

Annual Sustainability Report

2024



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Letter from the President and Chief Executive Officer

Letter from the Chief Executive Officer
GRI 2-22

To our stakeholders,

At Cesantoni, we understand that companies are their people and their talent, and that our growth is only possible when paired with a strong commitment to quality, design, society and the environment. These principles, along with the experience and authenticity that define us, guide every decision we make.

This first Annual Sustainability Report reflects our firm commitment to transparency and continuous improvement. In 2024, we took important steps toward a more responsible operating model by conducting our first materiality assessment and defining a comprehensive strategy in environmental, social, and governance matters. We are engaged in research and development to minimize and offset our environmental footprint, optimize our processes and ensure the health and well-being of everyone who is part of Cesantoni. We apply practices to efficiently manage waste, reduce water and energy consumption, and measure our emissions, without losing sight of employee safety, well-being and growth.

Our ceramic products reflect rigorous work focused on high quality and design standards. Each one represents our effort to offer solutions that transform spaces and elevate the experience of those who inhabit them.

We present this report as an act of accountability to our stakeholders and as a starting point to reaffirm our long-term vision. We will continue to move forward consistently and coherently toward a more sustainable future, creating value in our surroundings and offering ceramic solutions that beautify spaces and transform lives.

I am deeply grateful to everyone who made these achievements possible.

Yaco Reimers Campos
Chair of the Board and Chief Executive Officer



2024 *Highlights*



10.7 millions m2 produced



385 points of sale in Mexico



12 owned stores



7 countries have points of sale



454 products have an Enviromental Product Declaration (EPD)



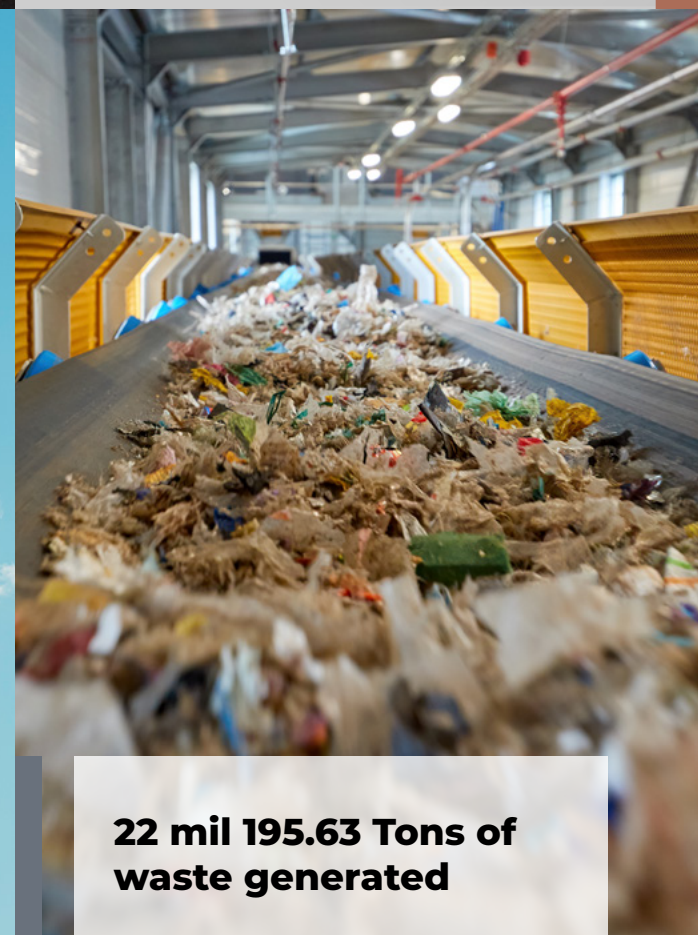
771 employees



14.5% reduction in energy consumption



95,145.7691 Tons of CO2 equivalent emitted



22 mil 195.63 Tons of waste generated

Company *Profile*

Cesantoni's success is a reflection of its corporate philosophy, which encourages working with honesty, responsibility and perseverance.

GRI 2-1, 2-6
SASB EM-CM-410a.1, EM-CM-000.A



A track record of success

Cesantoni is a Mexican company that has manufactured ceramic and porcelain flooring and coverings since 1980. With a strong commitment to quality and design, the company focuses on serving a variety of markets that seek excellence in finishes.

The company operates two production plants located in the state of Zacatecas, one of Mexico's largest regions. Through its operations, Cesantoni creates employment and promotes local economic development.

With the goal of achieving operational excellence, the company performs its activities with integrity and responsibility, ensuring reliable and durable products for its customers. Its workforce stands out for its commitment to achieving business goals, working together to not only offer high-quality products, but also exceptional service, always treating customers with warmth and respect.

As part of its commitment to sustainability, Cesantoni has implemented several initiatives that support environmental conservation, community development and employee well-being.

One of the company's main goals is to exceed expectations in every project. To achieve this, it is devoted to continuously improving its processes, investing in research and development, as well as promoting innovation. This enables them to design products that fully meet the specifications and needs of all their customers.



Corporate Culture

Cesantoni's essence is defined by its corporate philosophy, which is reflected on a daily basis across all areas of the company, supported by its mission, vision and values. This guides all actions performed to benefit its employees, customers and stakeholders.

As part of its corporate culture, decisions are made by considering the interests and needs of everyone within the Cesantoni family, aiming to maintain industry leadership and create shared value for the company, society, the environment, and its employees.

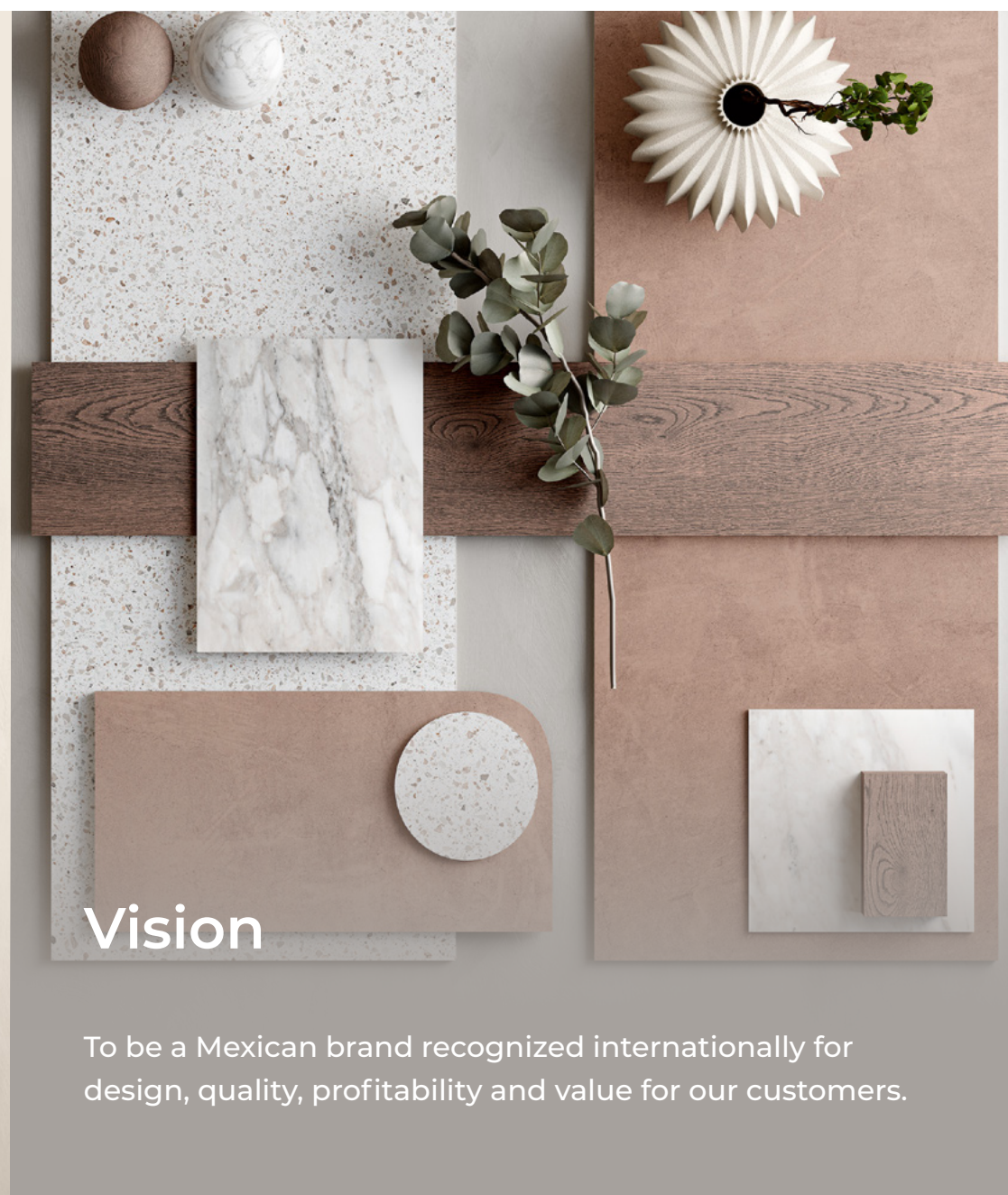
Mission

To improve people's quality of life through the design and quality of our products.



Vision

To be a Mexican brand recognized internationally for design, quality, profitability and value for our customers.



Values

- Passion
- Honesty
- Innovation
- Leadership
- Perseverance
- Responsibility
- Humility



A name with history

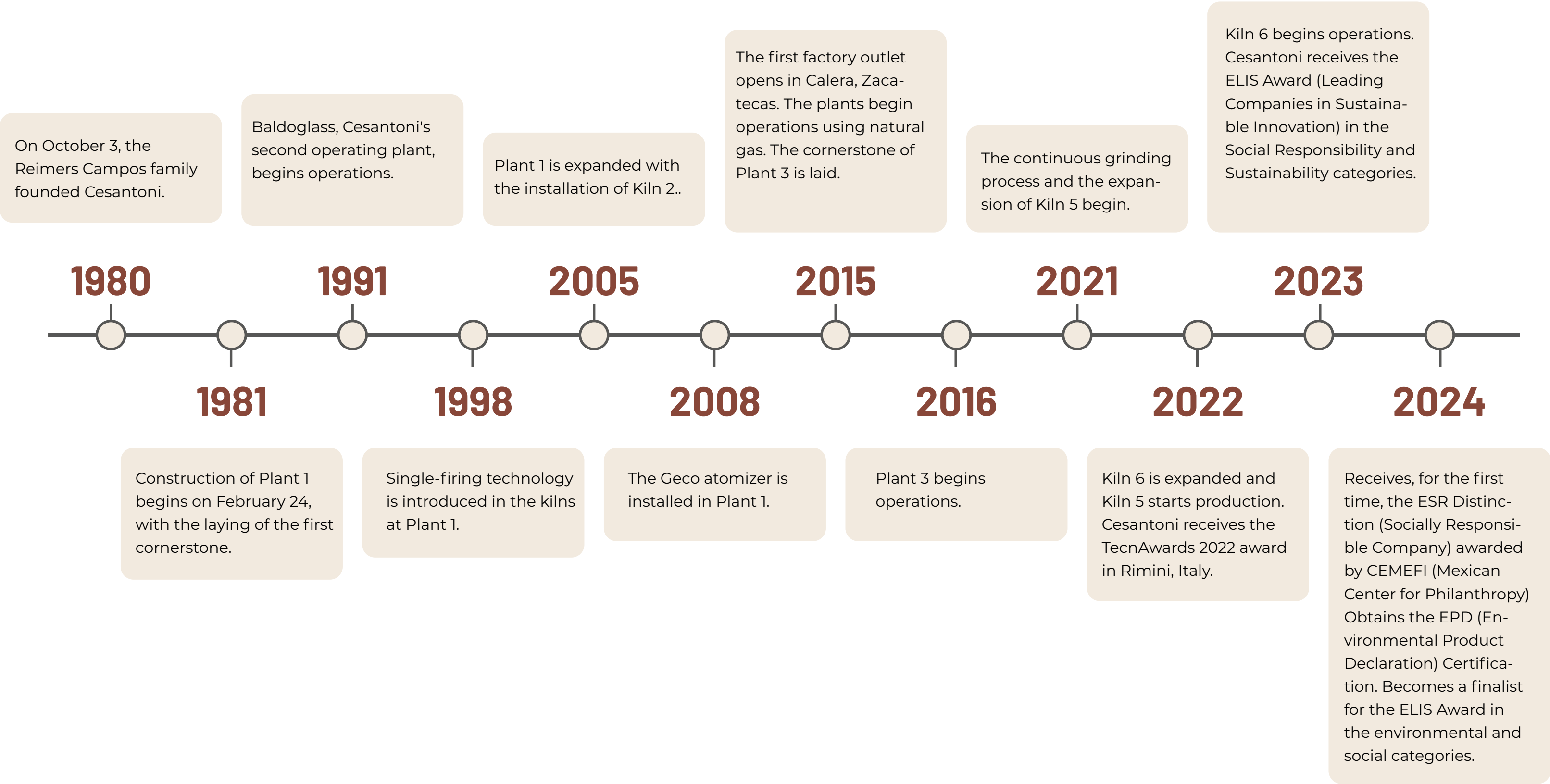
The name Cesantoni is a fusion of three words: Cerámica (Ceramics), Santo (Saint), and Niño (Child). In 1980, during the construction of the first production plant for ceramic flooring and coverings, several names were considered for the emerging company that would become a catalyst for employment in the Zacatecas region.

Taking into account the deep devotion of the people of Zacatecas to the Holy Infant of Atocha, the patron saint and protector of the Fresnillo miners, it was decided to combine the company's purpose with the name of the Saint. Thus, Cesantoni was established: CE (ceramic), SANTO (Saint) and NI (Child).

The Holy Infant of Atocha has been present since the company's inception, growth and development. In fact, the first major product sale was for the renovation of the Holy Infant of Atocha sanctuary. Since then, the Holy Infant of Atocha has provided protection, guidance and support to the Cesantoni family, who express deep gratitude for all the blessings received.



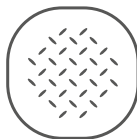
A 44-year history



Design and comfort within reach of our customers

At Cesantoni, we elevate architectural design with a wide range of surface finishes that stand out due to their aesthetics and durability.

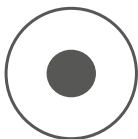
Our product line features unique finishes such as **Velvet Finish, Grip, Glow, Matte, Satin, and Polished**, which can be specified for anything from non-slip surfaces in high-traffic areas to polished finishes. These innovations have been created to meet the current market’s demands for design, comfort, and resilience.



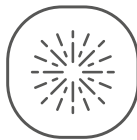
Grip



Velvet Finish



Matte



Glow



Polished



Satin

Finishes

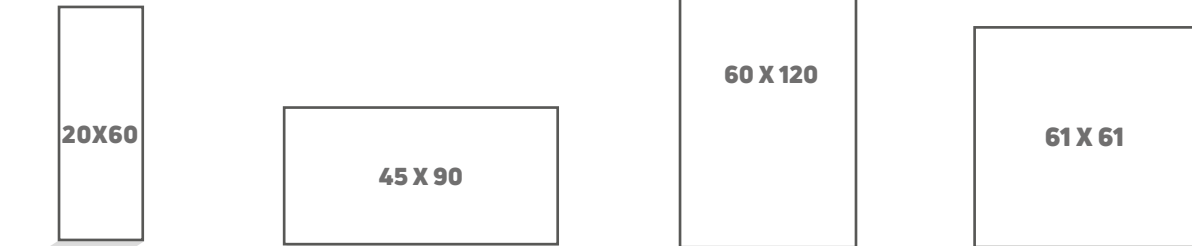
Top sellers

Thanks to their features, formats, designs and finishes, **80 products** have become customer favorites, consistently showing strong sales performance.

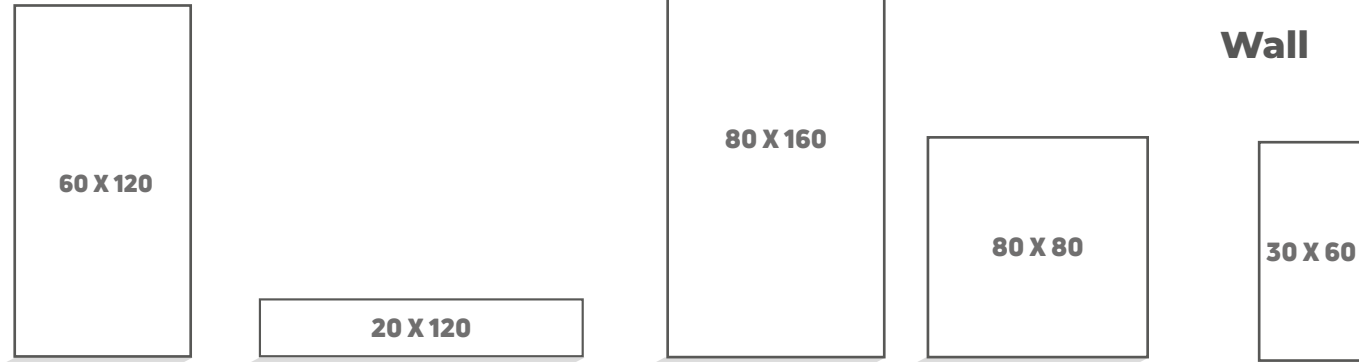
Most succesful products

Material Type	Number of products	Formats (cm)
Gres/Stoneware	47	20x60, 45x90, 60x120, 61x61
Porcelain	30	60x120, 20x120, 60x60, 80x160
Wall	3	30x60
Total	80	

Gres/Stoneware



Porcelain

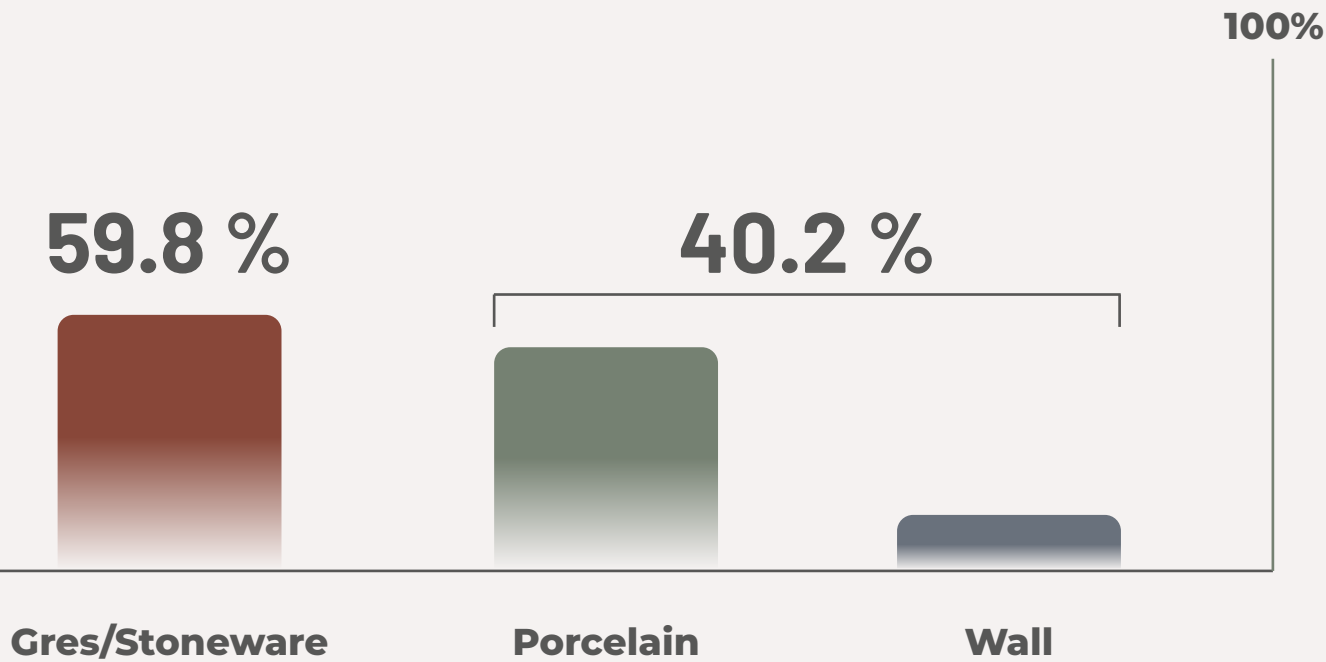


Wall

In 2024, Cesantoni produced 5,835,065 m2, equivalent to 159,056 tons of products.

