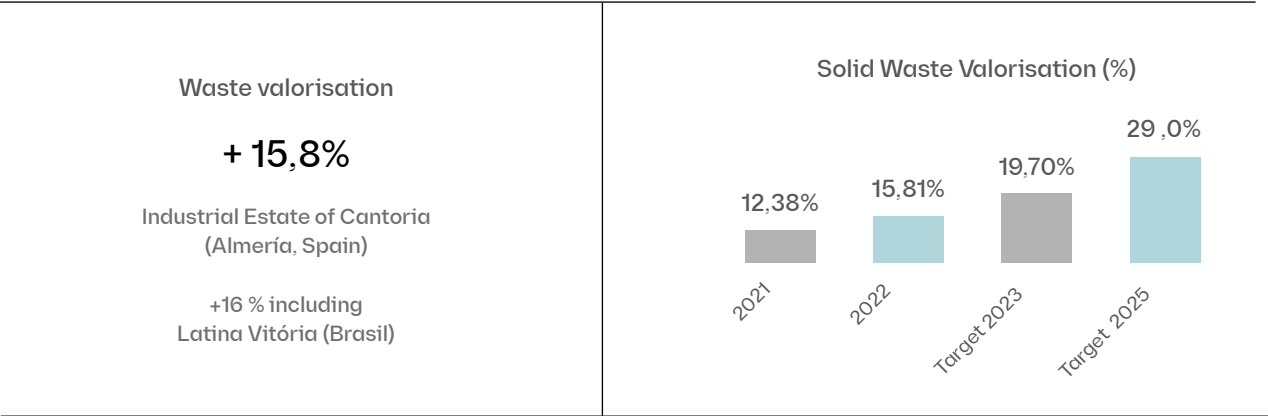
The commissioning of our own Waste Management and Valorisation Plant for the treatment and valorisation of waste generated in our production processes, marked a milestone in our Circular Economy Strategy in 2018.

In 2022, having consolidated our commitment to become managers of our own waste, we have carried out modifications of this facility, to ensure we have sufficient infrastructure to guarantee the storage and treatment of waste in the long term.

As a result of circular economy efforts, during 2022 we have achieved a valorisation of 15.81% of solid waste generated in our industrial estate in Cantoria.

In addition, at the factory of Latina Vitoria (Brazil), 25.51% of generated waste has been valorised, resulting in a 16.44% valorisation at a company level.

→ Cosentino Waste treatment and valorisation plant (CoMA).

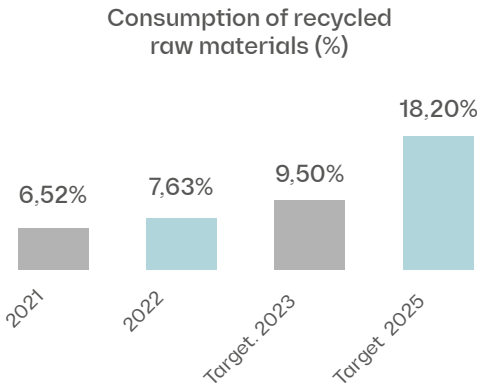


Circular Economy

Our new recycled material products are not only more responsible: they are simply better

All our efforts made both in improving the production processes and R&D investment in the use of new materials has resulted in 100% of Dekton® production containing at least 5% of pre-consumption recycled raw materials, and that over 17% of Silestone® production containing at least 20% (HybriQ+®).

In 2022, the consumption of recycled raw materials in the manufacture of Silestone® and Dekton® has accounted for 7.6% of total consumption of all raw materials. For 2023, we aim to achieve 9.5%, expecting to exceed the 18% barrier by 2025.



Silestone®

Thanks to the HybriQ+ technology, which identifies all colours and series with a pre-consumption raw material content above 20%, this year we have achieved with Silestone® a significant growth in the amount of end products containing recycled raw materials, of 17.3% compared to 15.62% in 2021.

We currently have 23 colours with raw materials of recycled origin (Dekton® tiles, glass, mirrors, porcelain or vitrified ash) in nine different series.

Dekton®


At Dekton®, we continue to make a great effort to ensure that all the residues and waste generated in the production process can be used again as recycled raw material. Thanks to this, in 2022 we have achieved the AENOR Zero Waste certification for the Dekton® production process, highlighting our commitment that more than 90% of the waste generated by Cosentino be recovered. This is one more step in our contribution to promoting sustainability through the circular economy.




EOCENE

Development of Composites of a Renewable nature

COSENTINO




Raw materials from renewable sources




Less impact in the manufacturing process



→ Recyclability







Waste valorisation at the end of its life cycle







Recyclability









We all want a more sustainable future.
We are developing materials
to make this possible.

A new generation of compounds for habitats, construction and aeronautics.

We are currently heading the national EOCENE research project, a pioneer in the industry of thermostable composites. It has the support and recognition of the Ministry of Science and Innovation via the CDTI and the Technological Corporation of Andalusia (CTA). It has been selected as part of the "National Programme Large Corporation Missions" in 2019.

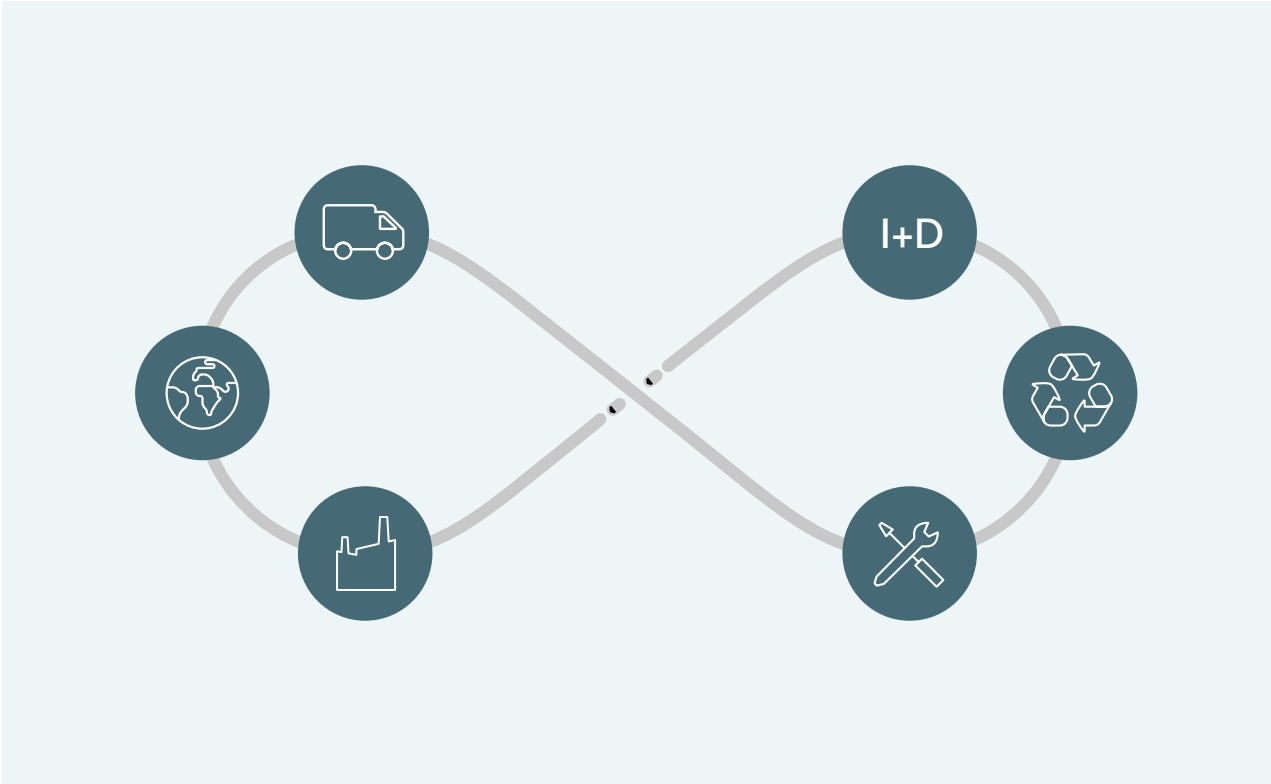
It is one of our most significant projects in terms of sustainability, specifically in the areas of decarbonisation and circular economy.

A business consortium that comprises the value chain of the composites: Kimitec, OMAR Coatings, ACCIONA, Aerotecnic, Reciclalia and Suez.

On the one hand, it promotes the obtention of all composite components (resin and charges and/or reinforcing fibres) from renewable sources and, on the other, the development of sustainable technologies for controlled waste and materials recycling and valorisation processes at the end of their life cycles.

These innovations will be synergetically combined to form a new generation of highly sustainable thermostable composites for 3 main applications: surfaces for architecture and design, construction and aeronautics.

In 2022, the EOCENE project was recognised as one of the best Sustainability Actions in the second edition of the Sustainability Day 22 Conference, organised by the Compromiso RSE and Equipos&Talento publications.



We invest in the world
we wish to see by
investing our resources,
energy, innovation,
initiative and talent.

+ €37 million

in environmental and
health & safety assets

+€ 13 million

in environmental
improvement and control

Evolution of environmental investment and expenditure in the Industrial Complex of Cantoria (Spain)

	2020	2021	2022
Investment in environmental assets (euros)	15.258.320	12.098.360	35.383.052
Expenditure in environmental control and improvement (euros)	8.534.612	10.292.899	13.171.400

Evolution of environmental investment and expenditure in the US and Canada*

	2020	2021	2022
Investment in environmental assets (USD)	0**	302.510	392.698
Expenditure in environmental control and improvement (USD)	1.291.043	1.607.873	1.850.538,91

* Exchange rate at close of 31 December 2022: 1.0666 USD = 1 euro.
*Investments were stopped or delayed during the COVID-19 pandemic.

Evolution of environmental investment and expenditure in Brazil*

	2020	2021	2022
Expenditure in environmental control and improvement (BRL).	760.137	894.837	907.984

* Exchange rate at close of 31 December 2022: 5.6386 BRL = 1 euro

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



ESG

(S) Cosentino
x Social

We welcome, develop and take care of our large family

We support a people management model that is solid and sustainable over time

"We are a large family, we all need one another; the joy and the pain brings us together on a par as human beings", our chairman write in his introduction letter to the Sustainability Report of 2021, referring to the workers at Cosentino:

Our commitment to sustainability requires us to preserve and strengthen our close bonds with the people who form this company. For this reason, we develop and take care of those who form part of the Cosentino ecosystem, sharing common values and translating them into tangible behaviours that makes us feel part of a team.

It isn't only about what we do, what we achieve: it is about how we do it and achieve it. This is a long term commitment. We know we cannot travel this path along and, therefore continue to work on building a map of relationships and partnerships that will ensure we continue to develop individually and as an organisation.

We take care of each other

Equipment

As a team, the sum of our efforts multiplies the result

Behind every achievement, every process improvement, every new customer, there is always a person from Cosentino, with his/her idea, effort, hard work.

Behind every achievement, every process improvement, every new customer, there is always a person from Cosentino, with his/her idea, effort, hard work.

We train, we grow and develop professionally. Because we know that talent never stays still: it evolves and grows, seeks to expand knowledge and experience, adding more value over time. And we want Cosentino to be the perfect breeding ground for this.

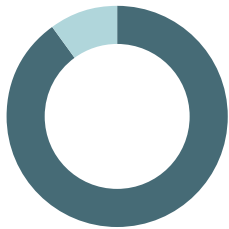
We look after people. Because we all want to feel good where we are. Because we don't only want a good place to work: we want a good place to be. We build a safe environment in which to develop, we take care of our health and well-being, we promote activities beyond work. We are equal, each with his or her own responsibility.

And we have a governance system in place to ensure all the above actually happens.

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



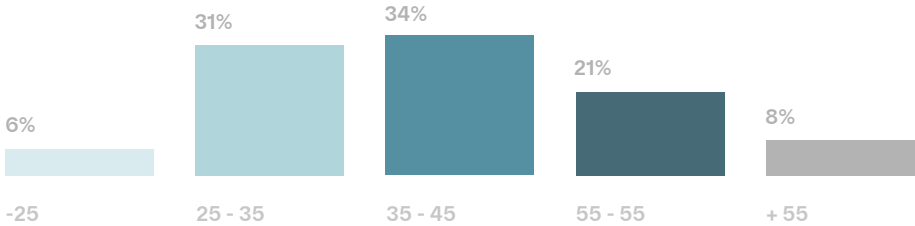
5.851
Employees in the world



98%
Permanent contracts



25% 75%
Distribution by gender



Ages at Cosentino



Regions / Nationalities



67%
Rate of response
summary data eNPS



44
ENPS Cosentino



30
ENPS jobs



83%
Commitment

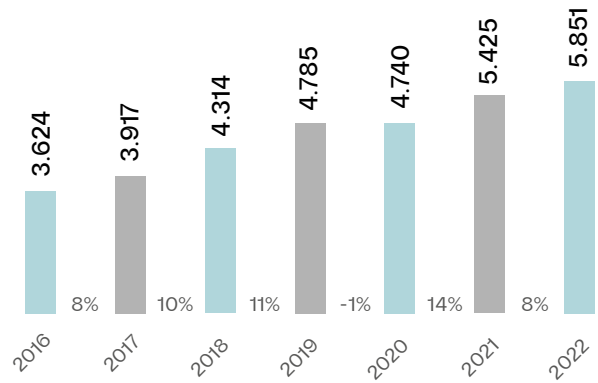


Equipment

We grow in a sustainable manner, by recruiting global talent and becoming a leading employer in the communities where we are located.

We closed 2022 with a workforce of 5,851 people worldwide, made up of professionals from 78 different nationalities and 22.2% of our management roles filled by women. This diversity enriches our vision when making decisions and sets our leadership path.

Evolution in number of employees



Employees by contract type and gender in 2022

	Women	Men	Overall Total
Open-ended	1.422	4.337	5.759
Full time	1.393	4.327	5.720
Part time	29	10	39
Temporary	12	80	92
Full time	12	56	68
Part time		24	24
Dismissals	50	142	192
Overall Total	1.434	4.417	5.851

C·People

Welcome, Grow, Care

We look after the professional and personal experience of our employees

The sustainability strategy places the employee and his/her professional and personal development at the core of all decision-making. For this reason, and for the second year running we have worked on this aspect, paying special attention to three key moments in the lives of those who work with us:

Welcome

From the moment a person shows interest in becoming part of our team, we endeavour to welcome him or her. Because we know that first impressions count, we ensure that their experience as applicants and new employees is as pleasant as possible.

Grow

At Cosentino we design an environment that encourages everyone to grow and develop professionally, on the basis of their own initiative.

Care

An employee cannot feel motivated and engaged if the company fails to understand and support his/her personal motivations. Therefore, and in order to secure our employees' commitment, we do not only strive to ensure their professional development and pay adequate salaries; we also care for our employees from a human perspective.



C·People Welcome

We are diverse and inclusive

We all feel part of a great project

Our ecosystem, our customers, our suppliers, our partners; they are all diverse, like Cosentino itself.

In fact, diversity is one of the backbones of our business model: we all contribute, we all help to give meaning to our company, we welcome anyone who wishes to share this journey with us.



A diverse company makes us more sustainable, stronger: it opens doors and helps us to become more competitive in the market, achieving better results.

For this reason, in 2022, we launched the Female Forward programme, in an effort to recognise female talent in the organisation.

This proposal is added to the already existing Women in Tech initiative which, led by a number of women employees, seeks to promote and disseminate in educational establishments

the normalisation of women in STEM careers.

However, diversity for us is not only about gender, but about all the aspects that make up a person's identity: age, culture, religion, sexual orientation, different abilities... To honour this and to design the best diversity and inclusion policies we have increased our partnerships with organisations and experts, among

which is the collaboration agreement entered into with the ONCE in 2022.

Our inclusion policy is contained in our Equality Plan, that establishes and governs our internal policies of recruitment and selection, remuneration and benefits, development and promotion, as well as any other aspects of the professional relationship of the company with its employees. The Plan also establishes the Control Bodies that ensure zero tolerance of any kind of negative discrimination.

Description of the data obtained from the tables:

- We benefit from the plural outlook of different cultures: we have employees from 78 different nationalities.
- We continue to work in enhancing our capacity to promote female leadership at all levels.

50% of our board of directors, 5% of the executive team, 72% of administrative personnel, 41% of professional positions and 23% of our management positions are filled by women.

Organisational level at the end of 2022

	Men	%Men	Womenr	% Women	Overall Total
Executives	18	95%	1	5%	19
Management	76	83%	16	17%	92
Managers	603	77%	178	23%	781
Professional	1.122	59%	774	41%	1.896
Admin.	88	28%	222	72%	310
Factory workers	2.510	91%	243	9%	2.753
Overall Total	4.417	75%	1.434	25%	5.851

Disability 2022

	Men	Women	Overall Total
Spain	14	4	18
Brasil	10	2	12
France	1	1	2
Overall Total	25	7	32

In addition, Cosentino applies complementary measures to comply with the obligation to support and integrate people with disabilities (formerly LISMI), today the General Law on the Rights of People with Disabilities and their Social Inclusion (LGD).

C·People Welcome

Our equality plan: 9 key commitments

A live tool that improves our market positioning

The Gender Equality Plan at Cosentino aims to go beyond compliance with the legislation in force, such that it becomes a key tool when promoting our sensitivity with regard to equal treatment and opportunities between men and women, an absolute priority for the company. In fact, we consider that this is a fundamental principle in the relationship with all our employees and our people management at Cosentino.

The Plan has already been registered and is today a live tool,

under continuous renovation and designed in conjunction with all the departments in the company, as well as workers' representatives.

It reflects our commitment in all management processes: recruitment, selection, development, communication and training.

In order to achieve a diverse and inclusive workforce, we have implemented over 60 initiatives in various company areas. These initiatives, all based on the nine

key commitments, have helped to recruit and develop increasingly diverse talent, thus improving our position in the market.

This actually makes us more inclusive.

However, this internal policy that pays special attention to promoting women does not wish to remain only within the confines of the company, but also extends to our collaborator companies, customers and suppliers and, as much as possible, to society at large.

1. Promote access by women to positions of responsibility.	2. Incorporate equality in a proactive manner in people management and advertising and marketing campaigns.	3. Collaborate with entities that support women's access to work. Use gender neutral job titles.
4. Incorporate equality in selection processes of collaborating companies.	5. Raise awareness of those responsible for personnel selection in matters of equality and non-discrimination.	6. Promote female applicants for positions where women are under-represented.
7. Promote the balanced assumption of family responsibilities.	8. Support work-life balance among our employees.	9. Avoid or settle any situation of harassment or discrimination based on gender.

→ 60

Initiatives

- | | | |
|---|---|--|
| <div>→ 6</div> <div>Area of non-sexist communication and language</div> | <div>→ 4</div> <div>Area of prevention of situations of sexual harassment or harassment by reason</div> | <div>→ 9</div> <div>Area of selection and access to employment</div> |
| <div>→ 2</div> <div>Area of Cosentino® culture and CSR</div> | <div>→ 8</div> <div>Professional promotion and classification area</div> | <div>→ 10</div> <div>Areas of work-life balance and responsibility</div> |
| <div>→ 10</div> <div>Área de formación</div> | <div>→ 2</div> <div>Area of compensation</div> | <div>→ 3</div> <div>General</div> |
| <div>→ 6</div> <div>Area of prevention of occupational risks</div> | | |



C·People Grow

**We create the ideal ecosystem
to help our employees grow both
professionally and personally**

We support continuous training
and internal mobility

We listen to our employees when they wish to take on new challenges and responsibilities, when they wish to evolve towards new roles. Our goal is to help them grow alongside us, consolidating their evolution and ensuring they take the right steps for a long and lasting journey with us and that the development cycle benefits both sides.

Through continuous training we ensure that they are prepared and have the necessary skills to take on allocated functions and responsibilities. We also encourage internal mobility and the participation in improvement projects to strengthen the quality of our workforce, in an effort to find an optimal balance between specialisation and polyvalence of our employees. In addition, we promote young talent development programmes to ensure our future, encouraging accelerated growth.

Through the application of all the above measures we try to make Cosentino the best possible environment for development. This helps us to take on new projects with a greater assurance of success, significantly contributing to a more sustainable business model in the short, medium and long term.



C·People Grow

An organisation that grows because people learn

Each and every one of our employees are key to the continuous transformation and evolution of Cosentino, dictated by the markets in which we operate and our customers. The company grows because the people who manage it also grow, learning every day how to make it more digital, more secure, more cybersecure, more service oriented; in short, how to make it better day by day.

This places us at the cutting edge, forever alert to rapidly adapt to new needs of the business

And we achieve this thanks to our Talent Cycle, whose cornerstone is the employee's own initiative and enterprise in terms of professional development.

At Cosentino we also endeavour to identify people with greater potential, designing individual development plans for them. The aim of all the foregoing is to create a solid pool of future leaders, since expected growth means we will be needing talent to deal with the new needs that will arise.



Employees decide on their professional training and development

We also endeavour to have succession plans in place for all executive positions. This is becoming an increasingly global project, promoting geographic exchange to make sharing knowledge and best practices possible.

Our performance management process also promotes direct feedback to our employees on their performance, identifying specific opportunities for improvement for each one.

Among these specific development actions are tools such as individual coaching, continuous training on digital platforms and languages and specialised training plans.

At the Learning & Talent Development area we coordinate all these initiatives related to talent management. Together we will ensure that Cosentino is an organisation that is continuously learning.

Hours of training in 2022

	Hours Men	Hours Women	Total 2022
Continuous Training	38.122	17.540	55.662
Onboarding	12.621	6.864	19.485
Development programmes	2.034	1.152	3.186
Languages	1.980	797	2.777
Overall Total	54.757	26.353	81.110

Professional group	Hours of training
Senior Management	918
Managment	4.122
Managers	16.235
Factory workers	12.981
Professional	43.868
Admin.	2.986
Overall Total	81.110

- Our Goals
- Consolidate continuous learning habits and know-how sharing to make Cosentino an organisation that is continuously learning.
 - Provide the employees with the necessary tools - all of them of a marked digital nature - to help them make decisions about their professional development and growth to enable them to properly carry out their duties.
 - Always place the person at the core of our training and development initiatives so that the employee experience is continuously enriched and results in excellent performance.

C·People Grow

Dual Training cycles at Cosentino

A firm commitment to revitalising the economic fabric of Almería

We work in collaboration with the IES [Secondary School] Juan Rubio Ortiz of Macael since 2008 to make our Dual Training cycles a reality. These pioneering educational programmes, specialising in industry, attract young talent and ensure their professional training, therefore increasing their employability.

The Dual modality involves an innovative system that alternates classes at the educational centre and the company.

The latter acquire greater importance and duration, providing the student with a real life experience in the production environment.

The cycle benefits from the assistance and guidance of the tutors of the educational centre and those in the company and accelerates the training

of students to take on specialist jobs in the shortest time possible after completing their course.

Working alongside IES Juan Rubio Ortiz in Macael and with the approval of the Department of Education of the Government of Andalusia, this year we have expanded our commitment to this programme, with three new projects:

- Middle Diploma in Production (Natural Stone Technician) Dual.
- Higher Diploma in Mechatronics Dual (afternoon shifts).
- Course specialising in Smart Manufacturing

Two new FP Dual [Dual Vocational Training] projects and one Specialisation course

These three new cycles are added to the Dual Higher Diploma in Mechatronics in the morning shift and the Middle Diploma in Electromechanics, established years back. The five qualifications have had 159 students during the 2022-23 academic year.

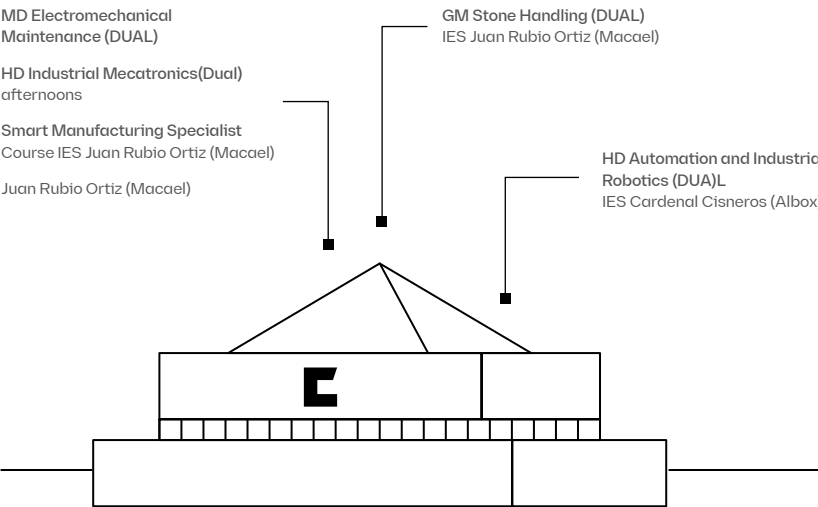
Committed to the two large professional areas of maintenance and production, we do not only reinforce our reputation as an employer brand, but also seek to contribute to the educational and industrial fabric of the region and

the province at large, promoting the instruction by the most qualified professionals adapted to the real production environment. This strategy is aligned with SDG 4 of the United Nations, seeking to promote quality education.

Similarly, and in order to underscore our commitment to these Dual Training cycles, for the past two years we have worked with the Alliance for Dual Training programme, which seeks to connect businesses, educational centres and institutions supporting this model.

We have been part of the "Alliance for Dual Training" since 2020

Training for the Future. FP [Vocational Training] Cycles at Cosentino 2022



Goals of our training programmes

- Fill our key positions in the Cantoria work centre
- Impact on the region
- Promotion of vocational training and the Dual modality
- Encourage inclusion of women in maintenance and production training cycles.

Our efforts in the upcoming courses will be directed towards expanding our professional educational offering.

We will also continue to collaborate with centres in our “extended” region (Jaén, Granada, Almería and Murcia) to secure collaboration agreements that provide students for the internships, who may eventually become part of the Cosentino workforce.

C·People Grow

Fair pay

Our remuneration practice takes into account internal equity, is competitive in the market and recognises extraordinary performance.

At Cosentino we ensure external competitiveness and internal equity by assessing all positions and grading them according to level of responsibility, impact, decision making and team coordination. This allows us to build our Job Framework, a key tool to help us manage all human resources practices.

On this base we build salary ranges by level and grade, allowing us to compare our wages with those of the local market and ensure internal equity.

Moreover, all our employees have a variable remuneration plan, that is, incentives that make them direct their efforts towards achieving the

business goals of the company, the team and the person. This also allows us to recognise and promote best performance.

In fact, the annual salary review process takes individual merit into consideration, thus rewarding the efforts and contribution made by each employee towards the growth of the company.



C·People Grow

Better remuneration policies

We design a global remuneration policy through local actions to ensure equity and competitiveness, rewarding high level employee performance

This year 2022, the changing situations in the various regions have required to continuously analyse the behaviour of an increasingly challenging labour market. To this end, we have reviewed our remuneration offering for certain groups, with the aim of maintaining and strengthening our competitiveness through the following actions:

→ Detailed review and update of our global coverage practice in situations of maternity and paternity leave, market by market, improving the benefits provided. This enables us to improve our potential as well as the employee's experience particularly in countries such as Malaysia, Japan, UK and Ireland.

→ Development of a global career plan for the professional group of Account Managers and new remuneration proposal, as well as that for General Managers, Regional Directors and Operations Managers in North America. This will ensure greater retention and commitment on the part of such critical groups.

→ Review of the remuneration structure of our workers at the storage warehouses in North America, in an effort to reduce turnover in this critical group and ensure distribution for our customers.

→ Design of production incentives for the teams in the Production area of the Industrial Complex of Cantoria, taking advantage of its reorganisation.

→ This helps us to ensure that they are even more aligned with their activity.

C·People Grow

Equitable and competitive remuneration

The remuneration policy at Cosentino promotes diversity, and inclusion.

We remunerate for what we do and the added value we bring.

Our remuneration policy is equitable, established according to degree of responsibility, and competitive within the markets in which we operate.

And it always seek to recognise individual contribution to our results.

To ensure that this internal equity is consolidated over time, reducing wage gaps in terms of gender, age, etc., if any, we promote recurring audits by country. Our annual salary increase management process ensures the above, as well as recognise the individual merits of each employee.

Salary data Executives

	% Gender		Average in euros	
	Men	Women	Men	Women
Year 2022	95%	5%	319.895	435.456
Year 2021	82%	18%	296.001	190.310
Year 2020	80%	20%	296.640	159.740

* Reclassification Until 2021 this group has included the Board Members with a non-executive labour relationship -management positions. In 2022, and in line with the corporate restructuring that occurred at the start of the year, we have only included in this group Board Members/Directors who carry out an executive role in Group and corresponding remuneration.

**This analysis uses theoretical annual remuneration, not affected by the degree of compliance with company targets, unlike the data provided in the Financial Statements, which uses the actual remuneration paid.

Salary data excluded Executives

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variance in the period 21-22 (%)
Men	40.618	39.937	42.752	7,05%
Women	46.945	46.747	51.263	9,66%

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variance in the period 21-22 (%)
Under 25	26.173	26.774	29.731	11,04%
25 to 35	36.982	35.719	39.720	11,20%
35 to 45	42.759	43.320	47.579	9,83%
45 to 55	48.170	47.517	50.476	6,23%
Over 55	47.953	48.252	50.916	5,52%

Average remuneration	Year 2020 (€)	Year 2021 (€)	Year 2022 (€)	Variance in the period 21-22 (%)
Management	167.315	160.662	161.141	0,30%
Manager	67.618	68.074	73.133	7,43%
Professional	50.880	49.024	53.052	8,22%
Admin.	34.232	34.903	38.588	10,56%
Factory workers	27.327	26.937	27.983	3,88%

Below is a table showing the salary gap by gender and broken down by category in 2022:

Salary gap*

Executives**	-73,40%
Directors	20,37%
Manager	-4,22%
Professional	-21,04%
Admin.	1,84%
Factory workers	0,00%
Overall Total	-35,88%

*salary gap by professional category (mean):
(Mean for Men - Mean for women)/ (Mean for men)

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

C·People Care

We know how to listen

We have proactive listening processes designed to improve our employees' well-being

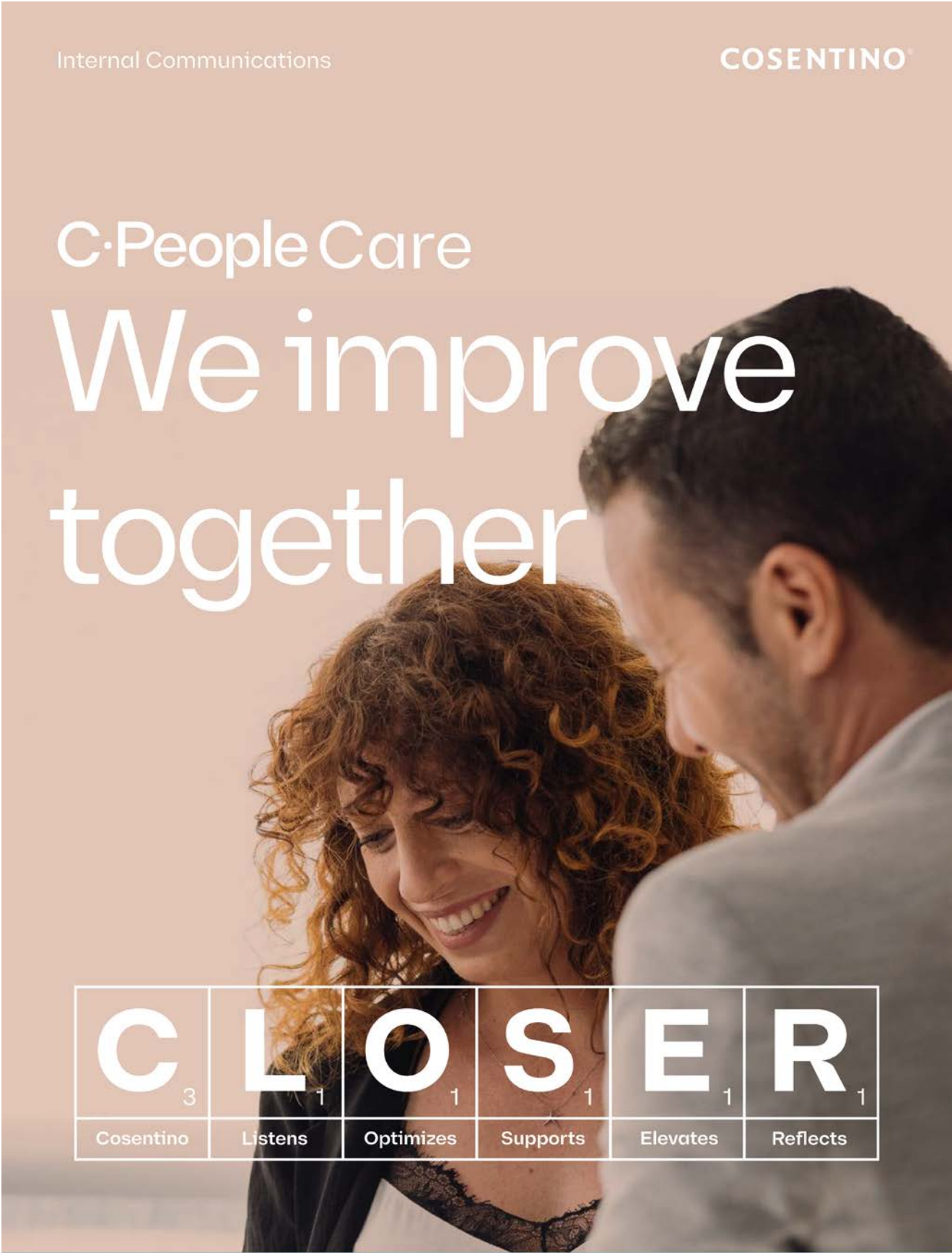
The first step when properly addressing the needs of others is to learn how to listen. With this in mind, in November 2021 we launched a global work climate survey, with a percentage participation of over 70%, a very positive result given this was the first time we organised this initiative.

The results were also favourable, with 80% of our employees having shown a high level of satisfaction and commitment to the company. In turn, this listening tool provided us with valuable feedback which has subsequently helped us to draw up plans with specific actions designed to directly enhance the experience of Cosentino employees.

In light of the above, we have once again put the system in practice in November 2022, enabling us to analyse any advancements made in the initiatives under way. We are planning to repeat this exercise every so often, in order to check the progress of the various initiatives implemented in the teams. We also continue to organise specific surveys focused on specific groups in order to obtain specific replies on various aspects of our management.

Main results of the 2022 labour climate survey

Motivation & Commitment	ENPS Cosentino	ENPS Job	Response rate
83%	44%	30%	67%
+3%	+1%	+6%	-3%
2021 α 2022	2021 α 2022	2021 α 2022	2021 α 2022



C·People Care

Committed to personal development

We create quality environments designed for the development of our employees.
Because happy and engaged people make more effective companies.

We strive to make our company a safe place where our workers can not only develop their professional lives, but their personal and family lives as well. A place that helps achieve a work-life balance, progress and advance, where dreams, well-being and concerns are also taken into consideration.

Benefits enjoyed during 2022

Leave	Spain	USA	Brasil	Other	TOTAL
Maternity	34	13	2	4	53
Paternity	165	23	9	13	210
Overall Total	199	36	11	17	263

We promote a workplace that is safe, attractive, inspiring, successful and offering good work-life balance, focusing on employee growth, both personal and professional.

Safety and well-being

The encouragement of physical well-being is a priority for Cosentino; to this end, this year we have continued to promote physical exercise encouragement programmes for our employees.

We have also directed these efforts to society at large, through sponsorships and promotions of sports events and competitions such as the Málaga Marathon, the Sydney Marathon and the Miami Marathon, among others.