Production by main products

Material type	M2 produced	Tons produced	Percentage of renew
Gres/Stoneware	6,448,046 m2	95,115 Ton	59.8%
Porcelain	3,767,527 m2	63,940 Ton	40.2%
Wall	567,743 m2		
Total	10,783,317 m2	159,056 Ton	100%



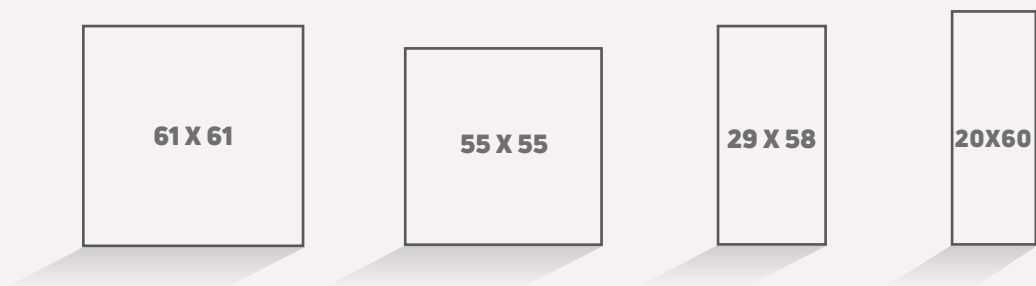
Setting design trends

All products manufactured by Cesantoni are made with white-body ceramic mixtures, offering greater purity and quality, as well as higher resistance to scratching, bending, and sudden temperature changes. This ensures durability and minimal moisture absorption.

Since its inception, Cesantoni has set a design trend, offering innovative, aesthetic and functional products, always at the forefront, which help create modern and welcoming environments.

Cesantoni's products include the following:

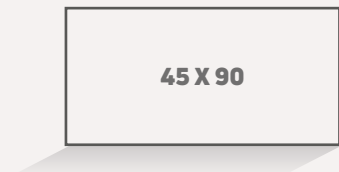
GRES/STONEWARE



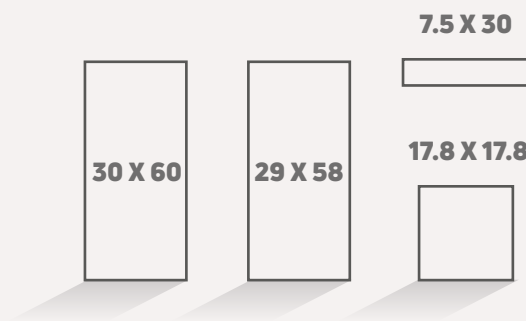
PORCELAIN PLANKS



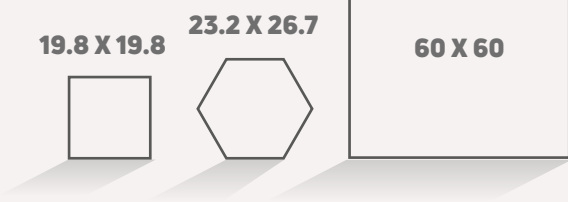
SUPER GRES/STONEWARE



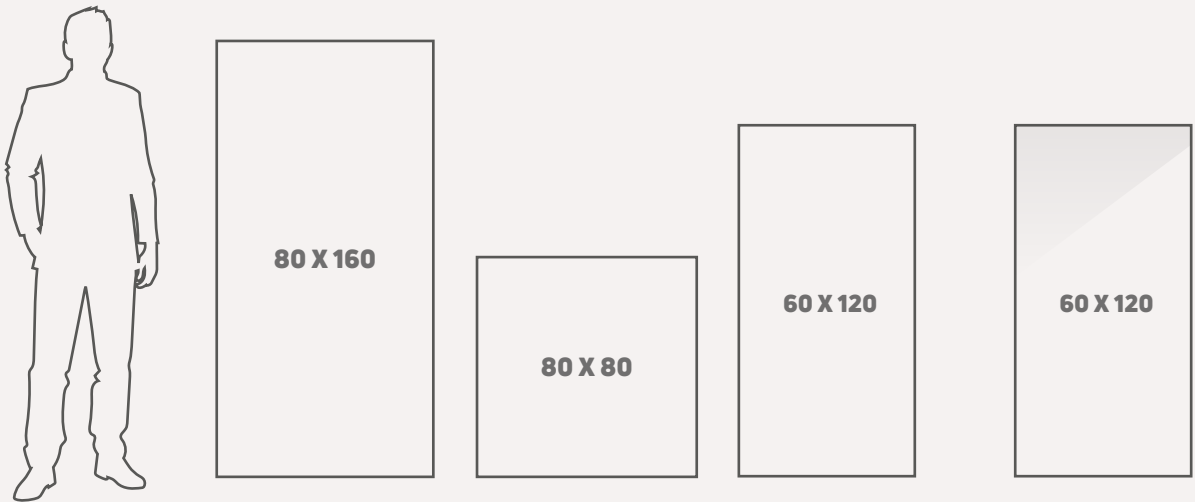
WALL



PORCELAIN



MATTE PORCELAIN



POLISHED PORCELAIN



High Purity Ceramic Coating

A high-purity ceramic coating, free of Ferrous Oxide (FeO), has been developed through the combination of natural materials. This coating is known for its remarkable hardness and resistance. The white body used has qualities superior to those of red body ceramics and is comparable to porcelain.

Product Features

- High resistance
- Higher purity
- Minimal moisture absorption
- Natural appearance
- High scratch resistance
- Bending strength
- Increased resistance to sudden temperature changes



White Body
Cesantoni

Special Projects

Urban planning

Reproduction of images in all floor and wall formats.

Shopping Centers

Floors with high mechanical and abrasion resistance, suitable for high pedestrian traffic areas.

Institutions

Support of corporate branding through reproduction of institutional imagery on floors and walls.

Hospitals

Coatings designed with protection against bacteria, viruses and stain accumulation.

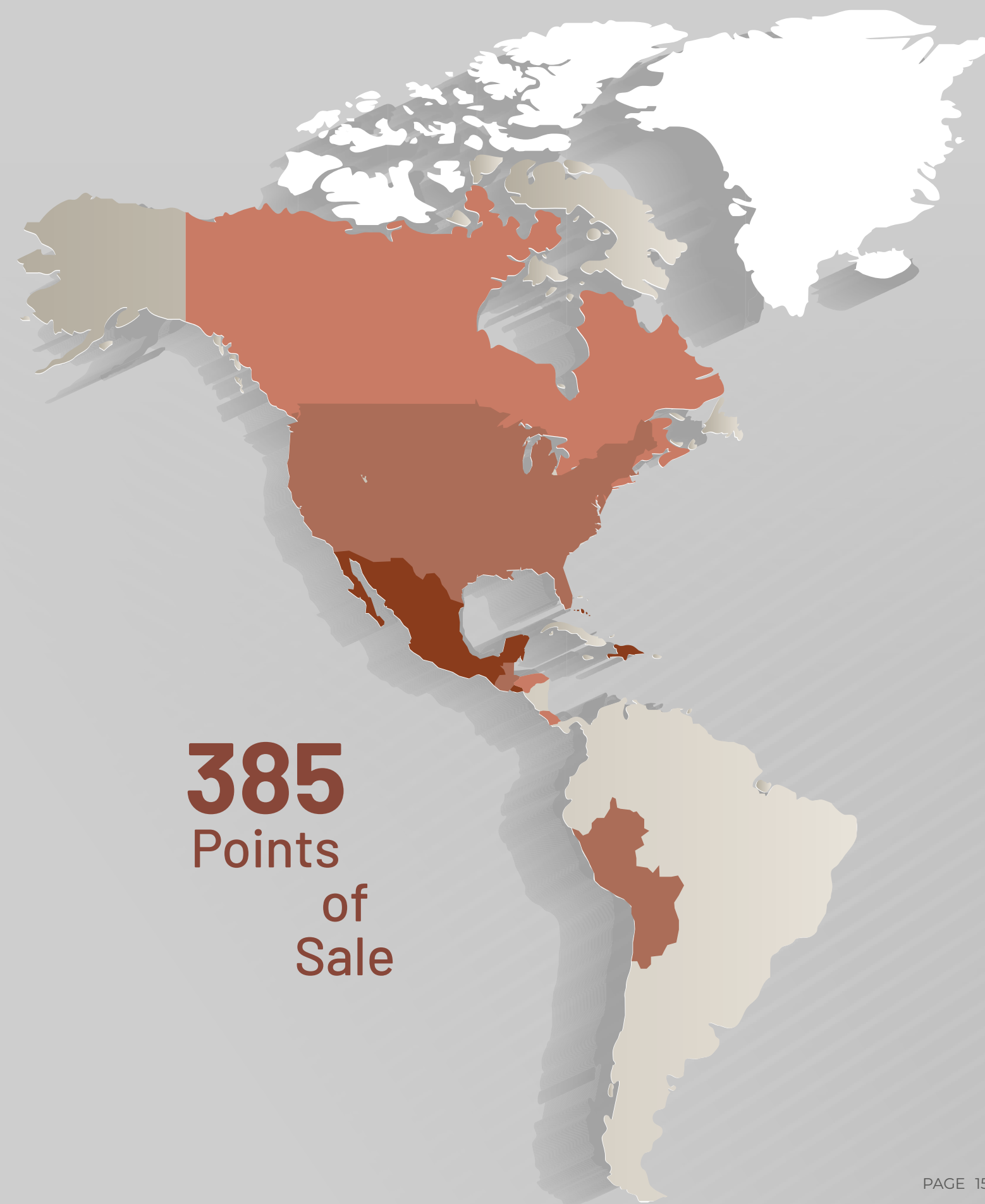


Commercial Partner Network

Cesantoni's products are distributed through a network of commercial partners, who are provided with quality infrastructure and services, as well as inventories and a streamlined, sustainable supply chain that enables effective service in all the markets where we operate.

We have 385 points of sale throughout Mexico, in addition to operations in the United States, Belize, Canada, Costa Rica, Guatemala, The Bahamas, Peru, Honduras, El Salvador and Panama.

Our Design Centers have been specially developed for professionals in the construction and interior design industries, looking for inspiring spaces where they can create the perfect combinations for their projects.








385
Points
of
Sale

Business Model

Cesantoni has developed various commercial models that make up part of its 385 points of sale in Mexico.

The company’s sales strategy consists of five models, co-branding, design centers, distributors, owned stores and the showroom.

 <p>Co-branding Total: 20</p>	 <p>Design Center Total: 16</p>	 <p>Multi-brand Distributor Total: 336</p>	 <p>Owned Stores Total: 12</p>	 <p>Polanco Showroom</p>
Points of sale operated by commercial partners where the Cesantoni brand is exclusively sold.	Specialized design spaces, located inside our customers' points of sale.	Customers who sell the brand at their points of sale.	Points of sale located in the state of Zacatecas operated by Cesantoni.	Exclusive showroom, located in Mexico City.

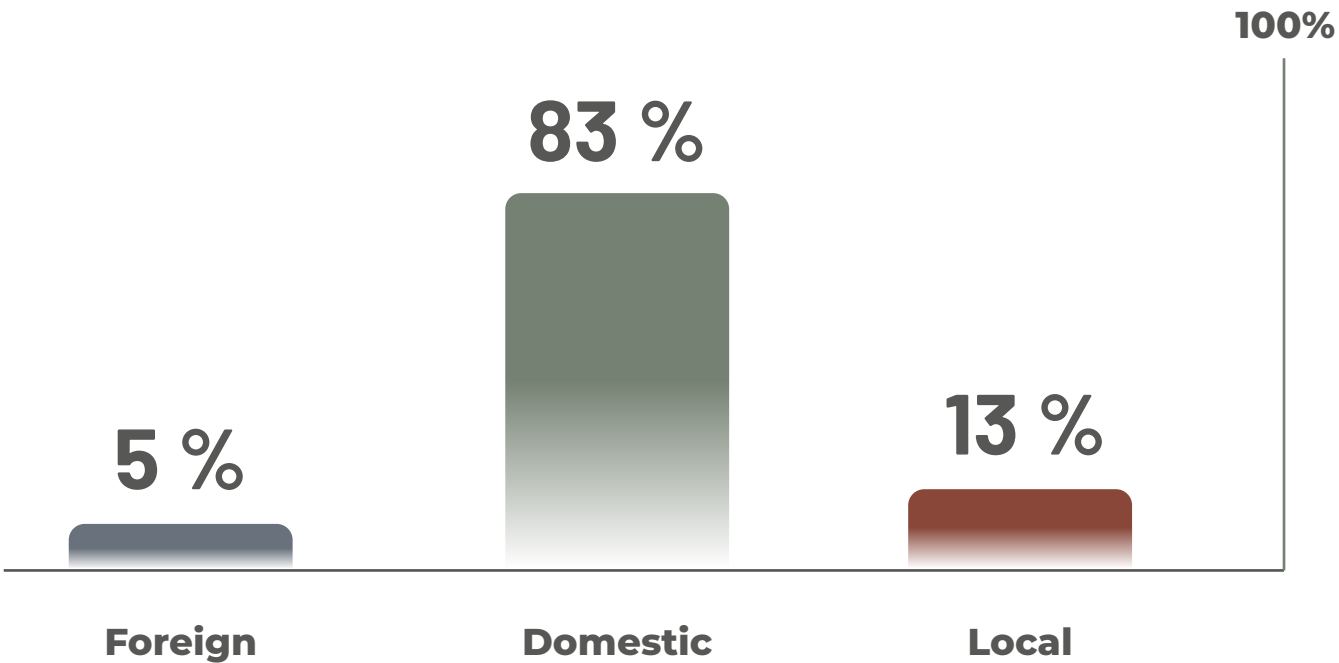
Total: 385

Supply Chain

Cesantoni conducts regular evaluations of companies seeking to become suppliers of inputs, materials, products and raw materials to ensure quality and timely delivery.

In 2024, the company worked with 5% foreign suppliers, 83% national business partners, and 13% local providers.

Supplier sourcing



Sustainable *Approach*

Sustainability is part of Cesantoni's culture, present throughout all of its operations and it fosters partnerships to improve its environmental, social, and economic performance.

GRI 2-22, 2-25, 2-29



Commitment to sustainability

Cesantoni's operations have various impacts on the community, the environment, the economy, and employee well-being. This has led to ongoing reviews and the implementation of measures aimed at reducing these impacts and improving responsible and sustainable performance.

The organization firmly believes that preserving current resources for future generations must be a priority. It strives to maintain healthy finances, orderly production, high-quality products and safe and healthy working conditions, ensuring its profitability and long-term presence in the market.

To achieve this, they have carried out a variety of activities to reinforce its sustainability commitment. For the first time, they evaluated the relationship they have with our stakeholders and established a dialogue to determine the relevant issues for the company.

The results of these exercises provided the inputs to define Cesantoni's Sustainability Model.



Stakeholders

Stakeholders are organizations or individuals who can positively or negatively influence the company's image, reputation and market position, as they are affected by its operations.

For Cesantoni, it is very important to understand stakeholders' expectations of the company in order to determine the actions needed to build relationships based on trust and respect, generating value in the short, medium, and long term.

In 2024, the management team conducted an exercise to identify the organization's most important stakeholders, considering the level of impact they might have or that the company might have on them.

The organization's key stakeholders were determined based on this analysis.