In addition, and as well as the incentives programme focused on safety at work, this year we celebrated the World Health and Safety Day with awards and recognitions for the workers, focusing on the industrial and distribution & logistics areas. This aspect is one of the items deemed most relevant in the 2022 work climate survey.

Healthy consumption

During 2022 we have maintained our information and promotion campaigns on healthy lifestyles via training programmes designed to promote a healthy diet, allowing employees to greatly reduce risks in their personal and professional lives. In line with the foregoing, the range of balanced meal options available at our facilities and subsidised by the company has been extended.

Prevention and health

Wherever possible, we have a health and medical service that is highly valued by our employees.

We also offer medical checkups, healthcare information and COVID and influenza vaccination programmes. This year we have also launched an occupational risk prevention study focusing on the problems and sick leave due to muscular illnesses. We also participate in a large network of agreements with entities and organisations that help improve the health of our workers.

Organisation of work schedule

The organisation of work at Grupo Cosentino is designed to cover, from all perspectives, the needs of our Customers. This is based on the complementary nature of the functions of the different segments: commercial, industrial/production, logistics and the corporate functions providing service to the first three. To achieve this goal of maximisation of Customer service quality, different working day modalities are established, from work shifts in the factories and logistics/warehouses, to the usual working day for sales or corporate functions.

Work-life balance

Work-life balance programmes at Cosentino have enabled our employees to take care of their families through a number of actions. For instance, allowing remote work in company areas where this is possible. This helps to reduce the stress that is inherent to travelling to work, contributing, at the same time, towards reducing the carbon footprint.

In addition, the offering of bus routes and parking spaces has been extended, with specific areas close to the main access points reserved for pregnant women, people with reduced mobility and for those who use shared vehicles. These measures help to improve employee well-being and mobility.

Lastly, we continue with the practice of encouraging employees to rest during holiday periods, always respecting these.

Commitment

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

- Family commitment: we have organised programmes to support families and immediate environments, with actions such as visits to the workplace by family members, organisation of fun activities, gifts upon the birth of a child... We also guarantee the right to benefit from maternity and paternity leave, often going beyond what is legally required in certain countries in which we operate.
- Social commitment: we have launched the Care for the Planet programme to support biodiversity and natural locations such as Virginia Key, Almería, Ireland...
- Transparency and communication: through internal and external channels, a continuous and consistent process of information and communication with employees has been in place.
- Recognition programmes: workers have been rewarded for their merits and their engagement with the company through initiatives such as Femme Forward or the celebration of work anniversaries.

Digital disconnection

La desconexión digital es un derecho laboral que tienen todos los empleados de Grupo Cosentino.

Digitalisation has enables other hybrid work forms to be developed, where some or all work is done remotely. In this scenario and in order to maintain communication with superiors, colleagues and other departments, online tools such as Outlook Teams are used.

For this reason and through the implementation of its remote work policy, ensures the protection of the right to digital disconnection, both in the event that work is carried out on site or from home; we are currently working on our global digital disconnection policy.

Health and safety

Taking better care of ourselves today in order to take care of the future

Cosentino firmly believes that all people have a fundamental right to protection of life and health at work.

Putting people first means to look after their health and safety above all else. With better infrastructure, processes, more training, continuous monitoring and constant dialogue among all players involved.

We have defined four basic principles which guide our efforts in health and safety

1. We care for the safety of others
2. We follow procedures
3. We report our concerns
4. We are proactive in risk control
5. In order to ensure the application of these basic principles in all our processes and work centres we have created a Safety 2.0 (Preventive Culture) programme as well as investments made in health and safety.

We identify the risks and assess them to define areas for improvement.

The assessment of risk is a dynamic process that feeds off the reported incidents and accidents and the changes carried out in jobs and equipment.

We implement supervision and worker participation processes, along with communication tools such as videos, posters or good practices handbooks, which are then distributed among the team and the customers.

We control critical risks by promoting the use and visibility of the work permit by all parties involved.

The information on the tasks carried out in a factory under a work permit by contractors is published on a "permits" board placed at the entrance of production plants.

We measure the maturity of the preventive culture of our contracts through the monthly assessment of supplier health and safety indicators. In addition, through regular meetings, we draw up specific action plans and keep in constant communication with them to improve the health and safety of operations. Below are some of the initiatives carried out with our contractors in 2022:

- Specific training workshop for industrial cleaning companies
- Provision of preventive resources to cleaning companies
- Proactive inspections and safety talks about preventive resources at cleaning companies
- RMore occupational risk prevention technicians.
- Increase in training requirements regarding blocking equipment and operations and chemical
- Compliance audits of contractor work permits.
- Better signage in production line tasks.

Committed to the health and safety of all the workers who are involved in our production processes.

The Safety 2.0 programme has been put in place in 2022, having helped to consolidate the routine safety project and increase the visibility of incidents, action reporting and positive recognition. The contractors of our industrial facilities have been directly involved in the compliance with these goals for optimal coordination and control of work in terms of inspection and training.

As a result, there has been a 10% increase globally in incident reporting, with 680 incidents compared to 610 in 2021, of which 657 have been reported in the industrial complex of Cantoria.

The increase in incident reporting has led to an increase in the improvement actions in place. A total of 6,926 (5,788 of them in Cantoria), compared to 6,492 in 2021, of which 90% have now been closed.

We have also implemented a Safety, Health and Environmental Investment plan amounting to €37 million during 2022.

In addition, the Health and Safety team has been strengthened at a global level with eight new positions: four in the area of Health and Safety and another four in the area of Health Monitoring.

In summary, thanks to a firm commitment to health and safety, materialising in a significant investment and development of safety-specific programmes and

projects, we have managed to reduce accident rates compared to 2021.

The following pages contain accident rate indicators, as well as proactive measures in place to reduce risks.

The improvement in incident reporting, the plan to improve critical risks, such as routine safety, machine safety, as well as the project to prevent entrapments and falls from heights, have contributed to this reduction.

Notwithstanding these results, in 2022 we lost an employee from a temporary work agency who was working in one of our distribution centres.

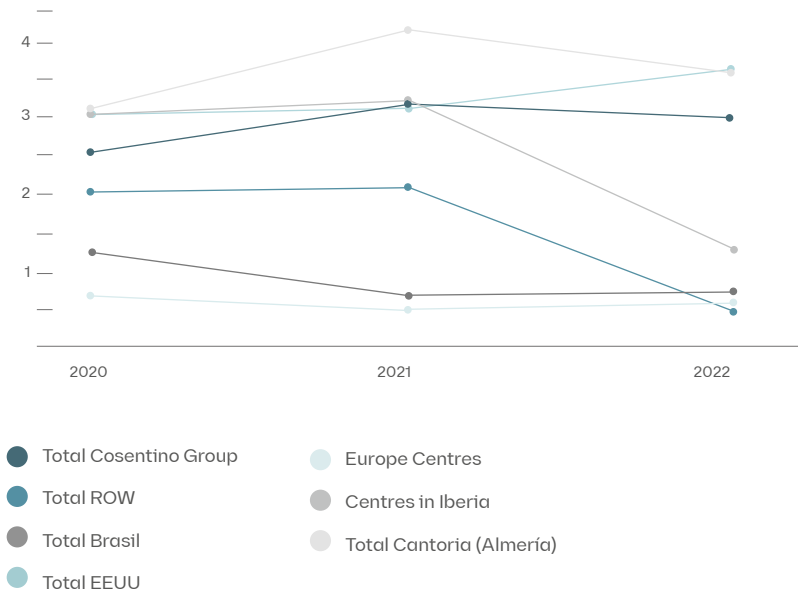


We continue to strengthen our safety culture.

Together we have reduced the overall incident rate by 19% and the rate of accidents with lost time by 15% over the last three years.

A reduction in the accident rate in all markets in which we operate has also been shown.

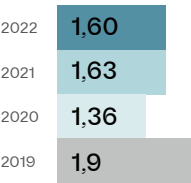
Incident rate by market



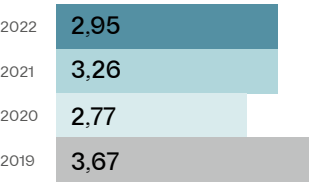
Incident rate by market

	2020	2021	2022
Total Cosentino Group	2,77	3,3	2,95
Total ROW	0	0,58	0,00
Total Brasil	1,36	0,64	0,84
Total EEUU	3,09	3,35	3,65
Europe Centres	0,76	0,5	0,64
Centres in Iberia	3,5	3	1,34
Total Cantoria (Almería)	3,32	4,2	3,59

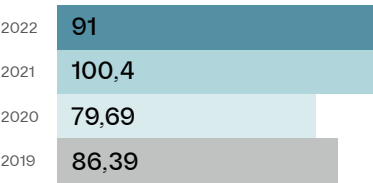
Incidents with lost time. Rate. LTIR



Total incidents Rate. TCIR



Lost Working Days Severity rate



If we analyse the 2022 rates by gender, it appears that in production posts where the number of men is higher than that of women, the risk is higher, resulting in more incidents and missed work days affecting men.

Furthermore, in jobs that do not involve production in and of itself and which, therefore, carry less risk, there is a greater number of women, leading to a lower incident rate.

Incident rate by gender

	Male	Female
Number of work incidents	146	13
Overall incident rate	3,62	0,97
Severity rate	120	4
Number of work-related illnesses detected	3	0

Frequency rate (number of incidents/hours worked)* 200,000
Severity rate by gender: (Number of working days lost//hours worked)* 200,000

In terms of absenteeism, the rate reported shows the total hours of absenteeism/ effective work compared to total theoretical scheduled work hours.

This year we have expanded the scope of information registration to include the corporate functions, including data from the three countries with the greatest number of employees in the Group, accounting for close to 90% of total workforce.

Absenteeism rate during 2022

	Spain	USA	Brazil
Absenteeism rate	6,66%	1,63%	1,48%
Hours of absenteeism	371.207	41.713	9.522

We look after our environment

(S) Cosentino x Social

Community

We take care of life around us. At home, in the cities and the planet.

We promote initiatives to help develop the communities in which we operate.

This is the power of our surfaces in every space and every home.



New Social Action Policy

Our commitment to maximise our contribution to society

To be a world leader does not only mean being present in many places. It means that we care a lot for each one of them. For this reason, we actively participate in the economic, social, educational and cultural development of the communities in which we carry out our activity.

We believe in the need to collaborate towards improving quality of life through supporting the communities in which we are present.

Our relationship with the communities goes far beyond a mere business interaction; Cosentino feels responsible for generating well-being for the inhabitants of the region, concentrating on four areas of action:





Fundación Eduarda Justo



We educate today the leaders of tomorrow

The entry door to an ecosystem of opportunities for the local young talent of Almería. Identifying them, training them and empowering them.

Since its creation in September 2006, at the Fundación Eduarda Justo we work in our local context to promote the economic, social, educational and cultural development of the province of Almería and, thus, of Andalusia and Spain, paying particular attention to people with limited financial resources.

Our mission: We endeavour to provide the necessary tools to a new generation of young people, preparing them to lead the world of the future.

Our values: we seek to pass on to the young people the value of hard work, perseverance, passion, non-conformism, purpose, global vision, idealism and humility.

Leading Schools Project: we enhance education by promoting the educational community..

Our goal is to positively and profoundly transform the Region of Marble through education. In order to achieve this ambitious project it will be necessary to promote a change throughout the educational community and, therefore,

we actively promote the support and commitment of teachers, families and rest of civil society.

In order to take children's and young people's education to a new level, we organised innovative programmes such as the Masters Degree in Educational Innovation Educar con 3 Ces, led by the prestigious educational psychologist Mar Romera along with the Educational Psychology Association Francesco Tonucci (APFRATO).

A total of 55 students have attended the second course of this Master's degree, which has been designed to lay the foundations of actual transformation of educational centres in the region through training the teaching staff in the most modern and innovative 21st century techniques.

The programme lasts 2 years and 500 hours and its content comprises

20 themed modules develop by specialists of national prestige in each topic. Every one of the 55 students has had a grant given by the Fundación Eduarda Justo to fund a large share of the cost of the course.

During 2023, the master's degree course will be followed by the assistance of Mar Romera, who will advise and mentor the specific transformation process of each student.

The Educational Forum is a programme of educational talks and presentations for families, aiming at improving the training of families in education through meetings with experts and professionals of various disciplines, to help them become decisive participants in the transformation

sought. As our prestigious thinker and philosopher José Antonio Marina used to say: "To educate a child we need a whole tribe".

As part of the Leading Schools programme, this year we held a new edition of the Education Forum on site with the renowned thinker and educational psychologist, Francesco Tonucci, who gave the talk entitled Participation and autonomy in Childhood (Participación y autonomía de la Infancia).

During his talk, Tonucci reminded us of the importance of letting children play, a right of children included in the Convention on the Rights of the Child (ratified by all nations). He specifically advised letting them play with their friends in the streets and squares, away from parental control; this is where a child can grow, and learn from his peers in a natural and healthy way.

→ Master's degree in Educational Innovation



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



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

“United World College” Scholarships

“United World College” Scholarships: We offer scholarships to the three pre-university people from Almería showing the greatest potential for them to study two years of International Baccalaureat in the United World College (UWC) network. We seek committed, inquisitive young people with initiative, determination and ambition looking to exploit their full potential and become local and global leaders.

The vision of United World College is to promote a society of peace via a diverse and multicultural education. It has 18 colleges distributed over 4 continents attended by young people of over 100 nationalities, all selected and subsidised at their countries of origin according to personal merit - irrespective of socioeconomic level, political inclination, religion... This is integral education, combining academic excellence, creative and artistic activities and sports at the service of the community where which each college is located.

The spirit of the Scholarship Programme is to "educate the leaders who are going to transform the world".

This year we granted scholarships to the following young people from Almería:

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

We also continued providing the funding for the three interns of the year before: Néstor López Castillo (Olula del Río) in UWC Armenia; Carmen Sáez Herrero (Olula del Río) in UWC Adriatic (Italy), and Nora Ramdane-Bey López (Garrucha) in UWC Atlantic (Wales, UK).

As a complement to these grants we also give out three grants for the ActionxChange summer camp every year, lasting 15 days and specialising in developing social projects and 2 grants for the ActionxPeacewinter camp lasting 5 days and specialising in developing conflict management.

This year we gave out grants for the CMU ActionXChange summer camp to Sofía Galera, Álvaro Masegosa and Irene Chapaca.

TECH Canada scholarships

Four young and inquisitive people who stand out for their curiosity, their passion for science and technology, for starting projects (whether scientific, technological or business) and the ambition to exploit their full potential in a global world.

We offer four two-year scholarships with a double programme.

- In the first year: academic year in Canada, equal to 1st year of Baccalaureat in a college in Canada.
- In the second year: a training programme on leadership, technology and business creation, along with their studies of 2nd year of Baccalaureat at their college.

The main goals of the academic year in Canada are:

- 1. Innovative education of scientific and technical excellence, adapted to the candidate's areas of interest and tailor-made.
- 2. A profound international experience with three aspects - family, education and social - which will develop a young person's adaptability in a different milieu, will expand his or her outlook in a global world and allow him or her to be fluent in English.

The second year educational programme on leadership,technology and business creation is in turn made up of two intensive programmes:

→ Leaders of the Future Seminar (SLF). This is a three day intensive programme specialising in leadership, to inspire them to become the new generation of social and business leaders of the future in Spain.

→ Sputnik programme. This is an intensive plan given in two 2-day seminars, aiming to provide training in exponential technologies ready to change the world, and inspire and motivate them to create the start-ups of the future.

In this first edition we have granted scholarships to:

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

→ Eduarda Justo Scholarships , Fundación Eduarda Justo



→ Eduarda Justo Scholarships , Fundación Eduarda Justo



Seminar Leaders of the Future: we train young professionals

Intensive training seminar specialising in leadership which aims at identifying, training and advising more than 100 young professionals showing great potential, helping them to become future social, economic and business role models in society.

The 120 young people who participated in XV edition have spent three days together, promoting their capacity for initiative, innovation, international vision, passion and leadership thanks to the various talks held at the headquarters of Cosentino.

Businessmen, explorers, philosophers and sports men and women, among others, gave a series of talks, such as that given by the young men from Almería, Jorge Moreno and José Antonio Ruiz, founders of the Twenix global start-up. Likewise, Luis Castillo, creator of NeuroDigital Technologies and Principal Program manager of Microsoft IoT, and Pedro Díaz Ridao, who recommended "training the will and embracing discomfort".

The young activists Marta Borrell (education) and Victoria Ballesteros (environment) who, despite their young ages, have already spoken at the UN, also attended this seminar

Both defended the urgent need for young people today to face current challenges.

Other habitual speakers at the programme, such as Jesús Alcoba, creative director of the Campus La Salle in Madrid, and adventurer Ignacio Dean, the first Spaniard to travel round the world on foot, also attended the talks.

Miguel Milano, Chief Revenue Officer of Celonis, summarised the five key points which, in his opinion, help to conquer the world.

On the last day, the Paralympic athlete and author Sara Andrés Barrios offered an emotional talk on overcoming adversity. David Cerdá, economist, philosopher and author of the book Ética para valientes (Ethics for the Brave), recommended "facing challenges head on, since adversities are required for growth".

The last talk was given by Pilar Martínez-Cosentino, who argued that innovation and teamwork constitute the recipe of the success of the company from Almería.

Finally, Eduardo Martínez-Cosentino, chairman of the foundation, thanked the young people for their participation in the seminar, "because we believe that education helps to change the world, and you are the leaders of the future".

First Meeting of scholarship recipients of the Fundación Eduarda Justo: creating a talent network

For the first time we have gathered together most of the 51 scholarship recipients in the most innovative space of our headquarters at Cantoria, the “cube” of the R&D department. Including among them were participants in the various programmes of United World College, Canada

The welcome speech was given by the chairman of the Foundation, Eduardo Martínez-Cosentino, attended by a large part of the board of trustees and its directors..

During this event, the grantees had the chance to review their trajectory since receiving the scholarship, sharing ideas with other colleagues and giving advice to the younger members, including the seven students who will be travelling abroad in the next few weeks to study their Baccalaureat thanks to the foundation.

Four of them will be travelling to Canada, two to Costa Rica and one to Singapore. During the event, these students were formally presented with the scholarship that will enable them to enjoy an enriching experience, not only at an educational level, but also personal.

This is how former grantees recall their experience abroad: as an opening up to the world, a time of inner growth and acquisition of important knowledge and skills.

Another goal of the event was to lay the foundations of a Community of Talent around the Foundation, led by our scholarship recipients.

A community that will be a reference and model for younger people, able to launch projects for the future together.

→ First Meeting of FEJ grantees, Fundación Eduarda Justo



→ Leaders of the Future Seminar 2022, Fundación Eduarda Justo



→ Leaders of the future



→ First meeting of scholarship recipients



Other contributions to the world of art and culture

- **ARCO Madrid**
In 2022, Dekton® cladded the VIP space at the ARCOMadrid fair, the most important art fair in Spain. The proposal was designed by the Burgos & Garrido studio, with the sponsorship of the Forum of Renowned Spanish Brands (Design Network).
- **Manos de la Arquitectura (Hands of Architecture)**
The photography exhibition promoted by Cosentino and curated by Fearless magazine and showing the work of Asturian artist Juan Carlos Vega, continued its tour, with two new shows in Milan and Miami. Thanks to these exhibitions, new figures of Italian and North American architecture have joined this artistic project.
- **Festival of Music and Dance of Granada**
In 2022 we renewed our sponsorship of the Festival of Music and Dance of Granada, with the concert of the Orchestre Philharmonique of Monte-Carlo, conducted by Charles Dutoit and Martha Argerich at the piano.
- **Narrators from Almería**
For another year the company promoted and sponsored a new edition of the Narrators from Almería collection, 4 new books of stories, in collaboration with Arraez editores and the newspaper La Voz de Almería.
- **FAImería Film Festival FICAL**
Collaboration with the Almería Film Festival, presenting the prize for the best feature length film produced in Almería

→ Manos de la arquitectura exhibition, Cosentino City Barcelona



→ ARCOMadrid Art Fair 2022



→ ARCOMadrid Art Fair 2022



→ Festival of Music and Dance of Granada



Biodiversity and Natural Areas

We contribute through interventions in natural areas to recover their natural state as much as possible

Less carbon x more biodiversity.

We transform our emissions by collaborating with key players in environmental conservation and developing our own programmes to enrich and protect biodiversity in the areas in which we are present.



→ Programme Cosentino Care for the Planet - collection of underwater waste



To mark World Environment Day, relatives and employees of Cosentino participated in various actions geared to protect the planet.

Preserve Cabo de Gata

More than 140 employees of Cosentino and their relatives, along with the NGO Equilibrio Marino, gathered at the beach of San José (Níjar) in Cabo de Gata, to take part in various initiatives designed to preserve the Cape and convert the Sea of Alborán into an international examples of marine conservation.

- Talks on the current situation of the Mediterranean (overfishing, pollution, plastic and climate change) and on emblematic species of the Mediterranean (posidonia meadows, corals and fish).
- Given by Fernando García, co-founder of Equilibrio Marino, and Gloria Gardía Hoyo, scientific adviser of Geoparque Mundial UNESCO Parque Natural Cabo de Gata-Níjar.
- Children's workshops on marine species and aquatic waste and recycling.
- Water plogging activities: kayaking and paddle surfing.
- Land plogging.
- Plogging is a practice which combines exercise in the open air with litter picking.
- The aim is to take advantage of any outdoor activity to collect litter from beaches, mountains or cities. During the event, Cosentino employees did plogging along hiking trails on the beaches of San José and Genoveses, where 24 kg of litter were collected, as well as in the water, with scuba diving, kayaking and paddle surfing.
- The clean-up ended up in the port of San José, where 18 kg of litter were collected.

Preserve Virginia Key

At Cosentino North America we organised the first beach clean-up in the country, in collaboration with the NGO Debris Free Oceans, based in Miami.

The aim was to preserve Virginia Key beach, one of the lesser known coastlines and, at the same time, one of the most polluted in the south of Florida. To this end, we gathered a group of 31 employees of Cosentino and their families, who attended an educational talk by community leaders on the history of the place and the importance of preserving it. This was followed with a panel discussion led by Debris Free Oceans on the impact of plastic and waste on our planet. The event closed with a beach clean-up, where we collected a total of almost 24 kg of plastic, paper/cardboard, metal, glass and other materials.

→ Preserve Cabo de Gata



→ “Preserve Cabo de Gata” Initiative



→ Preserve Virginia Key initiative



→ Cosentino Forest



→ Reforest Filabres



Cosentino Forest

At Cosentino Ireland we are collaborating with Grown Forest to form Cosentino Forest, a new initiative designed to rebuild and revitalise Irish forests through the planting of indigenous trees over the next few years.

Mark Burke, Regional Director of Cosentino Ireland and Scotland, stated: "Cosentino Forest is an incredible initiative that underscores our commitment to the environment and our quest to become an increasingly sustainable company. There is no future without sustainability, and we well know that we must take care of the present to protect the future. At Cosentino we have implemented a number of sustainability strategies, which included the use of renewable and clean energy sources in the production of Dekton® and Silestone®, as well as the recycling of 99% of water used in the production of Silestone®.

With Cosentino Forest we are reducing our carbon emissions and multiplying biodiversity, leaving a footprint on the lives of people, instead of the planet".

Reforest Filabres

Year after year, since 2020, along with our employees, their families and non-governmental associations like Sustenta or Investigation Centres like CECOUAL we collaborate to preserve the biodiversity of the Filabres Mountain Range, helping to protect its "border forest" against desertification.

Our goal is to promote and guarantee biodiversity at a local level via the preservation and planting of indigenous species, as well as the treatment and protection of the current forest mass, which will help to fix CO2 emissions.

In 2022 we also collaborated in the restoration of the Rambla Orica quarry in Macael with a project involving reforestation and integration into the natural environment, which has included the planting of over 6,500 bushes and trees, in an attempt to return the area to its natural condition.

The Green Best of the industrial estate of Cantoria

In line with our commitment to protect biodiversity and flora to generate value for our workers and all the communities in which we operate, we have begun the ambitious project of the Green Best, with over 140,360 m2 of restored land surrounding our facilities, as well as an extra 25,000 m2 of communal areas, to protect the natural heritage of our region.

We adhere to the following fundamental premises in our restoration actions:

- Use of indigenous species.
- Species with minimum water needs to reduce water usage as much as possible.
- Low maintenance requirements, to reduce replacement of species and energy consumption associated theret

- Creation of a vegetable barrier to help mitigate the effect of the wind, minimising dust particles in the atmosphere that can be blown from the estate to nearby areas, thus improving the response in the face to potential fires.

Restoration of the area of the Solar PV Farm

In 2022 we have restored the area around the Solar Photovoltaic Farm next to the Cantoria industrial estate.

This biodiversity improvement project (flora and fauna) in an area of 161,300 m2 represents the compatibility and symbiosis of environmental plans in industrial areas.

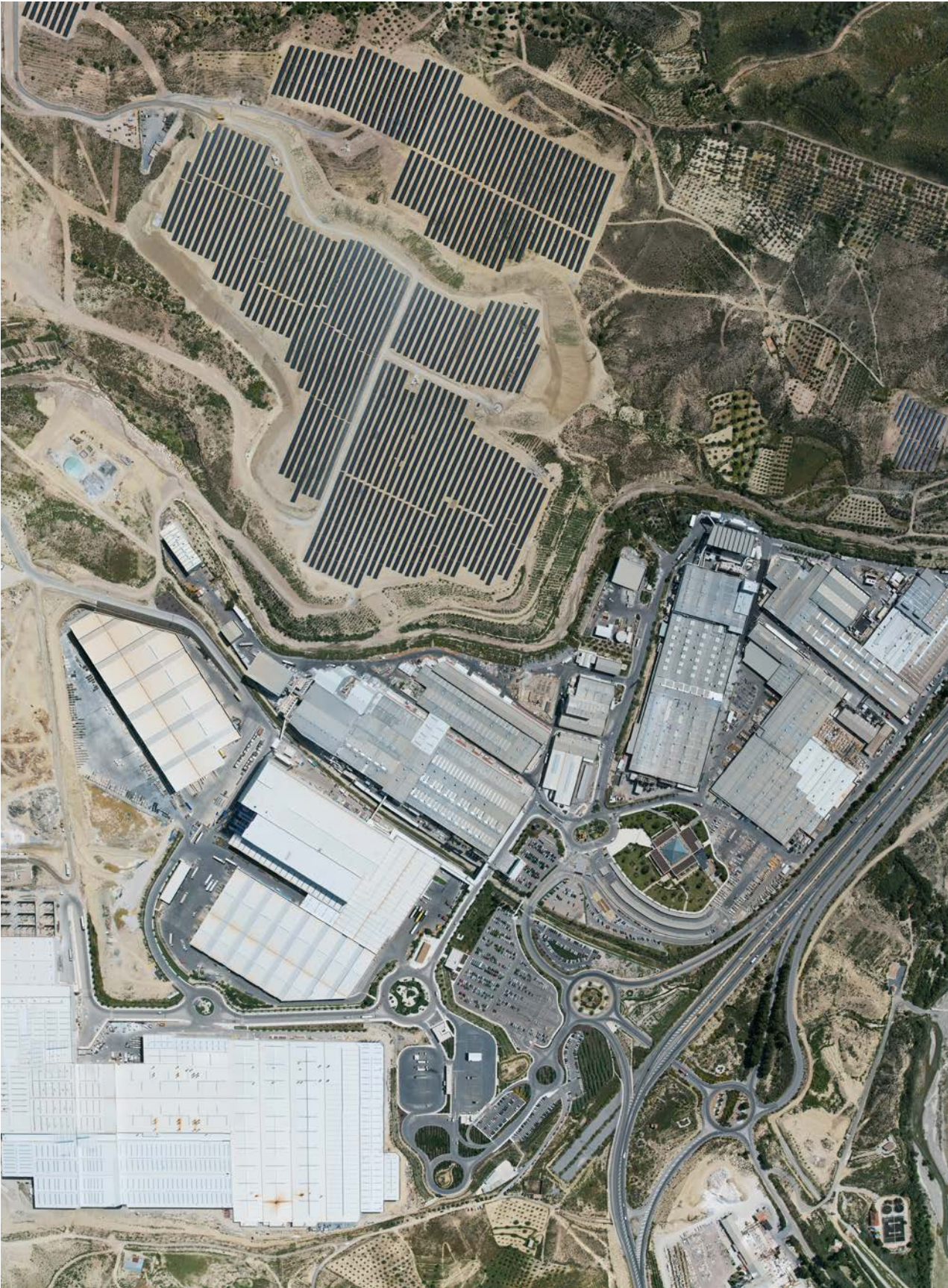


No location of Cosentino is situated in an area with nearby protected habitats or places of special environmental interest.

→ Recovery of biodiversity in area surrounding the Cosentino Industrial Estate.



→ Aerial view of the Cosentino Industrial Estate



We enhance people's lives through our materials

Cosentino has taken part in the construction of the Paediatric Cancer Centre Barcelona (PCCB) at the Hospital Sant Joan de Déu.

At the end of 2020, Cosentino City Barcelona entered into a collaboration agreement pursuant to which we undertook to provide over 4000 m2 of Dekton® for the façade of the Paediatric Cancer Centre Barcelona (PCCB) of the Hospital Sant Joan de Déu, a new centre #paralosvalientes [for the brave].

After the building period, the official opening finally took place in 2022 of what will become the first centre of paediatric oncology in Spain and second in Europe.

An impressive façade made of Sirocco at the entrance of this building of 14,000 m2, connected to the hospital via a covered glass overpass, and occupying a total of five floors.

In total, the new centre has 37 single rooms, eight transplant chambers, 26 day hospital outpatient boxes and 21 outpatient rooms. A multidisciplinary team of over 150 people will be responsible for its operation.

The PCCB will enable the Hospital Sant Joan de Déu to increase its capacity to attend to new paediatric cancer cases every year; to date, it was able to handle 300 new cases and 105 cases due to relapse or second opinion consultations, but the new facility will allow it to attend to 400 new cases per year, a 35% increase..

Cosentino is involved in building the façade of the Federación Almeriense de Asociaciones de Personas con Discapacidad.

We collaborate through our materials, used in the façade of the Federación Almeriense de Asociaciones de Personas con Discapacidad which will house the Day Centre for Early Alzheimers Intervention.

The goal of the Day Centre for Early Alzheimers Intervention is to act during the first stages of the disease to preserve the cognitive and functional capacities of the affected persons and delay deterioration for as long as possible.

Interventions will be done according to a model of integral care and with the aid of a multidisciplinary team of professionals who will work together on the various areas of action: physical, social and psychological. Intervention during these early stages of the disease enables the affected person to acquire strategies and tools that will lead to a greater degree of autonomy and better quality of life, as well as dignifying the person, improving his/her self-esteem and emotional well-being.

→ PCCB



→ Opening event of the Paediatric Cancer Centre Barcelona



→ Fachada Faam Almería



Homes for Our Troops appreciates the service of Cosentino.

For five years, Silestone® has been the exclusive supplier of cladding for Homes for Our Troops (HFOT), an non-profit organisation that builds and donates specially customised and adapted homes for wounded war veterans through the United States.

During KBIS 2022, HFOT presented Cosentino with a certificate to celebrate this association.

During KBIS 2022, HFOT presented Cosentino with a certificate to celebrate this association.

St. Jude Dream Home is a charity initiative that raises funds for low-income families who need healthcare services at St. Jude Children’s Research Hospital (Charlotte, North Carolina).

A raffled is organised of designer homes built with materials donated by different companies, among which Cosentino plays a significant role.

→ Home for our Troops initiative



We sponsor and collaborate with important design and architecture competitions:

- For another year, our City in Madrid played a role in the Madrid Design Festival 2022, organising many activities and talks.
- Our brands cladded the main spaces of Casa Decor 2022 in Madrid.
- Cosentino City Barcelona was present at Barcelona Design Week.
- Cosentino City Madrid participated in the Week of Architecture event in Madrid.

- Cosentino participated in the Home Design Hub project.
- Cosentino was present at the Marbella Design Art fair.
- Participation in the Home Design Hub project, presented at the fair Habitat/Sici in Valencia.

→ Marbella Design Art Fair



→ Casa Decor Madrid. Soledad Ordóñez Space



Healthy lifestyle

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

We compete in important sports events

At Cosentino we do not only sponsor important sports events; we also promote access to sports among our employees in the communities in which we are present.

During 2022, for example, we have joined various races all over the world and, for a long period of time, we have been working on awareness, motivation and training to face this challenge as a team.

Thus, over 172 Cosentino employees have attended and taken part in:

- The half marathon of Málaga
- The marathon and half marathon of Singapore
- The Sydney marathon

The photos are usually taken at the finish line, but what is extraordinary is the effort, drive, team work and motivation that we have experienced to get to the finish line.

→ Maratons



Spain

- Collaboration with the Mutua Madrid Open tennis tournament
- Participation in the XL Copa del Rey Mapfre sailing regatta, by sponsoring the Peneque Pro team
- Local and provincial sports sponsorships and collaborations (Almería):
 - Jaime Jiménez charity race
 - C.D. Baloncesto de Olula del Río
 - C.D. Cantoria
 - “Vicente Bonil” chess tournament
 - C. D. Fútbol Comarca Mármol
 - XLV Subida del Mármol
 - Vía Verde del Almanzora race

Turkey

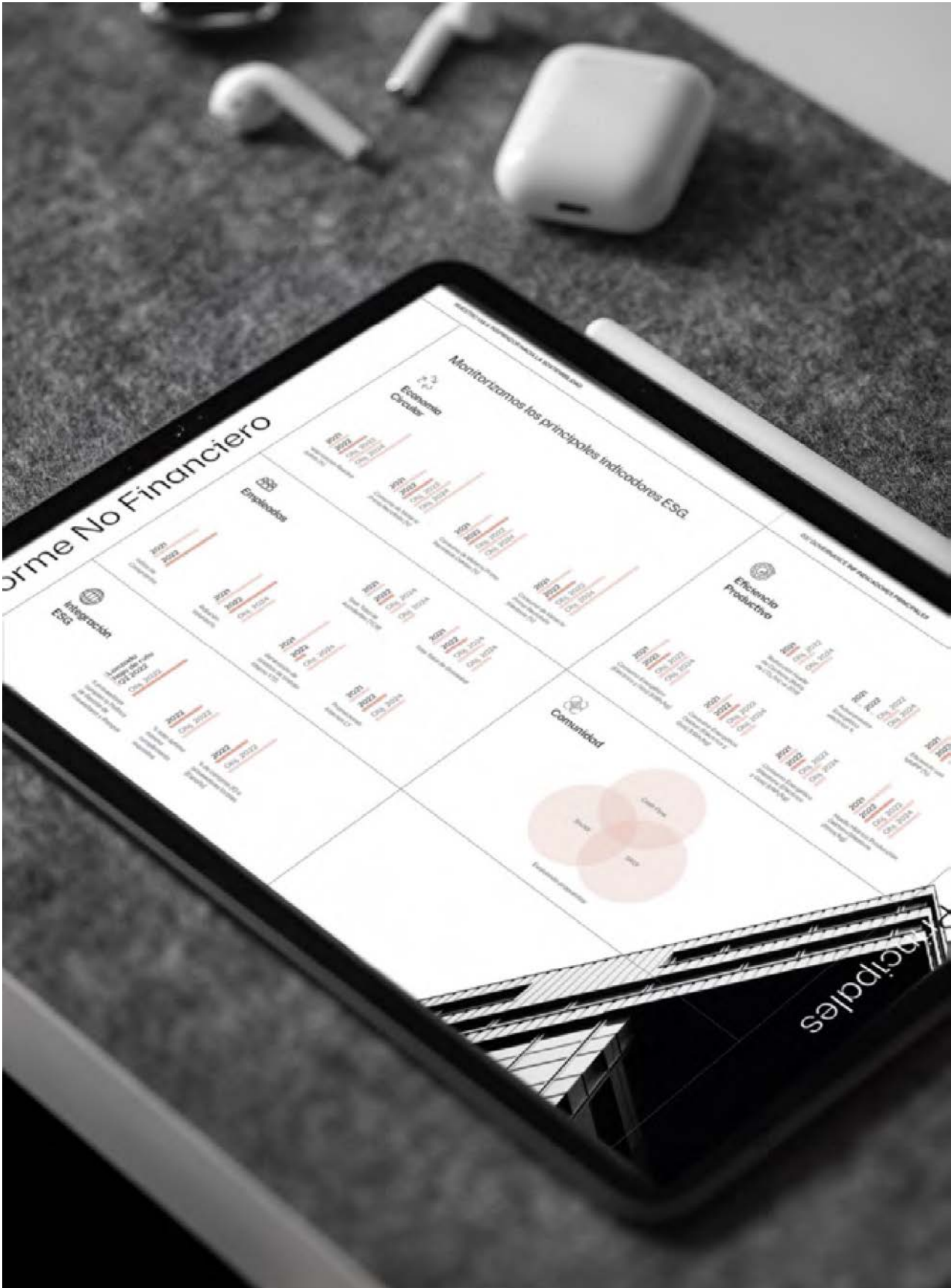
At Cosentino Turkey we have sponsored the TrekTrakya cycling team, very popular in the country. In fact, cycling is a sport that is highly popular by the higher social segment of the Turkish population.