- PARTNERS
- EMPLOYEES
- WORKERS' FAMILIES
- EDUCATIONAL INSTITUTIONS
- CUSTOMERS
- SUPPLIERS
- COMMUNITY
- REGULATORY AGENCIES
- INTERNATIONAL AND NATIONAL BUSINESS ORGANIZATIONS
- VOLUNTEERS
- DONORS

Stakeholder	Type of engagement	Frecuency	Information required	Communication channels
Partners	Advisory	Monthly	Financial results Markets served New products	E-mail Phone Face-to-face meeting
Employees	Active	Ongoing	Marketing Products Labor Issues Enviromental Issues Ethical Issued	E-mail Bulletin boards WhatsApp Website Intranet Face-to-face meetings
Workers' families	Informational	Quarterly	Health Recreations	Brochures E-mail
Educational Institutions	Informational	Half-year	Employment oportunities Innovation projects	Website Social networks E-mail
Customers	Active	Ongoing	New products Product features	Website Social networks Phone WhatsApp E-mail
Suppliers	Active	Ongoing	Administrative information	Website Extranet Phone WhatsApp E-mail
Community	Informational	Bimonthly	Employment opportunities	Website Social networks E-mail
Regulatory agencies	Advisory	Annual	Regulations, laws and stan- dards	Website Social networks Phone Face-to-face meetings
International and National Business Organizations	Advisory	Annual	Fair competition Certifications Requirements	Website Social networks E-mail
Volunteers	Informational	Monthly	Community activities	E-mail WhatsApp Social networks Face-to-face meetings
Donors	Informational	Monthly	Project outcomes	Social networks Website E-mail WhatsApp Face-to-face meetings

Materiality Analysis

GRI 3-1, 3-2, 3-3

A materiality analysis provides insights into the issues that are most relevant to the organization, identified through consultations with its stakeholders. In 2024, Cesantoni conducted its first outreach with its stakeholders, through surveys, phone calls and virtual meetings, to learn about their concerns, needs and opinions on those environmental, social and governance (ESG) issues that should be a priority for the organization.

To define them, a comparative analysis was conducted on the sustainability practices of various companies in the sector, both nationally and internationally. The requirements of different sustainability standards and internal data gathered on its ESG actions were also reviewed.

Based on this information, a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats) was developed. The results of this analysis were used when they created the stakeholder surveys.

This analysis concluded identifying nine material issues that were classified by the Cesantoni executive team, considering both their importance to the company and their relevance to stakeholders.

Material topics

- Business ethics
- Innovation and quality
- Health and safety
- Human capital development
- Sustainable finance
- Community outreach
- Corporate governance
- Partnerships and value chain development
- Climate change



Materiality Matrix

Economic

- 1 Sustainable finance
- 2 Innovation and quality
- 3 Partnerships and value chain development

Enviroment

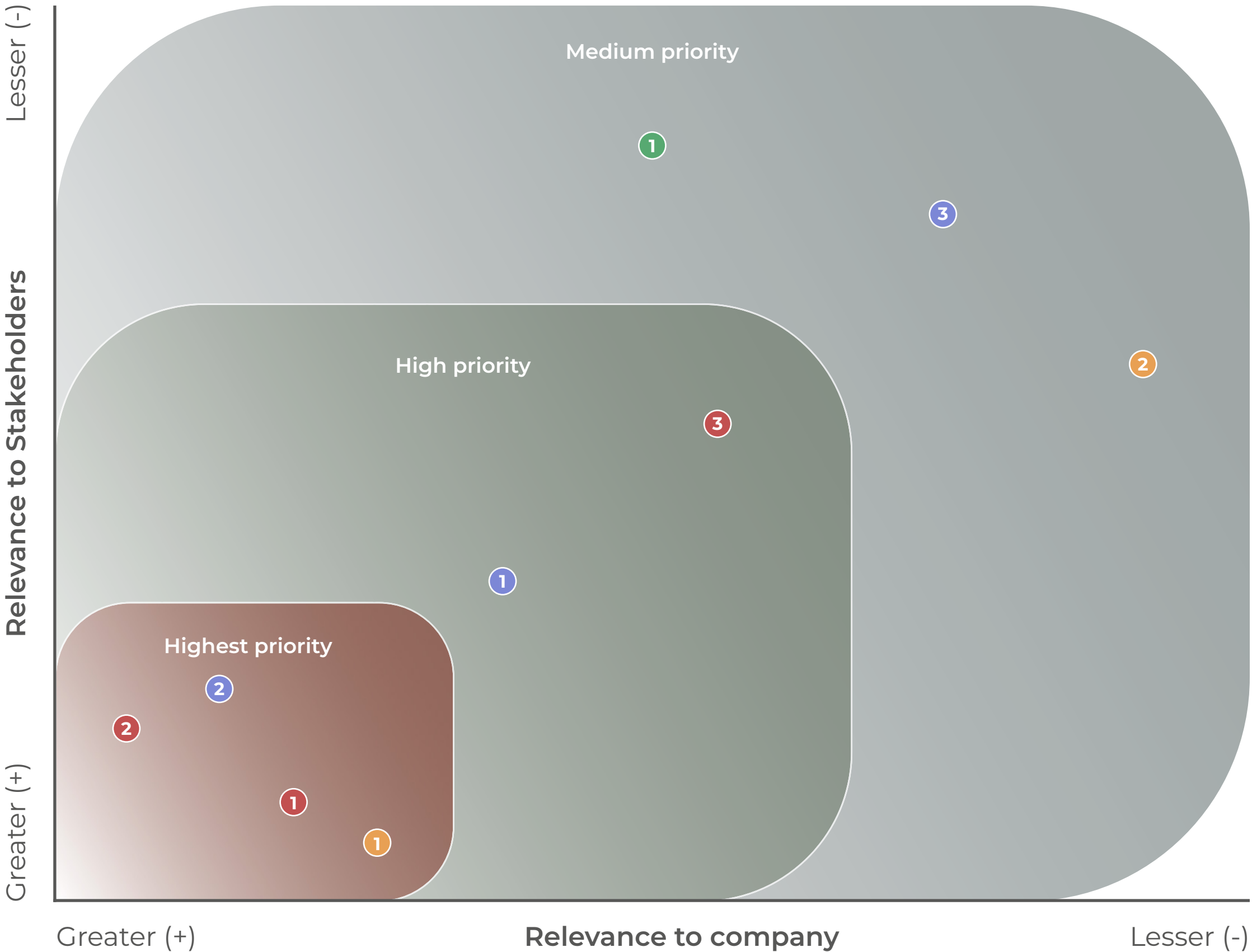
- 1 Climate change

Governance

- 1 Business ethics
- 2 Corporate governance

Social

- 1 Health and safety
- 2 Human capital development
- 3 Community outreach



Sustainability Model

Once the material issues and their relevance were identified, the company defined its Sustainability Model, which will serve as the foundation for establishing action plans to continue improving its environmental, social, and economic performance.

Cesantoni's Sustainability Model includes four core pillars:

- Economic
- Enviroment
- Governance
- Social

Sustainability Model Pillar	Material issue	Priority
Economic	Sustainable finance	High
	Innovation and quality	Maximum
	Partnerships and value chain development	Medium
Enviroment	Climate change	Medium
Governance	Business ethics	Maximum
	Corporate governance	Medium
Social	Health and safety	Maximum
	Human capital development	Maximum
	Community Outreach	High

- Sustainable finance
- Innovation and quality
- Partnerships and value chain development

Economic



- Climate change

Enviroment



- Health and safety
- Human capital development
- Community outreach

Social



Governance

- Business ethics
- Corporate governance

Cesantoni Sustainable Model

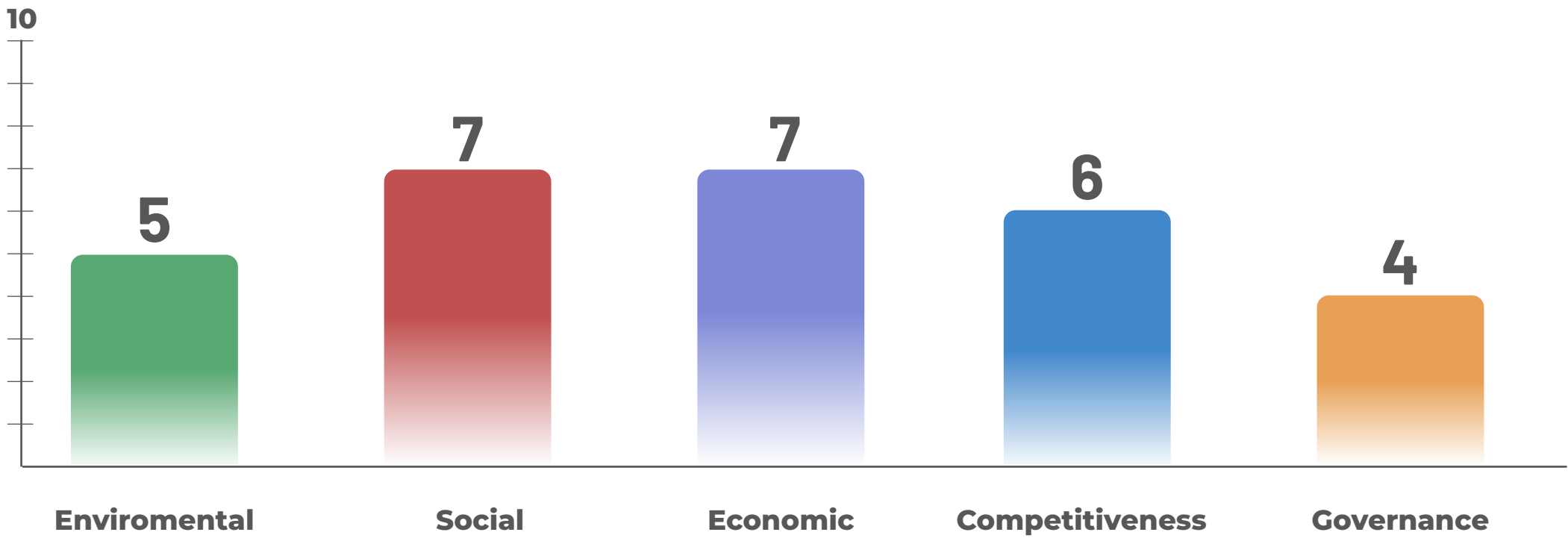
Risks and opportunities

Anticipating risks and managing their potential negative impacts allows the company to make informed decisions that ensure business continuity. Identifying environmental, social and governance risks is essential to implement measures to reduce or avoid damage to infrastructure, financial shortfalls, exposure to natural disasters and non-compliance with rules and regulations, among others.

Social risks can result in suspension of operations, personnel turnover, economic losses and production delays.

Cesantoni has defined a total of 29 environmental, social, economic, competitiveness and governance risks.

Scope	Number of risks
Enviromental	5
Social	7
Economic	7
Competitiveness	6
Governance	4
Total	29



Risks and opportunities

These are the potential risks and the opportunities to manage them effectively in order to prevent, reduce, or remedy them.





Scope	Risks	Opportunities
Enviromental	Water scarcity Fluctuations in the cost of natural gas Improper handling of sludge and solids Dependence on raw materials Unsustainable supplier practices	Optimizing water consumption Reducing natural gas consumption Proper waste management Promoting sustainable supplier practices Offsetting Greenhouse Gas Emissions
Social	Extortions Lack of security for carriers Changes in public policy Changes in minimum wage Low talent retention Organized crime Theft of goods	Establishing communication channels with authorities Implementing security measures Training employees in safety Promoting good labor practices Participating in social responsibility initiatives Monitoring changes in the social and political environment.
Economic	Lack of resources to drive growth U.S. regulatory frameworks Increase in energy costs Interest rate fluctuations Exchange rate volatility Trade barriers Unethical practices by partners	Investing in technology and human capital Developing sales and marketing strategies Diversifying markets and customers Efficiently manage costs Monitoring the economic environment Building strong commercial partnerships Seeking competitive financing
Competitiveness	Change in market regulations Geographical disadvantages due to lack of security Unfair competition from Asian countries Unregulated competition Changes in the geopolitical environment Low importance given to sustainability	Awareness of the new regulations Implementing security measures Improving operational efficiency Developing differentiation strategies Establishing strategic alliances Raising customer awareness of sustainability
Governance	Absence of anti-corruption policy Lack of security protocols Non-institutionalized decision-making Weak management systems	Implementing an anti-corruption policy Developing security protocols Institutionalizing decision making Strengthening management systems

Commitment to the Sustainable Development Goals (SDGs)

In 2030, it will be 15 years since the launch of the Sustainable Development Goals (SDGs), which outline 169 targets across environmental and social topics, aiming to find solutions that address the problems and needs affecting the population, leaving no one behind.

As a responsible and sustainable company, Cesantoni seeks to contribute in the achievement of the SDGs through the implementation of various activities focused on the social and economic development of the communities where it operates.

3 GOOD HEALTH AND WELL-BEING 	Good Health and Well-being Health and wellness programs Health and safety programs
4 QUALITY EDUCATION 	Quality Education Environmental training Skills development Scholarships
5 GENDER EQUALITY 	Gender Equality Equal development opportunities for men and women
6 CLEAN WATER AND SANITATION 	Clean Water and Sanitation Treated water reuse Efficient equipment Water saving programs Treatment plants
7 AFFORDABLE AND CLEAN ENERGY 	Affordable and Clean Energy Energy savings Energy saving equipment Capacitor installation LED lighting
8 DECENT WORK AND ECONOMIC GROWTH 	Decent Work and Economic Growth Health and safety programs Annual training plan Product innovation
10 REDUCED INEQUALITIES 	Reduced Inequalities Community support Social Programs

11 SUSTAINABLE CITIES AND COMMUNITIES 	Sustainable Cities and Communities Reduced electricity consumption Waste reduction GHG emissions control
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Responsible Consumption and Production Reuse of packaging materials Waste reduction Reuse of pallets Circular Economy Programs
13 CLIMATE ACTION 	Climate Action GHG emissions control Fuel savings Energy consumption reduction
14 LIFE BELOW WATER 	Life Below Water GHG emissions control Waste management
15 LIFE ON LAND 	Life on Land Emissions control Biodiversity protection Wastewater treatment Waste management
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Peace, Justice and Strong Institutions Occupational accident reduction programs Fair wages Policies and procedures Corporate governance Anti-corruption practices

Awards, Distinctions, and Certifications

One of Cesantoni's core goals is to ensure that all of its operations are sustainable. This vision has been recognized by various organizations that have granted the company awards and accolades related to environmental, social, and economic management.

In 2024, the organization was named a finalist for the ELIS Award, organized by Ernst & Young and HSBC, in the environmental and social categories. The previous year, in 2023, Cesantoni received the same distinction in the categories of social responsibility and environment.

Awards Received in 2024

- Finalists for the ELIS Award, by Ernst & Young and HSBC
- ESR Distinction (Socially Responsible Company), granted by CEMEFI.
- EPD Certification (Environmental Product Declaration) for all porcelain bodies and ceramic coatings.
- Award for Companies Committed to Human Rights, granted by the Human Rights Commission of the State of Zacatecas.



ESR® Badge
It accredits the commitment to corporate social responsibility by documenting compliance with established indicators for the areas of quality of life in ethical companies and corporate governance, liaison with the community and care and preservation of the environment.



Environmental Product Declaration
Life cycle analysis (LCA) of our product in order to issue an environmental product declaration (EPD).



Leading Companies in Sustainable Innovation Award
ELIS by HSBC in recognition of our ongoing commitment to environmental and social sustainability in our business operations.



TecnAwards
We believe that technology is our best tool to improve the environment, and we were recognized with the TecnAwards award for the sustainable performance of our machinery and production equipment.

- Energy and raw materials savings
- Reducing, reusing and recycling our waste

Our Strengths

Cesantoni's product quality is the result of exhaustive market analysis, continuous improvement and innovation, as well as international trends in terms of design, colors, textures, sizes and functionality.

HIGHLIGHTS

454
products have an Environmental Product Declaration (EPD)

7 countries
with distribution channels

9,194 m²
of spaces for sale in Mexico

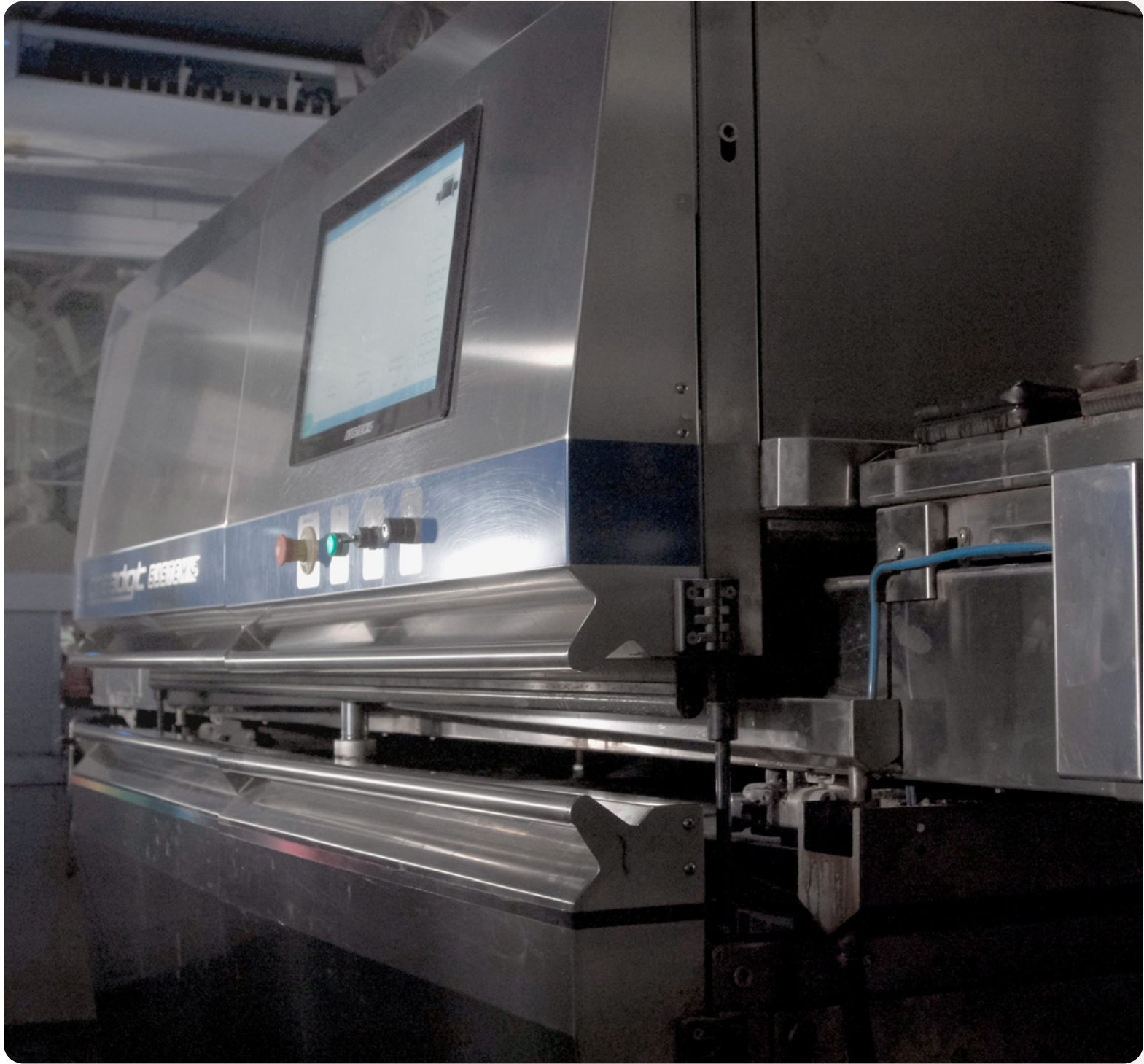
GRI 3-3
SASB EM-CM-410a.1, CG-MR-000.A, CG-MR-000.B



Market-oriented Innovation and Development

Cesantoni maintains a constant commitment to innovation, seeking processes that promote idea generation, the creation of new synergies, product refinement, efficiency improvements, and, above all, the ability to respond to market demands and its customers.

To achieve this, it has an Innovation and Development Department under the supervision of the New Product Development Division, whose creativity, dedication, and commitment are focused on identifying market needs and optimizing technical and strategic aspects. This team transforms ideas into viable and successful products, always aimed at strengthening business competitiveness.



Strategic Innovation Tools

The Innovation Department uses various tools to identify opportunities and develop innovative concepts that strengthen the company’s market position. Key tools include:

- **Market Trend Analysis:** Exploration of designs, colors, textures, and finishes at both national and international levels.
- **Benchmarking:** Evaluation of purchasing trends and identification of improvement opportunities.
- **Brainstorming:** Collaborative sessions to freely generate ideas.
- **Active Customer Listening:** Surveys, interviews, and focus groups with current and potential customers to understand their preferences.
- **Open Innovation:** Collaboration with suppliers, external designers and research institutes.
- **Closed Innovation:** Integration of ideas from various internal departments to optimize design and production processes.



Product Evaluation and Development

This innovation process involves a rigorous analysis and evaluation of ideas to determine their feasibility and implementation potential. Selection criteria include:

- Technical feasibility: Compatibility with available infrastructure and technology.
- Economic Feasibility: Production costs, sales price and projected profitability.
- Environmental Impact Efficient use of sustainable materials.
- Prioritization: Innovation, expected demand, costs and strategic alignment.

Once ideas are selected, new product development follows four key stages:

1. Product Design
2. Material Formulation
3. Prototyping
4. Quality Testing

In addition, marketing strategies are developed, sales teams are trained and customer acceptance is monitored, ensuring each product is tailored to meet current and future market needs.

Commitment to Continuous Improvement

The Innovation Department continuously evaluates internal processes to identify areas of improvement. This approach ensures the delivery of products that have exclusive designs, exceptional quality, and durability. Key metrics such as market performance, sales rates and customer satisfaction are also analyzed.

These results are shared with essential operational areas, including Quality, Production, and the Technical Laboratory, creating innovation cycles that expand markets and strengthen Cesantoni's position.



Environmental Product Declaration and Life Cycle Assessment



The Environmental Product Declaration (EPD) is a certification that transparently and independently verifies the environmental impact of a product or service, based on a Life Cycle Assessment (LCA).

This analysis covers all stages, from raw material extraction to the product’s final disposal, providing a comprehensive evaluation of its environmental footprint. EPDs are regulated by ISO 14025, which establishes the principles for Type III environmental declarations. This standard enables comparisons between products, services or activities that serve the same function, helping consumers and professionals make informed decisions.

In an effort to increase transparency concerning its environmental impact and to further its commitment to the continuous improvement of its processes, Cesantoni conducted a Life Cycle Assessment (LCA) of 454 of its products and, in September 2024, issued an Environmental Product Declaration (EPD) for its porcelain tiles and ceramic coverings. This shows its dedication to reducing and improving the environmental performance of its ceramic and porcelain flooring and coverings.

69.9% of the products manufactured by Cesantoni are covered by an EPD developed in accordance with international standards ISO 14025 and EN 15804:2012+A2:2019/AC:2021 Sustainability of construction works, specifically for porcelain tiles and coverings.



Porcelain products with EPD
229



Walls products with EPD
87



Gres/Stoneware products without EPD
138

Customer Service

Cesantoni has developed a service process to respond to customer needs and offer the best options to ensure their projects meet their functionality, quality, durability and design expectations.

This process includes three interaction scenarios: order taking, handling specific requirements and quality complaints, demonstrating the company’s commitment to providing excellent customer care and service in a timely, efficient and effective manner.

Order Taking	
1.	Identify the product and required quantity.
2.	Confirm the purchase order.
3.	Schedule material delivery to the customer.
4.	Ensure delivery of material in good condition.

Quality Complaints	
1.	Receive and document the customer's complaint.
2.	Visit the site to gather information and evidence.
3.	Share the findings with the quality department.
4.	Respond to the customer.

Handling Specific Requirements for Customer Projects	
1.	Prioritize customer service through the appropriate channels.
2.	Provide timely follow-up until the customer’s need is met.
3.	Review the process and implement continuous improvement.

Communication Channels	
Customers have access to four communication channels to place orders, make suggestions, submit claims, request information and file complaints. These channels are:	
•	E-mail
•	Website chat
•	Instant messaging via WhatsApp
•	Telephone hotline

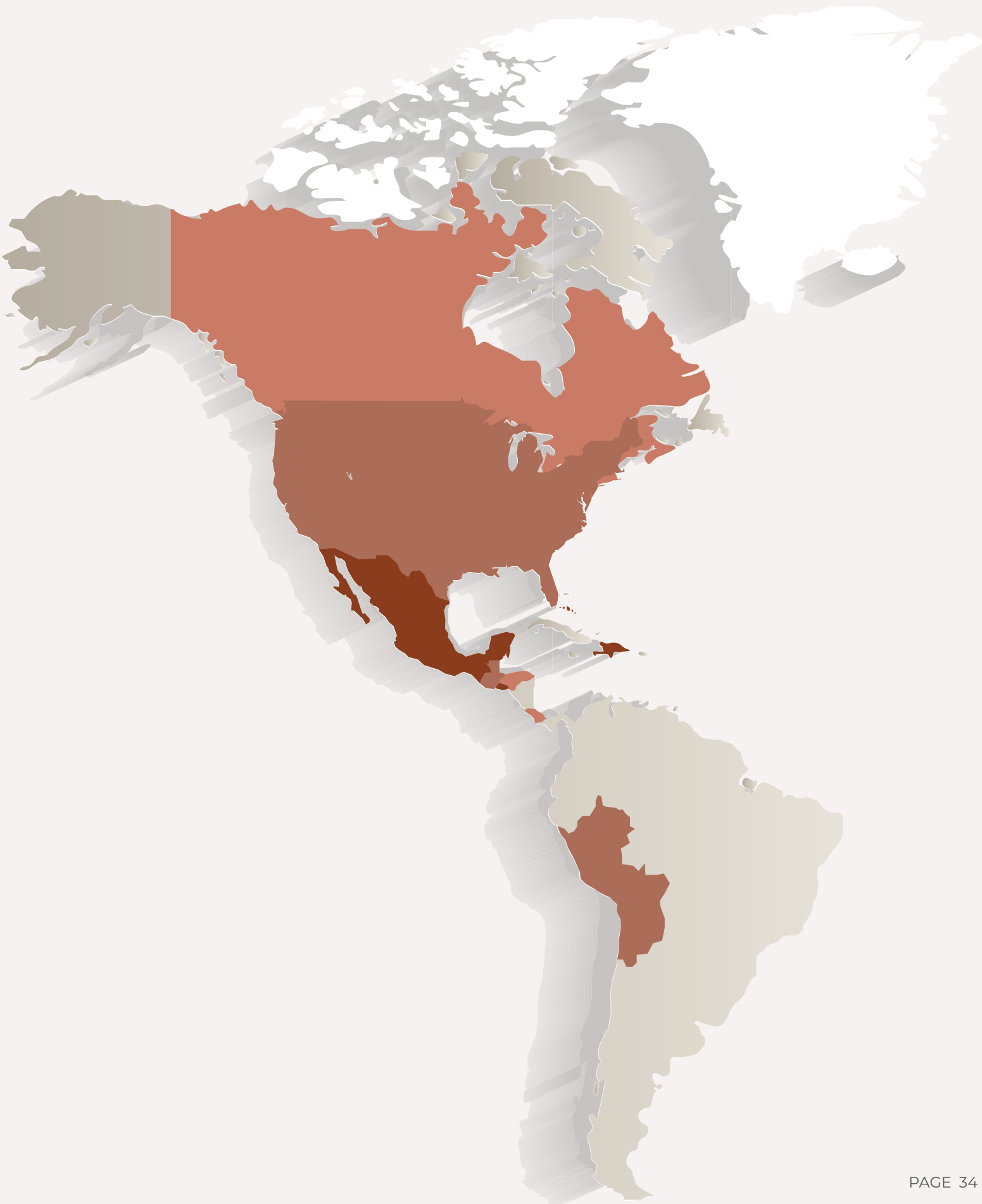
Distribution and sales

Cesantoni has strengthened its international presence by working with business partners in several cities across seven countries in the Americas, who showcase the company’s ceramic products in their showrooms.

There are 24 establishments that sell and distribute construction materials, flooring and ceramic finishes, all of which trust the quality and finish of the company’s products to serve as exclusive distributors.

International Points of Sale

CITY	COUNTRY
Panama City	Panama
Lima	Peru
Vancouver	Canada
Vaughan	Canada
Nassau	Bahamas
San José	Costa Rica
Belize City	Belize
Texas (9 locations)	United States
Minnesota	United States
Florida (1 location)	United States
Arizona	United States
California (1 location)	United States
TOTAL	9,194 m2



Distribution and sales

In Mexico, Cesantoni has 13 points of sale where it distributes its product directly to the end customer; 13 of them are located in Zacatecas and there is one store in Mexico City, with a total surface area of 9,194 m2.

OWNED STORES	
Store	Size
Jerez	215 m2
Outlet Jerez	210 m2
Zacatecas	2,219 m2
Ojocaliente	210 m2
Guadalupe	110 m2
Calera Tienda de Fábrica	375 m2
Outlet Calera	2,310 m2
Boulevard	1,520 m2
Outlet Fresnillo	1,000 m2
Fresnillo	190 m2
Galerías	155 m2
Jalpa	200 m2
Polanco	480 m2
TOTAL	9,194 m2



Own Distribution Centers

Cesantoni has five of its own distribution centers located in the state of Zacatecas, with 60,786 m2 of total flooring and wall tile storage and distribution area for domestic and international distribution.

DISTRIBUTION CENTERS IN MEXICO	
Location	Total surface in m2
Las Cumbres Distribution center	9,900 m2
Spencer Distribution center	15,000 m2
Atlas Distribution center	16,000 m2
Retail Distribution center	15,000 m2
Tello Distribution center	4,886 m2
TOTAL	60,786 m2



Enviromental *Commitment*

As a responsible and sustainable company, Cesantoni has implemented various actions to reduce its environmental impact, aiming to conserve natural resources for future generations.

HIGHLIGHTS

153,686.70
tons of materials used

29,978
recycled pallets

182.59
tons of recovered materials

14.5%
reduction in energy
consumption

95,145.7691
tons of CO2 equivalent
emitted

22 mil 195.63
tons of waste generated

GRI 2-27, 301-1, 301-2, 301-3, 302-1, 302-3, 302-4, 303-4, 303-5, 304-1, 305-1, 305-2, 305-4, 306-1, 306-2, 306-3, 306-4, 306-5
SASB CG-BF-410a.2, RT-CH-140a.1, EM-CM-140a.1, EM-CM-160a.1, EM-CM-160a.2, RT-CH-110a.1, EM-CM-110a.1, EM-CM-120a.1, RT-CH-120a.1, RT-CH-150a.1, EM-CM-150a.1
SDG 3, 6, 7, 8, 11, 12, 13, 14, 15

Commitment to the Planet

Implementing actions to conserve natural resources has been a commitment embraced by Cesantoni since it launched operations. This is reflected in the development of processes and guidelines aimed at reducing waste generation, improving energy efficiency and contributing to climate change mitigation.

These efforts are part of an environmental management plan implemented by the Health, Safety and Environmental Department, which is responsible for overseeing initiatives that reduce the organization’s environmental impact.



Materials used

As a ceramic industry, the production process involves the use of various natural materials. In 2024, we used 153,686.70 tons of raw materials to manufacture products.

Raw materials used in manufacturing processes	Weight
Clays	146,966.2 tons
Aggregates	1,746 Tons
Colorants	37.8 Tons
Enamels	4,837 Tons
Frit	99.7 Tons
Total	153,686.70 ton

Manufacturing process-related materials	Weight
Oils	6,612.73 L
Greases	998 Kg
Total	7,610.73 Kg

Raw materials used for packaging

Packaging materials	Weight or volume
Wooden pallets	117,994 units
Cardboard	4,139,993 units
Plastic strapping	3,234 rolls
Plastic bags	33,524 rolls
Stretch Wrap	6,451 rolls
Cardboard corner protectors	19,496 units
Support polystyrene	1,536 units



Recycling and recovery of raw materials

Pallets made from 100% recycled wood are used in the storage, transport, and product delivery processes. These pallets are reused and, if in poor condition, are repaired or rebuilt in the company's on-site workshop.

In 2024, 29,278 pallets were recycled and 6,988 were repaired. Pallets intended for export undergo a heat-treatment process, which eliminates pathogenic biological agents that could pose a risk to other ecosystems.

Through these practices, aligned with the principles of sustainability and efficiency, optimizing material use, reducing transportation costs, and minimizing waste generation and disposal, the company operates in a socially responsible manner. Additionally, it contributes to the conservation of forest resources and the reduction of its final products' carbon footprint.



Recovery of packaging materials

As part of its circularity efforts, a process has been established to recover materials used in the packaging of ceramic flooring and coverings, for recycling or reuse. In 2024, a total of 182.59 tons of material was recovered.

Total pallets	Recycled pallets	Porcent recycled	Pallets repaired/ rebuilt in Cesantoni's workshop	Percent recovered
117,994 units	29,978 units	25.4%	6,988	7%

Recovered material	Weight	Percentage
Cardboard	85.47 Tons	46.81%
Wood	82.97 Tons	45.441%
Plastic	14.15 Tons	7.7496%
TOTAL	182.59 ton	100%

Energy

Energy is a fundamental resource for Cesantoni's operations, obtained from both electricity and fuel. In 2024, 29,265 GJ of fuel and 770,900.46 GJ of electricity were used, totaling 800,195.68 GJ of energy consumption.

Energy consumption

Fuel consumption		
Fuel type	Liters	Gigajoules (GJ)
Gasoline	84,564.61 L	2542.79 Gj
LP Gas	130,230.88 L	3401.57 Gj
Diesel	612,166.05 L	23,063.96 Gj
TOTAL	826,961.54 L	29,295.22 Gj

Energy consumption		
Type of energy	Mwh	Giga Julios (GJ)
Electricity	30,189.94 MWh	108,683.79 Gj
Heating *	183,949.08 MWh	662,216.67 Gj
TOTAL	214,139.02 MWh	770,900.46 Gj

*Natural gas used in P1 and P3 kilns

Total energy consumption		Giga Julios (GJ)
Energy		770,900.46 Gj
Fuels		29,295.22 Gj
TOTAL		800,195.68 Gj

Energy intensity

The energy intensity per employee was 1,037.87 Gj, while per building it was 100,024.5 Gj.

Total energy	Per building	Per square meter	Per employee
800,195.68 GJ	100,024.5 Gj/ building	13.504 Gj/m2 de construction	1,037.87 Gj / employee

To calculate the energy intensity, the number of employees at the end of 2024 was taken as a reference, which is 771, as well as the total square meters of the eight buildings owned by the company, totaling 59,255.58 m².



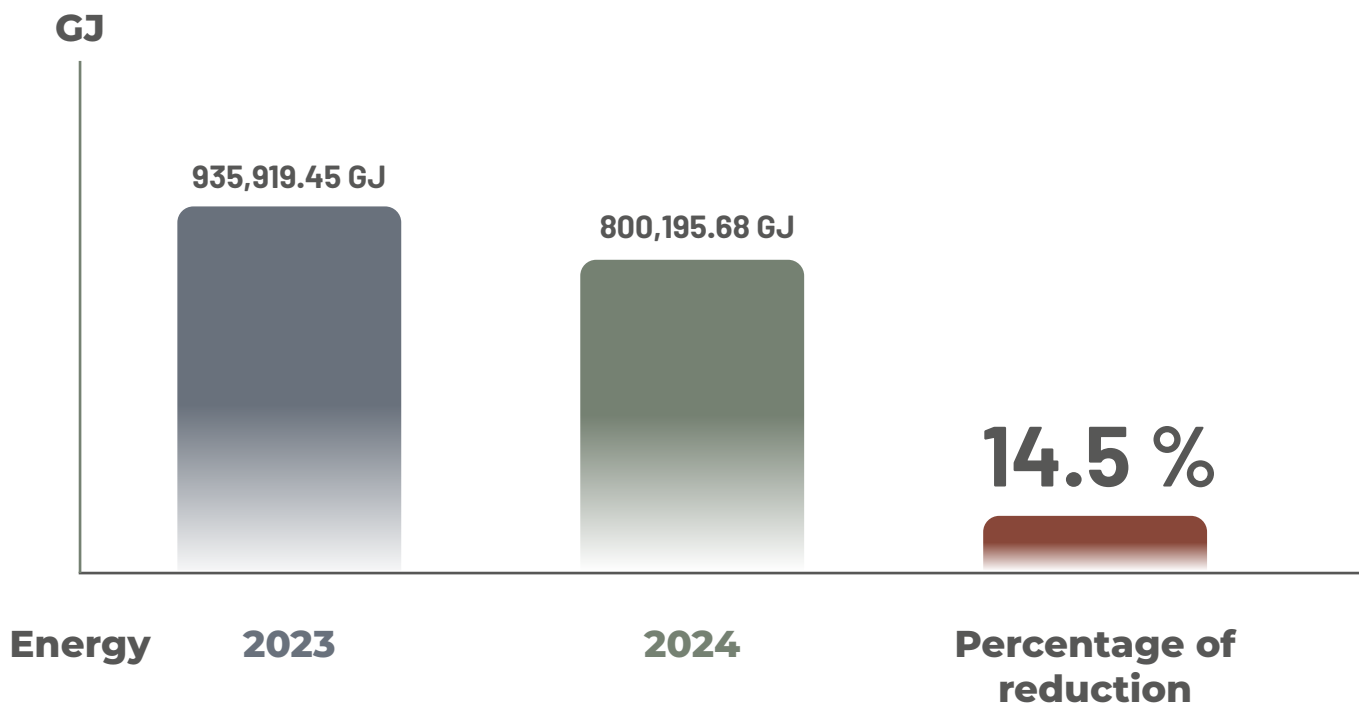
Energy

Reduction of energy consumption

To reduce electricity consumption, various energy-saving actions have been implemented:

- Replacement of fluorescent lamps with high-luminance, low-consumption LED lighting.
- Transparent polycarbonate roofing to enhance natural lighting.
- Lighting on/off scheduling program.
- Placement of light sensors.
- Use of cross ventilation by convection.
- Installation of capacitor banks to correct power factor in machinery.
- Use of electric forklifts.