→ Jaime Jiménez charity race



→ Peneque Pro team at the Copa del Rey Mapfre regatta





ESG

(G) Cosentino
x Governance

...through ethical,
transparent and
responsible management

At Cosentino we
have made Good
Governance a culture
to be shared by all.

It is not only about an efficient management model committed to the utmost transparency. It is more than that. It is our collective character: our way of acting ethically and with rigour, of establishing honest relationships, of treating others as equals, of wanting to give the best of ourselves and become even better. This affects all levels and areas of our Group, from our chairman to those who have just signed their first contract after an internship.

Because we all make small or big decisions every day that impact on the society around us.

We all have a lot to
contribute to the
Good Governance
culture of Cosentino.

Every link in the chain contributes to the positive impact we aim to generate in all areas of our company

Our Good Governance principles also extend to our suppliers and collaborators.

We surround ourselves with people and companies that share our goal to create a positive impact.

We demand ethical exemplarity and good practices in matters of sustainability.

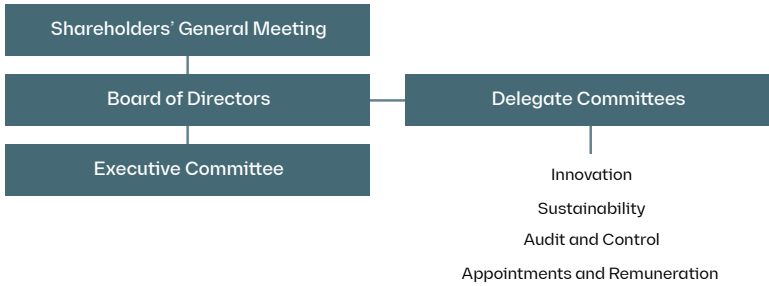
In addition, our Good Governance culture generates a common meeting ground with our customers and society at large.

Corporate Governance

Our governance structure: resilience and reliability

We are a family business that has developed a contemporary management culture: efficient, transparent, generating confidence and capable of assuming long term commitments.

Governance Structure



Board of Directors

The Board of Directors is the highest management and representation body in the company. Given the origin of the company, it is formed by members of the Cosentino family, who guarantee the continuity of their family and business values. Its mission is to promote the company interests, representing it in the management of its asset, of its business and corporate organisation. It is formed by eight members, four men and four women, that is, 50% of people from each gender.

Chairman/CEO

Francisco Martínez-Cosentino Justo

Members

- 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 advisers to the Board of Directors

- Carlos González Fernández
- Fuencisla Clemares
- Santiago Seage

8
Board members

50%
Women

100%
Attendance

Delegate Committees

Our advisory bodies are comprised of directors and independent advisers of renowned prestige and experience in listed companies.

Their functions involve reporting and making proposals to the Board of Directors.

Innovation Committee

The Innovation Committee advises the Board of Directors on following the Group's working plan in RDI and Digital Transformation.

- Multidisciplinary teams.
- Specialisation and polyvalence.
- Innovation as a transversal competency in the company.
- Systems in place for continuous innovation.
- Focus on developing differential product attributes.
- Consolidation and maximisation of digital programmes for the various groups.
- Market orientation and evolution of the business model.
- Worldwide strategic partners and collaborators.
- Dynamism and the pursuit of excellence.

External advisers

- Santiago Seage
- Fuencisla Clemares

Comisión de Sustainability Committee

La Comisión de Sostenibilidad tiene como objetivo identificar y orientar la política, objetivos, buenas prácticas y programas de sostenibilidad y de responsabilidad social corporativa del Grupo Cosentino, en línea con la estrategia de negocio. Adicionalmente, elabora la memoria de RSC y ejerce el seguimiento de las acciones de filantropía y de contribución a las Administraciones Públicas.

External adviser

Alberto Andreu Pinillos

Appointments and Remuneration Committee

The Appointments and Remuneration Committee advises and supports the Board of Directors on its own configuration and that of the Delegate Committees.

It proposes, reviews and regularly updates the remuneration policy and suggests improvements in assessment and gender diversity policies.

It is also responsible for establishing

the criteria for selection, training and experience required both from board members and independent advisers as well as the various roles in the Group.

External advisers

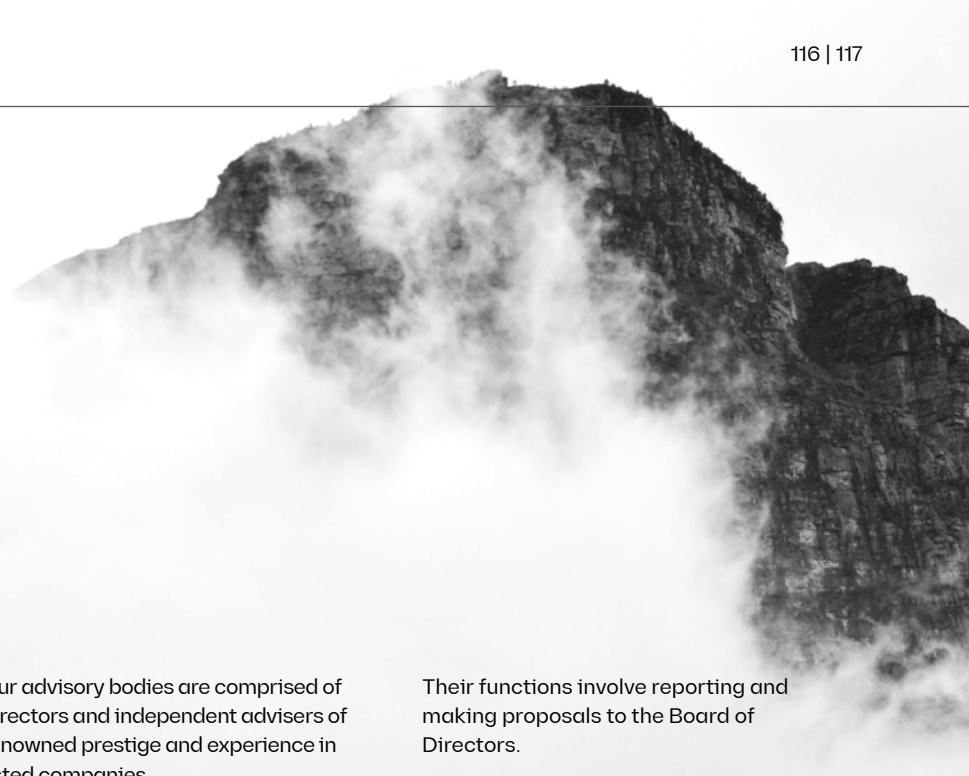
- Tony Gennaoui
- Carlos González

Audit and Control Committee

The Audit and Control Committee proposes the appoint, reelection or replacement of the accounts auditors and supervises the independence and efficacy of the Internal Audit function, the process of preparing and overseeing financing information, the efficacy of the internal control system at Cosentino and the risk management systems, including tax risk, as well as the review and efficacy of the Code of Ethics, Conduct and Regulatory Compliance.

External adviser

- Carlos González





Responsible Taxation

Cosentino has a corporate tax policy that sets out the group's tax strategy, based on compliance with the applicable fiscal regulations, the promotion of a cooperative relationship with the various tax authorities, collaboration in the prevention of tax fraud and reduction of tax risk

Executive Committee members

- | | |
|--|--|
| 1. Francisco Martínez-Cosentino Justo,
Chairman & CEO Cosentino® Group | 12. Damián Granados-Lorca Soto,
VP Global Marketing |
| 2. Pilar Martínez-Cosentino Alfonso,
EVP Deputy Chairman | 13. Francisco Robles Cortés,
VP Global People |
| 3. Eduardo Martínez-Cosentino Alfonso,
EVP Global Sales and CEO Cosentino North America | 14. Pedro Parra Uribe,
VP Sales Europe |
| 4. Álvaro de la Haza de Lara,
EVP Corporate Functions & General Secretary | 15. Eduardo Martínez-Cosentino Ramos,
VP Sales Iberia |
| 5. Julian Edwards,
VP CFO | 16. Ginés Navarro Rubio,
VP Sales ROW |
| 6. Valentín Tijeras García,
VP Global Product and R&D and Quality | 17. Álvaro González González,
VP Sales Oceania & Asia |
| 7. Julio Martín Mancera,
VP Global Purchasing | 18. Francisco Carrillo Quilez,
VP Pricing & Technical Unit of Commercial Projects |
| 8. Ángel Madariaga Álvarez,
VP Engineering & Projects | 19. Álvaro Sánchez-Apellaniz Garrido,
VP Chief Data & Analytics Officer |
| 9. Alberto Quevedo González,
VP Global Production | 20. Brandon Calvo, Chief Operations Officer
VP Cosentino North America |
| 10. José Antonio Fernández Pérez,
VP Global Logistics & Planning | 21. José Manuel Rodríguez Jiménez,
Chief Information Officer |
| 11. Santiago Alfonso Rodríguez,
VP Global Comunicacion & Reputacion corporativa | |

Our action in matters of taxation is based on the following principles:

1. **Compliance with the tax regulations** in the various countries in which the group operates, paying any taxes due in accordance with the legislation of each country.

With regard to the Transfer Pricing Policy, we value related party transactions in accordance with the OECD guidelines on this matter, submitting a country by country report in Spain, the tax residency of the parent company of the Group.

2. Promotion of a reciprocally cooperative relationship with the **various tax authorities**.

We maintain relationships with the tax authorities based on trust, good faith and collaboration, prioritising non-litigious means of settling tax conflicts

Within the area of corporate relationships with tax agencies it is worth mentioning a number of prior assessment agreements entered into between the tax authorities of Spain and the USA, as well as the assignment of intangible assets with the Spanish Tax Authority.

3. **Collaboration in the prevention and fight against tax fraud**, avoiding the use of contrived structures not connected with the group's business activity for the sole purpose of reducing the tax burden.

In this sense, the group has no presence in territories qualified by the European Union as non-cooperative jurisdictions on tax matters.

4. **Tax Governance.** In 2022 the Group approved a tax compliance policy which constitutes the internal organisation model in tax matters, based on the control of compliance with tax obligations..

Contribution and social impact of taxes paid. We are aware of our responsibility in the social and economic development of the countries where we operate and that the taxes paid by the group help to support both processes..

Since 2015 we have been voluntarily publicly disclosing the takes paid in the countries in which we operate.

In 2022 we have paid a total of 59 million in own taxes, with 350 million raised in third party taxes, generated by the development of our economic activity, one of main contributions towards supporting the public sector and representing, therefore one of our contributions to society.

Main economic results

Profit by country




Country	Profit**	Country	Profit**	Country	Profit**
Spain	120.165.356	Austria	100.491	Finland	260.801
Netherlands	532.662	Ireland	570.378	New Zealand	-169.635
Germany	711.802	Norway	172.499	South Africa	12.720
UK	3.677.577	Singapore	192.591	Poland	83.446
Italy	968.426	TurkeyIsrael	-20.535	Malaysia	-24.295
Portugal	864.503	Mexico	-95.030	USA	31.892.428
Sweden	575.086	Australia	346.707	Canada	4.297.000
Belgium	548.108	Japan	339.954	Puerto Rico	52.821
France	1.035.237	Dominican Rep.	55.861	UAE	-55.302
Switzerland	495.000	Denmark	-73.876	Russia	-64.222
Brazil	13.268.275		588.596		
					181.305.430

**Breakdown of profit before tax by country at 31 December 2022



Compliance

Our ethical compliance culture is based on the following principles:

 <p>Respect for the law</p> <p>Our activities shall be carried out with strict compliance of the law in force in each of the markets in which we operate.</p>	 <p>Ethical integrity</p> <p>Our daily work shall be based on integrity and in accordance with the principles of honesty, avoiding any manner of corruption and respecting the specific circumstances and needs of all individuals involved.</p>	 <p>Respect for Human Rights</p> <p>All our actions shall scrupulously observe the rights and public freedoms set out in the Universal Declaration of Human Rights. The values of our Ethics Code form part of the culture shared by all Cosentino Group employees, who are responsible for knowing and complying with this document.</p>
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In order to ensure compliance with these basic principles and promote a true culture of compliance with regulations, ethical commitments and good practices in the organisation, we have the Compliance Body and the Ethics Channel to assist our organisational compliance system.

Zero tolerance of bribery and corruption

We move forward with the support of society and more reasons to make us feel proud

Our Anti-Corruption Policy - included in the Code of Ethics, Conduct and Regulatory Compliance applied since 2017 to the main Group companies - expresses our firm commitment to transparency, ethical values and the law.

What we must comply with in matters of anti-corruption

Our policy expressly prohibits the offering or delivery of:

- Any kind of courtesy in direct exchange for an act already carried out or to be carried out in the future. Courtesies must be presented, offered or accepted with no reciprocity whatsoever.
- Cash.
- Any kind of courtesy if there is a risk that due its frequency or value (individual or in total) it may be considered as carried out not occasionally nor reasonably.

In addition, our Annual Audit Plan includes actions designed to evaluate the existence of conflicts of interests in the company and internal rules such as the Procurement Regulation, the Contracting Regulation, the Customer Collection Policy and the Embargo Procedure, among others.

As for monetary transactions, we have a third party payments control system and implement treasury centralisation measures.

In addition, all payments are reflected in SAP, there is an invoice verification and accounting procedure in place, etc.

The rules on prevention of money laundering are set out in the Code of Ethics, Conduct and Regulatory Compliance.

We thus demand compliance with the laws of application in any competent jurisdiction.

We have a goal: to establish relationships with everyone, always with transparency and integrity

The Compliance Body carries out regular reviews of our Compliance system in order to adapt it to legal requirements, recommendations and best practices in the area, so as to achieve the highest required standard and quality..

The results of this analysis, as well as the Action Plan to be carried out during 2022 were presented every quarter to the Board of Directors during the Audit and Control Committee meeting. The last meeting was held in December 2022.

The Compliance Body has full autonomy and independence and must report, at least once a year, to the Board of Directors in the Audit and Control Committee meeting.

Its main functions include:

- Promote and encourage strict compliance with the law via a true culture of regulatory compliance, with an ethical approach applied to each and every one of the activities of Cosentino.
- Promote knowledge and ensure compliance with the Code of Ethics, Conduct and Regulatory Compliance, as a basic standard of the organisation, as well as with all other rules in the compliance system.
- Ensure compliance with the ten Global Compact principles.
- Regularly review and update the documents comprising the Compliance system (including the criminal and regulatory risk matrix and compliance controls).
- Design and execute an annual plan of training and communication in the organisation.
- Manage the communications and consultations received

via the Ethics Channel.

- Solve any conflicts of interest that might arise in the performance of the business activity.
- Advise any employee or organisation member on matters of Compliance.
- The Compliance Body was created in 2021 in the wake of an internal exercise that sought to simplify the compliance structure in place since 2010 and render it more effective.

Ethics and Compliance Channel

In 2022 we launched our section on Ethics and Compliance on the corporate website, having updated our Ethics Channel (formerly whistleblowing channel) with a view to promoting its use in and out of the organisation and adapt to the regulations of application.

Composition of the Compliance Body

VP Global de People
Francisco Robles

Head of Internal Audit
Guillermo José Vicente Sauco

US Legal Counsel
Juan Rey Meléndez

Legal Counsel Spain
Noemi Vique Fernández

Aligned and trained

To achieve our goal of maximum transparency and total integrity we must all be aligned. To this end, in 2022 we have organised training on Compliance for every area, to explain the Compliance System and work on specific examples of conducts to be avoided by employees in order to comply with the rules and ethical principles established by the company, as well as the regulations of application. In addition, we presented the actions being developed by the Compliance Body, explaining how the Ethics Channel works and encouraging its use.

We remain aware of what is around us

We must all remain vigilant with regard to the actions of the company and our own actions to avoid compliance breaches and reduce existing risks.

We are listening to you!

We have an Ethics Channel in place, which constitutes an essential item of the regulatory compliance culture.

This tool is available to all employees and stakeholders on the corporate website, via the Ethics and Compliance Channel.

It is also possible to contact the Compliance Body by email (ethics-channel@cosentino.com), letter, face-to-face or by telephone.

We are convinced that this is a useful tool to enable anyone to report any circumstance or incident or make a consultation.

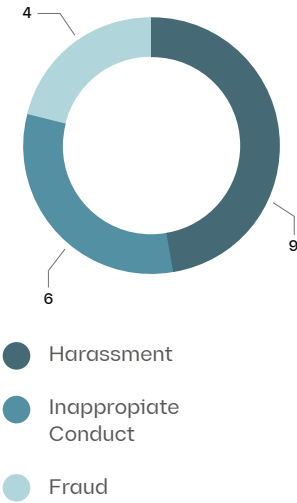
The Ethics Channel allows fully confidential and anonymous (if need be) reporting of irregular or unethical conducts related to any alleged breach of the Code of Ethics, Conduct and Regulatory Compliance, standard, policy or protocol related thereto, as well as an conducts that might be deemed criminal.

Any reports received are analysed and classified by category and handled by the Compliance Body according to their nature. We also have a "zero retaliation" policy in place in terms of communications made in good faith.

The number of communications received in 2022 was 19, all of which having been dealt with.

It is worth mentioning that no report or complaint has received in 2022 related to cases of bribery or corruption.

Number of communications received in 2022



Grupo Cosentino Awards

- Presentation of the National Innovation Award in the Large Company category, awarded by the Ministry of Science and Innovation
- Cocinas con Alma award received along with AEDAS Homes in the III edition of the Building and Home Awards of the newspaper La Razón.
- Forbes prize - Credit Suisse Sustainability
- Award in the Industry category.
- Prize for the best Procurement strategy at the XI Edition of the awards presented by AERCE (Spanish Association of Procurement, Contracting and Supplies Professionals)
- Recognition for the collaboration with Plan Cruz Roja Responde to assist in the emergency situation caused by COVID-19, awarded by Cruz Roja Española in Almería
- Sustainability Award for coordination of the EOCENE project, presented by the publications Compromiso RSE and Equipos & Talento.
- Ícaro prize of Programa Talento, awarded by the University of Almería
- Inclusion in the list of the 75 best companies to work for in Spain, organised by Forbes magazine.
- Inclusion, for the fourth year running, in the list of Best Companies to Work For, organised by Actualidad Económica magazine.

Awards for our products and brands.

Dekton®

- Dekton® Onirika, award in the category of Hard Surfacing, Tiles & Stone at the Architizer A+ Awards (USA)
- The bathroom solution Dekton® Gocce, product featured in the Spring Market Tabloid special of Interior Design magazine (USA)
- Dekton® Gocce, product featured in the special spring edition of Architect magazine (USA)
- Dekton®, won award as best surface at the Ideal Home Awards (UK)

Silestone®

- Silestone® Sunlit Days, earned an award at the Home Reno Awards 2022 organised by Good Housekeeping magazine, in the category Kitchen All-Stars, Top-Rated Countertop (USA)
- The collection of bathroom sinks Evita of Silestone®, winner of the Popular Choice award from the Architizer magazine at the Architizer A+ Awards (USA)
- Silestone® Sunlit Days, received an award in the Product category at the AD 2022 Kitchen & Bath Awards (USA)
- Silestone® Sunlit Days recognised as the best sustainable Surface at the Luxe Design RED Awards 2022 (USA)
- Silestone®, winner of the Readers' Choice Award in Kitchen Countertop category from the magazine KBB and KBBonline.com (USA)
- Bathroom Sinks - Silestone® Evita, KBB 2022 Product Awards, won award in Bathroom category
- Silestone® HybriQ+, winner in the Hard Surfaces category at the Real Homes Awards (UK)
- Silestone® HybriQ+, finalist at the SBID Awards and BKU Awards within the category of Surfaces and Finishes and Best Surface brand, respectively. (UK).
- Santiago Alfonso and Antonio Urdiales receive the Sustainability Award.



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



Certifications

We advance with the utmost excellence in each process. Improving year by year, detail by detail.

We are an example of efficient management, certified by authorities of reference in key sustainability areas.

The trust placed in us by our customers is one of the main cornerstones of the company. Always taking into consideration the needs of our stakeholders, we execute works with safety,

respect for the environment, with quality and applying efficient and innovative techniques and methods, all in accordance with company values and principles. For this reason, and on the basis of operational excellence, we promote the integration of management systems, and continuously maintain and improve the Integrated Management System, certified according to the highest international standards..

Thus, in 2022::

We have renewed the certifications:

- ISO 9001:2015: Quality Management System.
- ISO 14001:2015: Environmental Management System.
- ISO 20400:2017 Sustainable Procurement Management System.
- UNE 15896 2015: European Procurement Standard.
- These last two attest to our commitment with best market practices in terms of procurement management and continuous improvement, as well as with sustainability

We have received new certifications:

- Rated as B in CDP Climate Change.
- We have obtained the ISO 27001 information security certification.

We also renew, and with better results than those of 2021:

- ISO 50001:2018: Energy Management System. This provides a specific action framework for the organisation to take short and long term measures that have positive effects on all parties involved.
- ISO 45001: 2018: Occupational Health and Safety Management System. This standard means creating a safe and healthy workplace for the people who form part of the group and for any person in our facilities.

Other certifications earned by 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;
- **Silestone By Cosentino®**
UL Greenguard and UL Greenguard Gold, NSF, Environmental Product Declaration (EPD). DECLARE, Verification Declaration DNV for HybriQ and HybriQ+®
- **Sensa by Cosentino®**
Greenguard and Greenguard Gold.



Human rights

Guaranteeing human rights is a duty of everyone

We demand the utmost commitment with the Universal Declaration of Human Rights, the legislation in force in each country and honesty as the governing principle of our conduct

For us, the responsibility for the respect of human rights (HR) falls on all the individuals and entities to whom the Code of Ethics, of Conduct and Regulatory Compliance applies.

. We also assume as basic behaviour guidelines, among others, the Declaration of the Fundamental Principles and Rights at Work, the ILO Conventions, the OECD Guidelines for multinational companies and the UN Global Compact.

Through our Code we also undertake to respect the UN Universal Declaration of Human Rights, as well as to eliminate child labour, requiring all our employees, collaborators and suppliers to strictly observe this principle.

As for the supply chain, we demand the same conditions be met in order to grant approval. In addition, and as part of the General Procurement Conditions, suppliers undertake to meet a number of criteria (among them, in matters of HR), with audits being carried out on the main suppliers on this matter.

Moreover, any instance of alleged breach of the conducts set out in our Code must be reported.

Suppliers

Together we generate a positive impact throughout our value chain

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

We work with people and companies that share our values and commitments, with integrity and transparency at all times. We thus carry out a number of actions designed to establish lasting relationships over time built on trust:

→ We continue to develop our Agenda'24 (2020- 2024) to implement 45 measures designed to align the procurement function with the requirements of the ISO20400 sustainable procurement standard. Currently, 80% of these have been completed. In addition, in 2022 we have renewed the certification for the next three years.

→ We met the criteria of the annual audit of our certification under the UNE15896:2015 standard, reaffirming our commitment to continuous improvement of the procurement proces

→ We have consolidated the governance model of the Service Monitoring Office where, on a monthly basis, an internal multidisciplinary team evaluates our main suppliers and the services they provide

→ Compliance with our Supplier and Risk Management Policy is key, both to mitigate potential negative impacts on the activity of Grupo Cosentino, and to encourage the development of ESG criteria in our Supply Chain.



We make sure our suppliers are aligned with our ESG vision

Our ISO20400 Sustainable Procurement certification in 2019 (we were the first company to be certified worldwide) and the development of the Agenda '24 for the period 2020-2024 (during which we shall be implementing 45 actions to align the procurement function with the ISO guidelines), are the main drivers that help us to promote the development of environmental, social and governance criteria in our supply chain.

With these actions, we help our suppliers in their own development, in turn promoting out commitment to industrial activity via nine SDGs, five primary and four secondary.

At the area of Supplier Management we promote and disseminate this need with the support of the ESG Champions, procurement managers designated to take part in the transformation of their portfolios working closely with suppliers.

The alignment of our approval process to the seven fundamental areas of ISO26000 is key to meet all relevant issues. This exercise has resulted in our Cosentino ESG Criteria Questionnaire, which is mandatory for all our suppliers.



Compliance with Supplier and Risk Policy

100%

Our critical suppliers meet with the requirements of our Supplier and Risk Management Policy

40%

Target rating ESG 2022

154

Final suppliers considered critical according to our criteria.

Main Agenda '24 advancements

- The main milestones reached in 2022 have been:

→ Training 150 of our suppliers deemed critical (according to principles in terms of country of origin, supply category, sector and turnover, as well as factors that pose a risk of non-compliance in environmental matters, human rights or work practices). This training helps them to understand our project and objectives

→ Consolidation of Champions ESG, a key figure for transmitting our project to suppliers via the various procurement portfolios.

→ Negotiation and contracting according to award criteria based on ESG scores and strengthening of our contracts to include penalty and termination clauses in the event of ESG breaches. This helps to encourage the commitment of our value chain to the 2030 Agenda.

→ Commitment to the European Due Diligence Directive, mitigating with our actions any potential risks of non-compliance by our supply chain.
- Definition of KPI goals over three years

→ In 2022 the optimal degree of compliance with our questionnaire has been of 40%, gradually advancing over 2023 towards 50%. We plan to reach 60% according to the performance of our procurement function. We began

→ Execution of compliance with our Supplier and Risk Management Policy, strengthening both our Procurement Standards and our general procurement conditions.

→ **Industry 4.0:** development and enhancement of our Suppliers Portal, a key collaboration space. Digitalisation and automation of 100% of the management of procurement information. Robotisation of governance of information management in our Service Monitoring Office.

80%

Actions implemented

86%

Average degree of adoption of ISO20400 criteria in the Organisation

200

Suppliers monitored

>500 M€

Turnover approved suppliers

150

Training provided by Procurement to our suppliers

Ranking of 10 Top ESG Assessment suppliers

Supplier	ESG % Note	Country
FCC AMBITO	94%	ES
SERVEO SERVICIOS	92%	ES
AOC AG	90%	CH
CHEMOURS INTERNATIONAL	90%	CH
KONICA MINOLTA BUSINESS SOLUTIONS	89%	US
SOLENIS HISPANIA	86%	ES
NTT DATA SPAIN	84%	ES
ASEA BROWN BOVERI	84%	ES
TURKUAZ POLYESTER	83%	TU
SECURITAS SEGURIDAD ESPAÑA	83%	ES

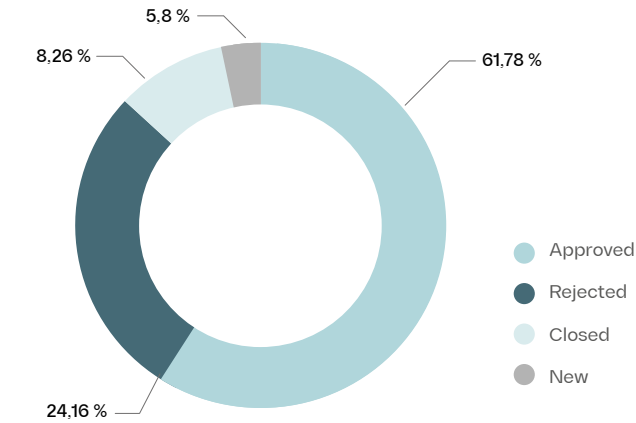
We provide leading knowledge with full transparency

We walk hand in hand with our customers. This is why we provide them with tools to give them confidence and the certainty that we listen and pay attention to their needs. We have a Data Protection Office that is responsible for managing the exercise of any rights requested, carrying out the Data Protection Impact Assessments if needed in new projects and controlling the Register of Processing Activities.

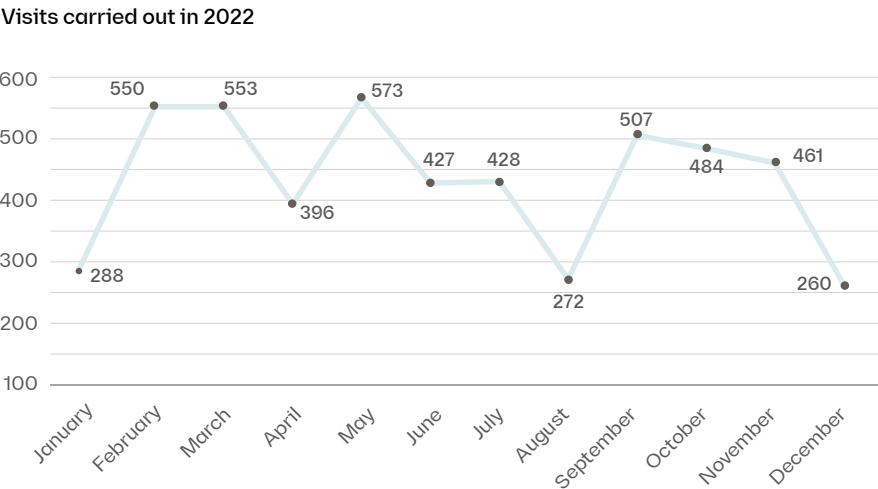
It also ensures that both the General Data Protection Legislation and the New Organic Data Protection Law are met through proper legal and technical advice. Along these same lines, we have created a Data Protection Committee (DPC) to ensure that the actions being carried out by Data Protection Delegate office are correct.

We also provide all our customers, direct and indirect alike, with a pre and after sales service to attend to any technical issues, as well as any end user claims. To this end, we have a team of 25 technical staff who provide service to all points of sale, both proprietary and distributors

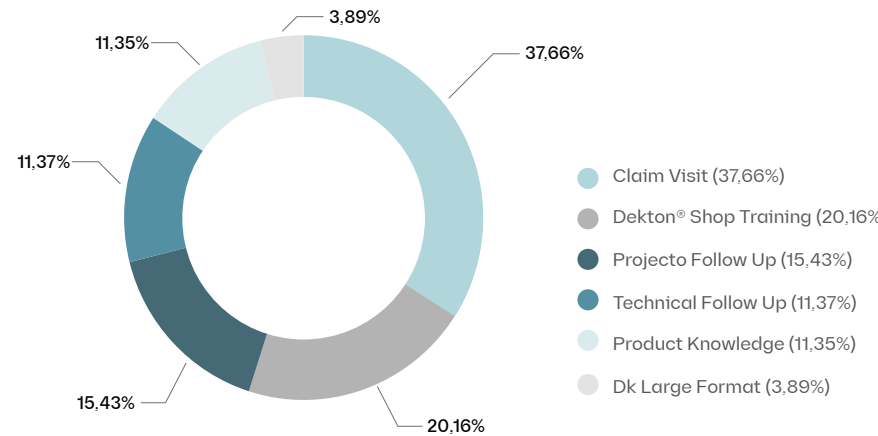
In parallel, the Quality department is also analysing the management of end user incidents. The results of this analysis are shared with various members of the group and with all departments involved, in order to implement improvements in the production process. In 2022, a total of 21,717 incidents have been processed, distributed as follows:



Throughout the year, the team has focused on maintaining the service within the restrictions implemented by the various countries due to COVID-19. Despite this, an average of over 350 visits per months have been made worldwide.



In 2022 we maintained the level of visits to our customers, having managed to control any potential complaints. In addition, and in line with the new growing lines of business, the Quality department is getting ready to provide an identical level of support to our new customers-partners, who will work on projects with innovative applications.



Lastly, we must add that in 2022 we have carried out the analysis of the current status of warranty management, having implemented improvements which directly benefit the end customer. These aim to unify and organise the warranties, providing a traceable system of commercial sales records.

We prove our commitment with actions

We continue to carry out communication actions designed to inform our customers and society in general. Because we all have the right to be well-informed

We share our advancements through our participation in rankings, indexes and reference monitors.

We have the multi-device *Cosentino® Health & Safety* Spacedigital platform in place to provide useful information on the health and safety of each product.

In order to report on potential risks of our products and pertaining preventive measures, in 2019 we created the *Cosentino® Health & Safety* Space web section. Since then, this has been subject to continuous updates and is today a reliable source to obtain information on health and safety in a legible and structured way and in several languages, accessible from any device.

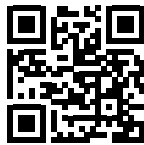
In 2022, the data sheets on the Proline professional products have been updated and added to the *Cosentino® Health & Safety* Space, as have the safety sheets for the Dekton®, Sensa®, Scalea®, SILQ® and Natural Stone products.

These documents are made available to our customers and collaborators in many languages, in accordance with international regulations of application, such as the GHS (Globally Harmonised System) for the classification and labelling of chemical products and mixtures, as well as CLP, REACH, etc.

Continuing with the practice begun back in 2017, Cosentino regularly distributes newsletters all over the world to marble workers in several languages containing relevant information on the prevention of occupational risk in the professional activities related to our products.

This practice has continued throughout 2022, maintaining the group's commitment to the dissemination in the sector of know-how and good practices on matters of safety, hygiene and health.

→ International Health&Safety info



Labelling information

1. Crystalline silica content.
2. Indication of the obligation to meet the applicable local legislation on health and safety, and to consult an industrial hygienist on how to apply any appropriate risk mitigation measures.
3. Warnings of the risks and precautions to be taken for safe handling of these products, along with corresponding pictograms, in accordance with the international SGA standards.
4. Mention the existence of adequate processes for the mitigation of emissions and product elimination.
5. Indications on the possible impacts on health of prolonged exposure to the dust generated by the cutting and handling of the materials without using proper safety equipment.
6. QR code directing users to the *Cosentino® Health & Safety* Space, containing additional health and safety information, safety data sheets and good practices guides, all in downloadable formats. As well as containing demonstration videos on how to safely handle the products.



We open dialogue channels with our stakeholders

Service Desk

Cosentino works to improve its customer service by internalising the Service Desk and Workplace teams, engaging highly committed personnel in the region and surrounding areas. This internalisation will enable us to offer a more dynamic on site service that is adapted to the speed required by our business, better quality of the call service, thus enhancing customer satisfaction and proving our commitment to the region of Almería.

Social media

The goal of our Social Media global and local (GloCal) strategy is to expand our online community through active and relatable communication with our customers and other key audiences for the company through the main Social Media channels we use.

In 2022 our activity in these channels have managed to get our posts to reach some 400,000,000 users with a frequency above 4 impacts per user thanks to having made over 10,000 posts worldwide.

Using both the global and the local presence of Cosentino on the main Social Media platforms where our customers and other key audiences are actively present. The main goal is to impact such audiences with the right messages, to present our brands and their benefits and establish continuous conversation and a constant relationship of trust.