Due to these measures, we reduced energy consumption by 14.5% compared to the previous year.



Water

Responsible water consumption

For Cesantoni, water is one of the most critical inputs for its operations. Therefore, responsible water use is continuously encouraged and measures to optimize its consumption are implemented. One example is a project launched in June 2024 aimed at recovering 100% of wastewater from production processes, sending it to the milling stage, saving 15 million liters of water.

Improvements implemented in all areas include:

- Installation of hydro-cleaning equipment and adjustable nozzles for floor-cleaning hoses in the production area.
- More efficient cleaning of equipment in enamel and polishing areas.
- Installation of float valves in humidity chamber to prevent spills.
- Reduction of washing time from 18 to 13 minutes.
- Use of squeegees and mops to avoid washing the floor with water.

Water consumption

All the water consumed comes from the municipal network. In 2024, 146.597 billion liters were used, equivalent to 146.97 Megaliters (ML).

Water consumption	Liters	Megaliters
Administrative buildings	24,830,000 L*	24.83 ML
Plant 1		
Plant 2 and 3	121,080,000 L	121.080 ML
Distribution Centers	687,000 L	687.00 ML
TOTAL	146,597,000 L	146.597 ML

*Note: There is only one meter for Plant 1 and for the administrative buildings.

Mexico experiences ongoing water stress, so preventive actions have been taken to prevent any supply failures such as monitoring facilities for leaks or pipe maintenance issues to prevent losses that could affect production.

Water discharges

Sanitary wastewater and water used in production processes are discharged into the municipal sewer system, ensuring that their final destination does not contaminate underground or surface water sources. This year, 68.792 Megaliters (ML) were discharged into the municipal network.

Water discharges	Sanitary wastewater	Process wastewater	Water discharge destination
Administrative buildings	4,271,030 L	0 L	Municipal sewer system
Plant 1	0 L	9,216,090 L	Municipal sewer system
Plant 3	15,740,400 L	38,912,250 L	Municipal sewer system
Distribution Centers	0 L	652,650 L	Municipal sewer system
TOTAL	20,011,430 L	48,780,990 L	68,792,420 L

Water treatment

As part of its efficiency measures, Cesantoni operates a wastewater treatment plant that uses a physiochemical process of forced sedimentation and filtration to remove solids from the water used in polishing operations. This treated water is recirculated back into the equipment, and the resulting non-hazardous inorganic sludge is managed as special handling waste.

The plant processes 80 m³ of water, which is reused in the polishing process throughout the year, with only the daily losses, amounting to 14 m³ per operating day, needing to be replenished.

Water

Hazardous substances in water

The water used in polishing processes is sent through the treatment plant, where its physical, chemical, biological, and sensory characteristics are measured before being either discharged into the municipal sewer system or reused.

Maximum permissible limits			
Parameters (mg/L)	Monthly average	Daily average	Results
Fats and oils	50	75	6.9 mg/L
Sediment solids (ml/L)	5	7.5	<0.1 mg/L
Total suspended solids	150	200	4,340 mg/L
Arsenic	0.5	0.75	0.247 mg/L
Cadmium	0.5	0.75	<0.002 mg/L
Cyanide	1	1.5	<0.026 mg/L
Copper	10	15	0.088 mg/L
Hexavalent chromium	0.5	0.75	<0.100 mg/L
Mercury	0.01	0.015	<0.003 mg/L
Nickel	4	6	<0.05 mg/L
Lead	1	1.5	0.254 mg/L
Zinc	6	9	4.56 mg/L
DBO-5	150	200	3.5 mg/L

Parameter	Result
Flow	2.00 L/s
Temperature	20°C
pH	8.5 U de pH
Floating matter	Ausencia
Total dissolved solids	2,486 mg/L

Water intensity

In 2024, the water intensity per building was 18.3246 ML, while per employee it was 190,138.71 liters.

Total water	Per building	Per square meter	Per employee
146,597,000 L	18.3246 ML/building	0.002474 ML/m2 of construction	0.19013878 ML/employee

To calculate water intensity, the number of employees at the end of 2024 was taken as a reference, which is 771, as well as the total square meters of the eight buildings owned by the company, totaling 59,255.58 m².

Positive impacts on biodiversity

As part of its commitment to conserving natural resources and ecosystems, Cesantoni has developed two projects aimed at restoring and preserving biodiversity:

- Soil Restoration and Reclamation
- Community Area Compensation

Some of the activities carried out as part of these projects include:

- Planting endemic vegetation.
- Relocating flora and fauna.
- Reforestation activities.
- Recovering green areas.
- Reducing water and wind erosion.

Through these actions, the company works to conserve and restore biodiversity in the areas surrounding its operational plants.



Emissions

In recent years, the planet has undergone a series of natural events such as wildfires, floods, extreme rainfall, hurricanes, droughts, and heat and cold waves. These events show that climate patterns have changed, affecting both daily activities and ecosystems.

One of the causes of these changes is global warming, caused by the accumulation of greenhouse gases in the atmosphere. These gases are generated by industrial activities, the burning of fossil fuels, and waste production, among other factors.

In addition, these factors contribute to poor air quality, which leads to various respiratory illnesses in people and may put an organization’s operations at risk due to increased rates of employee absenteeism.

Aware of this, Cesantoni has implemented an Environmental Management Policy, which sets guidelines on energy and fuel use, as well as on waste management and greenhouse gas emissions. For the company, 2024 will serve as the baseline year for determining actions and strategies to help mitigate climate change, measuring its greenhouse gas emissions from electricity and fuel use for the first time.



Emissions

Scope 1 Emissions

Cesantoni uses fuels for certain production and transportation processes, as well as for the operation of its emergency power plants. The greenhouse gas emissions resulting from the use of gasoline, diesel, and LP gas totaled 68.0442 tons of CO₂ equivalent in 2024.

Scope 1 Emissions					
Fuels	Liters	CO ₂	CH ₄	N ₂ O	TOTAL
Gasoline	84,564.61 L	5.860 Ton	2.1141 Ton	0.67651 Ton	8.6506 TonCO2 eq
LP Gas	130,230.88 L	8.217 Ton	1.01431 Ton	0.02604 Ton	9.2573 TonCO2 eq
Diesel	612,166.05 L	45.361 Ton	2.3874 Ton	2.3874 Ton	50.1358 TonCO2 eq
TOTAL	826,961.54 L	59.4385 Ton	5.5158 Ton	3.0899 Ton	68.0442 TonCO2 eq

Scope 2 Emissions

Electric power is essential to Cesantoni’s operations, as it is required for lighting, machinery and tools, and for the transmission and reception of data through information technologies. In 2024, 95,077.7249 tons of CO₂ equivalent (Scope 2 emissions) were generated.

Scope 2 Emissions	
Electric power	Scope 2
214,139. 02 Mwh	95,077.7249 TonCO2 eq

Total emissions 2024

2024 will be defined as the baseline for future greenhouse gas measurements and the setting of reduction targets.

Total emissions		
Scope 1	Scope 2	Total
68.0442 TonCO2 eq	95,077.7249 TonCO2 eq	95,145.7691 TonCO2 eq

Emissions

Emissions intensity

Greenhouse gas emissions intensity per employee was 123.4056 TonCO2 eq, while per square meter it was 1.6056 TonCO2 eq.

Total emissions			
Total emissions	Per building	Per square meter	Per employee
95,145.7691 TonCO2 eq	11,893.2211 TonCO2 eq/edificio	1.6056 TonCO2 eq/ m2	123.4056 TonCO2 eq / empleado

To obtain the emissions intensity, the number of employees at the end of 2024 was taken as a reference, which is 771, as well as the total surface area of the eight buildings owned by the company, which is 59,255.58 m2.

Standards used

To determine Scope 1 and Scope 2 greenhouse gas emissions, the following sources were consulted:

- The Ministry of the Environment and Natural Resources, National Electric System Emission Factor 2024.

[aviso_fesen_2024.pdf](#)
- The Ministry of Energy, National Commission for the Efficient Use of Energy (CONNUE). Fuel emission factors.

[lista_de_combustibles_2025.pdf](#)
- Official Gazette of the Federation (DOF) - Agreement outlining technical specifications and formulas for applying methodologies to calculate greenhouse gas or compound emissions.

Waste Management

Waste generation can lead to real or potential negative impacts on the environment. Therefore, it is necessary to define work plans that incorporate proper waste management practices to enable reuse, recycling, and appropriate disposal. Proper waste disposal ensures compliance with environmental regulations, strengthens Cesantoni's commitment to sustainability, optimizes resource use, reduces pollution and protects the health of employees and the community.

Waste management is carried out as part of a comprehensive approach that includes identification, segregation, storage, collection, treatment and final disposal. The latter is performed by service providers authorized by the Ministry of the Environment and Natural Resources (SEMARNAT) and the Ministry of Communications and Transportation (SCT).

Waste generated

The waste generated at Cesantoni comes from various sources:

<div>ENAMEL LINES</div> <div>Waste classified as hazardous due to toxicity, stored for a maximum of three months.</div>	<div>GRINDING AREA</div> <div>Waste from cleaning dispersed ceramic particles, handled as hazardous waste.</div>	<div>SORTING AND PACKAGING IN WAREHOUSES</div> <div>Residuos de cartón, agrupados, estibados y empleados para su comercialización o reutilización en proyectos de educación ambiental.</div>
<div>EQUIPMENT, INFRASTRUCTURE AND VEHICLE MAINTENANCE</div> <div>Waste resulting from preventive and corrective maintenance.</div>	<div>DINING AREAS, GENERAL SERVICES, AND SANITARY FACILITIES</div> <div>Non-recoverable waste not suitable for reintegration into production processes.</div>	<div>MEDICAL SERVICE</div> <div>Waste from activities involving the handling of biological materials, as part of occupational health and safety services.</div>

Waste Management

Waste Storage

Cesantoni has specific containers for each type of waste, located in assigned areas with all safety and hygiene measures. Waste is separated and deposited in specific, properly labeled containers to prevent contact with soil, water and air.

Each area at the company is equipped with special bins for waste disposal and classification. Once full, the waste is transferred to the storage area, where it is logged in a record maintained by the Health, Safety, and Environment Department.

Gravel waste, ceramic waste, and sludge are transported to recovery areas for reuse.

Waste classification

TYPES OF WASTE GENERATED			
<div>Hazardous Waste<ul style="list-style-type: none">• Used oil• Rags soaked in hazardous substances• Contaminated filters• Aerosol lubricants• Contaminated water• Batteries with heavy metals*• Used inks• Other containers with toxic substances</div>	<div>Special Handling Waste<ul style="list-style-type: none">• Wooden pallets• Cardboard packaging• Stretch wrap plastics• Polyester strapping• Maintenance debris• Electronic components</div>	<div>Urban Solid Waste (USW)<ul style="list-style-type: none">• Organic waste• Inorganic waste</div>	<div>Hazardous Biological-Infectious Waste (RPBI)<ul style="list-style-type: none">• Biological materials• Biological samples for testing• Medical supplies• Sterilization materials• Blankets, sheets, face masks</div>

*No heavy metal battery waste was generated in 2024

Waste Management

Total waste generated

TOTAL WASTE GENERATED	
Waste	Quantity in tons
Urban solids	280.14 Tons
Special handling	21,891.08 Tons
Hazardous	24.41 Tons
TOTAL	22,195.63 Tons
Special handling waste	Weight in tons
Cardboard	85.47 Tons
Wood	82.97 Tons
Plastic	17.87 Tons
Scrap	129.24 Tons
Gravel	543.17 Tons
Sludge and ceramic waste	21,032.36 Tons
TOTAL	21,891.08 Tons

Hazardous waste	Weight in tons
Used Machinery oil	6.41 Tons
Contaminated water	1.58 Tons
Used filters	0.56 Tons
Used fluorescent lights	0.00 Tons
Aerosol lubricant cans	0.03 Tons
Non-anatomical waste	0.03 Tons
Sharp objects	0.002 Tons
Empty ink containers	1.84 Tons
Contaminated plastic containers	0.37 Tons
Various solvents	0.01 Tons
Contaminated soil	4.56 Tons
Used ink	3.85 Tons
Contaminated rags	5.17 Tons
TOTAL	24.41 Tons

Waste Management

Final destination of waste

Hazardous waste	Destination	Weight in tons
Used Machinery oil	Recycling / Reuse	6.41 Ton
Contaminated water	Treatment / Confinement	1.58 Ton
Used filters	Treatment / Confinement	0.56 Ton
Used fluorescent lights	Treatment / Confinement	0.00 Ton
Aerosol lubricant cans	Treatment / Confinement	0.03 Ton
Non-anatomical waste	Treatment / Incineration	0.03 Ton
Sharp objects	Treatment / Incineration	0.002 Ton
Empty ink containers	Treatment / Confinement	1.84 Ton
Contaminated plastic containers	Treatment / Confinement	0.37 Ton
Various solvents	Treatment / Confinement	0.01 Ton
Contaminated soil	Treatment / Confinement	4.56 Ton
Used ink	Treatment / Confinement	3.85 Ton
Contaminated rags	Treatment / Confinement	5.17 Ton
TOTAL		24.41 Ton

Special handling waste	Destination	Weight in tons
Cardboard	Recycling	85.47 Tons
Wood	Reuse	82.97 Tons
Plastic	Recycling	17.87 Tons
Scrap	Reuse	129.24 Tons
Gravel	Reuse	543.17 Tons
Sludge and ceramic waste	Reuse	21,032.36 Tons
TOTAL		21,891.08 Tons

Type of waste	Destination	Weight in tons
Urban Solid Waste	Landfill	280.14 Tons
Special handling waste	Recycling/reuse	21,891.08 Tons
Hazardous Waste	Recycling / Treatment / Confinement	24.41 Tons
H.B.I.W.	Incineration without energy recovery	0.032 Tons
TOTAL		22,195.63 Tons

Waste Management

Waste reduction target

In 2024, Cesantoni set a goal to reduce 38,000 tons of generated waste by the year 2030, as part of the company’s commitment to protecting natural resources and promoting sustainability.

Year	Activity	% of reduction	Cumulative reduction
2024	Updated waste management plan	10%	10%
2025	Waste reuse and efficiency in material usage	5%	15%
2026		2.5%	16.60%
2027-2030		2.5%	20.73%
2030		24.67%	24.70%

For each year, an estimated amount of generated waste (in tons) was projected, broken down by type and handling method, based on monitoring conducted by the Industrial Health and Safety Department and documented in the delivery and transport manifests provided by the vendors responsible for its proper disposal.

In 2024, a total of 22,195.6 tons of waste were generated, representing a 26.1% improvement compared to the 2023 baseline, surpassing the established target for this indicator.

2023	Projection 2024	Reduction of projected goal	Waste 2024	Goal achieved
30,026 Ton	27,023.70	10%	22,195.63	26%

Circular Economy

Cesantoni currently operates a ceramic waste reuse program within its production process, seeking to reintegrate 3% of these materials into the composite mix used for product manufacturing.

The polishing area sends leftover materials to the Development department, which re-purposes them as raw materials for new designs. This reduces the use of new raw materials, fuel, energy, and waste generation.

As part of this program, the Development department is also working on recycling projects, such as drying enamels for future sale or donation, and reusing ink in alternative projects.



Environmental training

Employees regularly receive training on environmental topics as part of a sustainability culture that extends throughout the organization. The goal of this training is for all employees to:

- Understand how their actions may generate waste.
- Understand the circular economy approach.
- Identify, reduce, reuse and recycle materials in their daily activities.
- Improve processes, products and services under the circular economy concept.
- Comply with environmental laws and regulations.
- Reduce material waste.
- Reduce waste generation.
- Develop an environmental culture.



Environmental Training Courses

These are the courses provided in 2024:

- Introduction to natural resources.
- Waste separation and classification.
- Spill response.
- Handling of hazardous chemical substances.
- Environmental Care.
- Responsible use of natural resources (water, air, energy).
- Importance of waste separation.
- Environmental legislation.



Compliance with Environmental Legislation

As a responsible corporate citizen, Cesantoni is committed to complying with the provisions of laws, regulations, and Official Mexican Standards (NOMs). Therefore, the Legal Department continuously monitors new official environmental provisions to ensure their timely adoption and implementation.