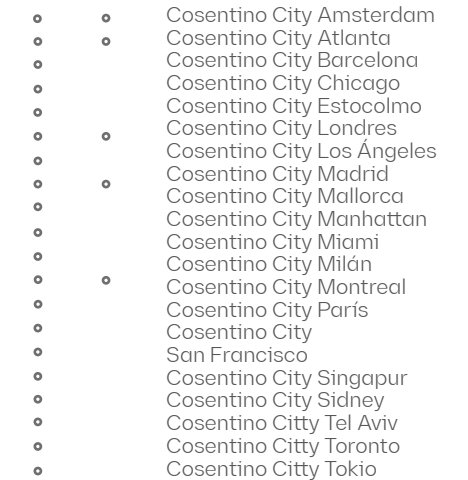
o	o	o	o	o	o	Corporate / Spain
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o	o	o				Asia
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o	o	o				Portugal
o		o				UK / Irelan
o	o	o				Turkey
o		o				South Afric
o	o	o				Switzerland

Cosentino City

With the aim of providing greater visibility to our Cosentino City stores and becoming closer to their target buyers, a number of channels on Instagram and LinkedIn have been created.

Digital Showrooms: new innovative technology in 2022 at Cosentino City stores, spaces designed for interaction and inspiration and known for digitalisation, personal attention and 360° vision.

We have achieved this by creating digital environments to view projects in augmented reality and personalise full kitchens, bathrooms and façades in 3D. They also provide a number of digital displays that work as a virtual gallery, where the colours and finishes of the Cosentino products can be view in life-size proportions.



Partners

We join our path with that of partners and entities that share the same vision to create a better world

We always maintain an active policy of collaboration and exchange. To this end, we partner up with organisations that share our values and are committed to sustainable development, such as:

- Fundación SERES, promoting the commitment of businesses and actions to support CSR and generate shared value.
- Asociación Empresarial Innovadora de la Piedra Natural.
- Asociación de Empresarios del Mármol de Andalucía (AEMA).
- Asociación Mobiliario de Cocina (AMC).
- Asociación Directivos de Comunicación (DIRCOM)
- Foro de Marcas Renombradas Españolas.
- Asociación Promotores Inmobiliario Fadeco.
- Asociación para el Progreso de la Dirección (APD).
- Asociación de Empresas de Diseño Español (RED).
- Asociación Española de Anunciantes.
- CENFIM.
- Collaboration with FUNDACOM awards.
- Green Building Council Spain.
- A.St.A. Worldwide (Worldwide Agglomerated Stone Manufacturers Association).
- Asociación SUSTENTA (Environmental Civic Association).
- Confederación Española de Organizaciones Empresariales (CEOE).
- EUROSIL: European Association of Industrial Silica producers.
- NEPSI (The European Network on Silica).
- Plataforma de Economía Circular en Acción.
- StepbyWater Alliance.
- FP Dual (Dual vocational training) alliance.
- Observatorio Industria 4.0.
- CESUR.
- Consejo Superior de Colegios de Arquitectos de España (CSCAE).
- Fundación Arquitectura y Sociedad.
- Fundación Arquitectura Contemporánea.
- Federación Española del Habitat



Appendices

Appendix 1. Circular economy

Tables % recycled raw materials in products 2022
(expressed in terms of consumption of raw materials (tons) and surfaces products (m2))

Product lines	Total raw materials (tons) Recycled/Recovered	Total raw materials (tons) Consumed	% Recovered/ Recycled v. Total
Dekton®	18.601	195.315	9,52%
Silestone®	47.027	665.196	7,07%
TOTAL	65.629	860.511	7,63%

Product lines	Surface containing recycled raw materials*	Surface produced (m2)	% production containing recycled raw materials
Dekton®	3.875.754	3.875.754	100%
Silestone®	1.400.622	8.061.428	17,37%
TOTAL	5.276.375	11.937.181	44,20%

→ *Dekton®, colours containing recycled raw materials >5%, Silestone® colours corresponding to HybriQ+® (>20% recycled raw materials)

2022 is our fourth year operating our own non-hazardous waste treatment and valorisation plant via our subsidiary Soluciones Ambientales COMA.

This enables us to consolidate a more efficient waste management system geared towards the future valorisation of all non-hazardous waste generated in the production process.

As for the management of hazardous waste, we continue to work on seeking out both waste management alternatives that prioritise valorisation over disposal, and new commercial products that are able to gradually replace the hazardous products used in production.

In 2022 we have continued to execute the construction of new clean points in the main factories of the industrial estate, improving both the segregation of waste and the image of its management and efficiency of the "door-to-door" collection service in the factories.

Performance: Industrial Estate Cantoria (Almería, Spain)

Evolution of the valorisation of solid waste (Tn).	2020	2021	2022
Total Waste	287.899	361.270	408.333
Total Valorisation	14.814	47.059	64.552
Rate of Valorisation (%)	5,15%	13,03%	15,81%

→ We manage close to 400,000 tons of solid waste.

→ We recover close to 20% of waste generated.

Performance: Factory in Latina Vitória (Brazil)

Evolution of the valorisation of waste (tons)	2020	2021	2022
Total Waste	22.090	26.064	28.545
Total Valorisation	5.570	6.530	7.283
Rate of Valorisation (%)	25,22%	25,06%	25,51%

→ We have maintained the rate of valorisation above 25% of the total.

→ We manage more than to 30,000 tons of solid waste.

Performance: Global: Cantoria Industrial Estate (Almería, Spain) + Factory in Latina Vitória (Brazil)

Evolution of the valorisation of solid waste (Tn).	2020	2021	2022
Total Waste	309.989	387.334	436.878
Total Valorisation	20.384	53.589	71.835
Rate of Valorisation (%)	6,58%	13,84%	16,44%

Appendix 2.
Energy consumption

Silestone®	2020	2021	2022
Total Electrical Energy consumption (kWh)	110.859.683	150.798.160	145.424.990
Total Consumption of Thermal Energy (kWh)	33.185.960	40.805.200	52.246.291
Total Energy consumption (kWh)	144.045.643	191.603.360	197.671.281
Total Silestone® produced (kg/year)	253.591.835	386.568.673	442.912.578
Energy indicator (kWh/kg produced)	0,57	0,50	0,45

Dekton®	2020	2021	2022
Total Electrical Energy consumption (kWh)	28.117.932	41.658.080	47.191.624
Total Consumption of Thermal Energy (kWh)	130.874.361	224.403.958	259.765.171
Total Energy consumption (kWh)	158.992.293	266.062.038	306.956.795
Total Dekton® produced (kg/year)	58.087.000	116.619.154	126.059.212
Energy indicator (kWh/kg produced)	2,74	2,28	2,43

Silestone® + Dekton®	2020	2021	2022
Total Electrical Energy consumption (kWh)	138.977.615	192.456.240	192.616.614
Total Consumption of Thermal Energy (kWh)	164.060.321	265.209.158	312.011.462
Total Energy consumption (kWh)	303.037.936	457.665.398	504.628.076
Total produced (kg/year)	311.678.835	503.187.827	568.971.790
Energy indicator (kWh/kg produced)	0,97	0,91	0,89

CONSUMPTION OF DIESEL	2020	2021	2022
Total consumption (litres)	614.551	892.126	1.155.187
Total consumption (kWh)	6.175.221	8.970.890	11.607.666

With the exception of 2020 (anomalous due to COVID-19, where lower production had a negative impact on energy intensity) the consumption of energy shows a rising trend, which goes hand in hand with the higher production levels of recent years.

To place this in its right context, energy indicators show that, despite the greater energy consumption, the energy intensity has declined due to better use of the energy being made at Cosentino and effort and investments made in energy optimisation measures.

Energy consumption outside of HQ Cantoria

	Category	Item	Consumption	Comment
Stone Systems	Stationary combustion	Fuel used at facilities	457.511 m³	Natural Gas
	Electrical Energy	Grid consumption	6.501.886 KWh	
Cosentino Centers	Stationary combustion	Fuel used at facilities	1.478.003 KWh	Natural Gas
	Electrical Energy	Grid consumption	7.912.352 KWh	
City Centers	Stationary combustion	Fuel used at facilities	0 m³	Natural Gas
	Electrical Energy	Grid consumption	735.443 KWh	
Logistic Hubs	Stationary combustion	Fuel used at facilities	0 m³	Natural Gas
	Electrical Energy	Grid consumption	1.999.599 KWh	
Fabrica Brasil	Combustión estacionaria	Combustible utilizado en instalaciones	144.979 m³	gas natural
	Energía Eléctrica	Consumo red	8.248.168 KWh	

Appendix 3.
Emissions of other substances

	2020	2021	2022*
CO (Carbon monoxide) (Kg/year)	23.900	74.700	91.127
NOX (Nitrogen oxide NOX) (kg/year)	46.500	93.200	148.935
NOX (Nitrogen oxide NOX) (kg/year)	3	9	1,2
PST (total particles in suspension) (kg/year)	20.600	30.700	25.245
TOC (Total Organic Carbon) (kg/year)	5.740	9.920	34.120
HF (Hydrofluoric acid)	610	73	754

* Data at 03.03.2023

In order to promote respect and care for the environment, Cosentino has taken measurements during 2022 at the 57 emissions points that are found in the factories at the Cantoria Industrial Estate. This allows us to meet the requirements set by the Integrated Environmental Authorisation (IEA) and comply with emissions limit values.

Application of the precautionary principle

To protect the environment, we continue to apply the precautionary principle, aware of the importance of preventing negative impacts in our processes and production environments.

In 2022 we continued with the project begun in 2019 by the previous insurance company FM Global, currently in the hands of the insurer Swiss Re, monitoring and updating the recommendations agreed with the insurer and considering constant improvements.

The insurance company has noted the reinforcement associated with the fuel isolation and risk reduction implemented, the control of chemical products and of other products.

Appendix 4.
Carbon footprint

Total footprint	Tons
Direct emissions	77.363,26
Indirect energy emissions	8.513,98
Indirect emissions from transport	134.147,60
Indirect emissions from products and services	400.876,70
Indirect emissions from use of products	654,95
Indirect emissions from other sources	45,00
TOTAL	621.601,50

64.49% of our Footprint is due to indirect emissions associated with the Products and Services category, basically due to the production of the various raw materials we consume. In second place, with 21.58% of the total are the indirect emissions associated with transport, due to the distribution of our products as well as the shipping of raw materials. In third place are the direct emissions- 12.45%- mostly due to emissions generated by our production processes.

When performing an objective and quantified comparison based on Footprint indicators for 2018 vs. 2022, we can confirm, for yet another year, a reduction in thereof in terms of the 4 indicators used to obtain a more global and representative view.

	2020	2021	2022	Evolution 2018-2022
Production (tCO2/ton)	1,171	1,16	1.09	-12,81%
Consumption of raw materials (tCO2/ton)	0,78	0,78	0,72	-15,94%
Turnover (tCO2/K€)	0,33	0,43	0,36	-18,95
Employees (tCO2/number)	76,77	106,77	106,24	+6,02%

Anexo 5.
Employees

Employees by contract type and gender in 2022

	Women	Men	Overall Total
Open-ended	1.422	4.337	5.759
Full time	1.393	4.327	5.720
Part time	29	10	39
Temporary	12	80	92
Full time	12	56	68
Part time		24	24
Dismissals	42	148	190
Overall Total	1.434	4.417	5.851

Employees by contract type and age in 2022

	Under 25	25 to 35	35 to 45	45 to 55	Over 55	Overall Total
Open-ended	357	1.802	1.964	1.206	430	5.759
Full time	356	1.798	1.944	1.201	421	5.720
Part time	1	4	20	5	9	39
Temporary	13	26	15	11	27	92
Full time	13	26	15	11	3	68
Part time		-	-	-	24	24
Dismissals	16	56	73	30	17	192
Overall Total	370	1.828	1.979	1.217	457	5.851

Employees by contract type and professional category in 2022

	Executives	Management	Manager	Professional	Admin.	Factory workers	Overall Total
Open-ended	20	91	775	1.873	308	2.692	5.759
Full time	20	91	769	1.859	300	2.681	5.720
Part time	-	-	6	14	8	11	39
Temporary	-	-	6	23	2	61	92
Full time	-	-	3	22	2	41	68
Part time	-	-	3	1	-	20	24
Dismissals	-	1	23	57	17	94	192
Overall Total	20	91	781	1.896	310	2.753	5.851

Number of employees per country 2022

Country	Number of employees	País	Number of employees
Spain	3314	Switzerland	18
USA	1284	Ireland	17
Brazil	300	New Zealand	15
Canada	125	South Africa	14
UK	122	Norway	14
France	90	UAE	12
Australia	83	Japan	12
Italy	75	Denmark	11
Germany	54	Malaysia	8
Sweden	38	Czech Republic	2
Portugal	31	Hungry	2
Poland	28	Overall Total	5.851
Netherlands	27		
Turkey	25		
Singapore	25		
Mexico	24		
Belgium	22		
Israel	22		
Finland	19		
Austria	18		

Appendix 5.
Fiscal transparency: Contribution
by geographical region (€)

	2022	2021		2022	2021
SPAIN	231.993.768	86.095.856	AUSTRALIA	5.474.188	4.546.850
Own contributions	31.675.513	31.804.888	Own contributions	911.570	360.759
Third party tax			Third party tax	4.562.619	4.186.091
	200.318.255	54.290.968	NETHERLANDS	5.246.427	4.793.746
USA	55.918.743	42.985.253	Own contributions	112.048	141.036
Own contributions	20.501.478	14.444.064	Third party tax	5.134.379	4.652.711
Third party tax	35.417.266	28.541.190	BELGIUM	4.560.275	4.540.882
UK	24.268.881	21.856.359	Own contributions	185.707	202.014
Own contributions	1.312.719	1.357.146	Third party tax	4.374.568	4.338.868
Third party tax	22.956.162	20.499.213	SWEDEN	4.477.744	4.462.812
CANADA	14.323.948	9.995.528	Own contributions	72.954	42.865
Own contributions	1.789.626	802.775	Third party tax	4.404.791	4.419.948
Third party tax	12.534.322	9.192.754	ISRAEL	3.801.806	3.255.692
FRANCE	9.295.988	7.999.191	Own contributions	169.663	154.062
Own contributions	242.411	229.958	Third party tax	3.632.144	3.101.630
Third party tax	9.053.578	7.769.233	IRELAND	3.676.249	3.007.099
PORTUGAL	8.384.569	6.695.964	Own contributions	102.197	69.178
Own contributions	63.260	80.961	Third party tax	3.574.051	2.937.921
Third party tax	8.321.309	6.615.003	DENMARK	3.466.529	2.383.124
ITALY	8.047.222	7.466.321	Own contributions	5.419	-
Own contributions	156.997	151.675	Third party tax	3.461.109	2.383.124
Third party tax	7.890.225	7.314.646	NORWAY	2.656.212	2.164.388
BRAZIL	6.001.177	6.401.897	Own contributions	2.646	4.070
Own contributions	1.113.090	2.223.828	Third party tax	2.653.567	2.160.318
Third party tax	4.888.087	4.178.069	OTHER	11.723.962	9.818.482
GERMANY	5.893.331	5.835.000	Own contributions	801.071	579.269
Own contributions	58.600	16.022	Third party tax	10.922.891	9.239.213
Third party tax	5.834.732	5.818.977			
			TOTAL	409.211.019	234.304.445
			Own contributions	59.276.965	52.664.569
			Third party tax	349.934.053	181.639.876

Own contributions	Taxes paid
Taxes, duties and charges of a fiscal nature for which the group entities are taxpayers (mainly Company Tax, tariffs and other taxes):	Net amount of tax cash flow, including both taxes paid and tax refunds obtained in the year.

Third party tax
Taxes, duties and charges of a fiscal nature, collected by the group entities as part of their business activity (mainly VAT and withholding tax).

Fiscal transparency:
Evolution of group's taxes

Own contributions	Tariffs
Corporation tax	In terms of tariffs, the group has paid €7 million, mainly in Spain, USA and Brazil, equal to a 30% increase in the amount of tariffs paid in 2021.
By geographical region, Spain is the country where we pay the highest amount of direct tax, since this is the country where the Group's main activities are carried out (among others, manufacture, research, development, procurement and marketing), followed by the United States and other European countries.	Other Taxes
In 2022 we have paid in Spain 62% of the overall Company Tax paid by the Group, amounting to €31.7 million, offset by a refund of €6.3 million from previous years.	In terms of other taxes, the group has paid a total amount of €11.6 million, equal to an increase of 52% over the amount paid in 2021.
The North American market (USA and Canada) is the second most important region in terms of Group activities, and therefore has paid by way of Company Tax €13.1 million (32% of total amount paid by the group).	By tax jurisdiction, this increase has mainly been generated in Spain, as a result of an increase in local taxes and rates following the expansion of the Cantoria industrial estate (Almería).

The remainder (6%) of Company Tax paid is distributed among other regions. It is worth noting that this year in Brazil no payment has been made by way of Company Tax due to having used COFINS tax credits. Likewise, several Group companies have tax carryforwards that have been partially used during the year. Such is the case of Italy, Norway, Sweden, Denmark, Israel and South Africa.

The table below shows Corporate Income Tax per country (€)

Country	Corporate income tax paid
Spain	25.315.136
USA	11.708.729
Canada	1.413.195
UK	760.296
Australia	209.319
France	168.406
Belgium	150.000
Italy	107.152
Netherlands	104.825
Finland	87.465
Japan	77.977
Ireland	71.589
Portugal	58.655
Mexico	51.806
Other countries*	268.910

*Aggregate amount of Tax on Profit paid by subsidiaries of Brazil, Germany, Poland, Austria, Sweden, Norway, Denmark, Switzerland, Russia, Singapore, New Zealand, Malaysia, Puerto Rico, Dominican Republic, Turkey, Israel, South Africa and UAE.

Third party tax

Tax on sales (VAT, Sales Tax, etc.)