Environmental Legislation

- General Prevention and Comprehensive Management of Waste Act
- Solid Waste Act of the State of Zacatecas
- Water Rights Act
- National Waters Act
- Regulations of the National Waters Act
- General Ecological Balance and Environmental Protection Act (LGEEPA)
- Regulations of the Solid Waste Act of the State of Zacatecas
- General Ecological Balance and Environmental Protection Act of the State of Zacatecas
- Regulations of the General Ecological Balance and Environmental Protection Act of the State of Zacatecas.
- Sustainable Forest Development Act of the State of Zacatecas
- Regulations of the General Ecological Balance and Environmental Protection Act for the Environmental Impact Assessment
- Sewerage and Sanitation Act of the State of Zacatecas
- Regulations of the LGEEPA on Atmospheric Pollution Prevention and Control
- Regulations for the Prevention and Comprehensive Management of Waste
- Environmental Impact Regulations of the State of Zacatecas
- Municipal Ecology and Environmental Protection Regulations of Calera

Mexican Official Standards

- NOM-002-ECOL-1996: Maximum permissible limits for pollutants in wastewater discharges to municipal sewer systems.
- NOM-161-SEMARNAT-2011: Requirements and procedures for identifying and classifying hazardous waste.
- NOM-018-STPS-2015: Hazard identification and communication systems for hazardous chemicals in the workplace.
- NOM-087-SEMARNAT-SSA1-2002: Biological-infectious hazardous waste. Classification and handling specifications.
- NMX-AA-162-SCFI-2012: Methodology for conducting environmental audits.
- NMX-AA-009-SFCI-1993: Determination of gas flow in ducts using a Pitot tube.
- NOM-052-SEMARNAT-2005: Characteristics, identification procedures, classification, and listings of hazardous waste (HW*).
- NOM-054-SEMARNAT-1993: Procedure to determine incompatibility between two or more hazardous wastes.
- NOM-059-SEMARNAT-2010: Environmental protection. Mexican native species of wild flora and fauna - risk categories and specifications for their inclusion, exclusion or replacement. List of species at risk.
- NOM-002-SECRE-2010: Natural gas utilization facilities.
- NOM-003-SEDG-2004: LP gas fueling stations. Design and construction.
- NOM-005-ASEA-2016: Design, construction, operation and maintenance of service stations for diesel and gasoline storage and supply.
- NOM-133-SEMARNAT-2015: Environmental protection. Polychlorinated Biphenyls (PCBs) - handling specifications
- NOM-043-SEMARNAT-1993: Maximum allowable emissions of solid particles into the atmosphere from stationary sources.
- NOM-081-SEMARNAT-1994: Maximum permissible noise emission limits from stationary sources and measurement method (LMP*)
- NOM-035-SEMARNAT-1993: Measurement methods to determine total suspended particles in ambient air.

*LMP: Maximum permissible limits. HW: Hazardous waste

Compliance audits

As part of the company’s environmental legal and regulatory compliance program, eight internal audits were conducted in 2024. These audits helped identify areas of improvement and facilitated the implementation of enhancements across the organization’s processes.

AUDITS			
Audited area	Date	Key Findings (Nonconformities)	Actions Taken
P3 Kilns	January 6, 2024	Waste placed outside containers	Larger-capacity container installed
P3 Quality	January 8, 2024	Improper handling of hazardous materials (HCS)	Training provided and area was updated
P3 enamel lines	January 17, 2024	Missing HCS labels	Missing labels were created
P3 Polishing	January 19, 2024	Missing HCS labels	Missing labels were created
P3 Presses	January 20, 2024	Improper classification of hazardous waste	Feedback provided
			Signage placed on containers
P3 Sorting and Packaging	January 26, 2024	Poor waste classification	Feedback provided
		Missing HCS labels	Signage placed on containers
			Missing labels were created
P3 Maintenance	January 26, 2024	Disorganized waste area	Feedback provided
		Improper handling of hazardous materials (HCS)	Area cleaned and organized HCS labeling
P3 TMA	January 26, 2024	Missing HCS labels	Missing labels were created, Feedback provided
		Water wasted while cleaning	Use of water-regulating nozzles
		Accumulated dust waste	Increased dust cleaning.

Cesantoni

Pillars

The responsibility and dedication of Cesantoni's work teams make it possible for the company to be recognized as a benchmark in quality, design, and outstanding customer service.

GRI 2-7, 2-8, 202-1, 202-2, 2-30, 401-1, 401-2, 401-3, 404-1, 404-2, 405-1, 405-2
SASB CG-MR-310a.1, CG-MR-310a.2
SDG 4, 5, 6, 8, 10, 16

Human Capital

Having qualified, experienced, and knowledgeable personnel has enabled Cesantoni to meet its strategic goals year after year, steadily strengthening its position as a benchmark in the ceramic industry. Its human capital, consisting of 771 employees, reflects its ongoing commitment to providing safe and healthy workspaces, along with opportunities for learning, growth and development, and a quality of life that ensures access to education, healthcare, and housing.

All employees are originally from the state of Zacatecas, creating jobs for 547 men and 224 women who are part of the team.



Work Teams

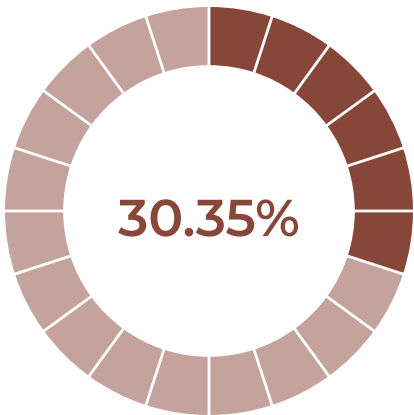
All Cesantoni employees have permanent employment contracts and work full time, according to the schedules outlined in the Federal Labor Act and the General Mexican Social Security Institute Act. 28.14% of employees are covered by a collective bargaining agreement and are members of a union.

In 2024, the hiring rate was 30.35%, with 231 new employees (156 men and 75 women) joining the organization and working in various departments. A total of 248 employees (195 men and 53 women) left Cesantoni for various reasons in 2024, resulting in an employee turnover rate of 32.68%.

New hires

MALE EMPLOYEES			FEMALE EMPLOYEES			TOTAL
30 years old or younger	31 to 50 years old	51 years old and older	30 years old or younger	31 to 50 years old	51 years old and older	
98	53	5	32	40	3	231

Recruitment rate:

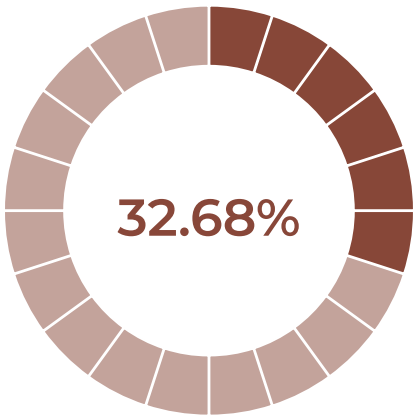


Work Teams

Staff turnover

MALE EMPLOYEES			FEMALE EMPLOYEES			TOTAL
30 years old or younger	31 to 50 years old	51 years old and older	30 years old or younger	31 to 50 years old	51 years old and older	
98	53	5	32	40	3	252

Staff turnover rate:



Number of employees who left voluntarily

248

Number of employees whose contracts were terminated

4



Work Teams



Employee Benefits

One of the ways in which Cesantoni supports the social and economic well-being of its employees is by offering a series of labor benefits in addition to those stipulated in the Federal Labor Act. The purpose of these benefits is to provide employees and their families with access to better living, health and education conditions.

Perks and Benefits Above Legal Requirements

Employees with permanent contracts and those covered under collective bargaining agreements receive employment benefits that are proportionally aligned across both groups.

Benefits for Administrative Employees
Savings fund
Employee savings plan
17 days of year-end bonus
40 % vacation premium
Life insurance
Funeral expense insurance
Financial support for births and bereavements
Three additional paid holidays
Leave for family-related matters
Eight-month permission for breastfeeding breaks
One annual personal day

Benefits for unionized personnel
Savings fund
Employee savings plan
Seniority bonus.
27 % vacation premium
Three additional paid holidays
Funeral expense insurance
Life insurance
Scholarships
Holiday grocery bonus
Grocery vouchers
Leave for family-related matters
Financial support for births and bereavements
Eight-month permission for breastfeeding breaks
Marriage leave

In addition, agreements have been made with different commercial and health establishments to offer discounts to employees, such as the purchase of eyeglasses, doctor's visits and the purchase of medicines. Special prices, credits and discounts are also given to those who wish to purchase ceramic products in Cesantoni stores, which can be paid via payroll.

Paternity and Maternity leave

All personnel exercise their maternity and paternity leave. As part of the benefits in addition to those required by law, eight days are granted to fathers for the birth of a child. In 2024, 13 men and 6 women applied for this benefit. The retention rate was 78.94%, while the return-to-work rate was 100%.

Type of leave	Total number of employees	Total days
Paternity	13	83 days
Maternity	6	534 days

Employees returning to work after their leaves of absence	Total
Men	13
Women	6

Employees still working at the end of 2024	Total
Men	11
Women	4

Retention rate

78.94%

Return to work rate

100%

In addition to maternity and paternity leave, other paid days off are granted to administrative employees to meet their family and personal commitments.

Leaves for family and personal commitments
Birthdays
Family care
Breastfeeding
Marriage
Death



Diversity and Inclusion

Cesantoni understands the needs of its employees and is committed to providing them with the tools to improve their quality of life. Therefore, it offers salaries that exceed the established minimum. Salaries in male job positions are 8.20% higher than the minimum, while women's salaries are 10.92% higher.

Difference between starting salary and local minimum salary

Gender	Cesantoni minimum salary	Official minimum salary	Percentage range of difference
Male Employees	268.80	248.93	7.98%
Female Employees	261.20	248.93	4.93%

Cesantoni is an inclusive and diverse company, so its hiring policies stipulate that this process must be carried out without discrimination and offering equal employment opportunities to everyone.

The company prioritizes members of the local community and those from nearby communities when filling job vacancies. The company believes that creating local jobs is a way to keep families together and promote economic development.



Diversity and Inclusion

Cesantoni's employees come from 18 Mexican states.

Place of Origin	Men	Women	Total
Aguascalientes	0	7	7
Baja California Norte	0	1	1
Coahuila	0	2	2
Chihuahua	0	4	4
Mexico City	6	9	15
Durango	7	7	14
Guanajuato	0	3	3
Jalisco	0	6	6
Estado de México	4	17	21
Nuevo León	6	5	11
Puebla	0	1	1
Querétaro	3	1	4
San Luis Potosí	1	5	6
Sinaloa	0	4	4
Tabasco	0	1	1
Tamaulipas	5	3	8
Veracruz	2	0	2
Zacatecas	190	471	661
TOTAL	224	547	771

Management team and employees

The management team is responsible for strategic decision-making. It is made up of 28 executives: 18 men and 10 women. Twenty-two of the executives are from Zacatecas, where the company's facilities are located.

States of Origin	Male Managers	Female Managers	Total
Nuevo León	1	1	2
Querétaro	0	1	1
Zacatecas	15	7	22
Mexico City	0	1	1
Estado de México	1	0	1
Jalisco	1	0	1
TOTAL	18	10	28



Health and Safety Management System

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10
SASB RT-CH-320a.1, IF-EN-320a.1, EM-CM-320a.1, RT-CH-320a.2, RT-CH-540a.1
SDG 3, 8, 16

25 training courses	771 employees covered by the Health and Safety program	0.0041% accident rate	3,926 doctor's visits
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The Health and Safety Management System aims to protect the physical and mental well-being of Cesantoni's employees by implementing safety measures and protocols, preventing the risks of accidents and injuries, and keeping the facilities clean with proper signage, as well as compliance with labor legislation.

Before implementing the Health and Safety Management System, an assessment of the facilities, processes, and operations was conducted to identify accident, illness, and injury risks, as well as the sites most vulnerable to these incidents.

The system was designed using the continuous improvement methodology. This methodology allows for planning, monitoring, and identifying areas of opportunity. It seeks to reinforce actions while considering that the health of employees is a priority.

The Management System helps compliance with the requirements of 24 Mexican Official Standards, the Federal Labor Act, the Social Security Act (IMSS) and its regulations, all documents related to occupational health and safety, in accordance with the ceramic industry.

As part of this commitment, the Collective Bargaining Agreement addresses accident prevention, prohibits alcoholic beverages, and rejects drunkenness upon arrival at work. It also requires the proper use of personal protective equipment.



Risk Management

The health and safety management system consists of a series of policies and procedures that ensure adequate preventive and training measures for the company's proper operation. Six policies and seven related procedures have been defined to establish guidelines, commitments, and practices for achieving occupational health objectives and goals.

One such procedure is the Hazard Identification and Job Risk Assessment Procedure. This procedure outlines the steps for monitoring routine and non-routine activities, inspecting the facility, conducting participant observations, and recording and assessing potential hazards. The assessment involves analyzing the likelihood and severity of potential incidents to determine the level of risk.

All actual or potential risks are added to a matrix that is made available to all employees, who receive ongoing training so they are aware of the protocols to follow in the event of an emergency.



Policies and procedures

The Health, Safety and Hygiene Management System includes the following policies and procedures:

- **Health and Safety Policy for Cesantoni's personnel**
- **Safety policy for visitors**
- **Plant access policy for carriers (loading and unloading)**
- **Safety policy for entering the finished product warehouse**
- **Access policy for contractors and suppliers**
- **Disciplinary policy on safety, hygiene and environmental matters**
- **Compliance identification procedure**
- **Hazard identification and risk assessment procedure**
- **Procedures for high-risk work**
- **Safe load-handling procedure**
- **Safe machinery intervention procedure**
- **Procedure for health and safety conditions in company infrastructure**
- **Procedure for the distribution, use and replacement of Personal Protective Equipment**
- **What to do in the event of an accident?**



Preventive health initiatives



Cesantoni is concerned about the health and well-being of its employees. To address this, the company has set up three medical offices, each staffed by two doctors and two nurses, to provide 24-hour care.

The offices are located in:

- **Plant 1**
- **Plant 3**
- **Distribution Center**

All employees may request free medical care during working hours for any health-related symptoms or discomfort that may affect their work performance.

In 2024, there were a total of 3,916 visits to the three clinics, averaging 326 per month. The most common ailments were respiratory diseases, diarrhea, headaches, and musculoskeletal conditions.



Health controls

Additionally, the medical team maintains detailed records of all employees with chronic diseases, including hypertension, diabetes, obesity, and dyslipidemia, providing ongoing follow-up care to each employee.

Pregnant or breastfeeding employees are seen monthly by the medical staff to monitor and detect any risks to the mother or baby.

HEALTH CONTROL STAFF	
Reason for visit	Patients
Arterial hypertension	11
Diabetes Mellitus	14
Obesity and Dyslipidemia	77
Pregnancy and Breastfeeding	6
TOTAL	94



As part of the occupational health program, eight preventive campaigns were carried out from February to October this year, with an average of 263 employees participating.

PREVENTIVE HEALTH CAMPAIGNS	
Programs	Attendance
Deworming	200
Blood Donation	49
Cervical Cancer Screening	22
Healthy Habits Awareness Week,	400
Alcoholism and drug addiction prevention	400
Self-care and Self-esteem	30
Vision Health	650
Vaccination Campaign (Hepatitis, Influenza, COVID-19, and Tetanus)	650
Breast Cancer Awareness Campaign	100



Accident prevention training

Cesantoni's employees' training needs are constantly evaluated through surveys, interviews, and observations of their behavior when handling equipment and tools and when complying with processes. Training plans and programs are designed based on the obtained information. These plans and programs aim to share what is established in official standards, quality standards, and current legislation. The goal is to improve performance and reduce the risk of accidents, injuries, and illnesses.

Training is mandatory and offered during working hours. It can be for a specific group or the entire company. It is free for employees because the goal is to ensure that all personnel are prepared to perform their duties correctly and safely.

In 2024, the training program included more than 25 courses. These courses were taught by internal instructors, as well as personnel from the Mexican Social Security Institute (IMSS), Civil Protection, and other training entities. On average, employees received 14.27 hours of instruction.

Topics covered included compliance with Mexican Official Standards, the use of Personal Protective Equipment, Safety Protocols, Psychosocial Risks, Waste Management and Emergency Response. All internal instructors have received training from the Ministry of Labor and Social Welfare (STPS).



Training courses

Training courses given by Cesantoni personnel

Course	Training hours
Health and Safety Induction	2
Use and Conservation of Common Areas, (NOM-001-STPS-2008)	1
Fire Theory and Use of Fire Extinguishers, (NOM-002-STPS-2010)	1.5
Safe Machinery Intervention (NOM-004-STPS-1999)	1.5
Protect your hands, (NOM-004-STPS-1999)	1
Handling, Storage, Labeling of Hazardous Chemicals. (NOM-005-STPS-1998, NOM-010-STPS-2014, NOM-018-STPS-2015)	1
Handling and Storage of Hazardous Waste, (NOM-052-SEMARNAT)	1
Safe Operation of Forklifts and manual load lifting (NOM-006-STPS-2014).	6
Working at heights safety, (NOM-009-STPS-2011)	1.5
Personal Protective Equipment: Delivery, Use, Maintenance and Replacement, (NOM-017-STPS-2008)	1.5
Pressure Vessels, (NOM-STPS-020-2011)	3
Safety Color Codes, (NOM-026-STPS-2008)	1.5
Hot Work Safety, (NOM-027-STPS-2008)	1.5
Electrical Safety, (NOM-029-STPS-2011)	10
Confined Space Work Safety, (NOM-033-STPS-2015).	2
TOTAL	36

General courses

Course	Instructor	Training hours
Identification of Psychosocial Risks, (NOM-035-STPS-2018).	IMSS	3
Natural Gas Emergency Response, (NOM-002-SECRE-2010)	Calera Civil Protection	1.5
Manual Load Handling, (NOM-036-STPS-2017)	Cesantoni	2
Emergency Brigade Training	Calera Civil Protection	10
Ergonomics	Cesantoni	2
TOTAL		18.5

The following courses were also given to members of the Health and Safety Committee and employees as part of the training program:

- First Aid
- Potential health impacts due to noise exposure and prevention or mitigation methods (NOM-011-STPS).
- High or low thermal conditions related to occupational health and safety, including maximum permissible levels and established control measures (NOM-015-STPS).
- Health Impact Prevention Program (NOM-024-STPS).
- Potential health impacts from exposure to cutting and welding activities (NOM-027-STPS).

Occupational health and safety management system coverage

The Health and Safety Management System applies to all employees and is implemented throughout the company, including administrative offices, plants, distribution centers, and showrooms.



Occupational injuries, accidents and illnesses

In 2024, three occupational accidents and three injuries were recorded. On average, 1,799,072 hours were worked, resulting in an accident rate of 0.0041.

These numbers are the result of the Industrial Health and Safety department's accident risk management efforts, maintaining clean and safe facilities, and training all staff to prevent injuries and bodily ailments.

Injuries that can occur in the facilities include trapping, blows, burns, sprains, and falls from the same level. To prevent and reduce these injuries, the Risk Assessment Procedure is followed. Personnel are trained to emphasize the use of personal protective equipment, and exhaustive supervision is carried out to keep accident rates below the industry average.

Main occupational injuries

- Finger cuts
- Finger impacts
- Shoulder contusion

Main occupational ailments

- Musculoskeletal
- Cuts
- Contusions

Main occupational illnesses

- Hearing loss

Training and Development

Employees in the ceramics industry must be trained in technology, operations, administration, and environmental issues. They must also have negotiation, teamwork, leadership, and decision-making skills, among others. Cesantoni is aware of this and has developed an internal training program that includes courses, workshops, and talks related to company operations. The program seeks to improve efficiency and productivity.

The annual training program is designed according to job profile requirements and organizational objectives. It focuses on fulfilling the corporate strategies defined by top management.

Each employee's job profile is added to a training matrix that defines the specific courses they must take based on their responsibilities and training plan. The program is implemented according to operational area needs.

Training is conducted in person and virtually via the Capacita-T online learning platform, which is available to all levels of the organization. An average of 14.49 hours of instruction per employee was recorded in 2024.



Training and Development

Average training hours

Job category	Male Employees	Total training hours	Average hours of training
Managers	19	250	13.15
Department Heads	35	500.45	14.29
Coordinators	9	112	12.44
Analysts	16	220.52	13.78
Supervisors	85	1403	16.5
Operators	205	3972.03	19.37
TOTAL	369	6,458	14.92

Job category	Female Employees	Total training hours	Average hours of training
Managers	4	50.94	12.73
Department Heads	5	73.69	14.73
Coordinators	5	70.12	14.02
Analysts	31	420.8	13.57
Supervisors	13	151.56	11.65
Operators	29	514.89	17.75
TOTAL	87	1282	14.07



Training and Development

Skill Development Programs

Course	Total attendees	Male attendees	Female attendees	Hours
Company Induction	159	127	32	2,226
Industrial Health and Safety	320	251	69	3,266
Operations	403	352	51	1,708
Gender Equality and Equity	540	369	90	540
TOTAL				7,740

At Cesantoni, training courses have been classified according to their objective. Some of the categories include:

- Leadership
- Information management
- Code of ethics
- Teamwork

Once classified, they are defined according to detected staff needs, allowing them to optimally perform their jobs. There are three types of needs: cross-functional application, skills development and technical skills.

Cross-functional application	Skills Development	Technical skills
Legal and regulatory compliance	Leadership	Information management
Mastery of the ceramics process	Teamwork	Excel
Organizational culture	Communication	
Code of ethics	CTPAT Certification	
Corporate philosophy	Environmental Product Declaration	
Transparency and whistleblower hotline		

Strengthening *the Community*

"The most important thing in life is to transcend, not just make money. Everything you modify in your environment for its benefit, that you fight to change, makes you transcend", Pablo Reimers Morales, founder of Cesantoni.

GRI 413-1
SDG 3, 4, 10

Improving quality of life

Since its foundation, Cesantoni has shown a strong commitment to the social development of the communities near its facilities. The company partners with various civil organizations to develop programs that improve the quality of life in these communities.

Driven by a deep sense of social responsibility, Cesantoni has participated in multiple programs to support non-governmental institutions, helping them improve their infrastructure so they can continue offering necessary services to the vulnerable populations they serve. Money and ceramic products are donated annually, always with the objective of improving living conditions.



Flagship program: Piso Firme



In 2022, Cesantoni launched its most important social responsibility program, aligning it with its business strategy and mission: Piso Firme. The objective of this program is to improve the homes of families in vulnerable situations by facilitating the installation of ceramic floors, which will provide them with hygienic, comfortable, and pleasant spaces.

Piso Firme is aimed primarily at the company's employees and, secondarily, at the communities. Those who meet the program's requirements can receive ceramic flooring, materials, adhesives and installation free of charge. The process is simple:

1. The interested person submits their application.
2. The requirements are validated.
3. A home visit is carried out.
4. The Piso Firme committee meets, then analyzes each application.
5. The benefit is assigned.

Once authorized to participate in the program, the beneficiary can go to the Cesantoni Boutique Store and choose products to remodel their home, with no restrictions on size, model, or style.



Positive results

In 2024, 17 Cesantoni employees and one community member received assistance installing solid floors in their homes, covering a total area of 1,566 square meters. This amount exceeded the 2023 target of 1,167.5 m² by 74%.

Goal	1167.50 m ²	Actual	1566.33 m ²	Compliance percentage	134.16%
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BASE YEAR: 2023				SQUARE METERS INSTALLED: 1,081 M2			
2030 PROJECTION							
INDICATORS	2024	2025	2026	2027	2028	2029	2030
Installed m2 (Main key indicator)	1,167.50 m2	1,260.90 m2	1,361.80 m2	1,470.70 m2	1,588.30 m2	1,715.40 m2	1,852.60 m2
Annual % increase in m2 installed	8%	8%	8%	8%	8%	8%	8%
Cumulative % Increase vs Base Year	8%	17%	26%	36%	47%	59%	71%

After three years of work, Piso Firme has been able to re-model 35 homes for 35 families, for a total of 2,765.16 m2 of installed flooring.

PISO FIRME PROGRAM		
Year	Meters installed	Houses remodeled
2022	117.83 m2	2
2023	1,081 m2	15
2024	1,566.33 m2	18
Total	2,765.16 m2	35

2024 Beneficiaries

The 15 men and 3 women who benefited in 2024 live in the communities of Calera, Fresnillo, Pozo de Gamboa, and Jesús María in the state of Zacatecas.

Name	Position	Location	M² installed
Víctor Manuel González Rodríguez	Warehouse worker	Calera	31.68 m²
Miguel de Jesús Rodríguez Santillán	Plant Mechanic	Calera	78.42 m²
Margarita Escobedo Zandate	Sorter	Calera	34.79 m²
Jaime Ramírez Casas	Shovel Operator	Pozo de Gamboa	82.59 m²
Víctor Humberto González Ruiz	Supervisor	Enrique Estrada	74.98 m²
Isidro Rojas Briceño	Infrastructure Assistant	Zacatecas	125.9 m²
Víctor Hugo Díaz Zapata	Kiln Assistant	Jesús María	72 m²
Héctor Alejandro Díaz Hernández	Mill Operator	Jesús María	90.12 m²
Claudia Lorena Carrillo Trejo	Cleaning Assistant	Calera	65.16 m²
Juan Carlos Frausto Rojas	Tone Tester	Calera	129.12 m²
Ruby Esmeralda López Correa	Community Member	Calera	126.44 m²
Abel Rodríguez Arroyo	Supervisor	Calera	48.36 m²
Octavio Ortiz Villaseñor	Supervisor	Calera	108 m²
Fernando Ibarra Acosta	Supervisor	Calera	192.48 m²
Juan Manuel Rodríguez Sánchez	Forklift operator	Fresnillo	92.16 m²
Crescencio Sánchez Díaz	Kiln Assistant	Pozo de Gamboa	53.8 m²
Federico Vázquez Sánchez	Infrastructure Assistant	El Visitador	112.81 m²
Manuel Rojas Reséndiz	Infrastructure Assistant	El Visitador	47.52 m²
TOTAL			1,566.33 m²

Piso Firme Expansion

The Piso Firme program intends to expand to communities with the goal of supporting families, and women who are heads of households who are not part of Cesantoni. The aim is to provide them with decent housing.

Promoting children's sports

In search of initiatives that support the physical and emotional development of children and young people in the communities, Cesantoni founded the Children's Soccer Academy in Calera, Zacatecas, in 2022. Over 120 children train at the Academy's facilities every week. This promotes healthy development, health and well-being while guiding them to prevent addictions.

In addition, Cesantoni sponsors the Children's Soccer League working with the municipality. Different teams participate in the league, including those from the Academy. The league aims to develop responsible, healthy, and resilient young people.

Additional support

In addition to financially supporting the league, the company also provides:

- Uniforms and sports equipment.
- Organization of events for Children's Day and Christmas Party.
- Support to improve the soccer field.



Alliances with NGOs

To expand the scope of its social responsibility initiatives, Cesantoni has formed partnerships with five civil society organizations in Zacatecas and Estado de México that support vulnerable community groups.

In 2024, five institutions were supported through various donations:

- Asociación Mexicana de Ayuda a Niños con Cáncer, A.C. (AMANC).
- Villa Infantil del Sagrado Corazón de Jesús, A.C.
- Grupo Kalimori, A.C.
- Asociación Pro Personas con Parálisis Cerebral, A.C. (APAC).
- Mexican Red Cross, Zacatecas Office.



Support provided

Beneficiary organization	Location	Goal	Actions carried out
AMANC, A.C.	Zacatecas	Supports children and adolescents with cancer.	Annual blood drive. Sponsorship of AMANC's Annual Race. Donation of 20 wrought-iron hearts for collecting plastic caps.
Villa Infantil del Sagrado Corazón de Jesús, A.C.	Fresnillo	Home for orphaned children.	Donation of toys and Christmas gifts. Donation of shoes, sneakers and school supplies for back-to-school. Financial support for its annual fundraising event.
Grupo Kalimori, A.C.	Malinalco, Estado de México	Residence focused on developing skills in adults with intellectual disabilities.	Donation of essential raw materials (clay and enamel) for its ceramic workshop.
Cruz Roja Mexicana, I.A.P.	Zacatecas	Preserve health and life, and alleviate human suffering among vulnerable populations.	Annual financial donation.
APAC, A.C.	Zacatecas	Specialized care for people with cerebral palsy and related disabilities.	Donation of ceramic products to build therapy area restrooms.

Comprehensive *Management*

Cesantoni's commitment to all its stakeholders is to efficiently manage the organization's resources and focus its corporate strategy on generating shared value.

GRI 2-9, 2-10, 2-11, 2-14, 2-17, 2-22, 2-23, 2-28
SDG 5, 16

Corporate Governance

Cesantoni's highest governance body is its Board of Directors, composed of five internal directors and two external directors. This board is responsible for reviewing the company's financial results, defining its strategic objectives and setting goals in the environmental, social and financial areas, always seeking to improve its sustainable performance.

The Board of Directors' duties are as follows:

1. **Defining the organization's strategy and corporate objectives**
2. **Oversight of work team's management and performance**
3. **Validation and analysis of strategic decisions**
4. **Reviewing financial results**
5. **Risk identification and management**
6. **Ethical behavior and legal compliance assurance**
7. **Transparency and accountability**

Another of its responsibilities is to evaluate the results of the social responsibility and sustainability coordinating office's work plan, its scope, goals and objectives, as well as the compliance level, proposing improvement actions in all operations of the organization.

The Board's chair is also the Chief Executive Officer of Cesantoni, who has been appointed by the directors based on their academic background and experience in the ceramic industry.



Board of Directors

The Board of Directors is responsible for approving the sustainable development strategy, which was defined by the management team and the social responsibility coordinating office. Once all the sustainability-related actions have been reviewed, new projects are defined for implementation, focusing on value creation and compliance with current legislation. Cesantoni’s Board of Directors is composed of professionals with extensive experience in the ceramic and design industries:

Yaco Reimers Campos (50 years old)

Chair of the Board and Chief Executive Officer
Board tenure: 6 years.

He is Chair of the Board and Chief Executive Officer of Cesantoni. He has worked at Grupo Financiero Banorte. He was chair of the Pro-Construction Committee of Everest College, Secretary of CANACINTRA. He is a member of the Advisory Committee of Banamex and Nafin, as well as a member of the Citizens’ Council of Zacatecas and the Economic Development Council of the State of Zacatecas. He holds a Bachelor's degree in Business Administration from ITESM, Monterrey Campus, and a certificate in Business Management from EGADE and the Madrid Business School.

Bernardo Reimers Campos (42 years old)

Regular Board Member
Board tenure: 6 years.

He has been Cesantoni's Sales Manager since 2011, where he has consolidated the brand and positioned the company at a national level. He has developed projects related to customer service improvement, customer and business partner profitability, and has carried out a price re-engineering. He holds a Bachelor's degree in International Trade from UDEM, with a specialization in Pricing Analysis and Techniques.

Hermann Reimers Campos (40 years old)

Regular Board Member
Board tenure: 6 years.

He has been Cesantoni's Chief Operating Officer since 2012. In his professional career at the company, he has served as production and development coordinator. He is an Industrial and Systems Engineer from ITESM, Monterrey Campus, holds a specialization in Corporate Finance from New York University, and is certified as a Project Manager by the Project Management Institute (PMI).

Gabriela Campos de Reimers (71 years old)

Regular Board Member
Board tenure: 6 years.

Cesantoni’s founder. Since 1985, she has worked at the company as an expert in the Development and Innovation department, where she has coordinated the organization’s most iconic product launches. She studied Design in Italy and has over 35 years of experience in the ceramic industry.

Board of Directors

Mauricio Duarte Rodríguez (53 years old)

Independent Board Member
Board tenure: 6 years.

Cesantoni’s independent board member since 2018. He is the Regional Director of Grupo Financiero Banorte, an institution he has been part of for 29 years. He currently serves on the boards of GIZ, Grupo Tecnomec Agrícola, Escaladora de Negocios, Universidad Panamericana, the Diocese of Aguascalientes, Grupo Isauro López, the Government of Aguascalientes, Grupo Vazlo, and Grupo Arriaga. He has been a member of the board of Llantas de Lago, Corpovino, Vitro Hogar and Terraza Italiana. He is the former president of Consejo de Vida y Familia, A.C. He holds a Bachelor's degree in Business Administration from Tec de Monterrey, specialized in banking at the University of Louisiana, and has completed the Senior Management Program, the Boards in Action Program, and the Continuity Program, all at IPADE.

Guillermo Muñoz Popoca (79 years old)

Independent Board Member
Board tenure: 6 years.

He has been an independent board member since 2018. He currently serves as General Manager of Hotel del Fresno, in Fresnillo, Zacatecas. His professional career has focused on the hospitality and tourism sector, where he supports local economic development, emphasizing the importance of the regional mining industry and its positive impact on hotel occupancy. He is President of the Hotel Association of Zacatecas. He holds a Bachelor’s degree in Business Administration and Management, and Hotel Management, from Universidad La Salle México.

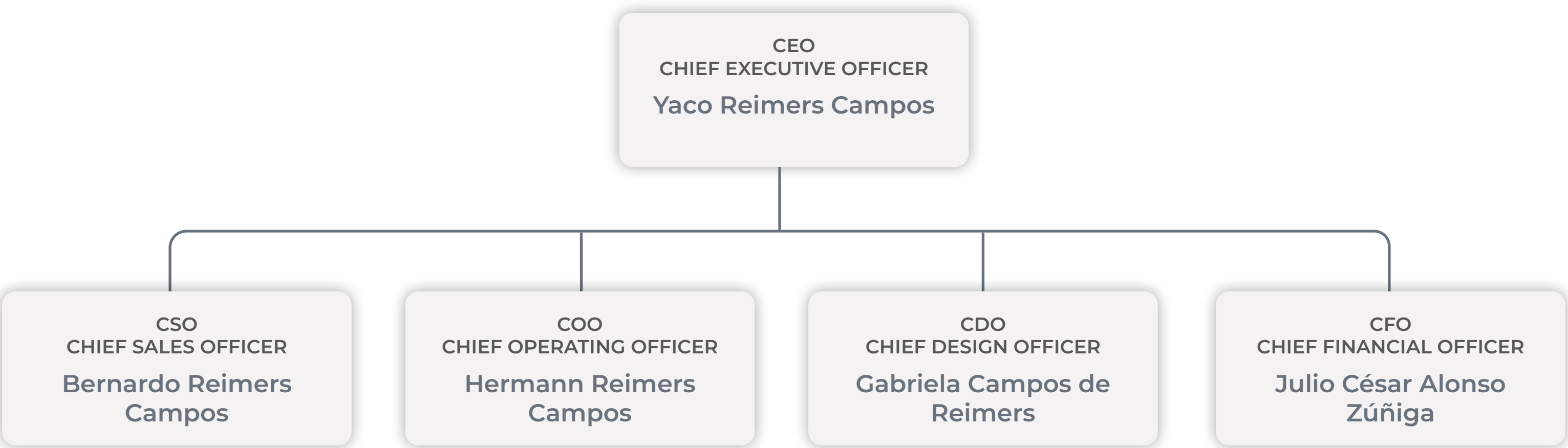
César Lau Yuen (67 años)

Independent Board Member
Board tenure: 6 years.

He has been an independent board member since 2018. He is Grupo Arancia's Corporate Director. He has held executive positions at Banco Nacional de México, Santander, Grupo Sidek-Situr, and Megacable. He is a specialist in mergers, acquisitions, and syndicated loans. He was Managing Partner at Lau Capital Partners, a financial consulting firm. He currently serves as a board member of Coparmex. He was Chair of the Board for Acortar Distancias and the Mexican Institute of Finance Executives. He has held various management positions at Grupo Cydsa, Banco Nacional de México, Banco Santander Mexicano, Grupo Sidek-Situr, and Megacable. He is an Industrial Engineer from the Autonomous University of Guadalajara, with a certificate in Administration and Economics from the Economics Institute at the University of Colorado. He earned a postgraduate degree in Business Administration with a specialization in Finance from The Wharton School at the University of Pennsylvania, and completed a Senior Management Program at the Instituto de Empresa in Madrid, Spain.

Management Team

The management team is responsible for implementing and overseeing the organization's financial, commercial, environmental and social strategies, supported by a professional and responsible team of employees. Any concerns related to sustainability and social responsibility that may arise during operations are reported to the executive directors, who present them at the Board of Directors meetings to define appropriate measures and provide an adequate response.