In 2022 the Group has paid €305 million, an increase of €164 million over 2021.

This increase is mainly due to the increased volume of transactions carried out in Spain as a result of the spinoff carried out in this country in 2022, and secondly due to the growth in sales in the Group.

Withholdings

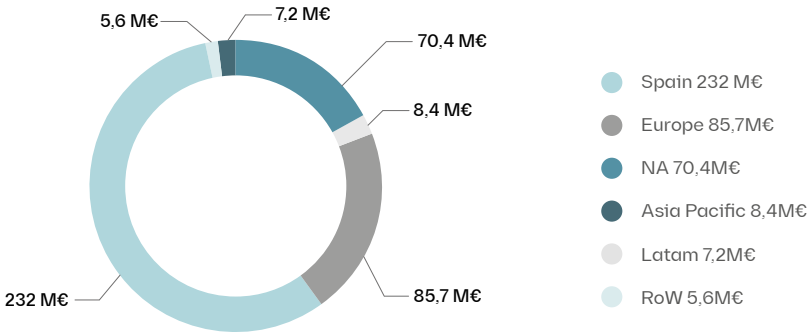
In terms of withholding tax, the group has paid a total of €45 million, equal to a rise of 9.5 over that of 2021, due to increase in the salary mass.

Overall Tax Contribution

The graph shows the total taxes paid in 2022 by Grupo Cosentino in the various regions in which it is present:

Our main income comes from Spain, North America and Europe. This accounts for the higher tax amounts paid in these regions.

Overall Tax Contribution 2022



Public subsidies received

	2020	2021	2022
Balance at 1 January	29.645.656	26.047.947	22.605.724
Subsidies granted during the year	160.861	1.840.500	3.664.001
Reduction of subsidies received in previous years	- 152.717	-1.234.256	(1.819.469)
Amounts transferred to the income statement	-3.605.853	-4.048.468	(4.545.458)
Balance at 31 December	26.047.947	22.605.724	19.904.798



Appendix 6.
Social dialogue

Social dialogue:
labour association

Organic Law 11/1985 of 2 August on trade-union freedom, in its first article, guarantees that all workers are free to join trade unions to promote and defend their social and economic interests.

In this regard, this same law, in its second article, sets forth that trade-union freedom includes:

- The right to form trade unions without prior authorisation, as well as suspend or terminate them, by democratic procedure.
- The worker's right to join a trade union of choice with the sole condition of respecting the bylaws thereof or to leave any trade union of which he/she may be a member, with no obligation by anyone to join a trade union.
- The right of members to freely elect their representatives within each trade union.
- The right to trade union activity.

In addition, the Workers' Statute as well as the collective bargaining agreements protect this workers' right.

Composition of the
workers' representatives
at Cosentino (Cantoria
work centre)

The workers' representation at the industrial estate of Cosentino in Cantoria is distributed as follows:

(i) The works council of C1 is comprised of 23 members, chosen at the 2022 elections, of which 2 members belong to the UGT trade union and 11 belong to the CC. OO. trade union.

(ii) The Works Council of C2 is comprised of 12 members (1 vacant) chosen in the elections of 2022.

All works council members belong to the CC. OO. trade union.

(iii) The works council for offices is made up of 13 members, chosen at the 2022 elections. All members of the works council belong to the CSIF trade union.

Discrimination and
harassment

Non-discrimination is a key factor in our commitment to the well-being of our employees.

We do not tolerate any discrimination whatsoever related to place of birth, ethnicity, sex, religion, opinion, or any other personal or social condition or circumstance; we assume a firm commitment to prevent and eradicate this type of conduct.

We are all equal, and we all contribute to the mission of Cosentino.

Harassment is also a risk within the workplace. At Grupo Cosentino we strive to maintain an organisational structure that prevents it, and undertake to allocate the human and material means necessary to prevent it or to act in possible situations of harassment.

Our protocol is available to all employees on the corporate intranet, where our intention to adopt whatsoever measures are required to ensure a harassment-free work environment are made clear.

We are ready to act thanks to our training programmes.

At Cosentino we have a Whistleblower channel for all employees and personnel belonging to our stakeholder groups, enabling them to report situations or make consultations related to discrimination or harassment. This Channel enables anonymous communication with the Compliance Body responsible.

Several commissions currently exist at Cosentino Cantoria (park 1):

- Ordinary committee: joint committee formed by six members, of whom three represent the company and the other three represent the works council.
- Training committee: joint committee formed by six members, of whom three represent the company and the other three represent the works council.
- Anti-harassment and equality committee: joint committee formed by six members, of whom three represent the company and the other three represent the works council.

There are also two other trade union sections in industrial estate 1:

- UGT section
- CC. OO. section
- Health and safety committee: joint committee with ten members, of which five are company representatives and the other five are prevention delegates.

Both in park 2 and in the offices, the health and safety committee has been created, each with 6 members; the rest of the committees will be set up during the first quarter of 2023.

Anexo 7.
Collective bargaining

In 2022, 65% of the employees worldwide were adhered to a collective bargaining agreement, a 4.45% rise over the year before. In Spain, where 56.6% of employees are located, we maintain the 24 collective agreements applicable to the workforce. Below is the breakdown of collective bargaining agreements applicable to work centres in Spain:

WORK CENTRE	COLLECTIVE BARGAINING AGREEMENT	CENTRO DE TRABAJO	CONVENIO COLECTIVO
CANTORIA/ALMERÍA (C1 CENTRE)	General Collective Bargaining Agreement for Building Sector	VALLADOLID	Provincial Collective Bargaining Agreement for the "Construction and Public Works" sector of Valladolid
ALICANTE	Provincial Collective Bargaining Agreement of Marble, Stone and Granite of Alicante	VIGO	Collective Bargaining Agreement for the Building & Sanitation Materials Trade in the Province of Pontevedra
BADAJEZ (EXTREMADURA)	Building and public works of the province of Badajoz	ZARAGOZA	Collective Bargaining Agreement of the Building and Public Works sector of the Province of Zaragoza
CENTER BARCELONA	Collective bargaining agreement of the building materials sales sector of the province of Barcelona	CANTORIA/ALMERÍA (C2 CENTRE)	State Collective Bargaining Agreement for extraction industries, glass industries, ceramic industries and exclusive sales of such materials.
BILBAO (VIZCAYA)	MARBLE-STONE Collective Bargaining Agreement for the sector in Bizkaia.	GRANADA	Collective Bargaining Agreement for the General Trading Sector for Granada and its province
CASTELLÓN	Collective Bargaining Agreement for the Building Trade for the Province of Valencia	MALLORCA CENTRE	Collective Bargaining Agreement for the trading sector of the Balearic Islands and its publication in the Official Gazette of the Balearic Islands
CORUÑA	Collective Bargaining Agreement of the Miscellaneous Trade Sector of the province of La Coruña	CITY MALLORCA	Collective bargaining agreement of the building materials sales sector of the province of Barcelona
GERONA	Collective Bargaining Agreement of the Building and Public Works sector of the Province of Girona.	CITY BARCELONA	Collective bargaining agreement of the building materials sales sector of the province of Barcelona
MADRID CENTRE	Collective Bargaining Agreement for the Construction and Public Works sector of Madrid	CITY MADRID	Collective Bargaining Agreement Miscellaneous Trading of Madrid
MURCIA	Collective Bargaining Agreement for General Trading	MADRID OFFICES	Collective Bargaining Agreement for the Construction and Public Works sector of Madrid
SAN SEBASTIÁN	Collective Bargaining Agreement for the Construction and Public Works sector of Gipuzkoa	CANARIAS (Santa Cruz de Tenerife)	Provincial Collective Bargaining Agreement for the Building Sector for the province of Santa Cruz de Tenerife
SANTANDER	Collective Bargaining Agreement for Building Materials Trading Activity in the region of Cantabria	CANARIES (Las Palmas)	Provincial Collective Bargaining Agreement for the Building Sector for the province of Santa Cruz de Tenerife
SEVILLA	Collective Bargaining Agreement for the Construction and Public Works sector of Toledo		
TOLEDO	Collective Bargaining Agreement for the Construction and Public Works sector of Toledo		
VALENCIA	Collective Bargaining Agreement of Quarry workers, Marble Workers and Natural Granite of the Province of Valencia		

The Collective Bargaining Agreements of application to the work centres of Grupo Cosentino in the national territory, in matters affecting occupational health and safety prevention, refer to the application of the provisions contained in the Occupational Risk Prevention Law, with no improvements on the legally established conditions having been considered.

Country	Employees	Belonging to collective bargaining agreement	% belonging to collective bargaining agreement
Spain	3314	3314	100%
Brazil	300	300	100%
France	90	90	100%
Netherlands	27	27	100%
Italy	75	75	100%
USA	1284	0	0%
Canada	125	0	0%
Mexico	24	0	0%
Other countries	612	0	0%
TOTAL	5851	3806	65,0%

Table of Contents as required by Law 11/2018

The content of Law 11/2018 on Non-Financial and Diversity Information included in this document has been verified by KPMG

General Information

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
A brief description of the business model including its business environment, organisation and structure.	Material	11-19, 117	GRI 2 - 6 (2021)
Markets in which it operates	Material	8-9	GRI 2- 1 (2021) GRI 2- 6 (2021)
The organisation's goals and strategies	Material	28 -31, 40-41	GRI 2 - 1 (2021) GRI 2 - 22 (2021)
Main factors and trends that may affect its future development	Material	6-7, 20-21	GRI 3 - 3 GRI 2 - 22
Reporting framework used	Material	2-3	GRI 1 (2021)
Materiality principle	Material	24-27	GRI 3 - 1 (2021) GRI 3 -2 (2021)

Environmental matters

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
ENVIRONMENTAL MATTERS	Material	33	GRI 3 -3 (2021)
Management approach: description and results of the policies related to these matters, as well as the main related risks linked to the group's activities.	Material	33	GRI 3-3 (2021)

Detailed general information

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety.	Material	34-35	GRI 3.-3 (2021)
Environmental assessment or certification procedures	Material	34-35, 127	GRI 3 - 3 (2021)
Resources dedicated to environmental risk prevention	Material	34-35, 56-57	GRI 3 - 3 (2021)
Application of the precautionary principle	Material	146-147	GRI 2 - 23 (2021)
Provisions and guarantees allocated for environmental risks	Material	146-147	GRI 3- 3 (2021)

Pollution

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Measures to prevent, reduce or remedy emissions that severely affect the environment; taking into account any form of activity-specific atmospheric pollution, including noise and light pollution	Material	36-37	GRI 3- 3 (2021)

Circular economy and waste prevention and management

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Measures for waste prevention, recycling, re-use, and other forms of waste recovery and disposal	Material	50-51, 142-143	GRI 306-1 GRI 306-2 GRI 306-3 concerning total waste generated 306-4 concerning total waste diverted from disposal
Measures to combat food waste	Non-material		Non-material

Sustainable use of resources

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Water consumption and water supply in accordance with local limits	Material	44-45	GRI 303-5 GRI 303-3 concerning the origin
Consumption of raw materials and measures taken to improve the efficiency of raw material use	Material	39, 52-53	GRI 301-2 concerning percentage of recycled raw materials consumed
Direct and indirect energy consumption	Material	144-145	GRI 302-1
Measures to improve energy efficiency	Material	4-5, 22-23, 42-43, 127	GRI 3-3 (2021) GRI 201-2 concerning risks and opportunities and their classification
Use of renewable energies	Material	42-43	GRI 302-1

Climate change

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.	Material	34-35, 146-147	GRI 305-1 GRI 305-2 GRI 305 - 7

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Measures adopted to adapt to the consequences of climate change	Material	20-23	GRI 3-3 (2021) GRI 201-2 concerning risks and opportunities and their classification
Voluntary medium- and long-term reduction targets set to reduce greenhouse gas emissions and the means implemented in this regard	Material	38-39	GRI 3- 3 (2021)

Protecting biodiversity

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Measures taken to preserve or restore biodiversity	Material	106	GRI 3-3 (2021) GRI 304-3 concerning restored areas
Impacts caused by activities or operations in protected areas	Material	106	GRI 3- 3 (2021)

Social and staff-related issues

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Management approach: description and results of the policies related to these matters, as well as the main related risks linked to the group's activities.	Material	60-64, 76-77, 124-125	GRI 3- 3 (2021)

Employment

Information required under Law 11/2018	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Total number and breakdown of employees by country, gender, age and occupational classification	Material	62-63, 66-67, 118-119, 148-149	GRI 405-1 concerning employees by category, gender and age
Total number and distribution of types of employment contracts, and average annual number of open-ended, temporary and part-time contracts by gender, age and job category.	Material	148-149	GRI 2-7 (2021) concerning employees by type of employment contract and by gender
Number of redundancies by gender, age and job category	Material	148-149	GRI 3-3 (2021)
Average earnings and evolution thereof broken down by gender, age and job category or equal value	Material	78-79	GRI 3-3 (2021)
Wage gap, remuneration for equal jobs or average remuneration at the company	Material	78-79	GRI 3-3 (2021) GRI 405-2 concerning the ratio of women to men's earnings
Average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments, broken down by gender	Material	82-83	GRI 3- 3 (2021)
Implementation of disconnection policies	Material	82-83	GRI 3-3 (2021)
Number of disabled employees	Material	66-67	GRI 3-3 (2021) GRI 405-1 concerning employees by category and other diversity indicators

Organisation of work

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Organisation of work schedule	Material	82-83	GRI 3-3 (2021)
Number of hours of absence	Material	86-87	GRI 3-3 (2021)
Measures aimed at enhancing work-life balance and encouraging the enjoyment of work-life balance by both parents	Material	82-83	GRI 3-3 (2021)

Health and safety

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Occupational health and safety conditions	Material	82-87, 127, 154	GRI 3-3 (2021) GRI 403-1 concerning the scope of the implemented system GRI 403-3 GRI 403-7
Workplace accidents, in particular its frequency and severity, as well as occupational diseases; broken down by gender	Material	86-87	GRI 403-9 concerning number and rate of accidents GRI 403-10 concerning work-related illnesses

Social relations

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Organisation of social dialogue, including procedures for informing, consulting and negotiating with the staff	Material	80, 154-155	GRI 3-3 (2021)
Mechanisms and procedures in place in the company to promote workers' involvement in company management with regard to information, consultation and participation	Material	80, 82-83	GRI 3-3 (2021)
Percentage of employees covered by collective bargaining agreements by country	Material	156	GRI 2-30 (2021)
Taking stock of collective bargaining agreements, most notably in the sphere of occupational health and safety	Material	154-156	GRI 3-3 (2021)

Training

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Policies implemented in connection with training	Material	70, 72-73	GRI 404-2

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Total training hours by professional category	Material	72-73	GRI 3-3 (2021) GRI 404-1 concerning total hours of training by professional category

Universal accessibility

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Universal accessibility for disabled people	Material	66-67	GRI 3-3 (2021)

Equality

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Measures taken to promote equal treatment and opportunities for women and men	Material	66-69	GRI 3-3 (2021)
Equality plans, measures taken to promote employment, protocols against sexual and gender-based harassment	Material	66-69	GRI 3-3 (2021)
Policy against all types of discrimination and, where appropriate, diversity management policy	Material	68-69	GRI 3-3 (2021)

Respect for human rights

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Management approach: description and results of the policies related to these matters, as well as the main related risks linked to the group's activities.	Material	129	GRI 3-3 (2021)

Implementation of due diligence procedures

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Implementation of human rights due diligence procedures and prevention of risks of human rights breaches and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	Material	124-125, 129, 132-133	GRI 2-23 (2021) GRI 2-26 (2021) GRI 407-1 concerning suppliers GRI 408-1 concerning suppliers GRI 409-1 concerning suppliers
Complaints relating to human rights breaches	Material	124-125	GRI 3-3 (2021) GRI 406-1 (2016) concerning number of cases
Measures implemented for the promotion and enforcement of the provisions of the ILO core conventions concerning respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour.	Material	129	GRI 3-3 (2021)

Anti-corruption and anti-bribery

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Management approach: description and results of the policies related to these matters, as well as the main related risks linked to the group's activities.	Material	122-123, 127	GRI 3-3 (2021)
Measures taken to prevent corruption and bribery	Material	124-125	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021)
Measures to combat money laundering	Material	122-123	GRI 3-3 (2021) GRI 2-23 (2021) GRI 2-26 (2021)
Contributions to foundations and non-profit entities	Material	90-91	GRI 2-28 (2021)

Company information

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Management approach: description and results of the policies related to these matters, as well as the main related risks linked to the group's activities.	Material	90-91	GRI 3-3 (2021)

Company commitments to sustainable development

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
The impact of the company's activity on local employment and development	Material	74-75, 96	GRI 3-3 (2021)
The impact of the company's activity on local communities and the territory	Material	94-95	GRI 3-3 (2021)
Relations with local community actors and methods of engagement with them.	Material	138-139	GRI 2-29 (2021)
Partnership or sponsorship actions	Material	110-113, 140	GRI 3-3 (2021)

Suppliers and subcontractors

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Inclusion of social, gender equality and environmental issues in procurement policy	Material	130	GRI 3-3 (2021)
In relations with suppliers and subcontractors, consideration of their social and environmental responsibility	Material	132-133	GRI 2-6 (2021)
Monitoring and audit systems and audit results	Material	129, 132-133	GRI 2-6 (2021) GRI 308-2 concerning assessed suppliers GRI 414-2 concerning assessed suppliers

Consumers

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Consumer health and safety measures	Material	127, 136	GRI 3-3 (2021)
Complaint systems, complaints received and its resolution	Material	134-135	GRI 3-3 (2021)

Tax information

Information required under Law 11/201	Materiality	Page of the report containing reply	Reporting criteria: Selected GRIs (latest version unless otherwise indicated)
Profits by country	Material	120	GRI 3-3 (2021) GRI 207-4 concerning profits before tax by tax jurisdiction
Income tax paid	Material	152-153	GRI 3-3 (2021) GRI 207-4 concerning profits tax paid by tax jurisdiction
Public subsidies received	Material	152-153	GRI 201-4 concerning grants

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