Policies and guidelines

Cesantoni has defined a series of policies establishing the guidelines to be followed by all employees within the organization. These policies are available for consultation through corporate intranet and in physical form at operational sites. Some of the policies include:

- Human Rights
- Sustainability
- Human Resources
- Environmental Management
- Suppliers

- Sales
- Active Community Engagement
- Fair Operating Practices
- Governance

Ethics and Anti-Corruption

GRI 3-3, 2-15, 2-23, 2-24, 2-26, 205-2, 205-3
 SASB: IF-EN-510a.2, IF-EN-510a.3

At Cesantoni, decisions related to operations, financial management, and labor management are based on ethical principles aligned with the company's corporate philosophy. This commitment fosters honesty and transparency at every level of the organization.

Commitment to Integrity

This ethical approach has enabled Cesantoni to anticipate actual or potential negative impacts that may affect the economy, employees, human rights or the environment. The company acts with integrity, complying with all applicable quality, safety, legal and regulatory standards.

Cesantoni's corporate culture is deeply rooted in legal compliance, ethics and integrity. This commitment is reflected in its respectful and responsible relationships with employees, customers, suppliers, business partners, the community and other stakeholders.

Business Ethics Training

Course Name	Training hours	Number of Male Attendees	Number of Female Attendees
Organizational culture, code of ethics, and anonymous reporting	750	483	267

Code of Ethics and Corporate Values

Cesantoni's Code of Ethics sets forth the principles and standards that guide the actions, decisions and behavior of all employees in their interactions with stakeholders. This document is based on 18 key principles, which include:

- Honesty as a core value.
- Positive leadership.
- Respect for human dignity.
- Responsibility for safety.
- Transparency and zero tolerance of harassment, discrimination, alcohol and drugs.
- Rejection of fraudulent practices and conflicts of interest.

All employees sign a commitment to adhere to the Code of Ethics upon joining the company. In addition, they participate annually in training sessions on business ethics, integrity, bribery and corruption. In 2024, Cesantoni provided 750 hours of training on these topics, reaching 483 men and 267 women.

Conflicts of Interest

Cesantoni emphasizes the importance of proactively managing conflicts of interest that could compromise the company's reputation and integrity. Employees must inform the Ethics Committee of any personal or professional relationship that may interfere with the company's operations. Examples of potential conflicts include:

- Personal relationships with suppliers or business partners.
- Receiving gifts, favors, or money from third parties.
- Simultaneous employment in companies within the same sector.

Ethics and Anti-Corruption

Corruption and Bribery Rejection

Cesantoni condemns any act of corruption, bribery or unfair competition practices. These activities not only violate the company's values but are also considered illegal. In 2024, the company faced no penalties or legal proceedings related to these matters, reinforcing its commitment to ethics and transparency.

Reporting Hotline

All employees can report violations of the Code of Ethics guidelines, as well as any activity that does not comply with Cesantoni's mission, vision and values, including acts of corruption, bribery, harassment, conflicts of interest and discrimination. A complaint and suggestion box has been set up in areas accessible to all employees who do not have access to electronic media. Reports can be made using these two channels, 24 hours a day, seven days a week:

- E-mail: contacto.etica@cesantoni.com.mx
- WhatsApp ETHICS Contact: +52 492 111 67 88

Reporting Procedure

An Ethics Committee has been formed to timely follow up on the complaints received, from investigation to case closure, and must respect the following principles:

- Confidentiality: Of the whistleblower and the facts reported.
- Anonymity: Reports can be made confidentially.
- Due diligence: All reports are investigated with seriousness and due care.
- Zero retaliation: No retaliation will be taken against individuals who file a report, and their privacy will be protected.

Steps in the process:

1. Receipt of the report.
2. Report submission to the Ethics Committee.
3. Definition of the scope and work plan to investigate the report.
4. Report investigation.
5. Research results validation.
6. Definition of disciplinary measures.
7. Follow-up on the implementation of disciplinary measures.
8. Case closure.

Disciplinary Measures

In accordance with the Federal Labor Act, some disciplinary measures include:

- Verbal recommendation.
- Issuance and signing of corrective actions to be followed.
- Administrative penalty with a copy placed in the employee's file.
- Termination of the employment relationship.
- Legal actions.

In 2024, one report regarding mistreatment was received, which was managed and resolved confidentially.

Membership in Associations

To promote free competition and fair operating practices, the company is a member of several industry organizations.

- **CANACINTRA, Zacatecas**

It participates in projects and decision-making by being part of the board and working committees.

- **Tile Council of North America (TCNA)**

The Tile Council of North America (TCNA) is a trade association that represents manufacturers of ceramic coverings, installation materials, raw materials, equipment and other industry-related products.

About *this report*

GRI 2-2, 2-3, 2-4, 2-5

About this Report

This is the First Annual Sustainability Report of Cesantoni, a company that produces and sells ceramic tiles and coverings, located in the state of Zacatecas, Mexico. The report includes the company's environmental, social and governance performance during the period from January 1 to December 31, 2024, excluding other entities, companies or associates.

The content of this Report is organized with reference to the Global Reporting Initiative (GRI) standards, the Sustainable Development Goals (SDGs), and the Sustainability Accounting Standards Board (SASB) requirements, according to the relevant sectors: Construction products and furniture; Chemicals; Construction materials; and Specialized and multi-line distributors and retailers.

This Report has been reviewed and approved by Cesantoni's General Management, in accordance with its strategic sustainability objectives. Data has been provided by all areas of the organization and compiled by the Sustainability department. The management team has participated in its validation to fulfill the commitment to transparency and accountability.

This First Annual Sustainability Report has not been verified by any independent organization. It reflects Cesantoni's commitment to adhere to the best environmental, social and corporate governance practices, as well as to comply with the standards and requirements of various national and international organizations of which it is a member.

As the first document demonstrating the company's sustainable performance, no restatements of its content have been made.



GRI Index

Statement using GRI standards	Cesantoni has reported with reference to the GRI Standards its environmental, social and governance performance for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1: Fundamentals 2021

Reference	Page, response
GRI 1 Fundamentals 2021	
GRI 2: General Contents 2021	
1. The organization and its reporting practices	
2-1 Organization details.	5
2-2 Entities included in this sustainability report.	96
2-3 Reporting period, frequency and contact information.	96, 105
2-4 Information restatements.	96
2-5 External verification.	96
2. Activities and Employees	
2-6 Activities, Value Chain and other business relations.	10, 16
2-7 Employees	58
2-8 Workers who are not employees.	59
3. Governance	
Material topic: Corporate Governance	
GRI 3-3 Management of Material Topics	82
2-9 Composition of the highest governance body and its committees.	82
2-10 Nomination and selection of the highest level of corporate governance.	82

GRI Index

Reference	Page, response
2-11 Chair of the highest governance body.	82
2-14 Role of the highest governance body in sustainability reporting.	3
2-15 Conflicts of interest.	87
2-16 Communication of critical concerns.	88
2-17 Collective knowledge of the highest governance body.	83
4. Strategy, Policies and Practices	
2-22 Sustainable development strategy statement.	3, 23
2-23 Policy commitments.	67, 84
2-25 Processes to remedy negative impacts.	24
2-26 Mechanisms for seeking advice and planning.	88
2-27 Compliance with laws and regulations.	55
2-28 Affiliation and association memberships.	88
5. Stakeholder engagement	
2-29 Approach to stakeholder engagement.	20, 33
2-30 Collective bargaining agreements.	59
GRI 3: Material Topics 2021	
3-1 Process for determining material topics.	21
3-2 List of material topics.	22
3-3 Management of material topics	23
GRI 202: Market Presence 2016	

GRI Index

Reference	Page, response
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	64
202-2 Proportion of senior management hired from the local community	65
GRI 204: Procurement practices 2016	
204-1 Proportion of spending on local suppliers	16
GRI 205: Anti-corruption 2016	
Material Topic: Business Ethics	
GRI 3-3 Gestión de Temas Materiales	87
205-1 Operations assessed for risks related to corruption	In 2024, no assessments of operations for corruption-related risks were conducted.
205-2 Communication and training on anti-corruption policies and procedures	87
205-3 Confirmed incidents of corruption and actions taken	88
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	39
301-2 Recycled input materials used	40
301-3 Reclaimed products and their packaging materials	40
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	41
302-3 Energy intensity	41
302-4 Reduction of energy consumption	42
GRI 303: Water and Effluents 2018	
303-4 Water discharges	43

GRI Index

Reference	Page, response
303-5 Water use	43
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, or managed located in or adjacent to protected areas or areas of high biodiversity value outside protected areas	45
GRI 305: Emissions 2016	
Material Topic: Climate Change	
GRI 3-3 Management of Material Topics	46
305-1 Direct GHG emissions (Scope 1)	47
305-2 Indirect GHG emissions from energy generation (Scope 2)	47
305-3 Other indirect GHG emissions (Scope 3)	Scope 3 Emissions are not reported
305-4 Intensity of GHG emissions	48
305-5 Reduction of GHG emissions	No data available to determine the percentage of reduced emissions
305-6 Emissions of ozone-depleting substances (ODS)	Not measured and not reported
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Not measured and not reported
GRI 306: Waste 2020	
306-3 Waste generated	49
306-4 Waste diverted from disposal	50
GRI 401: Employees 2016	
401-1 New employee hires and employee turnover	59, 60
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	62

GRI Index

Reference	Page, response
401-3 Parental leave	63
GRI 402: Employee–employer relations 2016	
402-1 Minimum notice periods regarding operational changes	The minimum notice period for operational changes is 30 days.
GRI 403: Occupational Health and Safety 2018	
Material Topic: Health and Safety	
GRI 3-3 Management of Material Topics	66
403-1 Occupational health and safety management system	72
403-2 Hazard identification, risk assessment, and incident investigation	67
403-3 Occupational health services	68
403-4 Worker participation, consultation, and communication on occupational health and safety	69
403-5 Worker training on occupational health and safety	70
403-6 Promotion of worker health	69
403-8 Workers covered by an occupational health and safety management system	72
403-9 Work-related injuries	72
GRI 404: Training and Education 2016	
Material Topic: Human Capital Development	
GRI 3-3 Management of Material Topics	
404-1 Average hours of training per year per employee	74
404-2 Programs for upgrading employee skills and transition assistance programs	75

GRI Index

Reference		Page, response
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees		65
405-2 Ratio of basic salary and remuneration of women to men		64
GRI 413: Local Communities 2016		
Material topic: Community Outreach		
GRI 3-3 Management of Material Topics		77
413-1 Operations with local community engagement, impact assessments, and development programs		78
GRI 415: Public Policy 2016		
415-1 Contributions to political parties and/or representatives		In 2024, no contributions were made to political parties and/or representatives.
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		During 2024, no complaints were received concerning breaches of customer privacy and/or personal data.

SASB Index

Cesantoni reports under four standards of the Sustainability Accounting Standards Board (SASB), according to the sectors applicable to it: Construction products and furniture; Chemicals; Construction materials; and Specialized and multi-line distributors and retailers.

Construction products and furniture

Topic	Indicator	Content	Page
Energy management in manufacturing	CG-BF-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	41
Management of chemicals in products	CG-BF-250a.1	Analysis of the processes for assessing and managing the risks or hazards related to chemicals in products.	N/A
	CG-BF-250a.2	Percentage of compliant products meeting emission standards and volatile organic compound (VOC) content standards	N/A
Environmental effects of the product life cycle	CG-BF-410a.1	Description of efforts to manage product life cycle impacts and meet the demand for sustainable products.	Not reported
	CG-BF-410a.2	(1) Weight of material recovered at the end of life, (2) percentage of recovered material recycled	39
Management of the wood supply chain	CG-BF-430a.1	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forests, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard.	40

Activity parameter		
Indicator		Page
CG-BF-000.A	Annual production	36
CG-BF-000.B	Manufacturing facilities area	36

SASB Index

Chemicals

Topic	Indicator	Content	Page
Greenhouse gas emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered by emission-limiting regulations	46
	RT-CH-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against those targets.	Not reported
Air quality	RT-CH-120a.1	Atmospheric emissions of the following pollutants: (1) NOX (except N2O), (2) SOX, (3) volatile organic compounds (VOC) and (4) hazardous air pollutants (HAP).	N/A
Energy management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables, (4) total self-generated energy	41
Water management	RT-CH-140a.1	(1) Total water extracted, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress.	43
	RT-CH-140a.2	Number of non-compliance incidents related to water quality permits, standards, and regulations	No incidents of non-compliance were reported in 2024.
	RT-CH-140a.3	Description of water management risks and analysis of mitigation strategies and practices.	N/A
Hazardous waste management	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	51
Community relations	RT-CH-210a.1	Analysis of participatory processes to manage risks and opportunities related to community interests.	74
Workforce health and safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) mortality rate for a) direct employees and b) contract employees.	66
	RT-CH-320a.2	Description of initiatives undertaken to assess, monitor and reduce exposure of contracted workers and employees to long-term (chronic) health risks.	66
Product design to achieve efficiency during the use phase	RT-CH-410a.1	Revenues from products designed for resource efficiency in the use phase	10

SASB Index

Topic	Indicator	Content	Page
Chemical management to protect health, safety, and the environment	RT-CH-410b.1	1) Percentage of products containing chemicals hazardous to health or the environment that fall under categories 1 and 2 of the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), 2) percentage of those products that have undergone a risk assessment	N/A
		N/A	N/A
Genetically modified organisms	RT-CH-410b.2	Analysis of the strategy for 1) managing chemicals of concern and 2) developing alternatives with reduced impact on human health or the environment	N/A
Management of the legal and regulatory environment	RT-CH-410c.1	Percentage of products, by revenue, containing genetically modified organisms (GMOs)	N/A
Operational safety, emergency preparedness, and response	RT-CH-530a.1	Analysis of corporate positioning related to governmental regulations or policy proposals addressing environmental and social factors affecting the sector	56
	RT-CH-540a.1	Process safety incident count (PSIC), process safety total incident rate (PSTIR), and process safety incident severity rate (PSISR)	66
	RT-CH-540a.2	Number of transportation incidents	There were no transportation incidents in 2024

Activity parameter		
Indicator		Page
RT-CH-000.A	Production by reportable segment (tons)	11

SASB Index

Construction materials

Topic	Indicator	Content	Page
Greenhouse gas emissions	EM-CM-110a.1	Gross global Scope 1 emissions, percentage covered by emission-limiting regulations	464
	EM-CM-110a.2	Analysis of the long- and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets and analysis of performance against those targets.	46
Air quality	EM-CM-120a.1	Atmospheric emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals.	Not reported
Energy management	EM-CM-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage from alternative sources, (4) percentage of renewables.	41
Water management	EM-CM-140a.1	(1) Total freshwater extracted, (2)	43
Waste management	percentage recycled, (3) percentage in regions with high or extremely high baseline water stress	43	51
Effects on biodiversity	EM-CM-150a.1	Amount of waste generated, percentage hazardous, percentage recycled	51
	EM-CM-160a.1	Description of environmental management policies and practices for active facilities	45
Workforce health and safety	EM-CM-160a.2	Area of land disturbed, percentage of affected area restored	N/A

SASB Index

Topic	Indicator	Content	Page
	EM-CM-320a.1	(1) Total recordable incident rate (TRIR) and (2) incident frequency rate (IFR) for (a) full-time employees and (b) contract employees.	66
	EM-CM-320a.2	Number of reported silicosis cases	N/A
Product innovation	EM-CM-410a.1	Percentage of products meeting the requirements for credits in sustainable building design and construction certifications	10.32
Price transparency and integrity	EM-CM-410a.2	Total potential market and market share of products reducing energy, water and substantial impacts during use and production	32
	EM-CM-520a.1	Total amount of monetary losses as a result of legal proceedings related to cartel, price fixing or antitrust activities.	Not reported

Activity parameter		
Indicator		Page
EM-CM-000.A	Production by main product lines (tons)	11

Specialized and multi-line distributors and retailers

Topic	Indicator	Content	Page
Energy management in retail and distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, (3) percentage of renewables	41
Data security	CG-MR-230a.1	Description of the approach to identify and address data security risks	Not reported
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of affected customers	There were no data breaches in 2024

SASB Index

Topic	Indicator	Content	Page
Labor practices	CG-MR-310a.1	1) Average hourly wage and 2) percentage of store employees earning minimum wage, by region	64
	CG-MR-310a.2	Voluntary (1) and (2) involuntary turnover rate of store employees	62
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings related to labor law violations.	In 2024 there were no legal proceedings for non-compliance with labor laws.
Workforce diversity and inclusion	CG-MR-330a.1	Percentage representation of genders and racial/ethnic groups in (1) management and (2) all other employees.	65
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings related to employment discrimination.	In 2024, no legal proceedings related to discrimination were filed.
Product supply, packaging and marketing	CG-MR-410a.1	Revenues from products certified by third parties according to environmental or social sustainability standards	Not reported
	CG-MR-410a.2	Analysis of the processes for assessing and managing the risks or hazards related to chemicals in products.	Not reported

Accounting Parameter		
Indicator		Page
CG-MR-410a.3	Analysis of strategies to reduce the environmental impact of packaging	39
Activity parameter		
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	34
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	34

Sustainable Development Goals (SDG) Index

Cesantoni has contributed, through its sustainable performance, to the achievement of Sustainable Development Goals.

Sustainable Development Goal	Page
SDG 3. Good Health and Well-being	38 to 56, 73
SDG 4. Quality Education	57 to 72, 73 to 80
SDG 5. Gender Equality	57 to 72, 81 to 88
SDG 6. Clean Water and Sanitation	38 to 56, 57 to 72
SDG 7. Affordable and Clean Energy	38 to 56
SDG 8. Decent Work and Economic Growth	38 to 56, 57 to 72
SDG 10. Reduced Inequalities	57 to 72, 73 to 80
SDG 11. Sustainable Cities and Communities	38 to 56
SDG 12. Responsible Consumption and Production	38 to 56
SDG 13. Climate Action	38 to 56
SDG 14. Life Below Water	38 to 56
SDG 15. Life on Land	38 to 56, 57 to 72
SDG 16. Peace, Justice and Strong Institutions	57 to 72, 73 to 80, 81 to 88

Contact Information

GRI 2-1

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Annual Sustainability Report

2024